



Welcomed **20 new One Voice members**,  
for a total of **99 members**

## TRAININGS & LEARNING OPPORTUNITIES

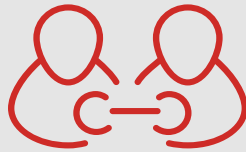
### Panel Discussion on Finding Your Path to Nonprofit Leadership

A discussion led by six Executive Director panelists on how to hone your leadership skills, evaluate your strengths, and move forward on your career path

Attended by 30 young professionals & emerging leaders

### Workshop on Building Trust in the Workplace

An interactive workshop to help members assess their own trustworthiness, understand fundamental dynamics at play, and leave with a concrete vision for how they can improve their relationships with their teams



Attended by 24 members

### Training Series on Reframing Human Services

Four presentations/trainings led by the National Human Services Assembly on a new communications framework proven to increase public and government understanding of and support for the human services sector

69 individuals attended a training or presentation



Rated 4.6 out of 5 by attendees

Rated 4.4 out of 5 by attendees

Rated 4.9 out of 5 by attendees

## STANDARDS OF EXCELLENCE

### Promoting Nonprofit Standards & Accountability

- Released an updated Nonprofit Accountability Guide which includes policies, forms, and tools for nonprofit excellence and a self-assessment tool for nonprofits which has been completed by 45% of members so far
- Held an ongoing series of presentations on key financial issues for nonprofits, including the implications of the new tax law



## MEMBER NETWORKING & PEER SUPPORT

### Buddy Program

*Peer-to-peer mentorship program for executives*

- Pairs up new and seasoned executive directors
- Pairs seasoned executives for peer support
- Provides resource mentors on specific topics

13 buddy program participants in 2018



### Leader-to-Leader Conversations

*Lunch & Learn on Shifting Staff Culture*



Held a Lunch & Learn at which a senior Executive Director shared their experiences and advice with members

*Peer-to-Peer Discussions on Hot Topics*



Held Peer-to-Peer Discussions on nonprofit salaries/benefits and navigating board fractures to facilitate dialogue and support networks amongst members

# EQUITY & DIVERSITY

## Summit on Diversity in Nonprofits



A special One Voice event including:



- A presentation by Building Movement Project national experts on the results of a national survey on nonprofit workforce diversity
- A workshop and discussion with the leadership of The New Philanthropists on different cultural communication styles

## Equity & Social Justice Committee

- Convened monthly issue area groups to address key areas of disproportionality in our community
- Provided 15 scholarships for members to attend "Beyond Diversity" trainings; 40 member agencies attended or sent staff to the trainings, including 33 Executive Directors and 56 staff members
- Held meetings to address equity issues related to fair housing and the federal public charge policy

# PUBLIC POLICY & COMMUNITY PARTNERSHIPS

- Supported the passage of all seven City of Austin bond propositions on the November 2018 ballot totaling \$925 million, all of which were approved by voters
- Released candidate questionnaires and co-hosted forums for Austin City Council and Mayoral candidates with the Austin Chamber of Commerce
- Held a training on advocacy and lobbying rules for nonprofits for One Voice members and their staff
- Convened a meeting and compiled funder information to promote communication and increase alignment amongst Central Texas healthcare funders
- Coordinated One Voice members to share information about their agencies at City and County public comment opportunities throughout the year
- Supported a revision to the City of Austin's workforce incentive program, which was approved by City Council

# COMMUNICATIONS

## Reframing Human Services Initiative

*Selected for a second year as a partner organization by the National Human Services Assembly to collaborate in implementing a new communications framework around human services*

- Formed a second cohort of the Reframing Leadership Task Force, which met monthly for trainings and hands-on learning
- Reframed One Voice's advocacy talking points for meetings with City & County elected officials

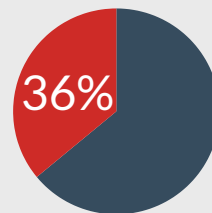
# 403B RETIREMENT PLAN & MEMBER BENEFITS

Participating organizations benefit from the stability of a plan with

**over \$16.8 million**  
in total assets

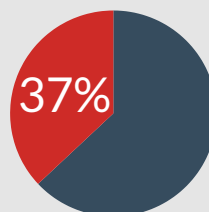
Increased participation in the plan to

**11**  
Organizations      **800+**  
Employees



of participating organizations offered retirement benefits for the first time

Provided special discounted rates for health insurance & ancillary benefits to **16** member organizations



reduction in fees for members accessing special OVCT rates for professional insurance offerings

**Thank you St. David's Foundation, Austin Community Foundation and Atchley & Associates for your support!**