



**90 Years of Collective
Voice, Action, Impact**



ANNUAL REPORT



Shared knowledge and experience, collective voice and collective action.

Mission

To strengthen health and human services in the United States through the active involvement and leadership of its members.

Vision

A just and caring nation that seriously and effectively addresses human development and the health and human service needs of its citizens.

Goals

1. Provide collective leadership to shape national human development/health and human service strategies.
2. Serve as a catalyst for sharing of resources for the purposes of individual/professional development and organizational efficiency and effectiveness.
3. Increase awareness of the importance of and trust in the nonprofit health and human services sector.

Collective Voice, Action and Impact

The National Human Services Assembly (NHSA, National Assembly) is serious about Collective Voice, Action and Impact. A 501 c 3 nonprofit organization, founded by a handful of national nonprofit executives ninety years ago, the National Assembly was and continues to be a place where leaders of national nonprofit human service organizations, across the full-spectrum of human needs, come together to learn, to speak out for the sector, and to take action together.

The logos of Assembly members adorn the cover for a reason—this is their organization. The work is driven by them and the small staff of NHSA facilitates their engagement.

At the heart of the collective learning and leading taking place in 2012-2013¹ are over a dozen communities of leaders from member organizations. The board of directors is itself one of those communities and then are eleven additional peer networks — communities of practice around specific areas of nonprofit management, from talent development and management to finance, and several groups focusing on programmatic areas, including youth and family development. Most of these peer networks—called professional Councils—met at least twice during the past year and many went beyond shared learning and networking, pursuing common issues and opportunities through cross-organizational collaborative projects.

A few examples illustrate the power and potential of these collaborative projects. The Research Group, made up of Research Vice Presidents and Directors of member organizations who serve children and youth, has been working for two years on identifying and articulating common community-level youth outcomes for Out of School Time youth programs — a parallel of sorts to the work of the Education field on Common Core Standards. This work resulted in the publishing of *A Shared Vision for Youth: Common Outcomes and Indicators*.

As leaders in the talent arena for the sector, members of the Human Resources and Diversity & Inclusion Councils have been keenly interested in strategies for bringing more professionals of color into our organizations along with ways to improve retention and promotion into management and leadership positions. This past year the councils worked together to create a practical resource to help themselves and their colleagues move this work forward. They collaboratively produced a toolkit — featuring member organization case studies as well as best practices from all sectors — on how to retain and develop high potential talent of color.

The Washington Policy Group has, for decades, worked together to find common ground on policy issues and to coordinate the collective advocacy efforts of members on those issues. Long mostly oriented to policies affecting children and youth, the Washington Policy Group in 2012 began the process of broadening its focus to encompass policy issues impacting the full life cycle of human needs and human development.

In the past year, several initiatives have progressed from previous years. The peer networks and affinity groups (National Collaboration for Youth, National Collaboration for Families) identified emerging issues and possible areas for changing practice and collaborated on work on that

¹Budget is calendar year; program is July 1 - June 30.

issue. Through this process, NHSA and its members become active in moving the field forward on issues of importance – and sometimes the work led to support from a funder that is also looking at investing in innovation around the issue. Among them:

- Helping low-wage frontline, mostly hourly wage human services workers to access a full array of work supports, including public benefits, for which they are eligible. Supported by the Ford Foundation, pilot projects were launched at six member agency sites – Goodwill Industries International, Catholic Charities USA, and United Neighborhood Centers of America. The project equips local Human Resources staff to integrate outreach, benefits screening, and follow-up support for enrollment into their work with employees.
- Identifying the distinctive role youth-serving agencies can play in keeping middle school youth on track (which reduces subsequent dropping out and disconnectedness). With support from the Annie E. Casey Foundation, evidence-based strategies were identified and one—increasing the competencies of adult Youth Development workers—was selected by our members as a common, high impact strategy for improving youth outcomes. More than twenty member agencies have signed on to share knowledge and professional development resources to better equip adults who work with youth during the middle school years. Through a new partnership with the Association for Middle Level Educators, we also are poised to strengthen linkages between educators and youth-serving agencies.
- Recognizing that human services and human needs are not on the national radar screen for policymakers and other leaders and are misunderstood by most Americans. In 2012, the Assembly launched a sophisticated effort to re-frame human services in ways that the public can better relate to and that better portrays the importation contributions of human services to human and community development. This work is supported by the Kresge Foundation and features a partnership with the Frameworks Institute, national leaders in the work of reframing societal issues,

One of the most significant collaborations NHSA launched six years ago that performed well in 2012 is a group purchasing program. Operating under a for-profit subsidiary, National Assembly Business Services, members and others purchased some \$52 million in products and services through NABS in 2012 and saved upwards of \$15 million, money that can be used for services rather than overhead.

On the following pages you will find list of people who make these things happen—the 2012 Board, Staff and Peer Council leaders. And you will find our finances as audited by the accounting firm of Sarfino & Rhoades.

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We also gratefully acknowledge the services of Hayling Price and Anna Mayo who both "graduated" to other endeavors in Spring of 2013.



National Human Services Assembly And Subsidiary

FINANCIAL HIGHLIGHTS

January 1 - December 31, 2012

SUPPORT AND REVENUE

Earned Income	\$ 1,112,914
Grants	866,438
Membership Dues	512,620
Contributions	58,750
Sublet Rental Income and Other	46,827
Interest Income	4,301

TOTAL SUPPORT AND REVENUE

\$ 2,601,850

EXPENSES

Program Services:

Membership Services and Benefits	\$ 1,272,022
Grants	637,628
Management and General	108,572
Fundraising	51,579

TOTAL EXPENSES

\$ 2,069,801

CHANGE IN NET ASSETS

\$ 532,049

NET ASSETS, BEGINNING OF YEAR

706,587

NET ASSETS, END OF YEAR

\$ 1,238,636

DONORS

Our sincerest thanks to all the individuals, foundations, corporations, and other supporters who help make the National Human Services Assembly programs and services possible.

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Ford Foundation
The Kresge Foundation

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*To strengthen health and human services in
the United States through active involvement
and leadership of its members.*

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