

PANO: A COMMITMENT TO EXCELLENCE



*We are what we repeatedly do. Excellence, therefore, is not
an act but a habit.* -Aristotle

**The Pennsylvania Association of Nonprofit Organizations
2001 Annual Report**

PANO is the statewide membership organization serving and advancing the charitable nonprofit sector through leadership, advocacy, education and services in order to improve the quality of life in Pennsylvania.

PANO Leadership



I would like to take this opportunity to offer my appreciation for and gratitude towards the unwavering nonprofit community of Pennsylvania. 2001 was a year that reinforced the public need for a strong nonprofit sector. This need had been demonstrated in PANO's 1999 Economic Impact Study of nonprofits. I'm confident that you see it every day within your own communities.

In regard to the recent tragedies surrounding the September 11th

attacks, the nonprofit sector of Pennsylvania is likewise throughout the nation was prepared. It is unfortunate that there are societies that have yet to establish effective nonprofit guidance like that which we have established in the United States. For six months in 2001, PANO had the pleasure of hosting Yoji Kaneko, a Fellow from Japan. Yoji came here with hopes of augmenting Japan's nonprofit sector by instituting an organization similar to that of PANO. I have been invited to travel to Niigata, Japan for 17 days in October 2002 to lecture at the university, meet with the government and talk with others interested in developing a nonprofit sector/infrastructure. It is my personal hope that we in Pennsylvania continue to serve them and each other.

I applaud this year's solid performance of PANO's board and staff. The collaboration between the two is sturdy, yet flexible enough to maintain an even balance. We have managed to almost triple our revenue through diversification of funding as well as the entrepreneurial pursuit of new opportunities. There is always room for improvement, however, because with each new program implemented, others are unable to be realized due to external circumstances. This will serve as a challenge for PANO and its membership as we look forward to continued growth of operating revenues.

We hope that 2002 brings about more personal and pronounced relationships between PANO and its members, and we encourage our members to continue to be vocal about how we may better serve. PANO is committed to its pursuit of excellence, not only setting but *exemplifying* standards for excellence, so that we in the nonprofit community may continue to excel.

As 2002 continues and the Standards program comes to fruition, let us stay cohesive. What we do now for our sector will inevitably pave the way for future quality of life in Pennsylvania. This is, after all, the mission of PANO.

How wonderful that no one wait a single moment to improve the world.

-Anne Frank

Joseph Geiger, CAE
PANO Executive Director



To our members who were involved in the search, rescue and recovery efforts of September 11th, we voice our deepest admiration and appreciation for your heroic efforts. It was a time when the value of your services and programs were evident to this country in many ways.

I want to extend my deepest appreciation to the PANO board for its commitment, dedication and support as active, involved members. It has been my honor to serve with you. I am excited about PANO's future and the leadership role it will continue to

play in the Commonwealth. As president, I have had the opportunity to work closely with the PANO staff. They are truly a dedicated team performing an incredible amount of work. Their energy and professionalism serve as an inspiration to the nonprofit sector.

PANO, representing more than 30,000 nonprofit organizations in Pennsylvania, was proud to unveil the Standards for Excellence Program. This program will become a hallmark of our mission to strive to be the statewide membership organization for nonprofits in the Commonwealth. Now, more than ever, we must work together to maintain the courage, versatility and pride that comes from doing good works and addressing the needs of our communities.

The Standards for Excellence program is designed to strengthen the ethics and accountability of individual organizations, thereby making them stronger and more capable of achieving their missions, bolstering public trust and making them more attractive to donors.

The HUB network had another banner year providing programs to organizations across the state. Membership continues to grow as more organizations realized the tremendous benefits available as a PANO member. The board approved the development of a strategic plan. PANO values the diversity of partnerships it has developed throughout the state and looks forward to another year of working together to improve our communities.

Let me leave you with this thought as we continue our work and I salute your efforts:

Those who bring sunshine to the lives of others cannot keep it from themselves.

-James Barrie

Charles J. Reynolds, CFRE
2001 PANO Board President

Thanks to Our 2001 Funders

The Huston Foundation

The Stewart Huston Charitable Trust

Phoenixville Community Health Foundation

Allfirst Bank

Introducing Standards for Excellence

One of the most exciting developments at PANO this year was developing a relationship with Maryland Nonprofits to replicate the Standards for Excellence program.

The goal of the Standards for Excellence program is to help increase the public's confidence in nonprofit organizations. By developing a Code of Ethics and providing the tools necessary to help nonprofits maintain accountability in their operations, governance, human resources, financial management and fundraising practices, the credibility of the sector will be enhanced. The program will encourage nonprofit organizations to share information through annual reports, financial statements and interaction with the public, as well as help nonprofits evaluate programs relative to the mission of the organization. In this way, stakeholders can be assured that nonprofits are doing the job expected of them. Those who have shown adherence to the Standards will be certified and given permission to use the Seal of Excellence.

Organizations that apply for certification will undergo a thorough review by independent, trained peer-reviewers. The reviewers ensure that the organization is in compliance with a Code of Ethics and accountability standards. PANO will itself seek certification through the Maryland Association.

We believe that this is a huge leap forward and will serve to advance and strengthen the nonprofit sector.

2001 Year-in-Review

Development

PANO received \$115,000 in grants from four foundations for operations, public policy, membership and program activity. We recognize and are grateful for the generous support of our funders. The Third Annual Golf Outing in September was a success. In addition to providing an enjoyable day for participants, it also provided \$6,050 in resources. We appreciate our golf outing sponsors Boyer & Ritter, First Nonprofit Mutual Insurance Company, The Huston Foundation, Mutual of America, Domenick & Associates, Waypoint Bank, Allfirst Bank, Organizational Effectiveness Group and United States Liability Insurance Group.

Finance Committee Chair Ed Trask recommended that PANO focus on income diversification by increasing revenue from membership and programs and decreasing PANO's dependence on grants. Throughout 2001, income sources were 24:35:41 between grants, programs and membership respectively. PANO continued to decrease its dependence on grants and is becoming more independently self-sufficient through membership and program fees.

*You must be the change
you wish to see in the
world.*

-Mohandas K. Gandhi

Telecom on a wide range of telephony services, the electronic newsletter iPANO enews and discounted subscriptions to *The Chronicle of Philanthropy*. Many organizations began taking advantage of the First Nonprofit Mutual Insurance Company Unemployment Insurance Program, PANO business insurance programs, and discounted telecommunication services through ATX and Citizens Conferencing. Members continue to enjoy reading PANO's quarterly newsletter iKeynotes. The PANO website, www.PANO.org, was expanded and updated regularly to provide resources to members and the general public.

Staff provided technical assistance throughout the year to member agencies on a wide variety of topics.

Ninety-six new organizations joined PANO in 2001, bringing the 2001 member census to 408.

Program

Membership

Chair Liz Chilton and committee members enabled the Membership Committee to accomplish many goals in 2001.

The iWelcome Wagon was implemented to increase first-year member retention beginning in 2002. New PANO members are contacted by a board member in their region upon joining and prior to their renewal period. This program was created by Board members Alden Lanphear and Eric Forsythe and further developed by committee members.

Many new member benefits were added including free job postings, a discount program through Worldwide

Our goal is to provide quality programs that, aside from providing opportunities for individual growth, will ultimately strengthen and advance the nonprofit sector. PANO began offering a conditional 20%-off for computer workshop attendants. In addition, PANO was able to begin offering Continuing Education Units (CEUs) through the University Center for the Capitol Region-State System of Higher Education for all events across the state. We also started an e-update, which notifies previous program attendees of upcoming new programs.

We are grateful for the financial support received from Allfirst Bank, Domenick & Associates, First Nonprofit Mutual Insurance Company, Mutual of America and Nonprofit Insurance, Inc. for making our 2001 programming possible.

2001 Year-in-Review

Through our Hub programs, PANO presented 44 programs to 368 attendants, which brought in \$33,211 in revenue. We developed partnerships with the Chester County Educational Foundation, Eastern College, Executive Service Corporation of Western PA, Grant Center at Martin Library, National Aviary, Nonprofit Resource Center at The University of Scranton and the Pittsburgh Planned Giving Council. The following donated their services as facilitators or provided meeting space for our programs: AdAbility, Inc., American Red Cross of the Susquehanna Valley, Boyer & Ritter, Brainstorm Communications, Bryn Mawr Trust, Buchanan Ingersoll, P.C., Capital Venture, Cherewka & Radcliff, P.C., Duquesne University, Highmark Blue Cross/Blue Shield, Jack Owen, Esq., Kelly Ann Dolan Foundation, Krakoff Communications, McGill, Power, Bell & Associates, Phoenixville Community Health Foundation and Woodrock, Inc.

Board and Governance

We are rich only through what we give, and poor only through what we refuse.

-Anne Swetchine

Under the direction of Chair Judie Donaldson, the Board and Governance Committee adopted a new committee mission statement: "The Governance Committee ensures exemplary governance of PANO by building a representative, highly effective and fully engaged board and best practices in its work with, and oversight of, the executive director."

The Board also outlined a number of goals to pursue through 2003. In keeping with a standard of excellence, the Board committed to:

- Build a full board complement according to the characteristics identified as important to effectively guide and support the organization

- Establish a model board of knowledgeable leaders that demonstrates best practices and operates as a fully

participating board, according to the standards that it establishes for the board and its committees

- Insure that the governance policies are exemplary and that the board's work with and oversight of the executive director demonstrates excellence in supervision and management

In 2001, the Board and Governance Committee conducted an assessment of the board, improved its nominating process and policy and procedures, developed a plan for board expansion and initiated board education. It was a result of the board education process that the Board of Directors made a decision to undertake a strategic planning process.

The 2001 Annual Meeting featured Keynote Speaker, Bruce Bickel, a United States Naval Academy Graduate who achieved American War Hero status for his service in Vietnam.

Mr. Bickel, also a former pastor and current Vice President and Manager of the Charitable and Endowment Management Department of PNC Bank in Pittsburgh, discussed the importance of developing a personal code of ethics and maintaining a personal standard of excellence. These, he underscored, are critical to the integrity of every individual, every organization and the nonprofit sector as a whole.

PANO adopted a new mission statement on December 6, which is proudly displayed inside the front cover of this report.

PANO welcomed new board members Tom Foley, President, United Way of Pennsylvania; Robert Haigh, President/CEO, Lancaster Osteopathic Health Foundation; Ben Hodes, Ph.D., Founding Dean and Professor, School of Leadership and Professional Advancement at Duquesne University; George Huff, Vice President, Allfirst Bank; Jeffrey Krakoff, President, Krakoff Communications, Inc.; James Kroh, President, Human Resources Partners; Lisa Kuzma, Director of Consulting Services, Robert Morris University, Bayer Center for Nonprofit Management; Lisa Myers, Principal, Boyer and Ritter, CPAs; and Missy Orlando, President/ Founder/CEO, The MLO Group. Board graduates

2001 Year-in-Review

included Louis Beccaria, Ph.D., President and CEO, Phoenixville Community Health Foundation; Barbara Coscarello, President, Campus Boulevard Corporation; Howard Grossman, Executive Director, Economic Development Council of Northeast Pennsylvania; Nancy Kukovich, President, United Way of Westmoreland County; and Shelia Moore Ross, Executive Director, Community Foundations for Pennsylvania.

Public Policy

Our goal is to become the first organization that our elected officials consistently consult when a legislative issue affecting nonprofits is presented. To meet this goal, PANO was active in conducting research and education programs on public policy, testifying on behalf of the nonprofit sector, forming and participating in advocacy coalitions, building cooperative partnerships with other groups and utilizing the media and other informational mediums.

PANO participated in a United Way panel on the Faith-Based initiatives in Harrisburg and was a Faith-Based Initiative presenter at Lincoln Institute Focus Group. Mr. Geiger facilitated a panel on various legislative and current issues affecting the sector for the Central Pennsylvania Chapter of the Association of Fundraising Professionals (AFP). He also presented the Economic Impact study to the AFP's Allentown chapter. The Lincoln Institute's 2001 Pennsylvania Charitable Organizations survey was conducted in cooperation with PANO.

Ms. Gross attended a training program to learn how to use GetActive software for advocacy campaigns at www.givevoice.org. PANO has implemented an on-line action center to disseminate information about pertinent legislation concerning global nonprofit sector issues. Members and nonmembers can receive PANO alerts and will

be able to generate adaptable form letters on issues to email to their elected officials.

PANO established a close working relationship of Pennsylvania on public policy issues. We also worked closely with Independent Sector and OMB Watch, Washington, D.C. and the Union Institute, the Charities Build Communities Coalition and other state and national nonprofit groups to develop coordinated strategies at the state and federal level. In addition, PANO participated in Leave a Legacy, the Pennsylvania Civil Justice Coalition, CEO Roundtable, the Public Safety Advisory Committee and several National Council of Nonprofit Agency (NCNA) committees.

To keep members informed of new developments on the legislative front, e-alerts regarding public policy activities were made available to PANO members. In addition, Pennsylvania was chosen as a pilot state for electronic filing of IRS form 990.

Well done is better than well said.

-Benjamin Franklin

Finance

PANO received the first disbursement from Maryland Nonprofits to launch the Standards for Excellence program in Pennsylvania. This will be a multi-year grant with the expectation that PANO will generate the necessary funds for continuation of this program after the second year through application fees, clinics and programs.

The committee proposed and the board approved the transfer of banking services from PNC to Allfirst Bank. Aside from offering a more attractive interest rate, Allfirst has been supportive of PANO and has demonstrated an interest in the sector by attending programs and having a not-for-profit banking section.

We were pleased to report an unqualified audit for the seventh consecutive year.



2001 Board of Directors

Board President, Charles Reynolds, CFRE
Director of Major Gifts and Planned Giving
Marywood University, Scranton
2001



Vice President, Liz Chilton
Executive Director
Johnstown Free Medical Clinic
2003

Secretary, Judie Donaldson
Executive Director
Grantmakers of Western PA,
Pittsburgh
2002



Treasurer, Ed Trask
Executive Director
DELTA Housing, Inc.
Harrisburg
2003

Janice Anderson, Esquire
Nonprofit Services Group
Hummelstown
2003



Louis Beccaria, Ph.D.
President and CEO
Phoenixville Community
Health Foundation
2001

Michael Cherewka, Esquire
Cherewka and Radcliff
Wormleysburg
2003



Barbara Coscarello, President
Campus Boulevard Corp.
Philadelphia
2001

Tom Foley, President
United Way of Pennsylvania
Harrisburg
2003



Eric Forsythe
Executive Director
Open Hearth, Inc.
Spring City
2003

Rosemary Gallagher
Community Activist
Scranton
2002



Howard Grossman
Dallas
2001

Charles Huston, III
Vice President
The Huston Foundation
Conshokocken
2003



Donald Kramer, Esquire
Montgomery, McCracken,
Walker & Rhoads
Philadelphia
2003

James Kroh
Human Resources Consultant
Human Resources Partnership
Harrisburg
2003



Nancy Kukovich, President
United Way of Westmoreland
County
Greensburg
2001

Alden Lanphear
Director of Program Operations
Woodrock, Inc.
Sanatoga
2003



Linda Lysakowski, ACFRE
President, CEO, Sr. Consultant
Capital Venture, Inc.
Reading
2002

Camie Morrison
Philanthropic Consultant
Cherry Hill, N.J.
2003



Jack Owen, Esquire
Polito & Smock, P.C.
Pittsburgh
2003

Sheila Moore Ross
Executive Director
Community Foundations for PA
Harrisburg
2001

2001 PANO Staff



Joe Geiger, CAE
Executive Director



Jennifer Gross
Chief Information Officer



Kathi Schwaibold
Senior Program Officer

2001 Fellowship

Yoji Kaneko, Fellow from Japan, sponsored by the Center for Global Partnership

2001 PANO Interns

Kirk Lenhart, Spring Intern

Health Administration major at Penn State Harrisburg

Vanessa Vagt, Spring Intern

Recent graduate of University of California, Santa Barbara

Lisa Santone, Summer Intern

Political Science major at Dickinson College

Kate Bronstein, Fall Intern

Environmental Science major at Dickinson College

Consultant

John Jorgensen, Organizational Effectiveness Group

2001 Volunteers

Sandy Shaffer

Cheri Whitenite

2001 PANO Members

21st Ward Athletic Association
A Leg Up for Kids Foundation
Adability
Advocate Community Development Corporation
AIDS Planning Coalition of South Central PA
Allegheny County CASA
Allegheny Land Trust
Allegheny-Kiski Health Foundation
Allfirst Bank
ALS Hope Foundation
Altamont Fire Company
Alzheimeris Association, Laurel Mountains Chapter
American Family Institute
The American Poetry Review
American Street Financial Services Center
The Arc of Chester County
The Arc of Dauphin and Lebanon Counties
The Arc of PennsylvaniaThe Arc Westmoreland Chapter
Asset, Inc.
Association for the Colonial Theater
Atkins House
Atwater Kent Museum
ATX Telecommunications Services
The Bala House Montessori School
Barrett Volunteer Ambulance Corps
Baum, Smith & Clemens, LLP
Be Proud Foundation
Beard Miller Company LLP
Belfint, Lyons and Shuman, PA
Berwick Health and Wellness Foundation, Inc.
Beverly Rehfeld Communications
Big 33 Scholarship Foundation
Big Brothers Big Sisters of the Capital Region
Big Sisters of Philadelphia
Blair County Community Action Program
Boyer and Ritter, CPAs
Brainstorm Communications
Bread Bakeris Guild of America
Brethren Community Ministries
Brethren Housing Association
Buchanan Ingersoll Professional Corporation
Buckno Lisicky & Company, CPAs
Buildabridge International
Building and Supporting Entrepreneurship of Lancaster, Inc.
Burn Foundation
Business Development and Training Center
Butler County Historical Society
Calcutta House
Campus Boulevard Corporation
Cancer Recovery Foundation of America
Canine Partners for Life
Capital Region Emergency Medical Services
Capital Region Health System At Hamilton Health Center
Capital Venture
Catholic Leadership Institute
CCWA Paradise Farm Camps
Center for Community Building, Inc.
Center for Community Development and Family Policies- University of Delaware
Center for Community Leadership
Center for Families and Relationships
Center for Growth & Development
Center for Independent Living of Central PA
Center for Responsible Funding
Center for Urban Theological StudiesThe Center Foundation
Centro Nueva Creacion- New Creation Community Center
Cherewka & Radcliff, L.L.P.
Chester Charter School
Chester Community Improvement Project
Chester County AIDS Support Services
Chester County Association for the Blind
Chester County Branch, Inc. PA Association for the Blind
Chester County Community Foundation
Chester County Healthy Communities Partnership
Chester County OIC
Chester Springs Studio, Inc.
CHG Financial and Accounting Services
Child Advocates of Blair County, Inc.
Child, Home & Community, Inc.
Childrens Aid Society
The Childrens Country Week Association
Childrens Family Center
The Childrens Museum of Hershey

Choice One Communications
Christian Association
Christian Churches United
Citizen Advocacy of Chester County
Citizens for Pennsylvania's Future
Citizens for the Arts in Pennsylvania
City of Altoona- Planning & Community Development Dept.
Clearfield County League on Social Services
The Clearwater Conservancy
Coatesville Area Senior Center
Common Cause
Community Accountants
Community Basics, Inc.
Community Coalition
Community Foundation for the Alleghenies
Community Foundations for Pennsylvania
Community Health Charities of Pennsylvania
Community Human Services Corporation
Community Interactions, Inc.
Community LIFE
Community Literacy Center
Community Service Council of Chester County
Community Volunteers in Medicine
Conemaugh Health Foundation
Conservation Company
Consumer Credit Counseling Service
Contact Careline for Greater Philadelphia
Coordinated Financial Services
Cornerstone Consultants
Cornerstone Insurance & Financial Services
Council for Public Education
Creative Information Management Concepts, Inc.
Crime Victims Center of Chester County, Inc.
Crisis Center North
Crossing the Finishing Line
Croft, Drozd, Barr & Company, P.C.
Cumberland County Rails to Trails, Inc.
Darby Library Company
DAYSTAR Center for Spiritual Recovery
DeBence Antique Music World
Delaware Valley Child Care Council
Delaware Valley Golden Retriever Rescue, Inc.
Delaware Valley Grantmakers
DELTA Housing, Inc.
Development, Marketing & Communication Strategies
Developmental & Disability Services of Lebanon Valley
Domestic Violence Center of Chester County, Inc.
Domestic Violence Intervention
DreamWrights Youth and Family Theatre
Drug Free Pennsylvania, Inc.
Duncannon Youth Baseball Association
Earth Conservancy
Easter Seals- South Central Pennsylvania
Eastern College Nonprofit Management Program
Educational and Scientific Trust of the Simon Kramer Institute
EMMCO East, Inc.
Employment Opportunity & Training Center of Northeastern Pennsylvania
Environmental Fund for PennsylvaniaThe Enterprise Center
Ephrata Area Community Theater
Ephrata Cloister Association
Epilepsy Foundation of Southeastern Pennsylvania
Episcopal Academy
Eric County Diabetes Association
Evangelical Congregational Church Retirement Village and Nursing Center
Every Child, Inc.
Exceptional Care Pediatric Rehab and Hospice
Executive Service Corps of the Delaware Valley
Executive Service Corps of Western Pennsylvania
Extended Family Programs
Fair Housing Council of Montgomery County
Faith Friendship Ministries
Families United Network, Inc.
Family Health Foundation of PA
Family Service of Chester County
Fellowship House of Conshohocken
Forest Data Systems
Foundation for Responsible Computing
Foundation for the Prevention and Treatment of Drug and Alcohol Abuse
Fresh Start Community Development Corporation
Friends Association for Care and Protection of Children

Friends of Philadelphia Parks
Friends of the Children
Friends of the Creche
Friends of the Free Library of Philadelphia, Inc.
Friends of the Riverfront, Inc.
Fulton County Library
Fund for Philadelphia
Gabrielle Arts Alliance
Gamut Theatre Group
Gateway Rehabilitation Center
Gay & Lesbian Switchboard
Genesis Housing Project
Geographic Society of Philadelphia
Germantown Women's Educational Project
Girl Scouts of Beaver and Lawrence Counties
Giving Capital, Inc.
Goldenberg Rosenthal, LLP
Good Shepherd Mediation Program
Good Works, Inc.
Goodwill Industries of Central Pennsylvania, Inc.
Grace Temple Child Care Center
Grantmakers of Western Pennsylvania
The Graystone Society, Inc.
Greater Elizabethtown Area Recreation & Community Services (GEARS)
Greater Harrisburg Area YMCA
Greater Harrisburg Foundation
Greater Norristown Society for the Arts
Greenville Area Leisure Services Association
Gary Grobman
Group Against Smog and Pollution
Grundy Foundation
Gwynedd Company
Habitat for Humanity of Chester County
Jane Hansberry
HARB-ADULT, Inc.
Harmony Trails Council
The Healing Bridge
Health and Welfare Council of Westmoreland County
Helen O. Krause Animal Foundation, Inc.
Hepatitis B. Foundation
Historic Yellow Springs, Inc.
Holy Family Institute
Hope Springs Equestrian Therapy, Inc.
The Hospital and Healthsystem Association of Pennsylvania
House of Healing
The Human Growth Center
Humane Society of Harrisburg Area
Huston Properties, Inc.
Indian Valley Housing Corporation
Intercultural Family Services, Inc.
Interfaith Community Services
Interfaith Volunteer Caregivers of South Western PA
The James A. Finnegan Fellowship Foundation
James Groner Executive Search
James V. Brown Library
Janney Montgomery Scott LLC
Johnson College
Johnstown Free Medical Clinic
Joyce Miller & Associates, P.C.
Jubilee Ministries
Juniata Association for the Blind
Kelly Anne Dolan Memorial Fund
Kennett Area Senior Center
Kennett Symphony of Chester County
Kensington South CDC
Keystone College
Keystone Partnership
Keystone State Reading Association
Kimberton Fire Company
King of Prussia Chamber of Commerce
Kirkridge Retreat and Study Center
Donald W. Kramer
Lancaster Bible College
Laurel Capital Corporation
Leadership Harrisburg Area
Leadership York
League of Women Voters of Greater Pittsburgh
League of Women Voters of PA Citizen Education Fund
Lebanon Valley Family YMCA
Lenape Dental Health
Leonardo Da Vinci's Horse, Inc.
Liberty Bell Shrine Museum

2001 PANO Members

Life Transforming Ministries
Lincoln Benefits Group
Lincoln Institute of Public Opinion Research, Inc.
Lissa Ann Associates
Little Brothers - Friends of the Elderly
Lukens Veterans Guild, Inc.
Lupus Foundation of PA, Pocono/NE Chapter
Lydia's Place, Inc.
Ma Anandamayee Seva Samiti Inc.
Maher Duessel, CPA's
Main Line Art Center
Masters Rowing Association
Maternal & Child Health Consortium
MBF Center
McGill, Power, Bell & Associates, LLP
McKonly & Asbury, LLP
Mechanicsburg Learning Center
Medical Park Foundation
Mental Health Association of the Central Susquehanna Valley
Middle Earth, Inc.
Jack Miller
Montessori Children's House Valley Forge
Montgomery, McCracken, Walker & Rhoads
Morning Star Pregnancy Center
Mount Airy USA, A Community Development Corporation
Mountain Meadow Summer Camp
Mutual of America
My Father's House of Erie
Naaman Center
NAMI Cambria County Affiliate
NAMI of Pennsylvania
National Commission for Health Education Credentialing, Inc.
National Comprehensive Cancer Network
National Pancreas Foundation
National Transplant Assistance Fund
National Wrestling Coaches Association
NE PA Area Health Education Center
Neighborhood Center of the United Methodist Church
Neighborhood Centers Association
Networks for Training and Development, Inc.
New Brighton Cares
New Life Urban Ministries
New Life Youth and Family Services
Nonprofit Insurance Services
Nonprofit Leadership Institute- Duquesne University
Nonprofit Resource Center at the University of Scranton
Norristown Initiative
Northeast Victim Service
Northside Common Ministries
Northwest Philadelphia Interfaith Hospitality Network
Oil City Area YMCA
Olszak Management Consulting, Inc.
Open Hearth, Inc.
Orion Communities, Inc.
Outside in School, Inc.
Overington House, Inc.
John R. Owen
Oxford Area Neighborhood Services Center
Palmerton Environmental Task Force, Inc.
Parents Anonymous of Pennsylvania
Pendle Hill
Penn Energy Project of the Tides Center
Penswood Village Resident Association
Pennsylvania Academy of Family Physicians Foundation
Pennsylvania Alliance for Democracy
Pennsylvania Association for the Education of Young Children
Pennsylvania Association of Conservation Districts
Pennsylvania Association of Regional Food Banks
Pennsylvania Association of Resources for People With Mental Retardation (PAR)
Pennsylvania Associations of Elementary & Secondary School Principals
Pennsylvania Bible Society
Pennsylvania Campus Compact
Pennsylvania CASA Association
Pennsylvania Chiropractic Association
Pennsylvania Coalition Against Rape (PCAR)
Pennsylvania Coalition to Prevent Teen Pregnancy
Pennsylvania Council of Children, Youth and Family Services
Pennsylvania Credit Union League
Pennsylvania Downtown Center

Pennsylvania Environmental Council
Pennsylvania Federation of Museums & Historical Organizations
Pennsylvania Fire and Emergency Services Institute
Pennsylvania Forest Fire Museum Association
Pennsylvania Foundation for Ornamental Horticulture
Pennsylvania Girl Scout Legislative Network
Pennsylvania Home of the Sparrow
Pennsylvania Hunger Action Center
Pennsylvania Jewish Coalition
Pennsylvania League of Conservation Voters
Pennsylvania Library Association
Pennsylvania Low Income Housing Coalition
Pennsylvania Mental Health Consumers Association
Pennsylvania Organization for Watersheds and Rivers
Pennsylvania Partnership for Economic Education
Pennsylvania Pro-Life Federation
Pennsylvania Public Television
Pennsylvania Southeast Conference, UCC
Pennsylvania State Association of County Fairs
Pennsylvania State Foster Parent Association
Perkiomen Valley Health Community Partnership
Perry County Council of the Arts
Perry County Literacy County
Personal Solutions, Inc.
Phi Gamma Nu Endowment Fund
Philadelphia Association of Community Development Corporations (PACDC)
Philadelphia Wooden Boat Factory
Philadelphia Youth Orchestra
Phoenixville Area Community Services
Phoenixville Area Senior Adult Activity Center
Phoenixville Community Health Foundation
Phoenixville Homes
Phoenixville Public Library
Pine Grove Historical Association
Pine-Richland Opportunities Fund
Pittsburgh Concert Chorale
Pittsburgh Dance Alloy
Pittsburgh Family Development Inc.
Pittsburgh Mediation Center
Pocono Northeast Development Fund
Point Breeze Performing Arts Center
Polito & Smock
Pregnancy Care Centers
Presbyterian Homes
Prevent Child Abuse of Pennsylvania
Professional Executive Search
Professional Family Care Service
Professional Recyclers of Pennsylvania
The Program for Female Offenders
Programs Employing People
Project H.O.M.E.
Promise To a Child, Inc.
Radnor ABC
Raices Culturales Latino Americanas
Rainbow Home of Berks County
Rainbow Kitchen Community Services
RC Holsinger Associates, P.C.
The Red Willow Education Center, Inc.
The Renaissance Transgender Association, Inc.
Renfrew Museum and Park
Residential Living Options, Inc.
Retired & Senior Volunteer Program (RSVP) of Montgomery County
Robert Sellery Associates, LTD.
Ronald McDonald House Charities of Central Pennsylvania
S. June Smith Center Foundation
Samaritan Counseling Center
Samuel S. Fels Fund
Michael Sand
The School for Rhythmic Massage
Schreiber Pediatric Rehab of Lancaster County
Schuylkill Canal Association, Inc. The Scribe Video Center, Inc.
SCRUB Foundation
Seamen's Church Institute of Philadelphia
Self-Determination Housing Project of Pennsylvania
Sending Experienced Retired Volunteers Everywhere
Senior Centers of Bethlehem
Sentinel Funding Services
Shefa Fund
Sheltering Arms
Shiloh Manor, Inc.
SILOAM Ministries, Inc.

Smith Elliott Kearns & Company, LLC
The Society Created To Reduce Urban Blight
South Central Emergency Medical Services, Incorporated
Southeast Pennsylvania Area Health Education Center
Southwest Community Enrichment Center
Southwestern Pennsylvania Archival History Center
Special Programs, College of General Studies, University of Pennsylvania
SportsVision
The Staubach Company
Stepping Stone Counseling & Education Services
Stokes & Hinds, LLC
Strawberry Fields, Inc.
Substance Abuse Services, Inc.
The Supportive Child/Adult Network (SCAN, Inc.)
Surrey Services For Seniors
Susan P. Byrnes Health Education Center
Susquehanna Housing Initiatives
Susquehanna Valley Collie and Sheltie Rescue
Margaret Swiantelke
Talia Seidman Foundation
Tamaqua Area Adult Day Care Center
Therapies Unlimited Foundation
Thirders Foundation, Incorporated
Thomas Havey LLP
Three Rivers Center for Independent Living
Time for Teens, Inc.
Tioga County Partnership for Community Health
Toomey Charitable Law
Travelers Aid Society of Philadelphia
Tri-County Association for the Blind
Twenty-First Ward Junior League
UCP Central PA
United Cerebral Palsy of Pennsylvania
United Cerebral Palsy of Southcentral Pennsylvania, Inc.
United Methodist Home for Children & Family Services, Inc.
United Way of Chester County
United Way of Pennsylvania
United Way of Westmoreland County
United Way Volunteer Center of Southeastern Pennsylvania
Universal Business and Education Consortium
Universal Community Homes
University of Pennsylvania
Urban Family Council
Urban Resources Development Corporation
Valley Care Association
Valley Forge Convention and Visitors Bureau
VALUE, Inc. - Voice for Adult Literacy United for Education
Victorian Society in America
Volunteer Service & Resource Project
Volunteers of America of Pennsylvania, Inc.
W & W Extended Family Program
Warren County Historical Society
Wayne County Family Center
Waypoint Bank
Wesley Union Community Development Corporation
Wessel & Company
West Chester Area Day Care Center
West Chester Area Senior Center
West Mt. Airy Neighbors
Western PA Montessori School
Western Pennsylvania Conservancy
Westmont Family Counseling Ministries
The What If Organization
White Hat Communications
Whosoever Gospel Mission
William Penn Foundation
Wings for Success
Wings of Hope Center
Wissahickon Valley Public Library
Women Against Abuse, Inc.
Women's Association for Women's Alternatives, Inc.
Women's Business Development Center
Women's Community Revitalization Project
Women's Resource Center
Woodrock, Inc.
World Link
Worldwide Telecom
YMCA of the Brandywine Valley
YMCA of Lebanon County
Youth Leadership Foundation
YWCA of Bradford Administration Office
YWCA of Greater Harrisburg

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