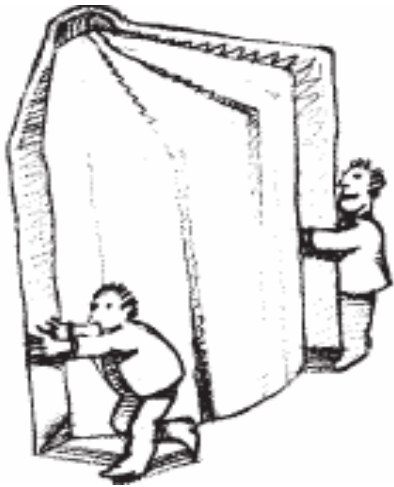


### ***What are the fees?***

The Clinic fees are \$425 for members and \$850 for nonmembers. This fee entitles the nonprofit organization to send two representatives to each of the four clinics and provides each organization with two binders containing Standards materials, information and educational packets. The Self Study Application fee is on a sliding scale (based on annual revenue) beginning at \$350 for members. One half of the fee is due immediately and entitles the organization to enter into the application process and receive technical support. The second half is due with the submission of the completed Self Study Application For a complete fee schedule for members and nonmembers, please visit [www.pano.org/standards/standards.php](http://www.pano.org/standards/standards.php). PANO is committed to working with foundations to support nonprofit organizations who have a desire to build capacity and yet lack the resources. Time commitment of the organization is the more significant cost.



### ***Why is there a need for the Standards for Excellence in Pennsylvania?***

- An increasing number of nonprofit leaders, including executives and board members, are seeking guidance and direction regarding best practices in nonprofit management.
- Legal requirements for establishing and maintaining a nonprofit organization set a relatively low threshold for ethics and accountability. The public has few objective criteria against which to assess the organizations it supports.
- Congressional and IRS activity indicates potential increase of regulations. Adherence to the standards provides a proactive self regulatory response to this activity.
- Existing sets of standards, while useful, have limitations; many do not address the full spectrum of ethics and accountability issues. Industry-specific standards apply to relatively small subsets of nonprofit organizations and include programmatic components that lack relevance across the entire sector.
- To assume their rightful place in society, it is time for nonprofit organizations as a community to make an affirmative and forward-looking statement about collective values and aspirations and publicly embrace standards of conduct that go beyond the legal minimum.

### ***How do I learn more about the program?***

- Attend an introductory Session, these are offered in various regions of the Commonwealth. Contact Tony Karantonis at [tony@pano.org](mailto:tony@pano.org) for information or visit [www.pano.org](http://www.pano.org).
- Request an information packet by contacting [tony@pano.org](mailto:tony@pano.org).

# The Standards For **excellence**

*An Ethics & Accountability Program for the Nonprofit Sector*

*Are you looking to assure best practices and increase operational efficiency?*

*Worried that government will regulate you out of business?*

*Believe that the nonprofit community should define itself rather than letting others do it for us?*

*Then stand up and speak out for excellence in the nonprofit sector.*

*Participate in the Standards for Excellence Today!*



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*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.*

## Background

The Pennsylvania Association of Nonprofit Organizations (PANO), a membership association of nonprofit organizations, is taking a leadership role in adapting and implementing the **Standards for Excellence**, a comprehensive ethics and accountability program.

Developed by the Maryland Association of Nonprofit Organizations and funded in part by a grant from the Carnegie Corporation, the **Standards for Excellence** Program is being replicated in Georgia, Idaho, Illinois, Louisiana, North Carolina, Ohio and Pennsylvania.

The Guiding Principles include:

Mission and Program, Governing Board, Conflict of Interest, Human Resources, Financial and Legal, Openness, Fundraising and Public Policy. Launched in 2004 the program provides education on a national level.



## Goals

- To build the capacity of individual organizations, and eventually the nonprofit sector as a whole, by assisting them with educational resources.
- To increase the public's trust in Pennsylvania's nonprofit organizations.
- To assist nonprofit organizations in acting in an ethical and accountable manner in their program operations, governance, human resources, financial management, fundraising practices and public policy advocacy.
- To be of value and provide useful support to the diverse groups of charitable nonprofit organizations in Pennsylvania.

## Components

- An ethics and accountability **CODE** that establishes specific benchmarks for ethical and accountable conduct in nonprofit leadership and management.
- An array of **Educational Resources** including information packets and training curricula designed to assist nonprofits in understanding and achieving the Standards.
- A **Voluntary Certification Program** for organizations that wish to demonstrate a formal commitment to the Standards.
- A **Public Education Program** to ensure donors and constituents understand best practices.

## How were the Standards developed??

In 1996 a work group of 50 nonprofit executives, board leaders and consultants from among the ranks of the Maryland Association of Nonprofit Organization members developed the **Standards for Excellence Program**. After entering into a licensing agreement with Maryland, PANO's Board of Directors appointed a Standards Committee to provide input and guidance on implementing the overseeing content of Standards.

## How will taking part in the educational components benefit a nonprofit organization?

The Standards for Excellence Clinic Series provides educational support for assuring the implementation of all the standards included in the Standards for Excellence: An Ethics and Accountability Code for the Nonprofit Sector. The four session clinic series is designed to meet the needs of today's busy nonprofit executives. This four session course combines classroom instruction and peer-to-peer learning and covers every Standard in the Standards for Excellence. The sessions cover the eight areas listed in the Guiding Principles. Organizations intending to participate in the voluntary certification process are strongly encouraged to attend these sessions.



## How will choosing the volunteer certification program benefit a nonprofit organization?

- Assurance that a nonprofit organization is operating in a highly ethical and accountable manner.
- Opportunities for capacity building and strengthening of infrastructure through training and development.
- Increased credibility with funders.
- Increased staff morale due to clarifications of policies and procedures.
- More knowledgeable and effective governing board.

## How to get started and how long does the Process Take?

- Attend Clinic Sessions (preferred) or
- Request a Self Study Application Starter Kit by contacting Tony Karantonis at [tony@pano.org](mailto:tony@pano.org) or 717-236-8584 Ext: 1011
- How long the process takes varies from one nonprofit to another. The process can take a few months to a year. On-going support is provided to assure nonprofit organizations can implement the Standards at a pace that does not interrupt their delivery of primary services.