

WZ New?
February 15, 2014

**Kick Off
Luncheon
March 26
Preview the
2014 Sourcebook**



Florida Association of Nonprofit Organizations

The Heart of the Florida Nonprofit Community

Affordable Care Act

Employer Check List

Although Employers got a year long reprieve from the ACA coverage mandates; other provisions of the ACA will affect employers in 2014. Here are a few points to help prepare:

1. Insure you have provided required notices
2. Review your health plan
3. Determine if your plan is grandfathered
4. Insure your payroll practices are in compliance
5. Update flexible account limits
6. Review wellness programs for compliance
7. Determine how to handle any loss ratio rebates

EMPLOYERS WITH LESS THAN 50 EMPLOYEES

1. Determine whether your organization qualifies for small business health care credits
2. Understand how rating changes can effect your premiums

The clock is ticking and no time like the present to start the process and make the decisions proactive. Start today!

Source: M Employee Benefits

CERTIFICATION Q & A

ARE YOUR LEADERS LEADING?

1. Designate the functions of directors and staff
2. Empower your board with techniques for efficient governing
3. Create a strategic budget that prioritizes your resources
4. Build a plan to recruit and train volunteer leaders

ARE YOU USING PEOPLE POWER?

1. Apply hiring and firing practices within the law
2. Assess risk and develop policies to mitigate potential problems
3. Attract and retain paid/unpaid staff
4. Update/review your employee handbook

FANO EXPANDS NEW OFFICE

521 NE 3d Ave., Ft. Lauderdale 33301
in the Greater Fort Lauderdale
Chamber of Commerce Building

JOIN US... ITS COMPLIMENTARY

Thursday, February 27- 5:30-8:00pm
Chima Brazilian Steakhouse
2400 E. Las Olas Blvd, Ft. Laud 33301
Network at our First Mixer

MARK YOUR CALENDAR

Attend the Kick Off of the Sourcebook
and the Installation Luncheon

“Art as a Communicator”

11:30 am — 1:00 pm

Wednesday, March 26, 2014

*Wear Red to support American Heart Assn.
Entertainment by Barbara Streisand
(impersonator extraordinaire)*

IS ART YOUR COMMUNICATOR?

Think Smartly
Think Creatively
Be Effective Now!

A portion of the proceeds supports Scholarship Fund
for Nonprofit Leaders to earn a Certificate in
Nonprofit Management and other charities.

Speakers Confirmed

Just five weeks from today will be the first of 3 Certificate intensives being offered in the Sunshine State in 2014. Our presenters have a combined experience in nonprofit management totaling over 200 years experience. Here is what past graduates said about the instructors:

1. *The instructor's real life examples were most valuable to me during the class.*
2. *Very informative, I highly recommend this program.*
3. *The class was so interesting and the speaker used exciting and innovative tools to learn.*
4. *I have been in the sector for 20 years and I learned a lot.*

What are the Certificate Participants Saying

1. *The class built my confidence and will help me on the job.*
2. *I will share this knowledge with the chairman of the board & senior management of our organization.*

PROFESSIONAL DEVELOPMENT



Register Now

and Earn the Florida Certificate in
Nonprofit Management

Saturday, February 22, 2014

Saturday, April 12, 2014

In cooperation with

Broward College & Nova Southeastern University

THE SUNSHINE CERTIFICATE

**Join or Renew
FANO Membership
Today!**

**How can FANO
better serve you?**

Contact us today to let us know:

info@fano.org

305.557.1764