

Mission: PANO amplifies the impact of the community benefit sector through advocacy, collaboration, learning and support.

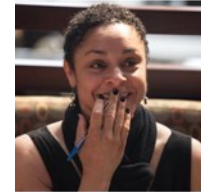
MESSAGE FROM PANO'S BOARD CHAIR AND EXECUTIVE DIRECTOR

In reflecting on our first year in leadership at PANO, the 2014 Listening Tour and our first collaborative conference, we believe that PANO has great potential for championing unprecedented, positive change in Pennsylvania cities, towns and neighborhoods. We found that many individuals care deeply about their local communities and the idea of working together resonates.

Our collective transformation will not happen with one person, one organization or one idea. We must be brave enough to have frank conversations to break down walls between for-profit, nonprofit and government sectors. Together, we will create something different than what we can create on our own. Though we are still figuring out the "how," PANO is committed to walking alongside community benefit organizations as you build thriving communities. We cannot create change on our own – nor do we want to.

Please join us. Please join the WE.

Ifeoma & Anne



Ifeoma Aduba
Board Chair



Anne Gingerich
Executive Director

PANO LISTENING TOUR & STRATEGIC PLAN



With a vision of moving forward together to build thriving neighborhoods and communities, PANO's new Executive Director, Anne Gingerich, traveled 3,017 miles around Pennsylvania, visited 16 towns and cities, held 20 focus groups, met with many one-on-one and held conversations with over 350 people across the state. Each community conversation painted a portrait of what people loved about their communities, identified a shared vision for what is possible, amplified work underway and strengthened relationships within and across communities.

Based on Listening Tour results, PANO created our Strategic Plan. In 2014, the work conducted within the context of the plan's four pillars of the plan included:

<p>ADVOCACY Speaking up for the community benefit sector and empowering others to do so</p> <p>The strong collective voice of the community benefit sector must influence policy solutions for thriving communities</p>	<p>COLLABORATION Evidence-based facilitation, training and resources that set the conditions for successful partnerships with and among organizations</p> <p>Individuals and organizations across sectors must work together to efficiently maximize resources to achieve unparalleled community benefit</p>	<p>LEARNING A continuum of educational engagements that meet people where they are</p> <p>The community benefit sector must have a valued and respected, paid and volunteer workforce to support thriving communities</p>	<p>SUPPORT Foundational services for community benefit organizations</p> <p>Community benefit organizations must free up time and resources to focus on mission advancement</p>
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Advocacy: Education regarding Senate Bill 4 and the definition of purely public charities and about the new regulations around volunteer clearances.

Collaboration: Preliminary work required for starting PANO's Consultant Collaborative, offering vision-based, community-focused services for organizations and communities interested in collaborative work.

Learning: Streamlined monthly webinars and conference session around core principles of PANO's Standards for Excellence.

Support: Preparation for launching the 2015 PA Salary and Benefit Survey and auditing PANO membership benefits.

Thank you to everyone who welcomed us, opened your hearts, shared your communities and joined us in conversations about how "together" could look.

FIRST COLLABORATIVE CONFERENCE

VERY INFORMATIVE AND ENGAGING. FANTASTIC!

In 2014 PANO held its first ever Collaborative Conference in partnership with Creating the Future, three corporate and two nonprofit partners. The Conference Theme was: *The Power of WE: Building Trust, Relationships and Shared Vision*. There were over 220 people in attendance.



"YOUR WORDS ALLOW ME TO THINK IN A DIFFERENT WAY. I AM EXCITED TO NOT ONLY USE IT IN WHAT I DO, BUT TO SHARE IT WITH THOSE I WORK WITH"

PANO BOARD

President: Ifeoma Aduba, *Executive Director, A Woman's Place*

Vice President: Marilyn Jenkins, *Executive Director, Allegheny County Library Association*

Treasurer: Gregory L. Lindemuth, CPA, *Vice President of Finance and CFO, Williamson College of the Trades*

Secretary: Drew Goldstein, *Roundsquare group*

- * Doug Berman, *Managing Partner, Reinsel Kuntz Leshner*
- * Samuel Bressi, *President & CEO, Lancaster County Community Foundation*
- * Mike Cherewka, *Esquire, The Law Offices of Mike Cherewka*
- * Susan Gilmore, *Executive Director, Community Engagement, FamilyWize*
- * Donald Kramer, *Esquire, Montgomery McCracken*
- * Michael Kumer, *BoardsMTO*
- * Jordan Pallitto, *Consultant, The Hill Group, Inc*
- * Lisa Ritter, CPA, *Partner, CFE, Maher Duessel CPAs,*
- * Jeanne Troy, *Major Gifts Officer, New Hope Ministries*



PANO 2014 Board of Directors

PANO wishes the following board members a fond farewell and deep appreciation for their guidance and assistance through the organization's leadership transition:

- * Doug Berman, *President 2009–2011, Board Service 2008–2014*
- * Sam Bressi, *President 2012, Board Service 2009–2014*
- * Susan Gilmore, *President 2013, Board Service 2009–2014*
- * Michael Kumer, *Interim Executive Director 2013, Board Service 2009–2014*
- * Elizabeth (Bets) McManus, *Board Service 2009–2014*

PANO EMERITUS SOCIETY

Chair: Janice Anderson, *Esquire, Chair*

- * Dr. Edward G. Boehm, Jr., *President, Keystone College*
- * Joe Geiger, *President/CEO, First Nonprofit Foundation*
- * Lowman Henry, *Chairman/CEO, Lincoln Institute*
- * Charles L. Huston, III, *Vice President, The Huston Foundation*
- * James Kroh, *R.H. Sheppard Company, Inc.*
- * Charles Reynolds, *Consultant, Capital Venture*

PANO STAFF

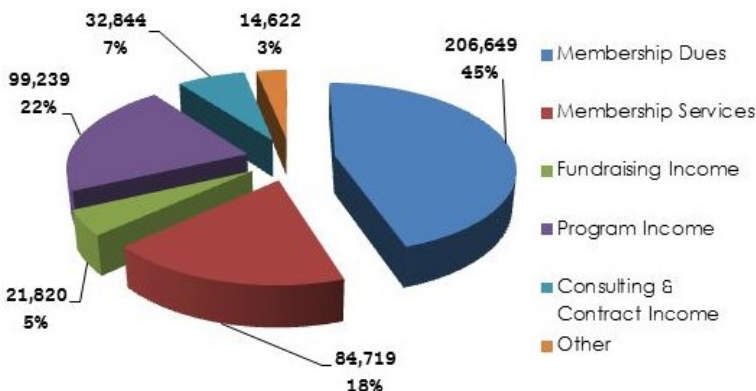
- * James Eirkson, *Director of Community Partnerships and Learning*
- * Anne Gingerich, *Executive Director*
- * Lauren Henicle, *Communications Coordinator and Office Manager*
- * Britton Miller, *Director of Public Policy and Civic Engagement*
- * Tish Mogan, *Standards for Excellence Director*



PANO 2014 Staff

PANO FINANCIALS

2014 Income
Total = \$459,893



2014 Expenses
Total \$533,694



NOTE: PANO ended 2014 with a negative fund balance of (-4,689). One significant factor was the loss of significant annual sponsorship of \$100,000 as of December 2013. Efforts to reverse this result included staff restructuring, the implementation of a three-year sustainability plan—including but not limited to new efforts to engage corporate members, sponsorships and an expanded consulting and contracting service line.