



**For Immediate Release**

**January 29, 2010**

**INNOVATIVE PARTNERSHIP BRINGS HUMAN RESOURCES SUPPORT TO  
GREATER WASHINGTON AREA NONPROFIT ORGANIZATIONS**

**Nonprofit HR Solutions joins with the Center for Nonprofit Advancement  
to Expand Back Office in a Box (BOB) Program**

Washington, D.C. – January 29, 2010 – Nonprofit HR Solutions and the Center for Nonprofit Advancement announced today the addition of human resources support to its Back Office in a Box (BOB) program. BOB is a suite of high-quality administrative services made available at a reasonable cost to Center member nonprofit organizations throughout the Greater Washington region including the District of Columbia, Northern Virginia and Montgomery and Prince George's counties in Maryland.

The newest service offering, BOB Human Resources, is designed to help nonprofit leaders maximize the effectiveness and efficiency of their organizations. BOB HR was developed in response to the needs of the region's nonprofit sector and the Center's nearly 800 member organizations.

"The Center for Nonprofit Advancement has a long history of serving the needs of nonprofit organizations across the region. The creation of BOB HR meets a critical yet largely unmet need within the local community," said Lisa Brown Morton, president and CEO of Nonprofit HR Solutions. "We are excited to be part of this unprecedented initiative to provide high quality HR services to nonprofit organizations."

BOB HR is powered by Nonprofit HR Solutions and RAFFA, P.C. Their teams of expert nonprofit human resources professionals are highly skilled in areas of recruitment, human resource compliance, and performance and compensation management. Examples of service offerings include: policy development, HR compliance audits, compensation reviews/management and employee performance management design.

"Nonprofits are a critical part of our communities and a high functioning human resources program helps them to recruit, develop and retain the talent they need to meet their missions," said Center CEO Glen O'Gilvie. "BOB HR brings high-quality support that nonprofits cannot adequately function without. This partnership expands further on our 30 year history of bringing quality goods and services to member organizations at a reasonable cost for all"

"Employees are an organization's greatest asset, and ensuring that they get the attention and support they deserve is the wisest investment management can make," said RAFFA, P.C. Founder and CEO Tom Raffa. "We are delighted to partner with the Center in their effort to help nonprofits more effectively address their HR functions which are so critical to their success."

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Taproot Foundation's 2007 survey of more than 250 nonprofits found that fewer than 25 percent had even one dedicated human resources employee. Follow-up interviews suggest that even when nonprofits can name one or more staff members working on human resources, they are often referring to a role that is more transactional than strategic. The strategic human resources functions—those that ensure the effective recruitment, retention, development and organization of employees—are often overlooked.

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#### **About Nonprofit HR Solutions**

Nonprofit HR Solutions is the nation's only full-service consulting firm dedicated exclusively to meeting the human resources needs of nonprofit organizations. Since 2000, Nonprofit HR Solutions has worked exclusively with the nonprofit sector, generating results for organizations supporting advocacy, health and human services, arts and culture, education, the environment, faith-based missions and more.

#### **About the Center for Nonprofit Advancement**

The Center for Nonprofit Advancement strengthens the capacity of nonprofit organizations throughout Greater Washington, D.C. The Center directly partners with nearly 800 nonprofits helping them achieve their missions through training and technical assistance programs, networking, advocacy and group buying power.

#### **About RAFFA, P.C.**

Working with thousands of nonprofit organizations across the United States over its 25 year history, RAFFA understands the particular needs and culture of nonprofits. Employing over 200 experts in HR and IT outsourcing, accounting, audit and tax, employee benefits, consulting and other financial services, RAFFA delivers meaningful, practical and affordable solutions that enable nonprofits to focus on advancing their missions.

