



February 1, 2024



**Jim Sayih  
Special Compass**

As a service-oriented advocate, Jim Sayih leads by helping those with disabilities navigate life towards independence through inclusion. Currently, he serves as Executive Director of Special Compass, a non-profit 501c3 organization serving the "Differently Abled".

Jim's life of service began as a young, Christian stationed in Japan. When he returned to the United States, he began a ministry in South Florida — visiting the jails in Miami and giving Bible studies to inmates.

A 10-year Air Force veteran and retired Police Lieutenant with multiple commendations, Jim relies on his faith and utilizes his MS Degree in Exercise and Sports Science to help others. Having co-authored the best-selling book "The Success Secret" and leading and implementing many events aimed at furthering his goal of inclusion for all, Jim has been featured on Good Morning America, multiple news outlets, *Muscle & Fitness* magazine, and several local and national newspapers.

Jim's son Michael inspired the creation of Special Compass. When Michael was born with Cerebral Palsy, the doctors advised the family to put him in an institution. Instead, Jim made sure Michael was 'included' and 31-years later, was recently appointed by Governor Ron DeSantis to the Florida Developmental Disabilities Council, where he serves to make a difference in the lives of individuals with challenges.

Florida Nonprofits spoke with Jim about the three pillars of this organization and his goals for the next two years.

**What are the three pillars?**

Special Compass relies on housing, education, and sports to successfully navigate life for those with special needs. The individuals we serve will graduate, perhaps go to college (with the help of Special Compass scholarships), and then they want to move out of their parents' home and live independently.

**What is Special Compass Living?**

To provide housing, we are partnering with the City of Pembroke Pines to build Special Compass Living to provide safe and affordable housing on a three-acre property, with supports that allow for independence and inclusion. Each tenant will be evaluated to ensure they are the "right fit". We will provide life skills training to residents can live independently, work, pay their bills, make decisions on their own — with the help of on-site staff.

**Kudos to Jim for his important work!**



**Investing in Relationships with Donors:  
5 Phases of Securing a Major Gift**



Donations are the backbone of most nonprofit organizations and every gift counts. Major gifts are the largest donations received and are different for each nonprofit. Because an organization's fundraising success is often tied to their ability to secure major gifts, it is important to learn how to cultivate these donors.

A plan for major gifts will be most effective when it is a part of your overall fundraising efforts. Major gifts will significantly increase your organization's ability to achieve its mission, but it takes planning. Whether you are starting a major gifts program or updating your current procedures, there are strategies to help tailor your plan to your unique needs.

Any nonprofit can implement a major gifts strategy that evolves as your fundraising grows. Building and strengthening donor relationships is the key to achieving major gifts. No matter the size of your nonprofit, you need a solid approach to major donor fundraising in order to ensure long-term success for your organization and its cause. As you apply these strategies and best practices to your own nonprofit's major giving program, make sure to focus on how you'll build long-lasting relationships with every major donor you find.

[READ MORE](#)

Source: Blue Avocado is the educational arm of Ani-rrg nonprofit insurance firm which provides coverage exclusively for nonprofits. They have been partners since we assisted Senator Bob Graham when he supported the act of congress that created Ani-rrg.

**Learn more about Executive Director Training and Big Gifts by attending the Sunshine Certificate in Nonprofit Management class on Sat Feb 17, 2023 from 1:00-5:00pm**

[REGISTER](#)

**The Secret to Continuous Innovation**

Continuous innovation is an ongoing practice that initiates new ideas and approaches that support your nonprofit's ability to continue to serve your constituency and generate growth. Although innovation is a priority, many nonprofit organizations struggle to develop and execute an efficient strategy. Continual evaluation of your current business model and discovery of new opportunities will propel your nonprofit to the next level. Learning to respond to the rapidly changing marketplace, client needs and emerging technologies brings long-term success.



No matter who you are or what company you run, you will always have competitors, demand, and changing times knocking. As stated in an article from *Entrepreneur*, "Having a good product at a fair price, and with great customer service, is no longer enough to succeed — it's merely the cost of entry. And in today's hyper-competitive environment, entrepreneurs must be innovative." Truth is, survival in a turbulent competitive environment depends on constant adaptation and continuous improvement. From product turn out time to shorter lead times, delivery with quality and assurance requires the best innovations to make tasks run smoother while making your company stand out.

Also, as we live in a fast-paced world that is in constant flux, adapting to innovations is what will make an organization more flexible. Being flexible will ultimately lead to greater chances of overcoming competition and survival. If innovations are not continuously updated, they run the risk of no longer being relevant. Therefore, in order to survive and stay relevant, a company must focus on continuous innovation.

The concept behind continuous innovation is for companies to act quickly and adapt seamlessly to meet the rapidly changing needs of current and future customers, according to an article in the *International Journal on Advanced Science Engineering and Information Technology*. A company needs to innovate to attract new consumers and retain existing ones, but the actions necessary to do so might get lost in the shuffle. In contrast, the company focuses on other priorities.

[READ MORE](#)

Source: Blue Avocado is the educational arm of Ani-rrg nonprofit insurance firm which provides coverage exclusively for nonprofits. They have been partners since we assisted Senator Bob Graham when he supported the act of congress that created Ani-rrg.

**Learn more about Managing Technology by attending the Sunshine Certificate in Nonprofit Management class on Mon Feb 19, 2023 from 5:30-9:30pm**

[REGISTER](#)

**Sunshine Certificate in  
Nonprofit Management**

**Executive Director Training and Big Gifts  
Sat, Feb 17, 2023, 1:00pm-5:00pm [REGISTER](#)**

Executive Director is a very challenging position for which few are properly trained or prepared. Explore the many aspects of the position and learn to use your strengths and mitigate your weaknesses.

Of the \$484.85 billion given to charity in 2021, individual giving accounted for 67% or \$326.87 billion. The wealthiest 12% of donors account for almost 88% of this giving. Your organization needs to have a plan to cultivate these major gifts.

**Managing Technology**

**Mon, Feb 19, 2023, 5:30pm-9:30pm [REGISTER](#)**

New technologies can revolutionize the way your nonprofit operates, amplify your impact, optimize resources, and propel your mission, but you must understand their abilities, limitations and pitfalls. Using software, apps, freeware, and social networks — which are often free or discounted for nonprofits — can leverage your financial resources.

## Webinars

Mon Feb 26, 2024 at 2PM-3PM

### Getting Grant Ready

Learn the basics for securing grants

[REGISTER](#)

## Events



### Florida Nonprofit Day in the Capitol Tallahassee, FL

Tue Feb 6 & Wed Feb 7, 2024 7:30am

Meet Senators, Representatives and administrative personnel and experience the process of laws being made.



DoubleTree Hotel by Hilton  
101 S Adams Street  
Tallahassee, FL 32301  
2 blocks from the Capitol  
Parking available for hotel guests

Please RSVP by Jan 23, 2024 @5pm

Click to [REGISTER](#)

or go to [www.fano.org](http://www.fano.org)

Scroll down to register

We look forward to getting to know you as we interact with Lawmakers.

Call 305.557.1764 or

Email: [marina@fano.org](mailto:marina@fano.org)

[www.fano.org](http://www.fano.org)



Sponsor Advocacy Day: \$2500.00  
Individual Registration: \$ 825.00  
FANO Member Ind Reg: \$ 750.00  
*Registration includes two-night hotel stay*

*Without Hotel:*

Individual Registration: \$ 150.00  
FANO Member Ind Reg: \$ 95.00



**HEARTS**  
HELPING EDUCATING ADVOCATING  
RESEARCHING TRAINING SAVING



Ask about Florida Nonprofit's  
Sunshine Certificate in Nonprofit Management  
and become  
Inspired, Motivated, Accountable...  
and Certified

## How to Start A Nonprofit Organization

Fri Feb 2, 2024 at 10AM  
[REGISTER](#)



Discover 32 critical elements for your nonprofit journey

Understand IRS & Florida state filings

Get guidance in accepting charitable donations

Kick-start your nonprofit dreams with clarity & empowerment

## Meet & Greet

Tue Feb 6, 2024 at 5:00PM-7:00PM

Doubletree Hotel by Hilton  
at the Jacob's Place Bar

101 S Adams Street; Tallahassee  
\$35.00, Member Discount \$25.00

[REGISTER](#)



## Sunshine Certificate in Nonprofit Management

The key to survival for any nonprofit is education like that through the Florida Nonprofits' Sunshine Certificate in Nonprofit Management.

This amazing opportunity to take these highly-rated classes is available without traveling (with a hybrid option).

Call 305.557.1764 or click to [LEARN MORE](#)

Copyright © 2024 Florida Association of Nonprofits. All right reserved.  
You are receiving this email because you opted in via our website.

Our mailing address is:  
Florida Association of Nonprofits  
512 NE 3 Avenue  
Ft Lauderdale, FL 33301-3236