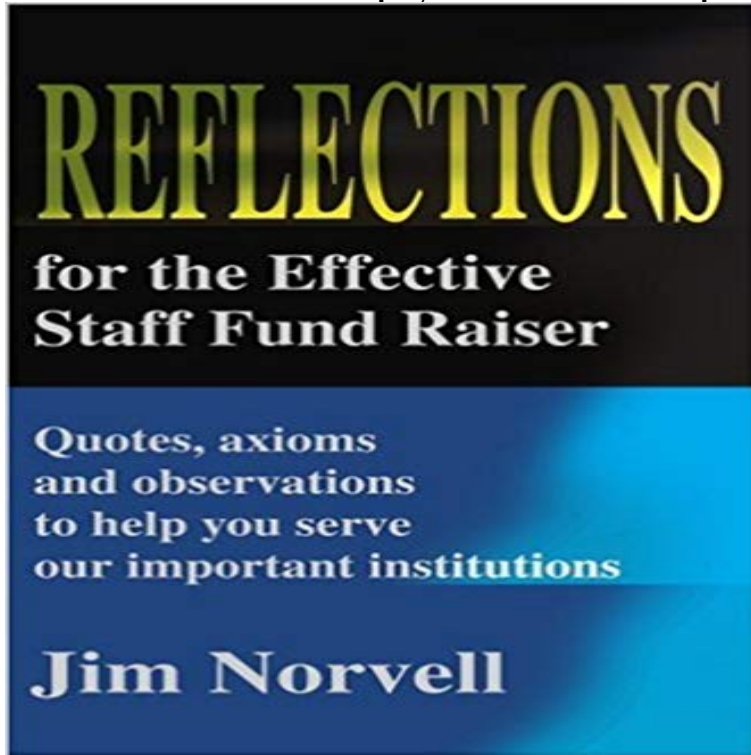


## Reflections for the Effective Staff Fund Raiser: Quotes, axioms and observations to help you run our important institutions



This is one of a series of Reminders that Norvell has prepared for the various participants in nonprofit organizations. Informed by more than 30 years of hands-on experience in philanthropy as a staff member, consultant and national leader, Norvell has found a unique and entertaining way of passing on the lessons he has learned. His observations and axioms are matched with corresponding quotes from the famous and nearly so in a way that is both entertaining and highly informative.

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