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Safety Insights will continue to be published semi-monthly in 2012 but the schedule will change to publishing dates on the 1st and 15th of each month. Look for your next issue on January 1, 2012. Happy New Year!

Financial literacy is important for nonprofits. This topic is discussed in a recent issue of Nonprofit Knowledge Matters from the National Council of Nonprofits. The NCN suggests that finding board members who can read financial reports without breaking a sweat and adopt budgets is important, but is it enough to focus on just the numbers? In this challenging environment, being aware of sector wide trends is also a skill that boards need. Specifically, understanding what impacts a nonprofit's cash flow and taking a critical look at a variety of scenarios, including shifts in a nonprofit's traditional revenues sources, or even the possibility that a nonprofit may merge, is important. The article includes resources to increase financial literacy; read more [HERE](#).

Back injuries caused by improper lifting or overexertion are among the most common of workplace injuries. Almost every employed and volunteer staff member engages in some form of lifting on a regular basis; it is important to provide training and frequent reminders to reduce stress factors and injuries. For some nonprofits child care workers and lifeguards lead the reports for lifting related injuries. Resources to assist your organization in preventing common incidents such as [Consideration for Preventing Back Injuries](#), [Ladder Safety Tips](#), [Safety Orientation Checklist](#), [Preventing Slips and Falls](#), [Snow Shoveling Safety](#) and [Back Injury Prevention Training Outline](#) are all available in the [Online Resource Library](#).

The use of waivers can be an effective risk transfer tool. While some will still suggest that waivers are "Not worth the paper they're written on"; court proceedings over the last few years suggests something different. A well written waiver can help an organization in certain circumstances. At the very least these types of documents can serve as a form of informed consent; educating users of inherent activity risks. Organizations should discuss the use of waivers with their legal counsel and risk manager. Safe-Wise is available to help implement the good use of waivers in your programs.

Managing finances and preventing fraud and practices such as segregation of duties, checks & balances, etc. may be difficult to implement in the small organization. *Five Internal Controls for the Very Small Nonprofit* from [Blue Avocado](#) helps identify steps for reviewing your internal financial controls. The steps include: set the control environment, clearly define responsibilities, develop physical controls, provide duality, and ensure bank statements are reconciled regularly. Read more [HERE](#).

A new presentation is available to assist organizations in adopting ADA regulations for pools. *How to Apply the Americans with Disabilities Act* was delivered by John Caden at the 2011 World Aquatic Health Conference. The purpose of the presentation is to help aquatic professionals plan for and implement a strategy that will help them meet new requirements. The presentation discusses the history of the ADA, who is covered by the ADA, adapting pools for compliance and implementation strategies. Read more [HERE](#).

Protecting youth is critical for all youth-serving organizations; there are few issues as important to consider when managing risks. Recent media coverage of incidents should encourage all organizations to review what they are doing to protect youth, staff and the organization. Organizations have the responsibility to ensure that all children in their care are both properly nurtured and safe. Child abuse causes harm to individuals, staff and the organization when it occurs. Sound risk management programs include procedures to prevent child abuse, protect youth in our care, protect staff from false accusations and educate families. Organizations can also serve the greater good by bringing, youth, families and the community in efforts to prevent abuse. Read more [HERE](#).

This Month's Topics:

Publication Schedule
Financial Literacy
Back Injury Prevention
Use of Waivers
Financial Controls
ADA regulation Update
Youth Protection