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Are waivers worth the paper they're written on? It's pretty common for some people in the nonprofit world to say "no". However, the facts show that a well constructed waiver or hold harmless agreement can help protect an organization when litigation arises. A youth organization recently prevailed in an Indiana court when they were sued by the parent of a youth sports league player that was injured during a ball game. The court found that the parent willingly and knowingly signed a waiver that protected the organization in this case. A [sample of this waiver](#) is now available in the [Online Resource Library](#). Not all waivers are created equally however and language that is accepted varies from state to state. It is always important for any risk transfer tool like a waiver form to be reviewed by legal counsel with knowledge of such documents in the state where it is to be utilized.

Indoor pools often have a familiar smell. Sometimes it is the first thing we notice when we walk into a building with a pool; that unique, easily recognized smell of chlorine. However, the smell is not actually chlorine. It is, more correctly, the off-gassing by-products of chlorine doing its job in the water. These by-products are called "(tri) chloramines" and can be toxic and corrosive. The air in an indoor pool can be corrosive enough to eat through metal, destroy HVAC and pool equipment, and make a facility's energy and maintenance bills soar. Chloramines can also be harmful to the people who work near and swim in the pool. Recent studies suggest that swimmers can develop asthma and other breathing disorders because of them. Pool staff, volunteers, patrons and spectators can also be affected. Complaints of headaches, irritated eyes, sinus problems, and coughing fits are fairly common. The Paddock Pool Equipment Company now offers the Evacuator™ chloramine removal system. Using "source-capture" technology, the system captures off-gassing chloramines and other disinfectant by-products (DBP's) at their source: the pool surface and wet deck. The system then evacuates contaminants from the building. Read more [HERE](#).

October is National Fire Prevention Month and is a great time to make fire prevention a topic all around your organization. Safety training [refreshers](#) for staff, [emergency procedure](#) review, [exit route planning](#), activities for children and [emergency drills](#) can be tied into the theme and strengthen your facility's level of preparedness. For more information on fire prevention activity ideas contact your local fire department to foster a strong relationship or look [HERE](#).

The leading cause of death during winter storms is transportation accidents. Preparing your vehicle for the winter season and knowing how to react if stranded or lost on the road are the keys to safe winter driving. Safety techniques such as reduced speeds, increased following distances and leaving extra time for trips can help staff prepare for inclement weather. Vehicles should be thoroughly inspected and items such as brakes, batteries, defrosters, wipers and cooling systems should be maintained. Make sure that tires have adequate tread, All-weather radials are usually adequate for most winter conditions. However, some jurisdictions require that to drive on their roads, vehicles must be equipped with chains or snow tires with studs. Vehicles should be equipped with a windshield scraper, a small broom for ice and snow removal and a winter emergency kit. Maintain at least a half tank of gas during the winter season. More information about planning for weather and transportation can be found in the [Online Library](#).

Childcare centers must comply with crib safety standards by December 28, 2012. All cribs manufactured and sold were to comply with new and improved federal safety standards beginning June 28, 2011. The new rules, which apply to full-size and non full-size cribs, prohibit the manufacture or sale of traditional drop-side rail cribs, strengthen crib slats and mattress supports, improve the quality of hardware and require more rigorous testing. The details of the [new rules](#) are available from the Consumer Product Safety Commission (CPSC). The rules also apply to cribs currently in use at child care centers and places of public accommodation. These facilities must use only compliant cribs that meet the new federal safety standards by December 28, 2012.

Business planning is important for nonprofits. Be honest. When you first heard the phrase "business plans for nonprofits," did you think, "We don't do that"? Many people think that businesses do business planning, and nonprofits do strategic planning. Strategic planning remains a core element of capacity building. State associations of nonprofits report that strategic planning is perennially one of the most popular educational programs they offer. Funders often want to see a strategic plan along with a grant proposal. But increasingly executive directors are saying to one another, "Do you have a business plan?" Are business plans for nonprofits becoming the new hot thing? And are they replacing strategic plans – simply by adding dollar signs? Read more [HERE](#).

This Month's Topics:

Waivers
Indoor Pool Air Quality
Fire Prevention Month
Preparing for Winter Driving
Crib Safety Standards
Business Planning