



Workshop:
The Nonprofit Org Chart
From Executive Management
to Staff Positions
June 29, 2010 Nonprofit Career Conference

Presented by:

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Session Outcomes

- Understand how wide the variety of nonprofits and positions exist in the nonprofit sector
- Know a few common key skills/experience needed for certain positions
- Understand an approach you can take in your career development/job search.

My Story



Sellinger School of Business





Your Partner
in Growth.



**I don't want to work
for Deluxe Check
Printing!**



**Your Partner
in Growth.**



3 Questions

- What is the Nonprofit Sector to you?
- Why do you want to embark on a career in the nonprofit sector?
- What do you need to sustain a career in the nonprofit sector?

What is a Nonprofit?

Characteristics of Nonprofit Organizations

Culture



Structure



Individuals



Nonprofit Structure : Dual Bottom Lines

mission

financial



Nonprofit Structure: Third Party Funding

Corporate Structure



Nonprofit Structure



Size Matters

The typical human services nonprofit in the Bay Area and in the Los Angeles region has a budget of about \$1,285,000

Nonprofits are overwhelmingly small with more than half having budgets below \$200,000 per year, whether in the Bay Area, the state, or the nation.

Source: STANFORD PROJECT ON THE EVOLUTION OF NONPROFITS, 2000

Size Matters

Age matters or really stage in organizational development

Most operating nonprofits are quite young, with close to half of operating charities ten or fewer years old.

Source: STANFORD PROJECT ON THE EVOLUTION OF NONPROFITS,
2000



EARTHJUSTICE

Because the earth needs a good lawyer

SAVE THE BAY

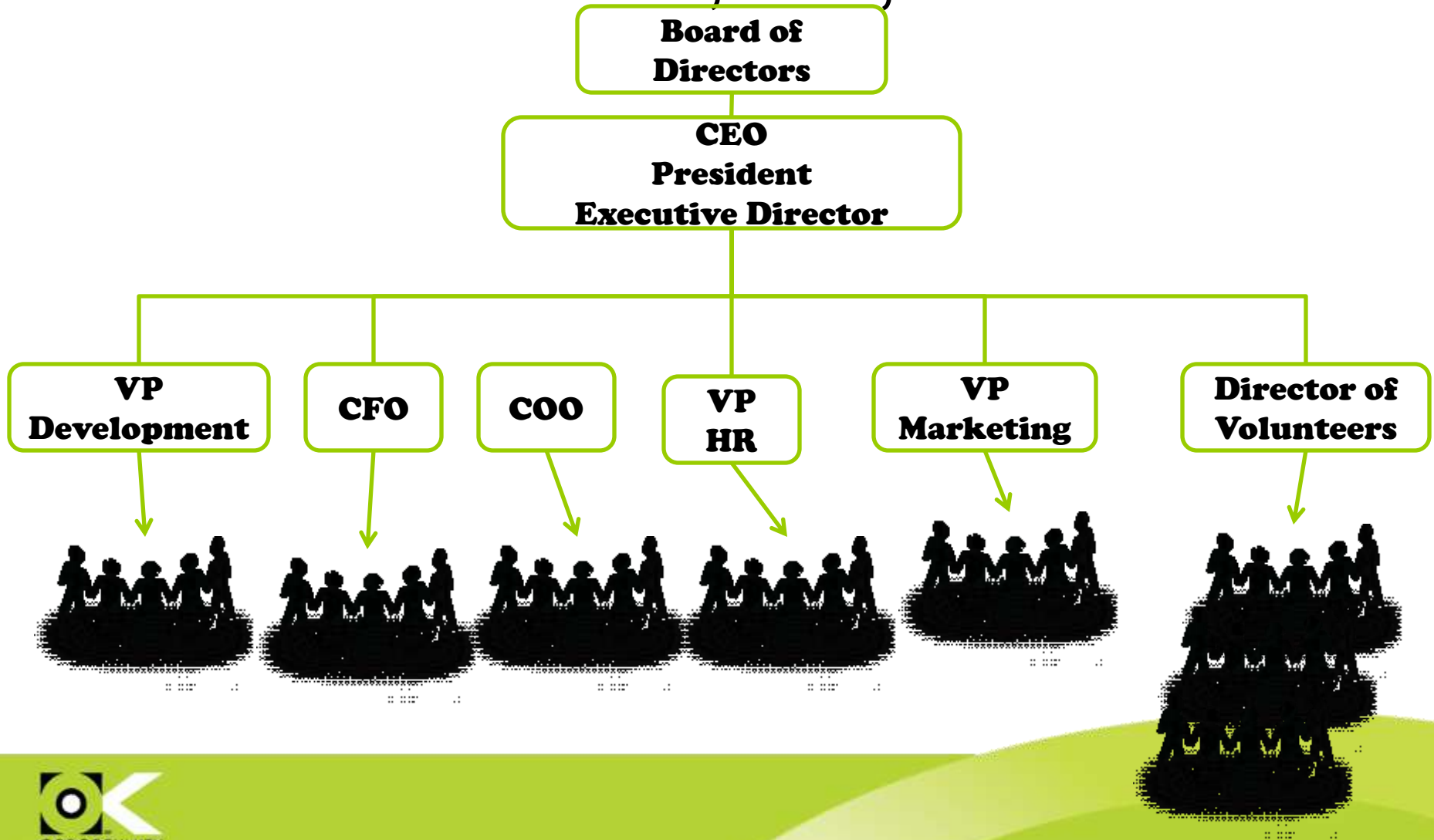
Culture Matters

Nonprofit Culture - *Passion for Mission*



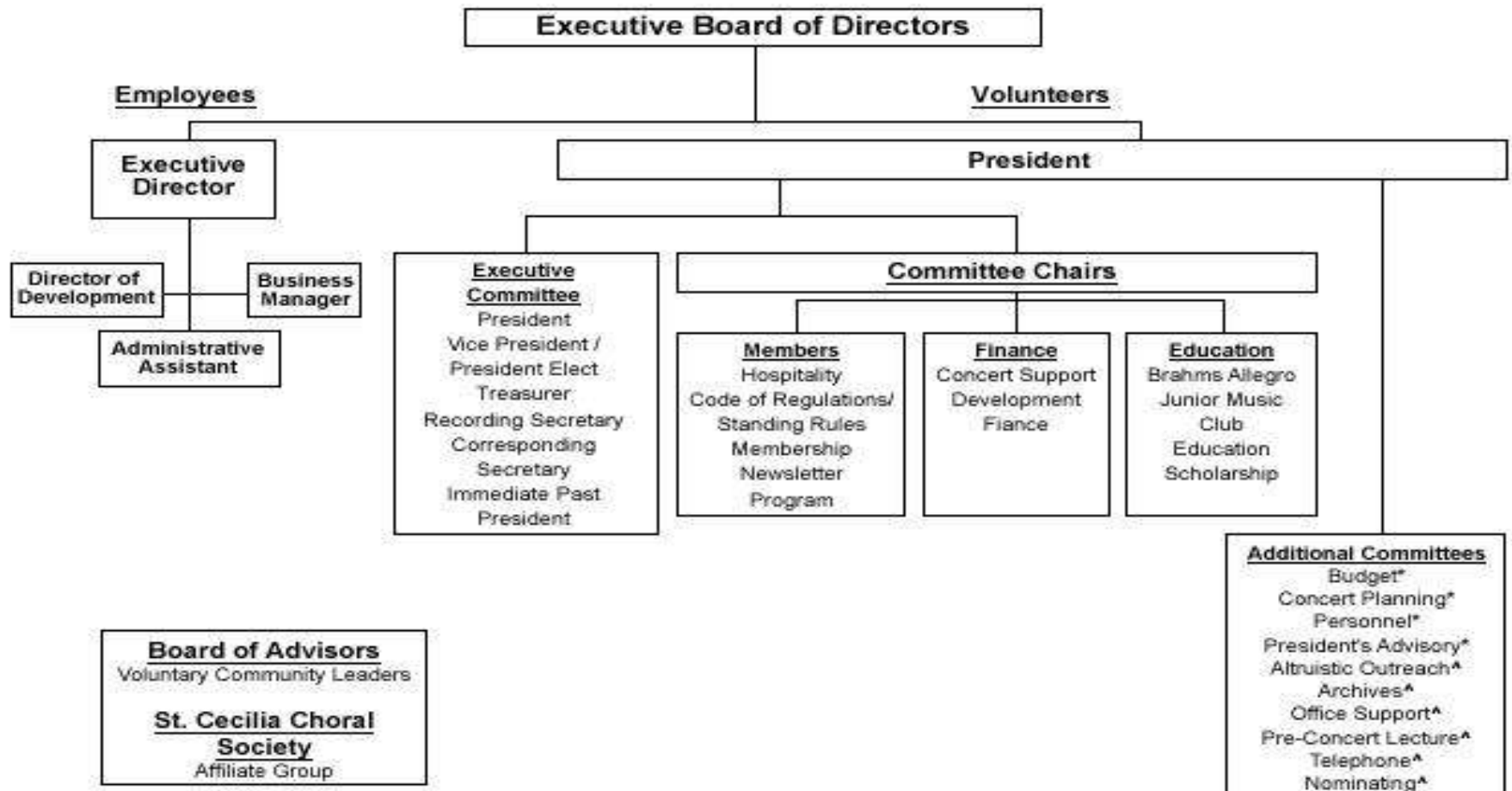
Political
Socio-Economic
Race
Leadership Style
Philosophy
Background
Age
Region

Org charts big & small & wide and flat, etc, etc



Org charts big and small and wide and flat, etc, etc

Tuesday Musical Association Organizational Chart

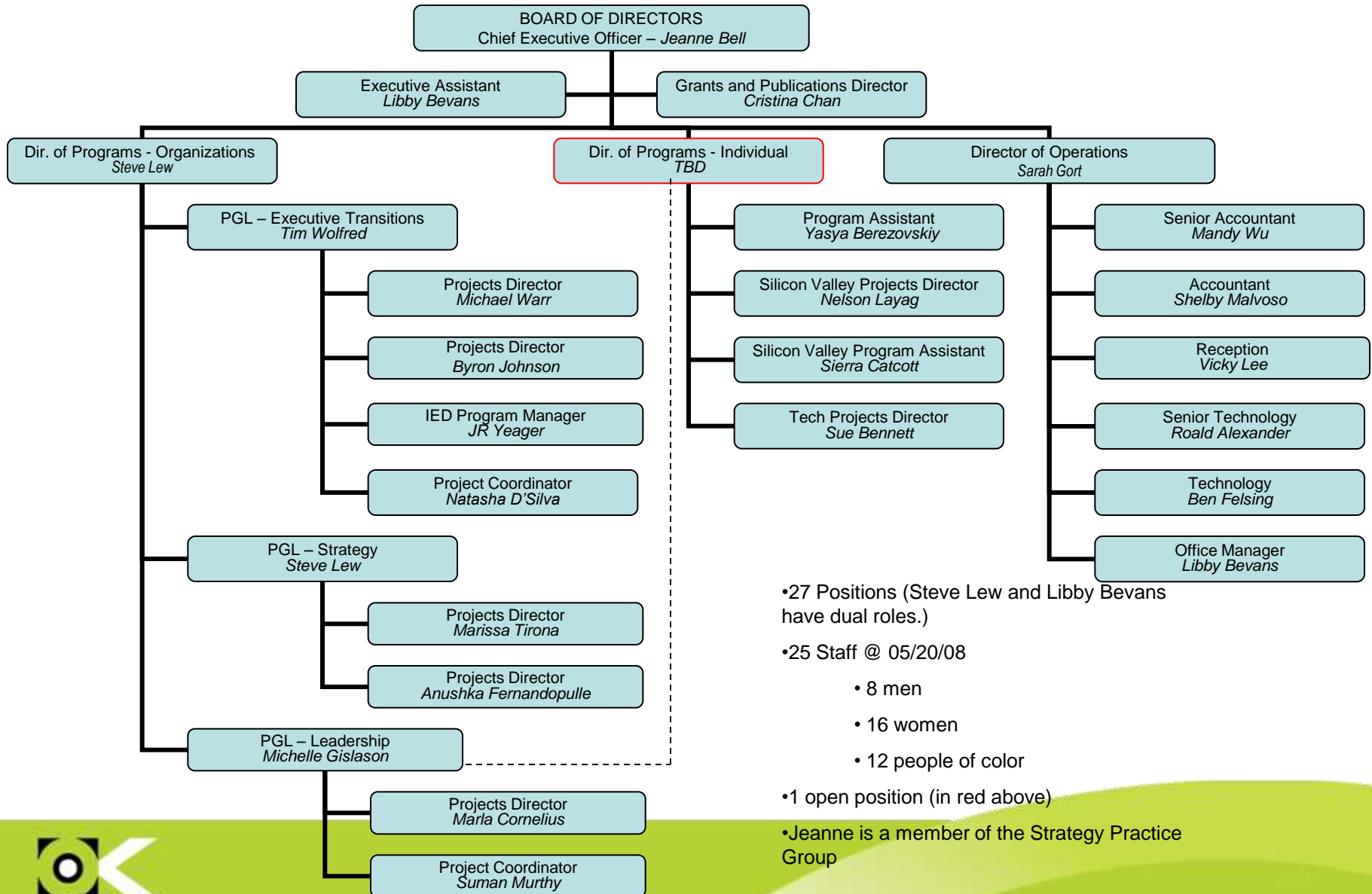


Board of Advisors
Voluntary Community Leaders

St. Cecilia Choral Society
Affiliate Group

* Board Member Chair
^ Non Board Member

CompassPoint Nonprofit Services



•27 Positions (Steve Lew and Libby Bevans have dual roles.)

•25 Staff @ 05/20/08

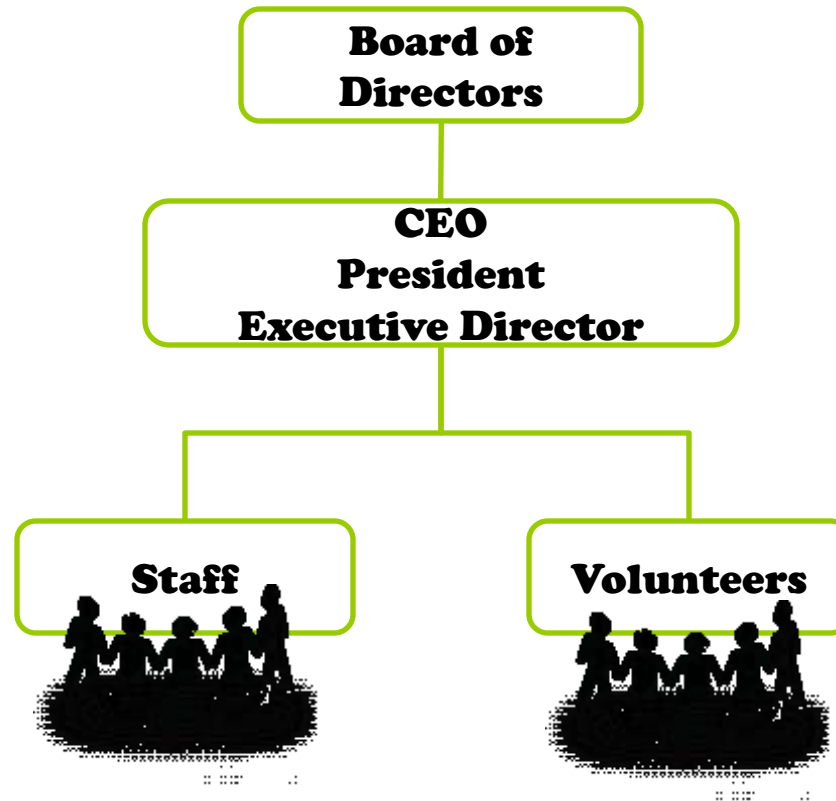
- 8 men

- 16 women

- 12 people of color

•1 open position (in red above)

•Jeanne is a member of the Strategy Practice Group



Positions will vary widely

- CEO/Executive Director of one organization may NOT even have the qualifications to be Program Director of another organization
- OR Vice Versa

CEO/Executive Director

- Common “competencies/skills”
 - Fund Development/Fundraising
 - “Leadership” and Management
 - Finance
 - Issue Area Knowledge
 - Communications

Administration / HR / Finance

- These are often combined and could include Technology
- One person wearing many hats
- Finance includes additional items not found in the for-profit corporate world
 - IRS form 990
 - Restricted vs. unrestricted funds (Fund Accounting/Reporting)

Development & Fundraising

Varies Widely!

- Fundraising activities
- Grant writing
- Grant management
- Corporate sustainers liaison
- Foundations liaison
- Individual givers liaison
- Planned giving

Management Positions

Varies Widely!

Good skills/experience to have:

- “Project Management”
- Supervision of staff and/or volunteers
- Strong technology skills
- Writing

All types of specialized positions

- Social Worker
- Community Organizer
- Caregivers, Nurses, Doctors
- Lawyers, Legal Assistants, Paralegals
- Technology
- Business Analyst

Your 3 Questions (Again)

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Q & A and some resources

- Job listings: Craigslist.org;
- YNPN career center:
<http://www.ynpn.org/s/936/subSF/subSF.aspx?sid=936&gid=14&pgid=1242>;
- OpKnocks:
<http://www.opportunityknocks.org/>
- Jobs for change <http://jobs.change.org/>
- Guidestar (see top salaries on 990's)

Q & A and some resources

- Articles: Nonprofit Job Seeking
http://jobs.change.org/blog/topics/job_seekers
- Review of job sites/directories on BlueAvocado.org
<http://blueavocado.org/content/nonprofit-job-sites-directory>
- Bloggers/Tweeters to follow: Rosetta Thurman
<http://rosettathurman.com/>
Britt Bravo: <http://havefundogood.blogspot.com/>
- Me: on twitter - nlayag

Thank You!



young nonprofit professionals network

YNPN **sfba**

san francisco bay area chapter