

NORP SURVEY SERIES #3

SUMMER 2016



NORPanel.org

Nonprofit Organization Research Panel (NORP) Project

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About the Survey

This report presents the summary results of NORP survey on the current state of human resources at small nonprofits in the human services sector.

Of the organizations that joined the NORP as of May 2016, a total of 528 nonprofit human services organizations with gross receipts less than \$500,000 received an invitation to participate in this survey. The initial invitation was sent out on June 29, followed by the first reminder on July 12 and the final reminder on July 25. When the survey closed on July 31, a total of 248 responses were received, a 47% response rate.

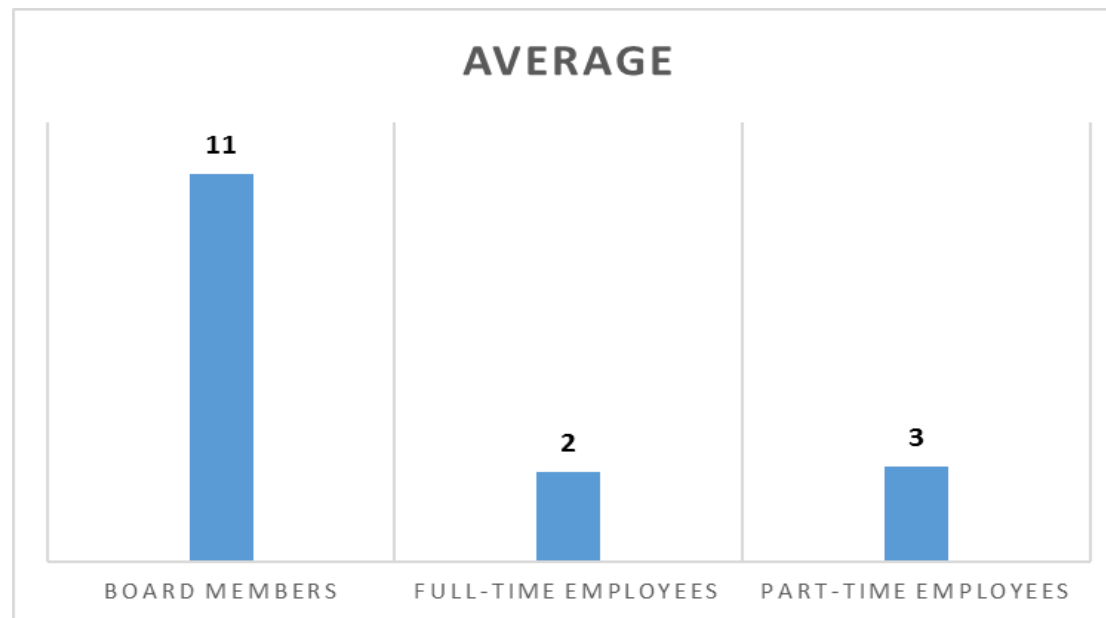
During the 2013 fiscal year, on average, the budget size of responding organizations was \$193,586 (median was \$151,399), and total expense was \$200,849 (median \$157,853).

About the Panel

The Nonprofit Organization Research Panel, NORPanel, is an online community of nonprofit leaders who were *invited* to sign up to participate in occasional web-based surveys and studies about the organizations they lead and the important work their organizations do. Such sampling weights will help account for the potential bias from the non-probability sample and achieve generalizability.

For more information, visit www.norpanel.org or email norpanel@missouri.edu






This survey asked how many board members, full-time employees, and part-time employees small human services nonprofits had on June 1, 2016.






	First quartile (Q1)	Second quartile (Q2)	Third quartile (Q3)	Response
Board members	7	9	13	239
Full-time employees	0	1	3	244
Part-time employees	0	1	3	244

- On average, responding organizations had 11 board members. The number of board members ranged from 2 to 55.
- On average, responding organizations had 2 full-time employees and 3 part-time employees. Over 25% of responding organizations, however, reported that they have no full-time nor part-time employees.



Looking ahead 5 years, do you expect that ORG_NAME's programs will grow...

Answer	Bar	Response	%
a great deal		59	24%
a fair amount		93	38%
some		69	28%
only a little		24	10%
not at all		3	1%
Total		248	





How have demands for ORG_NAME's services or programs changed over the last three years?

Answer	Bar	Response	%
Decreased significantly		7	3%
Stayed more or less the same		89	36%
Increased significantly		150	61%
Total		246	

During the past 12 months did ORG_NAME use any volunteers, other than those that serve on the board of directors...

Answer	Bar	Response	%
Yes		228	92%
No		19	8%
Total		247	

Is ORG_NAME currently involved in formal collaborations (legal, fiscal, administrative, or programmatic exchanges) or in informal networks (cooperating, coordinating, or working together in other ways)?

Answer	Bar	Response	%
Yes, involved in one or more formal collaborations (legal, fiscal, administrative, or programmatic exchanges) with other organizations		40	16%
Yes, involved in one or more informal networks (cooperation, coordination, working together) with other organizations		81	33%
Yes, involved in both formal collaborations and informal networks		101	41%
No, not involved in any collaborations or informal networks		25	10%
Total		247	



Nearly all nonprofit organizations (90%) are involved in formal, informal, or both types of networks with other organizations.

In general, do aforementioned collaborations and network relationships make it easier or harder to...?

Question	Harder	No impact	Easier	Not applicable	Total Responses
obtain funding	13	52	145	11	221
recruit/keep staff	5	118	55	43	221
recruit/keep board members	6	117	68	29	220
recruit/keep volunteers	4	94	101	20	219
meet client/member needs	3	34	178	5	220
enhance your visibility/reputation	5	11	204	0	220

Respondents said collaborations and network relationships made it easier to enhance their organizations' visibility/reputation (92.7%), meet clients/member needs (80.9%), obtain funding (65.6%) and recruit/keep volunteers (46.1%).

(For those not involved in any collaborations and networks) Is your organization not involved in collaborations and networks due to a need for greater capacity or technical assistance?

Answer	Bar	Response	%
Yes, my organization would network and/or collaborate with other entities if it had the capacity and/or technical assistance to do so.		5	20%
No, my organization has the capacity and technical know-how to network and/or collaborate with other entities, but chooses not to do so for other reasons.		20	80%
Total		25	

Notable Comments

“Small nonprofits have very specific challenges; board membership and fundraising are two of the primary challenges. It is very difficult to attract board members without the "cache" of the name or reach that larger organizations can offer. In fundraising, we are stymied by lack of development staffing.”