Nonprofits

Pro Humanitate for Work

The nonprofit industry is a vast and growing collection of more than 700,000 organizations that employ over 10 million people. While these organizations have varied goals and missions, they all have one thing in common: a concern for quality of life and a commitment to the betterment of a specific population.

Nonprofit organizations come in all shapes and sizes, from the local museum to the United Way to your alma mater. Many nonprofits work at the forefront of such major issues as AIDS, civil rights, homelessness, and the environment.

The exact structure of a nonprofit varies greatly depending upon the size and type of the organization. In a smaller nonprofit, one or two people may work as generalists fulfilling the requirements of all functions of the organization, while larger nonprofits often have entire departments set up to manage each function separately.

People who work for nonprofits agree that the best part of working in the industry is the sense of meaning and purpose they get from their job and from being part of their respective organizations. In most cases, this creates an environment that is less competitive and more communal than that of most for-profit organizations.

Nonprofit organizations expect a strong degree of commitment and dedication to their cause and the organization. This is expected of everyone—from the executive director to the administrative assistants and interns. This type of commitment often means that you work long, hard hours. It can sometimes be difficult to maintain a personal life in this type of work, and people can easily get burned out.

As nonprofits grow rapidly in size and number, they urgently need enthusiastic and dedicated graduates to get involved in a variety of challenging ways. Often, the best way to find a job in a nonprofit is to start out as a volunteer.

Skills
- Creativity
- Excellent interpersonal skills
- Dedication
- Communication skills
- Enthusiasm
- Flexibility

### FAST STATS

<table>
<thead>
<tr>
<th>Position</th>
<th>Average Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Development Manager</td>
<td>$43,585-62,755</td>
</tr>
<tr>
<td>Grant Writer</td>
<td>$49,944-64,433</td>
</tr>
<tr>
<td>Membership Director</td>
<td>$64,235-99,763</td>
</tr>
<tr>
<td>Program Director</td>
<td>$56,078-79,323</td>
</tr>
<tr>
<td>PR or Communications Director</td>
<td>$56,815-68,093</td>
</tr>
</tbody>
</table>

www.salary.com

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The Differences Between For-Profits and Nonprofits

1. The purpose of a nonprofit company is to serve society rather than make money, and at the end of the year any profits that do exist are recycled back into the organization’s programs.
2. Nonprofits are tax exempt.
3. Volunteers make up a large portion of the workforce.
4. Nonprofits depend on fundraising to survive by soliciting money from the general public, private companies, government, and foundations.
5. Nonprofits are required to have a board of directors made up of three or more volunteers responsible for setting policies, electing officers, and ensuring the organization’s mission is carried out.
6. Decisions are not based on cost-effectiveness, but rather on more “mission-related” criteria.
7. A nonprofit company measures its productivity not in dollars but in how well it reaches its goals and fulfills its mission.
8. Nonprofit salaries are generally 15 to 20 percent less than for-profit companies.
9. The atmosphere in most nonprofits is more casual and relaxed.
10. Nonprofits often provide experience in many different areas and functions.

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Jobs and Networking Opportunities
Great site! Includes job listings in nonprofits www.ideal.org
National database of nonprofit organizations www.guidestar.org
Nonprofit Jobs www.nonprofit-jobs.org
Opportunity Knocks www.opportunityknocks.org
DeaconSource career.opcd.wfu.edu
Young Nonprofit Professionals Network www.ynpn.org
Nonprofit Career Network www.nonprofitcareer.com

Electronic Journals/News Sources (many have job posting sites)
Chronicle of Philanthropy www.philanthropy.com
Philanthropy Journal www.philanthropyjournal.com
Philanthropy News Digest http://foundationcenter.org/pnd
Philanthropy News Network Online www.pnnonline.org
Foundation News and Commentary www.foundationnews.org
Nonprofit Online News http://news.gilbert.org
Society for Nonprofit Organizations www.snpo.org

Nonprofits—General
Independent Sector www.independentsector.org
National Council of Nonprofit Associations www.ncna.org

Foundations
Council on Foundations www.cof.org
The Foundation Center http://foundationcenter.org
Washington Grantmakers www.washingtongrantmakers.org

Nonprofit Management and Consulting
Alliance for Nonprofit Management www.allianceonline.org
Association of Consultants to Nonprofits www.acnconsult.org

Fundraising
Association of Fundraising Professionals www.afpnet.org
Assoc. of Professional Researchers for Advancement www.apahome.org

Nonprofit Research Centers/Academic Programs
List of Nonprofit Administration programs www.gradschools.com/search-programs/non-profit-administration

International (also see International handout)
UN Department of Public Information NGOs www.un.org/dpi/ngosection/dpingo-directory.asp
USAID www.usaid.gov
Government Opportunities to Make a Difference

**Corporation for National and Community Service**, www.cns.gov
Provides opportunities for Americans of all ages and backgrounds to serve their communities and country through three programs: Senior Corps, AmeriCorps, and Learn and Serve America. Members and volunteers serve with national and community nonprofit organizations, faith-based groups, schools, and local agencies to help meet community needs in education, the environment, public safety, homeland security, and other areas.

**Administration for Children and Families**, www.acf.hhs.gov
Works directly with foster and biological parents, children, and case workers to help shape the services that states provide to vulnerable children and families.

**Bureau of Indian Affairs**, www.bia.gov
Works with students, parents, and counselors to develop programs that will help more young Native Americans stay in school, succeed in school, and go on to post-secondary education.

**Food and Nutrition Service**, www.fns.usda.gov
Develops and improves programs that provide meals to children and adults in day care centers, nursing homes, Head Start centers, and family day care homes.

**Bureau of Primary Health Care**, www.bphc.hrsa.gov
Collaborates with community health providers and social service agencies to deliver care to underserved people.

**National Park Service**, www.nps.gov
Protects forests, manages wildlife and lakeshores, and presents educational programs about the conservation and use of cultural and natural resources.

**Office of Air and Radiation**, www.epa.gov/oar/
Develops national programs to improve air quality, control pollution, and ensure that future generations will have clean and healthy air.

**Administration on Aging**, www.aoa.gov
Protects the rights of vulnerable older persons; develops, coordinates, and manages initiatives and services for elderly citizens; and works to increase the quality and years of healthy life.

**Agency for International Development (USAID)**, www.usaid.gov
Works in less-developed nations on maternal and childcare health programs to help more babies survive beyond the most vulnerable years of childhood and on programs to combat HIV/AIDS and other infectious diseases.

**Foreign Agricultural Service**, www.fas.usda.gov
Administers grants for programs to combat hunger and malnutrition, promote sustainable development, and encourage the growth of democratic participation in developing countries.
WFU Can Help You Help Others

Pro Humanitate Center
Summer Internships
http://phc.provost.wfu.edu

The Pro Humanitate Center offers two summer internship programs:

- The Pre-Ministerial Internship Program
- The Non-Profit Internship Program

The Pre-Ministerial internship program is coordinated through the Office of the Chaplain. The Community Engagement/Non-Profit program is coordinated through the Pro Humanitate Center. These summer internships are designed to give undergraduate students the opportunity to work in a field of service they are considering as a career, while receiving personal, spiritual, and financial support. Weekly vocational reflection meetings with one another and mentors are central to each program.

Some of the sites where students have interned include: Experiment in Self Reliance, Young Life, YMCA, Ronald McDonald House, Crisis Control, Children’s Law Center, World Relief, Reynolda Presbyterian Church, Friendship Vision House, Reformed University Fellowship, and Forsyth Medical Center.

The Office of Volunteer Services
www.wfu.edu/studentdev/2volunteer.php

The Office of Volunteer Services is located in Benson 506 and oversees the Volunteer Service Corps (VSC), international and domestic service trips, large scale volunteer events, Campus Kitchen, and leadership development through service initiatives.

VSC is a student run organization dedicated to furthering the University’s motto of “Pro Humanitate” by engaging students, faculty, and staff in meaningful volunteer service. In addition to overseeing large annual events such as Project Pumpkin and DESK, the VSC works hard to connect volunteers to nearly 40 non-profit agencies in the Winston-Salem community.

Go to http://vsc.groups.wfu.edu for more information.

Job Titles

Common entry-level positions in nonprofits include:

- Assistant Director
- Program Analyst
- Fundraising/Development Assistant
- Volunteer Coordinator
- CARE
- Catholic Charities
- City of Hope
- Colonial Williamsburg
- Ducks Unlimited
- Easter Seals
- Girl Scouts of the USA
- Goodwill Industries
- Habitat for Humanity
- Lutheran Services
- March of Dimes
- Metropolitan Museum of Art
- Metropolitan Opera
- The Nature Conservancy
- Planned Parenthood
- Public Broadcasting Service
- Salvation Army
- Shriners Hospitals
- Smithsonian Institution
- Special Olympics
- UNICEF
- United Jewish Communities
- Urban League
- Volunteers of America
- World Vision
- YMCA
- Young Life