



THREE KEY ISSUES FACING NON-PROFIT ORGANIZATIONS IN 2018

BACKGROUND

This year promises to be one filled with change. A year that tax laws have been re-written and the Affordable Care Act (Obamacare) continues to be a hotly debated topic. A year where more and more workers make the shift to a Gig Economy. While all of these are important, we wanted to look at closer look at some key areas that your non-profit will face this year.

FUNDING

It seems like every year funding gets harder and harder. More and more organizations are forced to tighten their budgets and 2018 won't be any different. With government grants getting tougher to come by, it becomes extremely important to find creative ways to stretch your dollars and make them count. As a non-profit, you know your employees don't work for you to get rich, they work for you because you have a purpose. A vision to help make the world a better place. That's where you get your best employees. At the same time, to attract and retain the best, those employees need to have a competitive benefits package. Finding a solution that meets those needs has become paramount to the long-term success of an organization.

VOLUNTEERS

we all love volunteers. They have the best intentions and are a critical part of your extended team. However, there is a large risk associated with utilizing a volunteer workforce. Have you consulted an expert on addressing waivers, insurance requirements and potential background checks on your volunteer workforce? As painful as it is, weeding out poor performers or volunteers with that don't share your vision is a must. The last thing you want is to have a bad apple in the group that could impact not only your team, but the perception of your organization.

COMPLIANCE

Federal, State, local, IRS, DOL, FLSA, EEO.... the list goes on and on. Even though you are a non-profit you still have regulations that you must adhere to. Many of them you probably have covered, but some of them you may not even know about. Not to mention keeping your tax-exempt status. As the expression goes, you don't know what you don't know. So, having an expert help identify where you stand from a regulatory perspective is extremely important. That last thing you need is a labor violation or some other miss that turns into bad press for the organization.

SOLUTION

These are just the tip of the iceberg. With so many areas that need attention, it makes sense to talk to an expert. Companies need to have rules, policies and budgets – that's a given. However, there needs to be a strategy to balance their short-term needs with their long-term goals. With more and more generations entering the workforce, the status quo becomes less attractive to potential candidates. Good employees want to work with likeminded people. Once you find them, you need to hold on to them. That's where Pratura Group comes in. Let us help you in the areas of Human Resource, Compliance and Employee Benefits.

QUICK STATS

A survey done by Gallup indicates that nearly 70% of all employees are said to be disengaged.

A study done by the University of California indicates that motivated employees are 31% more productive and 87% less likely to quit.

Nonprofits are adopting electronic onboarding and enrollment systems at an increasing rate. Current estimates are that over 23% of nonprofits have implemented a system.

54% of nonprofits do not have a recruiting strategy and 84% do not have a retention strategy.