Large Organizations

Communication Skills Key to Transparency At Far-Flung Organizations

For large organizations that participated in first Nonprofit, but not the call, the average tenure was just 13 months, the 12th rank for all categories. Top 50, with the number of employees in large organizations that were female, we rated our overall average and included the same large nonprofits, but not the entire range of large organizations.

The majority of stall are based in a U.S. office, including three in California (Menlo Park, Santa Clara, and San Francisco). The organization and its sister agencies in Philadelphia, New York, and Washington, DC, at which we have more than 100 employees. There are also one or two employees in less than a dozen states, as well as employees at large organizations around the world, including South Africa, Asia, and South Africa.

This year we continued to focus on transparency, with a focus on the websites of the largest organizations and the organizations that are not the largest. We results tell us that employees don’t care about transparency, and understand the role they play in the success of the nation’s veterans services.

The WFP started a shared communication and collaboration event with colleagues in various regions, and has worked with about 500 employees in a five-country forum. Through the use of a free web-based platform, employees interact with colleagues across the country in real time.

The organization is active in keeping everyone informed with training sessions, updates, and support of mission; he said. The two different categories also had similar

Leadership and Planning, 95 percent of employees in this category.

Cultures and Communications, 89 percent to 78 percent, and.

Training, Development, and Research, 85 percent to 75 percent.

Leadership and Planning was even more pronounced among small organizations, with 95 percent of employees in 50 percent of those that did not make the list. The majority of stall are based in a U.S. office, including three in California (Menlo Park, Santa Clara, and San Francisco). The organization and its sister agencies in Philadelphia, New York, and Washington, DC, at which we have more than 100 employees. There are also one or two employees in less than a dozen states, as well as employees around the world, including South Africa, Asia, and South Africa.

large organizations were one of the areas where our large nonprofit distinguished themselves from the rest of the pack, outpacing the field by 30 percentage points in the category of Culture and Communications.

Communication Skills Key to Transparency at Large Organizations

Many nonprofits have been created executive office (CEO) at 30 percent. About 11 years — precisely the average tenure for large nonprofits in the 2019 Best Nonprofits To Work For.

that their organization is the one that makes their work meaningful and helps them identify opportunities for growth. The lack of communication was among the major challenges that nonprofits experienced, and many felt that they didn’t receive timely feedback, or that they didn’t have clear knowledge of how their work contributed to the organization’s goals.

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**Large Nonprofits**

LARGE NONPROFITS continued from page 1

large organizations that didn’t make the cut. Similarly, 60 percent of large organizations that made the top 50 offered paid time off (PTO), compared with only 20 percent of those that were outside the top 50.

**Medium Organizations**

Medium Organizations

Sharing Meals, Group Events, Schedule Keep Staff Together And Organizations Thrive

Bill Galvin

Nonprofit work isn’t for the faint at heart. It’s far too easy for the grace or glories of people’s real lives to fade into the background. So, you need a pretty good sense of humor.

Take the Space Foundation in Colorado Springs, Colo., for example, which has a lounge and meeting area they score one “flying high” on a list of 150 employers, at least 80 percent of which are aware of the group

"The culture is healthy, the staff are happy, and the work is rewarding," said Kari Klaas, executive director of the Space Foundation. "Our employees enjoy coming to work each day because they are part of an organization that is making a difference in the world."

**Large Nonprofits**

LARGE NONPROFITS continued from page 2

AARP’s volunteer network runs, which can range from 10 to 15 percent per year. “A lot of employees have been

"Besides the mindfulness, trying to help people be able to look at financial stability, we also try to do fun activities, celebrate the diversity of our organizations," she said.

Woodson "feels really good about PFI’s voluntary turnover rates, which can range from 10 to 15 percent per year. “A lot of employees have been

In 2019, Large Nonprofit Employees (250 or more employees)

1. Wounded Warrior Project (670)
2. Alzheimer’s Association (2092)
3. CAP Tulsa (547)
4. Public Health Institute (613)
5. American Arbitration Association (541)

**Large Nonprofits**

LARGE NONPROFITS continued on page 3

At PFI, employees also are celebrated for various accomplishments. It could be programmatic, completing a major project, or publishing something with a major impact, or even something on their personal time, professional organizations, that they may not get a point of leadership, or completed a marathon for the first time that they aspire to do. Professional development also has to have a personal development side to it, Patten said.

"We started letting family and friends in an opportunity to do something together. Now people rent it to watch things like the Super Bowl. It’s a revenue stream we weren’t expecting," said Kathleen Vinson, vice president of operations.

Even though the organization has been in transition at the senior management level, staff now give the organization high enough scores to finish No. 37 overall and No. 21 in the medium-sized organization category (125-250 employees). One shock was the death of former CEO Ethan Phillips, who had planned to do a lot of traveling in retirement. He returned, diagnosed with brain cancer and died within months of learning he had the disease.

"It’s a huge loss for this organization and for our employees. The G-Suite has transitioned during the past two years. ‘Change came over us in a whirlwind.’ Vinson said. ‘New employees came on board or left while some of the others were making the move to the G-Suite. It’s a huge change and it’s been a huge loss for our organization.

Medium-sized organizations tied with larger organizations in two categories: Work Environment and Overall Engagement. Workers at medium-sized organizations feel safer in their environment than at larger organizations. They are also more likely to recommend working there to a friend, according to the data.

Under Leadership and Planning, 90 percent of employees at medium-sized nonprofits approve of what’s going on at their organizations when those at non-profits didn’t make the list in 82 percent approval. CEO tenure averaged 15 years at the organization on the list and 11 years at those that did not make the list.

Nearly half (44 percent) of medium-sized organizations on the list offer RESCIND NONPROFITS continued on page 10

employees came out behind large orga-
nizations in the “leadership” category. Respondents at medium-sized organizations said the leadership was the "biggest problem" for their organizations. While those from large organizations cited the lack of employee participation in professional development as the "biggest problem," respondents at medium-sized organizations said they had a "lost sense of purpose."