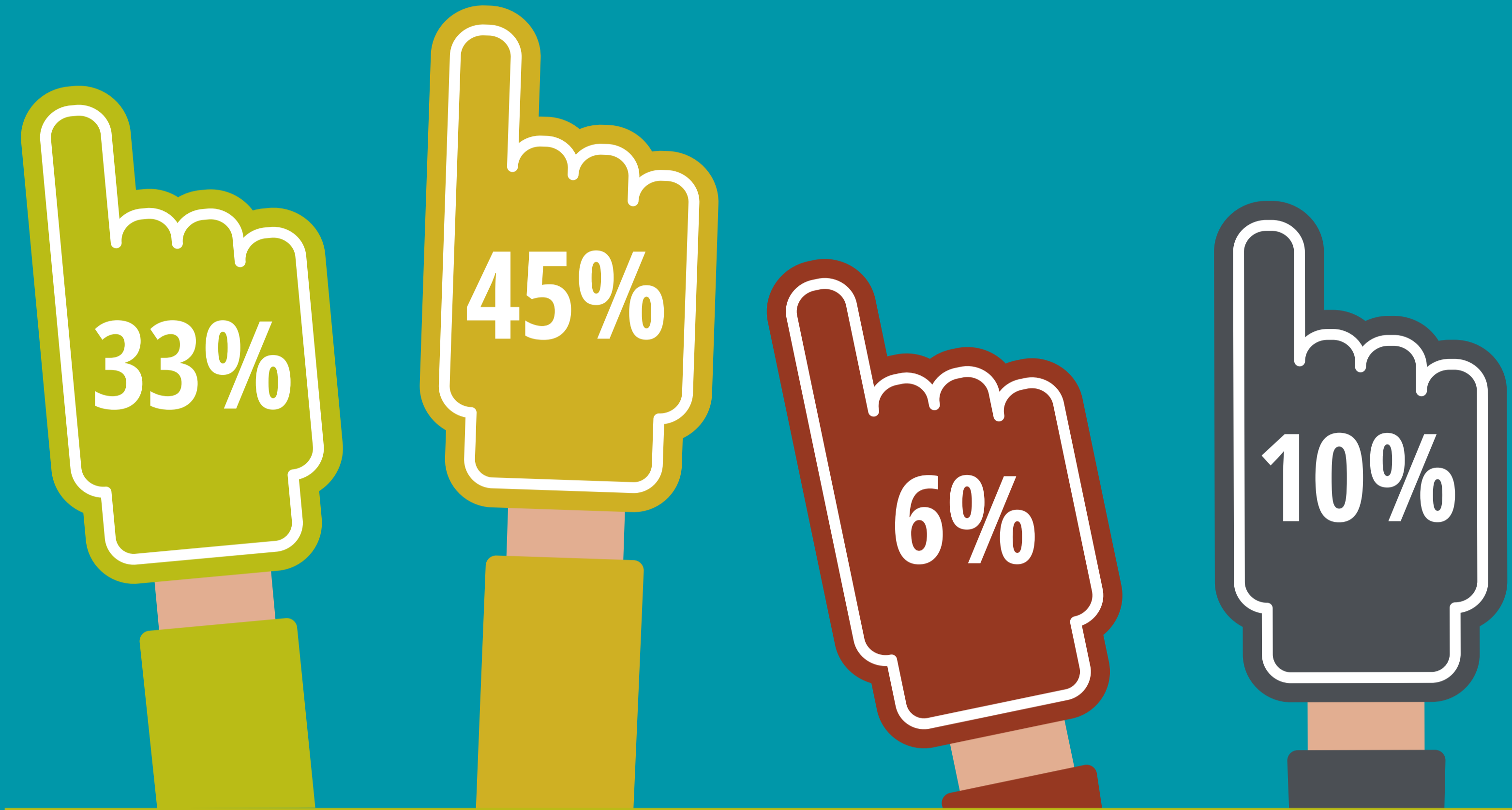


MAINTAINING NONPROFIT CULTURE WITH GROWTH

We surveyed more than 300 nonprofit finance professionals to better understand trends and challenges associated with nonprofit growth.

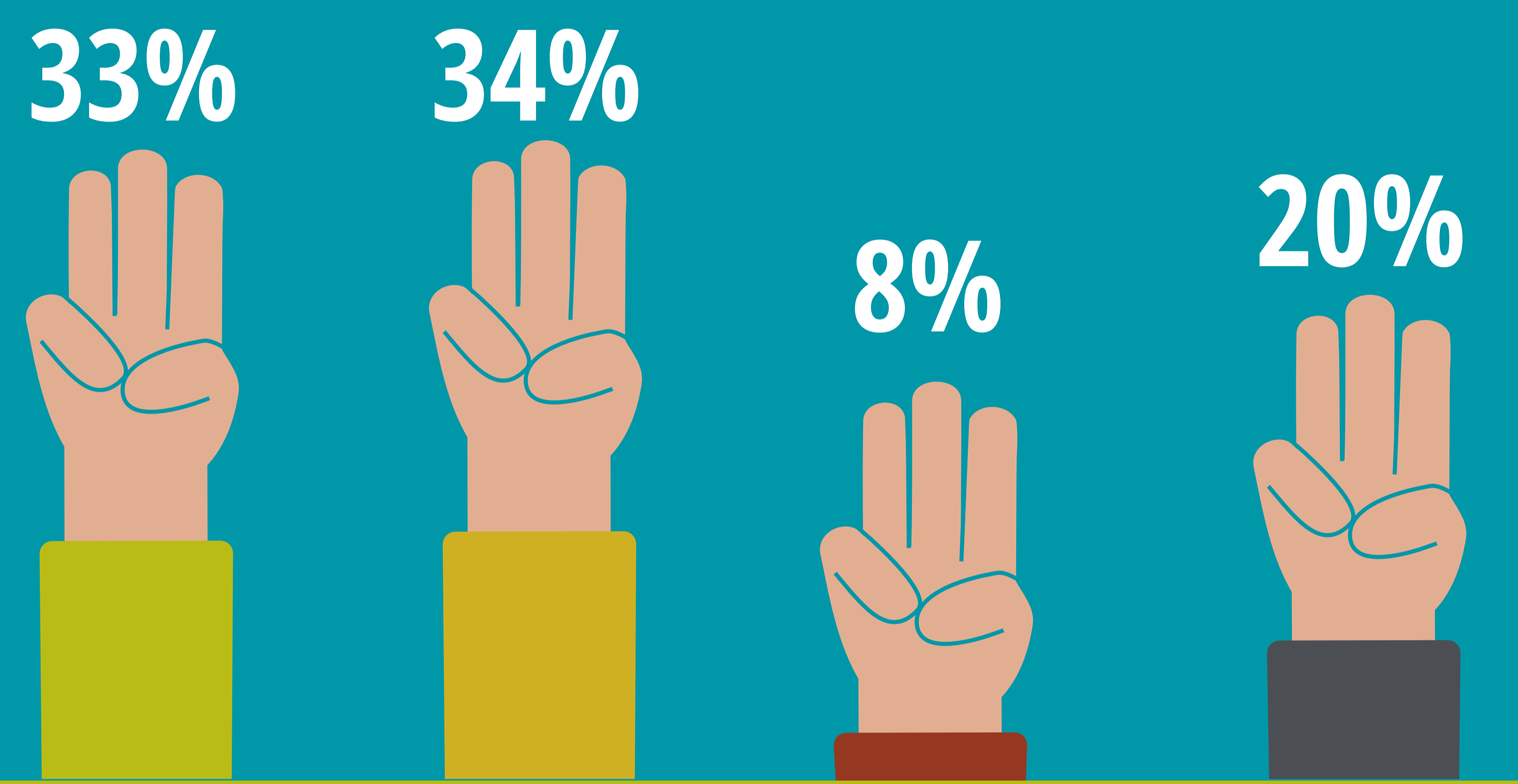
IMPACT OF GROWTH

OFFICE MORALE



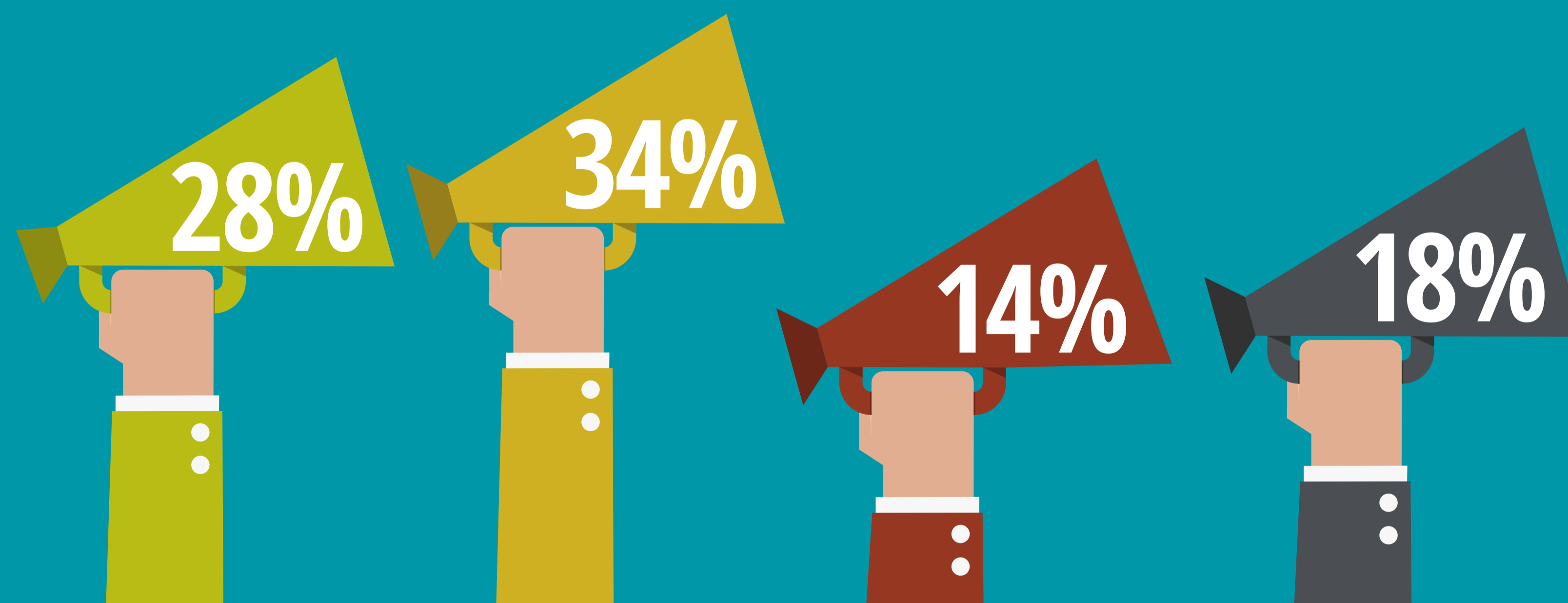
Impact for the better Mixed impact Impact for the worse No impact

INSTILLING ORGANIZATION-WIDE CODE OF ETHICS



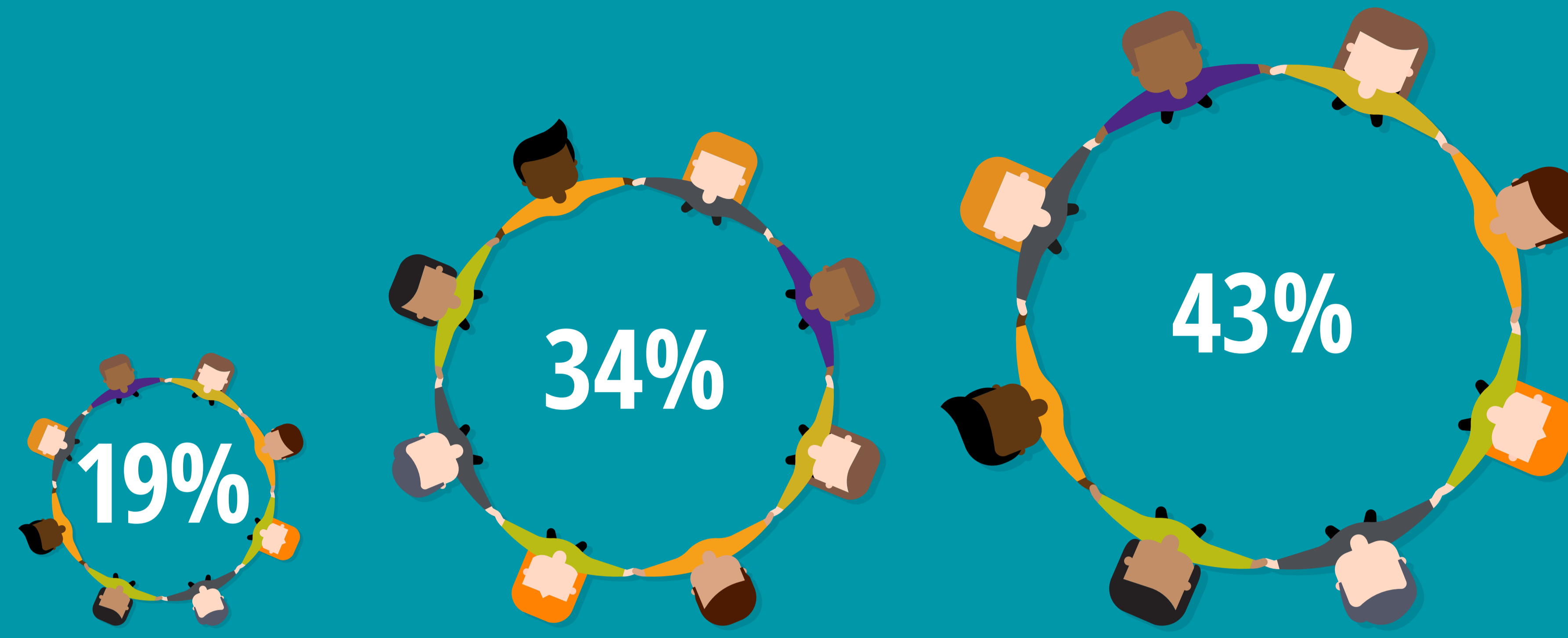
Impact for the better Mixed impact Impact for the worse No impact

TRANSPARENCY WITH STAFF



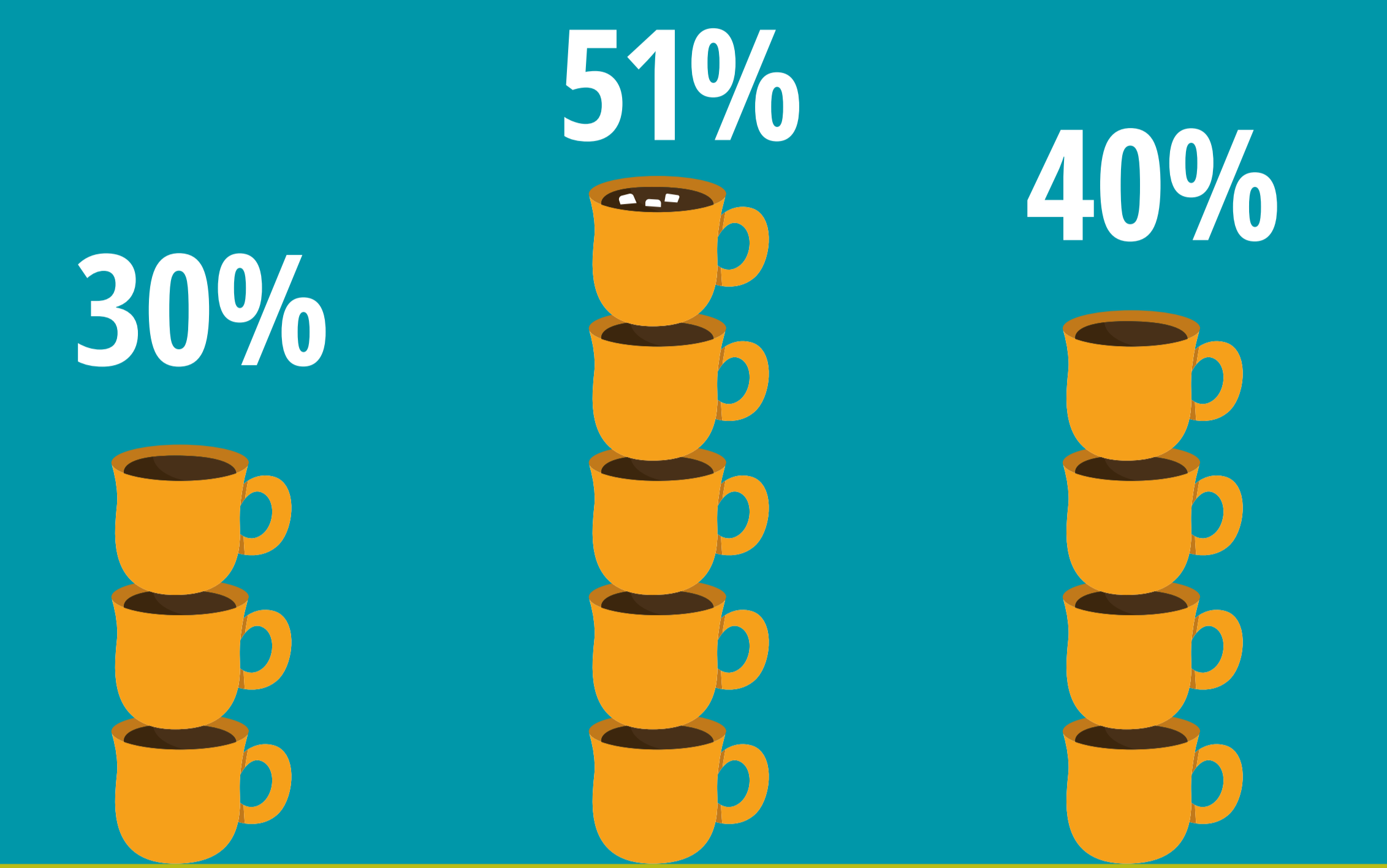
Impact for the better Mixed impact Impact for the worse No impact

DIFFICULT TO KEEP VALUES INTACT



<50 employees 50-500 employees 500+ employees

DIFFICULT TO KEEP CULTURE CONSISTENT



<50 employees 50-500 employees 500+ employees



98%
say retaining Millennial employees is a challenge

MILLENNIALS THINK MORE POSITIVELY ABOUT GROWTH

55%
say improves morale

MILLENNIALS

32%
say improves morale

GEN Xers

29%
say improves morale

BOOMERS

PAIN POINTS DURING GROWTH PERIOD



! Culture difficult to communicate with new employees

! Need for more communication and transparency

! More stress on staff before new hires can be made

! Departments become siloed

! Merging tenured staff values with new staff ideas

! Documenting policies and procedures

! Retaining tenured staff as culture changes

! Adapting to the changes of growth

