

Lunch-N-Learn: Non-Profit October 2009

Presented by:

Mental Health Association 301-663-0011
YMCA 301-663-5131

Mental Health Association – www.fcmha.org

- A non-profit may be small (1 person) or large in size.
- There are 400 non-profits in Frederick: MHA, Heartley House, Weinberg Center, FMH is the largest.
- Types of jobs in non-profit: developer, director, bookkeeper, and counselor.
- In the last 10 years there had been a 35% demand for increase in services in the U.S.
- The job market and staffing needs are not immune to the economy - 40% of money comes from grants. It is possible to have funds cuts mid-year.
- With foundations, government money is based on how well portfolios are doing as well as fundraising.
- Note: the middle class gives a larger % as donations than the wealthy. Why? They are able to see the need.
- Health & human services are needed now more than ever.
- Child Care Choices is part of MHA. For example, they have reduced their hours to Monday - Thursday instead of furloughing. Laying off staff is the last option.
- Types of skills needed: accounting, bookkeeping, marketing, clerical, computer, and for example driving for the Community Action Agency.
- There is always a need for hotline volunteers @ MHA & they receive the same training as the paid staff. Volunteering is a good way to find out about the organization & prepare for a paid position, as they become available.
- There are many employees who started out as volunteers & now work in paid positions. For example, a court-appointed child advocate was hired into a volunteer supervisor position.
- There is a lot of flexibility & part-time positions in non-profit agencies.

YMCA – www.frederickymca.org

- The YMCA has come with creative solutions to work with the economic downturn and avoid laying off staff. For example, combining positions to create a full-time job.
- How to get in: volunteer first - find something you like to do. If you have the time you can help yourself & others. To be employed in childcare positions there is training & licensing available at FCC.
- The hiring process includes fingerprinting, references and a background check.
- The YMCA has a sub pool to cover the after-school childcare vacancies. New employees start in the sub pool and have the opportunity to move up to a regular before & after school position.

Final note on employment in non-profit organizations: the pay is often lower than in private industry; however, there is more flexibility as well as training opportunities.