Nonprofit management focuses on helping an organization fulfill its mission whether that is providing assistance to those in need, delivering human services programs or aid, promoting the arts, empowering through education or a myriad of other causes. Within a nonprofit, skills in organizational governance, finance, administration, development, program evaluation, and policy analysis are all useful. The challenges in nonprofit management include finding creative ways to generate operating finances, finding meaningful ways to measure success and the impact on the community and attracting high caliber professionals and volunteers.

**WHAT IS NONPROFIT MANAGEMENT?**

**KEY SKILLS NEED**

- Passionate about creating change and helping others
- Knowledge of fundraising and development strategies
- Grant writing experience
- Program development and evaluation
- Ability to manage a budget
- Project management skills
- Quantitative and qualitative analytical skills
- Event planning and organizing skills
- Ability to communicate, advocate, and network

**JOB/INTERNSHIP BOARDS**

- **The Bridgespan Group**—The group is a nonprofit advisor and resource for mission-driven organizations and philanthropists, included on their site is a comprehensive job board for nonprofits.
- **Chronicle of Philanthropy**—An online magazine and blog, this site also has a comprehensive job board.
- **NonProfitJobs.org**—This site is a place where nonprofit employers and nonprofit candidates can meet. Candidates can create profiles for the employers to read and employers can post job openings. Similar to LinkedIn only for nonprofits.
- **Council on Foundations**—This site is a search engine for jobs in nonprofits and foundations from around the country.
- **Energize Inc.**—This site is specifically for people working in Volunteer Management. There is useful information including professional development opportunities, resources, a directory, and a job/internship board.
- **ExecSearches.com**—Job postings for careers in fundraising, senior management, and executive professionals in nonprofit, healthcare, education, and the government.
- **GuideStar**—Though not a job board, Guidestar has a directory of all nonprofits organized geographically and by interest area. The site then links you to the nonprofits website.
- **Idealist.org**—Comprehensive site with searchable databases of events, conferences, and job/internship listings.
- **Jobscoop**—The Center for Nonprofit Management developed the job board “Jobscoop” to match top talent to great causes efficiently and effectively. Positions in nonprofit, philanthropy, corporate social responsibility, social entrepreneurship are available on the site.
- **Minnesota Council on Non-Profits**—Search engine for multiple jobs in nonprofit organizations.
Local Initiatives Support Corporation—Community development career opportunities around the nationally.

Lumity—Nonprofit job search engine.

Nonprofit Career Network—Search engine for nonprofit jobs, nationally.

Nonprofit Connect—Website to get connected with multiple nonprofits and search for jobs.

Nonprofit Times—A place for multiple resources to develop professionally and to search for jobs available within nonprofit organizations.

Opportunity Knocks—Search engine for multiple nonprofits around the U.S.

Though not a complete list, below are a few nonprofits to check out:

Advocates for Youth—The organization help young people make informed and responsible decisions about their reproductive and sexual health.

AIDS Action Council—A network of more than 2,400 community service organizations and the one million HIV-positive person they help serve.

American Association for the Advancement of Science—An international non-profit organization dedicated to advancing science for the benefit of all people.

American Association of Retired Persons (AARP) —Advocates for 37 million retired people.

American Association of University Women (AAUW)—A national grassroots organization that works to improve the lives of women and their families.

American Civil Liberties Union (ACLU)—The ACLU works to defend and preserve the individual rights and liberties guaranteed by the Constitution and laws of the US. There are other positions besides legal jobs on their website.

American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) - They work to ensure that all people who work receive the rewards of their work—decent paychecks and benefits, safe jobs, respect and fair treatment.

American Federation of State, County, and Municipal Employees—This organization is a union that works on issues such as pay equity, promotional opportunities, work and family programs, etc.

American Heart Association—Their mission is to build healthier lives, free of cardiovascular diseases and stroke.

American Red Cross—Provides care to those in need around the world.

Amnesty International—A global movement who campaigns for a world where human rights are enjoyed by all.

Children’s Defense Fund (CDF) - A child advocacy organization that works to ensure a level playing field for all children.

Center for Constitutional Rights (CCR) - CCR is committed to progressive principles, people’s movements and human rights by advancing and protecting the rights guaranteed by the US Constitution and the Universal Declaration of Human Rights. Although primarily a legal organization, they also have communication and development positions.

Center for Reproductive Rights—The Center uses the law to advance reproductive freedom as a fundamental human right that all governments are obligated to protect, respect, and fulfill. There are other positions besides legal ones.

Common Cause—A nonpartisan, grassroots organization that is dedicated to restoring the core values of American democracy, reinventing an open, honest and accountable government that serves the public interest.

CorpWatch—CorpWatch is a non-profit investigative research and journalism organization that works to expose multinational corporations that profit from war, fraud, environmental, human rights and other abuses, and to provide critical information to foster a more informed public and an effective democracy.
- **Farm Sanctuary**—An organization that inspires change in the way society views and treats far animals.
- **Feeding America**—Their mission is to feed America’s hungry through a nationwide network of member food banks and engage citizens in the fight to end hunger.
- **Human Rights First**—The organization is an independent advocacy and action organization that challenges America to live up to its ideals.
- **Human Rights Watch**—The organizations defends the rights of people worldwide, investigating abuses, exposing the facts widely and pressuring those in power to respect rights and secure justice.
- **International Rescue Committee (IRC)**—The IRC helps people whose lives and livelihoods are shattered by conflict and disaster to survive, recover, and gain control of their future.
- **Lambda Legal Defense & Education Fund**—Though a legal organization, they have wonderful advocacy and public affairs internship in large cities around the country.
- **MercyCorps**—Work to alleviate suffering, poverty and oppression by helping people build secure, productive and just communities.
- **National Coalition to Abolish the Death Penalty**—The organization’s mission is to abolish the death penalty in the US and support efforts to abolish the death penalty worldwide.
- **National Coalition for the Homeless**—Their mission is to prevent and end homelessness while ensuring the immediate needs of those experiencing homelessness are met and their civil rights protected.
- **National Education Association (NEA)**—Their mission is to advocate for education professionals and to unite their members to fulfill the promise of public education to prepare every student to succeed in a diverse and interdependent world.
- **National Partnership for Women & Families**—They promote fairness in the workplace, reproductive health and rights, access to quality, affordable health care, and policies that help women and men meet the dual demands of work and family.
- **Partners In Health (PIH)**—Partners In Health strives to achieve two overarching goals: to bring the benefits of modern medical science to those most in need of them and to serve as an antidote to despair.
- **Planned Parenthood**—A provider of reproductive health care and an advocate of affordable medical care.
- **United Way**—The organization improves lives by immobilizing the caring power of communities around the world to advance the common good.
- **World Wildlife Fund**—Their vision is to build a future in which people live in harmony with nature.

### PROFESSIONAL ASSOCIATIONS

- **National Council of Nonprofits**—Find tools, resources, and samples to help your nonprofit operate efficiently and transparently.
- **Nonprofit Missouri**—Supports nonprofit organizations and nonprofit professionals in the state by providing training, education, and guidance. Individual membership is $75.00.
- **Young Nonprofit Professionals Network (YNPN)**—The YNPN is a movement activating emerging leaders to advance a diverse and powerful social sector.
  - **YNPN St. Louis**—Student membership is $25.00 a year.
  - **YNPN Kansas City**—Individual membership is $125.00 a year. The organization also runs the job board Nonprofit Connect (you don’t need to be a member to view the jobs).

**Sources:** NYU Wagner website; Association and nonprofit websites.