

Putting Knowledge to Work: The State of Human Service Organizations

Data from Nonprofit Search
March 2015

CENTRAL FLORIDA FOUNDATION



Central Florida Foundation is the place for people who want to invest in their community.

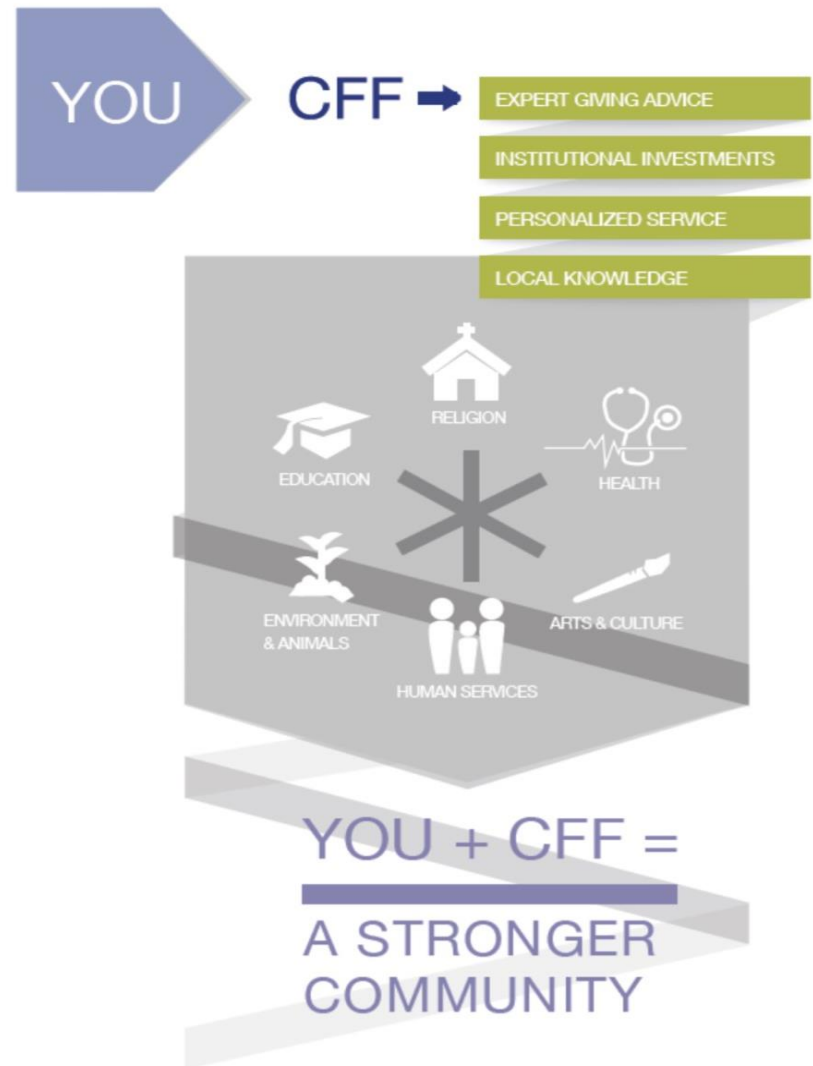
What We Do:

- Manage and invest your charitable gifts
- Offer you personalized service and expert giving advice
- Connect you with charitable organizations that you feel passionate about
- Empower you to make informed decisions that make a difference in your community

*We work with individuals, families, businesses, professional advisors, and nonprofits to **build community by building philanthropy.***

Since 1994:

- We have grown to \$60 million in assets
- We have awarded grants of more than \$30 million supporting local nonprofits
- Nonprofits use the investments to improve their organization's performance, effectiveness, impact and overall sustainability
- Central Florida Foundation is the community's trusted philanthropic home



What We Offer:

- Solutions that Help You Invest in Your Community
- Private Foundation Grant-Making Services
- Nonprofit Organization Endowment
- Planned Giving Assistance
- Community Investment Grant Rounds
- Advised Fund Grants
- Grants from Affiliates and Initiatives



Have You Heard Of?

- Entrepreneurs in Action
- Homeless Impact Fund
- 100 Women Strong
- Student Led Grant-making with UCF and Rollins
- Scholarships
- Tri-County Legacy Fund
- Diebel Legacy Fund
- Community Leadership



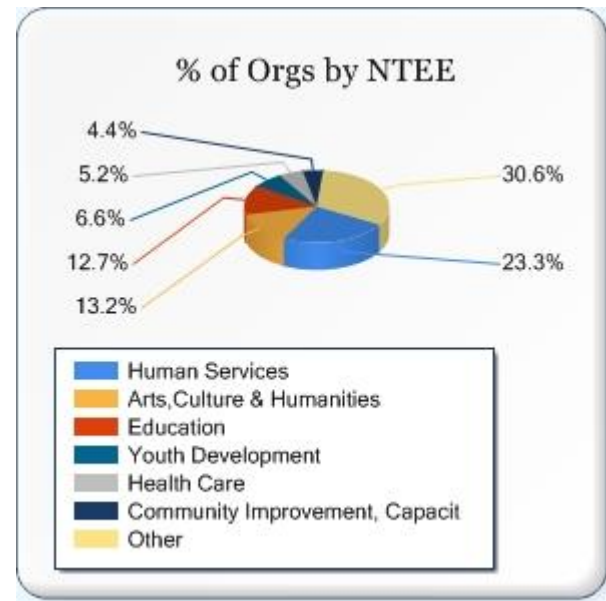
Nonprofit Search (cffound.org/nonprofit_search)

- Portraits are completed by nonprofits and validated by foundation staff
- Searchable database helps donors easily find nonprofits they care about and make smarter giving decisions
- Provides in-depth information about nonprofits' management, governance, financials and programs
- Learn about community issues

The place for discovering Central Florida Nonprofits

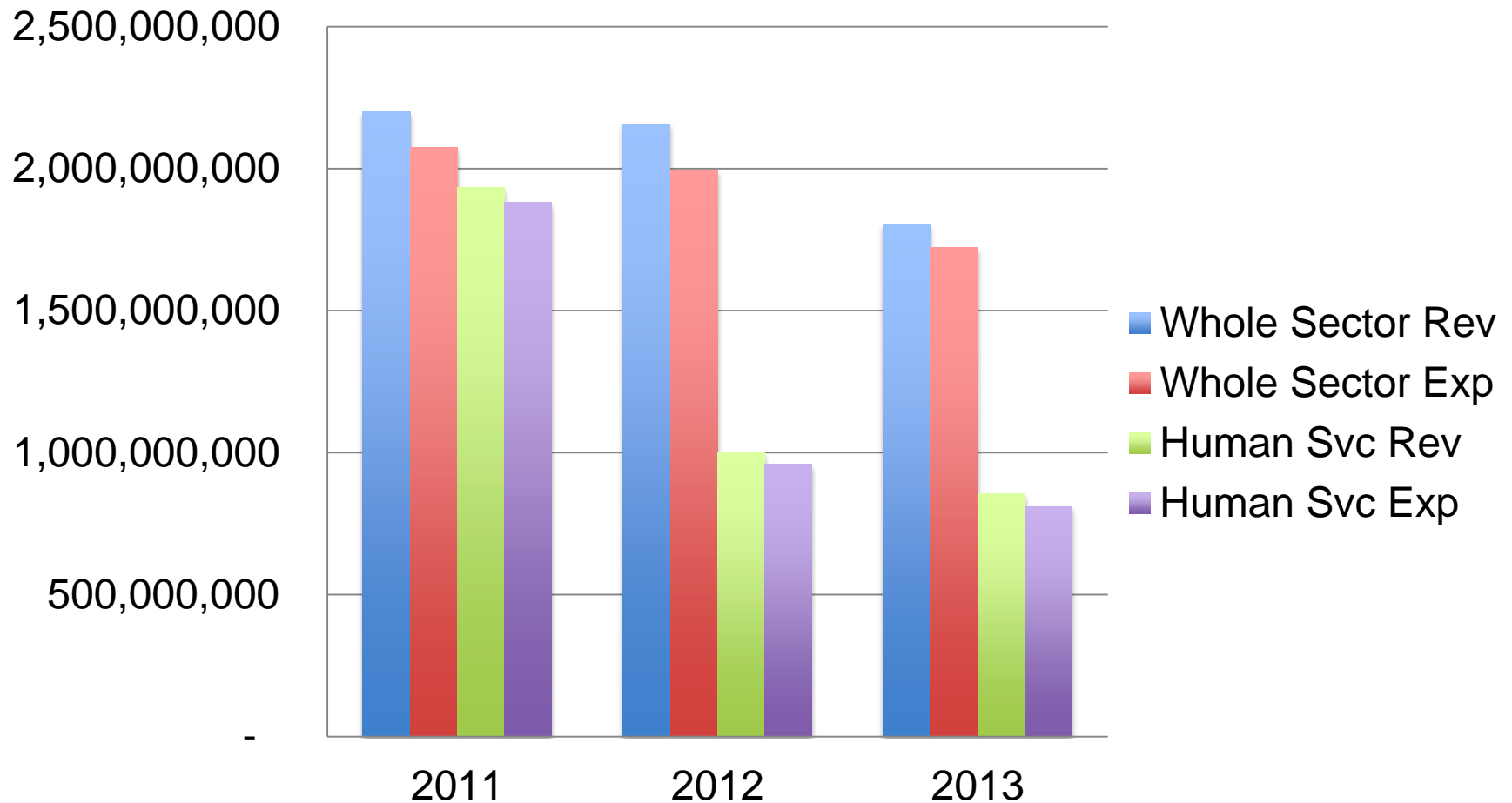
The Human Services Sector

- 90 *Reviewed* Portraits
- Data from 165 Portraits



Revenue & Expenses

Whole Sector Comparison to Human Services



Definitions

Capacity is infrastructure, tools, and resources necessary to do the job identified in the mission and/or strategic plan.

Sustainability is meeting the needs of the present without compromising the ability of future generations to meet their own needs. United Nations Definition

Source: Blue Avocado.org

A Look at Governance Practice

Total Sector Human Services

• Average Number of Board Members	14	13
• Board members are predominately Male		
• Average Number of Yearly Meetings	7	7
• Board Meeting Attendance	77%	76%
• Average Board Investment	74%	79%
• Board Term Limits Average	2	3
• Written Board Selection Criteria	39%	36%
• Conflict of Interest Policy	72%	80%

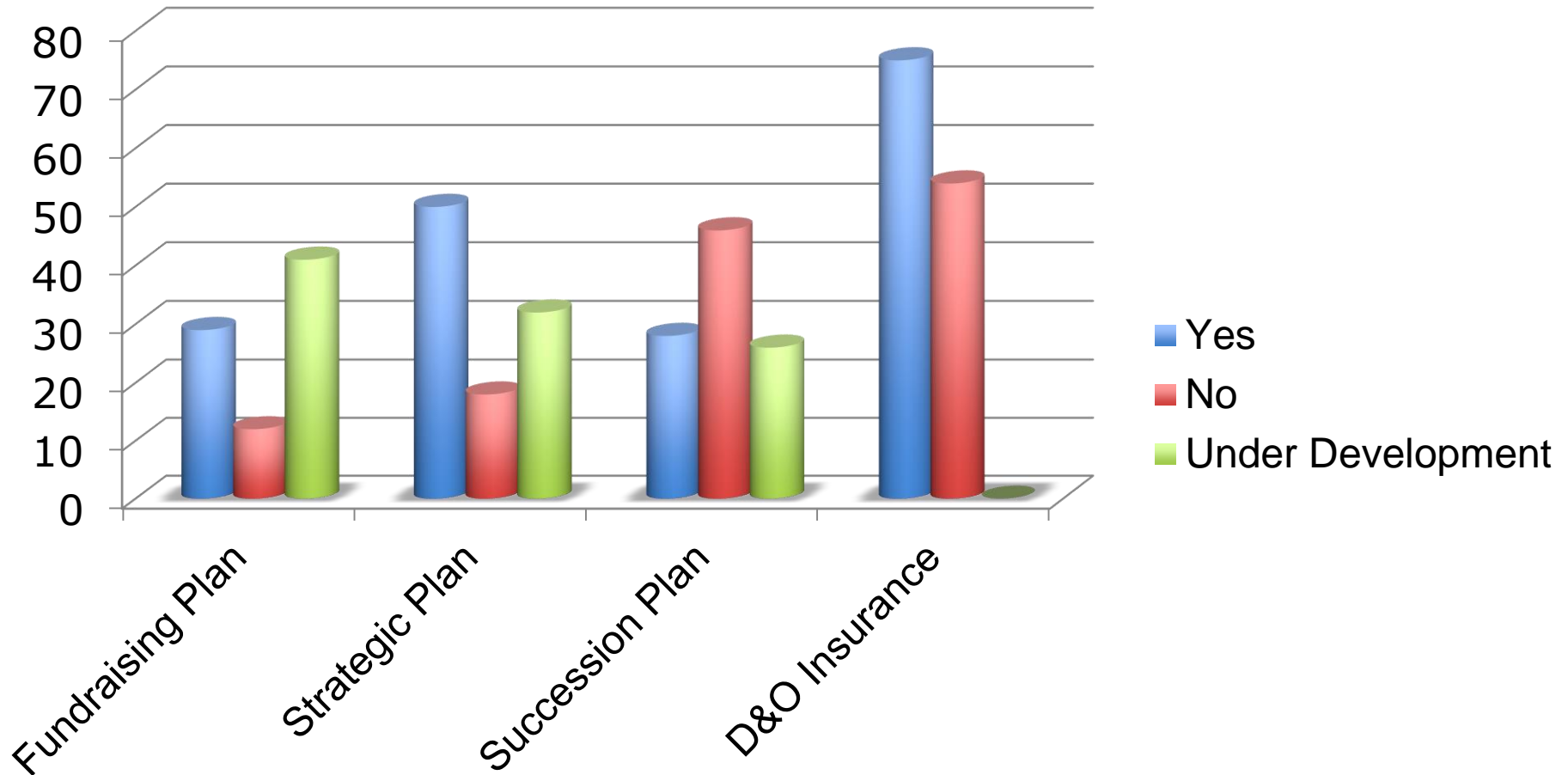
A Look at Leadership Practice

	Total Sector	Human Services
• CEOs performance review	70%	82%
• Performance review of senior staff	63%	76%
• Annual CEO Compensation		
Under \$50,000	25%	22%
\$50,000 to \$75,000	16%	20%
\$75,000 to \$100,000	18%	19%
Over \$100,000	29%	23%
• Volunteer Led	12%	16%
• Average CEO compensation	\$72,836	\$73,461

A Look at Staffing

	Total Sector	Human Services
• Full Time	22,009	10,372
• Part Time	7,014	4271
• Contract Employees	2,880	547
• Volunteers	309,781	155,367
• Staff Retention	79%	78%

A Look at Operational Policies



A Look at Endowment

- True Endowment - as reported in audited financial statements which must be permanently restricted by a donor and cannot be invaded.

32% of Human Service organizations have endowment compared to 29% of the whole nonprofit sector.

Human Services Endowment Totals \$87M

Whole Sector Endowment Totals \$509.5M

A Look at Capital Campaigns

Whole Nonprofit Sector

13%

\$2B

\$1.4B Raised

Human Services

13%

\$225M Goal

\$44M Raised

A Look at Funding Sources and Expenses for Human Service Organizations

- Total Government Funding – \$330M
- Total Funding from Individuals - \$110M
- Total Funding from Foundations and Corporations - \$10M
- Earned Revenue - \$173M
- Special Events - \$7.6M
- In-Kind – \$175M
- Average Overhead - 13%
- Average Fundraising Cost - 37%

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