



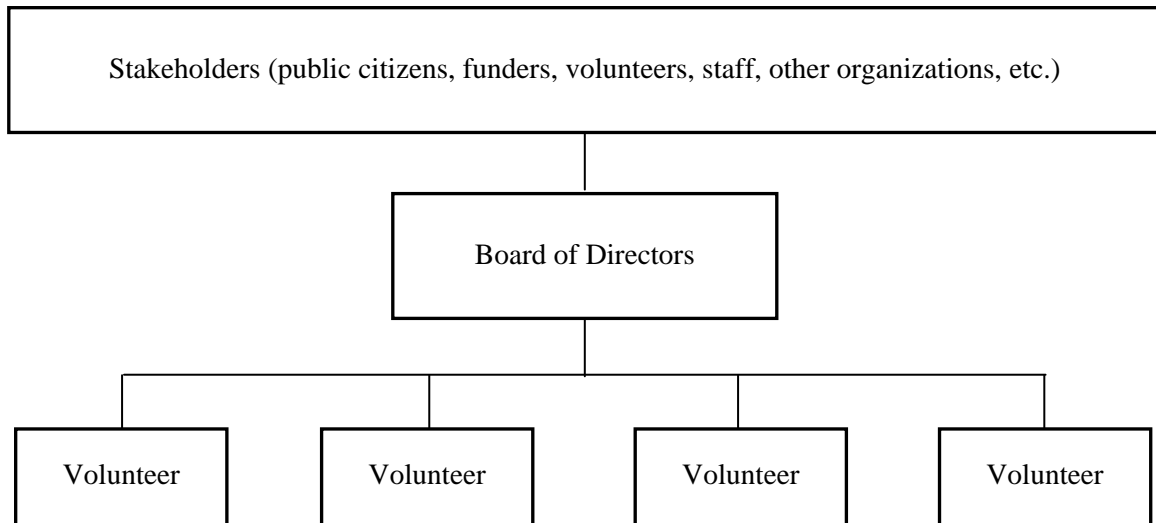
## Traditional Organizational Structures in Nonprofits

It is common that a start-up nonprofit organization has one major program carried out by a hands-on group of volunteers, some of whom act as the Board of Directors and others who act as staff. Both groups might be involved in providing services to clients. A new nonprofit often does not include the role of Chief Executive Officer.

Note that there is no certain standard that suggests whether a nonprofit is categorized as small, medium or large in size. However, conventionally, small nonprofits usually have no paid staff or only one or two programs.

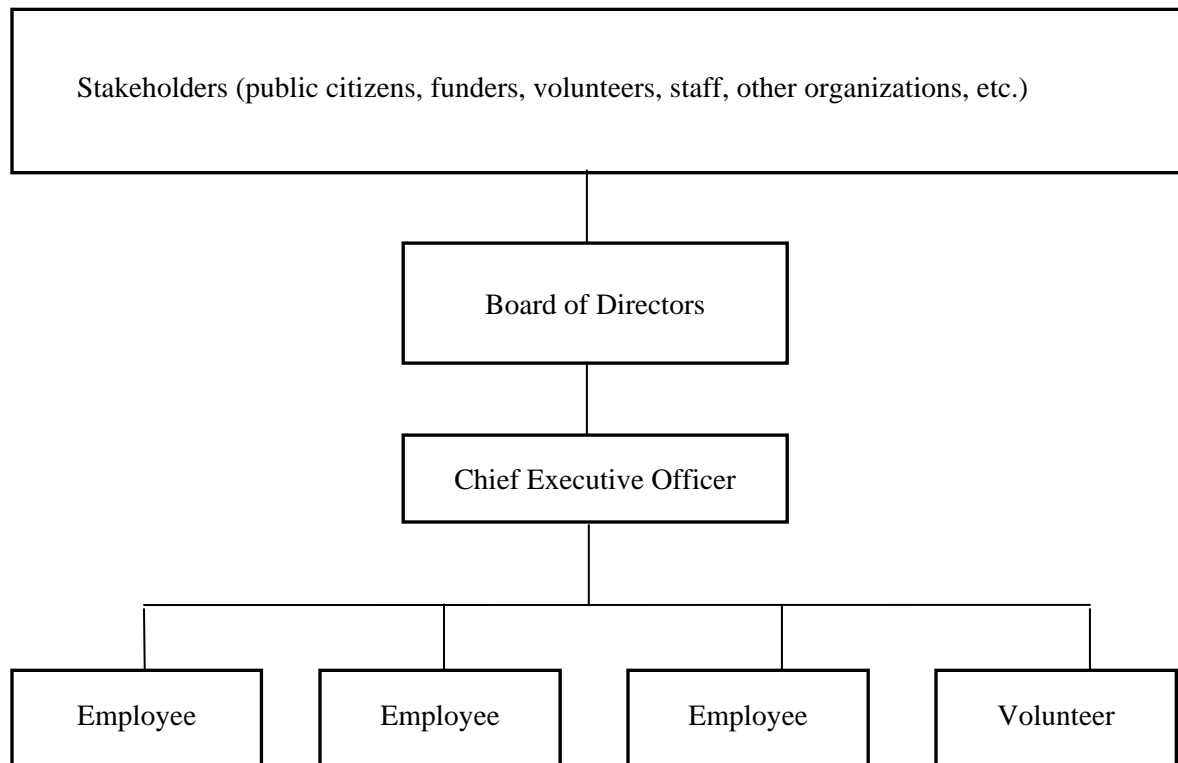
Also note that the charts on this and the following pages are functional in design. A functional design of organizations is based on a top-down hierarchy of positions. Certainly, there are other designs of nonprofit organizations that do not follow this design. For example, self-organizing organizations might have different forms at various times, depending on the strategic priorities and culture of the organization.

### Functional Structure With No CEO



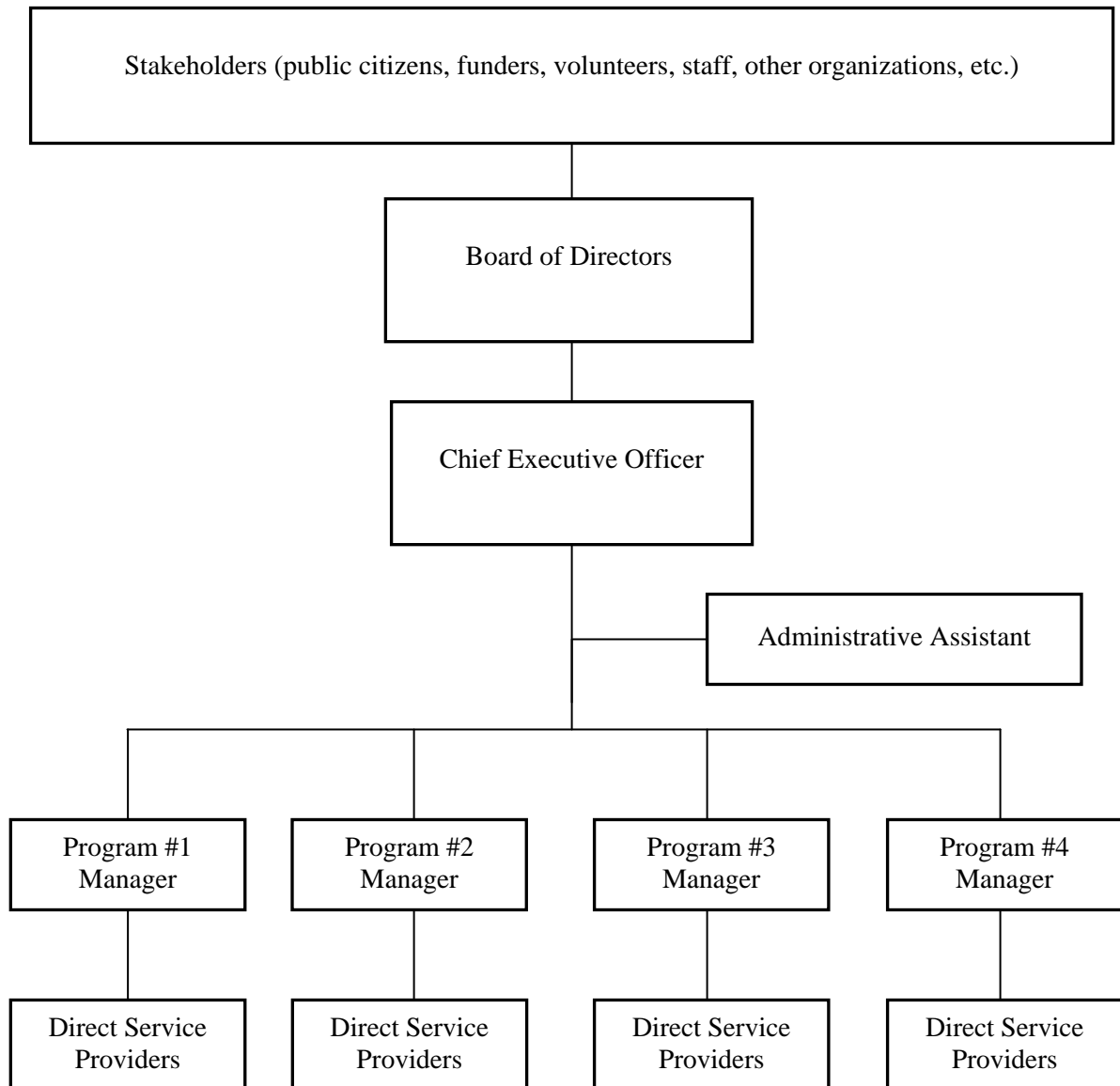
## Functional Structure With a CEO

A nonprofit might have a part-time or full-time Chief Executive Officer (CEO) in a paid or volunteer position. If the nonprofit has staff in addition to the CEO, the CEO supervises the other staff members, who also might be part-time or full-time, and occupy paid or volunteer positions. The CEO reports to a Board of Directors comprised of volunteers, and the Board members supervise the CEO.



## Program-Based Structure With a CEO

An organization like this usually has a paid Chief Executive Officer, often on a full-time basis, and who supervises various staff members, again who might be paid on a full-time or part-time basis. Staff might also include volunteers. The Chief Executive Officer reports to a Board of Directors comprised of volunteers, and the Board supervises the CEO. This nonprofit often has more than one program, is managed by employees, and is staffed by employees or volunteers.



Adapted from “Field Guide to Consulting and Organizational Development” – to obtain the entire book, select “Publications” at <http://www.authenticityconsulting.com>