

Board governance and volunteer management in nonprofits



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Board Governance and Volunteer Management in Nonprofits ID Lecturer

Introduction At-risk adolescent girls would have to be given a new organization where all their needs and requirements can be met in a proper way. Since this is a nonprofit organization, it would be best if the funding is done by the donors as the fixed and variable costs for the organization must be taken care of. Many underlying problems have to be taken care of when one understands the basis of the board governance quarters and the volunteer management mechanisms within the nonprofit regimes that these organizations have to face from time to time.

Organizational Plan

The organization should be run directly under the aegis of the board of governors who make all the decisions and decide what exactly the charter of the organization is going to be. They will understand the very basis of the management as well as the ways and means through which people are hired, jobs are assigned and tasks delegated to one another (Nelson 1997). The organizational plan also encompasses the relationships with similar nonprofit or for-profit organizations and how the two work along with one another to bring about a symbiotic association. The organizational plan for at-risk girls banks a great deal on the linkages of these organizations with each other, most of which deal specifically with the emphasis on at-risk schools and children (Barrett 1995). Also the manner in which the organization is going to operate on a regular basis, its functional costs, its pending issues and so on need to be taken care of at the highest level. These aspects are important as they mention each and every pointer in complete totality.

Tools and Strategies

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The specific tools and strategies which the at-risk girls organization must make use of include the basis of its recruitment and selection, the manner in which new employees are hired, trained and then let off their jobs (removal from service). It also comprises of their orientation at the organization whilst being supervised by the employers themselves. The board members are chosen on a strict guideline where they are evaluated time and again as per their work basis. The non-governing volunteers and the employees who do pro bono work are also taken care of. Their selection is a very cumbersome process, but one that surely requires a stringent approach. These tools and strategies need to be drawn up in such a manner that there is complete accountability and clarity at all ranks, and no apprehensions are raised as such (Beeler 1994). At-risk girls organization is a nonprofit institution therefore it is necessary to find out how money will flow and how employees would be paid each month. The donations would not seem enough if there is no other alternative in place (Arthur 2001). Hence finding out the exact ways and means is also quintessential towards the basis of this organization which has dedicated itself to the service of at-risk girls, who are in danger of losing out on their rights if not given a proper place within the domains of the society.

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