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Announcing New HR and Risk Resources

Rachel Sams
Consultant and Staff Writer
Nonprofit Risk Management Center
955.456.4045 | Rachel@nonprofitrisk.org



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Webinar Overview

-  **What is Risk-Resources.org?**
-  **Why we created Risk-Resources**
-  **Tour the Risk-Resources site**
-  **3 Tips and Takeaways**

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Who We Are

The Nonprofit Risk Management Center **inspires effective risk management and Risk Champions** across the nonprofit sector. We enable nonprofit leaders to identify and manage risks that threaten their missions and operations, while empowering them to leverage opportunities to take bold, mission-advancing risks.

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Our funder

The Fidelity Charitable Trustees' Initiative supported the creation of risk-resources.org with a grant.



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Creating the HR and Risk Resources site

- Phase 1: Focus Groups
 - No. 1 HR challenge was hiring
 - Supervision was a close second
 - No. 1 risk management challenge: taking action
- Phase 2: Site Building
- Phase 3: Beta Testing Resources

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Partners in site creation

The Carbon Agency – Built the risk-resources website



CARBON

Diversity Crew – Advised on how to recruit diverse focus groups and make resources accessible and culturally relevant

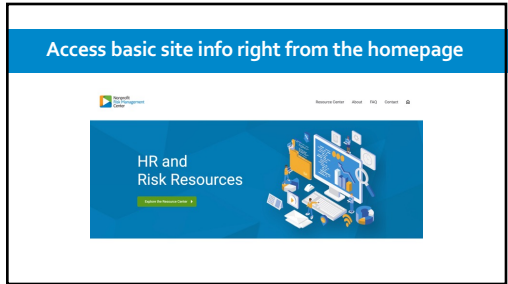


DIVERSITY CREW
Treat people better.

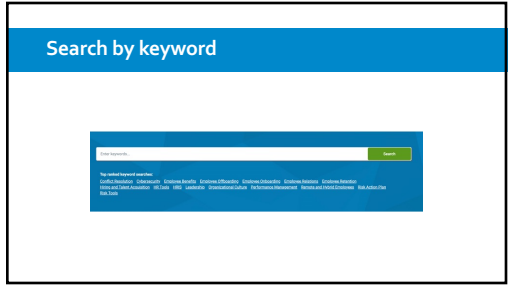
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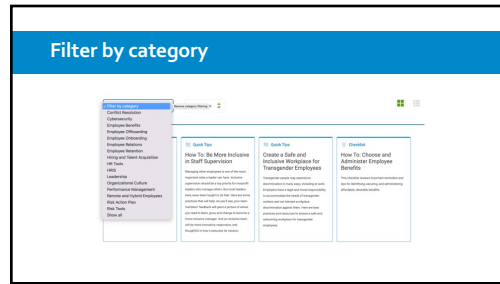
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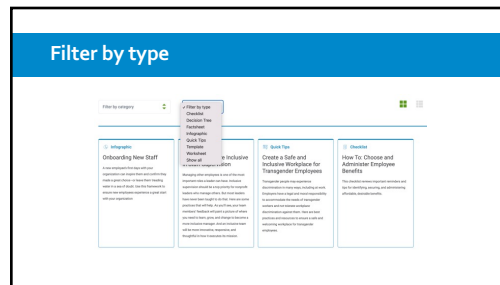
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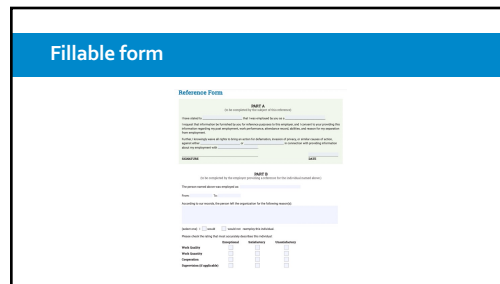
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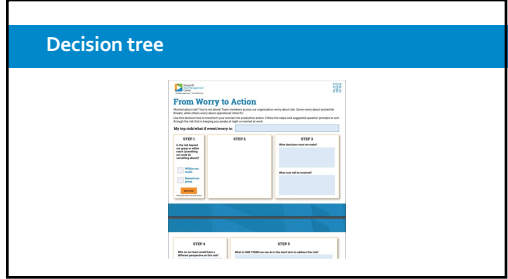
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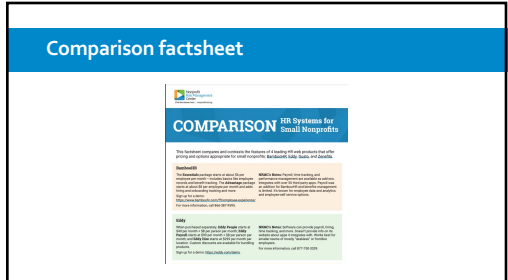
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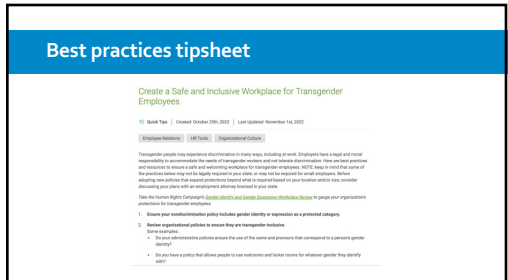
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Checklist

HOW TO

Choose And Administer Employee Benefits

The following checklist provides information on how to determine which employee benefits are best for your organization.

Step 1: Set Your Goals and Budget

- Start with benefits objectives. Consider your size, mission, location, and other factors that may affect your benefits strategy.
- Review your budget and determine how much you can afford to spend on benefits.
- Identify the benefits your organization can afford to offer. Consider the cost of benefits, the value of benefits to your employees, and the impact of benefits on your organization's bottom line.
- Consider the needs of your employees. Different employees may have different needs for benefits.
- Identify gaps and determine what you can do to address them.

Step 2: Learn What Employees Want

- Do a needs assessment to determine which benefits are most important to your employees.
- Communicate with your employees to learn what they want in terms of benefits.

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Checklist

Employee or Volunteer?

The following checklist provides information on how to determine whether an individual is an employee or a volunteer.

True **False**

- The entity that will benefit/derive services from the work receives no financial benefit.
- The activity is less than a full-time occupation.
- The services are offered freely and without pressure or coercion.
- The services are the kind typically associated with volunteer work.
- No employees have been displaced to accommodate the volunteer.
- The volunteer does not receive (or expect to receive) any financial benefit from your support.

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Infographic

ASK Great Job Interview Questions

Interviewer Questions

- What are your strengths?
- What are your weaknesses?
- What do you know about our organization?
- What do you know about our industry?

Apprentice & Learning Questions

- How did you learn and grow at your previous job?
- What do you hope to learn while working here?

Volunteer Questions

- What are your goals for this role?
- What do you hope to learn from this experience?
- How do you plan to manage your time and responsibilities?
- What do you think you can bring to the organization?

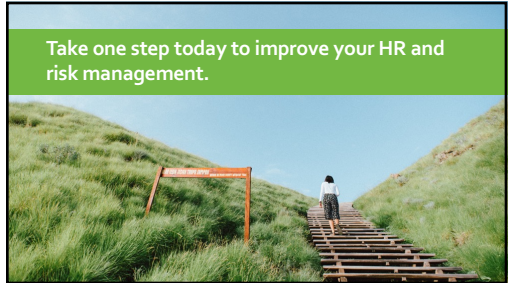
Assistant Questions

- What are your strengths and weaknesses?
- What do you know about our organization?
- What do you know about our industry?
- How do you plan to manage your time and responsibilities?
- What do you think you can bring to the organization?

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Incremental improvements are ok!

*"The art of being wise
is the art of knowing
what to overlook."*

- William James



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Find the answer here | nonprofitrisk.org

Thank you!

Rachel Sams
505.456.4045 | Rachel@nonprofitrisk.org

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