“Family First”
Honoring the Whole Person Needs of Nonprofit Employees

Presented by:
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February 23, 2022
Who is Pamela J. Oakes?

- Nonprofit Career
- International Humanitarian Projects
- Worked in South Africa during Racial Reconciliation Period post-apartheid
- Consulted Top-100 Corporations in area of Diversity, Equity Inclusion, Access, Employment Equity, Gender Equity, and Affirmative Action
- Initiated self-empowerment projects in townships and rural villages
- Worked as Grantmaker with Bill & Melinda Gates Foundation
- Insider’s perspective on funding nonprofits
- Provide Fund Development and Capacity Building services through an equity & social justice lens
The Times They Are a-Changing
• Recognize that workplaces have changed and therefore workplace incentives need to change to keep up with the times.

Walk the Talk
• Is it part of your mission as an organization to empower your beneficiaries to thrive? Then make sure you are also doing that for your own employees.
Honoring the Whole Person

**Family & Home**
- Parent
- Caregiver

**Career & Wealth**
- Professional Development
- Performance Bonuses

**Physical Health**
- Coaching/Therapy
- Gym membership
- Yoga/Meditation

**Personal Development**
- Volunteer/Community Work

**Social & Cultural**
- Paid Time Off
- Entertainment
Four Shifts in the Workplace

I. From Maternal to PATERNAL Leave
   • Time and support for ALL key caregivers is important for early childhood development

II. From Infrastructure to PEOPLE
   • Beyond safer work conditions to strengthened approach of investing in families

III. From Individual to CO-RESPONSIBILITY
   • View “work/life balance” as shared responsibility between employee and employer

IV. From “reducing” worker stress to ENCHANCING worker well-being
Decisions, Decisions, Decisions...

**Affordable Care Act**
- Fewer than 50 FTE's
- May be eligible for Small Business Health Care Tax Credit

**Direct Purchase**
- Employees of small companies can group together to purchase a plan they agree on

**SHOP Marketplace**
- Small Business Health Options Program (SHOP)
- Work with brokers to select small group plans through an exchange
- Up to 100 employees in Washington

**Professional Employer Organization (PEO)**
- Small businesses are grouped together
THANK YOU!

Ensuring that nonprofit & social enterprises who want to change the world for Good, have the funding and resources to do so!