



### **Why Partnering with a Fractional COO is a Strategic Move for Our Organization**

As we continue to navigate the complexities of running a nonprofit, it's important to recognize that operational management requires a specific skill set that differs from the for-profit sector. While it may seem like something we can manage internally, or that our Executive Director/CEO can handle, nonprofit operations are nuanced and require expertise in compliance, finance, and human resources. Partnering with a Fractional COO who has extensive experience in the nonprofit sector will ensure that we not only meet our mission goals but also secure our financial sustainability.

### **Why Can't We Just Do This Ourselves?**

Our board and staff are incredibly dedicated to our mission, but nonprofit operations—such as financial oversight, compliance, and HR—require more than commitment; they demand specialized expertise. Nonprofits operate under unique funding structures, regulations, and stakeholder expectations that differ greatly from the for-profit world. Without the right operational know-how, inefficiencies or compliance issues can arise, which can hinder our impact and jeopardize our financial stability. Having someone with deep nonprofit expertise ensures that we avoid these challenges.

### **Why Not Delegate to Our Executive Director/CEO?**

Our leadership is already focused on advancing our mission, building relationships, and securing funding. Adding the responsibility of complex operational management stretches their capacity and diverts their focus from high-impact leadership. With extensive experience as a nonprofit COO, the Fractional COO we are considering has successfully navigated these complexities. This will allow our Executive Director/CEO to focus on strategic priorities while the operational side is managed with expertise.

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## **The Tangible Benefits of a Fractional COO**

By bringing in a seasoned nonprofit operations expert, we benefit from:

- **Nonprofit-Specific Expertise:** With years of experience managing operations for nonprofits, the COO understands the unique challenges we face—whether it's managing grant compliance, financial oversight, or HR—and brings tailored solutions.
- **Operational Efficiency:** As a seasoned Nonprofit executive, our fractional COO will streamline processes, ensuring smoother operations and freeing up our leadership and staff to focus on mission-critical work.
- **Financial Stewardship:** With expert financial management, our resources will be optimized, compliance will be maintained, and funding will be used effectively to support both program delivery and organizational growth.
- **Strategic Focus for Leadership:** By delegating operations to an experienced COO, our leadership can focus on high-level strategy, fundraising, and building partnerships, leading to greater impact.
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## **How This Partnership Benefits Our Mission and Financial Future**

The value of bringing in a Fractional COO extends beyond immediate operational support:

- **Mission Advancement:** With efficient operations in place, our programs can run more smoothly, allowing us to expand our reach and serve more people. Leadership can focus on scaling our impact, leading to greater community engagement and stronger partnerships.
- **Long-Term Financial Sustainability:** Through expert financial oversight and strategic management, we will optimize resources, ensure compliance, and reduce risks. This will strengthen our financial foundation and position us for sustainable growth.

Investing in a Fractional COO with deep experience in nonprofit operations is a strategic move that will not only help us achieve our mission but also secure our long-term financial health and success.



### **Operational Areas Covered by a Fractional COO**

Partnering with a Fractional COO provides access to expert oversight across a wide range of operational areas essential to nonprofit and faith-based organizational success. These include:

#### **Financial Oversight**

- Budgeting, forecasting, and financial reporting
- Grant management and compliance
- Cash flow analysis and financial strategy

#### **Human Resources Oversight**

- Recruitment, hiring, and onboarding
- Performance management and staff development
- HR compliance and policy enforcement

#### **Facility Operations**

- Day-to-day facility management
- Vendor and contract oversight
- Safety and security protocols

#### **Information Technology Management**

- Implementation and oversight of IT systems
- Cybersecurity and data management
- Technology procurement and vendor management

#### **Policy and Procedure Development**

- Creation and implementation of organizational policies
- Staff handbooks and compliance with regulations
- Ensuring adherence to nonprofit and faith-based sector requirements

#### **Strategic Planning and Execution**

- Long-term organizational and mission-driven planning
- Strategic goal setting and tracking
- Governance support and board development



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#### **Risk Management and Compliance**

- Risk identification and mitigation
- Legal and regulatory compliance
- Crisis management planning

#### **Sustainability and Environmental Stewardship**

- Implementation of sustainable practices
- Environmental impact assessments
- Green initiatives in operations

#### **Stakeholder Engagement and Communication**

- Board relations and development
- Donor and community engagement
- Internal and external communication strategies

#### **Fundraising Strategy and Support**

- Development and execution of fundraising strategies
- Donor stewardship and relationship management
- Grant writing and reporting

#### **Program Development and Evaluation**

- Design and implementation of programs
- Program evaluation and impact measurement
- Continuous improvement for effectiveness

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Access high-level expertise in operational management, strategic planning, executive services and organizational development for your nonprofit or faith-based organization at a fraction of the cost of a full-time executive. Our fractional COO services provide part-time or contract-based executive support to optimize your organization's operations.

#### **Mini Implementation**

Focused support in one area, including consultation, limited work scope, and follow-up session review.

**\$2,500 - \$4,000**

#### **Standard Implementation**

Comprehensive support in HR or operations, with assessment, tailored plan, and short-term follow-up.

**\$5,000 - \$8,000**

#### **Comprehensive Implementation**

Extensive multi-area support with assessment, implementation, training, and 3-6 months follow-up.

**\$10,000 - \$15,000**

### **Monthly Retainer Options**

#### **Basic Retainer**

Up to 10 hours of consultation for small organizations or churches.

**\$1,250 - \$1,500 per month**

#### **Standard Retainer**

Up to 20 hours of consultation, ideal for medium-sized organizations.

**\$2,500 - \$3,500 per month**

#### **Premium Retainer**

Up to 30 hours of consultation for larger organizations or churches.

**\$3,750 - \$5,000 per month**

#### **Negotiable Custom Retainer:**

For organizations with unique needs, a custom retainer can be tailored to your specific requirements. Pricing is flexible and based on the scope of work, ensuring you receive exactly the support you need at a cost that aligns with your budget.

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