

THE 2017 100 Best Nonprofits TO WORK FOR IN OREGON

BY KIM MOORE

Welcome to our ninth annual 100 Best Nonprofits to Work For in Oregon list. Approximately 5,000 employees from a variety of nonprofits, including social services and arts organizations, participated in the project in 2017.

For the first time this year, we revamped the survey questions to take into account the growing significance of equity to the nonprofit workplace. We included a question, for example, that asks employees to measure how satisfied they are with equitable treatment of differing racial and economic groups. Another asks staffers to rate their satisfaction with opportunities for equitable promotion and advancement.

The focus on equity is borne out of the acknowledgment that to create equality in the workplace, minority groups need extra help and resources.

Workplace practices continuously evolve, and we hope the new questions better reflect current trends.

This year, 100 Best Nonprofit employees were most satisfied with pride and belief in their organizations, the progress of the mission and purpose of their nonprofits and the flexibility to balance family, community and job obligations.

They were least satisfied with timely discipline and termination for poor performance, opportunities for increases in pay and benefits; and rewards and acknowledgement for top performance.

Workplace practices that are most important to staffers are treatment by supervisors and management; flexibility to balance family, community and job obligations; and teamwork, cooperation and fun at work.

The rising costs of employer-sponsored health insurance were evident in the decline of coverage at the 100 Best Nonprofits. In 2014, 98% of nonprofits in the list provided health insurance to their employees. In 2017 that dropped to 92%. Coverage for mental health care also dropped from 91.5% of 100 Best Nonprofits in 2014 to 85.5% in 2017.



LARGE ORGANIZATIONS 50 OR MORE OREGON EMPLOYEES

<p>Childpeace Montessori School childpeace.org Oregon employees: 74 Overall score: 537.55</p> <p>1</p> <p>Montessori education for toddlers through adolescents</p>	<p>Capital Manor capitalmanor.com Oregon employees: 195 Overall score: 506.52</p> <p>2</p> <p>Retirement community</p>	<p>Life Flight Network lifeflight.org Oregon employees: 221 Overall score: 499.10</p> <p>3</p> <p>Air medical services</p>	<p>Our House ourhouseofportland.org Oregon employees: 53 Overall score: 499.00</p> <p>4</p> <p>Provides services to people living with HIV</p>	<p>Emerald People's Utility District epud.org Oregon employees: 75 Overall score: 497.71</p> <p>5</p> <p>Utility</p>
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LARGE ORGANIZATIONS CONTINUED

50 OR MORE OREGON EMPLOYEES

Energy Trust of Oregon
 energytrust.org
 Oregon employees: 124
 Overall score: **494.17**

6

Provides energy efficiency and renewable-energy programs

Self Enhancement
 selfenhancement.org
 Oregon employees: 216
 Overall score: **494.12**

7

Provides wraparound services to the African-American community in Portland

OCHIN
 ochin.org
 Oregon employees: 340
 Overall score: **493.03**

8

Health care technology services

Pathway Enterprises
 pathway-inc.org
 Oregon employees: 130
 Overall score: **492.93**

9

Support for adults with developmental disabilities

College Housing Northwest
 chnw.org
 Oregon employees: 53
 Overall score: **490.17**

10

Affordable housing for college students

Rainbow Adult Living
 rainbowadulthoodliving.org
 Oregon employees: 56
 Overall score: **487.28**

11

24-hour residential and supported living care for adults with developmental disabilities

Ride Connection
 rideconnection.org
 Oregon employees: 96
 Overall score: **486.49**

12

Provides transportation options to older adults and people with disabilities

What practices are employees most satisfied with?

Pride and belief in the organization	2.5
Progress of mission and purpose	2.4
Flexibility to balance family, community and job	2.4
Paid time off and leave benefits	2.3
Equity for differing racial, gender, sexual orientation, ability, age and economic groups	2.3

**Average score is based on a scale of -3 to 3.*

Willamette Family
 wfsts.org
 Oregon employees: 280
 Overall score: **485.35**

13

Provides mental health and substance-abuse services

Bridgeway Recovery Services
 bridgewayrecovery.com
 Oregon employees: 142
 Overall score: **481.81**

14

Behavioral and medical clinic

SAIF
 saif.com
 Oregon employees: 998
 Overall score: **479.68**

15

Workers' compensation insurance company

Nursingale
 nursingale.org
 Oregon employees: 74
 Overall score: **476.79**

16

In-home nursing care for the medically fragile

Direction Service
 directionservice.org
 Oregon employees: 55
 Overall score: **474.88**

17

Multiprogram family support organization

Mary's Woods at Marylhurst
 maryswoods.org
 Oregon employees: 335
 Overall score: **474.33**

18

Continuing-care retirement community

Community Vision
 cvision.org
 Oregon employees: 175
 Overall score: **471.69**

19

Supports adults with disabilities

CareOregon
 careoregon.org
 Oregon employees: 704
 Overall score: **471.02**

20

Health plan services

Cascade Health
 cascadehealth.org
 Oregon employees: 185
 Overall score: **470.10**

21

Occupational medicine, hospice, home health, community wellness

Metropolitan Family Service
 metfamily.org
 Oregon employees: 89
 Overall score: **469.17**

22

Community after-school programs, older adult support services, financial literacy and education

The Nature Conservancy in Oregon
 nature.org/oregon
 Oregon employees: 85
 Overall score: **468.99**

23

Environmental-protection services

United Cerebral Palsy of Oregon and SW Washington
 acomunityforeveryone.org
 Oregon employees: 209
 Overall score: **468.91**

24

Disability-services provider

Transition Projects
 tprojects.org
 Oregon employees: 207
 Overall score: **463.91**

25

Provides services to the homeless

Living Opportunities
 livingopps.org
 Oregon employees: 143
 Overall score: **462.94**

26

Supports individuals with intellectual and developmental disabilities

Virginia Garcia Memorial Health Center
 virginia-garcia.org
 Oregon employees: 524
 Overall score: **462.69**

27

Health care services provider

Adelante Mujeres
 adelantemujeres.org
 Oregon employees: 55
 Overall score: **462.38**

28

Provides education and empowerment opportunities to Latina women and their families

Partnerships in Community Living
 pclpartnership.org
 Oregon employees: 775
 Overall score: **461.26**

29

Supports individuals with developmental disabilities

NeighborImpact
 neighborimpact.org
 Oregon employees: 150
 Overall score: **459.42**

30

Private social services agency serving Central Oregonians

ALSO
 alsoweb.org
 Oregon employees: 260
 Overall score: **458.61**

31

Provides support for developmentally and intellectually disabled adults

HIV Alliance
 hivalliance.org
 Oregon employees: 53
 Overall score: **458.51**

32

HIV care coordination

LOGOS Public Charter School
 logoscharter.com
 Oregon employees: 64
 Overall score: **458.09**

33

K-12 public charter school



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MEDIUM ORGANIZATIONS

20 TO 49 OREGON EMPLOYEES

<p>B'nai B'rith Camp bbcamp.org Oregon employees: 29 Overall score: 526.48</p> <p>1</p> <p>Youth summer camp and year-round activities</p>	<p>Ronald McDonald House Charities of Oregon and Southwest Washington rmhcOregon.org Oregon employees: 32 Overall score: 517.00</p> <p>2</p> <p>Free housing for seriously ill children and their families</p>	<p>Portland Homeless Family Solutions pdxhfs.org Oregon employees: 23 Overall score: 514.75</p> <p>3</p> <p>Provides services to homeless families</p>	<p>Sponsors sponsorsinc.org Oregon employees: 38 Overall score: 510.75</p> <p>4</p> <p>Reentry services for people with criminal histories</p>	<p>Oregon Lions Sight & Hearing Foundation olsht.org Oregon employees: 25 Overall score: 508.70</p> <p>5</p> <p>Provides sight and hearing health services</p>
<p>Travel Oregon travlorregon.com Oregon employees: 47 Overall score: 505.89</p> <p>6</p> <p>Tourism commission for the state of Oregon</p>	<p>Earth Advantage earthadvantage.org Oregon employees: 23 Overall score: 503.49</p> <p>7</p> <p>Green building certification, education and research</p>	<p>Children's Center childrenscenter.cc Oregon employees: 22 Overall score: 500.55</p> <p>8</p> <p>Child-abuse assessment and support</p>	<p>Oregon Environmental Council oeonline.org Oregon employees: 21 Overall score: 500.41</p> <p>9</p> <p>Environmental-protection services</p>	<p>Inclusion inclusioninc.org Oregon employees: 23 Overall score: 498.89</p> <p>10</p> <p>Services adults with developmental disabilities</p>
<p>Project Access NOW projectaccessnow.org Oregon employees: 29 Overall score: 494.98</p> <p>11</p> <p>Provides access to care and services to those most in need</p>	<p>Forward Stride forwardstride.org Oregon employees: 23 Overall score: 494.96</p> <p>12</p> <p>Provides equine-assisted activities and therapies</p>	<p>Dogs for the Deaf dogsforthedeaf.org Oregon employees: 34 Overall score: 491.15</p> <p>13</p> <p>Trains dogs for the deaf</p>	<p>Rural Development Initiatives rdiinc.org Oregon employees: 20 Overall score: 490.21</p> <p>14</p> <p>Works to improve the rural economy</p>	<p>Zenger Farm zengerfarm.org Oregon employees: 21 Overall score: 484.33</p> <p>15</p> <p>Equitable food access and education, STEM education, health and community development</p>
<p>CASA for Children of Multnomah, Washington and Columbia Counties casahelpskids.org Oregon employees: 28 Overall score: 484.25</p> <p>16</p> <p>Services for abused and neglected children</p>	<p>KBOO Radio kboo.fm Oregon employees: 23 Overall score: 483.84</p> <p>17</p> <p>Radio</p>	<p>NEDCO nedcocdc.org Oregon employees: 27 Overall score: 482.76</p> <p>18</p> <p>Affordable-housing services</p>	<p>SMART getsmartoregon.org Oregon employees: 37 Overall score: 473.46</p> <p>19</p> <p>Provides one-on-one reading for children pre-K through third grade</p>	<p>L'Arche Portland larche-portland.org Oregon employees: 29 Overall score: 472.29</p> <p>20</p> <p>Provides services to individuals with disabilities</p>
<p>Portland Community Reinvestment Initiatives pcrhome.org Oregon employees: 25 Overall score: 469.37</p> <p>21</p> <p>Affordable-housing rental services</p>	<p>Housing Development Center housingdevelopmentcenter.org Oregon employees: 24 Overall score: 468.65</p> <p>22</p> <p>Affordable-housing and community services development</p>	<p>Portland YouthBuilders pybpd.org Oregon employees: 24 Overall score: 467.55</p> <p>23</p> <p>Education, vocational training, leadership development and long-term support for low-income youth</p>	<p>Cat Adoption Team catadoptionteam.org Oregon employees: 32 Overall score: 467.10</p> <p>24</p> <p>Provides rescue, rehabilitation, and rehoming services for homeless cats</p>	<p>Jesuit Volunteer Corps Northwest jvcnorthwest.org Oregon employees: 23 Overall score: 467.03</p> <p>25</p> <p>Places volunteers who provide value-centered service grounded in the Jesuit Catholic tradition</p>
<p>Yamhill Community Care Organization yamhillcco.org Oregon employees: 20 Overall score: 455.93</p> <p>26</p> <p>Provides health services to community members and Oregon Health Plan members</p>	<p>Tucker Maxon School tuckermaxon.org Oregon employees: 30 Overall score: 454.88</p> <p>27</p> <p>Teaches deaf and hearing children to listen, talk and learn together</p>	<p>Friends of Trees friendsoftrees.org Oregon employees: 35 Overall score: 454.61</p> <p>28</p> <p>Plants trees in urban areas</p>	<p>YWCA of Greater Portland ywcapdx.org Oregon employees: 25 Overall score: 451.85</p> <p>29</p> <p>Domestic-violence services provider</p>	<p>Rebuilding Center rebuildingcenter.org Oregon employees: 40 Overall score: 451.75</p> <p>30</p> <p>Recycles, salvages and sells building materials</p>
<p>Abilitree abilitree.org Oregon employees: 38 Overall score: 451.38</p> <p>31</p> <p>Provides services to individuals with disabilities</p>	<p>Bend Area Habitat for Humanity bendhabitat.org Oregon employees: 22 Overall score: 450.77</p> <p>32</p> <p>Provides affordable homeownership</p>	<p>Friendly House friendlyhouseinc.org Oregon employees: 38 Overall score: 449.97</p> <p>33</p> <p>Community services</p>	 <p>LIST CONTINUES ON NEXT PAGE</p>	

SMALL ORGANIZATIONS

FEWER THAN 20 OREGON EMPLOYEES

<p>Americans Overseas Domestic Violence Crisis Center 866uswomen.org Oregon employees: 15 Overall score: 539.02</p> <p>Emergency domestic-violence and sexual-assault services to Americans traveling and living overseas</p>	<p>Clackamas Workforce Partnership clackamasworkforce.org Oregon employees: 10 Overall score: 524.17</p> <p>Workforce board in Clackamas County</p>	<p>Bridge Meadows bridgemeadows.org Oregon employees: 10 Overall score: 523.24</p> <p>Develops affordable housing for children formerly in foster care, adoptive parents and low-income elders</p>	<p>Maslow Project maslowproject.com Oregon employees: 17 Overall score: 518.77</p> <p>Provides services to homeless families</p>	<p>Western Energy Institute westernenergy.org Oregon employees: 17 Overall score: 515.12</p> <p>Facilitates energy industry networking and education</p>
<p>CASA of Lane County casa-lane.org Oregon employees: 15 Overall score: 512.51</p> <p>Provides services to abused and neglected children</p>	<p>Forth forthmobility.org Oregon employees: 10 Overall score: 510.55</p> <p>Clean-transportation education and advocacy</p>	<p>Willamette Neighborhood Housing Services w-nhs.org Oregon employees: 17 Overall score: 510.32</p> <p>Develops and manages affordable housing and supports healthy communities</p>	<p>Columbia Land Trust columbialandtrust.org Oregon employees: 13 Overall score: 504.76</p> <p>Environmental-protection services</p>	<p>Rogue Valley Veterans & Community Outreach rvcco.com Oregon employees: 12 Overall score: 503.04</p> <p>Reintegration services to homeless and veterans</p>
<p>Cascade Employers Association cascadeemployers.com Oregon employees: 16 Overall score: 499.22</p> <p>Hiring and employment services</p>	<p>Bonneville Environmental Foundation b-e-f.org Oregon employees: 17 Overall score: 496.96</p> <p>Environmental-protection services</p>	<p>Literary Arts literary-arts.org Oregon employees: 13 Overall score: 496.11</p> <p>Community-based nonprofit literary center</p>	<p>Cityteam Portland cityteam.org/portland Oregon employees: 8 Overall score: 495.98</p> <p>Provides drug and alcohol recovery services, homeless shelter</p>	<p>The Northwest Catholic Counseling Center nwcounseling.org Oregon employees: 15 Overall score: 492.21</p> <p>Provides mental health counseling and medication management</p>
<p>Oregon Wild oregonwild.org Oregon employees: 17 Overall score: 490.03</p> <p>Environmental-protection services</p>	<p>Birch Community Services birchcommunityservices.org Oregon employees: 12 Overall score: 488.84</p> <p>Provides a platform for families to save, pay off debt and move forward</p>	<p>Mount Pisgah Arboretum mountpisgaharboretum.org Oregon employees: 12 Overall score: 488.62</p> <p>Nature trails, facilities and education</p>	<p>Innovative Housing innovativehousinginc.com Oregon employees: 12 Overall score: 484.36</p> <p>Affordable housing and supportive services</p>	<p>The Dougy Center dougy.org Oregon employees: 18 Overall score: 483.32</p> <p>Provides peer support groups for grieving kids, teens and their families</p>
<p>Centro Latino Americano centrolatinoamericano.org Oregon employees: 19 Overall score: 482.27</p> <p>Social services provider</p>	<p>Financial Beginnings Oregon finbegor.org Oregon employees: 4 Overall score: 478.21</p> <p>Free financial education for low-income youth and adults</p>	<p>Healing Reins Therapeutic Riding Center healingreins.org Oregon employees: 10 Overall score: 477.39</p> <p>Therapeutic riding center</p>	<p>Rogue Valley Youth for Christ roguevalleyyfc.org Oregon employees: 15 Overall score: 477.04</p> <p>Youth programs</p>	<p>Growing Gardens growing-gardens.org Oregon employees: 15 Overall score: 476.65</p> <p>Teaches gardening skills in homes, schools and correctional facilities</p>
<p>Store to Door storetoooroforegon.org Oregon employees: 16 Overall score: 476.31</p> <p>Supports independent living for Portland-area seniors and people with disabilities</p>	<p>World Affairs Council of Oregon worldoregon.org Oregon employees: 11 Overall score: 473.00</p> <p>Works to broaden public awareness and understanding of international affairs</p>	<p>NW Disability Supports nwdsa.org Oregon employees: 10 Overall score: 472.96</p> <p>Services adults with disabilities</p>	<p>Ecology in Classrooms and Outdoors ecologyoutdoors.org Oregon employees: 7 Overall score: 472.34</p> <p>Provides ecology education in elementary schools</p>	<p>Network for Oregon Affordable Housing noah-housing.org Oregon employees: 10 Overall score: 471.87</p> <p>Provides financing to build and preserve affordable housing</p>
<p>Willamette West Habitat for Humanity habitatwest.org Oregon employees: 12 Overall score: 470.03</p> <p>Builds and repairs homes for low-income families</p>	<p>ROSE Community Development rosecdc.org Oregon employees: 10 Overall score: 469.84</p> <p>Community services provider</p>	<p>Commute Options commuteoptions.org Oregon employees: 10 Overall score: 469.49</p> <p>Provides transportation options in rural and frontier Oregon counties</p>	<p>McKenzie River Trust mckenzieriver.org Oregon employees: 12 Overall score: 468.38</p> <p>Environmental protection services</p>	

What practices are employees least satisfied with?

Practice	Average score*
Timely discipline and termination for poor performance	1.1
Opportunities for increases in pay and benefits that are equitably offered to all employees	1.5
Rewards and acknowledgment for top performance	1.6
Opportunities for equitable promotion and advancement	1.6
Employee involvement in decision making	1.7

*Average score is based on a scale of -3 to 3.

What practices are most important to employees?

Practice	Average score*
Treatment by supervisors and management	2.8
Flexibility to balance family, community and job obligations	2.8
Progress of mission and purpose	2.7
Pride and belief in the organization	2.7
Teamwork, cooperation and fun at work	2.7

*Average score is based on a scale of -3 to 3.

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