

Type	Description	Pros	Cons	Considerations	Example
Membership	Group of similar (ideally) nonprofits comes together under paid leadership to use membership fees to pay for some shared services. Members jointly decide how to use membership fees, may have a governing board (if nonprofit).	• Potential cost effectiveness. • Potential for smaller nonprofits to access benefits and services otherwise out of reach. • Potential to work on joint impact/ programming, not just sharing services.	• Complicated negotiations. • Potentially inequality in access to services and benefits.	• Governance structure. • Decision-making process and values. • Creating access equity across organizations of different sizes/ capacity.	VT Recovery Partners VT Councils on Aging Consortium
Shared Position	Two or more nonprofits come together to share one position – IT manager, HR manager, etc. The person may have separate agreements/contracts with each organization or may have one agreement/ contract that is shared.	• Potential to keep good staff engaged with nonprofit.	• Potential management challenges. • Potential prioritization challenges.	• Coordinators for collaborations may be one way to initiate this sharing arrangement. • Clarity in negotiations/ expectations/ processes between sharing orgs and the person is critical.	
Fractional Service	For-profit or nonprofit organization with pool of experts that are hired out to multiple nonprofits. Nonprofit clients aren't working together. Hired specialists become part of the nonprofit team to the extent needed and in contract, but still are employee of the Fractional service provider. Hired specialists can work with	• Potential to quickly fill empty positions with experts. • Potential to help build internal capacity of nonprofit. • Dedicated expert that can become part of the nonprofit team. • May access multiple experts with one contract (eg. HR, accounting, etc).	• Temporary solution that could end up being more costly than hiring. • Potential for management or integration challenges. •	• Clarity on expectations - # hours, integration with team, results/ deliverables, availability, and more will support more success.	TSNE More than Giving Company

	more than one nonprofit client.				
Service Provider	Specialized organization providing narrow focused services working as consultants/ 1099 experts.	• Potential for long term expert support. • Typically only one service (accounting, etc).	• Potential for higher cost than hiring a staff member. • Low potential for increasing internal capacity of nonprofits. •		My Part-Time Controller, QuickStart
Fiscal Sponsorship/ Shared 501C3	Nonprofit providing a grassroots org/ movement/ neighbor-to-neighbor opportunity to use their 501C3. Can include accounting support, donation receiving, and admin support.	• Allows small and unofficial orgs to receive tax free donations. • Allows small and unofficial groups access to accounting and admin support.	• Potential for capacity issues with nonprofit offering services.	• What is included in the fiscal sponsorship agreement? • Is the fiscal sponsorship fee worth the services received.	Tiny Seeds CROs
Professional Employee Organizations (PEO)	Forprofit company providing HR (including benefits, if desired) services for small to medium sized businesses (including nonprofits). PEO clients become legal employees of the PEO, with payroll, tax, compliance, and potentially health benefits through PEO.	• Allows small nonprofits access to 'enterprise' level HR services. • Allows access to health insurance and other benefits at lower prices.	• Questions about independence of nonprofits. • Can be costly upfront as new/different services are provided. • Different culture/ values between NPO and PEO	• Are services available needed and worth the cost? • How does PEO culture fit with NPO culture? •	TriNet JustWorks
Shared Advocacy**	Nonprofits coming together around advocacy priority.				VT Free Clinic Consortium

** Evolving exploration with Col-Lab – some groups started with joint advocacy and some groups see this advocacy work as separate from shared services.