

# The Pros & Cons of Fractional Services



## Pros

### Cost-Effective Expertise

Fractional services allows nonprofits to tap into seasoned professionals without the cost of a full-time staff role. It offers access to senior-level expertise without the overhead of a full-time salary, benefits, and bonuses. Nonprofits can do more with less, only paying for the time and services they actually need.

### High Flexibility

Fractional services are built for flexibility and agility. It allows nonprofits to bring in specialists almost immediately for specific projects, transitions, or growth phases. These professionals' time commitment and scope of work is scalable based on the organization's changing needs.

### External Perspectives

Fractional services bring in fresh, external perspectives that help identify areas of need and reveal blind spots. They can offer objective insights and solutions to help your organization make confident and informed decisions. Plus, these experts have access to a vast network of support and resources gained from working with multiple nonprofits and on a variety of projects.

## Cons

### Lack of Integration

Fractional professionals may not fully understand your nonprofit's unique culture, values, or history in the way a full-time, embedded executive might. This could lead to less tailored advice and a disconnect with the primary goal and mission of your organization. It may also cause a divide with full-time team members, affecting collaboration and morale.

### Limited Availability

Fractional staff may be serving multiple clients at once, and thus might not always be immediately available in a crisis or for urgent needs. In times of urgent need, this could cause delays in decision-making or response time. Fractional professionals also may not always be present for day-to-day operations, so additional staff may be needed for daily tasks.

### Lack of Continuity

Frequent turnover in fractional services may lead to knowledge gaps and interrupted workflows. A lack of continuity in staffing can decrease organizational productivity, diminish team-bonding, and cause delays and errors. Nonprofits risk losing institutional memory and consistency if transitions are not well-managed.