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Fixing the Frame: A Look at How Organizational Culture Affects the Fight Against Poverty in Dayton

By Andy Kelly

Advised by Anna Langhorne, PhD



Methodology: Survey + Content Analysis

- 3 Interviews
- 3 Questionnaires

Coding Scheme + Results

To analyze the survey data, a content analysis was applied. The results of the most frequently occurring organizational culture themes are listed below.

Abstract:

Experiencing a grassroots organization— living it, watching it, being present when things happen — is an ideal way to fully understand the work and good that these organizations do. How have Dayton nonprofit organizations responded to the needs of impoverished citizens in the region? This thesis presents the results of a study of the organizational culture of two grassroots organizations and describes how they are responding to local poverty.

Culture	Homefull	Shoes4TheShoeless
Hierarchy	9	7
Business Model	6	7
Mission	7	6
Intangible Compensation	6	12
Paycheck	2	0
Volunteers	0	6
Physical Location	0	0
Recognition	2	2
Type of Communication	9	10
Events (external, internal)	3	1
Community Involvement	3	6
University Involvement	0	2
Funding	1	6
Government aid	0	1
Religious base	0	5
Growth (initial, recent)	1	2
Future prospects	1	3
People Served	4	10
Goals	3	5
Coworkers/employees	5	2
Stories	3	16



Shoes 4 The Shoeless provides properly-fitting shoes to children.

- Started in 2009
- “Family Business”
- Informal
- No physical office
- 100% volunteer staff
- Intangible rewards
- Storytelling
- Vertical decision-making
- High level of social media



Homefull provides housing and education to reduce homelessness.

- Started in 1988
- Bureaucratic
- Physical location
- Paid Administrative staff
- Volunteers
- Intangible rewards
- High level of specific positions
- Vertical decision-making
- Social media presence

Future Questions

- How can S4TS sustain future grow without paid staff and permanent facilities?
- Can S4TS continue growth without receiving any government aid?
- How can Homefull and S4TS continue to attract volunteers?
- How will Homefull and S4TS continue to combat poverty when all of the poverty numbers are increasing?
- How will Homefull continue to modernize to fit the needs of the current homeless in a changing economy and infrastructure?