



Structure

- Strategic plan
 - 3-5 years
 - Guides the organization
 - Board review
- Organization structure
 - Organization chart
 - Staff to accomplish the mission
- Essential documents
 - Review annually
- Invest in your people
- Collaborative **
 - Critical for funding and mission

Resources

- Diversified fundraising
 - Ensures stability and health
- Staff, board & volunteers
 - Do you have the right people and enough of them
- Systems & processes for all departments
 - SOPs, templates, processes and program management
- Internal & external review of finances
 - Financials are critical
 - CFO, Board, External accountant/CPA

Staff

- Qualified staff
 - “Hire” the right people with the right skillsets for the job
 - Volunteers, intern, consultants
- Diverse
 - Age, gender, race/ethnicity, experience, disability
- Professional development
 - Part of strategy & budget for growth and success

Governance

- Engaged board
 - Regular meetings
 - Committees
- Diverse board
 - Age, gender, race, experience, disability
- Oversight
- Giving
- Fundraising
- Networking
- Succession planning

Communication

- Active marketing strategy
 - Donations
- Storytelling across all departments
- Transparency
 - GuideStar
 - Financials, board & staff on website
- Actively seek to communicate, network, collaborate, fundraising, and/or partner with similar service providers

Program

- Clearly defined mission with goals and objectives
- Funding allocation for strategic priorities
- Matches the budget
- Based on community needs assessment
 - Understand your ecosystem
- Data collection
- Track record of success
- Best practice models
- Storytelling

Questions

