

SUSAN J. RAGUSA

ENABLING NONPROFITS TO THRIVE

Talking About How Your Organization Can Improve

Every organization can be better in some way, with reflection a first step toward improvement. Use these talking points to consider how leadership training for board members and executive staff could strengthen your nonprofit. Apply your own criteria to assess the level of improvement needed.

	IMPROVEMENT NEEDED	
	SOME	SIGNIFICANT
BOARD MEMBERS		
• understand and support the organization's mission	<input type="checkbox"/>	<input type="checkbox"/>
• demonstrate knowledge – basic to in-depth – of the organization's programs and services	<input type="checkbox"/>	<input type="checkbox"/>
• accurately assess the effectiveness of programs and services	<input type="checkbox"/>	<input type="checkbox"/>
• follow trends and developments related to the organization	<input type="checkbox"/>	<input type="checkbox"/>
• assist willingly with fundraising	<input type="checkbox"/>	<input type="checkbox"/>
• act as a goodwill ambassador for the organization	<input type="checkbox"/>	<input type="checkbox"/>
• read and understand the organization's financial statements	<input type="checkbox"/>	<input type="checkbox"/>
• understand the organization's income strategy	<input type="checkbox"/>	<input type="checkbox"/>
• prepare for and participate in board and committee meetings	<input type="checkbox"/>	<input type="checkbox"/>
• have a good working relationship with the chief executive	<input type="checkbox"/>	<input type="checkbox"/>
• communicate that board service is satisfying and rewarding	<input type="checkbox"/>	<input type="checkbox"/>
• represent diversity	<input type="checkbox"/>	<input type="checkbox"/>
• provide forward thinking to support the organization's future health	<input type="checkbox"/>	<input type="checkbox"/>
BOARD CHAIR		
• has the skills, enthusiasm, energy and time to provide leadership to the board	<input type="checkbox"/>	<input type="checkbox"/>
• has an effective working relationship with the chief executive	<input type="checkbox"/>	<input type="checkbox"/>
BOARD AND EXECUTIVE STAFF		
• demonstrate a clear sense of direction with strategic planning	<input type="checkbox"/>	<input type="checkbox"/>
• demonstrate mutual trust and respect	<input type="checkbox"/>	<input type="checkbox"/>
• mutually support a culture of philanthropy within the organization	<input type="checkbox"/>	<input type="checkbox"/>

NEXT STEP: IMPROVEMENT PLAN

Make a plan for tackling leadership roles and qualities that need significant improvement. For updates on the Hudson Valley collaborative project and how your organization can get involved, email or follow me on Twitter.