FOOD FOR THOUGHT:
BOARD TRUSTEE EDITION

VIRTUAL "BACK TO SCHOOL" FOR BOARD MEMBERS

STRATEGY, CHANGE, & IMPROVED NPO ACHIEVEMENT

JOIN ON ZOOM | Tuesday, Oct. 27 at 4pm

Thought Leaders: Pamela Leland, Ph.D. & Sonia Stamm

chesocf.org/VIRTUAL-BOARD-TRUSTEE
THANKS TO OUR PRESENTING PARTNERS
Overview

Strategy, Change, and Nonprofit Achievement

• **Strategy**
  • Actualization of vision
  • Blueprint for achieving mission & goals

• **Change**
  • Clarify intended impact while defining how org will hold itself accountable
  • Shift organizational goals, circumstances, needs

• **Nonprofit Achievement**
  • Metrics for success
  • System to identify and measure outcomes and impact
## Strategy, Change, and Nonprofit Achievement

<table>
<thead>
<tr>
<th>Typical</th>
<th>Today</th>
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<tbody>
<tr>
<td>• Time-intensive and iterative</td>
<td>• Immediate and continuous</td>
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<tr>
<td>• More fixed and focused</td>
<td>• Contingency-based</td>
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<tr>
<td>• Proactive and paced</td>
<td>• Reactive and urgent</td>
</tr>
<tr>
<td>• Customary vs. creative</td>
<td>• Viable vs. innovative</td>
</tr>
<tr>
<td>• Success = impact</td>
<td>• Success = existence</td>
</tr>
<tr>
<td>• Required</td>
<td>• Welcomed</td>
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Mergers and Affiliations

• Organizations can be pushed or pulled into this
• Enter from a position of strength
• Must set aside “personal” interests for the collective good
• Must ask the hard questions

A topic that everyone nonprofit board must at least be asking themselves at this time.
Mergers and Affiliations

Measure(s) of Achievement:

• Authentic dialogue occurs
• If pursued ... there will be a positive, collaborative process of integration
• Stronger organizational metrics in the “new” entity (whichever type is pursued)

Resources:

• thepowerofpossibility.org ... National initiative of Boardsource, various funders and partners
• so many others ...
Leadership Transitions

• Comprehensive process to prepare for and facilitate a leadership change in an organization
• Inevitable and essential, yet actively avoided
• Might include executive search, but is not interchangeable
• Success dependent upon Board effectiveness

An event and process that brings tremendous opportunity and risk, heightened in both cases by the pandemic.
Leadership Transitions

Measure(s) of Achievement:

• Hiring criteria aligned with organizational needs at this time (as determined by leadership needs assessment)
• Confidence (and continued support) of stakeholders
• Organizational readiness for transition and retention of well-matched successor

Resources:

• [www.bridgespan.org](http://www.bridgespan.org)
• [www.nonprofitquarterly.org](http://www.nonprofitquarterly.org) (Tom Adams)
• Publication: *Ensuring Effective Executive Transitions in Quaker Senior Living Community* (Leland and Stamm)
The Call to Racial Justice

As nonprofit organizations we are being asked, What are we doing to dismantle the structures of white supremacy?

• Let go of the denial
• Recognize that this is a call to transformation ... not about numbers
• Be willing to enter in ... acknowledge and honor the feelings and fears
• Get guidance and support

*Every nonprofit board needs to be prepared to answer the question when asked*
The Call to Racial Justice

Measure(s) of Achievement:

• Board member retention; employee retention
• Better decisions informed by diversity of voices and perspectives
• Stronger programming

Resources:

• www.equityinthecenter.org
• Publication: **AWAKE to WOKE to WORK: Building a Race Equity Culture**, ProInspire
• www.weallcount.com
Conclusions

Key to Successful Navigation in these Times

Engaged Board of Directors ... informed, invested
Capable Staff Leadership
Culture of Trust and Partnership

Progress happens at the speed of trust.
-Unknown
Thank you!

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Make sure you join us as we kickoff our Food for Thought’s Winter Series!

FOOD FOR THOUGHT: RETHINKING VOLUNTEERISM

JOIN ON ZOOM | Tuesday, Nov. 11 at 4pm
Thought Leaders: Corrine Sylvia, CFRE, Constance Carter, CFRE, & Krys Sipple, CFRE