

50 YEARS ...
LEADING, LEARNING, & LOOKING
FORWARD



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Our Non-Profit Careers--A Great Gift

- ❑ Values/job synchronicity
- ❑ High-impact....making a difference
- ❑ Opportunity for civic leadership
- ❑ Builders of social capital
- ❑ Mentoring future leaders
- ❑ Great diversity of challenges and experiences

Best Practices

- Sustainable programs
 - Mission fit
 - Economic viability/with mission- driven outcomes
 - Competitive position
- Sustainable financial model
 - Cost-effective programs with many effective community collaborations
 - Diverse and stable revenue sources
- Keen focus on high-value trends & innovations
- Broad-based constituency and funding resources
- Adequate infrastructure to support growth and change
- Hi-functioning Board; strong Board/CEO partnership
- A branded organization which shares successes
- A a culture of continuous improvement and excellence

Motivating & Empowering

- Provide strong, mission-focused leadership
- Delegate effectively (delegation + accountability)
- Provide internal and external access to people and resources
- Provide opportunities and support for skill-building and promotion
- Recognize and celebrate accomplishments
- Model a forward thinking/can-do attitude

Balance & Priorities

- Focus on high impact priorities—distinguish between the vitally important & the less-so, the useful vs. the interesting.
- Don't over-extend your organization or yourself
 - Too many priorities
 - Too few resources – don't accept less to do more
 - Too much risk
- Balance Work & Family
 - Compartmentalize problems & stress
 - Do some integration of work/personal life
 - Create and nurture separate identities and sources of satisfaction
 - Keep family and friends prominently on your highest-priority list

Passion, Energy, Fresh Ideas

- Engage in silo-transcending organizations and activities
 - Civic
 - Business/Professional
 - Fraternal
- Attend a substantive, stimulating, and enjoyable educational or professional activity at least 1 x per year
- Perform an annual self-assessment regarding level of passion, energy, and fresh ideas
- Re-pot yourself for renewal, highest and best use

Lessons Learned

- Lee:

- Lesson 1
- Lesson 2

- Rita:

- Lesson 1
- Lesson 2

Future Challenges & Opportunities

- Infrastructure requirements
- Strength & stature of our sector
 - Independence
 - Leadership
 - Community Benefits/Entitlements
 - Responsiveness to changing demographics of potential employees and constituents and persons we serve.
- Resource challenges (so what's new?)

OUR NON-PROFIT CAREERS
ARE, INDEED
A GREAT GIFT!!

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