



## **Nonprofit Town Hall: The Present and Future of our Sector**

January 13 Brown Bag

### Current Issues

- Jobs
- Inability to Plan for the Bigger Picture
- Need for Services Increased
- Centralization of Services for More Efficiency
- Reduction of Resources
- Competition for Resources and Funding
- Affordable Housing
- Gap Between Rich and Poor
- Problem of Adapting to the Situation
- Anxiety and Unease
- Apathy
- Cohesiveness
- Western Mentality
- Confusion on Digesting Information and Truth
- Technology Challenges
- Fragmented Priorities
- Finding a Common Good
- Lack of Diversity or Intolerant of Diversity
- Absence of Youth
- Polarized Political Landscape

### Organizational Challenges in 2010

- Funds (Payroll, Publications, Communications)
- Resources and Fundraising
- Staffing Shortages (Not Being Able to Keep Up with Needs)
- New Board Members
- Learning and Using New Technology
- New to the Area
- Learning the Fundamentals of a Start-up
- New Hierarchy with Developmental Transitions - Changing Roles
- Marketing = Getting Better Known in the Community
- Fast Pace of Change
- Fun
- Rethinking and Accomplishing the Mission in the Midst of Offering Services
- A Deep Strategic Look at Organizational Development Established in Good Times
- Balance Mission and Money
- Attracting Unserved and New Audiences
- Maintaining Services
- Commitment to Volunteers, Board Members and Clients
- Inflexibility in the Organization

- Taking on Leadership
- Staying in the Black while Being Creative to Grow
- Time
- Retention of Employees (Employees are staying in their jobs, working harder and burning out more quickly.)
- Succession Planning

#### Organizational Successes in 2010

- Donor Confidence
- Markets Continue to Improve
- Increased Planned Gifts
- Increased Community Awareness of Services
- Best Year in Fundraising Ever
- Lower Expenses (Cut Everywhere Possible)
- Willingness to Experiment (Trying New Programs)
- Organizational Assessment
- New Partnership with Other Organizations
- Successful in Accomplishing Mission
- Efficiency
- Incorporated (Began a New Organization to Fill a Gap)
- Embracing Governance
- Even in Failure, a Synergy of Energy
- Community Support
- Recognizing Weaknesses and Subsequent Discussions

#### Personal Reflection on 2010

- Worked on a Campaign
- Finding Work after Graduation
- Support from Others
- Remolding a Staff Person (Training Existing Staff into New Roles)
- Mobilized at a New Level
- Exhausted
- Need for Continued Positive Advocacy
- Volunteerism
- Two Week Vacation (Competent Staff)
- Balance of Work and Life
- Time for Fundraising

#### Organizational Challenges in 2011

- Legislative Session
- Possible Cut to Montana Endowment Tax Credit
- Adjusting Budget to Best Serve Mission While Under Financial Stress
- Changing the Board from a Functional Board to a Governance Board
- Hiring Paid Staff
- Planning (Strategic, Action and Succession)
- Fundraising
- Switching a Database
- Regaining and Re-Establishing Credibility
- Managing Change

- Managing the Logistics for Major Projects
- Changes in Health Care

#### Organizational Differences for 2011

- Communicate Better and Smarter
- Manage Conflict
- Think Outside-the-Box
- Leadership Skills
- Shift the Board's Role
- Engage Membership in the Board's Role
- Support Decision-Making
- Listen to Constituencies
- More Collaboration and Partnerships
- Hiring a Specialized Position that Will Cause More Workload

#### Personal Skills to Develop in 2011

- Superhuman
- Leadership Skills
- Increase Knowledge Around Planned Giving
- Stay Current on Information and Tax Law
- Better Coaching Skills
- Better Board Member
- Time Management
- Delegation
- Concise Communication