



Is Your Organization in Trouble?

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Capital Region Community Foundation

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Our Purpose Today

This is not a diagnostic or one-size-fits-all solution.


Goal: Reflect, plan, and prepare — not panic.


Leadership starts with asking the right questions.


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Agreements

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 If you would like to ask a question but want it to be anonymous, private message Tracey and she will ask it on your behalf.

 If you would like to make an appointment after this session, email Tracey@nonprofnetwork.org and she will help get you scheduled.

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Organizational Health Is a System

Dashboard vs. maintenance:

Trouble doesn't always look like a crisis.





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Board Governance & Role Clarity



Does your board have shared agreements about what it looks like when we are successful or not?

Are Your Board Members Governing or Volunteering?

What board behaviors would signal an organization in trouble?



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Transparency & Hard Conversations

-  Make Room for Difficult Conversations
-  Boards must ask each other hard questions without fear of retaliation
-  Transparency builds trust before a crisis
-  Prompt: How safe is it for someone in your organization to say, 'I'm worried'?

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Financial Health: More Than a Budget




-  Do You Know What Your Numbers Are Really Saying?
-  Projections vs. backward-looking reports
-  Use tools to invite, not intimidate

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Diagnostics



- Operating at a deficit or burning through reserves
- Significant loss of major funding or donor fatigue
- Reliance on short-term or one-off funding sources



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Staff and Culture

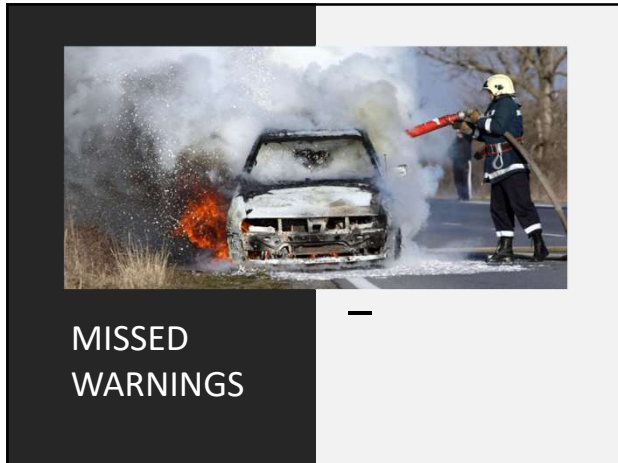


The People Know—But Will They Tell You?

- Staff see problems first
- Create space for truth-telling
- Encourage clarity before solutions



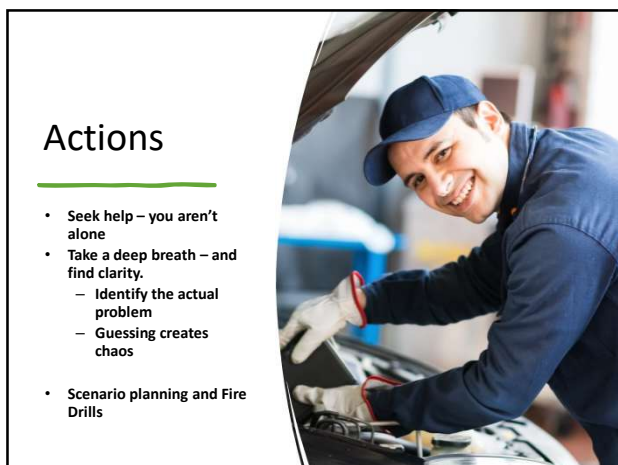
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Questions?

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► Please fill out our survey.

► This feedback will provide CRCF important feedback about this program.

Thank you CRCF and thank you all for serving your community!



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