

Welcome!

Is your nonprofit in one of those awkward stages?

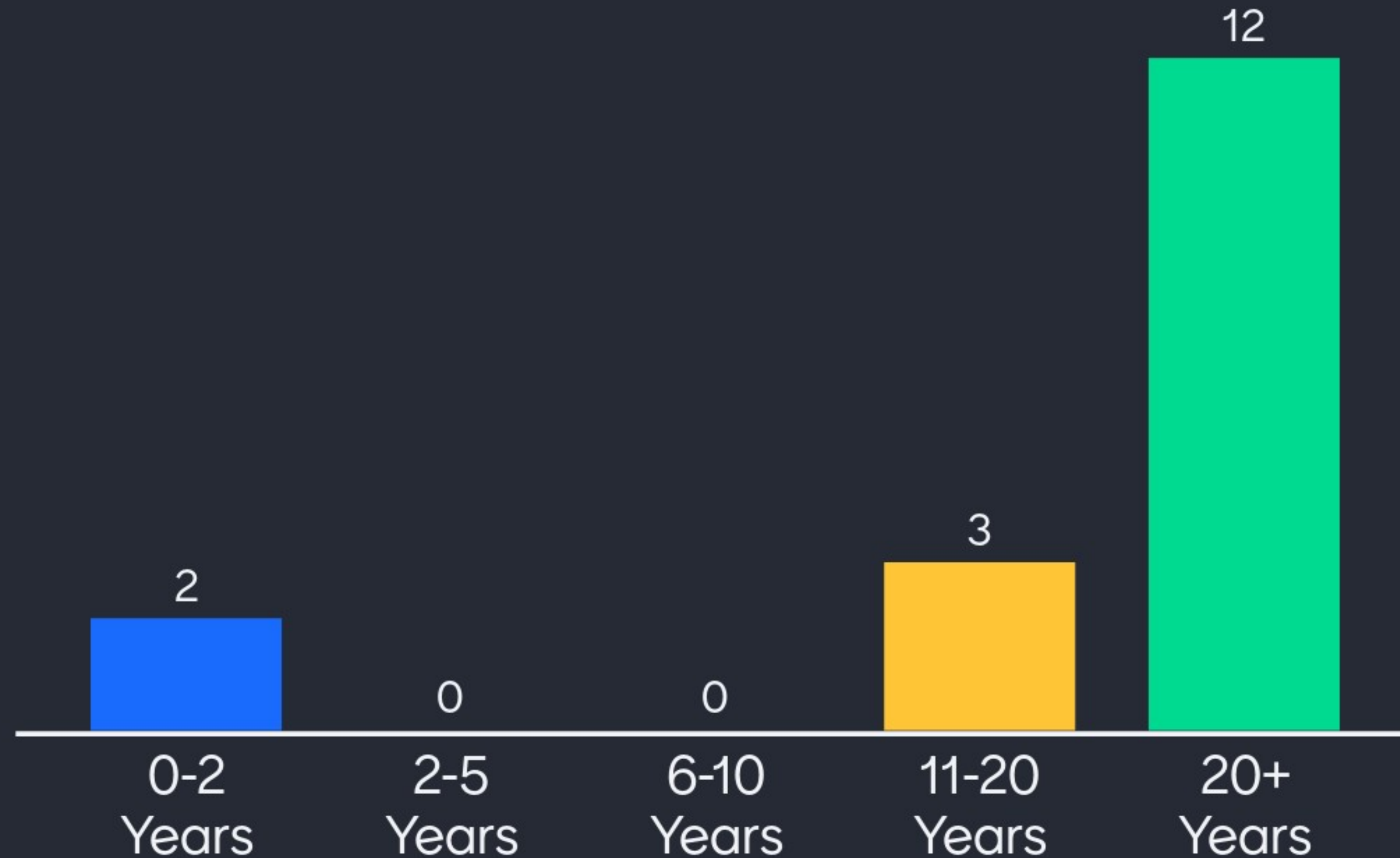


Instructions

What's Your Role in Your Arts Org?



How Long Has your Arts Org Been Around?





Life Stages.: ALL normal, ALL good, all needing and doing different stuff



Governance

- Strategic direction
- Risk management
- Ensure financial stability and oversight
- Supervise the ED



Operations

- THE WORK
- Managing staff
- Managing programs
- Implementing strategic goals





Nonprofit Life Stage Basics***

- 1. Idea Stage: Inspire and Imagine
- 2. Start Up: Found and Frame
- 3. Growth: Ground and Grow
- 4. Maturity: Produce and Sustain
- 5. *Regeneration- Review and Renew*
- 6. *Terminal- Decline and Dissolution*

You Might Be in Stage 1 if...

- You don't have any paid staff
- You don't have formal documentation (501(c)3 status)
- You have the basic paperwork done but are a bit overwhelmed about what's next
- You are run by a small, passionate group of committed volunteers



You Might Be in Stage 2 if...

- You have some paid staff
- You rely HEAVILY on volunteers
- Your board is heavily involved in operations
- Everyone is excited about the WORK! Hands on!
- You don't have many formal policies or systems



You Might Be in Stage 3 if...

- You have a well developed strategic plan
- You have multiple staff with specialized roles
- You have more formalized fiscal management, program evaluation, etc.
- You have and use a plan for board development (+clear roles)
- You're doing a lot but your aspirations still exceed your capacity
- The board trusts staff to do the WORK and focuses on governance.



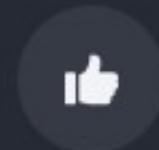
You Might Be in Stage 4 if...

- Your programs and services are well developed and organized.
- Board and executive director share ownership of the org.
- Partnerships and alliances extend impact.
- Your finances are secure and you're building reserves
- You have succession plans in place for key positions
- You are sophisticated in your use of data to inform many aspects of your work.
- The board cares deeply about the organization but is not involved in operations.



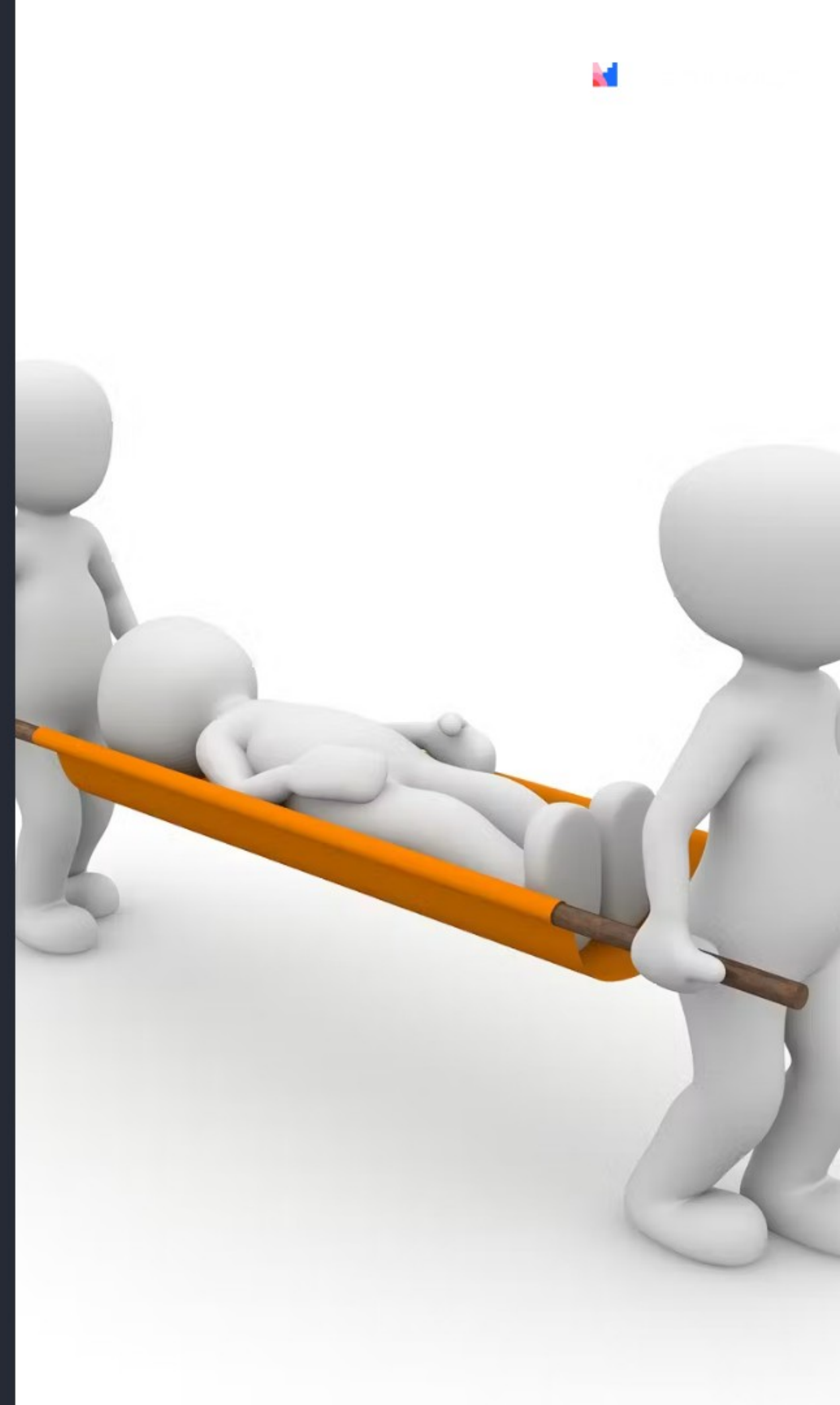
You Might Be in Stage 5 if...

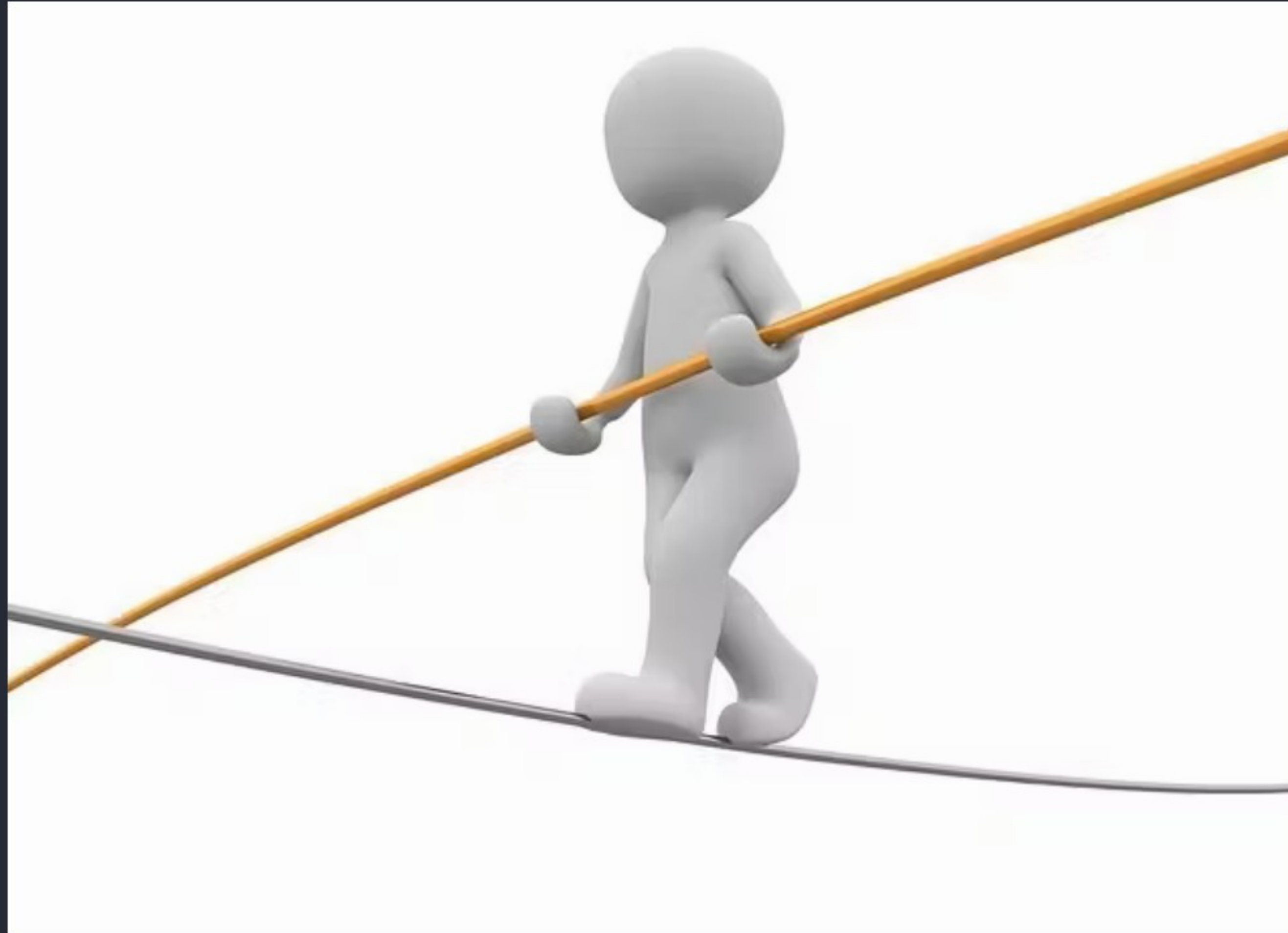
- Most folks tied to the organization feel angry, sad, or frustrated
- You're facing a critical juncture (departure of key folks)
- You're making major adjustments (cuts) to programs to allow for recovery
- Your finances are a disaster
- The community is worried for your future



You Might Be in Stage 6 if...

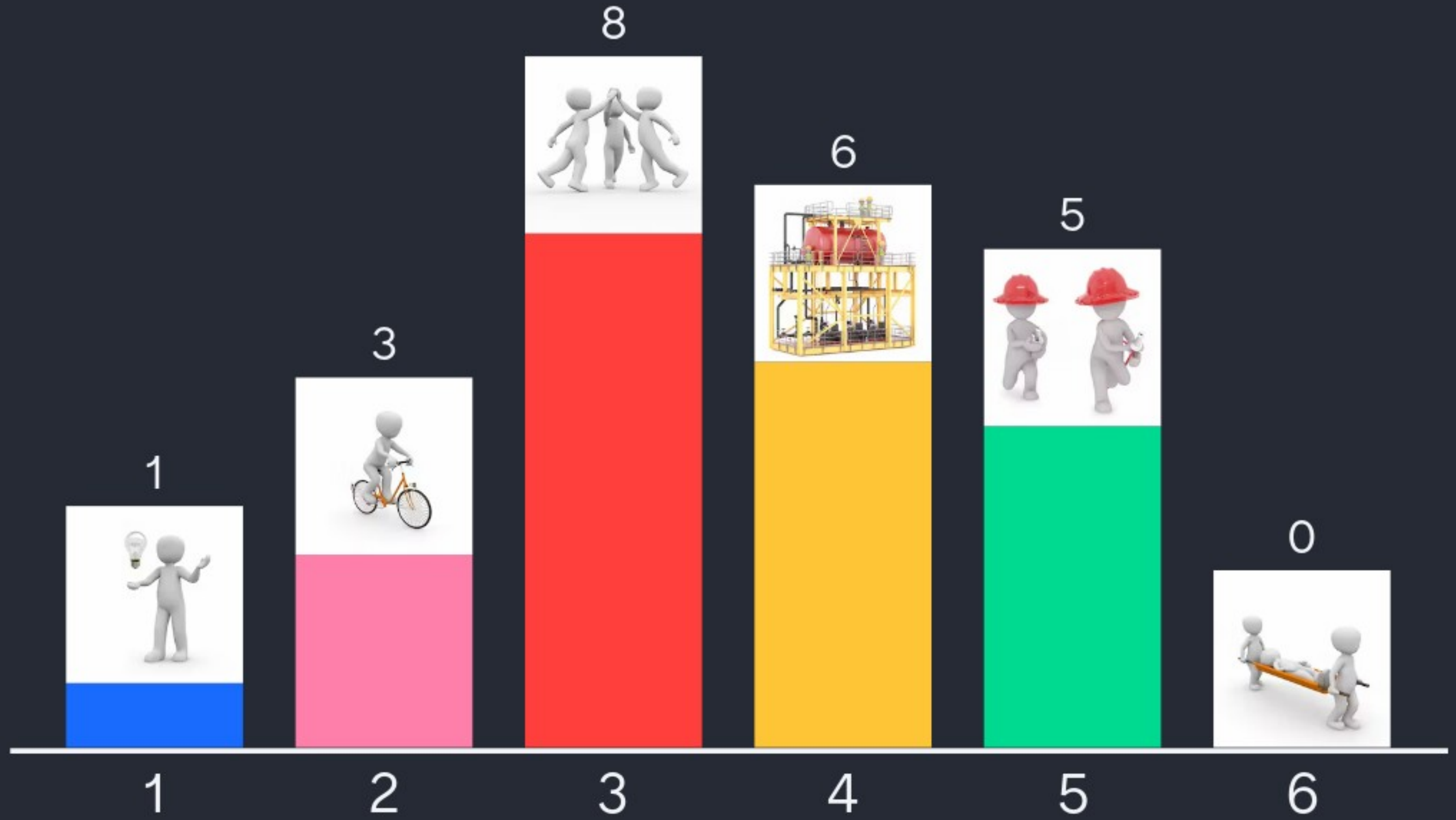
- You can't recover from stage 5
- You have lost sufficient mission, market, management, money, or motivation
- It's best to just be done... let it go





Each Stage Has its Own Challenges AND...

What stage do you THINK you're in now?



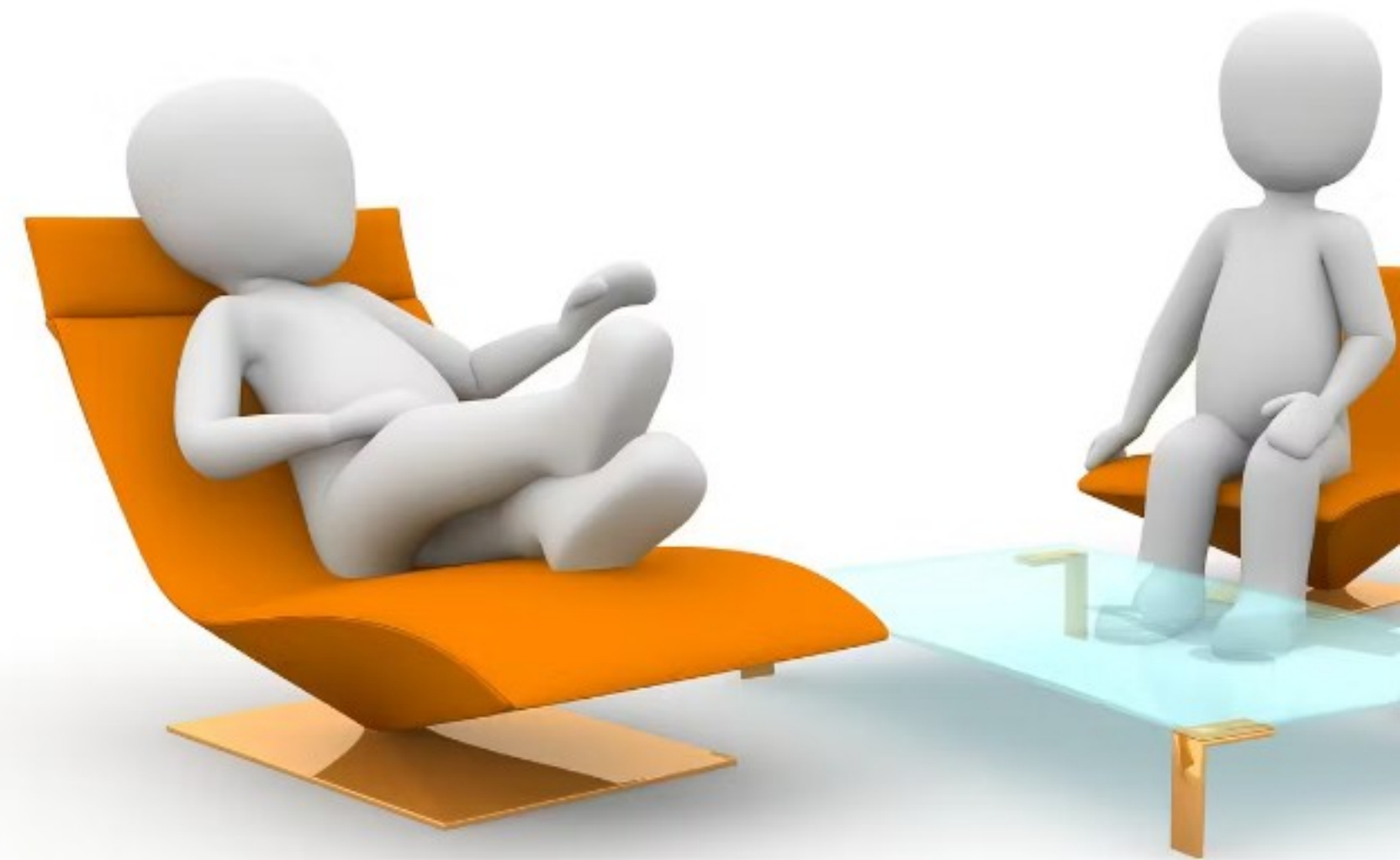
Find Your People...

- What Resonates With You?
- What opportunities and challenges do you see?
- Knowing all this, what would be helpful?



A Few Tips...

- Enjoy the ride, each stage is good
- Grow in a balanced way, watch out for uneven development
- Slow down when something is behind
- Normalize the growing pains from EACH stage. It's not you...
- Attend to the known challenges.
- Watch for lags, extra challenges with transitions



Questions?

What Are you Curious About Now?

