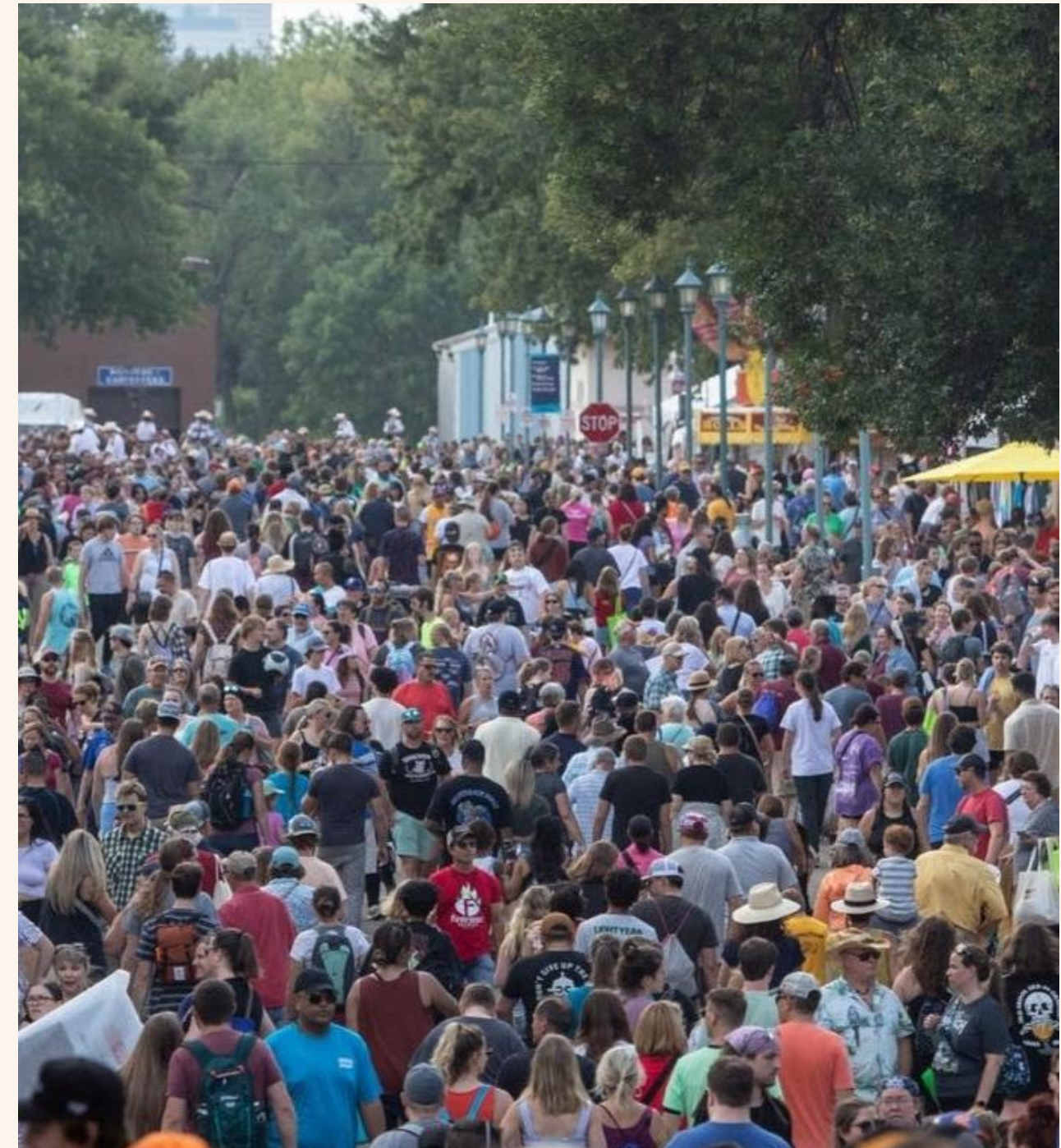


YOU ARE NOT ALONE

The Challenges are Everywhere



MEET MIGHTY!



Melissa Martinez-Sones

- 22 Years of Nonprofit Experience, 9 as a Consultant
-

- Mother of Three
-

- Block Club Leader
-

- Blue Ribbon-winning Baker
-

- Saint Paul Enthusiast

Roger Meyer

- 30+ Years of Nonprofit Experience, 20+ as a Consultant
-

- Frequently on Multiple Day Bike Trips
-

- In the Band "Hay Bale"
-

- Father of Three
-

- Minneapolis Convert

The background of the slide features a blurred image of a large crowd of people, with many hands raised in the air, suggesting a lively event or a public gathering. This image is positioned at the top of the slide, above a white rectangular box with rounded corners.

WHO IS IN THE ROOM?

- Executive Directors
- Board Members
- Senior Leadership
- Staff

*Show of
Hands!*



OUR OBSERVATIONS OF THE SECTOR

What we're seeing, hearing, and
learning from our vantage point.

DISCONNECTED AND DISENGAGED BOARDS

- Pre- to Post-COVID degradation
- Acting as individuals, not as collective
- Unclear roles with Executive Director, support from E.D.
- Lack of authentic engagement, commitment, or ownership

DISCONNECT BETWEEN BOARD AND STAFF

- Lack of understanding of each others' roles and responsibilities
- No shared sense of purpose or common view of mission
- No authentic relationships

STAFFING TURNOVER AND CHALLENGES

- Turnover creates challenges around overwork, continuity and team building
- Staff unclear/not following their role
- Staff feel unheard
- Shared Leadership: lack of clarity (who makes decisions?)
- Anti-Racism/DEI work
 - Disconnect between Board and staff on pace/scope of work
 - Pause mission-focused work to focus on DEI?

WHY IT MATTERS

What is the Impact?

- Sector instability
- Inability to move organizations and efforts forward
- Feelings of hopelessness
- Burnout and cynicism



Tell us
what you
think

REACTIONS FROM THE ROOM

What other challenges are you facing that we haven't discussed?

WHAT IS TO BE DONE?

What we've seen that works.

*Engagement and
Clarification*

*Inclusive
Decision-making*

*Grace and
Patience*

WHAT IS TO BE DONE?

What we've seen that doesn't work.

*Working on
these issues
instead of
mission focused
work*

*Leadership
vacuums (or
waiting for
someone else to
lead)*

*Conflict
Avoidance*

A group of people are seated around a table in a meeting room, engaged in a discussion. The image is partially obscured by a large white text box in the center.

SMALL GROUP DISCUSSION

How have you successfully handled these challenges in your organization?
What else could we be doing as a sector? As leaders?

REPORTING BACK

Sharing take-aways from
your small group
discussions...

- How have you successfully handled these challenges in your organization?
- What else could/should we be doing as a sector? As leaders?

NOW WHAT?

Next Steps and Staying Connected

- Are there next steps here?
- How can we stay connected to colleagues/peers?





THANK YOU!

MELISSA@MIGHTYCONSULTING.ORG
ROGER@MIGHTYCONSULTING.ORG