YOU ARE NOT ALONE

The Challenges are Everywhere
MEET MIGHTY!

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- 22 Years of Nonprofit Experience, 9 as a Consultant
- Mother of Three
- Block Club Leader
- Blue Ribbon-winning Baker
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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
WHO IS IN THE ROOM?

• Executive Directors
• Board Members
• Senior Leadership
• Staff
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
Lack of understanding of each other's 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?
What is the Impact?

- Sector instability
- Inability to move organizations and efforts forward
- Feelings of hopelessness
- Burnout and cynicism
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
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?
Next Steps and Staying Connected

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

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