

## *Collaborate. Create. Accelerate.*



## *People Power: Board, Staff, and Community Leadership*

### A Leader in Every Chair

**The social sector is the transformational sector.** Yet transformational change will only happen if every person sees themselves as a leader — and if those already in formal leadership positions recognize and welcome the leadership of others. Leadership is not a position; we need a leader in every chair, and different kinds of leaders to tackle different kinds of problems.

### Engaging the Board: Five Principles and Two Tools



**Strong boards build strong organizations...**unless they lack the right tools. Governance sets the tone for overall nonprofit performance, so board engagement is of utmost importance. Boards need just as much support to ensure their meaningful participation as do other key volunteers; they also have a significant responsibility to make this happen for themselves. [In this video presentation](#), La Piana senior consultant and BoardSource Certified Governance Trainer Makiyah Moody shares five principles and two tools to help your board get — and stay — engaged.

## Invest in Staff Leadership



**More than 3 in 5 nonprofit leaders plan to leave their current position in the next five years.** If you're one of them, you may be struggling with that transition: [What is the best way to set up your successors for success?](#) Despite the eagerness of our cultural zeitgeist for Boomers to make way for next generation leadership, it's important that the accumulated knowledge and experience of so many late-career nonprofit executives be captured and built upon. Succession planning is essential, but so are intentional knowledge-sharing activities like formal training, job shadowing, and mentoring. [In this blog, we share some personal perspectives](#) on passing the torch to a new generation of leaders.

## Following the Community Lead



**At their roots, nonprofits are "of, by, and for" our communities.** But as professionalization of the sector has helped it to flourish, organizations risk growing apart from the very communities they were formed to serve and represent. Fortunately, initiatives like [Fund for Shared Insight](#) and [OFBYFOR ALL](#) are developing tools and resources to help nonprofits connect with and learn from community voices. We're also encouraged by the work of homeless services and advocacy organizations like [The Coalition for the Homeless of Houston/Harris County](#), which serves as lead agency for the [Continuum of Care community planning process](#) to prevent and end homelessness — a challenge named by 40% of nonprofits as a [top-three community concern](#) in this year's [State of the Nonprofit Sector Survey](#) by the [Nonprofit Finance Fund](#).

Check out Fund for Shared Insight's [Listen for Good \(L4G\) grant opportunity](#) (deadline June 29).

## Resources

### Diversity, Equity, and Inclusion

**AWAKE to WOKE to WORK: Building a Race Equity Culture** – Developed through [Equity in the Center](#), a project of ProInspire, [this 30-page guide](#) [links to PDF] posits that while the journey to equity will be different for each organization, we all go through a similar cycle of change in transforming from a

white-dominant culture to a culture of racial equity. This resource is recommended for groups who are committed to making this change and looking for a place to start.

**Power Moves** – Produced by the [National Center for Responsive Philanthropy](#) and its [Philamplify](#) team, [this 60-page self-assessment toolkit](#) seeks to engage philanthropies in examining their own relationships to power and privilege, including how they build, share, and wield power to achieve impact and advance equity. *Power Moves* is currently being used by almost two dozen foundations and philanthropy advisors, learning together in a community of practice.

## Change Management

**Are you a Planner or a Strategist?** Consider the skills and mindsets needed to lead in the midst of uncertainty in [this preview excerpt](#) [links to PDF] from La Piana's [10th Anniversary edition of \*The Nonprofit Strategy Revolution\*](#). And revisit (or discover!) three frameworks that can help you manage organizational change in [this post from our staff blog](#).

## News and Events

**YWCA National Conference** – On June 7, [David La Piana](#) will present a keynote session on trends and the future outlook of federated organizations at the [YWCA](#) National Conference in San Antonio, TX.

**National Charter Schools Conference** – In June, [Makiyah Moody](#) will co-lead two sessions at the 2018 [National Charter Schools Conference](#) in Austin, TX. Her June 18th presentation will be on Fighting Founder's Syndrome, and on June 20 she will speak about Bringing a DEI Focus to the Boardroom.

**2018 Anniversary Workshops** – On June 13–14, [David La Piana](#) and [Lara Jakubowski](#) will lead gatherings with Colorado nonprofit leaders in Denver and Colorado Springs. Topics will include managing change in uncertain times and trending issues in nonprofit governance. More dates are being finalized for events in Dallas and Boston later this fall. Find details, and highlights from past workshops, [here](#).

