



case study

A Board Governance Solution

Situation

Association is a non-profit organization that helps young people in need. The association is struggling with sustainable funding and the Board of Directors are questioning the future direction and viability of the organization. Board Members are disconnected with respect to the goals and focus of the organization and the Executive Director is frustrated with the lack of direction coming from the board. She recently approached the Board Chair with her concerns and mentioned that she would be retiring within the next year. The Board of Directors realize that in order for the organization to succeed, both a strategic plan and a succession plan are required. Furthermore, the board need to give some consideration to strengthening board governance processes as they realize the importance of strong due diligence when approaching the community for additional funding.

Salopek & Associates Value-Added Solution

The Chairperson picks up the phone and contacts Salopek & Associates. Within 24 hours a meeting is arranged and by the end of the week a work plan is drafted. A date is set for a strategic planning session.

Result

Deliverables from the session include a three year strategic plan with measures of success clearly detailed. A plan is developed for the upcoming year to transition the Executive Director and search for a replacement. A Governance Committee has been struck to work on building stronger processes over the year and Salopek & Associates provide the Committee with resources that will allow them to quickly implement new procedures. There was no need to reinvent the wheel with respect to processes as Salopek & Associates had built these processes for similar organizations.