

Organizational Functions and Systems

These questions will help you create internal conditions for success within your organization.



CREATING THE FUTURE
Change the Questions. Change the World!

Program

- Are our programs / services effectively meeting the community's needs / aiming for the community's highest potential?
- Do all our programs / services reflect the diversity of our community? Are our programs / services advancing the cause of inclusion in the community?
- What risk / liability issues could harm the effectiveness of our programs? What needs to be in place to ensure our success?

Personnel

- What needs to be in place to ensure our people can accomplish the goals for each program, and for the organization overall?
- What risk / liability issues re: personnel could harm our efforts? What needs to be in place to ensure our success?

Equity, Inclusion, Diversity, and Justice

- Does our organization have equity and inclusion goals for our internal work? What needs to be in place to ensure those goals are met? What will it take for the people affected by those goals to lead those conversations and decisions?
- What risk / liability issues re: equity and inclusion could harm our efforts? What needs to be in place to ensure our success?

Engagement with Our Community

- Are our programs built by engaging / working side-by-side with the people who will be affected by our work? What needs to be in place for our work to be more deeply rooted in our community's aspirations and needs?
- What needs to be in place for our community to be a more integral part of our organization's decision-making?
- What risk / liability re: community engagement could harm our efforts? What needs to be in place to ensure our success

Internal Communications

- Are internal lines of communication open and authentic across all levels of the organization? What would it take for everyone to have the information they need to do their jobs?
- What risk / liability re: internal communications issues could harm our efforts? What needs to be in place to ensure our success?

Board Mechanics

- Do our board members have everything they need to ensure they can govern with accountability to our community?
- Does our board have equity and inclusion goals for their work? What would need to be in place for the board to represent the diversity of the community we serve?
- What risk / liability issues re: governance and leadership could harm our efforts? What needs to be in place to ensure our success?

Organizational Functions and Systems (cont.)

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Financial Capacity

- What needs to be in place to ensure we have sufficient resources and strong financial management systems to sustain our mission and accomplish our goals?
- What risk / liability issues re: financial matters could harm our efforts? What needs to be in place to ensure our success?

Facilities & Equipment

- What facilities / equipment need to be in place to ensure we can accomplish all our goals for each program?
- What risk / liability issues re: facilities and equipment could harm our efforts? What needs to be in place to ensure our success?

Administrative Needs

- What administrative support needs to be in place to ensure we can accomplish the goals for each program, and for the organization overall?
- What risk / liability issues re: our administrative support could harm our efforts? What needs to be in place to ensure our success?

Regulatory Compliance

- What needs to be in place to ensure that regulatory issues (tax authorities (*IRS, CRA, HMRC, etc.*) / Licensure / Accreditation, other regulatory issues specific to our organization) are addressed in a way that ensures we can accomplish the goals of each program and the organization overall?
- What risk / liability issues re: regulatory compliance could harm our efforts? What needs to be in place to ensure our success?