

Organizational Sustainability



Organizational Sustainability is clearly articulating a vision, identifying your mission strategy, and building the leadership, program, asset, and infrastructure foundation needed to facilitate change

Vision: A clearly articulated view of what you want your community, society, and/or world to be

Mission Strategy: The specific approach the organization takes to creating the opportunities required to make the vision possible

Leadership Sustainability: The ability to identify, recruit, and cultivate the leadership necessary to develop strategy, carry out mission, and make decisions that lead to vision fulfillment.

- **Leadership Talent**
 - **Board**
 - **ED/CEO**
 - **Non-positional / Emerging**
- **Leadership Culture**
 - **Equity / Diversity**
 - **Inquiry**
 - **Support & Opportunity**

Programmatic Sustainability: The ability to develop, mature, and eliminate programs to ensure efficacy, mission alignment, and furtherance of vision fulfillment

- **Opportunity Strategy**
- **Core Philosophy / Approach** (Theory of Change)
- **Effectiveness** (Modeling and Measurement)
- **Flexibility & Innovation**

Asset Sustainability: The ability of the organization's business model to attract and allocate resources to meet current mission fulfillment needs while establishing a foundation for the future

- **Business Modeling** (Cost-Profit Drivers / Resources – Staffing; Materials)
- **Planning** (Budget, Fundraising)
- **Financial Management**
- **Reporting for Decision Making**

Infrastructure Sustainability: The ability to establish infrastructure and enact policies and procedures that support effective mission fulfillment, mitigate risk, ensure efficient operations, and support succession

- **Staffing**
- **Business Processes**
- **Infrastructure**
- **Risk Management**