

7 STUCKS

FOR NONPROFIT ORGANIZATIONS

DITCH



- Board conflict over long-term strategy & direction
- Personal interests not in alignment
- Recent changes in governmental regulation & tax-code reform impacting our model

SLOW LANE

- Our workplace culture stinks
- Strong CFO but other weak links on the management team
- Employees' not accountable to KPIs
- Weak incentive plans
- Chief fundraiser has not evolved with the times



MOMENTS



- Shoot from hip/"lip"
- Short-fuse (temper)
- Anger flashes
- Occasional fits of rage

MAZE

- Our expense load is too high relative to revenue
- Diminishing productivity
- Not generating enough cash to pay down L/T debt on balance sheet
- Tight LOC to ease operational cash operating cycles



FOG



- Core offering not generating interest at historical levels
- Facing headwinds. All of our "arrows in the quiver" are absolute dogs
- We need some creative out-of-the-box solutions on fund-raising challenges and environment

ROUGH

- No \$\$\$ to upgrade old equipment
- We need to be paperless
- Our software is too antiquated



OVERWHELM/ISOLATION



- I have an active Board
- On an airplane 30 weeks a year; miss the kids
- Empty nester; now what to do?
- No time for self-care

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VISTAGE Triangle
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