Know Your Lane, And Lead From It

A clarity map for nonprofit boards and executive leadership

CRAMER & ASSOCIATES
Partners in Philanthropy

The Board's Role
GOVERN

Vision
Set and protect the long-term mission, vision, and values of the organization

Financial Oversight
Approve the annual budget, review audits, and ensure fiscal integrity

CEO / ED Accountability
Hire, evaluate, support, and when necessary, transition the CEO/ED

Strategic Direction
Co-create, approve and champion the strategic plan; ask the big, hard questions

Resource Development
Open doors, make introductions, advocate publicly, and participate in fundraising

Policy & Compliance
Adopt organizational policies and ensure legal and ethical compliance

The Staff's Role
MANAGE

Execution
Translate mission into programs, services, and day-to-day operations

Financial Management
Manage cash flow, process payroll, and prepare financial reports

Staff Leadership
Hire, supervise, develop, and evaluate all other staff and volunteers

Strategic Implementation
Co-create, develop work plans, set priorities, and drive progress toward strategic goals

Fundraising Operations
Manage donor relationships, grant cycles, campaigns, events, and development systems

Policy Implementation
Apply policies consistently across the organization in day-to-day practice

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