

The 5 Elements of Nonprofit Effectiveness

1. Commitment to Racial Equity

- Organizations prioritize and support a race equity culture¹ at the staff, leadership, and board levels
- Leaders build trusting relationships to support and sustain race equity work over time
- Leadership is committed, confident, and skilled at advancing racial equity within their organizations and beyond

2. Strong Operations²

Organizations have:

- The operational ability to deliver effectively on their missions including leadership support and staff capacity to build and sustain strong systems and processes
- Sustainability planning around leadership and staff transitions, as well as board development

3. Effective, Connected, and Representative Leaders

Leaders are:

- Equipped with the skills needed to drive accelerated social impact including, but not limited to, the ability to represent the organization externally, mobilize support for the organization, and anticipate future opportunities, challenges, and trends
- Representative of, connected to, and supported by others within and outside of their organization (including in the communities they work) to learn, grow and collaborate

¹ **RACE EQUITY** - The condition where one's race identity has no influence on how one fares in society. Working towards a race equity culture involved the ongoing elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race inside and outside of an organization (from Equity in the Center's Awake to Woke to Work Framework)

² **OPERATIONS** – Internal systems and processes that support organizations to better deliver on their missions, including but not limited to communications, fundraising, human resources, and technology.

4. A Learning Culture

- Organizations prioritize and support a culture that values continuous improvement of impact and ongoing learning at all levels of the organization, including from data and constituent experience
- Organizations have the ability to set goals, track progress, and adjust as needed

5. Financial Health

- Organizations maintain strong systems for financial stewardship and accountability including:
 - Ability to meet financial targets for revenues and expenses
 - Clear financial goals, and strategies for building financial reserves

TBF's 5 Elements were developed with input from our core Nonprofit Effectiveness partners: College for Social Innovation, Institute for Nonprofit Practice, Massachusetts Nonprofit Network, Social Innovation Forum, Trinity Boston Connects' Racial Equity Leaders Learning Circle, and TSNE-MissionWorks