



Lancaster County
Community
Foundation

Goal Statement

GOAL: Empower executive directors to become highly effective leaders of successful, more stable organizations

Objective A: Identify the program and training needs of executive directors that are not currently being met

Strategy: Initiate communication with executive directors to solicit their opinions

Tool: *Survey of Executive Directors*

Strategy: Encourage the frequent exchange of information and ideas

Objective B: Allow executive directors to gain greater access to information, resources, and support from peers

Strategy: Encourage the frequent exchange of information and ideas

Tool: *Peer Networking/Learning Circles*

Strategy: Promote professional and organizational development opportunities

Tool: *Direct Consultation and Executive Coaching*

Tool: *Organizational/Leadership Development Grants (LCCF)*

Strategy: Promote collaborative efforts to address emerging needs and strengthen programs

Tool: *Organizational/Leadership Development Grants (LCCF)*

Strategy: Enable a forum for discussion of local, regional, and state issues affecting the non-profit community

Tool: *Group Training Workshops*

Tool: *E-Newsletter*

Strategy: Promote awareness of financial resources

Tool: *Online Database of Regional Funding Organizations/
Resource Library at the Lancaster County Library's Foundation
Center*

Tool: *Group Training workshops*

Objective C: Facilitate healthy, productive relationships between executive directors and boards of directors

Strategy: Present opportunities to define best practices for organizational roles and responsibilities

Tool: *Online Self-Evaluation Tools*

Tool: *Online Leadership Education Tools*

Tool: *Online Mentoring Bank*

Tool: *Group Training Workshops*

Tool: *E-newsletter*

Tool: *Direct consulting*

Tool: *Comprehensive Group Training Program at Leadership Lancaster*

Objective D: Equip executive directors with the ability to increase the public's awareness of the impact of the nonprofit community and their organizations

Strategy: Initiate broad based community education campaign

Tool: *Survey of Executive Directors*

Tool: *Management Excellence Awards*

Strategy: Increase awareness within nonprofit organizations about the value of public and community relations and how to maximize tools effectively

Tool: *Group Training Workshops*

Tool: *Online Leadership Education Tools*

Tool: *E-Newsletter*

Strategy: Provide executive directors with the necessary tools to promote their organization's mission

Tool: *Group Training Workshops*

Tool: *Sample Media Kit*

Tool: *Online Mentoring Bank*

Tool: *Direct consulting or coaching*

Tool: *Online "swap file"*