



## Nonprofit Accelerator Assessment List of Questions

The Accelerator mini-assessment consists of 36 questions covering six areas of organizational operations. Below, you will find sample questions from the Nonprofit Accelerator Assessment. You will be asked to identify the degree in which the subject is completed or a challenge that can be addressed. Please note that organizations will not be disqualified if they are unable to answer the question. We recognize that the reason an organization may want to participate in DANA's Nonprofit Accelerator is to develop the capacity to address that particular issue.

### OPERATIONAL HEALTH & SUSTAINABILITY

- Has your mission statement been reviewed within the past 3 years?
- Does your agency have a tool or process to evaluate program impact and effectiveness?
- Does the organization have a formal strategic plan that was adopted within the last 5 years?

### GOVERNANCE

*Pro Tip: Have the following documents available: a) List of current board members*

- Does the composition of the board reflect an adequate range of talents, skills, experience, and knowledge?
- Is there a succession plan in place for future board leadership?
- Does the board have a good grasp of issues and matters of concern to the organization, such as community needs, government policies, external trends, and best practices within the field?

### LEADERSHIP

- Is there a succession plan in place for future executive leadership?
- Do you take steps to articulate the mission of the organization and embody it in all of the programs?
- Does the organization provide support to the executive to prevent/alleviate executive stress and burnout?

### FINANCIAL HEALTH and SUSTAINABILITY

*Pro Tip: Have the following documents available: most recent financial reports and annual budget*

- Does the organization have unrestricted cash on hand to sustain operations for at least three months?
- Does the organization have a fund development plan in place?
- Does the organization have a diversified funding base, so it is not overly dependent on one source or type of income?

### DIVERSITY, EQUITY AND INCLUSION

- Have the personnel policies been reviewed and updated by the administration in the past two years?
- Does your organization have a comprehensive DEI strategy that includes a mission and a vision?
- Does your agency have a compensation policy to attract and retain employees?

### TECHNOLOGY

- Do staff receive training in the use of technology?
- Does the organization have a technology plan?