

# Ecology of a Nonprofit

**Board of Directors** – Broad oversight of agency, set policy, connect agency to community and resources

**Executive Director** – overall agency oversight, connects programs, fiscal, development and administration.

**Senior Management** – oversight of one sphere of agency operations. Examples: Program or Fiscal

**Managers** – responsible for oversight of specific function within a sphere of agency. Examples: Training Manager or Grants Manager

**Direct Service or Front Line staff** – responsible for completion of specific tasks or delivery of a specific service. Examples: trainer or grant writer

Each role has a unique perspective through which they make unique contributions to the success of the whole.

All levels of the agency are inter-dependant. Broader viewpoints have more macro focus, narrower viewpoints have more micro emphasis in day to day work.

The lines between levels are usually a bit blurry, for example Managers often provide direct service. The fewer the levels, the blurrier the lines are.

All levels are responsible for holding and furthering the agency mission, philosophy and vision.

Each level coordinates closely with others at their level. Each level maintains close communication with levels immediately above and below.

# Ecology of a Nonprofit

## Exploration and Reflection

1. What strategies can we employ to keep the different levels of the organization aligned in our efforts and our vision?
2. How might this view of roles assist us in avoiding overlap in purpose and content in our various meetings?
3. How can we use this vision of roles to empower staff and support each person to thrive in their role?
4. How might this view of roles in an organization clarify needs related to communication and information sharing?
5. What can we do more of to celebrate the unique role and contribution of the different roles in our organization?