

March 2025



Mark your Calendars

Grant Information

The Floyd & Delores Jones Endowment Fund Community Grant Cycle opens May 15.

Adult Scholarships

Did you know that SCAF has a scholarship program for adults? The deadline to sponsor a scholarship is May 1. Contact Natalie Hagglund for more information.



Resources

Monthly Nonprofit Leaders Coffee Chat:

Friday, March 21, 2:00pm
Zoom option available

Thank you

SCAF served 74 nonprofits in 2024. Thank you for trusting us to support the work you do to create a stronger Stanwood-Camano community.

www.s-caf.org
360-629-6878



Nonprofit Newsletter

The Importance of an Emergency Succession Plan for Nonprofit Leadership by Julie Vess

As nonprofit leaders, we dedicate ourselves to ensuring our organizations thrive in their missions to serve our communities. But have you ever considered what would happen if the executive director—often the hub of operations—were suddenly unavailable due to illness, an accident, or an unexpected departure?

An emergency succession plan isn't just a "nice-to-have" document; it's a critical safeguard for the sustainability and stability of your nonprofit. This plan outlines clear steps for maintaining operations during a leadership transition, whether temporary or permanent.

Here's why it matters:

Continuity of Mission

The work we do is vital, and interruptions can negatively impact the community we serve. A succession plan ensures that key decisions and day-to-day operations don't falter during a leadership gap.

Staff and Board Confidence

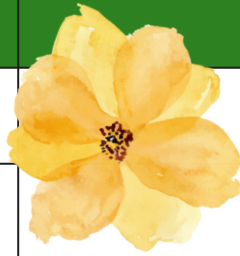
Knowing there's a plan in place provides reassurance to your team and board members. It fosters trust and strengthens organizational resilience.

Donor Assurance

Donors need to know their contributions are being stewarded responsibly. A documented succession plan demonstrates professionalism and forethought, which can deepen donor confidence.

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Save the Date and Upcoming Events

Workshop

Financial Investing & Sustainability with Nate Greenland, Edward Jones
Friday, April 25, 9am-11am

Who should attend: Anyone who helps lead a nonprofit, including executive directors, board members, and development professionals, particularly those for whom investing and the financial markets feel unfamiliar.

New Networking Group

A monthly peer networking group for Volunteer Coordinators is beginning in May. This group is open to anyone in your organization who recruits, manages, or organizes volunteers. For more information, or to be added to the contact list, please email: director@s-caf.org

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Creating an emergency succession plan doesn't have to be overwhelming. Start by identifying essential leadership functions and cross-training senior staff or board members to step in as interim leaders. Establish a written document that outlines procedures for communication, decision-making, and temporary assignments. Regularly review and update the plan to reflect changes in personnel or organizational priorities.

By taking these proactive steps, you're not only protecting your organization but also ensuring that the mission remains front and center—no matter what the future holds.

Planning for the unexpected is one of the most responsible acts of leadership we can take. Let's invest in this foundation for the good of the communities we serve.

Please contact me if you are starting down this road. I have some templates that might make the process easier.

“We make a living by what we get, but we make a life by what we give.”

Winston Churchill

