NSVRC in Crisis?

Organization Struggling: Does Anyone Care?

Executive Director asked to step down; replaced on interim basis for 2008

Finance Director fired, asked to return to old job on 2nd day at NSVRC

New Director relieved of duties; computers failed; lack of understanding of financial operations, program rules, and concept of how it works

NSVRC's board called into question; audit report shows funds misused

NSVRC's leadership issues severe problems

NSVRC's board may be considering new leaders

Another New Director

Who is NSVRC's New Director?

NSVRC Leading Dialogue

Local hospitals to share NSVRC's role in prevention, partnership
NSVRC in Crisis?

Organization Struggling: Does Anyone Care?

Executive Director asked to step down; replacement as soon as funds permit

Finance Director hired; aims to return to old job on 2nd day at NSVRC

New Director relieved of duties, suspended due to lack of understanding of financial operations, program rules, and concept of accountability

Members' dissatisfaction leads to further decline in morale, disengagement in meeting of state budget cuts

Localities faced with decision of whether to keep organization going

NSVRC members' kilogram jobs become jokes among neighbors, local residents

Another New Director

Who Is NSVRC Again?

NSVRC Leading Dialogue

Everyday barriers to healthy relationships

Barriers to healthy relationships

1. Communication challenges
   - Lack of active listening
   - Failure to understand nonverbal cues
2. Emotional challenges
   - Difficulty managing emotions
   - Inability to express emotions appropriately
3. Physical challenges
   - Lack of physical closeness
   - Failure to maintain physical boundaries
4. Social challenges
   - Difficulty navigating social situations
   - Inability to build and maintain relationships

NSVRC Leading Dialogue

Partner Violence: Impact on Pregnancy Outcomes

Partnership

Partner violence can have a significant impact on pregnancy outcomes

- Increased risk of preterm birth
- Higher rates of low birth weight
- Increased risk of maternal depression
- Higher risk of infant mortality

NSVRC Leading Dialogue

Parenting

Parenting: The Journey of a Lifetime

Parenting can be a challenging journey but it is also one of the most rewarding experiences.

- The role of the parent is multifaceted and requires constant learning.
- Effective parenting involves setting clear boundaries and communicating effectively.
- It is important to provide a stable and secure environment for children to grow and thrive.
- Parenting is a lifelong process, and it requires patience, understanding, and empathy.

NSVRC Leading Dialogue

Emergency Preparedness

Emergency preparedness is crucial in ensuring the safety and well-being of individuals during times of crisis.

- Developing an emergency plan with family and friends
- Staying informed about potential risks and threats
- Building a disaster kit with necessary supplies
- Communicating effectively with emergency services

NSVRC Leading Dialogue

Community Engagement

Community engagement is a key component in building strong and resilient communities.

- Volunteering and participating in community activities
- Building relationships with neighbors and community members
- Advocating for issues that matter

Financial Outlook Better

Recovery: We make for smooth sailing

We are making for smooth sailing

We are making for smooth sailing

We are making for smooth sailing

We are making for smooth sailing
NSVRC in Crisis?

Organization Struggling: Does Anyone Care?

Executive Director asked to step down; Remains as Senior (only) Planner until 2008

Changes in Leadership, NSVRC Staffing
Set to Stay Open: Is that Good?

Financial Outlook Better
NSVRC in Crisis?

Organization Struggling: Does Anyone Care?

- Executive Director asked to step down; Remains as Senior (only) Planner until 2008
- Finance Director hired; Asks to return to old job on 2nd day at NSVRC
- New Director relieved of duties; Complete lack of understanding of financial operations, program rules and concept of deliverables
- Member Jurisdiction dues rate fairly stable, some beginning to withhold payment; disengagement- in midst of state budget cuts
- Localities faced with decision of whether to keep organization going
- Staff members' idiosyncrasies become jokes among regional, local leaders

KEEP CALM AND DO DAMAGE CONTROL
Changes in Leadership, NSVRC Staffing
Set to Stay Open; Is that Good?
Financial Outlook Better
Recovery $$ make for smooth sailing

Gained Credibility Among Localities
Better Utilization of Staff on Revenue Supported Projects
Establishment of New Programs with New Revenues
Relieved of Debt from 2nd Mortgage
Sale of Office BuildingBoosts Savings Account from $2,000 to $137,000

NO ONE REALLY CARES UNTIL SOMETHING DRAMATIC HAPPENS
Relieved of Debt from 2nd Mortgage

Sale of Office Building Boosts Savings Account from $2,000 to $137,000

“I used to worry so much about how we'd make payroll, keep our staff. Thank goodness we have nothing to worry about now..."
Another New Director
Who is NSVRC Again??

"Sounds like a bad career move on your part."

3 Requests from Hiring Committee:
- Eliminate telecommute policy
- Enforce timely arrival, attendance
- Can you use your personal connections to get our largest locality to pay the full per capita rate assessment?

EVERYTHING HAPPENS FOR A REASON.
BUT SOMETIMES THE REASON IS THAT YOU’RE STUPID AND YOU MAKE BAD DECISIONS.
NSVRC Leading Dialogue
Localities Create the Space for Cooperation, Partnership

Understand Budget, Financial Position & Operations
ID the Tools you need to Make Good Decisions
Be Honest; Talk to the Board about the Organization’s Issues
Keep Partners and Stakeholders in the Loop
Take Responsibility
Remember, Beggars Can't be Choosers
Address Organizational Structure
Avoid Conflict & Controversy
Build Staff Capacity
Target Efforts to Mean Something
Devise a plan to reintroduce yourself
NSVRC in Crisis?

Organization Struggling: Does Anyone Care?

Executive Director asked to step down. Replaced on December 29, 2008.
Finance Director hired. Asked to rejoin her old job on February 3, 2009.

New Director removed of duties. Sales team lacks understanding of financial operations, program rules, and concept of empowerment.

Member instability due to federal budget cut.

NSVRC leading dialogue: Who is NSVRC Again?"