

SERDI News & Journal

Vol XCIII, No. 311

Monday, May 18, 2015

\$1.25

NSVRC in Crisis?



Organization Struggling: Does Anyone Care?

Executive Director asked to step down;
Remains as Senior (only) Planner until 2006

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

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



Financial Outlook Better

Recovery \$\$ make for smooth sailing

Guaranteed Creditability Among Localities
Better Utilization of Staff on
Government Supported Projects
Establishment of New Programs
with New Revenues
Refocused of Debt Free and Mortgage
Sale of Office Building Shows
Savings; Accounts Term \$2,000 to
\$1,017,000

NO ONE
REALLY CARES
UNTIL
SOMETHING
DRAMATIC
HAPPENS

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??

"Somebody like is bad career move on your
part."

3 Requests from Hiring Committee:
- Enforce the contract policy
- Enforce the rules, attendance
- Can you make your personal commitments
to get our required books 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

Reinforced Budget, Financial Position & Standards

Set the tone you want to have (good/bad)

Be Honest: Tell us the truth about the organization's issues

Keep Promises and Deliverables in the Long

Run Responsibly

Remember: Organize, Organize, Organize

Address Organizational Structure

How to conduct our meetings

Implement Quarterly

Targeted Efforts to Address Governance

Consider a letter to the members (please)



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Guaranteed Creditability Among Localities
Better Utilization of Staff on
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Establishment of New Programs
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Refocused of Debt Free 2nd Mortgage
Sale of Office Building Shows
Steady Increase from \$2,000 to
\$1,157,000

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Another New Director Who is NSVRC Again??

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- Enhance the current policy
- Enhance the current, attendance
- Can you make your personal commitments
to get our required budget to pay the full
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NSVRC Leading Dialogue

Localities Create the Space for Cooperation, Partnership

Reinforced Budget Process to Standards

Set the tone you want to have local leaders

Be Honest: Talk to the Board about the organization's issues

Keep Promises and Collaborate in the Long

Run Responsibly

Remember: Leaders Lead by Example

Address Organizational Obstacles

Lead by Example: Our Identity

Lead by Example

Target Efforts to Achieve Goals

Don't let a crisis become a disaster



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Financial Outlook Better

NSVRC in Crisis?



KEEP
CALM
AND
DO DAMAGE
CONTROL

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Changes in Leadership, NSVRC Staffing

Set to Stay Open; Is that Good?



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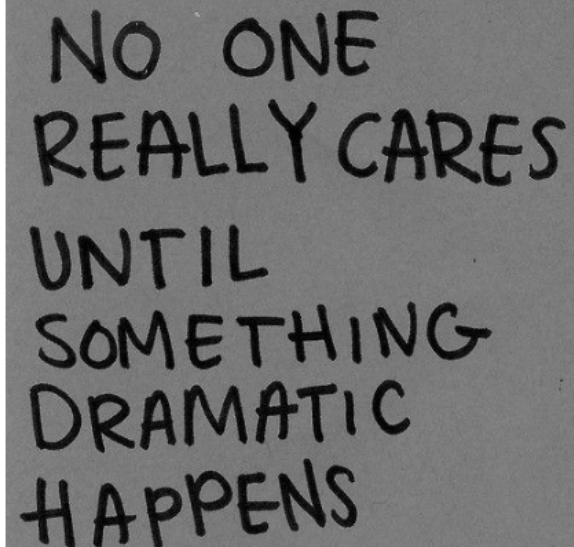
Gained Credibility Among Localities

Better Utilization of Staff on
Revenue Supported Projects

Establishment of New Programs
with New Revenues

Relieved of Debt from 2nd Mortgage

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



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Relieved of Debt from 2nd Mortgage

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

HAPPENS

**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?

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FOR A REASON.
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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

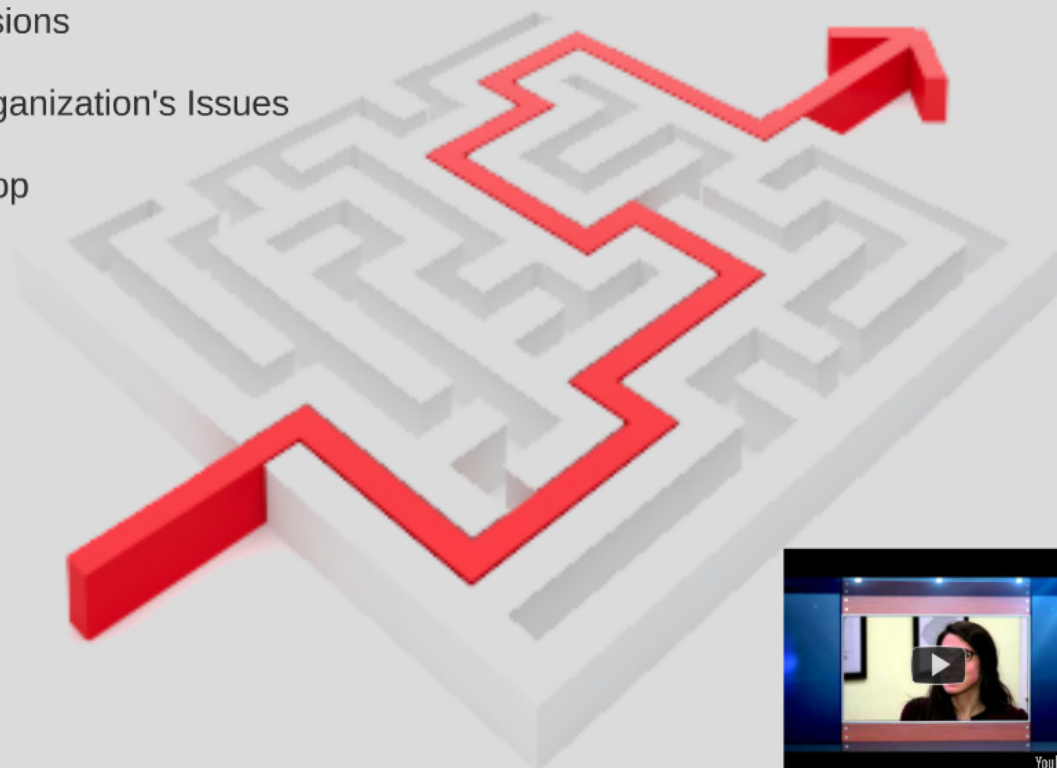
Address Organizational Structure

Avoid Conflict & Controversy

Build Staff Capacity

Target Efforts to Mean Something

Devise a plan to reintroduce yourself



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- Enhance the current, attendance
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Reinforced Budget, Financial Position & Standards

Set the tone you want to have (good/bad)

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Keep Promises and Deliverables in the Long

Run Responsibly

Remember: Organize, Organize, Organize

Address Organizational Structure

Have a conflict in our identity

Identify the Leader

Target Effects to Action (Goalkeeping)

Don't let a leader be a leader (please)

