

January 2025



Mark your Calendars

Nominations for Philanthropist of the Year Awards

SCAF will present four philanthropy awards to outstanding individuals and businesses at the Philanthropist of the Year Awards Breakfast in March. Please take a few minutes to think about a wonderful volunteer/donor to nominate! Submit a nomination on our website before January 31.

www.s-caf.org

REMAX Grant Applications

Applications for Grants

Open: January 1, 2025

Deadline: January 31st, 2025



Resources

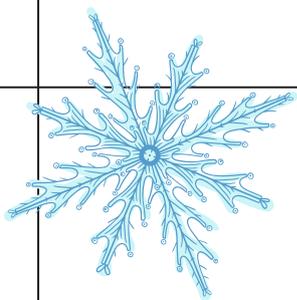
Give Lively

<https://www.givelively.org>

A free fundraising platform for nonprofits.

Link your PayPal, Stripe, and other online accounts to Give Lively and create customized fundraising campaign giving pages, event tickets, and more.

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



Nonprofit Newsletter

Feeling Stretched Thin? Strategies to Move from "Firefighter" to Empowered Leader by Julie Vess

As a nonprofit Executive Director, you wear countless hats—leader, advocate, fundraiser, and sometimes, perpetual problem-solver. If it feels like you're constantly putting out fires and never have enough time for strategic work, fundraising, donor development, and the list goes on- you're not alone. However, you can reclaim your time while strengthening your team's capacity. Here are four impactful strategies to help you get there:

1. Establish Office Hours for Staff and Stakeholders

Interruptions throughout the day can quickly derail your focus. Setting designated office hours for staff, board members, and key stakeholders creates a predictable time for them to connect with you. This gives your team access to your guidance while allowing you uninterrupted blocks of time to tackle high-priority tasks. Be clear about when office hours are, and stick to them—you'll be surprised how much more productive everyone can be with intentional boundaries in place.

Transparency: I started to implement this at my last position. I saw its potential, but it wasn't fully established.

2. Empower Your Team to Take Initiative

When most decisions or issues funnel through you, it creates bottlenecks and limits your team's growth. Shift the mindset by empowering your staff to own their areas of responsibility. Start by:

- Clearly defining roles and decision-making authority.
- Encouraging problem-solving conversations (e.g., asking, "What solutions have you considered?").
- Providing training and mentorship to build confidence in handling challenges independently.

Over time, you'll develop a stronger, more self-sufficient team—and you'll find yourself spending less time extinguishing fires and more time driving your organization's mission forward.

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Stanwood-Camano Area Foundation
26911 98th Dr NW, Ste A
PO Box 1209
Stanwood, WA 98292





Save the Date and Upcoming Events

Volunteer Fair

On Saturday,
February 15, 2025

10 am - Noon

in the Utsalady Elementary
School gym

Workshop

Volunteer Engagement
Panel Discussion

Friday, January 24,
9am-11am

Register Now

Update: Coffee Chat for Nonprofit Leaders

This monthly networking
meeting has been
CHANGED to the 3rd Friday
of the month,
2:00 - 3:30 pm, starting
January 17, 2025

Article Continued...

3. Implement a Delegation System

If you're holding onto tasks that others could manage, it's time to delegate. Create a clear delegation system by identifying tasks you can pass on and matching them with team members who have the skills or the potential to take them on. Communicate expectations, deadlines, and outcomes, then step back and let your team handle it. Delegating not only frees up your time but also builds trust and empowers your team to grow.

4. Use Technology to Streamline Processes

Take advantage of tools that simplify your workflows and save time. Consider adopting project management software like Asana or Trello to track progress, deadlines, and assignments. Automate repetitive tasks like email reminders, meeting scheduling, and reporting. Even small tech tweaks can significantly reduce administrative time, giving you more capacity to focus on strategic priorities.

Take small steps to implement these changes, and watch your team's confidence and your leadership capacity grow. By setting boundaries, empowering staff, delegating effectively, and using the right tools, you'll shift from constantly addressing emergencies to leading with intention and impact.

As we prepare to start a new year, it's the perfect opportunity to implement some new processes. We can try them out, and if they don't yield the results we were hoping for, we can discontinue them. There's no need to feel pressured if things don't work out.

"Never, never be afraid to do what's right, especially if the well-being of a person or animal is at stake. Society's punishments are small compared to the wounds we inflict on our soul when we look the other way."

— Martin Luther King, Jr.

