Translate

Staffing

- □□ Adequately filled with future growth plans
- □□ FR work done (shared efficiently) by other staffs/Board members
- □□ Some positions are filled
- □□ Inadequate

□□ Adequately filled with future growth plans

> “ Highly developed: Fundraising operational structure is adequate to meet present and immediate future needs.

Reflection:

- Can the fundraising team structure be strengthened?
- Do we need an expansion plan?
- No response required.
- Others -

Action:

- No action necessary.
- Others -

Notes for Development:

1. Fundraising operational structure is adequate to meet present and immediate future needs.

2. Further development shall depend on next cycle of strategic planning, reinforcements/refinement etc.

3. You have advanced fundraising team structure to meet different types of fundraising function and roles and responsibilities are clearly defined for each position. For deeper impact and outcome oriented fundraising results, you may consider refining the roles further to enhance the scope of the positions.

□□ FR work done (shared efficiently) by other staffs/Board members

> Developing: Fundraising operations require development, but may not be an urgent need (based on effectiveness of present system and future feasibility)

Reflection:

- How can the fundraising team structure be further strengthened?
- Do we need an expansion plan?
- No response required.
- Others -

Action:

- Conduct an internal structural audit to mitigate risks.
- Develop a longer- term fundraising plan.
- Others -

Notes for Development:

1. Fundraising operations require development, but may not be an urgent need (based on effectiveness of present system and future feasibility)

2. Many charities manage fundraising in this manner- particularly the ones that are overwhelmingly dependent on institutional (grant) fundraising. The general pattern in such cases are that the charities are effective (cost effective and program delivery is mostly assured) but fundraising portfolios are mostly unidimensional, and fundraising for organisation development generally becomes difficult.

3. While your fundraising operation might be adequate to meet your programmatic expenses and a core cost now, it might be prudent to develop a more advanced fundraising portfolio by bringing in multifarious fundraising skill in the organisation.

□□ Some positions are filled

> “ Under Developed: Team structural issues exist and are required to be addressed for improvement in situation.

Reflection:

- What are the root cause for lack of development in fundraising operations?
- Market does not provide scope of hiring? How do we solve the problem?
- Conventional operational arrangements will not best fit in our context, what kind of fundraisng structure may best serve us?
- Others -

Action:

- Conduct an internal structural audit to mitigate risks.
- Develop a longer- term fundraising plan.
- Others -

Notes for Development:

1. Team structural issues exist and are required to be addressed for improvement in situation.

2. It may be useful to develop a fundraising strategy before working on an improved team structure.

3. Awareness and need on additional staffing exist; you may be required to formulate a work plan or strategy to fill the current gaps.

□□ Inadequate

> “ Poorly developed: Required to build an exclusive team of professional.

Reflection:

- What are the root cause for lack of development in fundraising operations?
- Market does not provide scope of hiring? How do we solve the problem?
- Conventional operational arrangements will not best fit in our context, what kind of fundraising structure may best serve us?
- A starting budget can be provided for urgent hiring.
- Others -

Action:

- Develop a longer- term fundraising plan.
- Develop a hiring strategy- identify gaps that must be filled urgently.
- Others -

Notes for Development:

1. Required to build an exclusive team of professional.

2. Not having a proper developed fundraising operation can be very risky as the charities are increasingly becoming vulnerable to various macro-economic volatilities.

3. Consider conducting a basic need assessment and on war footing fill the major gaps to begin with. Creating a team might take both time and money; consider starting with role

diversification of existing staffs; allocate exclsusive fundraising task time.