SR 890

Research Project Prospectus

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March 15, 2025

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**SR 890 Assignment 3**

Ethical considerations and interventions Design

* Develop a detailed plan for the intervention
* Link the intervention to sociological and faith-based analysis
* Discuss and address potential ethical issues related to the intervention

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**Assignment 3**

**Nonprofit organizations (NPOs) are guided by their mission:**

Nonprofit organizations are led by their mission. It is the purpose for being in existence. The mission and mission statements are imperative because they showcase what the organization is and does. As stated by Powell and Bromley, “The organization’s mission also drives founders to start it and provides a sense of purpose that energizes and justifies its existence. In an important sense, the mission signals what a nonprofit organization regards as good and important, and that signal induces supporters to invest their time, energy, and resources”. (Powell & Bromley, 2020, p. 591).

**Nonprofit organizations (NPOs) approach to long-term sustainability:**

Organization improvement, which will undoubtedly lead to organizational change, is a vital part of reaching the goal of long-term nonprofit organizational sustainability (Lewin, 1951).

Organizational change will call for motivational leadership to improve the company's culture and a comprehensive planning strategy (Oreg & Benson, 2019; Paais & Pattiruhu, 2020).

The more than 1.5 million Nonprofit Organizations (NPOs) in the United States are vital resources to communities, often providing services for the marginalized, overlooked, and underserved.

Unfortunately, although most, if not all, are doing good work, the average lifespan of an NPO is ten years (Klein & Hill, 2024). By implementing a well-thought-out sustainability plan, NPOs may increase their lifespan or attain long-term sustainability.

Planning, as described by Hall & Tewdwr-Jones, “is a general activity, is the making of an orderly sequence to actions that will lead to the achievement of a stated goal or goals” (Hall & Tewdwr-Jones, 2019, p.3). The book of Proverbs in the Bible says, “Where there is no vision, the people perish” (Proverbs 29:18). Planning shows leadership, helps develop organizational health, and gives people a visual road map towards reaching and sustaining success. The goal of the following framework is to help NPOs reach long-term sustainability.

Objective:

Develop a tool for leading Nonprofit Organizations to a place of long-term sustainability. By working to implement the following sustainability plan consisting of eight goals, which can be classified under the three significant categories of planning, leadership, and organizational health:

*Goal: 1*

*Ensure the board leads the organization toward reaching its full potential.*

The Board’s actions are acceptable when.

1. They assess their culture
2. Develop a best practice operations approach
3. They research the best organizational capacity building strategy and work with the CEO to implement the strategy

*Goal: 2*

*Improve the management of the organization.*

The CEO will set the tone regarding operations by working with an outside company or consultant. The following steps will be adhered to.

1. Assess her/his leadership style
2. Be coached and receive honest, constructive feedback
3. Develop an Individual professional development plan (IPDP) for the leadership team

*Goal: 3*

*Ensure the CEO reaches his/her full potential*

This process will be acceptable when the CEO

1. Assess his/her current skill set
2. Work together with the board of directors (BOD) to develop a personal professional development plan
3. Implement the plan

*Goal: 4*

Work to create a culture that retains current staff and attracts top talent.

Work with Human Resources to solidify a viable onboarding and professional development initiative. The following steps will be adhered to.

1. Assess the hiring protocol
2. Assess the professional development strategy
3. Develop a protocol to hire and develop the right talent

*Goal: 5*

*Improve the organization’s policies and procedures.*

Human Resources (HR) will work to develop and/or, if necessary, make appropriate changes to policies and procedures. The following steps will be adhered to.

1. Review of the policies and procedures
2. Make recommendations to improve policies and procedures
3. Work with the appropriate person to implement new policies and procedures that are in the best interest of the organization

*Goal: 6*

*Develop an ongoing balanced budget.*

Introduce the best practice tried-and-true budgeting strategy/process. The following steps will be adhered to.

1. Review/Assess your current budgeting process
2. Introduce the best practices and or a tried-and-true budgeting process method
3. Develop a balanced, workable budget annually

*Goal: 7*

*Develop a marketing plan/strategy.*

Develop a marketing/fundraising plan. The following steps will be adhered to.

1. Review/evaluate current marketing and fundraising efforts
2. Work to improve and diversify current fundraising efforts
3. Implement the plan while making necessary adjustments along the way

*Goal: 8*

*Build a great program.*

Maximize programming effectiveness. The following steps will be adhered to.

1. Evaluate current programs
2. Possibly add or delete programs and or develop a process to improve current programs
3. Implement a comprehensive program strategy that leads to mission fulfillment and financial gain

Many nonprofit organizations (NPOs) do social work by feeding people experiencing poverty, providing free health services, offering shelter, etc. Without the services provided by NPOs, more people would be homeless, suffer from food insecurity, and would not have access to healthcare. Furthermore, the roughly 300,000 religious-based NPOs and countless other NPOs that provide social services are making a dent in leveling the “societal justice playing field” by advocating voting and simply attempting to exercise goodwill to all of humankind. In the book of Acts (10:38), the Word of God says (in summation), “Jesus went around doing good.” Like Jesus, nonprofits aim to insert some good in an often not-so-good world.

Without a doubt, as is stated by Lewis, NPOs provide a vehicle to promote “much needed” social change that would not be available otherwise. (Lewis, 2023). The role of nonprofit organizations is to build society by offering services to people at a reduced cost or for free. The long-term sustainability intervention strategy should be a beacon of light and provide some hope in the often-dim world by providing services to people who could not receive them otherwise. The services include faith-based initiatives and countless other viable societal enhancing services, and, therefore, they should face minimal if there are any issues regarding their ethical standings.

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