

RESTRUCTURING FOR SUSTAINABILITY

Hiring staff for the Northern Colorado Potters' Guild.

OBJECTIVES

In 2023, the NCPG Board of Directors appointed an Advisory Committee to investigate structural issues at the Guild, including ongoing difficulties filling board positions, burnout & excessive workload on the part of past & current board members, and more.

The Committee was charged by the Board to find solutions that would lead to a more sustainable future for the Guild.

SOLUTION

Following intensive efforts, the Committee recommended:

1. Creating two part-time staff positions to handle the routine facility & administrative operations of the Guild;
2. Restructuring the Board to reflect reorientation toward supervising, governing, and visioning roles;
3. Increasing revenue to fund the staff positions.

The Board unanimously adopted these proposals.

Implementation of these changes is expected to take 6-12 months (see timeline).

BENEFITS

1. Keep the Guild open

As a nonprofit, the NCPG needs a Board to remain in operation. Making these positions more sustainable by lowering workload and adding support is crucial.

2. Increase consistency & continuity

By hiring people with the right skills, the Guild can have more consistent administration & studio management. This improves member experiences and expands our organizational capacity.

3. New opportunities

Members will have new ways to get involved in the community, more choice in membership types, and more opportunities to see their ideas flourish.

AT A GLANCE

STAFF POSITIONS

- Administrative Director
- Facility Manager

MEMBERSHIP

- 6-12 month transition period
- New Board positions & roles
- New membership tiers
- Member service commitment

FUNDING

- Class fees increase
- Member dues increase
- Draw down reserves
- Increase fundraising

This transition is expected to take 6-12 months. During this time, member feedback is a valuable part of the process.

The Advisory Committee will be making materials available on the Members Only page of our website, including a form for members to submit feedback.

Although submissions may not receive individual responses, they will be read and considered with care & attention.

<https://www.nocopottersguild.org/members-only>