

The Board Giving Crisis Self-Assessment

If you check 3 or more of these boxes, you're not experiencing normal nonprofit challenges. You're experiencing a board giving crisis that won't fix itself.

The Year-End Panic Test

Your organization depends on year-end giving for 30-50% of your annual revenue, and October through December feels like a controlled panic attack every single year.

The Lonely Fundraiser Test

You spend 60-80% of your time on fundraising activities, while your board spends less than 5% of their time on it. You're doing the work of 15 people.

The "I Don't Fundraise" Test

When you bring up fundraising at board meetings, you hear some version of: "That's not why I joined the board," "I'm not good at asking," or uncomfortable silence.

The Participation Gap Test

Less than 30% of your board members make personally significant gifts, and you'd be embarrassed to tell a funder your actual board participation rate.

The Introduction Drought Test

Your board members rarely (if ever) introduce you to people in their networks who could support your mission. Their connections remain mysteriously unavailable.

The Mission Guilt Test

You feel guilty about how much time you spend chasing money instead of delivering on your mission. You became an ED to change lives, not to be a professional beggar.

The Burnout Spiral Test

You can't remember the last time you took a real vacation. Even when you're "off," you're mentally running through your donor pipeline and upcoming deadlines.

The Funding Crisis Groundhog Day Test

Every time government funding gets cut (or a major donor leaves), you're back to square one with no systematic way to replace that revenue. You're always one crisis away from catastrophe.

The Board Meeting Avoidance Test

You dread bringing up fundraising shortfalls at board meetings because you know what will happen: concerned faces, followed by suggestions to "write more grants" or "do another event," followed by... nothing.

The Invisible Labor Test

Your board thinks fundraising is what happens at the gala. They have no idea about the cultivation calls, the thank-you notes, the proposal writing, the reporting, the donor meetings, and the relationship management that happens 365 days a year.

Understanding Your Score:



Zero to Two Boxes Checked:

You're managing the typical challenges of nonprofit leadership. Continue building on what's working.



Three to Five Boxes Checked:

You have a board giving problem that's costing you money and sanity. It's solvable, but it requires a systematic approach, not just "better communication." **The Hidden Cost:** You're likely leaving \$85K-\$125K on the table annually and spending 1,200+ extra hours on fundraising that could be shared with your board.



Six to Ten Boxes Checked:

You're in crisis. What you're experiencing isn't normal, and it's not your fault. Your board isn't structured to fundraise, and no amount of board training or inspirational speeches will fix it. You need transformation, not education. **The Reality:** On your current trajectory, you have 2-3 years before you either leave this organization or experience a health crisis. This is not hyperbole, it's what the data shows about nonprofit ED tenure and burnout.

What Happens Next?

Congratulations on completing the assessment. That took courage. If you scored 3 or more, here's the truth: This problem won't fix itself. But it is fixable—with the right approach.

CHOOSE YOUR PATH FORWARD:

- Join the Community (Free) Connect with other EDs facing the same challenges
→ Join The Sustainable ED Collective
[QR Code/Link]
- Get Expert Guidance (Complimentary) Book a 30-minute Board Giving Diagnostic Call
→ Uncover what's broken and how to fix it
[QR Code/Link]
- Explore the Solution Learn about IntuWork's Board Giving Accelerator
→ Transform your board in 12 weeks, not 12 months
www.intuwork.com

About This Assessment

This tool was created by Allecia Harley, founder of IntuWork Consulting and a nonprofit leader with 30 years of experience helping organizations simplify complexity and thrive.

After watching hundreds of talented executive directors burn out from carrying the fundraising burden alone, Allecia developed a systematic approach to transforming board giving culture, one that delivers results in weeks, not years.

IntuWork Consulting specializes in board giving activation for mid-sized nonprofits.