

# An Outcomes Way of Thinking

Tuesday, October 6, 2015:  
1:45 p.m. – 2:45 p.m.

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CPAs and Consultants

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# Madison Nonprofit Day



*(Act of throwing rock)*



*(Arm strength)*



*(Leaf movement)*



*(Water)*



*(Splash)*

Client



*(Rock)*

Input



*(Person)*

Outcome

Program



*(Ripples)*

Output

Impact



*(Leaf)*

Context

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***Outcomes Statement***

Bound in Time  
Number  
Narrow Focus  
Doable  
Measurable  
Verifiable

**Write an Outcome Statement for one of your organization's programs.**

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## ***Program Budget Request***

### ***Contribution***

1. What is the program's outcome statement? How does it contribute to the mission of the organization?
2. What is the program's desired end product? What do we need to accomplish?
3. Beyond the fiscal resources the program is asking for, what other resources does it have to accomplish these outcomes? In-Kind, etc.

### ***Facts***

4. What are the 5 most important functions of the program?
5. How many people are served annually? Total number of staff?
6. How sound, realistic, and doable is the action plan?

### ***Performance***

7. What are the 3 most important performance measures used?
8. What is the historical timeline? How well has the program done?
9. Is anyone better off? (BACKS – Behavior, Attitude, Condition, Knowledge, Status)
10. What is working? What are the challenges to improving?

### ***Proposals to Improve Performance***

11. What outcomes are forecasted if the budget remains the same?
12. What outcomes are forecasted if the requested budget is approved?
13. What are some ideas for budget cuts?
14. Why are we requesting these amounts?

Request	Purpose	Tie to Outcome
\$30,000	Hire qualified teachers	Increase children's reading scores
\$5,000	Hire college students and recruit volunteers	Increase children's love of reading



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**Decision Makers Process**

**Dual Bottom Line**

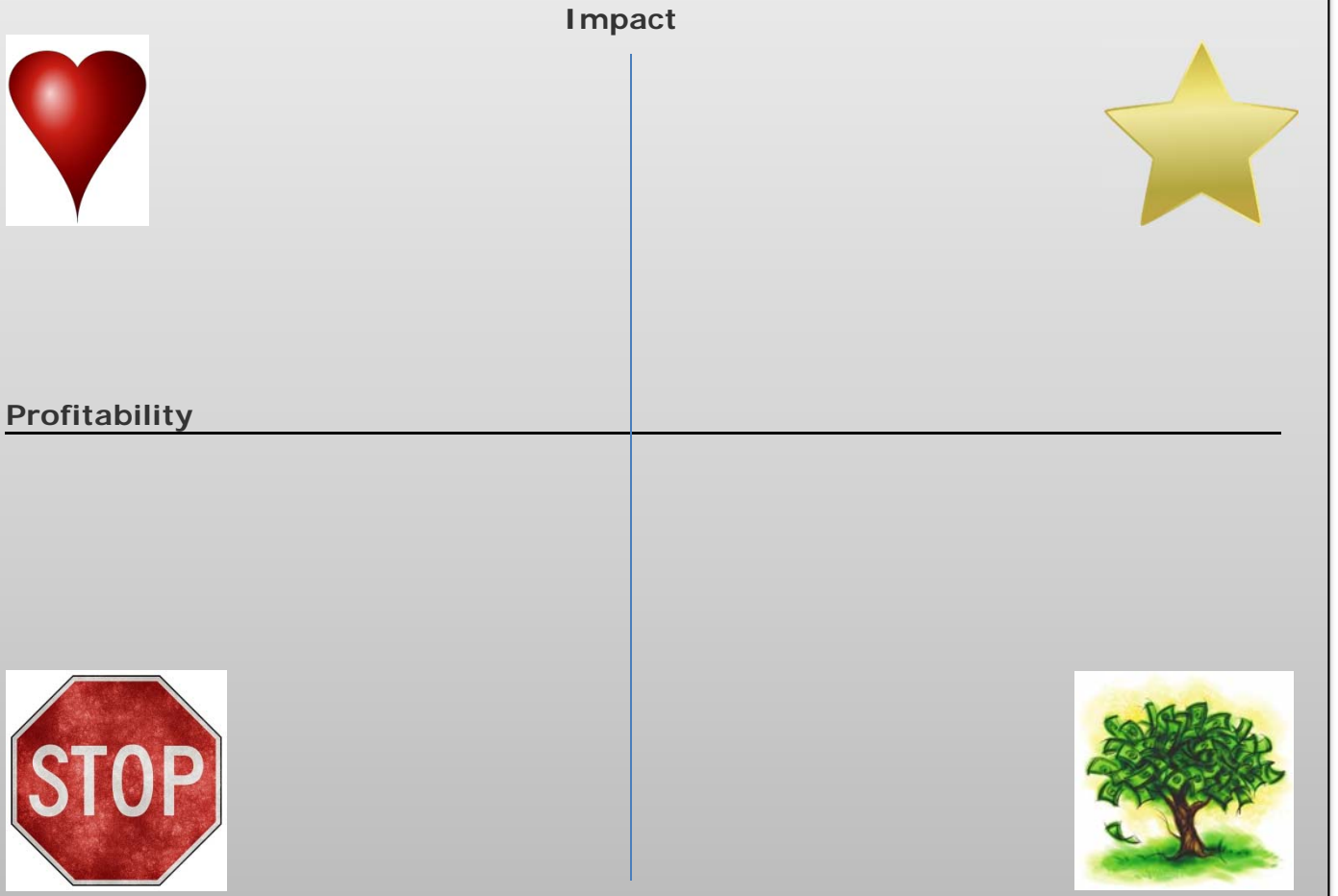
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(Mission Impact)

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(Financial Viability)

**Impact Profitability Chart**



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## ***Rewrite this job description***

### **Training Coordinator**

Responsible for training programs for the 450 persons in the department. Supervises staff of 5 persons and reports to VP for Human Development.

**Duties:**

- Design and provide courses on a variety of supervisory and management topics, to include effective writing, negotiating skills and dealing with difficult people.
- Provide technical training at points of introduction of new computer hardware and software.
- Evaluate all training programs through timely questionnaires and other means
- Responsible for the maintenance of all training records and expense reports



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