

Embracing Organizational Change

February 8, 2016

Dear Friends,

In her seminal book on nonprofit lifecycles, well-known organizational development consultant Susan Stevens, Ph.D., describes seven stages of nonprofit organizational growth and how each stage reflects, and may affect, an organization's performance and capacity. It's an interesting read, to be sure, and while my brief synopsis falls short of doing her work justice, it does point out that nonprofit organizations are dynamic and ever-changing – and this is not only to be expected but if embraced with eyes wide open, can also lead to a strong and sustainable future.

I think that AAPIP's current planning process, which began seven months ago, is a good reflection of that approach. We begin by honoring the fact that the past dozen years or so have produced incredibly important accomplishments, pushing the envelope of national awareness about AAPI social justice issues and putting into place a number of ground-breaking initiatives to address systemic problems and community needs.

But we also know that resting on our laurels will not lead us into the future and that we must ensure that our programs, management, governance, resources and systems are strong – all of the things that are needed for AAPIP to achieve its mission and remain a leader in advancing AAPI philanthropy and communities.

Embracing organizational change is never easy as we consider new directions and must sometimes say goodbye to people and projects that have been so much a part of our recent history. To navigate these changes we invite members, stakeholders and the community to provide the guidance and support we will need to keep our eyes on the prize and to make us stronger. I hope you will join us – we are better together!

Best wishes,



Cora Mirikitani
President & CEO

Reference: Stevens, Susan, Ph.D. Kenny, *Nonprofit Lifecycles: Stage-Based Wisdom for Nonprofit Capacity*, Stagewise Enterprises, Inc., 2002.