

Nonprofit Hacks for Thriving in Tough Times.

Accelerating growth, performance and impact for nonprofits
and social enterprises around the world.

The logo for ALTRUIST features the word "ALTRUIST" in a bold, white, sans-serif font. The letter "A" is stylized with a white triangle pointing upwards and a white inverted triangle pointing downwards, creating a diamond shape. The background of the entire image is a dark blue space scene with a bright blue comet streak and a view of Earth from space showing city lights.



Biggest Hack of all: The Altruist Impact System. Nonprofits gain >\$1M in revenue and >25% to their social impact in first year of deployment.



Effective. Not easy.	25% median growth, 6-9 months after deployment
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Smart investment.	\$25 in new, sustained annual revenue for every \$1 in Altruist fees
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Altruist Impact System

EXEC DASHBOARD
Staff: bi-weekly KPI analysis
Board: monthly dashboard



Investment-grade business plan
Strategy, KPIs, financials
Internal + External functions

10x ROI (\$0.10 CPD)
6 domain strategy
Plan is chief tool



Cultural vs Technical aspects of high-performing orgs

Leadership 8.5.25

CULTURAL ◀

- Behavioral norms
- Personal connection to mission
- Confidence in team
- Trust in leadership
- Team-wide agility
- Change in individual behaviors
- Seeing the future for oneself



▶ TECHNICAL

Governance (today)

- Vision and strategy
- Clear case for change
- Org strategy, structures
- Goals, deliverables, metrics
- Technology
- Funding, partnerships
- Talent placement and gaps
- Marketing

The Board's Role

1. Make sure the org follows the law
2. Support and supervise the CEO
3. Ensure adequate resources

[sample job description](#)



1. Follow the Law – and all ethical standards.

1. [Conflict of Interest](#)
2. [Document Retention](#)
3. [Whistleblower](#)
4. [Joint Venturer](#)
5. [Gift Acceptance](#)

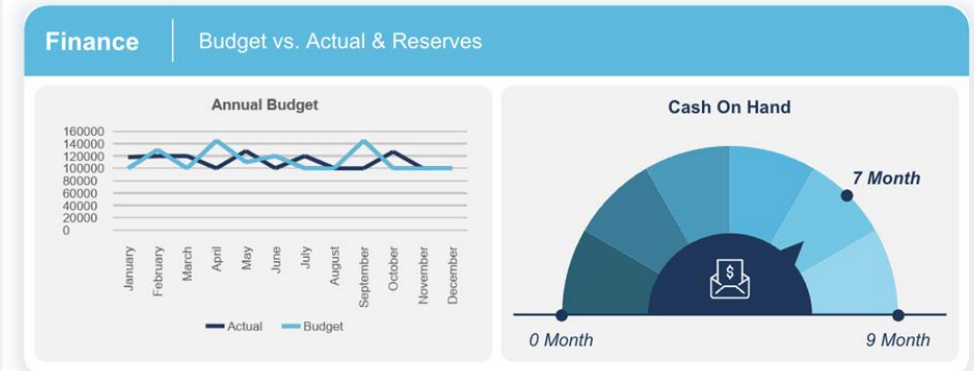
[Weil Gotshal Guide to Nonprofit Governance](#)

2. Support and Supervise the CEO

Role	Board	CEO	Management	Staff
1. Set goals	Provide foresight	Cheerlead	Leaders	Supporter
2. Define strategy	Offer insight	Lead architect	Execute & revise	Execute & refine
3. Assess risk	Exercise oversight	Risk taker	Risk advisors	Risk monitors
4. Implement strategy	Exercise oversight	Obstacle remover	Leaders	Drivers
5. Assess results	Constructively critique	Chief quality officer	Assess results	Generate results
6. Monitor finances	Oversight, contribute leads	Chief revenue officer	Leaders	Drivers
7. Compliance	Exercise oversight	Head compliance officer	Leaders	Drivers
8. Culture	Exercise oversight	Lead culture artist	Leading culture artists	Culture artists
9. Talent	Select and supervise CEO	Select & support mgmt	Select & support staff	Support each other
10. Decisions	all As, some Bs; all 1s	all A&Bs all 1&2s	all A&Bs all 2s; some 1&3s	some Bs; all 3s

2. Support and Supervise the CEO

- Dashboard Focus
- Assessment

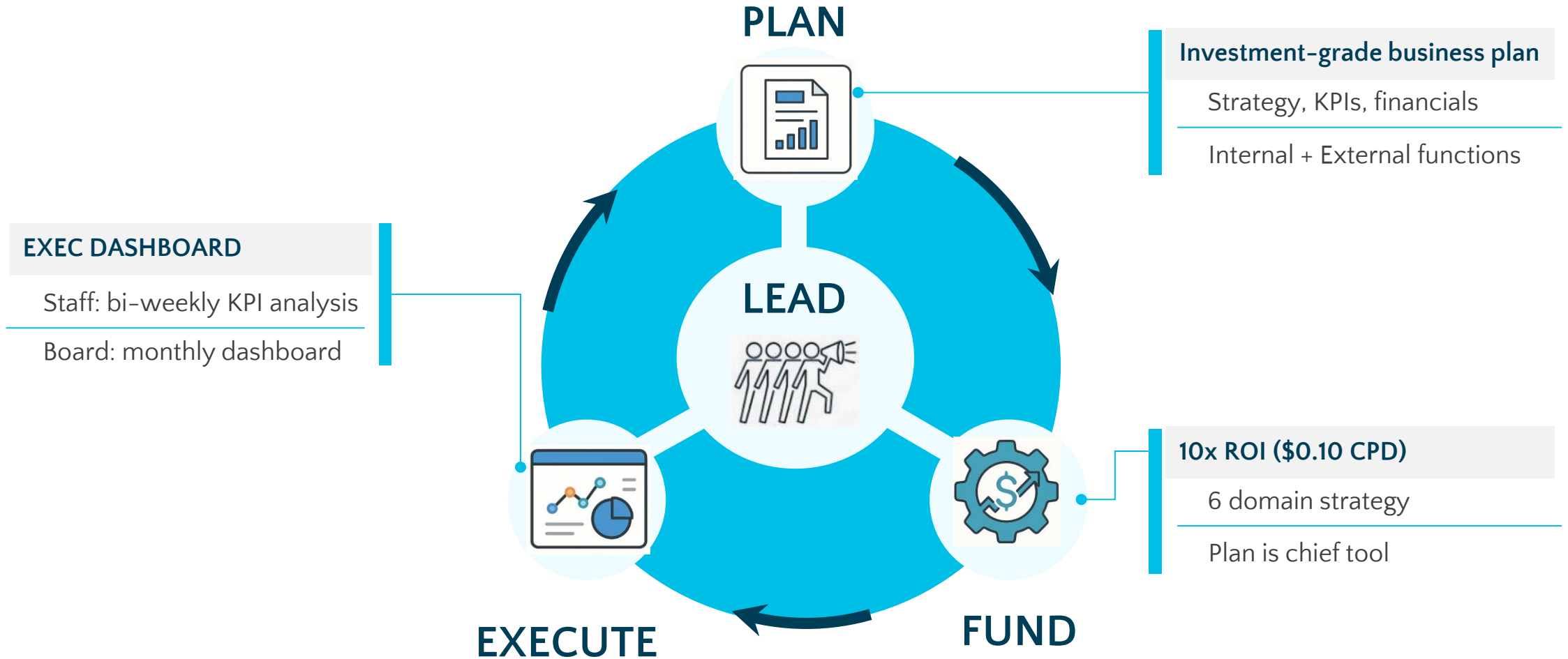




3. Ensure adequate resources

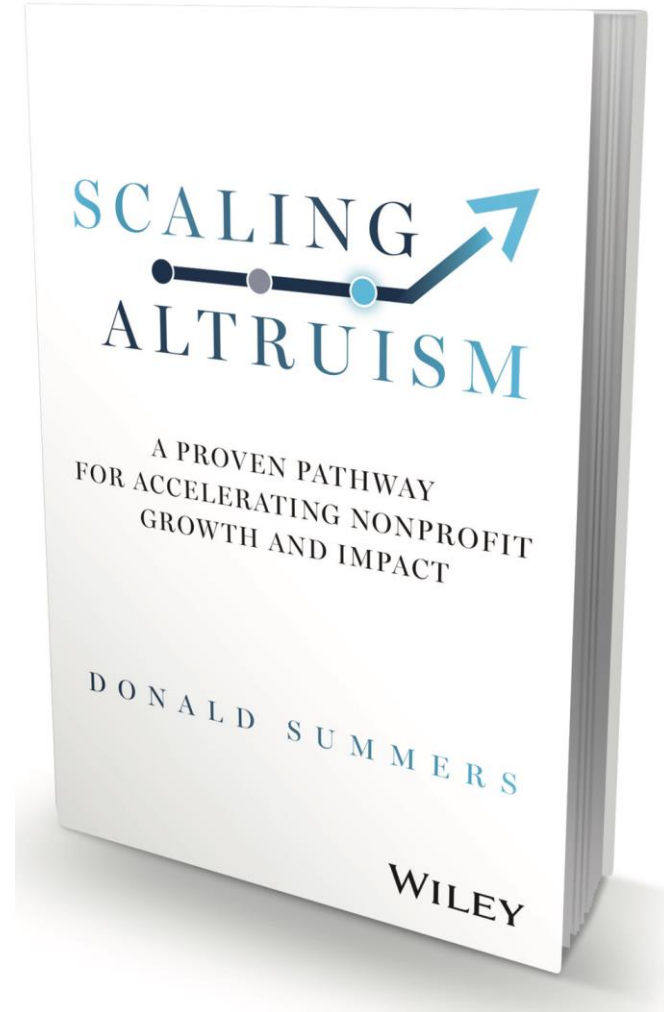
- This does not always mean “give/get” – if it does, make it explicit.
- Effective programs drive fundraising
- The most important fundraising tool is the business plan
- What are the fundraising KPIs?

3. Ensure adequate resources





The complete toolkit for accelerating growth and impact



Implementation support: Altruist Impact Accelerator

altruistaccelerator.org

About AIA

- ✓ The first nonprofit accelerator for all mission types
- ✓ Self-paced, community supported, expert guidance

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