



TAKETHETHE INITIATIVE MAKE AN IMPACT
WITHGRACEINITIATIVE.ORG



COMPREHENSIVE ANALYSIS OF WITH GRACE INITIATIVE: STRUCTURE, CULTURE, LEADERSHIP, AND MANAGEMENT PRACTICES

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MANAGING PUBLIC ORGANIZATIONS
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INTRODUCTION

Overview:

Introduction to WITH Grace Initiative, a New Jersey-based nonprofit supporting children with cancer and their families.

Purpose:

To explore the organization's structure, leadership, culture, and management practices.





Organizational Overview

Mission & Goals

- Mission: Support pediatric cancer research and families affected by childhood cancer.
- Goals: Increase funding for research, expand patient support programs, and raise public awareness.

Key Programs

- Warriors of Wellness: Monthly virtual support meetings.
- Care Bags: Providing essential items and comfort to children in treatment.



STAKEHOLDERS & OPERATING ENVIRONMENT

- Stakeholders:
 - Children with cancer and their families
 - Donors and sponsors
 - Healthcare providers
 - Volunteers
 - Research partners
 - Government and policymakers
- Operating Environment:
 - Economic factors
 - Charity regulations
 - Social and cultural factors
 - Technological advancements

ORGANIZATIONAL STRUCTURE



Structure Chart:

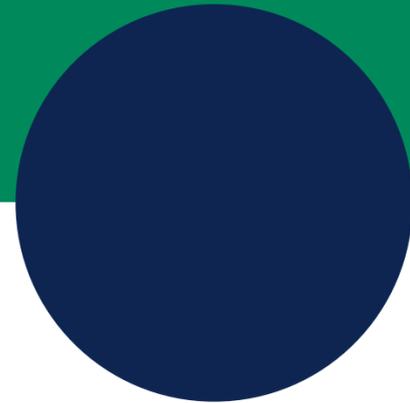
- Board of Directors: Sets strategic direction and oversees financial management.
- Executive Director: Manages day-to-day operations.
- Program Managers: Oversee specific initiatives.
- Volunteers: Support various programs and fundraising activities.



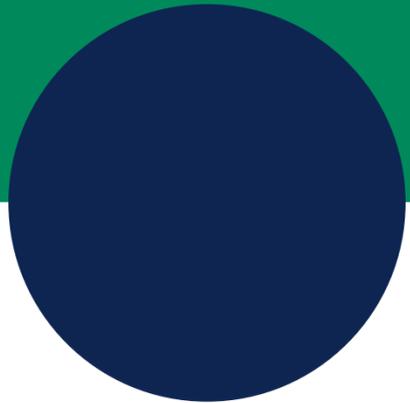
Decision-Making:

Centralized strategic decisions, operational decisions delegated to program managers.

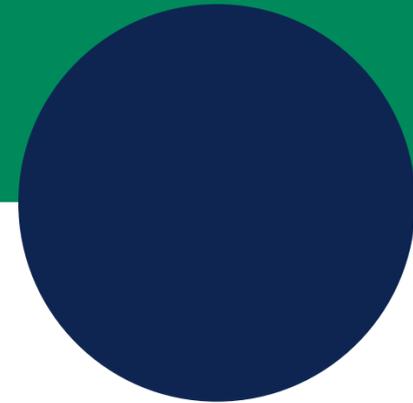
Leadership Models and Styles



Leadership Models:
Transformational and
servant leadership.



Leadership Style:
Participative style
encouraging input from
leaders and volunteers.



Key Quotes from Rainey:
"Transformational leaders
communicate a
compelling vision."
"Effective leaders are
change agents."

(Rainey, p. 348, 358)

ORGANIZATIONAL CULTURE & VALUES



Core Values:

- Empathy and care
- Integrity and transparency
- Collaboration and teamwork

Cultural Impact:

- Positive work environment
- Mission-driven approach
- Adaptation to changing environments



PERFORMANCE & VOLUNTEER BEHAVIOR



Performance Measurement:

- Impact of programs and services
- Volunteer engagement and leadership growth
- Feedback from families and community partners



Volunteer Success Indicators:

- Continued participation and taking on leadership roles.

HAPPY
VOLUNTEER

I am so honored and grateful to work with this organization and the opportunity to help those affected by childhood cancer. Thank you WITH Grace Initiative!

-Sofia

KEY & RECOMMENDATIONS

- Challenges:
 - Sustainable funding
 - Expanding reach and impact
 - Volunteer burnout
- Recommendations:
 - Enhance fundraising strategies
 - Strengthen volunteer training and support
 - Improve data management and impact measurement
 - Adopt decentralized structure and consider adding paid staff



Conclusion

- Summary: WITH Grace Initiative makes a significant impact on the lives of children with cancer.
- Future Focus: Addressing challenges and implementing changes to enhance effectiveness and sustainability.

Let's get social:
@WITHGraceInitiative
www.WITHGraceInitiative.org

THANK YOU



References:

- Rainey, H. G. (2014). Understanding and Managing Public Organizations. Jossey-Bass.
- WITH Grace Initiative, 2024, WITHGraceInitiative.org