

Sierra Club Foundation
Organizational Effectiveness Policy
Approved August 22, 2016

Background:

The Sierra Club Foundation (Foundation) is committed to maintaining best practices through bi-annual organizational effectiveness assessments.

Beginning in January of 2010, Foundation staff and Directors began assessing the Foundation's performance and effectiveness in achieving its mission:

Foundation's Mission:

Sierra Club Foundation promotes efforts to educate and empower people to protect and improve the natural and human environment. The Foundation works to achieve this mission by working on the following goals:

- Solve the climate crisis primarily through a successful transition to a resource-efficient, clean energy economy that better serves people and nature;
- Secure protections for public lands and waters, promote healthy ecosystems and communities, and fight for clean air and water;
- Expand opportunities for more people to explore, enjoy, and protect the planet by supporting programs and policies that reach across economic, cultural, and community lines to get people outdoors; and
- Build a diverse, inclusive environmental movement that reflects and represents today's American public, and prioritizes important connections between environmental health and social justice.

Policy:

- I. Effectiveness assessments will take place at least once every 2 years.
- II. The assessment committee, typically the Executive Committee, appointed as needed by the Executive Director and the Board Chair, will prepare a written summary of their findings which will be presented to the Board bi-annually.
- III. According to the recommendations of the Better Business Bureau the assessment and subsequent report will address:
 - Identification of measurable goals and objectives. These may include numerical, impact and/or financial goals.
 - Consideration of how well the identified goals and objectives conform to the mission of the organization.
 - Description of the activities that the charity undertook in the past two years to address these objectives.
 - Analysis of the effectiveness of the charity's activities in fulfilling its stated mission, goals and objectives.
 - Recommendations for future actions the charity might take based on the findings of the assessment.