



New Year, Bold Vision: *Resolutions for Leaders Creating Change*

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As we step into a new year, you're likely reflecting on the past twelve months: the wins, the challenges, and the girls whose lives you've touched. Leading a nonprofit serving girls of color requires vision, resilience, and an unwavering commitment to your mission. This year let's focus on resolutions that will amplify your impact and sustain your leadership.

Listen First, Always

Your greatest strategic asset isn't a new program or funding stream it's the voices of the girls you serve. This year, commit to creating structured opportunities to hear directly from them. What are their real needs, not what we assume they need? What barriers do they face that we might not see? Monthly listening circles, anonymous feedback channels, or youth advisory boards can transform your programming from well-intentioned to genuinely responsive. Their insights will guide you toward excellence in ways no consultant ever could.

Embrace Technology as Your Ally

AI and automation aren't replacing the heart of your work they're freeing you to do more of it. This year, explore tools that handle your administrative burden so you can focus on mission-critical work. AI can draft grant reports, organize donor communications, and analyze program data in minutes instead of hours. Start small: identify one process that could benefit from partial or complete automation and seek out tools that can help you accomplish that. Invest time learning one tool deeply rather than dabbling in many. Technology should serve your mission, not become another overwhelming task on your list.

Build Your Village Intentionally

You cannot do this work in isolation. This year, prioritize building authentic community with other women of color leading similar organizations. These relationships aren't networking, they are lifelines. Find your people through local nonprofit cohorts, online communities, or regional gatherings. Share resources, celebrate wins, and troubleshoot challenges together. Some of your best program ideas and survival strategies will come from a sister organization three states away who truly understands your journey. Schedule regular check-ins with your core circle. You need people who get it.

Choose Excellence Over Perfection

Excellence means doing your best work with the resources you have. Perfection means never launching that program because the curriculum isn't flawless. This year, commit to excellence while releasing the burden of perfection. Ship the "good enough" website. Launch the pilot program and iterate. Celebrate progress over polish. Your girls need your programs now, not when everything is perfect. Excellence is sustainable. Perfection burns you out.

Your Leadership Matters

The girls in your community are watching you navigate challenges, make tough decisions, and show up even when it's hard. Your leadership models what's possible for them. These resolutions aren't about doing more, they are about leading smarter, more sustainably, and with greater impact. You're already doing extraordinary work. This year, give yourself permission to do it in ways that honor both your mission and your humanity.

Here's to a year of bold vision, deep impact, and the kind of excellence that changes lives.