



INSTRUCTIONS

- **Thinking about COPE – ADAPT – INNOVATE**, meet with your team (ideally to include Leadership, Staff, and Board) to reflect on, think about, and discuss all of the following questions.
- **Come with your questions and comments to the Webversation on Thursday, May 13th at 10:00am.**
- **Complete this exercise prior to Labinar #2 on Thursday, May 20th at 10:00am.**

Many nonprofits came to a halt at the start of the pandemic:

- How did your organization cope?
- What decisions were made quickly?
- Who was involved in the decisions?
- Were the decisions mission-aligned?

ADAPT

Nonprofits made quick changes and began to adjust to the pandemic:

- What changes have you made to continue providing services?
- Were there services that stopped?
- Are the changes permanent?
- What has the response been?

INNOVATE

New models emerged to operate AND deliver services to stakeholders:

- How has your organization innovated during the pandemic?

- Are you reaching new people?
- Is the innovation mission-aligned?