

## **Capacity Lifecycles Description**

### Moving out of start-up

We are delivering a mission-based program and we are seeing this program consistently engaging our target audience and community.

We run on the energy of our managerial and/or artistic leadership and a small board that offers moral support and informal or technical advice. We have little or no organizational infrastructure.

### Moving into growth

We have been delivering a mission-based program long enough to have improved on our engagement with our target audience and community.

Our operating infrastructure is insufficient to keep up with our increasing production. So we have started to get organized by having one person who only works on management and administration; and our board is starting to get clearer about their roles and responsibilities.

### Growth

We have an annual set of programs and productions that regularly engage our audience and community and we are experiencing demand for increasing and expanding that engagement.

We know we need a more organized base of operations in order to meet the demand so we are starting to organize systems to support management, board, communications, revenue generation and financial decision-making.

### Moving into established

Our programs and productions attract both a longer standing and a newer audience and community. We have a leadership model that is understood by our manager (s), artistic director (s) and board and that is on the way to working well for us.

We have identified specific operating weaknesses that we need to address in order to steady our organization. We have identified some external opportunities for which we'll need new skills, learning and/or facilitation in order to pursue.

### Transition/Renewal

We have been producing and programming for some years. We are now undergoing a significant transition and need to re-evaluate our organizational structure, mission, and purpose.