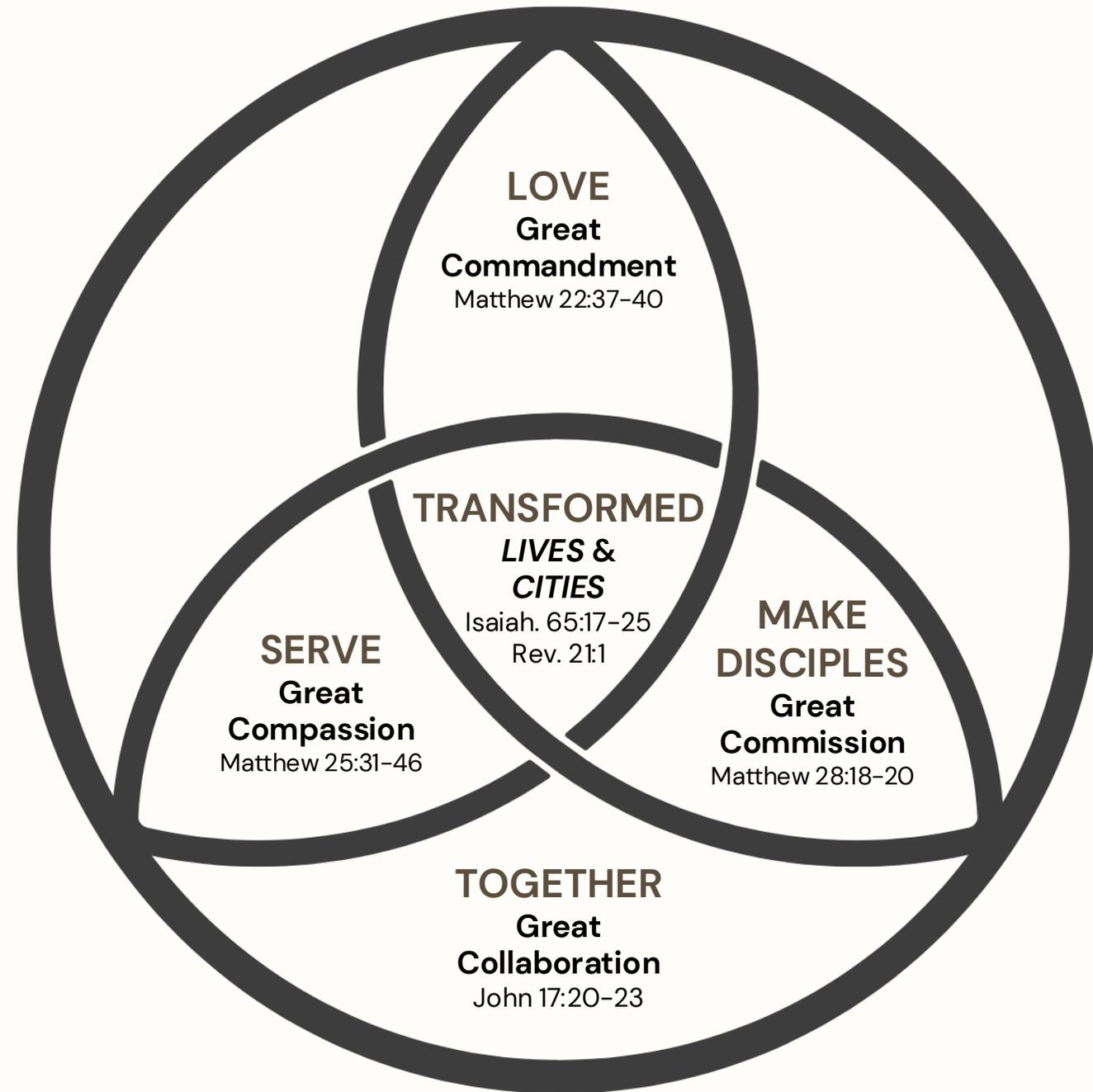


Building Resilient Leaders Together



Speakers



Dr. Terrance Ruth

Keynote Speaker | Mission Triangle

NCSU Professor

Former Raleigh Mayoral Candidate 24'



Dr. Mike Garrett

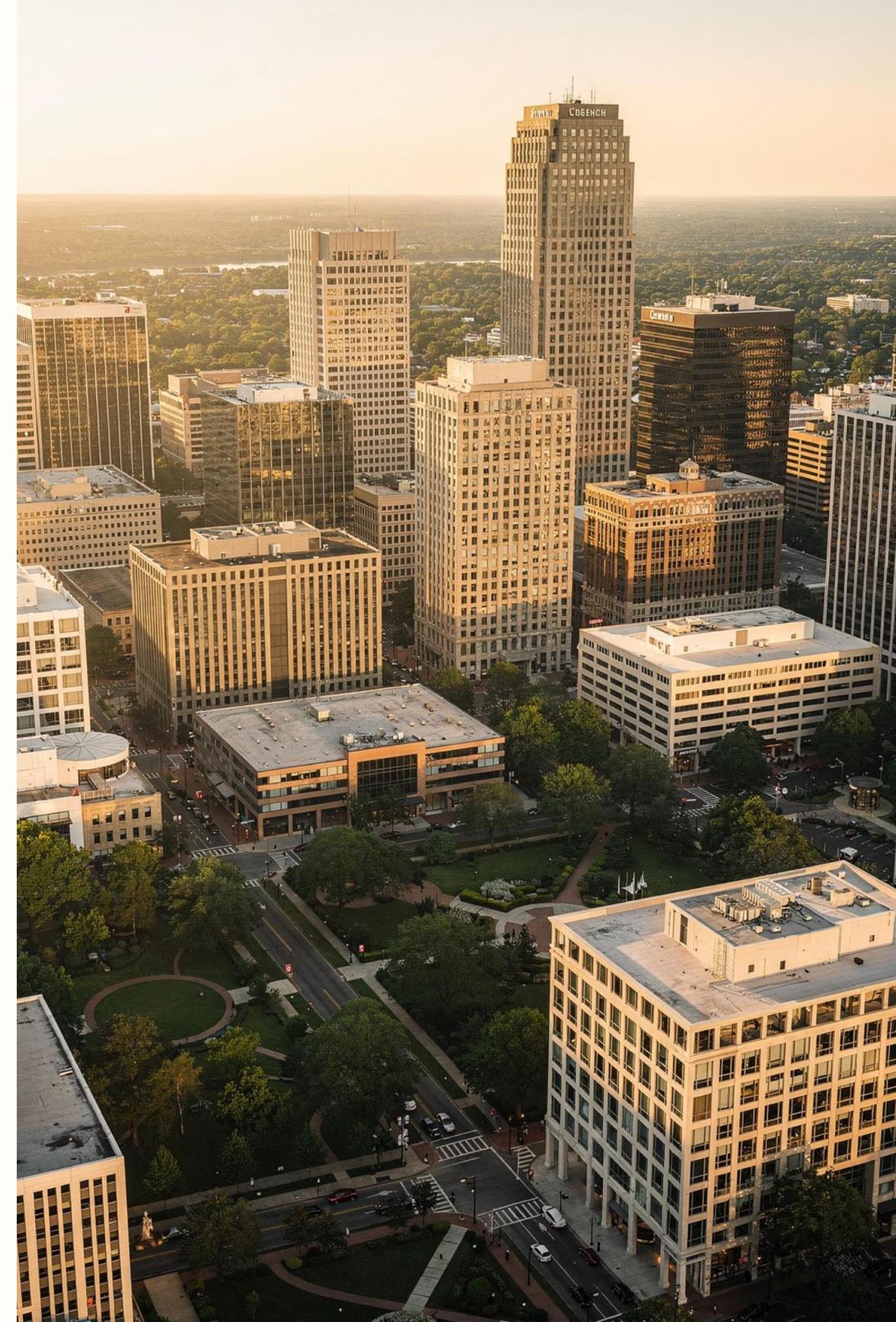
Executive Director

and Licensed Professional Counselor

at Christian Counseling Associates of Raleigh

Faith Nonprofits in a Growing Triangle

Navigating volatility, uncertainty, complexity, and ambiguity in Raleigh and Wake County



The Triangle's Unprecedented Growth

Raleigh and the Triangle are experiencing transformational growth at a pace that has strained infrastructure, housing, and community services.

500K

Raleigh Population

Exceeded in 2024

1.15M

Wake County

Total residents

33K

Growth Since 2020

New residents

This explosion is creating a paradox for faith-based nonprofits: demand for human services is rising sharply while the resources to meet that demand—funding, staff, and capacity—are increasingly limited.

For leaders in the faith nonprofit sector, understanding these regional dynamics is essential to building resilient organizations that can serve effectively in this rapidly changing landscape.



📈 SNAPSHOT

Local Pressures: What the Data Tells Us

Tight Labor Market

North Carolina's unemployment sits at approximately **3.7%**, signaling intense competition for talent.

Service Demand

Wake County's poverty rate averages around **8%**, but this masks significant neighborhood-level disparities.

Housing & Budget Stress

Rapid population growth drives costs upward—squeezing both clients who need services and nonprofit staff who struggle to afford living in the communities they serve.

Why This Matters for Faith Nonprofits



- **Demand:** More residents means more people needing more food assistance, housing support, job training, and family services.
- **Resources:** Budgets designed for slower growth are inadequate for current demand—and mean nonprofits may be less mobile at the time they're needed most.
- **Retention:** At the same time, finding and keeping qualified staff becomes more of a challenge as wages struggle to keep up with the costs of life.

V.U.C.A.

Understanding V.U.C.A. in the Triangle Context



Volatility

Funding Shocks & Unpredictable Revenue Streams



Uncertainty

Staffing Challenges & Talent Competition



Complexity

Shifting Demographics & Stakeholder Expectations



Ambiguity

Mission Drift & Competing Priorities

Practical Responses You Can Implement Now

01

Short-Cycle Financial Planning

- Build 6-to-12-month contingency reserves
- Diversify revenue streams
- Consider piloting small earned-income models or membership programs to reduce grant dependence

03

Mission Filter & Stakeholder Mapping

- Develop a simple rubric to evaluate new partnerships, programs, and public positions
- Map your donors, congregations, clients, and regulators to anticipate potential conflicts and align communications
- Remember, it's okay to say "no" strategically to preserve focus

02

Market-Aware People Systems

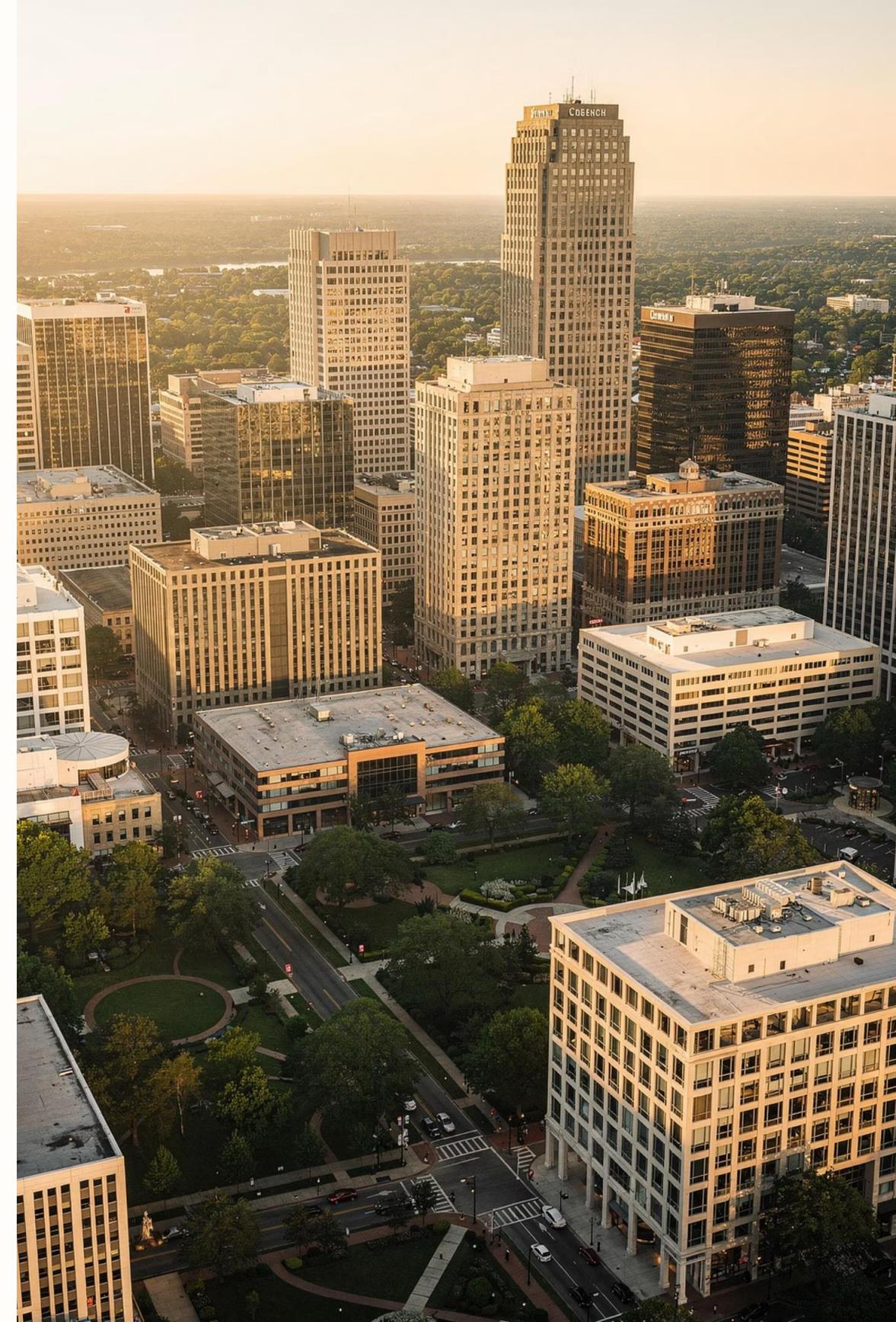
- Offer flexible roles, cohort support for leaders, and robust cross-training to eliminate single points of failure
- Create compelling mission-centered value propositions that compete with higher salaries in other sectors
- Consider partnering with local universities for internship pipelines

04

Housing-Aware Program Design

- Coordinate with city and county affordable housing initiatives
- Use short pilots to test housing-stability interventions before scaling
- Recognize that housing insecurity underlies many other challenges your clients face

Work/Life/Ministry Balance and Burnout



What is Burnout?

1. Emotional Exhaustion: Compassion Fatigue
2. Depersonalization: Depletion of Empathy
3. Decreased Sense of Accomplishment

20-50%

Burnout in many careers

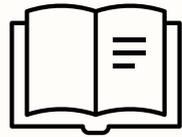
Healthcare Workers

Educators & Teachers

Social & Service Professionals

Project & Program Mangers

What Does Scripture Teach?



Song of Solomon 2:10

Come away, my beloved.

Mark 6:31

Come apart and rest awhile

(If we don't come apart, we just might come apart!)

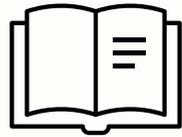
Luke 5:16

Jesus often withdrew to rest and pray.

Luke 21:34

Watch yourselves.

What Does Scripture Teach? (con't)



Acts 20:28

Pay careful attention to yourselves.

Ephesians 6:18

Keep alert with all perseverance.

I Timothy 4:16

Watch your life and doctrine closely.

Three Helpful Tools

1. Self-Care Evaluation Checklist
2. Balance and Burnout Booklist
3. Self-Care Assessment Pie Chart

Self-Care Assessment



Building Leadership Resilience Together

1. It is never an accident to plan to be resilient.
2. This is not a one-time fix. Think of it as a marathon.
3. Building alone may be necessary at first, but it is not sufficient for the long haul.