"The mark of a successful organization isn't whether or not it has problems, it's whether or not it has the same problems it had last year." - John Foster Dulles

- Do you agree?

- What challenges does your program have that you would like to figure out how to improve or change in the coming year?

- Tell about a programmatic challenge that your organization has solved and how you did it.

"If you had a problem in the Black community, and you brought in a group of White people to discuss how to solve it, almost nobody would take that panel seriously…It would be the same the for women's issues or gay issues. But every day, in local arenas all the way to the White House, adults sit around and decide what problems youth have and what youth need, without ever consulting us."

- Jason, 17 years old, Youth Force Member, Bronx, NY

- Are young people involved in shaping or leading aspects of your program?
- What is one way you could you increase youth voice in your program?
- How could we increase youth voice in our network?

"You never get a second chance to make a good first impression." — Unknown

- What do you think young people's first impression of your program is?

- What do you or your staff do to make sure young people have a positive first experience with your program?

- What is one thing your program could do to make young people's first impression even more positive?

"If you don't know where you are going, you will probably end up somewhere else."

- Lawrence J. Peter

- Does your organization or program have a clear goal or set of goals that guide your work? (If different staff were asked, what is the goal of this program, do you think they would have the same answer? What about partner organizations you work with?)

- How does your organization set aside time for staff to plan and reflect on progress?

- What might you do to help create or support a culture of planning and reflection within your program or organization?

"The only difference between me and a lot of other young men in this neighborhood and all across the country is that I grew up in an environment that was a little more forgiving…**Really, this comes down to: Do we love these kids?**" – Barack Obama on My Brother's Keeper

- Is love a fundamental value of your program or your approach to this work?

- How can we ensure fundamental values (e.g., lifelong learning, power of relationships, love) are actually reflected in our programming?

- How do you keep yourself energized and positive when the challenges facing our youth and communities are so daunting?