

Central Washington Capacity Building Strategy SUMMARY | December 5, 2021

Conversations with local foundations, local nonprofit leaders, and Latinx leaders yielded four priority areas:

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| Priority | New NONPROFIT MODELS that center sustainability | STAFFING that is inclusive, appropriately compensated, and transparent in terms of career pathway | FINANCIAL STRATEGY that offers full benefits and accounts for full costs | BOARDS that are ready to lead |
| Issue | The current model for running nonprofits is unsustainability for many organizations. | A full range of issues related to staffing was the number one concern of foundations, nonprofit leaders, and Latinx leaders. | An underpinning of the staffing problem are two financial strategy issues: inadequate benefits and a lack of full cost accounting. | Mirroring the staffing issue, nonprofits struggle to find board members and retain board members. |
| Topics | <ul style="list-style-type: none"> Nonprofit structures Role of fund dev staff Scaling up/back Collaboration as 'leap of trust' Role of philanthropy and government in solving problems Changing values | <ul style="list-style-type: none"> Morale/burnout Recruitment & retention Wage pressure (inflation) Applied equity Compensation New nonprofit staff pathway Cross-training across discipline Succession planning | <ul style="list-style-type: none"> Full cost accounting Contracting New philanthropic focuses Government funding Staff benefits (retirement) Health benefits | <ul style="list-style-type: none"> Tools to recruit potential members Diversity and inclusion Training How to mentor diverse staff/board members |
| Workshop topics | <ul style="list-style-type: none"> New models for organizing nonprofits | <ul style="list-style-type: none"> How to integrate equity into HR program Topics for rising leaders | <ul style="list-style-type: none"> Full cost accounting | <ul style="list-style-type: none"> About nonprofits Board training |
| Capacity building solutions | <p>Collaboration cohorts</p> <p>CEO cohorts</p> | <p>Mentoring program</p> <p>Job board</p> <p>Nonprofit Leadership Certificate</p> | <p>Retirement benefits</p> <p>Health insurance options</p> <p>"Contracting Town Hall" with government agencies</p> | <p>Board training program</p> |

GENERAL NEEDS

Relaxation and connection: People want to be together without the pressure of a workshop.

Inspiration: A national speaker or someone "out of the box" would bring people together to be inspired.

In general, people are tired and not excited about more Zoom learning.