

## Central Washington Capacity Building Strategy

Based on conversations with local foundations, local nonprofit leaders, and Latinx leaders yielded four priority areas:

| Priority                    | New <b>NONPROFIT MODELS</b> that center sustainability  | <b>STAFFING</b> that is inclusive, appropriately compensated, and transparent in terms of career pathway   | <b>FINANCIAL STRATEGY</b> that offers full benefits and accounts for full costs  | <b>BOARDS</b> that are ready to lead   |
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| 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"> <li>Nonprofit structures</li> <li>Role of fund dev staff</li> <li>Scaling up/back</li> <li>Collaboration as ‘leap of trust’</li> <li>Role of philanthropy and government in solving problems</li> <li>Changing values</li> </ul> | <ul style="list-style-type: none"> <li>Morale/burnout</li> <li>Recruitment &amp; retention</li> <li>Wage pressure (inflation)</li> <li>Applied equity</li> <li>Compensation</li> <li>New nonprofit staff pathway</li> <li>Cross-training across discipline</li> <li>Succession planning</li> </ul> | <ul style="list-style-type: none"> <li>Full cost accounting</li> <li>Contracting</li> <li>New philanthropic focuses</li> <li>Government funding</li> <li>Staff benefits (retirement)</li> <li>Health benefits</li> </ul> | <ul style="list-style-type: none"> <li>Tools to recruit potential members</li> <li>Diversity and inclusion</li> <li>Training</li> <li>How to mentor diverse staff/board members</li> </ul> |
| Workshop topics             | <ul style="list-style-type: none"> <li>New models for organizing nonprofits</li> </ul>  | <ul style="list-style-type: none"> <li>How to integrate equity into HR program</li> <li>Topics for rising nonprofit leaders</li> </ul>   | <ul style="list-style-type: none"> <li>Full cost accounting</li> </ul>   | <ul style="list-style-type: none"> <li>About nonprofits</li> <li>Board training</li> </ul>   |
| Capacity building solutions | Collaboration cohorts<br>CEO cohorts  | Mentoring program<br>Job board<br>Nonprofit Leadership Certificate   | Retirement benefits<br>Health insurance options<br>“Contracting Town Hall” with government agencies  | Board training program with certificate  |

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| <p><b>GENERAL NEEDS</b></p> <p><i>Relaxation and connection:</i> People want to be together without the pressure of a workshop.</p> <p><i>Inspiration:</i> A national speaker or someone “out of the box” would bring people together to be inspired.</p> <p>People are not excited about more Zoom learning. They are tired.</p> | <p><b>WHO PEOPLE WANT TO HEAR FROM</b></p> <p>Dr. Gail Christopher (trauma informed healing)</p> <p>Dr. Shefali Tsabary (<i>A Radical Awakening</i>)</p> <p>Jani Iverson (<i>Be a Better Board Member</i>)</p> <p>Local nonprofit leaders (La Casa Hogar, YWCA, Kittitas Chamber, Peggy Morache, Nick Faucett)</p> <p>Young people</p> <p>Elected officials (Mayor, Sheriff, City Council, POC electeds)</p> |
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