GOALS FOR TODAY

- What is Capacity Building?
- How Do We Do Capacity Building? How Do You Address Capacity Building?
- Discuss Real Capacity Needs of Nonprofits
- Advancing Partnerships with the Nonprofit Sector to Build Capacity
STUDIES SHOW THAT IT TAKES 10,000 HOURS OF FOCUSED PRACTICE TO BECOME AN EXPERT AT ANYTHING.

ACCORDING TO YOUR RESUME, YOU'VE ONLY HAD ENOUGH DATABASE EXPERIENCE TO BE AN INCOMPETENT MENACE.

HOW MANY HOURS HAVE YOU PRACTICED DOING INTERVIEWS?

I DON'T LIKE WHERE THIS IS HEADING.
WHAT IS CAPACITY BUILDING?

- The focus is on effectiveness.
- It is an investment and a process.
- The three c’s: Contextual, Continuous, Collaborative.
- Creates a foundation to innovatively address the most important issues and challenges we face.
- Other?
Our mission is to enhance the management and governance of regional nonprofit organizations through capacity-building programs and services.

- Begun in 2001 as a program of the Erie Community Foundation.
- Established as a separate 501c(3) in 2006
- 360 member organizations
HOW WE DO IT

- Host *educational workshops and seminars.*
HOW WE DO IT

Intensive Trainings

The Art & Science of FUNDRAISING

In fundraising, there is no science without art.

GOVERNANCE GATEWAY

BUILD A BETTER BOARD

NONPROFIT BOARD TRAINING

THE JOURNEY

DEVELOPING THE LEADERS AROUND YOU

BEGINNING MARCH 2018

It takes a leader to know a leader, grow a leader, and show a leader.

Jimi Massey
HOW WE DO IT

Professional Forums

THE FUNDRAISING FOCUS
A FORUM FOR DEVELOPMENT PROFESSIONALS

LEADERSHIP WAY
A NETWORK FOR LEADERS

MIDDAY MARKETING MEET-UP
HOW WE DO IT

Other Programming
- Foundation Center Fridays
- Canva Catchall
- Bring Your Own By-Laws (BYOB)
HOW WE DO IT

Outreach

- Nonprofit Help Desk

Nonprofit Help Desk Highlight

Here at The Nonprofit Partnership, we are consistently fielding nonprofit-related questions of all types. We felt it would be helpful to share an occasional question and answer with you! Don't forget, our Nonprofit Help Desk and Resource Library are always available to members!

**Question:** We’ve lost our determination letter. What do we do?!

**Answer:** Don’t fret - there’s a resource for that! Click here to learn how to request an affirmation letter from the IRS.

SUBMIT A HELP DESK INQUIRY
HOW WE DO IT

Communications:

- Nonprofit Insider (2,704 Subscribers)
- Website/Blog/Job Board (1,593 monthly visitors)
- Original Content (eBooks, blog articles, educational videos)
HOW WE DO IT

Consultations:

- Executive Transition
- Succession Planning
- Board Governance
- Board and Fundraising
- Fundraising Planning
- CEO Evaluation
- Strategy
- Emergency Planning
- Policy/Procedure Development
- Board Retreats
- CEO Coaching
Annual Conference

- Nonprofit Day 2019
- October 29, 2019
- Keynoters: Lynne Wester and Jay Wilkinson
- Advanced Tracks: Fundraising and Leadership
HOW WE DO IT

Location:

- Susan Hirt Hagen Center for Transformational Philanthropy
- Erie Community Foundation campus
Annual Day of Giving: Erie Gives
HOW WE DO IT

Where We Are Going:

• Being a champion for the sector.

• Building and supporting collaboration.

• Intensive learning and support.
Erie Community Foundation and NPP relationship

- ECF funds about 40% of NPP budget.
- Located on campus in newly renovated office, meeting and training Center.
- Formal coordination on programs such as Erie Gives (annual day of giving program).
- Informal coordination in support of the nonprofit sector.
- Helping Today grant program—capacity.
THE ROLE OF A COMMUNITY FOUNDATION

- Dedicated to improving whole communities.
- Resources come from a variety of sources in the community.
- Leaders in addressing community issues.
- Access to the entire nonprofit sector.
- Trusted in the sector.
- What else?
How do you do capacity building?
What are the challenges to building capacity?
The Overhead Myth
Starvation Cycle
Whatever it’s called it is a lack of investment in effectiveness.
“Our social problems are massive in scale, our organizations are tiny up against them, and we have a belief system that keeps them tiny.”

--Dan Pallotta
Since 1970, the number of nonprofits that have grown beyond $50 million is 144. The number of for-profits to do the same is 46,136.
THE CONSEQUENCES OF LIMITS ON CAPACITY

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1971</td>
<td>2.1%</td>
</tr>
<tr>
<td>1976</td>
<td>1.7%</td>
</tr>
<tr>
<td>1981</td>
<td>1.8%</td>
</tr>
<tr>
<td>1986</td>
<td>1.9%</td>
</tr>
<tr>
<td>1991</td>
<td>1.8%</td>
</tr>
<tr>
<td>1996</td>
<td>1.8%</td>
</tr>
<tr>
<td>2001</td>
<td>2.3%</td>
</tr>
<tr>
<td>2006</td>
<td>2.2%</td>
</tr>
<tr>
<td>2011</td>
<td>2.0%</td>
</tr>
<tr>
<td>2012</td>
<td>2.0%</td>
</tr>
</tbody>
</table>
THE CONSEQUENCES OF LIMITS ON CAPACITY

- Lack of growth
- Lack of capital
- Lack of staffing
- Lack of innovation
- Lack of risk-taking

An inability to solve the most pressing issues in our communities.
So how do we deal with capacity building—beyond the grant?
What are examples of successful partnerships? What are the barriers to effective partnerships?
Identifying and Addressing Real Needs
Identifying and Addressing Real Needs

- Substance over symbolism
IDENTIFYING AND ADDRESSING REAL NEEDS

The Real Cost to Do Business
IDENTIFYING AND ADDRESSING REAL NEEDS

Communicate, Communicate, Communicate
The Scary Words...

Power Dynamics
Power Dynamics Will Always Exist
You Will Always Be “The Funder”
POWER DYNAMICS

Share Power
Where/When
Appropriate
POWER DYNAMICS

Lead From The Back

Lead from the back
—and let others believe they are in front.

— Nelson Mandela
POWER DYNAMICS

No One Has To Have All The Answers

KEEP CALM I HAVE ALL THE ANSWERS
Building Trust
BUILDING TRUST

Use Intermediaries
Everyone Is Different
Create Environment for Shared Success
Encourage Risk-Taking
Don’t Punish Failure But Failure to Learn

The only man who never makes a mistake is the man who never does anything.

— Theodore Roosevelt —
It Is A Long-Term, Continuous Process
Everyone Must Be Accountable
What’s missing?
Adam C. Bratton
Executive Director
abratton@yournpp.org
(814) 240-2490 x 4