

# Central Washington Capacity Building Strategy SUMMARY | December 5, 2021

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
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 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	<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>

<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>In general, people are tired and not excited about more Zoom learning.</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>Tuesday Ryan-Hart (systems change strategist)</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, particularly POC electeds)</p>
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