Capacity Building Strategy Game

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Activity $  
Create a lending library of books related to the non-profit sector (e.g. management, social change, public health and other topics)

Activity $  
Provide speakers for a regular learning circle that could be pitched at different staff levels or position types

Activity $  
Buy the refreshments for and/or host a social & networking hour (could be targeted at young professionals, mid-career, senior leadership, executives)

Activity $  
Curate a list of consultants or organizations with whom your grantees could work
Activity $

Qualify a list of support organizations your grantees could work with

Activity $

Offer a targeted technical assistance grant (e.g. to implement a volunteer database, develop a new website)

Activity $

Support a series of peer learning visits. (One grantee hosts a visit for staff from several grantees focused on a deep dive into a particular program, site, or challenge they are addressing.

Activity $

Convene a peer consultation group - a grantmaker supported peer support group with a coach. Could be targeted at ED, senior leadership, mid-career or young professional level
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Support grantees to convene a Community of Practice on internal operations (e.g. HR, Finance, IT, communications, evaluation)

Host a peer learning circle around a key, common issue

Organize a series of workshops on a range of topics chosen in consultation with grantee partners

Provide high quality coaching on a drop in basis from an accredited coach or coaches (could be targeted at mid-career, senior leadership, ED)
Activity $ 

Run a 'master class' for local consultants when visiting consultants run workshops or other activities with grantees

Activity $ 

Fund the development of communications materials and outreach activities for grantee partners

Activity $ 

Purchase shared equipment for the grantees to use (e.g. videography equipment, printing equipment, projectors, screens, tents, chairs)

Activity $ 

Convene funder investment meetings with high performing grantees - introducing grantees to new donors
**Activity $**

Pay for shared membership in an online service (e.g. Guidestar, Foundation Center)

**Activity $**

Pay for shared membership in a local/regional institution that provides services (e.g. financial management, human resources, communications)

**Activity $**

Pay for software licenses for grantees (e.g. accounting, video editing, CRM, document creation and editing)

**Activity $**

Pay for attendance at regional or national conferences
Activity $ Pay accreditation fees or membership fees for professional associations

Activity $ Host an online platform for peer-to-peer resource sharing, capacity building, coaching, etc.

Activity $

Activity $
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Activity $$

Offer 1-on-1 deep dive sessions for grantees with subject matter or topical experts/consultants

Activity $$

Offer a team of coaches to a cohort of leaders (could be adjusted for various staff levels such as young professional, mid-career, senior leadership)
Activity $$
Pay for organizational strength assessments for grantees and interpretation sessions

Activity $$
Offer an unrestricted grants program to key nonprofit partners

Activity $$
Offer a technical assistance grant to work with a consultant on a particular challenge such as volunteer engagement, major donor cultivation, etc.
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Activity $$

Host an Innovation Challenge with a financial prize to the top three organizations (or cohorts of organizations) that apply and demonstrate the development of an innovative product, new organizational process, inventive service or novel approach -- that supports a new way of doing business and meets a community need

Activity $$

Train and support foundation staff in coaching techniques to improve the support they provide to grantees

Activity $$

Support a university alumnae (i.e. MBA, MPA, etc.) network to provide volunteer consulting/technical support

Activity $$

Work with a local for-profit firm and subsidize their provision of free or sliding scale services for grantees (e.g. financial management, technology, human resources, communications, evaluation)
Activity $$

Invest in services offered by a key local organization to the wider community (e.g. volunteer management, HR or finance services, community mobilization)

Activity $$

Host an intensive series on a particular topic of shared need by grantees (e.g. HR, innovation, community mobilization, financial management)

Activity $$

Provide seed money for a grantee to launch fee-for-service activities

Activity $$

Organize a conference on a particular topic to introduce a new concept. This can be open to existing grantees as well as others in the sector.
**Activity $**

Arrange a study tour for a cohort of organizations to connect with organizations in another state or region

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**Activity $**

Provide funds for a sabbatical program

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**Activity $**

Subsidize the staffing of new, high demand positions (e.g. data science, MEL, fundraising, IT)

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**Activity $**

Issue a learning grant after a workshop series or topical deep dive for nonprofits to apply what they learned in the workshop series
Offer a voucher program to redeem for technical assistance support

Join with other funders to create a rapid response capacity building fund

Fund a cohort of nonprofit leaders to participate in an existing leadership development program to strengthen their organizations
Activity $$$

Issue a fundraising challenge or matching grant

Activity $$$

Issue a challenge grant to support "stretch" opportunities for grantees, such as expanding to another geographic area, merging with another nonprofit, etc. that emerge out of a shared learning opportunity

Activity $$$

Offer a technical assistance grant to work with a pre-qualified consultant

Activity $$$

Pay for organizational strength assessments, interpretation sessions and implementation support
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SOCIAL SECTOR ACCELERATOR

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SOCIAL SECTOR ACCELERATOR
Activity $$$

Establish a social impact incubator to help emerging social entrepreneurs learn the skills, build networks, and increase confidence to establish their own organizations or initiative

Activity $$$

Build a donor collaborative on capacity building (a pooled fund for capacity building available to all grantees)

Activity $$$

Fund a professional sabbatical program for senior or mid-level leaders to attend a program of their choice that will contribute back to their organization

Activity $$$

Fund the creation of a community foundation with buy-in from local government and private sector
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<td>Fund a university to offer curriculum / professional certificate courses at a reduced rate for grantees</td>
<td>Create a leadership institute at a local university</td>
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<td>Activity $$$$</td>
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<tr>
<td>Commit to multi-year funding with a percentage of funds dedicated to overhead funding</td>
<td>Fund a backbone organization to address issues shared by a cohort of organizations</td>
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Fund cross-border projects that address regional issues or build on study tour connections

Offer an intensive leadership training to a cohort of leaders - building both collective and individual leadership skills
**Impact**

Beneficiaries/clients report greater satisfaction with the services they receive from grantees

Improved their ability to receive and act on feedback from clients, beneficiaries, and/or partners

**Impact**

Diversified their revenue sources (e.g. fee for service, commercial solutions, contract revenue)

Better understanding and influence on the system in which they are working
Impact

Increased credibility and respect in the community

Impact

Improved ability to learn and adapt to change

Impact

Increased influence in policy making (local/state/federal)
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Impact

Overall budget growth

Better and more partnerships

Impact

Reach new clients with services

Impact

Improved ability to produce quality data and evidence to demonstrate impact with beneficiaries, clients, and participants
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Impact

Improved outreach and engagement with clients

Impact

Consistent and quality financial reporting

Impact

Reliable sources multi-year revenue

Impact

Greater adaptivity and creativity to tackle challenges
Impact

More joint initiatives with corporate partners

Impact

Improved mobilization and management of volunteers

Impact

Use of multiple strategies simultaneously to change systems
Impact

Tenure of staff increases

Impact

Independent annual financial audit

Impact

Increased number of policy recommendations they formulate and propose

Impact

Improved financial management system
Independent annual financial audit

Increased number of policy recommendations they formulate and propose

Improved financial management system

Salary increases for staff
Impact

More joint initiatives with government

Impact

Participation in more coalitions

Impact

Improved internal processes (e.g. financial management, human resources, evaluation and learning, IT, communications)

Impact

They are building a movement with many diverse organizations
Impact

Engage more volunteers

Impact

Use of a range of tools and processes to ensure that people of differing cultures, language fluency, and power can meaningfully contribute to systems change

Impact

The number of years of publicly shared audit results increases

Impact

Better governance systems
Impact

Leadership reflects communities served
Purpose

To provide a service to the nonprofit sector in your region

Purpose

To support grantees working in a collective impact model, who need specific skills to be successful

Purpose

To improve the quality of the grant proposals your foundation receives

Purpose

To address the pattern of organizational challenges unearthed when conducting pre-award assessments of grantees
Purpose

To support grantee staff in advancing professionally

Purpose

To support an existing cohort of leaders struggling with new internal challenges

Purpose

To help grantees adapt to shifts caused by political, demographic, economic change etc.

Purpose

To support grantees executives who want to transition out of long held roles
Purpose

To support emerging leaders to form new organizations

Purpose

To help catalyze more collaboration among organizations in the community or field in which you work

Purpose

To broaden the array of groups you fund (e.g. demographics served, organizational size, geographic location)

Purpose

To increase the average dollar amount of the grants you can make to organizations
Purpose

To address the impact of closing a major grant making program, and ensure the grantees you will no longer support are resilient

To reduce your risk when investing in a new cohort of grantees

Purpose

To improve grantee ability to provide evidence of their impact

To support a decision to spend down resources and begin sunsetting initiatives
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<td>To fund new or different organizations</td>
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Purpose

To expand the reach of grantee activities (i.e. geography, demography, etc)

Purpose

To fund new or different organizations

Purpose

To enable grantees to seek investment from the private sector

Purpose

To encourage funding partnerships between government and grantees
To support previous or existing grantees to serve as mentors to young or first time grantees

To enable traditional service delivery grantees to engage in advocacy efforts

To support the next generation of leadership in your grantees

To diversify your grantmaking, to include groups led or governed by leaders from underrepresented communities