



Capacity Grants

Supported by Cherokee Preservation Foundation, The Community Foundation of Western North Carolina, and Kate B. Reynolds Charitable Trust

GUIDELINES

ABOUT THIS FUNDING

The purpose of this program is to help achieve strong nonprofit capacity across Western North Carolina and thereby improve our communities. The expectation is that grantees will show progress in one or more of the following:

- Advancing the Nonprofit Lifecycle,
- Increasing Core Capacities,
- Improving Organization Culture

As a result of this development, groups will become more effective in leading, adapting and managing their internal operations and in serving clients, program participants, and their communities.

This is a collaborative grants program and each grant is supported by different participating funders. WNC Nonprofit Pathways provides preparation and initial screening for this program but final funding decisions are made by the individual funders. (See "Funding Eligibility," below)

CRITERIA

Applicants must meet the basic criteria below:

- Completed the **on-line Core Capacity Assessment Tool**, introductory version (iCCAT)
- Completed **Organization Coaching**
- **501©3** for at least two years
- **Minimum budget** of \$100,000 for most recently completed fiscal year
- At least **seven active board members**
- At least **two paid staff** (may be full-time, part-time or contract)

PRIORITIZATION

In addition, applications are reviewed based on the following:

Our goal is to achieve strong nonprofit capacity throughout the Western NC region.

Priority is given to organizations that:

- Have achieved the "Infrastructure Development" phase in the Nonprofit Lifecycle (reflected in the iCCAT Assessment results report)
- Work on critical community issues and reach a significant number of people
- Have a board and staff committed to capacity building and implementation of the recommended improvements
- Have an environment conducive to working with a consultant, including stable leadership, board consensus on the needs and desired outcomes, and absence of organizational crises

We also look for projects that

- Exhibit responsiveness to the challenging economic environment, and
- Are likely to have a significant impact on the organization and the community

FUNDING ELIGIBILITY REQUIREMENTS

Applicants must meet the criteria and prioritization above plus at least one of the following eligibility requirements:

- 1) Serve an area within Region A – Cherokee, Clay, Graham, Haywood, Jackson, Macon, and Swain counties, or the Qualla Boundary. (*Funded by Cherokee Preservation Foundation*)
- 2) Provide health programming focused on disease and illness prevention, health promotion and wellness, access to primary medical care, mental health services, diabetes care and management. Limited to 18 counties of WNC. (*Funded by Kate B. Reynolds Charitable Trust*)
- 3) Serve at least one of the following counties and have a non-health focus – Avery, Buncombe, Burke, Henderson, Madison, McDowell, Mitchell, Polk, Rutherford, Transylvania, Yancey (*Funded by The Community Foundation of Western NC*)

PROJECT SCOPE AND COST

We encourage you to design the project for a realistic amount of work in a reasonable timeframe (usually within a year). Organizations may request up to \$7,500.

PROCESS FOR APPLYING FOR A CAPACITY GRANT

This support is open to organizations that meet all the **Criteria** outlined on the prior page.

These grants make the most difference when there is a clear focus for the work. We therefore require these steps, in the sequence indicated:

- 1) Complete the **iCCAT on-line Assessment** tool – Anonymous on-line survey taken by a minimum of six organizational leaders; this produces a report that indicates your organization's placement on the Nonprofit Lifecycle as well as status within four Core Capacities and Organization Culture.
- 2) Complete **Organization Coaching** – To access this service, submit the brief Organization Coaching Request and submit it along with your iCCAT Assessment Report. If approved, an experienced consultant is matched with your organization and reviews your Assessment report. Then a small team of staff and board meet with the consultant with the goal of identifying priority areas for improvement. A brief written Organization Coaching report is provided which indicates your agreed-upon steps for increasing your capacity.
- 3) **Application for Capacity Grant** – If your organization fits the Eligibility Guidelines (see prior page), you may submit an application along with your iCCAT Assessment Report and Organization Coaching Report. Deadlines for Capacity Grants are quarterly (February 15, May 15, August 15, and November 15). Notification of decision is typically within one month.

Application Tips:

- Applicants must identify a specific consultant or training opportunity and include a written contract or description detailing the services or training (including fee information).
- Appropriate Expenses – Capacity Grants are for technical assistance or consultation to help improve the leadership, adaptability and management of your organization. The primary use of grant funds is for consultant fees or training expenses. Assistance may include:
 - **Planning and Evaluation:** Strategic Planning; Organization Structure; Program Design; Cultural Diversity Issues; Marketing/Communications; Advocacy; Evaluation
 - **Leadership Development:** Board Development; Staff or Volunteer Development; Collaboration; Human Resources Planning
 - **Resource Development:** Financial Management; Development Planning; Sustainability/Diversifying Funding Sources
 - **Related area(s) identified through the Assessment and Coaching process**
- Implementation Support – Applicants are encouraged to build into their budget some hours/costs for assistance following the initial planning period. This may be for follow-up “coaching” from the consultant in order to help with implementing recommendations.
- Capacity Grants WILL NOT be made for: general operating support; equipment or software purchase; construction or rehabilitation of facilities; emergency repairs; payroll needs; debt liquidation; routine financial audits; or expenses associated with capital or endowment campaigns including feasibility studies. Projects requesting the consultant to perform staff functions will not be approved.
- Receipt of a Capacity Grant does not preclude an organization from applying for or receiving financial support from the same funder for another purpose.

FOR MORE INFORMATION

Send an email to contact@nonprofitpathways.org We will reply and/or schedule a time to talk with you to identify your interests and discuss your readiness for capacity building work.