

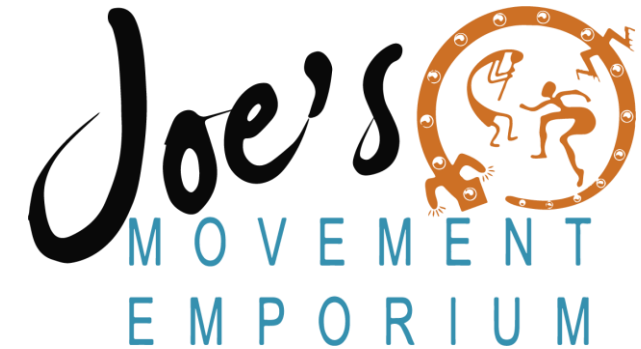
Outcomes from the Ready for Work Nonprofit Capacity Building Program and the new Prince George's SOAR Program



The Nonprofits in Cohort 1



FIRST
GENERATION
COLLEGE
BOUND



Cohort 2 Nonprofits



LIBERTY'S PROMISE

Liberty's Promise

- Liberty's Promise completed 29 weeks of year 1 vs. the 34 weeks of the other 3 partners and a decision was made to transfer to cohort 3.



College and Career Pathways

- CCP was active through the first 3 quarters of year 2.
- July 2020, CCP board voted to sunset after the loss of 2 major grants due to the pandemic.
- CBS supported them with their dissolution plan through sunseting on November 30, 2020.



Community Youth Advance

- Transitioned to a new Executive Director in year 3 of the partnership



The Training Source, Inc.

- Transitioned to a new CBS at the end of year 1

Year 1: Jan 2019-Jan 2020

Year 2: Jan 2020-Jan 2021

Year 3: Jan 2021-Jan 2022



Cohort 3 Nonprofits



THE
IVY COMMUNITY
CHARITIES
of Prince George's County, Inc.

Ivy Community Charities, Inc.

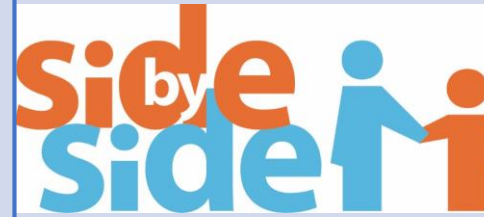
- **Year 1:** No major shifts in staff or program participants
- **Year 2:** No major shifts in staff or program participants



LIBERTY'S PROMISE

Liberty's Promise

- **Year 1:** Organization transferred from Cohort 2 to Cohort 3, started with Cohort 3 and a third CBS.
- **Year 2:** The long time deputy director of the agency (12 years) resigned which added significant direct supervisory responsibilities to the Executive Director



Side by Side, Inc.

- **Year 1:** Founding ED transitioned out of the roll between application and the start of the program
- **Year 2:** Executive Director tendered her resignation the first week of May 2022; interim began on June 16, 2022
 - Outgoing ED completed post-assessment and Organizational Capacity Update



WETATi

- **Year 1:** Executive Director changed in month 5 of the partnership
- **Year 2:** Transitioned to a new CBS during the shift from Year 1 to Year 2



Cohort 4 Nonprofits



ART
WORKS
NOW

Art Works
Now



BCAUSEICAN



L.E.E.P. to
College
Foundation





The Ready for Work Nonprofit Capacity Building Program is a success

- This three-year intensive program has demonstrated **measurable change** in nonprofit capacity.
- Quantitative and qualitative assessments were conducted at the beginning of the program, annually throughout, and after the program ended. Quarterly monitoring was also conducted.

Nonprofit Capacity Building Cohort 1 Demographics

At the end of the third year of the program the four organizations...

- Served 3,668 youth (increase of 32% from baseline)
- Average budget size: \$1.03 million (53% increase)
- Average of 6.5 full time staff (44% increase)

In total, over the three- year period, the four organizations received 5,871 hours of capacity building support. That's an average of 489 hours and 17 minutes every year for three years.

Each nonprofit received an average of 9 hours and 25 minutes of capacity building support EVERY WEEK for 156 weeks.

Nonprofit Capacity Building Cohort 2

Demographics

At the end of the third year of the program the two remaining organizations...

- Served 596 youth- all between 14 and 18 years of age
- Average budget size: \$988,60 (55% increase)
- Average of 3 full-time, 7 part-time (staff losses during COVID)

In total, over the three- year period, the two organizations received 2990 hours of capacity building support. That's an average of 997 hours every year for three years.

**Each nonprofit
received an
average of 9 ½
hours of capacity
building support
EVERY WEEK
For 156 weeks**

Nonprofit Capacity Building Cohort 3

Demographics

At the end of the second year of the program the four organizations...

- Served 1,569 youth (41% decrease from baseline)
- Average budget size: \$478,455 (33% increase)
- As with Cohort 2, staffing losses occurred during COVID

In total, over the two- year period, so far the four organizations received 3,527 hours of capacity building support. That's an average of 441 hours each year per nonprofit- critical to their sustainability during the pandemic.

Every nonprofit in this program experienced loss- of staff, students, space inside of schools, and funding- during this pandemic. They all pivoted to offering programming online.

Fair Chance's Capacity Building Assessment

Ten years ago, Fair Chance developed an assessment tool to measure changes in capacity building among nonprofits.

VPP partnered with Fair Chance to operate this program because of our shared commitment to outcomes assessment and their intensive capacity building model.

The assessment contains 134 questions / items, with each item scored zero to three. The 134 questions are grouped into 8 domain areas.

Earlier in 2021, an external researcher found that the assessment tool is statistically valid and reliable.



Fair Chance's Assessment Tool is statistically sound and a very good measure of changes in nonprofit capacity.

The Assessment Domains

A total of eight domain areas were assessed over the three- year period, on a scale of 0 to 3.

- Board Development
- Outreach and Communications
- Program Evaluation
- Financial Management
- Fundraising
- Leadership Development
- Human Resources
- Planning and Strategy

**On the
assessment, the
numeric scores
translate to...**

0 = Limited

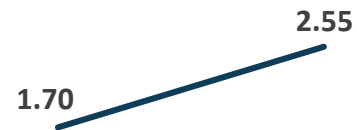
1 = Emerging

2 = In Practice

3 = Institutionalized

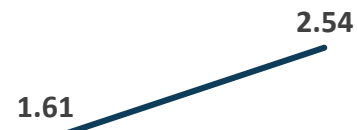
As a group, Cohort 1 organizations showed growth in all 8 domain areas

Board Development



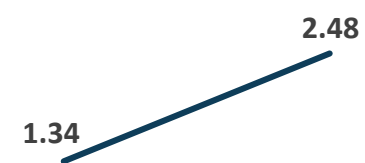
Baseline Program End

Outreach & Comms.



Baseline Program End

Program Evaluation



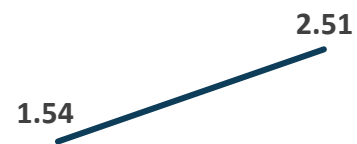
Baseline Program End

Financial Mgmt.



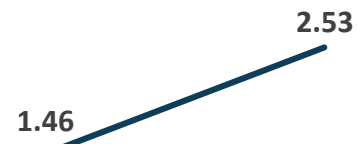
Baseline Program End

Fundraising



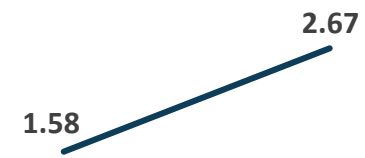
Baseline Program End

Leadership Devel.



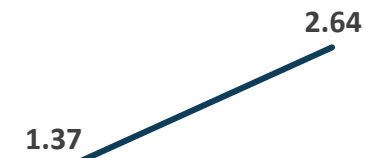
Baseline Program End

Human Resources



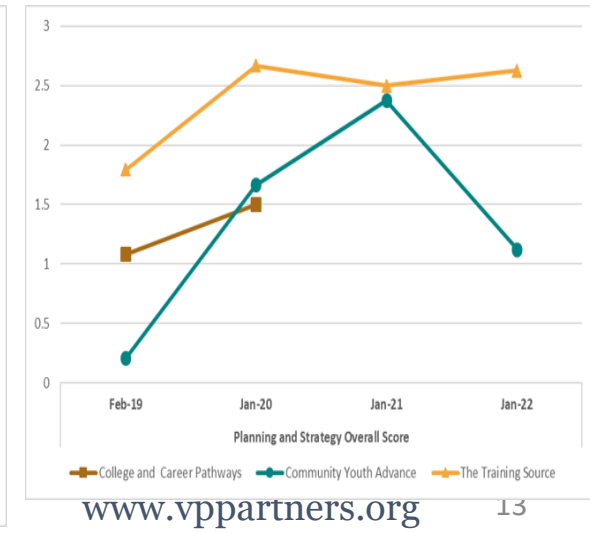
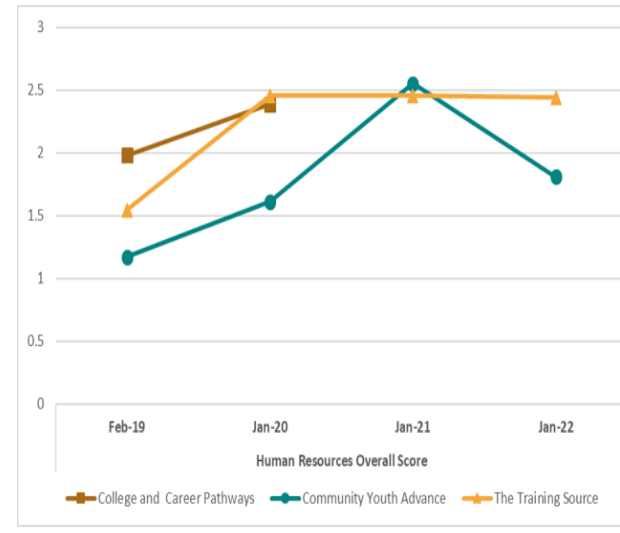
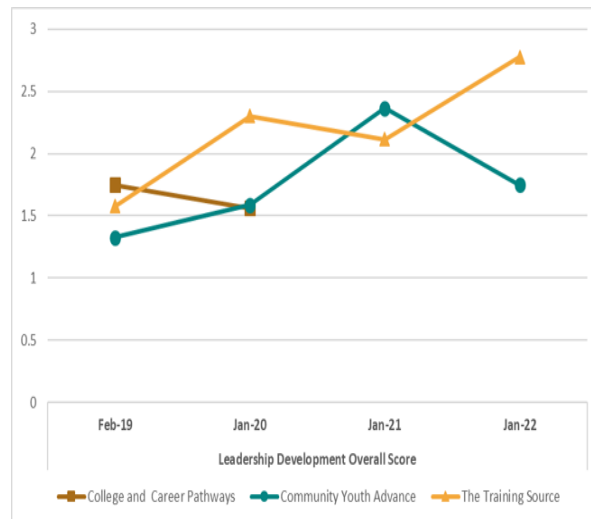
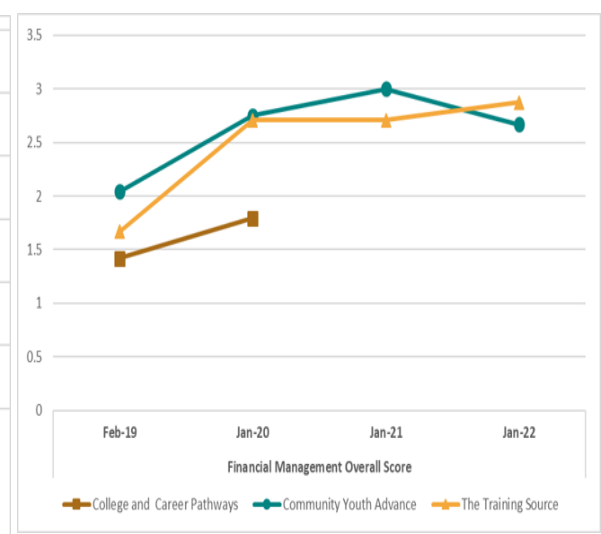
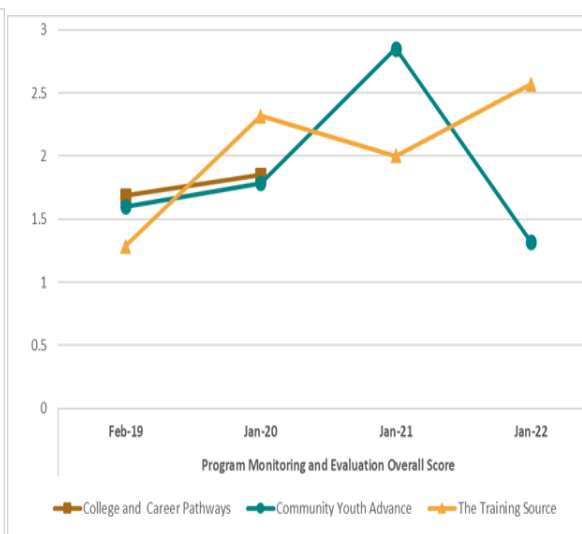
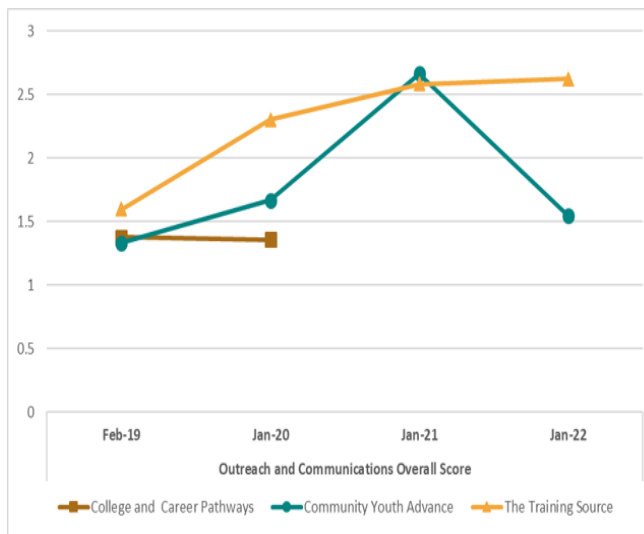
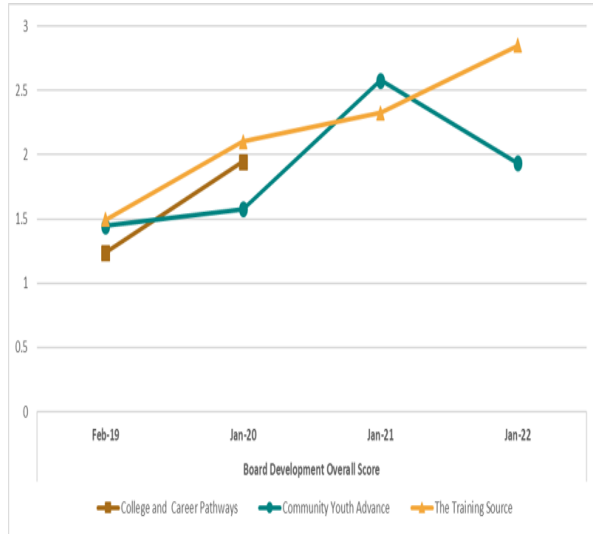
Baseline Program End

Planning & Strategy



Baseline Program End

As a group, Cohort 2 organizations demonstrated mixed results across the 8 domain areas





The new Prince George's SOAR

Support. Organize. Act. Rise

- This program was developed to build the knowledge, skills and abilities of a larger number of nonprofits, based upon proven workshops and learnings from the Nonprofit Capacity Building Program.
- It is also focused on building the capacity to collaborate within the nonprofit community to solve challenges facing the County.
- The program is free to all participants and supported financially by the Prince George's County Council.

Prince George's SOAR Components

The SOAR Enhanced Workshops

- Workshops, based on the 8 domain areas of nonprofit development and tested in the NPCB program, are delivered live and online.
- A different topic is featured each month, and office hours with the trainer/capacity building specialist are provided to synthesize and cement knowledge and understanding.
- We hope to cultivate the next cohort of NPCB through this engagement.

The SOAR Community of Practice

- This year, a group of youth development nonprofits will be brought together to focus on youth disconnection.
- Best practices will be shared, and opportunities to collaborate to scale positive results in reconnecting children, youth, and young adults to school and work will be cultivated.

More information at: bit.ly/princegeorgesSOAR

Who is SOAR for?

The SOAR Enhanced Workshops

- **All** Prince George's County based nonprofits serving vulnerable children, youth and/or families with a budget of \$50K annually or more

The SOAR Community of Practice

- This year, the program begins with:
 - NPCB Cohort 1 graduates- End Time Harvest Ministries, First Generation College Bound, Joe's Movement Emporium, and FAME
 - Teach for America, Maryland Multicultural Youth Center, Peer Forward, Hillside Work Scholarship Connection, Urban Alliance, Year UP, Liberty's Promise, and Community Youth Advance

More information at: bit.ly/princegeorgesSOAR

SOAR Outcomes

SOAR Workshops to date:

- 58 nonprofit organizations are registered users in SOAR
- 51 organizations have attended at least one workshop
- 37 nonprofits have attended 2 or more workshops
- 83 individual nonprofit leaders and staff members have attended workshops
- **Survey results:** 54% of respondents reported that participating in the SOAR workshops changed the capacity of their organization, above and beyond their personal capacity

SOAR Community of Practice

- Focused on reconnecting youth to school
- Worked collaboratively to introduce proposals to aid schools to address learning losses for students

More information
at:
bit.ly/princegeorgesSOAR



Questions?

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