

## STATEWIDE CAPACITY COLLABORATIVE

April 4, 2016

The nonprofit sector is vital to the well-being of Washington State's residents. From Puget Sound to the Palouse, nonprofit organizations are implementing innovative solutions to the complex challenges facing our communities. Whether that is improving equity and access, ensuring high quality education and health care, safeguarding the environment, supporting families or promoting economic development, the nonprofit sector is a critical partner to improving our quality of life.

The [Statewide Capacity Collaborative](#) (SCC) is a funder collaborative investing in capacity building to keep the nonprofit sector strong and vibrant. Building on lessons learned from the [Nonprofit Ecosystem Report](#), the SCC wanted to better understand how to invest meaningfully in people and programs to strengthen human capital in the sector. We partnered with CompassPoint to ask nonprofit leaders what programs are working and what is needed to further develop the skills required to lead the teams, organizations, and movements that are making positive changes in our region. We are now pleased to share the results of that inquiry.

The report takes a margin to center approach to the findings, rather than a statistical or majority approach. By analyzing the data in this manner, we can design solutions that will not only benefit those at the margin, but those at the center and in between as well. One of the SCC's biggest takeaways from the report is the need for a culture shift in the sector to recognize training and staff development as strategic investments and priorities. We heard from survey participants that while many training opportunities currently exist, there remain significant barriers to ensuring that all leaders have the time, money, and encouragement to benefit from such efforts. In similar ways that the for-profit sector is considering how a positive work environment and investment in staff can improve their outcomes, the SCC believes investments in nonprofit leadership development, at all levels, are vital to ensuring mission success and the long-term resiliency of our sector.

We recognize that no one organization or funder can make the investments necessary to build the long-term resiliency of the sector: it will take all of us working together so that sustained leadership development and capacity building support becomes the norm for how we operate, not the exception.

*As you read this report, we encourage you to consider ways you can contribute to this effort. As a board member, how are you encouraging and approving training as a critical line-item in the budget and recognizing it as a core responsibility of senior leadership to implement and support? As a manager, how are you identifying and investing in professional development opportunities for yourself and your team members? As a funder, how are you ensuring the nonprofits key to the success of your mission are thriving through strong leadership, succession planning, talent acquisition and retention?*

The SCC is committed to taking action and making investments that address the gaps identified in this report. We are also committed to shining a light on the importance of addressing these issues within our peer groups, within our own foundations and with our grantees. Over the next six months, the SCC will decide on specific goals, initiatives and areas of investment, we'll communicate this broadly and post details on our [website](#).

We challenge every funder and service provider who supports the nonprofit sector in Washington to join us in allocating resources and designing solutions to bridge the gaps identified in this report. The members of the SCC are taking a stand, lending a voice and investing more. We urge you to join us.

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