

APPENDIX D1: THRIVE. Activities

Identified Needs From THRIVE. Organizations

In partnership with, external consultant, Vision Què LLC, THRIVE. organizations complete an agency-wide survey with Board of Directors, managers, senior leadership, staff, and clients to identify additional capacity development support needs. The survey provides valuable insights on the organization's work environment, communication channels, leadership, and opportunities for professional growth. The survey also asks about training areas to enhance teamwork, collaboration, and overall performance. These training areas include, trauma, fundraising, leadership development, effective communication, project management, presentation and facilitation, time management, strategic planning, professionalism, diversity, equity, and inclusion (DEI), and consumer advisory board training. Needs identified by THRIVE. organizations include:

- Engaging in strategic planning.
- Resolving human resources issues - Dealing with fiscal agent arrangement at present and a need to prepare to undertake this function internally.
- Building further infrastructure – This will include health benefits, fiscal information, etc.
- Constructing a robust recruitment strategy – Develop a strategy with human resources that attracts highly competent individuals and helps to build a foundation of trust.
- Building a strong board of directors - Understanding the pivotal role that the board of directors plays in an organization (i.e., possessing diverse skills and expertise, guiding force behind the realization of the organization's objectives, etc.).
- Identifying suitable candidates for the board of directors – Work with Vision Què LLC coaches to conduct extensive research, leveraging networks and resources to identify candidates. And then initiate the recruitment process, including conducting interviews, reviewing resumes, and conducting reference checks. And develop an effective board governance structure, outlining roles and responsibilities, and establishing clear communication channels.
- Addressing organizational needs - Including building a cash reserve, building an information technology team, hiring additional program staff, and hiring an executive assistant.
- Enhancing program evaluation.
- Developing a centralized data system.
- Creating program budgets.
- Financial forecasting.

Capacity Development Provided to THRIVE. Organizations (8/1/2023 to 3/1/2024)

Vision Què LLC provided intensive capacity development to nine Black-led organizations in Illinois (most organizations are based in Chicago). After conducting individual organizational assessments and a strengths, weakness, opportunities, and threats (SWOT) analyses to determine needs and priority areas to inform future capacity development assistance.

A. Established themes for executive director coaching sessions:

[ICON] Board Development – Need to develop a board of directors and determine a structure to guide this group. This will include developing clear goals, objectives, and responsibilities for board members.

[ICON] Funding Development - Need to expand and diversify organizational funding, renew existing funding, and create a development plan for the organization. Funding opportunities include individual giving, foundation grants, corporate support, government grants.

[ICON] Events

[ICON] Review of the Organizational Chart to Realign Positions

[ICON] Employee Retention and Recruitment Strategies

B. Tailored capacity development assistance for all nine organizations:

- Coaching to engage legislators [1 organization]
- Coaching on addressing homophobia within the workplace [1 organization]
- Coaching on effective delegation [3 organizations]
- Fundraising for nonprofits training [1 organization]
- Reorganizing and realigning for maximum impact [3 organizations]
- Case management and client interviews [2 organizations]
- Board roles, responsibilities and engagement for efficiency [5 organizations]
- Cultivating foundations for supplemental funding [9 organizations]
- Managing up: strategic thinking [9 organizations]
- Development of homeless services funding report [1 organization]
- Development of funding report on in-kind donations [1 organization]

C. On-site coaching:

- The majority of THRIVE. organizations have participated in site visits with Vision Què LLC coaches. Site visits include coaches observing the day-to-day workflow of each organization's executive director. And the opportunity for executive directors to participate in reverse site visits where they observe their coaches day-to-day workflow at their own agencies. These

Commented [RB1]: @Shanice Bailey
Hey can we add 5 icons here without needing Rashad to do it? We can use the existing icons from the Toolkit

ADVANCING ORGANIZATIONAL EQUITY TOOLKIT

activities assist executive directors to enhance leadership skills, to process observations and lessons learned, and work with their coaches to implement new practices and skills.

THRIVE. Events (6/1/2023 to 3/1/2024)

- **THRIVE. Launch Event (June 2023):** This kick-off meeting was open to 19 Black-led organizations within Illinois (THRIVE. cohort). The meeting featured plenary sessions with three executive directors from national organizations (i.e., NASTAD, Black AIDS Institute, National Black Leadership Coalition on Health), speed networking, and sessions focused on the role and power of Black-led organizations to make substantial impacts with the communities they serve.
- **THRIVE. Mini Conference (September 2023):** This meeting was open to the 19 Black-led organizations within the THRIVE. cohort. Sessions focused on identifying foundations to supplement funding, maximizing the potential of board of directors, strategic utilization of funding, strategic planning, and coaching session with Vision Què LLC coaches.
- **THRIVE. 2024 Summit – Thriving and Transforming in 2024 and Beyond (April 2024):** This meeting was open to the THRIVE. and featured three plenary sessions and nine workshops. Sessions focused on topics including, Managing Change: Executive Leadership to Build Impact, Strategic Planning: Utilizing Executive Leadership to Advance Equity, Navigating Funding Challenges and Opportunities and Building Relationships, THRIVING GREATLY: Building Inclusive and Diverse Teams, Collaborating with Other Community-Based Organizations, and Empowering Support Staff: Elevating Performance Through Effective Communication and Time Management.

Commented [RB2]: Other than the launch event is the conference and summit open to only the 19 THRIVE! orgs, the 9 orgs. going through intensive TA, or open to all Black led orgs. in Illinois?

Commented [JC3R2]: Open to All BLOs in Chicagoland; it happens that we are out of the gate with 9 orgs receiving capacity development/coaching during the pilot phase underway.

Is this clearer?

Commented [JC4]: I submitted training topics delivered in this Mini Conference in a previous version of notes

These topics I feel should be listed under Topical area above Training with THRIVE Orgs