

Call for Coaches

“Ready to Grow” Peer Learning Cohort

Overview

Charitable Ventures and OneOC, two nonprofit capacity building organizations based in Orange County, are seeking skills-based volunteer coaches to support the cohort learning strategy of Ready to Grow, an initiative focused on sustainability and financial resilience for small nonprofits in a post-COVID world. More detail on the initiative can be found at readytogrowoc.org.

One of the strategies of this initiative is a peer learning cohort that provides assessment, planning, and coaching support to 25 BIPOC-led and/or serving nonprofits with annual revenue under \$1M. The purpose of the cohort is to strengthen the sustainability practices and financial education of Orange County-based small nonprofits that are led by and/or serve people of color. Nonprofits will also be invited to attend a workshop series developed specifically to address sustainability issues.

We are seeking volunteer coaches to spend approximately 2-3 hours/month to:

- Provide monthly coaching support to at least one nonprofit organization in the cohort, comprised of the Executive Director/CEO, a board member, and an emerging leader, if applicable;
- Navigate the learning journey of a small, BIPOC-led nonprofit, with an ultimate goal of bolstering its financial strength, service capacity and sustainability;
- Help the nonprofit process findings of up to three assessments (organizational sustainability, financial resiliency, and infrastructure*), build a sustainability plan and capture capacity needs and investment opportunities to mitigate risk and sustain the business;
- Regularly communicate with the Ready to Grow team on findings, progress, and next steps.

Coaches will be trained and provided with tools to effectively understand the unique needs of small, BIPOC-led nonprofits, including:

- **Lack of access** to capital, loans, and funder relationships
- Social justice missions tend to be **underfunded or misunderstood** by mainstream funders
- **Narrative challenges** – systems change, advocacy and raising awareness of issues specific to trauma-impacted communities is not yet a mainstream conversation among philanthropists
- **Community trauma** – hiring out of/serving trauma-impacted communities offers unique business challenges

On the next page, you will find a draft plan for the Ready to Grow cohort strategy. Each session will provide an opportunity for nonprofit executives to have honest conversations about the challenges of sustaining their missions. Currently, most sessions are planned to be in-person, but may change depending on the state of the pandemic. The session dates, times and topics are not finalized, but provide a general overview of the cohort engagement. Coaches will be matched with leaders in January and will meet approximately 2-3 hours to review strategies.

Tentative Cohort Timeline

Session	Discussion Topic	Assessment*	Workshop Series Alignment
1—January	Introduction and Launch Sustainability for Small Nonprofits	Organizational Sustainability Assessments	Nonprofit Financial Sustainability (November)
2—February	The Impact of Community Trauma on Nonprofit Missions	None	None
3—March	Financial Management and Raising Capital: An Honest Conversation with Funders	Financial Literacy Assessment	Fully Loaded Budgeting (January)/Fund Development 101 (March)
4—April	The Problem with Problems, SVPLA	None	None
5—May	Investing In Your Staff for Sustainability	HR/Staff Assessment	Libertory Workplaces (TBD)
6--June	Engaging With Funders and Telling Your Story	None	Fast Pitch (February)
July—August	No cohort meetings—nonprofit leaders will use this time to develop their sustainability plans, leaning on coaches’ support		
7--September	"Big Idea" Panel Presentation With Funders		Fast Pitch (February)

**Assessment findings will be processed and organized with the help of an assigned business coach.*

Success goals for the cohort are as follows:

- Creating a “safe space” where BIPOC leaders can learn, teach, share, and discuss their needs, opportunities, challenges, and experiences.
- Aligning with, enhancing, and supporting one-on-one coaching for each nonprofit participant.
- Bolstering the financial education and sustainability of each nonprofit.

Questions about this opportunity should be sent to:

Amanda Green, Organizational Development Services Director, at agreen@oneoc.org &

Kevin Pappas, Training Manager, kpappas@oneoc.org

Due to the focus of this initiative, coaches who identify as BIPOC are strongly encouraged to participate.