MAY 2021
PROGRAM RESULTS REPORT

Challenges and uncertainty brought on by the pandemic this past year presented opportunities to innovate, learn, and connect with WNC nonprofits in new ways. In an extraordinarily challenging year, Pathways’ programs and people adapted right alongside our nonprofit partners.

BUILDING SKILLS TO BENEFIT INDIVIDUALS

In FY21, 498 leaders participated in skill building and networking gatherings, learned about laws and regulations governing nonprofits, and strengthened their knowledge of nonprofit fundamentals. Pathways measures success not only by the number of leaders that attend our events, but more importantly, whether they learned new skills to strengthen their organizations, and have next steps identified to implement what they learned.

STRENGTHENING ORGANIZATIONS

Since 2011, 204 WNC-based nonprofit organizations have taken advantage of Pathways’ Strengthening Organizations Services.

GOALS ACCOMPLISHED 2011 - PRESENT

Pathways’ program bring groups of nonprofit professionals together based on an area of commonality such as geography, mission focus, or leadership position. Nonprofit leaders willing to devote time to capacity building work with their peers. Through participation in a cohort, leaders learn new management skills, organizational support is strengthened as they become stronger, and collaborative connections are formed that can expand impact.

CULTIVATING NETWORKS

COHORTS 2011 TO PRESENT

Regional Cohorts

2020 Cohorts: The Qualla Boundary, the Flat, West, Seven Counties of WNC, Avery Mitchell and Yancey SAMP Counties, Rutherford County, and the Buncombe County Five Districts.

154 ORGANIZATIONS IN 9 REGIONAL COHORTS

Focus Area Cohorts

2020 Cohorts: Smart Start, Free and Charitable Clinics, and Healthy Food Access Organizations.

23 ORGANIZATIONS IN 3 FOCUS AREA COHORTS

LEADERSHIP PROGRAM COMPONENTS:

Learning retreats

MIN surveys

Strategic intelligence surveys

Cost setting

One-on-one peer coaching

Alumni gatherings

Strong, sustainable organizations are engaged in capacity building. Pathways tracks organizations’ progress strengthening their capacity based on achievement around the Wheel of Capacity Building (see below). Results show that the more engaged and active an organization is on the Wheel, the more progress they make toward accomplishing prioritized goals to strengthen their organization.

Our organization increased its financial sustainability and capacity with a planning framework, streamline training, and process planning. We identified strengths that could be built upon and areas where staff and board could increase efficiencies and increase for capacity for growth.

PATHWAYS FOR NONPROFIT LEADERSHIP (FY11 – FY20)

121 LEADERS HAVE PARTICIPATED SINCE 2011

100% OF GRADUATES LEARNED EFFECTIVE LEADERSHIP SKILLS

100% OF GRADUATES HAVE MAINTAINED OR IMPROVED THEIR ORGANIZATIONAL PERFORMANCE

100% OF PROGRAM ALUMNI ORGANIZATIONS ON THE WHEEL

Pathways’ Program Results Report: Cohort impact includes a deeper dive into the impact of Pathways’ cohort model. See the full report in spotting community.

nonprofitpathways.org