

MAY 2021

PROGRAM RESULTS REPORT



STRENGTHENING THE ORGANIZATIONS THAT HELP OUR COMMUNITIES SUCCEED

Changes 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.

FY21 SIGNATURE EVENT – COMPLIANCE UPDATE

96 PARTICIPATED **83%** LEARNED **77%** HAVE NEXT STEPS

FY21 SKILL BUILDING WORKSHOPS & WEBINARS

402 PARTICIPATED **89%** LEARNED **89%** HAVE NEXT STEPS

No matter where you are starting, whether you are just beginning to learn about nonprofits or a seasoned professional, with Pathways you will come away with ideas that you can immediately begin implementing to strengthen your organization.

NONPROFIT FUNDAMENTALS CERTIFICATE PROGRAM PARTICIPANT

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

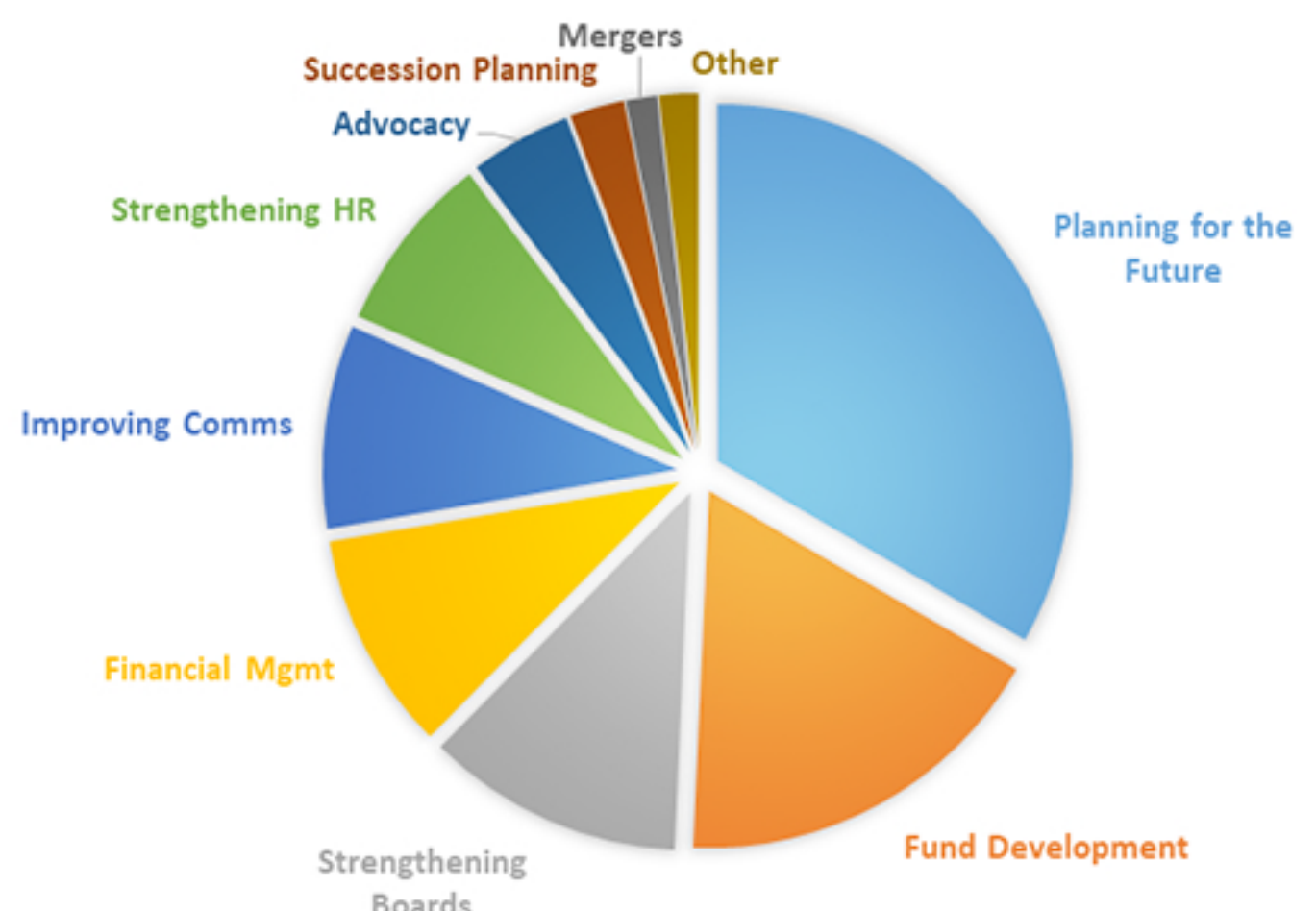
Since 2011, 204 WNC-based nonprofit organizations have taken advantage of Pathways' Strengthening Organizations Services.

20% (36) ARE CURRENTLY ACTIVE **14** BECAME ACTIVE IN FY 2022

- Core Capacity Assessment Tool
- Sustainability Consulting
- OnSite Training (5 topics)
- Organization Coaching
- Financial Coaching
- Capacity Grants



GOALS ACCOMPLISHED 2011 - PRESENT



Strong, sustainable organizations are engaged in capacity building. Pathways tracks organizations' progress strengthening their capacity based on advancement around the Wheel of Capacity Building (above). 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.

CULTIVATING NETWORKS COHORTS 2011 TO PRESENT

Pathways' cohort programs bring groups of nonprofit professionals together based on an area of commonality such as geography, mission focus, or leadership position. Nonprofit leaders often do their best capacity-building work with their peers. Through participation in a cohort, leaders learn new management skills, organizations are supported as they become stronger, and collaborative connections are formed that can expand impact.

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

STRENGTHENING ORGANIZATIONS SERVICES PARTICIPANT

Regional Cohorts

2020 Cohorts: The Qualla Boundary, the Far West Seven Counties of WNC, Avery Mitchell and Yancey (AMY) Counties, Rutherford County, and the Buncombe County Fire Districts.

154 ORGANIZATIONS IN 5 REGIONAL COHORTS **34%** OF ORGS IN THESE COHORTS ON THE WHEEL

Focus Area Cohorts

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

23 ORGANIZATIONS IN 3 FOCUS AREA COHORTS **83%** OF ORGS IN THESE COHORTS ON THE WHEEL

LEADERSHIP PROGRAM COMPONENTS:

- Learning retreats
- 360 surveys
- Emotional Intelligence surveys
- Goal setting
- One-on-one peer coaching
- Alumni gatherings

The Leadership Program really helped me during the COVID pandemic to switch my leadership style to address employees' fears and to keep my organization on track. I am now better equipped to serve my organization and support my employees so they can continue to have a direct impact on our community.

FY 20 LEADERSHIP PROGRAM PARTICIPANT

PATHWAYS FOR NONPROFIT LEADERSHIP (FY11 - FY20)

121 LEADERS HAVE PARTICIPATED SINCE 2011
100% OF GRADUATES LEARNED EFFECTIVE PRACTICES FOR NP LEADERSHIP
100% OF GRADUATES HAVE MADE MODERATE TO SIGNIFICANT PROGRESS ON LEADERSHIP GOALS
70% OF PROGRAM ALUMNI ORGANIZATIONS ON THE WHEEL

15 COMPLETED IN 2020 **19** PARTICIPATING IN 2021

Pathways' Program Results Report: Cohort Impact provides a deeper dive into the impact of Pathways' cohort model. See the full report at nonprofitpathways.org