

# Learning Communities Application [Fall 2023 Cohort]

**This program is available exclusively to Nonprofit New York members.** To find out if your organization is a member, [click here](#). To enroll or renew your organization's membership, [click here](#).

Each cohort is different, and each experience is personalized to meet the needs of cohort participants. During the 6-month experience, participants determine a shared problem question, learn from experts in the field, and work with partner organizations to enact change in their organization. At the end of the program, participants share their experience and lessons with the broader nonprofit community through Nonprofit New York events and programming.

The Learning Community for Fall 2023 is for **Development Staff** and additional team members **working in nonprofit organizations with operating budgets under \$10 million**. Generous support from The New York Community Trust enables Nonprofit New York to offer this initiative at no cost to participating organizations and individuals.

There are three phases of the Learning Community Program. Participants are expected to attend and engage in all activities.

Phase 1: Planning	Phase 2: Learning	Phase 3: Acting
During one in-person planning session, participants meet for a half day at the Ford Foundation to determine a shared area of focus.	Participants engage in 5-6 workshops facilitated by experts in the shared area of focus. These workshops are a mix of in-person and virtual sessions.	In the "Action Phase," participants take what they have learned over the past 5 months and develop a plan to implement change at their organizations.

## **Please note the Program Dates:**

- **Planning:** Tuesday, September 12th, 9-12pm (in-person)
- **Learning:** Tuesday, October 10th, 10-12pm (in-person)
- **Learning:** Tuesday, October 24th, 10-12pm (virtual)
- **Learning:** Tuesday, November 7th, 10-12pm (in-person)
- **Learning:** Tuesday, November 21st, 10-12pm (virtual)
- **Learning:** Tuesday, December 5th, 10-12pm (in-person)
- **Acting:** Tuesday, January 16th, 10-12pm (virtual)
- **Presentations:** Tuesday, February 6th, 10-12pm (in-person)

**This program is approximately 6 months long. If your application is accepted, all participants must commit to completing the entirety of the program. Do you and your colleague understand and wish to continue with this application?**

Yes, we understand and want to apply

## **Applicant Information**

First Name

Last Name

Email

Phone Number

Job Title: (\*Please note this cohort is for Development Staff or those with similar responsibilities)

Why are you interested in applying for this program? (212 word limit)

How would you describe your current scope of responsibilities? What areas of your organization do you oversee? (212 word limit)

What challenges are you most interested in addressing at your organization? (212 word limit)

Would you be willing to share practices that you feel are working for your organization with other Learning Community participants? If so, what would you want to share?

Rate the following questions based on your experience and understanding.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I can identify and explain organizational problems *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can design plans for change once I've identified organizational issues *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am receptive to suggestions for change *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can make change in the organization *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What do you hope to get out of this program? \*

- Expand my network of nonprofit professionals with similar positions
- Enhance my expertise in a select area
- Develop a learning community with other nonprofit professionals
- Obtain support and guidance in working through issues specific to my organization
- Gain insight on how other nonprofits are managed
- Something else

If "Something Else", please describe your answer to the question above.

## Organization Information

Organization Name

Please select your organization's NTEE category/primary activity:

Enter your organization's annual expenses (i.e. operating budget size):

Please select... < \$125,000 \$125,000 – \$249,999 \$250,000 – \$499,999 \$500,000 – \$749,999 \$750,000 – \$999,999 \$1,000,000 – \$4,999,999 \$5,000,000 – \$9,999,999 > \$10 million >\$50 million

How many full time staff are employed by your organization? Include only full-time, paid staff. Do not include volunteers, board members, or open positions.

How many part time staff or volunteers work at your organization?

Which of the following would you describe as "true" for the current conditions at your organization in relation to fundraising and resource development? [Check all that apply]

- Our organization's development strategies and goals are mission-centered and developed in a collaborative process that seeks to reach diverse funding markets
- Our organization has strong donor engagement policies and practices
- Our organization draws from diverse funding streams and has a clear picture of the return on investment regarding our fundraising activities
- Our organization effectively communicates the impact and outcome of donations
- Our organization has a set year-round fundraising calendar and has optimized the use of database management systems to track donor and prospective donor demographic data
- Our organization engages historically excluded communities to create a more informed and inclusive fundraising program and consistently creates space for staff to engage in meaningful DEI learning
- Our organization has 100% board giving and board members understand and adhere to assigned roles and responsibilities
- Our organization's team understands and engages in the fundraising process as appropriate

What challenges are you currently facing as a member of your Development Team in your organization? [Check all that apply]

- Strategic Planning** - setting mission-centered fundraising goals and strategies, budget goals set through a collaborative process involving fundraising and finance functions, engaging in systemic and sustainable approaches to fundraising, reaching diverse funding markets, writing an organizational fundraising plan
- Donor Engagement** - donor prospecting, communicating regularly with donors regarding the organization's activities, reviewing and analyzing donor/gift data, establishing donor volunteer opportunities, getting donor feedback
- Financial Management** - diversifying funding streams, assessing the ROI of development activities, presenting financial information to board members and other stakeholders
- Communications** - effectively communicating impact and outcomes of donations, creating social media and email campaigns, creating talking points for stakeholders, considering all external funding comms through a racial equity lens
- Data Management**- optimizing CRMs and database management systems, setting and maintaining a year-round fundraising calendar, managing the receipt, acknowledgement, and use of gifts, grants, and in-kind donations, tracking donor and prospective donor demographic data in responsible ways

- Diversity, Equity, Inclusion, & Accessibility** - inclusively engaging constituents and community in development work, engaging historically excluded communities to create a more informed and inclusive fundraising program, making sure database systems are inclusive and respectful, allocating time and resources to unlearning and challenging assumptions in the philanthropic field
- Board Giving** - describing, reviewing and holding board members' accountable to outlined roles and responsibilities, setting and meeting 'stretch goals' for 100% of board members giving each year, engaging board members in donor appreciation

What areas are you most interested in addressing in the Learning Community cohort? [Choose 2- 3]

- Strategic Planning** - setting mission-centered fundraising goals and strategies, budget goals set through a collaborative process involving fundraising and finance functions, engaging in systemic and sustainable approaches to fundraising, reaching diverse funding markets, writing an organizational fundraising plan
- Donor Engagement** - donor prospecting, communicating regularly with donors regarding the organization's activities, reviewing and analyzing donor/gift data, establishing donor volunteer opportunities, getting donor feedback
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- Board Giving** - describing, reviewing and holding board members' accountable to outlined roles and responsibilities, setting and meeting 'stretch goals' for 100% of board members giving each year, engaging board members in donor appreciation
- Other**

Rate the following questions based on your experience and understanding working at your organization. Please respond to the questions assuming circumstances are ordinary.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Staff can identify and explain organizational problems *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff can design plans for change once they've identified organizational issues *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff are receptive to hearing suggestions for change *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff can make change in the organization *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you are selected for the program, what would be the top three organizational fundraising issues you would like to tackle over the next six months?

Priority #1 (212 word limit)

Priority #2 (212 word limit)

Priority #3 (212 word limit)

## Closing

Are there any speakers/experts/specialists that you'd be interested in seeing facilitate courses in this program? If so, please list their full name, email, and their organization/employer/association:

Is there anything else you would like us to know about you or your organization?

Is there anyone else you feel would be a good fit for this program that you would like us to contact? If so, please include their full name, organization, and email address.

Thank you for taking the time to apply for the Fall 2023 Learning Communities Cohort for Development Staff and Colleagues.

We appreciate your time and will reach out regarding application and selection status soon. If you have any questions or concerns, please reach out to Darby Masland, Programs Director, at [dmasland@nonprofitnewyork.org](mailto:dmasland@nonprofitnewyork.org).