

## Human Services Focus Area Capacity Grant History

### FY 2024

**\$8,500 to Bountiful Cities Project** to engage consultant Carolina McCready to facilitate a succession planning process in order to develop a strong leadership team and empower all staff.

**\$8,500 to Eblen Charities** to engage Walker Wilson Consulting to create a new organization vision and re-define services and funding strategies.

**\$8,500 to Hinton Rural Life Center** to engage BrightDot Consulting to facilitate a fundraising development plan for new lodging that will be used for community volunteers.

**\$8,500 to Literacy Connection** to engage Onward Nonprofit Services to facilitate a leadership transition process that will result in hiring an Executive Director who will meet current and future needs of the organization.

### FY 2023

**\$8,500 to Asheville Poverty Initiative** to engage Walker Wilson Consulting to facilitate an executive transition process.

**\$8,500 to Helpmate** to engage Taproot Consulting to facilitate strategic planning to ensure service continuity as the organization builds a new and larger shelter.

**\$8,500 to Literacy Together** to engage Onward Nonprofit Services to facilitate a leadership transition process that will result in hiring an Executive Director who will meet current and future needs of the organization.

**\$8,500 to Our VOICE** to engage RiverStone Rising/Allison Jordan Coaching to facilitate strategic planning and assist with leadership and organizational management.

**\$8,500 to Yokefellow Service Center** to engage Walker Wilson Consulting to facilitate strategic planning and assist with leadership and organizational management.

### FY 2022

**\$8,500 to All Souls Counseling Center** to engage Walker Wilson Consulting to facilitate a leadership transition process that will result in hiring an Executive Director who will meet current and future needs of the organization.

**\$7,000 to Asheville City Schools Foundation (ACSF)** to engage Vital Clarity Consulting to implement ASCF's strategic plan that will include quarterly meetings with ASCF leadership and stakeholders in order to provide key outcomes and deliverables.

**\$8,500 to Homeward Bound of WNC** to engage consultants Rachel Zink & Gary Landwirth to facilitate a leadership transition process that will result in hiring an Executive Director who will meet current and future needs of the organization.

**\$4,000 to Smart Start Partnership for Children** to engage Taproot Consulting to design and lead a participatory strategic planning process to result in a 3-year strategic plan to guide efforts to support, educate, and advocate to build a strong foundation for young children.

**\$8,500 to WNC Health Network** to engage HunterKemper Consulting to expand the board to include geographic and skills diversity and to develop a fundraising and marketing plan for long-term sustainability.

#### FY 2021

**\$8,500 to International Friendship Center** to engage Walker Wilson Consulting to facilitate a strategic planning process that will develop a decision-making guide to deliver and grow current programs in a financially sustainable way, help the organization build consensus amongst its various stakeholders, and build internal capacity.

**\$8,500 to The SPARC Foundation** to engage HunterKemper Consulting to facilitate a fund development plan that will establish goals and strategies. Through this process, SPARC will be better positioned to attain revenue that will support operating and program expenses.

#### FY 2020

**\$8,500 to Big Brothers Big Sisters of WNC (BBBS)** to engage Walker Wilson Consulting to assist with an executive transition as the long-time Executive Director of BBBS retires in May 2020.

**\$8,500 to Center for Participatory Change (CPC)** to engage adé PROJECT to assist with a community-based strategic planning process to help CPC with internal structures and policies, develop a strong and collaborative board of directors, and address differences in organizational and operational culture.

**\$8,500 to OnTrack Financial Education and Counseling** to engage Walker Wilson Consulting to facilitate a planning process to help OnTrack establish contingency plans for its revenue and business model in order to be a more financially sustainable organization and to achieve a more cost-effective delivery of services.

#### FY 2019

**\$8,500 to Children First/Communities in Schools of Buncombe County** to engage Ambrose Consulting, Taproot Consulting, and Tepeyac Consulting to assist with listening sessions and a strategic plan that will focus on a marketing and communication plan and will improve organizational efficiency.

**\$8,500 to Henderson County Education Foundation** to engage HunterKemper Consulting and Formation PR + Brand to assist with a fundraising plan in order to increase major gifts, and a marketing plan to develop communication strategies.

**\$8,500 to Just Economics** to engage Taproot Consulting to assist with a strategic fundraising plan and infrastructure support to help increase revenue for the organization.

**\$8,500 to Rutherford Housing Partnership** to engage Annie Fritschner Consulting to assist with succession planning that will address strengthening the board of directors and clearly defining organizational responsibilities before hiring a new Executive Director.

**\$8,500 to Sunrise Community for Recovery and Wellness** to engage Communication Mark and Taproot Consulting to develop fundraising strategies and to improve organizational management and enhance technology.

**\$8,500 to Western North Carolina Worker's Center** to engage Popular Education Consultants to assist with strategic planning that will address management systems and analyze program impact.

#### FY 2018

**\$7,500 to Appalachian Therapeutic Riding Center** to engage Taproot Consulting to assist in developing a strategic plan, a fund development plan, and plans for evaluation and leadership succession.

**\$7,500 to Community Housing Coalition of Madison County** to engage Integrated Organization Development with Strategic Planning and Fund Raising Development to provide a road map for the organization to improve governance, volunteer management, and donor stewardship.

**\$7,500 to Council on Aging for Henderson County** to engage Taproot Consulting to facilitate a strategic and fund development planning process to produce a strategic plan focused on donor development, outreach, and marketing.

**\$7,500 to Latino Advocacy Coalition of Henderson County** to engage Popular Education Consultants to assist with a strategic planning process that will incorporate a community assessment to ensure programs directly address the most pressing needs, and project future trends in order to further LAC's mission and vision. The strategic planning process will also identify capacity building for new board members and help create organizational structures that promote efficacy.

**\$7,500 to Our VOICE** to engage Taproot Consulting for strategic planning to help with growth, and to develop concrete strategies for strengthening its development infrastructure in order to cultivate major donors and develop for-profit support.

**\$7,500 to Read to Succeed** to engage Walker Wilson Consulting to assist with a strategic plan that will include a marketing and fundraising plan, development of financial and personnel policies, and improvement of volunteer recruitment to address volunteer sustainability and burnout.

#### FY 2017

**\$7,500 to All Souls Counseling Center** to engage Taproot Consulting to assist with Board Development, to implement a fundraising plan that will diversify revenue sources, and to develop strategies in order to increase visibility in the community.

**\$5,800 to Big Brother Big Sisters of WNC** to engage Taproot Consulting to develop a strategic plan that will help with board development, volunteer management, and succession planning.

**\$7,500 to Blue Ridge Literacy Council** to engage HunterKemper Consulting for assistance with strategic planning that will focus on program sustainability and effective community engagement.

**\$7,500 to Girls on the Run of WNC** to engage HunterKemper Consulting to assist with strategic planning that will help with leadership, board development, and volunteer recruitment and training.

**\$7,500 to Green Opportunities** to engage Walker Wilson Consulting to assist with strategic planning that will help identify gaps in programs and establish a plan for effective and sustainable programs.

**\$7,500 to Safelight** to engage Taproot Consulting, Sparrow Research, and Strategic Workplace Solutions to develop a strategic plan and a communication and marketing plan to address organizational culture and adaptive capacities in order to effectively run the newly merged organization.

**\$7,500 to Under One Sky Village Foundation** to engage Imago Development to develop a fundraising plan and a strategic plan in order to secure a solid financial future by increasing its individual donor base and building a strong, ongoing major gifts program.

#### FY 2016

**\$7,500 to Hinton Rural Life Center** to engage Dr. Steven Swafford of Leadership Outfitters to facilitate a strategic plan that will be a clear road map for Hinton's future. The process will enable strengthening of current services and help Hinton be an efficient steward of its resources while addressing needs of those in its service area.

**\$7,500 to Homeward Bound** to engage with Walker Wilson Consulting in order to identify the agency's priorities in changes that need to be made before the new Executive Director arrives, and to identify the agency's priorities for the new Executive Director once he or she arrives.

**\$7,500 to Mountain BizWorks** to engage Marilyn Ball of 12Twelve Marketing to develop a cohesive communications strategy that will allow for rebranding of the organization in order to help differentiate its work from competition and create a standardized, methodical message and image.

**\$7,500 to YWCA of Asheville** to engage Greg Walker Wilson of Walker Wilson Consulting to develop a business plan to assess the future viability of childcare and school-age programs, as well as develop a more sustainable business model so that programs can work together to accomplish the mission and financial goals.

#### FY 2015

**\$7,500 to The ARC of Buncombe County** to engage Walker Wilson Consulting to assist with an executive transition in order for the organization to move forward in improving program services and organizational capacity.

**\$7,500 to Asheville City Schools Foundation** for strategic planning to improve its capacity to address racial equity, improve its *In Real Life* program, and expand advocacy efforts.

**\$7,500 to Helpmate** to engage Judy Futch and Beth Trigg to facilitate a strategic planning process focused on Program, Structure, Facility, and Partnerships, which will create a framework for several major transitions: integration of staff and programs into the new Buncombe County Family Justice Center while maintaining the existing aligned staff culture, upcoming expansion of the domestic violence shelter, and an upcoming capital campaign.

**\$7,500 to Latino Advocacy Coalition of Henderson County** to engage Walker Wilson Consulting to assist in building key personnel support and systems, systematizing current programming, working with the board to develop better practices and new financial reporting ideas, and to help with a facilities management plan.

**\$7,500 to Mitchell County SafePlace** to engage Judy Futch Consulting, Taproot Consulting, and Walker Wilson Consulting to assist in developing a strategic plan, training for board and staff, and a fundraising

and communication plan in response to the organization's need for infrastructure development and impact expansion.

**\$7,500 to SAFE of Transylvania County** to engage Walker Wilson Consulting in the development of a 3 to 5-year strategic plan in response to the organization's need of clear, meaningful, and measurable outcomes for all of its programs and services. This will allow SAFE leadership to strategically focus its energy in creating an organizational culture of purpose and accountability.

**\$7,500 to Western North Carolina AIDS Project** to engage Gary Landwirth of Giving Ideas Consulting and Beth Trigg of Taproot Consulting to improve staff effectiveness and organizational culture by clarifying roles, addressing workload issues, creating professional development plans for staff, developing management frameworks, focusing on big picture organizational goals, and diversifying revenue streams by implementing a strong fundraising program.