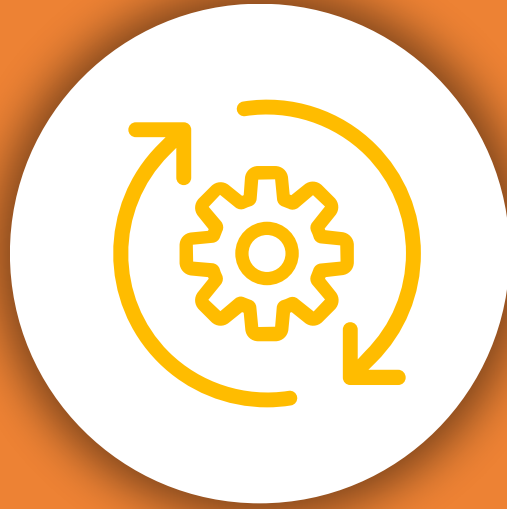


# Capacity Building 2024



**GRUNIN**  
CAPACITY

# Two Buckets for Programming



## Catapult Institute = Eventbrite

This includes one-day programs, webinars, the board retreats, and any other programs that individuals can sign up for on Eventbrite.

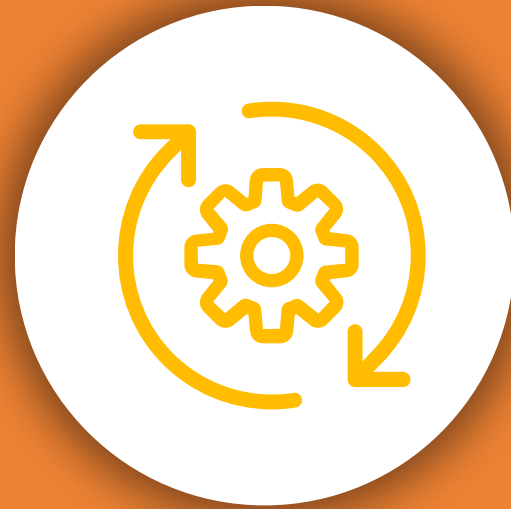
Shared publicly on  
[GruninFoundation.org/Events](https://GruninFoundation.org/Events)



## Clinic = Application

This includes 1:1 opportunities for individual leaders, invitation only opportunities, custom training, and initiatives that require an application. Many are also Collaborations with other groups.

Shared on the [GruninFoundation.org](https://GruninFoundation.org) Blog



## Catapult Institute = Eventbrite

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Shared publicly on  
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# 2024 Offerings



## Monthly Virtual Lunch Hour

3rd Tuesday of the month- off for August



## Winter and Summer Board Retreats

SAVE THE DATE! Next retreat: Sept. 12 & 13



## Strengths Based Leadership & Team Building Series



## PEEP with MORF

SAVE THE DATE! July 23rd



## New Way Forward EDIB in Action Series

Myth of the BIPOC Pipeline, Data Driven DEI, Wellness at Work, and Promising Practices in Hybrid & Joyful Online Spaces



## Fundraising Themed Plenary

Fall 2024

Join Virtual Lunch Hour for a casual conversation with fellow leaders at all levels including:

- A brief overview of the day's topic.
- Breakout rooms to 1) introduce themselves and 2) have a guided discussion with their peers.
- Re-convene for a group debrief and resources before signing off.



# Virtual Lunch Hour Monthly

3rd Tuesday of the month

with Don Crocker, Cadence Pace Partners






Scan the QR Code for more information.



**We're Searching for Awesome Board Members in Monmouth and Ocean Counties!**

**Nonprofit Board Retreat**

**March 1 – March 2, 2024**

**Two River Theater**  
21 BRIDGE AVENUE • RED BANK, NJ



*You are appreciated.*




*Dare to dream big.*




# Board Retreat

## Save the Date! Sept. 12-13

with the Support Center

**Monmouth and Ocean Counties... You're Invited!**

**Nonprofit Board Retreat**

**March 1 – March 2, 2024**

**Two River Theater**  
21 BRIDGE AVENUE • RED BANK, NJ




[gruninfoundation.org/events](https://gruninfoundation.org/events)



[www.gruninfoundation.org/events](https://www.gruninfoundation.org/events)

# Board Retreat: Testimonials

- Good mix of lecture, small and large group discussion
- I thoroughly enjoyed how energetic and upbeat the sessions were.
- Very detailed and well thought out. Knowledgeable presenters with valuable life experience
- These workshops enabled me to get ideas from other agencies that might be able to be incorporated into our agency. It also gave me the opportunity to bond with the ED and another member of our board.
- So beautifully done, accessible and welcoming. A mix of interactive and hands on work
- Welcoming and joyful, so well organized, sincere care for participants — thank you!!



Join us for the opportunity to take (and have your team take) the CliftonStrengths 34 Self Assessment and learn how to use the assessment report to fuel your success, effectiveness, and impact.

- Session 1 – May 15: Introduction – Background, Benefits, & How it works
- Session 2– July 17: Putting it to use for your own effectiveness and impact.
- Session 3 – September 25: Building your team through strengths.
- Session 4 – October 30: Strengths-based Coaching, Mentoring, & Supervising.

## Strengths Based Leadership & Team Building Series

with Don Crocker, Cadence Pace Partners



“Party to Enhance Equity in Philanthropy (PEEP), a series of events across the sector where funders and nonprofit folks get together, virtually or in-person, to break down the weird power dynamics we have, and just learn to see one another as human beings.

It’s basically an agenda-free get-together. It won’t solve the power dynamics and systemic issues, of course, but it’s nice to find time for nonprofit and philanthropy folks to connect, and maybe cool stuff may result.” – Vu Le, Nonprofit AF

## **PEEP with MORF\***

**\*Monmouth & Ocean Roundtable of Funders**

**Save the Date: July 23rd  
Jersey Shore BlueClaws**







**Myth of the BIPOC Pipeline**  
with the Nonprofit Professionals of Color  
Collective



**Wellness at Work**



**Promising Practices for Hybrid & Joyful  
Online Spaces**



**Data-Driven DEI**  
with Dr. Randel Pinket

# New Way Forward: EDIB in Action Series

Summer 2024



# 2024 Offerings



**Succession Planning Working Group Cohort**



**Racial Equity Assessment & Mini-Grants**



**1:1 Executive Coaching**



**Pragmatic Activism Alumni Activities and new Fall Cohort**

Quarterly legislative updates, electeds meet and greet, trip to the statehouse, power of 3 minutes workshop



## **Clinic = Application**

This includes 1:1 opportunities for individual leaders, invitation only opportunities, custom training, and initiatives that require an application. Many are also Collaborations with other groups.  
Shared on the [GruninFoundation.org](https://GruninFoundation.org) Blog

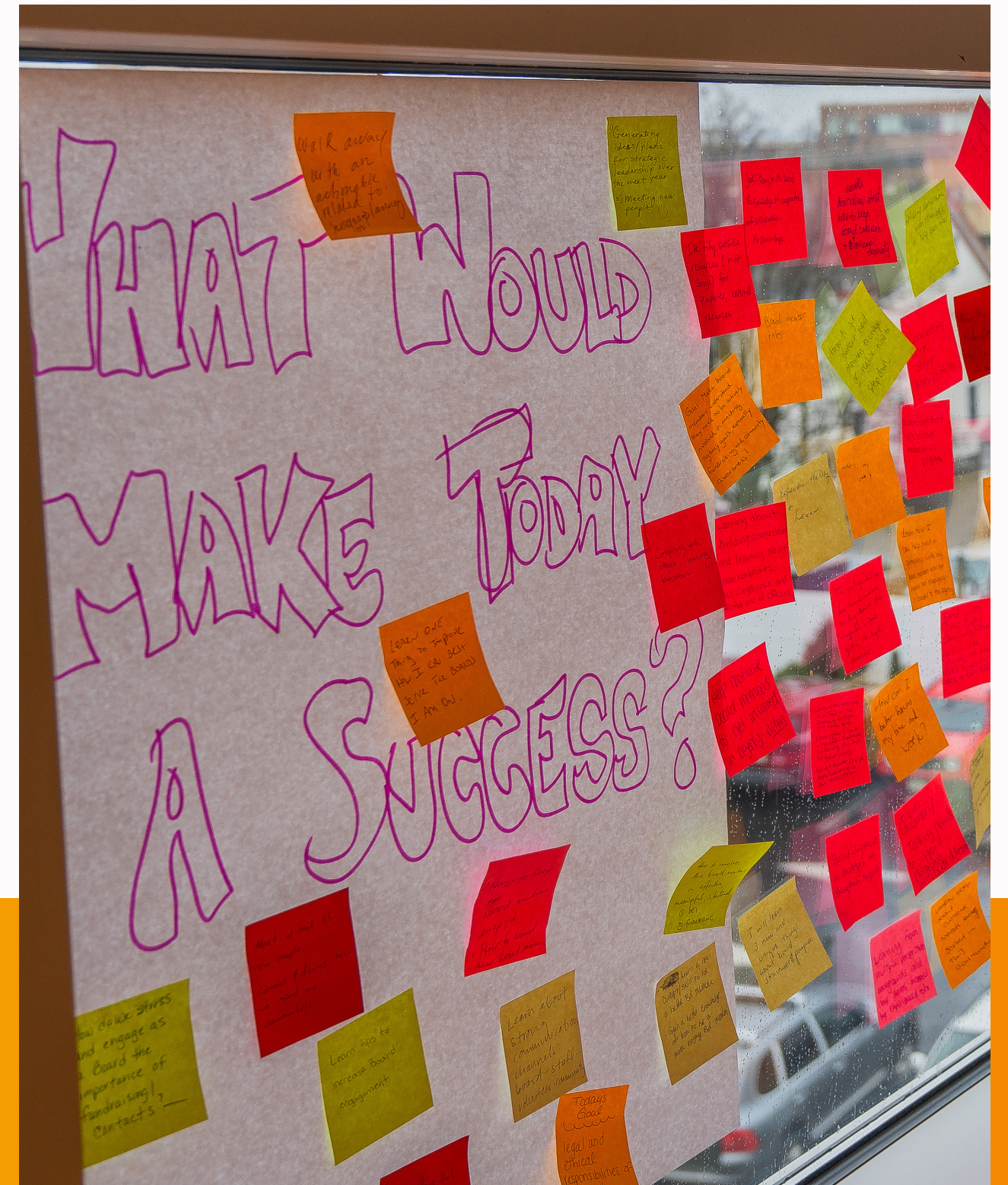
Join a small virtual cohort of your colleagues to think through the challenges your organization might face if an unplanned absence emerged. This facilitated group will meet regularly to help each other think through the challenges of succession planning and will provide tools and approaches you can try out in your organization to reduce the risks of unplanned succession.

For those with interest, and when requested, we will also delve into departure-defined succession planning (tools that can help when a change is planned) and meet individually with Don for guidance and support.

- May 7th 9:30am-11:30am
- June 4th 9:30am-11am
- August 6th 9:30am-11am
- October 1st 9:30am-11am

# Succession Planning Cohort

with Don Crocker, Cadence Pace Partners



**Application Due Monday, April 22nd at noon**

<https://www.surveymonkey.com/r/JGPV2MR>

Building Movement Project (the group behind the Race to Lead survey) developed the race equity assessment, Building Blocks for Change, because they believe that a nonprofit organization's race equity strategy should be intentionally incorporated into its broader strategic planning. Their race equity assessment process accelerates dialogue, alignment, and action toward building more racially equitable workplaces.

## Racial Equity Assessment & Mini-Grants

with Building Blocks for Change (BB4C)



**Application Due Monday, April 22nd at noon**  
<https://www.surveymonkey.com/r/HRXZX3K>



**Building Blocks  
for Change**

# **BB4C Poster Foundation: Lessons Learned & Updates for 2024**



## **Reaction & Support**

Given the nature of the conversation, some staff struggled to trust the process. Organizations needed more “hand holding” than anticipated.



## **Interpretation**

Groups need the interpretation sessions provided by BB4C to get the most out of the process, this has been added to the process for both cohorts.



## **Resources**

In addition to covering the cost of the assessment and interpretation session at the end, groups can benefit from resources to encourage participation in the survey and act on results. Each group in 2024 will get \$400 to help in the survey process and mini-grants will be available after the process.

As the Grunin Foundation grows opportunities for individual nonprofit leaders through our capacity clinic, 4-8 hours of virtual 1:1 executive coaching with Traci Lester will be awarded to a selection of eligible nonprofit leaders.

An eligible candidate should have at least 3 years of experience in the nonprofit sector and be actively working in a nonprofit organization (full time or part time, paid or unpaid) located in, or serving, Ocean and/or Monmouth Counties; leaders in all roles and all service areas are welcome to apply.

# 1:1 Executive Coaching

with Traci Lester



**Application Due Monday, April 22nd at noon**  
<https://www.surveymonkey.com/r/JPWXBDP>

# 1:1 Coaching with Traci Lester: Testimonial

- Traci was an incredible coach! She actively listened and was able to discern where we should prioritize our efforts. I enjoyed working with her and she helped me with strategic planning, board relations, and establishing a smoother board governance process. Her expertise, insights, and guidance were invaluable!
- The most transformational experience of my career. I learned to show up through really hard conversations. I incorporate strategic forecasting, changed the culture and morale of staff and overcame personal barriers.



A six-phase methodology that is a strategic approach toward social change, allowing for intentional and reasonable action that is sustainable over time.

Additional activities for alumni include a meet and greet with local electeds, trip to the State House in Trenton, and a workshop on “The Power of 3 Minutes”



# Pragmatic Activism

with Morales and Associates

**MORALES AND ASSOCIATES**

## Alumni Only Activities

Shared at Q1 Legislative Update  
April 4th 2-3pm

## Hybrid Fall Cohort Information Session

Thursday, April 25th 3-4:30pm

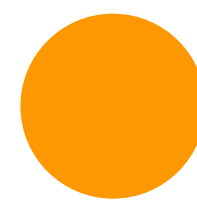
<https://www.eventbrite.com/e/pragmatic-activism-elevate-your-ocean-and-monmouth-advocacy-skills-registration-861030103217>



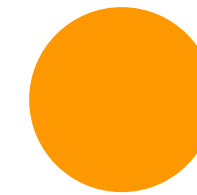
# In the Pipeline for 2024



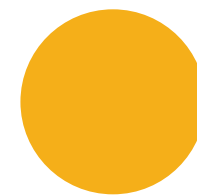
In addition to the Catapult Institute & Capacity Clinic offerings on the calendar for 2024, we are speaking with a number of organizations to partner together or contract additional services to offer:



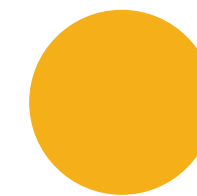
**Nonprofit Basics & Fundamentals**



**Support for Individual Development**



**Niche Training for Nonprofits**



**Nonprofit Board Recruitment Support**

# Thank you!

Questions, comments, suggestions, and more,  
contact:

Vicki Fernandez  
Director of Thriving Communities, Grunin Foundation

[Vicki@GruninFoundation.org](mailto:Vicki@GruninFoundation.org)



**GRUNIN**  
CAPACITY