



## JUMP Capacity Building Initiative EXECUTIVE SUMMARY

*Capacity Building Definition:* the development of an organization’s core skills and capabilities such as leadership, management, finance and fundraising, programs and evaluation, in order to build the organization’s effectiveness and sustainability.

### Program Overview:

The Journey to Unlock Management Potential (JUMP) Capacity Building Initiative is a 12 -month program that helps nonprofit organizations “jump” ahead by increasing their capacity. This Initiative is designed to help forward-thinking leadership teams unlock their abilities to sustain their mission-driven work and create social change. Local nonprofit organizations are invited to participate in an initial application and assessment phase. The assessment allows organizations to examine their capacity in key areas identified by research as impacting sustainability.

Selected organizations continue on to the next phase which includes interactive workshops, a change leadership learning series and facilitated activities. Additionally, participants receive technical assistance from capacity building experts, network and build relationships, acquire additional resources, obtain support from a peer group and receive up to \$20,000 to implement capacity building activities. Potential activities may include but are not limited to:

- Developing multi-year organizational plans (strategic, business, communications)
- Preparing for leadership transitions and providing board development opportunities
- Strengthening financial, human resources or other internal management systems
- Exploring less-traditional financing options such as fee-for-service, earned income and social enterprise strategies
- Conducting programmatic and operational analysis to assist with key decisions regarding organizational sustainability and viability

The JUMP Capacity Building Initiative enables nonprofit organizations to guide themselves to success as they define their vision, identify strategies, develop a capacity building plan and establish a capacity building team. Capacity building plans are customized and include specific measurable goals to track and capture achievements. Capacity building teams consist of five to seven members and typically include the executive director, board members and senior staff.

The JUMP Capacity Building Initiative is coordinated and administered by the Tampa Bay Healthcare Collaborative ([www.tampabayhealth.org](http://www.tampabayhealth.org)) whose mission is to promote health, wellness and safety of individuals in our community through coordinating existing resources and promoting increased access to care. Additional partners include Allegany Franciscan Ministries, Collaborative Labs at St. Petersburg College, Lackey Consulting, Nonprofit Leadership Center of Tampa Bay and Robertson Consulting Group, Inc.

### Eligibility Criteria

- Serve residents of Hillsborough and/or Pinellas Counties in the State of Florida
- 501(c) 3 designation or fiscal agent with 501(c) 3 designation
- Full-time paid Executive Director or CEO who will have been with the organization for at least 1 year by the time of application
- Current operating budget between \$500,000 and \$5,000,000
- Organizational missions should be aligned with that of JUMP's funding partners; the current funding partner is Allegany Franciscan Ministries ([www.afmfl.org](http://www.afmfl.org))

### Preferred Criteria

- Display a commitment to design innovative systems and implement social change to improve the organization
- Have established contingency plans in the event of a fiscal crisis, emergency or natural disaster (i.e. Emergency Preparedness Plan)

### Additional factors for consideration:

- Readiness for long-term change
- Adequate financial stability
- Previous involvement in capacity building activities