

Questions

We have created this discussion guide to **facilitate conversation and action within your organization or community supported by the Virginia Nonprofit Sector Report: 2023 Snapshot**. The questions below have been developed from the findings and recommendations found in the report, in alignment with CNE's 7 Actionable Principles for a Strong Social Sector (7principles.thecne.org).



The 7 Actionable Principles framework is intended to strengthen local nonprofits and relationships between nonprofit organizations and their funders and offer a common language around key and proven practices, informed by the community, that enable the social sector to be more effective, make better use of resources, and increase community impact. **For deeper engagement with the 7 Actionable Principles framework, please visit our website** to download free discussion guides (for both nonprofits and funders), find tools & resources, and request CNE support.

What is capacity building?

“Capacity building is whatever is needed to bring a nonprofit to the next level of operational, programmatic, financial, or organizational maturity, so it may more effectively and efficiently advance its mission into the future.”

NATIONAL COUNCIL OF NONPROFITS

Nonprofits

- What trends and challenges have you experienced in managing your organization's workforce, and what strategies and resources are you using or seeking to adapt to attract and grow your staff?
- How do you identify your organization's top capacity building needs, what strategies do you use to meet those needs, what has been successful and where are the gaps?
- How does your organization learn about, invest in, and develop diverse leadership, inclusive cultures, and more equitable outcomes?
- What sector relationships do you most hope to strengthen, how do you currently steward those relationships, and how could new or different relationships advance your mission and vision?
- If you could make one change to how you evaluate your work, what would it be? And what resources, support, or guidance might you need to accomplish the change?

Questions

Funders

- Given the nonprofit sector's workforce development challenges, what are some opportunities and strategies for funders generally and your organization in particular to invest in nonprofit leadership and leadership development?
- How do you learn about and respond to the capacity building needs of your grantees and your community, how could you change your funding to do so, and what are some opportunities to partner with other funders or government agencies/jurisdictions in support of the work of nonprofits?
- How has your organization learned about the history of inequity in philanthropy, and how have you changed your practices as a result?
- How do you or could you foster greater understanding about and connection with nonprofits within your organization? How do you or could you resource or fund sector collaborations and systems and structural change work?
- How do you support and fund nonprofits' evaluation, strategic planning, and capacity building work? How do you evaluate your own work, and how do you get feedback from nonprofits you support?

Government

- What are some opportunities for nonprofit business to inform and benefit from current and future workforce development initiatives?
- How do you learn about and respond to the capacity building needs of your community's nonprofits, and what are some opportunities to partner with other government agencies/jurisdictions or funders in support of the work of nonprofits?
- How can you learn about and implement strategies to prioritize diversity, equity, and inclusion in workforce development initiatives, in collaboration with nonprofits and funders?
- What opportunities do you or could you create to connect with and learn from nonprofits serving your communities?
- How do you evaluate the impact of your work with nonprofits, and what strategies can strengthen that impact?