
For a Spanish version of the RFP please [click here](#).

TRIANGLE CAPACITY-BUILDING NETWORK 2023-2026

The Triangle Capacity-Building Network's (TCBN) program and grantmaking strategy focuses on shifting power and providing financial resources to organizations led by and serving people of color. Our strategy is informed by both nonprofit data about access to capital and an acknowledgement of how past injustices manifest in present-day disparities. Data has shown that nonprofit organizations led by executive directors of color face additional challenges to accessing capital compared to peer organizations with white leaders. (Building Movement Project: Race to Lead; Echoing Green; Nonprofit Finance Fund).

Guiding Values

The nonprofit Advisory Committee will:

- Lead in identifying grantee selection and overall program investment strategies. TCBN will invite proposals and make grants to a variety of recipient organizations or networks based on specific guidelines that have emerged through the participatory grantmaking process; as well as make investments in resources that build the capacity of organizations led by people of color across the Triangle.
- Practice trust-based philanthropy, including flexible funding and minimizing reporting and information gathering burden on grantees.
- Put equity front and center. Inequities are often exacerbated in times of crisis, and we are committed to supporting communities most impacted by the pandemic, inflation, and potential economic recession.

Grantmaking

This year, the funding cycle will provide:

- **Multiyear Funding:** TCBN will award multiyear grants of \$25,000 each year over three years (for a total of \$75,000), to 15 organizations led by people of color.
- **Professional Development Funds:** TCBN will award each funded organization an additional \$1,000 stipend annually to participate in professional development opportunities that align with their mission and specific organizational needs.
- **Self-Care Funds:** TCBN will award each funded organization an additional \$1,000 stipend annually to participate in self-care activities that align with their specific organizational needs.

Eligibility Criteria

- Must be Triangle based and serving (Wake, Durham, Orange, and Chatham, counties).
- Must be a registered 501(c)(3) nonprofit, religious congregation, or work under fiscal sponsorship of 501c3. Government agencies and universities are ineligible for this opportunity.
- Must be an organization led by and serving people of color as defined as:
 - Executive Director identifies as a person of color.
 - Over 50 percent of senior staff identify as people of color (even if ED is not).

- Over 50 percent of Board of Directors identify as people of color.
- In addition to one or more of the three criteria above, over 50 percent of service recipients must identify as people of color.
- Must abide by the Foundation’s [non-discrimination policy](#).
- Priority will be given to organizations that include the perspectives of those with lived experience in the work.

Note: A maximum of 15 percent of available funding will go to organizations that have a budget of over \$1 million; 85 percent will go to organizations with budgets up to \$1 million.

Scope

We encourage organizations to focus on one capacity-building project per year of funding. TCBN acknowledges that capacity building is continuous and may not fit cleanly into one year of funding. It is acceptable for the project period to be more than 12 months. Subsequent-year funding may be used to build upon the initial capacity-building project or use funding for additional capacity-building needs.

To view scope of project examples please click [here](#).

TCBN will award capacity-building grants in the following categories:

- | | | |
|--------------------------------------|-----------------------------------|---|
| ● Organizational Capacity Assessment | ● Fundraising | ● Program Design, Management & Evaluation |
| ● Advocacy & Civic Engagement | ● Human Resources | ● Sabbatical |
| ● Board Governance | ● Information & Technology | ● Strategic Communication |
| ● Equity, Diversity & Inclusion | ● Legal Compliance & Transparency | ● Strategic Planning |
| ● Financial Management | ● Partnerships & Collaboration | |

These examples are based on North Carolina Center for Nonprofits, *Principles & Practices: Best Practices for North Carolina Nonprofits* (Raleigh, NC; NC Center for Nonprofits 2019). Available [here](#). Examples can be found [here](#).

In addition to receiving funds for any of the above categories, selected organizations will have the opportunity to participate in networking and engagement opportunities with other grantees in the funded cohort.

Evaluation Criteria

- Meets eligibility requirements.
- Sufficient information provided in application to make informed decision.
- Organization includes the perspectives of those with lived experience in the work.
- Strength of proposal in addressing capacity needs.
- Level of impact this funding will have on the community and the organization.

TIMELINE

Applications must be submitted by **Sunday, February 19, 2023, at 11:59 pm**. Applicants will be notified by May 31, 2023. If you meet the eligibility criteria and are interested in applying for a grant, please apply using Triangle Community Foundation’s online grant management system. Information about creating a profile and using the system is available [here](#). The TCBN Advisory Committee will review applications and select grantees.

Capacity-Building Program Timeline

Grant Period	June 1, 2023 – May 31, 2026
Applications Accepted	January 9, 2022 – February 19, 2023
Information Session	January 18, 2023
Finalist Decision Notification	Mid-April 2023
Grantees Selected	Mid-May, 2023
Final Grantee Notification & Grant Disbursement	May 2023
Grantee Cohort Convenings	TBD. Will be held quarterly or bimonthly as determined by feedback from grantees.
Reporting	Grantees will participate in an annual interim check-in with TCBN. Grantees will also be required to submit a final report at the end of the grant cycle (May 2026).

ABOUT TCBN

Since 2014, funders from across the Triangle region of North Carolina have been meeting regularly to talk about the nonprofit sector and the desire to see agencies succeed and build their internal capacity. Since that time TCBN has commissioned research, engaged nonprofits in conversations about capacity building, and built a strategic direction with a desired outcome of creating strong nonprofits in the Triangle region of North Carolina. One of the most important lessons from the data compiled by NC State University’s Institute for Nonprofits that informed TCBN’s overall direction is that nonprofits report having lower levels of adaptive capacity, as they primarily focus on challenges for which there is no single answer. TCBN identified key outcomes for this capacity-building effort based on that research.

- Nonprofits have access to skilled, diverse, and high-quality capacity-building providers and opportunities and resources necessary to thrive in a way that is self-defined by the organization.

Since 2019, TCBN has invested just under \$1 million in 44 nonprofit organizations to support their internal operations, including but not limited to fundraising and financial management. In 2022, TCBN adopted a new multiyear strategic plan that centers the latest needs of nonprofit leaders, including:



TRIANGLE CAPACITY-BUILDING NETWORK

A LOCAL FUNDER COLLABORATIVE

Triangle Capacity-Building Network Request for Proposal



Creating back-office infrastructure & shared services

Facilitating partnerships and access to resources that allow nonprofits to maintain their operations without redirecting time and effort from programming, creating greater organizational impact.



Providing access to funding & diversified revenue streams

Offering educational opportunities to Executive Directors (EDs) and Boards on diversifying revenue streams, including access to individual donors.



Building networks of nonprofit coaching & peer support

Creating spaces for networking and sharing of resources through grantee convenings and community partnerships while also providing options for coaching and support through POC ED circles.



Identifying and funding leadership training & capacity building

Further developing programming that allows for multiyear grants and professional development funding for grantees.



Supporting nonprofit leader self-care

Continuing to offer funding for sabbaticals while also providing planning support/resources. Creating self-care fund for grantee partners.



Redefining, redirecting, and shifting philanthropy

Embracing full cost funding, amplifying nonprofit voices in funder spaces, and exploring portfolio sharing with external funders to broaden grantee visibility for potential funding.

FOR MORE INFORMATION:

Tanaya Suddreth Lynch, Senior Program Officer, Triangle Community Foundation

Tanaya@trianglecf.org

Daniela Cerón, Program Associate, Triangle Community Foundation

Daniela@trianglecf.org

I speak Spanish

MATERIALS:

- View Application Questions [here](#).
- View Spanish Application [here](#).
- View Evaluation Questions [here](#).

Scope of Project Examples:

The following are additional examples of adaptive capacity and innovation areas of support.

Adaptive Capacity & Innovation Areas	Capacity-Building Activity	Definition
	Organizational Assessment	Support for organizational change/development processes: assessments, development plans, implementation of change processes
Advocacy & Civic Engagement	Advocacy & Civic Engagement	Public Education, Nonpartisan Voter Education, Influencing Corporations, Regulatory Efforts, Litigation, Training, Research, Organizing, Educating Legislators, Educational Conferences
Board Governance	Board/Governance Development	Support to improve Board functioning: assessments, training, etc.
Equity, Diversity & Inclusion	Equity assessment	Review of policies and programs to develop equitable practices
Financial Management	Recordkeeping/Bookkeeping	Support to develop and maintain good financial planning and budgeting, financial accountability, financial systems and statements, management accounting, auditing, development of business modeling and plans, profit generating subsidiaries, alternative revenue generating activities, social enterprises, renting or buying facilities, and providing financial resources for operations (equipment, systems, software)
	Financial management	
	Revenue generating activities and Infrastructure	
	Renting or buying facilities	
Fundraising	Fund development/Resource mobilization	Support for development of fundraising strategy, for development of a diverse portfolio of resources (including selling services and corporate engagement)
	Donor database management	
	Donor relations	
	Social media/Capital campaigns	
Information & Technology	Data management and new technologies	Support for general data management (documentation, database, information collection), including introducing the use of new tools or technology to the field. Important to make distinction between development of technologies for one organization or for the field
Leadership & Governance	Human Resources (HR)	Support for organization's HR (staff development), including volunteer management. HR (staff policies and procedures) goes under internal policies and procedures
Legal Compliance & Transparency	Compliance with state and national regulations	Support for organizations to comply with legal, administrative, tax, fiscal and financial regulations

Partnerships & Collaboration	Merger	Support for strategic restructuring including merger exploration
	Relationship building	Support for developing external relationships and partnerships; including shared services and collective impact
Program Design, Management & Evaluation	Program design	Support for designing clear and strategic programs
	Program implementation	Support given to organizations to ensure delivery of efficient, effective, and quality projects and programs, including service delivery or new (response) systems or programs
	Research	Support to build research expertise of the organization, support for new research for the sector
	Learning, Monitoring and Evaluation	Support to design and implement effective monitoring and evaluation system (including impact assessment)
Strategic Communication	Internal communications	Support given to organizations to communicate effectively with stakeholders (strategies and skills): communication plans, practices and tools, website development, messaging
	External Communications	
Strategic Planning	Strategic planning (including strategic restructuring)	Support the development of strategic plans, brand or identity, mission and vision, theory of change (including upscaling, developing existing programs or services in new geographies, mergers, consolidations, joint ventures, spin-offs)
	Sabbatical	Support nonprofit leaders with paid leave from their work to travel, reflect, or other personal rejuvenation activities