

Nonprofit Sustainability Challenge Application Cohort 4: 2019-2020

The NSC Program is a dynamic 14-month intensive to help your organization adapt and thrive during changing times.

Applicants are strongly encouraged to attend our info session and NSC Cohort 3 graduation on Tuesday, March 19, 2019 at The Maymont Garden Hall, time TBA. We encourage you to also bring your Board Chair or a member of your board that will be supporting your application.

Applications are due **by 4:00 PM on Friday, April 5, 2019**. Please save your application form with your organization name in the file name and upload it here: <https://vcdc.egnyte.com/ul/Xr3oU4X5we>

Notification to selected participants will be made by April 19, 2019.

Please direct any questions regarding the program or application to: Raven Bates, 804-482-6232 or rbates@vacdc.org

Organizational Information:

Organization Name:

Organization Address:

Organization Website:

Organization staff size:

Organization annual budget:

Organization mission:

Board chair:

Board chair e-mail:

How did you hear about the NSC Program?

If selected, who will participate in this program from your organization?

Name:

Title:

E-mail:

Office phone:

Cell phone:

Description of role in the organization:

Name:

Title:

E-mail:

Office phone:

Cell phone:

Description of role in the organization:

1) Confirm your commitment

In order to achieve measurable results, participants understand that achieving organizational change through the tools offered by this program demands a significant commitment. Please review the commitments below and check to confirm that you understand what is expected of your NSC participant team and your organization as it relates to this program.

COMMITMENTS		
1	Active participation in the program of two senior managers with general programmatic or fiscal management responsibilities (preferably including the Executive Director/ CEO).	
2	Participants <u>must be</u> available to attend the following retreat dates, for the entire duration. Retreats generally start at 3pm on the first day (typically Sunday) and end at 5pm on the last day (typically Tuesday). Retreat dates are as follows: June 2-4, 2019 October 6-8, 2019 February 23-25, 2020 June 14-16, 2020	
3	In addition to the four retreats participants commit to participation on at least 3 NSC webinars and at least 15 telephone individual organizational coaching calls in addition to completion of all reading and assignments over the duration of the 14-month program. Approximately 5 hours a month.	
4	Participants must commit to a significant amount of time outside of the above program framework (retreats, webinars, readings/assignments and conference calls) to achieve measurable results. Time commitment outside of the program frame work will depend on the scope of the performance challenge your organizations decides to pursue through the program. While successful achievement of one's challenge requires a significant commitment of time and effort, it is likely time and effort that either is currently budgeted, or if not, it should be, given that the challenge is overcoming the greatest obstacle to organizational sustainability. Applying the tools and resources available through the NSC enhance the likelihood that long-term successes will be achieved through such efforts.	
5	Participants commit to support peers within the program and contribute to future NSC program as part of the NSC alumni network.	
6	Pay program fee of \$2,000 by April 15, 2019 and pay travel related expenses for your team (meals will be included at no extra cost).	
7	The organization has presented this opportunity to the Board of Directors and they support this application.	

2) Outline your sustainability challenge

Please outline the greatest obstacle to your organization's continued future success over the next ten years. Please be clear about why this issue is the greatest obstacle to success. Why is overcoming this obstacle important? What can your organization do to overcome this obstacle? What resources would that require? How would you go about securing those resources? What are current organizational strengths that can be called upon to solve this problem? How will you, your staff and your Board be engaged in arriving at these solutions?

In responding to this question, please do not identify a vague lack of financial resources as an obstacle unless you can also identify a specific and credible solution to that lack of resources. For example, in such a case, you might focus on how new business strategies could lead to more steady, recurring and controllable sources of revenue.

Please limit your response to 800 words.

3) Describe your organizational capacity

How would you assess your organization's current capacity for adaptation and change? Please cite examples of how your organization has successfully adapted plans, projects or operations in response to changing circumstances. What organizational changes could help your organization be even better equipped to envision a more sustainable future and align organizational culture and operations to realize your vision?

Please limit your response to 650 words.

4) Write your success story

Please imagine yourself five years in the future. Please write a brief newspaper article in the April 15, 2022 version of your local newspaper or online media service (a place where you be honored to have press) that describes how your organization has moved from its current situation in April of 2017 to a better capitalized, more financially independent organization in April of 2022. Please imagine and describe in your news article specific details that illustrate the achievements that you are celebrating on that future date (add quotes from customers and key partners).

Please limit your response to 1200 characters.

VCDC Nonprofit Sustainability Challenge

Applicant Certification

(Please include with application)

By submitting this application, I certify that if selected, my organization will participate as described in the application materials for the full 14-month program. I also certify that I have the authority to commit my organization to this endeavor. I understand that the cost of the program is \$2,000* and I will also cover periodic travel and lodging expenses associated with the gatherings. I understand that two senior managers from my organization (preferably including the Executive Director/ CEO) will be called upon to invest significant time (as detailed in this application) in planning for a more secure future for my organization, and I recognize that making that commitment is in the best interest of my organization.

Executive Director/ Chief Executive Officer

Date

Print Name

Board Chair

Date

Print Name

*The tuition fee is a small portion of the overall cost of the program per organization. The program is generously made possible by grant and sponsorship funds from the following: VCDC, VHDA, Bon Secours, BB&T, Wells Fargo and The Virginia Nonprofit Housing Coalition.