



TRACY FAMILY FOUNDATION

Capacity Building Program

Request for Proposal

Board Development Coaching & Training

Opportunity for Organizations in West Central Illinois

The Tracy Family Foundation seeks Capacity Building Grant applications from organizations that are eager to move their Boards from “Good to Great” through a customizable Board coaching and training program. Great Boards amplify the impact of the nonprofit mission and are instrumental in changing the lives of those being served. Nonprofit organizations serving West Central Illinois in the counties of Adams, Brown, Cass, Greene, Hancock, McDonough, Morgan, Pike, Scott, or Schuyler are eligible to apply. Successful applicants will receive a grant of \$5,000.00 to participate in the Nonprofit Board Excellence coaching and training series. A 10% matching contribution of \$500.00 is required from applicants. Cash funds from donors (other than the Tracy Family Foundation) and/or your organization will be considered as matching funds.

Purpose of the Request

Far too often, our nonprofit Boards limp along without the professional development to become high functioning and highly impactful Boards. We frequently hear nonprofit leaders concerned about poor board engagement, lack of board support and follow through, or over involvement of boards in certain organization operations. These issues lead to staff and board burnout and high levels of turnover. Healthy nonprofit Boards are integral to nonprofit success, and healthy boards need resources and strategies to improve and grow. The Tracy Family Foundation wants to build nonprofit capacity through this unique, customized Board development program. We’re seeking to help nonprofit Boards:

Evaluate and reflect upon current Board effectiveness and impact.

Set nonprofit Board goals for practice, continuous learning, reflection, and improvement.

Implement specific changes to improve the efficiency and effectiveness of board practices and relationships.

Program Description

The Nonprofit Board Excellence customized coaching and training program is designed to provide 40 hours of customized nonprofit Board coaching and/or training lasting up to one year, depending upon how the 40 hours are utilized. The coaching and training provided will likely include the nonprofit leader, Board Chair, and the full Board and be tailored to the needs of the organization. There will be some one-on-one coaching and some full Board coaching and training. How the 40 hours is utilized, between coaching and training, will be a part of the agreement between the nonprofit and Board Development coach.

What to Expect:

- Nonprofit Board coach will use an assessment tool, the Board Development Roadmap, to help the organization’s leadership assess current Board effectiveness, including areas of strength and areas of growth.
- Nonprofit Board coach will then work with leadership to identify training and coaching priorities.
- Nonprofit Board coach will utilize the assessment tool results to create clear and concrete goals for the organization board, as well as create agreement on work to be completed.
- The nonprofit leader, Board Chair, and the full Board will be engaged at various times within the coaching / training process.
- Training / coaching dates and time frames will be identified, and meeting dates will get distributed.
- Nonprofit Board Development Coaching / Training work will begin.

Upon completion of the Nonprofit Board Excellence coaching and training program, Boards will:

- Improve their score on the Board Development Roadmap in the areas identified to be strengthened.
- Improve their overall score on the Board Development Roadmap by at least 10 points.
- Increase knowledge of the skills and systems needed to be an effective Board.
- Increase Board engagement through volunteer service, networking, and fundraising.

Program Coaches

Program coaches have been personally vetted by the Tracy Family Foundation (TFF). They are respected leaders and Board members from our region. After being selected, TFF required the Board coaches to attend the BoardSource Board Consulting Certification program as a part of their preparation for the coaching and training role. TFF will help to match nonprofits with their ideal Board coach by providing a listing of Board coach biographies and letting nonprofits select their top three choices. Ideally, each organization will be paired with one of their top three choices.

How to Apply

The Board Development Coaching & Training Request for Proposal is an on-demand application, meaning organizations may apply anytime throughout the year. Applications are reviewed on a rolling basis. Organizations interested in applying are asked to submit a **Capacity Building Grant** to the Tracy Family Foundation. <http://tracyfoundation.org/apply>

Questions?

Feel free to contact Callie Niederhauser at callie.niederhauser@tracyfoundation.org

About the Tracy Family Foundation

The Tracy Family Foundation (TFF) was established in 1997 by the Robert and Dorothy Tracy family to advance innovative, collaborative, and sustainable change in Brown County, Illinois, and the surrounding region through organizations that share the values of family, faith, education, leadership, and community. TFF seeks to cultivate a philanthropic spirit in all generations of the Robert and Dorothy Tracy family by providing opportunities for the family to give and serve together. Find out more at www.tracyfoundation.org.