



SINCE 2010 FIRST 5 SAN BERNARDINO HAS HELPED STRENGTHEN **16** ORGANIZATIONS THROUGH THE CAPACITY BUILDING ACADEMY TO ENSURE THAT OUR COUNTY HAS A SUSTAINABLE SYSTEM OF SERVICES TO MEET THE NEEDS OF CHILDREN 0 TO 5 AND THEIR FAMILIES.

Capacity Building Academy

What is the Capacity Building Academy?

Capacity Building Academy (CBA) is a 10-month program that combines group learning workshops with tailored organizational coaching to increase the long-term sustainability of organizations serving children 0 to 5 and their families. Currently there are two cohorts of CBA participants, one from 2010-2011 and one from 2011-2012.

Many organizations have continued CBA participation beyond the initial 10 month program. With First 5 San Bernardino's support they received additional coaching and served as peer mentors to new CBA participants.

In 2012, CBA participants formed an "alum" group to continue learning together and to provide mentoring to future CBA participants.

"CBA HAS OPENED OUR EYES to a whole new set of possibilities, a whole new set of ideas around how we can reach people and do it effectively."
~ 2011-2012 CBA Participant



What should you expect in CBA?

- ⇒ Six to eight **full-day workshops** designed to walk teams step-by-step through the sustainability planning process.
- ⇒ Ongoing site visits by CBA consultants* to receive **tailored technical assistance**.
- ⇒ Opportunity to present your organization's **sustainability plan** to local funders and foundations at the *Funders' Forum*.

*All instruction, technical assistance and coaching for CBA is provided by Social Entrepreneurs, Inc.

CBA is comprehensive, flexible and adaptable

CBA begins with an in depth assessment of organizational strengths and needs; subsequent activities are specifically tailored to participant's needs.

CBA fosters a team approach. It is designed to engage different kinds of organizations stakeholders, including board members, executive teams and program staff.

CBA allows agencies to implement changes in real time, while actively engaged in the capacity building process.

CBA Impacts Organizations

Nearly \$3 million
in new grant
requests



Development of
new strategic
partnerships



New events
raising over
\$100,000



Stronger social
media & web
presence



What organizations gain from CBA?

Independent evaluations by Harder+Company Community Research have documented the benefits of CBA on participants and their organizations. Interviews with participants over a two year period show that organizations are more **responsive** to emerging opportunities and more **adaptive** to challenges. CBA helped them grow in the following ways.

INCREASED STRATEGIC COLLABORATIONS.

CBA participants identified new strategic partners for genuine collaborations that are mutually beneficial to organizations and the community.

DIVERSIFIED FUNDING.

Many participants had previously relied on First 5 San Bernardino as their primary funder. Through CBA, organizations submitted 14 grant applications to new funders totaling nearly \$3 million and contributing to the long-term sustainability of their organization.

A FOCUS ON MISSION.

CBA pushed organizations to focus on their mission and to ensure that core operational activities — such as programs, funding, collaborations, and sustainability plans — are closely aligned to that mission.

SUSTAINABILITY PLANS CREATED A ROADMAP TO CHANGE.

CBA provided the opportunity for organizations to engage in the long-term planning critical to sustainability and laid out a step-by-step plan unique to their organization for getting there.

“This academy has impacted us personally, professionally, and the organization. They helped us open the windows and see there is more we can do. Our perspective has broadened.”

~ 2010-2011 CBA Participant

CBA Alumni

2010-2011

Bear Valley Community Healthcare District
Community Health Systems Inc.
El Sol Neighborhood Educational Center
Foothill Family Shelter
Priscilla's Helping Hands
Rialto USD
San Bernardino City USD
Solomon Ujamaa Center Inc.

2011-2012

Another Way
Alternate Avenues
Cedar House Life Change Center
High Desert New Beginnings
Making a Difference Association
Morongo Basin Mental Health
Project CUIDAR
Rim Family Services

If your organization is ready to
apply, or for more information, please contact:

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harder+company
community research