



TulalipCares.org

## Tulalip Charitable Contributions Funds Distribution Report

**NAME OF AGENCY:** Rainier Valley Corps

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**GENERAL GOALS:** To cultivate leaders of color to strengthen the capacity of community-of-color-led nonprofits and foster collaboration between diverse communities to effect systemic change.

### **SPECIFIC USE FOR THIS AWARD:**

Thanks to the work of our fellows of color being placed among organizations led by communities of color, which provide services ranging from after-school programs to senior services to advocacy and employment training, over 5,000 clients have been served.

For more information please see the attached report from Rainier Valley Corps.

Tulalip report  
[REDACTED] in support  
 Q1.2016.14.2

	<b>Report</b> <b>MAY 1 2015 – JUNE 30 2016</b>
<p><b>Results Achieved</b></p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> <b>10</b> leaders of color enrolled in the first cohort of RVC Fellows and completed 75+ hours of training, mentorship, and other activities around nonprofit management, leadership, community organizing, and cultural dynamics.</li> <li><input type="checkbox"/> <b>10</b> RVC Fellows placed in Community Based Organizations led by communities of color</li> <li><input type="checkbox"/> <b>10</b> leaders of color developed skills in the above areas, as measured by pre/post surveys (forms attached).</li> <li><input type="checkbox"/> <b>8</b> people-of-color-led CBOs underwent 20+ hours of training in capacity building.</li> <li><input type="checkbox"/> <b>8</b> CBOs gained skills and resources to increase capacity in evaluation, fundraising, and program development.</li> </ul> <p>Thanks to the work of our fellows of color being placed among organizations led by communities of color, which provide services ranging from after-school programs to senior services to advocacy and employment training, over 5,000 clients have been served.</p>
<p><b>Challenges</b></p>	<p>One of the big challenges we have faced since the beginning of the fellowship program it was creating structures and means to strengthen the relationship amongst the CBOs. Almost half of our CBOs have zero full-time paid staff members. Often, the Executive Director or Director is the only full time staff member. Because of this limited staffing capacity and their rigorous schedules, it has been a challenge to have CBO leaders' full engagement and participation. This has had an impact on accountability, processes, and efficient use of time and resources. Another inconvenience is the time required for fellows to settle into their organizations, navigating the demands and rewards of being a new member of a team or organization.</p>
<p><b>Lessons learned</b></p>	<ol style="list-style-type: none"> <li>1. Through assessments and inquiry, we have learned that most of the CBO partners have needs that extend well beyond trainings and staffing in the form of fellows.</li> <li>2. It is essential to establish strong relationships and buy-in from partners, organizations and their leaders in order to do this work.</li> <li>3. The success of the program depends on the fellow's' experiences at their respective organizations, area of work, and level of support they receive.</li> <li>4. We now understand that providing more specific support such as executive coaching</li> </ol>

	<p>will create strong organizational leadership and experience for both fellows and CBOs leaders.</p> <ol style="list-style-type: none"> <li>5. RVC must be flexible and adaptable as circumstances change due to the diversity, workstyles and different backgrounds of the communities of color we serve.</li> <li>6. Connect training topics and materials in order to implement the skills and knowledge learned during the trainings that translates on a real, concrete level for CBOs.</li> <li>7. Moving into the second year, we will work on partnering up with organizations and support them in their different organizational needs, for example, governance, program delivery, financial development plans, etc.</li> </ol>
<p><b>Next Steps</b></p>	<p>We will be focusing on accomplishing the following deliverables:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Analyze the first year curriculum.</li> <li><input type="checkbox"/> Design the curriculum for the second year of the program based on feedback and lesson learned.</li> <li><input type="checkbox"/> Strength the current partnerships and establishing new ones.</li> <li><input type="checkbox"/> Include professional development in the second year curriculum.</li> <li><input type="checkbox"/> Engage in community-led strategic direction-setting, in order to have a shared understanding of the future of RVC.</li> <li><input type="checkbox"/> Consider expanding the scope and reach of the program.</li> <li><input type="checkbox"/> Spend more time capturing the lessons learned, particularly regarding developing leaders and capacity in communities of color.</li> <li><input type="checkbox"/> Assessing essentials areas of need for the CBOs and designing the trainings to incorporate work planning as a component.</li> </ul>
<p><b>SUCCESS STORY</b></p>	<p>The first year of the RVC fellowship program we were able to accomplish significant successes. We have been able to cultivate a strong, passionate and deeply committed cohort of fellows, allowing them to collaborate and share resources, which in turn has strengthened and shaped programs, events and funding structures of our ten partnering organizations.</p> <p>Since the launch of the fellowship program in September 2015, the designed curriculum provided quality trainings that established foundational knowledge in nonprofit management areas such as strategic planning, grant writing leadership, advocacy, Finance &amp; budgeting, volunteer management and staff supervision, establishing critical partnerships with individuals and organizations, creating strong bonds between fellows and leveraging community support and commitment.</p>