Contra Costa County Capacity Builders Network

PRE-IMPLEMENTATION AND KICKOFF ORIENTATION

Evaluation Summary Report

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THE
BRIDGING
GROUP

November 2018

Part 1: Capacity Building Readiness Assessment

Upon assignment to Jeweld Legacy Group (JLG), participating agencies were asked to complete a Capacity Building Readiness Checklist to assist agencies and consultants in determining the organization's level of readiness to utilize capacity building and technical assistance services though the Contra Costa County Capacity Builders Network. Five agencies completed the readiness checklist. Table 1 presents a summary of their responses.
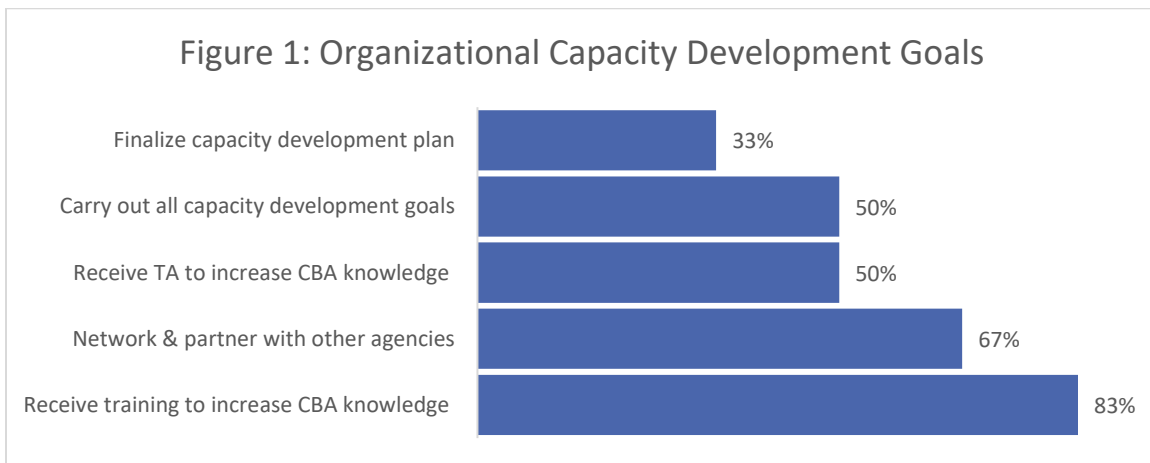
Table 1: Results of Capacity Building Readiness Checklist (Number of Agencies = 5)					
Area	**Readiness Criteria**	**Strongly agree**	**Agree**	**Disagree**	**Strongly disagree**
Organizational Culture	Organizational culture promotes openness to change and the type of entrepreneurism need to successfully engage in an organizational capacity building process.	80%	20%	0%	0%
Readiness for Change	Organization is comfortable questioning the status quo and exploring new ways of doing things to fulfill its mission.	60%	40%	0%	0%
Engaged Leadership	The organization will involve executive leaders, program managers, field staff, and board members in developing, implementing and evaluating the capacity-building plan.	40%	40%	20%	0%
Investment of Resources	The organization will invest an adequate amount of resources (talent, time and money) to successfully implement a capacity building plan.	40%	40%	20%	0%
Roles and Expectations	The organizational leaders are committed to clarifying roles and expectations for all participants in the capacity building process, including who will have input and who will hold decision-making authority.	60%	20%	20%	0%
Financial Stability	The organization is financially stable (i.e., business model, fiscal management, revenue reliability, annual budget surplus and manageable debt).	40%	40%	20%	0%
Operational Stability	There is no upcoming event that might affect the organization's ability to successfully complete a capacity building plan on a timely basis (for example, de-funding of a program, executive leadership transition, or reorganization).	40%	60%	0%	0%
Timing	This is the appropriate time for our organization to initiate a capacity building process.	100%	0%	0%	0%

In summary, all of the participating organizations reported that they have a high state of readiness to undertake a capacity-development program.

Part 2: Pre-Implementation Survey

Capacity Development Goals

Prior to offering any technical assistance services with agencies, JLG asked participants to complete a pre-implementation survey. Participants were asked what *goals they planned* for their capacity development project. Figure 1 presents a comparison of goals across participating agencies.

Figure 1: Organizational Capacity Development Goals

Goal	Percent
Finalize capacity development plan	33%
Carry out all capacity development goals	50%
Receive TA to increase CBA knowledge	50%
Network & partner with other agencies	67%
Receive training to increase CBA knowledge	83%

In summary, the participating organizations stated that training, technical assistance and networking were the three most important goals.

Organizational Needs

During the pre-planning survey, participating agencies were also asked what they thought were their *agency's highest area(s) of organizational need.* Participants were able to select multiple areas of need for their organization. Table 2 presents these needs in order of greatest to lowest as identified by participating agencies.

Table 2: Agency's Highest Area(s) of Organizational Need	
	Pre-Implementation Organizational Needs
External Relations	83%
Identifying and Implementing Evidence-Based Practices	83%
Fiscal Management and Sustainability	67%
Planning and Evaluation	67%
Agency Structure and Operations	50%
Understanding Criminogenic Needs and Recidivism Risk	33%
The Responsivity Principle	33%
Effective Use of Electronic Records	33%
Sector-specific Best Practices	33%

In summary, the participating organizations stated that their main needs were external relations, evidence-based practices, fiscal management/sustainability and planning/evaluation were their most important needs.

Participants also rated how *confident they were in their ability to carry out their capacity building activities.* On a scale from 1 (not confident at all) to 5 (very confident), *participants reported 4.4 in confidence to carry out their capacity building activities.*

Organizational Challenges

Finally, participating agencies were asked to list any challenges they foresaw their agency might have in meeting their capacity development goals*.* Participants were able to select as many as apply to their agency. Table 3 presents these challenges in order of greatest to lowest (or non-existent) as identified by participating agencies.

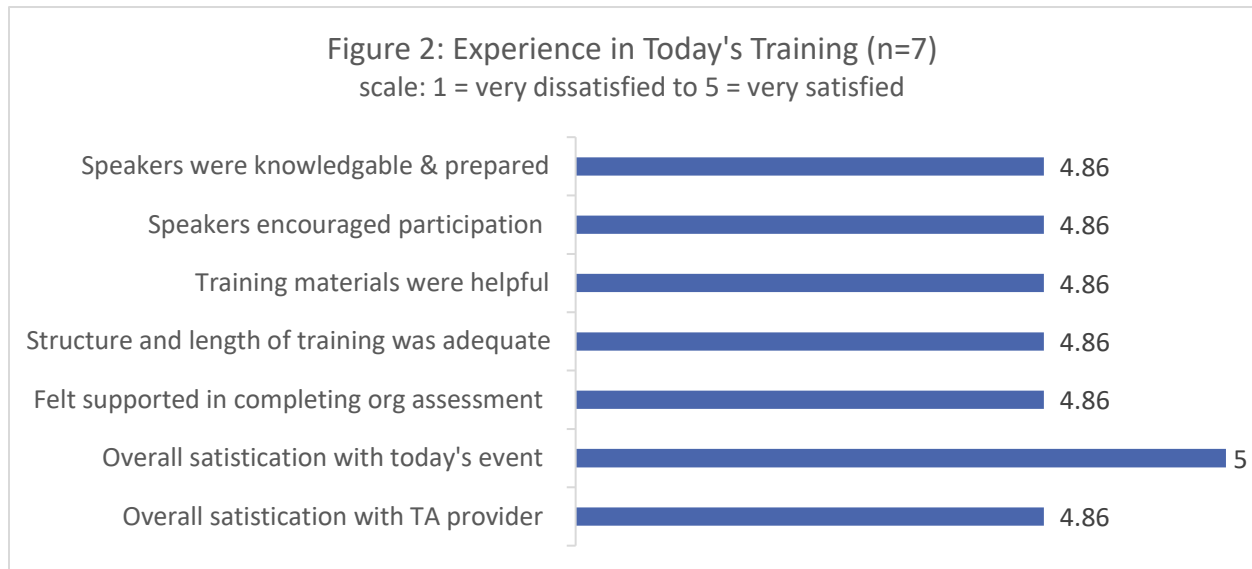| Table 3: Areas of Potential Challenges in Meeting Capacity Development Goals	
	Pre-Implementation Organizational Challenges
Lack of money or resources	60%
Lack of staff time	20%
Lack of agency Board of Directors time or commitment	20%
We won't have any challenges	20%
Change in organizational need or priority area	20%
Staff resistance or lack of staff support	0%
Agency leadership resistance or lack of support	0%
Challenges connecting with TA provider or professional services consultant to support the work	0%

In summary, the participating organizations stated that the lack of money/resources is the biggest challenge in meeting their capacity-development goals.

Part 3: Contra Costa Capacity Builders Network Kickoff Orientation Training

On October 26, 2018, JLG co-hosted with Contra Costa County Office of Reentry and Justice, a kickoff orientation and training for all agencies participating in the Contra Costa Capacity Builders Network. Five agencies participated in the kickoff: Goodwill Industries, Fast Eddy's, Bay Area Community Resources (BACR), Building Opportunities for Self-Sufficiency (BOSS), and Back on Track Expungement Services & Community Services. Of the agencies participating, three of five or 60% currently hold a contract with a County Agency. Individuals participating in the kickoff were asked to complete an evaluation at the end of the day. Seven individuals completed the survey.

Figure 2 presents an overview of the results of questions related to overall experience with the kickoff orientation training.

Overall Participant Satisfaction

Figure 2: Experience in Today's Training (n=7)
scale: 1 = very dissatisfied to 5 = very satisfied

Category	Rating
Speakers were knowledgable & prepared	4.86
Speakers encouraged participation	4.86
Training materials were helpful	4.86
Structure and length of training was adequate	4.86
Felt supported in completing org assessment	4.86
Overall satistication with today's event	5
Overall satistication with TA provider	4.86

In summary, the participating organizations indicated a high level of satisfaction with the kickoff training.

New Skills Gained and Intention to Use New Skills

Participants rated how many *new skills and/or knowledge they gained* for assessing their organizational needs and developing a Capacity Building Plan as a result of the orientation training. On a scale from 1 (learned no new skills) to 5 (learned many new skills), ***participants reported 4.0 in "learned many new skills."***

Participants also rated the extent to which they plan to *use the skills and/or knowledge they learned at their workplace.* On a scale from 1 (won't use at all) to 5 (plan to use often), ***participants reported 4.29 in "plan to use new skills."***

Training Strengths and Areas of Improvement

Finally, participants were asked to share both overall strengths and areas for improvement for the Orientation and Training. Table 4 presents major themes that emerged from these questions.

Table 4: Training Strengths and Areas of Improvement	
A. Best Part of Training/Orientation	**Number of Responses**
Hearing speakers share personal stories/experts in the field are very knowledgeable	4
Dieudonné Brou's presentation/testimonial	2
Speakers were very willing to answer questions	1
Liked that the group is fairly small	1
Networking opportunities	1
Organizational assessment	1
Hearing about upcoming opportunities	1
B. Areas for Training Improvement	**Number of Responses**
County input is very valuable – would like more time for that.	1
More input from Dr. Omo.	1

"THE LEVEL OF SUPPORT WAS OUTSTANDING. JLG MADE SURE WE FULLY UNDERSTOOD AND WERE WILLING TO EXPLAIN WHEN NEEDED."

- Capacity Builders Network Kickoff Participant

CONNECTING WITH DONORS BEFORE THE HOLIDAYS

In this **webinar** you will explore creative ways to stay in touch with your donors during the winter fundraising frenzy.
If you ever wondered how you can:

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✓ ride the wave of the holiday rush instead of getting drowned out by it, or

✓ make the most of your Giving Tuesday or end of year campaign?

This session is for you. It is also ideal for small groups who have donor base of any size, whether you do a year-end fundraising appeal or not.

Presented by:
Rona Fernandez
of Klein & Roth Consulting

Friday, November 16, 2018
9:30am – 10:30am

*Click the link to RSVP or email Summer Jackson
@ legacyta2016@gmail.com*

Workshop hosted by:

jeweldlegacy