

Organizational Effectiveness Grants

Grant Type: **Dollar and nondollar support**

Dollar Amount: **\$60,000**

Foundation Name: **Ball Brothers Foundation**

What was your objective with the grant or initiative?

The Ball Brothers Foundation's Organizational Effectiveness Grants support youth-serving organizations. Annually, two organizations are selected for capacity-building in their area of need (e.g., board training, fundraising, strategic planning, executive coaching). They receive:

- ▶ Technical assistance: 150 hours
- ▶ Registration for a statewide youth conference
- ▶ Registration for the Indiana University Fund Raising School's Principles & Techniques of Fundraising course
- ▶ A \$10,000 subgrant

A statewide organization manages the process via an annual Ball Brothers Foundation grant of approximately \$60,000.

What were the results of this grant or initiative?

Over the past 14 years, 21 organizations have participated. A recent evaluation indicated that 100% of surveyed organizations reported positive change within their organization as a result of participating; 95% of surveyed organizations are still using the skills and knowledge they obtained. They reported the following top impacts: increased leadership, board, or staff engagement and buy-in; diversified funding streams; and increased presence or visibility in the community.



Why would you say this grant or initiative had outsized impact?

Overall, this effort has been a great way for the foundation to invest in the leadership of youth-serving organizations and the talent pipeline of executive directors. Strong organizations need great executive directors and great boards. The grants allows youth-serving organizations to identify core challenges and systematically work to address, with outside help, those challenges across a 6- to 12-month period. Many small organizations run on tight budgets and wouldn't be able to afford the consulting support or professional development (including the required fundraising course) that the Organizational Effectiveness Grants provide.

A key advantage is that the entire process is managed by a statewide umbrella organization that handles the selection of the youth-serving organization participants (via a volunteer review committee and site visits), consultant matching process and day-to-day management of the program. Because this is a significant investment of time for both the executive directors of selected youth-serving organization and their boards, the foundation uses the \$10,000 sub-grant to incentivize full participation and buy-in from selected organizations. To be eligible for the subgrant, youth-serving organizations must make sufficient progress toward goals they set with their consultants.

A recent participant shared this feedback:

It has really transformed our organization. We are tremendously stronger and more confident and more unified in the vision and mission. And having a consultant come in and provide an objective opinion was key. Thank you, because we would not have survived without this!

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