


# A Lifecycle Approach to Investing in Organizational Capacity



Virginia G. Piper Charitable Trust | [www.vgpc.org](http://www.vgpc.org) | @PiperTrust | Susan Kerry Stearns | [skerry@vgpc.org](mailto:skerry@vgpc.org)

*Virginia G. Piper Charitable Trust seeks to enhance and strengthen quality of life for the people in Maricopa County Arizona.*

## Grantmaking Focus



- Healthcare and Medical Research
- Children
- Older Adults
- Arts and Culture
- Education
- Religious Organizations



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## Building Capacity Through -

- Arts and Culture Grantmaking
- Piper Trust Fellows Sabbatical Program
- Piper Trust "Organizational Effectiveness"
- Programming for Grantees



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### Capacity Building

Strengthening the organizational platform which supports and sustains your mission and programs

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**VIRGINIA C PIPER** **Susan Kenny Stevens**  
Virginia C. Piper Charitable Trust | [www.vcpiper.org](http://www.vcpiper.org) | @PiperTrust | Susan Kenny Stevens | [www.vcpiper.org](http://www.vcpiper.org)

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### Nonprofit Lifecycle Stages

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Virginia C. Piper Charitable Trust | [www.vcpiper.org](http://www.vcpiper.org) | @PiperTrust | Susan Kenny Stevens | [www.vcpiper.org](http://www.vcpiper.org)

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### Piper Trust Organizational Effectiveness Programs

Building Durable Nonprofits

- CHANGE** → HIGH LEVEL Engagement: Holistic, longer term support based on expert assessment, ongoing assistance, and larger grants
- ACT** → MID LEVEL Engagement: Academy Follow-Ups, connections to support and resources focused on one area of nonprofit management
- LEARN** → INITIAL Engagement: Piper Academies, Trainings and Workshops

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### The ATLAS Experience

Foundation selects a set of grantees to go through a two-year cohort program.

Nonprofit chooses a Leadership Team of 4 key staff and board members who commit to taking a deep and honest look at their organization's lifecycle challenges and making improvements accordingly.

Nonprofit completes a Lifecycle Self-assessment and capacity improvement plan with the aid of a trained consultant.

Nonprofit implements the capacity plan over 18 months with capacity investment from Foundation.



Virginia G. Piper Charitable Trust | [www.vgpc.org](http://www.vgpc.org) | @PiperTrust | Susan Kerry Stearns | [stearns@vgpc.org](mailto:stearns@vgpc.org)

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### Internalizing Capacity

1. Internalizing Insights and Learnings
2. Identifying Organizational Mindset
3. Reframing the Mindset
4. Creating New Habits



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### Creating Lasting Value

What are the key insights you've had about your organization and how you functioned before ATLAS?

How would you describe your organizational mindset, then and now?

What habit changing practices have you put in place while in ATLAS, and what will it take to maintain them?

What is the greatest risk factor to sustaining your ATLAS learnings and experience?



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Lifecycle "Trickle Down"

- Mid-level Good Governance
- Learning Circle
- Possible new directions



Virginia G. Piper Charitable Trust | [www.vgpc.org](http://www.vgpc.org) | @PiperTrust | Susan Kenny Stevens | [www.susanstevens.com](http://www.susanstevens.com)



Ellen Solowey  
Program Officer  
[esolowey@pipertrust.org](mailto:esolowey@pipertrust.org)  
480-556-7133

Susan Kenny Stevens, PhD  
[www.nonprofitlifecycles.com](http://www.nonprofitlifecycles.com)  
*Nonprofit Lifecycles* is available  
through amazon.com

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