

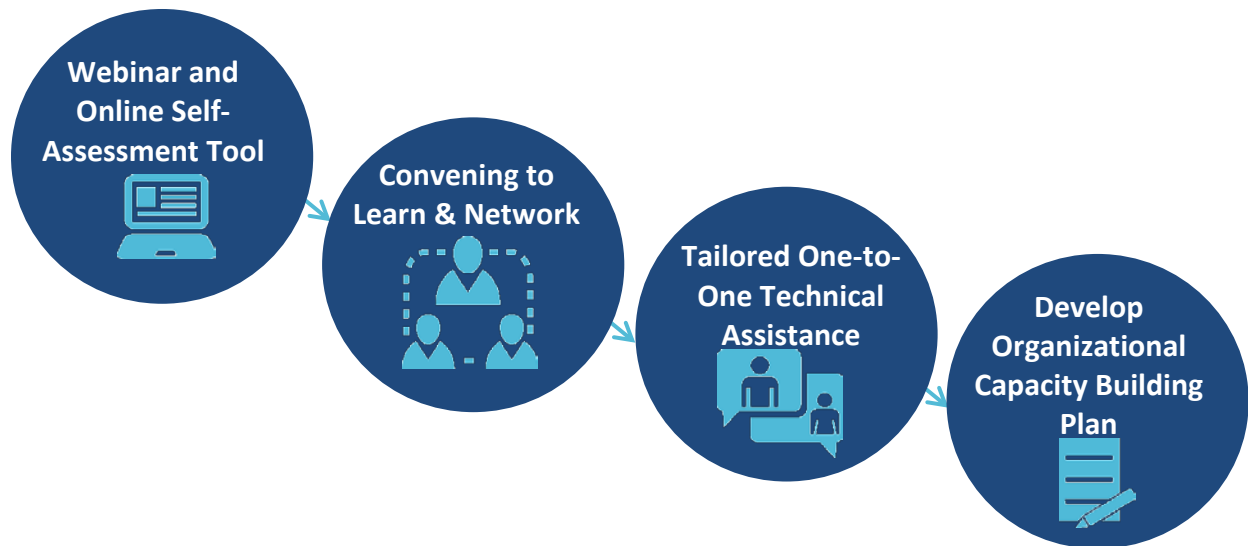
About HTA Technical Assistance for the Community Capacity Fund

The Alameda County Community Capacity Fund (CCF) is a unique opportunity that empowers grantees to complete a self-assessment of their agency, develop an Organizational Capacity Building Plan and identify the best pathways for strengthening their organization. As a technical assistance (TA) provider for the CCF, Hatchuel Tabernik & Associates (HTA) will meet you wherever you are in your organizational journey and work beside you. Whether you represent a small, local community-based organization or a regional agency with a network of interrelated programs and partners, we will listen to you carefully, and together we will identify your organizational strengths and your most important capacity building opportunities. You will engage with our team of experts – in person, by phone, at large convenings, by email, and/or via webinars – to conveniently access technical assistance that is useful, targeted, powerful, and insightful. Along the way we will share lived experience and research about what works in non-profits like yours. We will identify and honor your passion, experience and expertise as we work together to build a more just and equitable county. We will also delve into best practices that support healthy living and successful outcomes for individuals who are reentering the community after incarceration.

Our Approach to Capacity Building and Technical Assistance

The HTA team will engage your organizations in a dynamic participatory learning process. This process will assist you to increase your capacity to achieve your mission and will also strengthen your ability to improve the health and wellbeing of formally incarcerated individuals. We respect the knowledge and lived experience that each of your organizations bring to the learning community we hope to create together. Our TA team will work beside you to ensure that your agencies (1) are provided with a safe-space to review and discuss the expectations of the Community Capacity Fund; (2) engage in a thorough self-assessment process that helps identify your current organizational capacity and where there are opportunities to grow, and (3) create a detailed Organizational Capacity Building Plan that aligns with your agency’s “organizational reality” and priorities for the future.

To successfully realize these objectives, the HTA team will guide your organization through the following process:





Webinar and Online Self-Assessment Tool

HTA has adapted the McKinsey Organizational Capacity Assessment Tool (OCAT) as an online self-assessment tool to reflect the unique needs of grantees working with the reentry population in Alameda County. This tool is simple and straightforward to use and offers an opportunity to learn where your organization is in its journey. The results from the self-assessment will be the starting place for the HTA team and grantees to engage around your capacity building needs. Prior to their first convening HTA will host a webinar that reviews the goals of the program, the assessment tool, and the reporting template. This will allow organizations to get an early start on completing their assessment. Throughout the assessment process, our team will be available to support you.



Convening to Learn and Network

As a participating grantee you will attend a convening to learn and network with other organizations serving the reentry population in Alameda County. This convening aims to provide grantees with an in-depth opportunity to learn what constitutes a strong organization and to develop appropriate infrastructure and strategies to effectively serve the reentry population. There will be opportunities to take a deep dive into the key areas of organizational development covered in this process. As trainers we believe in interactive learning that utilizes peer-to-peer exchanges, presentations from skilled consultants, intensive small group work, and creative learning exercises aimed at generating innovation, and real-time feedback/consultation/problem solving.



Tailored One-to-One Technical Assistance

HTA will provide tailored one-on-one technical assistance to grantees as you develop your individual Organizational Capacity Building Plans. HTA has developed an Organizational Capacity Building Plan guide what will be reviewed at the convening and used throughout the one-to-one TA process. The Guide is intended to support you to develop a high quality plan while also allowing customization across the entire range of capacity building areas. Grantees can choose to engage with our consultants in person, by phone, or by email in order to make the technical assistance process accessible, seamless, and convenient for you. During these conversations we will listen to you, answer your questions, and share experience and research about what has worked in non-profits like yours.



Develop Organizational Capacity Building Plan

Each grantee will leave with a customized Organizational Capacity Building Plan. Each plan will be useful, achievable and identify concrete priorities and opportunities for improvement based on findings from the self- assessment, the learning process, and your detailed one-to-one technical assistance sessions.

About the HTA Team

HTA's mission is to "support and empower organizations to create a more educated, equitable, and just society." For two decades we have worked at the intersection of systems and practitioners – helping organizations to build their capacity to make positive changes in their communities. We have a strong reputation for being accessible, flexible, creative, and skilled in our work. We partner with

and listen to our clients so that we can identify their unique needs, goals, challenges, and capacities. From what we learn together, we help clients to define clear plans that are useful and that make sense. HTA consultants are experienced and culturally-responsive and have worked with hundreds of organizations across Alameda County ranging from large agencies, complex collaborations, and national foundations to small and local community based non-profits.

HTA takes a team approach to all of its projects. Our diverse and experienced team of consultants has expertise across the entire range of core capacities that will be included in the organizational capacity assessments and plans. In addition our consultants have strength in specialized areas (best practice in target population, electronic data collection systems, and financial management systems), knowledge of sector content, and the cultural competence to serve diverse organizations. We will work with grantees to match the unique needs of their organization with a consultant who provides the right mix of cultural competence and specialization.

The team will be led by Dr. Lori Allio who has many years of experience in building capacity for multiple organizations. The HTA team, along with our partner organizations, Montesinos & Associates and Goldman & Associates, has successfully supported hundreds of large and small organizations through similar processes. We look forward to working with the Community Capacity Fund Planning Grant awardees.

More About Our Subcontractors

Montesinos and Associates has nearly two decades of experience serving the nonprofit and philanthropic sectors conducting research and assessments and delivering TA. Montesinos and Associates has delivered capacity building assistance to over 250 community based organizations located across the country. The firm supports community leaders to address disparities in education, affordable housing, health care, and economic security, and workforce development. Examples of their recent work include serving on the national TA team for the Federal Promise Neighborhood Initiative, and providing outcome-based consultation to The California Endowment's Building Healthy Communities initiative in Richmond, CA. Montesinos and Associates staff are bilingual in Spanish and have strong cultural understanding of diverse populations including communities of color and immigrants.

Goldman and Associates, has nearly three decades of experience in finding innovative ways to build capacity and strengthen social impact for organizations. They bring a proven track record in culturally competent capacity building, organizational development, and multi-stakeholder initiatives. Experience that spans the nonprofit, government, business and philanthropy sectors gives them a creative toolkit of best practices that lead to successful outcomes. As a consulting pioneer at key moments of societal transition, they have supported social sector change, innovation, and empowerment of those historically marginalized.