

Pillars of the Plan: November 2020

Impact	Innovation	Grantmaking / Funding / Funding Priorities	Organizational Culture / Process	Partnering / Collaboration	Diversity / Equity / Inclusion
<p>Survey and discussion points & ideas:</p> <ul style="list-style-type: none"> • Define impact • Decide what impact we want to measure • Being a learning organization falls under impact • Quantitative impact matters, too; can tell stories • Keep in mind impact at the grantee level (sustainability, etc.) • Remember the limitations of measurement for some orgs. <p>Big questions:</p> <ul style="list-style-type: none"> • Can we change the narrative to focus on contribution, not attribution? • How can we grow ourselves as a learning organization? • How can we measure who we serve as much as what we fund? 	<p>Survey and discussion points & ideas:</p> <ul style="list-style-type: none"> • Make a world-changing grant • Commit to innovation and bold grantmaking • Form relationships for innovation • There is innovation in what we do today • Innovation could mean impact investing or integrated capital • Take a “yes, and” approach <p>Big questions:</p> <ul style="list-style-type: none"> • Is innovation what we do, how we do it or who we do it with? • What do we mean by moonshot ideas? • How do we marry moonshot ideas with things like funding small, rural nonprofits? • Are we limited to funding nonprofits? • Can we innovate on how we listen to and include community? 	<p>Survey and discussion points & ideas:</p> <ul style="list-style-type: none"> • Maintain responsive while introducing proactive grants • Engage in investing • Define focus areas / determine funding priorities. Some offered during the process: policy/advocacy, general operating, research, technology <p>Big questions:</p> <ul style="list-style-type: none"> • What are our funding priorities going forward? • How will we best deploy capital? (grants, loans, investments, etc.) • How do we define and identify proactive grant opportunities? 	<p>Survey and discussion points & ideas:</p> <ul style="list-style-type: none"> • Improve relationships and organizational culture • Build psychological safety among board and staff • Retain and grow staff • Issues with board/staff autonomy could be a legacy issue • This will be ongoing work <p>Big questions:</p> <ul style="list-style-type: none"> • Is this a strategic plan pillar or just the ongoing work of the board (and staff)? • Is there an issue with staff autonomy? If so, how do we address it? • Do we have the right threshold for what goes to the board? 	<p>Survey and discussion points & ideas:</p> <ul style="list-style-type: none"> • Partner with other funders/innovators in our space • Partner with companies • Connect to Colorado’s growing entrepreneurial ecosystem • Invite others to present/discuss their work <p>Big questions:</p> <ul style="list-style-type: none"> • Is this a strategic planning stand-alone pillar or part of each other others? • What does partnering and collaboration look like for NFI? • Who are we partnering with: Other funders? Research institutions? Universities? Community? Corporations? 	<p>Survey and discussion points & ideas:</p> <ul style="list-style-type: none"> • Integrate DEI in all aspects of NFI, but keep as its own pillar • Incorporate DEI into grantmaking <p>Big questions:</p> <ul style="list-style-type: none"> • What do we do next with our DEI definitions and values? • How do we build a more diverse board and staff? • How do we ensure equitable grantmaking/ deployment of capital?