

Capacity Building Institute Guidelines

At the center of the work of Huey and Angelina Wilson Foundation is a desire that *those most in need have the education, skills, and resources to achieve their full potential.*

We believe that our work can best be achieved through four streams of capital:

- Equip – Greater Baton Rouge nonprofits operate effectively and demonstrate impact
- Engage – Build and sustain commitment for ALICE, impoverished, and justice-involved populations
- Empower – Support revitalization of North Baton Rouge and generate new opportunities for families so that residents can thrive
- Excellence – Operate as a premier foundation

The Foundation is dedicated to investing in nonprofit leaders and their organizations that work to transform the community. By providing resources, the Foundation strives to increase the operational effectiveness of area nonprofits and strengthens their capacity to address the social and economic problems of our community.

The Equip pillar prioritizes the enhancement of nonprofit operational excellence including:

- Building leadership skills and pipeline
- Creating strategic plans with metrics
- Maintaining cash reserves to cover at least three months of operating expenses
- Supporting collaborations and partnerships
- Encouraging creation of disaster preparedness/continuity of operations plans

CAPACITY BUILDING INSTITUTE

The **Capacity Building Institute (CBI)** is a selective, 12-month nonprofit leadership and organizational effectiveness program designed to strengthen sustainability, accountability, and measurable impact among nonprofit organizations serving the Greater Baton Rouge area.

CBI is a strategic partnership between the Foundation, Louisiana Alliance for Nonprofits, and Resilia. Together, the partners invest in nonprofit leadership, systems, and execution capacity to ensure participating organizations emerge stronger, more resilient, and better positioned to steward philanthropic investment and deliver community impact.

The Capacity Building Institute (CBI) is intentionally aligned with the Foundation's Equip focus areas, reinforcing its commitment to strengthening nonprofit effectiveness and resilience. Through CBI, participating organizations build leadership skills and strengthen their leadership pipeline; develop clear strategic plans with defined goals and measurable metrics; improve financial acumen, including planning toward maintaining at least three months of operating cash reserves; and strengthen collaborations and partnerships that enhance mission delivery. In addition, CBI supports organizational preparedness by guiding participants in the development of disaster preparedness and continuity of operations plans, ensuring nonprofits are better positioned to navigate uncertainty and sustain impact over time.

The 2026–2027 Cohort builds on prior success with enhanced structure, accountability, and outcome tracking. Participating organizations commit to consistent leadership participation, defined capacity-building projects, use of the Resilia coaching and resource platform, and completion of measurable deliverables over the 12-month program.

Organizations that are in good standing with all program requirements may be eligible for a capacity-building implementation grant from the Foundation to support completion of approved projects such as strategic planning, fundraising systems, governance improvements, or other critical organizational priorities.

WHAT IS THE CAPACITY BUILDING INSTITUTE?

CBI is a selective, cohort-based, 12-month leadership and organizational effectiveness program designed to strengthen nonprofit sustainability, performance, and community impact. The program pairs expert facilitation, peer learning, applied planning, and individualized coaching to ensure participating organizations achieve concrete, measurable capacity-building outcomes aligned with their mission and stage of development.

WHY THE CAPACITY BUILDING INSTITUTE MATTERS

Nonprofit organizations are increasingly expected to demonstrate strong governance, financial discipline, diversified revenue, and measurable outcomes—often with limited staff and resources. CBI addresses these challenges by strengthening executive and board leadership, equipping organizations for strategic and fundraising planning, providing structured accountability and expert guidance, and fostering collaboration across organizations.

PARTICIPANT ELIGIBILITY

Participating organizations must be tax exempt under Section 501(c)3 of the Internal Revenue Code and registered with the Louisiana Secretary of State. They must also serve the greater Baton Rouge area.

PROGRAM STRUCTURE AND TIMELINE

Virtual Orientation

- August 26, 2026 – Organizational Assessment, Program Overview, and Expectations

Fall 2026 In-Person Sessions (Wednesdays)

- September: 2 & 23, 2026
- October: 7 & 21, 2026
- November: 4 & 18, 2026
- December 2, 2026

Spring 2027 In-Person Sessions (Wednesdays)

- January: 13 & 27, 2027
- February: 3 & 17, 2027
- March: 3, 17, & 21 2027

Additional Milestones

- December 2026 – Midpoint Check-In
- May 2027 - Progress Review
- July/August 2027 – Final Outcomes Session and Reporting

PARTICIPATION REQUIREMENTS

Each organization commits two participants per session: one consistent participant (ideally the Executive Director or CEO) and one rotating participant (senior staff member, board member, or engaged volunteer). This structure ensures learning is shared across the organization and embedded into decision-making and implementation. The ideal participant is collaborative, ambitious, accountable nonprofit leaders committed to strengthening their organization through self-directed, disciplined execution and measurable results.

CORE CAPACITY-BUILDING PROJECTS

Each organization identifies one or two projects to complete during the program year, such as development or completion of a 12-month fundraising plan, development or refinement of a strategic plan, governance and board effectiveness improvements, financial management enhancements, or another approved organizational priority.

RESILIA PLATFORM AND COACHING SUPPORT

All participating organizations receive full access to Resilia, an integrated nonprofit capacity-building platform providing on-demand training resources, planning and governance tools, benchmarking, assessments, and individualized coaching support throughout the program year.

ENHANCED ACCOUNTABILITY AND MEASURABLE OUTCOMES

The 2026–2027 Institute includes strengthened accountability measures, including attendance standards, interim assignments, midyear progress reports, consistent use of Resilia tools, and final outcomes reporting providing evidence of progress and lessons learned.

CAPACITY-BUILDING GRANT OPPORTUNITY

Organizations meeting all program requirements may be eligible to receive a capacity-building implementation grant from the Huey & Angelina Wilson Foundation in January 2027. Grant funds support your continued participation and implementation—and may have such uses as staff capacity, consultants, planning retreats, and implementation tools.

STRATEGY SESSION

To further ensure progress and successful implementation, each participating organization will receive a dedicated three-hour strategy session with Louisiana Alliance for Nonprofits leadership, conducted either at mid-year or at the conclusion of the program. This session assesses progress, addresses challenges, and confirms alignment with approved capacity-building goals and measurable outcomes.

LONG-TERM IMPACT

CBI represents a significant investment in nonprofit leadership, operations, and organizational sustainability. By pairing structured learning with coaching, accountability, and implementation support, the program strengthens individual organizations while contributing to a healthier, more effective nonprofit ecosystem across Greater Baton Rouge.