



ProInspire Impact Call

November 2014

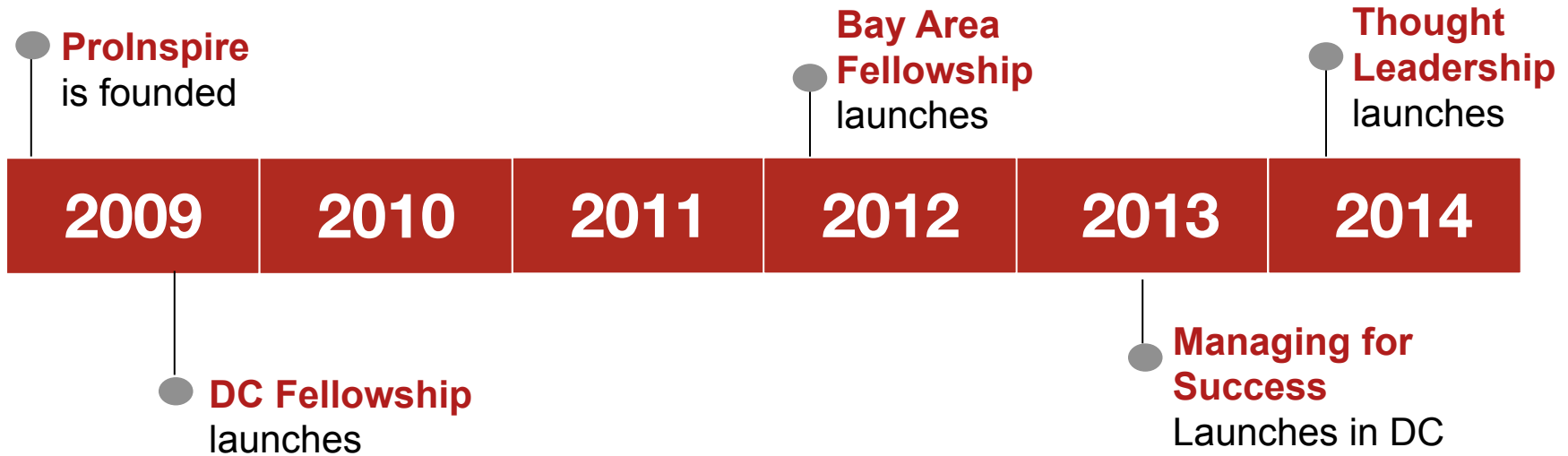
Twitter: @proinspire
Hashtag: #proinspireimpact



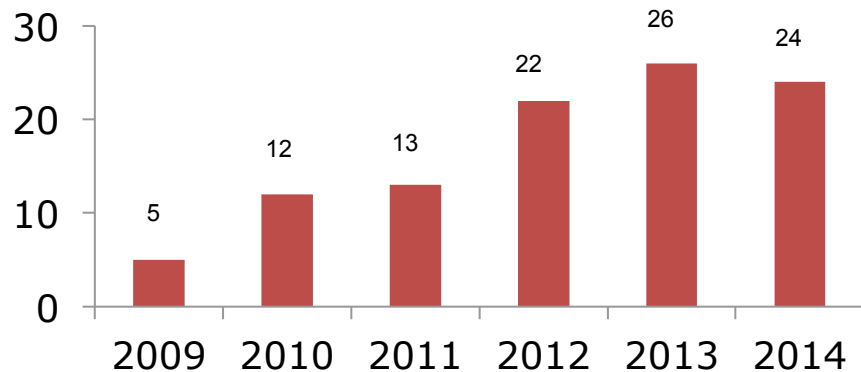
Agenda

- Welcome
- Results
- Challenges
- Strategy
- Q&A

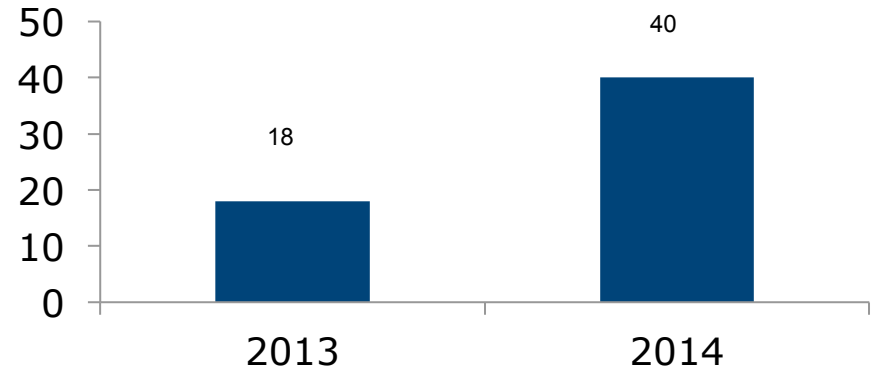
ProInspire reached 5 year milestone in 2014



ProInspire Fellows



M4S Fellows



DC Partner Organizations



ACCION

AMERICA'S PROMISE ALLIANCE



Stream forward
Community Wealth Partners



fhi360
THE SCIENCE OF IMPROVING LIVES



Good360
GOODS FOR THE GREATER GOOD™

AGLE ACADEMY
PUBLIC CHARTER SCHOOL
Starting Early, Soaring High...

DANTES PARTNERS



NATIONAL HUMAN SERVICES ASSEMBLY

CITYFIRST ENTERPRISES
FOR AFFILIATED MUNICIPALITIES



college summit.
connect to your future

Goodwill
Industries International, Inc.

DC PREP

Foster Care to Success
America's College Fund for Foster Youth

BALTIMORE CITY PUBLIC SCHOOLS

girl scouts
nation's capital

v p investing in social change
v p venture philanthropy partners

globalgiving



WE ARE
Meals On Wheels
ASSOCIATION OF AMERICA™

KIPP DC
Smart Schools. Proven Results.



yearup

Bay Area Partner Organizations



evelyn & walter
HAAS JR. fund



InnVision Shelter Network



ProInspire Team



Monisha Kapila
Founder & CEO



Gene Kunde
Bay Area Executive Director & CFO



Martha Searby
Communications Director



Dionne Galloway
Program Manager



Jenn Gillins
M4S Program Director

Program Results Over Past 5 Years

ProInspire Fellowship

- **100** Fellows placed with **45** Partners in DC and SF since 2009
- Less than **4%** accepted
- **63%** are persons of color
- **79%** of Partners retained or hired a new Fellow

Managing for Success

- **58** Management Fellows from **35** Partners in DC since 2013
- **47%** are persons of color
- **97%** were very or extremely satisfied with the program
- Only **10%** previously had management training



Partner Perspective



Jane Angelich

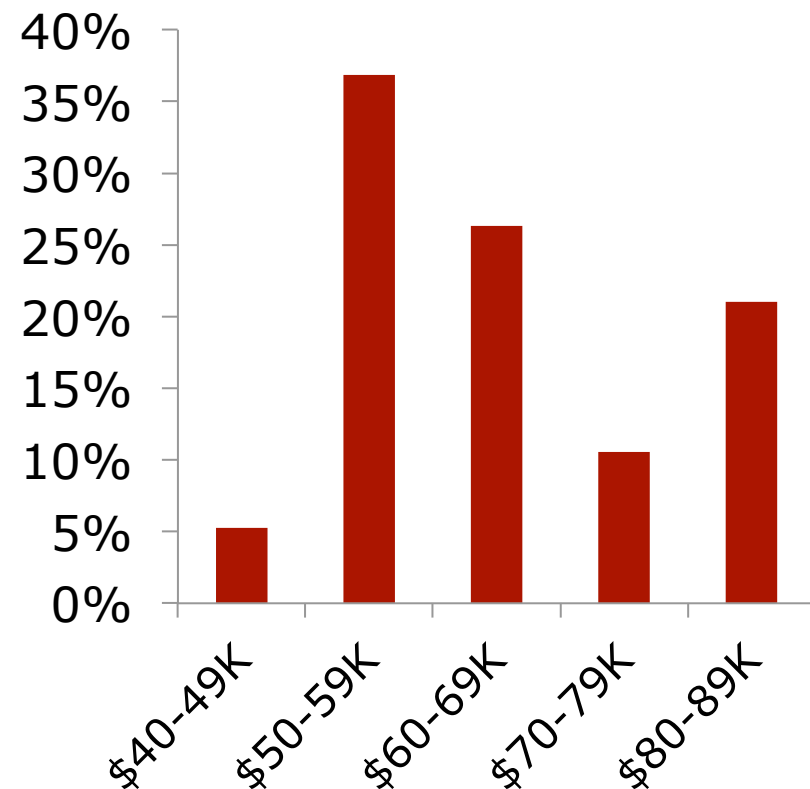
Vice President, eCommerce
National 4-H Council
ProInspire Partner

2014 Programs – ProInspire Fellowship

Key Activities

- Placed & Developed 50 Fellows in DC & SF
- Refined Selection Process
- Expanded Fellow/Alumni Involvement
- Updated Curriculum
- Cohort Building

Partners indicated avg. salary of \$64k would reflect Fellow's value to their organization



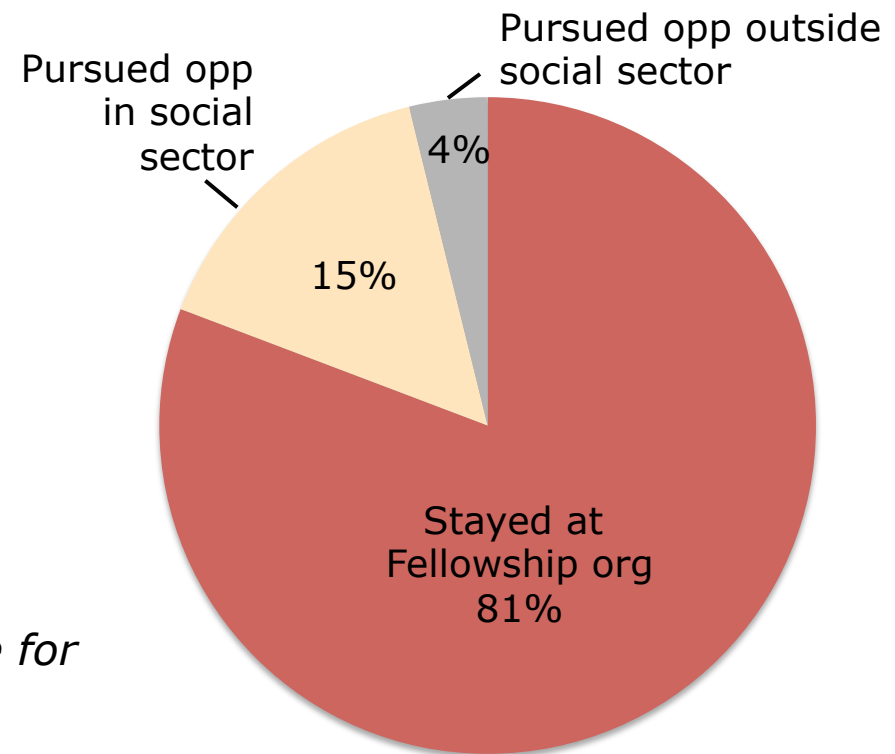
2013 Fellows indicated record levels of satisfaction and retention at their orgs

Year-End Feedback Survey (key metrics)

- 100% Fellows would choose to do the Fellowship if they could go back
- 100% Fellows would recommend Fellowship to other young professionals

*"It's been a life changing experience for me. It's opened doors to new experiences, amazing people, and a meaningful rediscovery of my career."
- 2013 ProInspire Fellow*

81% of Fellows stayed at their organization

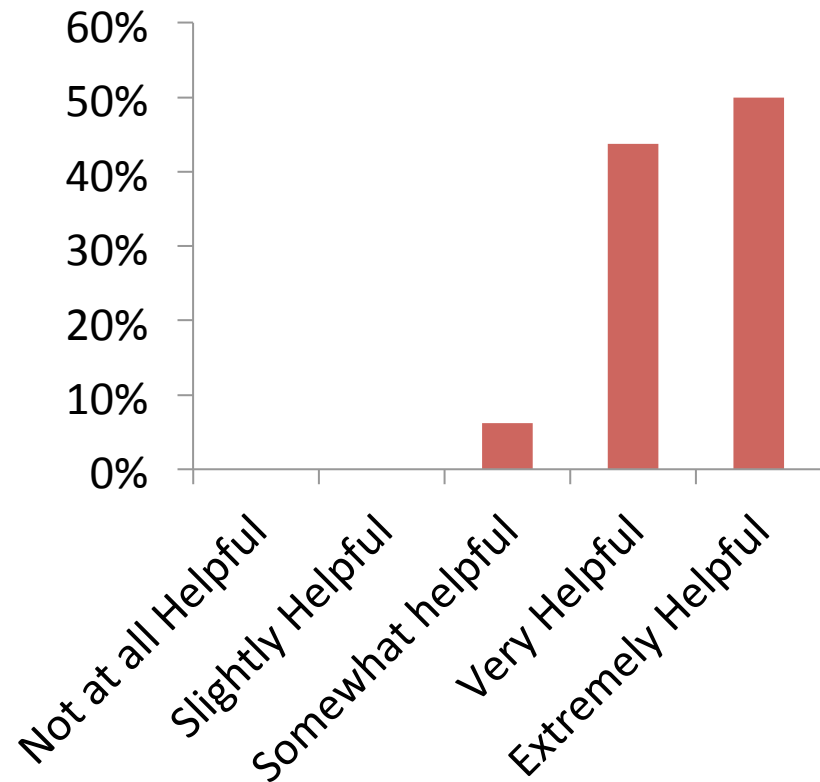


2014 Programs – Managing for Success (M4S)

Key Activities

- Developed 40 Managers in DC
- Refined Curriculum
- Tested Results Based Facilitation
- Provided \$14k in Scholarships
- Piloted Exec Coaching

94% indicated M4S was very or extremely helpful in improving their mgmt. skills

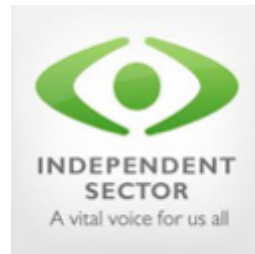


Thought Leadership became a larger focus as we seek to influence more investment in talent

Blog Series &
Webinar Partner

Stanford SOCIAL
INNOVATION REVIEW

Published
Articles



THE
HUFFINGTON
POST



THE ASPEN INSTITUTE

Conference
Presentations



ynpn™ young nonprofit
professionals network™
serving thousands of nonprofit professionals since 1997



Emerging Practitioners
in Philanthropy



We are building stronger support systems to strengthen the organization

Complete

- Launched Bay Area Advisory Board
- Created 2 new Alumni Councils
- Onboarded 3 new Board members
- Hired Program Manager and Fellowship interviewers

In Progress

- Website update
- Salesforce implementation
- Onboarding 3 new M4S Faculty
- Supporting 15 alums as Alumni Coaches

Alumni Perspectives



Sherry Ezhuthachan
Strategic Partnerships Manager,
San Francisco Child Abuse
Prevention Center
2013 Bay Area Fellow



Matt Haggerty
COO, Coalition for Nonprofit
Housing & Economic Development
2014 DC Management Fellow

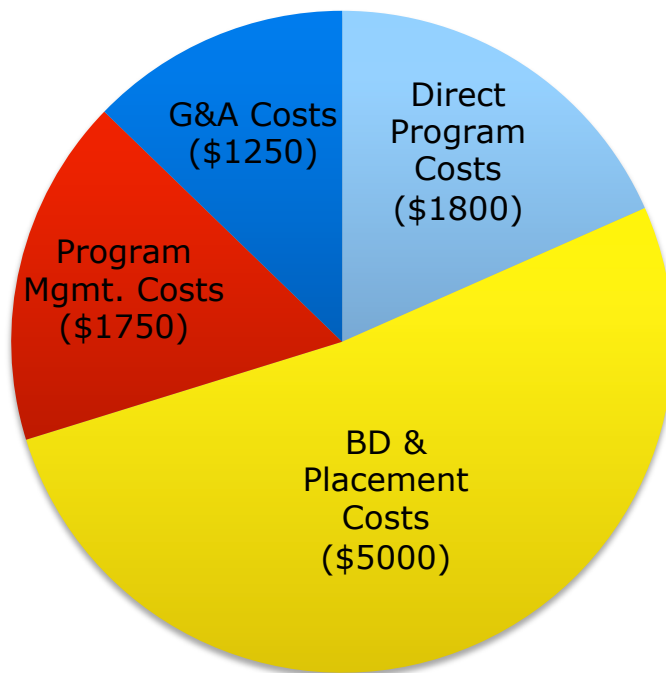
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Sustainability of the Fellowship program continues to be a challenge

Fellowship program costs
~\$10k per Fellow

Fellowship



Direct Program Costs: Recruiting, Interviewers, Trainings, Retreat, Events
BD & Placement Costs: Staff time to identify and support Partners in placing Fellows
Program Mgmt. Costs: Staff time to manage ongoing support of Fellows and Partners
G&A Costs: Allocation of G&A

Revenue:

- Fellowship revenue from partners is \$5850 per Fellow
- Limited interest to-date in funding support from foundations & individual donors

Costs:

- 50% from staff time to identify potential partners and support placement
- Currently we are under-investing in Direct Program Costs and Program Management (i.e. program staff) due to the shortfall

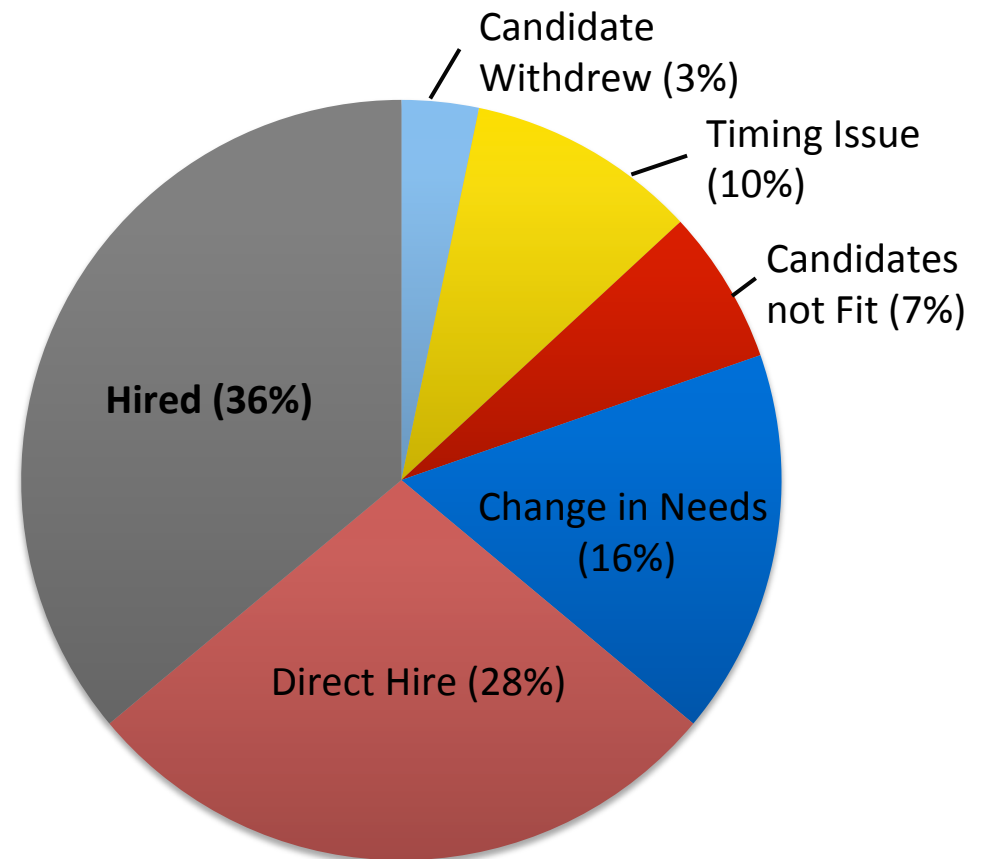
We are evaluating changes to increase sustainability of Fellowship program

Opportunities

Strategy committee is evaluating options, including:

- Program changes to decrease costs
- Pricing adjustments
- Operational changes to better address needs and interests (e.g. ongoing placements)

36% of the jobs we worked on hired a Fellow



Measuring our impact on organizations is a challenge, particularly for M4S

Challenges

Opportunities

Identifying
Metrics

Identifying metrics that can quantify impact

Engaging in field building initiatives to get alignment

Measurement
Approaches

Using objective measurement approaches

Testing surveys, focus groups, and manager feedback

Storytelling

Leveraging qualitative data to demonstrate our impact

Developing videos, case studies, and other tools to tell stories

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Our research is uncovering systemic challenges in leveraging nonprofit talent

Objective: Understand talent challenges facing emerging leaders and nonprofits to identify where ProInspire can make the most impact

Preliminary findings:

- Nonprofit sector is lacking a talent-oriented **culture and talent systems**
- Talent strategies that exist are primarily **reactive**
- Few funders are investing in talent; funders that are investing are primarily **focused on ED**
- Limited **knowledge sharing** & resources around effective talent strategies
- Competitive **compensation** is not being addressed

Strategy process led us to refine our mission

New Mission Statement:

ProInspire develops leaders at all levels for organizations addressing the world's greatest challenges

Original Mission Statement:

ProInspire builds the next generation of nonprofit leaders by expanding the talent pipeline, developing professionals, and increasing diversity.



Next Steps

- Define short-term strategy (by end of 2014)
- Publish results from research (early 2015)
- Engage in long-term strategy process (through 2015)
- Define long-term strategy (by end of 2015)



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