Welcome

to your

Capacity and Community Building Sessions

brought to you by: THE MIAMI FOUNDATION





in collaboration with: Radical Partners

YOUR CAPACITY BUILDING TEAM



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Director of Capacity Building

THE MIAMI FOUNDATION



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Director of Impact

Radical Partners



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Community Engagement Manager

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Senior Director - Strategy & Culture

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Frederick A. DeLuca
FOUNDATION

This capacity-building opportunity was generously supported by **The Frederick A. DeLuca Foundation**.

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SHARED NORMS FOR THIS SESSION

1. We all belong at the table.
2. Be here (or don't)!
3. This is a power sharing experience.
4. We lift others and we lift ourselves.
5. We will all be teachers, we will all be students.
6. We assume the best in others and expect the same.
7. Our language of love is pushing and shouting you out on social media.
8. Grace in the space.



LET'S GET TO

KNOW EACH OTHER

BETTER (IN THE CHAT)

- WHAT ARE YOU MOST EXCITED FOR IN 2026?

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LET'S GET TO

KNOW EACH OTHER

BETTER (IN THE CHAT)

- WHAT ARE YOU MOST EXCITED FOR IN 2026?
- WHAT'S THE ONE GOAL THAT YOU WANT TO FOCUS ON THIS YEAR?

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LET'S GET TO

KNOW EACH OTHER

BETTER (IN THE CHAT)

- WHAT ARE YOU MOST EXCITED FOR IN 2026?
- WHAT'S THE ONE GOAL THAT YOU WANT TO FOCUS ON THIS YEAR?
- BY THE END OF THIS YEAR I WANT TO FEEL...

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OUR AGENDA

- Welcome
- **Set your 2026 Vision**
  - Mindset! Let's Reflect 2025
- **Priorities and Mapping**
  - Set your 2026 priorities.
- **Goals Setting**
  - Establish your goals for your priorities.
- **Accountability Breakouts**
  - Share and get feedback.
- Takeaways
- Next Steps



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Vision & Goals Setting 2026

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MINDSET!
REFLECTING
2025.



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Let’s learn from the past year before planning the next.



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What do we want to identify?

- Patterns
- Successes
- Failures
- Any other?

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Some questions..

- What worked well in 2025?
- What drained us or slowed progress?
- What surprised us?
- What did we avoid that mattered?

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MINDSET!

HELLO 2026!



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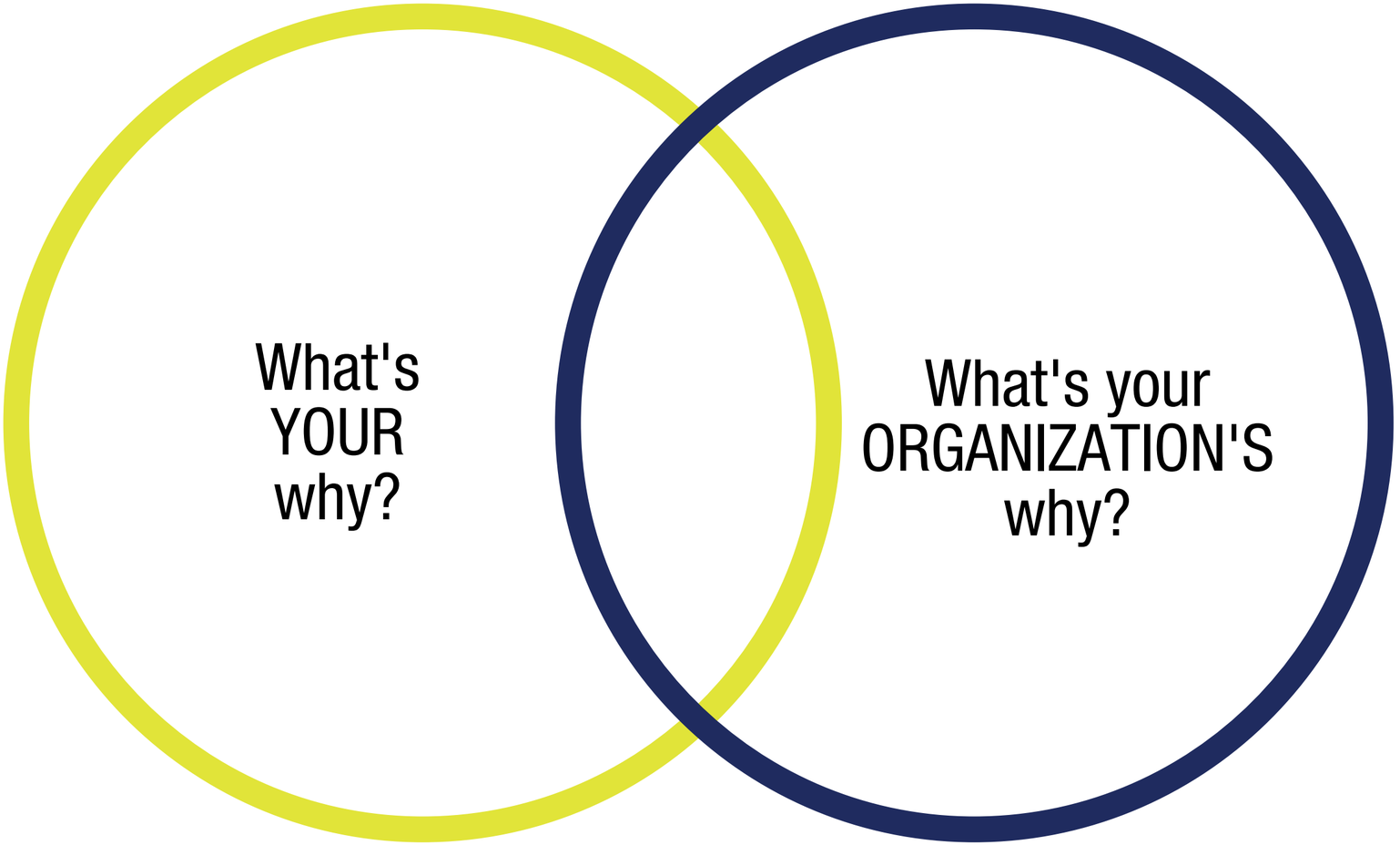
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Let’s plan for 2026!

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What's
YOUR
why?


What's YOUR why?
What's your ORGANIZATION'S why?



This is the space where we want you to be when thinking about the next questions.

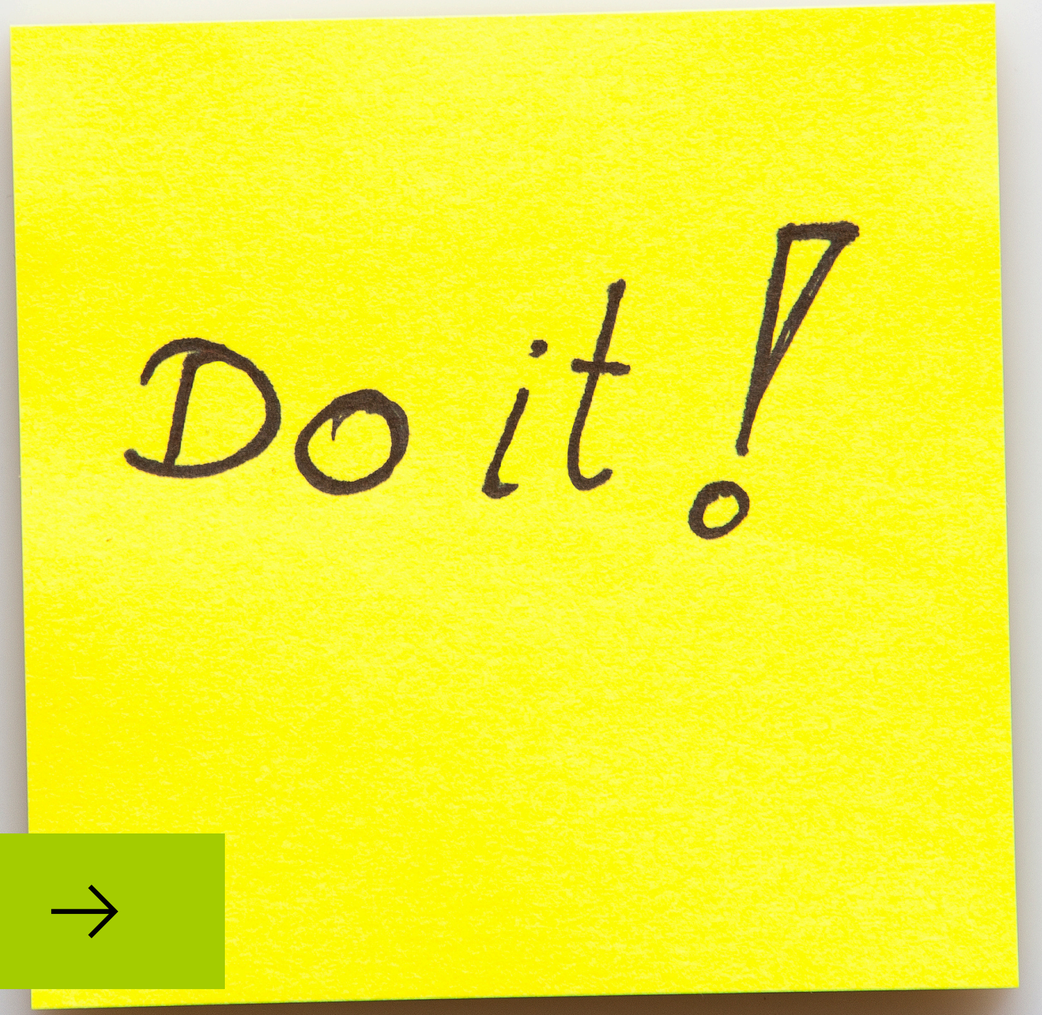


Some questions..

- Are you focusing on a specific value or approach this year?
- What must we protect and sustain, even as we grow or change?
- What will be noticeably different about our organization by the end of the year?

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PRIORITIES AND GOALS SETTING



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Mindset

Define why you're making certain choices

Priorities

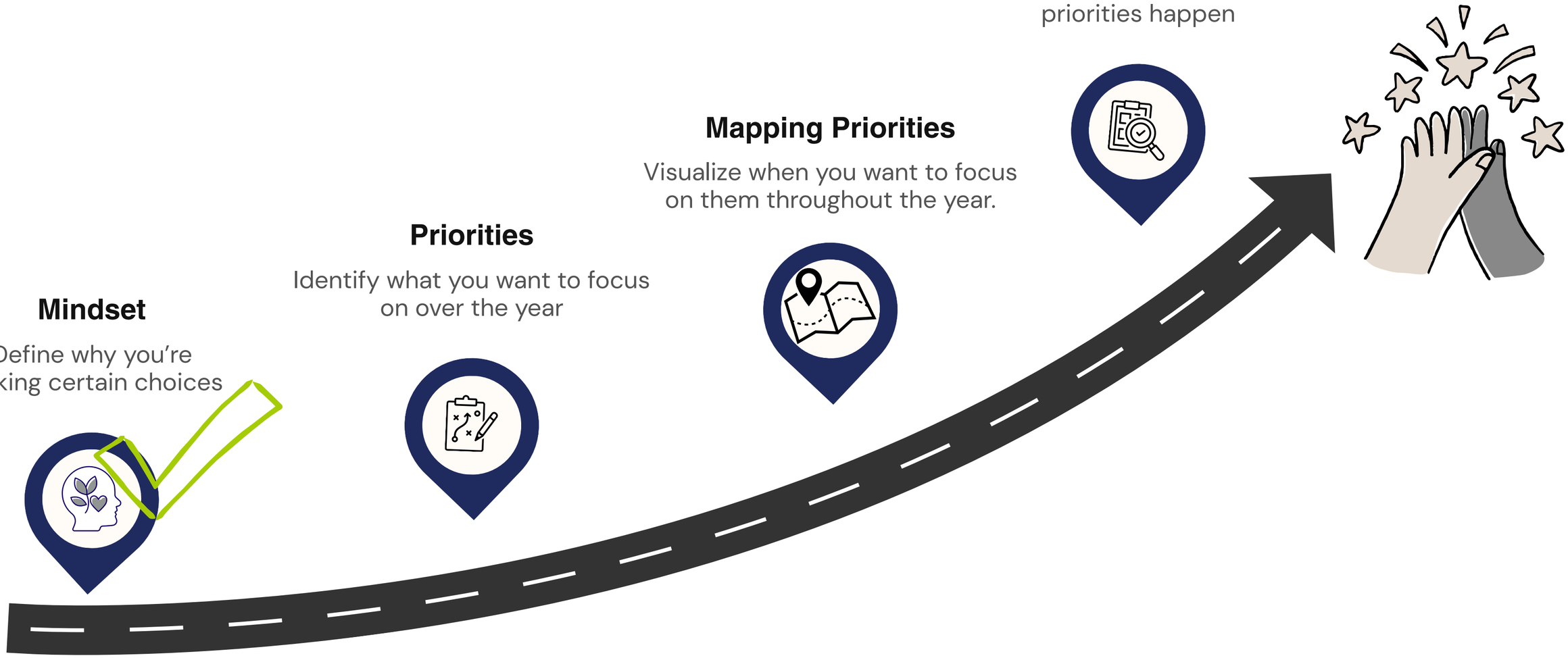
Identify what you want to focus on over the year

Mapping Priorities

Visualize when you want to focus on them throughout the year.

Goals

Define how will you make your priorities happen




IF EVERYTHING IS A
PRIORITY, THEN
NOTHING IS A PRIORITY.



When thinking about your priorities, consider:

1. What is the greatest opportunity facing the organization?

2. What is the biggest challenge facing the organization?

3. What should the organization prioritize most in the coming year?

Remember:

Priorities = What matters most this year

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Example of priorities



Priority 1: Collective Impact



Priority 2: RP Team Strength



Priority 3: General Operations Funding



Priority 4: Engaging Local Communities

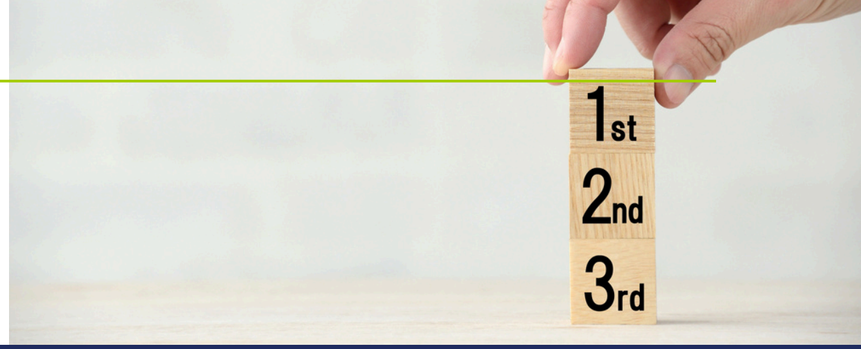


Priority 5: Empowering Our Alumni Network

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Big Priorities

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Let's think BOLDLY

- What 3-5 big priorities will allow your organization to have the greatest impact in 2026?



Mapping Your Priorities: When Will They Happen?

In our time together...
We recommend that you focus on one or two priorities you want to plan for.

Ask yourself:

- What are the key dates within your priorities?
- What are your milestones?
- By when do you want to accomplish each priority?

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Example of priorities



Priority 1: Collective Impact (JUL)



Priority 2: RP Team Strength (MAR)



Priority 3: General Operations Funding (NOV)



Priority 4: Engaging Local Communities (MAY)



Priority 5: Empowering Our Alumni Network (DEC)

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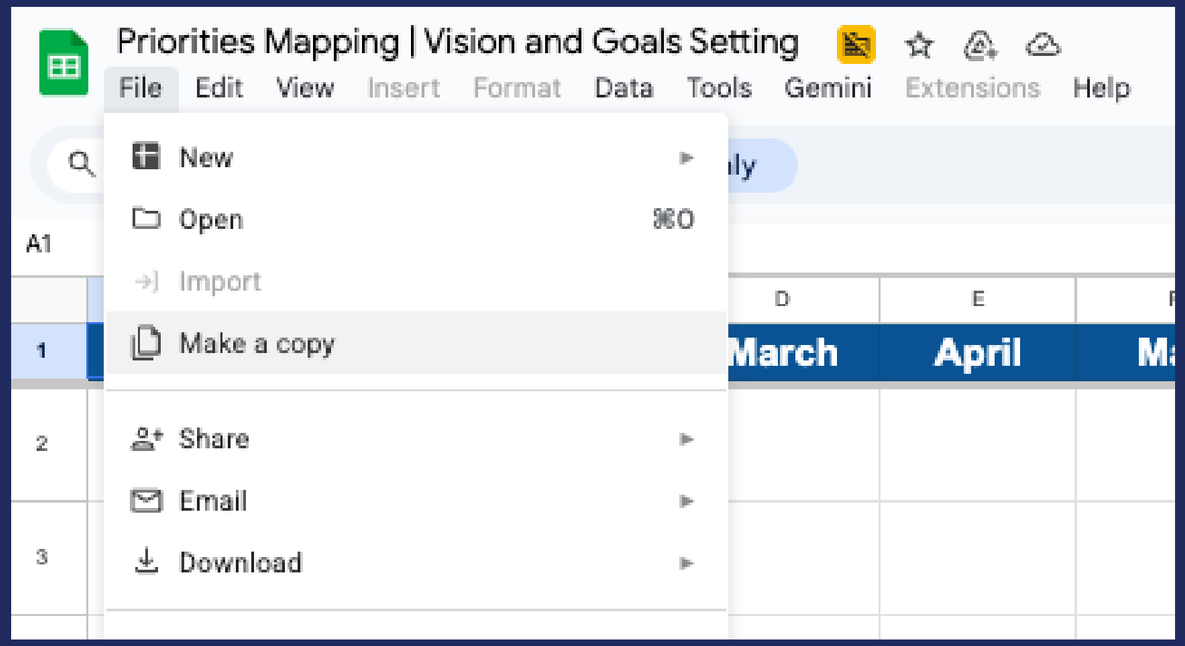
Big Priorities

Radical PARTNERS

Priority	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC
Key Dates (already existing, non-negotiable)	½ month						Holiday					½ month + Performance conversations
Priority 1: Collective Impact												
Priority 2: RP Team Strength												
Priority 3: General Operations Funding											Give Miami Day	
Priority 4: Engaging Local Communities					10 Days of Connection All hands on deck							
Priority 5: Empowering Our Alumni Network												

Map Your priorities on Google Sheets (or Excel)

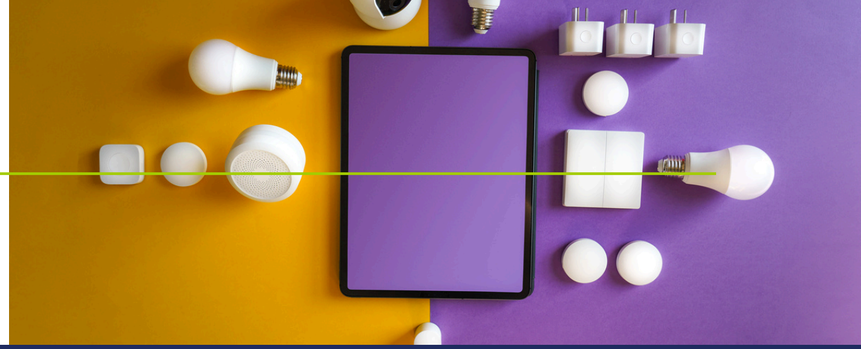
1. DOWNLOAD OR MAKE A COPY
2. WRITE IN YOUR PRIORITIES
3. COLOR / FILL THE CELLS BY MONTH



bit.ly/VGprioritymapping

* Case Sensitive

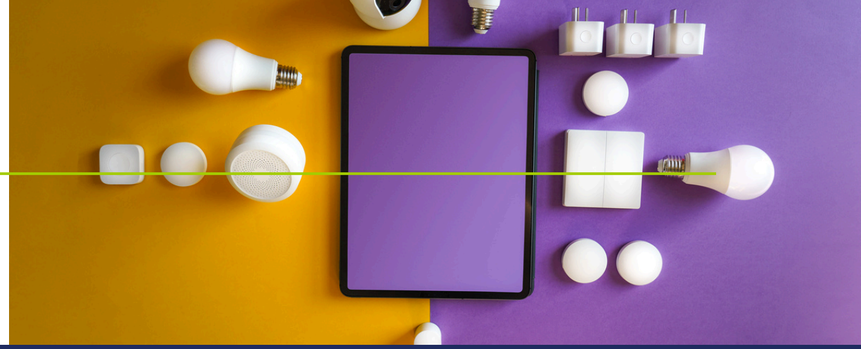
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- Is it realistic, or do we need to reassess based on your capacity?
- Do you still feel good about launching new initiatives/activities based on your priority mapping?

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Let’s think SMARTLY

- How will you make your priorities happen?



SMARTIE GOALS (for each priority)

- Specific
- Measurable
- Ambitious
- Relevant
- Time-bound
- Inclusive
- Equitable

Remember:

Goals = How we move forward

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Strategic — reflect an important dimension of what you are seeking to accomplish (programmatic or capacity-building priorities).

Measurable — include standards by which people can agree on whether the goal has been met (by numbers or defined qualities).

Ambitious — challenging enough that achievement would mean significant progress; a "stretch" for you and the change you want to make.

Realistic — not so challenging as to indicate lack of thought about resources or execution; possible to track and worth the time and energy to do so.

Time-bound — includes a clear timeline and deadlines.

Inclusive — it brings traditionally marginalized people—particularly those most impacted—into processes, activities, and decision/policy-making in a way that shares power.

Equitable — includes an element of fairness or justice that seeks to address systemic injustice, inequity, or oppression.



Priority	Goal 1	Goal 2	Goal 3	Goal 4
Priority 3: General Operations Funding	**Secure sustainable core funding** By the end of the year (December), secure diversified general operating funds that cover at least 10% of annual operating costs to support inclusive and equitable program delivery.	**Increase unrestricted revenue** By Give Miami Day (November) raise $30,000 in unrestricted revenue to support general operating costs and expand accessibility trainings for the team	**Stabilize cash flow for operations** By September, maintain a minimum 3-month operating reserve to ensure organizational stability and protect staff and community programs from funding disruptions.	**Track and Report** By Q4 (October), implement a repeatable funding and reporting system (including tracking, donor stewardship, and impact reporting) to support sustainable and transparent general operations fundraising.

SELECT ONE PRIORITY

DEFINE YOUR 4 GOALS FOR THAT PRIORITY BASED ON YOUR TIMELINE.

GO!

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Mindset

Define why you're making certain choices

Priorities

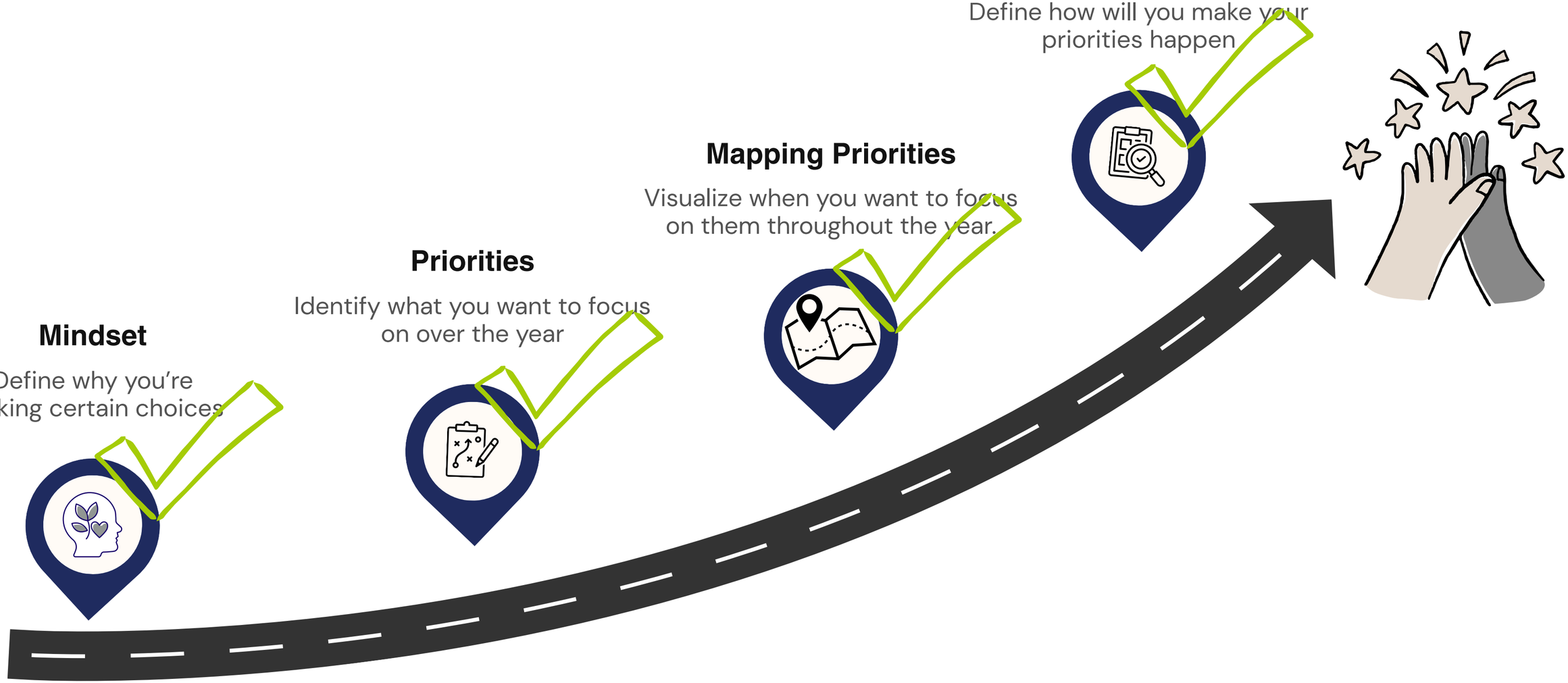
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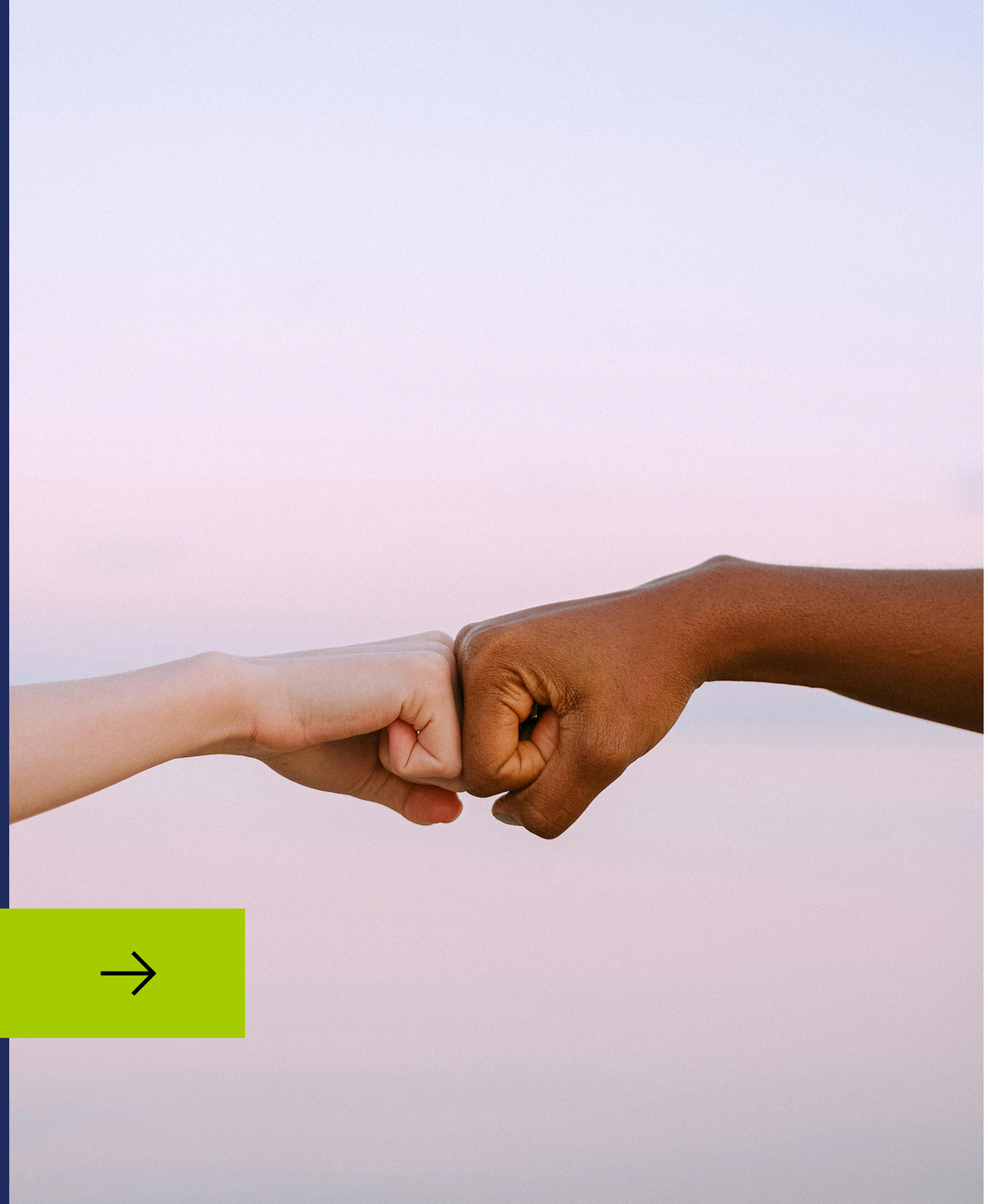
Goals

Define how will you make your priorities happen



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ACCOUNTABILITY PARTNERS



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Share out with a partner.

Ask for feedback ;)

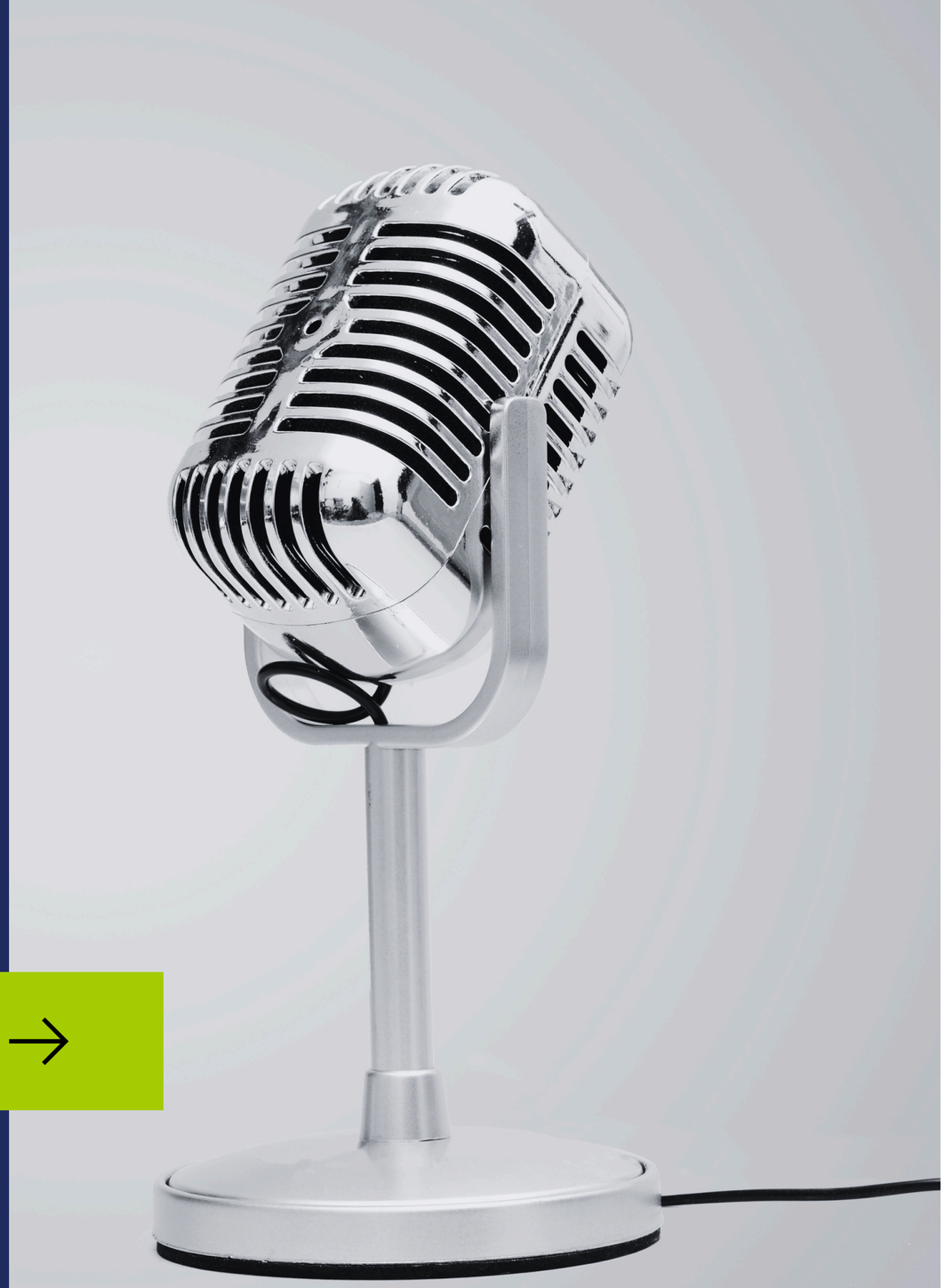
- In 2026, my #1 priority is…
- My first goal for that priority is… and I aim to achieve it by [date].
- One way I will measure my progress is…
- I will hold myself/my team accountable by...

GO!

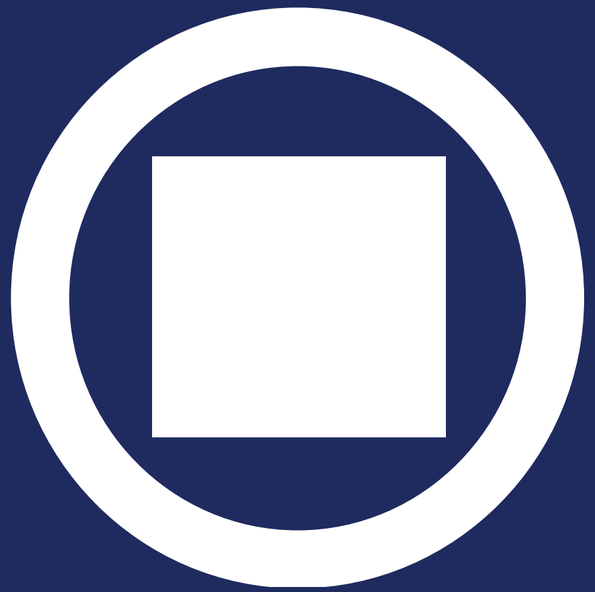
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SHARE OUT!

What's your most important takeaway?



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COOL DOWN



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REFLECTION TIME!

bit.ly/VisionAndGoals-26



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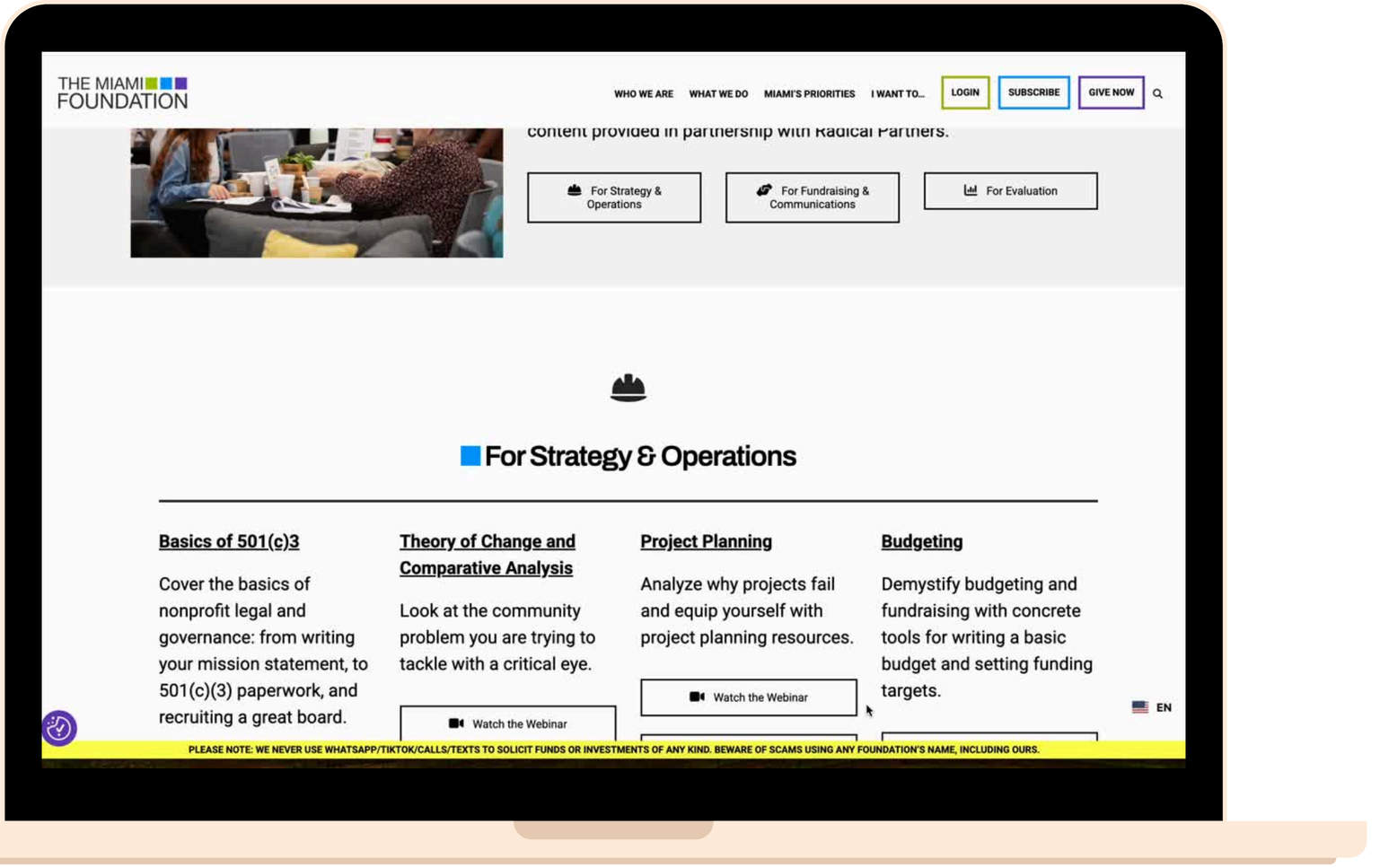
Next Steps, Resources and opportunities



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Get familiar with the Resource Hub.
Refer back to it when you need tips and tricks!

www.miamifoundation.org





Co-Working Opportunity!

Need to have finalized:

- Priorities
- Priorities Mapping
- Goals for Each Priority

Application link coming in recap email! 👀

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www.miamifoundation.org

@miamifoundation

givemiamiday@miamifoundation.org



Stay Close!

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THANK YOU FOR COMING!

KEEP ROCKING IT.



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BEFORE WE GO: GROUP PICTURE!



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