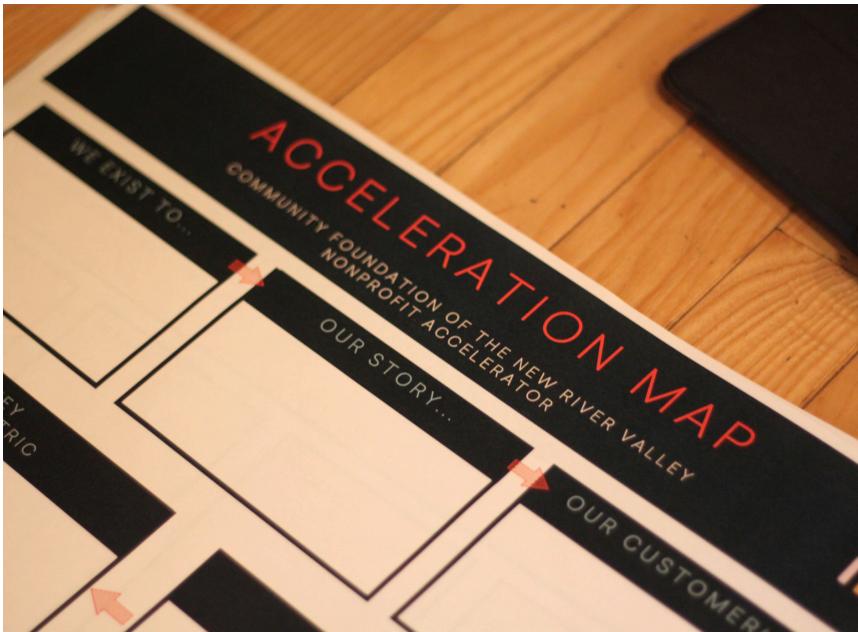
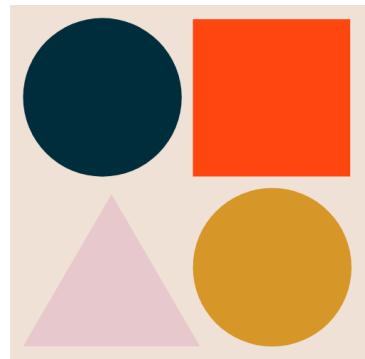


# MISSION

solutions for  
small nonprofits  
with big ideas

# FORWARD



## WHY GROUP STRATEGIC PLANNING?

Over the years we have noticed the need for strategic planning from organizational assessment participants designed specifically for small and medium sized nonprofits that is at a more affordable price point, but is more substantial than a weekend retreat.

We have designed a process to allow the annual cohort to go through strategic planning together guided by a team of facilitators to create robust 3 year plans to help scale the work of nonprofits. A blend of personalized attention and cohort support - the planning process is designed with you in mind.

### ESTIMATED TIME

We expect your team will spend about 30 hours on strategic planning from January through April, including prework.

### WHAT YOU GET

- Group Facilitation of 4 retreats
- Individual Coaching
- Strategic Planning Workbook
- Plan Feedback and Guidance
- Assigned Consultant
- Cohort Support

**NOV/DEC**  
Pre-work  
Assessments

**JAN 16**  
Group Kick-off  
Retreat

**FEB 20**  
Second Group  
Retreat

**MARCH 20**  
Third Group  
Retreat

**APRIL 10**  
Fourth Group  
Retreat

**LOCATION + TIME**  
All group retreats will be held at Germanna Community College from 10am - 3pm



## HOW IT WORKS

Traditional strategic planning has three phases - the gathering of information, group processing of the information, and finally the translation of the ideas into a solid plan.

We have created a schedule of four key retreats that small groups will go through to complete planning together with individual data collection and analysis and individual coaching. This process allows for individual attention from consultants and takes advantage of a cohort experience.



Facilitated by:

the  
**spark mill**  
[www.thesparkmill.com](http://www.thesparkmill.com)



Attendance is mandatory for the four cohort retreats. Please take time now to block the time on your calendar.

Each nonprofit must have at least 3 and no more than 5 participants attend all of the retreats. These must be the same participants at all retreats. In addition there must be at least one staff person and one board member on your team.

## WHAT SHOULD WE DO NOW?

1. Submit Your Application
2. Select your Work Team (4-5)
3. Hold Dates on your Calendar for 2026 retreat sessions

## APPLICATIONS

- Applications will open by 10/1/25 and will close 11/3/25
- Teams will be notified of award by 11/20/25

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