



Opportunity for Nonprofits in Adams, Brown, Hancock, and Pike Counties

The *Quincy Area Funders Collaborative* (QAFC) is issuing a Request for Proposal (RFP) to nonprofit organizations in the above counties. A maximum of five nonprofits from the Illinois counties of Adams, Brown, Hancock, or Pike will be selected to participate in a rigorous two-year capacity building and leadership development initiative. Each participating nonprofit that successfully completes the activities outlined in the initiative will additionally receive \$10,000 in unrestricted operational support.

Focus of the RFP

The QAFC seeks to strengthen nonprofit organizations by providing access to executive coaching, leadership development, organizational assessments, and long-range strategic planning. The goal is to build the overall capacity, stability, and long-term effectiveness of five nonprofit organizations in our region. The primary participant must be either the Executive Director or an emerging organizational leader who is preparing to step into executive leadership in the future.

Eligibility and Selection Process

Applicants will be selected based on demonstrated readiness to engage in structured capacity building and leadership development processes. Organizations must also:

- Be registered as a 501(c)(3) nonprofit organization
- Serve at least one of the following counties: Adams, Brown, Hancock, or Pike
- Employ a minimum of 1 FTE staff
- Have a minimum operating budget of \$100,000
- Verify basic financial and operational systems are in place (monthly financials, annual budget, etc.)
- Secure board commitment to the project (signed resolution required)

Description of Activities

The two-year program is divided into four phases. Each 6-month phase focuses on a different aspect of building organizational capacity and personal leadership skills. In addition, selected applicants will also participate in one-on-one executive coaching and quarterly networking sessions with other participants. Each phase is designed to build upon the last to help organizations move from initial insight to long-term, disciplined action.

Good to Great and the Social Sectors Framework

Many aspects of the program are built upon the foundational concepts from Jim Collins' *Good to Great and the Social Sectors*, providing leaders with a disciplined approach to understanding and strengthening their organizations. Throughout the assessments, coaching, and early goal-setting work, participants will explore:

- **Disciplined People:** Building leadership characteristics and clarifying leadership behaviors that foster accountability and excellence.
- **Disciplined Thought:** Confronting the organization's realities using data, assessment results, and clear priority setting.
- **Disciplined Action:** Aligning goals, systems, and habits to create steady forward momentum.

Assessment & Leadership Tools

- **Custom 360-Degree Leadership Assessment:** Multi-rater evaluation that gathers feedback from supervisors, peers, and direct reports to highlight leadership strengths and growth opportunities.
- **Nonprofit Roadmap Assessment:** Comprehensive organizational review that identifies priority areas for improvement and outlines steps for advancing performance across key operational disciplines.
- **Executive Coaching:** Individualized coaching sessions that support leadership development, goal setting, and strategic decision-making throughout all program phases.
- **Leadership Training Opportunities:** Development activities identified by the Executive Director and Board Chair, in partnership with their coach, based on assessment results.
- **Strategic Planning:** Facilitated planning process that guides each organization in developing a 3–5-year strategic plan grounded in clear goals, data, and organizational capacity.
- **Networking Sessions:** Quarterly peer-learning meetings that allow participants to share insights, challenges, and progress with fellow cohort members.
- **Reports & Grant Awards:** Participants will submit progress reports as outlined in the program timeline. Each organization will receive \$5,000 upon the completion of year 1 and an additional \$5,000 upon the completion of year 2, with no restrictions on use.

Expected Outcomes

The QAFC was formed to strengthen the region's nonprofit ecosystem and promote long-term organizational excellence. This initiative reflects that commitment by helping organizations move from good to great, guided by rigorous assessment, disciplined leadership, and strategic action.

Each participating organization will:

- Build both personal and organizational leadership capacity
- Develop a comprehensive Individual & Organizational Development Plan
- Create and implement a 3–5-year Strategic Plan with SMART goals and clear accountability
- Strengthen systems, processes, and organizational stability
- Improve leadership and organizational effectiveness as measured by pre/post assessments

All participants of past NEI program cohorts (completed in 2022 and 2024) demonstrated measurable gains in leadership and organizational assessment scores. Similar improvements are anticipated for organizations selected for this upcoming cohort.

The overarching goal is to equip nonprofits with the clarity, discipline, and leadership capacity to achieve lasting mission-driven impact for the communities they serve.

Planned Timeline of Activities

Cohort III Recruitment	
July 1, 2026	Issue RFP – Application window opens
July 31, 2026	Applications due
August 28, 2026	Cohort organizations notified of acceptance

Phase 1: Assessments, Foundation, & Goal Setting	
September 2026 – February 2027 (6 months)	
Approximate Time Commitment: 20 hours	
Total Collective Value of Phase 1: \$15,831	
Total Phase 1 Value per NFP: \$3,166	
Date(s)	Activity
September 2026	Kick-off meeting and orientation
	360 Leadership Assessment
	StrengthsFinder Assessment
	Nonprofit Roadmap Assessment
October 2026	Group Workshop
November 2026	Executive coaching session
December 2026	Executive coaching session
January 2027	Executive coaching session
	Quarterly networking session
February 2027	Executive coaching session

Phase 2: Strategic Planning & Capacity Alignment	
March 2027 – August 2027 (6 months)	
Approximate Time Commitment: 26 hours	
Total Collective Value of Phase 2: \$34,925	
Total Phase 1 Value per NFP: \$6,985	
Date(s)	Activity
March 2027	Strategic planning begins
	Executive coaching session
April 2027	Strategic planning continues
	Executive coaching session
	Quarterly networking session
May 2027	Strategic planning continues
	Executive coaching session
June 2027	Strategic planning concludes
	Executive coaching session
July 2027	Executive coaching session
	Quarterly networking session
August 2027	Executive coaching session
	Grant consultation with QAFC member
	Interim Report due

Phase 3: Personal & Organizational Development Deep Dive	
September 2027 – February 2028 (6 months)	
Approximate Time Commitment: 16 hours	
Total Collective Value of Phase 3: \$8,175	
Total Phase 1 Value per NFP: \$1,635	
Date(s)	Activity
September 2027	Strategic planning implementation begins
	Executive coaching session
October 2027	Executive coaching session
	Quarterly networking session
November 2027	Executive coaching session
December 2027	Executive coaching session
January 2028	Executive coaching session
	Quarterly networking session
February 2028	Executive coaching session

Phase 4: Strategy, Integration & Sustainability	
March 2028 – August 2028 (6 months)	
Approximate Time Commitment: 22 hours	
Total Collective Value of Phase 4: \$60,600	
Total Phase 1 Value per NFP: \$12,120	
Date(s)	Activity
March 2028	Strategic planning implementation continues
	Executive coaching session
April 2028	Executive coaching session
	Quarterly networking session
May 2028	Executive coaching session
June 2028	Executive coaching session
July 2028	Executive coaching session
	Quarterly networking session
	360 Leadership Assessment
	Nonprofit Roadmap Assessment
August 2028	Executive coaching session
	Assessment review
	Final Report due
	Wrap Up Celebration

**Additional leadership training opportunities will be made available throughout the program.*

**Approximate time commitment includes the listed activities and one hour of preparation for each coaching session. Implementation of individual, organizational, and strategic plans is designed to be incorporated into the leader’s existing workload.*

Application Information

Nonprofit organizations interested in applying are asked to submit an application to the Community Foundation of West Central Illinois and Northeast Missouri by July 31, 2026. The application is available at <https://mycommunityfoundation.org/qafc>.

Eligible nonprofit organizations will need to complete and submit the following:

- Application and required attachments
- A Memorandum of Understanding (MOU) signed by the Executive Director and Board Chair.
- For organizations applying with an emerging leader as the primary participant, the Executive Director must provide written approval of their participation and agree to remain engaged in key aspects of the program.

Questions?

Please contact Kent Embree at (217) 222-1237 or kembree@mycommunityfoundation.org.

About the Quincy Area Funders Collaborative

The QAFC is composed of the Community Foundation serving West Central Illinois and Northeast Missouri, United Way of Adams County, the Moorman Foundation, the John Wood Community College Foundation, and the Tracy Family Foundation. These funders believe that by working together, they can collectively have a greater impact on strengthening nonprofits than any one organization could have individually.