



LAUNCH CAROLINAS

Leadership Accelerator Program

Strengthening Non-Profit Leaders and Funders for Lasting Impact

YEAR ONE EVALUATION

2025 - 2026



*Last Day of Launch Carolinas, June 2026:
Non-Profit Leaders, Strategic Thought Partners, and GOODSTOCK Consulting*

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*First Day of Launch Carolinas, August 2025:
Non-Profit Leaders, Strategic Thought Partners, Funding Partners, Board Chairs, and GOODSTOCK Consulting*

BACKGROUND

The **Launch Carolinas Leadership Accelerator Program** is a multi-year initiative aimed at enhancing leadership skills, expanding resources, and strengthening networks among trusted non-profit leaders and philanthropic partners. This program focuses on addressing social challenges in communities with limited resources in North Carolina and South Carolina.

There are four integral Launch Carolinas participants: (1) the non-profit leader (NPL), (2) the non-profit organization, (3) the funding partner, and (4) the strategic thought partner (STP). The program curriculum is delivered over 11 months and is informed by the Launch Carolinas Planning Committee (an advisory group of non-profit and foundation leaders) and the cohorts' self-reported strengths and opportunities for growth. To support engagement and organizational improvements, each non-profit leader receives \$185,000 over four years, receiving \$35,000 in the first year and \$50,000 each subsequent year.

Launch Carolinas aims to:

- Build the knowledge and skills of non-profit leaders and philanthropic funders related to non-profit management and leadership development.
- Promote innovative approaches to grantmaking and increase access to resources.
- Understand the potential for system-level impact and sustainable change in communities across North Carolina and South Carolina.
- Encourage trust-building, synergy, and collaboration between non-profit leaders and philanthropic funders.
- Expand access to networks for non-profit leaders and philanthropic foundations, thereby broadening professional connections throughout the region.

Launch Carolinas is funded by a coalition of foundations committed to regional growth, including: Anonymous Trust, Blue Cross Blue Shield of North Carolina, BlueCross BlueShield of South Carolina Foundation, Central Carolina Community Foundation, Dogwood Health Trust, Hollingsworth Funds, Mary Black Foundation, Power:Ed, Sisters of Charity Foundation of South Carolina, The Duke Endowment, and United Way of the Midlands. GOODSTOCK Consulting, LLC (GOODSTOCK) serves as the project management and implementing partner for Launch Carolinas, responsible for program administration, curriculum development, and evaluation.

This cumulative evaluation report summarizes the key activities completed by the first cohort of Launch Carolinas from August 1, 2025, to June 30, 2026. Non-Profit Leaders (NPLs) and Strategic Thought Partners (STPs) received electronic evaluations after each meeting and participated in a program evaluation focus group at the end of the final meeting. Participants also completed a retrospective assessment of their skills, competencies, and satisfaction. The purpose of this report is to evaluate the program's objectives and identify successes, challenges, and opportunities for continuous quality improvement (CQI) for the incoming cohort.

PROGRAM ACTIVITIES

Skills and Competencies Pre-Assessment

Responses for the Skills & Competencies Pre-Assessment were collected between 8/20/2025 and 8/26/2025. A total of 24 responses were collected (12 NPLs and 12 STPs). In addition to serving as a program evaluation tool, the assessment also provided an opportunity to gather NPL and STP feedback on desired program topics and identify opportunities for peer sharing and learning.

Strategic Thought Partnerships

The NPL-STP relationship was a key component of the Launch Carolinas program. Each STP pairing signed a formal agreement which outlined partnership commitments, including: Defining at least one challenge to work on during the program; Participating in at least one virtual or in-person discussion per month; and inviting their partner to at least one event where they can interact and network with other funders or community leaders. The goal was to encourage bi-directional learning, trust-building, and network expansion.

Onsite Workshops and Virtual Learning Sessions

The cohort participated in an eleven-month curriculum period that included four in-person workshops (2.5 days each) and seven virtual learning sessions (2 hours each). Three of the in-person workshops were hosted at The Duke Endowment in Charlotte, NC. While NPLs were required to attend all meetings, STPs were required to attend all in-person workshops and at least 3 virtual learning sessions. Funding partners (Foundation CEOs/Presidents) and board chairs of the participating non-profit organizations were requested to attend two in-person workshops (orientation and graduation).

The cohort participated in advanced discussions centered around seven leadership competencies: strategic planning, human resources, resource management, fundraising, evaluation and monitoring, board governance, and community engagement. Participant interviews and pre-assessments were used to customize the content and supplemental activities. GOODSTOCK also provided technical assistance office hours after each virtual session, and weekly email bulletins with meeting notes and presentations, important announcements, and complementary resources to ensure consistent engagement and communication.

Following this first year, Year One NPL alumni will meet annually for the next three years to provide updates, maintain and build bonds among the cohort, and participate in longitudinal evaluation activities.

Skills, Competencies, and Satisfaction Post-Assessment

The post-assessment was designed to evaluate three key areas: confidence (the belief in one's ability to successfully complete a task), competencies (the demonstrated ability, knowledge, and experience required to perform a task), and capacity (the actual or potential ability and resources available to complete a task). Additionally, it measured satisfaction with the overall program. The data collected from this assessment will be compared over time within this cohort and will inform curriculum development and program coordination for the incoming cohort.

Qualitative Program Feedback

To provide additional context about the feedback provided in surveys, GOODSTOCK also collected qualitative data from NPLs, STPs, and funders through focus groups and interviews. Along with the assessment data, information learned will inform curriculum development and program coordination for the incoming cohort.



SKILLS & COMPETENCIES PRE-ASSESSMENT

Non-Profit Leaders Skills and Competencies

The NPL pre-assessment provided a list of statements related to the program's seven core leadership and organizational domains:

- **Human Resources Management:** Competence in recruiting, developing, and retaining talent, as well as managing employee relations and organizational culture.
- **Board Governance:** Knowledge of the roles and responsibilities of the board, fostering healthy relationships, and ensuring board effectiveness.
- **Community Engagement:** Skill in building and maintaining relationships with stakeholders, community partners, and diverse audiences.
- **Financial Management:** Proficiency in interpreting financial statements, managing budgets, and ensuring the financial sustainability of an organization.
- **Fundraising:** Understanding various fundraising models and techniques, and the ability to engage and cultivate relationships with donors.
- **Strategic Planning:** Ability to articulate a clear vision for the organization's future and develop strategies with grantees to achieve a shared vision.
- **Evaluation and Monitoring:** Ability to design and implement evaluation frameworks to assess program effectiveness and make data-informed decisions.

Respondents were asked to rate each statement on a four-point scale from "Strongly Disagree" to "Strongly Agree". A "Not Applicable" option was also provided for use when appropriate.

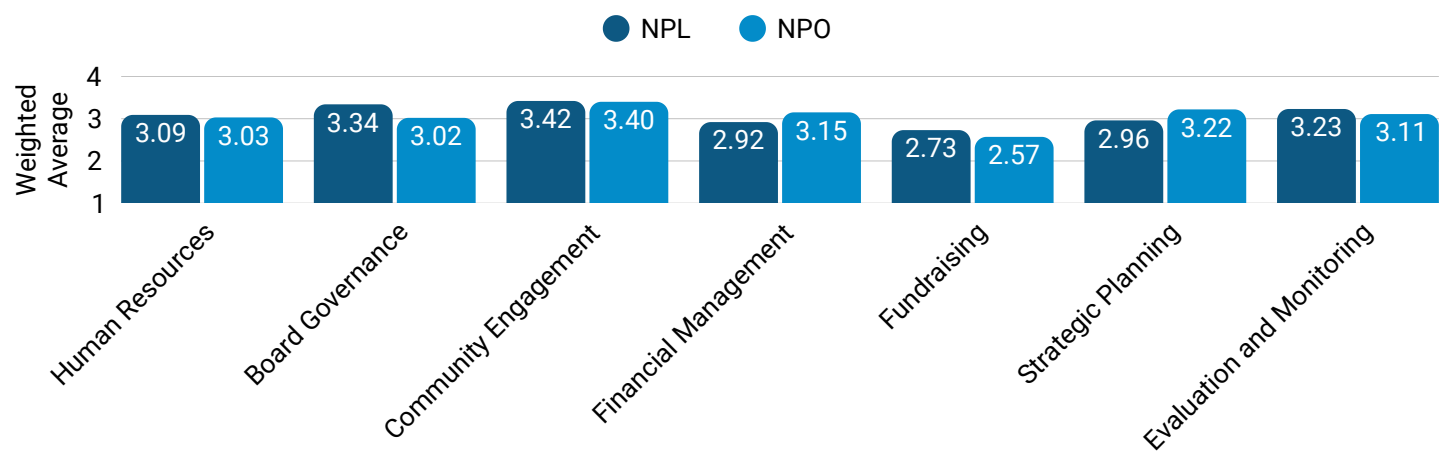
Non-Profit Leaders rated their skills in community engagement as the strongest, scoring 3.42, followed closely by board governance with a score of 3.34. In contrast, they identified their weakest skills as fundraising, which received a low score of 2.73, and financial management, with a score of 2.92.

For their non-profit organizations (NPOs), the strongest skills were also in community engagement (3.40) and strategic planning (3.22). A significant challenge highlighted by NPLs was fundraising, which had a particularly low rating of 2.57. Board governance was marked as the next weakest skill, with a score of 3.02. See Table 1.

When asked about their needs (individually and organizationally) in fundraising and financial management, leaders expressed a desire to enhance their confidence, improve decision-making and strategy through

better financial and donor-cultivation dashboards, diversify funding sources, and communicate financial information more effectively. Additionally, they indicated a need for greater support and engagement from board members regarding board governance.

Table 1. Self-Reported Skills and Competencies at Orientation (NPL, NPO)



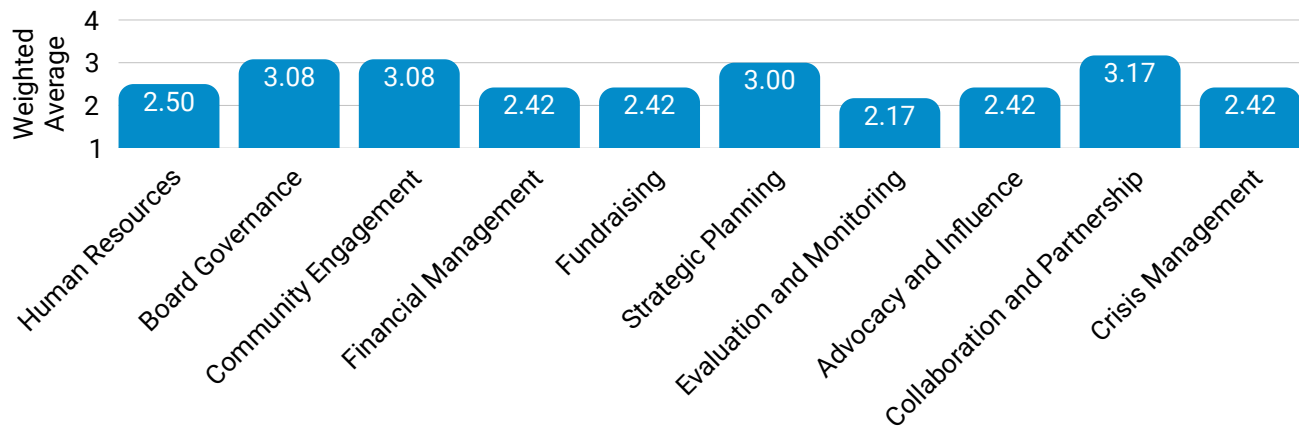
Strategic Thought Partners Skills and Competencies

- STPs were asked to rate their skills in ten domains; the seven referenced for NPLs and three additional:
- **Advocacy and Influence:** Skills in advocating for the organization’s mission and influencing decision-makers to support philanthropic efforts.
 - **Collaboration and Partnership Building:** Proficiency in working collaboratively with other organizations, sectors, and communities to enhance collective impact.
 - **Crisis Management:** Capability to navigate challenges and crises effectively while maintaining transparency and trust within the organization and community.

Respondents were asked to rate each statement on a four-point scale from “Emerging” (limited to no experience with the skill/topic; relies heavily on rules and instructions) to “Advanced” (deep understanding of the skill/topic, can critically assess, and easily adapt effectively). In addition, they were asked to indicate whether they would like to be considered subject-matter experts in any domain(s).

The highest levels of competency reported by STPs were in collaboration and partnership building (3.17), board governance (3.08), and community engagement (3.08). The lowest levels were reported in impact evaluation (2.17), financial acumen (2.42), advocacy and influence (2.42), and crisis management (2.42). See Table 2.

Table 2. Self-Reported Skills and Competencies at Orientation (STP)



A little over 50% (n=7) of STPs reported deep knowledge and experience in a range of tasks related to the ten domains. Collectively, this expert group listed the following:

- Governance and Board Development: Policies, relationships, recruitment, and engagement;
- Financial Oversight: Financial reporting, budgeting, and audits;
- Community Engagement: Partnerships and donor cultivation;
- Fundraising: Grant writing, campaigns, and major donor strategies;
- Wellbeing Initiatives: Programming and resources for workplace wellbeing;
- Data and Evaluation: Gathering insights and assessing impacts; and
- Collective Impact Models: Cross-sector collaboration for community initiatives.

These skills were used to support conversations and content development.

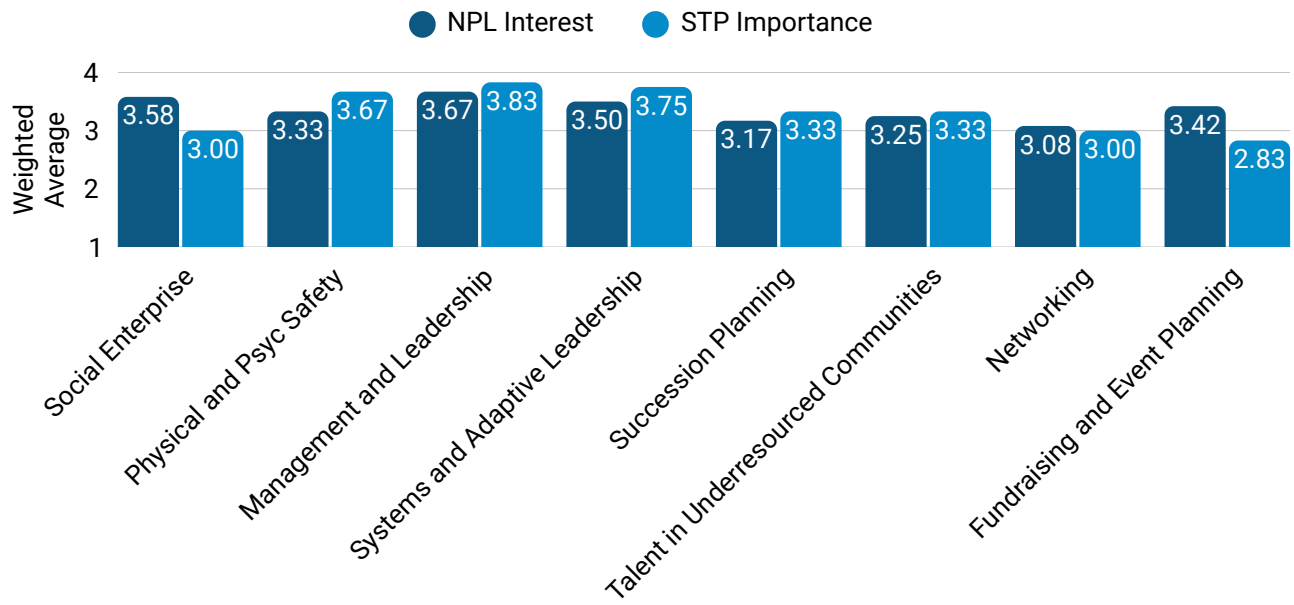
Elective Topics

Non-Profit Leaders were asked to rate their level of interest in eight elective topics, while STPs were asked to assess the perceived importance of the same topics. The eight topics were:

- Social Enterprise (introducing traditional business practices into non-profit operations);
- Building Physical and Psychological Safety;
- Management and Leadership;
- Systems and Adaptive Leadership;
- Succession Planning;
- Cultivating and Nurturing Talent in Underresourced Communities;
- Networking: Small Talk to Strong Relationships; and
- Fundraising and Event Planning.

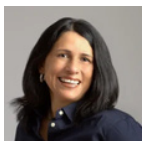
The greatest alignment of interest and importance between NPLs and STPs regarding the topics of talent cultivation (-0.08), networking (+0.08), management and leadership (-0.16), and succession planning (-0.16). However, the greatest differences in opinion were in fundraising (+0.59), with NPLs ranking fourth and STPs last, and in social enterprise (+0.58), with NPLs ranking second and STPs sixth. See Table 3. Although the foundation leaders did not prioritize fundraising and social enterprise, these topics were still included in the curriculum because they were identified as one of the NPLs' weakest skills.

Table 3. NPL Interest and STP Perceived Importance of Elective Program Topics



STRATEGIC THOUGHT PARTNERSHIPS

Strategic thought partnerships for the first cohort are listed below. To best inform the pairing, GOODSTOCK included the opportunity to meet in a Quick Connect exercise during the orientation session. This speed-networking event allowed the cohort to explore potential fit. Upon the completion of the orientation session, both NPLs and STPs were asked to identify their preferred matches through a survey. Consideration was also given to geography to facilitate external meetings.



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Anonymous Trust



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VP, Leverage and Emerging Strategies
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Special Advisor to the President
The Duke Endowment



Amy Evette
Servants for Sight
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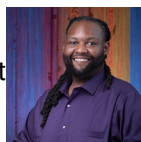
Meka Sales
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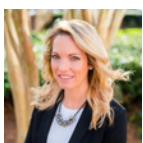
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Victoria Novak
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Drew Woten
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ONSITE WORKSHOPS AND VIRTUAL LEARNING SESSIONS

Launch Carolinas is intentionally designed as a year-long leadership development experience that blends immersive in-person workshops with virtual learning sessions. Together, these eleven engagements create a progressive learning journey that equips Non-Profit Leaders with practical leadership skills while fostering authentic relationships with peers, philanthropic leaders, and subject matter experts.

The four in-person workshops served as major milestones throughout the cohort, providing opportunities for intensive learning, reflection, networking, and collaborative problem-solving. Between workshops, seven virtual learning sessions reinforced key concepts, introduced specialized leadership topics, and gave participants the opportunity to continue applying new skills within their organizations while remaining connected to the cohort.

A descriptive narrative of the engagements is provided below, and detailed evaluation results are outlined in the Appendix.

Onsite Workshops

Each workshop was intentionally designed to combine leadership development with experiential learning and relationship-building. Across the four workshops, participants explored a wide range of topics related to the seven core leadership and organizational domains. Sessions featured nationally recognized experts, nonprofit practitioners, and philanthropic leaders, as well as facilitated discussions, panel conversations, site visits, and peer learning experiences.

The opening **orientation workshop** established the foundation for the cohort by introducing Launch Carolinas' purpose and values while creating a psychologically safe environment for relationship-building among NPLs, STPs, funding partners, and board leaders. Participants consistently praised the intentional design, interactive facilitation, and opportunities to build trust from the outset, with all respondents rating the session at least "Good" and 91% indicating the session length was appropriate. Participant feedback included the following:

- *"Intentionality of format and content, cultivating safe space for sharing and growth."*
- *"The warm welcome and in-depth thought of experience provision."*
- *"The organization and facilitation was top notch, perhaps the best I have ever experienced for a program like this."*

The **second workshop** expanded participants' leadership skills through sessions on authenticity and vulnerability, policy and advocacy,



implementation science, and board engagement. Separate learning experiences for NPLs and STPs created space for candid discussion while preserving opportunities for cross-sector learning. Participants particularly valued the balance between technical content and reflective conversations, describing the sessions as both intellectually rigorous and personally meaningful. However, there were participants who felt overwhelmed by the amount of content presented and uncomfortable or “awkward” with vulnerable conversations in this setting.

Workshop three emphasized systems change and community partnership through civic mobilization, nonprofit panel discussions, and an experiential learning visit to the Diaper Bank of North Carolina. Participants consistently cited the field experience as one of the most valuable components of the program because it demonstrated how strong organizational systems translate into measurable community impact. The service project and nonprofit tour each received 100% “very satisfied” ratings among respondents, and many participants commented that the workshop strengthened relationships across the cohort while bringing systems-change concepts to life.

Participants were also asked to rate their satisfaction with various aspects of the in-person experience, a new set of questions added for the February workshop to help plan for the second cohort.

The final **graduation workshop** focused on succession planning and organizational sustainability while providing NPLs an opportunity to showcase the knowledge, organizational changes, and leadership growth they achieved throughout the year. Sessions facilitated by Djuanna Brockington and nationally recognized non-profit leader Vu Le encouraged participants to think beyond immediate organizational challenges toward long-term leadership sustainability and sector impact. Participants described the graduation workshop as a meaningful culmination of the cohort experience, emphasizing the value of reflecting on professional growth while celebrating lasting relationships developed throughout the program.

Across all four workshops, participants consistently rated presenter knowledge, session organization, facilitator approachability, and GOODSTOCK's helpfulness highly. Common themes across workshop feedback included appreciation for the quality of facilitation, opportunities for authentic networking, practical application of concepts, and the safe environment cultivated throughout the program. While participants frequently expressed a desire for additional time to continue discussions, this feedback reflected the depth of engagement rather than dissatisfaction with the learning experience.



Virtual Learning Sessions

Between in-person convenings, seven virtual learning sessions maintained momentum by exploring specialized topics that NPLs could apply immediately within their organizations. These sessions complemented the workshops by providing focused instruction from practitioners and subject matter experts while allowing participants to reflect on implementation and continue strengthening relationships across the cohort. Like the workshops, the virtual series covered a wide range of topics, often elective or special interests selected by the NPLs. Sessions emphasized practical application through case studies, organizational scenarios, action planning, breakout discussions, and opportunities for participants to connect new concepts to their current organizational challenges.

Participants described the virtual sessions as practical, engaging, and immediately applicable to their work. Following the first learning session on Leadership and Management, participants developed personal accountability plans to strengthen team resilience and organizational leadership. The finance session challenged leaders to interpret financial statements and make strategic resource decisions, with participants identifying specific ways they planned to strengthen board reporting and financial oversight. The third virtual session on Social Enterprise encouraged organizations to diversify revenue streams while remaining mission-focused, while the following session on Time and Priority Management, which introduced planning frameworks designed to improve accountability and organizational effectiveness.

Later sessions focused on strengthening organizational visibility and external partnerships. Participants explored strategic storytelling, crisis communications, and intentional messaging before shifting to personal leadership branding and executive presence. The final virtual session featured an interactive discussion with philanthropic leaders representing multiple foundations, providing NPLs with candid insight into grantmaking practices, foundation readiness, and long-term philanthropic partnerships. Participants described this conversation as transparent, practical, and particularly valuable for demystifying the funding process and strengthening relationships between non-profits and funders.

Across the virtual learning series, participants consistently highlighted the expertise of presenters, the practicality of the content, and opportunities for dialogue as key strengths. The most common recommendation across sessions was simply a desire for additional time to deepen discussions, explore more examples, and continue engaging with presenters and peers—underscoring the value participants placed on the learning experience.





SKILLS, COMPETENCIES, AND SATISFACTION POST-ASSESSMENT

To assess changes in confidence, competencies, capacity, and overall program satisfaction, participants completed a retrospective skills and satisfaction assessment on the last day of the final workshop. To provide additional context for the survey responses and nuanced details, cohort members also participated in focus groups organized by state and role: South Carolina NPLs, North Carolina NPLs, South Carolina STPs, and North Carolina STPs.

Non-Profit Leader Confidence, Competency, and Capacity

Non-profit leaders were asked to rate their confidence in Launch Carolinas' seven leadership domains: Human Resources, Board Governance, Community Engagement, Financial Management, Fundraising, Strategic Planning, and Evaluation and Monitoring. They used a four-point scale: "Extremely", "Moderately", "Very Little", or "Not at All". A "Not Applicable" option was also provided when appropriate.

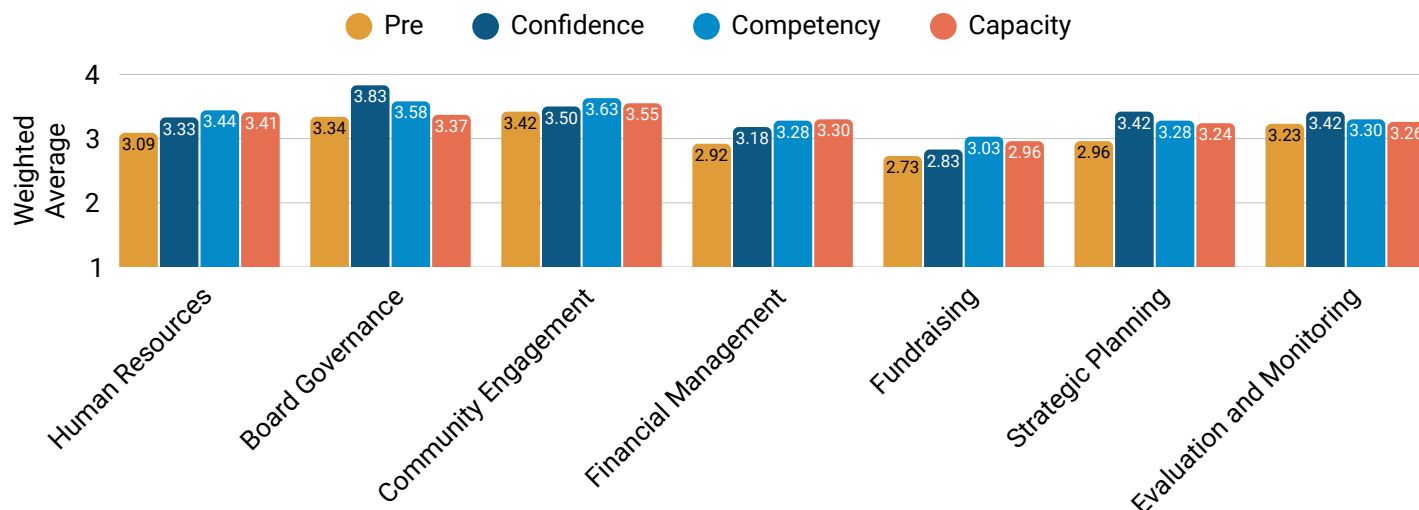
As self-reported at the program's initiation, NPLs identified their strongest skills in community engagement and board governance and their weakest in fundraising and human resources. This may explain why board governance (3.83) and community engagement (3.50) remain their most confident domains, and fundraising remains the least (2.83).

However, competency (the demonstrated ability, knowledge, and experience required to perform a task) improvements across all seven domains were at least moderate, with an average of 3.36. Similarly, NPLs also report moderate capacity (actual or potential ability and resources available to complete a task) gains, with an average of 3.30. See Table 4.

It is debatable whether confidence precedes competency or vice versa, but both are essential for building capacity in leaders and their organizations, a goal of Launch Carolinas. The data indicate that Launch Carolinas has been effective in enhancing capacity for leaders and their organizations, particularly in areas where NPLs initially identified their weakest skills, such as fundraising and human resources. Self-reported moderate improvements in confidence, competency, and capacity across six out of seven domains suggest that participants believe they have gained knowledge and experience. They feel more equipped and have better access to resources to execute their tasks effectively.



Table 4. Self-Reported Confidence, Competency, and Capacity in Program Learning Domains (NPL)



Examples of improved capacity reported by respondents are provided below. Yet still, fundraising remains an area that requires further attention. Continued learning opportunities and resources will be explored for this cohort. Additionally, the domain identified as the least confident at pre-assessment will be explored more closely and intentionally enhanced in the curriculum.

Human Resources:

- *"Due to the impact of Launch Carolinas, we were able to implement updated handbooks to boost awareness, comprehension, and guardrails for team, interns, and volunteers including a revamped intern experience and employee onboarding/orientation."*
- *"As a conflict-avoidant person, I struggled with setting expectations for others because I didn't want to appear unkind or to micromanage. However, I now see the benefit of setting expectations early, ensuring that those expectations are clear, and checking in with staff to ensure that they are meeting expectations earlier in the process. This reduces my anxiety and allows me to get in front of performance issues."*

Board Governance:

- *"I have managed a transition from a mostly unengaged board to the transition to an active board with an engaged board chair, committees that are activating in their specific oversight roles, and am continuing to work to establish a shared leadership rhythm with my board chair."*
- *"Our Board of Directors is starting to understand that their role can move beyond simple governance (i.e. keeping the lights on) to a group that is truly a catalyst that propels our mission forward. They have the framework to complete a gaps analysis, identify the types of leaders they need, and welcome members who will not just sustain but accelerate our organization's mission."*

Community Engagement:

- *"Biggest growth area was developing language and framework to communicate the vision for current and future of the organization. The most helpful tool was concise language across program areas and a CRM tool for data - making it readily available to update community members and stakeholders on the status of the organization and programs building trust and ways to support."*
- *"I have applied for 3 grants with detailed partnerships, including 3 local partner agencies, we are and will continue to do the work together with or without the grant, and we hosted a local small fundraiser together. The class has validated the purpose of being out in the community with intention."*



Financial Management:

- *"Our financial reporting is improving because I can provide a clearer picture of the financial situation to the Board. I have relied on the treasurer to give those updates because I haven't always felt like board members trusted my financial knowledge. I now understand that they don't understand financials, so I was speaking above their head. I now have a dashboard and visuals that help to explain the bigger concepts in a practical and concrete way so that we can shift our focus to generative questions."*
- *"I was recently meeting with a major donor about a new project - and pulled QB reports (outside of our regular quarterly reporting) that I felt would be helpful/informative for the donor to view. It was small - but it also felt like it communicated competence and trust with folks investing in our organization."*

Fundraising:

- *"This area is hard because I do not have a development person, so I maintain that role. However, this experience demystified the process for me and offered some strategies that we need to maintain. I think that the biggest lesson for me is knowing that you have to try a few things and continue improving them rather than abandoning them just because something didn't work the first time."*
- *"This is an area I can improve; however, I have started calling donors regularly thanks to the suggestion by my STP. I wish I had more experience in national grants since local grants are tapped out."*

Strategic Planning:

- *"Previously, everyone operated as if the only person responsible for the strategic plan was me. Now, we use Microsoft List and the MOCHA framework to ensure that everyone knows that they have a role and those roles come with activities that should lead to outcomes that they report to the board and the community." The transparency allows me to see in live time who is making progress and who may need more support.*
- *"Board is working with a consultant now to improve functions, and they will now, eventually, do strategic planning. We are implementing client surveys."*

Evaluation and Monitoring:

- *"This area was a huge jump for my team. Using data to help make decisions is a value that we have, but data collection was sporadic. We now have surveys on a more consistent basis to better understand the experiences that our clients are having and the expectation that there will be immediate follow-up if problems are presented. We are now collecting data about our clients and reporting out on the data at regular leadership meetings and quarterly, so that doing the impact report is not burdensome."*
- *"We built a live, interactive dashboard of outputs and outcomes. There is room to build it out and develop it, but it is a start."*

Strategic Thought Partner Competencies

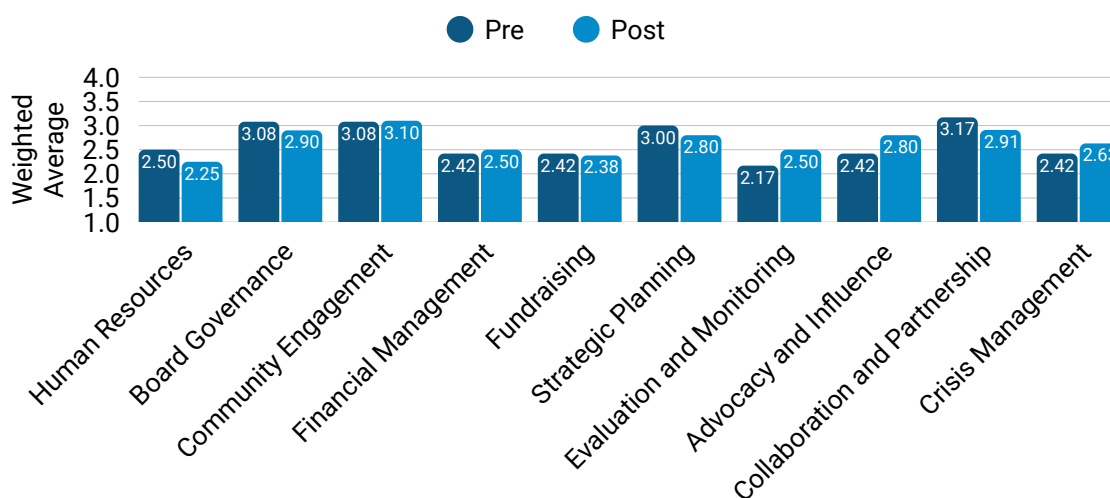
Strategic Thought Partners (STPs) were tasked with evaluating shifts in competency across ten distinct domains using a consistent rating scale. These domains included: Human Resources, Board Governance, Community Engagement, Financial Management, Fundraising, Strategic Planning, Evaluation and Monitoring, Advocacy and Influence, Collaboration and Partnership, and Crisis Management.

The highest-rated competencies at post-assessment were Community Engagement (3.10), Collaboration and Partnership (2.91), and Board Governance (2.90), which had already been identified as areas of professional strength during the pre-assessment phase. Conversely, the lowest rated competencies were observed in Human Resources (2.25), Fundraising (2.38), Financial Management (2.50), and Evaluation and Monitoring (2.50). See Table 5.

However, the assessment revealed increased competency in 50% of the evaluated domains, with the most notable improvements in Advocacy and Influence (+0.38), Evaluation and Monitoring (+0.33),

and Crisis Management (+0.21).

Table 5. Self-Reported Pre and Post Skills and Competencies Ratings (STP)



STPs were prompted to share how the skills they acquired were applied in their roles. Recurring themes highlighted support for NPLs in Board Governance, networking, and stakeholder communication. For instance, one STP noted:

"I was able to introduce my partner to two external resources that extended his ability to translate and integrate strategic planning for the organization. This is supporting board governance, future planning, and collaboration and partnership building."

Furthermore, STPs discussed enhancements to grantmaking processes stemming from their involvement with Launch Carolinas. Common themes included a commitment to increasing transparency, inclusivity, and community engagement in grantmaking. An illustrative example from an STP highlighted this improvement:

"We are adding transparency to it by bringing all invitees together for a meeting to discuss the grant, encourage collaboration, and hopefully infuse additional equity into the process."

On the other hand, STPs reported decreased competency in domains that were initially perceived as their strongest: Collaboration and Partnership (-0.26), Human Resources (-0.25), Strategic Planning (-0.20), and Board Governance (-0.18). Unlike the NPLs, STP confidence was not assessed or differentiated from competency during the time of surveying. Therefore, these declines will be addressed as areas for further learning for current STPs and noted for the incoming cohort.

Additionally, Launch Carolinas aimed to foster bidirectional learning in innovative grantmaking strategies and strengthen networks by minimizing the power dynamics between NPLs and STPs. It was observed, however, that the professional development content predominantly catered to NPLs, representing a missed opportunity to directly address the learning needs of STPs and to facilitate a comparative analysis of professional development experiences between the two groups. While the assessment domains will remain unchanged for the following year, confidence, capacity, and competencies will be assessed annually for both groups to enable a direct one-to-one comparison and to note longitudinal growth.

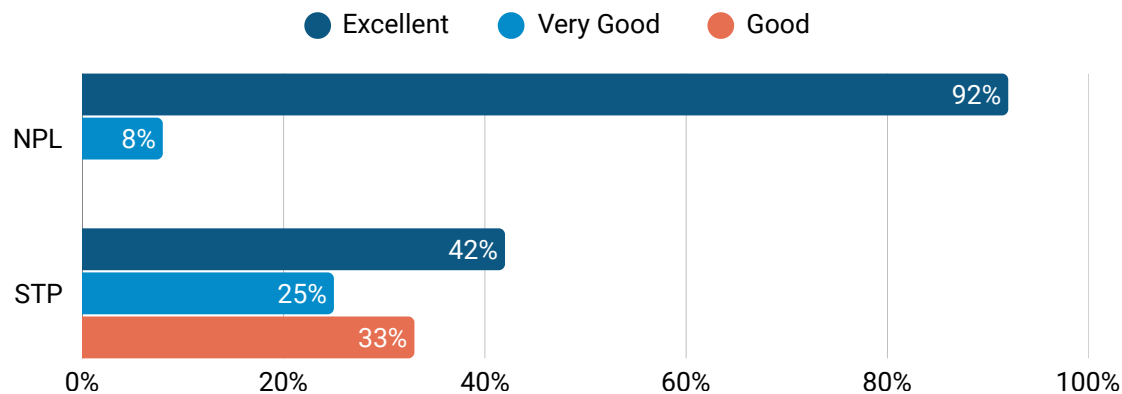


Program Satisfaction and Perceived Value

Participants in the program expressed high levels of satisfaction overall. Non-Profit Leaders reported slightly higher satisfaction, with all of them rating the program as either “Excellent” or “Very Good”. Meanwhile, all 12 STPs rated the program from “Good” to “Excellent”. See Table 6.

SurveyMonkey, the evaluation platform used for this program, provides a “Net Promoter Score” (NPS), which measures respondent loyalty by asking, “How likely are you to recommend us to a friend or colleague?” Respondents rate their likelihood on a ten-point scale. While average NPS values vary by industry, a score over 70% is typically considered exceptional. Launch Carolinas achieved an overall NPS of 80% (out of a possible 100%).

Table 6. Overall Program Satisfaction (NPO, STP)

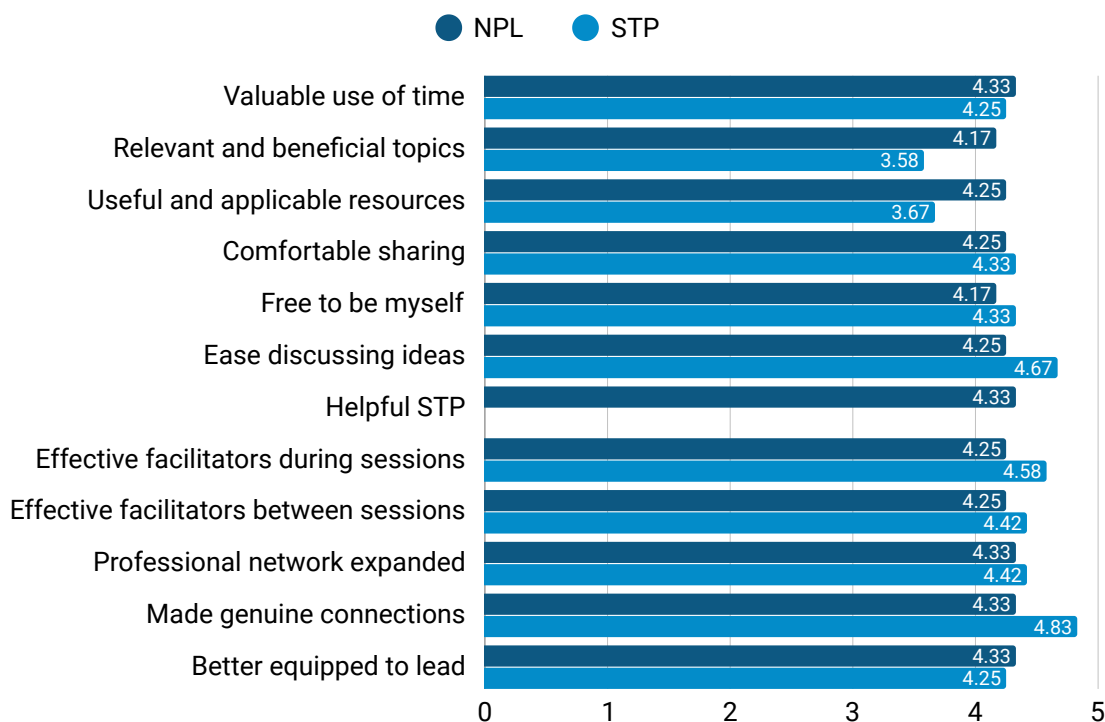


Additionally, respondents rated their level of agreement with the listed satisfaction statements on various aspects and goals of the Launch Carolinas program using a five-point scale: “Strongly Disagree” to “Strongly Agree”.

- Participating in Launch Carolinas was a valuable use of my time.
- The session topics were relevant and beneficial to my professional development.
- The resources provided were useful and applicable to my work.
- I felt comfortable sharing my experiences, thoughts, and opinions during meetings.
- I felt free to be myself throughout the program.
- I felt at ease discussing my ideas with my strategic thought partner.
- My strategic thought partner was a helpful asset throughout this program.
- The facilitators effectively engaged participants during the sessions.
- The facilitators effectively engaged participants between sessions.
- I was able to expand my professional network through my participation.
- I made genuine connections with new colleagues.
- I feel better equipped to lead my organization.

Weighted averages for each statement by role are provided in Table 7. One respondent expressed strong disagreement with all statements; however, based on their other responses, it is likely that this was an error. GOODSTOCK’s evaluator attempted to verify this response but did not receive a reply from the respondent.

Table 7. Program Satisfaction Statements Weighted Averages (NPL, STP)



The cumulative average for NPL was 4.27, and for STP, 4.30. The highest combined averages for NPL and STP were observed in the following areas: making genuine connections (4.58), ease of discussing ideas (4.46), and effective facilitation during sessions (4.41). Conversely, the lowest averages were for relevant and beneficial

topics (3.88) and useful and applicable resources (3.96). This trend aligns with the curriculum's development, which focused on the NPL experience, as previously mentioned.

Another missed opportunity was the omission of the statement, “My strategic thought partner was a helpful asset throughout this program,” from the STP evaluation. This oversight means that the bi-directional learning aspect was not explicitly measured, which could imply it was not emphasized as much as intended or needed.

Respondents were also asked to rate the alignment of Launch Carolinas to its stated values. Launch Carolinas promotes:

- **Growth Mindset:** a belief that you can improve through effort, learning, and persistence
- **Transformation:** a thorough change in perspectives and infrastructures that are just and community-centered
- **Inspiration:** the process of being mentally stimulated and confident to do something creative and innovative; hopeful
- **Connection:** quality and balanced relationships within and outside of the program that motivate participants
- **Pivotal Changes:** vital learnings, conversations, introspection, and applications that affect the impact of the program and its participants

Respondents felt strongly that the program aligned with its identified values, responding with alignment ratings between 2.8 and 3.0 on a three-point scale: “Did Not Align” to “Fully Aligned”.

NPLs and STPs were also asked open-ended questions to identify what they liked, how the program could be improved, and to collect any additional comments/feedback. Unlike the focus group, these responses were submitted privately on the evaluation form. Relationship-building, program quality, and intentionality, and collaboration were emphasized again as strengths. The responses reflected overwhelming positivity and gratitude for the experience. Participants described the program as valuable, emphasizing their personal growth and the impact on their organizations. They expressed deep appreciation for the quality and openness of the cohort and the excellence of the GOODSTOCK facilitation team. Learning alongside Non-Profit Leaders and funders in a supportive and safe environment proved to be particularly meaningful.

However, new potential improvements were detailed. The top themes are presented.

- **Pacing:** While respondents acknowledged the value of the content covered, many felt that the program occasionally moved too quickly and packed in too much information. Suggestions included spreading the content over a longer duration and allocating more time for implementation, reflection, and relationship-building. A structured follow-up period after the cohort concludes, featuring ongoing peer and facilitator support, was also recommended.
- **Role Clarity:** Respondents identified a need for clearer expectations regarding the STP role, in addition to greater alignment of content for both Non-Profit Leaders and funders. There was a call for relevance or parallelism in the content offered to both groups. Many saw potential benefits from more intentional engagement with funders, expressing a desire for enhanced interactions between funders and NPLs.
- **Equity Content:** Some respondents suggested that a more intentional focus on addressing equity and racism within the program curriculum is needed. Although these topics were included in various sessions, participants recommended presenting them in dedicated sessions moving forward.

These suggestions will be considered as the curriculum and logistics are determined for the incoming cohort, and for routine engagement with program alumni.



QUALITATIVE PROGRAM FEEDBACK

To provide additional context on survey data, GOODSTOCK also collected qualitative feedback from NPLs, STPs, and funders through focus groups and interviews.

NPL Feedback

GOODSTOCK staff conducted regional focus groups to collect qualitative feedback from NPLs after the final in-person session. NPLs were split into two groups – North Carolina and South Carolina, though NPL feedback was similar across the regions. The top themes that emerged from these conversations are included below:

Relationship Building with STPs

NPLs repeatedly emphasized that Launch Carolinas fundamentally shifted their perceptions of funders—from anonymous grant-application recipients to genuine collaborators. Many described entering the program with fear, guardedness, or assumptions about power imbalances. However, through the relationships they built with STPs, and in some cases, additional staff from funding organizations, they began to view funders as partners who could advocate for their organizations, share strategic insights, and open doors to new networks.

NPLs valued the transparency and openness of their STPs, who shared information about their own constraints and challenges. NPLs shared that through these conversations, they engaged in shared problem-solving with STPs, which supports the program's goal of bi-directional learning. One activity that was identified as being of particular value for relationship building was the Unmasking session during the second in-person workshop. STPs also noted that this activity was particularly valuable.

- *"One of the best parts and strengths of the program was the STP partner. [...] Making that a bi-directional relationship and giving us the opportunity to support each other and kind of establishing expectations early on."*
- *"I think from [...] a personal friendship bond, I definitely have a strong bond with mine. She was very supportive."*

Implementation of Program Content

NPLs consistently described the curriculum as rich, relevant, and immediately applicable but also overwhelming. They valued sessions on leadership identity, board governance, implementation science, and organizational strategy, but struggled to absorb and apply the content while managing full

workloads back home. Several noted that the program gave them so many ideas to bring back to their organizations, but not enough time or structured support to implement them effectively.

Suggestions for future engagement and additional cohorts included a second year focused on application, coaching, and accountability; additional time with peers to workshop ideas; more templates and tools from facilitators; and more opportunities to bring staff or board members into the learning process. Strategies for continued learning and engagement in their second year included regional meet-ups and the creation of a Slack channel to revisit materials and support each other post-program.

- *"The topics that we have are so amazing that when I come back to my organization I have a hundred things. [...] So what I will do different, is that I will build that time for implementation in a way that is also gentle with myself."*
- *"Everybody I think has alluded to this- the extension of time. [...] You do a year of learning, and then a year of implementation."*

Relationship Building with Peers

NPLs described their cohort as a "safe space," a "family," and a source of emotional and professional support they rarely find elsewhere. They appreciated the vulnerability, shared challenges, and mutual encouragement that emerged organically over time. Many said they learned as much from peers as from formal sessions, especially in board engagement, fundraising realities, and crisis management. The cohort helped normalize struggles, reduce isolation, and build confidence.

Because of the value they found in connecting with peers, NPLs suggested that, for future cohorts, more time be built in for intentional peer relationship-building. Participants suggested more unstructured time, collaborative projects, and intentional facilitation of cross-state networking. They also expressed a strong desire to remain connected as alumni through meetups, shared communication platforms, or opportunities to mentor future cohorts. There was a strong desire for a formal alumni structure to sustain the relationships that were central to their growth.

- *"That's kind of the bond and relationships that we've kind of created. [...] These are kind of like lifelong relationships."*
- *"I don't know that I expected the strength of the cohort to be so important to me and the support from everyone and the relationships."*

Funding Dynamics

NPLs frequently discussed the broader funding landscape and how Launch Carolinas both illuminated and complicated their relationships with philanthropy. Participants valued the opportunity to gain insight into how funders make decisions, learn about constraints faced by funders and understand foundation board dynamics. However, despite the program's intentionality in bridging the gaps between funders and grassroots organizations, participants still felt concerns about inequities in funding, especially for leaders of color and organizations serving marginalized communities.

Specific challenges noted by NPLs included funding cuts, inconsistent support and a lack of clear pathways to new funding opportunities. Some felt that as a part of the program STPs should more actively help NPLs become "fundable," share information about open grant cycles (at their own organizations and others), and

advocate across philanthropic networks. They also wanted more honest conversations about sustainability, unrestricted funding, and the unrealistic expectations placed on small nonprofits. It was also noted that there was some inconsistency in the level of support offered by STPs, with some taking a more active role in supporting their NPLs to make funding connections. NPLs also desired opportunities to connect with more STPs outside of their program partner.

- *"It's a way of the power dynamic still not shifting, because you had insight to challenges and things that [...] the Non-Profit Leaders were experiencing. But [...] it wasn't that it opened additional doors [...] like a list of people that could fund you or what you might need to do to be strategically positioned for us to fund you."*
- *"But that funder piece is missing. It's great to have a friend in my STP, but it didn't take me any further [...on the] fundraising side from development, the grant perspective."*

Organizational Impact & Growth

NPLs described significant personal and organizational changes resulting from the program. Many reported increased confidence, clearer leadership identity, and stronger decision-making. They applied new tools to board governance, data collection, crisis management, and strategic planning. Several shared examples of improved processes in onboarding, meeting efficiency, and program evaluation. Some noted that staff and board members began seeing them differently, recognizing their growth and the legitimacy of the program's investment.

At the same time, NPLs acknowledged that implementing change is difficult. They continued to struggle with staff capacity, board readiness, and the challenge of introducing new systems without overwhelming their teams. There was a desire for additional support in bringing boards along, more guidance on organizational budgeting and indirect costs, and more opportunities to involve staff in learning sessions. They also highlighted the need for personal sustainability, including financial planning for Non-Profit Leaders, wellness practices, and realistic expectations about workload. The program sparked meaningful change, but NPLs emphasized that continued support is essential to sustain momentum.

- *"I think it's been great, intentionally pulling us together to create this community. I mean, I've learned so much from the people sitting around this table -this brilliant idea of decreasing that tension and getting rid of this power struggle between grantors and grantees. I think it's a brilliant way to handle it."*
- *"The other reality is how do you do all of this and roll it out in a way that people feel like they're coming along when the process [of learning a new concept], that they can understand the process and that they can see the benefit."*

STP Feedback

GOODSTOCK staff conducted regional focus groups to collect qualitative feedback from STPs after the final in-person session. STPs were split into two groups – North Carolina and South Carolina, with only one difference based on region: STPs in South Carolina perceived that their North Carolina peers had more opportunities for regional/state funder collaborations. However, this was not specifically mentioned by the North Carolina group.

The top common themes that emerged from these conversations are included below:

Role Ambiguity

Particularly at the beginning of the program, STPs described uncertainty about their role. Many were unsure they were supposed to do, how they should show up, and what success looked like. There were also different

approaches to how they supported their NPLs and whether they were able to implement organizational changes as a result of the program. This ambiguity extended into sessions in which STPs felt like observers rather than participants, sometimes unsure whether speaking up was appropriate or relevant.

In the second half of the program, STPs began to feel more comfortable after experimenting with different ways of supporting their NPLs. Others noted that clearer expectations, especially around which sessions STPs should attend, how to engage during workshops, and how to apply content to their own work, would be helpful for future cohorts. Suggestions for future years included more explicit guidance on support they should provide their NPL, structured prompts for discussions with NPLs, and facilitated STP-only discussions to help them understand their purpose and contribution.

- *"I wasn't sure what my role should have been in those situations, but again, some of the content wasn't necessarily for us. So, it was good to hear it, but I wasn't clear on what we should be doing."*
- *"I'm also grappling and wrestling about our role as an STP. I felt like I wasn't sure what I would be providing."*

Program Quality

STPs consistently praised the program's depth and rigor. They valued the fact that Launch Carolinas offered substantive frameworks like Implementation Science and systems thinking. Many shared that they took content back to their own teams, demonstrating spillover benefits beyond the NPLs. They also appreciated the organization and clarity of the program activities, but similar to NPLs noted that with the volume of content some NPLs struggled with implementation of the concepts shared.

Some suggestions for future cohorts included more time for processing/implementation, changes to order of content (more funder/philanthropy content up front), STP only sessions, more facilitated peer discussions, and more integration of STPs and NPLs in learning sessions. Many also emphasized the value and importance of practical tools for NPLs and recommended these be offered for most content.

- *"I think [STPs] helped deliver really good content along the way, relevant content for Non-Profit Leaders and then also even for us. So overall, it just felt like a very comprehensive, well thought out [...] program."*
- *"Nearly everybody that I spoke to talked about how wonderful the content was and [...] I've got so much information and I'm trying to figure out how to integrate it and how to apply it."*

Relationship Building

Much like NPLs, STPs strongly valued the relationship building aspects of the program—with other STPs, between STPs and NPLs and among funders. In particular, STPs valued the ability to collaborate between North and South Carolina, which apparently has not happened often the past. It allowed them to reflect on the similarities and differences in philanthropy in each state and identify opportunities for future collaboration. Several described new cross-foundation partnerships emerging directly from Launch Carolinas.

STPs also emphasized how the program helped them transform interactions and deepen relationships. Many STPs commented that they learned as much from their NPLs as the NPLs learned from them. STPs also highlighted how vulnerability created psychological safety that shaped the entire cohort experience. STPs also identified the Unmasking session during the second in-person workshop. Relationship-building was widely viewed as one of the program's most transformative outcomes.

- *"There's just always benefit with being with somebody long enough and often enough that it changes from feeling sort of transactional [... to] a thought partner."*
- *"It just brings so many things to my mind about the possibilities and seeing community start to emerge amongst the group. [...] People feeling as though, even if they don't have all the answers, they have a place to go."*

NPL & Organizational Readiness Challenges

STPs noted challenges in supporting NPLs whose organizations faced acute crises, limited infrastructure, or overwhelming needs. Some STPs felt they were providing too much information, unsure whether their NPL could absorb it. Others struggled when their NPL needed specialized expertise they didn't possess. STPs also noted that while some NPLs were personally ready for the program, their organizations were not, particularly those facing financial instability or staffing shortages. This affected NPLs' ability to fully participate and apply what they learned. STPs recommended stronger screening for organizational capacity, financial stability, and growth mindset to ensure participants can benefit from the program's intensity. STPs also suggested that the program more directly address some of the immediate challenges facing nonprofits including funding cliffs and a challenging sociopolitical environment.

- *"I think if you walk in knowing that there's a financial challenge, it's gonna limit their ability to focus on the program from the beginning. So, I think some [...] level of assessment of financial stability would be important."*

Funding Dynamics

Similar to NPLs, STPs also felt that while the program made great strides in reducing barriers between funders and grassroots organizations, there are still power dynamics that exist between the two groups. STPs noted that NPLs may hesitate to be fully candid, especially if they are interacting with an organization that could potentially offer funding. Some also wondered whether NPLs' gratitude for the program may mask deeper challenges or disagreements.

Suggestions to potentially address this challenge included: (1) pairing NPLs with STPs who could not fund them due to priority or geographical misalignment, or (2) clarifying if and how STPs can support NPLs with fundraising at the beginning of the program (ie, sharing funding cycles, connecting to other funders). These levels of support were inconsistent across STPs, leading to differing experiences for NPLs.

- *"For me on the other side, it was still, it's also just another way to be empathetic and to really think through like how I can use my power, because the power dynamic is real. How can I use my power to really eliminate or reduce barriers?"*
- *"I think that's really important because if we want folks to show up as their full selves, we've got to connect. I think what we haven't talked about is the power dynamic. These folks are deeply grateful for this opportunity."*

Funder Feedback

GOODSTOCK staff conducted interviews with funder representatives to gather feedback on the funder experience. Several key themes and opportunities for improvement emerged from these conversations.

Program Organization & Facilitation

Funders consistently described Launch Carolinas as well-organized, thoughtful, and seamless. They highlighted



clear communication, structured materials, and well-run events as major strengths. Several noted that the program's intentional design made participation easy and meaningful, even for those with limited time. Funders also praised the facilitation team's energy, intentionality, and presence and felt the program was run with care, professionalism, and cultural competence.

Funders appreciated the regional collaboration and cross-state relationships that were facilitated, noting that the program served as a demonstration of how funders could work together toward a common agenda.

- *"I think it was excellent. It was a [...] a really well-designed program with a lot of clarity about sort of what the goals were."*
- *"We enjoyed participating where we could and getting [...] quarterly reports and kind of seeing the impact on the Non-Profit Leaders."*

Engagement

Funders felt the level of CEO engagement was appropriate, given the time constraints on most CEOs. However, funders noted that while they appreciated being invited and found sessions meaningful, they sometimes felt like they were dropping into a process they weren't fully part of, creating a sense of observing rather than engaging. Suggestions to address this included option invitations to program sessions for funders and/or additional engagement opportunities for CEOs and their boards or trustees. It was also suggested that, particularly for in-person sessions, funders and STPs could have concurrent professional development sessions or facilitated conversations that would align with NPL session topics. Ongoing engagement with program alumni was also identified as important.

There were also questions raised about STP roles in Year 2, and whether there would be value in the same STP participating in a second year. Capacity and qualifications were identified as potential limitations to identifying

additional STPs; however, most funders perceived the STP role to be very valuable, viewing the contribution of time in addition to dollars as aligned with their philanthropic missions.

- *"She found value in attending those sessions. I think for her what sometimes was difficult was coming in and out."*
- *"I would still love to sit in on the virtual ones where I can,...even just sitting there listening to the [...] Non-Profit Leaders, I could learn."*

Communication

Funders generally found the information provided, particularly quarterly reports to be adequate. Several funders also identified the information provided directly by Non-Profit Leaders particularly, demonstrating examples of participant growth and how funds were leveraged for capacity building. Ensuring the quality of any materials shared by NPLs was also identified as being important.

Some funders requested more communication and clarity around roles, processes and time commitments ahead of time. One suggested having an additional representative from each organization to keep track of communications and program progress, as some communications were not always read/distributed to other funder contacts by CEOs, due to time constraints.

- *"I think having another person at the organization involved would also help just to make sure that everything stays on track."*
- *"She had expressed just getting inundated sometimes with emails and meeting requests and not fully understanding contextually of what they're for."*

Funder Matching

The greatest challenges identified were around the process of matching funders with program applicants/participants. Some funders felt that in Year 1, it was unclear what role they could play in applicant recruitment, particularly when they had specific individuals they wanted to refer. Geographic and funding priority limitations also further complicated the recruitment and selection process. Funders suggested clearer guidance, earlier involvement and more flexibility to address these issues. Some funders also brought up the possibility of pooled funding as a potential way to mitigate geographic limitations. There were also some concerns about whether behind-the-scenes discussions of NPLs during the selection process aligned with principles of trust-based philanthropy.

- *"A question mark [...] right from the beginning [was...] if we were able to say on the front end 'yes, we're going to promote this and we're going to use our connections to reach out to people that we really would all feel great about getting this opportunity.'"*
- *"The other piece for us that was a little tricky at the start of this year was focus areas. It made it a little tricky for us to find the right fit from a funding partner [perspective]."*

Funding Administration

While some funders identified specific challenges with payment methods and timelines, none expressed particular concerns, as solutions had been identified for all issues.



YEAR TWO RECOMMENDATIONS

Based on the feedback collected, following are recommendations to enhance participant engagement and program design for future cohorts:

Clarify STP Roles and Expectations

Both NPLs and STPs suggested that STP support would be more beneficial if it were more standardized. At times, STPs were uncertain about their roles during sessions and the level and type of support they should provide to NPLs. NPLs reported varying experiences and benefits from their partnerships with STPs, with some effects influenced by geography. Some STPs were able to meet with their NPLs in person and bring them to events more frequently.

In some cases, NPLs expected STPs to provide more direct assistance with fundraising, such as sharing information about grant cycles, connecting them with other funders, and offering funding outside of the Launch Carolinas initiative. Clearly outlining in advance the types of support STPs will and will not provide would likely enhance the experience for both parties.

Increase Cross-Sector Networking Opportunities

NPLs and STPs agreed that structured opportunities for NPLs to connect with STPs with whom they were not paired would be beneficial. In some cases, other STPs might have had specialized knowledge or connections relevant to an NPL, but those connections went unnoticed. Participants also suggested incorporating additional engagement with funders and the board.

Create an Inclusive Curriculum

STPs identified the need for learning content and facilitated sessions that align with NPL content. STPs expressed a desire for the program to provide them with a learning experience, including content specifically geared toward STPs and funders.

Make Room for Development and Innovation

Launch Carolinas seeks to promote innovative approaches to grantmaking and enhance access to resources. However, the Year 1 curriculum did not clearly address how this could be achieved. As the cohort develops both individual and organizational knowledge and skills, it is also important to explore and, where appropriate, test novel processes and frameworks within core curriculum topics that show promise but are not yet fully developed.

Adjust Pacing

Another significant theme for both NPLs and STPs was the volume and pace of content and the challenges involved in implementing what they learned. While everyone appreciated the program's breadth and depth, it was described as intense and, at times, overwhelming. This effect was likely compounded by external stressors occurring during the program. Some participants suggested allocating more time for reflection and connection.

Require and Routinize Monthly Evaluation

Throughout the program year, the average submission rate for monthly evaluations was 55%. Evaluation links were emailed to participants after each engagement, and they were required to complete them within one week. The most significant declines in submission rates occurred after the first quarter and during virtual sessions, though onsite workshops achieved a submission rate of only 67%. Moving forward, evaluations for workshops and learning sessions will be conducted as part of the engagement process and must be completed before participants are dismissed.

Maximize Alumni Engagement

NPLs expressed difficulty in finding time to implement the concepts learned and suggested adding structured implementation support for Year 2. They also expressed a strong desire to maintain connections as an alumni network. NPLs hoped to create a Slack channel or another resource hub for communication and storage of support resources, and they discussed organizing regional in-person meetups. They expressed deep appreciation for the support and network established during the cohort and an intention to stay connected long after the program concludes.

FOR MORE INFORMATION

Launch Carolinas is funded by a coalition of foundations committed to regional growth, including: Anonymous Trust, Blue Cross Blue Shield of North Carolina, BlueCross BlueShield of South Carolina Foundation, Central Carolina Community Foundation, Dogwood Health Trust, Hollingsworth Funds, Mary Black Foundation, Power:Ed, Sisters of Charity Foundation of South Carolina, The Duke Endowment, and United Way of the Midlands.

As future cohorts of leaders and funders participate, we expect further refinement of the goals, lessons learned, and overall approach to uplifting the Carolinas. **For more information about Launch Carolinas, visit www.launchcarolinas.org or contact GOODSTOCK Consulting at adminsupport@goodstockconsulting.com.**



About GOODSTOCK Consulting, LLC

GOODSTOCK is an organizational development firm committed to partnering with organizations that value the strategic engagement and development of their staff and key partners. The team has extensive experience leading non-profit and philanthropic organizations, hospital systems, and government agencies through a full spectrum of organizational development and community engagement initiatives, including equity-centered community assessments, external stakeholder engagement, management and facilitation of multi-sector and stakeholder partnerships, educational training, and continuous quality improvement.

Learn more at www.goodstockconsulting.com.



APPENDIX

WORKSHOP #1 - AUGUST 2025

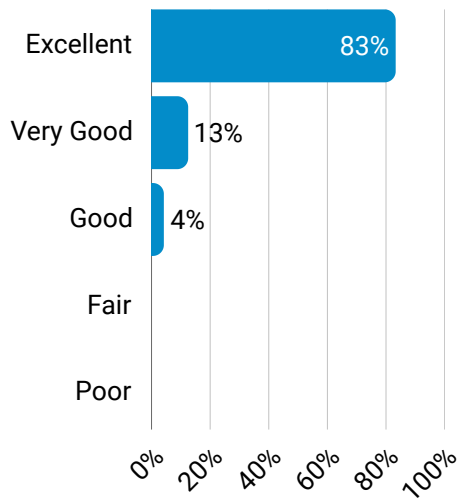
Program Orientation (NPL, STP)

Number of Evaluations Submitted = 24

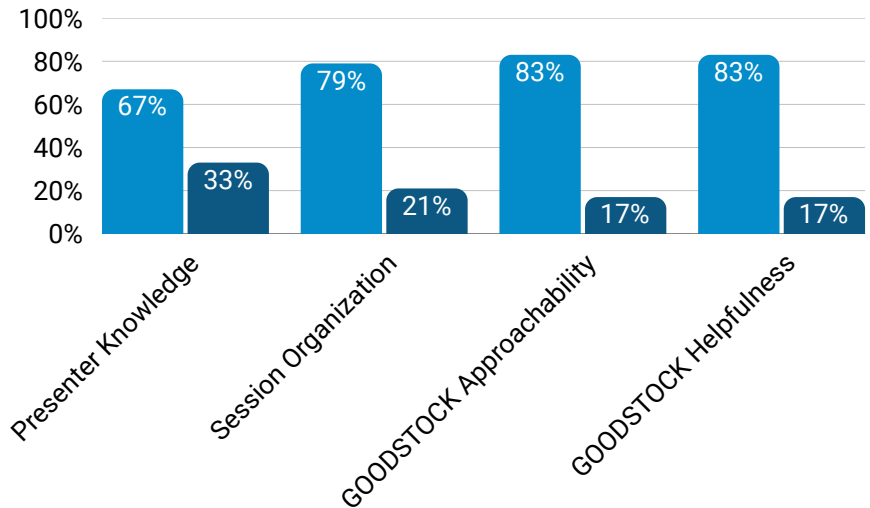
Evaluation Capture Rate = 100%

Presenter(s): GOODSTOCK Consulting

Workshop #1 Overall Rating



Workshop #1 Components



LEARNING SESSION #1 - SEPTEMBER 2025

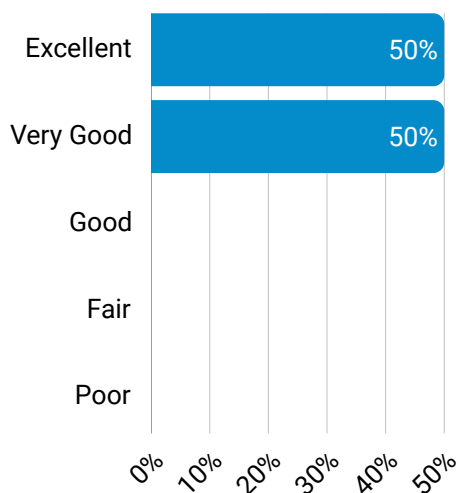
Management and Leadership: Elevating Excellence (NPL, STP)

Number of Evaluations Submitted = 12

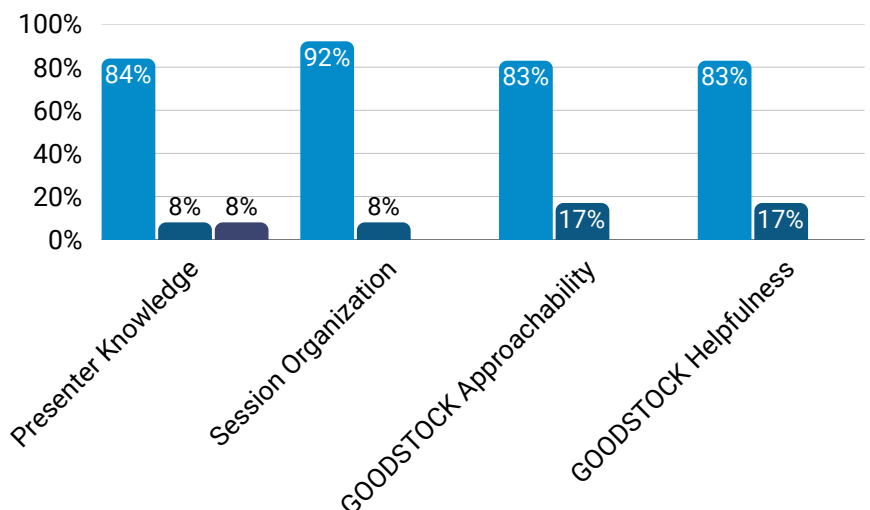
Evaluation Submission Rate = 50%

Presenter(s): Andrea Clements, Harper HR Consulting

Learning Session #1 Overall Rating



Learning Session #1 Components



LEARNING SESSION #2 - OCTOBER 2025

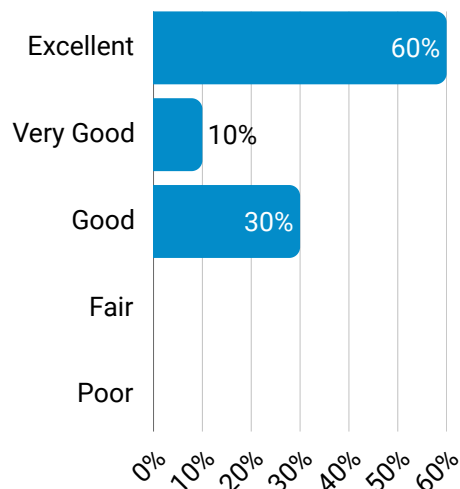
Mission-Driven Finance: Navigating Strategy and Sustainability (NPL)

Number of Evaluations Submitted = 12

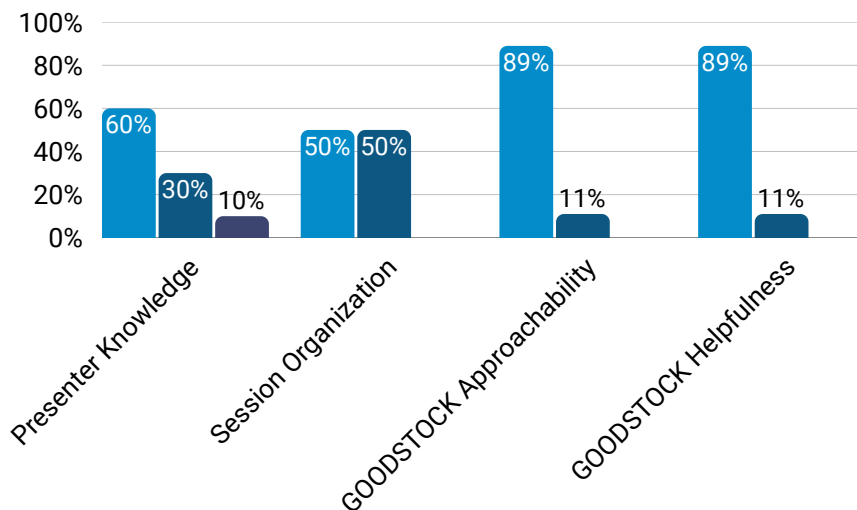
Evaluation Capture Rate = 100%

Presenter(s): Courtney Arrington, Arrington Solutions

Learning Session #2 Overall Rating



Learning Session #2 Components



WORKSHOP #2 - NOVEMBER 2025

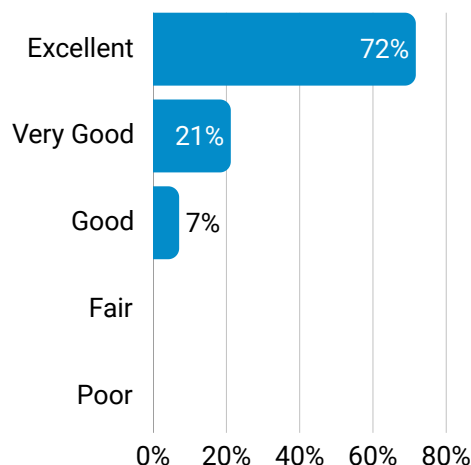
Enhancing Our People and Programs (NPL, STP)

Number of Evaluations Submitted = 14

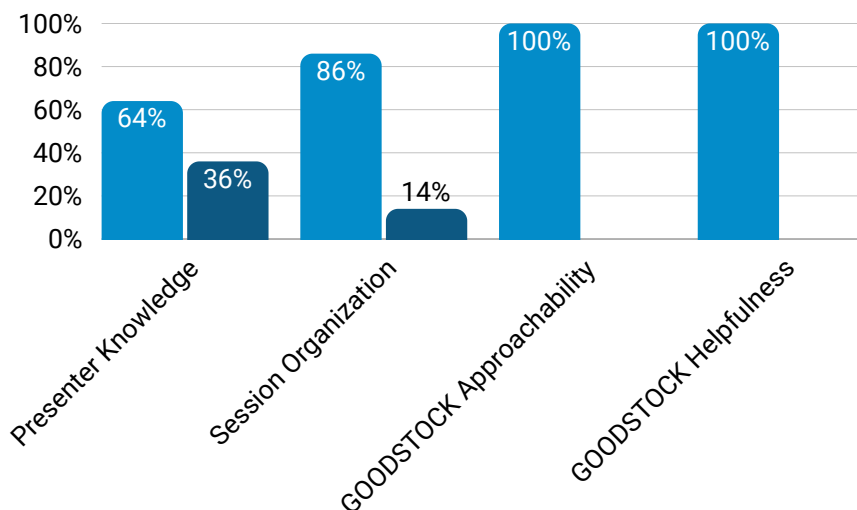
Evaluation Submission Rate = 58%

Presenter(s): Tracey Greene-Washington, Indigo Innovation Group; Dr. Zachary Brian, UNC Chapel Hill; Christina DiSalvo, The Duke Endowment

Workshop #2 Overall Rating



Workshop #2 Components



LEARNING SESSION #3 - DECEMBER 2025

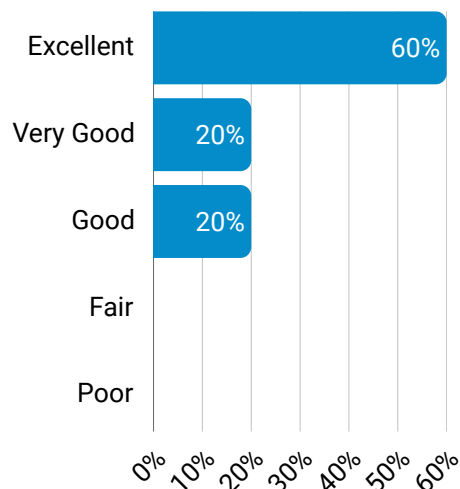
Building Your Social Enterprise (NPL, STP)

Number of Evaluations Submitted = 6

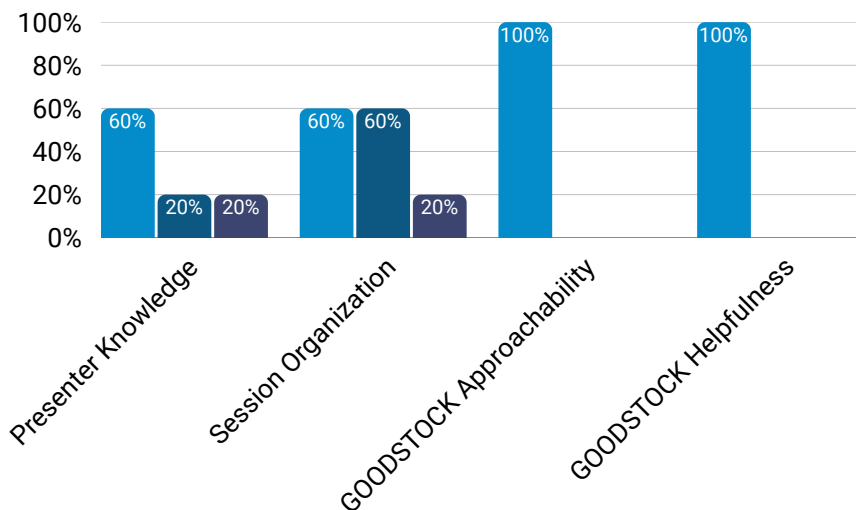
Evaluation Capture Rate = 25%

Presenter(s): Joyce Mitchell-Antoine, Planned Parenthood South Atlantic

Learning Session #3 Overall Rating



Learning Session #3 Components



LEARNING SESSION #4 - JANUARY 2026

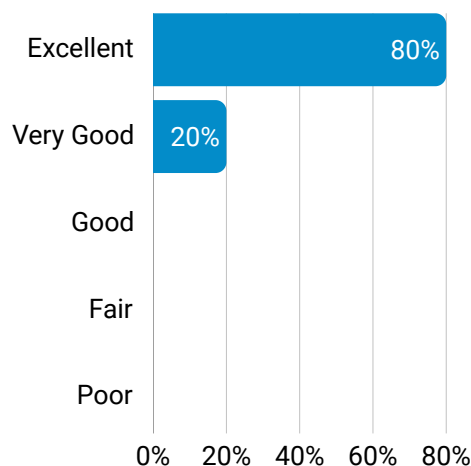
Leadership Priority and Task Management (NPL)

Number of Evaluations Submitted = 6

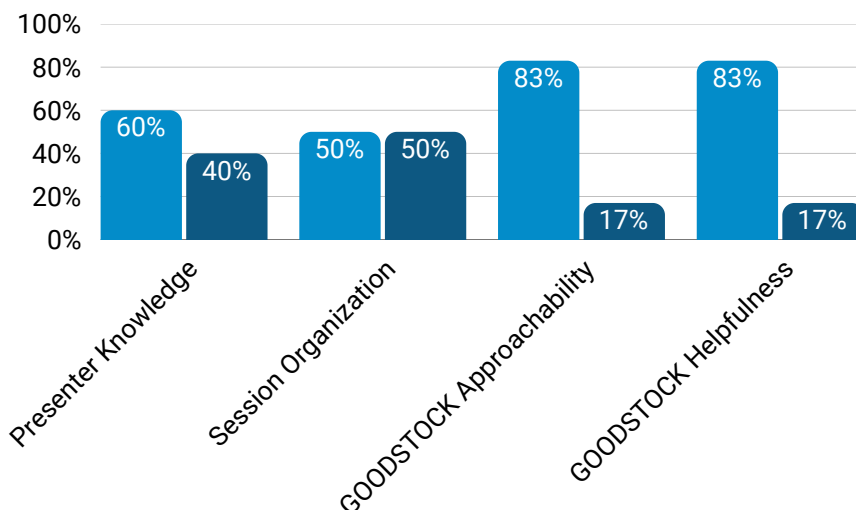
Evaluation Submission Rate = 50%

Presenter(s): GOODSTOCK Consulting

Learning Session #4 Overall Rating



Learning Session #4 Components



WORKSHOP #3 - FEBRUARY 2026

Community and Partner Engagement (NPL, STP)

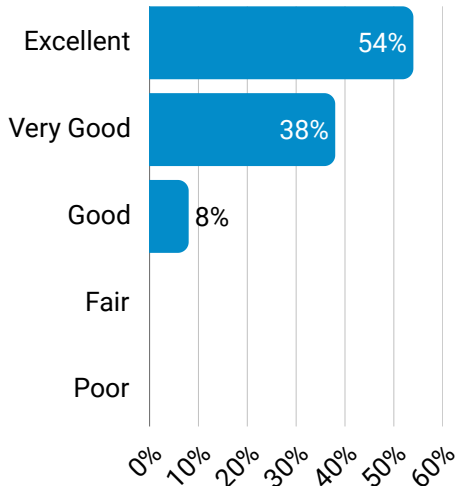
Number of Evaluations Submitted = 13

Evaluation Capture Rate = 54%

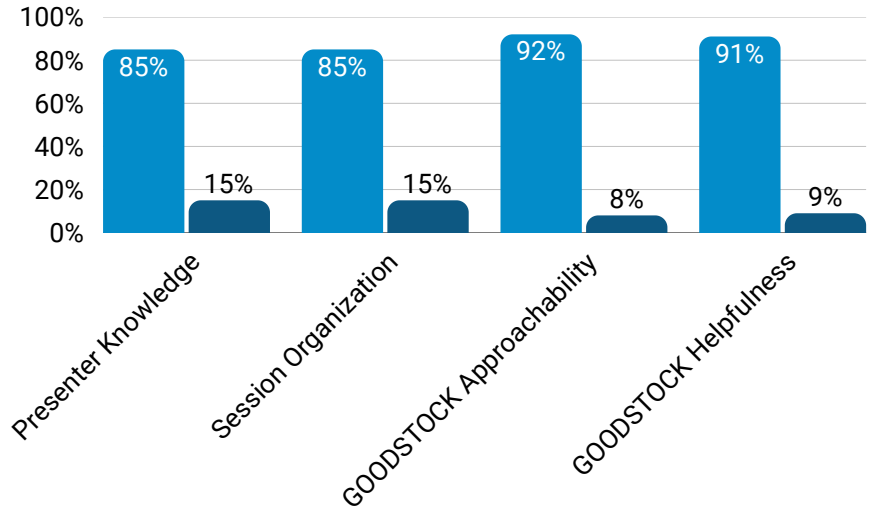
Meeting Host: Blue Cross Blue Shield of North Carolina (Durham, NC)

Presenter(s): Population Health Improvement Partners; Dafina Ward, Nia Creative Solutions, LLC; Panelists: MAAME, Made in Durham, El Futuro, HEARTS; Service Project Leader: Diaper Bank of North Carolina

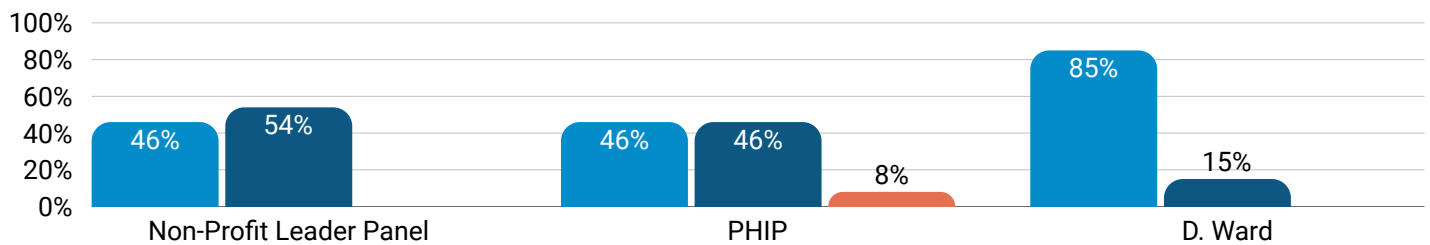
Workshop #3 Overall Rating



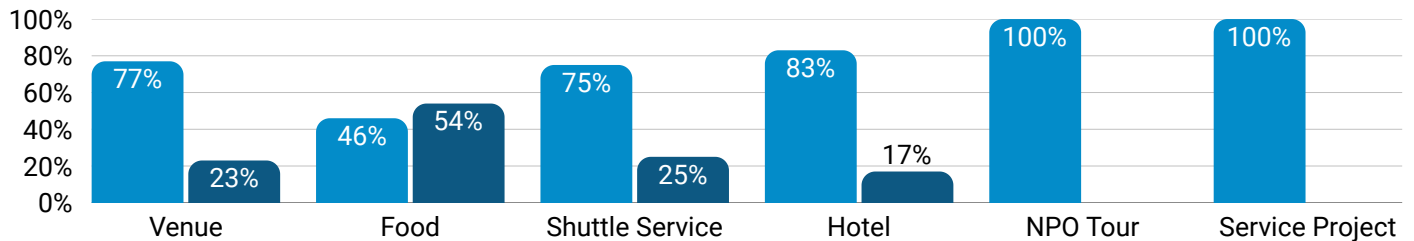
Workshop #3 Components



Workshop #3 Session Presenters



Workshop #3 Meeting Logistics



LEARNING SESSION #5 - MARCH 2026

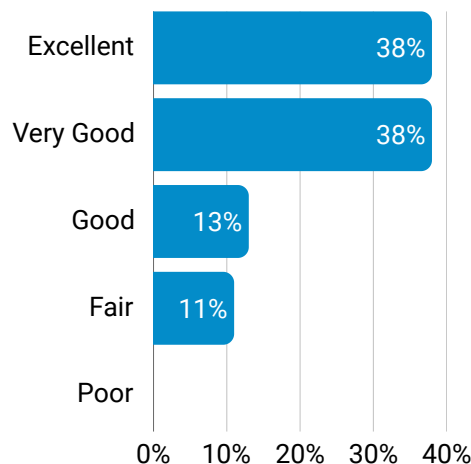
Marketing and Communications: Strategic Storytelling for Impact (NPL, STP)

Number of Evaluations Submitted = 10

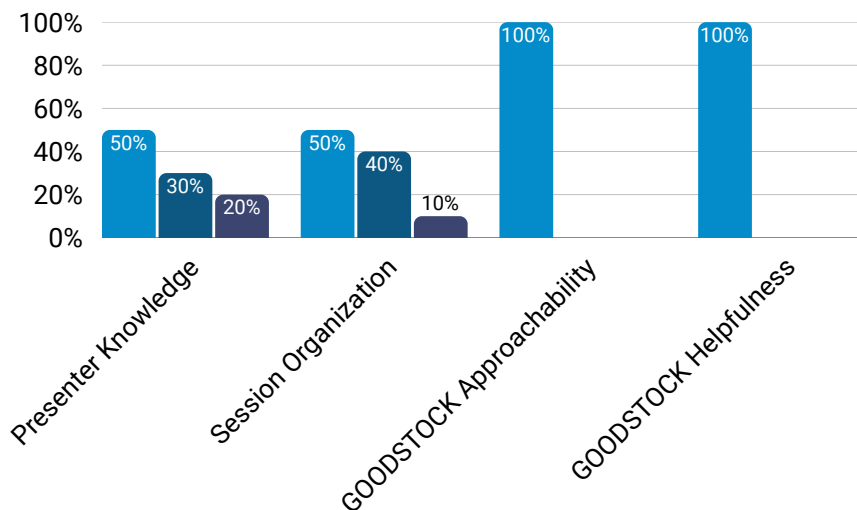
Evaluation Capture Rate = 42%

Presenter(s): Andy Lyons, Roper St. Francis Healthcare

Learning Session #5 Overall Rating



Learning Session #5 Components



LEARNING SESSION #6 - APRIL 2026

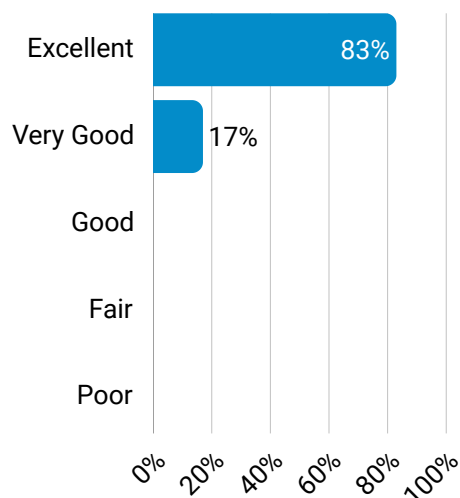
The Power of You: Building Your Brand (NPL)

Number of Evaluations Submitted = 6

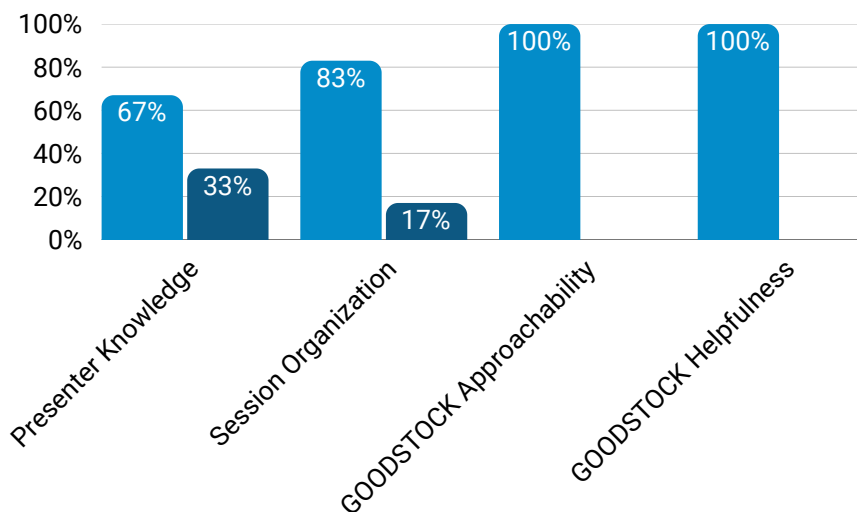
Evaluation Submission Rate = 50%

Presenter(s): Kenya Dunn, The Power Filled Woman

Learning Session #6 Overall Rating



Learning Session #6 Components



LEARNING SESSION #7 - MAY 2026

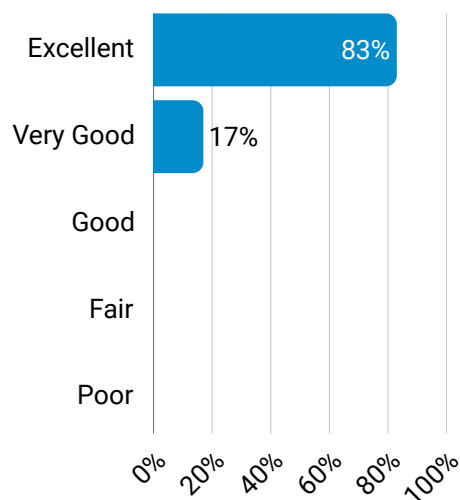
Deep Dive with Grantmakers (NPL, STP)

Number of Evaluations Submitted = 6

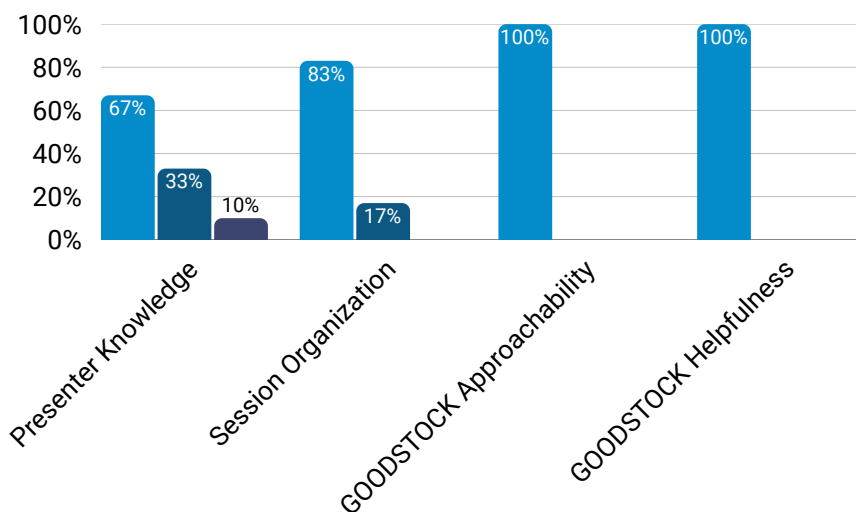
Evaluation Capture Rate = 25%

Presenter(s): GOODSTOCK Consulting; Launch Carolinas STPs

Learning Session #7 Overall Rating



Learning Session #7 Components



WORKSHOP #4 - JUNE 2026

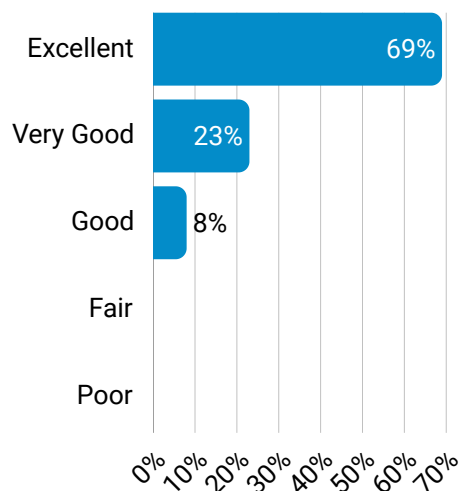
Sustainability and Graduation (NPL, STP)

Number of Evaluations Submitted = 13

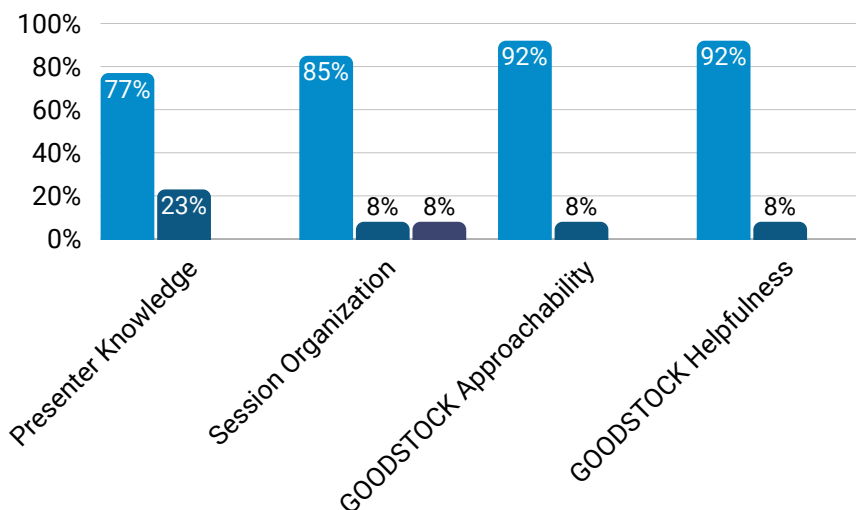
Evaluation Submission Rate = 54%

Presenter(s): Djuanna Brockington, Brockington Consulting, LLC; Vu Le, National Speaker

Workshop #4 Overall Rating



Workshop #4 Components





LAUNCH CAROLINAS

Leadership Accelerator Program