

In an environment of perpetual change and realignment within the nonprofit sector, nonprofit leaders and organizations must invest in resilient and adaptive strategies to ensure they can continue delivering on their mission.

ABOUT THE LAB

This six-month certificate program will seek to assist local nonprofits in identifying and executing on strategies that increase their adaptive capacity. Teams of nonprofit staff and board members will participate in a cohort learning model that includes group learning focused on:

- (1) understanding financial health and underlying risks
- (2) deploying contingency, scenario and strategic planning
- (3) building diversified funding stability
- (4) engaging in adaptive management techniques to guide your teams through change

Combined with the cohort learning modules will be an opportunity for organization-specific coaching sessions with our facilitators. The program will conclude with each team having the opportunity to share its insights on its organizational action plan.

WHO SHOULD ATTEND?

Only Nonprofit Organizations serving Santa Barbara County are eligible for participation.

This program is specifically designed for organizations with the resources and commitment to pursue adaptive and transformative change in the face of the shifting drivers across the nonprofit landscape.

Each participating organization is asked to send a leadership team that includes the CEO/Executive Director and 2-4 staff or board members actively engaged in steering the future direction of the organization. The team should remain consistent through the life of the program to ensure a continuity of learning.

For this inaugural offering, the cohort size is being limited to no more than 8 teams.

CERTIFICATION

Each organization will receive a Certificate of Completion, useful for resumes, references, and grant applications. All Certificate holders will be listed on the Center for Nonprofit Leadership's website.



HOW TO APPLY

Apply at: <https://bit.ly/NALab26>

Space is limited. Participation is by *application only*.

Application deadline: **Monday, June 8, 2026**

Registration fee* due no later than **July 22, 2026**

Questions?: eMail us at nonprofit@callutheran.edu

*Group Cohort meetings will be half-day, in-person sessions at designated Santa Barbara County location(s) to be determined based on the geographic mix of the selected cohort.
Coaching sessions will be conducted via Zoom.*

Session Dates:

Module 1: Orientation & Self Assessment

June 2026 | 9:00a.m. - 12:00 p.m.

Module 2: Financial Health & Sustainability

July 2026 | 9:00a.m. - 12:00 p.m.

Module 3: Contingency, Scenario & Strategic Planning

August 2026 | 9:00a.m. - 12:00 p.m.

Module 4: Funding Sustainability

September 2026 | 9:00a.m. - 12:00 p.m.

Module 5: Change Management & Adaptive Leadership

October 2026 | 9:00a.m. - 12:00 p.m.

Module 6: Activating Your Organizational Plan / Peer Exchange

November 2026 | 9:00a.m. - 1:00 p.m.

Participating organizations will be given a "bank" of up to six (6) hours of team one-on-one coaching with program facilitators (limit up to 2-hours with any one facilitator). These will be self-scheduled, zoom-based sessions to delve deeper into how the topics presented impact on your, unique organization.

Pricing/Cost:

\$150 for participating organization

Program fees for a **team of up to five (5) people** include digital program materials, and access to the Nonprofit Adaptability Lab portal of resources.

