APPLICATION

ORGANIZATION APPLICATION FOR REINHOLD FOUNDATION NONPROFIT LEADERSHIP DEVELOPMENT AND CAPACITY BUILDING TRAINING PROGRAMS IN 2026

Through its Leadership Development and Capacity Building Initiative, the Paul & Klare Reinhold Foundation focuses on strengthening the nonprofit sector by strengthening the leadership and capacity of nonprofit organizations that serve Clay County. Any 501(c)(3) nonprofit organization that provides services to Clay County residents is eligible to apply.

***Please complete sections 1 through 4 on the following pages. The Deadline for applications is Friday, November 14, 2025.***

Section 1: Contact and Organization Information

1. Organization name and mailing address of organization:

2. Employer Identification Number (EIN):

3. Contact person and title:

4. Email address and phone number of contact:

5. How do you impact the residents of Clay County? (In 200 words or less, please tell us your

organization’s “story”—who you are, why you exist, and how you impact the community.)

6. How many full-time paid staff do you have? How many part-time paid staff do you have?

7. How many regular volunteers do you have?

8. Have you read the **attached curriculums and objectives** for the workshops your organization is

requesting to attend?

9. Please provide the names and business titles of your Board of Directors.

Section 2: Financial and 501(c) (3) Charity Information

10. If you have never submitted a copy of your IRS 501(c) (3) Exemption Letter to the Paul & Klare

Reinhold Foundation, please attach a copy with this application.

11. Please attach a copy of your most recent financial statement (statement of income and

expenditures). If your **most recent** financial statement is included on pages 9-11 of your Form

990 tax return **and** it is available for review on guidestar.org, you do not need to attach a copy with

this application.

Section 3: Application Worksheet for 2026 Programs

The Paul & Klare Reinhold Foundation is offering ten nonprofit training programs in 2026. All workshops are being scheduled as in-person training that will take place at the Holiday Inn on Wells Road in Orange Park. All program curriculums are designed and taught by faculty from the Edyth Bush Institute for Philanthropy & Nonprofit Leadership, Rollins College.

In addition, The Paul & Klare Reinhold Foundation will be offering a Clay County cohort program in 2026 to earn the “Certificate in Nonprofit Leadership” from Rollins College Edyth Bush Institute for Philanthropy & Nonprofit Leadership. Participants of the Clay County Certificate Cohort will be required to complete multiple days of training in-person in Clay County and virtually, and complete a final capstone project. Eligible applicants must be committed to every hour of training and completion of the capstone project. Expected participants will be Nonprofit Executive Directors, CEOs, and executive nonprofit leadership.

The Reinhold Foundation is underwriting all costs of training; thus, there are no tuition expenses for selected participating organizations.

***Your organization may request to participate in more than one training program listed below.***

Section 3 APPLICATION WORKSHEET (Please see attached curriculums and objectives)

Is your organization requesting to attend *The Power Pair: Integrating Marketing and Fundraising for Unmatched Impact*? (This program is 6 total hours of instruction; selected individuals must be committed to attending the full day of training.)

1. Yes \_\_ or No \_\_
2. If yes, please provide the names of the members (no more than four) your organization is requesting to send to *The Power Pair: Integrating Marketing and Fundraising for Unmatched Impact*, each member’s title and role within the organization, and the length of time they have been involved with the organization.

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|  | ***Name*** | ***Position*** | ***How long at the organization*** |
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1. Have the above members read the curriculum for this course? What are your organization’s expectations and what do you hope to learn from attending *The Power Pair: Integrating Marketing and Fundraising for Unmatched Impact* if selected to attend?

Is your organization requesting to attend *Design Thinking in Action: Innovate, Create, Solve*? (This program is 6 total hours of instruction; selected individuals must be committed to attending the full day of training.)

1. Yes \_\_ or No \_\_
2. If yes, please provide the names of the members (no more than four) your organization is requesting to send to *Design Thinking in Action: Innovate, Create, Solve*, each member’s title and role within the organization, and the length of time they have been involved with the organization.

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1. Have the above members read the curriculum for this course? What are your organization’s expectations and what do you hope to learn from attending *Design Thinking in Action: Innovate, Create, Solve* if selected to attend?

Is your organization requesting to attend *Building a Strong Volunteer Program: Policy & Procedures*? (This program is 6 total hours of instruction; selected individuals must be committed to attending the full day of training.)

1. Yes \_\_ or No \_\_
2. If yes, please provide the names of the members (no more than four) your organization is requesting to send to *Building a Strong Volunteer Program: Policy & Procedures*, each member’s title and role within the organization, and the length of time they have been involved with the organization.

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1. Have the above members read the curriculum for this course? What are your organization’s expectations and what do you hope to learn from attending *Building a Strong Volunteer Program: Policy & Procedures* if selected to attend?

Is your organization requesting to attend *Foundations of Volunteer Recruitment & Onboarding*? (This is a three-hour workshop.)

1. Yes \_\_ or No \_\_
2. If yes, please provide the names of the members (no more than four) your organization is requesting to send to *Foundations of Volunteer Recruitment & Onboarding*, each member’s title and role within the organization, and the length of time they have been involved with the organization.

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1. Have the above members read the curriculum for this course? What are your organization’s expectations and what do you hope to learn from attending *Foundations of Volunteer Recruitment & Onboarding* if selected to attend?

Is your organization requesting to attend *Recognize, Retain, Evaluate (Volunteers)*? (This is a three-hour workshop)

1. Yes \_\_ or No \_\_
2. If yes, please provide the names of the members (no more than four) your organization is requesting to send to *Recognize, Retain, Evaluate (Volunteers),* each member’s title and role within the organization, and the length of time they have been involved with the organization.

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1. Have the above members read the curriculum for this course? What are your organization’s expectations and what do you hope to learn from attending *Recognize, Retain, Evaluate (Volunteers),* if selected to attend?

Is your organization requesting to attend *Improv Your Impact*? (This is a three-hour workshop.)

1. Yes \_\_ or No \_\_
2. If yes, please provide the names of the members (no more than four) your organization is requesting to send to *Improv Your Impact*, each member’s title and role within the organization, and the length of time they have been involved with the organization.

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1. Have the above members read the curriculum for this course? What are your organization’s expectations and what do you hope to learn from attending *Improv Your Impact* if selected to attend?

Is your organization requesting to attend *Thriving Teams: Building a Positive Nonprofit Culture*? (This is a three-hour workshop.)

1. Yes \_\_ or No \_\_
2. If yes, please provide the names of the members (no more than four) your organization is requesting to send to *Thriving Teams: Building a Positive Nonprofit Culture*, each member’s title and role within the organization, and the length of time they have been involved with the organization.

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1. Have the above members read the curriculum for this course? What are your organization’s expectations and what do you hope to learn from attending *Thriving Teams: Building a Positive Nonprofit Culture* if selected to attend?

Is your organization requesting to attend *Finance & Strategy: How One Informs the Other*? (This is a three-hour workshop.)

1. Yes \_\_ or No \_\_
2. If yes, please provide the names of the members (no more than four) your organization is requesting to send to *Finance & Strategy: How One Informs the Other*, each member’s title and role within the organization, and the length of time they have been involved with the organization.

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1. Have the above members read the curriculum for this course? What are your organization’s expectations and what do you hope to learn from attending *Finance & Strategy: How One Informs the Other* if selected to attend?

Is your organization requesting to attend *Unlocking the Power of CRM (Customer Relationship Management*? (This is a three-hour workshop.)

1. Yes \_\_ or No \_\_
2. If yes, please provide the names of the members (no more than four) your organization is requesting to send to *Unlocking the Power of CRM*, each member’s title and role within the organization, and the length of time they have been involved with the organization.

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1. Have the above members read the curriculum for this course? What are your organization’s expectations and what do you hope to learn from attending *Unlocking the Power of CRM* if selected to attend?

Is your organization requesting to attend *Mission Driven Decision Making*? (This is a three-hour workshop.)

1. Yes \_\_ or No \_\_
2. If yes, please provide the names of the members (no more than four) your organization is requesting to send to *Mission Driven Decision Making*, each member’s title and role within the organization, and the length of time they have been involved with the organization.

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1. Have the above members read the curriculum for this course? What are your organization’s expectations and what do you hope to learn from attending *Mission Driven Decision Making* if selected to attend?

**The Clay County cohort for the “Certificate in Nonprofit Leadership” will be comprised of a small group of Nonprofit Executive Directors, CEOs, and executive nonprofit leadership. Participants will be required to complete a minimum of 27 hours of training to a maximum of 36 hours of training (depending on the electives selected by the participants) and complete a capstone project. Training must be completed January through March 2026. All training will occur in-person in Clay County, with the exception of a few virtual sessions. Only serious applicants committed to every hour of training and completion of the capstone project should apply. Upon full participation and completion of the program, participants will graduate with the “Certificate in Nonprofit Leadership” from** **Rollins College Edyth Bush Institute for Philanthropy & Nonprofit Leadership.**

Is your organization requesting to participate in the *Clay County cohort for the “Certificate in Nonprofit Leadership”*

1. Yes \_\_ or No \_\_
2. If yes, please provide the names of the members (no more than two) your organization is requesting to participate in the *Clay County cohort for the “Certificate in Nonprofit Leadership,”* each member’s title and role within the organization, and the length of time they have been involved with the organization.

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|  | ***Name*** | ***Position*** | ***How long at the organization*** |
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1. Have the above members read the curriculums for the courses and do they understand the time commitments? (PLEASE CAREFULLY REVIEW THE PROGRAM COHORT EXPECTATIONS AND REQUIREMENTS IN THE ATTACHED).
2. Please list which three (3) electives each member above is requesting to attend as part of the cohort program. (See the program cohort expectations and requirements in the attached for a list of electives).
3. What are your organization’s expectations and what do you hope to learn from participation in the *Clay County cohort for the “Certificate in Nonprofit Leadership”* if selected to attend?

Notice: All listed workshops and dates are tentative. The Foundation will make grant decisions in December. Applying organizations will be notified of the status of their application by December 31st.

**Section 4: Signatures**

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| By signing you certify that the organization is tax-exempt under section 501 (c) (3) of the Internal Revenue Code, in good standing, and that the information you provided in this application is true to the best of your knowledge and belief. | |
| Signature of person preparing application: | Date: |
| Signature of CEO, President, or Chairman: | Date: |

Please email\* or mail one unstapled copy of the application to:

Amy Parker, Executive Director

The Paul E. & Klare N. Reinhold Foundation, Inc.

1845 Town Center Blvd, Suite 105,

Fleming Island, FL 32003

Phone: 904-269-5857 ext. 404

[aparker@reinhold.net](mailto:aparker@reinhold.net)

\*If you submit your application by email, you will receive an email confirmation receipt within 5 business days. If you do not receive email confirmation, please call Amy to confirm receipt.

**The Deadline for applications is Friday, November 14, 2025.**

***(Note: This attachment is for your reference. It does not need to be returned with your completed application.)***

**CURRICULUMS AND OBJECTIVES**

**2026 REINHOLD FOUNDATION NONPROFIT LEADERSHIP DEVELOPMENT AND**

**CAPACITY BUILDING TRAINING PROGRAMS**

*Through its Leadership Development and Capacity Building Initiative, the Paul & Klare Reinhold Foundation focuses on strengthening the nonprofit sector by strengthening the leadership and capacity of nonprofit organizations that serve Clay County. Any 501(c)(3) nonprofit organization that provides services to Clay County residents is eligible to apply.*

The Paul & Klare Reinhold Foundation is offering nonprofit training curriculums in 2026 (see details below). All workshops will be held in person at the Holiday Inn on Wells Road in Orange Park. The program curriculums are designed and taught by faculty from the Rollins College Edyth Bush Institute for Philanthropy & Nonprofit Leadership. The Reinhold Foundation is underwriting all costs of training; thus, there are no tuition expenses for selected participating organizations.

In addition, the Paul & Klare Reinhold Foundation is offering a special incentive to organizations that participate in a training program. Organizations can earn “participation gifts” of $100 per person for completion of *The Power Pair: Integrating Marketing and Fundraising for Unmatched Impact* (1 day); $100 per person for completion of *Design Thinking in Action: Innovate, Create, Solve* (1 day); $100 per person for completion of *Building a Strong Volunteer Program: Policy & Procedures* (1day); $50 per person for completion of *Foundations of Volunteer Recruitment & Onboarding* (half-day); $50 per person for completion of *Recognize, Retain, Evaluate* (half-day); $50 per person for completion of *Improv Your Impact* (half-day); $50 per person for completion of *Thriving Teams: Building a Positive Nonprofit Culture* (half-day); $50 per person for completion of *Finance & Strategy: How One Informs the Other* (half-day); $50 per person for completion of *Unlocking the Power of CRM* (half-day); $50 per person for completion of *Mission Driven Decision Making* (half-day); and $500 per person (details outlined with the cohort requirements)\* for completion of the *Clay County cohort for the “Certificate in Nonprofit Leadership.”*

Gifts are made for full attendance only and no gifts will be made for partial attendance. Participation gifts are paid to the organization and must be used for one or more of the exempt purposes set forth in Internal Revenue Code Section 501 (c)(3).

Organizations may request to participate in more than one training program.

***\*All workshops and dates listed in this application are pending and are subject to change.***

**All workshops will be held in person at the Holiday Inn, 620 Wells Rd., Orange Park.**

***Foundations of Volunteer Recruitment & Onboarding***

**Date and time: Thursday, January 22, 2026, 1:00 p.m. - 4:00 p.m.**

This focused session equips attendees with practical strategies to strengthen their volunteer recruitment, application, orientation and training processes. Participants will gain insight into the essential components of volunteer applications, onboarding approaches that set volunteers up for success, and targeted recruitment strategies to build a diverse and committed volunteer base.

As a result of this workshop participants will:

* Understand the key elements of an effective volunteer application.
* Examine the essential pillars of volunteer onboarding.
* Gain insight into effective recruitment strategies to broaden and build a committed volunteer base.

**Participation Gift eligibility for Foundations of Volunteer Recruitment & Onboarding:** $50 per person (Individuals must complete the three-hour training above for their organization to be eligible for the Reinhold Foundation’s $50 gift).

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***Unlocking the Power of CRM***

**Date and time: Thursday, January 29, 2026, 9:00 a.m. – 12:00 p.m.**

This interactive, hands-on workshop will introduce nonprofit professionals to the powerful tools offered by Customer Relationship Management (CRM) systems. Designed for those who are new to CRM systems or are looking to optimize their current use, this session will explore how CRMs can streamline donor management, enhance communication, and improve data-driven decision- making for mission­driven work.

As a result of this workshop participants will:

* Understand the core functionality and benefits of CRM systems for nonprofits.
* Utilize CRM tools to enhance donor engagement and retention.
* Analyze and leverage CRM data for smarter decision-making and fundraising strategies.

**Participation Gift eligibility for Unlocking the Power of CRM:** $50 per person (Individuals must complete the three-hour training for their organization to be eligible for the Reinhold Foundation’s $50 gift.)

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***Recognize, Retain, Evaluate***

**Date and time: Thursday, January 29, 2026, 1:00 p.m. – 4:00 p.m.**

This engaging workshop will support participants in strengthening their volunteer program through recognition, retention practices, and evaluation. Attendees will identify meaningful recognition approaches, unpack the challenges and drivers of retention, and consider how data-informed adjustments can contribute to a more engaged volunteer base.

As a result of this workshop participants will:

* Recognize meaningful volunteer appreciation methods to foster engagement.
* Gain insight into key factors of volunteer retention.
* Learn how evaluation data can guide improvements in volunteer program effectiveness.

**Participation Gift eligibility for Recognize, Retain, Evaluate:** $50 per person (Individuals must complete the three-hour training above for their organization to be eligible for the Reinhold Foundation’s $50 gift).

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***Thriving Teams: Building a Positive Nonprofit Culture***

**Date and time: Wednesday, February 4, 2026, 9:00 a.m. – 12:00 p.m.**

This workshop will focus on practical strategies to improve workplace culture, build a stronger and more supportive work environment, and cultivate emotional intelligence within teams. Participants will learn how organizational culture shapes behaviors, how to identify and develop the unique needs of each team member, and how to engage employees to create a culture where everyone thrives and contributes to a shared mission.

As a result of this workshop participants will:

* Identify the role culture plays in an organization and how to support a purposeful workplace culture.
* Develop strategies to cultivate emotional intelligence, enabling team members to better understand, manage, and respond to their own emotions and those of others.
* Identify the positive and negative impacts that can occur within a misaligned organization.
* Understand the importance of building strong, collaborative teams where individuals can rely on each other for support.

**Participation Gift eligibility for Thriving Teams:** $50 per person (Individuals must complete the three-hour training above for their organization to be eligible for the Reinhold Foundation’s $50 gift).

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***Improv Your Impact***

**Date and time: Wednesday, February 4, 2026, 1:00 p.m. – 4:00 p.m.**

In this three-hour highly interactive session, participants will learn how to increase their impact in the workplace by learning the rules of Improv and how to apply them in the business world. This workshop is for anyone who wants to improve their ability to read an audience, increase creativity, and help reduce fear and uncertainty in pivoting out of tight and uncomfortable situations.

As a result of this workshop participants will:

* Gain a deeper understanding of the 'soft' skills needed in the workplace.
* Learn to articulate the role we each play in interacting with an audience.
* Explore tactics to feel more comfortable in ambiguous situations.
* Develop skills to read an audience & adjust to meet the needs of that audience.

**Participation Gift eligibility for Improv Your Impact:** $50 per person (Individuals must complete the three-hour training above for their organization to be eligible for the Reinhold Foundation’s $50 gift).

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***Design Thinking in Action: Innovate, Create, Solve***

**Date and time: Thursday, February 12, 2026, 9:00 a.m. to 4:00 p.m.**

In this immersive session, participants will experience the design thinking process and discover how its core mindsets can enhance program development. Attendees will engage in hands-on activities that demonstrate how design thinking can lead to more innovative and use-centered solutions.

As a result of this workshop participants will:

* Discover a reproducible design thinking framework.
* Understand the mindset of design thinking to support problem-solving and working.
* Acquire essential skills to apply the framework:
  + Uncovering user needs
  + Framing the problem or opportunity through creative synthesis
  + Brainstorming to think differently
  + User testing
* Experience problem-solving through creative teamwork.

**Participation Gift eligibility for Design Thinking in Action:** $100 per person (Individuals must complete the full day of training above for their organization to be eligible for the Reinhold Foundation’s $100 gift).

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***Finance & Strategy: How One Informs the Other***

**Date and time: Wednesday, February 25, 2026, 9:00 a.m. to 12:00 p.m.**

During this finance-focused session, participants will deepen their understanding of how financial statements reflect their organization's capacity and long-term sustainability. Attendees will explore the connection between financial health and mission delivery, learning how to interpret key financial indicators in service of strategic decision-making. This interactive workshop will introduce practical approaches to using financial data as a planning tool, helping leaders align their financial reality with their organizational goals.

As a result of this workshop participants will:

* Know the difference between financial policies & procedures and financial strategy.
* Understand the story financial statements tell about your organization and how that story can help inform strategic decisions.
* Learn how to create a roadmap for organizational nimbleness by aligning financial goals with future operational plans.

**Participation Gift eligibility for Finance & Strategy:** $50 per person (Individuals must complete the three-hour training above for their organization to be eligible for the Reinhold Foundation’s $50 gift).

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***Mission Driven Decision-Making***

**Date and time: Wednesday, February 25, 2026, 1:00 p.m. to 4:00 p.m.**

This thought-provoking session explores how an organization's use of mission-driven decision-making, supported by tools like ecosystem mapping and a theory of change, can strengthen their Nonprofit Performance Model. Through guided discussion and real-world examples, participants will understand how mission should shape priorities, foster innovation, and inform strategic thinking. By the end of the session, each participant will have a mission driven decision-making framework they can immediately apply within their organization - keeping their mission at the center of every choice.

As a result of this workshop participants will:

* Be aware of how ecosystem mapping and their organization's theory of change can help produce a more impactful Nonprofit Performance Model.
* Apply a structured approach to evaluate decisions against organizational mission and core values.
* Gain a decision-making framework to guide future actions and ensure alignment with mission.

**Participation Gift eligibility for Mission Driven Decision-Making:** $50 per person (Individuals must complete the three-hour training for their organization to be eligible for the Reinhold Foundation’s $50 gift.)

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***The Power Pair: Integrating Marketing and Fundraising for Unmatched Impact***

**Date and time: Thursday, March 5, 2026 , 9:00 a.m. to 4:00 p.m.**

In this workshop, participants will examine how well-aligned marketing and fundraising efforts can strengthen their organization's reach and results. They will explore strategies for unifying messaging, ensuring brand consistency, and coordinating internal workflows to reduce duplication and enhance clarity. Attendees will apply best practices to assess their current strategies and identify opportunities for greater integration - ultimately building a more cohesive approach to supporter and donor engagement.

As a result of this workshop participants will:

* Understand how to align marketing and fundraising strategies to create cohesive campaigns that resonate with both existing and potential donors.
* Identify techniques to begin to integrate storytelling and brand consistency across marketing and fundraising channels for stronger engagement.
* Develop practical methods for coordinating efforts between marketing and development teams to optimize resources and enhance outcomes.

**Participation Gift eligibility for The Power Pair:** $100 per person (Individuals must complete the full day of training above for their organization to be eligible for the Reinhold Foundation’s $100 gift.)

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***Building a Strong Volunteer Program: Policy & Procedures***

**Date and time: Wednesday, March 11, 2026 , 9:00 a.m. to 4:00 p.m.**

This hands-on workshop is designed to help participants strengthen the foundation of their volunteer program by developing clear, consistent policies and procedures. Through discussion, working time, and peer reflection, attendees will explore the core elements of a volunteer manual and begin drafting or refining job descriptions, policies, and procedures.

As a result of this workshop participants will:

* Identify key components of an effective volunteer manual.
* Develop clear and comprehensive volunteer policies, procedures, and job descriptions aligned with organizational goals and values.
* Understand how clear volunteer policies and procedures contribute to program consistency and volunteer satisfaction.

**Participation Gift eligibility for Building a Strong Volunteer Program:** $100 per person (Individuals must complete the full day of training above for their organization to be eligible for the Reinhold Foundation’s $100 gift.)

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***Clay County Cohort for the “Certificate in Nonprofit Leadership”***

The Clay County cohort for the “Certificate in Nonprofit Leadership” will be comprised of a small group of Nonprofit Executive Directors, CEOs, and executive nonprofit leadership. Participants will be required to complete a minimum of 27 hours of training to a maximum of 36 hours of training (depending on the electives selected by the participants) and complete a capstone project. All training will occur January through March 2026, in person in Clay County (with the exception of a few virtual sessions). Only serious applicants committed to every hour of training and completion of the capstone project should apply. Upon full participation and completion of the program, participants will graduate with the “Certificate in Nonprofit Leadership” from Rollins College Edyth Bush Institute for Philanthropy & Nonprofit Leadership (EBI).

Intended participants: Executive Directors, CEOs, and executive nonprofit leadership

Today's nonprofit leaders face challenges that require them to think and navigate differently. With greater competition for resources, heightened scrutiny over organizational impact and an ever-changing landscape of community needs & opportunities, today's nonprofit leaders must be more business savvy, more emotionally intelligent and more astute as to how to navigate the politics of maximizing their organizational impact while balancing mission vs. margin.

EBl's Certificate in Nonprofit Leadership's cohort experience combines the richness of peer learning and the applicability of real-world scenarios. Participants will gain a refreshed understanding of the foundational elements that define what a sustainable nonprofit could and should look like in today's world and the role leadership can play in defining its success.

Clay County Cohort “Certificate in Nonprofit Leadership” Requirements

Virtual Cohort Kick-Off

Tuesday, January 6, 2026, 11:00 a.m. – 12:00 p.m. (online)

This one-hour, virtual workshop will serve as the kickoff to the cohort experience. Held prior to “*The Foundational Elements of a Sustainable Nonprofit*,” this session provides time for cohort participants to become oriented with the program expectations, receive initial reading assignments and ask questions.

“*The Foundational Elements of a Sustainable Nonprofit*”

Wednesday, January 14, 2026, 9:00 a.m. – 4:00 p.m. and

Thursday, January 22, 2026, 9:00 a.m. – 12:00 p.m

(Held in person at Holiday Inn, 620 Wells Rd., Orange Park)

During this three-part, 9-hour workshop, spread out over two days, participants will explore the core elements of a sustainable nonprofit. Includes required readings and homework assignments to be completed in between sessions. This workshop is the required start of this certificate program.

Electives

As part of the curriculum to earn the “Certificate in Nonprofit Leadership,” Clay Cohort participants will be expected to take **three** (**3) electives** of their choice (one from each category below) offered throughout the Reinhold Foundation 2026 Series in Clay County. Electives may not be duplicated. For example, if you complete “Improv Your Impact,” which is in all three categories, you will need to dedicate which category you would like it to satisfy. You will then need to select two more electives, one from each of the remaining categories.

**Cohort participants must complete one elective in the category of Infrastructure (I)**

Building a Strong Volunteer Program: Policy & Procedures (l)(MD)

Improv Your Impact (I)(MD)(RG)

Thriving Teams: Building a Positive Nonprofit Culture (I)

Unlocking the Power of CRM (I)

**Cohort participants must complete one elective in the category of Mission Delivery (MD)**

Building a Strong Volunteer Program: Policy & Procedures (l)(MD)

Improv Your Impact (I)(MD)(RG)

Design Thinking in Action: Innovate, Create, Solve (MD)

**Cohort participants must complete one elective in the category of Revenue Generation (RG)**

The Power Pair: Integrating Marketing and Fundraising for Unmatched Impact (RG)

Improv Your Impact (I)(MD)(RG)

Finance & Strategy: How One Informs the Other (RG)

Dates and curriculums for the electives are found on the previous pages of this *Curriculums* document.

Virtual Cohort Check Ins

Tuesday, February 10, 2026, and Tuesday, March 3, 2026, 11:00 a.m. – 12:00 p.m. (online)

Two, 1-hour mandatory virtual cohort check-in sessions that will be scheduled on set dates and times and are to be determined prior to registration opening.

*“Beyond Sustainable”* (Certificate Graduation Day!)

Thursday, March 26, 2026, 9:00 a.m. to 4:00 p.m. (in person at Holiday Inn, 620 Wells Rd., Orange Park)

This 6-hour workshop will tie together participants' individual and collective earnings and will include final project presentations. This session will serve as the required capstone experience for the certificate.

**\*Participation Gift eligibility for Clay County Cohort for “Certificate in Nonprofit Leadership”:** $500 per person regardless of which electives are selected. Cohort students will complete between 27 and 36 hours of training to earn the $500 gift for their organization. (Students do not earn additional graduation gifts for completing each of their three (3) electives). Students must complete the full cohort training (all virtual and in-person courses, electives, and the capstone project) for their organization to be eligible for the Reinhold Foundation’s $500 gift. No partial gifts for partial participation will be made.

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Notice: All above listed workshops and dates are tentative. The Trustees will make final decisions in December based on the status of the completed applications.

Questions should be directed to Amy Parker at 269-5857 ext. 404 or aparker(at)reinhold.net.

**The deadline for applications is Friday, November 14, 2025.**