



About Us

Since 1984, CapDev has been making nonprofits better through inclusive philanthropy consulting and search services.

Our Mission

CapDev partners with nonprofit communities to enlist, empower, and embolden its leaders to embrace the transformational power of inclusive philanthropy.

Our Principles

Enlist

We identify and connect leadership.

Empower

We partner to build sustainability.

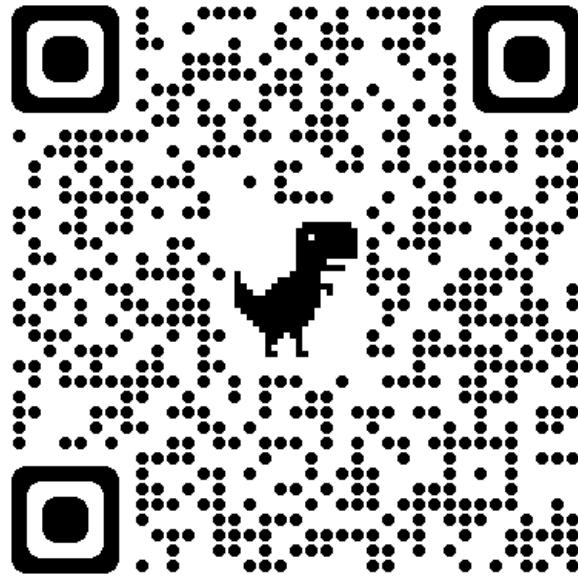
Embolden

We encourage talent and leadership.

Embrace

We transform lives through relational philanthropy.

Download today's slides:





Nonprofit Outlook Survey | NC & Compass Report



The Survey Resulted in the Compass Report



Compass2024

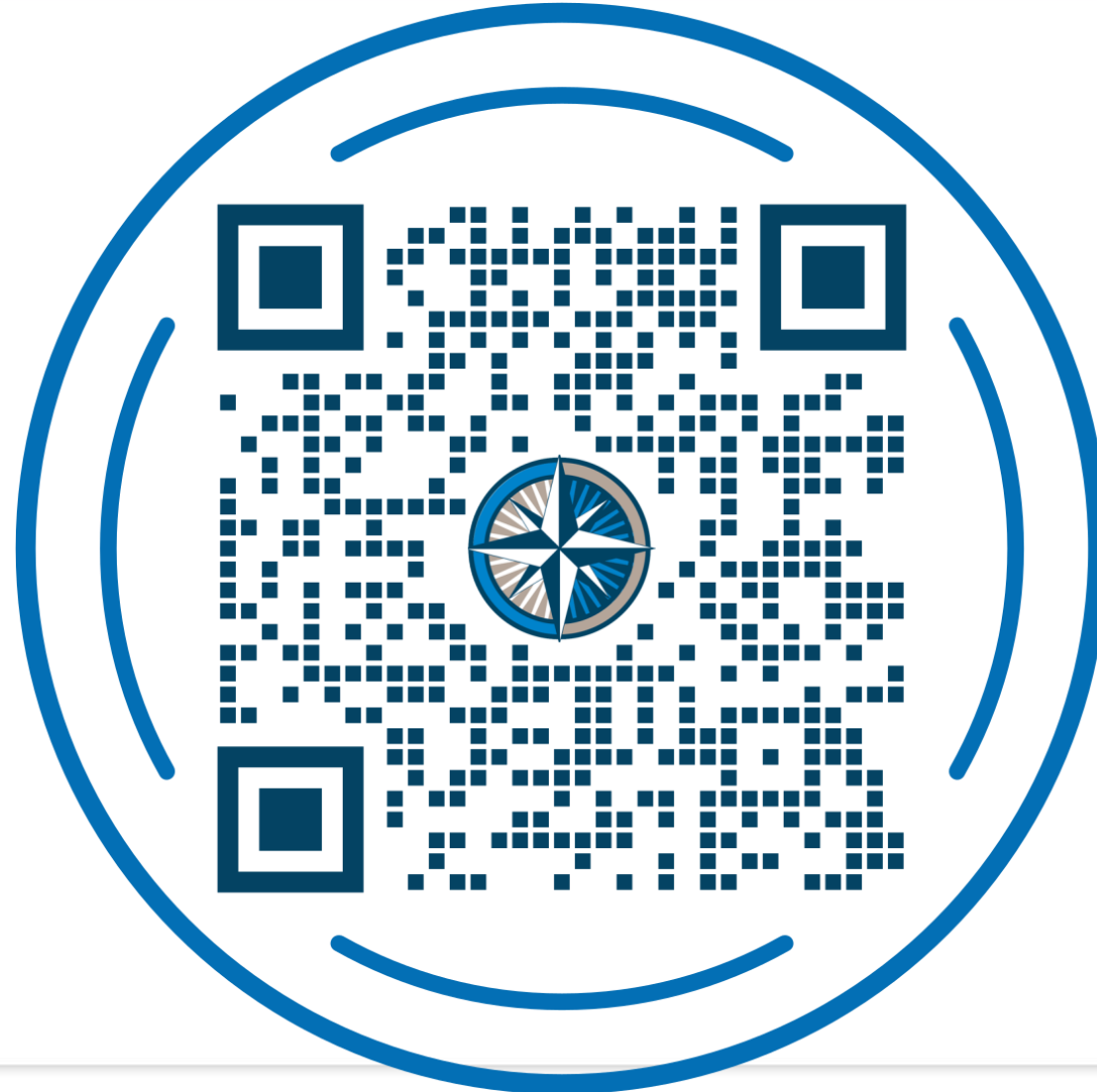
CapDev's trailblazing lookbook

POINTING THE DIRECTION OF THE SOCIAL IMPACT SECTOR





Download the Compass Report





Distilled Results into 4 Key Takeaways

KEY REPORT TAKEAWAYS





Reimagine Governance Structure

Executive Leadership rated on average 19% higher than Board Leadership on the words strong, passionate, skilled and engaged.



Educate and Empower Future Workforce
**83% of respondents cite attracting and retaining staff
as the greatest internal capacity challenge.**



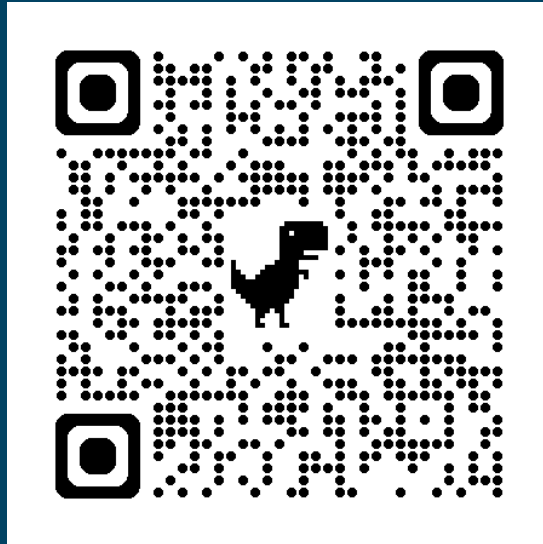
Mobilize Collaboration for Transformative Impact

83% of funders and 61% of nonprofits agree that the future of grant funding will grow at a slower pace than nonprofits need.



Build Stronger Philanthropic Relationships

Competition for philanthropic dollars is ranked as the #1 external challenge by 100 respondents.



Compass Point Webinars: Now Available as Podcasts

For More:
Follow CapDev on LinkedIn
Come to our Spring 2026 Workshop



Cultivating Bold Moves

A WORKSHOP TO CREATE YOUR
OPPORTUNITY GARDEN
BY RADIATE WORKS

NOVEMBER 20, 2025

We are Radiate Works

“We believe the best work radiates from the center. We always seek to approach our work as co-creators, inclusive of all ideas, and anchored in achieving impactful results.”

Elizabeth & Melissa

radiate works



Our innovation practice means we . . ▪

radiate works



**Every successful
garden requires
good dirt**



**So, in the spirit of good innovation practice,
today we will focus on SEEDS, NOT WEEDS.**





Essential Nutrients

Governance

Workforce

Collaboration

Philanthropy

What tools are in your garden shed?

Every organization has assets – talents, key relationships, deep expertise, unique skill sets, resources, insights & passion – what is in your garden shed?

Instructions

radiateworks

Brainstorm your organizational assets that help nurture a fertile environment for growth and opportunity. Select one from your tool shed. Post at the appropriate nutrient station.

What seeds can you sow?



radiate works

We all know that for roots to grow strong and flourish into new possibilities, we must find ways to amplify our assets. How might we use our assets to cultivate new opportunities?

Instructions



How might you fertilize your asset(s) to create new structural or operational opportunity within your organization? Post at the appropriate nutrient station.

How might we *together* cultivate new plants?

radiate works

We know the value of working across organizations/sectors to turn possibilities into opportunities. What bold steps can your organization take in partnership with others to leverage creation of new opportunities?

Instructions

radiate works

Write one idea for cross-organizational or sector collaboration. You may generate this idea with your tablemates or highlight one that surfaced in our work together today. Post on the Opportunity Garden.

**Your
Opportunity
Garden requires
a commitment to
action. Lead with
optimism &
courage!**



It's my turn to water

radiate works

What specific action step will you personally take to nurture a reimagined garden? Post your commitment on the Opportunity Garden.

Thank you!

radiate works

For questions or next steps,
contact us at:

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