



# RoadMap

Strengthening Organizations. Advancing Social Justice.





# Our Story

A national network of seasoned capacity builders dedicated to amplifying the impact of social justice organizations and alliances.





# RoadMap knows social justice.

We believe strong social justice organizations drive vibrant, powerful movements for social change. We specialize in partnering with local, regional and national social change organizations and alliances in the community organizing sector who are taking action to advance a more just world.

Our goal is to fuel the social justice movement by strengthening the ability of our partners to achieve transformational change. Our services are designed specifically to help social justice organizations enhance their capacity and effectiveness. Our extensive network of skilled consultants and coaches has deep roots and years of experience in the social change sector.



## Our Clients

RoadMap clients are some of the most powerful social justice movers and shakers of our time and span across issues, geography and culture. Our *partial* list of clients includes:

Akonadi Foundation  
California Environmental  
Justice Alliance  
Detention Watch Network  
Florida New Majority  
Iowa Citizens for Community  
Improvement  
Missouri Rural Crisis Center  
Mobilize the Immigrant Vote

National Domestic Workers  
Alliance  
Neighborhood Funders Group  
Restaurant Opportunities  
Centers  
Sacred Birth Place  
Solidago Foundation  
Southeast Immigrant Rights  
Network

Southern Echo  
Sunflower Community Action  
Tennessee Immigrant and  
Refugee Rights Coalition  
United Workers Congress  
Voces de la Frontera  
Working Partnerships USA



# Our Approach

Comprehensive and customized capacity building services to fit unique organizational needs.

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# We are a one-stop shop but NOT one-size fits all.

- 1 We **BEGIN** with getting to know and understand our partners. We often use our on-line organizational assessment tool, *My Healthy Organization* or *Our Healthy Alliance*, created for social justice organizations and alliances, to get a clear understanding of each of our client's mission, vision and needs.
- 2 We **CUSTOMIZE** a capacity building plan to fit individual needs. RoadMap offers a complete range of capacity building services to support organizations, networks and funder-sponsored cohorts eliminating the need to hire multiple consultants. We tailor our services to build on each client's unique strengths and address challenges.
- 3 We **MATCH** the best consultants possible for each project – often providing a trusted team with individualized specialties. With more than 60 affiliated consultants across the country, RoadMap has one of the largest and most diverse networks of vetted social justice consultants in the nation.
- 4 We **SUPPORT** organizational learning to build healthier and more sustainable organizations. RoadMap takes on comprehensive engagements of 12-18 months and provides integrated coaching and training with capacity building to ensure that new skills and practices take root before we leave.
- 5 We **CONTRIBUTE** to movement building by addressing critical gaps in the field of social justice. RoadMap provides distinctive research, tools and learning resources, such as our crisis management toolkit, *Weathering the Storm: How to Protect Your Organization From Opposition Attacks*. These tools aim to strengthen movement-wide knowledge, performance and impact.

## Our Services

- Strategic Planning
- Program Development
- Financial Assessment and Management
- Fundraising
- Strategic Communications
- Staff Development
- Board Development
- Human Resources
- Leadership Transition Planning
- Leadership Coaching
- Crisis Management Planning and Risk Assessment

Webinar Trainings (coupled with technical assistance consultation):

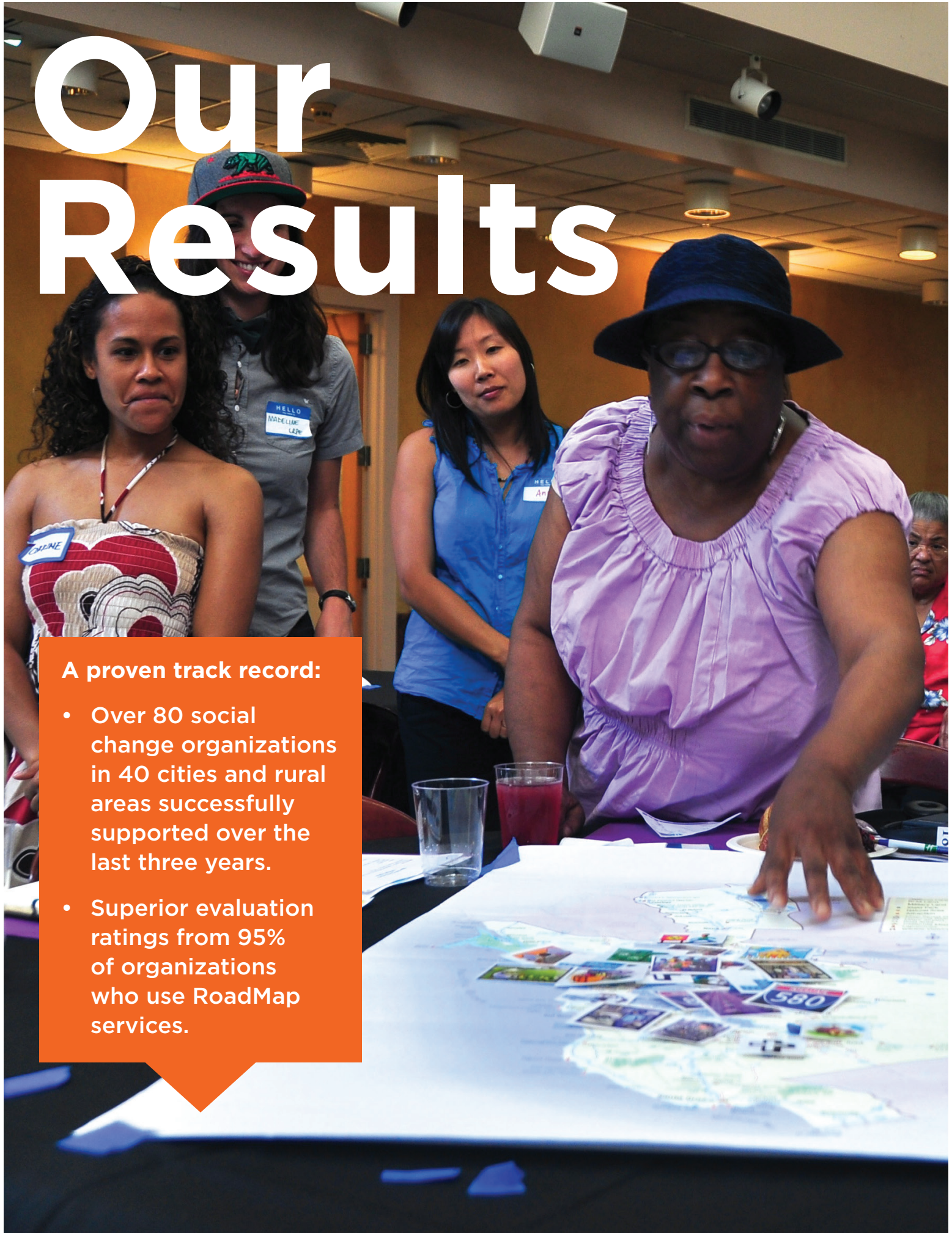
- Financial Management
- Grassroots Fundraising
- Major Donor Development
- Leadership Transitions
- Weathering the Storm: How to Protect Your Organization from Opposition Attacks



# Our Results

## A proven track record:

- Over 80 social change organizations in 40 cities and rural areas successfully supported over the last three years.
- Superior evaluation ratings from 95% of organizations who use RoadMap services.





# What our social change partners say about us:

“RoadMap understands the particular needs of social justice organizations and has a unique track record of meeting their needs. RoadMap’s capacity building services have helped strengthen the impact of National Domestic Workers Alliance affiliates across the country. With RoadMap’s support, our affiliates and their members have been able to provide stronger, greater leadership nationally, helping to build a more powerful movement for domestic workers’ rights.”

—Ai-jen Poo, Director,  
National Domestic Workers Alliance

“RoadMap is an extraordinary one-stop resource for funders looking to support and build the capacity of their grantees. They have been a wonderful partner to the Unitarian Universalist Veatch Program at Shelter Rock. RoadMap has worked with a broad range of Veatch Program grantees over the last three years--small, medium and large organizations; local, regional and national groups; and multi-issue, cross-sectoral organizations and alliances.

They bring enormous expertise, a truly collaborative spirit, a sense of humor and most importantly the ability to deliver consistently high-quality and relevant capacity building services.”

—Molly Schultz Hafid, Senior Program  
Officer, Unitarian Universalist Veatch  
Program at Shelter Rock

“Our goal of going from good to great involved making some very difficult decisions and RoadMap’s expertise helped guide us through that process. Our RoadMap consultant made the organization look at where we were and what we needed to do to make it sustainable for the future. The process included all aspects of the organization. We didn’t leave a crevice unexplored. It was a long process but a needed one. We are a much stronger, more effective and happier organization in the end.”

—Penny Newman, Executive Director,  
Center for Community Action and  
Environmental Justice

“RoadMap’s support to our organization during our leadership transition has been invaluable. By bringing their expertise, outside perspective and thoughtful guidance, we have a clear vision of the type of leadership Detention Watch Network needs. Overall, the leadership transition has been a very smooth process in large part due to RoadMap’s support.”

—Silky Shah, Co-Director,  
Detention Watch Network





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