



tccGROUP  
solutions for social impact



We **collaborate** with  
leaders to solve complex  
**social problems.**

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TCC Group, a mission-driven certified B-corporation, has served the social sector for over 40 years. We work with a broad range of clients, from large international foundations and companies to small local nonprofits. This diverse clientele reflects our distinctive ability to integrate cross-sector perspective with our multiple areas of expertise to uniquely meet each client's needs.

As the sector faces a reckoning about missing voices, community expertise, and power dynamics, TCC Group continues to help challenge the status quo. Guided by a dedication to our values, we are committed to helping

organizations forge new paths in creating strategic plans, engaging respectfully with stakeholders, and listening to local voices.

Our team members come from a variety of backgrounds, with first-hand experience as evaluators, strategists, capacity builders, and communicators committed to continuous learning and sharing insights with the social sector.



“What differentiated TCC Group was their very inclusive, highly participatory process, implemented in a confidential and safe way for the range of constituents to share their perspectives on the future of our organization.”

**Judy Vredenburgh**  
CEO, Girls Inc.

# OUR VALUES



## We Collaborate

We work with clients, with colleagues, and collectively. Today's complex problems require working together, as do our clients' strategic and operational needs.

## We are a Learning Organization

We refine and evolve our work based on data of all kinds, continuously applying and sharing our learnings with the field.

## We Hold the Bar High

We strive for the utmost quality in everything we do, setting the standard for client work and applying the norms of collaboration.

## We Believe in Diversity

People should be valued for who they are and for their unique skills. Different perspectives enrich our work. Diversity makes us stronger.

## We are Resourceful

We are flexible and adaptive. We immerse ourselves in complex problems, and we seek and apply ideas and solutions, informed by those closest to the issues.

## We Embrace the Whole Person

Well-rounded people make the best team members. We meet our clients and colleagues where they are, and we foster a flexible work environment.

## How We Work

TCC Group is built on the commitment and experience of our people. We are a diverse group of inspired problem-solvers—committed to collaborative learning and our collective contribution to building an effective social sector.



### Immerse

We immerse ourselves in interconnected communities and systems, designing strategic approaches informed by the perspectives of those closest to the issues.

### Co-Create

We collaborate with our clients, leaders, and community stakeholders to develop and apply effective, high-impact solutions through a process of co-creation and innovation.

### Learn and Share

We refine and evolve our work based on multiple sources, relevant practices, insights, and shared understanding and continuously apply and share our learnings with the field.

## Evaluation and Learning

Cookie-cutter systems for assessment offer little value. Each of our projects begins with a fresh outlook, whether you are launching a new program, assessing a long-time strategy, or testing out novel approaches. We help you attain critical insights by providing you with timely learning and feedback, conducting community-based research, and implementing strategic learning processes that support a learning culture.

## Governance

Advising nonprofits, family foundations, corporate funders, and other grantmakers to help define the role of the board, and support on issues of composition, structure, tenure, performance, and sustainability. Using our immersive techniques, we help ensure you're achieving your mission with an engaged and effective board.



"TCC Group developed templates for grantees to be able to more clearly communicate what data was being asked for, which has been very helpful as we've launched our new funding strategy and began implementation."

### **Kate Masuch**

Director, Corporate Sustainability & Social Impact, Novo Nordisk

## Grantmaking and Foundation Management

Through a comprehensive range of philanthropic services including strategic counsel, program officer support, and/or complete management of the entire grants process, we partner with funders of all types and sizes to create and implement custom plans tailored to your grantmaking and foundation management needs. We manage the allocation of more than \$65 million in grant awards to hundreds of community-led organizations and offer guidance on effective and trust-based grantmaking practices.

## Initiative Design, Integration, and Implementation

We design, integrate, and implement community-centered initiatives through multiple program components for lasting change. Our approach centers on deep listening, intentional stakeholder engagement, strategic programming and communication, and ongoing learning and evaluation to ensure your initiative is responsive and inclusive. By nurturing holistic and inclusive strategies, programming, and partners, we find ways to leverage your existing resources, build trust, and advance equity.



“TCC Group has been instrumental in developing, administering and managing our scientific awards program, continuously making recommendations for process refinements, developing and managing outreach strategies and communications, and the application and review process.”

**Tetsuya Sugiyama, PhD**

Director, US Foundation Promotion Office, Ono Pharma Foundation

## Landscape Analysis

Mapping the field in which you aim to make a difference, we collect qualitative and quantitative data on key players, perspectives of diverse actors, strategies for change, and funding trends and gaps. These findings are translated into actionable reports and participatory conversations which inform strategy development and planning, program design, and partnership development.



## Organizational Strengthening and Capacity Building

In a dynamic world, no organization can continue doing the same thing the same way and expect to effect positive change and remain relevant. It also demands we support and invest in an organization's capacity to effectively build and leverage relationships. We provide you with the deep knowledge, expert tools, innovative models, and collaborative spirit to ensure your organization is maximizing its effect today and readying itself for whatever comes tomorrow.



"The work that TCC Group did with the Wiregrass Foundation to initiate CapCONNECT was nothing short of transformational. Had it not been for the structure and expertise provided, I seriously doubt many of the organizations would have developed to current levels. In fact, some would not have made it through COVID."

**Barbara Alford**

Past President, Wiregrass Foundation

## Stakeholder Engagement

Helping you build authentic, expansive, and productive relationships with the stakeholders critical to your work and co-creating a living, user-friendly set of systems to manage your stakeholder relationships. By offering communities the tools to strengthen their collaborative efforts, we help you, your partners, and your peers deepen your collective results.



## Strategic Communications and Narrative Change

Our research-informed, cutting-edge, and values-driven communications services aim to develop new or refreshed strategies guided by shared values that resonate across audiences and maximize the effectiveness of your programmatic work. Together, we identify the stories, voices, and channels that can propel change internally and externally and that complement new and existing programs, all through the lens of your strategic goals.



“Through their range of projects and programs, TCC Group not only provides important resources to the field, they challenge conventional approaches with strategic communications that address some of the root causes of the complex issues they address.”

**Vignetta Charles, PhD**  
CEO, ETR

## Strategy

Strategy means starting at the end - only with agreement on where your organization wants to go can you determine the best way to get there. We partner with social impact philanthropies, corporations, and nonprofits to identify the critical questions to be answered, collect the data required, and facilitate alignment. Whether responding to changing environments, new programmatic priorities, or a desire for fresh thinking, we work to co-create responsive, equity-centered strategies.

## Theory of Change, Indicators & Measures Development

Surfacing the hypotheses and assumptions underpinning your work to establish a shared vision, strong evaluation foundation, and consistent communication with stakeholders. Together, we develop and prioritize meaningful indicators and measures that will operationalize your Theory of Change for grant proposals and board reporting, performance management, and ongoing learning and improvement.



“TCC Group recognized our unique value and worked with the board, leadership, and staff to help develop a strategic plan and change-management process to use as a foundation for growth in other areas.”

### Jennifer Jones Austin

CEO and Executive Director,  
Federation of Protestant Welfare  
Agencies

We are proud to work with a diverse range of clients, a selection of which are below.

## Foundations

AIDS Healthcare Foundation  
 Annie E. Casey Foundation  
 Bill & Melinda Gates Foundation  
 Catesby Foundation  
 Danville Regional Foundation  
 Deaconess Foundation  
 Healthcare Georgia Foundation  
 Kansas Health Foundation  
 Margaret A. Cargill Philanthropies  
 Mary J. Hutchins Foundation  
 Nellie Mae Education Foundation  
 Robert Wood Johnson Foundation  
 Rockefeller Foundation  
 Rose Community Foundation  
 St. David's Foundation  
 Virginia B. Toulmin Foundation  
 Walton Family Foundation  
 William Penn Foundation

## Nonprofits

Alliance for Justice  
 American Association of  
 People with Disabilities  
 American Jewish World Service  
 Asian Americans Advancing Justice  
 Bard Prison Initiative  
 Citymeals on Wheels  
 Girls Inc.  
 Illinois Black Expo  
 Interfaith Youth Core  
 Los Angeles Homeless Services  
 Authority (LAHSA)  
 National Alliance on Mental Illness  
 National Audubon Society  
 National Association of Criminal  
 Defense Lawyers (NACDL)  
 National Wildlife Federation  
 Prep for Prep  
 The Community Foundation  
 for Greater New Haven  
 The Wildlife Society  
 Transportation for America

## Companies

Fidelity Charitable  
 Johnson & Johnson  
 LPL Financial Foundation  
 Mars Wrigley Foundation  
 Medtronic Foundation  
 New York Life  
 Novartis Foundation  
 Novo Nordisk  
 Ono Pharma Foundation  
 Prudential Foundation  
 Symantec  
 Target Corporation  
 The Pfizer Foundation  
 Tufts Health Plan Foundation  
 ViiV Healthcare  
 Walmart Foundation  
 Wells Fargo Foundation



TCC Group has a rich history with nonprofits, philanthropies, and companies across a wide variety of fields, stages of development, and areas of interest. We build customized solutions for our clients through a collaborative approach that prioritizes Diversity, Equity, and Inclusion (DEI).



Arts and Culture



Children, Youth, and Families



Community Development



Corporate Responsibility



Environment



Education and Early Childhood



Health



International



Immigrants and Refugees



Social Justice



Women and Girls



## Advocacy

A deep understanding of the distinctive characteristics of high-performing advocacy organizations is critical to spark mobilization and change. Using an integrated methodology, we develop actionable strategies, build trust, form coalitions, strengthen capacity, and design and facilitate narrative change processes for advocacy and community-building organizations—and their funders.

## Collaborations and Networks

Complex social issues are too big for any one organization to solve and are best addressed collaboratively. We support coalitions, networks, and alliances in structuring and facilitating collaborations to achieve shared goals by conducting landscape research, providing tools that build on members' capacities, facilitating dialogue, assessing effectiveness, and supporting strategy development.

## Convenings

To foster collective action and create impact, collaborating around shared objectives is key. We design, lead, and evaluate convenings of all sizes and formats for nonprofits, foundations, and corporate clients, allowing individuals and organizations the opportunity to probe, dissect, and address consequential issues communities are confronting.

## Partnering in Place

Communities are asset-rich and best positioned to assess their immediate needs and plan for better outcomes in the future. We strategically navigate these complex ecosystems, and establish tailored, collaborative partnerships with the dynamic leaders, institutions, and other actors in local change to achieve shared goals.

## Assessment Tools

TCC Group has developed multiple diagnostic tools that thousands of nonprofits, funders, and other organizations have used to assess how to deliver programs and services most effectively. Our interpretation sessions provide expert guidance to contextualize your results and facilitate integrating findings into broader strategy, management, and decision-making.

### Advocacy Core Capacity Assessment Tool (Advocacy CCAT)

Designed to provide quantitative data related to advocacy capacity, it uses statistically validated scales, concrete behaviorally based items, and a standard assessment scale.

### Core Capacity Assessment Tool (CCAT®)

Built on decades of experience and research in capacity building, the CCAT measures a nonprofit's effectiveness in relation to four core capacities as well as organizational culture.

### Foundation Core Capacity Assessment Tool (FCCAT)

Informed by our expertise in working with a range of foundations, this statistically validated tool helps foundations assess their institutional capacity strengths and challenges.

## Thought Leadership

Explore our resources, where we share new ideas, innovative takeaways, and unique guidance from our values-driven work with funders, nonprofits, and other partners.

### Resource Library

Explore TCC Group's practical frameworks, tools, and thought leadership to help advance the social sector.

### Insights & Perspectives: Our Blog

Access creative solutions, takeaways, and lessons learned to put into practice.

### Impact Stories

Learn how we collaborate with leaders to propel positive social change.



## CONTACT US

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