

**ORGANIZATIONAL CAPACITY BUILDING:
AREAS FOR EVALUATION**

NOTES FOR A WORKSHOP

By

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ORGANIZATIONAL CAPACITY BUILDING: AREAS FOR EVALUATION

AREA 1: ORGANIZATIONAL DEVELOPMENT

- 1. Board:** Board functioning that increasingly serves the development of the organization's mission, its administration, resources, community linkages, and programs.
- 2. Administration:** Strengthened policies, procedures, and practices that enable the organization to make meaningful progress.
- 3. Staff:** Staff complement with enhanced skills and support to undertake the work addressed by the organization's mission.

AREA 2: RESOURCE DEVELOPMENT

- 4. Fund development:** A fund development strategy that allows the organization to grow realistically, and sustainably.
- 5. Communications:** Increased visibility and attractiveness of the organization in appropriate segments of the community.
- 6. Operations budget:** Increased financial support, and broadened base of financial support.

AREA 3: COMMUNITY LINKAGES

- 7. Community linkages:** Strengthened relationships between the organization and different segments of the community
- 8. Leadership skills:** Increased expertise in the variety of roles that the organization can play in addressing its mission.
- 9. Contribution to progress:** Increased momentum and support gained in the community for making progress on the organization's mission.

AREA 4: PROGRAMMING & SERVICES

- 10. Program design:** Increased use of program designs that stand the best chance of delivering valued benefits to the program's intended beneficiaries.
- 11. Strategic activities:** A "portfolio" of projects, grants, or support activities conducive to achieving impact in the organization's chosen issue area.
- 12. Learning from practice:** Strengthened approaches to other issues or projects undertaken by the organization.