

The Black Ministerial Alliance of Greater Boston, Inc.



United Way
of Massachusetts Bay



Boston
TenPoint Coalition

Northeast Strengthening Family
Conference

Boston Capacity Tank

Introduction to Capacity Building

May 27, 2009

Objective Assessment



- Use a tool that will give you an honest, objective assessment of your areas of strength and your areas where improvement is needed.
- Use individuals that will give you an honest, objective assessment of your areas of strength and your areas where improvement is needed.
 - Outside Consultant
 - Board Chair
 - Executive Director
 - Program Directors



Assessment Tool Used by the BMA

- [http://www.svpseattle.org/our-impact/about/key-documents/SVP%20Org%20%20Capacity%20Assessment%20Tool%20\(2006\).xls](http://www.svpseattle.org/our-impact/about/key-documents/SVP%20Org%20%20Capacity%20Assessment%20Tool%20(2006).xls)

Five Areas of Capacity Building



- Leadership Development
 - Board: Composition & Function
 - Staff: Professional and Career Development
 - Volunteers: Training and Development
 - Succession Planning

Five Areas of Capacity Building



- Organizational Development
 - Board: Leadership & Governance
 - Systems: Management, HR, Financial, IT, Planning
 - Documentation: Policies and Procedures
 - Fiscal Controls
 - Comprehensive Communications Strategy
 - Non-Profit Incorporation

Five Areas of Capacity Building



- Program/Services
 - Program Design that expands or enhances program or service delivery
 - Program Monitoring
 - Evaluation Program Outcomes

Five Areas of Capacity Building



- Funding
 - Diversified Funding Sources
 - Financial Sustainability
 - Donor Development
- Community Engagement
 - Community Asset Mapping
 - Measuring community Participation
 - Community Needs Assessment
 - Collaborative Relationships/Leveraging Resources

Choose Priority Areas:

Your priorities may not be what you think they are.

1. Leadership Development
2. Organizational Development:
 - Especially fiscal management & oversight
3. Program/Services
 - Especially outcomes measurement
4. Funding
5. Community Engagement

Getting Capacity Building Help



- Funders
- CCF/Government Intermediaries
- Hire Good Consultants



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