

## **Organizational Assessment**

### **Consultant Assumptions**

Using an equity lens, led consultants to conclude that both OA & DS processes should be available to any organization regardless of budget size or whether or not there were paid staff. This will make access equitable for under-resourced organizations so that they can benefit from the process (OA or DS) that fits best with current need. For additional assumptions, see document titled, *OA&DS Assumptions Final May 2022*.

### **OA Purpose**

To provide a snapshot in time of organizational capacity including governance, mission, vision, values, life cycle, issues related to racial and economic equity, finance, fund development, planning, and other capacity areas as appropriate.

### **OA Anticipated Outcomes**

**NSP** – Strengthens the nonprofit community of practice in Greater Hartford by helping organizations understand their current capacity as well ideas about building adaptive capacity going forward. The process creates awareness about racial and economic equity, emphasizing HFPG’s “north star” and highlighting ways nonprofits may support dismantling racism in the region.

**Organization** – Builds a shared understanding among board and staff about organization’s capacity, capacity building needs, and possible ways to address building adaptive capacity.

**Consultant** – Provides structure for skilled consultants to facilitate meaningful conversations in a safe context so that organizations can explore leadership and management issues related to capacity.

### **Points of Entry**

- Organization self-referral
- NSP Staff
- Community Impact Program Officer
- Consultant working with organization on another project

## **How to Use**

OAs may be a foundational process prior to the organization undertaking a larger organizational development project such as strategic planning. OAs may also be used by organizations preparing for and/or navigating change, e.g., rethinking guiding principles (purpose, mission, vision , values) and considering options for long-term sustainability.