Capacity Building for Faith-Based and Community-Based Organizations

USAID Partnership Conference

November 7, 2008

Barney Singer

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Agenda

- Introduction
- Overview of Capacity Building
  - What is it?
  - Why does it matter?
  - Where do I start?
  - What resources are available to help?
- Panelists
- Questions/Answers

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Introduction

- AED: Non-profit organization founded in 1961
- Mission:
  - To improve peoples' lives and solve critical social problems by offering the best thinking, technologies, and multidisciplinary approaches to human development
- Scope:
  - Health, Education, Youth Development, Environment, and Civil Society and Governance
  - Programs in US and 250 countries

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Two Important Points

- USAID/USG is our number 1 donor (funder)

- Capacity building is a critical component of every program we implement

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Overview of Capacity Building: 1. What is it?

"assistance which is provided to entities, usually developing country societies, which have a need to develop a certain skill or competence, or for general upgrading of performance ability"

Wikipedia

"process of developing and strengthening the skills, instincts, abilities, processes and resources that organizations … need to survive, adapt, and thrive in the fast-changing world"

Ann Philbin, Capacity Building in Social Justice Organizations
Ford Foundation, 1996

"actions that improve nonprofit effectiveness"

Investing in Capacity Building by Barbara Blumenthal

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Capacity

- What kinds of capacity does my organization need to be effective?

  Organizational

  Technical

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Capacity

- Organizational
  - Financial Systems
  - Management Systems
  - Human Resources
  - Monitoring and Evaluation
  - Governance
  - Compliance
  - External Relations

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Capacity

- Each can be sub-divided into its many aspects

Example: Organizational >>>>

Financial Systems

  - Accounting
  - Budgeting
  - Financial Controls
  - Inventory Controls
  - Financial Reporting

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Capacity

- Technical
  - The activities/programs/interventions your organization undertakes to make a difference

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Overview of Capacity Building: 1. What is it?

Range of capacity building approaches, including:

- Facilitated Organizational Development
- Training
- Peer-to-Peer Learning
- Coaching and Mentoring
- Resources

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Overview of Capacity Building: 2. Why does it matter?

- Ability to fulfill your organization's mission and serve your beneficiaries
- Great programs need great organizations behind them to produce sustainable results
- By building your capacity you will position your organization to demonstrate its potential as an effective partner

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Overview of Capacity Building: 3. Where do I start?

- **You need to know where you are in order to be clear about where you want to go**
  - Assess: Take an honest look at your organizational and technical capacities
    - Tools and Resources
  - Prioritize: What do you need to do next in order to be a USG partner or sub-partner?
  - Prepare and be patient: Building capacity takes time, resources, discipline and dedication

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Overview of Capacity Building: 4. What resources are available to help?

- USAID's Capable Partners Program (CAP)
  - NGOConnect.NET

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Overview of Capacity Building: 4. What resources are available to help?

- USAID's Capable Partners Program (CAP)
  - *NGO Tips: Working Effectively with NGOs*
    - Series of short technical papers focusing on organizational development topics and best practices
    - Launching January 2009

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Overview of Capacity Building: 4. What resources are available to help?

- Think outside the box
  - USAID's New Partners Initiative TA program under PEPFAR
    - NPI-Connect.Net (Launching January 2009)
    - NPI-Connect eNewsletters

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NPI-CONNECT.NET

Sharing Knowledge Globally to Fight HIV/AIDS Locally

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WELCOME

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ZIMBABWE – HIV positive patient in hospital with her son.

Photo info here.

Feature/Grantee Success Story

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Browse by Focus Area: Human Resources

Best Practices

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New Resources

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Upcoming Deadlines

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Panelists

- **Ann Beltran**
  National Council of Nonprofit Associations
- **Thomas Campbell**
  Compassion Capital Fund
- **Susan Meier**
  BoardSource
- **Claudia Horn**
  Performance Results
- **Aneta Wierzynska**
  Transparency International

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