

OWEB Organizational Capacity Assessment Summary													
		Jan	Ross	April	1	2	3	Aaron	Robert	Line Average	Selected for additional work	Category Average	
<b>1. LEADERSHIP CAPACITY</b>													
1.01	Mission	3	3	3	2	3	3	2	2	2.63		2.68	
1.02	Overarching Strategy	3	3	3	4	4	2	2	2	2.88			
1.03	Board Composition & Commitment	3	4	3	3	3	2	2	4	3.00			
1.04	Board Governance	3	2	3	3	3	3	2	2	2.63			
1.05	Board Involvement & Support	3	2	2	2	3	3	2	2	2.38			
1.06	CEO/ED Organizational Leadership / Effectiveness	3	2	3	2	3	3	3	2	2.63			
1.07	CEO/ED Financial Judgment	3	2	3	2	2	3	3	3	2.63	x		
<b>2. ADAPTIVE CAPACITY</b>													
2.01	Strategic Planning	2	2	2	2	2	3	2	2	2.13		2.32	
2.02	Evaluation / Performance Measurement	2	2	2	2	2	2	2	2	2.00	x		
2.03	Program Relevance & Integration	2	2	2	3	3	3	1	3	2.38			
2.04	Assessment of External Environment & Community N	2	2	2	2	3	3	3	2	2.38			
2.05	Partnerships & Alliances	4	3	3	3	3	4	3	3	3.25			
2.06	Community Presence & Standing	2	1	2	2	2	3	2	1	1.88			
2.07	Constituent Involvement	2	2	2	2	2	3	3	2	2.25			
<b>3 MANAGEMENT CAPACITY</b>													
3.01	Staff	3	1	3	3	3	3	3	2	2.63		2.24	
3.02	Dependence of Management Team & Staff on CEO/E	2	2	3	2	2	2	2	2	2.13			
3.03	Funding Model	1	1	1	1	1	1	1	1	1.00	x		
3.04	Financial Planning / Budgeting	1	2	2	2	3	3	2	2	2.13			
3.05	Financial Operations Management	4	2	4	3	3	4	2	3	3.13			
3.06	Knowledge Management	2	2	3	3	4	N/A	N/A	NA	2.80			
3.07	Volunteer Management	1	2	2	2	2	2	2	2	1.88			
<b>4. OPERATIONAL CAPACITY</b>													
4.01	Staffing Levels	3	3	3	3	4	4	3	3	3.25		2.24	
4.02	Skills, Abilities, & Commitment of Volunteers	1	1	2	2	2	1	N/A	1	1.43			
4.03	Board Involvement & Participation in Fundraising	1	1	1	1	1	1	2	2	1.25	x		
4.04	Communications & Outreach	2	2	1	2	2	3	2	2	2.00			
4.05	Website	3	2	3	3	3	3	3	3	2.88			
4.06	Databases / Management Reporting Systems	2	2	2	3	3	N/A	N/A	2	2.33			
4.07	Buildings & Office Space	1	2	2	2	3	3	1	3	2.13			
4.08	Management of Legal & Liability Matters	2	2	2	3	3	4	2	3	2.63			
1,2,3 Were Rich VanBuskirk, Kristel, and Stephen combined. Numbers in column 1 could have come from anyone of them													