iCAT

Overview of Capacities and Subcapacities

Resource Generating

Leading

Learning

Managing

Overseeing

Planning

Resource Generating is the capacity of an organization to raise the funds and other resources that it needs to operate, as well as its ability to incentivize others to support the organization in doing so.

Board Fundraising

Grantmakers

Individual Donors

Marketing

Partnership

Staff Fundraising

Leading is an organization's capacity to articulate a clear vision for the organization, and incentivize everyone to achieve it.

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Community Leadership

Mission Leadership

Learning is an organization's capacity to collect, process and use information about its programs, operations and external environment for the purpose of furthering a mission.

Advocacy Success

Environmental Context

Organizational Capacity

Population Needs

Program Success

Staff Performance Assessment

Managing measures an organization's ability to utilize its human and financial resources in an efficient and effective manner.

Community Collaboration

Facilities

Program Implementation

Staff Deployment, Professional Development, Recruitment and Retention

Technology

Volunteer Engagement, Recruitment and Retention

Overseeing measures an organization's ability to hold itself accountable financially and for the achievement of its impact.

Financial Oversight

Impact Accountability

Implementation Accountability

Planning measures an organization's ability to effectively make decisions and plan for the future.

Decision-making

Strategic Planning

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