GARLAND

Organization Capacity

Capacity includes the knowledge, skills, relationships, leadership, and resources present within a neighborhood. When more capacity exists, communities are better able to mobilize and support specific change efforts. The programs and services offered through the Office of Neighborhood Vitality are designed to increase organizational capacity in keeping with our philosophy that collective action provides the most effective means of developing and sustaining vital neighborhoods. The chart below provides an overview of organization capacity needs and the consequences when one of the elements is missing.

Capacity Needs & Consequences					The result will be:
Fieldstone Alliance - Capacity is an abstract term that describes a wide range of capabilities, knowledge, and resources that nonprofits need in order to be effective.					
Mission, Vision, Strategy: clear understanding of your identity		Governance and Leadership: Leaders (board) engaged, review and evaluate; alert to changes/trends	Finance: Secures support from a variety of sources; resource development plan; visibility among stakeholders.	Internal Operations & Management: Utilize information effectively for project management	Program Delivery & Impact: Operates programs that demonstrate tangible outcomes; assess internal and external factors that impact achievement of goals.
Vision a vivid, imaginative conception or anticipation	**Goals** the result or achievement toward which effort is directed	**Competencies** ableness, proficiency, expertise, skills	**Resources** an available supply of support, help, or aid that can be drawn on when needed	**Action Plan** agreement among stakeholders regarding how they will achieve the vision	**= MOTIVATION & GROWTH**
	Goals	**Competencies**	**Resources**	**Action Plan**	**No Vision = Confusion & Drudgery**
Vision		**Competencies**	**Resources**	**Action Plan**	**No Goals = No Motivation & slow or No growth**
Vision	**Goals**		**Resources**	**Action Plan**	**No Competencies = Anxiety & Failure**
Vision	**Goals**	**Competencies**		**Action Plan**	**No Resources = Frustration & Limited Growth**
Vision	**Goals**	**Competencies**	**Resources**		**No Action Plan = Uncertain & False Starts**
* Adapted from the Center for Community-Based & Nonprofit Organizations at Austin Community College					

Capacity Building Resources:

Garland Neighborhood Management Academy
Garland Neighborhood Summit
Office of Neighborhood Vitality Publications & Handouts
www.GarlandVitalNeighborhoods.org
www.GarlandTX.gov
www.NUSA.org

Great Neighborhood Project Book (Project for Public Spaces) by Jay Walljasper
Neighbor Power by Jim Diers
Bowling Alone by Robert D. Putnam
Developing the Leader Within by John Maxwell
Livable Neighborhoods Workbook (Empowerment Institute) by David Gershon