



NONPROFIT LEADERSHIP CENTER

**Core Capacity Assessment Tool (CCAT)  
offered by Nonprofit Leadership Center  
through certification by TCC Group**

**What is the CCAT?**

The Core Capacity Assessment Tool (CCAT) is an online, survey-based tool (TCC Group) designed to collect information from key decision-makers in your organization and create prioritized recommendations for building organizational capacity.

The CCAT is built on decades of experience and research in capacity building. It measures nonprofits' effectiveness in relation to four core capacities – leadership, adaptability, management, and technical capacity – as well as organizational culture.

The CCAT comprises 146 questions and takes 30-45 minutes to complete. The survey is completed by key senior leaders (including representation from board members).

The assessment culminates with a final report that provides nonprofits with lifecycle placement, an analysis of strengths and challenges in the core capacities and thirty-three sub-capacities, as well as prioritized recommendations for building organizational capacity and increasing organizational effectiveness.

Nonprofits can benchmark their CCAT scores alongside those of peer organizations, drawing on data from over 5,000 participating organizations.

Nonprofit Leadership Center (NLC) offers CCAT interpretation sessions, a facilitated conversation to deepen a nonprofit's understanding of the CCAT findings and develop a personalized action plans.

**The Process:**

1. Orientation: NLC Facilitator meets with Key Senior Leaders, including Board Members to discuss CCAT process and impact of engaging the process
2. Online Survey: Key Senior Leaders and Board Members take the 30-45 minute online survey
3. Pre-interpretation with organizational lead: NLC Facilitator meets with the organizational lead to discuss key findings and prepare for the group interpretation session
4. Interpretation: NLC Facilitator meets with Key Senior Leaders and Board Members to interpret survey results and support the prioritization of key goals

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