Strengthening Nonprofit Capacity with the CCAT

A Tool for Organizational Growth and Sustainability

Presented by:

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Why Use the CCAT?

The **Core Capacity Assessment Tool (CCAT)** is a nationally recognized, research-based tool that helps nonprofits assess their organizational effectiveness and pinpoint key areas for growth. Developed by **TCC Group**, this diagnostic tool measures four critical capacities (33 sub capacities):

1. **Adaptive Capacity** – How well an organization learns, responds to change, and innovates.
2. **Leadership Capacity** – The ability of leadership to inspire, set direction, and sustain the organization.
3. **Management Capacity** – The systems, policies, and procedures that ensure efficiency and effectiveness.
4. **Technical Capacity** – The infrastructure, skills, and tools necessary to implement programs and manage resources.

Additionally, the **CCAT evaluates organizational culture**, which influences the effectiveness of all core capacities.

How the CCAT Strengthens Your Nonprofit

1. Identifies Capacity Gaps

- Pinpoints areas needing investment for greater mission-driven impact.
- Aligns organizational priorities with strategic goals.
- Provides data-backed insights to guide leadership discussions.

2. Supports Strategic Decision-Making

- Clarifies **where your organization is in its lifecycle** (e.g., start-up, scaling, sustainability).

- Helps prioritize capacity-building efforts that lead to measurable improvements.
- Ensures nonprofit resources are used effectively.

3. Strengthens Grant Proposals for Capacity Building

- Funders value **data-driven** approaches to nonprofit capacity growth.
- CCAT results **justify funding requests** by demonstrating areas that need investment.
- Supports the case for **long-term sustainability strategies** beyond project-based funding.

Applying CCAT Findings in Grant Proposals

When seeking grants to deepen organizational capacity, use CCAT findings to:

- **Demonstrate Need**: Use CCAT scores to highlight areas requiring development (e.g., leadership, financial management, program evaluation).
- **Show Data-Driven Growth Plans**: Link capacity-building efforts to organizational effectiveness and mission impact.
- **Align with Funder Priorities**: Many funders support investments in leadership development, adaptive strategy, and operational improvements—CCAT data helps align proposals with these priorities.
- **Measure Progress**: Grantors seek accountability; CCAT assessments provide a **before-and-after** measurement of organizational strengthening.

How the Nonprofit Leadership Center & the Foundation for a Healthy St. Petersburg Can Support You

Our **Annual Capacity-Building Initiative** provides:

- **CCAT Administration & Interpretation** – Receive guided support in understanding your CCAT results.
- **Workshops & Coaching** – Tailored sessions to address capacity gaps.
- **Funding Support & Grant Guidance** – Assistance in integrating CCAT findings into strong grant applications.

Next Steps

1. **Prepare for CCAT** – Assess your organization's current capacity.
2. **Review Your Results** – Identify key areas for strengthening.
3. **Engage in Capacity-Building Support** – Participate in peer-to-peer learning, coaching, and funding opportunities.
4. **Use CCAT Data in Funding Applications** – Develop a compelling case for investment in organizational growth.

What are some of the types of funded activities/requests from funders that organizations might consider to build organizational capacity?

Based on the Core Capacity Assessment Report, organizations may ask for funds from a funder for the following capacity building activities such as these or others like them:

1. **Leadership Development:**
   - Executive coaching for leaders to improve decision-making and leadership styles.
   - Staff retreats to discuss organizational vision and roles.
   - Workshops or training sessions to enhance leaders' ability to motivate and inspire staff.
2. **Staff Development:**
   - Training programs to increase staff cultural sensitivity and understanding of constituent needs.
   - Professional development workshops to encourage staff innovation and skill enhancement.
   - Resources for staff to conduct program evaluations and improve service delivery.
3. **Technology Systems and Resources:**
   - Upgrading technology systems, software and communication tools.
   - Providing technical resources and tools necessary for staff to perform their jobs effectively.
4. **Program Evaluation and Improvement:**
   - Hiring consultants to facilitate program evaluations and strategic planning, impact and metrics review, survey creation, etc.
   - Developing a system or tools to drive-data informed decision-making
5. **Board Development:**
   - Training for board members to improve financial oversight and governance.
   - Workshops to increase board members' knowledge about the organization and its mission.
6. **Organizational Learning and Strategic Planning:**
   - Conducting regular organizational assessments and sharing results with staff.
   - Developing and implementing a strategic plan with measurable goals.
7. **Volunteer Management:**
   - Enhancing volunteer recruitment and retention strategies through training and development.
   - Providing training for volunteers to clarify roles and improve their effectiveness.
8. **Building a Marketing/Communications Plan**
   - Consulting on how to create a plan that maximizes impact storytelling.

Let's build a stronger nonprofit sector together!

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