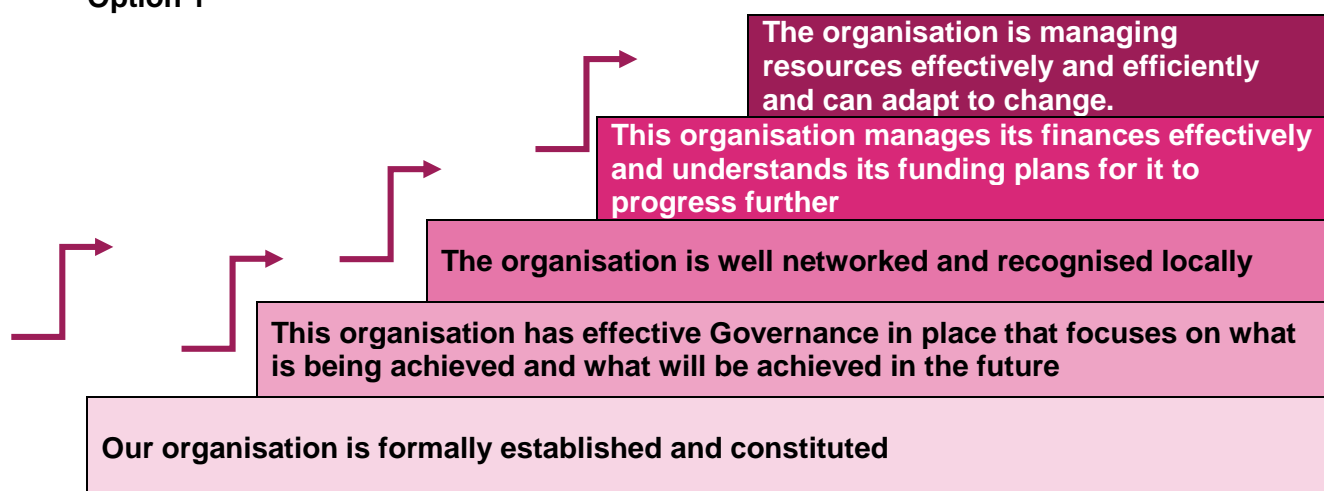


Capacity Building: What's it All About? – Continued

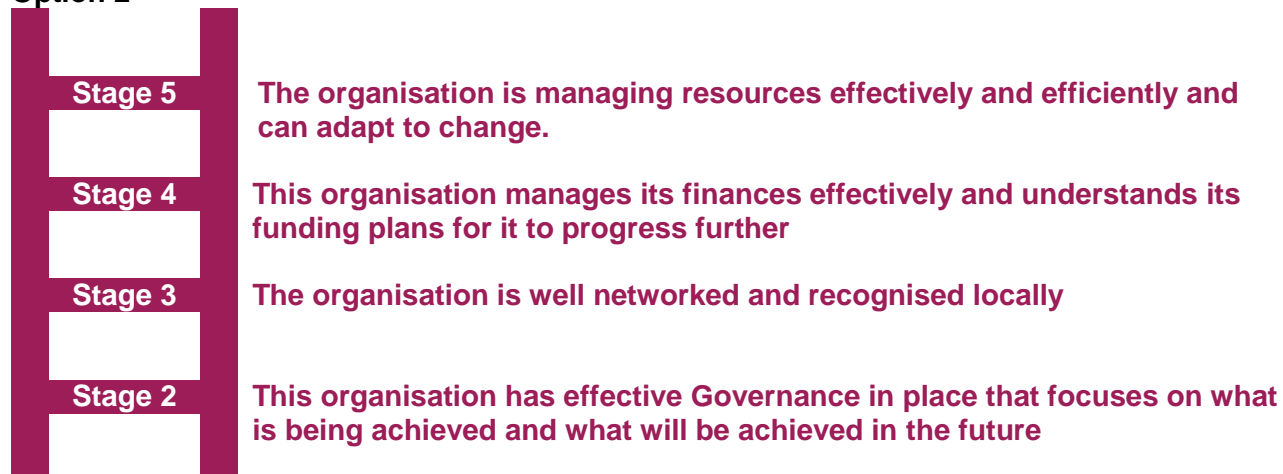
All organisations want to be able to develop and progress so that they can continue to achieve more and better for those they support. And that is the crux of the issue, because it is becoming ever more difficult. How do organisations progress? Many say that you need good monitoring and evaluation, others refer to good financial management. Many refer to having a listening funder, and others focus on employing the right people and having good volunteers. It is, in fact, all these things.

At Sobus, we're putting together a five-stage progression plan for organisations to follow. That plan is not quite ready yet but effectively any organisation will be able to determine where they are on a progression ladder of 1 – 5. Each stage has a range of criteria that groups would need to meet in order to achieve that level. Not all organisations will be at 5 and some may not have achieved even 1, but your organisation wouldn't progress to the next level until it's met all the criteria of each stage. So, for example, you cannot be at number 3 until you meet all the criteria for 1 and 2.

Option 1



Option 2










Stage 1

Our organisation is formally established and constituted

Option 3

	Stage 1: Our organisation is formally established and constituted
	Stage 2: This organisation has effective Governance in place that focuses on what is being achieved and what will be achieved in the future
	Stage 3: The organisation is well networked and recognised locally
	Stage 4: This organisation manages its finances effectively and understands its funding plans for it to progress further
	Stage 5: The organisation is managing resources effectively and efficiently and can adapt to change.

Within each stage there are criteria for organisations to meet, so for example, issues around communications fall within number 3 and issues to do with policies would be within number 2. Simply looking at 1 – 5 where is your organisation?

Would you like to get a free assessment of your organisation and help us develop this system?

Sobus would like to test out this system with a few local organisations. We can offer you a personalised assessment to better understand where your organisation is doing well, and where it might be able to improve. We will provide you with 1-2-1 sessions and a tailored development plan, and support to ensure you are able to put your plan into action.

Find out more by contacting Nigel Jacques at Nigel.jacques@sobus.org.uk