

Building your capacity as an organisation is now more important than ever!

In the current environment capacity building is ever more important – in fact critical! We need only need to survive inflation, we need to provide even more support to our communities which in turn is placing pressures on funders. Funders themselves may be facing depreciation in their investments –and this follows Covid. So in real terms money is very tight not just tight. Consequently, organisations will have to show what they can do and how they will remain sustainable even in the short term.

Capacity building is not just about the capacity of a nonprofit today -- it's about the nonprofit's ability to deliver its mission effectively now, and in the future. **Capacity building is an investment in the effectiveness and future sustainability of the organisation.**

Distinct capacity building projects, such as identifying a communications strategy, improving volunteer recruitment, ensuring thoughtful leadership, updating a nonprofit's technology, and improving how it measures its outcomes, all build the capacity of a charitable nonprofit to effectively deliver its mission. When capacity building is successful, it strengthens a nonprofit's ability to fulfill its mission over time, thereby **enhancing the nonprofit's ability to have a positive impact on lives and community.** Funders may become more critical of applications looking to see how sustainable an organisation might be.

When people inquire, "What is capacity building?" they may be wondering about "capacity building" as a verb (such as providing funding for a nonprofit to improve its own effectiveness, or training to build skills). Nonprofit capacity building refers to many different types of activities that are all designed to improve and enhance a nonprofit's ability to achieve its mission and sustain itself over time.

Capacity building is whatever is needed to bring a nonprofit to the next level of operational, programmatic, financial, or organizational maturity, so it may more effectively and efficiently advance its mission into the future. Capacity building is not a one-time effort to improve short-term effectiveness, but a continuous improvement strategy toward the creation of a sustainable and effective organisation.

Capacity building is as basic as continually improving; some might consider it an obligation for nonprofits to undertake, and grant givers to support.

Why is capacity building important?

While frequently invisible, and often overlooked, capacity building is the all-important "infrastructure" that supports and shapes charitable nonprofits into forces for good. Capacity building enables nonprofit organisations and their leaders to develop their organisation to be more effective and sustainable, thus increasing the potential for charitable nonprofits to enrich lives and solve society's most intractable problems.

- **Conducting an organisational assessment is one way to learn which core capacity areas may require more attention.**

At **Sobus**, we will help you do this. Capacity building is a broad subject of issues that organisations need to explore and understand. We express this as the five stages of capacity building, bringing each of the key things to consider and develop into five distinctive phases. If you are at and meet the final stage then you are likely to remain sustainable.

Go to [Organisational Development – Sobus](#) Speak to Nigel at Sobus and he will explain how your organisation could be assessed leading to actions for you and your Board to consider. It is time to develop! Nigel's email is nigel.jacques@sobus.org.uk