

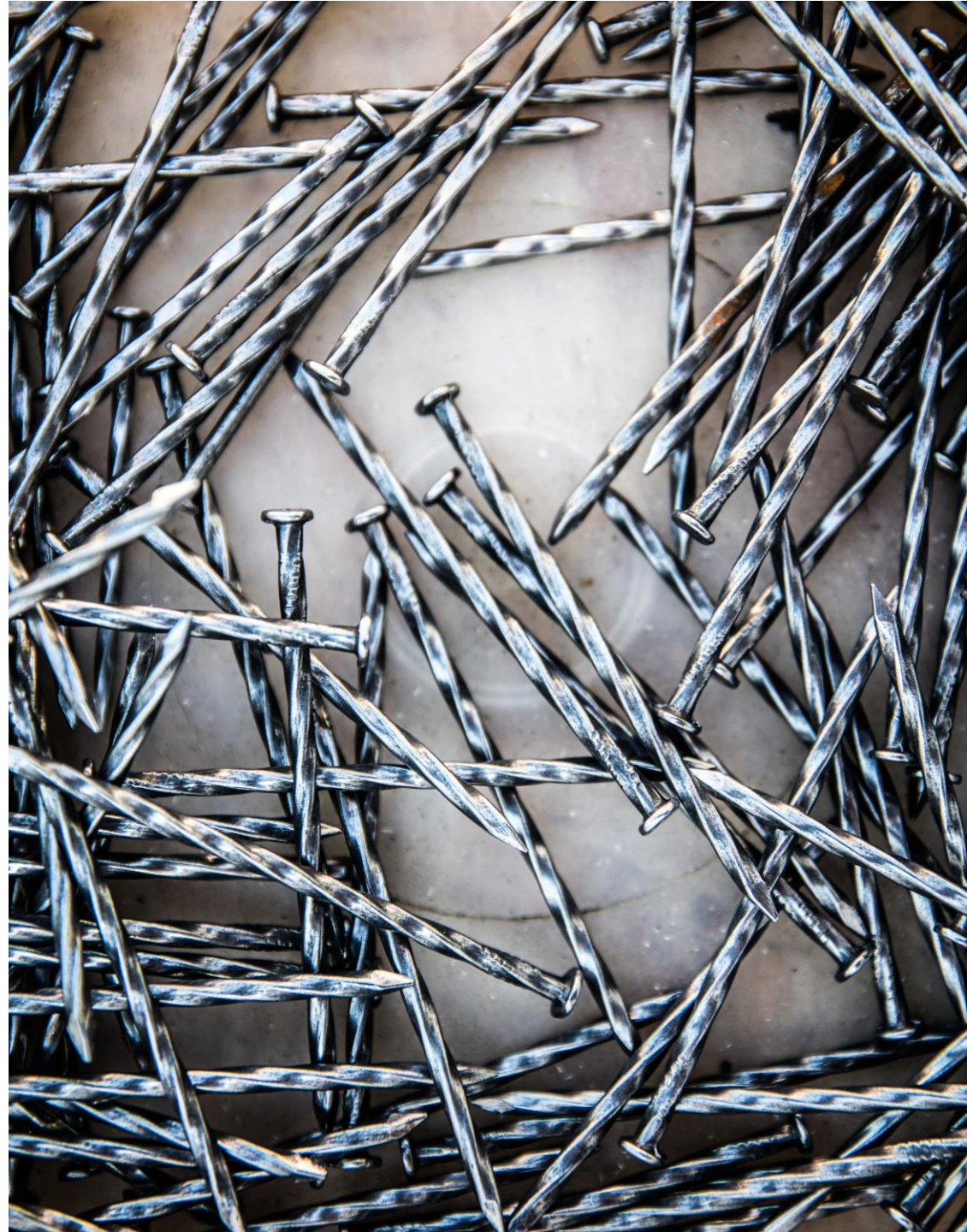


# Building Capacity from the Inside Out [Insert ASO Conference Name]

PRESENTATION DATE


# Agenda

- Reflect on current affiliate capacity
- Overview of the U.S. Affiliate Sustainability and Growth Guide and self-assessment tool
- Real-world application
- Interpreting your results (table discussion and share-out)
- Planning for broader use
- Wrap-up



# What we'll achieve today

- **Spot what's working well and what needs improvement** in your affiliate's board development and governance, using one part of the self-assessment tool.
- **Understand how to use your self-assessment results** to help make smart decisions about your goals, resources, and programs.
- **Find ways to get your team involved** and excited about using the self-assessment tool, so you can work together to set goals for the next year.



**How does your affiliate currently determine where to focus its time, energy, and resources?**

We build  
strength  
stability  
self-reliance  
and shelter

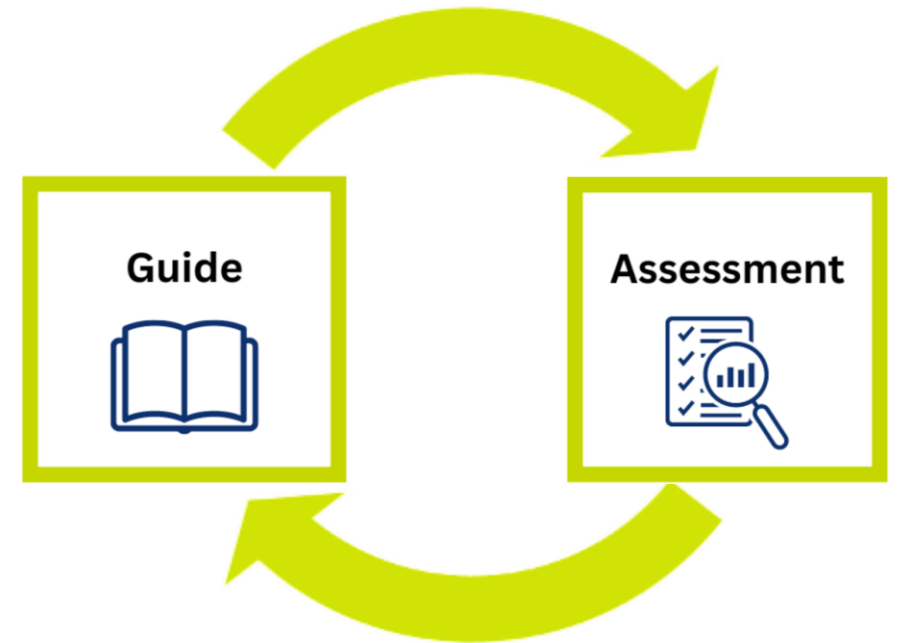
# Overview: U.S. affiliate sustainability and growth self-assessment tool



# Getting started

You may choose to begin with the guide on MyHabitat by reading it in its entirety or start with a specific topic to review within the guide.

Alternatively, affiliate leaders may choose to take the self-assessment and use their results to determine which topic to read first.



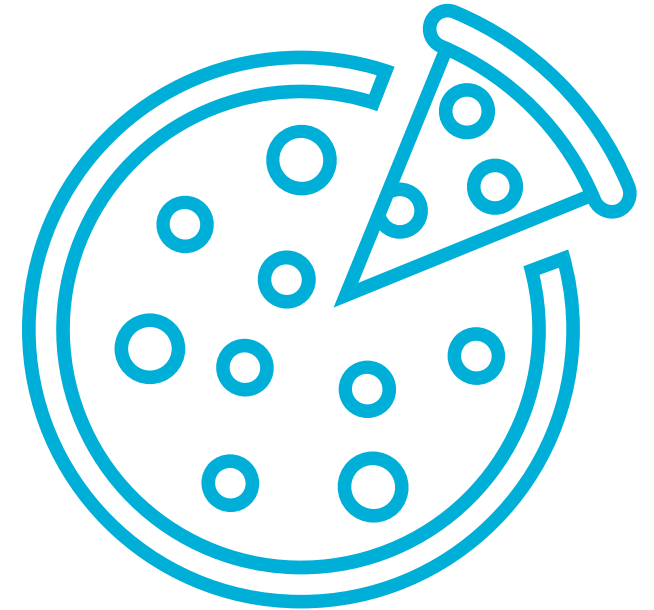
# Purpose of the Self-Assessment

- Capacity awareness
- Goal alignment
- Strategic and operational planning
- Internal collaboration

# Self-Assessment Approaches

## Full vs. partial assessment

- CEOs, Executive Directors, Board Presidents or authorized third-parties can complete a full assessment of all sustainability and growth areas. Results are sent via email.
- Affiliate leaders, staff, board members or third parties can complete an assessment in one or more affiliate sustainability and growth areas of their choosing. Results are sent via email to the submitter with a copy to the CEO or Executive Director.

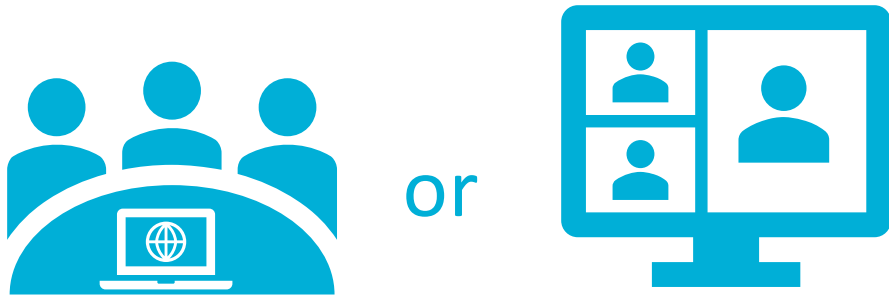




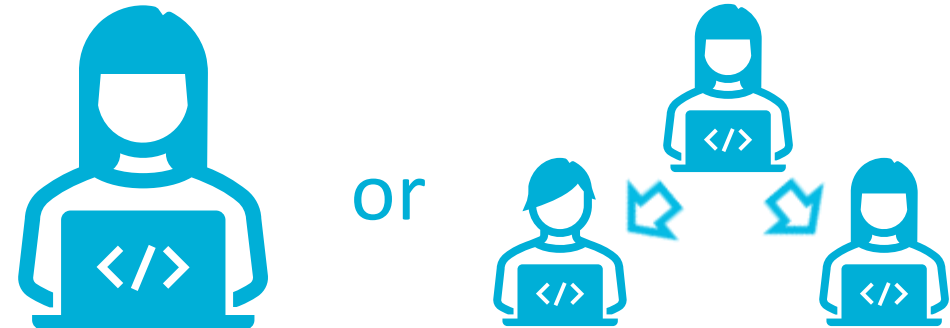
# Self-Assessment Approaches

## synchronous vs. asynchronous session

Synchronous assessment group participants complete the assessment **together at the same time** during a live in-person or virtual meeting(s) or event(s).



Asynchronous assessment group participants complete assigned parts of the assessment **individually at any time** within a given timeframe provided by the assessment tool leader.



# Real-world application: Habitat for Humanity of Morgan County



# Table discussions: Interpreting your self- assessment results



# Discussion questions

- What did your results show?
- What surprised you?
- What internal conversations might this data spark?
- What decisions could this inform?

## board development and governance Capacity Level results

### Capacity Level C

**Foundational activities for your board development and governance Capacity Level results:**

**Sustaining activities for your board development and governance Capacity Level results:**

- Focus on fiscal accountability and transparency.
- Nominating committee is continuously engaged in identifying and engaging potential board members.
- Make annual/biennial plan to act on findings from board assessment, with intent to grow and continuously improve the affiliate.

**Transition activities for your board development and governance Capacity Level results:**

- Activate full array of committees (e.g., Governance, Finance, Personnel, etc.).
- Use organizational data to make strategic planning decisions.
- Train for donor cultivation and solicitation.

**What's next for your board development and governance Capacity Level results after Capacity Level C?**  
*These are some characteristics of the next capacity level to which to aspire.*

**Capacity Level D**

[View activity list.](#)

Find out more by exploring [these resources on MyHabitat!](#)

My notes on board development and governance Capacity Level results:

[Download PDF Version](#)

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# Next steps: Planning for broader use



# What's next?

Communications  
and marketing

New home  
construction

Home repair/  
rehab

Board  
Development  
and Governance

Financial  
management

Fundraising/  
resource  
development

Homeowner  
support

Mortgage  
servicing

Mortgage  
selection and  
origination

Human  
resources

Habitat ReStore

Volunteer  
engagement

# Wrap-up



# Affiliate Sustainability and Growth

<https://hfhi.sharepoint.com/sites/Planning/SitePages/Affiliate-Sustainability-and-Growth.aspx>





The best way to  
predict the future  
is to **create it.**

— Peter Drucker

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