

## SEEDING SUSTAINABILITY™ SUMMARY REPORT

SEEDing Sustainability is a two-part self-assessment that pinpoints areas of latent potential, where targeted capacity-building investments will add the most value. How well are NYWF grantee partners performing in relation to industry standards? Where can creative attention be focused to unleash capacity and resources they already possess?

In April-May of 2015, five NYWF grantee partners tested SEED's newly digitized five-minute Capacity Quiz. Individual consultations were offered to discuss findings. All five leadership teams then opted to take a deeper dive. Within a week they completed a comprehensive self-assessment. This captures consensus ratings on 40 practices for high performance and sustainability. We met a second time to explore baseline data (against which future capacity gains can be measured) and immediate growth opportunities.

SEED has developed this technology to inform capacity-building investments. Our shared interest is to target creative attention and resources for maximum return on investment (ROI). We do not know of another approach that so finely and efficiently pinpoints growth opportunities to achieve sustainability.

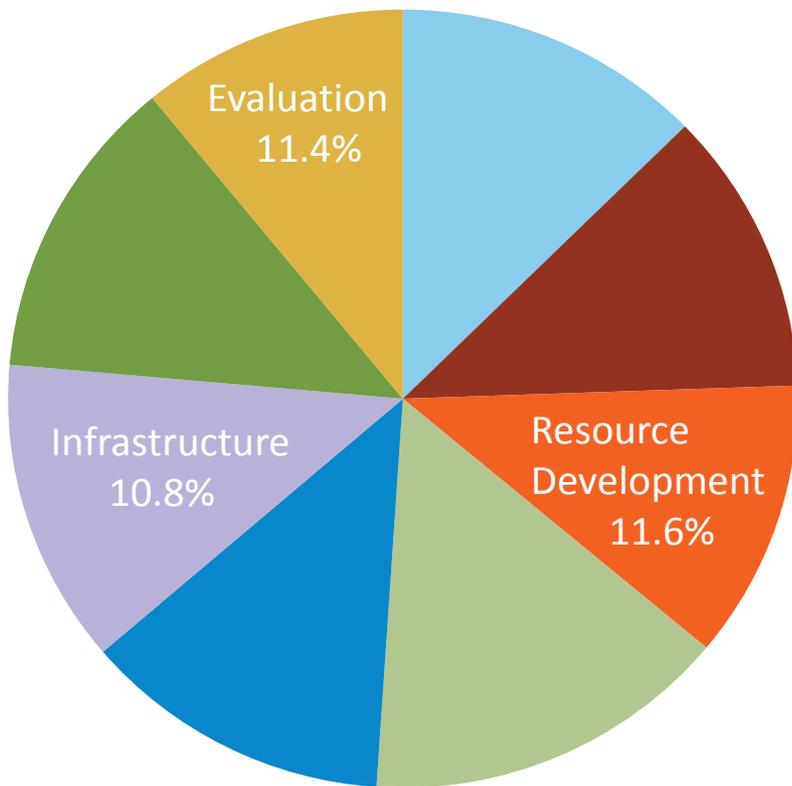
For the Foundation, aggregate data will be more instructive across a larger sample of grantee partners. Averaging across only five organizations does not allow for much differentiation nor expose patterns. This report is offered as a glimpse of the rich information that a fuller sample will reveal in the future.



SEEDing SUSTAINABILITY  
Baseline Aggregate Self-Assessment Findings

FIVE ORGS  
April-May 2015

**SUMMARY: Grantee Partners' Greatest Strengths and Needs to Build Capacity**



1	Exec and Shared Leadership	12.4%
2	Story-Telling & Promotion	12.4%
3	Resource Development	11.6%
4	Planning & Implementation	14.1%
5	Financial Management	14.8%
6	Infrastructure	10.8%
7	Governance	12.4%
8	Evaluation & Strategic Learning	11.4%

Attention is most needed to uplift the shaded elements.

# ACHIEVING SUSTAINABILITY: EIGHT ESSENTIAL ELEMENTS

## Legend Descriptions

**Governance:** activities that will enable the board to evolve and grow more strategically, such as developing a recruitment plan and increasing engagement;

**Resource Development:** activities that will strengthen and diversify resources, such as developing a fundraising plan and establishing earned revenue mechanisms;

**Evaluation and Strategic Learning:** activities to reflect on, improve and report effectiveness, such as diagnostic tools, visioning conversations and debriefs;

**Financial Management:** activities that will strengthen and professionalize financial systems, such as implementing a new accounting system;

**Planning & Implementation:** activities that align daily execution with vision and establish priorities and streamlined systems to assure that goals are achieved;

**Story-Telling & Promotion:** activities that fortify communications to stakeholders, such as creating a communications plan, or delivering dynamic, compelling reports;

**Executive and Shared Leadership Development:** activities that build capacity for leadership transitions, inspire participation and develop leaders and teamwork.

**Infrastructure:** activities that will improve the organization's ability to carry out its mission, such as improved technologies, increased space, partners, paid staff.

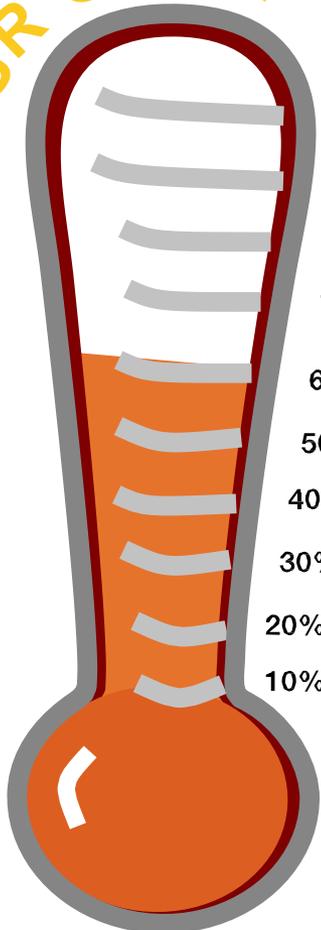


# SUSTAINABILITY PLANNING

## Aggregate Assessment Findings

### Five Orgs – 2015 BASELINE

OUR GOAL!



100%  
90%  
80%  
70%  
60%  
50%  
40%  
30%  
20%  
10%

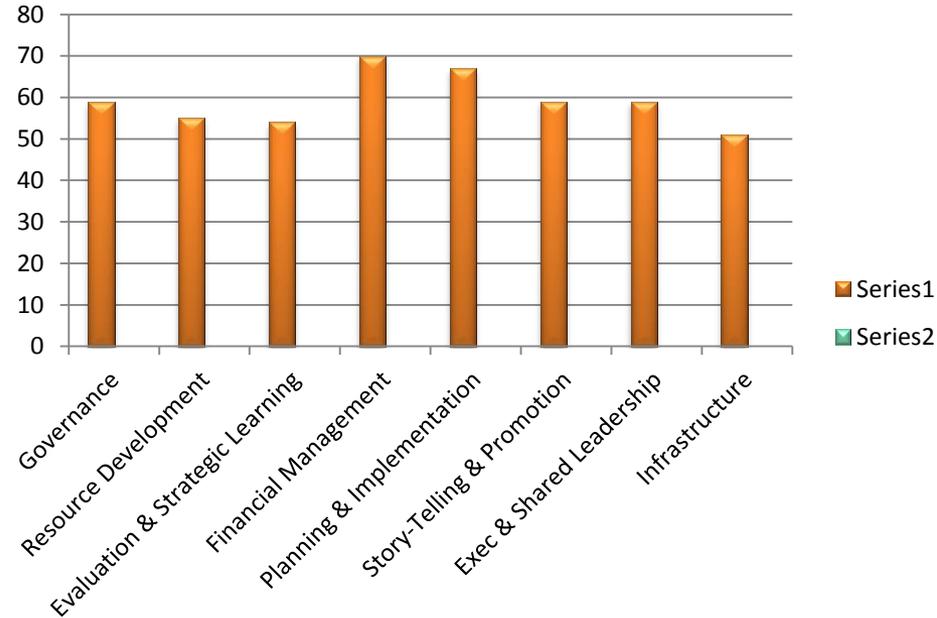
## AVERAGE SUSTAINABILITY SCORE:

2015	2016
59.3	

On average, 2015 data indicate that the five grantee partners will especially benefit from targeted capacity-building in these areas :

- Infrastructure
- Evaluation & Strategic Learning
- Resource Development

## Average Rating, Pre and Post Across 5 Orgs



The bar graph depicts consensus ratings against 40 best practices for high performance and sustainability.

The **highest** ratings for these five organizations were indicated for **Financial Management** (70 out of 100 max) and **Planning & Implementation** (67).

At the **low end**, the teams perceived that **Infrastructure** (51 out of 100), **Evaluation & Strategic Learning** (54 out of 100), and **Resource Development** (55) hold particular promise for growth.

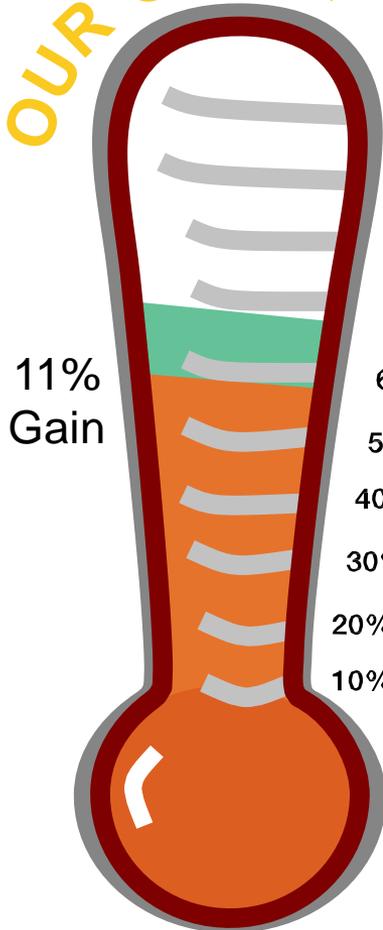
These data are intended to inform investments in technical assistance and capacity-building.



# SUSTAINABILITY PLANNING

## Simulation of 2016 Results

OUR GOAL!



100%  
90%  
80%  
70%  
60%  
50%  
40%  
30%  
20%  
10%

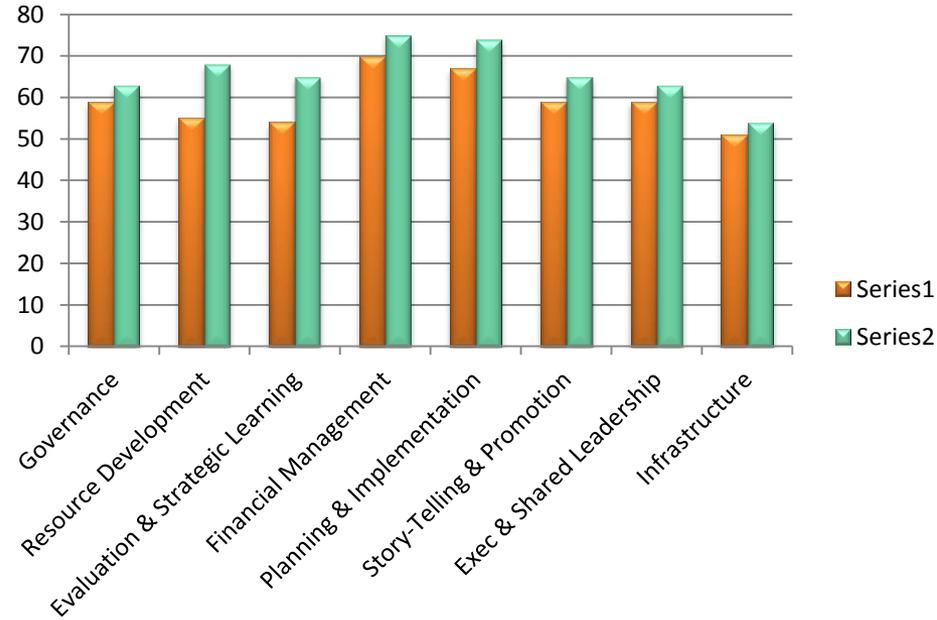
AVERAGE SUSTAINABILITY SCORE:

2015	2016
59.3	66.0

On average, 2016 data indicate that the five grantee partners will benefit from targeted capacity-building in these areas :

- Infrastructure
- Governance
- Executive & Shared Leadership

## Average Rating, Pre and Post Across 5 Orgs



### Significant One-Year Gains

- Resource Development +.13
- Exec & Shared Leadership +11
- Planning & Implementation +7
- Story-Telling & Promotion +6

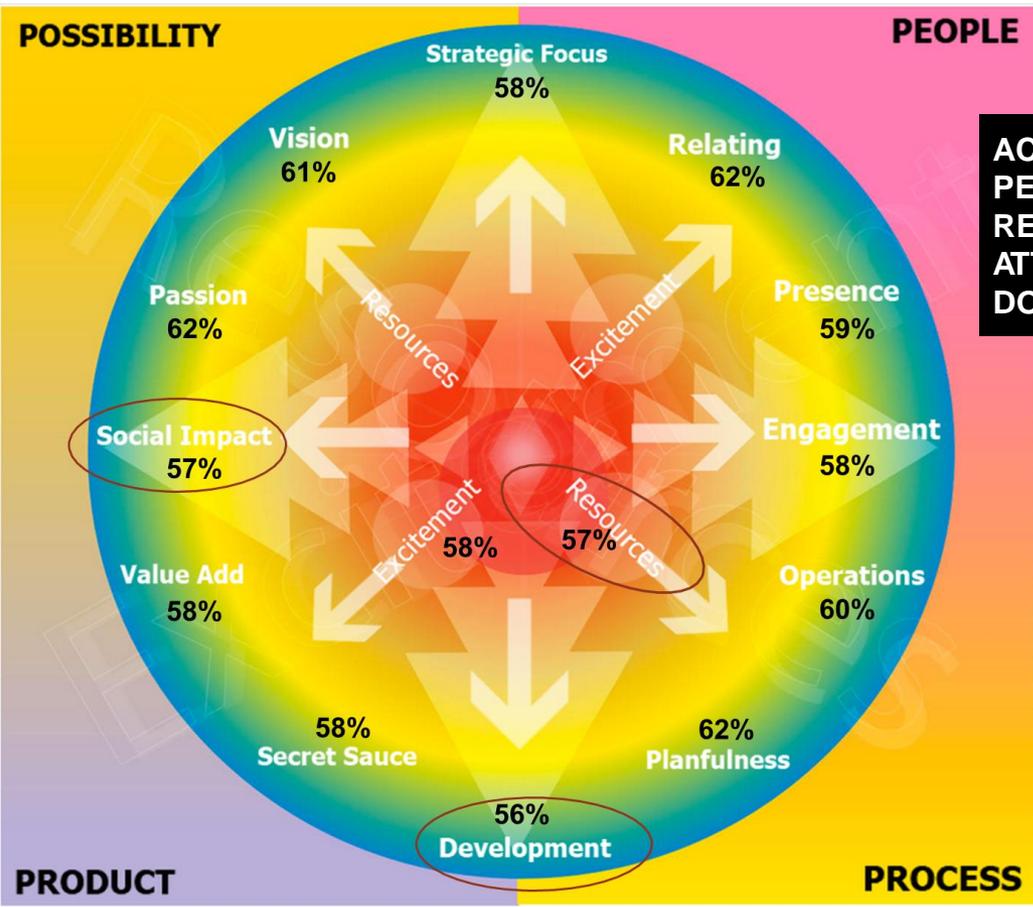
This page simulates what we expect to see grantee partners achieve in one year, following focused attention on their specific growth opportunities.



# SEEDing SUSTAINABILITY

## Capacity-Building Themes for Focused Attention

BASELINE  
April-May 2015



**ACHIEVING HIGH PERFORMANCE REQUIRES EQUAL ATTENTION IN 4P DOMAINS**

RELATIVE STRENGTHS	
People	59.5%
Process	59.4%
Product	57.7%
Possibility	59.3%

### FOCUSING QUESTIONS

**DEVELOPMENT:** Is a development strategy guiding the growth of our team, revenues, marketing and use of technology?

**SOCIAL IMPACT:** Are we sufficiently influencing individuals, organizations and systems and reporting return on investments?

**RESOURCES:** Are human, financial, programmatic, technical and operational resources in place to realize our vision?

Attention to raise these scores will increase overall capacity and sustainability.

Repeating the SEEDing Sustainability™ assessment each year will reveal quantifiable gains and next growth opportunities.

[Explore 4P Growth Opportunities](#)

## SAMPLE REPORT PER GRANTEE PARTNER:

This is an example of data that has been provided for each grantee partner.

The pie chart shows how the organization is fairing with regard to SEED's 4P's for growing social impact.

The bar graph pinpoints capacity-building strengths and need across eight elements for sustainability.

