

The Fieldstone Alliance Framework Graphic



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The Fieldstone Alliance Framework

Governance and Leadership: In an effective organization, board members are engaged and representative, with defined governance practices. The board effectively oversees the policies, programs, and operations, including review of achievement of strategic goals, financial status, and executive director performance. The organization is accomplished at recruiting, developing, and retaining capable staff and technical resources. The organization's leadership is alert to changing community needs and realities.

Mission, Vision and Strategy: These are the driving forces that give the organization its purpose and direction. The effective organization has a clear mission, identity, and values. It is actively involved in regular, results-oriented, strategic, and self-reflective thinking and planning that aligns its strategies with its mission, values, and organizational capacity. It involves stakeholders in a way that ensures its mission and programs are valuable to the constituency it serves.

Program Delivery and Impact: These are the nonprofit's primary reasons for existence, just as profit is a primary aim for most businesses. The effective organization operates programs and conducts activities that demonstrate tangible outcomes and impact appropriate to the resources invested. Programs are high quality and well regarded. The organization uses program evaluation results to inform its strategic goals. The organization understands community needs and has formal mechanisms for assessing internal and external factors that affect the achievement of goals.

Strategic Relationships: The effective organization is a respected and active participant and leader in the community, and maintains strong connections with its constituents. It participates in strategic alliances and partnerships that significantly advance the organization's goals and expand its influence. It communicates well with external audiences.

Resource Development: The effective organization successfully secures support from a variety of sources to ensure its revenues are diversified, stable, and sufficient for the mission and goals. The resource development plan is aligned with the mission, long-term goals, and strategic direction. The organization has high visibility with key stakeholders and links clear, strategic messages to its resource development efforts.

Internal Operations and Management: The organization has efficient and effective operations and strong management support systems. Financial operations are responsibly managed and reflect sound accounting principles. The organization utilizes information effectively for organizational and project management purposes. Internal communications are effective, and the organization's culture promotes high-quality work and respectful work relationships. Asset, risk, and technology management is strong and appropriate to the organization's purpose.