

# The Impact Capacity Assessment Tool (iCAT) information sheet

The iCAT is an organizational assessment, planning and evaluation tool to help strengthen nonprofits.

## iCAT provides the following information:

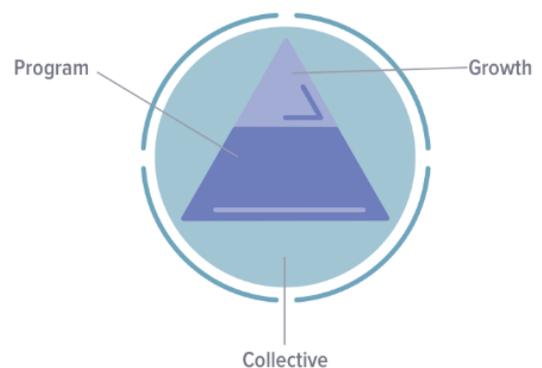
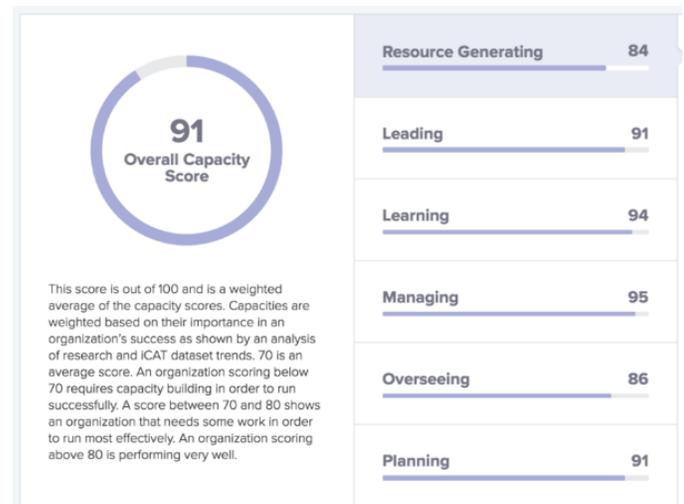
**Capacity and Subcapacity Scores** - The Capacity and Subcapacity Scores show the results on a scale of 1-100. An average nonprofit score is around 70.

iCAT survey responses are averaged, with each response receiving equal weight. In order to produce each subcapacity score, items within each subcapacity are weighted based on the body of capacity building research used to build the iCAT.

The subcapacities are then weighted to produce an Overall Capacity Building Score. This also provides the top strengths and weaknesses of the nonprofit within each capacity.

**Organizational Capacity Stage** - This covers your nonprofit's progress towards becoming an effective organization that has a sustainable and positive societal impact.

Each stage is made up of three components: Program, Growth, and Collective. Each of these components reflects performance across different subcapacities within an organization. iCAT measures performance within each of these components to determine their stage.



**Customized Capacity Building Recommendations** - These recommendations provide a priority list of key challenges and recommendations that are customized based on each organization's performance.

The recommendations are grouped by subcapacity, and the subcapacities are ordered based on their importance in advancing an organization within or past their current Organizational Capacity Stage.

	November 9, 2016		
	Implemented	Requested	Recommended
Resource Generating <span>▼</span>	☺	☺	☺
Leading <span>▼</span>	☺	☺	
Learning <span>▲</span>	☺	☺	☺
Advocacy Success			
Environmental Context			Tools & Resources, Coaching, Training
Organizational Capacity		Tools & Resources, Technical Assistance, Training	Tools & Resources, Training, Coaching
Population Needs	Tools & Resources		
Program Success	Tools & Resources, Consulting	Training, Coaching, Tools & Resources	
Staff Performance Assessment			
Managing <span>▼</span>	☺	☺	☺
Overseeing <span>▼</span>	☺		☺
Planning <span>▼</span>			☺

**Capacity Building Plan** - The Capacity Building Plan compares an organization's capacity building initiatives (as implemented previously and as requested to be implemented) with what strategies the iCAT recommends would be most valuable for the organization to implement.

thedatabank, gbc has partnered with Algorhythm (<https://algorhythm.io/>), the creator of the iCAT, to administer the iCAT to its clients. Clients can choose to take or leave the recommendations given by the iCAT tool, based on their needs and resources available. If you have questions, please reach out to a Solution Strategist by emailing [info@thedatabank.com](mailto:info@thedatabank.com)