

# NPO Assistance: Additional Questions



The questions below will allow you to take a deeper dive into the nonprofits you are considering for funding. As you begin to determine your selection criteria for #GivingTuesday and cultivate your future philanthropic strategy, careful consideration of these questions will allow you to make more mission-aligned, strategic and impactful grantmaking decisions.

## history

- What is the history of this organization? When and why was it founded?
- How has this organization evolved over time or arrived at its current work?

## theory of change and success model

- What is the intended impact of this organization? What key outcomes does it work toward? How does this organization work to achieve these outcomes?
- How does this organization define and measure success?
- What are the annual needs and results of this organization? How do they compare to similar organizations working in this space?
- What are the main obstacles that inhibit this organization from fully achieving its mission? How does it plan to overcome them? Is it finding success in overcoming them?

## programs

- What services does this organization provide to achieve its intended impact?
- What specific measurable change does this organization hope its programs will achieve?
- Is the work of this organization rooted in evidence-based practices? Explain.
- What evidence exists to suggest this service/program is having its intended impact?
- How does the organization incorporate beneficiary voice in program design, implementation and evaluation?
- How does the organization evaluate its programmatic impact?
- How does the organization use feedback to improve its work over time?
- How does this organization intend to maintain its impact in the future or scale?



## organizational capacity: human capital

- Evaluate the organization's leadership team, structure and culture and determine whether the staff has the expertise and ability to implement its theory of change.
- What networks or partners does the organization work with to achieve its intended impact?
- Is this organization's board set up to support the nonprofit in achieving its goals?
- What is the current lifecycle stage of this organization and where is it headed? What are some of the upcoming opportunities and challenges?

## organizational capacity: financial capital

- What have been the organization's expenses, revenue and assets (in the last few years)?
- Has the organization been financially healthy and stable?
- Does the organization's budget adequately support operational expenses? What are the organization's budget priorities and do they reflect its strategy?
- Do the nonprofit's revenue streams support it achieving its mission going forward?
- What are the annual funding goals of this organization and do they seem reasonable given its size and capacity?

