TOP FIVE INDICATORS OF CBO EFFECTIVENESS
AS INDICATED BY CBOS THEMSELVES

**Participatory planning**
- Engages all key players in planning and decision-making process
- Internalized participatory processes in organizational + program culture
- Meaningful community engagement
- Fosters and works within partnerships
- Acts as a bridge builder

**Community focused and driven**
- Addresses community needs and priorities
- Familiarity and trust with community
- Knowledgeable about community needs, priorities, ideas, challenges, opportunities
- Accountable and transparent to communities and partners

**Qualified human resources**
- Staff are knowledgeable on thematic areas-relevant content
- Staff have competencies in project implementation

**Strategic thinking**
- There is a vision, mission and strategic plan that guides programming
- Programming feeds into local, national and global strategies

**Effective governance**
- Structures in place and comply to existing policies, laws and regulations
- Policies, systems, procedures and processes in place
- A strong, resilient, and responsive organization which guides action/programming
- Integrity in leadership