

Building Movement

Inspiring Activism in the Nonprofit Community

Features of Movement Capacity Building for Nonprofits

Vision

Has a vision/theory of how change is made, including the role the organization plays in the larger social change arena and to whom the organization sees itself accountable.

Principles

Develops principles that are applied within and outside of the organization based on its vision of social change. (An example of principles is at www.buildingmovement.org.)

Learning and Reflecting

Allocates time to learning and reflecting on vision with staff and constituents through presentations, readings, discussions, or arts and culture. Reflects on work to refine vision and strategies.

Issues of race and power

Considers society's "dominant culture" and its replication in organizations. Analyzes how effects of race, class, gender, and other cultural factors are integrated into their work.

Work Across Boundaries

Builds relationships with other organizations, groups, and individuals to create a movement; supports groups without "owning" every issue or campaign.

Work Across Generations

Has a mechanism that transfers trust, power and responsibility from older to younger leaders while inspiring younger leaders and educating them about the complexities of social change work. Encourages dialogue between different generations about the challenges inherent in social change work and develops strategies to address issues related to burnout, work/personal life balance and professional development.

Constituency Involvement

Has a mechanism to identify and involve constituents – beyond staff, board and funders – in the organization in a meaningful way. Invests resources in constituency involvement within and outside of the organization.

Structure

Creates a system of effective leadership, management and accountability while being creative and flexible with internal and external problem solving. Works with others in movement to bring about social change.

Funding

Understands and makes visible the impact of funding sources on the organization's work. Examines the role of constituency support and addresses issues related to accountability when relying on funds from outside its base.

Building Movement Project

220 Fifth Avenue, 5th Floor, New York, NY 10001 • T. 212.633.1405 F. 212.633.2015
www.buildingmovement.org