

# **CAPACITY MAPPING INITIATIVE: BUILDING SUSTAINABLE ORGANIZATIONS IN NEWLY INDEPENDENT STATES**

Lisa Coll, Eurasia Foundation  
November 2009

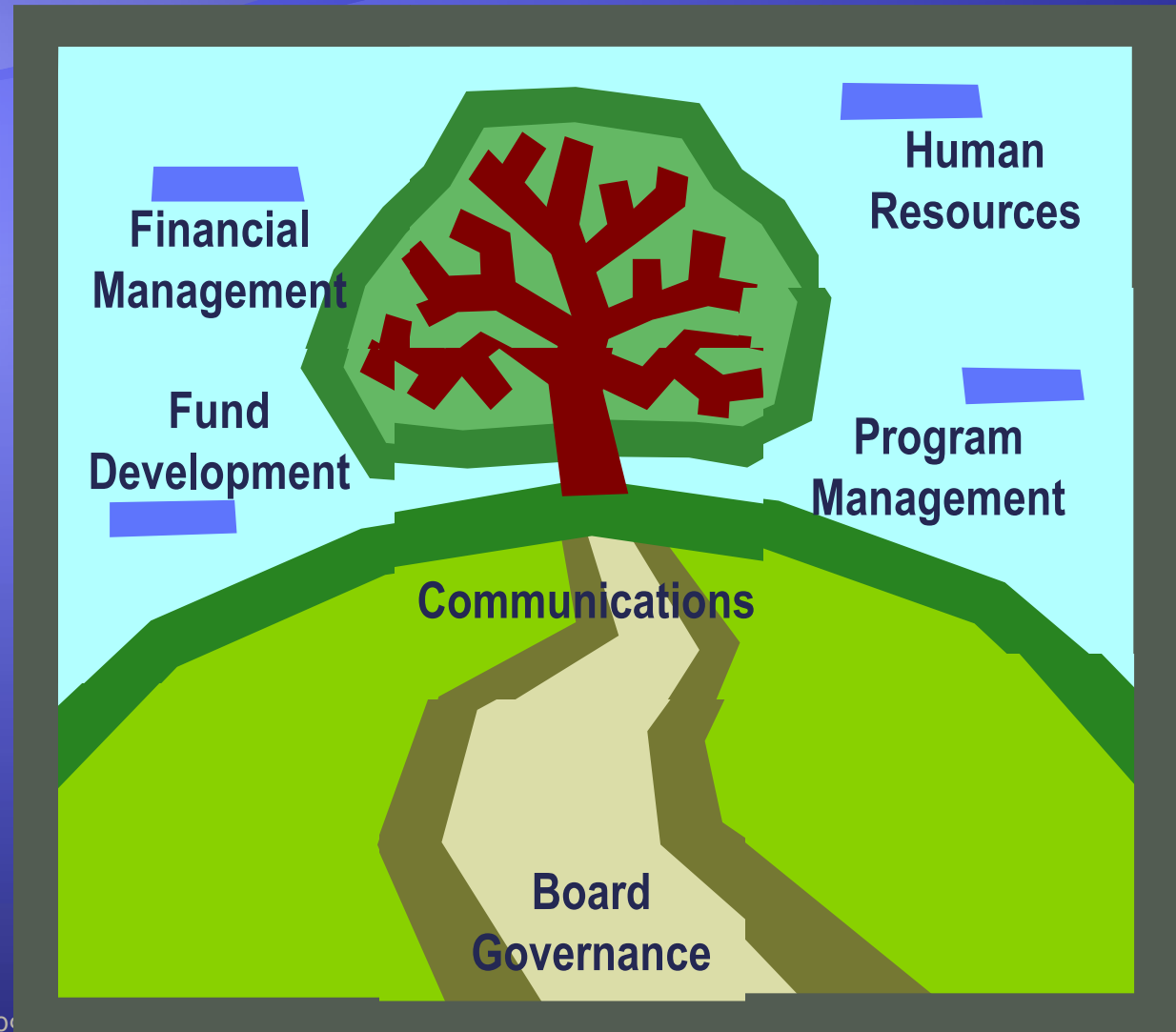
# Capacity Mapping Initiative

- ◆ CMI is a diagnostic approach designed to assist CSO staff *evaluate its or the partner's current capacity* , *determine a path for growth*, and *measure achievement* along the way.

# Diagnostic & Evaluative Instrument

## *CMI*

distinguishes progressive stages of competency in six key areas of organizational activity that are crucial for success.



# CMI Structure

... from the **Financial Management** module:

Competency	Verifications	Indicators	Capacity Builders
<p>Stage 4: Financial statements are timely, accurate and accrual based.</p>	<ul style="list-style-type: none"> <li>▪ Is CSO able to produce financial reports within 15 days of close of the month?</li> <li>▪ Are the annual audit and management letter devoid of “findings” or concerns about major adjustments or expenditures?</li> <li>▪ Do users report that financial statements are reliable and accurate?</li> </ul>	<ul style="list-style-type: none"> <li>▪ External financial statements conform with current standards.</li> <li>▪ CSO employs someone with bookkeeping and/or accounting expertise or contacts with an accounting service to manage its financial transactions.</li> <li>▪ Computer accounting data is adequately safeguarded.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Prepare a list of all reports that are reviewed by the board and their due dates.</li> <li>▪ Assign staff to assure reports are prepared timely.</li> <li>▪ Determine adequacy of current hardware and accounting software systems.</li> <li>▪ Add qualified accounting staff if necessary.</li> </ul>

# The CMI Process



# Contact Information

Lisa Coll

Director of Programs

Eurasia Foundation

[lcoll@eurasia.org](mailto:lcoll@eurasia.org)

202-234-7370 x 115