

## CAPABILITY STATEMENT

# CAPACITY BUILDING



### CAPACITY BUILDING SNAPSHOT

We are building capacity for **1,205 COMMUNITIES** and **64 PARTNERS** in **19 COUNTRIES**.

### Who is World Renew?

World Renew is a faith-based international development and humanitarian organization, working since 1962 to address the root causes and impacts of poverty, disaster, and injustice. With a USD \$34 million budget in 2020, we work with 64 local partners and have a long-term presence in 19 countries throughout Africa, Asia, and the Americas, bringing permanent, sustainable change in vulnerable communities and working towards the Sustainable Development Goals. We provide consultation, technical assistance, and financial support to build the capacity of our partners as they implement programs that integrate agriculture and food security, health, economic opportunities, peacebuilding and justice, disaster response and preparedness and gender equality. As an industry leader in prioritizing local ownership of programs, World Renew uses Participatory Learning and Action methodologies so communities can identify challenges, evaluate assets, and generate their own solutions.

### Our Capacity-Building Work

World Renew believes local organizations are the strongest development actors and that international NGOs can best partner with local NGOs to build their capacities. Capacity development is an approach, a process, and an outcome, enabling co-

creation of initiatives by partners and communities. Organizational capacity-building efforts date back to the 1970s when World Renew developed a Skill Rating Scale to assess and support our partner's strengths in technical, financial, managerial, governance, and holistic ministry. Today, capacity building for partners and communities is a key aspect of our work, where partners define and monitor their own capacity growth based on eight key areas: **Community Transformation, Financial Management, Organizational Structure, Program Management, Faith Connections to Development, Competent Leadership, Adherence to Core Humanitarian Standards, and Organizational Growth**. We provide tailored consultative monitoring and evaluation and many of our partnerships span decades, enabling some partners to grow from small informal initiatives to registered NGOs with functioning boards, full-time staff, and quality programs. Our faith component in measuring capacity is unique among community development INGOs, and this pioneer approach was recognized in our contributions to the development of UNICEF's global standards for community engagement in 2020.

### Key Programming Approaches

- **Organizational Development for Community Development:** In all interventions we build the capacity of our local partners, equipping them to carry out locally-driven community development, with the communities positioned at the forefront of discovering their own solutions.
- **Authentic Partnership:** Partnerships are based on shared goals, values, respect, and mutual accountability. Partners define their own areas of growth through participatory processes, and Memoranda of Understanding indicate shared responsibility for measuring progress.

- **Self-Assessments and Continuous-Learning:** Partners and communities assess themselves using World Renew’s capacity assessment tools and then develop formal action plans outlining steps, responsibilities, and timelines and regularly measure progress. By owning the process, capacity building becomes a key aspect of their development approach.
- **Values-based approach:** Through participatory processes, community members assess how local perspectives and norms help or hinder their development goals. This holistic approach results in sustainable, long-term outcomes that benefit communities long after our programs end.
- **Gender approach:** Women’s participation and priorities are at the center of our efforts, ensuring access to and control of resources, increased decision-making, and the empowerment of women and girls.

## Our Expertise in Capacity Building

World Renew has more than 50 years of experience working with local partner organizations and communities in developing capacity, and our success has been recognized by donors and academics. In 1995, our approach to capacity building was recognized as a best practice by USAID and Global Excellence in Management, published in *“Partnering to build and measure organizational capacity: lessons from NGOs around the world.”* Other publications describing our approach include *“Toward Authentic Partnership: How North-South NGO Partnerships Contribute To Development,”* by Roland Hoksbergen, PhD Economics, 2002; *“Lessons from the Ground: A collection of case studies”* by Johns Hopkins University Bloomberg School of Public Health (JHSPH) (USA), 2014; and *“When Helping Heals: Is it possible to work in international development without hurting those we are trying to help?”* by R. Hoksbergen, Calvin College Press, 2017. JHSPH and Save the Children Bangladesh documented five case studies under the Health Research Challenge for Impact project, and one of these highlighted World Renew’s approach. We prioritize the continual learning and professional development of staff in capacity building as foundational for our international work and have been recognized by Global Affairs Canada, Growing Hope Globally, and USAID, among others.

## Evidence of Impact

World Renew has worked closely with the Church of Uganda’s Nebbi Diocese since 1993, building its capacity in organizational growth, grant program management, and adherence to the Core Humanitarian Standard. Nebbi staff were supported to attend Timothy Leadership Training and the Truth Centered Transformation Training, as well as Project Management for Development Professionals (PMD Pro). Since then, Nebbi has grown in its ability to run sustainable and effective projects. Most recently, it secured a grant from World Concern to implement the One Village Transformed Project (2017-2020), addressing food security and livelihoods in Zombo district. The partner successfully recruited and retained additional staff, increased the number of direct project participants, and drafted a new, stronger strategic plan. We continue to partner with Nebbi to build and strengthen their financial management, board management, and information management systems.

## Best Practices and Innovations

- **Measuring Capacity Building:** Measuring capacity areas and developing improvement plans together helps our partners and communities track their progress and results in local communities that thrive and take true ownership over the programming. Partners and community members are a central in this participatory process.
- **Training and Assessment Tools:** World Renew has developed unique training courses and assessment tools for partners in capacity building.
- **People’s Institutions (PI)** are a three-tiered community organizing structure that World Renew developed in Bangladesh and India. PIs promote participation and ownership of members to impact decisions and resources in their communities. Through PIs, marginalized groups work with local government officials to raise their voices, engage in community decision-making, and advocate for services. PIs build the capacity of members to access and connect with existing structures such as health, government and school committees and agencies to impact decisions, resources and services.

