

**Community Leadership Readiness Inventory Tool**

*Instructions:*

Assemble up to twelve board and staff members and break the group into four teams; assign each team one of the First-Level Building Blocks.

Have each team review its relevant Second-Level Building Blocks.

Then, referring as needed to the Third-Level Building Blocks:

- ❖ Identify the elements that are clearly present in the community foundation.
- ❖ Identify the elements that are not present in the community foundation that represent priorities needing further attention.
- ❖ Identify one or two next steps for building community leadership capacity.

When discussing the building blocks and completing the form, use key words (e.g., public policy relationships) instead of outline numbers (e.g., D.5.b).

<b>Community foundation:</b>	<b>Date:</b>
------------------------------	--------------

<b>Team members:</b>			
<b>First-Level Building Block:</b> A. The community foundation manifests the <b>values, culture and will</b> to exercise community leadership.			
<b>Second-Level Building Blocks:</b>	<b>Second or Third-Level Building Blocks In place</b>	<b>Second or Third-Level Building Blocks Needs work</b>	<b>Next steps</b>
1. The community foundation is committed to effecting change that <b>advances the common good</b> .			
2. The community foundation is fundamentally committed and organized to <b>increase opportunity, diverse participation and fairness</b> .			
3. The community foundation is a results-driven <b>learning organization</b> .			
4. The community foundation is <b>humble, respectful and transparent</b> .			

<b>Team members:</b>			
<b>First-Level Building Block:</b> B. The community foundation continuously builds the <b>relationships</b> to exercise community leadership.			
<b>Second-Level Building Blocks:</b>	<b>Second or Third-Level Building Blocks In place</b>	<b>Second or Third-Level Building Blocks Needs work</b>	<b>Next steps</b>
1. The community foundation is <b>positioned to join with or convene</b> those involved in, affected by or concerned about an issue.			

2. The community foundation <b>engages and supports other community leaders</b> .			
---	--	--	--

**Team members:**

**First-Level Building Block:**  
C. The community foundation accesses and develops the **resources** necessary to exercise community leadership.

<b>Second-Level Building Blocks:</b>	<b>Second or Third-Level Building Blocks In place</b>	<b>Second or Third-Level Building Blocks Needs work</b>	<b>Next steps</b>
1. The community foundation's internal information and implementation <b>systems</b> maximize its ability to influence community change.			
2. The community foundation has the <b>human resources</b> to exercise community leadership.			
3. The community foundation engages <b>donors and other co-investors</b> in community leadership work.			
4. The community foundation's <b>business model</b> provides flexible financial resources to support community leadership efforts.			

**Team members:**

**First-Level Building Block:**  
D. The community foundation accesses and develops the **understanding and skills** to exercise community leadership.

<b>Second-Level Building Blocks:</b>	<b>Second or Third-Level Building Blocks In place</b>	<b>Second or Third-Level Building Blocks Needs work</b>	<b>Next steps</b>
1. The community foundation actively <b>learns about, with and for</b> the community.			
2. The community foundation understands the <b>processes that lead to community improvement</b> : community development, economic development, community organizing, cultural change, systems change.			
3. The community foundation <b>stimulates dialogue</b> , promotes understanding and builds consensus.			
4. The community foundation <b>strategically crafts and acts</b> on community leadership opportunities.			
5. The community foundation engages in <b>public policy</b> to advance the common good.			
6. The community foundation <b>evaluates</b> the impact of its community leadership work.			