

Guiding Principles of FACT's Capacity Building Program

FACT WILL:	CONSULTANTS & PROVIDERS WILL:
<ul style="list-style-type: none"> ➤ Engender trust between the foundation and its grantees, contractors, and consultants working with grantees ➤ Make clear that other support is not contingent upon participation in the Capacity Building program ➤ Manage the program in the most efficient and responsive manner possible ➤ Clarify expectations among all parties regarding both process and outcomes ➤ Ensure clear communication and appropriate coordination between FACT, grantees, and TA Providers or consultants ➤ Provide consultants and technical assistance appropriate to the culture (including language) of the organization ➤ Evaluate and modify the program based on feedback from grantees, consultants, TA Providers, FACT staff, and other stakeholders 	<ul style="list-style-type: none"> ➤ Disseminate skills throughout the organization to the greatest extent possible ➤ Work with grantees over the long term; one-time trainings are not sufficient for skills and knowledge to be left behind ➤ Provide coaching, technical assistance, and training that empowers staff and/or members to find solutions that are the best fit for their organization ➤ Avoid one-size-fits-all solutions, and tailor tools and processes to the specific needs and culture of the organization ➤ Be aware of the human pace of change, and allow time for the process to happen ➤ Be careful not to overwhelm grantees with too many consultants or activities at once ➤ Maximize coordination of services with other capacity-building endeavors the group is engages in

ABOUT FACT The French American Charitable Trust (FACT) was created in 1989 by a French-American family to address fundamental inequalities and injustice in our society. FACT has an annual grantmaking budget of \$3.5 million and an endowment of \$40 million. We support nonprofit organizations in the United States and in France working on root causes of poverty and inequality with an emphasis on the active participation of the grassroots—the people who are directly affected. We have a broad program area: social, economic and environmental justice. To learn more please visit www.factservices.org