Create or Refine your Theory of Change

Description: A well-defined theory of change (TOC) is essential to align your team, optimize data collection, and clearly communicate your impact to funders, stakeholders, and the communities you serve. Our team can guide you in articulating your intended impact and creating a roadmap for measuring success.

What's Included:
- Facilitated conversations with your organization's staff, leadership, and stakeholders
- Review of organizational materials, such as strategic plans, past TOC versions, logic models, and evaluation reports
- Initial draft of your TOC based on stakeholder input and document review
- Two interactive working sessions to map activities to outputs and outcomes

Deliverable(s)
- A visualized Theory of Change clearly illustrating how your work leads to change.

Result: A visual representation of the change you want to see and a **blueprint for measuring success**. Your TOC will align your staff and stakeholders on what defines success while serving as a powerful communication tool for funders and partners.

Timeframe: 6-8 weeks
Cost: $10,000

Organizational Data Audit

Description: A strong data foundation is essential for reliable reporting, informed decision-making, and measuring impact with confidence. Our organizational data audit helps nonprofits assess the quality, completeness, and efficiency of their data systems and processes, uncovering opportunities for improved data collection, management, and use. Through a structured review and engagement with your staff and stakeholders, we identify gaps, redundancies, and inefficiencies to provide clear and actionable recommendations to strengthen your data strategy.

What's Included:
- Comprehensive review and assessment of existing data sources, metrics, reports, system(s), and data tools (e.g., surveys) to evaluate data quality and consistency
- Facilitated conversations with your staff and stakeholders to understand data needs, challenges, and organizational data culture
- Identified data gaps and redundancies

- Recommendations for optimal data collection, use, and reporting

Deliverables:
- A detailed memo summarizing current data strengths and improvement areas with actionable recommendations, a prioritized action plan, and a suggested timeline for implementation.
- (Optional/Add-On) Follow-up consultation to support initial implementation.

Timeframe: 4-6 weeks
Cost: $9,000 - $12,000 (depending on extent of data available for review)

Data & Evaluation 101: Training Series for Nonprofit Teams

Description: Impact measurement requires intentional data practices and a culture of continuous improvement. Our data & evaluation 101 training series equips nonprofit teams with the knowledge and skills to collect, interpret, and use data for decision-making, program improvement, and storytelling. This training series is customized to your organization's needs and designed to build internal capacity for long-term data use.

What's Included:
- Facilitated conversations with staff and leadership to identify training goals and learning outcomes
- Tailored training development based on organizational data needs and experience levels.
- Training modules covering key topics, such as:
  - Developing metrics
  - Selecting effective measurement tools
  - Streamlining data collection
  - Data interpretation and storytelling
  - Implementing data inquiry cycles
- On-demand training materials (e.g., user guides, short videos, and accessible documentation) for ongoing use, including onboarding new staff.
- Live training sessions delivered to staff and leadership, with real-world examples and case studies to build internal capacity for effective data use
- (Optional/Add-On) Ongoing office hours or coaching sessions to provide additional support and application of skills.

Result: Staff members gain skills and knowledge around data use, which is essential to being able to make meaning from data and inform program adjustments.

Timeframe: 6-8 weeks
Cost: $12,000