

COHORT CAPACITY PROFILE

Cohort Capacity Profile

2026 Capacity Building Cohort

Cohort data shared with Metro Community Foundation

August 8, 2026 · 11 participating organizations

Confidentiality & Consent Model

How we protect participating organizations

This report contains only aggregated scores across the cohort. No individual organization's scores, names, or identifying details appear on any page. Every category is reviewed against a confidentiality floor of $n \geq 5$ participating organizations before any number is shown; categories below the floor are suppressed entirely.

Per-category consent model

Each organization chooses which categories to include in the shared cohort data. Category-level participation counts (n) reflect these choices. A lower n on one category does not indicate non-participation overall — it reflects that fewer organizations opted to share that particular category.

Executive Summary

2.63

COHORT AVERAGE

11

PARTICIPATING ORGS

18/18

CATEGORIES SHARED

Established

Top strengths

1. Community Engagement — 3.39 (n = 11)
2. Mission and Purpose — 3.25 (n = 11)
3. Programs and Quality — 3.11 (n = 10)

Capacity areas for investment

1. Technology and Data — 1.89 (n = 8)
2. Digital Capacity — 2.09 (n = 8)
3. Advocacy and Policy — 2.23 (n = 8)

Capacity areas are framed as shared opportunities for investment across the cohort — not as individual organization weaknesses.

Category Scores

n varies by category because organizations choose which categories to share. Suppressed rows fell below the confidentiality floor (n < 5).

Category	n	Mean	Median	Q1	Q3	Maturity
1. Mission and Purpose	11	3.25	3.30	3.10	3.35	Established
2. Governance	11	2.57	2.60	2.40	2.75	Established
3. Leadership and Talent	11	3.10	3.10	3.00	3.15	Established
4. Strategy and Planning	11	2.75	2.80	2.60	2.85	Established
5. Financial Health	10	2.42	2.45	2.40	2.50	Emerging
6. Fundraising	8	2.29	2.20	2.10	2.40	Emerging
7. Programs and Quality	10	3.11	3.05	2.83	3.30	Established
8. Evaluation and Learning	10	2.92	2.90	2.70	3.00	Established
9. Community Engagement	11	3.39	3.30	3.25	3.40	Advanced
10. Equity and Inclusion	8	2.65	2.70	2.48	2.83	Established
11. Culture and Communication	8	2.73	2.70	2.70	2.80	Established
12. Risk and Compliance	8	2.33	2.30	2.20	2.42	Emerging
13. Operations and Infrastructure	8	2.58	2.55	2.40	2.65	Established
14. Technology and Data	8	1.89	1.85	1.70	2.03	Emerging
15. Digital Capacity	8	2.09	2.15	1.98	2.20	Emerging
16. Communications and Brand	8	2.45	2.40	2.30	2.63	Emerging
17. Advocacy and Policy	8	2.23	2.20	2.18	2.32	Emerging
18. Growth and Scaling	9	2.51	2.60	2.30	2.60	Established

Maturity score scale (1.00–4.00): 1.00–1.75 Foundational · 1.76–2.50 Emerging · 2.51–3.25 Established · 3.26–4.00 Advanced. Q1 and Q3 mark the middle 50% of responding organizations.

Cohort comparison — Budget range

Based on self-reported tags confirmed by each participating organization. Segments below the confidentiality floor ($n < 5$) are suppressed.

\$1M–\$5M

Suppressed — fewer than 5 organizations

\$250K–\$500K

Suppressed — fewer than 5 organizations

\$500K–\$1M

Suppressed — fewer than 5 organizations

Under \$250K

Suppressed — fewer than 5 organizations

Cohort comparison — Mission domain

Based on self-reported tags confirmed by each participating organization. Segments below the confidentiality floor ($n < 5$) are suppressed.

Arts & Culture

Suppressed — fewer than 5 organizations

Education

Suppressed — fewer than 5 organizations

Environment

Suppressed — fewer than 5 organizations

Faith-Based

Suppressed — fewer than 5 organizations

Health & Human Services

Suppressed — fewer than 5 organizations

Housing & Community Development

Suppressed — fewer than 5 organizations

Workforce Development

Suppressed — fewer than 5 organizations

Youth Development

Suppressed — fewer than 5 organizations

Cohort comparison — Geographic region

Based on self-reported tags confirmed by each participating organization. Segments below the confidentiality floor ($n < 5$) are suppressed.

Rural

Suppressed — fewer than 5 organizations

Suburban

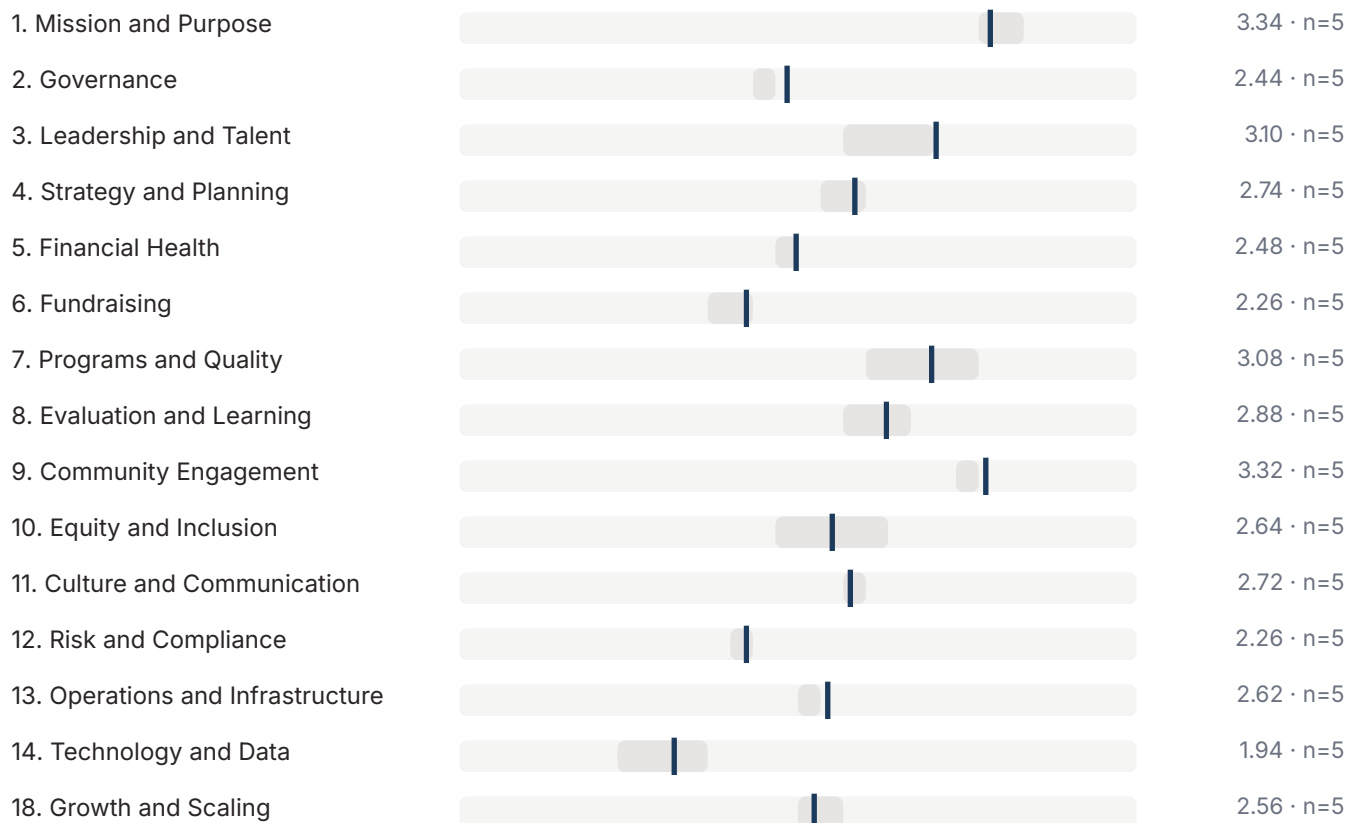
Suppressed — fewer than 5 organizations

Urban

$n = 5$ organizations

2.69

Established



Insights

Community Rootedness Is a Defining Cohort Strength

Community Engagement and Mission and Purpose are the two highest-scoring capacity areas across your learning cohort, with mean scores of 3.39 and 3.25 respectively — both well above the cohort midpoint and with tight interquartile ranges that suggest this strength is broadly shared, not concentrated in a few outliers. Organizations in this cohort appear to have a clear sense of why they exist and strong relational ties to the communities they serve. This is a powerful foundation on which to build work in areas that require greater investment.

Recommendation: Host a cohort learning session where organizations share concrete practices that sustain community trust and mission clarity — treating these as teachable assets that can anchor peer exchange across all other capacity areas.

Programs and Leadership Show Cohort-Wide Consistency

Programs and Quality (mean 3.11) and Leadership and Talent (mean 3.10) both score in the upper tier of the cohort, and both show relatively narrow interquartile ranges, suggesting that programmatic strength and capable leadership are broadly distributed across the cohort rather than unevenly held. This consistency is meaningful: it indicates a cohort with real delivery infrastructure and experienced people, even where other capacity areas are still developing. These two areas may be the most natural leverage points for peer mentoring within the cohort.

Recommendation: Design a structured peer-learning exchange in which organizations share leadership development and program quality practices, using these existing strengths as the curriculum rather than importing external frameworks.

Participation Patterns Reveal Where Conversations Are Harder

While Mission and Purpose, Governance, Leadership, Strategy, and Community Engagement each drew participation from all 11 organizations in your learning cohort, eight capacity areas — including Fundraising, Equity and Inclusion, Risk and Compliance, and Technology and Data — were completed by only 8 organizations. Lower participation in these areas is not a gap to correct through pressure; it is useful information about where the cohort may perceive greater sensitivity, vulnerability, or lower confidence. Treating participation itself as a signal can help foundation staff calibrate the tone and pacing of capacity-building support in these areas.

Recommendation: Before designing programming in lower-participation areas, offer optional one-on-one listening conversations with cohort organizations to understand what makes those topics feel higher-stakes — then shape cohort convenings accordingly.

Urban Organizations Mirror Cohort Patterns With Nuance

The five urban organizations in your learning cohort score very close to full-cohort means across most capacity areas, suggesting that geography alone is not producing dramatically different capacity profiles. One subtle divergence: urban organizations score slightly lower on Governance (2.44 vs. a cohort mean of 2.57), a pattern worth holding lightly as context for how peer learning groups might be configured. These similarities are themselves an asset — they reduce the risk that cohort convenings will feel irrelevant to any one geographic segment.

Recommendation: When forming peer learning clusters within the cohort, consider mixing urban and non-urban organizations rather than grouping by geography, to encourage cross-context learning and avoid inadvertently siloing shared challenges.

Governance and Strategy Present a Shared Growth Frontier

Governance (mean 2.57) and Strategy and Planning (mean 2.75) sit in the mid-range of the cohort's capacity profile, and the interquartile ranges for both suggest meaningful variation — some organizations are further along than others. These two areas are closely linked: strong governance structures tend to enable more disciplined strategic planning, and vice versa. The cohort's existing strengths in mission clarity and community engagement provide a natural starting point for strengthening both.

Recommendation: Offer a multi-session governance and strategy workshop series grounded in the cohort's own mission and community engagement strengths — helping organizations translate what they already do well into more formalized board practices and planning processes.

Technology and Digital Capacity Are the Cohort's Steepest Climb

Technology and Data (mean 1.89) and Digital Capacity (mean 2.09) are the two lowest-scoring areas across your learning cohort, and both show tight interquartile ranges, indicating that this is a broadly shared growth area rather than a challenge isolated to a few organizations. The lower participation rate in these categories (n=8) may also suggest that some organizations feel uncertain how to even frame their needs in this space. Approached with care, this convergence of low scores and moderate participation represents a genuine opportunity for collective, cohort-wide capacity building.

Recommendation: Commission a cohort-wide technology needs scan — facilitated by a trusted nonprofit technology consultant — to help organizations name their specific challenges in plain language, then use that scan to design shared learning or group purchasing opportunities that reduce cost and isolation.

Methodology

The KindTru assessment framework

KindTru measures nonprofit organizational health across up to 18 categories, spanning governance, programs, operations, people, and sustainability. Each category is scored on a 1.0–4.0 scale corresponding to four maturity levels: Emerging, Foundational, Established, and Advanced.

Scoring

Per-organization scores are the mean of respondent ratings within each category, rounded to two decimal places. KindTru never shows board-vs-staff breakdowns; all per-group data is suppressed before reaching any report.

Aggregation

Portfolio-level statistics — mean, median, Q1, Q3, and maturity distribution — are computed from the set of organizations that opted to share each category. The confidentiality floor ($n \geq 5$) is checked per category because consent is per category. A category below the floor is suppressed; no fallback or estimate is substituted.

Consent model

Each participating organization affirmatively chooses which categories to include in the aggregation. The foundation sees only an aggregate count of shared categories per organization — never which specific categories were included or withheld. Organizations may update their sharing choices, or withdraw from the cohort, at any time.

Cohort segmentation

Cohort comparisons are drawn exclusively from self-confirmed tags (budget range, mission domain, geographic region, organizational age). Organizations that have not confirmed their tags are excluded from the segmentation views but remain part of the portfolio-level aggregation. The segmentation floor ($n \geq 10$) is checked per segment; smaller segments are suppressed.