

Accola Mission Impact Criteria

Last Revised June 11, 2025

The following criteria will be used on an ongoing basis to assess each of Accola's programs and activities. These criteria define what matters most to the organization and should be applicable across programs and activities, not designed to speak to one particular program's intended impact. Each criterion should be a singular idea so that it can be assessed consistently.

Mission Impact Criteria

Participant Impacts

1. **Impact: Stability** – Participants in our programs feel safe and supported in sharing and having basic needs met, providing the stability necessary to work towards other goals
2. **Impact: Empowerment** – Participants in our programs have the skills and tools to access resources and opportunities necessary to achieve their goals in our community
3. **Impact: Spirituality** – Nurtures a personal spiritual connection that provides comfort, healing, and unconditional love of self and others, and spurs action towards social justice.
4. **Impact: Community** – Builds and strengthens community between neighbors, creating the relationships that are foundational for individual and systemic change

Community and Organization Impacts

5. **Impact: Furthering Social Justice** – There are opportunities to further social justice by addressing unmet needs in communities potentially served by this subprogram
6. **Sustaining Accola's Impact**
 - a. **Impact: Excellence in Execution** – Takes advantage of our unique position, strengths, and/or the unique intersection of our program offerings

- b. **Impact: Fundraising Capacity** – Creates opportunities for fundraising by establishing and nurturing important partnerships, establishing Accola's reputation, and building credibility

Rubric

Criteria	Weight	1	2	3	4
<p>1. Impact: Stability</p> <p>Participants in our programs feel safe and supported in sharing and having basic needs met, providing the stability necessary to work towards other goals</p>		Participants do not feel comfortable and/or have few opportunities for sharing what their needs are with respect to basic needs.	Participants feel comfortable and have opportunities for sharing what their needs are with respect to basic needs.	Participants feel comfortable and have opportunities for sharing needs. Subprogram is able to meet needs via effective referrals.	Participants feel comfortable and have opportunities for sharing needs. Subprogram is able to meet needs via effective referrals, partnerships, and direct service.
<p>2. Impact: Empowerment</p> <p>Participants in our programs build the skills and tools to the access resources and opportunities necessary to achieve their goals in our community</p>		Participants have few opportunities to build skills and tools necessary to achieve their goals after program participation.	Participants have opportunities to build skills and tools necessary to achieve their goals via referrals.	Participants build skills and tools necessary to achieve their goals via referrals and/or high-touch services.	Participants build skills and tools through high-touch services, partnerships, and/or referrals and feel empowered to work towards and achieve their goals after program participation.
<p>3. Impact: Spirituality</p> <p>Nurtures a personal spiritual connection that provides comfort, healing, and unconditional love of self and others, and spurs action towards social justice.</p>		Participants have few opportunities for engaging in spiritual practices or nurturing a personal spiritual connection within the subprogram.	Participants are able to engage in spiritual practices within the subprogram.	Participants are able to engage in spiritual practices and nurture a personal spiritual connection via subprogram content and activities.	Participants are able to engage in spiritual practices and nurture a personal spiritual connection via subprogram content, leading participants and/or other involved community members to action for social justice

<p>4. Impact: Community Builds and strengthens community between neighbors, creating the relationships that are foundational for individual and systemic change</p>		<p>Participants have few opportunities to engage with other participants or with community members.</p>	<p>Participants are able to engage with other participants, but have few opportunities to engage with community members..</p>	<p>Participants engage with other participants and community members.</p>	<p>Participants engage deeply with other participants and community members, allowing them to build lasting relationships of trust and safety with each other and with other community members</p>
<p>5. Impact: Meeting the Needs of the Time There are opportunities to grow our impact by addressing unmet needs in communities potentially served by this subprogram</p>		<p>There is little to no unmet need for the services provided by the subprogram in our community.</p>	<p>There is some unmet need for the services provided by the subprogram in our community.</p>	<p>There is some unmet need among populations who lack sufficient resources and opportunities to achieve their goals</p>	<p>There is significant unmet need among populations who lack sufficient resources and opportunities to achieve their goals, representing an important opportunity to grow our impact</p>
<p>6a. Impact: Excellence in Execution Takes advantage of our unique position, strengths, and/or the unique intersection of our program offerings.</p>		<p>Subprogram offering is not meaningfully distinct from other offerings in the community</p>	<p>Accola possess a unique ability (due to position or execution capacity) to meet a need with this subprogram</p>	<p>Subprogram meaningfully incorporates Community, Spirit, and Justice and Accola's historic connection to CSJ</p>	<p>Subprogram design meaningfully incorporates Community, Spirit, and Justice and allows for unique intersection or complement of Accola's offerings</p>

6b. Impact: Fundraising Capacity

Creates opportunities for fundraising by establishing and nurturing important partnerships, establishing Accola’s reputation, and building credibility

Few opportunities for fundraising arise from subprogram’s engagement with community, partnerships, and demonstration of impact

Subprogram introduces new individuals to Accola and our programs, creating some fundraising opportunities

Subprogram has a growing reputation for success and introduces new individuals and potential organizational partners to Accola and our programs, creating additional fundraising opportunities

Subprogram’s engagement of community, partnerships, and reputation for success leads to significant new opportunities for fundraising.

Potential Metrics

In spring 2025, Accola worked with Tangelo Tree Consulting to develop an [organizational theory of change](#), which identified metrics related to each of the impact criteria. We recommend that future iterations of the Sustainability Matrix activity incorporate these metrics as appropriate in the scoring rubric.