What’s Your Operating Capabilities Approach?

- **Decision Making**
  How and where decisions are made and, as a result, how much variability or consistency exists within the foundation.

- **Resourcing**
  How the foundation resources its work, including indirect time allocated to support key programmatic goals beyond grantmaking.

- **Flexibility**
  How the foundation implements its work and the amount of latitude the staff has in interpreting core strategy.

- **Initiative**
  How the foundation sees its role at the highest level.

- **Programming**
  How the foundation tackles its areas of focus.

- **Relationships**
  How the foundation sees its role and interacts with peer funders.