#### **Harvard Club of Victoria Non-Profit Fellowship Program 2025**



**HCV Non-Profit Fellowship application form: Part 3**

**Supplementary questions**

1. Clearly articulated strategic and operational plans and a healthy organisation and culture are often not sufficient to successfully and sustainably drive impactful change. A more holistic and robust theory of change is typically required.How would you summarise your organisation’s theory of change? (For a brief overview of the concept, please see: <https://www.theoryofchange.org/what-is-theory-of-change/>) *Up to 500 words****,*** *with the substantial word limit reflecting the importance of this question to your candidacy****.*** *(NB. exceeding the limit for all questions will reduce your scoring for eligibility)*
2. Please give an example of measurements/metrics your organisation uses to assess its impact on the community it serves. What data do you use? And how does your organisation use the insights derived from this data? *(Please note, in answering these questions it may be necessary to draw a distinction between ‘outputs’, ‘outcomes’ and ‘impact’. For an example in the disability sector:* output *may be the number of hours of independent living services provided to clients. An* outcome *may be an increase in the number of clients using public transport unaided and safely, and with a reduced reliance on staff. The* impact *would be that more people with a disability travel independently and safely, and have wider interactions with their community.)
Up to 500 words*
3. In your organisation, how do you currently solicit feedback from beneficiaries to assess the impact the organisation has had on them? What have been some significant findings from this process and how has it influenced the way your organisation serves its beneficiaries?
*Up to 250 words*
4. The Harvard Club of Victoria expects recipients of HCV Non-Profit Fellowships to undertake a short study tour in North America before and/or after attending the Strategic Perspectives in Nonprofit Management program. Which non-profits in North America would you visit and why?
*Up to 250 words*
5. Please give several examples of positive changes you have brought about in the organisations in which you have worked and/or the broader community service sector.
*Up to 150 words*
6. How have you demonstrated leadership in the community service sector? For example, through peak bodies, on Boards, volunteering etc?
*Up to 150 words*
7. To which peak bodies does your organisation belong?

Don’t forget to send your Annual Report. Thank you for applying!