

## Definitions:

### Agency/Organization/Nonprofit:

For the purposes of this United Way, these three terms are used interchangeably to define a collective group that is tax exempt and eligible for funding that has a defined community benefit in the areas of Health, Education and Financial Stability in Freeborn County.

### Program:

Organized activities and actions that utilize resources to produced desired outcomes. Programs exist within an organization. United Way funds programs, and not agencies as a whole.

### Outcomes:

These are benefits or changes for individuals or populations during or after participating in program activities. They are influenced by a program's outputs. Outcomes may relate to knowledge, attitudes, values, skills, behavior, condition or other attributes. They are what participants know, think or can do; or how they behave; or what their condition is, that is different following the program. This could include Targets or Objectives for a program's level of achievement.

*[What are your GOALS for the program?]*

### Indicators:

The specific items of data that are tracked to measure how well a program is achieving an outcome. This does not have a specific measurement at the start of the program, it is defining what will be measured.

*[What are you going to MEASURE to show the accomplishments of your goals/outcomes?]*

### Example:

For example, in a youth development program that creates internship opportunities for high school youth, an *outcome* might be that participants develop expanded views of their career options. An *indicator* of how well the program is succeeding on this outcome could be the number and percent of participants who list more careers of interest to them at the end of the program than they did at the beginning of the program.