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AMERICA'S POVERTY FIGHTING NETWORK

The Futures Project Session 4: The "How" Part 2



September 27, 2017

Kim Tully, *Solid Ground*

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Purpose: To analyze Community Action outcomes and identify effective, promising and innovative practice models that alleviate the causes and conditions of poverty.

BUILD OUR CAPACITY TO FIGHT POVERTY!

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LCRC Team



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Anti-Poverty Work



The “Heart” of Who We Are

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The Promise of Community Action

Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live.

We care about the entire community and we are dedicated to helping people help themselves and each other.

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The National Webinar Series

Focuses on themes related to the specific anti-poverty approaches and is a way to showcase innovative strategies to the broader CSBG network.

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The National Community Action Network Theory of Change

Community Action Goals

Goal 1: Individuals and families with low incomes are stable and achieve economic security.

Goal 2: Communities where people with low incomes live are healthy and offer economic opportunity.

Goal 3: People with low incomes are engaged and active in building opportunities in communities.



Services and Strategies

Employment

Education & Cognitive Development

Income, Infrastructure & Asset Building

Housing

Health/Social Behavioral Development

Civic Engagement & Community Involvement

Core Principles

- Recognize the complexity of the issues of poverty
- Build local solutions specific to local needs
- Support family stability as a foundation for economic security
- Advocate for systemic change
- Pursue positive individual, family, and community level change
- Maximize involvement of people with low incomes
- Engage local community partners and citizens in solutions
- Leverage state, federal, and community resources

Performance Management

How well does the network operate?

- Local Organizational Standards
- State and Federal Accountability Measures
- Results Oriented Management and Accountability System

What difference does the network make?

- Individual and Family National Performance Indicators
- Community National Performance Indicators

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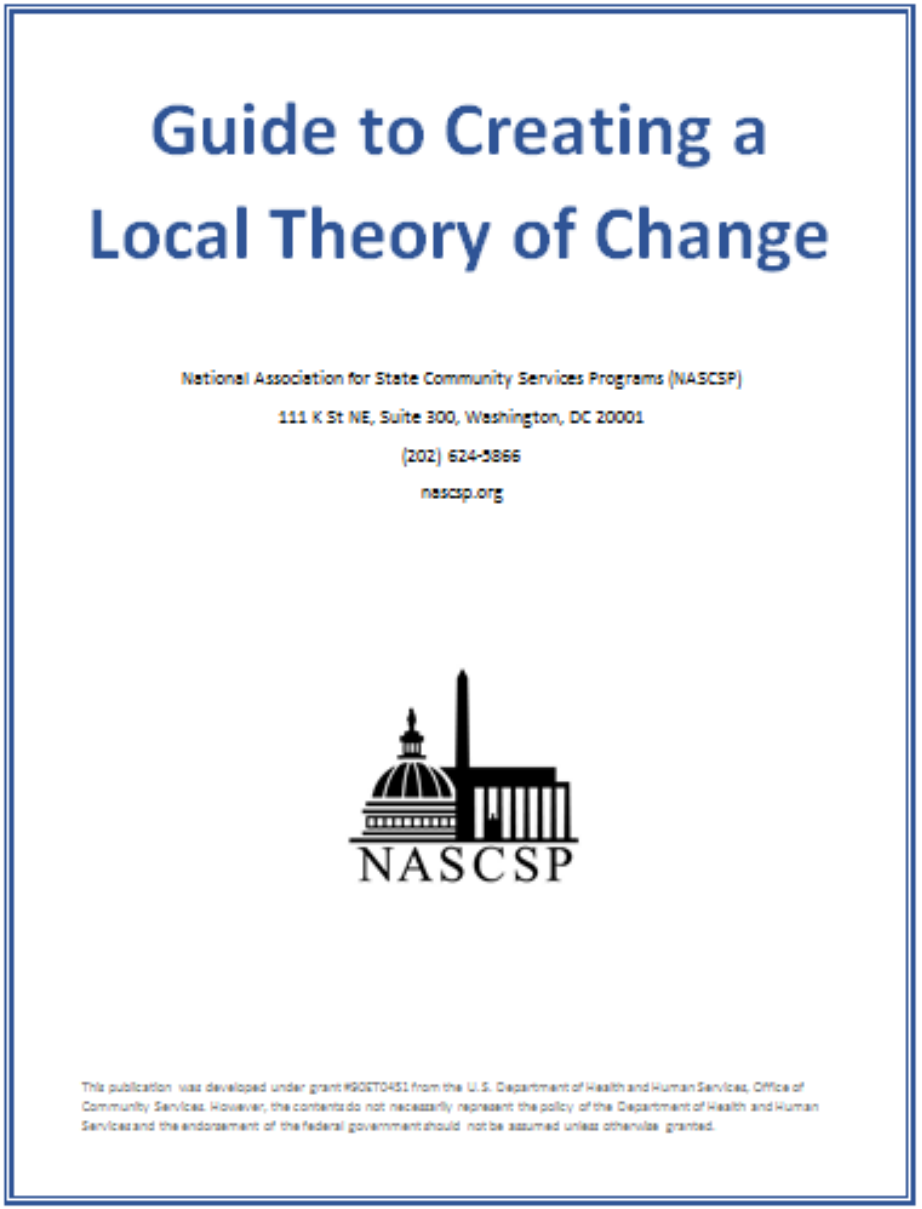
A national network of over 1,000 high performing Community Action Agencies, State Associations, State offices, and Federal partners supported by the Community Services Block Grant (CSBG) to mobilize communities to fight poverty.

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Guide to Creating A Local Theory of Change

[Click here to access this guidebook]



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Poverty Trends:
Building A Local Theory of Change



The Futures Project believes using data and common language to tell our shared story can advance the ***clarity***, ***impact***, and ***performance*** of the work to strengthen communities and prepare people to exit poverty. Join us for this webinar series to learn about the issues and process that led to the formation of the Futures partnership. We will also discuss the development of the project's Theory of Change, as the framework to focus and guide the work in terms of ***stabilizing lives and equipping people to exit poverty***.



FUTURES

Advancing the clarity, impact, and performance of community action

THE FUTURES PROJECT

clarity, impact and performance

Presenter

Kimberlee Tully

Facilitator and Trainer

The Futures Project

THE FUTURES PROJECT

clarity, impact and performance

FUTURES
Advancing the clarity, impact, and performance of community action

OUR AGENDA

- The Back Story
- The Pilot – Case Studies
- Elements of a Learning Community
- Taking Futures to YOUR agency

The Back Story

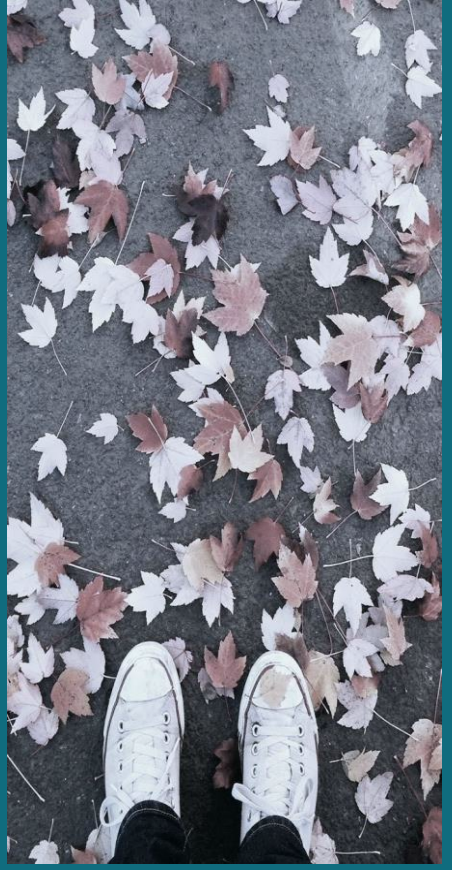






Why Futures?

- WA State CAPs struggled to succinctly describe:
  - WHO we are
  - the VALUE we bring
- Audience we want to address:
  - Funders
  - Politicians
  - Stakeholders
  - and Internal staff & Clients



We Believe…

Everyone in our network promotes the collective health and safety of all to ensure everyone has:

Housing: have a safe and affordable place to live.

Food / Nutrition: have enough nutritious food to eat.

Healthcare access: have access to quality health care.

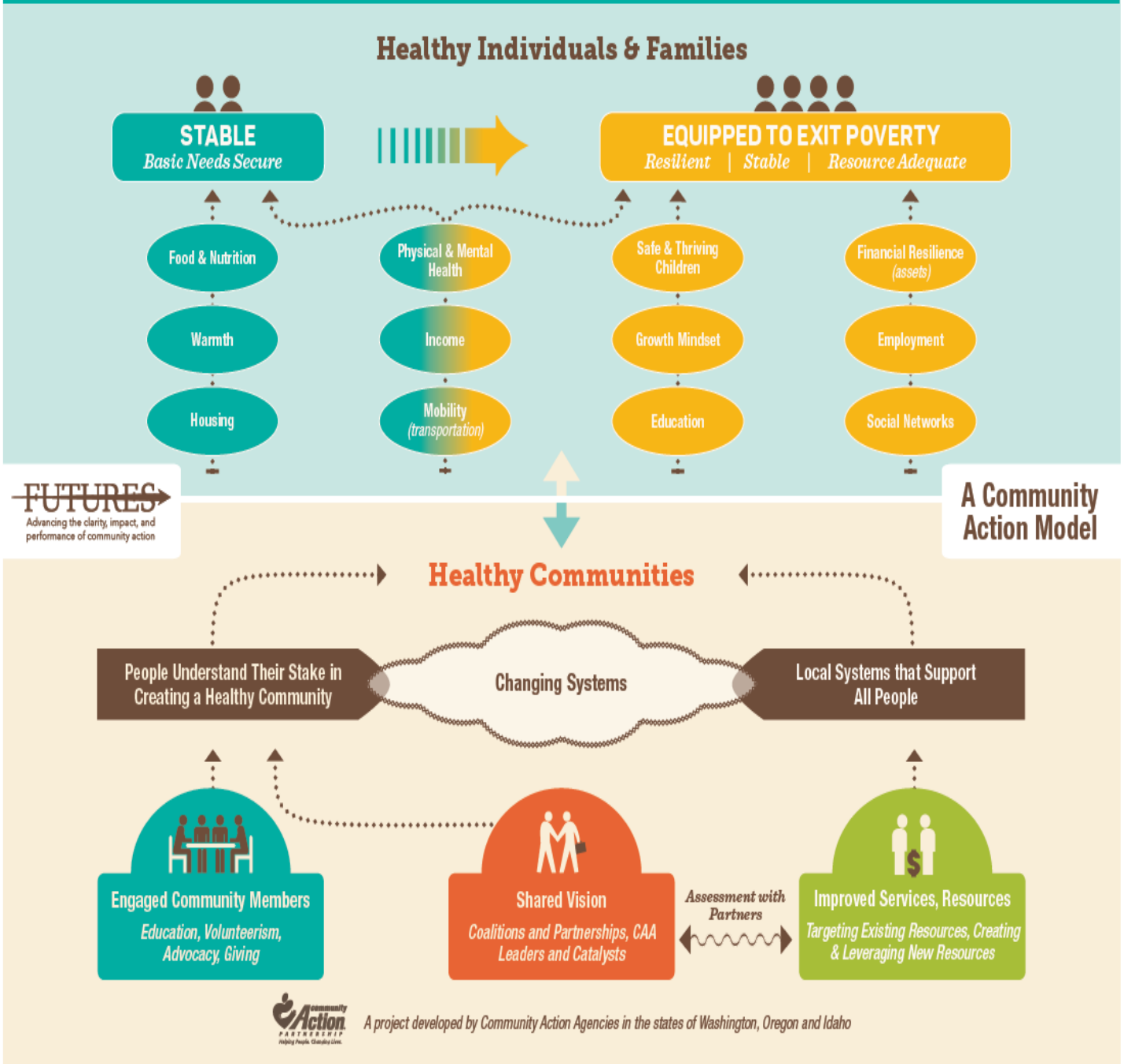
Education literacy: have the education they need to succeed and thrive.

Employment: able to work should have the tools, skills and opportunity to do so.

Income/Asset Development: have enough income to meet basic needs and develop assets that support financial sustainability.

Economic Vitality: People thrive when communities have strong local economies and communities thrive when people thrive.

Increasing Stability and Creating Community Pathways Out of Poverty



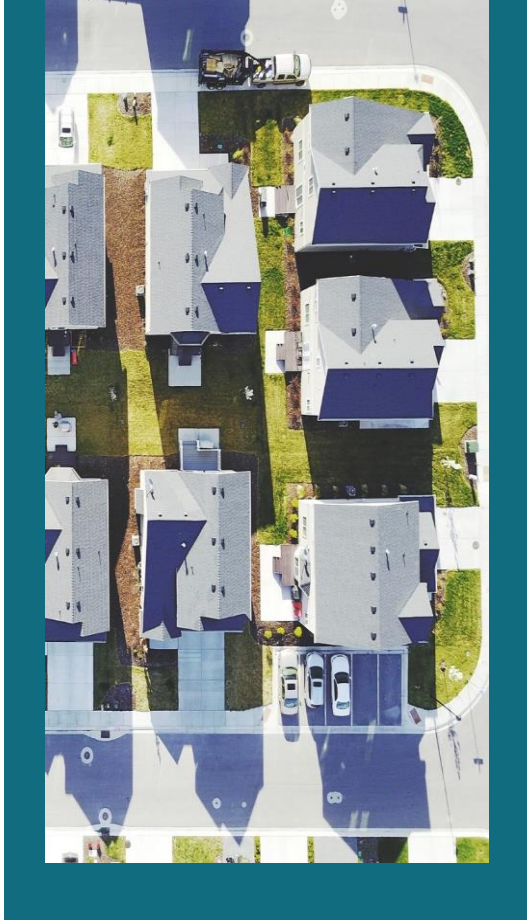
Creating a Successful Multi-State Collaboration

Considerations:

- Shared ownership (MOU)
- Slower progress
- Expanded impact
- Broader validation
- Shared Workload

Lessons Learned

- Go slow to go fast
- Takes cooperation, coordination and funds
- Continual communication is key
- Establish a continuous feedback loop
- Streamline our piloting process
- Not a project, rather a continual learning process (i.e. no end date)



The Pilot

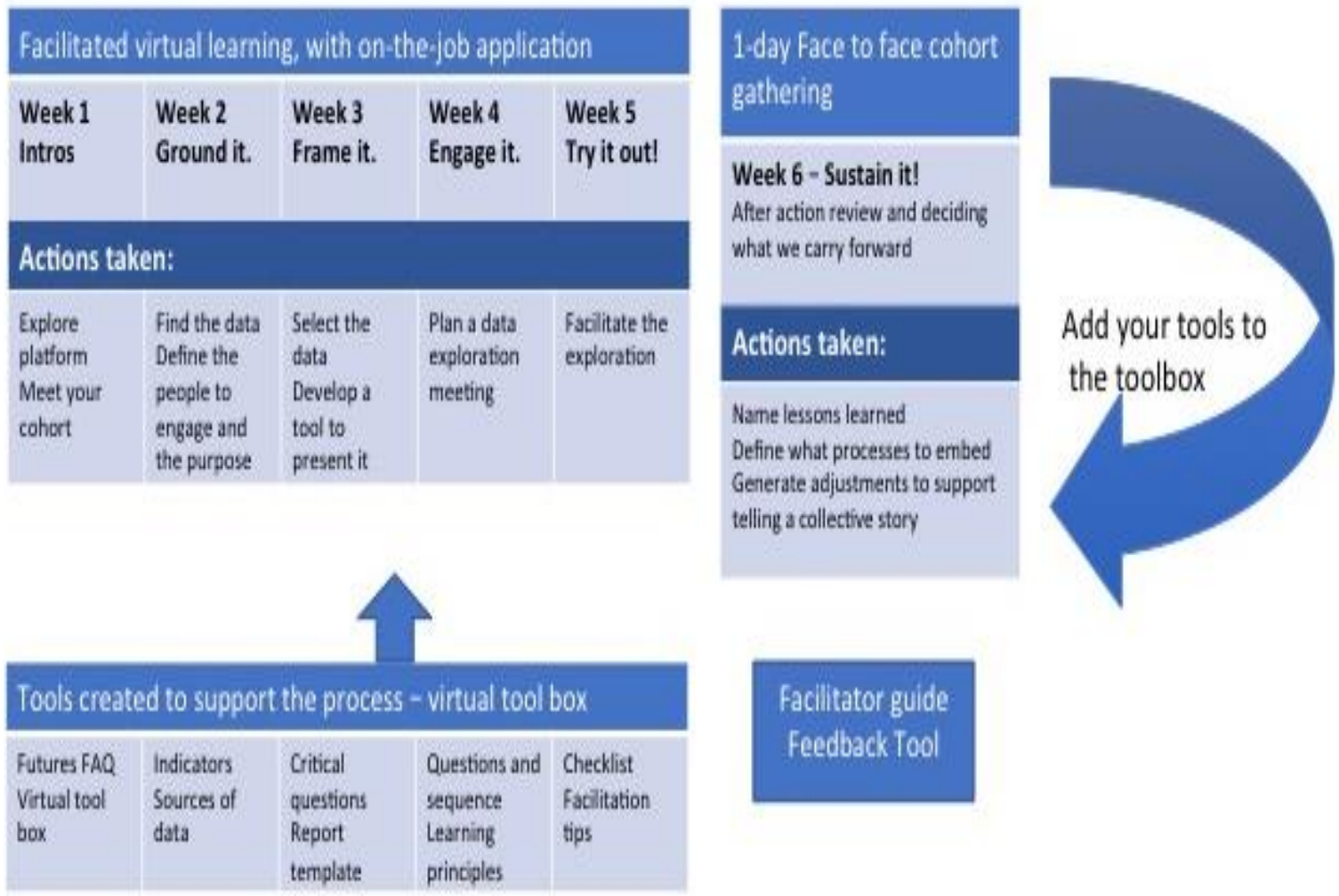


The Futures Pilot

Futures visited six different CAAs in WA, ID and OR to gain a breadth of perspective:

- Solid Ground (Seattle, WA)
- Rural Resources (Colville, WA)
- Community Action (Hillsboro, OR)
- KLCAS (Klamath Falls, OR)
- Community Council of Idaho (Caldwell, ID)
- Community Action Partnership (Lewiston, ID)

From Data to Informed Action – a learning approach revised concept

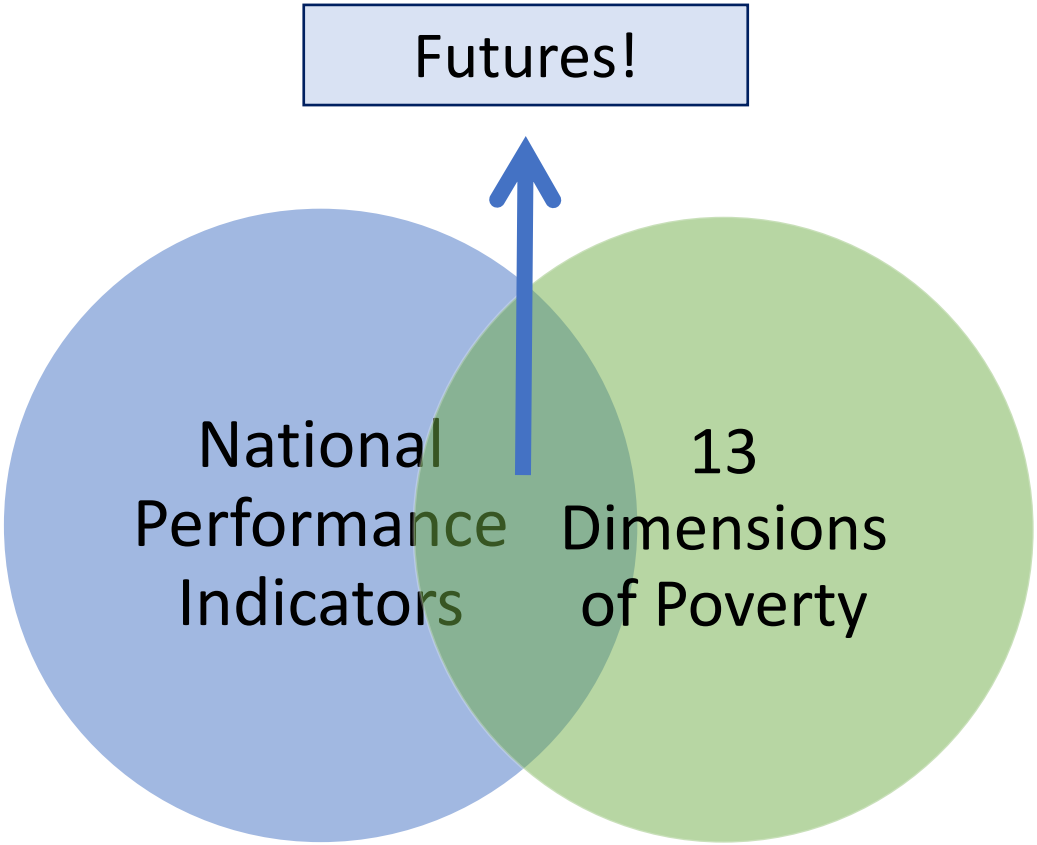


How does each CAA discover its role?

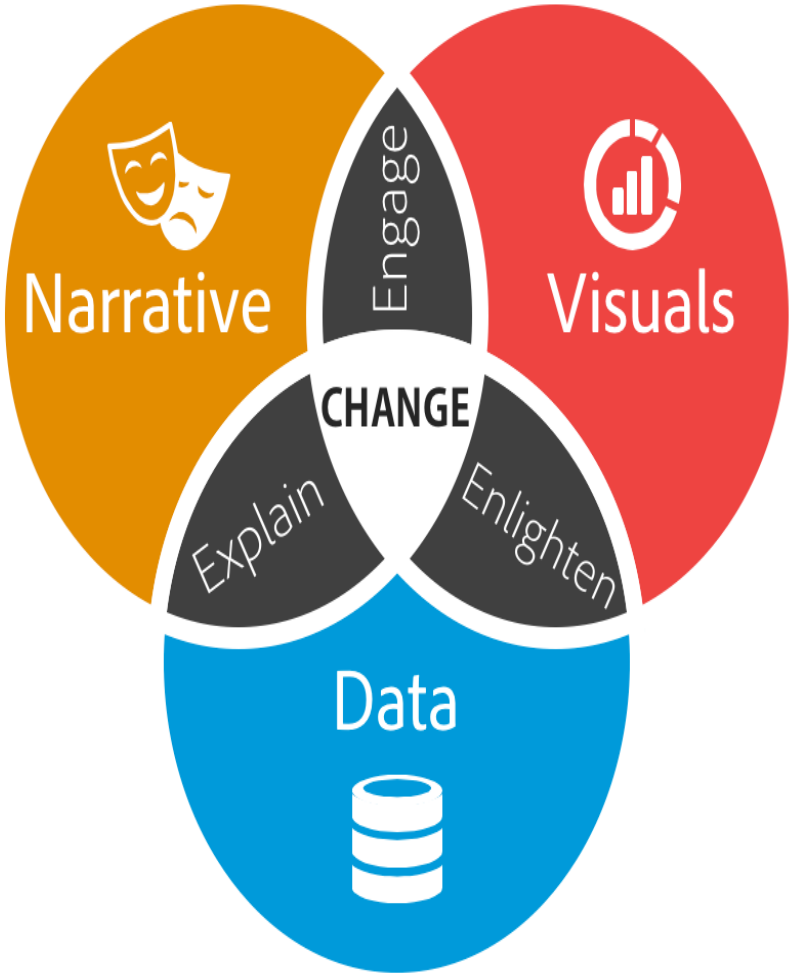
Converting data into decision-making strategies.

...but how?

Developing a continuous improvement process



Data is part of the story...



13 Dimensions of Poverty

Developed by Oregon State University in Corvallis in collaboration with the Community Action Partnership of Oregon (CAPO) using a multi-dimensional definition of poverty.

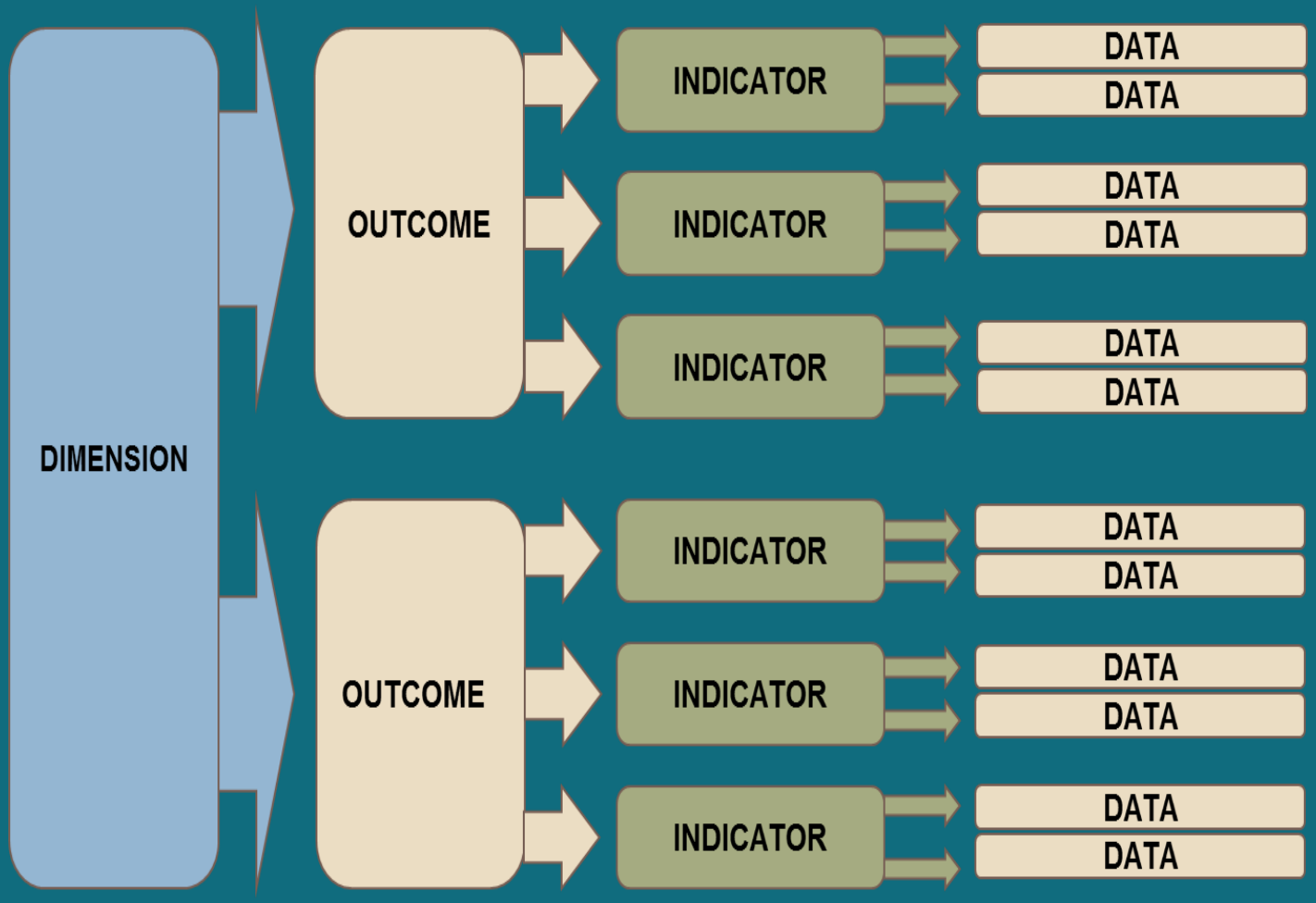
Develop state-wide **indicators** to demonstrate Community Action Agency impact on households in poverty

Help Community Action Agencies use data for continuous improvement and storytelling

13 Dimensions of Poverty

- Food and Nutrition
- Warmth
- Housing
- Health
- Mobility
- Income
- Safe and Thriving Children
- Financial Resilience
- Legal Status
- Social Networks and Connections
- Education
- Employment
- Growth Mindset

Dimensions, Outcomes, Indicators and Data



Two Case Studies – How it played out!

Solid Ground –

Seattle, WA

- Examined existing self sufficiency tools – Individual Plans
- Integrated 13 Dimensions of Poverty (all 13 Dimensions)
- Changed verbiage to be more relationship/client driven
- Improved progress capture

CAP4Action –

Lewiston, ID

- Examined Food Distribution Program (Dim – Food and Nut.)
- Identified population trends and correlations with other programs
- Brought multiple programs together to examine impact to service needs
- Changed service delivery

The Futures Pilot

Transforming outputs to outcomes through an organizational learning community.

Then using this dialogue to inform positive change within the organization.

Operationalizing the 13 Dimensions of Poverty

Taking data, then analyzing, interpreting and understanding trends and patterns…

…with different perspectives at the table.

Three Personas in CAP agencies…

Carol the Caseworker

Meghan the Manager

Dina the Director

How Do You Build a Learning Organization?

- Develop an environment of safety, where all participants feel that they can express observations, experience and deduction without recourse
- Establish 360 degree communication channels that informs everyone involved
- Ensure that staff and/clients are supported to participate
- Seek and value the diversity of views
- Share results and foster the continuous improvement approach

Dr. Brene Brown: The Anatomy of Trust

"Trust is found in the smallest of moments"

Developed a research based acronym for talking about and examining trust.

Boundaries

Reliability

Accountability

Vault

Integrity

Non-judgement

Generosity

- Solid Ground's Strategic Leadership Team (SLT) adopted the framework
- Marble Jars – Building Trust
- Agreement to Use the Language
- Goal is to embed elements necessary to support a Learning Community.

"The Anatomy of Trust – BRAVING, is a challenge to go beyond the comfort of shared belief in Mission into the dynamics of authentic trust of self and others. I think it is a challenge worthy of your time and focus; I hope you do as well! –

Gordon McHenry Jr. – President and CEO of Solid Ground

What about your agency?

Do you have any examples of how your organization builds trust?

HOW CAN YOU ENGAGE?

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1. Join the Poverty Trends LCG learning community.
2. Explore the Approach of the Learning Community related to data and information examination in your agency.
3. Share what you have learned about Futures with your agency, leadership and organization.

TOOLKIT: http://www.wapartnership.org/what-we/futures/

Futures Structure …

- Timeline of Futures
- Funding of Futures
- Steering Committee Structure
- Lessons Learned
- Futures 3-State MOU
- MOU Background & Purpose
- Futures Facilitator Job Announcement

Research …

- 13 Dimensions Cards
- Futures Final Report OSU
- Theory of Change Infographic
- Futures TOC Beliefs

Learning Program …

- Designing a Learning Program

Personas …

- Megan the Manager
- Dina the Director
- Carol the Caseworker

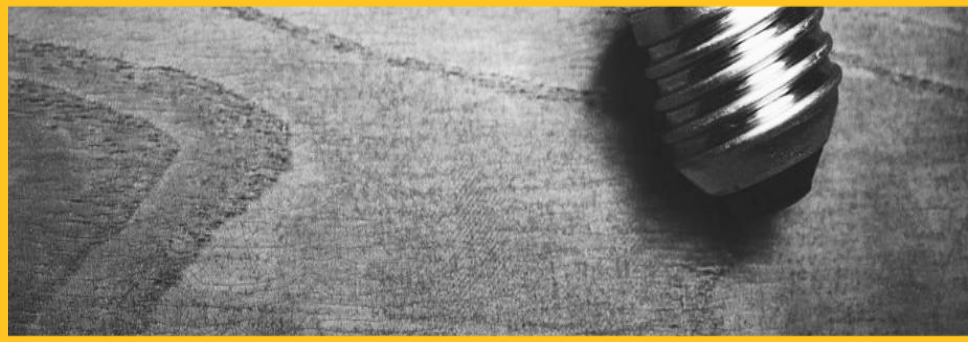
Recommendations …

- Future Recommendations

Questions & Answers







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THANK YOU



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Upcoming National Webinar Series Events

Wrapping Up & Looking Forward: Community Action Agencies Ending Homelessness Statewide

Nebraska has made significant progress in ending veteran homelessness and, between 2011 and 2016, reduced family homelessness by 35 percent. A new initiative in Maryland will reduce homelessness through improving and expanding rapid re-housing capacity statewide. This webinar will explore initiatives to end homelessness in both states and the role of Community Action Agencies. This final installment of the Decreasing Family Homelessness Learning Collaborative Webinar Series will also briefly recap content covered over the Webinar Series and explore what is next: how to expand the role Community Action Agencies are playing in state-level efforts to end homelessness.

41

Please Give Us Your Feedback!

https://www.surveymonkey.com/r/TheFuturesProjectPt4

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