

Building Community Capacity: Sustaining Pregnancy Assistance Fund (PAF) Grantee Conference

SUSTAINABILITY FRAMEWORK EXERCISE

Please mark the appropriate column for each sustainability item:

GREEN	–	Clearly a characteristic of your program
YELLOW	–	Somewhat characteristic of your program or has an uncertain status to you
RED	–	Clearly not a characteristic of your program

LEADERSHIP COMPETENCE

	GREEN	YELLOW	RED
Leaders clearly establish the project’s mission and vision.			
Leaders planned within the first two years for sustaining the project.			
Leaders continue planning for sustainability.			
Leaders develop and follow a realistic project plan.			
Leaders have identified alternative (and multiple) strategies for project survival.			

EFFECTIVE COLLABORATION

	GREEN	YELLOW	RED
Local decision makers are project collaborators.			
Community service agencies are project collaborators.			
Collaborators share responsibility for providing program resources.			
Collaborators share credit for project success.			
Collaborators have clearly defined roles and responsibilities.			
There is a shared vision among collaborators.			
Turf issues are resolved.			
Collaborators’ work on this project is supported by their agency.			
Collaborators are involved in program design, implementation, or evaluation.			

UNDERSTANDING THE COMMUNITY

GREEN YELLOW RED

Community needs are regularly assessed.			
Community resources/assets are regularly assessed.			
Community resources are effectively utilized by the project.			
The project addresses key community needs.			
The project accounts for diversity in the community.			
The project has strong local governmental support.			
Community members are involved in program design or implementation.			

DEMONSTRATING PROGRAM RESULTS

GREEN YELLOW RED

Evaluation plans are developed prior to implementing programs.			
Project effectiveness is demonstrated through evaluation.			
Evaluations are conducted on a regular basis.			
Evaluation results are used to modify programming.			
Project successes are made known to the community, funders, etc....			
Public relations (marketing) strategies are in place to highlight successes and to recruit participants, funders, and collaborators.			

STRATEGIC FUNDING

GREEN YELLOW RED

Current funding is sufficient for project operations.			
Funding is available on a long term basis (at least two more years)			
There are plans in place for obtaining additional funding.			
There is adequate funding for hiring and retaining quality staff.			

Small group work

STAFF INVOLVEMENT AND INTEGRATION

GREEN YELLOW RED

Staff are involved in program design.			
Staff are involved in project decision making.			
Staff are committed to the project mission, vision, and goals.			
Staff are qualified to work on the project.			
Staff are adequately trained.			
Staff are from the community that the project serves.			

PROGRAM RESPONSIVITY

GREEN YELLOW RED

Goals and programming that no longer meet the community's needs are reassessed and changed as appropriate.			
Programs that no longer meet the community needs are eliminated.			
When there are community needs that are not being met, programs are developed or expanded to better meet those community needs.			
Sites are consolidated as appropriate, to better use project resources.			

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Tallying Sustainability Factors

Where does your project need the most improvement? Where do its strengths lie? Tally each factor by the number of green, yellow, and red dots on each enlarged copy of the sustainability framework posted on the wall. Put the numbers in the space below. This will provide a group representation of the status of your project.

TALLY EACH FACTOR FOR YOUR GROUP:

	GREEN	YELLOW	RED
Leadership Competence			
Effective Collaboration			
Understanding the Community			
Demonstrating Program Results			
Strategic Funding			
Staff Involvement and Integration			
Program Responsivity			

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Sustainability: Highlighting and Prioritizing Factors

1. Check which of the following factors are mostly occurring in your project and need only to be maintained? [green]

- Leadership Competence
- Effective Collaboration
- Understanding the Community
- Strategic Funding
- Staff Involvement and Integration
- Demonstrating Program Results
- Program Responsivity

2. Check which of the following factors have your largest gaps. [red]

- Leadership Competence
- Effective Collaboration
- Understanding the Community
- Strategic Funding
- Staff Involvement and Integration
- Demonstrating Program Results
- Program Responsivity

3. Check which of the following factors are most in flux. [yellow]

- Leadership Competence
- Effective Collaboration
- Understanding the Community
- Strategic Funding
- Staff Involvement and Integration
- Demonstrating Program Results
- Program Responsivity

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Sustainability: Determining Item Priority

- 1. Going back to your group’s “dotting” exercise, look under each factor. List 2-3 items under each factor that your group determined needs the most work (look for a majority of red dots).**
- 2. List those items under each of the following factors that your group determined needs to be prioritized and focused on.**

Leadership Competence

1. _____
2. _____
3. _____

Effective Collaboration

1. _____
2. _____
3. _____

Understanding the Community

1. _____
2. _____
3. _____

Demonstrating Program Results

1. _____
2. _____
3. _____

Strategic Funding

1. _____
2. _____
3. _____

Staff Involvement and Integration

1. _____
2. _____
3. _____

Program Responsivity

1. _____
2. _____
3. _____

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Sustainability: Building Priority Consensus

After completing previous worksheets, please work within your group to come to a consensus of the 5-10 items your group wants to focus on over the course of the next six months to one year. This will begin the development of your sustainability plan. List them here.

1. Factor: _____
Item: _____
2. Factor: _____
Item: _____
3. Factor: _____
Item: _____
4. Factor: _____
Item: _____
5. Factor: _____
Item: _____
6. Factor: _____
Item: _____
7. Factor: _____
Item: _____
8. Factor: _____
Item: _____
9. Factor: _____
Item: _____
10. Factor: _____
Item: _____

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Developing Your Sustainability Plan

PURPOSE: To develop a sustainability plan and make a commitment for the future direction of your project.

Be as detailed as possible.

**Remember, this is your map into the future as you
work towards sustaining your project.**

**Your group should plan to meet on a regular basis in order to reassess
your sustainability plan as appropriate.**

***B*ased on all the work accomplished within your group – now is the time to take 3-5 items that your group has prioritized and fill in a Sustainability Action Plan Worksheet for each of the items that your group has selected.**

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Sustainability Action Plan Worksheet

Factor: _____

Item: _____

List activity(ies):

1.

2.

3.

4.

5.

Who will do what?

1.

2.

3.

4.

5.

Small group work

What is the timeline?

- 1.
- 2.
- 3.
- 4.
- 5.

How will you know that you have made progress on this activity?

- 1.
- 2.
- 3.
- 4.
- 5.

How and when will progress on this activity be disseminated to this group? To others?

- 1.
- 2.
- 3.
- 4.
- 5.