

Choice Means Choice Conference Fort Myers, FL

SUSTAINABILITY PLANNING

Presentation by



Pamela A. Lawrence, MSW Annie E. Casey Foundation and Eva Mosby, Urban Strategies Inc.

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Today's Discussion

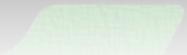
- 1. Define Sustainability Planning
- 2. Sustainability Plan Development- Process/Key Component
- 3. Example of Sustainability Plan and Process
- 4. Questions and Answers

Sustainability Planning Basics



WHY DEVELOP A SUSTAINABILITY PLAN?





Sustainability Planning

- A sustainability plan describes strategies to continue the services integration program. Sustainability can involve maintaining program services, staff members, and relationships among participating organizations.
- Sustainability occurs when the core elements of the program or practice are delivered and maintained at the implementing organization with fidelity or consistent quality after initial implementation.
- Sustainability of a program or practice requires intentional consideration and development of infrastructure supports to ensure ongoing implementation and improvement.

Key sustainability considerations

Program or practice integration

Implementation stages/resources

Organizational context

Collaborations and relationships

Strong Sustainability Planning Must Haves

- A. Program or practice Integration
- B. Solid implementation strategy- four stages:
 - Exploration- identify needs and assets of a focus population are explored and compared to potential programs' fit and feasibility within the organizational and system context and a program or practice is selected
 - Installation- planning and preparatory period dedicated to developing infrastructure that will support the program or practice, including building practitioner and organizational capacity
 - Initial implementation- initiate the use of the program or practice implementing with awareness - is a time of learning, with attention to using data and information for continuous improvement
 - □ **Full implementation**: when the majority of practitioners can skillfully deliver the program or practice, and the focus population experiences improved outcomes.

Strong Sustainability Planning Must Haves cont.

C. Organizational Context

- Develop decision-making processes
- Respecting and adjusting their value systems and organizational arrangements

D. Collaboration and relationships

- Designate points of contact
- Understand shared needs/capacities
- □ Shared Goals/agreed use of resources
- Maintain integrity and accountability
- □ Set measures to inform program/share story

- □ **Financial sustainability** Financial sustainability means finding a way to use resources in a way that prevents their depletion.
- Leadership succession planning Leadership succession planning focuses on setting parameters on how to choose new executive directors, board members, and other nonprofit leaders.
- Strategic planning Nonprofit strategic planning focuses on creating a transparent and well-informed plan, <u>listening to the community</u> you serve, envisioning how you want your organization <u>to grow over time</u>, establishing a framework to turn your <u>vision into reality</u>, executing your plan, and evaluating the success of your plan.

How to Plan for Sustainability?

A sustainability plan must meet the particular needs of a community and contain the following:

- Program description, continuation or growth plan
- List and Description of Key Stakeholders and Partnerships Roles
- Communication Approaches (tailored to audience)
- Environmental Supports
- Funding and Financial Support and Future Needs
- Organizational Capacity and Future Needs- space, staffing, leadership
- Program Evaluation Plans
- Political Support Needs (Short and Long-Term)
- Plans for Continued Strategic Planning

Resources that Support Sustainability

Resources must make sense to your organization

- Leveraging shared positions and resources
- Becoming a line item in an existing budget
- Incorporating activities and services in organizations with a similar mission
- Applying for grants
- Using existing personnel resources
- Soliciting in-kind support
- Fundraisers
- Using third-party funding
- Developing a fee-for-service structure
- Acquiring tax revenues
- Securing endowments and giving arrangements
- Establishing membership fees and dues
- Developing a business plan
- Creating a for-profit corporation to help pay for the nonprofit side; endowment trust
- Have programs be "picked up" by other organizations



Questions & Discussions

