



Choice Means Choice Conference

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SUSTAINABILITY PLANNING

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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

Sustainability Planning Aligns

- ❑ **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, listening to the community you serve, envisioning how you want your organization to grow over time, establishing a framework to turn your vision into reality, 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

