

## Strategic Planning Committee Notes

9/7/2022

Attendees:

Diana Carminati, Consultant; Bill Schrecker, VHFA, Justin Graham, CHCB, Dave Riegel, CHT; Stephanie Smith, CVOEO; Ari Kisler, OEO, AHS; Jennie Davis, CVSD; Nicole Kubon, Steps to End DV; Amy Carmola, United Way

### I. Meeting with Diana

#### a. Prior work with Alliance and with strategic planning

- i. What is overall plan? How can it be shaped?
- ii. What is role of the alliance in context of strengths and weaknesses, what kinds of supports are needed,

#### 1. Would like to revisit prior plan and evaluate its outcomes

a. Last round of planning went well and set group up for some short-term successes

b. Covid happened- extensive response was required and orgs shifted into survival mode

c. Have experienced a large amount of turnover over the last 1-2 years, loss of institutional knowledge

- i. When there is turnover, do we have proper transition plans in place? Do folks know they should transition the work?

1. Can CCHA roles be written into job descriptions to encourage continuity, considering orgs will be in different stages and sizes, needs to create benefit for orgs to participate, not create an addt'l labor

- ii. Sometimes seems like engagement is dependent on individual and not the organization

1. Are organizations roles and expectations clearly defined? Do they know what it means to be a member of the alliance?

- a. Revisit purpose of alliance and balance of representing autonomous organization while representing alliance and shared values and beliefs

#### d. Balance of state process-

- i. No capacity to approve upon staffing without creating own separate 5013c standalone non-profit

1. Ending up deciding to remove the collaborative applicant from a funded organization,

2. Take a look at current picture of things, how are things going, what concerns do you have, where do you wish to be in 5 years?

- a. What are the governance issues around that? What supports would be needed?
- b. What is the capacity needs of partners, what is the capacity of the org as a whole to support the partners?
- c. What does sustainability mean
  - i. Human resources/ governance
  - ii. Financial resources
- d. How do similar-sized COCs structure their governance, how are they set up and what do their continuity plans look like
  - i. Need to know who is essentially responsible for what
  - ii. Does CEDO have an MOU with VHFA? Does it outline how financing will work?
- e. What successes have we seen?
  - i. Collaborative covid response
  - ii. Group provides a space for conversations and relationship building, allows partners to teach each other and their work and intentions/goals,
    1. Especially pulls together direct service staff as opposed to leadership, allowed for more client centered work to be done instead of org-level
  - iii. Existence of governance structure of group is fairly consistent opposed to other groups that are unstructured
  - iv. Shift to virtual meetings has gone well, participation has remained consistent
3. Spent time on focus groups, summarized outcomes of groups and evaluate summaries as a group
  - a. Find common themes that are appearing and is it understood from their lenses
4. Starting point by looking at what do we have (documents, etc.)
  - a. What docs do we have, where do they live, (asset mapping)

#### Action steps

\*\*Create transition plan for coordinator position

Orientation packet/training document for new members

Create agreement for new members