

Phone: 833-568-8864  
Webinar ID: 161-949-0536

Welcome to  
**Strategies for Sustaining Your VISTA Project**  
January 28, 2021



Jan-21 | 1 | © 2020 AmeriCorps



1

---

---

---

---

---

---

---

---

Phone: 833-568-8864  
Webinar ID: 161-949-0536

## Today's Agenda

- Define sustainability and clarify the role of VISTA members in program sustainability
- Identify actions you can take to promote project sustainability using a "sustainability lens"
- Prepare to transfer what you've built during your year of service



© 2020 AmeriCorps Jan-21 | 2

2

---

---

---

---

---

---

---

---

Phone: 833-568-8864  
Webinar ID: 161-949-0536

## Today's Speakers



**Chris Hawkes**  
AmeriCorps VISTA Training Specialist



**Sarah Gleason**  
AmeriCorps VISTA Trainer and Capacity Building Consultant



**Nadiyah Roberts-Green**  
VISTA Leader  
Siena College



**Rebecca Webber**  
VISTA Alum  
The Village for Families & Children



© 2020 AmeriCorps Jan-21 | 3

3

---

---

---

---

---

---

---

---

# Defining Sustainability

Phone: 833-568-8864  
Webinar ID: 161-949-0536



Sustainability is the ability of a program or organization to continue to be responsive to the needs of the community and effectively engage community stakeholders.

© 2020 AmeriCorps Jan-21 | 4

4

---

---

---

---

---

---

---

---

# Program Sustainability

Phone: 833-568-8864  
Webinar ID: 161-949-0536



© 2020 AmeriCorps Jan-21 | 5

5

---

---

---

---

---

---

---

---

# Poll

Phone: 833-568-8864  
Webinar ID: 161-949-0536



Which leg(s) are you building up?



© 2020 AmeriCorps Jan-21 | 6

6

---

---

---

---

---

---

---

---

**VISTA Role in Program Sustainability** Phone: 833-568-8864  
Webinar ID: 161-949-0536 

<p><b>Supervisor/Organization &amp; Community</b></p> <ul style="list-style-type: none"> <li>• Envision future of project</li> <li>• Create &amp; implement a sustainability plan</li> <li>• Orient sub-sites and members to plan</li> </ul>	<p><b>VISTA Members</b></p> <ul style="list-style-type: none"> <li>• Build capacity of organization and community through VAD activities</li> <li>• Engage staff and community in VAD activities</li> <li>• Transfer knowledge, products, &amp; relationships at the end of service</li> </ul>
--	--

© 2020 AmeriCorps Jan-21 | 7

7

---

---

---

---

---

---

---

---

**Building Capacity in 2020-2021** Phone: 833-568-8864  
Webinar ID: 161-949-0536 



**Nadiyah Roberts-Green**  
VISTA Leader  
Diversity Coordinator

- Developed online trainings and tools to support diversity, equity, and inclusion.
  - Training materials and guides
  - Community contact spreadsheets
- Saw an immediate need for resources to support collaboration and online training.
- Using Google Drive to ensure that resources are accessible in the future.

© 2020 AmeriCorps Jan-21 | 8

8

---

---

---

---

---

---

---

---

**Building Capacity in 2020-2021** Phone: 833-568-8864  
Webinar ID: 161-949-0536 



**Rebecca Webber**  
VISTA Alum:  
Substance Abuse  
Prevention VISTA

- Worked to engage the community in substance abuse prevention work.
- VAD initially focused on building relationships.
- Pivoted to strengthening systems that would help with relationship building in the future.
  - Tracking spreadsheets

© 2020 AmeriCorps Jan-21 | 9

9

---

---

---

---

---

---

---

---

## Identifying Actions You Can Take to Promote Project Sustainability

Phone: 833-568-8864  
Webinar ID: 161-949-0536



Applying a "sustainability lens" to your VAD activities



© 2020 AmeriCorps Jan-21 | 10

10

---

---

---

---

---

---

---

---

## The Sustainability Lens

Phone: 833-568-8864  
Webinar ID: 161-949-0536



- Will I, or someone else, have to do this again?

© 2020 AmeriCorps Jan-21 | 11

11

---

---

---

---

---

---

---

---

## The Sustainability Lens

Phone: 833-568-8864  
Webinar ID: 161-949-0536



- Will I, or someone else, have to do this again?
- What circumstances could change?

© 2020 AmeriCorps Jan-21 | 12

12

---

---

---

---

---

---

---

---

**The Sustainability Lens** Phone: 833-568-8864  
Webinar ID: 161-949-0536 



- Will I, or someone else, have to do this again?
- What circumstances could change?
- Could others get involved?

© 2020 AmeriCorps Jan-21 | 13

13

---

---

---

---

---

---

---

---

---

---

**The Sustainability Lens** Phone: 833-568-8864  
Webinar ID: 161-949-0536 



- Will I, or someone else, have to do this again?
- What circumstances could change?
- Could others get involved?
- What happens when I'm not here anymore?

© 2020 AmeriCorps Jan-21 | 14

14

---

---

---

---

---

---

---

---

---

---

**VISTA Assignment Description Activity Assessment** Phone: 833-568-8864  
Webinar ID: 161-949-0536 

<b>VAD Activity</b>	Coordinate a silent auction	
<b>Will I, or someone else, have to do this again?</b>	Yes - annual fundraising event	<b>Action:</b> Document process including lessons learned and recommendations
<b>What circumstances could change?</b>	Loss of hospitality business donors	<b>Action:</b> Reach out to new business sectors
<b>Could others get involved?</b>	Yes - different functions could be delegated	<b>Action:</b> Identify current volunteers who could play a role
<b>What happens when I'm not here anymore?</b>	Other staff/VISTA will have to carry on the event	<b>Action:</b> Put together an after-event report and share it at a weekly staff meeting

© 2020 AmeriCorps Jan-21 | 15

15

---

---

---

---

---

---

---

---

---

---

**Transferring What You've Built** Phone: 833-568-8864  
Webinar ID: 161-949-0536 

 Knowledge

 Products

 Relationships

© 2020 AmeriCorps Jan-21 | 16

16

---

---

---

---

---

---

---

---

**Thinking with the End in Mind** Phone: 833-568-8864  
Webinar ID: 161-949-0536 

When you started your VISTA (or VISTA leader) service, what would have been helpful to have in terms of knowledge, products, or relationships?



**Rebecca Webber**  
VISTA Alum:  
Substance Abuse  
Prevention VISTA

A better system for transferring relationships



**Nadiyah-Roberts Green**  
VISTA Leader  
Diversity  
Coordinator

More insight into "office norms" and professional research practices

© 2020 AmeriCorps Jan-21 | 17

17

---

---

---

---

---

---

---

---

**Transferring Knowledge** Phone: 833-568-8864  
Webinar ID: 161-949-0536 



**Document the knowledge you've gained about the community**

- Make it accessible and easy to find
- Create asset maps
- Create reports with the results of processes like research, analyses, engagements
- Make presentations to stakeholders, including organizational leaders and staff

© 2020 AmeriCorps Jan-21 | 18

18

---

---

---

---

---

---

---

---

**Transferring Knowledge: Examples** Phone: 833-568-8864  
Webinar ID: 161-949-0536 

Advocating for community representation in organization events and presentations

Organizing research in clearly labeled online folders



© 2020 AmeriCorps Jan-21 | 19

19

---

---

---

---

---

---

---

---

**Transferring Products** Phone: 833-568-8864  
Webinar ID: 161-949-0536 

**Share the tools, templates, resources, or training materials you've created**

- Design with the end in mind
- Train and coach users
- Make user guides
- Make them accessible (e.g., shared drive, Google drive, Dropbox)



© 2020 AmeriCorps Jan-21 | 20

20

---

---

---

---

---

---

---

---

**Transferring Products: Examples** Phone: 833-568-8864  
Webinar ID: 161-949-0536 

- Creating templates for all materials so they can be updated in the future
- Leaving "how-to" guides to edit tools (ex: Excel sheets)
- Training other program staff
- Labeling folders according to product type
- Including helpful resources with products



© 2020 AmeriCorps Jan-21 | 21

21

---

---

---

---

---

---

---

---

Phone: 833-568-8864  
Webinar ID: 161-949-0536

## Transferring Relationships

Document and transfer the relationships you've built

- Create a contact database
- Use "we" instead of "I"
- Connecting community partners and leaders to staff
- Community advisory boards
- Partnership agreements, memoranda



© 2020 AmeriCorps. Jan-21 | 22

22

---

---

---

---

---

---

---

---

Phone: 833-568-8864  
Webinar ID: 161-949-0536

## Transferring Relationships: Examples

- Adding an online speaker series to training curriculum
- Connecting staff to community contacts
- Creating a detailed "Community Map"
  - Contact directory annotated with tips



© 2020 AmeriCorps. Jan-21 | 23

23

---

---

---

---

---

---

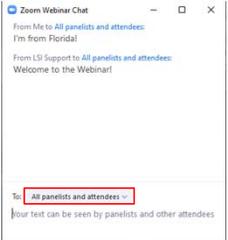
---

---

Phone: 833-568-8864  
Webinar ID: 161-949-0536

## Chat Question

*What is one thing you are doing - or plan to do - to transfer capacity or build the sustainability of your program or organization?*



© 2020 AmeriCorps. Jan-21 | 24

24

---

---

---

---

---

---

---

---

Phone: 833-568-8864  
Webinar ID: 161-949-0536

## Next Steps

1. Apply the “sustainability lens” to your VAD activities

Activity	What if I must do this again?	What if circumstances change?	What if others get involved?	What happens when I'm not here anymore?

2. Consider how you will transfer what you've built

- Knowledge
- Products
- Relationships

© 2020 AmeriCorps Jan-21 | 25

25

---

---

---

---

---

---

---

---

---

---

Phone: 833-568-8864  
Webinar ID: 161-949-0536

## Sustainability Resources

VISTA Resources

- VAD Activity Assessment
- Creating a Binder for the Next VISTA
- Project Sustainability Assessment Checklist to Promote Sustainable VISTA Projects
- Webinar: Building Sustainability into a Volunteer Program

External Resources

- Center for Public Health Systems Science
- [Program Sustainability Assessment Tool](#)

© 2020 AmeriCorps Jan-21 | 26

26

---

---

---

---

---

---

---

---

---

---

Phone: 833-568-8864  
Webinar ID: 161-949-0536

## Webinar Evaluation

- How can we improve this presentation?
- Please take a few moments to complete a brief evaluation survey once we log off today.
- Find the survey link in the Chat on your screen.
- Thank you for your feedback!

© 2020 AmeriCorps Jan-21 | 27

27

---

---

---

---

---

---

---

---

---

---

What questions do you have?



28

---

---

---

---

---

---

---

---

**Upcoming Webinar** Phone: 833-568-8864  
Webinar ID: 161-949-0536

**Getting to Know Your  
Non-Competitive Eligibility Benefit**  
Wednesday, February 24, 2021  
3-4:00 p.m. ET / 12-1:00 p.m. PT

© 2020 AmeriCorps. Jan-21 | 29

29

---

---

---

---

---

---

---

---

*Thank you for your service!*

Jan-21 | 30 © 2020 AmeriCorps.

30

---

---

---

---

---

---

---

---