



Welcome to

Project Sustainability Approaches & Strategies



Today's Speakers



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Side by Side
Associates, Partners in
Community Building



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AmeriCorps VISTA



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Session Goals

By the end of the webinar, you will be able to:

- Define project sustainability within the VISTA context
- Define member and supervisor roles
- Identify specific practices that can lead to VISTA project sustainability
- Plan for sustainability
- Identify existing resources

Sustaining the VISTA's Work



- Who will carry on the VISTA's work?
- How will you ensure that they are ready?
- How will you build community & organizational support?

Members wanted to know more about...

- Impact of the project activities on the overall agency goals
- Tips to help transfer community relationships
- Concrete examples of ensuring sustainability



Supervisors wanted to know more about...

- Helping members understand impact
- Defining sustainability with sub-sites
- Focusing on sustainability from the start
- Helping members prepare for the next VISTA
- Working with community partners on sustainability

What, How & Who of Sustainability

What is sustainability?

How does it work?

Who owns it?

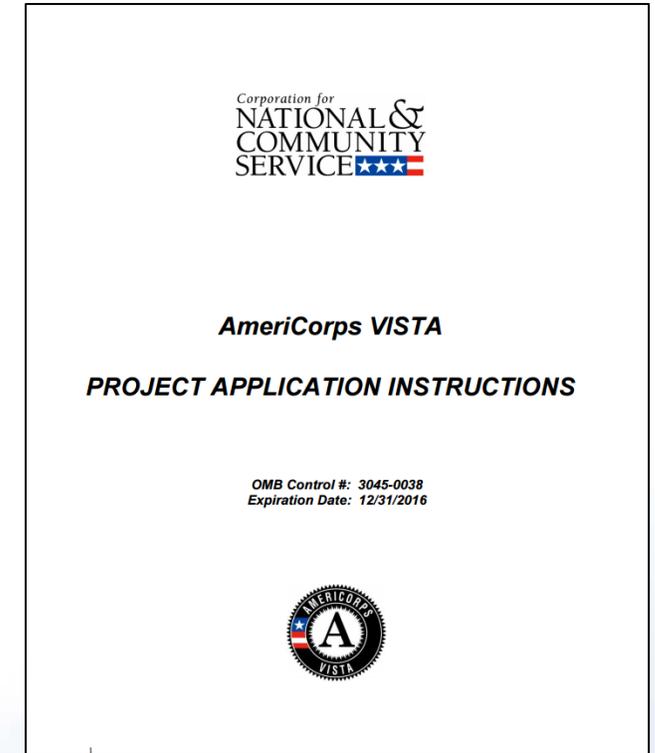
What Is Sustainability?

Sustainability is the ability of a program or organization to continue engaging community stakeholders to meet the needs of the community efficiently and effectively after the last VISTA is gone.

VISTA Project Application & Sustainability

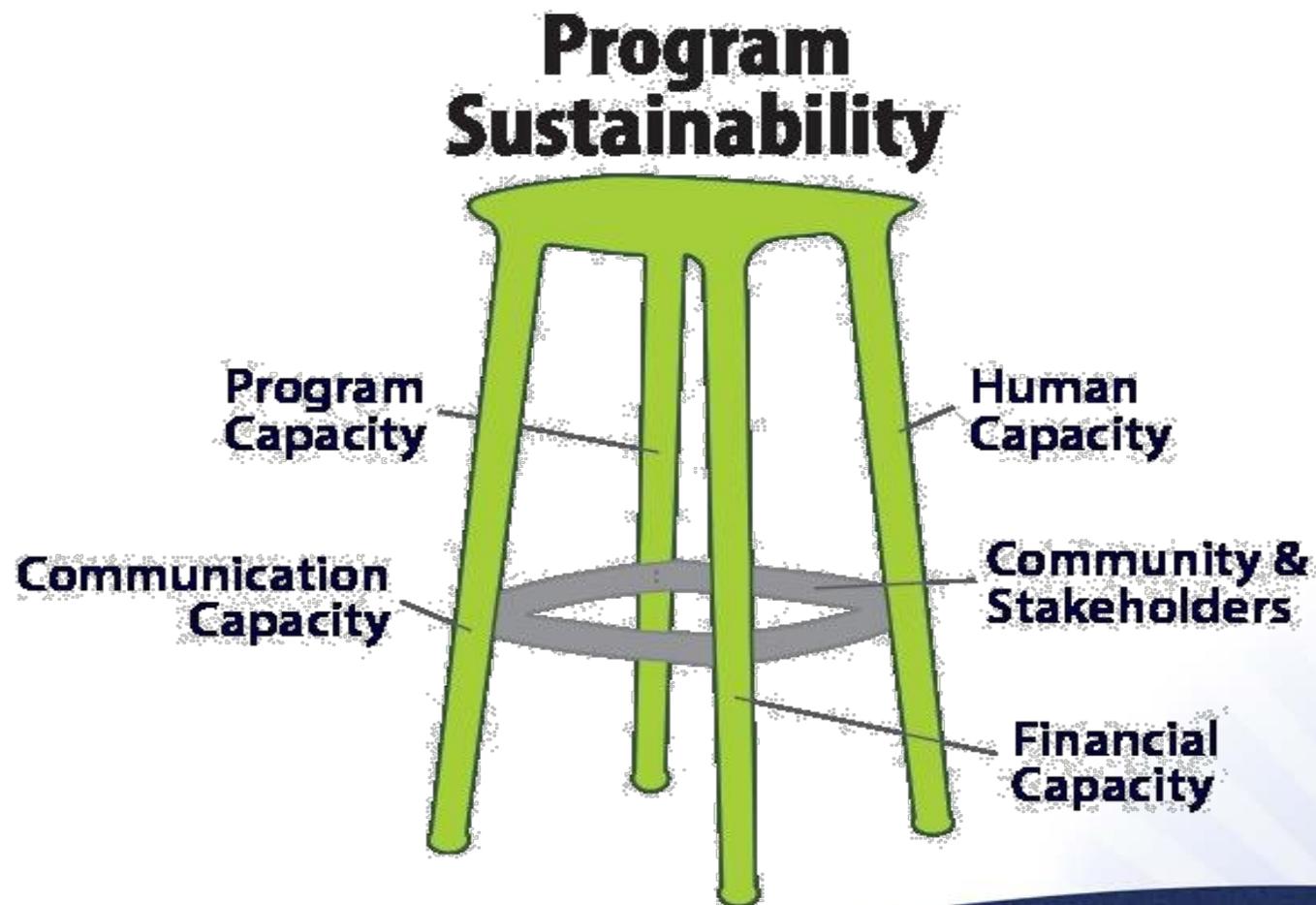
What?

- Outlines how the project will build long-term sustainability
- Describes how this approach will change over time as the VISTA(s) implements the project
- Accessible in eGrants or from your sponsoring organization
 - See the “Strengthening Communities” section



4 Types of Organizational Capacity

What?



Building Capacity for Sustainability

What?

VISTA projects build capacity to support program sustainability.
VISTA members:

- Create, expand or strengthen organizational systems or processes
- Engage and empower community members and organizational partners



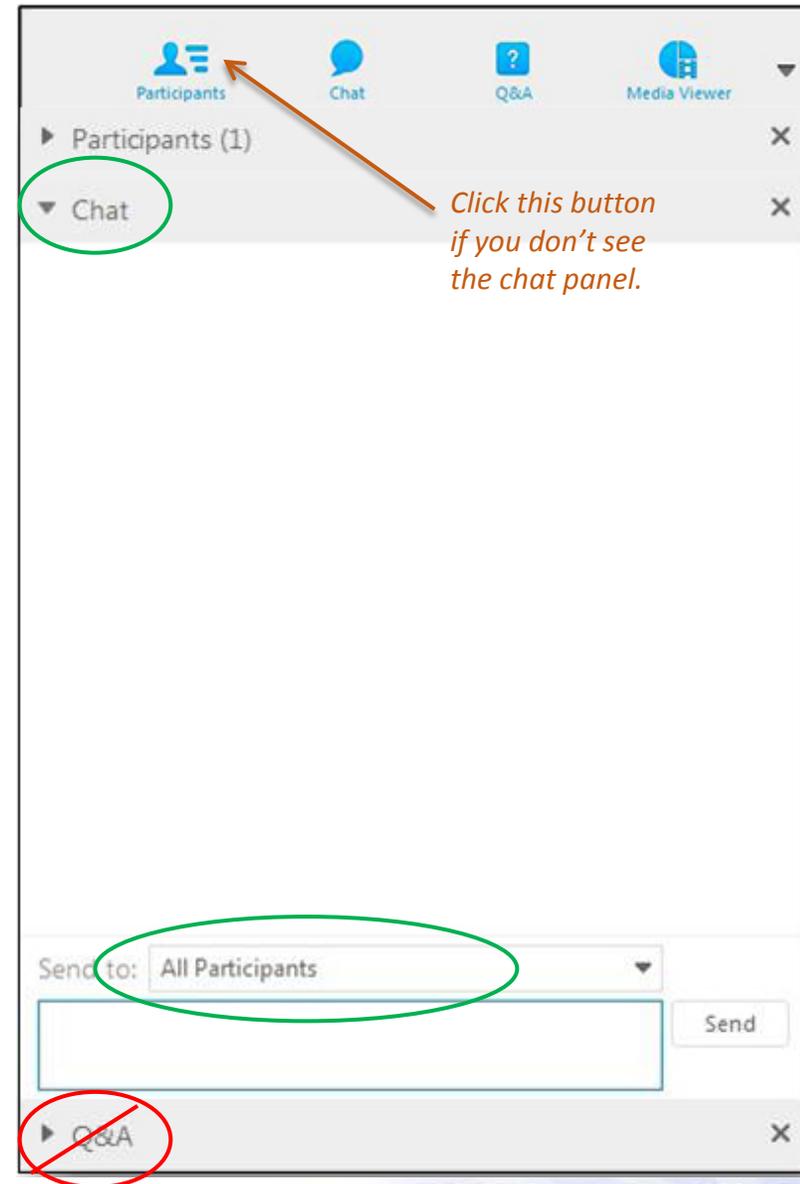
Project Example: WCS Mentoring

- **National goal:** Education
 - **Agency goal:** Improve educational and behavioral outcomes
 - **Project goals:** Ensure that children of incarcerated parents receive the educational, social, and emotional support they need
 - **VAD goals:** Develop a sustainable volunteer recruitment and management systems for the WCS mentoring program
 - **VISTA activities:** create outreach systems, develop targeted marketing materials, enhance the current mentor training

How?

Chat Question

- What factors do you think lead to sustainable VISTA projects?



How?

Study of Sustainable VISTA Projects

84% of VISTA projects operating 3 years later

- Trained and dedicated VISTAs
- Support from the community
- Established and experienced organizations
- Alignment of project goals with the mission

(2010) The VISTA Program Assessment Final Report, Westat

Why were some projects not sustained?

How?

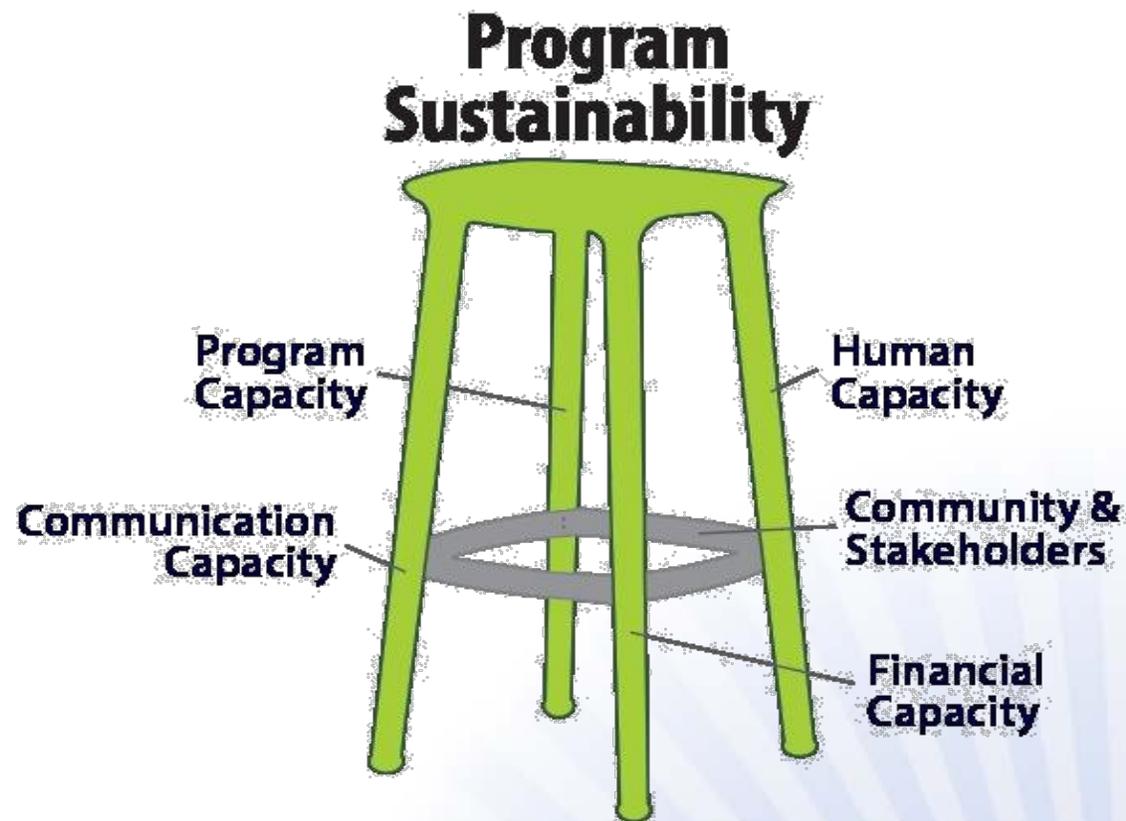
- Poor organization/project management
- Lacked resources - funds and/or volunteers
- Lacked community support
- Lacked organization support



How?

Create a Plan

- Is there a plan for sustainability?



How?

A Sustainability Plan should include:

- Objectives
- Milestones
- Timeline
- Activities
- Persons responsible
- Plan for checking in/
assessing progress



Who is Ultimately Responsible

Q: Who is responsible for sustainability?

A: The staff person who is looking at the 'big picture' of sustainability for your program.

Sustainability Roles

Supervisor/Organization & Community

- Envision future of project
- Create & engage community advisory board
- Create & implement sustainability plan
- Orient sub-sites & members to plan

VISTA Members

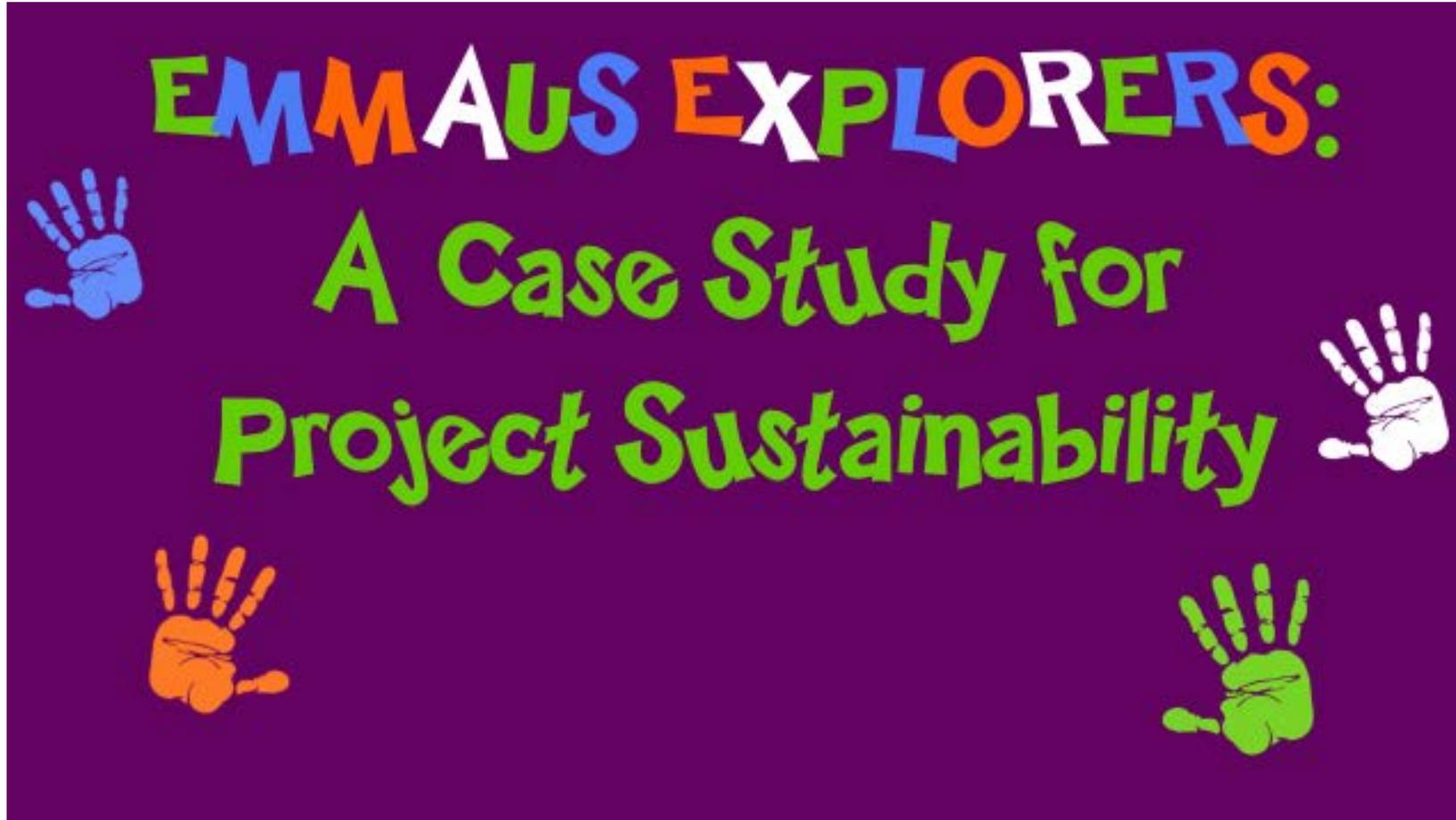
- Build capacity of organization & community
- Support sustainability through VAD activities
- Engage staff and community in VAD activities
- Transfer knowledge, products, & relationships

Sustainability Across the Project Lifecycle

Who?

	Pre VISTA: Project Application	Year 1	Year 2	Year 3	Post VISTA
Organization	Articulate goals & community engagement plan	Administer VISTA project with goal to increase capacity & sustain, plan for post VISTA	Administer VISTA project with second year goals building on year 1 , plan for post VISTA	Administer VISTA project with third year goals building on year 2, plan for post VISTA	Continue project tasks and/or utilize capacity that has been built to meet organization & community goals
Community & Partners	Consult on application (i.e. needs sensing)	Consult and get involved with project	Consult and increase involvement in project	Consult and begin to taking on project tasks/roles	Continue projects tasks & roles (i.e. committee work, volunteer roles)
VISTA member(s)		Carry out VAD duties, Build capacity, transfer capacity to next member	Carry out VAD duties building on year 1, build capacity, transfer capacity to next member	Carry out VAD duties building on year 2, transfer capacity to staff and community (i.e. set up advisory board process)	

Example from the field



Gretchen Arntz,
Emmaus Rebuilding
Lives AmeriCorps
VISTA



Lindsey Spratt
Emmaus Rebuilding
Lives AmeriCorps
VISTA

Evolution of Emmaus Explorers

- 2015 Emmaus Explorers launched
- Summer enrichment program for homeless children and their families
- Goal: Help children increase their confidence and self esteem in the class room and develop a stronger sense of stability and community through family engagement
- Initial funding: Massachusetts Service Alliance
- Themed summer camp sessions, family enrichment events, and field trips
- 2016 Expansion to include after school programming

Emmaus Explorers

Outcomes and Future Goals

2015

- Served 50 children from 34 families
- Partnered with 13 community organizations and engaged 73 volunteers in over 1,200 hours of service
- Created 3 replicable programs: Learning is Fun, Building Community, and Exploring the Arts.

2016

- Spring introduced Volunteer Leadership Program to ensure sustainability
- Summer piloting similar programs for homeless mothers and other homeless adults

Emmaus 10 Tips for Creating a Sustainable Project

1. Create replicable projects
2. Cohesion with organization's mission and strategic goals
3. Intentional focus on sustainability throughout the design and implementation phases
4. Likelihood of achieving your desired outcomes
5. Buy in from the executive leadership and Board of Directors

Emmaus 10 Tips

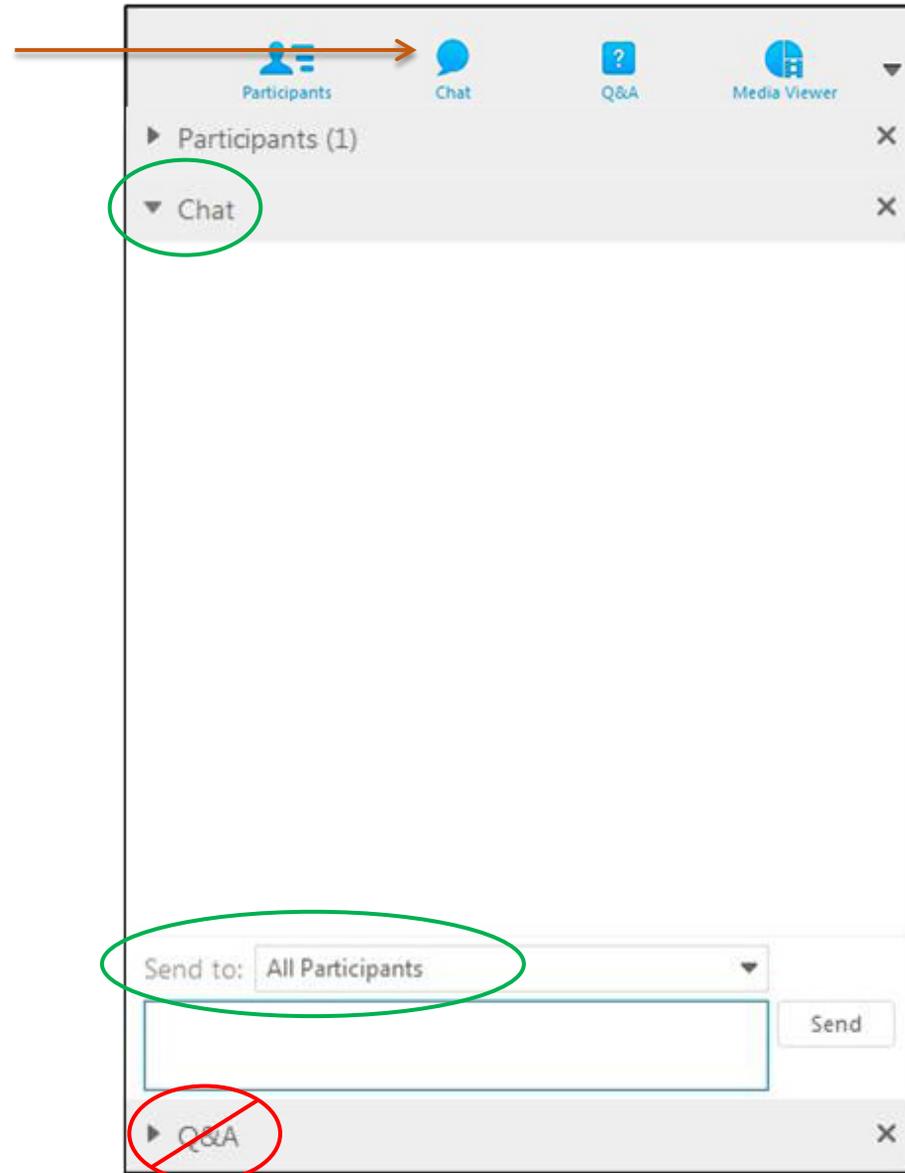
for Creating a Sustainable Project Cont.

6. Understanding the project's funding needs and determining likely funding opportunities
7. Effective staff and volunteers
8. Adequate non-staff resources
9. Involvement of community partners
10. Continually measure success and make ongoing adjustments to your project

Chat Question

- How are you working with your VISTA(s) to ensure the sustainability of your program?

Click this button if you don't see the chat panel.



Who?

How?

Pass It On!

Capacity building includes the transfer of:



Knowledge



Products



Relationships

Who?

What?

How?

Transferring Knowledge

Who?

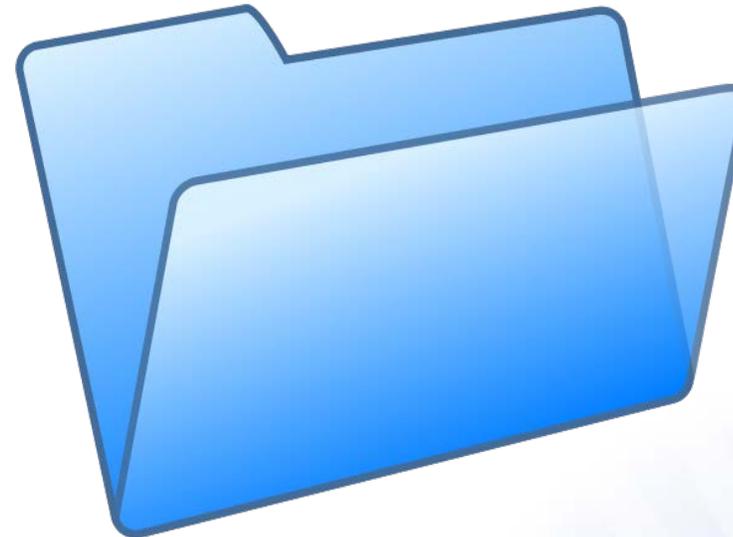
How?



- Asset maps
- Stakeholder analysis
- Story collection
- Presentations to organizational leaders and staff
- Community events and presentations

Transferring Products

- Training and coaching users
- Planning guides, user guides, templates
- Electronic 'binders' on shared drive, Google drive, Dropbox



Who?

How?

Transferring Relationships

Who?

How?

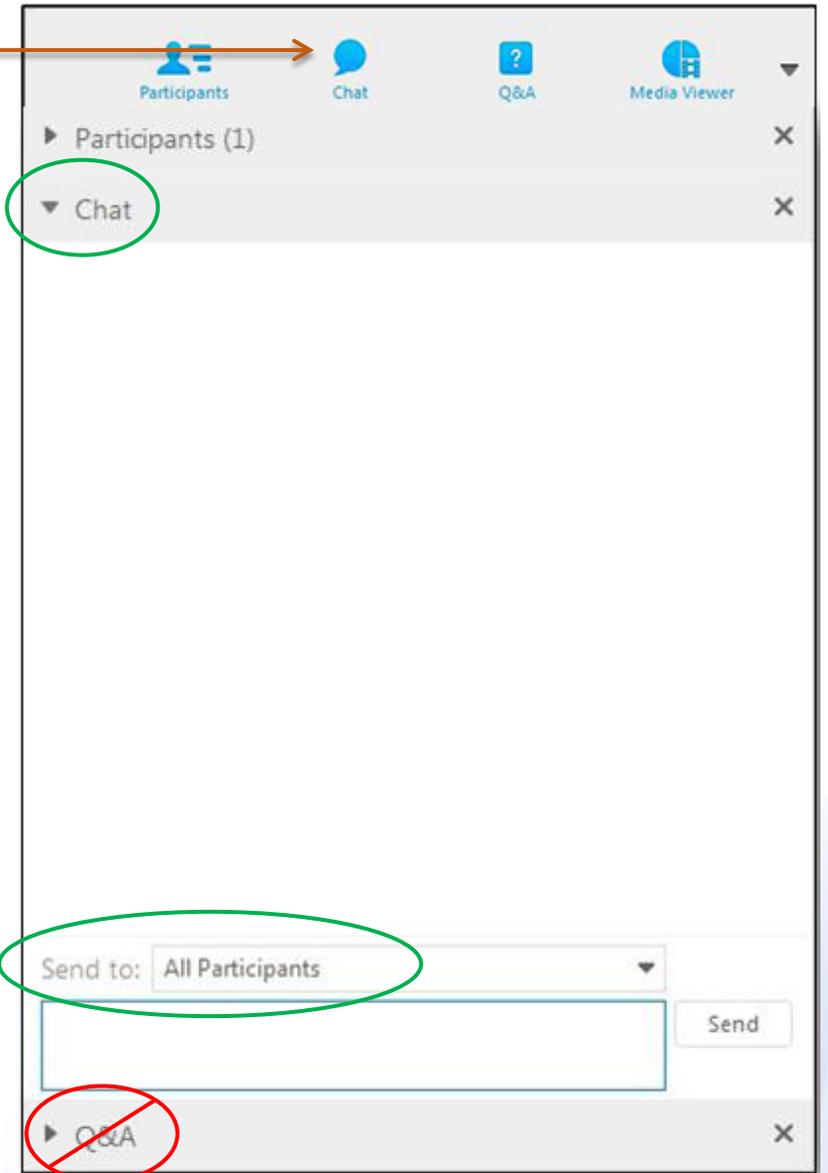


- Contact database
- Use “we” vs “I”
- Connecting community partners and leaders to staff
- Community advisory boards
- Partnership agreements, memoranda

Chat Question

- List one action you will take to ensure the program will continue after your last VISTA departs.

Click this button if you don't see the chat panel.



Tools & Resources

VISTA Specific

- Project Sustainability Assessment Checklist To Promote Sustainable VISTA Projects
- Capacity Building in Action for Supervisors
- Gaining Community Buy In
- Weekly Supervisor Meeting Template
- VISTA Sustainability Report

From the Field

Center for Public Health Systems Science

- [Program Sustainability Assessment Tool](#)
 - [Assessment](#)
 - [Planning Templates & Resources](#)

Community Foundation of Jackson Hole

- [Building Sustainability for Nonprofit Organizations](#)

Next Steps

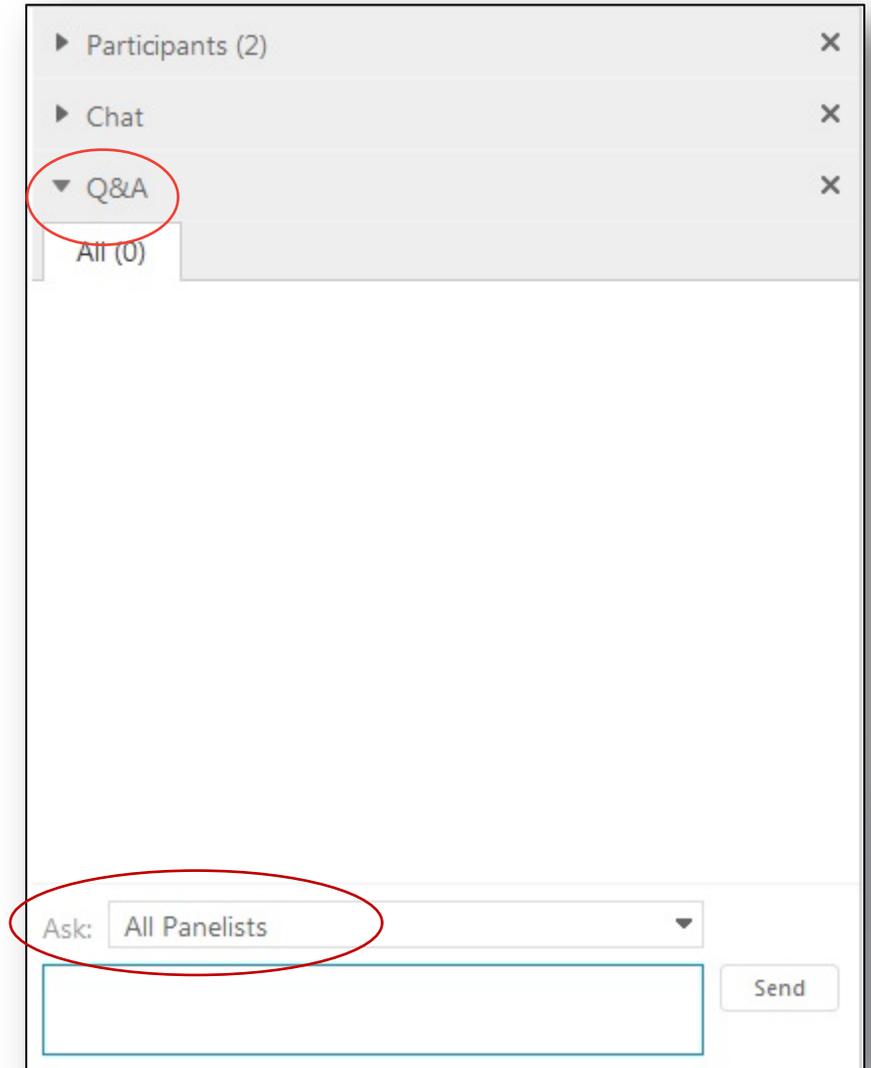
1. Ask your VISTAs to attend the member version of this webinar **next Wednesday 4/27** or watch the recording at:
<http://www.vistacampus.gov/vista-webinars>
2. Review project application “Strengthening Communities” section
3. Talk with your VISTA about sustainability, and make a list of knowledge, products, and relationships to be transferred
4. Review the sustainability resource list and use them to start or enhance your sustainability plan

Evaluation

- Please take a few moments to share your feedback through the quick poll on the right side of the screen.
- How can we improve these sessions? What topics should we include in future webinars?
- Thank you very much for your time and participation!

Questions ?

- To ask a question verbally, call in using the number on this slide and press *1
- To ask a question electronically, use the Q&A feature located in the bottom right corner of the screen. Please ask “All Panelists”



Thank You for Your Participation!

If you have further questions or for more information, contact us:
VISTAwebinars@cns.gov

VISTA member sustainability webinar:

**Beyond VISTA: Project Sustainability
Approaches and Strategies**

Apr 27, 2016
2:00pm Eastern

Next supervisor webinar:

**Preparing Your Members for Life After
VISTA**

May 17, 2016
2:00pm Eastern

*Visit the Webinars page on the VISTA Campus
for a schedule of upcoming webinars and recordings of past webinars*