



Process Guiding Principles

- Target audience must be part of the solution.
- Everyone should have the opportunity to be a producer of their own and their community's well being (contained in additional ABCD handouts in the VC recruitment binder).
- Aspirational rather than need-based.
- Start with what we have.
 - Staffing
 - Funding
 - Infrastructure
- Engage all stakeholders at their level of interest.

Moving our community's health and human service efforts...from...to...

1. Competition to Collaboration
 - a) Up front and ongoing involvement of key stakeholders
 - b) Resources multiplied through collective synergy
 - c) Core ongoing network of quality collaborators for rapid response to future opportunities
2. Confusion to Consensus
 - a) Factually based
 - b) Negotiated agreements on "how to's"
 - c) Clear definition of meaningful changes we choose to make
3. Meandering to Measuring
 - a) Meaningful measurements to all stakeholders
 - b) Defined, measurable community outcomes
 - c) Ongoing systemic focus on changing community conditions
4. Inferring to Investing
 - a) Expectations defined
 - b) Resource requirements considered at every step
 - c) Investor feedback systems integral to design
5. Avoidance to Attraction
 - a) Everybody with something to contribute can participate.
 - b) Best efforts guaranteed with complete disclosure of risks
 - c) Culturally sensitive plans on how we will achieve our results
6. Immobility to Innovation
 - a) Action based process
 - b) Experimentation (risks disclosed up front)
 - c) "Breakthrough's" sought
7. Assumption to Accountability
 - a) Ethical, effective and efficient management process
 - b) High fiscal standards, transparent reporting

POPI Background - Guiding principles for Community Development

“ABCD in Action”

1. Everyone has gifts.
2. Relationships build a community.
3. Residents at the center.
4. Leaders involve others as active members of the community.
5. Everyone cares about something.
6. Motivation to act.
7. Listening conversations.
8. Asking questions rather than giving answers invites stronger participation.
9. Ask, ask, ask.
10. A citizen centered organization is the key to community engagement.
11. Institutions have reached their limits in problem solving.
12. Institutions as servants.