

**Purdue CD Priority Area: Community and Organizational Development**

**Situation:** Residents, organizations and institutions often overlook or have difficulty mobilizing community capital assets. This condition is perpetuated by a lack of content and process knowledge as well as weak local connections to lead community planning efforts. Deficiencies in community and organizational development can serve as stumbling blocks for communities aiming to sustain progress or begin the process of revitalization.

**Goal:** Equip community and organizational leaders/representatives with the capacity to facilitate and pursue sound planning and secure the fiscal resources to achieve local improvement efforts

Inputs	Outputs		Outcomes and Impacts		
What we invest	What do we do?	Who is reached?	Short Term: What participants will feel, know, and be able to do after participating in the program?	Medium Term: How do we think the participants will behave or act differently after participating in the program?	Long Term: What kind of impact can result if the participants behave or act differently after participating in the program?
Extension educators that are:	Develop conceptual framework for research-based Extension program	Representatives from:	Participants will be aware of the importance of community and organizational planning and its necessary skillsets	Participants will report increased leadership competency through the ability to effectively facilitate discussions	A more diverse spectrum of a community's residents will be confident in their ability to facilitate productive conversations
<ul style="list-style-type: none"> <li>Trained &amp; knowledgeable of content of specific public issues, civic engagement processes, local government functions, and organizational/ community development</li> </ul>	Adapt existing curricula & develop additional program resources, integrating content and process expertise	<ul style="list-style-type: none"> <li>Government agencies</li> </ul>	Number of participants indicating a deeper appreciation for the complexity of organizations/ communities, need to plan strategically and important skills	Number of training participants who used their facilitation skills	<ul style="list-style-type: none"> <li>Percent of general population of a community that engages in meaningful community planning process;</li> <li>(NC) Number of participants reporting new leadership roles and opportunities undertaken</li> </ul>
<ul style="list-style-type: none"> <li>Well-connected to local people and groups.</li> </ul>	Organize and conduct programs	<ul style="list-style-type: none"> <li>Business and industry</li> </ul>	Participants will increase their confidence to facilitate productive gatherings	Participants will explore and submit more high quality grant applications as valid opportunities arise	The community will have individuals skilled in grant-writing techniques
A core team of Extension educators that has adopted community and organizational development signature programs	Evaluate and revise programs	<ul style="list-style-type: none"> <li>Non-profit organizations</li> </ul>	Number of training participants engaging in facilitating meetings, workshops and other planning efforts	<ul style="list-style-type: none"> <li>Dollar value of grants sought and applied for by the participants;</li> <li>(NC) Dollar value of grants and resources leveraged/generated by communities</li> </ul>	<ul style="list-style-type: none"> <li>Dollar value of resources leveraged by businesses, communities and organizations as a result of skilled grant-writing individuals;</li> <li>(NC) Dollar value of grants and resources leveraged/generated by communities;</li> <li>(NC) Dollar value of resources leveraged by businesses</li> </ul>

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Multi-faceted teams of educators and specialists focused on an issue	Train extension educators and community leaders to facilitate planning processes	<ul style="list-style-type: none"> <li>Community foundations</li> </ul>	Participants will increase their competencies in grant-writing	Participants will establish procedures for identifying, discerning and applying for new grant opportunities	Grants will be awarded to foster further community development
External advisory group/planning team that identifies needs and opportunities related to community/organizational development	Develop outcome indicators	<ul style="list-style-type: none"> <li>Civic organizations</li> </ul>	Dollar value of efficiencies and savings	<ul style="list-style-type: none"> <li>Number of participants implementing a strategy or plan for pursuing grant opportunities;</li> <li>(NC) Number of participants reporting new leadership roles and opportunities undertaken;</li> <li>(NC) Number of community or organizational plans developed;</li> <li>(NC) Number of community and organizational policies/plans adopted or implemented;</li> <li>(NC) Dollar value of grants and resources leveraged/generated by communities</li> </ul>	(NC) Dollar value of grants and resources leveraged/generated by communities
External partners that can help support and participate in Extension's educational activities	Launch program statewide	<ul style="list-style-type: none"> <li>Faith-based organizations</li> </ul>	Participants will better understand how their community and organizational planning skillsets can be applied in intrapersonal, interpersonal, organizational and community contexts	Participants will take on new leadership roles and opportunities in the community (political, governmental civic, social, and other community organizations)	Residents will be able to routinely engage in a balanced discussion using a skilled facilitator
Technology system to inform and/or deliver programs	Disseminate information about accomplishments, outcomes and impacts	<ul style="list-style-type: none"> <li>Educational institutions</li> </ul>	Number of participants engaged in a planning process	(NC) Number of participants reporting new leadership roles and opportunities	<ul style="list-style-type: none"> <li>Quantity of meaningful public discussions lead by skilled facilitator;</li> <li>(NC) Dollar value of volunteer hours leveraged to deliver programs (Independent Sector value)</li> </ul>
Internal and external financial resources	Rethink/revise educational resources based on feedback and evaluations	<ul style="list-style-type: none"> <li>Underrepresented minorities</li> </ul>	Participants will increase their skills and knowledge required to be more effective community leaders	Individuals will develop and implement specific action plans as a result of their involvement in leadership development or public dialogue and deliberation activities	Participating organizations throughout Indiana develop and implement strategic plans.

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Research-based educational products/resources		<ul style="list-style-type: none"> <li>Underserved populations</li> </ul>	<ul style="list-style-type: none"> <li>Number of participants increasing knowledge, skills, and desire to design and facilitate planning processes;</li> <li>(NC) Number of participants reporting new leadership roles and opportunities undertaken</li> </ul>	<ul style="list-style-type: none"> <li>(NC) Number of community or organizational plans developed;</li> <li>(NC) Number of community and organizational policies/plans adopted or implemented</li> </ul>	<ul style="list-style-type: none"> <li>(NC) Number of community or organizational plans developed;</li> <li>(NC) Number of community and organizational policies/plans adopted or implemented</li> </ul>
Support from administration for Community and Organizational Development work		<ul style="list-style-type: none"> <li>Community residents</li> </ul>	Participants will widen their network of relationships with individuals and organizations due to opportunities to utilize newfound skills		
		<ul style="list-style-type: none"> <li>Constituencies directly affected by a public issue</li> </ul>	<ul style="list-style-type: none"> <li>Number of new and direct contacts;</li> <li>(NC) Number of participants reporting new leadership roles and opportunities</li> </ul>		
			Participants will be more aware of their roles and duties as board members.		
			<ul style="list-style-type: none"> <li>Number of participants indicating they felt actively engaged and able to contribute in board meetings;</li> <li>(NC) Number of participants reporting new leadership roles and opportunities undertaken</li> </ul>		
			Participants will demonstrate competency in community and organizational planning by effectively using techniques introduced through Extension program.		
			Estimated effort (Number of FTE's) by participant using learned competency		(NC) Dollar value of volunteer hours leveraged to deliver programs (Independent Sector value)
			(NC) Educational Contacts	Number of civic engagement events held	(NC) Dollar value of organization and/or community-generated volunteer hours (based on Independent Sector hr value)

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			(NC) Number of racial minority contacts	(NC) Dollar value of volunteer hours leveraged to deliver programs	(NC) Number of volunteer hours for community generated work
			(NC) Number of Hispanic contacts	(NC) Dollar value of organization and/or community-generated volunteer hours (based on Independent Sector hr value)	(NC) Dollar value of efficiencies and savings
				(NC) Number of volunteer hours for community generated work	(NC) Dollar value of grants and resources leveraged/generated by communities
					(NC) Dollar value of resources leveraged by businesses