DISCUSSION GUIDE:

CONTINUUM OF CHANGE

Purpose of this Discussion:
This agenda and worksheet can be used to create a "continuum of care" model for your community. This model includes the range of services that would be needed to support individuals and families at all stages, beyond what one organization alone could provide. It is a way to begin identifying partners and allies in your community.

Hoped-For Outcomes:
- Develop a continuum of care model for your community
- Identify how programs and services can meet the needs and interests of community residents across a range of family conditions and circumstances
- Identify allies and partners who can be a part of this work

90-MINUTE AGENDA AND DISCUSSION QUESTIONS

Round of Introductions and Personal Reflection 10 min

Start with a round of introductions where people respond to the following prompt:

> In what ways have you not been able to meet the full range of challenges faced by your clients?

Note: You may want to write down answers on a flipchart for everyone to see and remember.

Introduce the Exercise 15 min

Explain that the goal of this exercise is to help participants consider how your organization can be part of a larger network addressing client and community needs along a continuum.

Give each person a copy of the attached worksheet, along with the example created by Mutual Assistance Network of Del Paso Heights (MAN).

Review the MAN example together as a group. Things to highlight include:

> The three stages MAN has identified at the bottom of the chart and think about comparable stages for you community.
>
> The areas where MAN can act on its own as a service provider, and where it needs to partner with other organizations
>
> The "Community Change" box. Think about what these goals might be for your community and how your current services contribute to them.

Small Group Work 25 min

Break into small groups of about 3 or 4 people and ask each group to discuss and fill-in the attached worksheet. (NOTE: Some services will span and apply to multiple stages)

As they work, ask them to think about the following questions:

> What range of services would be needed to support individuals and families at each point along the continuum?
>
> Who can provide those services in our community now?
>
> Where are their gaps and how would we begin to fill them?

Full Group Discussion 30 min

Have one or two groups present their continuum of care to the larger group

As they present have each presenter highlight:

> Any 'A-ha!' moments from the group discussion
>
> Where the group struggled

After each presentation, have members of the wider group offer feedback, observations and comparisons to their own findings during the exercise

After the selected groups have finished presenting, discuss together what the stages at the bottom of your continuum should be. Each stage should reflect the various states that individuals and families can be in from unstable to a thriving, strong community. For example, in the MAN model the left-hand column is "unstable homes," followed by "stable, but not thriving homes," and finally "thriving homes".

Have the group discuss:

> What points along this hypothetical continuum does your organizational work currently address?
>
> What other organizations do you know of that are addressing other points along the continuum?
>
> Any common themes or recommendations they would make about incorporating this model into your current practice?

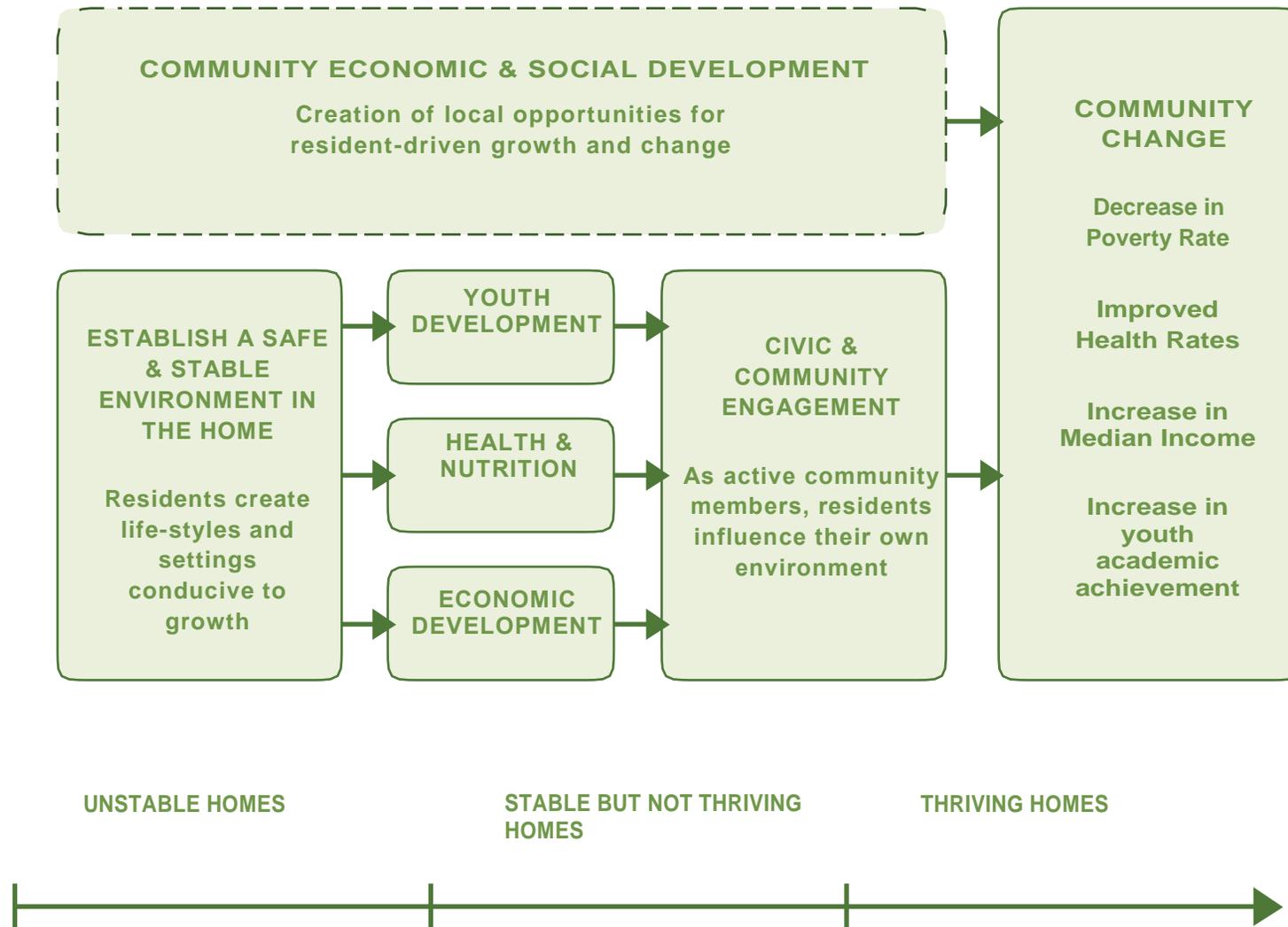**Closing and Evaluation 10 min**

Ask people to share:

> Something they learned, or a moment in the discussion that surprised them.
>
> One thing they liked and one thing they would change about the conversation.

Close the discussion and thank people for their participation.

SAMPLE CONTINUUM
Mutual Assistance Network of Del Paso Heights

COMMUNITY ECONOMIC & SOCIAL DEVELOPMENT

Creation of local opportunities for resident-driven growth and change

COMMUNITY CHANGE

Decrease in Poverty Rate

Improved Health Rates

Increase in Median Income

Increase in youth academic achievement

ESTABLISH A SAFE & STABLE ENVIRONMENT IN THE HOME

Residents create life-styles and settings conducive to growth

YOUTH DEVELOPMENT

HEALTH & NUTRITION

ECONOMIC DEVELOPMENT

CIVIC & COMMUNITY ENGAGEMENT

As active community members, residents influence their own environment

UNSTABLE HOMES

STABLE BUT NOT THRIVING HOMES

THRIVING HOMES

Building Movement Project
www.buildingmovement.org

Continuum of Change Worksheet

Goal in Stage 1: (How do you address the needs of individuals and families in crisis?)	**Goal in Stage 2:** (How do you work with clients to maintain stability in the face of environmental barriers?)	**Goal in Stage 3:** (How do you build a positive environment that nurtures individuals and promotes community success?)
Services needed to achieve Goal 1:	**Services needed to achieve Goal 2:**	**Services needed to achieve Goal 3:**
Partners and Allies: (Who else is doing this work?)	**Partners and Allies:** (Who else is doing this work?)	**Partners and Allies:** (Who else is doing this work?)

Stages Along the Continuum:

Building Movement Project
www.buildingmovement.org