



HOW DECISIONS ARE  
MADE!

CREATING AND  
ENHANCING A BROAD  
BASED GOVERNANCE  
SYSTEM FOR YOUR SOC

# RFA Required Activities

## 2.4.1 (selected governance references)

- Establishment of a governance body (either through a newly created structure or by building on the strengths of existing interagency structures)
- Multi-agency integration of functions, processes and policies
- Interagency collaboration
- Establishment of an administrative team responsible for managing grant activities
- Mechanisms for ensuring full participation of families, youth and family run organizations in decision-making, governance and evaluation

# RFA Infrastructure Development (15 points)

- Describe the composition and responsibilities of the proposed governance body, including how families and youth will be incorporated and how cultural and linguistic competence will be demonstrated
- Describe procedures for systems integration, interagency collaboration, services integration, care plan development, flexible funding, care review, access, financing. Workforce development and community leader support

# Governance Defined

To conduct the affairs of an organization,  
to influence or direct

# Governance Built In From The Federal Government

- RFA that describes what is required to apply for funding
- Your application to reflect the RFA and approval of your plan
- Cooperative Agreement-Your agreement to do what is in your plan and the RFA
- Active, involved Federal Project Officer assigned to your community, approves major budget and staff changes, on TA calls and leads the Federal Site Visit Team

# Governance Built In (continued)

- Community Principal Investigator is responsible to Federal Project Officer and Cooperative Agreement
- Two reports annually to FPO
- Federal Site Visit in year 2 & 4 with recommendations following
- National Evaluation feedback

# SOC Governance is Different, it is more about:

- Creating opportunities for partnership and collaboration
- Transformation
- Connecting to state initiatives
- Influencing policy
- Building for sustainability
- “Barrier busting”
- Giving family and youth a voice
- Modeling SOC values
- Building a broad based community system and ensuring the understanding by all that the funding is for the children, families and youth

# Great Governance

Starts With Great Collaboration

Collaboration Defined: A mutually beneficial relationship between two or more parties who work toward common goals by sharing responsibility, authority and accountability for achieving results



# Characteristics of Good Governance

- What Characteristics Would You Like of Your Governance System?
- Let's Make a List Together

# Critical Characteristics of SOC Governance

- Balanced-true sharing of responsibility, power and authority
- Inclusive-with significant and authentic decision making roles for all who desire a role
- Broad-Many places available to be a part of decision making for family, youth state and community partners
- Defined- Roles concise, clear and understandable
- Simple

# Governance Characteristics (continued)

- Culturally and linguistically competent
- Clear communications flow and work flow and easily explainable to all stakeholders with diagram
- Efficient and effective
- Clear roles and procedures for decision making
- Responds quickly but also accommodates a more deliberate approach when needed

# Buy In, Investment, and Sustainability are Directly Linked to Decision Making

- Why we use terms such as BROAD governance SYSTEM
- People come to work in collaborations because; they care, they can gain something, they have an investment
- People stay in collaborations because they are involved in decision making and feel that they have helped to build the system (which leads to sustainability)

# Broad Based Governance System

## STAKEHOLDERS

MEETING EVERY OTHER MONTH

### Full Partnership

Facilitator

Agenda

- 2 Framed Major Challenges
- Work Group Meet
- Work Group (Some) Report Progress
- Agency Pitch – Networking

OK

Memorandum of Agreement



Send a Work Group Out      Standing or Ad Hoc

### Decisions

- Broad SOC Community Strategy
- Intake System
- Social Marketing
- Referrals to Community Services
- Participation in Child & Family Teams
- Family Involvement

## Coordinating Committee

Odd Number Group 11-13-17-19 PD, PI, Community Leaders, Lead Family, Family Member, Youth, Policy Makers, Lead Evaluator

OK

### Role

- Frame Major Strategic challenges to go to full partnership
- Set agenda for full partnership meeting
- Model SOC principles
- Barrier busting
- Conscience of SOC, Cultural competency, family inclusion, collaboration
- Help the PD
- Model Change
- Do It 1<sup>st</sup>
- High Standard of Care/Quality

### Administrative Team

- Grant Requirements
- Grant Administration
- Staffing
- Budget
- Quality

# Family and Youth Involvement in Your Governance System

- Where should Family and Youth be in your governance system? Everywhere!
- Pair family members and pair youth
- Prepare a welcome for them
- Provide background information and meeting protocols to new families
- More tips

# SOC Conflict in Developing Systems of Care

- Collaboration does not mean that all members agree with each other all the time.
- Developing a system of care is based on bringing a diverse group of people with varying values, mandates, and structures together to create something that all can support.
- Conflict is a normal part of this process and can play a healthy role in transforming the system.
- It is when conflict is unacknowledged and unaddressed that it can become a barrier to true collaboration.

# Strategies to reduce or address potential conflict

- Learn each other's issues and why the individual(s) is concerned
- Understand the underlying interests
- Clarify key points in discussion/disagreement
- Explore other potential resolutions that meet the need
- Assure all issues are addressed
- Use of formal conflict techniques such as neutral facilitation or mediation.