

**New Hampshire Children in Nature Coalition (NHCINC)
Organizational Development and Statewide Program Coordination Work Plan**

Overall Problem Statement: Large numbers of individuals in New Hampshire have expressed interest in developing the NHCINC to promote and coordinate activity around increasing the amount of outdoor free and creative play in the natural environment, to help to reduce childhood obesity and to increase children’s use of all their senses.

Goal: To further develop and fully implement the organizational structures of the NHCINC by the end of 2010.

Objective 1: To convene the shared leadership governance committee and to implement its oversight of statewide efforts of the NHCINC by 2010.			
Activity	Responsible Party	Time Frame	Progress Measurements
a. Convene collaborative leadership team and commence training and development activities. b. Collect and establish baseline data to enable us to measure changes in the organization’s structure and function. c. Identify additional committee members that come from various sectors.	Participating agency partners and the leadership team	Oct. 2008 and ongoing	Collaborative Leadership Team convenes. Baseline data achieved. Additional members identified and solicited.

Objective 2. To plan and jointly promote the mission related activities of participating groups through shared promotional and communication materials and campaigns during the 2008-2009 fiscal year.			
Activity	Responsible Party	Time Frame	Progress Measurements
a. Engage joint planning efforts with staff consultants and volunteers to develop and produce materials and a website for the communications and promotional campaign. b. Design and produce printed materials.	Collaborative Leadership Team; Convener; Messaging, Audience & Communications Committee; consultants and volunteers	Oct. 2008 – Dec. 2009	MOUs completed. Planning and Design team selected, consultants hired. Website created. Printed materials created.

Objective 3. Develop and publicize a comprehensive list of services and programs on outdoor, creative, nature-based activities, including how this information can be accessed in NH.			
Activity	Responsible Party	Time Frame	Progress Measurements
a. Create data set of activities and services. b. Put list up on the new website, with links to already-established information.	Messaging, Audience and Communications Committee	a. Oct. 2008 and ongoing b. Oct. 2009	Existing data collected. List posted.

Objective 4. Use needs assessment to further identify gaps and opportunities for nature based activities and services in NH.			
Activity	Responsible Party	Time Frame	Progress Measurements
Identify gaps and opportunities in services.	Task Team Development Committee, working jointly with numerous partnering agencies/organizations	Nov. 2008 and ongoing	Needs are assessed.

Objective 5. Expand access to specific nature based services in the region through redistribution and sharing of resources and expertise.			
Activity	Responsible Party	Time Frame	Progress Measurements
a. Find and obtain new models for increased visibility and participation in existing activities. b. Determine strategies to address needs with partnering agencies by recruiting them to join the NHCINC.	Regional Working Group	Jan. 2009 and ongoing	Potential models are assembled. Strategies for addressing needs are assembled.

Objective 6. Develop, plan and seek resources for addressing needs and opportunities.			
Activity	Responsible Party	Time Frame	Progress Measurements
a. Draft plan for funding increased activities and services, using best practice model. b. Establish the development committee of the NHCINC. c. Develop funding plans through search and sharing.	Task Team Development Committee	a. 2009-10 and ongoing b. Jan. 2009 c. Feb.- April 2009	Plan for funding of assessed needs is drafted. Development Committee is created. Funding plans are constructed.

Attachment 11

Objective 7. Increase the availability of opportunities for the collective community of collaborators to share and grow.			
Activity	Responsible Party	Time Frame	Progress
a. Plan, develop and implement a statewide conference for 2008-09 to include: - Training for NHCINC members in new methods. - Opportunities to recruit and retain new partners. - Opportunities to reward people for their collaborative efforts. - Sessions to develop and firm up ideas gathered in previous statewide meetings.	Conference Planning Subcommittee	Nov. 2008 - May 2009	Annual Conference is planned, developed, and implemented with: - Training conducted. - New partners recruited. - Members rewarded for their efforts. - Ideas and work developed.

Objective 8. Expand the capacities and overall governance function of the shared leadership team of NHCINC.			
Activity	Responsible Party	Time Frame	Progress Measurements
a. Develop and undertake training in collaborative leadership competencies. b. Continue to develop policies and procedures to facilitate on going governance and partnerships. c. Plan and conduct a series of committee trainings d. Develop recognition and understanding of stylistic and behavioral differences of system-wide governance participants around acknowledgement and use of shared collaborative leadership vs. traditional board governance.	Collaborative Leadership Team	a. Oct. 2008 and ongoing b. 2008-9 c. Feb. 2009-Feb. 2010 d. Jan. 2010 and ongoing	Procedures for establishing partnerships and on going initiatives are clear. Committee trainings occur.

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Objective 9. Plan and implement methods for increasing the awareness and understanding of the successful state wide collaborative entity.			
Activity	Responsible Party	Time Frame	Progress Measurements
a. Plan and implement recognition activity. b. Training for staff of partner agencies in use of collaborative methods. c. Expand use of electronic referral tools and interagency communication tools.	a. Special Planning Committee and selected consultants b. Consultant c. Messaging, Audiences and Communications Committee	a. Feb. 2009 b. April 2009 c. Jan. 2010	Activities occur. Training occurs. Internal communications are facilitated.

Objective 10. Develop joint specialized service and collaborative relationships beyond those that already exist with other service providers in the region so as to strengthen the statewide coalition.			
Activity	Responsible Party	Time Frame	Progress Measurements
a. Develop agreements and protocols that allow for new members to be included along with special arrangements for data and record sharing. b. Welcome Wagon for new members.	Collaborative Leadership team and Messages, Audience, and Communication team	a. Jan. - March 2009 b. Feb. 2010	Agreements, protocols, and materials are created.

Objective 11. Successfully plan and implement expanded methods of sharing lessons learned with others in this state and other states about collaborative leadership development in NHCINC			
Activity	Responsible Party	Time Frame	Progress Measurements
a. Communicate with CIN grass roots leadership team nation wide.	Task Team	Sept. 2009	NHCINC is connected, communicating and sharing knowledge with other like groups nation-wide.

Objective 12. Increase the integration of children in nature activities services across the system of partnering agencies schools, towns and NGOs by the end of 2012.			
Activity	Responsible Party	Time Frame	Progress Measurements
a. Continued convening of regional task force in conjunction with integrated system approach. b. Developed new functional working groups or task teams as needed.	Regional Working Group	Ongoing	NHCINC is connected to other state-wide initiatives, programs, and services in other disciplines.