

## **Kaua`i Planning & Action Alliance**

*Bringing people together to create a better future for Kaua`i*

### **ALLIANCE IN ACTION**

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#### ***KPAA Holds Its First Membership Meeting***

Mahalo to all who attended KPAA's first membership meeting on October 17. It provided a wonderful opportunity to network with colleagues and friends. Roxanne MacDougall led an activity where folks at each table shared a recent success, then related an organizational challenge they wanted some help with, and their tablemates provided ideas, resources and insights. Our community is indeed fortunate to have so much knowledge and experience among its citizens.

Many examples of the successful implementation of new programs were shared. Other successes included forming a new collaboration, getting new plans developed and approved, and finding that having a clear mission has kept work focused through thick and thin. Congratulations on your success!

Challenges our organizations face include: moving from a small organization with part-time staff to one that is fully staffed; keeping administrative costs down; recruiting participants in new programs; finding funding to sustain successful programs and develop new ones; reaching consensus and managing change; resisting the temptation to try to be everything to everyone; being able to offer salaries that attract applicants; developing affordable housing; motivating the community to exercise more; and meeting the needs of those without health insurance. Does your organization face any of these challenges?

#### ***What Does It Take to Build a Better Community?***

At the KPAA membership meeting, Chris van Bergeijk, Vice President of Programs at the Hawaii Community Foundation, Robin Danner, President and CEO of the Council for Native Hawaiian Advancement, and KPAA's Diane Zachary shared their ideas on community building. Here are a few highlights.

*Chris van Bergeijk* offered several lessons she has learned through her work with communities.

- Scale matters – the closer to home an issue is, the more people want to be and can be involved.
- Leadership matters – the success of a program is directly linked to the effectiveness of its leadership.
- Pay attention to the balance between process and action. While having an effective process is important, people stay involved when they have a chance to take meaningful action that will produce results.
- Successful programs have community building at their core.
- Collaboration is hard work and requires patience and commitment.

*Robin Danner* provided her insights on the elements needed for effective community building:

- Have the right partners. Think through who needs to be involved.
- Put aside rumors about each other and get the facts.
- Risk discussing the challenges – be honest.
- Be willing to engage and become involved.

*Diane Zachary* supported the ideas presented and added that we build community by doing things together – by talking, listening, respecting, understanding, learning, disagreeing, supporting, accomplishing, recreating, enjoying, honoring, grieving and celebrating together.

#### ***What is Sustainability?***

If you ask most people involved in non-profit and community-based organizations what sustainability is, a large percentage will talk about funding. While that is an important element, Andrew Aoki of 3Point Consulting spoke recently at a workshop in Honolulu hosted by the Agenda for Building Community Fund Collaborative. In his own unique and hilarious way, Andrew presented a broader vision of sustainability composed of five elements.

### **1) Sustained Finances**

- Improve your revenue mix
- Control expenses
- Build a reserve
- Replace risky money with better money
- Let go of money, programs and staff that don't measure up

### **2) Sustained Relationships**

- Work with competing organizations to create networks/systems
- Align goals and strategies with others
- Trade work, time and expertise
- Take care of people (staff, board members, other volunteers, etc.)

### **3) Sustain Momentum**

- Build a reputation for achievement
- Keep your constituency on your board
- Have a strategy for the naysayers
- Keep things exciting
- Adapt through changing times

### **4) Sustained Leadership**

- Plan for being without key individuals
- Create and nurture an organizational and community culture
- Build administrative sophistication
- Adapt management systems to change

### **5) Sustained Knowledge**

- Train and develop staff and volunteers
- Assess current community needs to make sure you're working on the right things
- Track and record results
- Keep adequate pace with technology
- Keep a record of historic data and knowledge.

## ***Training Announcements***

The Hawai'i Small Business Development Center Network and Kaua'i Community College Office of Continuing Education are joining forces to offer "Professional Sales Force" training on November 19th and 20 at the Aloha Beach Resort. The presenter will be Robin Bryne, author of World Class Performance programs. There is a fee for the training. To receive a complete description of the courses and a registration form, call 246.1748.

If you will be offering training or activities that would benefit Kauai's non-profit community and would like to announce it in this monthly newsletter, please contact Diane at [kpaa@hawaii.rr.com](mailto:kpaa@hawaii.rr.com).

### **Questions about KPAA? Comments? Please contact:**

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### ***Aloha: It's Kaua'i's Spirit***

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