



Human Resource Coalition

Of Routt County

IRL OF ROLL

County

35

Due-Paying

Member Organizations

Strategic
Planning through
Interviews
Survey
Collaborative
Planning

STRATEGIC PLANNING

IN THE SPRING OF 2024 the HRC engaged with Centrality Research to conduct a participatory planning process to determine the read map for the HRC for 2025-2028.

Centrality Research conducted interviews with key partners, members, civic leaders, government officials, and health and human service staff across the county about the needs of the health and human services sector and the aspirations for the HRC in its continued evolution.

This process reaffirmed that the HRC is a reputable coalition of organizations with the capability to organize, advocate, and align the realty and human services sector of Routt County to create lasting and systematic change to increase protective factors throughout all the county, for all residents, through all stages in life.

Whole county – Whole person – Whole life

Routt County HRC exists to bring health and human service organizations together to network, collaborate, share the impact of our work, equitably distribute city and county funds to local nonprofits and advocate to strengthen the nonprofit infrastructure across the valley.

FOCUS AREAS

Members came together to synthesize information from interviews as well as a county-wide provider survey. Members of the HRC determined that there are 5 areas which would allow the HRC to create the greatest collective impact.

NETWORKING - Foster connection to spark relationships, new ideas, innovation, collaboration, and create a deeper understanding between the HHS organizations of Routt County.

COLLABORATION - Continue to build, maintain, and encourage meaningful collaboration for greater impact throughout Routt County.

EDUCATION - Share stories to the community and local governments through tracking and analysis of data.

FUNDING - Supports the sustainability of HHS organizations by ensuring city & county funds and expanded funding opportunities.

ADVOCACY - HRC's collective voice represents our organizations and our clients to create systems level changes aimed at the social determinants of health.

HRC Road Map

Year 1

Strengthen the capacity of HRC member organizations to collect, analyze, and synthesize data to share collective and individual impact.

Comprehensive understanding of the HHS field, what services exist, and what each organization specializes in.

Members indicate an increased sense of encouragement and support for Project Based collaboration to elevate the work of HHS organizations in Routt County.

HRC has an established HRC advocacy plan.

Year 2

Develop a collaborative process for collecting data across HRC organizations.

HHS membership represents the diversity of HHS organizations across the county.

Secure 2-3 new funding sources for collaborative projects (dependent on grant opportunities)

Simple, transparent, and equitable city and county funds distribution process.

Strengthened and expanded support for HRC with local, regional, statewide, and national funders.

HRC has an established HRC advocacy plan.

HRC an active member in systems change.

Year 3

Share data and stories to illustrate the the collective impact of the HRC on the lives of Routt County residents.

HHS members identify the HRC as a valuable resource in connecting the HHS field.

HHS organizations throughout Routt County are aware of the funding benefits offered by being a part of the HRC.

HHS member organizations have a clear understanding of the city and county funding process and how it affects the HRC.

Strengthened and expanded support for HRC with local, regional, statewide, and national funders.

Beyond

Exploration of HRC sustained funding, infrastructure, and membership model.

In order for the HRC to achieve these goals members determined that there are structural changes that will support the implementation of this plan.

To establish the year 1 read map the HRC members determined that a dedicated staff member with experience in project management, knowledge of health and human services, and experience in advocacy will support the coalition in structuring meetings, timelines, and the accountability structure necessary to fulfill the 3 year plan.

Networking

Foster connection to spark relationships, new ideas, innovation, collaboration, and create a deeper understanding between the HHS organizations of Routt County.

INPUTS	ACTIVITIES	OUTPUTS	OUTCOME
	Develop and launch membership survey. Centralized website. Utilization of existing tools (211 and the nonprofit events calendar)	% of HRC member organizations take the survey. Website launched.	Comprehensive understanding of the HHS field, what services exist, and what each organization specializes in.
	Develop and launch membership survey.	% of routt county represented. % diversity of services % of life stages (early childhood-aging population)	HHS membership represents the diversity of HHS organizations across the county.
	Develop and launch membership survey. Establish new ED coffee dates to onboard new leaders and to welcome them to the Routt County HHS field.	Utilize a membership survey to establish a baseline understanding of impact HRC has on networking connections. Develop a quantitative metric for increasing the impact of the HRC on networking connections based on baseline survey results.	HRC members identify the HRC as a valuable resource in connecting the HHS field.

Networking

Foster connection to spark relationships, new ideas, innovation, collaboration, and create a deeper understanding between the HHS organizations of Routt County.

INPUTS	CONSIDERATIONS
Web Developer Survey Developer Hire a coordinator or train a volunteer	Find HRC volunteers to be ED mentors (not just EDs) Food option to incentivize participation Allocate time to connect at all meetings Create an onboarding “packet” Do a Member spotlight

Education

Share stories to the community and local governments through tracking and analysis of data.

INPUTS	ACTIVITIES	OUTPUTS	OUTCOME
	In Year 1 offer a series of trainings on data collection, qualitative data, data analysis, and sharing data.	HRC members will share an understanding of data collection best practices, how to report on and use data for the greatest impact, and how to establish a culture of data sharing.	Strengthen the capacity of HRC member organizations to collect, analyze, and synthesize data to share collective and individual impact.
	Research collaborative data collection tools in the HHS field. Draft, test, and finalize data collection tool. Recruit organizations to test the tool.	By the end of year 2 a comprehensive shared data collection tool will be developed. By the end of year 3 the tool will have been piloted, iterated upon, and finalized.	Develop a collaborative process for collecting data across HRC organizations.
	Identify overarching areas for collective outcomes. Set data collection schedule. Determine and implement data analysis plan.	Established 1-2 shared health and human service outcomes. Stakeholders will be able to articulate the value and impact of HRC.	Share data and stories to illustrate the the collective impact of the HRC on the lives of Routt County residents.

Education

Share stories with the community and local governments through tracking and analysis of data.

INPUTS

FTE - HRC Coordinator to manage all activities (paid or UW Volunteer or HRC members' board members)

Needs Assessment

Expert(s) on subject matter

Funding for data collection tool - collective data points - big picture

Funding for staff (UW)

Collaboration

Continue to build, maintain, and encourage meaningful collaboration for greater impact throughout Routt County.

INPUTS	ACTIVITIES	OUTPUTS	OUTCOME
	<p>Formation of a collaboration committee to support identifying opportunities for collaborative projects and assess the merits of an application.</p> <p>Identify an individual to monitor and identify funding opportunities to bring to the group.</p> <p>Establish guidelines for successful funded collaborative efforts (details, administrative burdens, staffing, service provision, accountability system, etc.).</p> <p>Develop a checklist for funding (EX: have you reached out to other HRC members to see if they are applying?)</p>	<p># of applications</p> <p># of grant awards</p>	<p>Secure 2-3 new funding sources for collaborative projects (dependent on grant opportunities)</p>

Collaboration

Continue to build, maintain, and encourage meaningful collaboration for greater impact throughout Routt County.

INPUTS	ACTIVITIES	OUTPUTS	OUTCOME
	<p>Membership survey.</p> <p>Encourage networking connections outside of HRC meetings.</p> <p>Utilize listserv to support collaboration and recruitment for collaborations.</p> <p>Create a checklist to put collaboration and partnerships at the forefront.</p>	<p>Utilize a survey to define the HRC characteristics for collaboration.</p> <p>Set quantitative goal(s) for increase in encouragement and support based on baseline data.</p>	<p>Members indicate an increased sense of encouragement and support for Project Based collaboration to elevate the work of HHS organizations in Routt County.</p>

Collaboration

Continue to build, maintain, and encourage meaningful collaboration for greater impact throughout Routt County.

INPUTS	QUESTIONS	CONSIDERATIONS
FTE - HRC Coordinator to manage all activities	Where does/should the HRC Coordinator live? How do we determine where to position this? What would an organization need to have to support this role?	Define the necessary components to manage all activities. Create a listserv. See Advocacy plan for committee information. Find donor to fund the FTE - oversee the committees/committee work.

Funding

Supports the sustainability of HHS organizations by ensuring city & county funds and expanded funding opportunities.

INPUTS	ACTIVITIES	OUTPUTS	OUTCOME
	Communication (announce at meetings, post on listservs, etc.)	# of applications	HHS organizations throughout Routt County are aware of the funding benefits offered by being a part of the HRC.
	Member survey Presentation(s)	% increase	HHS member organizations have a clear understanding of the city and county funding process and how it affects the HRC.
	Explore existing models Draft a rubric for approval HRC approval	Rubric for the grants committee for FY 26.	Simple, transparent, and equitable city and county funds distribution process.
	Meetings with funders and foundations	Meet with 3 local funders in 2025 Meet with 2 front range foundations in 2025. Invitations to apply	Strengthened and expanded support for HRC with local, regional, statewide, and national funders.

Funding

Supports the sustainability of HHS organizations by ensuring city & county funds and expanded funding opportunities.

INPUTS	CONSIDERATIONS
<p>FTE - Coordinator: Who do they work for?</p>	<p>Not just limited to county/city funds - think bigger (CO Health Foundation, Caring for CO, CO Trust)</p> <p>Connect with CRC, Grants Guide (Encourage participation at their trainings, create a subcommittee to bring back info on the grants guide)</p> <p>Identify and target statewide and bigger funders</p> <p>Train volunteers on library databases, test them, and report findings</p> <p>Collaborative Grant applications - assess who is interested, learn “how it works” about one specific grant category first</p> <p>Lift up grantee concerns about the HRC grant process - ensure someone or an organization who has not participated before has the information.</p> <p>Clarity on eligibility (county programs)</p> <p>Transparency on the process</p> <p>Advocate for larger funding from the city and county.</p>

Advocacy

HRC's collective voice represents our organizations and our clients to create systems level changes aimed at the social determinants of health.

INPUTS	ACTIVITIES	OUTPUTS	OUTCOME
	Select committee members. Establish meeting schedule. Research best practices in advocacy for coalitions/collaboratives.	Committee established. HRC network and gaps identified. Best practices identified. 3-4 main areas for legislative focus identified. TIMELINE 18 months.	HRC has an established HRC advocacy plan.
	Work with elected officials to create policy changes that create systems level change. Advisors for elected officials, policy makers, and decision-makers on matters that impact the HHS field.	Worked with # of elected officials Advised # of elected officials on HHS related issues Worked on # of policy changes 18 MONTHS for implementation	HRC an active member in systems change.

Advocacy

HRC’s collective voice represents our organizations and our clients to create systems level changes aimed at the social determinants of health.

INPUTS	QUESTIONS	CONSIDERATIONS
FTE - dedicated to work with advocacy experience	Where would funding come from? Would this take some funding away from HRC members?	Create a job description for committee members. Some funding for the FTE would be needed. Work plan template for each committee. ID community experts in this space who could volunteer time to work on advocacy (someone who understands government and the political process) ID common policy goals with HRC members. Advocacy group meetings with State Representatives (and other groups)