**-Communities Organizing for Prevention Quarterly Progress Report**

*Please refer to your scope of work and reference the COFP components as you complete this progress report.  If you have questions on using this form, please contact your CDPHE Coach.*

*Please send your progress report via email to your CDPHE Coach by the date on your Scope of Work (deadlines are September 30, December 31, March 30, and June 30).*

*This report documents your progress one 3-month period at a time. A copy will be archived as part of the contract monitoring requirements of the contract, and it will also be shared with our program evaluators at CU Anschutz to assess common successes, challenges, and progress moving toward lasting change in communities that is rooted in deep equity. We will also use this information to reflect on how we can improve our technical assistance and trainings to all grantees.*

*Submission Requirements & Guidelines:*

* *Use Microsoft Word or Google Doc format, Trebuchet, 12-point single-spaced font and 1-inch page margins for report text.*
* *Answer questions using the numbers, headings, and letters provided. Please do not delete any questions and sections.*
* *There is no minimum or maximum page limit.*
* *Spell out acronyms the first time they are used, with the abbreviated version in parentheses after the spelled-out phrase.*
* *Include requested attachments.*

**Grantee Geographic Area of Focus**

*East Montrose County, “Montrose Communities That Care”*

**Agency**

*Hilltop Community Resources*

**Phone Number**

*970-244-0495*

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***Names of those contributing to the writing of this report: Meghan Ingle***

**Option A - CTC Grantees Only for this section:**

**Coalition Mission and Vision**

*“Montrose Communities That Care is a welcoming coalition that invests with all youth to meet the needs of our vibrant community through collaborative efforts.”*

**Prioritized risk and protective factors**

*Early Initiation of Substance Use (4.28.23)*

*Community Opportunities for Pro Social Involvement and Connection (4.28.23)*

**Prioritized prevention strategies and evidence-based programs** *(dates of decision)*

*Prioritized program: Positive Action (February 2024)*

*Prioritized strategies: Create Safe Community Spaces For Youth, Alter the Physical Environment and Increase Civic Engagement (July 2024)*

**All Grantees:**

1. **Coalition Survey Top 3’s**
   1. Please submit the [Top 3 priorities](https://drive.google.com/file/d/1E1W6AE-0FOsiPQjBOXYPTNCfzCvOQP24/view?usp=sharing) (in any format you choose to use; i.e. a photo, the form, etc.) selected by the coalition to focus on for FY25.
2. [Deep Equity & How It Relates to Systems Change](https://sites.google.com/state.co.us/systems-change-strategies/before-you-start/systems-change-and-deep-equity-a-health-equity-approach?authuser=0)

"Addressing Systems Change and Deep Equity will need to occur across all risk and protective factors which are at all levels of the social-ecological model (SEM). It may also need to occur through coalition development to ensure that multiple perspectives are represented, and crucial conversations occur about the need for change and developing solutions that address harm, accountability, repair, and unity. The goal is to address health disparities related to the risk and protective factors through a partnership with those impacted by the disparities."

Please address the following topics that relate to deep equity and systems change in collective impact work. If you do not have an example, please describe the type of support your community needs for each topic area. These topics are from a report by the Collective Impact Forum called “[Backbone Leadership is Different: The Skills and Mindset Shifts Needed for Collective Impact](https://collectiveimpactforum.org/wp-content/uploads/2024/08/Backbone-Leadership-is-Different.pdf).”

* + 1. Results-Based: Focus on and accountability to the ultimate goal of the initiative.
       1. Provide examples of ways the coalition has focused on and been held accountable towards achieving the ultimate goal of its work.

In thinking through population wide impact, our prioritized prevention program, Positive Action, would need to address 80%-90% of students. The ultimate goal, is for Montrose County School District, elementary students, is to receive this education. However, this goal is long term, relationship building work still needs to be done. Through many coaching calls with Annie Mombourquette, we identified that coalition work can be done to both better understand and impact the systems that surround community (youth, family and school), eventually leading to the ultimate goal (implementation of prioritized prevention programs and strategies). Meghan Ingle (Community Mobilizer) and Karen Funke (Community Champion) spend time each meeting, reminding coalition members of the ultimate goal identified above, and how the work we are doing is all interconnected.

* + - 1. Provide examples of ways the coalition has been engaged and motivated to achieve a common agenda with partners.

In reading through the report, “Backbone Leadership is Different: The Skills and Mindset Shifts Needed for Collective Impact,” a quote provided on (page 7) by Clay, from N.E.W. Mental Health Connection resonated with me. Clay says, “At first, we were very aspirational talking about systems-ish change and big goals, but the gap between these goals and what were actually doing was a wing and a prayer. Results-based accountability tools helped us fill the gaps between our aspiration and activities and define indicators we could regularly assess to monitor and pivot along the way.” Clay’s statement resonated with me because I feel that our coalition has had a very similar experience. In order to move towards a common agenda of this very large framework, coalition members are provided timelines, so they are able to see accomplishments thus far, and how they tie into the ultimate goal of implementation of prioritized prevention programs and strategies. After reflecting on this article, especially the above quote, I feel that it would be a great benefit to our coalition to provide visual tool whether that be at the meeting or on the agenda, showing how all the pieces we are working on tie to the larger goal, so folks can clearly see how their work and efforts contribute to moving things forward.

* + 1. Equity-Focused: Be accountable for leading in ways that make right inequities in opportunities, outcomes and representation in both the coalition and the community.
       1. In what ways has the coalition leveraged the following practices:
          1. Ground the work in data and community context

The coalition values both data, Healthy Kids Colorado Survey, and the anecdotal contributions from members when making decisions. The discussions through the last quarter have circled around the need for focus group work. This will allow the coalition to gather both data and anecdotal input from parents, providers and youth in Montrose surrounding afterschool programs and hot spot mapping.

* + - * 1. Focus on systems change in addition to programs and services

During the last quarter, the coalition has decided to focus on the systems which surround community-youth/individual, family and school being that reaching a saturation level of 80% (community/population level impact). This conversation is what has prompted focus group work. Additionally, to ensure this work is done thoughtfully, the coalition is receiving ongoing technical support from Kit Jones and Kaitlynn Walton.

* + - * 1. Shift power within the collaborative

This is reflected in our focus group conversations. In July of 2024, the Montrose County Rec District heard that the coalition was going to do a deeper dive, through focus group work around afterschool programming in Montrose. The Montrose County School District is no longer providing afterschool programming, the Rec District is. Being that there has been this shift, an employee with the Rec District reached out to Meghan Ingle (Community Mobilizer) to learn more about the work the coalition is doing and shared that they will also be doing focus group work around afterschool programs. This connection lead to a collaboration with the Rec District and the coalition. We will now be working to collaborate on our focus group work! Additionally, the Rec District shared that they are looking for ideas around programming to implement. This lead to sharing of the Community Action Plan, and conversations around the coalition’s prioritized prevention program-Positive Action.

* + - * 1. Listen to and work with the community

This question if answered above in (a).

* + - * 1. Build equity leadership and accountability

This question is answered below in the section: Political Savvy 1a.

* + - 1. What have been key insights, lessons, experiences, and “aha moments” that have shaped how the coalition understands its commitment to, and works with others on, equity?
         1. Stepping into difficult conversation is important. Part of each coalition meeting is sharing what each agency is working on. Equity continues to be an important conversation throughout Montrose. Additionally, Hilltop, Montrose Communities That Care fiscal agent, provides lots of professional development around equity, diversity, and inclusivity. Inclusivity being one of our values! This professional development is important, especially when leading such important conversations in the community.
    1. Political Savvy: Understanding politics among leaders, organizations, and systems; what it takes to influence and move change. To move change at a systems level, a leader must understand how to influence relationships, narratives, processes, and policies.
       1. How well does the coalition understand the public narratives (community stories) and biases regarding the issues it has chosen to address?
          1. Being that this question is opinion based, from my viewpoint, I would say that various decisions the coalition has made are based on not just data, but largely anecdotal sharing among members. I would say that coalition members discuss community issues to include biases, freely. Additionally, I would add that these conversations are done comfortably and kindly. Additionally, Karen Funke (Community Champion) has enrolled in a several month long training, Montrose U. Some goals of Montrose U include: understanding the community’s past and present history in order to fully participate in the future, solution-based leadership competencies and training needed to broker difficult interactions. I believe this training will assist our coalition in continuing to build diversity, and approach conversations surround EDI-specifically accountability, thoughtfully.
    2. Project Management: Managing partners across the coalition to complete the key actions that advance common agenda strategies that move the ultimate result. The work of collective impact is to align, coordinate, and manage stakeholders to implement a common agenda.
       1. How has the coalition systematically managed, aligned, and coordinated its efforts to address its prioritized risk and protective factors?

This is done several ways:

-Community Action Plan (CAP) documents all coalition work. Additionally, the CAP also contains a timeline, highlighting all key events throughout the grant cycle. It is completed in real time, and is provided to the broader community, not just coalition members (Collaborative Management Program Stakeholder list).

-Karen (Community Champion) creates and distributes “monthly digests” and provides this to all coalition members.

-Karen creates and distributes a quarterly newsletter to the broader community which include links to both the CAP and Quarterly reports.

* + 1. Inclusive Culture: Creating processes that instill trust, inclusion, learning, celebration and even healing into the collective. An effective collective impact culture makes everyone feel they belong, have influence and see that their contributions matter to the ultimate result.
       1. Please share specific anti-racist/anti-oppressive practices that the coalition has integrated into their risk and protective factor work and coalition board practices.
          1. How is your coalition sustaining these efforts?

In terms of anti-racist/anti-oppressive practices, the coalition chose to use a capacity gaps grid to drill through programs that were selected to address selected risk and protective factors. This was a helpful tool which provoked intentional conversations around mindset which explored: social expectations/norms, bias/prejudice, and self/esteem worth.

* + - * 1. What cens would you like to share?

The Capacity Gaps Grid provoked meaningful conversation within the coalition specifically around language equity.

* + - * 1. What challenges have you faced with these efforts?

The coalition continues to experience challenges with bringing culturally diverse community members into the work. Intentional relationship building work and efforts, continue to be exceptionally important to the Communities That Care process.

* + 1. Adaptive Leadership: To manage change, complexity, tensions, and conflict within their coalition. Adaptive challenges are those that require people to change, learn new skills, change behaviors and priorities, work across new boundaries, and address difficult differences.
       1. How has your coalition adapted to change? Has the coalition built new skills and/or adjusted behaviors and priorities in order to overcome barriers and become fully inclusive?

To best answer this question, it’s important to first set the tone. My experience with community partners in Montrose, is that the idea of prevention, is welcomed. While the community seems to be open to CTC, the framework has also been met with frustration, as it’s long term system-change, nothing about it has been fast moving! Regarding Adaptive Leadership, (page 19) of the article, “Backbone Leadership is Different: The Skills and Mindset Shifts Needed for Collective Impact,” provides the following quote, “If half your network thinks you are moving too fast and half think you are moving too slow, you are probably moving at the right pace and everyone is a bit uncomfortable.” The quote resonates with me, as I feel it sums up our experience! Now that we are in our third year, I feel that coalition members are gaining a better understanding of the process and have been open to much more short-term wins such as building new skills and adjusting priorities-while not allowing this to discourage the long term/systems change goals.