



Strategic Plan 2019

Community Action Partnership -serving Boundary, Bonner, Kootenai, Shoshone, Benewah, Latah, Lewis, Clearwater, Idaho and Nez Perce counties in Idaho and Asotin County in Washington

COMMUNITY ACTION PROMISE

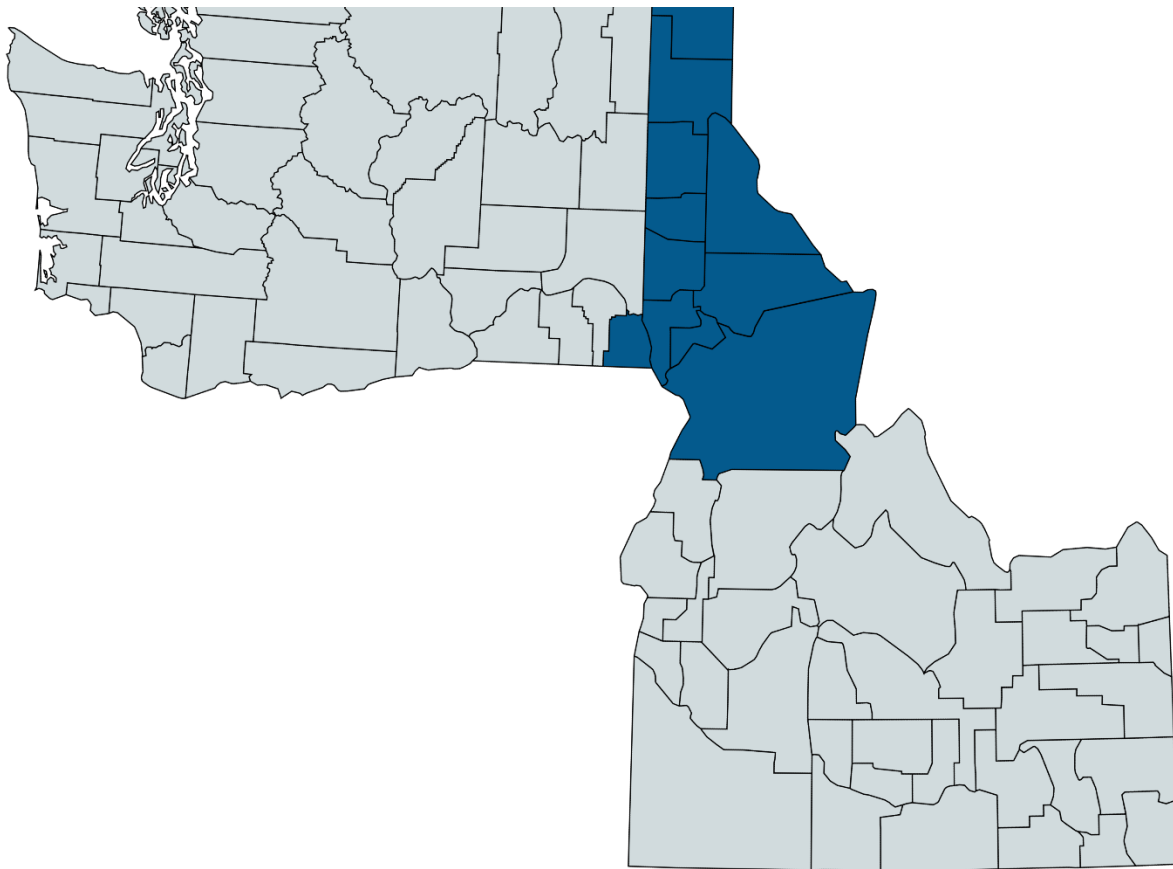
Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community, and we are dedicated to helping people help themselves and each other.

CAP's vision is our community working together to end poverty.

We envision a community where all people...

- have sufficient money, relationships and meaning in their lives to thrive;
- are valued and able to meet their own needs by utilizing their talents, potential and passions;
- are equipped to achieve their full potential.

Serving the ten northernmost counties in Idaho and Asotin County in Washington, Community Action Partnership (CAP) delivers on its mission of being a catalyst for building relationships that inspire and equip people to end poverty in our community.



Community Action Partnership's Theory of Change

Community Action Partnership (CAP) is an active participant in an innovative effort with community action agencies in Idaho, Washington and Oregon to identify key indicators of success for individuals and families within their larger communities as they work to become first stable and then equipped to exit poverty.

Operating under this Theory of Change, CAP seeks to provide services, develop projects and create initiatives that assist people experiencing poverty to become first, stable and basic needs secure, and secondly resilient in the face of the difficult task of becoming equipped to exit poverty. All of CAP's work is strengthened when others share our vision, are engaged in our mission and are working alongside us to create diverse, equitable, inclusive and healthy communities where every person is valued and has the opportunity to achieve his or her full potential.

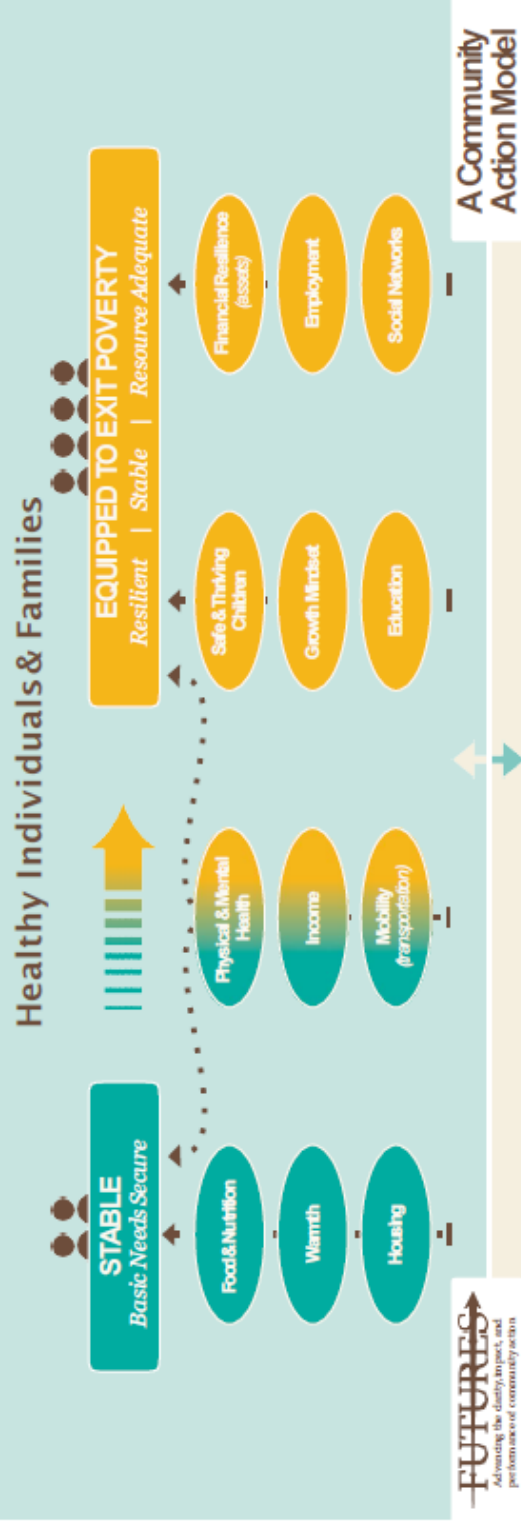
The Theory of Change serves as the overarching framework and provides a strategic roadmap to address the various issues facing people of all ages experiencing poverty in our communities. It allows for a variety of approaches, including direct service delivery, community-based initiatives, and strategic partnerships to stabilize and equip people in communities where local systems are equitable, services and resources are targeted, and where community members understand their stake in creating diverse, equitable, inclusive and healthy communities.

Specific attention will be paid to the six needs that were identified as the most crucial in CAP's most recent Community Needs Assessment (CNA):

- Affordable housing/housing assistance
- Income/employment
- Food/nutrition
- Transportation
- Health care services (specifically mental health services)
- Education

Our success will be measured by evaluating our ability to assist community members to become stable and equipped to exit poverty and by changing attitudes and practices within communities so that stabilizing and equipping becomes the work of the entire community as we work toward that vision together.

Increasing Stability and Creating Community Pathways Out of Poverty




Diverse, Equitable, Inclusive and Healthy Communities



Adapted developed by Community Action Agencies in the states of Washington, Oregon and Idaho

EXAMPLE DASHBOARD SUMMARY TEMPLATE--GOALS, INDICATORS (as of 1.15.2016)

Stabilized	Goal	Indicator	Baseline	Current	Target	Status
	Households experience less food insecurity.	Households reporting decreased food insecurity.	% / #	% / #	% / #	
	Households maintain safe, continuous, and affordable home energy.	Percentage of occurrences where home energy loss is prevented (versus restored).	% / #	% / #	% / #	
		Average reduction of home energy burden.	% / #	% / #	% / #	
	Households experience increased housing stability.	Households where homelessness is prevented.	% / #	% / #	% / #	
		Households who exit into permanent housing.	% / #	% / #	% / #	
		Households who maintain permanent housing for 6 months or longer.	% / #	% / #	% / #	
	Households have increased access to healthcare that meets their needs.	Households who report improved access to care necessary to meet physical health needs.	% / #	% / #	% / #	
		Households who report improved access to care necessary to meet mental health needs.	% / #	% / #	% / #	
	Households have more income.	Households who report increased earned income.	% / #	% / #	% / #	
		Households who report increased income (earned and unearned).	% / #	% / #	% / #	
	Households experience greater ease of mobility.	Average amount of time it takes for households to "get where they need to go."	xx	xx	xx	
	Households have increased support necessary to raise thriving and resilient children.	Households who report adequate childcare.	% / #	% / #	% / #	
		Households reporting increased comfort with parenting skills, involvement.	% / #	% / #	% / #	
	Households perceive a greater sense of control over the events that affect them (and act on it).	Households reporting increased impact in groups, networks, neighborhoods, child school, etc.	% / #	% / #	% / #	
Equipped to Exit Poverty	Households have increased education, training necessary to reach their full potential.	Households with children who are kindergarten ready.	% / #	% / #	% / #	
		Households who obtain a recognized post-secondary credential, secondary school diploma, or equivalent.	% / #	% / #	% / #	
		Average increase in expected wages given new skills/program participation (learning potential).	% / \$	% / \$	% / \$	
	Households have increased assets necessary to weather financial crises.	Households reporting increased assets.	% / #	% / #	% / #	
	Households experience improved employment (quality and quantity).	Unemployed households (including youth) who enter the workforce.	% / #	% / #	% / #	
		Households who retained employment for at least xx days.	% / #	% / #	% / #	
		Change in average gap between actual and expected wages.	% / \$	% / \$	% / \$	
	Households have expanded social networks and connections.	Households reporting increased "number of people they can call on for help during times of need."	% / #	% / #	% / #	

Individual and Family Goals

Stable

1. 75% of households seeking out services will report feeling more stable and basic needs secure after receiving assistance with food/nutrition, home energy assistance and weatherization, housing, physical and mental health, income or employment and transportation from CAP and other community-based services.

Equipped to exit poverty

1. 25% of households who report feeling more stable and basic needs secure will become part of CAP's family-centered coaching project designed to work with families holistically toward financial wellness.
Family-centered coaching will focus on meeting families that are experiencing poverty where they are, recognizing that every family has strengths and knows best what it needs. CAP coaches will use techniques from goal setting, motivational interviewing and strength-based case management to work with people to address their needs, when and how they need support.

Community Goals

Changed attitudes

1. People understand their stake in creating diverse, equitable, inclusive and healthy communities.

Changed practices

1. Community members demonstrate engagement through volunteering, giving, and advocating around the issues affecting those experiencing poverty in our community.
2. There is a shared vision around increasing stability and creating community pathways out of poverty in a diverse, equitable, inclusive and healthy community.
3. Services and resources are targeted, created and leveraged toward increasing stability and creating community pathways out of poverty in a diverse, equitable, inclusive and healthy community.
4. Local systems are equitable.

Agency Goals

Family-centered coaching

1. All direct service staff are trained and proficient at family-centered coaching strategies.
2. Services that increase stability are provided in the most efficient, effective, barrier-free ways possible so staff time can be targeted to higher impact strategies.

Diversity, equity and inclusion

1. CAP's workforce, Board of Directors, and service delivery reflects the diversity in our communities.
2. An equity lens is applied to policies, practices and decision making.

Community engagement

1. All CAP staff understand the issues facing those in our community who are experiencing poverty and can speak to those issues and advocate for change effectively.
2. All CAP staff value diversity, equity and inclusiveness and can help others understand the value.
3. Data is used to engage the community as well as to measure impact and target or expand resources.

Addendum

Community Action Partnership

2018 Community Needs Assessment (select data)

EXECUTIVE SUMMARY AND KEY FINDINGS

The 2018 Community Action Partnership Community Needs Assessment, or CNA, was conducted by the Community Services Department between May and August of 2018. As a recipient of Community Services Block Grant funding (for both Idaho and Washington programs) this assessment is not only required but also identified as a best practice in understanding the most impactful way to meet the needs of those who lack the resources to thrive. Direct feedback from people and households with low incomes in our service area was collected through a comprehensive 16 page, 52 - question survey. (Appendix A) The survey was open the month of July 2018 and distributed in each of our 10 offices located across our service area. In addition, the data and demographics for Asotin County, Washington often mirror those of Nez Perce County, Idaho more closely than the rest of the State of Washington. When appropriate, Asotin County data and demographics are referenced separately. More often, they are included as part and parcel of the rest of CAP's service area in Idaho.

In July and August of 2018, a cross-section of community members, service providers and policy makers attended focus groups where questions were posed to identify the challenges facing under-resourced children and families in our service area. Discussions were robust and provided insight and validity to the work Community Action has dedicated time and funding towards. As a result of this process, (surveys and focus groups) the following six needs were clearly identified as the most crucial in CAP's service area, ranked in order of importance:

- 1. Affordable Housing/Housing Assistance**
- 2. Income/Employment**
- 3. Food Assistance**
- 4. Transportation**
- 5. Health Care Services (especially Mental Health services)**
- 6. Education**

Overwhelmingly, housing and living wage employment received the greatest specificity and focus regarding the types of assistance required and even greater attention during focus group discussions.

To ensure that the work done by CAP is meeting the needs of the people in our communities as fully as possible, a cycle of assessment, planning, implementation, analysis of results and evaluation to improve outcomes is conducted. This **Community Needs Assessment report for 2018** is the first step in CAP's cycle of managing for results. The information gleaned through surveys of current program participants, community focus groups, and insights from CAP's staff and Board members will guide the next steps in our ongoing process of planning, implementing, analyzing results and evaluating for improvement.

As this needs assessment informs CAP's work, it can hopefully serve as a tool for developing a shared understanding of the issues of poverty, creating a shared vision for how to address those issues, and guiding a coordinated and improved response to the needs it identifies.

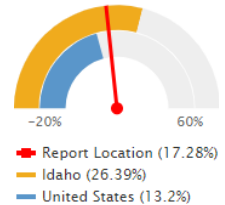
DEMOGRAPHIC DATA

Population Profile:

Population change within the report area from 2000-2016 is shown below. During the fourteen-year period, total population estimates for the report area grew by 17.28 percent, increasing from 299,417 persons in 2000 to 351,171 persons in 2016.

According to the American Community Survey through the US Census Bureau (2012-2016) the 5-year population estimates for the report area, the female population comprised 50.37% of the report area, while the male population represented 49.63%.

Percent Change in Population



Report Area	Total Population, 2016 ACS	Total Population, 2000 Census	Population Change from 2000-2016 Census/ACS	Percent Change from 2000-2016 Census/ACS
Report Location	351,171	299,417	51,754	17.28%
Benewah County	9,068	9,171	-103	-1.12%
Bonner County	41,389	36,835	4,554	12.36%
Boundary County	11,141	9,871	1,270	12.87%
Clearwater County	8,528	8,930	-402	-4.5%
Idaho County	16,251	15,511	740	4.77%
Kootenai County	147,716	108,685	39,031	35.91%
Latah County	38,593	34,935	3,658	10.47%
Lewis County	3,826	3,747	79	2.11%
Nez Perce County	39,995	37,410	2,585	6.91%
Shoshone County	12,551	13,771	-1,220	-8.86%
Asotin County	22,113	20,551	1,562	7.6%
Idaho	1,635,483	1,293,953	341,530	26.39%
Washington	7,073,146	5,894,121	1,179,025	20%
United States	318,558,162	281,421,906	37,136,256	13.2%

Note: This indicator is compared to the highest state average.

Data Source: US Census Bureau, [American Community Survey](#). US Census Bureau, [Decennial Census](#). 2012-16. Source geography: County [Show more details](#)

Families in Poverty by Family Type

The number of families in poverty by type are shown in the report area. According to ACS 2012-2016 5 year estimates for the report area, there v living in poverty.

Report Area	Total Families	Families in Poverty Total	Families in Poverty Married Couples	Families in Poverty Male Householder	
Report Location	115,486	11,056	5,008	912	
Benewah County, ID	2,420	253	120	33	
Bonner County, ID	11,323	1,095	466	51	
Bonneville County, ID	26,954	2,545	1,252	89	
Boundary County, ID	2,805	376	178	44	
Clearwater County, ID	2,350	221	128	8	
Idaho County, ID	4,350	450	291	27	
Kootenai County, ID	39,564	3,745	1,495	470	
Latah County, ID	8,434	804	487	42	
Lewis County, ID	1,008	110	46	19	
Nez Perce County, ID	10,503	921	307	109	
Asotin County, WA	5,775	536	238	20	
Idaho	408,281	43,506	21,305	4,255	
Washington	1,738,213	146,120	56,993	16,836	
United States	77,608,829	8,543,087	3,104,359	914,985	

Data Source: US Census Bureau, American Community Survey. 2012-16. Source geography: County → [Show more details](#)

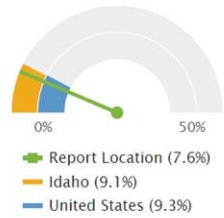


Seniors in Poverty

Poverty rates for seniors (persons age 65 and over) are shown below. According to American Community Survey estimates, there were 5,579 seniors, or 7.6% percent, living in poverty within the report area.

Report Area	Ages 65 and Up Total Population	Ages 65 and Up In Poverty	Ages 65 and Up Poverty Rate
Report Location	73,333	5,579	7.6%
Benewah County, ID	1,865	199	10.7%
Bonner County, ID	8,739	759	8.7%
Bonneville County, ID	12,966	824	6.4%
Boundary County, ID	2,201	153	7%
Clearwater County, ID	2,049	182	8.9%
Idaho County, ID	3,875	439	11.3%
Kootenai County, ID	24,501	1,684	6.9%
Latah County, ID	4,418	354	8%
Lewis County, ID	921	82	8.9%
Nez Perce County, ID	7,270	565	7.8%
Asotin County, WA	4,528	338	7.5%
Idaho	229,307	20,945	9.1%
Washington	972,680	77,019	7.9%
United States	44,874,586	4,195,427	9.3%

Ages 65 and Up Poverty Rate



Note: This indicator is compared to the lowest state average.

Data Source: US Census Bureau, American Community Survey, 2012-16. Source geography: county → [Show more details](#)



Population by Race, Ethnicity, and Gender MALE

Race Demographics - Male

Report Area	White Male	Black Male	American Indian Male	Asian Total	Native Hawaiian Male	Mixed Race Male
Report Location	206,435	974	3,814	1,893	161	6,246
Idaho	747,393	5,978	10,728	9,434	939	22,100
Washington	2,730,542	139,088	46,751	254,867	22,522	189,041
United States	115,461,098	19,220,550	1,288,198	7,882,217	279,671	4,862,948

Ethnicity Demographics - Male

Report Area	Total Males Hispanic / Latino	Total Males Not Hispanic / Latino	Percent Males Hispanic / Latino	Percent Males Not Hispanic / Latino
Report Location	13,219	210,357	5.91%	94.09%
Idaho	101,303	718,542	12.36%	87.64%
Washington	442,166	3,087,265	12.53%	87.47%
United States	27,904,147	128,861,175	17.8%	82.2%

Population by Race, Ethnicity, and Gender FEMALE

Race Demographics - Female

Report Area	White Female	Black Female	American Indian Female	Asian Female	Native Hawaiian Female	Mixed Race Female
Report Location	207,284	697	3,781	2,286	181	5,606
Idaho	745,762	4,455	10,726	12,196	1,064	19,950
Washington	2,740,024	117,902	47,275	297,165	22,348	188,662
United States	118,195,980	21,021,268	1,309,619	8,732,408	280,350	4,889,999

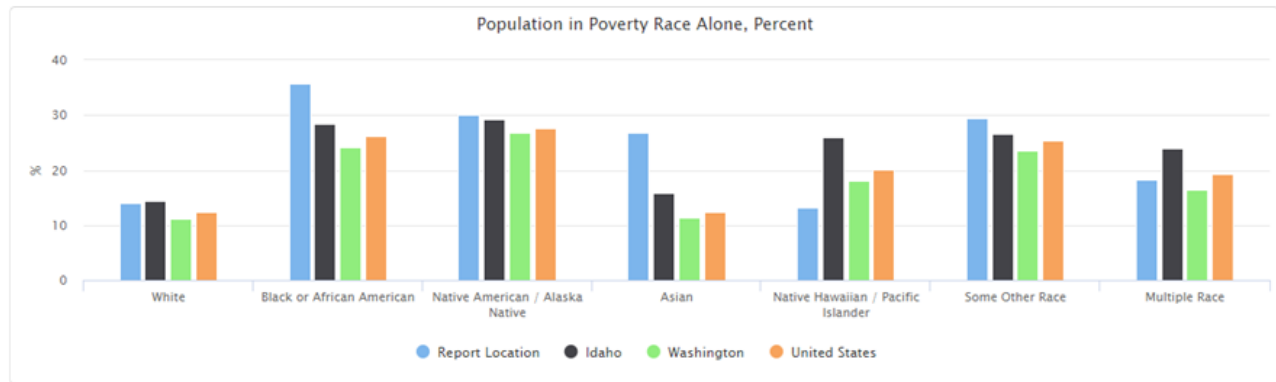
Ethnicity Demographics - Female

Report Area	Total Females Hispanic / Latino	Total Females Not Hispanic / Latino	Percent Females Hispanic / Latino	Percent Females Not Hispanic / Latino
Report Location	13,228	210,805	5.9%	94.1%
Idaho	94,286	721,352	11.56%	88.44%
Washington	412,109	3,131,606	11.63%	88.37%
United States	27,294,960	134,497,880	16.87%	83.13%

POPULATION IN POVERTY BY RACE

The population in Figure 4 indicates that there is a range of variances within each race for individuals living in poverty. People of races other than white in our service area are generally more likely to be living in poverty.

Figure 4.



POPULATION IN POVERTY BY GENDER

The population in Figure 5 indicates that no matter the location, there is a higher rate of women living in poverty than men. Figure 5.

