



FRC Development Continuum



1. PREPARE

- Review materials about FRCs
- View webinars about FRCs
- Visit high quality FRCs and interview others who have started and run FRCs
- Complete Standards of Quality for Family Strengthening & Support Certification Training
- Document your "why?" and initial vision
- Identify and engage potential champions - such as funders, other community organizations, faith communities, schools, public departments, and resident council members through informal exploratory conversations
- Seek and ask potential champions if there is anything in the community already like a FRC. Are there opportunities for collaboration?
- Secure funding for planning process, if needed
- Set reasonable expectations and pace yourself

2. PLAN

- Identify and recruit diverse planning committee members that represents community including parents/caregivers
- If starting a new nonprofit, identify and recruit Board members and apply for nonprofit status
- If not starting a new nonprofit, identify a fiscal sponsor
- Conduct planning committee meetings
- Develop plan for conducting community needs assessment
- Conduct community needs assessment:
 - Listen and learn from families
 - Listen and learn from existing social service organizations and other key community stakeholders
- Review data from community needs assessment to plan and share with community
- Develop mission and vision with planning committee
- Develop initial program plan for funding proposal
- Develop initial evaluation framework - including identifying data points needed to track outcomes and exploring data collection systems
- Develop initial staffing plan
- Develop brief initial concept paper
- Develop initial budget
- Identify potential community partners
- Familiarize yourself with space regulations in your locality and/or from potential funding sources
- Identify site including exploring possible co-location opportunities
- Identify potential funding sources:
 - Government, foundations, private donors
 - Reimbursement, fee for service, and/or subcontracts with government agencies such as child welfare

3. DEVELOP

- Develop proposal and secure funding
- Secure site readily accessible by community
- Develop site into a welcoming space
- Hire staff – ideally involving community advisors in the interview process
- Train staff – including on the Standards of Quality for Family Strengthening & Support and on the Strengthening Families Protective Factors
- Develop policies, procedures, and forms
- Plan for Parent Advisory Committee
- Build collaborative relationships with other stakeholders – develop memoranda of understanding for shared resources
- Refine and finalize mission, vision, program plan, and budget
- Develop promotional materials such as flyers and brochures
- Develop social media presence and platforms
- Develop an outreach plan including making connections for referrals, such as from 2-1-1, child welfare, and the other key stakeholders and partners

4. OPERATIONALIZE

- Conduct outreach and recruit program participants
- Provide initial programming
- Recruit for and establish Parent Advisory Committee
- Meet regularly with Parent Advisory Committee, engaging them in shared decision-making for the Program
- Continue to build collaborative relationships with other stakeholders
- Join local, state/provincial, or national family support networks, coalitions, or workgroups to network, access trainings, and stay informed of opportunities
- Hold Grand Opening/Ribbon Cutting/Open House

5. EVALUATE

- Collect and review evaluation data, including from annual Standards of Quality for Family Strengthening & Support Program Self-Assessment and Participant Survey
- Modify the program as needed
- Identify areas for additional training and technical assistance
- Share evaluation data with key stakeholders including funders, program partners, and Parent Advisory Committee

6. SUSTAIN

- Meet Program/grant deliverables
- Engage in continuous quality improvement
- Provide ongoing training for new and existing staff
- Diversify funding sources
- Use data and success stories with local and state/provincial official, and media to promote value of the FRC and advocate for continued and further investment
- Maintain collaborative relationships with other stakeholders
- Recruit new Board and Parent Advisory Committee members as terms limits are reached