

## **“Adopter” Organization Job Description and Participation Agreement**

What does it mean for your organization to serve the community as an “adopter” of one of the strategic plan’s chapters or themes? What types of organizations are eligible to serve as “adopters?” How many “adopting” organizations are you seeking? What is expected of us? How long is the commitment? Why should we consider it?

Great questions . . . The purpose of this “job description” document is to answer those questions and others.

Hundreds of Springfield-area citizens have invested thousands of hours to develop our community’s new strategic plan, and the citizen-led Strategic Plan Coordinating Committee is seeking assistance from within our community. Adopting organizations can be civic organizations, private businesses, non-profit organizations, government entities, or any other type of organization. Adopting organizations will be responsible for the following:

- Plain and simple, the bottom line is that adopting organizations are in charge of “keeping the home fires burning” and holding the community accountable for getting things done.
- Adopting organizations are not expected to fund the initiative they are adopting (although they are certainly welcome to help do so, if they wish).
- Adopting organizations are expected to do four things . . . (a) serve as shepherds of these initiatives to ensure they remain on the community’s “radar screen” and don’t fade into our collective memories, (b) hold the implementing organizations accountable for making progress, (c) communicate the adopted initiative to your workforce, and (d) help the Strategic Plan Coordinating Committee annually evaluate the community’s collective progress toward the goals and objectives associated with the chapter or theme you’ve adopted.
- Adopting a chapter or theme is a five-year commitment. Your organization will be expected to send a representative to a semi-annual meeting to evaluate the community’s progress and assign an annual “grade” indicating the level of collective progress made over the preceding twelve months.
- Adopting organizations will not typically be the same as those organizations responsible for implementing the various goals and objectives within the chapter/theme. In this way, the adopting

organizations can remain more objective in their assessment of the community's progress. However, if adopting organizations want to get involved in the implementation process, they are able to do this as long as they feel they are able to maintain their objectivity when annually evaluating the community's progress.

- The Strategic Plan Coordinating Committee is seeking at least two organizations to “adopt” each of the thirteen chapters and four themes within the plan. We are, however, hopeful to recruit many more organizations to serve in this capacity.
- Adopting organizations will receive recognition throughout the five-year adoption cycle. Hopefully, adopting organizations will feel more engaged within their community by serving this important role.

**Thirteen Chapter Topics:**

- Arts, Culture, and Tourism
- Early Childhood Development
- Economic Development
- Education and Workforce Development
- Global Perspectives and Diversity
- Growth Management and Land Use
- Housing
- Progressive Management (Re-engineering City government)
- Natural Environment
- Public Health
- Public Safety
- Recreation and Leisure
- Transportation

**Four Themes (across all chapters):**

- Sustainability
- Regionalism
- Minimizing Poverty
- Civic Engagement

More information can be found on the web at [www.springfieldmo.gov/strategicplan](http://www.springfieldmo.gov/strategicplan)

If you have questions, contact: Greg Burris, City Manager, 864-1006 or [gburris@springfieldmo.gov](mailto:gburris@springfieldmo.gov)

Yes, sign us up . . . Our organization wants to serve our community as an “Adopter” organization.

Organization: \_\_\_\_\_

Authorized Signature: \_\_\_\_\_

Chapter/Theme to Adopt: \_\_\_\_\_ Date: \_\_\_\_\_

Please return to: City of Springfield, attn: Kathy Hardt, 840 Boonville Avenue, Springfield, MO 65802 or [khardt@springfieldmo.gov](mailto:khardt@springfieldmo.gov)