**What are Examples of Family Outcomes?**

**Low-Income People Become More Self-Sufficient**

**(Goal 1)**

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| Self-sufficiency is more than employment and employment related activities. It can also include outcomes from support activities necessary for the movement towards self-sufficiency and the reduction and elimination of barriers preventing self-sufficiency. |

# Unemployed persons obtained employment or self-employment.

* Employed persons obtained better employment or self-employment.
* Persons maintained employment for at least 90 days.
* Persons increased earned income.
* Household resources increased from non-employment sources.
* Persons increased their ability to accumulate and use assets to achieve self-sufficiency.
* Persons obtained adequate, safe, affordable, unsubsidized, permanent housing.
* Persons eliminated or reduced barriers to employment and self-sufficiency.

Low-Income People, Especially Vulnerable Populations, Achieve Their Potential by Strengthening Family and Other Supportive Systems (Goal 6)

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| There is a broad range of outcomes that are achieved by persons or families who maintain a level of stability or well-being as a result of Community Action. |

# Persons increased education or skills.

* Persons increased families’ skills and strengthened families.
* Persons increased ability to manage income.
* Persons obtained, maintained, or improved housing arrangements.
* Persons reduced or eliminated an emergency need.
* Persons improved or maintained nutrition.
* Persons obtained access or links to services.
* Persons improved or maintained physical or behavioral health.
* Children and youth achieve expected growth and development.
* Seniors citizens and individuals with disabilities maintain independent living.

**What are Examples of Agency Outcomes?**

Partnerships Among Supporters and Providers of Services to Low-Income People are Achieved (Goal 4)

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| It is not the existence or counting of partnerships and collaborations but the impact these arrangements have on clients and their communities. |

* Agencies form and maintain partnerships or collaborations to coordinate service delivery, improve program efficiency, streamline administration, and/or eliminate the duplication of services.
* Agencies form and maintain partnerships or collaborations to improve community planning.
* Agencies form and maintain partnerships or collaborations to achieve specific family outcomes.

**Agencies Increase Their Capacity to Achieve Results**

**(Goal 5)**

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| Agencies that are well run and meet accepted standards of excellence demonstrate continuous improvement and capacity to meet the needs of low income individuals/families and communities. |

* Agencies leverage external resources (including in-kind and donated) to increase their capacity to serve low-income people.
* Agency is organized around the client and operates its programs, services, and activities toward accomplishing family and community outcomes.
* Agency has the capacity to report client progress towards self-sufficiency.
* Agency has system to support an active tripartite Board as described in IM 82.
* Agency understands the full range of ROMA activities and the roles and responsibilities as identified in the “core activities” in IM 49.
* Agency has human resources policies and practices that promote staff and volunteer quality, continued professional development opportunities, and supportive work environment.
* Agency has fiscal management that includes adherence to generally accepted accounting practices and sufficient discretionary funding to support unexpected negative cash flow.
* Agency programs achieved accreditation demonstrating that program obtained a level of excellence or met or exceeded nationally recognized standards.
* Agency staff obtained credentials that improve their capacity to achieve results.
* Agency Program Management includes the ability to set realistic targets and meet results.
* Agency staff and Board use community needs assessments as they engage in strategic planning, evaluation of results and agency decision making.

**What are Examples of Community Outcomes?**

**The Conditions in Which Low-Income People Live are Improved (Goal 2)**

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| Community outcomes are an integral part of Community Action and describe the allocation and focusing of public and private resources for antipoverty purposes, improvement in the community infrastructure, and creation of employment and other resources to support low-income people in their transition towards self-sufficiency. |

* Low-Income people have improved access to employment, housing, capital, and essential services.
* Municipal infrastructure is maintained or improved.
* The supply of jobs, adequate and affordable housing, community facilities, capital and lending programs or essential services is increased.
* CAA resources expand capacity of other agencies to serve low-income people.
* Investment in the community benefits low-income people.
* Community members volunteer to help improve conditions for low-income people
* The quality of life in low-income neighborhoods is improved.

**Low-income People Own a Stake in Their Community (Goal 3)**

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| Community outcomes describe the participation of low-income people in community organizations and community activities including volunteer and paid involvement. It includes business and home ownership, indicators of positive community change, and stability. |

* Low-income people participate in formal community organizations, government offices, community boards or councils that provide input to decision-making and policy setting through CAA efforts.
* Low-income people participate in advocacy activities.
* Low-income people participate in social or volunteer activities.
* Low-income people own businesses or homes in their communities.