

SUN Leadership/Governance Review Process

Staff Recommendation to SUN Service System Coordinating Council

January 8, 2016

Context

In light of SUN's Theory of Change and shifts in the service model and RFP to align with that theory, there is a need to develop a leadership structure and processes that will best support the SUN Service System moving forward.

SUN partners recognized when adopting the SUN Theory of Change in January of 2014 that it called for applying an equity and empowerment lens to all levels and all structures within the system over the coming years. It is necessary for us to revisit the leadership structure now in order to support the implementation of changes that will occur through the SUN RFP in July 2016.

Recommended Process

The SUN Service System is proposing to create a new leadership structure for the System that is aligned with the direction and results identified over the past two years. SUN's evidence-based focal results are youth educational success and family stability. SUN's Theory of Change and Service Delivery Model clearly articulate partners' commitment to accountability and the principles of equity, empowerment and racial justice.

The new leadership structure and roles will reflect the new direction of the system, focus on racial justice and increased outcome orientation and use of data dashboards to drive accountability and action.

Key Actions

- Communicate about the change and build buy in from partners and key stakeholders, keeping long term partnerships and relationships in the forefront.
- Convene a group (kitchen table style) of folks knowledgeable about equity and systems issues for one or two meetings to gather their feedback on leadership roles, membership and structures; and develop straw leadership models.
- Develop a revised charter for the SUN Coordinating Council incorporating a clear purpose and roles; consider what membership will best accomplish the purpose.
- Create a transition plan from current structure to new structure.
- Shift the Coordinating Council schedule and agenda to ensure fewer even better focused meetings. Subcommittees may be established to work on specific issue areas.

Timeline

Now through June 2016