



## The Opportunity

As professionals in the family strengthening field, we are dedicated to improving the lives of children and families throughout California. Whether we represent non-profit agencies, faith based organizations, school districts or government programs, we share a common goal to provide quality programs that address the most critical needs of families and children in our communities. Our work helping to create a new, future story for families throughout California is both challenging and achievable; it is also dependent on the availability and sustainability of highly effective leaders in the family strengthening field.

The “On The Verge” (OTV) leadership program offers a unique approach to developing and sustaining a leadership pipeline for our field. Program participants, or “Vergers”, are given the opportunity to develop personal, interpersonal and professional skills, that elevate their abilities as leaders and cement critical relationships. Through small and large group work, a community project and individualized coaching sessions, Vergers deepen their view of themselves, their colleagues and their communities while expanding their skills and capacity to contribute to their organizations.

## A Solution Grounded in Years of Success

On The Verge is a program of On The Move (OTM), an organization founded with a mission to develop and sustain emerging leaders by building exceptional programs that challenge inequities in their communities. Since 2004, forty-one On The Verge cohorts have taken place in California, supporting more than 510 emerging leaders from the non-profit and public sectors. In 2019-2020 On The Verge completed cohorts in Antelope Valley, El Dorado, McKinleyville, San Joaquin, San Luis Obispo, Siskiyou, Sonoma and Truckee Tahoe.

## Continuing Our Work, Together

In the August 2020, On The Verge will continue to expand its program to up to six new communities across California. In each new community, On The Verge will convene new cohorts, inviting ten new emerging leaders working in the family strengthening field to participate in its year long program. Staff members from family resource centers, schools, county mental health, public health, and child welfare services, in addition to other organizations that focus on family economic success and health are encouraged to apply to their local cohort.

Participation in an On The Verge group requires a high level of commitment from each “Verger” and their sponsoring organization. Participation in a cohort requires that “Vergers” actively engage in all large and small group meetings and, along with the other cohort members, implement a project in their respective community. These combined agreements require six to eight hours of paid work time each month. Sponsoring organizations must be committed to their staff member’s development by approving release time, covering travel expenses, and providing overall support and encouragement to their “Verger”.

## The Program Details

Over this unique year, due to the COVID-19 pandemic On The Verge is implementing a hybrid model of some in-person and some virtual meetings.

- **In-Person Meetings:** Each Verger group will have one to two-day’s worth of programming to expedite relationships building while in person. These meetings will include a mix of individual, whole group and small group activities that focus on the integration of each Verger’s personal,



interpersonal and professional skills. Due to the pandemic, most of these meetings will utilize outdoor space and follow all CDC health guidelines and protocols.

- Virtual Meetings: Using the Zoom online platform, Vergers will continue to build their skills and their team between late fall to early spring. Virtual meetings will combine various learning styles and offer guest coaches facilitating a variety of activities.

While the commitment from Vergers and their sponsoring agencies is significant, so are the benefits of the On The Verge experience:

- *Provides comprehensive leadership development for new and emerging leaders*
- *Improves retention of our brightest leaders*
- *Fortifies the family resource center and family strengthening leadership pipeline*
- *Cultivates interdependent teams across intervening systems*
- *Creates innovative community solutions to long-entrenched problems*
- *Prepares the next generation of leaders to serve our sector's most critical organizations*

Along with our funding partners at the S.H. Cowell Foundation and the State of California's Office of Child Abuse Prevention, we recognize that our leaders are among our most valuable assets in helping to strengthen families. Together, we know we have the opportunity to create an experience that will yield long lasting impact on family strengthening work throughout California and in your individual community. We invite you to talk with etsuko kubo, On The Verge Director, to learn more about how to support and sustain emerging leaders in your community. etsuko can be contacted at [etsuko@otvca.org](mailto:etsuko@otvca.org) or 510-703-8347.

### On The Verge Cohort Summary Table

Cohorts	Members	Project
1-3	15-20 people from all over the Greater Bay Area (Santa Cruz to Sacramento)	Became founders and/or leaders and of numerous organizations including non profits, government agencies, schools and foundations.
4	15 people from Napa	Helped to open VOICES and ran a Town Hall Meeting about the possibility of a multicultural center which led to the McPherson Neighborhood Initiative.
5	15 people from Napa	Began McPherson Neighborhood Initiative.
6	15 teachers: 5 from Napa, 5 from Oakland, 5 from San Jose	Designed and implemented the Reach Institute for School Leadership.
7-9	30 teachers from San Jose	Cohorts of Reach teachers who became teacher leaders in their schools.
10	13 teachers from McPherson Elementary School (MES) in Napa	Redesigned the school curriculum and formed the McPherson Elementary School Leadership Team. Two teachers became MES Vice Principals. Two teachers become principals of other schools.
11	12 health professionals working in the McPherson Neighborhood	Designed and implemented a community garden program.
12	11 mothers from McPherson Neighborhood	Bilingual group redesigned and established formal FRC as part of the McPherson Neighborhood Initiative. Two members became FRC staff.
13	10 college-age graduates of McPherson Youth Leadership Academy	Expanded Town Meetings to other school sites in preparation for County-wide school engagement project.
14	10 women involved in Napa Valley Parent University	Developed a leadership curriculum and implemented it at four school sites for preschool and elementary school parents.
15-16	27 mental health professionals and consumers in Napa County	Working together to identify barriers to access and quality of mental health services for four underserved communities.
17	12 individuals representing the LGBTQ communities in Napa, Sonoma, Marin and Solano Counties	Developing a coordinated LGBTQ community movement in the North Bay Region.
18	12 family support professionals from four S.H. Cowell supported communities including Tahoe-Truckee, McKinleyville, Sanger and Mayfair in San Jose	Designing a place-based leadership development program for Family Resource Centers and their key partners.

Cohorts	Members	Project
19	6 cohorts with a total of 72 family strengthening professionals from 6 California Communities: Fresno County, McKinleyville, Napa County, San Jose Mayfair Neighborhood, Truckee Tahoe Region and West Contra Costa County	Continuing the work of Cohort 18—to develop leadership within family strengthening agencies to support protective factors across California.
20	18 mental health professionals and consumers in Napa County	Finalizing the work of Cohorts 15-16 by working together to identify barriers to access and quality of mental health services for four underserved communities.
21	12 Survivors of childhood sexual abuse and professionals who provide services to support their healing in Napa County	Creating innovative ways for survivors of childhood sexual abuse to continue healing and thriving in the world.
22	15 mental health professionals in Sonoma County	Founding a leadership development cohort that will support the development of Latino leadership, through designing a project around mental health within the Latino community in Sonoma County.
23	60 family strengthening professionals from 5 California Communities: Butte, Monterey, Solano, South Alameda and Tulare	Develop leadership within family strengthening agencies to support protective factors across California.
24	42 nonprofit and public sector professionals from 4 California Communities: Fresno, McKinleyville, San Pablo and Tahoe Truckee	Community-lead cohorts that stemmed from On The Verge Cohort 19. Each cohort established to develop an impactful community project to meet a specific need that was driven by Cohort 19.
25	11 mental health professionals in Sonoma County	The second generation of Cohort 22, continuing the development of Latino leadership in Sonoma County. With a specific aim to support mental health in the Latino community throughout the county.
26	9 nonprofit and public sector professionals from West Contra Costa County	Development of a Learning Circle, where individual Vergers work on small team projects that are immediate needs within their agencies.

Cohorts	Members	Projects
27	31 nonprofit and public sector professionals from three communities across California participating in Generation 3 cohorts: Sanger, Butte and Sonoma.	Sanger: a group of nonprofit and public school district and school site professionals developing a district-wide parent engagement system. Butte: supporting each other as individuals and professionals post-Camp Fire. Sonoma: implementation of a two-year project addressing mental health healing within the Latino Community in Sonoma County.
29	10 family strengthening professionals Madera County	Develop leadership within family strengthening agencies to support protective factors across California.
30	6 family strengthening professionals in Merced County	
31	11 family strengthening professionals in Santa Barbara County	
32	12 family strengthening professionals in West Marin	
33	11 family strengthening professionals in San Francisco	
34	7 professionals working in domestic violence prevention in McKinleyville.	Develop strong collaboration amongst providers at “The Center” at McKinleyville who are working towards preventing intimate partner violence.
35	12 family strengthening professionals in the Tahoe Truckee area	Third year of developing emerging leadership within family strengthening agencies.
36	10 family resource center professionals in Sonoma County	Develop a network of Family Resource Centers throughout Sonoma County.
37	Antelope Valley	Develop leadership within family strengthening agencies to support protective factors across California.
38	El Dorado	
39	San Joaquin	



40	San Luis Obispo	
41	Siskiyou	