

COMMUNITY COALITION FOR PROSPERITY

# Prosperity Initiative Nonprofit Alignment Self Assessment

Administered by CC4P for nonprofits serving the City of Tucson and Pima County

*Vision: A community where every family prospers.*



This is a preview document. Use it to review all questions before completing the assessment online at [cc4ptucson.org/piassessment](https://cc4ptucson.org/piassessment). The assessment takes approximately 60–90 minutes and must be completed in one sitting — responses are not saved if you close or navigate away. We recommend reviewing this preview in advance.

## Welcome

Both the City of Tucson and Pima County have committed to the intentional implementation of the Prosperity Initiative — a collaborative, evidence-based effort to decrease generational poverty and build community wealth through **13 integrated policies** and **3 cross-policy strategies**.

This is a free tool designed for nonprofit organizations to identify their current alignment with the vision, mission, guiding principles, and policies of the Prosperity Initiative. **There are no wrong answers.**

To complete this assessment, consider both your organization's broad mission and the specific programs that align with the Prosperity Initiative.

### POLICY AREAS AT A GLANCE

- Housing (Policies 1–3)
- Education (Policies 6–7)
- Health (Policies 4–5)
- Workforce (Policies 8–13)

## ABOUT CC4P

**Our Mission**

The mission of the Community Coalition for Prosperity is to **GROW Prosperity** in alignment with the Prosperity Initiative.

**Grounded in Trust & Authentic Relationships**

Meaningful change cannot be mandated — it must be grown. We invest in long-term relationships across sectors and with the community, knowing that trust is the foundation upon which all coordinated action and systems change depends.

**Rooted in Community Agency & Lived Experience**

We have the collective power and capacity to create tangible social and economic change. Community members experiencing poverty are partners and leaders of change, and we center lived experience as context expertise, shifting power so that context experts shape decisions, not just inform them.

**Orchestrating Systemic & Coordinated Action**

We align organizations, policies, and investments around shared outcomes — moving from isolated interventions to coordinated, systems-level solutions in order to realize a community where every family prospers.

**Working & Learning with Accountability**

We use data, reflection, and honest evaluation to learn what works and own what doesn't, in order to achieve measurable systems change and equitable economic mobility.

# 1 Organizational Information

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Email Address \*

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Organization Name \*

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Executive Director / CEO (First and Last Name) \*

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Executive Director / CEO Email Address

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Name of person completing this form *(if other than CEO/ED)*

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Title of person completing this form *(if other than CEO/ED)*

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Email of person completing this form *(if other than CEO/ED)*

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Organization Address

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**Organization Website**

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# ◆ GROW Alignment Cohort — Inaugural 2026

## AN EXCITING OPPORTUNITY

**You're invited to be part of something bigger.**



CC4P is launching the **Inaugural GROW Alignment Cohort** in partnership with the **Waters Center for Systems Thinking** — a structured, time-bound experience for up to **20 nonprofits** that are ready to go deeper. This cohort is designed to transform the insight generated by this self-assessment into coordinated, systems-level action.

*The cohort brings together organizations from across the housing, health, education, and workforce sectors — because the families we serve don't experience these systems separately, and neither should we.*







### THE COHORT LEARNING ARC

Identify the System → Understand Your Role → Find Leverage Points → Take Action

Selected agencies will receive a **\$2,500 stipend, powered by TEP** — an acknowledgment of staff time and organizational commitment.



### COHORT TIMELINE

-  **GROW Cohort Launch Celebration**  
 Thurs. Aug. 27, 2026 · 3–5pm · Light bites & drinks
-  **GROW Session 1: Goals & Foundations**  
 Thurs. Sept. 3, 2026 · 9am–2pm · Light breakfast & lunch provided
-  **GROW Mid-Point Touchbase**  
 Thurs. Dec. 3, 2026 · 3–5pm · Light bites & drinks
-  **GROW Session 2: Collaboration & Commitment**  
 Thurs. Jan. 21, 2027 · 9am–2pm · Light breakfast & lunch provided
-  **GROW Individual Touchbase**  
 Spring 2027 · 30-minute virtual 1:1 with CC4P staff
-  **GROW 12-Month Check-In**  
 Thurs. Aug. 26, 2027 · 3–5pm · Light bites & drinks

### ELIGIBILITY & PARTICIPATION REQUIREMENTS

To be considered, your organization must:

- Complete this CC4P Nonprofit Alignment Self-Assessment

- Demonstrate active programmatic alignment with **at least 2 Prosperity Initiative policies** or cross-policy strategies
- Serve residents of Tucson and/or Pima County

If selected, your organization commits to:

- **CEO or Executive Director participation is required** — 2–3 staff must participate including the CEO/ED plus at least one additional senior leader
- Board of Directors viewing the **CC4P Prosperity Initiative Overview Video** (provided August 7)
- Completing a **Goal-Setting Worksheet** (provided August 7) before Session 1
- Participating in a **30-minute virtual 1:1 touchbase** with CC4P staff in Spring 2027

**Submissions close July 15, 2026.** Selected agencies will be notified by August 7, 2026. Completing this self-assessment is the first step — no separate application is required.

**Is your organization interested in being considered for the Inaugural GROW Alignment Cohort? \***

*There is no obligation. Completing this self-assessment is valuable regardless of cohort interest.*

Yes — we're interested!

Not at this time

**If selected, our CEO/ED and at least one additional senior leader are prepared to commit to full participation in all GROW Cohort events. \***

*If you selected "Not at this time" above, please select "Not at this time" below as well.*

Yes — we confirm this commitment

Not at this time

**Are there specific nonprofit organizations you'd like to build deeper collaborative connections with through the GROW Cohort?**

*This helps CC4P design cohort connections intentionally. (Shown online only if cohort interest = Yes)*

**If selected, what is one outcome you most hope to achieve through your participation?**

*(Shown online only if cohort interest = Yes)*

## 2 Vision, Mission & Guiding Principles Alignment

The City of Tucson, Pima County, and CC4P collaboratively developed the Vision, Mission, and Guiding Principles of the Prosperity Initiative.

**Vision:** A community where every family prospers.

**Mission:** The mission of the Prosperity Initiative is to decrease generational poverty by addressing root causes, reducing barriers, and improving opportunities for families to thrive economically.

### RATING SCALE GUIDE

<p><b>Absent</b></p> <p>Not yet in place or no evidence of this practice</p>	<p><b>Emerging</b></p> <p>Some activity exists but inconsistent or limited</p>	<p><b>Established</b></p> <p>Clear and consistent across key areas</p>	<p><b>Strong</b></p> <p>Comprehensive, integrated, and central to your work</p>
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### VISION & MISSION

#### Vision & Mission Alignment \*

	Absent	Emerging	Established	Strong
This agency's mission/vision explicitly addresses poverty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mission/vision reviewed and affirmed by the board within the past three years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Programs align with one or more of the 13 policies / 3 cross-policy strategies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### Notes related to mission/vision alignment

**Does your organization have an internal policy, practice, or commitment that formally reflects alignment with the Prosperity Initiative? \***

Yes
  In Development
  Not currently

Notes (optional)

**GUIDING PRINCIPLES**

The Guiding Principles of the Prosperity Initiative are:

1. **Prioritize** the Prosperity Initiative's vision, mission, and policies to guide decisions.
2. **Actively Engage** community members experiencing poverty through open communication and participatory decision-making.
3. **Endeavor to Achieve the Highest Possible Social and Economic Returns** through strategic investments and evidence-based approaches.
4. **Address Systemic Inequities**, particularly those caused by racism, by changing systems that perpetuate generational poverty.

**GUIDING PRINCIPLES**

**Lived Experience & Equity \***

	Absent	Emerging	Established	Strong
Structured processes for lived experience input (advisory groups, compensation, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participant input systemically informs design and improvement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Board and staff reflect communities served	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strategies in place for cultural competence and equitable access	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organization actively seeks to hire staff with lived experience of poverty and the communities served	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### Lived Experience & Equity Notes

#### GUIDING PRINCIPLES

### Evidence-Based Practice & Program Quality \*

	Absent	Emerging	Established	Strong
Programs based on evidence-based practices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evaluation framework measures efficiency, effectiveness, and participant impact	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collects both quantitative and qualitative data	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Uses evaluation results for decision making and systems improvement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Implements continuous quality improvement processes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### Evidence-Based Practice Notes

# 3 Policy Alignment

For each policy and cross-policy strategy, indicate your organization's current level of focus, and provide program details if applicable.

## HOUSING · POLICY 1

### Policy 1: Prevent Homelessness \*

**THIS POLICY AIMS TO:**

- Prevent evictions through **emergency rental assistance and legal aid**
- Quickly re-house people experiencing homelessness with **stable housing and supportive services**
- Address root causes like **mental health, substance use, and domestic violence**
- Build a **coordinated community response** to homelessness

Not currently a focus / Unsure

Somewhat of a Focus

Strong Focus

**Notes & Program Details (if a current focus)**

## HOUSING · POLICY 2

### Policy 2: Increase Affordable Housing \*

**THIS POLICY AIMS TO:**

- Increase **affordable rental and for-purchase housing** for low-income households
- Expand **homeownership opportunities** especially for people of color and low-income residents
- Reduce barriers to **housing access** including discrimination and credit challenges
- Preserve existing **affordable housing stock**

Not currently a focus / Unsure

Somewhat of a Focus

Strong Focus

**Notes & Program Details (if a current focus)**

HOUSING · POLICY 3

Policy 3: Improve Housing Quality \*

THIS POLICY AIMS TO:

- Ensure **safe, healthy, and well-maintained housing** for low-income residents
- Address **substandard housing conditions** including code violations
- Support **home repair and weatherization** for low-income homeowners
- Reduce **health hazards** in homes such as lead, mold, and pests

Not currently a focus / Unsure

Somewhat of a Focus

Strong Focus

Notes & Program Details (if a current focus)

HEALTH · POLICY 4

Policy 4: Improve Health Outcomes \*

THIS POLICY AIMS TO:

- Expand access to **quality, affordable healthcare** for low-income residents
- Address **social determinants of health** including food, housing, and economic security
- Reduce **health disparities** across race, income, and geography
- Strengthen **behavioral health services** and integration

Not currently a focus / Unsure

Somewhat of a Focus

Strong Focus

Notes & Program Details (if a current focus)

HEALTH · POLICY 5

**Policy 5: Improve Food Security \***

**THIS POLICY AIMS TO:**

- Increase access to **nutritious, affordable, and culturally appropriate food**
- Reduce **food insecurity** for children, families, and older adults
- Support **local food systems** and reduce food deserts
- Connect families to **SNAP, WIC, and other nutrition benefits**

Not currently a focus / Unsure

Somewhat of a Focus

Strong Focus

**Notes & Program Details (if a current focus)**

EDUCATION · POLICY 6

**Policy 6: Increase Early Childhood Education & Care \***

**THIS POLICY AIMS TO:**

- Expand access to **quality early childhood education and care** for low-income families
- Improve the **quality and affordability of childcare** across the community
- Support **early brain development** and school readiness
- Strengthen the **early childhood workforce**

Not currently a focus / Unsure

Somewhat of a Focus

Strong Focus

**Notes & Program Details (if a current focus)**

EDUCATION · POLICY 7

Policy 7: Increase K–12 Education Outcomes \*

THIS POLICY AIMS TO:

- Improve **educational outcomes and graduation rates** for low-income students
- Reduce **chronic absenteeism** and dropout rates
- Expand **wraparound services** that address barriers to learning
- Support **college and career readiness**

Not currently a focus / Unsure

Somewhat of a Focus

Strong Focus

Notes & Program Details (if a current focus)

WORKFORCE · POLICY 8

Policy 8: Increase Postsecondary Education & Training \*

THIS POLICY AIMS TO:

- Expand access to **postsecondary education, credentials, and certificates** for low-income adults
- Remove financial and logistical **barriers to completion**
- Strengthen **connections between education and employer needs**
- Support **adult basic education and English language learners**

Not currently a focus / Unsure

Somewhat of a Focus

Strong Focus

Notes & Program Details (if a current focus)

**WORKFORCE · POLICY 9**

**Policy 9: Increase Employment \***

**THIS POLICY AIMS TO:**

- Connect low-income job seekers to **quality employment opportunities**
- Remove barriers to employment including **criminal records, lack of ID, and transportation**
- Support **employer engagement and inclusive hiring practices**
- Promote **career pathways** that lead to economic stability

Not currently a focus / Unsure

Somewhat of a Focus

Strong Focus

**Notes & Program Details (if a current focus)**

**WORKFORCE · POLICY 10**

**Policy 10: Prioritize Workforce Development for Underserved Populations \***

**THIS POLICY AIMS TO:**

- Increase **connection and coordination across sectors** linking workforce, education, industry, and economic development
- Help jobseekers **set goals and navigate career paths** through planning and coaching
- Provide **real work experience** through apprenticeships and earn-and-learn opportunities
- Offer **wraparound support** addressing barriers like childcare and transportation

Not currently a focus / Unsure

Somewhat of a Focus

Strong Focus

**Notes & Program Details (if a current focus)**

WORKFORCE · POLICY 11

Policy 11: Improve Job Quality for Low-Income Workers \*

THIS POLICY AIMS TO:

- Increase wages and ensure **fair wages for all**
- Expand **worker benefits and protections** including leave, healthcare, and childcare
- Promote **equity in employment** by closing gaps in opportunity and pay
- Support **job quality and stability** through fair schedules and career growth

Not currently a focus / Unsure

Somewhat of a Focus

Strong Focus

Notes & Program Details (if a current focus)

[Empty text box for notes and program details]

WORKFORCE · POLICY 12

Policy 12: Improve Financial Capability \*

THIS POLICY AIMS TO:

- Provide low-income families with **education, coaching, and tools to manage finances and build wealth**
- Support households to **save, reduce debt, and grow net worth**
- Limit use of **high-risk loans** through education and regulation
- Tailor programs to the needs of **marginalized communities** and those with financial trauma

Not currently a focus / Unsure

Somewhat of a Focus

Strong Focus

Notes & Program Details (if a current focus)

[Empty text box for notes and program details]

**WORKFORCE · POLICY 13**

**Policy 13: Support Small Businesses \***

**THIS POLICY AIMS TO:**

- Expand small business ownership especially for **people of color, women, and those in high-poverty areas**
- Improve access to **capital, technical assistance, and affordable commercial space**
- Use small business growth to **create local jobs and build wealth**
- Remove barriers like **discriminatory lending** to promote economic mobility

Not currently a focus / Unsure

Somewhat of a Focus

Strong Focus

**Notes & Program Details (if a current focus)**

**CROSS-POLICY STRATEGY 1**

**Cross-Policy Strategy 1: Center a 2Gen Approach \***

**THIS CROSS-POLICY STRATEGY AIMS TO:**

- **Support children and parents simultaneously** to improve health, education, and economic outcomes
- Provide **quality childcare for young children and support for parents in early adulthood**
- **Address barriers affecting both generations** by linking systems, funding, and services
- **Center family voices and ensure equity** across all Prosperity Initiative policies

Not currently a focus / Unsure

Somewhat a Focus

Strong Focus

**Notes & Program Details (if a current focus)**

CROSS-POLICY STRATEGY 2

Cross-Policy Strategy 2: Address Climate Resilience and Environmental Justice \*

THIS CROSS-POLICY STRATEGY AIMS TO:

- Reduce environmental hazards in low-income and marginalized communities
- Build climate resilience in vulnerable neighborhoods
- Advance environmental justice by correcting historic inequities
- Promote clean energy and green jobs
- Protect families from climate-related health and housing risks

Not currently a focus / Unsure
  Somewhat a Focus
  Strong Focus

Notes & Program Details (if a current focus)

CROSS-POLICY STRATEGY 3

Cross-Policy Strategy 3: Prevent and Reduce Crime \*

THIS CROSS-POLICY STRATEGY AIMS TO:

- Prevent and reduce crime in high-poverty areas through focused community interventions
- Decrease youth involvement in crime and the justice system
- Expand educational access and attainment to support long-term economic success
- Strengthen family and housing stability to reduce stressors linked to crime exposure
- Increase economic opportunities and neighborhood investment

Not currently a focus / Unsure
  Somewhat a Focus
  Strong Focus

Notes & Program Details (if a current focus)

## 4 Internal Job Quality

### A note before you begin this section

The nonprofit sector is the backbone of our community's social infrastructure — and yet nonprofit staff are among the most underpaid workers in our region. **This section is not an evaluation of your organization.** There are no right or wrong answers. This information helps CC4P understand the real conditions facing nonprofits and **advocate directly to funders** for the resources needed to support a thriving, stable workforce. Thank you for your honesty.

#### INTERNAL JOB QUALITY

**My organization strives to pay wages that reflect the true cost of living in Tucson/Pima County. \***

*Consider your full staff — including front-line and entry-level positions.*

Strongly Disagree Disagree Somewhat Agree Agree Strongly Agree

My organization strives to pay wages that reflect the true cost of living in Tucson/Pima County

#### INTERNAL JOB QUALITY

**My organization has a documented compensation philosophy or pay scale that guides how wages are set. \***

Yes, we have one in place

We're working on it

Not currently

#### INTERNAL JOB QUALITY

**My organization currently offers the following employee benefits. \***

*Select all that apply.*

- Health insurance (employer contributes to premium)
- Paid sick leave
- Paid family / parental leave
- Flexible or alternative work schedules
- Retirement plan (403b, SIMPLE IRA, etc.)
- Professional development / training stipend
- Childcare assistance or subsidy
- Employee Assistance Program (EAP)
- None of the above

INTERNAL JOB QUALITY

Scheduling, Staff Retention & Wellness \*

Strongly Disagree Disagree Somewhat Agree Agree Strongly Agree

Employees have consistent, predictable schedules supporting caregiving, education, and other responsibilities

○ ○ ○ ○ ○

Staff turnover is a significant challenge, at least partially related to compensation and/or benefits

○ ○ ○ ○ ○

Leadership takes meaningful action to support employee wellness and prevent burnout

○ ○ ○ ○ ○

INTERNAL JOB QUALITY

What is the single biggest barrier preventing your organization from improving job quality for your staff? \*

There are no wrong answers here. Your candor directly informs CC4P's advocacy.

[Empty text box for answer]

INTERNAL JOB QUALITY

If CC4P could communicate one thing to funders on behalf of your organization about what staff need to do this work sustainably, what would it be? \*

This is your direct voice to funders.

[Empty text box for answer]

## 5

## Closing

### Thank you for being here.

Completing this assessment is no small thing. You've just taken a meaningful look at your organization's work through the lens of the Prosperity Initiative — exploring 13 policies, 3 cross-policy strategies, and the guiding principles that shape how systems change actually happens.

A personalized PDF alignment report will be automatically generated and downloaded for you upon online submission — a reflection of your responses and a resource to share with your leadership team and board.

On behalf of CC4P, thank you. Your participation helps build a living map of the nonprofit ecosystem working every day to reduce generational poverty and grow prosperity in Tucson and Pima County.

**We look forward to being in community with you.**

Is there anything additional you would like to share?

## Ready to Submit?

Complete this assessment online to submit your responses and receive your personalized PDF alignment report.

[cc4ptucson.org/piassessment](https://cc4ptucson.org/piassessment)