LOCAL ENERGY GOVERNANCE IN VERMONT: AN ANALYSIS OF ENERGY SYSTEM TRANSITION STRATEGIES AND ACTOR CAPACITY

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All content originally presented on May 13, 2014 at the presenters Ph.D. Seminar

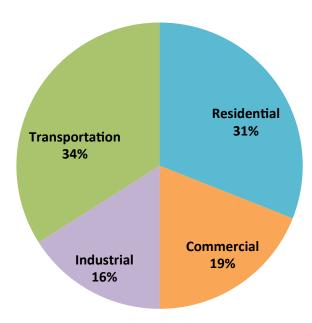
Overview

- Context (slides 3-14)
 - Energy System Change in Vermont
 - Key Literature
 - Project Goals
- Energy Planning (slides 15-28)
 - Presented at VECAN Conference Session A5: Aligning Local, Regional and State Planning to Meet Vermont's Energy Goals
- Local Energy Organizing (slides 29-45, extras: slides 48-58)
 - Presented at VECAN Conference Session B2: Town Energy Committees: Strategies, Stories and Tips for Success
- Discussion (slide 46)
 - Conclusions & Recommendations

VT Energy by the Numbers

- Total Energy Consumption Per Capita (EIA, 2011)
 - 238 million Btu
 - 11th best ranked state (least consumption)
- Electricity Generation (EIA, 2011)
 - 70% nuclear, 20% hydro, 10% renewables
 - Lowest CO2 emissions in the nation
- No. 1 in the nation for solar job creation per capita (Governor's Energy Dashboard, 2014)

VT Energy Consumption by End-Use Sector





State Energy Action in VT





- Net Metering Law (1998)
- Energy Efficiency Utilities (1999)
- Clean Energy Development Fund (2005)
- Smart Grid (2009)
- Standard Offer Program (2009)
- Building Energy Standards (2011)
- Comprehensive Energy Plan (2011)
- Energy Siting Commission (2012)
- Fracking Ban (2012)
- Thermal Efficiency Task Force (2013)
- Total Energy Study (2013)

Local Energy Action in VT

- Small Business Growth
- Woodchip Heating in Schools
- Property Assessed Clean Energy
- Assessments & Planning
- Energy Education
- Electric Efficiency
- Street Lighting Campaigns
- Audits, Retrofits, & Weatherization
- Transportation Initiatives
- Group Net Metering
- Community Renewable Energy





VT Energy Actors & Initiatives





Utilities





Vermont Energy & Climate Action Network Energizing Vermont Communities

Key Actors









SERG























Businesses

Key Literature Fields

- Sustainability Transitions
 - Multi-Level Perspective
 - Transition Management
 - Energy Transitions

3 subfields

- 2. Energy Planning
- Local Energy Governance

Sustainability Transitions

- Emerging field of change research
 - Systems framing
 - Socio-technical transitions
 - Actor-oriented approaches



 Recognizes the long-term and multidimensional nature of transformation processes which shift our systems to more sustainable modes of production and consumption (Markard, Raven, & Truffer, 2012)

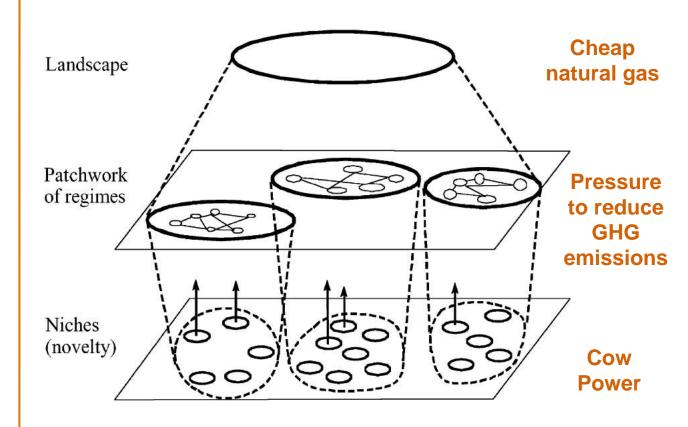
• System change can be traced to **strategic interactions of ambitious actors** (Farla, Markard, Raven, & Coenen, 2012)

Multi-Level Perspective

Macro: external factors

Meso: stability and trajectory

Micro: innovation and experimentation



The multi-level perspective nested hierarchy. (Geels, 2002)

Transition Management Cycle

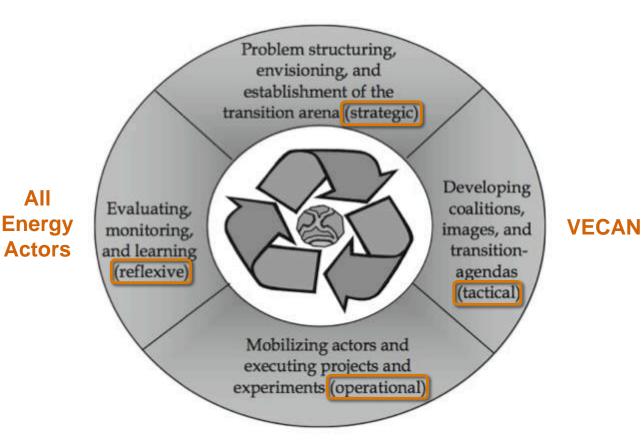
Complex systems theory and governance

Focus on **persistent** problems

AII

Practice-based approach

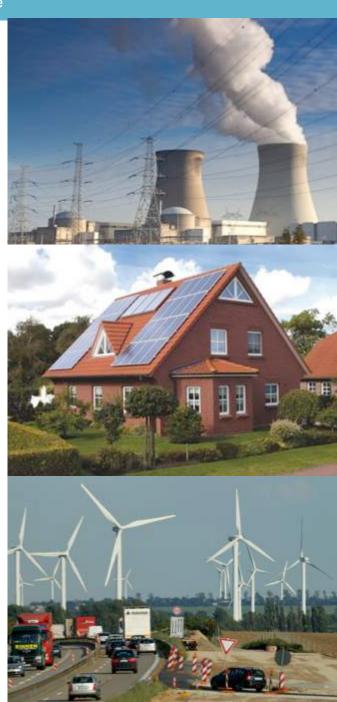
CEP Municipal Energy Planning



Town Energy Committees

Energy Transitions

- Five major challenges (van Vuuren et al., 2012)
 - Increasing energy demand
 - Lack of energy access
 - Environmental risks
 - Energy security concerns
 - Lack of long-term policy focus
- Achievable through technological and economic terms, but faces significant challenges of governance (Ibid.)
- Stakeholder engagement at multiple scales is necessary (Sovacool, 2013)



Research Approach

Process

Inductive, applied, practical

Approach

Community Participatory Action Research

Partner

Vermont Energy and Climate Action Network

Methods

Document review, content analysis, survey, actor conversations



Tarah Rowse RSENR

Overarching Questions

- 1. What can be learned from Vermont about the conditions for effective energy transitions?
- What are the opportunities and challenges for town energy planning and local energy organizing?
- 3. What are the institutional triggers that will facilitate a faster transition to sustainable energy systems?
- 4. How can lessons learned be translated to other states and towns?

My Studies

Identify **conditions for change**, including opportunities and challenges, within Vermont **energy system decision-making and governance at the local level**.

Study 1: Energy Planning

- Municipal energy plans
- Alignment with state energy planning

Study 2: Local Energy Organizing

- Town energy committees and coordinators
- Energy activity and actor capacity

STUDY 1: ENERGY PLANNING

Acceptable alignment? An assessment of Vermont state and municipal energy planning strategy agreement



Energy Planning Literature

Key need for energy planning:

- Energy planning by local authorities can deliver energy savings and carbon reductions (Comodi et al., 2012; Fudge & Peters, 2009)
- Long-term vision and collective expectations (Farla et al., 2012)
- Strategic and coordinated planning (Sperling et al., 2010)
- European focus
 - Sweden, Italy, Denmark, United Kingdom
- Recent U.S. research
 - ACEEE, California, American Indian tribes



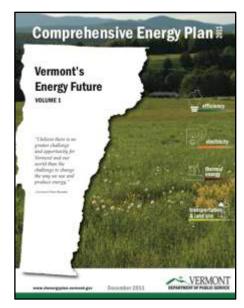




Vermont's Energy <u>Vision</u> and Planning <u>Alignment</u>

Comprehensive Energy Plan (CEP)

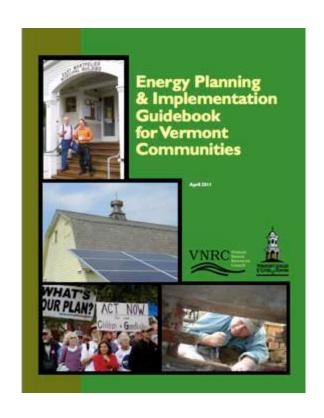
- Led by Planning and Energy Resources Division
 - Public Service Department
- CEP released in December 2011
 - Volume 1: Vermont's Energy Future
 - Volume 2: Facts, Analysis and Recommendations
 - Volume 3: Appendices
- Goal: 90% renewable energy by 2050
 - 23% renewable energy in 2011
- The State cannot do it alone
 - "Meaningful, robust energy plans"
 - "Best practices for town energy committees"





Municipal Energy Planning in VT

- Municipal planning is on a 5 year cycle
 - Energy chapters required
- Developed by planning commissions
 - Selectboard adoption
- Energy planning resources and support
 - Vermont Energy and Climate Action Network
 - Regional Planning Commissions









Research Questions

- What are the high-level state strategies of Vermont's CEP?
- What are the strategies found in municipal energy plans?
- How are the municipal energy plans aligned with state strategy?



Methods

- Reviewed the CEP (Volume 1) to identify high-level strategies
 - Develop strategy table
- Collected municipal plans adopted between mid-2012 to mid-2013
 - Town Plan adoption database (Agency of Commerce)
- Evaluated energy chapters using coding software (HyperRESEARCH)
 - Code book mirrored the CEP strategy table
- Coded motivations and renewable energy sources

CEP Strategy Table

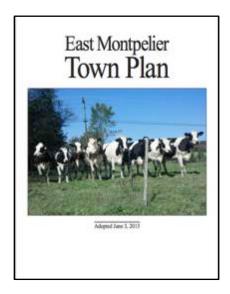
Goal: 90% renewable energy by 2050

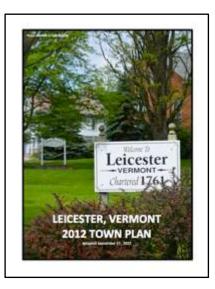
Intent: "sustainable, affordable renewable energy future"

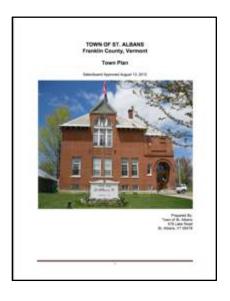
EFFICIENCY	ELECTRICITY & RENEWABLE ENERGY	THERMAL ENERGY	TRANSPORTATION & LAND USE	LEVERAGE POINTS
"efficiency first" and "a whole-building approach to all-fuels efficiency"	"continue our progress on renewable electricity" and "transition to electricity to the maximum extent possible"	"shift towards renewable sources and renewable-blended fuels for heating"	"change our transportation technology and infrastructure" and "support the growth of compact, sustainable communities"	"a systematic approach addressing all leverage points is required"
Conservation energy savings, energy reductions, behaviors Efficiency electric efficiency, thermal efficiency, efficient technologies Buildings audits, retrofits, weatherization, Energy Star, net-zero energy construction, passive design	Transmission planning Renewables promote renewable energy sources Small-scale RE distributed small-scale generation Community energy district heating Agriculture on-farm biodiesel, solar, biodigesters, wind Commercial consider large projects	Fuel-switching displace fossil fuels, biomass deployment Natural gas expansion Combined heat and power (CHP) Sustainable forest management	Vehicle programs low and zero emission, low carbon fuels, electric vehicles, clean vehicle infrastructure SOV alternatives rideshare, transit, walking, biking Rail Energy siting thoughtful and responsible energy siting Smart growth compact development, sustainable communities, town centers	Outreach and education Finance and funding Innovation and expertise Regulatory policy and structures Partnerships and coordination

Municipalities & Energy Chapters

- 40 municipalities
- Mean population: 2,475
 - 205 (Landgrove) to 12,031 (Brattleboro)
- Mean household income: \$53,515
 - \$27,321(Brighton) to \$78,241 (Cornwall)
- Energy chapters ranged from a few paragraphs to 20 pages

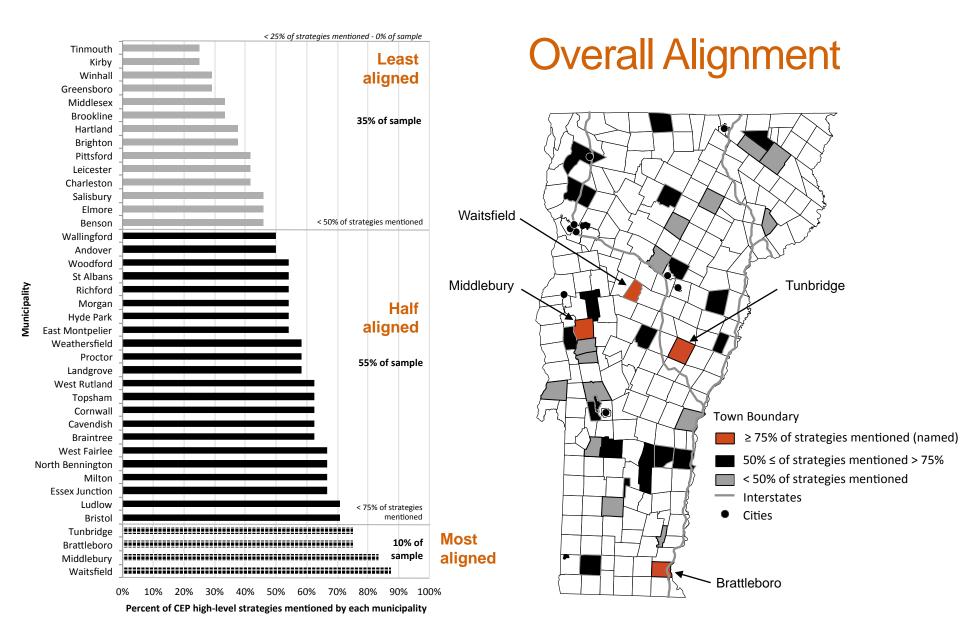






Benson Braintree Brattleboro Brighton Bristol Brookline Cavendish Charleston Cornwall East Montpelier Elmore **Essex Junction** Greensboro Hartland Hyde Park Kirby Landgrove Leicester Ludlow Middlebury Middlesex Milton Morgan North Bennington Pittsford Proctor Richford Salisbury St Albans Tinmouth Topsham Tunbridge Waitsfield Wallingford Weathersfield West Fairlee West Rutland Winhall Woodford

Andover



Alignment by Sector

Complete alignment: efficiency, conservation, renewables

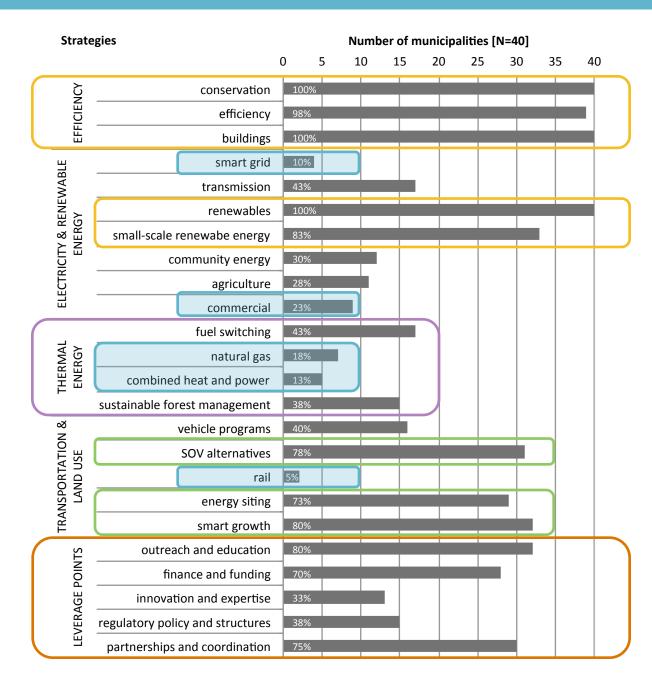
Strong alignment: SOV alternatives, smart growth, and siting

Weak alignment: thermal energy sector

Gaps in alignment: smart grid, commercial RE, rail services

Leverage points

EE education, PACE, committee formation, local ordinances



Motivations

Only a quarter noted the **CEP**

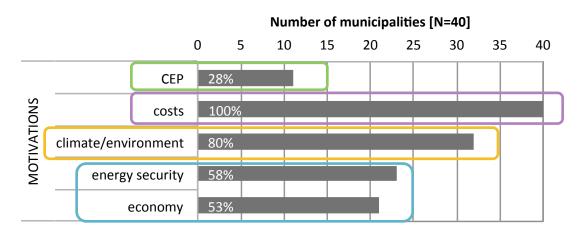
Decreasing **costs** and saving money are principal

Climate/environment also central

Energy independence and job creation still significant



"The goal of the Vermont **CEP** is... East Montpelier shares this goal and has proposed specific actions to support it."



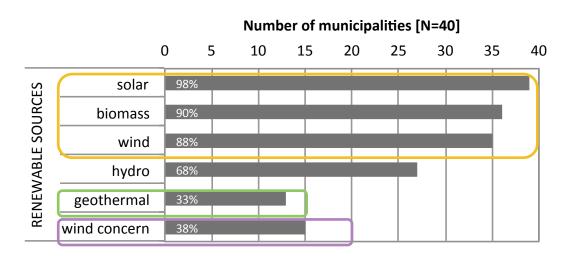


Renewable Sources

Solar, biomass, and wind most frequently considered

Low acknowledgement of **geothermal**





Commercial wind development concern



Apprehension to prohibition

Scenic viewsheds

Community standards

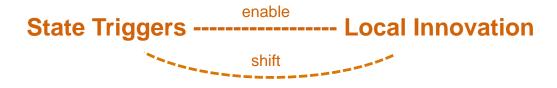
Recommendations: Multi-Level Perspective

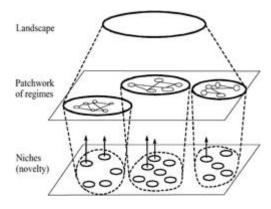
Maintain stability in key areas at the regime level

- 1. Continue efficiency efforts, with more thermal
- Alternative transportation and smart growth

Foster increased innovation at the niche level

- Community energy pilot program
 - Clustered experimentation
- Electric vehicle infrastructure incentives
 - Process models and local build-out
- Technology specific policy and incentives for less commonly considered sources
 - CHP, geothermal





Multi-Level Hierarchy



Recommendations: Transition Management

Strategic

Targeted CEP workshops for towns: State and RPCs

Tactical

2. Siting review, policy, and conflict resolution: State

Operational

- Residential smart meter education: Utilities and EVT
 - Community Based Social Marketing
- Full implementation of PACE: State and EVT

Reflexive

- 5. Evaluation, learning, feedback between actors
 - VECAN



Transition Management Cycle



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STUDY 2: LOCAL ENERGY ORGANIZING

Local energy action in Vermont: a structural analysis of local energy actor capacity and activity



Local Energy Governance Literature

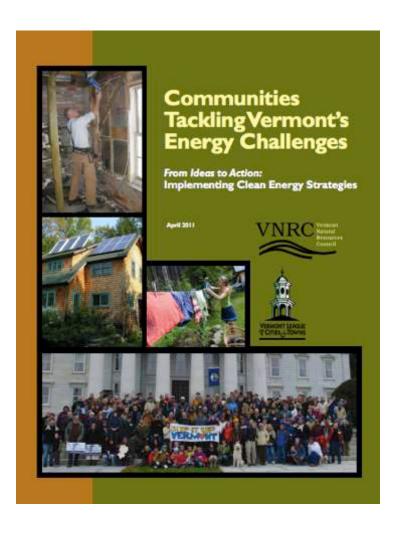
Key role of local approaches:

- More resilient energy systems (O'Brien & Hope, 2010)
- Practical route to addressing individual and community energy change (Fudge & Peters, 2009; Jefferson, 2008)
- Local involvement can build trust and understanding creating a positive social context for energy transitions (Walker et al., 2010)

- Research has focused on structure and impact, not capacity
- Examining capacity in relation to performance is useful for understanding systematic effectiveness (Meyer et al., 2012)



Local Energy Actors

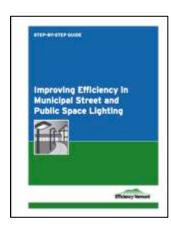


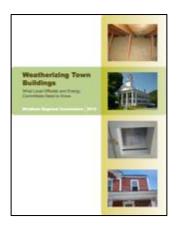
Town Energy Committees (TECs)

- Committees and coordinators
- Grassroots approach

VECAN

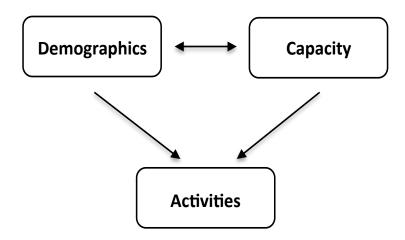
- Technical assistance and resources
- Networking and annual conference





Research Questions

- How are the structures, processes, activities, and outcomes of local energy actors contributing to an energy system transition in Vermont?
- What patterns highlight the key opportunities and challenges for town level energy change?
- What are the relationships between demographics, capacity, and activities?



Methods

- Survey of all currently active local energy actors
 - Sent from VECAN
- Descriptive statistics and analyses
- Structural analysis using chi-square testing (SPSS)
 - Dependent variables
 - Activity: existence, aggregate, and categorical
 - Independent variables
 - Demographics: income and population
 - Capacity: structure, resources, planning

Survey Areas

History

Structure

Processes

Networks

Resources

Planning

Priorities

Activities

Outcomes

Funding

Evaluation

Strengths

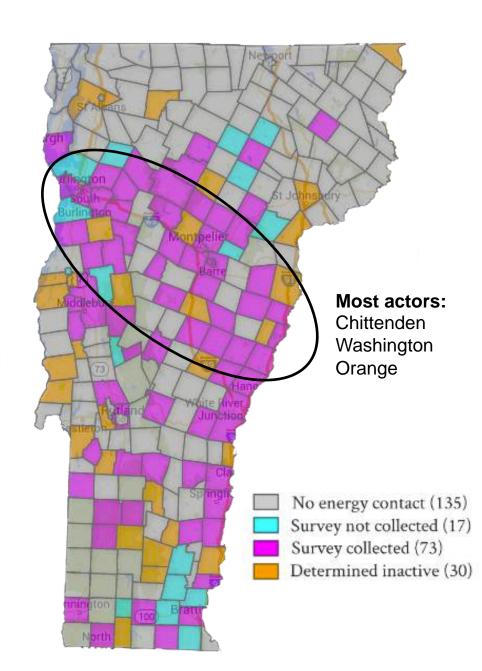
Challenges

Needs

Survey Population

*I use "town" and "municipalities" interchangeably.

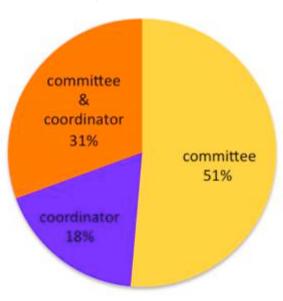
- 255 municipalities in Vermont
- 120 towns identified as having actors
 - 25% determined inactive
 - 80% survey response rate
- 35% of VT towns have currently active energy actors



Local Energy Actors

- 66% of committees are municipal
- Volunteer-based and unpaid
- No budget (75%) or very small (25%)
 - Ranged from \$50 to \$8,000
- Commit only a few hours a month

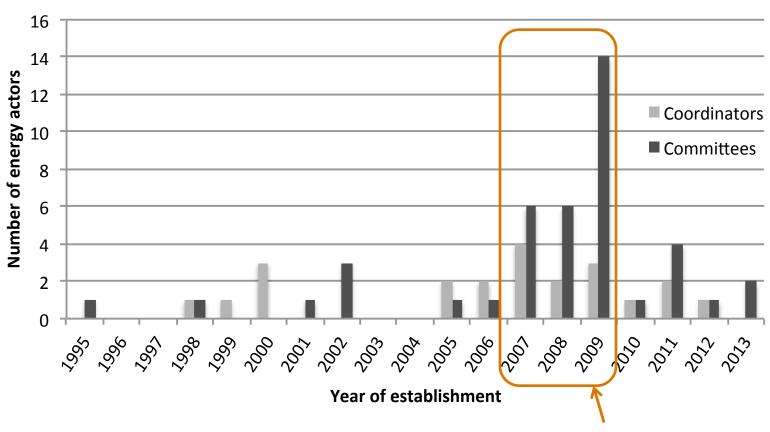
Energy Actor Set-up





Actor Establishment





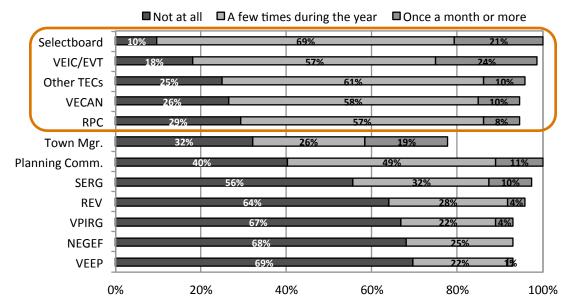
Greatest period of growth: 2007-2009 26 committees and 9 coordinators

Characteristics

- Energy interested towns
- Energy knowledgeable
- Versatile communicators
- Low volunteer engagement
- Moderate network interactions



How often does your energy committee (coordinator) interact with the following groups?



Percent of energy actors that interact with the given entity at the associated frequency

Interactions

Planning

Survey Responses

Planning Element	Yes	No
Baseline energy assessment	58%	42%
Energy section (in municipal plan)	84%	16%
Energy plan (separate from municipal plan)	14%	86%
Specific energy reduction goals	32%	68%
Specific carbon neutrality goals	11%	89%
Evaluation	34%	66%

Goals

Cavendish: Replace all municipal street lights

Brattleboro: Increase local renewable electric generation to 10% of total electric consumption by 2030

Montpelier: First carbon neutral state capital

Waterbury: Greenest town in Vermont by 2020

Strengths

Aptitude (58%)

Knowledge, skills, abilities

Commitment (47%)

Passion and dedication

Relationships (30%)

Cooperative connections



Challenges

Time (41%)

People-hours

Money (31%)

Funding, budget, incentives

Apathy (27%)

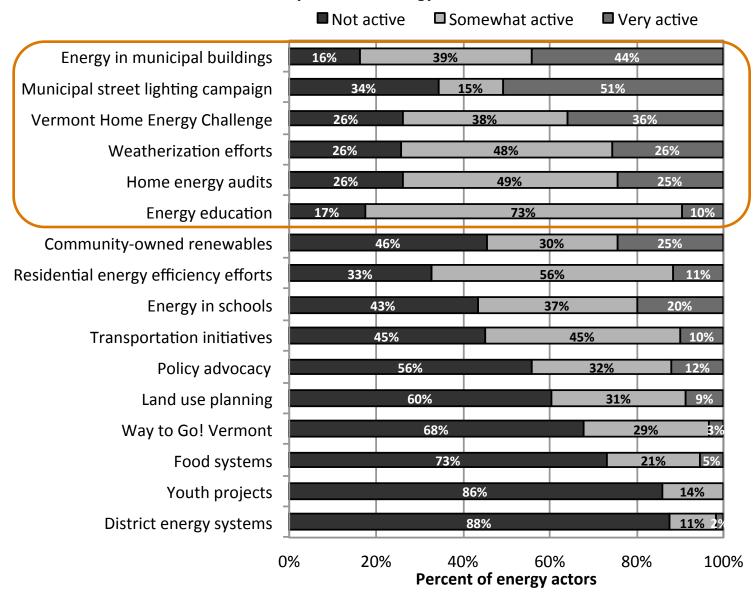
Community indifference

Support (14%)

Town or citizen

Activity

Activity Levels for Energy Initiatives



Structural Analysis

Demographic Associations

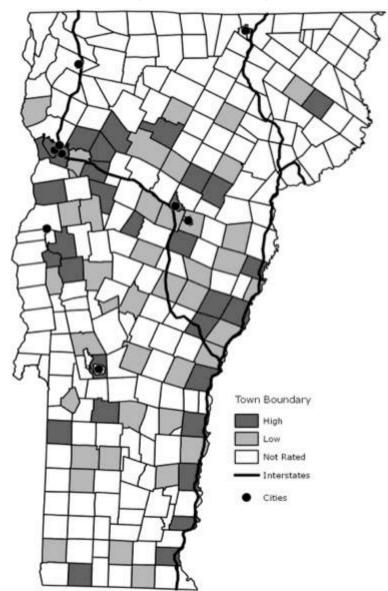
Actor presence aligns with population centers

Higher population and income towns are more likely to have actors

Higher population towns show higher aggregate activity

Higher income towns more likely to undertake weatherization

Low and high activity energy actors



Structural Analysis

Aggregate Activity Associations

- 1. Actor Set-up
- Cmte & Coord
- 2. Organization
- Municipal
- 3. Budget
- Having one!
- 4. Volunteers
- More

P-values for Pearson chi-square testing of variable pairs. Significant results (p-values ≤ .05) are shaded.

									Act	ivity (c	ategori	cal)						
		Activity (aggregate)	Education	Street lighting	VHEC	Efficiency	Weatherization	Audits	Municipal buildings	Schools	Policy	Way to Go!	Transportation	Community renewables	District energy	Food	Youth	Land use
Demographic	Income	0.20	0.55	0.85	0.09	0.94	0.02	0.26	0.32	0.88	0.96	0.34	0.14	0.87	0.19	0.64	0.38	0.70
Demc	Population	0.01	0.70	0.07	0.51	0.53	0.56	0.94	0.60	0.77	0.06	0.06	0.11	0.37	0.16	0.98	0.83	0.96
e.	Actor Set-up	0.01	0.06	0.44	0.03	0.15	0.00	0.00	0.96	0.90	0.48	0.09	0.34	0.25	0.88	0.98	0.26	0.76
Structure	Organization*	0.03	0.89	0.20	0.35	0.34	0.66	0.69	0.03	0.06	0.49	0.21	0.25	0.46	0.92	0.69	0.05	0.87
σ	Local Officials*	0.75	0.90	0.61	0.24	0.63	0.91	0.86	0.96	0.75	0.82	0.82	0.92	0.18	0.92	0.48	0.58	0.11
	Budget	0.00	0.21	0.12	0.90	0.22	0.16	0.19	0.05	0.20	0.15	0.17	0.04	0.04	0.19	0.29	0.90	0.59
	Time*	0.22	0.83	0.51	0.48	0.33	0.07	0.32	0.78	0.38	0.27	0.91	0.38	0.12	0.41	0.06	0.73	0.96
rices	Interest	0.18	0.77	0.10	0.82	0.03	0.34	0.11	0.16	0.97	0.18	0.74	0.10	0.05	0.12	0.73	0.90	0.33
Resources	Knowledge	0.08	0.17	0.20	0.02	0.04	0.29	0.02	0.12	0.35	0.01	0.36	0.01	0.03	0.37	0.63	0.15	0.46
_	Volunteers	0.01	0.38	0.77	0.19	0.34	0.17	0.09	0.28	0.69	0.07	0.73	0.09	0.22	0.26	0.47	0.20	0.43
	Network	0.66	0.64	0.28	0.76	0.95	0.38	0.36	0.75	0.62	0.34	0.89	0.77	0.53	0.04	0.82	0.91	0.86
	Baseline	0.57	0.31	0.21	0.29	0.11	0.81	0.77	0.32	0.11	0.03	0.58	0.26	0.27	0.15	0.60	0.77	0.02
ning	Plan	0.91	0.82	0.40	0.77	0.84	0.65	0.62	0.55	0.82	0.01	0.10	0.30	0.13	0.00	0.63	0.46	0.98
Planning	Goals	0.13	0.62	0.14	0.44	0.89	0.05	0.54	0.47	0.11	0.00	0.01	0.00	0.17	0.37	0.03	0.55	0.10
	Evaluation	0.93	0.05	0.40	0.27	0.09	0.10	0.27	0.88	0.35	0.49	0.22	0.19	0.19	0.70	0.12	0.04	0.39

Structural Analysis

Categorical Activity Associations

Knowledge

 Technical, complex, broader

Planning

Strategic, long-term, comprehensive

P-values for Pearson chi-square testing of variable pairs. Significant results (p-values ≤ .05) are shaded.

		Activity (categorical)																
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	Baseline	0.57	0.31	0.21	0.29	0.11	0.81	0.77	0.32	0.11	0.03	0.58	0.26	0.27	0.15	0.60	0.77	0.02
guir	Plan	0.91	0.82	0.40	0.77	0.84	0.65	0.62	0.55	0.82	0.01	0.10	0.30	0.13	0.00	0.63	0.46	0.98
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Key Conclusions & Recommendations

Dedicated actors, limited capacity

- Lack of time and money
- 25% of energy actors inactive
- How are energy actors sustained?

1. Formalize energy coordination

- Committee and coordinator set-ups
- Innovative non-profit arrangements
- Dedicated staff and secure funds

2. Increase robustness of network

- Formal membership arrangements (fees)
- Concrete commitments and milestones
- Assistance, resources, and monitoring



Johanna Miller and Keil Corey, VECAN

Conclusions & Recommendations

Multi-Level Perspectives

- State planning and policy provides scaffolding for local work
- Foster niche experimentation
 - Policy triggers and financial incentives in strategic areas
 - Stronger links and learning between actors and projects

Community Engagement

- Enhance broader citizen participation through approach
 - Increase the focus on symbolic resources and public values (over costs)
 - Emphasize synergistic goals, multiple objectives, co-benefits

Capacity

- Formalize energy coordination and network
- Prioritize activities
 - Energy sustainability indicators and monitoring tools

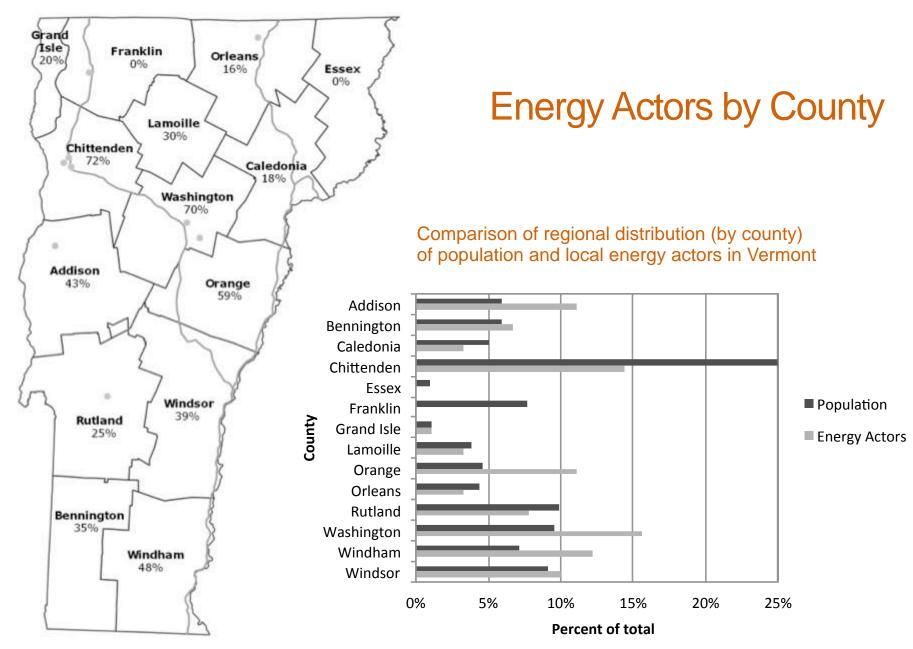
Thank you Quinn.



Acknowledgements

I would like to thank and recognize the following individuals and organizations for their support:

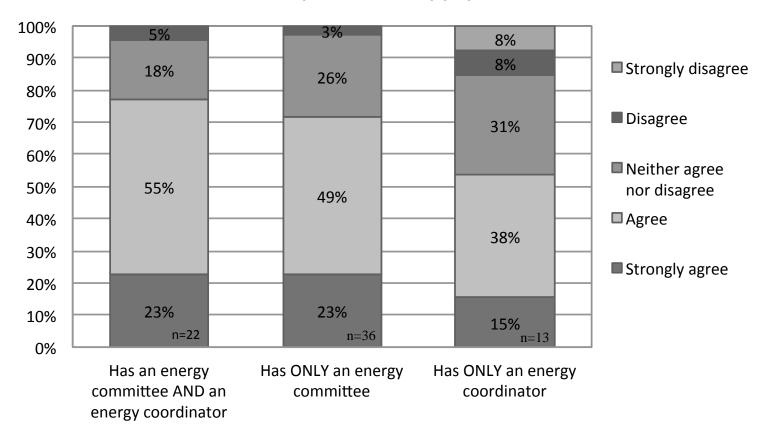
- Johanna Miller, Keil Corey, and VECAN
- Stephanie Kaza (Advisor)
- Cecilia Danks, Chris Koliba, and Richard Watts (Doctoral Committee)
- Gioia Thompson and the Office of Sustainability
- My partner, family and friends



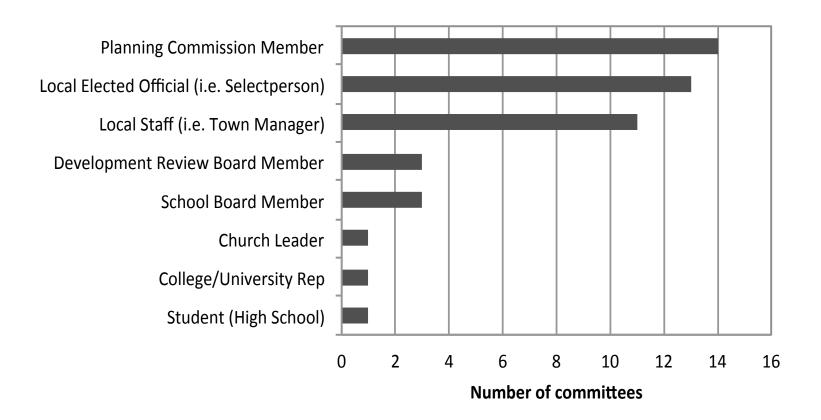
Percent of towns with energy actors

Energy Knowledge

To what extent do you agree or disagree with this statement: "Our energy committee (coordinator) has sufficient energy knowledge to answer questions, create plans, and develop projects."

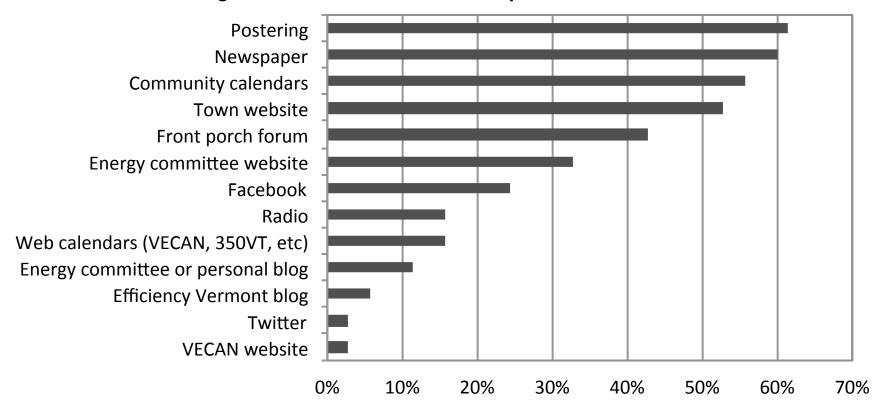


Public Officials



Communication Methods

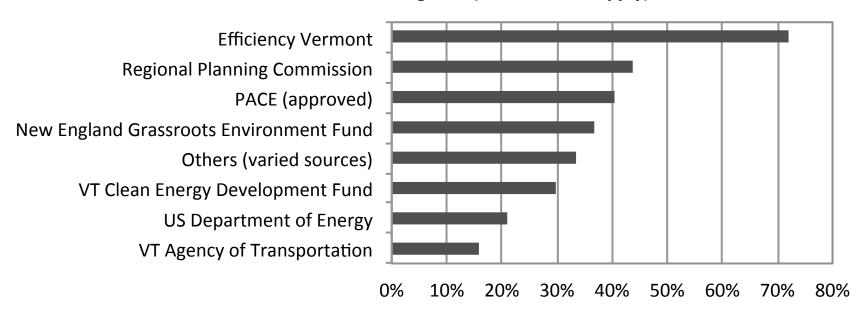
Over the past two years, has your energy committee (coordinator) used the following methods to communicate about your activities and events?



Percent of energy actors that used the communication method

Financial Opportunities

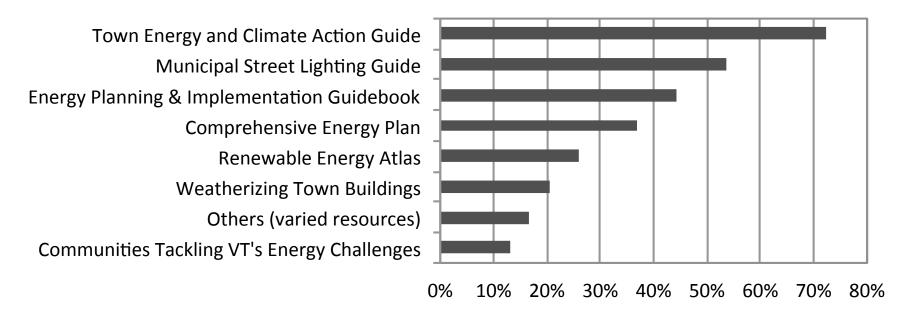
What financial opportunities has your energy committee (coordinator) taken advantage of? (Check all that apply)



Percent of energy actors that have received source funding

Resources

What energy related resources has your energy committee (coordinator) used for planning and implementation purposes? (Check all that apply)

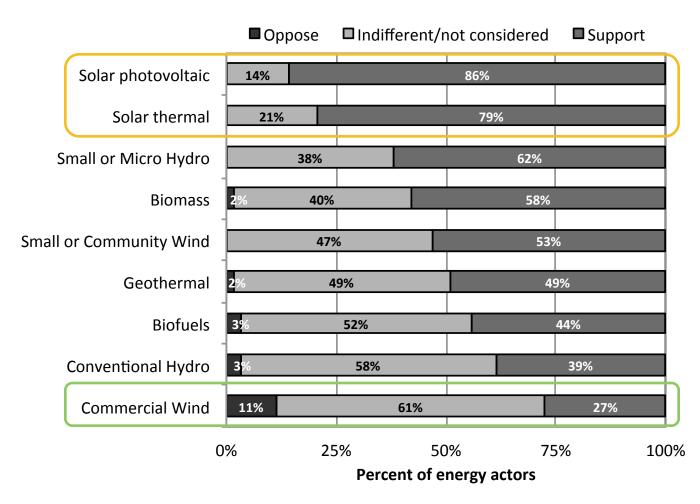


Percent of energy actors that have used each resource

Attitudes Toward Renewables







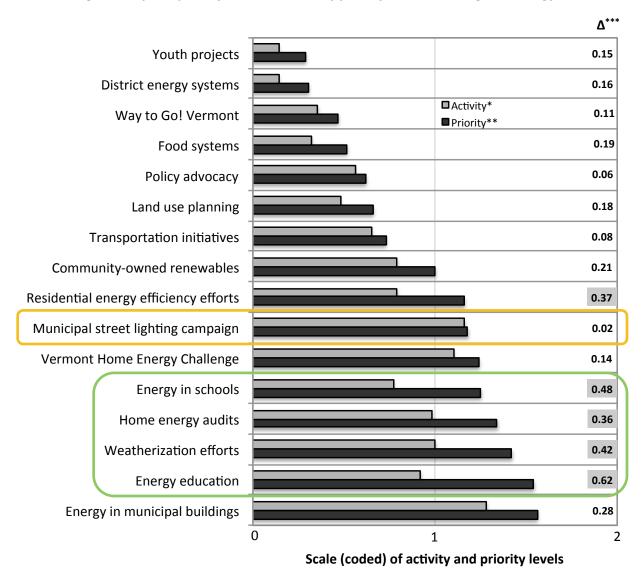
Difference b/n Aspirations and Actions

Success in street lighting

Difficulties in education, audits, weatherization, schools



Average activity and priority levels (ordered by priority from low to high) of energy initiatives



^{*}Activity level choices coded so "Not active"=0, "Somewhat active"=1, and "Very active"=2.

^{**}Priority level choices coded so "Not a priority"=0, "Somewhat a priority"=1, and "A high priority"=2.

^{***}Delta values (difference between priority and activity) greater than .30 are shaded gray.

Projects

Weatherizing Town and School Buildings

Corinth: Comprehensive retrofit of town garage (\$65,000)

Energy Education and Outreach

Jericho: Best icicle photo contest (free home energy audit)

Monkton: Energy fair brought together over 30 energy contractors and suppliers

Street Lighting Campaigns

Berlin: Removed 10 of the 83 streetlights and replaced remainder with LED

Renewable Energy Projects

Williston: Installed 5 Solar Trackers that supply over 25% of the municipal electricity

Advocacy/Opposition

Bennington: "A little over 2 years ago (we) stopped the regional hospital from building a new 50 million dollar oil-fired heating system"

Structural Analysis

Independent variable cluster classes

Four categories

Two or three classes

Category	Variable	Survey Question	Class 1	Class 2	Class 3
Demographic	Income		Low	High	
	Population		Low	High	
Structure	Actor Set-Up	2	Has only an	Has only an	Has a
			energy	energy	committee and
			committee	coordinator	a coordinator
	Organization *	6	Independent	Municipal	
	Local	11	No local official	At least one	
	Officials *		members	local official member	
Resources	Budget	12/42	Yes	No	
	Time *	14	Less than 5	5 or more hours	
			hours a month	per month	
	Interest	15/43	Never or rarely	Occasionally or regularly	
	Knowledge	16/44	Agree (strongly	Did not agree	
			agree or agree)	(neither agree nor disagree,	
				disagree,	
				strongly	
				disagree)	
	Volunteers	17/45	None	Fewer than 10	10 or more
	Network	19/47	Low network interactions (not	High network interactions	
			at all or a few	(about once a	
			times during the	month or more	
			year for another	than once a	
			internal actor)	month for	
				another internal	
		21115		actor)	
Planning	Baseline	21/49	Yes	No	
	Plan	23/51	Yes	No	
	Goals	25/26/ 53/54	Yes (at least one)	No (none)	
	Evaluation	31/59	Yes	No	

Structural Analysis

Categorical Activity Associations

Actor Set-Up

 VHEC, audits, weatherization

Knowledge

 Technical, complex, broader

Network (interactions)

District energy systems

Planning

 Strategic, long-term, comprehensive P-values for Pearson chi-square testing of variable pairs. Significant results (p-values ≤ .05) are shaded.

		Activity (categorical)																
		Activity (aggregate)	Education	Street lighting	VHEC	Efficiency	Weatherization	Audits	Municipal buildings	Schools	Policy	Way to Go!	Transportation	Community renewables	District energy	Food	Youth	Land use
Demographic	Income	0.20	0.55	0.85	0.09	0.94	0.02	0.26	0.32	0.88	0.96	0.34	0.14	0.87	0.19	0.64	0.38	0.70
Demo	Population	0.01	0.70	0.07	0.51	0.53	0.56	0.94	0.60	0.77	0.06	0.06	0.11	0.37	0.16	0.98	0.83	0.96
nre	Actor Set-up	0.01	0.06	0.44	0.03	0.15	0.00	0.00	0.96	0.90	0.48	0.09	0.34	0.25	0.88	0.98	0.26	0.76
Structure	Organization*	0.03	0.89	0.20	0.35	0.34	0.66	0.69	0.03	0.06	0.49	0.21	0.25	0.46	0.92	0.69	0.05	0.87
Ó	Local Officials*	0.75	0.90	0.61	0.24	0.63	0.91	0.86	0.96	0.75	0.82	0.82	0.92	0.18	0.92	0.48	0.58	0.11
	Budget	0.00	0.21	0.12	0.90	0.22	0.16	0.19	0.05	0.20	0.15	0.17	0.04	0.04	0.19	0.29	0.90	0.59
	Time*	0.22	0.83	0.51	0.48	0.33	0.07	0.32	0.78	0.38	0.27	0.91	0.38	0.12	0.41	0.06	0.73	0.96
urces	Interest	0.18	0.77	0.10	0.82	0.03	0.34	0.11	0.16	0.97	0.18	0.74	0.10	0.05	0.12	0.73	0.90	0.33
Resources	Knowledge	0.08	0.17	0.20	0.02	0.04	0.29	0.02	0.12	0.35	0.01	0.36	0.01	0.03	0.37	0.63	0.15	0.46
	Volunteers	0.01	0.38	0.77	0.19	0.34	0.17	0.09	0.28	0.69	0.07	0.73	0.09	0.22	0.26	0.47	0.20	0.43
	Network	0.66	0.64	0.28	0.76	0.95	0.38	0.36	0.75	0.62	0.34	0.89	0.77	0.53	0.04).82	0.91	0.86
	Baseline	0.57	0.31	0.21	0.29	0.11	0.81	0.77	0.32	0.11	0.03	0.58	0.26	0.27	0.15	0.60	0.77	0.02
ning	Plan	0.91	0.82	0.40	0.77	0.84	0.65	0.62	0.55	0.82	0.01	0.10	0.30	0.13	0.00	0.63	0.46	0.98
Planning	Goals	0.13	0.62	0.14	0.44	0.89	0.05	0.54	0.47	0.11	0.00	0.01	0.00	0.17	0.37	0.03	0.55	0.10
	Evaluation	0.93	0.05	0.40	0.27	0.09	0.10	0.27	0.88	0.35	0.49	0.22	0.19	0.19	0.70	0.12	0.04	0.39