



2026 WINTER TRAINING CONFERENCE

“Rooted in Hope”

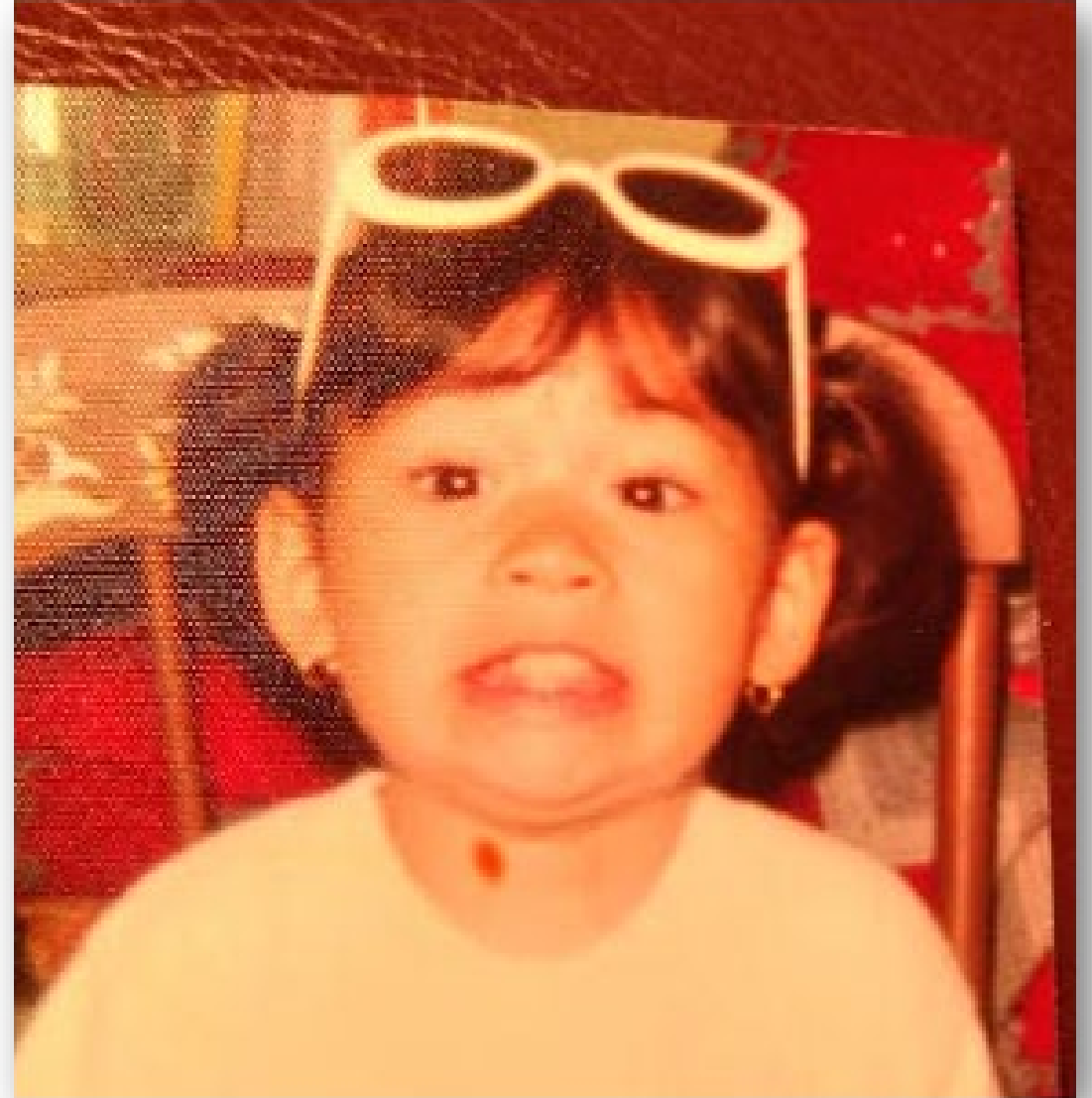


**Weatherization
Succession Planning
for Subgrantees**

www.nascsp.org

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Mia Harnos
*Community Action
Beneficiary*



John O'Donnell

Optimum Performance Solutions

COO, Head Consultant

As a longtime master electrician, John's first exposure to the DOE weatherization program was as a sub-contractor for a housing agency during ARRA. His outlook on housing and community services would be forever changed. He was onboarded to assist with subcontractors and then transitioned to managing an energy auditing department. He would continue along this journey working for VA Department of Community and Housing Development as a program manager and then serving as a director for a local Weatherization Service Provider. In 2022, John joined the Optimum Performance Solutions team. As a member of OPS, John provides support to the Weatherization network through fiscal, technical and programmatic consulting and mentoring.

He enjoys hiking and recently he has become reacquainted with an old friend... road cycling. He is a happily married father of three daughters.



Why are we here?



What happens without a plan?



Reflection Question

Does your agency have a plan if:

- A key leader retires in the next 12 months?
- A critical staff member leaves suddenly?
- Role shifts due to funding or program changes?



Succession Planning is a Structured Process

- Ensuring continuity in key roles
- Identifying & preparing future leaders
- Preserving operational knowledge
- Minimizing programmatic disruptions

A close-up photograph of a human hand hovering just above a row of white, three-dimensional letter blocks. The blocks are arranged to spell out the word "PROACTIVE" in a bold, sans-serif font. The hand is positioned as if about to touch or move the blocks. The background is a soft, out-of-focus green, suggesting an outdoor setting. The lighting is bright and even, highlighting the texture of the hand and the smooth surface of the letter blocks.

P R O A C T I V E

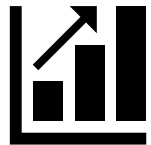
Key Outcomes of Effective Succession Planning



Organizational Resilience & Stabilization



Improved Staff Morale & Retention



Continuity of Program Leadership



Confidently Prepared Staff

Succession Planning for Successful Transitions



Strategic Succession Planning Requires Process





Role-by-Role Assessment

- What are the responsibilities of each role?
- What happens if the role is vacant?
- How long would replacement take?
- How specialized is the knowledge?

Identifying Mission Critical Roles



MENTI QUESTION FOR GROUP POLL

Which positions in your agency do you feel are the most vulnerable?

- Program Manager
- Fiscal Staff
- Auditor / QCI
- Administrative / Client Services

Understanding Workforce Timelines





Mapping Risk Over Time



*contingency
plan*



TRAINING

MOTIVATION

DIRECTION



GOAL ←

MENTORING

→ ADVICE



SUPPORT

COACHING

SUCCESS



Professional
Development
Pathways



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WAP February Webinar Series:

Advanced Weatherization Strategies for Lowering Household Energy Costs



REGISTER NOW!

Join NCAP Energy Partnerships for a four-part
Weatherization webinar series:

Wednesday, February 11, 2026

Tuesday, February 17, 2026

Thursday, February 26, 2026

Wednesday, March 4, 2026

2:00 ET/ 1:00 CT/ 12:00 MT/ 11:00 PT

National Community Action Partnership presents:

Weatherization Leadership Professional Development Institute (WAPPro)

WAPPro is...

A learning curriculum designed for emerging leaders who want to turn weatherization expertise into meaningful leadership—bridging technical knowledge with organizational management and leadership skills.

Discover the 3 “E”s:

Empower emerging leaders with the knowledge, skills and confidence to lead
Engage with peers to learn, collaborate and build a strong community of WAP professionals

Equip yourself to lead effective, impactful weatherization programs.

Who should apply:

Anyone looking to take the next step in a WAP career, including frontline staff, intake specialists, and other weatherization team members interested in professional growth.

WAPPro 3.0 Schedule:

Sessions will be held monthly from June – November 2026

Apply Here: <https://www.surveymonkey.com/r/RHF8QZP>

Application will on closed April 30, 2026

For more information contact Keesha M. Johnson; Project Director, Weatherization Workforce Development KJohnson@communityactionpartnership.com



New!

ENERGY PARTNERSHIPS WEBSITE

Check out the NCAP Energy Partnerships team's enhanced website.
Discover the latest in weatherization program updates, workforce
development, and emergency preparedness.

Please complete this form for BPI CEUs



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EDUCATION**

WAP Succession Planning for
Subgrantees



<https://forms.office.com/r/Z6SZgaxQFq>

Session Evaluation

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