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GROUP RESILIENCE: building for the long haul

Stage 1: Identify Desired Results

Established Goals
1. Understand how to determine current strengths and gaps in a core leadership group;
2. Understand how to create different levels of opportunity/engagement to bring in (new) volunteers;
3. Understand how internal/group culture impacts the ability of volunteers to stay engaged (and how to disrupt dominant culture that can be a barrier for participation);
4. How to determine the best type of group governance structure based on values and needs; and
5. Reflect on self-care strategies and how to make sure to create space for tension, misgivings, assumptions, (unconscious) beliefs and strengths.

Enduring Understandings
Participants will understand ...
   A. How to determine gaps in lived experiences represented in a core leadership group;
   B. How to bring in new perspectives and experiences through advisory committees and how to make advisory structures more integral to core leadership;
   C. What internal culture is, and how it impacts whether, and which, people feel included;
   D. The pros and cons of different types of group governance structures
   E. How to incorporate self-care throughout a process.

Essential Questions
Participants will seek deeper understanding through considering...
   A. What are the strengths and gaps in my current core leadership group?
   B. What levels of volunteer opportunity does my project have, and how can I create greater engagement?
   C. Can a structure of advisory committee(s) bring in new/more lived experiences?
   D. How do I create space/culture to bring in wide and representative perspectives and lived experiences?
   E. Is the current group governance structure best for our project, given our values and needs?
   F. How do I incorporate self-care and avoid burn-out?

As a result of this track, participants will be able to...
1. Survey their core group to determine strengths and gaps in their leadership team;
2. Assess group culture and understand barriers and opportunities;
3. Develop different levels of engagement (including advisory committees) that open pathways for new volunteers to get involved;
4. Choose the best group governance structure for their project;
5. Define what self-care looks like and how to avoid burnout.

Adapted From— **Wiggins & McTighe,** *Understanding by Design*