

Poverty & Opportunity Training Forum:

Illuminate

WORKSHOP DESCRIPTIONS

CONCURRENT SESSIONS

10:30 – 11:45 AM, 1:15 – 2:30 PM, and 2:45 – 4:00 PM

Please note, some workshops are offered during multiple sessions

The Good, the Bad & the Ugly: Behind the Scenes of Organizational Change

Concurrent Session I: 10:30 – 11:45

Jason Parent, Executive Director and CEO, Aroostook County Action Program

Change is necessary for growth, but organization-level change can be hard – and messy. In this presentation, you will hear the real (and candid) experiences of a leader who, along with his team, have implemented agency-wide change initiatives and not only survived but thrived. Learn how they did it and how to apply the principles of effective change management in your organization. The presentation will also serve as a guide for implementing the necessary components for a successful agency transformation to the Whole Family Approach and Comprehensive Service Delivery Model that is now practiced at the nation's most northeasterly Community Action Agency.

Local Diversity, Equity & Inclusion Initiatives

Concurrent Session I: 10:30 – 11:45

Shalini Suryanarayana, Vermont State Office of Racial Equity

Participants in this workshop will learn about the VT State program *Inclusive, Diverse, Equitable, Accessible Leadership (IDEAL)* providing DEI training to town leadership - including those in libraries, schools, selectboards, and health and human service organizations. IDEAL understands that DEI work can only have impact when done collaboratively and leaders are part of the work. This session will dive into the questions of what is IDEAL, which communities are participating (and which aren't), why is it important to the health and human service sector, and what does collaboration look like. Through an interactive format, participants will see how their programming fits into an "Ideal" community and what collaboration could be.

Keynote Clinic

Concurrent Session I: 10:30 – 11:45

Rinku Sen (Keynote Speaker), Executive Director, Narrative Initiative

This session is an opportunity to work with Keynote Speaker, Rinku Sen, to dive deeper into keynote themes and workshop ways to use them in your day-to-day work. Participants will be able to bring their own questions and ideas on how narrative shapes who we are, what we value, and what we aspire to become. Harmful narratives sustain patterns of inequity and injustice and reflect the worldview of a few powerful actors. Work with colleagues to consider new helpful narratives to amplify our shared vision for a common good.

Radical Candor: Compassionate, Effective Communication for Organizational Equity

Concurrent Session I: 10:30 – 11:45

Rachel Edens, Director of Race, Gender, Equity & Accessibility, VT Department for Children & Families

"Radical Candor" is a management philosophy developed by corporate strategist Kim Scott. The goal is to offer feedback in a way that both "cares personally", while "challenging directly". However, Radical Candor is not just a tool for supervisors within organizations. It is also a framework for cultivating a culture of compassionate honesty, effective communication, and a tool for promoting equity and interrupting bias. This workshop will introduce and explore the Radical Candor framework to help you become a better communicator with peers and across your organizations.

Self-Compassion & Resilience: Supporting Myself While Supporting Others

Concurrent Session I: 10:30-11:45

Auburn Watersong, Owner, Watersong Consulting

Burnout culture is real – especially in non-profit and caregiving professions. Cultivating your personal resilience is vital in order to sustain your important work. In this workshop, participants will learn to recognize, interrupt, and manage the effects of burnout culture. Participants will leave with the tools to design personal support plans that foster individual vitality and support sustainable well-being as caregiving professionals.

Nonprofit Financial Management: Building a Foundation of Best Practice

Concurrent Session I: 10:30-11:45

Dave Dore & Sage Ruth, Co-Founders, Structural Integrity

This interactive workshop will review general and basic financial management practices that are broadly applicable to the nonprofit sector. Topics will include financial information Executive Directors, Boards of Directors, Program Managers, and Finance Committees should be reviewing, budgeting best practices, setting and tracking progress toward financial goals, grant management, cash flow management and forecasting best practices. Presenters will provide opportunity for participants to practice using skills and provide time for informal discussion and Q&A throughout.

Communicating with Different Styles

Concurrent Session II: 1:15-2:30

Greg Hessel, Founder, ReGeneration Resources

Sometimes conflicts emerge just because we are all wired differently and we have different assumptions about how the world should operate. This highly interactive training will help you become more aware of your style, and how you might need to adjust it to work more harmoniously with others.

Resource Navigation: Models & Best Practices

Concurrent Sessions: Session II: 1:15-2:30 and Session III: 2:45-4:00

Jessica Marcotte, Resource Navigator, United Way of Lamoille County, Clarissa French, Executive Director, United Way of Lamoille County, Connie Beal, Working Bridges Director, United Way of Northwest Vermont & Blaire Haggett, Resource Coordinator, Green Mountain United Way

During this panel discussion, Resource Navigators and Program Managers from Working Bridges programs and United Way organizations will discuss the evolution of resource navigation, policies and practices that have resulted from the evolution, and provide a 'day in the life' picture of the work.

Participants will learn different perspectives and practices and be given time to ask questions from the panelists representing the United Way of Lamoille County, United Way of Northwest VT, and Green Mountain United Way.

Facilitation Skills 101

Concurrent Session II: 1:15-2:30

Jenna Koloski, Director of Community Engagement & Alyssa Johnson, Community Visit Program Manager, Vermont Council on Rural Development

Strong facilitation skills can be a key to successful meetings and community conversations. In this workshop, we will share key facilitation skills and strategies and give participants a chance to try them out. Walk away with strategies you can put to use in your next meeting or convening!

Who is Vermont For?

Concurrent Sessions: Session II: 1:15-2:30 and Session III: 2:45-4:00

Kevin Chu, Executive Director Vermont Futures Project

A data-informed examination of where we are now and how to plan for the future. This workshop will begin with an examination of the demographics of Vermont's population and implications for communities if nothing changes. The presentation will then shift to a population and housing goal suggested by the Vermont Futures Project. This goal will be explored through economic, environmental, and equity perspectives. Workshop attendees will then be asked to discuss key questions such as, "who is Vermont for?".

Building a Culture of Resilience

Concurrent Session II: 1:15-2:30

Auburn Watersong, Owner, Watersong Consulting

Maintaining a culture of resilience is critical to the well-being of non-profit agencies. Caregiving professionals are more likely to face the challenges of workplace stress and burnout. It is clear that agency structures and policies affect workplace wellness but too often agency practices, expectations, and climate remain unnoticed and add to the challenge. In this workshop, participants will learn effective ways to interrupt burnout culture and shift the agency atmosphere toward positive change. Participants will leave with an understanding of what areas require focus and what tools are needed to move toward a culture of resilience.

ROMA...what?

Concurrent Session II: 1:15 – 2:30

Stephanie Davison, Director of Quality Improvement, Champlain Valley Office of Economic Opportunity

If you've heard of ROMA, but aren't quite sure what it is, come to this workshop to learn more. ROMA is a way to manage programs using a basic cycle, moving from assessment to evaluation. Learn to use a results-oriented approach to managing your work. ROMA (Results Oriented Management and Accountability) is used nationally by community action agencies to help manage programs internally and to report to state and federal agencies. In this workshop, you'll learn the basics of ROMA, where and how your work fits into the ROMA cycle, and how you might use the framework for program improvement. Small group discussions will give you the chance to talk about the work you do so you can apply the ROMA framework.

Building Trust so that People Want to Talk

Concurrent Session III: 2:45-4:00

Greg Hessel, Founder, ReGeneration Resources

Without trust, it is almost impossible to be effective. Therefore, building trust is a critical foundational skill of anyone wishing to supervise, lead and organization, service the public, or mediate disputes. In this workshop we will look at different types of trust, what breaks it, what builds it, and how to apply the framework to increase effectiveness in all realms.

Organizational Health through Creative Leadership

Concurrent Session III: 2:45-4:00

Jennifer Herbert, Licensed Clinical Psychologist-Master, Clinical Director, Vermont Department for Children and Families

Join this interactive session designed to explore how change, leadership, and creativity interplay with organizational health and effectiveness. We will talk together about proactively driving and responding to change, evolving leadership approaches, and individual strategies for cultivating creativity in the workplace. This session presents an opportunity for creative discussion and exchange of ideas on varying topics of interest to the group.

Community Engagement: What Does it Mean to Be Invited?

Concurrent Session III: 2:45 – 4:00

Indra Acharya, Independent Consultant & Denise Bailey, Director of Equity, Engagement and Advocacy, Capstone Community Action

During this workshop, we'll delve into essential concepts of community engagement and empowerment, reflecting on the insights shared by Vermonters from marginalized communities. Together, we'll explore key skills, commitments, and strategies necessary for impactful community engagement. Through facilitated discussions, we'll touch on themes like the significance of lived experience, the influence of identities, and building trusting relationships. Additionally, we'll consider how community engagement could and should evolve.

Opening Conversations: Individual & Organizational Safety in the Face of Loss

Concurrent Session III: 2:45 – 4:00

Jessica Guardado, LICSW, LADC, Director of Supportive Services, Groundworks Collaborative & Libby Bennett, Executive Director, Groundworks Collaborative

The work we do as service providers requires us to sit with a significant amount of suffering. By definition, people experiencing homelessness are living with the violent impact of a society that does not prioritize basic human needs for all. As service providers working in the gaps of broken and insufficient systems, we are exposed to situations that can be unsafe and at times deadly. In this workshop, we plan to explore ways of maintaining a client centered approach and welcoming space for all, while simultaneously balancing staff and client safety. We'll share the tragic experience of losing one of our beloved staff members in the workplace and what the organization chose to do in the immediate days that followed. While living with as much risk as we do in this work, it was surprising the limited tools and expertise available in the aftermath. It is our hope that bringing conversations about safety into an organizational focus can help prepare staff for the inevitable challenges they will face working within homeless healthcare and services. This session is meant to be an exploration of our experience in hopes of preparing others and as part of our healing journey.

Leveraging Electronic Communication to Tell Your Organization's Story

Concurrent Session III: 2:30-3:45

Jason Rouse, Director of Philanthropy and Communications, Champlain Valley Office of Economic Opportunity & Vicki Loomis, Communications Director, BROCC Community Action

Join us and engage in a conversation about how to leverage your organization's electronic communications to support events, press opportunities, media relations, donor relations, community engagement, social media, and web overall presence. Through audience engagement and case studies from their own organizations, the presenters aim to share tips and tricks that can be easily implemented at human services organizations across the state of Vermont.
