



Strength Through Partnerships

2020-21 Program Director
and Staff Virtual Training



AmeriCorps 201

Tuesday, July 21

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|----------------------------|--|
| 8:30 am – 9:00 am | Opening Activity: We're All In This Together!
Kim Brown |
| 9:00 am – 10:00 am | Welcome Virginia AmeriCorps Team
Roxanne Saunders & Fran Inge |
| 10:14 am – 11:30 am | Experience Matters: AmeriCorps Colleague Peer Panel
Facilitator: Analise Adams; Panelists: Jessica Beebe, Dan River Year AmeriCorps; Joy Pugh, Virginia College Advising Corps; and Kellie Mattingly, Virginia Service & Conservation Corps
<p>You asked for it and we listened! This Peer Panel is made up of Program Directors with different focus areas and perspectives. You will hear about slow intentional growth of a program, what it's like to inherit a program, what it's like to work long term with a program and challenges and successes that they have experienced. Be sure to read about your panelists and submit your questions here: https://forms.gle/VxxGrJZUDyEt3NULA (Session 1.2)</p> <p>Objectives:</p> <ul style="list-style-type: none">• <i>To allow you to ask questions of your peers to gain insight into being an AmeriCorps Sub Grantee with the AmeriCorps Virginia State Commission.</i> |
| 11:45 am – 12:15 pm | Amplifying the AmeriCorps Brand Through National Days of Service and Special Events
Gail Doyle
<p>Get the low down on what is in store for you and your program over the next grant year in the event world of National Service. We will review all of the special days to include on your calendar, what they are all about, resources for participation and how we can support you as you participate in them. Be ready, we will ask some of you to share some examples to inspire others on the path to successful events! (Session 2.1)</p> <p>Objectives:</p> <ul style="list-style-type: none">• <i>You will get an overview of the annual calendar of special events, training events, and National Days of Service.</i>• <i>You'll understand my role and how I can support you with publicity..</i> |
| 12:15 pm – 1:15 pm | Lunch Break |
| 1:15 pm – 2:15 pm | Role of AmeriCorps in Disasters
Vickie Johnson-Scott
<p>Do you know what qualifies as a disaster vs an emergency and what your most valuable</p> |

resource is in dealing with one? Are you prepared in your community if a disaster strikes? We have learned through COVID19, but you will be even more prepared to cope if another disaster strikes. Learn the resources, how to plan, what to establish and the important 4C's. (Session 2.2)

Objectives:

- *Understand What is a Disaster*
- *Identify the fundamentals of volunteer management in disaster setting*
- *Identify stakeholders in spontaneous volunteer management*
- *Learn and use the vocabulary and concepts of disaster management*
- *Understand the role of VOADs/COADs*

2:15 pm – 3:15 pm

Wrap-Up

Questions, Impact, Transfer of Knowledge and/or Skills

Roxanne Saunders, Analise Adams, Gail Doyle, and Vickie Johnson-Scott

Wednesday, July 22

9:00 am – 10:00 am

We Monitor Because We Care (And Other Fundamental Truths About SubRecipient Monitoring)

Samantha Lukasiewicz and Shannon Girouard

Have you wondered why we ask you to do certain things in the management of your grant? Well as far as monitoring is concerned, we'll be going over the rules and supportive documents, and who, how and what is involved. You will have the foundational knowledge to allow you to prepare for monitoring. (Session 2.3)

Objectives:

- *Provide a conceptual overview of subrecipient monitoring, including its purpose and objectives from the perspectives of CNCS and the VSC.*

10:30 am – 11:30 am

Managing Stress During Unpredictable Times

Analise Adams

Time for a deep breath! This session will focus on stress management and self-care, both how to handle stressors as they arise and how to prevent them from bothering you in the future. In this session, you will have the chance to come up with a practical and personalized plan, and may even learn something you want to share with others! (Session 2.4)

Objectives:

- *To discuss professional and personal self-care strategies to relieve stress and establish healthy working habits*

11:30 pm – 12:30 pm

Lunch Break

12:30 pm – 1:45 pm

Stay Calm and Carry On! It's Only a Compliance Monitoring Review

Samantha Lukasiewicz and Shannon Girouard

You've just been notified that you are due for a compliance monitoring event, what's next?! You have an understanding of the concepts behind it, let's go over what's involved in the process. Well we will let you in on some common pitfalls to avoid, how to prepare and what we will need to review both administratively and financially. After the review is over there are of course always next steps; understanding the report, levels of concerns and some potential corrective actions. We will be sure to throw in some practical tips and testimonials.(Session 2.5)

Objectives:

- *Explain what to expect before, during and after a sub recipient desk review or on-site visit and ways to prepare.*

1:45 pm – 2:45 pm

Wrap-Up and Comments

Questions, Impact, Transfer of Knowledge and/or Skills

Samantha Lukasiewicz, Shannon Girouard, Analise Adams, and Roxanne Saunders

Thursday, July 23

9:00 am – 10:00 am

Appearances Matter! Sending a Strong, Unified Message Through Branding

Gail Doyle

Your AmeriCorps program is a part of something very special. As part of a nationwide movement for service and volunteerism, AmeriCorps is a viable solution to so many issues and challenges facing our communities right now. That's why it is vital that your program use the proper messaging and branding when communicating to the public. When we are all unified, our voices are so much louder! At this session, we'll go over the basics of good branding and explore examples of how to transform your messaging to fit official AmeriCorps branding standards. (Session 3.1)

Objectives:

- *Communicate expectations and methods in which programs must brand their programs using VSC and CNCS guidelines. Review practical, real-world examples of proper and effective branding techniques on a variety of mediums, including member gear, websites, social media and site location.*

10:15 am - 11:15 am

Strengthening Your Program with Community Partners

Dr. Monica Lallo, Global Management Consultant

The training session will provide participants with tips, techniques and provide core definitions to help them understand the elements that will improve collaboration when planning for program services. Participants will be able to ask questions of an array of professionals involved with working with community partners through a panel Q & A format. These professional have worked with community partners in varying capacities, with much success. This participatory engagement strategy will provide tips on how they are able to support their respective communities. (Session 3.2)

Objectives:

- *Participants will be introduced to importance of working effectively with community partners in order to utilize information as part of their daily interaction as it relates to community service or volunteerism in the Commonwealth of Virginia*

11:30 am – 12:30 am

Navigating the Member/Supervisor Relationship

Cathy Lins, Development Plus, Inc.

This session will help empower supervisors to foster dynamic, supportive relationships with their members to ensure a more productive service year. By the end of the session, participants will be able to: implement management methods to strengthen respect, communication, and trust with their members; apply strategies to improve giving and receiving feedback and handling difficult conversations; and identify action steps and resources to better understand and work with their member and manage workplace challenges. (Session 3.3)

Objectives:

- *Participants will be introduced to importance of working effectively with community partners in order to utilize information as part of their daily interaction as it relates to community service or volunteerism in the Commonwealth of Virginia*

12:30 pm – 1:30 pm

Lunch Break

1:30 pm – 2:30 pm

Creating a Culture of Diversity and Inclusion in Your AmeriCorps Program

Seyoum Berhe, Division of Newcomer Services, Virginia Department of Social Services (Session 3.4)

Objectives:

- *Participants will be introduced to importance of working effectively with community partners in order to utilize information as part of their daily interaction as it relates to community service or volunteerism in the Commonwealth of Virginia*

2:30 pm – 4:00 pm**This is Your AmeriCorps!****VSC Staff**

This is a session designed for you to allow you one to one time to speak with your Program officer and Fiscal Officer. You can ask them questions, give them feedback, let them know what you need from them this year and more! It's your time and they are looking forward to being there for you. You will have a scheduled time of 15 minutes so come prepared. You can also choose to meet with any of the other VSC staff members to ask questions in their area of responsibility. You will have help moving into the breakout rooms. You can also hang out and network with other Program Staff. Hang around to the end for our wrap up!

Objectives:

- *PD participants will meet with their PO's and have an opportunity to meet with VSC staff one on one for 15 minutes. For the remainder of the 75 minutes, when not meeting with other VSC staff, PD's will have the time allotted to network with their peers.*

4:00 pm – 4:15 pm**Wrap-Up****Kimberly Brown**

Thank you for spending this time with us to prepare for a wonderful new grant cycle! We can't wait to hear what you thought of the training and look forward to making next year's even better! We look forward to greeting your wonderful Members at Launch in September!

Guest Presenters

Fran Inge

**Senior Division Director, Community & Volunteer Services, Virginia
Department of Social Services**

Fran currently serves as the senior division director for the VDSS' Community and Volunteer Services division which oversees AmeriCorps. Previously Fran served as the Director of the Virginia Service Commission and has served as the Director of the Gubernatorial-appointed Board of Trustees of the Family and Children's Trust Fund of Virginia. She has also served as Director at CASA of Central Virginia, She is a Certified Fundraising Executive (CFRE) and holds her Institute for Organizational Management (IOM) certificate from the U.S. Chamber of Commerce. Fran was a graduate of the Virginia Chamber of Commerce's Inaugural class of Lead Virginia. She serves as the Past- President of the Piedmont Chapter of the Association of Fundraising Professionals where in 2009 she was named the Outstanding Executive Fundraising Professional of the year. She serves as Past-President for Lynchburg Daily Bread and volunteers with the United States Tennis Association's Mid-Atlantic and Virginia Tennis Associations where she works at expanding tennis for children. She earned Masters of Education in Counseling from Lynchburg College and completed doctoral coursework in Educational Leadership from University of Virginia.



Dr. Monica Lallo

Global Management Consultant

Dr. Monica Lallo is an educator, team strategist and advocate for improving government and nonprofit services to under-served youth and families. Throughout her professional career, she has been committed to bridging the socioeconomic divide that exists in disadvantaged communities. Dr. Lallo has extensive experience specializing in contract management, program development and evaluation over her eleven years in county government. She produced several accomplishments with the creation of numerous initiatives that helped improve service delivery outcomes, increase stakeholder involvement and promote networking among nonprofit organizations serving youth and families in the County of Union. Dr. Lallo also served as a resource to local agency providers seeking state and national research information about services, which was rated effective by the Federal Office of Juvenile Justice and Delinquency Prevention (OJJDP), and other national foundations that support youth initiatives. Dr. Lallo received her Doctorate in Education from Immaculata University, her Master's degree in Public Administration from New York University, and Bachelor's degree in Psychology and Criminal Justice from Rutgers University. She taught several courses at Rowan College at Burlington County (RCBC) in their Human Services Program as a Senior Adjunct Professor.



Cathy Lins

Development Plus, Inc.

Cathy is a community consultant working with Corporation for National and Community Service sites on organizational development and program management, with experience in performance measures, fund development, public relations, strategic planning, community partnerships, volunteers, community research, and curriculum development. She is experienced with webinars, online courses, teleconferences, face-to-face training, and onsite technical assistance for CNCS sites and is accustomed to working with diverse populations.



Seyoum Berhe

State Refugee Coordinator, Division of Newcomer Services, Virginia Department of Social Services

Before becoming State Refugee Coordinator, Seyoum was Director of the Catholic Charities, Migration and Refugee Services for 15 years. Seyoum has also worked for the American University from 1986-1995 as a director in the Office of Development and as Coordinator of Multi-Cultural Services Center with the Ethiopian Community Development Council (ECDC) from 1995-1996. He is a practicing interpreter and translator in Amharic, Tigrigna and Saho. Seyoum is also an experienced trainer, having conducted interpreter training and cultural competence programs for the past decade. He has actively participated in the development of several interpreter training curricula with a particular focus on standards of practice focusing on the needs of smaller language communities. He is an experienced trainer and mediator accustomed to working with culturally diverse communities in facilitating dialogue towards resolving conflict. Through his career he has conducted program evaluation, implementation and monitoring to ensure plans are put into practice. Born in a small village in Ethiopia on the Ethiopian/Eritrean border, Seyoum came to the U.S. on a scholarship to study in the seminary. He has a BA in history, Master's Degree in Education Administration from Niagara University and a certificate in Conflict Resolution from George Mason University.



Peer Panelists



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