

Appreciation is in the Air; Show AmeriCorps Members You Care
 December 1, 2020

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Dial: 833-568-8864
 Meeting ID: 161 803 5811
 Passcode: 663101



1

Today's Speaker

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 Meeting ID: 161 553 1491
 Passcode: 126250



Ericc Powell
 Training Specialist
 AmeriCorps VISTA



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2

Today's Agenda

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- Welcome to AmeriCorps VISTA!
- Definition of appreciation
- Challenges and solutions
- Small group conversation
- Tips and recommendations
- Resources
- Evaluation and Q&A



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Definition of Appreciation

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Merriam-Webster's definition of appreciation:

- "A feeling or expression of admiration, approval, or gratitude"
- "Judgment, evaluation"
- "Sensitive awareness"
- "Increase in value"

<https://www.merriam-webster.com/dictionary/appreciation>

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- Acknowledging the AmeriCorps member's work to project staff and Board members
- Sending a thank you card (physical or electronic)
- Verbally offering words of gratitude to the AmeriCorps member during regular meetings
- Including AmeriCorps members in local community events and after work gatherings

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9

Ericc's Story

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VISTA Member
2006-2007
Rhode Island Campus Compact
Roger Williams University



- Open conversation
- Frequently checking in with me
- Encouraging me to meet with other staff
- Giving me flexibility to utilize my talents
- Bringing me to lunch with a few friends
- Inviting me to community events

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10

Recommend You Not...

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- Assume that the AmeriCorps member knows you appreciate them
- Always expect the AmeriCorps member to tell you what will make them feel appreciated
- Take for granted the work accomplished
- Forget, or pay no attention to, your AmeriCorps member

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Recommend You Do...

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- Communicate at least weekly
- Actively listen and take notes

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Recommend You Do...

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- Reflect on how you like to be appreciated
- See it as a fun adventure

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Large Group Discussion

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Challenges in a Year

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- 1. The service year is short and not a lot of time to accomplish much
- 2. Unsure how the AmeriCorps member will fit in
- 3. Not integrated with staff or team
- 4. Takes time to get started and time to transition at the end
- 5. Uncertain of overall project goal



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Chat Question

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Small Group Discussion

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Notes and Instructions

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- Randomly assigned breakout groups (5-6 people per group)
- ~20 minutes in each group
- Focus on discussing a few questions

Small Group Role	Person with birthday...	Tasks
Facilitator	Closest to today (including today and future, not past)	Guide conversation and keep it going
Notetaker	Farthest from today	Take detailed notes; send to Ericc (epowell@cns.gov)

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19

Tips for Small Groups

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Recommendations:

- Unmute your microphone
- Turn on your camera (if desired)
- Actively participate with the group
- Share air space
- Respect differing opinions
- Make note of ideas you can use
- Have fun and enjoy!

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20

Small Group Technical Elements

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- Using phone audio? You must enter your participant ID.
- Click "Join" on the prompt that appears when we start the breakout groups.
- Remember your breakout group #.
- Host does NOT see breakout room Chats; if you need the host, click the "More" icon and select the option to contact the host.

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Small Group to Large Group

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When leaving the breakout group:

- Please mute your microphone.
- You are welcome to leave your camera on if desired.
- Either let Zoom automatically merge you back into the large group after the timer expires OR click "leave breakout group" (DO NOT click "leave meeting.")



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Small Group Questions

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In your small groups, please discuss:

1. How do we currently show our appreciation for members, in-person and virtually?
2. What innovative ideas can help build a strong relationship with our members?
3. How can we best support our members based on what they need and want?

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Tips and Resources

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Tips for Success

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- Smile! 😊
- Verbalize and communicate your thoughts
- Ask questions of your members
- Acknowledge achievements
- Be creative

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26

Helpful Links Handout

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Appreciation is in the Air; Show VISTA Members You Care: Helpful Links

Website Link	Description of Resource
VISTA Campus	Online learning resources on a variety of topics for VISTA members, leaders, alumni, and supervisors.
VISTA's Mission and Program Goals	Module designed to help orient new AmeriCorps VISTA members and supervisors to the VISTA program's mission and principles.
Coaching and Supervision Checklist	Checklist to help you meet the basic requirements for effective supervision of VISTA members.
Moving From Intention to Action: Taking the First Step Towards Your Supervision Goals	Resources from a VISTA Audiocast providing strategies to prioritize, plan, and perform your supervision roles.
Successful Member Coaching and Supervision for Sub-site Supervisors	PowerPoint presentation explaining and discussing how sub-site supervisors can successfully coach their members to success, be a mentor, and effectively supervise their members.

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Review

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- ✓ Welcome to AmeriCorps VISTA!
- ✓ Definition of appreciation
- ✓ Challenges and solutions
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Session Evaluation

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- How can we improve this session?
- Please complete a brief survey, accessible via the link in the Chat.
- Thank you for your feedback!



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Next Supervisor Webinar

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Please join us for:

Being an Effective AmeriCorps VISTA Sub-Site Supervisor
Tuesday, December 15, 2020
2-3:00 p.m. ET

Visit the Supervisor Webinars page on the VISTA Campus for upcoming live webinars and recordings of past webinars.

If you have further questions or would like more information, contact VISTAtraining@cns.gov.

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What questions do you have?

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Thank you!



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32
