

Co-Sponsorship
Community
Sponsorship
Essentials
Workbook



Community Sponsorship Essentials

Workbook and Note-Taking Guide for Co-Sponsors

This workbook is a note-taking and reference space for you to use as you complete the Community Sponsorship Essentials training. It may also serve as an ongoing resource for you to refer back to throughout your sponsorship journey.



Each lesson has a corresponding page where you can take notes and reflect as you learn. There are **Key Takeaways** included for each lesson – to give you a head start on your notes.



The workbook also includes worksheets and other facilitation materials you'll need for your **Group Discussions**.



You may choose to type directly into a **digital** copy of the workbook, or **print** it out to take notes by hand.

Community Sponsorship Essentials

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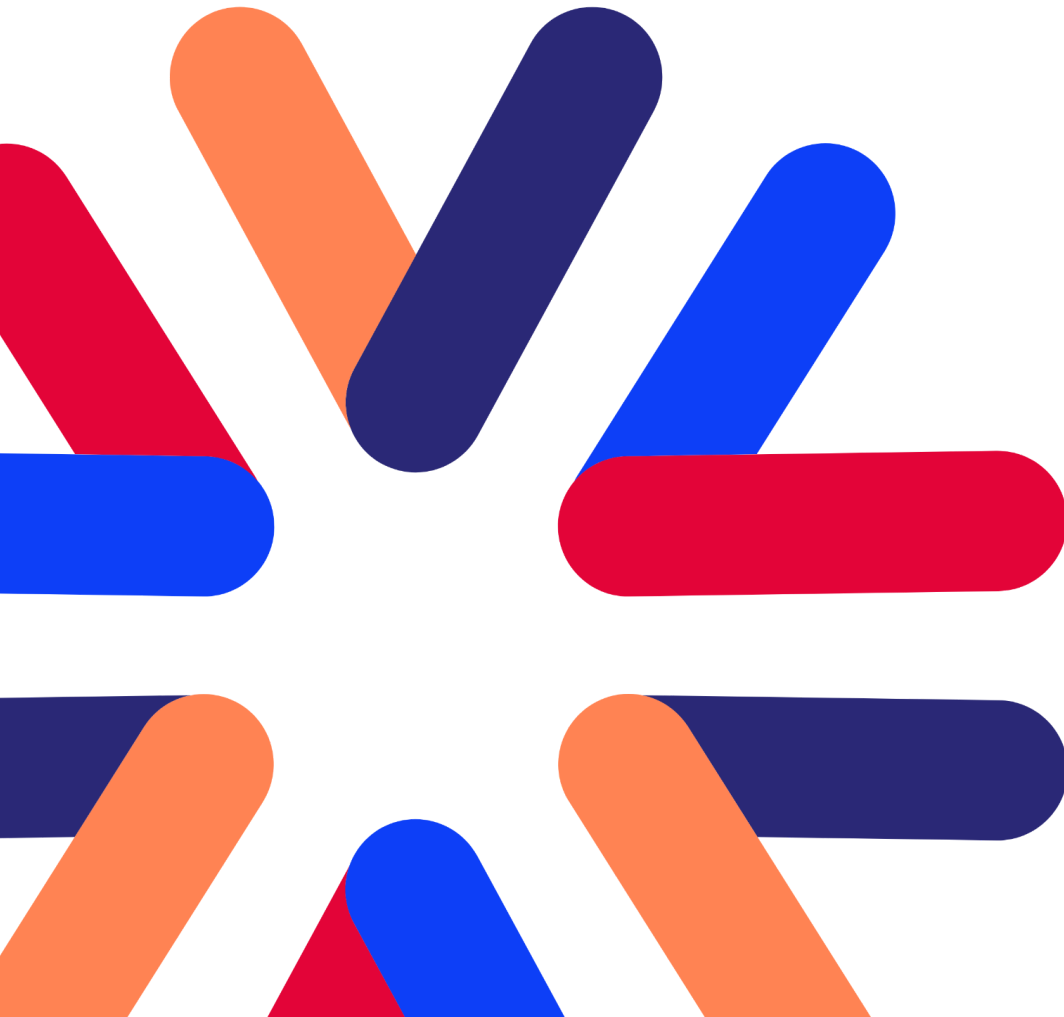
Sponsorship 101

About this Lesson:

An introduction to sponsorship, the Community Sponsorship Essentials training, and ways to sponsor.

Lesson Topics:

- A brief history of resettlement in the United States
- What to expect in the Community Sponsorship Essentials training
- What community sponsorship is and how sponsors help
- Welcoming our new neighbors



SPONSORSHIP 101

The History of Welcoming

Use the space below for note-taking in this lesson.

KEY TAKEAWAYS FROM THIS LESSON

Americans began sponsoring refugees in earnest after World War II. In 1980, the U.S. resettlement system was formalized into a federal program, with nine resettlement agencies.

Now, our capacity to welcome newcomers is expanding through **community sponsorship.**

Community sponsorship is a group of Americans, or lawful permanent residents, getting together to welcome a newcomer family and provide critical support services as they settle into their new communities.

No matter where you are located in the U.S., you can welcome a newcomer as a community sponsor.

Community sponsorship is a vital support system for newcomer families for at least the first few months after their arrival.

SPONSORSHIP 101

Learner Journey

Use the space below for note-taking in this lesson:

KEY TAKEAWAYS FROM THIS LESSON

This training provides a comprehensive overview of community sponsorship. It is designed to help you feel prepared and supported in welcoming a newcomer.

You will build knowledge about sponsorship tasks and responsibilities, as well as the personal experience of welcoming newcomers.

Learning activities include independent learning and shared activities at group meetings.

The seven support areas are the different ways that sponsors work with and support newcomers.

Group discussions are placed at three key points during your learning. They will help your group build resiliency and plan to complete all sponsorship responsibilities.

SPONSORSHIP 101

Sponsorship Overview

Use the space below for note-taking in this lesson:

KEY TAKEAWAYS FROM THIS LESSON

Sponsors welcome newcomers to the nation and to the neighborhood. They are friendly faces, new neighbors, and welcomers.

Sponsor groups help newcomer families feel welcome and supported in their new communities, and make sure they have the services and resources they need to get started.

Sponsor groups support newcomers with vital tasks related to housing, healthcare, employment, and cultural awareness.

SPONSORSHIP 101

Our New Neighbors

Use the space below for note-taking in this lesson:

KEY TAKEAWAYS FROM THIS LESSON

Newcomers are diverse individuals who represent a breadth of identities.

Newcomers have different reasons to migrate. They may be fleeing war and persecution, or have worked with the U.S. military, government, or other organizations.

Sponsors should be mindful of newcomers' language, religion, family/childcare needs, education, and culture. It is important to **stay curious** and focus on learning.

CORE's refugee backgrounders* are a great resource for learning more about newcomer populations.

*

<https://coresourceexchange.org/refugee-populations/>

SPONSORSHIP 101

Sponsorship in Action

Use the space below for note-taking in this lesson:

**KEY TAKEAWAYS
FROM THIS LESSON**

A sponsor's goal is to evolve from welcomer to neighbor and help newcomers gradually achieve independence.

Sponsorship should be seen as a partnership – avoid the mentality of “adopting” a newcomer family. This takes practice and awareness.

Sponsors should focus on empowering newcomers to learn to do things independently.

SPONSORSHIP 101

Ways to Sponsor

Use the space below for note-taking in this lesson:

KEY TAKEAWAYS FROM THIS LESSON

Most sponsorship programs ask that you form a group of 5+ people or join through a community group.

Groups are asked to commit to at least 90 days of sponsorship.

Groups will work together to prepare for newcomers' arrival.

Key Mindsets

About this Lesson:

The ABCDs of Successful Sponsorship are important perspectives and mindsets that help prepare you for all aspects of the sponsorship experience. The ABCDs remind sponsors to be: adaptive, benevolent, collaborative, and dedicated.

Lesson Topics:

- The ABCD mindsets: Adaptive, Benevolent, Collaborative, and Dedicated
- Elements of successful sponsorship
- Collaborating and relationship-building with newcomers, group members, and other partners
- Building emotional resilience as a sponsor
- Skills and strategies for responding to challenging or unfamiliar situations in sponsorship



Key Mindsets

ABCD's of Successful Sponsorship

Use the space below for note-taking in this lesson:

KEY TAKEAWAYS FROM THIS LESSON

The ABCD's of Successful Sponsorship remind sponsors to be: **adaptive, benevolent, collaborative, and dedicated.**

The ABCDs offer important skills and strategies that will help you respond to new and challenging situations you may encounter as a sponsor.

Reminder: Your goal is to have your relationship evolve from welcomer to neighbor as you guide newcomers toward independence.

Sponsors play many roles, including Helper, Friend, and Advocate. It is critical that you approach sponsorship as a partnership.

Reflect: What interests you the most about community sponsorship?

Even the most experienced sponsors can fall into "adoption mode", and try to support newcomers by doing tasks for them. In a few sentences, reflect on why and when you'll be most vulnerable to falling into this "adoption mode".

Key Mindsets

Adaptive

Use the space below for note-taking in this lesson:

In a few sentences, how do you plan on staying curious and adaptive throughout your sponsorship journey? In what situations do you think it might be hard for you to stay curious, open, and flexible?

Who and what will keep you accountable, and how will you know if you're approaching a situation without curiosity?

KEY TAKEAWAYS FROM THIS LESSON

Curiosity is oftentimes the first thing to go when we're in stressful or urgent situations.

Being "adaptive" means staying curious and humble, and remembering that everything is a learning opportunity. This is a critical component of successful sponsorship.

Developing this adaptive mindset requires practice, patience, self-compassion, and self-awareness.

Key Mindsets

Benevolent

Use the space below for note-taking in this lesson:

KEY TAKEAWAYS FROM THIS LESSON

A “benevolent” mindset means having compassion for the newcomers you're supporting, your group, yourself, and community partners you and your group will work with.

Without compassion, it is much harder to be able to acknowledge and, more importantly, grow from missteps and frustrations.

A compassionate sponsor has a basic understanding of trauma. Newcomers may have experienced trauma in their past, during the evacuation or displacement from their home country, or during the journey to where you meet them now.

It is important to acknowledge and **manage your power and privilege** as a sponsor.

In a few sentences, what does approaching sponsorship with a compassionate lens mean to you?

Key Mindsets

Collaborative

Use the space below for note-taking in this lesson:

**KEY TAKEAWAYS
FROM THIS LESSON**

Collaboration is essential to sponsorship. There is no way to successfully sponsor a newcomer without collaboration.

Sponsorship is highly participatory, requiring close collaboration with group members, the community, the newcomers themselves, and in some instances local resettlement agencies.

A sponsor's role is to help newcomers learn about the options and paths available to them, rather than choose the paths they take or avoid.

In a few sentences, reflect on what prevents you from being collaborative and how you plan on keeping yourself accountable to staying collaborative throughout your sponsorship journey.

Key Mindsets

Dedicated

Use the space below for note-taking in this lesson:

**KEY TAKEAWAYS
FROM THIS LESSON**

**Sponsorship is hard,
rewarding work.**

Successful sponsors are dedicated to sponsorship tasks, and have a high tolerance for messiness.

The major commitments of sponsorship involve time, organization & coordination, community knowledge, and fundraising.

Sponsors commit to filing all required documents within the 90-day window, unless required sooner.


In a few sentences, reflect on what you are most nervous about committing to in this process. Who can you rely on and/or collaborate with to help address these concerns?

Group Discussion 1

Purpose:

Group Discussion 1 is about preparing to collaborate. You'll build resiliency as a group and prepare to work on sponsorship tasks together.

Lesson Topics:

- Review your reflections and notes** from the ABCDs lessons.
- Complete the Support Areas Overview** lesson in the training, which contains an introduction to the 7 Support Areas and advice for structuring your group.
- Think about** what roles you may take on in each Support Area.
-  **Schedule** a 90-minute to 2 hour meeting with your group.



GROUP DISCUSSION 1

Preparation Space


Use the space below for note-taking. What do you want to remember to share with your group in Group Discussion 1?

THE GOALS OF GROUP DISCUSSION 1

Share your reflections on the ABCDs of Successful Sponsorship from the prior pages.

Prepare your group for the next lesson on the 7 Support Areas. You'll start to determine leadership, roles, and responsibilities, and decide how you'll complete the learnings in the Support Area Deep Dives.

—

 **Schedule a 90-minute to 2 hour meeting with your group.** By the time of the discussion, make sure everyone has agreed to complete all prior lessons, in addition to the Support Areas Overview in the Group Discussion 1 Lesson.

GROUP DISCUSSION 1

Support Areas Overview

Use the space below for notes on the Support Areas Overview lesson.

What reminders or ideas do you want to share with your group?

What support areas interest you the most?

Where could you provide the most support, and/or where might you want to be a leader?

**KEY TAKEAWAYS
FROM THIS LESSON**

The 7 Support Areas are:

- Housing
- Transportation
- English for Speakers of Other Languages (ESOL)
- Cultural Adjustment
- Employment and Finances
- Health and Mental Health
- Education

Group members should consider choosing a leader. This individual would be a main point of contact with supporting organizations, facilitate regular meetings with the group, and track the progress of goals.

GROUP DISCUSSION 1

Discussion Notes

Use the space below for note-taking during your group discussion:

SUGGESTED AGENDA

Share your reflections on the ABCDs of Successful Sponsorship.

(45 minutes–1 hour)

- Suggested additions:
How are you feeling about sponsorship?
How are your perspectives evolving based on what you are learning? How will your group members keep each other accountable on the ABCDs?
- Open the floor to share any other observations or reflections on sponsorship, based on what you are learning.

Prepare your group for the next lesson on the 7 Support Areas.

(45 minutes–1 hour)

- Discuss group roles and organization, based on the advice in the Support Areas Overview.
- Assign leaders for each support area.
- Decide how your group will complete the learnings in the next lesson, Support Area Deep Dives.

Support Area Deep Dives

There are 7 Support Areas where group members can devote time and resources to impact newcomers' experiences. Following Group Discussion 1, this lesson covers each support area in more detail.

Lesson Topics:

- Housing
- Transportation
- English for Speakers of Other Languages (ESOL)
- Cultural Adjustment
- Employment and Finances
- Health and Mental Health
- Education
- The ABCDs in the context of each support area



Support Area Deep Dives

Housing

Use the space below for note-taking in this lesson:

**KEY TAKEAWAYS
FROM THIS LESSON**

Securing affordable housing in advance may be challenging. It is important to **network within your community.**

Housing should be

S.A.F.E.:

Secure

Affordable

Furnished

Easy to Access

Remain curious and check your assumptions;

Remember that there is much to learn about how newcomers prefer to live.

Support Area Deep Dives

Transportation

Use the space below for note-taking in this lesson:

KEY TAKEAWAYS FROM THIS LESSON

Transportation will be especially relevant during the earliest days of newcomers' arrival.

It will be important to mobilize and organize volunteers in your community to offer rides for initial appointments.

Get familiar with public transportation in your area.

As you provide transportation support, start teaching newcomers how to use public transportation systems as soon as possible to encourage independence.

Support Area Deep Dives

English for Speakers of Other Languages

Use the space below for note-taking in this lesson:

**KEY TAKEAWAYS
FROM THIS LESSON**

Acknowledge that learning a new language is difficult.

It's important to **encourage newcomers to both work and learn English early on.**

Support English language learning by encouraging newcomers to practice with their kids, watch TV, and read the newspaper.

Support Area Deep Dives

Cultural Adjustment

Use the space below for note-taking in this lesson:

**KEY TAKEAWAYS
FROM THIS LESSON**

The Stages of Cultural Adjustment describe the different feelings that people often experience when adjusting to new situations or cultures.

The cultural adjustment process is complex and not always linear.

Cultural orientation (CO) is a set of lessons designed to help newcomers gain knowledge, skills and attitudes to achieve long-term integration and self-sufficiency.

There are many resources on [The Cultural Orientation Resource Exchange \(CORE\) website](https://coresourceexchange.org)*.

*<https://coresourceexchange.org>

Support Area Deep Dives

Employment and Finances

Use the space below for note-taking in this lesson:

**KEY TAKEAWAYS
FROM THIS LESSON**

Financial independence is a critical step towards self-sufficiency.

A sponsor's role will be to support the job search and provide guidance around how to manage personal finances.

Sponsors should network to find employers and employment opportunities to help newcomers find a job as soon as possible.

Sponsors can support newcomers with budgeting knowledge, community networking, and interview practice.

Support Area Deep Dives

Health and Mental Health

Use the space below for note-taking in this lesson:

KEY TAKEAWAYS FROM THIS LESSON

Sponsors can help newcomers understand basic healthcare services and how to navigate the U.S. health system.

Preventative care might be a new concept. Many newcomers come from countries where medical care is only sought for emergencies.

Sponsors can help newcomers schedule and attend healthcare appointments, and access translation services.

Sponsors should **have a basic understanding of trauma** and be aware of their power and privilege when navigating this support area.

Support Area Deep Dives

Education

Use the space below for note-taking in this lesson:

KEY TAKEAWAYS FROM THIS LESSON

Sponsors can support newcomers with school enrollment, navigating the local school system, and understanding public education in the U.S.

Sponsors help newcomers communicate with schools and make sure families have access to education-related needs (tutoring, dietary needs, language learning, transportation, etc.)


Parental involvement in children's education may be a new concept for some newcomer parents. Sponsors should gradually encourage newcomer parents to **communicate with schools directly**.

Be sensitive to newcomer children's experiences as they adjust to a new school.

Group Discussion 2

Group Discussion 2 is about strengthening your group's collaboration skills. Now that you've completed the Support Area Deep Dives, your group is ready to become stronger collaborators and do some more concrete planning and preparation for the 7 Support Areas.

How to Prepare:

-  **Schedule a 2-3 hour** meeting with your group. This will allow enough time for sharing, brainstorming, and planning.
- Complete the [Support Areas in Action](#)* exercise.** After learning about the 7 Support Areas, take some time to reflect on how the support areas factor into your community. Through a series of activities, you'll get to know your community resources better and build empathy for the newcomer experience. **You can click the link for a digital copy of the Support Areas in Action exercise, or find a copy at the end of this workbook.*
- Reflect on the ABCDs for Support Areas.** Review the reflection prompts to reinforce the ABCD mindsets in your group's collaboration.
- Review the [Brainstorm Template](#)***. During Group Discussion 2, you'll have a group brainstorm – ideally facilitated by support area leaders – to identify community resources. **You can click the link for a digital copy of the Brainstorm Template, or find a copy at the end of this workbook.*

GROUP DISCUSSION 2

Preparation

Use the space below for note-taking. What do you want to remember to share with your group in Group Discussion 2?

THE GOALS OF GROUP DISCUSSION 2

Do a pre-reflection exercise that deepens your knowledge of each support area and builds empathy for newcomers' experiences with things like taking public transportation, navigating healthcare needs, etc.

Group members will share reflections, questions, and ideas that came up.

Have a collective brainstorm to identify community resources, list personal contacts, and generate ideas that will help the group support newcomers with each of the support areas.

Co-Sponsorship Program Details

This lesson is about the requirements of co-sponsorship, including relevant documents and deliverables. It also includes an introduction to the United States Refugee Admissions Program (USRAP), which is the longstanding U.S. government program for refugee resettlement under the Department of State (DOS).

Lesson Topics:

- Introduction to the United States Refugee Admissions Program (USRAP)
- Core services, financial contributions, and other requirements of co-sponsorship
- Co-sponsorship commitments and deliverables, including case notes
- Common words, acronyms, and partnerships
- Working with Resettlement Agencies (RAs)



PROGRAM DETAILS

Key Terms & Deliverables

Use the space below for note-taking in this lesson:

**KEY TAKEAWAYS
FOR CO-SPONSORS**

USRAP clients are eligible for the Reception and Placement (R&P) program which provides initial services (called core services) and financial support for up to 90 days after arrival to the U.S.

After the R&P period ends, the Department of Health and Human Services Office of Refugee Resettlement (ORR) works with state and local organizations to provide longer-term financial, medical, ESOL, employment, and other social services.

For more information on co-sponsorship requirements, see this [Community Sponsorship Explainer*](#)

[*https://refugeewelcome.org/wp-content/uploads/2022/05/CS-explainer.pdf](https://refugeewelcome.org/wp-content/uploads/2022/05/CS-explainer.pdf)

PROGRAM DETAILS

Organizational Policies

Use the space below for note-taking in this lesson:

**KEY TAKEAWAYS
FOR CO-SPONSORS**

Co-sponsor requirements vary between Resettlement Agencies (RAs), but generally relate to group membership, core services, donations or financial commitments, and signing a Memorandum of Understanding (MOU).

A core service is a service the State Department mandates is provided to each person in the R&P program.

Co-sponsor groups may be asked to make **in-kind** (physical items such as furnishings) or **financial contributions**.

Case notes are records of services provided by the co-sponsor and relevant interactions between the co-sponsor and the newcomer family.

Consult the training for a full list of support systems and resources.

Group Discussion 3

Group Discussion 3 is about putting your collaboration skills into practice through group problem-solving. You'll also prepare to complete sponsorship administrative tasks and deliverables.

👏 Plan to complete the problem-solving scenarios in the Group Discussion 3 lesson content together.

How to Prepare:

- 📅 **Schedule** a 2-3 hour meeting with your group.
- Complete the ABCD Reflection Exercise independently**, and review the resiliency-building principles.
- Prepare to discuss ideas** for how your group will plan to complete all the administrative tasks and deliverables of sponsorship together.



GROUP DISCUSSION 3

Preparation

Use the space below for note-taking. What do you want to remember to share with your group in Group Discussion 3?

THE GOALS OF GROUP DISCUSSION 3

Practice problem-solving realistic challenges that come up in sponsorship through practice scenarios.

Prepare to complete all sponsorship deliverables together.

Review the collaboration techniques you've learned in this training, so that you feel prepared to navigate conflict as a group.

GROUP DISCUSSION 3

ABCDs for Support Areas

To prepare for a productive discussion on building group resiliency in your Group Discussion 3, reflect independently on the ABCDs of Successful Sponsorship.

Individual Reflections

Adaptive

What might prevent you / your group from being adaptive?

How will you know if you / your group aren't being adaptive?

What does an overexpression of being adaptive look like?

What advice do you think you and your group will need to hear 30 days into sponsorship around being adaptive?

Benevolent

What might prevent you / your group from being benevolent?

How will you know if you / your group aren't being benevolent?

What does an overexpression of being benevolent look like?

What advice do you think you and your group will need to hear 30 days into sponsorship around being benevolent?

Collaborative

What might prevent you / your group from being collaborative?

How will you know if you / your group aren't being collaborative?

What does an overexpression of being collaborative look like?

What advice do you think you and your group will need to hear 30 days into sponsorship around being collaborative?

Dedicated

What might prevent you / your group from being dedicated?

How will you know if you / your group aren't being dedicated?

What does an overexpression of being dedicated look like?

What advice do you think you and your group will need to hear 30 days into sponsorship around being dedicated?

GROUP DISCUSSION 3

Resiliency Building Principles

Use the space below for note-taking.

RESILIENCY-BUILDING PRINCIPLES:

Focus on Newcomer Autonomy and Collaboration: Remember how sponsor relationships should evolve to support newcomer independence.

Be Compassionate and Trauma-Informed: Have compassion for yourself, for newcomers, and for members of your group.

Lean on Group Organization and Structure: Remember group roles and lean on leadership.

Use the ABCDs: Reflect on ways you've learned to be *adaptive, benevolent, collaborative, and dedicated.*

GROUP DISCUSSION 3

Discussion Notes

Use the space below for note-taking.

SUGGESTED AGENDA

Revisit group roles and organization. Use the ABCDs to prepare to address conflict.

(45-60 minutes)

→ Review your group's commitments to leadership and organization around tasks.

→ Discuss your individual reflections on the ABCD prompts and write down collective answers for each of these questions.

Plan how your group will complete administrative tasks and deliverables.

(45-60 minutes)

Problem-solve practice scenarios as a group.

(45-60 minutes)

Bonus Activity: Consider the following 3 dynamics that are vulnerable to challenging conversations and disagreement.

(Time Permitting)

→ Intra-Group Challenges

→ Community Challenges

→ Newcomer Challenges

Onwards and Upwards

Once you complete this lesson, you will be eligible to receive your Certificate of Completion. Thank you for your commitment to the United States' long tradition of welcoming newcomers in community and collaboration.

Lesson Topics:

- Reflecting on what you've learned in the Community Sponsorship Essentials training
- Preparing to carry your new knowledge and mindsets (the ABCDs) forward in your sponsorship journey



Final Notes


Use the space below for note-taking in this lesson:

KEY TAKEAWAYS FROM THIS LESSON

Celebrate and reflect on what you've learned, including:

- Sponsor relationships
- Supporting newcomers in the 7 Support Areas
- Strong and resilient group collaboration
- ...and so much more

The ABCDs: You've embraced new mindsets that will help you on your journey from sponsor to neighbor.

 **Together, we can build strong welcoming communities for all newcomers. Thank you for being an essential part of their support system.**

Worksheets and Resources

This section contains worksheets and resources for your Group Discussions.

Lesson Topics:

- Support Areas in Action Exercise** (Group Discussion 2)
- Brainstorm Template** (Group Discussion 2)
- Support Areas: ABCDs Reflection Template** (Group Discussion 2)










Support Areas in Action: A Reflection Exercise

Now that you are familiar with the 7 Support Areas, let's take some time to reflect on how these areas factor into your personal experiences and community.

In this activity, you'll be asked to experience and reflect on each support area in terms of your own life and community. For example, what does it really feel like to use public transportation? We often take these experiences for granted. In this exercise, you'll slow down and think about the details that factor into each support area.

Even if you are not playing a leadership role in a particular support area, this exercise will prepare you to collaborate better with newcomers, and with your group members. You'll build empathy for newcomers' real experiences, and start to anticipate what additional resources you and your group might need to provide support. Plus, reflecting individually first will make you feel more prepared to share back with and support your group members in the next Group Discussion.

JUMP TO:

-  Housing
-  Transportation
-  English for Speakers of Other Languages (ESOL)
-  Cultural Adjustment
-  Employment and Finances
-  Health & Mental Health
-  Education

INSTRUCTIONS

For each support area, complete the suggested activities and respond to the reflection questions.

You may choose to keep a journal, or engage in quiet reflection.

Once you've completed the exercises and/or reflections, write the most important notes, summary points, or questions that you'd like to share with your group. This will help you prepare for the upcoming Group Discussion.

SUGGESTIONS

Download [Settle In](https://settlein.us/) (<https://settlein.us/>).

The Settle In mobile and desktop app (from CORE) is a Cultural Orientation travel companion for newcomers throughout the resettlement journey from pre-departure to post-arrival.

Keep a notebook or journal. As you complete each activity, you may want to write reflections in a separate journal or piece of paper. Your reflections and reactions may be personal, and as lengthy as you want. Then, use this worksheet to summarize the most important or memorable insights you had, so that you can prepare to share them back with your group at the next Group Discussion.

Housing

1. EXERCISES

- Begin familiarizing yourself with available housing in your community. As you do consider:
 - **The price:** A core component of securing housing for newcomers is its affordability. Can someone working for minimum wage afford the housing options you are finding?
 - **The location.** Are options available close to public transit? Do the public transit options allow newcomers to move around the city easily or will it require transfers and long commutes?
- Look around your home. Think about how you would explain using household appliances and appliance safety to newcomers.
- Download CORE's [SettleIn App](#) and review the Housing chapter.

2. REFLECTIONS

Write your reflections on the following:

What did you feel or notice when completing the exercises and reflections?

What notes, insights, reminders, or questions do you want to share with your group?

Individual Reflections:

- *Write your individual reflections here.*

Group Discussion Share-out:

- *What notes, insights, reminders, or questions do you want to share with your group?*

Transportation

1. EXERCISES

- As you prepare to welcome newcomers, take a trip using public transit. Consider:
 - How easy is it to navigate the public transportation infrastructure, especially for a newcomer who may not speak English?
 - How would you explain each activity you engage in while using public transit to a newcomer? For example, how do you purchase a ticket? How do you access the transportation (such as a bus stop for a subway station)? How do you find the transportation schedule and routes?

2. REFLECTIONS

Write your reflections on the following:

What did you feel or notice when completing the exercises and reflections?

What notes, insights, reminders, or questions do you want to share with your group?

Individual Reflections:

- *Write your individual reflections here.*

Group Discussion Share-out:

- *What notes, insights, reminders, or questions do you want to share with your group?*

English for Speakers of Other Languages (ESOL)

1. EXERCISES

- As you prepare to work with newcomers who have differing degrees of language knowledge, think about how language fluency impacts everyday tasks.
- If you have learned another language, reflect on the process. What are activities, experiences, or resources that helped you? How can you use similar tactics to support newcomers learning English?
- How would you use outings, such as grocery shopping or service appointments, to support and practice English with newcomers?

2. REFLECTIONS

Write your reflections on the following:

What did you feel or notice when completing the exercises and reflections?

What notes, insights, reminders, or questions do you want to share with your group?

Individual Reflections:

- *Write your individual reflections here.*

Group Discussion Share-out:

- *What notes, insights, reminders, or questions do you want to share with your group?*

Cultural Adjustment

1. EXERCISES

- Localized customs, traditions, values, and practices are a part of everyday life. Learning about a new local context can be overwhelming.
 - Think about times when you may have traveled to different states, regions, or countries.
 - Think about how local customs, traditions, and context influenced your experiences while there.
- Reflect on your community. What are some local customs, traditions, or practices newcomers should be aware of?
- Think about ways you can support newcomers as they learn these local customs. What are some ways you can support and encourage their learning?

2. REFLECTIONS

Write your reflections on the following:

What did you feel or notice when completing the exercises and reflections?

What notes, insights, reminders, or questions do you want to share with your group?

Individual Reflections:

- *Write your individual reflections here.*

Group Discussion Share-out:

- *What notes, insights, reminders, or questions do you want to share with your group?*

Employment and Finances

1. EXERCISES

- Securing employment is time intensive and can be overwhelming. As you prepare for the arrival of the newcomers, begin to survey the local job market.
 - Consider potential job opportunities for different skill levels of English proficiency.
- Get creative: Develop a spreadsheet, listing people you know who may be connected to prospective jobs. Be prepared to follow up with them post-arrival as you support the newcomer's job search.
- Pick up job applications. Reflect on how to prepare someone to fill out these applications. Keep the applications and use them as practice materials for the newcomer upon their arrival.
- Personal finances can be overwhelming for anyone. Upon arrival, newcomers will have initial support but will need to become self-sufficient as quickly as possible.
 - Use this [budget tool](https://bit.ly/3wck4j9) (<https://bit.ly/3wck4j9>) to begin tracking set expenses (such as rent and bus passes) for the newcomer family.
 - Post-arrival, you should revisit the budget with the newcomers, updating it for other expenses and income sources.

2. REFLECTIONS

Write your reflections on the following:

What did you feel or notice when completing the exercises and reflections?

What notes, insights, reminders, or questions do you want to share with your group?

Individual Reflections:

- *Write your individual reflections here.*

Group Discussion Share-out:

- *What notes, insights, reminders, or questions do you want to share with your group?*

Health & Mental Health

1. EXERCISES

- In the US, it can be difficult to navigate the healthcare industry. Think about the last time you looked for a new healthcare provider.
 - How long did it take you to become a patient?
 - What were the steps you had to take?
 - How did the process make you feel?
- Now, consider how this may be more difficult for newcomers who have different experiences and varying degrees of exposure to medical providers.

2. REFLECTIONS

Write your reflections on the following:

What did you feel or notice when completing the exercises and reflections?

What notes, insights, reminders, or questions do you want to share with your group?

Individual Reflections:

- *Write your individual reflections here.*

Group Discussion Share-out:

- *What notes, insights, reminders, or questions do you want to share with your group?*

Education

1. EXERCISES

- Education systems, similarly to health care, can be overwhelming. Think about the last time you enrolled yourself or someone else (like a child or grandchild) in an educational program.
 - What paperwork did you have to fill out?
 - After you submitted it, what type of follow up communication did you engage in?
 - Once enrolled, how did you learn about your schedule, class information, and necessary requirements for class (such as textbooks, notebooks, etc).
- Now consider this process within the context of a newcomer who speaks a different language and who likely experienced a different educational infrastructure.

2. REFLECTIONS

Write your reflections on the following:

What did you feel or notice when completing the exercises and reflections?

What notes, insights, reminders, or questions do you want to share with your group?

Individual Reflections:

- *Write your individual reflections here.*

Group Discussion Share-out:

- *What notes, insights, reminders, or questions do you want to share with your group?*

Group Discussion 2 Brainstorm Template

By this time, all group members should have completed the **Support Areas in Action** reflections independently. Now, it's time to meet for another Group Discussion to review and brainstorm around each of the 7 Support Areas.

Group Discussion 2: Goals

- Review** learnings and major points from each support area, guided by the support area lead.
- Come together and **share reflections, questions, and ideas** that came up during your individual reflections on each support area.
- Have a **collective brainstorm** to identify community resources, list personal contacts, and generate ideas that will help the group support newcomers with each of the support areas.

Group Discussion 2: Agenda*

**This agenda is for a 2-hour meeting. Your group may choose to have a longer meeting, to allow more time for planning and brainstorming.*

- 45 mins: Support Area Review.** Each support area lead(s) should share their learnings from the respective lesson, reflections on how the group might ensure the ABCDs in the delivery of that specific support area, and specific barriers they need help addressing.
- 45 min: Support Area Brainstorm!** Use the attached pages to facilitate a group brainstorm around what resources are needed to support newcomers in each support area.
- 30 min: Next Steps.** Map out your key milestones and priorities across a 90 day timeline, given what you've learned thus far.

Let's Brainstorm!

- Using the attached pages, facilitate a group brainstorm to determine how your group will prepare for each support area. **Note!** This brainstorm might be limited to your sponsor group, or you may choose to invite other members of the community.
- Use the prompts in the left column to guide your brainstorm, and take notes in the right column.
- The prompts are designed to help you **identify** what you already know, get **curious and creative** about what community resources are needed, and **document next steps** and to-dos.

Housing

Get Grounded...

What did we learn? Let's recap our needs for this support area.

Brainstorm!

What community resources do we already know about?

What additional resources do we need?

What else are we curious about? What else might be possible?

What's Next?

What do we need to do next?

Transportation

Get Grounded...

What did we learn? Let's recap our needs for this support area.

Brainstorm!

What community resources do we already know about?

What additional resources do we need?

What else are we curious about? What else might be possible?

What's Next?

What do we need to do next?

English for Speakers of Other Languages (ESOL)

Get Grounded...

What did we learn? Let's recap our needs for this support area.

Brainstorm!

What community resources do we already know about?

What additional resources do we need?

What else are we curious about? What else might be possible?

What's Next?

What do we need to do next?



Cultural Adjustment

Get Grounded...

What did we learn? Let's recap our needs for this support area.

Brainstorm!

What community resources do we already know about?

What additional resources do we need?

What else are we curious about? What else might be possible?

What's Next?

What do we need to do next?

Employment and Finances

Get Grounded...

What did we learn? Let's recap our needs for this support area.

Brainstorm!

What community resources do we already know about?

What additional resources do we need?

What else are we curious about? What else might be possible?

What's Next?

What do we need to do next?



Health & Mental Health

Get Grounded...

What did we learn? Let's recap our needs for this support area.

Brainstorm!

What community resources do we already know about?

What additional resources do we need?

What else are we curious about? What else might be possible?

What's Next?

What do we need to do next?

Education

Get Grounded...

What did we learn? Let's recap our needs for this support area.

Brainstorm!

What community resources do we already know about?

What additional resources do we need?

What else are we curious about? What else might be possible?

What's Next?

What do we need to do next?

GROUP DISCUSSION 2

ABCDs Reflection for Support Areas

	Housing	Transportation
<p>Adaptive</p> <p>Thinking through this support area, what is something that you might not know or be wrong about?</p> <p>How might you need to be adaptive in supporting this specific area?</p>		
<p>Benevolent</p> <p>What would approaching this support area without a trauma-informed and/or compassionate lens look like?</p> <p>How can you and your group members hold each other accountable to maintaining a compassionate lens, even during challenges?</p>		
<p>Collaborative</p> <p>What are ways that you can solicit collaborative support around this area? (The brainstorm activity will help with this!)</p>		
<p>Dedicated</p> <p>What were the most challenging aspects of your pre-reflection exercises in X support area?</p> <p>What tactics might you use to remain dedicated and accountable to the tasks around this support area?</p>		

GROUP DISCUSSION 2

ABCDs Reflection for Support Areas

	English for Speakers of Other Languages	Cultural Adjustment
<p>Adaptive</p> <p>Thinking through this support area, what is something that you might not know or be wrong about?</p> <p>How might you need to be adaptive in supporting this specific area?</p>		
<p>Benevolent</p> <p>What would approaching this support area without a trauma-informed and/or compassionate lens look like?</p> <p>How can you and your group members hold each other accountable to maintaining a compassionate lens, even during challenges?</p>		
<p>Collaborative</p> <p>What are ways that you can solicit collaborative support around this area? (The brainstorm activity will help with this!)</p>		
<p>Dedicated</p> <p>What were the most challenging aspects of your pre-reflection exercises in X support area?</p> <p>What tactics might you use to remain dedicated and accountable to the tasks around this support area?</p>		

GROUP DISCUSSION 2

ABCDs Reflection for Support Areas

	Employment & Finances	Health & Mental Health
<p>Adaptive</p> <p>Thinking through this support area, what is something that you might not know or be wrong about?</p> <p>How might you need to be adaptive in supporting this specific area?</p>		
<p>Benevolent</p> <p>What would approaching this support area without a trauma-informed and/or compassionate lens look like?</p> <p>How can you and your group members hold each other accountable to maintaining a compassionate lens, even during challenges?</p>		
<p>Collaborative</p> <p>What are ways that you can solicit collaborative support around this area? (The brainstorm activity will help with this!)</p>		
<p>Dedicated</p> <p>What were the most challenging aspects of your pre-reflection exercises in X support area?</p> <p>What tactics might you use to remain dedicated and accountable to the tasks around this support area?</p>		

GROUP DISCUSSION 2

ABCDs Reflection for Support Areas

	Education	Additional Thoughts
<p>Adaptive</p> <p>Thinking through this support area, what is something that you might not know or be wrong about?</p> <p>How might you need to be adaptive in supporting this specific area?</p>		
<p>Benevolent</p> <p>What would approaching this support area without a trauma-informed and/or compassionate lens look like?</p> <p>How can you and your group members hold each other accountable to maintaining a compassionate lens, even during challenges?</p>		
<p>Collaborative</p> <p>What are ways that you can solicit collaborative support around this area? (The brainstorm activity will help with this!)</p>		
<p>Dedicated</p> <p>What were the most challenging aspects of your pre-reflection exercises in X support area?</p> <p>What tactics might you use to remain dedicated and accountable to the tasks around this support area?</p>		

Community Sponsorship Essentials
Additional Notes

