

JUSTICE-BASED LEADERSHIP

ALTERNATIVE BREAK PROGRAM DEVELOPMENT

Identity Works + Social Justice

Without the lens of social justice, alternative breaks can be simple volunteer work, with the pitfalls that come with working indiscriminately within systems of power and oppression. This workshop guides alternative break leaders to an increased personal identity awareness and ownership around social groups. Participants discover how service work is tied to multiple dimensions of power, privilege, and oppression, and gain strategies of using service to work in solidarity and act as engaged community partners.

Learning Components (EOT)

The learning components – education, orientation, and training (EOT) – are the meaning makers of an alternative break experience. They provide context for the service and connect reflection and service to create a quality and sustainable experience. In this workshop, participants learn how EOT connects to service and how they benefit the community and the break team. We also discuss the most effective ways to engage group members in educational content – prioritizing experiential learning opportunities, strategies for all learning styles, and types of activities to increase student retention.

Community Impact

With alternative break programs situated on college campuses, much of the measure of program success has centered on student development. With the growing sophistication of service programs, the demand to demonstrate the impact on communities is increasing. Workshop participants will develop strategies for working toward a more positive community impact – including centering reciprocity and working to increase organizational capacity, while simultaneously learning to adapt and utilize measurement tools (such as assessment reports and surveys) to their alternative break experiences.

Reflection

Reflection is the process by which participants mentally and emotionally synthesize direct service and the learning components, helping participants critically examine their service work and the root causes of the related social issues. This workshop provides insight into the nuts and bolts of reflection, and allows for the development of ideas for group and individual reflection that promote a deeper understanding of social justice issues.

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Reorientation

Reorientation aides in the process of becoming an active citizen. It's the process in which breakers transfer lessons learned from their trips upon returning back to campus. Without reorientation, alternative breaks are less effective stand-alone experiences. In this workshop, participants define action through the pillars of active citizenship.

Recruitment + Selections

Strategic recruitment (getting the word out) and selections (picking participants for your trip) processes help ensure that alternative break programs grow in a healthy and sustainable manner. In this workshop, program leaders create recruitment goals and define how those goals fit into the program's overall strategic plan. Participants will leave with tactics to ensure a diverse application pool by uncovering ways that bias seeps into our selections processes.

Co-Leader Partnerships

A strong partnership between co-leaders creates a diversity and balance in leadership styles – diminishing weaknesses and amplifying strengths – to the benefit of the group. But it's not just about getting along. Partnerships are about creating a shared vision and actively supporting each other in its pursuit. In this workshop, participants generate a shared vision for the partnership and for the group. They leave with ground rules for working together and holding each other accountable through assessing personal leadership styles and using the results to have concrete discussions about personal strengths.

Branding

Whether or not your program has an expressed brand, chances are that people all across campus have heard (or need to hear) about your work with alternative breaks. Strong brands tell the program's story – helping to build a strong culture that recruits participants, garners support, and raises funds. In this workshop, participants connect their program values to brand decisions, learn the components of a brand and build the program's brand elements, and develop methods for using the brand in consistent and compelling ways across the program.

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Sustainable Funding

Fundraising can be a challenging aspect of alternative breaks, but much of the associated stress can be alleviated with solid planning and simple practices. Starting with a look at budgeting, participants examine past fundraising initiatives with the criteria of efficiency and effectiveness, and move away from one-time fundraising events to commit to strategic fundraising campaigns. Participants uncover how building both cash and in-kind strategies to meet program needs happens through building authentic stakeholder relationships.

Strategic Planning

Built for the creation of a sustainable alternative break program, this workshop is designed for programs interested in reviewing, solidifying, and refocusing their current efforts. If you're new to the Movement, launch your program with the strongest possible foundation. Participants build a plan to guide your program for years to come by focusing on organizational structure, redefining roles and program culture, and engaging in evaluation and assessment mapping.