



The National Sexual Assault Coalition Resource Sharing Project

ReShape Newsletter

Working together to end sexual violence.



Coalition Toolkit – Personnel and Planning for the Future

What impact do we want to have in the world? How do we build and support a team that can get us there? How do we break that down into manageable chunks of work without getting lost in the details? These are questions that can inspire us to dream big and work hard. Their answers can re-focus us. They can light our creativity. They can help us balance our visions with our daily realities. Having the tools to support us in being mission and vision driven organizations can help us achieve our best work.

In this edition of ReShape, part of a series on the RSP Coalition Toolkit, we highlight resources about supporting the team of people we work with and planning for the future.

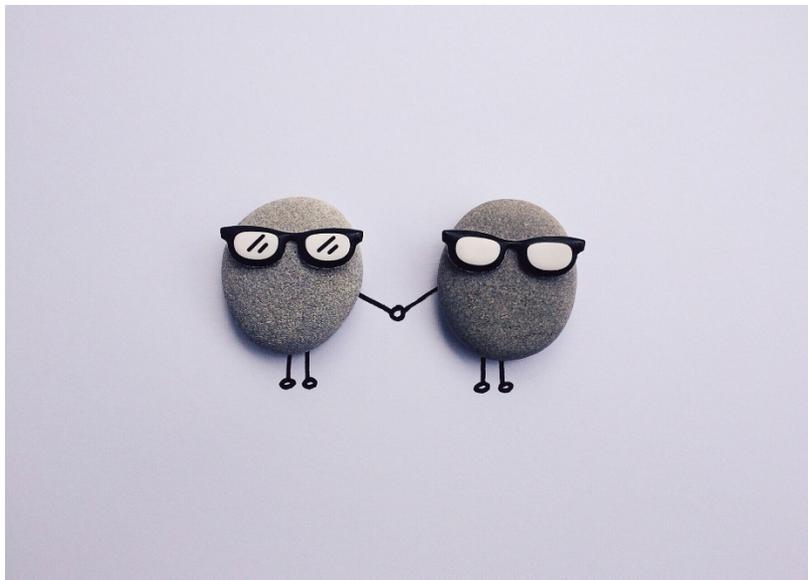
To access the entire toolkit: <http://www.resource-sharingproject.org/coalition-toolkit>

To read other parts of the RSP Coalition Toolkit ReShape series:

- History & Anti-Oppression (Jan 2020): <http://www.resourcesharingproject.org/reshape-coalition-toolkit-history-anti-oppression-resources-jan-2020>
- Advocacy (March 2020): <http://www.resourcesharingproject.org/reshape-coalition-toolkit-advocacy-resources-march-2020>

Personnel

<http://www.resourcesharingproject.org/personnel-issues>



The people we work with are our greatest asset. Caring for staff is a vital part of ensuring high-quality support for advocates and survivors who call our offices. This section of the toolkit offers coalition perspectives on new hire orientations, staff development resources, and performance reviews. The resources in this section also include an overview of how vicarious trauma impacts coalition staff and shares ideas that organizations can implement to support staff experiencing vicarious trauma. Also included in this section are sample job descriptions, interview questions, and exit interview questions.

Planning for the future

<http://www.resourcesharingproject.org/planning-future>



It may sometimes feel like we don't have time to plan. And though we may have plans, sometimes political conditions force us to shift our attention. Strategic planning can help ensure that when we pivot, we are still living our missions out in the world. This section of the toolkit provides a reflection on succession planning, organizational goal setting, and a guide to engaging in strategic planning. Also included is a management tip on emergence, networks, and cycles of change that can provide context as we work to shift behaviors and thoughts both inside and outside of our organizations.

We want your feedback!

Take our quick, 30-second survey:

<https://www.surveymonkey.com/r/DM9JDDK>

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