APPENDIX - Strategic Program Updates

In our community conversation and previous year's surveys, Stability Leaders shared their top two programmatic priorities with us:

1. Sharing their stories through public speaking
2. Connecting with fellow Stability Leaders

Over the past several months we have been reflecting deeply about the effectiveness of our programs in meeting these priorities and supporting Stability Leaders to be the best mental health advocates they can be. As we move into 2023, our goal is to recenter our programs on these top two priorities.

Speaker Training and Public Speaking

To improve our public speaking programming, we are updating our speaker training programs by

- Training **three new Speaker Coaches**

- **Restructuring the Fundamentals of Advocacy Storytelling** to improve clarity and updated mental health best practices

- **Updating our Speakers Manual** to reflect current mental health best practices and use strength-based language

- **Improving the Speakers Workshop guidelines** to support both Speaker Coaches and Stability Leaders more effectively

- **Creating a Speaker Affirmation Process** which we will be piloting in 2023 *(see attached)*

- Continuing key **speaking engagement partnerships**

- **Growing our capacity** to help **source more speaking engagements** for Stability Leaders

- Continuing discussions on future trainings and workshops, such as **panel discussion trainings, and teaching Stability Leaders how to self-source speaking engagements.**

Connection-building Programs

To improve our connection-building programs we hope to host events, such as

- **An in-person Stability Leader Annual Conference in 2023.** This beloved program has been put on hold for the last several years due to the pandemic and we are finally optimistic that we will be able to bring it back this year. We all know the feeling of sitting in the same room as our peers, thought partners, and friends. It's time to bring that feeling back to TSN. We hope to offer a virtual option for those who cannot attend in person.

- **Quarterly virtual Stability Leader-led events**, such as open mics, workshops, poetry slams, networking events, yoga sessions, holiday celebrations, etc. These types of events will maintain and foster Stability Leader connections through fun, storytelling, wellness, networking and our common goal of mental health advocacy.

Sunsetting Programs

To build capacity for the exciting new and renewed programs listed above, our small but mighty team must say goodbye to some TSN programs. The programs that have served their intended purpose, but will not be continued due to low engagement and limited capacity include

- **Support Groups.** These groups began as an added support for Stability Leaders during the pandemic. We are so grateful for the group facilitators, Nancy Dow, Peter Varnum and Sarah Callender who offered kindness, comfort, and cheer to Stability Leaders who sought connection during these challenging past few years.

- **Regional Groups.** These groups began as a way to connect Stability Leaders with others in their geographic proximity. We hope that bringing back a central, annual in person TSN event will rekindle Stability Leader connections. Stability Leaders will still be able to connect with those in their regions on the Leader Portal. We are so grateful to the Regional Leaders who brought Stability Leaders together, including Ian Reid, Leslie Bennett, Stacy Thrall, Steve Penella, Lynn Etemesi, Paul Harlington, John Gesumaria, Cam Stout, Carlito Cabelin, Bill Kaghan, Steve Murphy, and Ted Weiss.

- **Monthly/Quarterly Network Calls.** These calls began as a way for the TSN team to share regular updates with Stability Leaders and for participants to discuss a spotlight topic. Over time, engagement in these calls have dwindled and we hope to replace them with quarterly Stability Leader-led Zoom events.

- **Speaker Mentors.** Speaker Mentors began as Stability Leader volunteers who coached Stability Leaders on their advocacy stories. We have decided to end the Speaker Mentor program for three reasons: 1) to reduce confusion about the difference between Speaker Mentors and Speaker Coaches, 2) because we believe it is important to pay coaches and mentors for their work, and 3) because we now have three Speaker Coaches who have been trained specifically to coach Stability Leaders in this way. We are so grateful to all Stability Leaders who volunteered as Speaker Mentors, including Ian Reid, Andrea Colby, Kimberly Allen, Stacy Thrall, and Angelica Chiketa Mkorongo.

Communications Updates

In addition to updating and improving our programs, we are also making some changes to our communications approach.

- **The Stability Network Blog.** We hope to make it easier for all Stability Leaders to contribute to The Stability Network Blog by using this Blog Submission Form. This means we will be bringing

our blog team to a close. We are so grateful to all Stability Leaders who contributed as part of our blog team including Jason Park, Joanna Grace Farmer, Peter Varnum, Paul Currington, Laura Zera, Kyle Elliott, Michelle Yang, Margaret Stutt, Claudette Mestayer, Patrick Boruett, Andy McAleese, and Ellen Meny.

- **Website updates.** We have taken a few small steps to refresh our website, including adding our new mission, vision and values, updating our home page banner from a stock photo to a collage of Stability Leaders, and updating our resources page.

- **Continued LinkedIn activity.** We continue to see great engagement and connections forming on The Stability Network's LinkedIn page. We plan to continue to use The Stability Network page to amplify the voices of Stability Leaders by sharing your advocacy work and advocacy stories as appropriate. Please follow The Stability Network page and connect with The Stability Network staff on LinkedIn so that we may continue this effort.

2023 Speaker Affirmation Process Pilot Program

We are thrilled to be able to grow our speaker training with this milestone pilot program. The goal of the Speaker Affirmation Process is to create a consistent, transparent process for Stability Leaders to become advocates who are trained, ready, and supported to speak on behalf of The Stability Network organization.

The idea for this process came both from strategic conversations among the TSN team and from Stability Leaders asking for more clarity around the speaker placement process. We will be piloting this program throughout 2023 and we are grateful for your patience as we try something bold and new. We will ask for your feedback as we reflect, learn, and improve the program.

The Speaker Affirmation Program will

- Create a clear and transparent step-by-step roadmap for Stability Leaders to follow to become eligible to speak on behalf of the organization.
- Provide additional support to Stability Leaders taking the risk to share their mental health advocacy stories publicly.
- Ensure that we are fulfilling our goal of offering the best mental health storytelling training of its kind.
- Ensure that we are fulfilling our goal of offering the best mental health speakers.
- Set up the next phase of our program development, sourcing consistent speaking engagements and creating robust trainings on how Stability Leaders can self-source speaking engagements.
- Align with our core values of anti-racist learning and practices, equitable access, lived experience, community, vulnerable leadership, and impact.
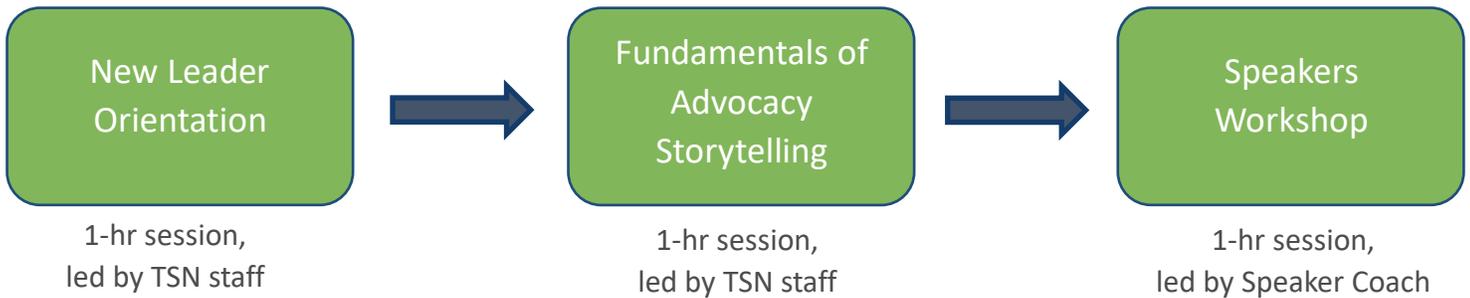
We believe this is an exciting step for TSN as an organization and for all Stability Leaders. We hope this is an opportunity for incoming Stability Leaders to receive much needed support and for current Stability Leaders to hone their advocacy storytelling.

Speaker Affirmation Process

Purpose: This process is used to confirm when a Stability Leader is ready to speak on behalf of The Stability Network organization. Stability Leaders are not required to become Stability Leader Speakers, but if they would like to be considered for speaking opportunities, they must complete this Speaker Affirmation Process.

The Stability Leader Speaker Roadmap: This is a step-by-step guide for Stability Leaders to complete the Speaker Affirmation Process and become Stability Leader Speakers.

Basic Training

New Leader Orientation	→	Fundamentals of Advocacy Storytelling	→	Speakers Workshop
1-hr session, led by TSN staff		1-hr session, led by TSN staff		1-hr session, led by Speaker Coach

One-on-One Coaching

Fundamentals One-on-One (optional)	Speaker completes Part 1 of Affirmation Tool	Speaker Affirmation One-on-One	→	Additional Coaching (as needed)
30-minute session using the Fundamentals, led by Speaker Coach		30-minute session using **Speaker Affirmation Tool*,** led by Speaker Coach		30-minute sessions as needed to complete Affirmation Tool (up to 3 sessions)

Finalization

TSN Staff approves Affirmation Tool & Key Messages	→	Speaker Completes Speaker Bio Form

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