

WALK WITH US

Valley Settlement's Technical Assistance Program

As part of the Ascend at the Aspen Institute's 2Gen Accelerator Community, Valley Settlement collaborated with its community to articulate and codify its approach. This resulted in a video, an implementation guide, and a technical assistance program; tools and experiences designed to support other organizations in understanding and adapting some of Valley Settlement's key practices to support their own growth. These tools are intertwined and interdependent; none can stand alone to tell the whole story of Valley Settlement's approach.

Valley Settlement's Technical Assistance (TA) program, "Walk with Us," is a year-long learning and support experience. It is designed to engage diverse leaders within nonprofit organizations by providing tailored support, learning opportunities, and hands-on experiences. We approach this program in the same way we approach our work: by listening deeply to the organizations seeking TA and co-developing the work alongside them as we learn together. Through continuous listening and engagement, including regular check-ins, participant feedback sessions, and tailored action plans, we adapt the experience to fit each organization's unique goals, challenges, and aspirations. This ensures the program remains relevant, impactful, and responsive to each organization's unique realities and vision. The program combines workshops, consulting, and immersive site visits to support organizational capacity-building in key areas.

PARTICIPANTS

Inclusive leadership begins by ensuring everyone has a seat at the table. To participate in the program, the prospective organization will ensure engagement from diverse representatives of their own organizational community. This may include their governing body, leadership team, programming team, and volunteer or participant representatives. Depending on the participating organization's lifecycle stage, community, and desired areas of exploration, they may participate in some components of the program alongside other peer organizations for mutual learning and engagement.

PROGRAM OVERVIEW

TA Team Site Visit and Kickoff Meeting

We begin our journey together with a site visit from one or two members of Valley Settlement's TA team to meet your team, understand your program(s) and operations, and learn about your community. The kickoff meeting lays the groundwork for a collaborative partnership and serves to co-create a shared vision for the TA program that will provide opportunities for mutual learning. The TA Team Site Visit and Kickoff Meeting begins the collaboration in Month 1 of the TA program.

ACTIVITIES:

- Build relationships between the TA team and participating organization(s).
- Visit with program staff, participants and/or volunteers and learn about the participating organization's programs and community.
- Share program objectives and set mutual agreements.
- Conduct an initial exploration of organizational strengths and areas for growth.
- Begin visioning and set collective goals for the TA experience.

Learning Sessions

Five Learning Sessions will support experiential learning through meaningful conversations and skill-building workshops centered on unearthing and strengthening organizational practices and fostering community partnerships. Learning sessions will be conducted in Months 2, 4, 5, 6, and 9.

SESSION TOPICS:

1. Month 2 – Honoring Community Voice:
 - a. Explore practices for centering community in decision-making.
 - b. Learn tools for authentic and inclusive engagement, including participatory evaluation methods and deep listening.
2. Month 4 – Living Your Values:
 - a. Reflect on and articulate core organizational values.
 - b. Develop strategies to integrate these values into daily practices.
3. Month 5 – Focusing Your Efforts:
 - a. Revisit organizational mission and goals
 - b. Collaboratively build a priorities framework.
4. Month 6 – Equity in HR Practices:
 - a. Strengthen recruitment and retention through an equity lens.
 - b. Address current and future staffing needs.
5. Month 9 – Resourcing Your Mission:
 - a. Examine existing funding sources and identify gaps.
 - b. Strategize for long-term sustainability and funding growth.

“Walk With Us” Component

The Walk With Us component provides an opportunity for hands-on experiential learning at two points during the TA year. Participating organizations will engage in two site visits in Glenwood Springs, CO, and neighboring communities to walk alongside Valley Settlement team members as they engage in programming, decision-making processes, door-knocking (program recruitment), and training sessions. These activities offer valuable insights into Valley Settlement’s operations and community-centered approach, enabling participating organizations to enhance their own practices and capacity building. Site visits will be conducted in Month Three and the summer (ideally Months Seven/Eight).

SITE VISIT DESCRIPTIONS

1. Site Visit 1: Getting to Know Each Other
 - a. Community and programs tour.
 - b. Experience Valley Settlement’s programs firsthand.
 - c. Connect with leadership and team members to uncover challenges and aspirations.

- d. Hold reflective conversations to deepen shared understanding.
2. Sit Visit 2: Walking Alongside the Community
 - a. Participate in Valley Settlement's annual summer "door-knocking" recruitment campaign.
 - b. Conduct collaborative workshops with Valley Settlement leadership team members to deepen work in an area of growth identified by the participating organization.
 - c. Reflect on how these experiences inform the participating organization's future.

One-on-One Consulting

Valley Settlement leadership team members will offer personalized, hands-on support to follow up on ideas generated in Learning Sessions or through Site Visits. Team members will support each organization to develop an action plan or deepen their understanding of a specific topic identified by the organization.

STRUCTURE

From Months 10 to 12, One-on-One Consulting will be offered in monthly 1-2 hour sessions to provide input and structure around specific action plans and next steps for the organization after the TA program's conclusion.

POTENTIAL FOCUS AREAS:

- Authentic Community Engagement and Inclusion
- Navigating Operational Challenges
- Building Equitable HR Practices
- Expanding Funding Opportunities

Continuing Connections (Optional)

At the conclusion of the TA experience, Valley Settlement will offer an optional opportunity to continue connecting with the team periodically through the next year. The purpose is to sustain the momentum of the collaboration beyond the TA program and offer opportunities for problem-solving and mutual learning.

STRUCTURE:

- Quarterly follow-ups for up to one year after the program concludes.

- Ongoing access to TA team support through shared resources and updated training materials as available.
- Opportunities for alumni organizations to join peer learning circles (to begin no earlier than 2 years after the TA program's inception).

PURPOSE:

Celebrate progress and gather insights to refine our approach.

ACTIVITIES:

- Pre- and post-program reflections to capture growth and learning.
- Surveys and feedback loops after sessions and site visits
- A closing conversation to celebrate achievements and look ahead

Open Office Hours (Optional)

Throughout the TA Program, Valley Settlement staff will have open office hours to provide additional touchpoints for organizations to receive support, ask clarifying questions, or discuss emerging issues or ideas.

STRUCTURE:

- Biweekly virtual drop-in sessions (45 minutes each).
- Open to all participating organizations throughout the duration of the program.

CONCLUSION

This TA Program embodies Valley Settlement's commitment to relationship-building, inclusion, and shared learning, and ensures that every organization leaves the program equipped to grow its impact while remaining rooted in community. Participant organizations' self-assessed needs and aspirations will ultimately guide the focus of their own TA journey, ensuring that the program is tailored to each participating organization.

To inquire about participation in the TA Program, please contact Valley Settlement at 970-963-0851 or email info@valleysettlement.org.

PROGRAM TIMELINE

Month	Activity
1	Kickoff Meeting
2	Learning Session 1: Honoring Community Voice
3	Site Visit 1: Getting to Know Each Other
4	Learning Session 2: Living Your Values
5	Learning Session 3: Focusing Your Efforts
6	Learning Session 4: Equity in HR Practices
7/8	Site Visit 2: Walking Alongside the Community
9	Learning Session 5: Resourcing Your Mission
10-12	One-on-one Consulting and Program Reflection
1-12	Open Office Hours (Optional)
1-12	Evaluation and Reflection
13-24	Continuing Connections (Optional)

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