

Section 1 – 10 minutes

Introductions:

Lucy – Women's Medical Fund, Wisconsin
Natalia – EICBP
Atara – MBF

Goals:

- Participants will have a deeper understanding of how to integrate volunteers into their Bail/Bond Fund.
- To allow for an opportunity for participants and facilitators to learn from one another about real life usage and experiences with volunteers.
- Online resource. : Resource guide for volunteer engagement and management. Including handout on grassroots fundraising, list of effective communications software and money transfer options, example community bail fund training, and volunteer engagement rubric and example confidentiality form. Note: These things are merely tools people have used across the network, there's no one way to do any of these things and we welcome information and resource sharing if you are able.
- www.massbailfund.org/nbfivolunt

Check In: Go around the room and have everyone say name, pronouns, Bail Fund Name/Location/Whether it's Crim/Immigration, and one aspect of volunteer engagement they've been thinking about.

Point to lift up: There's a period of running a bail fund, once the emergency raid, or action is over where the immensity of the work of day to day running of a bail fund hits you, and maybe you are there now. When we talk today about volunteer engagement we are separating the labor of making a bail fund run into two groups - the core management of the fund, and the regular operations actions that can be done by people with limited time and investment.

Section 2 – 5 Minutes

Affirmations:

- Volunteer engagement & management is challenging and ongoing work. It requires education, time, & empathy.
- There's no one way to run a bail fund, whether by volunteer or by paid staff. Work is valued regardless of whether it's paid or volunteer.
- Not everyone who wants to volunteer should volunteer. Not everyone is the right fit for this work. You don't have to say yes to everyone.
- Whatever people have to give that your bail fund can accept is a gift. Whether it's 12 hours or 40 hours, it makes the bail fund run.

Exercises – 25 Minutes Each

Exercise 1 – Mission Centering your Volunteer base. Facilitators will talk through the importance of mission centering – ensuring that your mission is clear so that mission for everyone who works at the bail fund is also clear. We will go over examples of mission statements/lists from different bail funds (MBF, BIJAN), to give participants an understanding of what one looks like. Before volunteers can be trained on what to do, they have to be trained on why the Bail Fund does its work and the perspective the bail fund takes. This grounds everyone who volunteers for the bail fund and is a touchstone to go back to when difficult situations arise. After facilitators go over missions and receive one or two pieces of feedback from participants, participants will split into three groups to workshop their own mission

statements specific to their Bail Fund. One facilitator will assist each group, and facilitators can float among the groups. Participants from particular bail funds should remain together.

Examples:

<p>MBF</p>	<p>MBF Mission: Massachusetts Bail Fund is a non-judgmental bail fund that provides up to \$500 bail for people throughout Massachusetts. The Bail Fund does not discriminate based on charge, court history, or personal history. If we can help you we will, always centering the wishes of the person who has asked for assistance. Our work is specifically ant-racist and we use the following guiding definitions:</p> <p>White supremacy: White supremacy is a system that defends white power, privilege, and wealth through the exploitation and social control of people of color and the active consent or passive complicity of white people.</p> <p>Criminal Punishment system IS A SYSTEM OF SOCIAL AND RACIAL CONTROL that is enforced by: police, prosecutors, cash bail, prosecutors, judges, clerks, jail, prison, correction officers, sheriffs, the death penalty, solitary confinement, probation, probation officers, parole boards, parole officers, electronic shackling (GPS), ICE, immigration detention, and more.</p> <p>Abolition: Abolition means a world where we do not use police, prosecutors, and prisons as an answer to social, political, and economic problems. Instead, we try to fix the root causes of harm, and address harm when it happens through community accountability.</p>
<p>BIJAN</p>	<ul style="list-style-type: none"> • We honor people's dignity and choices in a system that denies dignity and choice. • We expect messiness, confusion, and discomfort, and we also choose courage and trust. • We judge the system, not people • We fight for one another as family, because we are.
<p>EICBP</p>	<p>The mission of the Eastern Iowa Community Bond Project (EICBP) is to increase access to due process within the immigration justice system by providing bail funds and additional legal support to individuals detained by Immigration and Customs Enforcement (ICE).</p> <p>Our goal is to break down barriers to fair immigration court proceedings for vulnerable populations who otherwise would not be able to post bail fees due to low socio-economic status.</p> <p>Our vision is to challenge a justice system that results in poorer outcomes for individuals based solely on one's economic status. We aim to recognize and protect the contributions of underdocumented and immigrant people to our lives and communities.</p> <p>The Eastern Iowa Community Bond Project (the Project), which holds and distributes the Fund, is intended to help ensure that everyone in immigration removal proceedings has a fair chance to defend their case regardless of their level of wealth or income; to promote due process in immigration court; to support family unity while removal proceedings are pending; to protect the</p>

	local economy from indiscriminate removals; and to provide community support to our immigrant neighbors.
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Goal:

- To emphasize that volunteers should understand the WHY of the work before they can learn the how.
- To allow participants time to start thinking about what mission statements look like for them before they recruit volunteers (or more volunteers)

Exercise 2 – What do your volunteers do and who are they? Group brainstorm session. Facilitator will put up two big sheets of white paper that look like this:

Sheet 1			Sheet 2
<u>Bail Fund Tasks</u>	<u>Time Commitment</u>	<u>Skill Level</u>	<u>Volunteer Groups</u>
<i>Task</i>	<i>(low/med/high)</i>	<i>(low/med/high)</i>	<i>Examples</i>

As a group, participants will fill in the first sheet. Popcorn suggesting all of the tasks it takes to run a bail fund. Once tasks are written in, we will go through, as a group, and assign low/med/high values to both Time Commitment and Skill Commitment. Then, we will move on to the next group and list all the populations of people that could potentially be recruited for Bail Fund work. Facilitator will go over the important of connecting different volunteers with the appropriate task based on their time commitment and skill level. Each facilitator will share examples of task/volunteer connections that they have made and that have worked well. Participants are invited to share examples AND think about one group specific to their community that they can name that they have not yet reached out to to take home with them.

Facilitator task: Once the list of groups is complete, facilitator will remind everyone that it's often also a volunteer who actually managing the volunteers. And that another low/med/high analysis should always be done on the training/supervising of a particular volunteer/task.

Goals:

- To clarify for participants that the work comes first – understanding what needs to get done is essential before recruiting new volunteers. When you have a clear understanding of what you need done, and what it takes to do the work, you can more easily plug volunteers into your bail fund.
- To invite people to start thinking about what groups in their community they can reach out to if they have not yet done so.

Exercise 3 – Volunteer management – what to do in challenging situations. **Speed Comrade-ing** (like speed dating, but not as awful). Facilitator will invite volunteers to line up in two lines facing one

another. Facilitator will read a real example of a challenging volunteer/bail fund manager interaction and will invite the participants to discuss the situation for three minutes, instructing that one person should talk about the volunteers perspective and one person should talk about the bail fund managers perspective and then they should come together to talk about a solution. Once three minutes are over, one line moves to the left (obviously, we don't move to the right) and the next scenario is put in play. After four scenarios the group will come back together for a report out of the different scenarios. Facilitator will go over each scenario, sharing what actually happened, and inviting people to share what they worked out in their "comrade dates".

Some Examples:

- Bail Fund volunteer goes and posts bail for someone. Bail is posted successfully, and on the bail receipt the volunteer sees that the person was charged with "Failure to Register". They send an alarmed email to the Bail Fund the next day saying that they are upset they posted a bail for that charge and that they can't do things like that again, and their name can't be associated with that kind of charge.
- Bail Fund volunteer consistently volunteers for bail postings and office work and consistently cancels or is a no show.
- Bail Fund volunteer asks if they can speak on behalf of the Bail Fund at an event for a candidate for office that they are supporting.
- Bail Fund volunteer facilitates a meeting with a potential donor. The donor offers a large sum of money that would more than double the amount of money the bail fund has, with the condition that it only be used for non-domestic violence cases, with a preference for women.
- Bai Fund volunteer has an interaction with the family of someone they are going to post bail for. Family tells them that they do not want their family member bailed because their family member has a terrible substance abuse problem and they are afraid they are going to die if they are released. Bail Fund volunteer feels conflicted about posting and comes to you for advice and to make a call.
- Bail Fund volunteer who answers hotline has had difficult or emotional conversation/interaction with a client/caller. Individual is considering quitting the volunteer hotline. Doesn't feel like they've been sufficiently trained or supported.
- Bail Fund volunteer participates in community outreach to potential donors (*is this the same as what you would call teach-in?*) and has highly antagonistic individual within the audience. Feels like they were unequipped to answer the individual and is questioning their contributions as a volunteer.

Goals:

- To give participants the opportunity to work through real life situations considering both participants point of view.
- To allow facilitators to share difficult situations they have worked through, with the acknowledgement that there is no right/wrong way, but this was one way that a challenge was handled.
- To remind everyone that mission centering volunteers gives bail fund managers something to always come back to as a touch stone for dealing with difficult situations.

Wrap Up – 10 minutes

Share a new or relearning that was meaningful to you.