

END OF GNT TRANSITION CONVERSATION



The transition conversation with the newcomer family is an important step in your team's GNT experience. This conversation helps to move along the transition of your relationship as a volunteer team to that of friends and community neighbors and to further cultivate friendship and connection.

Purpose

While this conversation can come off as technical, and perhaps a little formal, remember to lead with joy and center the relationship that has been built over the time spent together. Ultimately, this will help define what is next between your team and the newcomers as your formal commitment as a volunteer team comes to an end. It should be a reciprocal conversation, with the voices of both team and newcomers being heard and honored. This is not intended to be the end of your relationship but rather a recognition of the transition from volunteer support towards ongoing friendship. This step helps encourage the development of long-term equitable friendships and the empowerment of newcomers to be their own advocates, keep moving towards greater self-sufficiency.

Topics to Consider

- Remind the newcomers of your team's commitment as a GNT with World Relief.
- Clearly state the ending of your volunteer time with World Relief but remember to stress that this is not the end of your relationship with the newcomers.
- Celebrate! Share memories and encouragements of how far everyone has come in this journey together.
- Leave room for them to ask questions and voice their desires for the future of the relationships as well.
- Discuss areas of extra support needed, or concerns that the family may have.
- Reassure the newcomers that they now have a network of support they can reach out to if they ever need it - individuals on your team, other friends and community members or groups, community resources and providers, World Relief, etc.
- If communication methods are affected by this change, share the new way of communicating.

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Keep in Mind

- Individuals on the team may have different desires and capacities as far as continuing in a relationship, and that is okay. It is important to know this information but does not have to be shared explicitly at the transition meeting with the newcomers.
- This may also affect any scheduled visits or commitment as a team with the family, but that should be discussed and redefined with your team and the family.
- The family's commitment and expectations may also change with time, and that is okay.
 - They might grow busy, more adjusted and connected to the community and the connection with the individuals on the team might weaken.
 - On the other hand, they might want more, and wonder why the team members are not able to help them or visit them as before.
 - The friendship between the newcomers and certain individuals might be strengthened over time, due to a mutual commitment to each other.
- If your team should need more specific assistance with this transition, please let World Relief know and the best approach will be determined in coordination with the GNT, World Relief staff, and newcomers.
- Again, encourage and affirm the newcomers! This conversation should be as positive and empowering as possible.

REMEMBER TO

Log all remaining volunteer hours and donations in Track-it-Forward, as well as submit any required case notes and documentations by the agreed upon timeline with the World Relief office