**Agenda - GREW Project Learning Community**

**Identifying Beginning Farmer and Rancher Needs in Times of Change:  Exploring an Appreciative Perspective for Responsive Programming**

Date: Thursday, July 16, 2020 Time: 10:00-11:30am PT / 1:00-2:30pm ET

1. **Initial Welcome & Overview of GREW**
2. **Introduction to Needs Assessment**
3. **Set up Activity/Breakout Groups**
   * Think about your experience either planning for or conducting a needs assessment or appreciative inquiry process?
   * What was the purpose of the assessment?
   * What type of project was the assessment informing?
4. **Small Group Discussion**

**Agenda**

* + - Brief introduction of group members: Name, location, organization and who they serve. (5 min total)
    - Each person shares on questions 1 and 2 (10 min)
    - Each person shares on questions 3 (10 min)
    - Each person shares on question 4 and 5 (10 min)

**Discussion Questions**

1. How are you identifying the needs of those you serve? How are you gathering information?
2. Given the current context, what are your organization’s assets, strengths and opportunities to support your stakeholders? What asset or strengths do your beginning farmers (or stakeholders) bring to this moment?
3. What is the most significant challenge your stakeholders are experiencing that your organization could do more to address in the current crisis?
4. Whose voices are represented well? Whose voices are missing? How can you improve representation and engagement?
5. How could you support your stakeholders/organization to create a compelling vision of the future using the best of the past and that also inspires and challenges the status quo?
6. **Large Group Discussion**

***Discussion Questions:*** Our goal in this process is to explore how we can reframe the concept of needs assessment toward a more appreciative inquiry approach

1. How did the Reflection Questions help think about needs assessment differently? Or think about it at all?
2. Any ideas for adapting this **process** to your work?
3. Any “Aha!” moments about the **process** of planning for or conducting a needs assessment?
4. How might you integrate concepts of needs assessment at your organization?
   * What conversations might you have with your co-workers about needs assessment – what is next for you?
5. **Wrap up**

**NOTES:**