

Module 5: Peer Leadership & Alumni Engagement

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Tags	

From Participant to Pillar: Building the Tribe Infrastructure

Why This Matters

Research across entrepreneurship, education, and community development proves that **peer mentorship and alumni engagement** multiply success and create sustainable change—for everyone. When participants become mentors, social capital grows, networks strengthen, and economic mobility increases. This is how Legacy Rising survives: not as charity, but as infrastructure.

<page
url="[Theoretical Foundation: Peer-Led Networks](https://www.notion.so/2cb67bacd22c81a0abfec8b9bce364ed)">/page>

Module Objective

REFRAME: This is not "here's how to engage with the alumni network."

This is: "You're already part of it. Now we formalize your role."

Empower participants to step up as leaders, mentors, and community-builders. Build a living, pay-it-forward alumni network that sustains recovery, entrepreneurial growth, and legacy—through tribe, not charity.

Learning Outcomes

- Recognize that you've been doing peer leadership since Module 1
- Name the leadership you've already shown (Witness, Mirror, Regulator, Executor)

- Co-design the alumni network structure (not receive a handout)
 - Claim your formal role: Mentor, Near-Peer, or Pod Member
 - Complete the Pay-It-Forward Pledge as **graduation threshold** (non-negotiable)
 - Understand: "This is how the program survives without becoming a charity"
 - Build systems for giving and receiving feedback without shame
 - Practice peer coaching skills (asking powerful questions, holding space)
-

Time: ~120-150 minutes

Core Frame

"You are not a spectator. You are a pillar. This program survives through tribe, not charity. **No one graduates without paying it forward.**"

Tribe Role: Pillar

Participant → Pillar transition

This is not optional. This is not a support group. This is **infrastructure**.

Every graduate is either:

- A **Mentor** (for someone 6-12 months behind you)
- A **Near-Peer** (for someone 1-3 months behind you)
- Or in a **Pod** (accountable group of 3-5 people)

No spectators.

OpenEdX Course Structure

Unit 0: The Infrastructure You've Already Built (20 min)

Purpose: Make peer leadership visible; name what participants have already done.

Video (10-12 min): You've Been Leading Since Module 1

Script (essential framing):

- | "You've been a **Silent Witness** in Module 1—holding space for grief without fixing.
- | You've been a **Mirror** in Module 1.5—reflecting Builder Types without judgment.
- | You've been a **Culture Holder** in Module 2—catching shame language and reinforcing dignity.
- | You've been a **Regulation Backstop** in Module 3—co-regulating with your Regulation Buddy.
- | You've been a **Momentum Holder** in Module 4—Launch Witnessing without judgment.
- | Module 5 isn't about learning to lead. It's about **owning that you already are**. This is how we build infrastructure, not dependency."

Recap each tribe role:

- **Module 1:** Silent Witness (Eulogy, Ritual of Release)
- **Module 1.5:** Mirror (Builder Type reflection, no fixing)
- **Module 2:** Culture Holder (Builder's Code, shame interruption)
- **Module 3:** Regulation Backstop (Regulation Buddy, nervous system support)
- **Module 4:** Momentum Holder (Launch Witness, completion > outcome)

The progression: witness → mirror → regulator → executor → **pillar**

Reading: What Is a Peer-Led Network?

- Research on social capital and economic mobility (Chetty, Putnam, Granovetter)
- Why peer mentorship multiplies success for everyone (not just mentees)
- The difference between charity (dependency) and infrastructure (sustainability)
- How Legacy Rising survives: through the tribe
- Examples of successful peer-led networks (AA, The Phoenix, Recovery Café)

Written Assignment: Your Leadership Inventory

Answer these questions:

1. **Module 1 (Witness):** When did you witness someone without fixing them? What did that teach you?
2. **Module 1.5 (Mirror):** What did your Builder Type group teach you about difference and wiring?
3. **Module 2 (Culture Holder):** When did you catch shame language in yourself or others? How did you interrupt it?
4. **Module 3 (Regulator):** How did your Regulation Buddy support you? How did you support them?
5. **Module 4 (Executor):** What did being a Launch Witness teach you about momentum and showing up?
6. **Looking forward:** What kind of leader are you becoming? What kind of leader do you want to be?

Submission: Leadership inventory (400+ words)

Discussion Forum:

"Share one moment from the program where you showed up as a leader (even if you didn't realize it at the time). Affirm at least 2 others' leadership—name what you saw in them."

Unit 1: Alumni Panel—"What I Wish I Knew" (30 min)

Purpose: Let alumni share real post-graduation experiences (wins, struggles, lessons).

Video (20-25 min): Alumni Interview Series

Format: 2-3 alumni interviewed separately (5-7 min each)

Questions for alumni:

- What surprised you most after graduation?
- What did you wish you knew before leaving the program?
- How did you stay connected to the tribe?
- What role did you take on? (Mentor, Near-Peer, Pod)

- What's been hardest about life post-program?
- What's been the biggest win?
- What would you tell current participants?
- How has paying it forward changed you?

Facilitator: Recruit diverse alumni (different stages, different paths, different Builder Types)

Reading: Life After Legacy Rising

- Common post-graduation challenges:
 - Staying connected when life gets busy
 - Balancing new responsibilities with tribe commitments
 - Navigating relapse or setbacks without shame
 - Finding your role in the alumni network
- What helps:
 - Monthly check-ins (even 5 minutes)
 - Asking for help early
 - Showing up imperfectly
 - Remembering: this is infrastructure, not performance

Discussion Forum: Alumni Q&A

"Alumni from past cohorts will be checking this forum. Ask them anything—about staying connected, challenges, wins, advice. Alumni: Share your experiences and support current participants."

Facilitator: Invite 3-5 alumni to actively monitor and respond to this forum for 1-2 weeks.

Unit 2: Builder-Quality Feedback (30 min)

Purpose: Teach participants to give and receive feedback without shame, fixing, or advice-giving.

Video (10-12 min): The Art of Constructive Feedback

- Why feedback is a skill (not natural or easy)
- The difference between feedback and advice
- How to give feedback that builds (not breaks)
- How to receive feedback without defensiveness
- Builder Feedback Framework (see below)

Builder Feedback Framework:

What Builder Feedback IS:

- Specific (not vague)
- Actionable (not abstract)
- Kind (not brutal)
- Focused on behavior (not identity)

What Builder Feedback ISN'T:

- Advice-giving
- Fixing
- Judgment
- Comparison
- Shaming

Formula:

"I noticed [specific behavior]. Here's what I observed [impact/result]. Have you considered [suggestion]?"

Examples:

Bad feedback:

- "You're not confident enough."
- "You need to work on your pitch."
- "That won't work."

Good feedback:

- "I noticed you spoke really fast during your pitch. I found it hard to follow the main point. Have you considered slowing down or pausing between sections?"
- "I noticed you said 'I don't know' three times when answering questions. It made me less confident in your expertise. Have you considered saying 'That's a great question, let me think' instead?"

Reading: Feedback Best Practices

- The Feedback Sandwich (compliment → constructive → compliment) is outdated
- Better: Start with permission ("Can I share some feedback?")
- Be specific and timely (within 24-48 hours)
- Focus on one thing at a time (not a list of issues)
- Ask clarifying questions before giving feedback
- Receiving feedback: Listen fully, ask questions, say "thank you" (even if you disagree)

Activity: Feedback Practice Pairs

Format: Pairs (facilitator assigns or self-select)

Instructions:

1. Person A shares something they're working on (pitch, idea, problem)
2. Person B gives feedback using Builder Feedback Framework
3. Switch roles

Prompts for feedback:

- "I noticed..."
- "Here's what I observed..."
- "Have you considered..."
- "What I appreciated was..."
- "One question I have is..."

Submission: Feedback reflection (250+ words)

- What was easy about giving feedback?
- What was hard?
- What did you learn from receiving feedback?
- How will you use Builder Feedback in the future?

Discussion Forum:

"What's one thing you learned about giving or receiving feedback? What felt different about Builder Feedback vs. advice-giving?"

Unit 3: Peer Coaching Skills—Asking Powerful Questions (30 min)

Purpose: Teach participants how to coach (not advise) using powerful questions.

Video (10-12 min): Coaching vs. Advising

The Difference:

Advising = Telling:

- "You should do X"
- "Here's what I would do"
- "Have you tried Y?"

Coaching = Asking:

- "What do you think you should do?"
- "What's one option you haven't considered?"
- "What would happen if you tried Y?"

Why coaching works better:

- People remember their own answers (not yours)
- Builds autonomy and confidence
- Creates lasting change (not dependency)
- Honors their wisdom and wiring

When to advise vs. when to coach:

- **Advise:** When someone asks for specific information or expertise

- **Coach:** When someone needs to figure out their own answer

Powerful Coaching Questions:

Exploration:

- "What's really going on here?"
- "What do you want?"
- "What's stopping you?"

Clarity:

- "What would success look like?"
- "What's the real problem?"
- "What do you need?"

Action:

- "What's one small step you could take?"
- "What will you do? By when?"
- "What support do you need?"

Reflection:

- "What did you learn?"
- "What would you do differently next time?"
- "What are you proud of?"

Reading: The Coaching Mindset

- Assume they have the answer (your job: help them find it)
- Get curious, not prescriptive
- Ask follow-up questions ("Tell me more")
- Hold space without fixing
- Celebrate their insights

Activity: Coaching Practice Triads

Format: Groups of 3 (facilitator assigns or self-select)

Roles:

- **Coachee:** Shares a real problem or decision
- **Coach:** Asks powerful questions (no advice)
- **Observer:** Takes notes, gives feedback on coaching

Instructions:

1. Round 1 (10 min): Person A is coachee, Person B coaches, Person C observes
2. Round 2 (10 min): Rotate roles
3. Round 3 (10 min): Rotate again (everyone gets all 3 roles)

Observer feedback prompts:

- What questions helped the coachee think differently?
- When did the coach slip into advice-giving?
- What did you notice about the coachee's energy or clarity?

Submission: Coaching reflection (300+ words)

- What was hard about asking questions instead of giving advice?
- What powerful question unlocked something for you (as coachee)?
- What did you learn from observing?
- How will you use coaching in your alumni role?

Discussion Forum:

"Share one powerful question that unlocked something for you. How did coaching feel different from advice-giving?"

Unit 4: Pay-It-Forward Pledge—Graduation Threshold (30 min)

Purpose: Make Pay-It-Forward Pledge a non-negotiable graduation requirement.

CRITICAL FRAMING: This is NOT optional. This is NOT a feel-good add-on. This is how the program survives.

Video (10-12 min): The Pay-It-Forward Economy

Script (essential):

"This program is free because alumni make it possible. Not through donations. Through showing up.

When you pay it forward, you're not doing us a favor. You're building infrastructure.

This is how Legacy Rising survives without becoming a charity.

No one graduates without completing their Pay-It-Forward Pledge. This is the threshold."

Key points:

- The difference between charity (creates dependency) and infrastructure (creates sustainability)
- Why "paying it forward" is not optional
- What counts as contribution: time, skill, presence (not just money)
- Stories of alumni who kept the program alive

Reading: The Pledge as Infrastructure

- How peer-led networks sustain themselves
- The three pillars of contribution: time, skill, and presence
- Why "no spectators" protects the program
- Examples of meaningful Pay-It-Forward contributions:
 - Mentoring a participant
 - Co-facilitating a module
 - Sharing a skill in monthly circles
 - Offering feedback on curriculum
 - Helping with cohort logistics
 - Showing up to alumni gatherings
 - Recruiting new participants
 - Donating (if able, but not required)

Required Assignment: Complete Your Pay-It-Forward Pledge

This is your graduation threshold. You cannot complete the program without this.

Answer these questions:

1. How will you contribute? (Check all that apply)

- Mentor a future participant
- Serve as near-peer for next cohort
- Join an accountability pod
- Share a skill in monthly circles (specify: __)
- Host a workshop or training (topic: __)
- Offer feedback on curriculum
- Help with cohort logistics (outreach, setup, etc.)
- Attend monthly alumni circles
- Other: __

2. What can you commit to?

- Minimum 1 hour per month for 6 months after graduation
- Specify what you'll do and when:

3. What skill, knowledge, or lived experience do you bring?

4. Complete this sentence:

"I'm paying it forward because __."

5. Who will hold you accountable? (name someone from your cohort)

Submission: Completed Pay-It-Forward Pledge (300+ words)

Pay-It-Forward Wall:

All pledges will be posted publicly in the cohort forum. This is your accountability and your legacy.

Key facilitator lines (memorize):

- "*This is how the program survives without becoming a charity.*"
- "*You are not a spectator. You are a pillar.*"

- "*Builders lift builders. Now you're on the other side of that lift.*"
- "*No one graduates without this pledge. This is the threshold.*"

Discussion Forum: Pay-It-Forward Wall

"Post your Pay-It-Forward Pledge here. This is your public commitment. Affirm at least 2 others' pledges. This is how we build infrastructure."

Unit 5: Co-Designing the Alumni Network (25 min)

Purpose: Participants vote on network structure and nominate peer leads.
Ownership transfers here.

Video (5-7 min): Building This Together

Script:

- | "You're not joining a pre-built network. You're building it. Right now."
- | This is co-design, not orientation. What you vote for becomes the structure.
- | What you commit to becomes reality.
- | Past cohorts shaped what exists. Your cohort decides what comes next."

Why ownership matters:

- People show up for what they create
- One-size-fits-all networks fail
- Your cohort knows what you need
- This is builder DNA—creating solutions, not waiting for them

Reading: Alumni Network Structure Options

Review the options and vote:

Option 1: Slack/Discord Community

- Async text-based communication
- Channels by topic (business, recovery, wins, asks)
- Pros: Flexible, accessible, always-on
- Cons: Can feel overwhelming, easy to ghost

Option 2: Monthly Virtual Circles

- Scheduled video calls (1-2 hours)
- Rotating themes (skill shares, problem-solving, wins & struggles)
- Pros: Structured, face-to-face connection
- Cons: Hard to attend if schedules conflict

Option 3: Quarterly In-Person Meetups (Houston)

- Face-to-face gatherings every 3 months
- Include food, skill shares, networking
- Pros: Deep connection, tangible community
- Cons: Geographic limitation, less frequent

Option 4: Accountability Pods (3-5 people)

- Small groups meet weekly or biweekly
- Check-ins, support, accountability
- Pros: Intimate, high accountability
- Cons: Requires consistency, can fizzle without facilitation

Option 5: 1:1 Mentorship Matching

- Alumni matched with current or recent participants
- Monthly or biweekly check-ins
- Pros: Personalized, high impact
- Cons: Requires formal matching system

Option 6: Combo (Specify which combinations work for you)

Activity: Vote & Choose

Answer:

1. **Which structure do you prefer?** (rank top 3)
2. **What formats would you actually show up for?** (Be honest)
3. **What would make you STOP showing up?** (Red flags to avoid)

4. Who from this cohort would you nominate as a peer lead? (Name 1-3 people and why)

5. What skill or topic could you lead a session on?

Submission: Network preferences + peer lead nominations

Facilitator compiles results and shares the voted structure with the cohort within 48 hours.

Key principle: The majority vote wins. The cohort owns the result.

Discussion Forum:

"What kind of alumni network would make you keep showing up a year from now? What would you need from the tribe?"

Unit 6: Mentorship Matching—Expected Progression (25 min)

Purpose: Make mentorship the default, not special status. Every graduate has a role.

Video (8-10 min): Mentorship as Infrastructure

Script:

- | "In Legacy Rising, mentorship isn't a prize. It's a progression."
- | Every graduate is either a **Mentor**, a **Near-Peer**, or in a **Pod**. No spectators.
- | This is how we build infrastructure. This is how the program survives."

The Three Roles:

1. Mentor (for someone 6-12 months behind you)

- You've stabilized post-graduation
- You've got systems, some wins, some failures
- You can hold space and coach (not fix)
- Commitment: 1 hour/month for 6 months
- Check in weekly via text/voice
- Attend monthly mentor training

2. Near-Peer (for someone 1-3 months behind you)

- You just graduated or are close to graduating
- You're still figuring things out (that's the point)
- You share what's working and what's not in real time
- Less formal, more "I just did this" energy
- Commitment: 2 hours/month for 3 months
- Attend near-peer check-ins

3. Pod Member (need more support before giving it)

- You need more community before you can mentor
- You join a 3-5 person accountability pod
- Commitment: Show up for 3 months
- Graduate to near-peer or mentor after pod term

Reading: Mentorship Matching Guidelines

How matching works:

- Facilitators match based on Builder Types (opposite types often work well)
- Mentors/near-peers can request specific matches
- Pod members are grouped by needs and availability

Mentor/Near-Peer Responsibilities:

- Weekly or biweekly check-ins (text, call, or video)
- Use coaching questions (not advice-giving)
- Celebrate wins, normalize struggles
- Hold boundaries (you're not a therapist)
- Report to program staff if mentee needs additional support

Pod Member Responsibilities:

- Show up to pod meetings (weekly or biweekly)
- Share wins, struggles, asks

- Support pod members
- Practice giving/receiving feedback

Required Assignment: Claim Your Role

Every graduate must choose ONE:

Which role are you claiming?

Answer:

1. Which role fits where you are right now? (Mentor, Near-Peer, or Pod Member)
2. Why this role?
3. What do you need to succeed in this role?
4. What boundaries will you hold?
5. What's your availability? (hours/week, times, format—text, call, video)
6. Who would you like to be matched with? (if you have a preference)
7. What Builder Type should your match be? (same or opposite?)

Submission: Role claim + availability (300+ words)

Discussion Forum:

"Which role are you claiming? What are you excited about? What are you nervous about? Support at least 2 others in their role choice."

Unit 7: Module 5 Wrap & Graduation Commitment (15 min)

Purpose: Finalize graduation threshold requirements and celebrate pillar status.

Video (5-7 min): You're a Pillar Now

Script:

- | "You entered this program as a participant. You're leaving as a pillar.
- | You've witnessed, mirrored, regulated, executed, and now—you hold others up.
- | This is infrastructure. This is how we survive. This is legacy in action.
- | Welcome to the other side."

Reading: Life as a Pillar

- What changes when you're a pillar (responsibility, visibility, accountability)
- How to balance giving and receiving
- When to ask for help (pillars need support too)
- How to stay regulated while mentoring/leading
- Stories of alumni pillars who transformed the program

Final Assignment: Graduation Commitment

Post to the discussion forum:

1. **My Pay-It-Forward Pledge** (1 sentence summary)
2. **My Alumni Network vote** (which structure I chose)
3. **My Role** (Mentor, Near-Peer, or Pod Member)
4. **My First Action** (what I'll do in the next 7 days to start my role)
5. **Who I'm lifting** (tag 1 person from this cohort you're committed to supporting)

Submission: Graduation commitment (all 5 items)

Graduation threshold reminder:

You cannot graduate without:

1. Completing your Pay-It-Forward Pledge
2. Claiming a role (Mentor, Near-Peer, or Pod)
3. Posting your Graduation Commitment

This is how the program survives.

Quiz: Module 5 Knowledge Check (10 questions)

- Multiple choice and short answer
- Questions on peer leadership, infrastructure vs. charity, Pay-It-Forward economy, mentorship roles, Builder Feedback, coaching
- Must score 80% to pass (unlimited attempts)

Certificate of Completion: Unlocked when:

- Leadership Inventory submitted
 - Feedback reflection submitted
 - Coaching reflection submitted
 - Pay-It-Forward Pledge completed
 - Network preferences submitted
 - Role claimed
 - Graduation Commitment posted
 - Quiz passed
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Module Reflection

Final Reflection Prompt:

"You entered this program as a participant. You're leaving as a pillar. What does that mean to you? How will you show up differently now?"

Closing affirmation (say out loud or write down):

"I am not a spectator. I am a pillar.

Builders lift builders.

I'm ready."

Tribe Infrastructure: Alumni Network Systems

1. Pay-It-Forward Wall

- Public display of all Pay-It-Forward Pledges
- Updated after each cohort graduation
- Celebrates collective commitment to infrastructure

2. Mentorship Matching System

- Facilitators match Mentors/Near-Peers with participants or recent grads
- Based on Builder Types, availability, and preferences

- Monthly check-ins to ensure matches are working

3. Accountability Pods

- Groups of 3-5 Pod Members
- Weekly or biweekly meetings
- Facilitated by alumni or peer leads
- Graduate to Near-Peer or Mentor after 3 months

4. Monthly Alumni Circles

- Standing monthly meetups (virtual or in-person, based on cohort vote)
- Rotating themes: skill shares, problem-solving, wins & struggles
- Recorded for those who can't attend live
- Open to all alumni

5. Alumni Directory

- Searchable database of alumni by:
 - Industry/expertise
 - Location
 - Builder Type
 - Availability for mentorship
 - Skills they can share
 - Alumni opt-in and update profiles
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Facilitator Tips

- **Enforce the graduation threshold**—no Pay-It-Forward Pledge = no graduation
- **Normalize nervousness about leadership**—everyone feels like an imposter at first
- **Connect to tribe roles from prior modules**—they've been leading all along

- **Use alumni to model**—invite diverse alumni to share real experiences
 - **Celebrate all pledges**—no pledge is too small or too big
 - **Co-design is real**—honor the cohort's vote on network structure
 - **Match thoughtfully**—consider Builder Types, availability, and chemistry
 - **Check in on mentors/near-peers**—they need support too
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Materials Needed

- Builder Feedback Framework one-pager
 - Powerful Coaching Questions cheat sheet
 - Pay-It-Forward Pledge template
 - Alumni Network Structure Options overview
 - Mentorship Matching Guidelines
 - Role Claim form
 - Graduation Commitment template
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Add-Ons / Extras

1. Alumni Shadowing Program

- Optional: Match current learners with alumni for 1-week virtual shadowing
- Attend calls, review work, see real post-program life

2. Peer Mentor Badges & Gamification

- Award badges for giving helpful feedback, coaching, pledges, showing up as leader
- Display badges on learner profiles
- Leaderboard (optional, if culturally appropriate)

3. Mentor Training Series

- Monthly training for mentors (coaching skills, boundaries, self-care)
- Topics: holding space, trauma-informed mentoring, when to refer out

4. Alumni Podcast or Story Series

- Record alumni stories for marketing and inspiration
 - Share in cohort onboarding and recruitment
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OpenEdX Implementation Notes

Video Production:

- Unit 0: You've Been Leading Since Module 1 (10-12 min)
- Unit 1: Alumni Interview Series (20-25 min total)
- Unit 2: The Art of Constructive Feedback (10-12 min)
- Unit 3: Coaching vs. Advising (10-12 min)
- Unit 4: The Pay-It-Forward Economy (10-12 min)
- Unit 5: Building This Together (5-7 min)
- Unit 6: Mentorship as Infrastructure (8-10 min)
- Unit 7: You're a Pillar Now (5-7 min)
- **Total:** ~79-97 min of video content

Discussion Moderation:

- Unit 1: Recruit alumni to actively monitor and respond to Q&A forum
- Unit 4: Compile Pay-It-Forward Wall and celebrate all pledges publicly
- Unit 5: Tally network structure votes and announce winning format within 48 hours
- Throughout: Model Builder Feedback in all responses

Technical Setup:

- Pay-It-Forward Wall (shared document/page displaying all pledges)
- Alumni network voting (forum polls or Google Forms)

- Mentorship matching system (manual or automated matching based on preferences)
- Role claim tracking (who's a Mentor, Near-Peer, or Pod Member)

Tribe Infrastructure Implementation:

- Compile Pay-It-Forward Pledges into public Pay-It-Forward Wall
- Tally network structure votes and implement winning format
- Match graduates to roles (Mentor/Near-Peer/Pod) within 1 week of graduation
- Recruit 3-5 diverse alumni for video interviews
- Invite alumni to monitor Unit 1 forum for Q&A
- **NO ONE graduates without:** Pay-It-Forward Pledge + Role Claim + Graduation Commitment

Theoretical Foundation

Social Capital & Networks

- Granovetter (1973): Strength of weak ties
- Putnam (2000): Social capital and community
- Chetty et al. (2022): Social capital and economic mobility

Peer Mentorship Research

- Eby et al. (2013): Mentorship effectiveness meta-analysis
- DuBois & Karcher (2014): Peer mentoring theory and practice
- Baluku et al. (2020): Mentoring and entrepreneurship outcomes

Community Development

- Kretzmann & McKnight (1993): Asset-based community development
- Maton (2008): Empowering community settings
- Stanford Social Innovation Review (2020): Peer-driven social change

Citations

Social Capital:

- Chetty, R., et al. (2022). "Social Capital I: Measurement and Associations with Economic Mobility." *Nature*, 608, 108-121.
- Putnam, R. D. (2000). *Bowling Alone: The Collapse and Revival of American Community*. Simon & Schuster.
- Granovetter, M. S. (1973). "The Strength of Weak Ties." *American Journal of Sociology*, 78(6), 1360-1380.

Peer Mentorship:

- Baluku, M. M., et al. (2020). "Exploring the Link Between Mentoring and Intangible Outcomes of Entrepreneurship." *Frontiers in Psychology*, 11, 445.
- Boat, A. A., et al. (2022). "Enhancing Education and Career Pathways Through Peer and Near-Peer Social Capital." *Journal of Youth and Adolescence*, 51, 1233-1251.

Community & Peer Networks:

- Kretzmann, J. P., & McKnight, J. L. (1993). *Building Communities from the Inside Out*. ACTA Publications.
- Stanford Social Innovation Review (2020). "When Peers Work Together to Drive Social Change."

| **Next Module:** Module 6: Financial Foundations

| *You've built the tribe. Now you build financial agency as recovery protection.*