

crises or need help problem-solving or identifying resources. If comfortable, facilitators can choose to be available outside of class hours to provide support to the participants. The team structure can also ensure that the class stays on schedule in case one facilitator is unable to attend.

Setting Boundaries: If you decide to support peers outside of class, it is very important to set boundaries based on your personal preferences and your role within your organization. For example, if you provide peers with your phone number and let them know they can call you for support outside of class, you may choose to specify that they can only call you during work hours. These boundaries will be important for avoiding burnout and compassion fatigue. You may need to determine these boundaries with your co-facilitator and/or your organization.

Class Dynamic: For many, the subject of finances can be intimidating, boring, anxiety-producing, depressing, overwhelming, shameful, or distressing. Facilitators should strive to make each class not only educational but interactive and fun.

The pace and structure of the class should be altered as needed so that every participant feels included. The intention of the course is to reduce participants' feelings of shame and hopelessness around money in a safe, judgment-free space. Peers will come to the class with a wide range of skills, knowledge, experiences, and feelings about money and personal finance. This should be addressed at the beginning of the course and the pace and structure of the workshops should be altered as needed so that every participant feels listened to and supported.

Making This Course Your Own: As you know, the journey to recovery, healing, and wellness does not follow a one-size-fits-all approach. Neither should a peer-led financial empowerment course! Money Basics is designed to support peers on their self-directed recovery journeys. This course will *need* to be adapted, in large or small ways, to best meet the needs of your specific group of peers.

In this Guide, you will find suggestions and resources for lesson plans, course content, activities, homework, and more. All of the suggestions presented throughout this Guide are merely suggestions. Feel free to adapt these materials to best meet the needs, interests, and goals of your peers.

Adjustments may include:

- Altering segment times
- Changing the syllabus or the workshop order