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Participation to Ownership

**Designing Engagement that
Lasts**

May 27, 2026



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Uniting Coalitions to Advance Health

elevatekansas.org



**COMMUNITY
ENGAGEMENT
INSTITUTE**



Kansas



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- All microphones have been muted. Please enter your questions/comments into the chat.
- Handouts will be shared via the Zoom chat during the presentation.
- Slides and resources will be housed on elevatekansas.org along with the presentation recording.



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Participation to Ownership: Designing Engagement That Lasts

Jessica Smith & Sonja Armbruster

May 27, 2026

*In one word, how does
engagement feel in your
coalition right now?*



Agenda

- ✓ Recognize the Problem
- ✓ Understand Why Engagement Lags
- ✓ Design for Ownership
- ✓ Commit to One Change

Aim:

Reimagine strategies
to increase coalition
ownership



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Recognize the Problem

Defining the Issue

Why do coalitions stall?



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Community Engagement vs Coalition Engagement

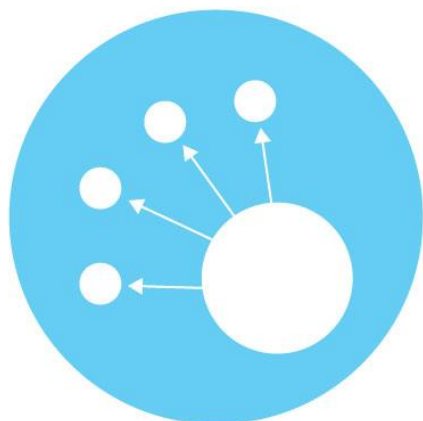
Both are good – but they are different things.



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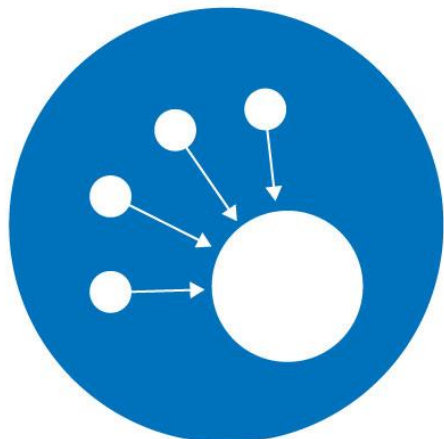
Community Engagement

DEGREE OF DIFFICULTY + PUBLIC IMPACT



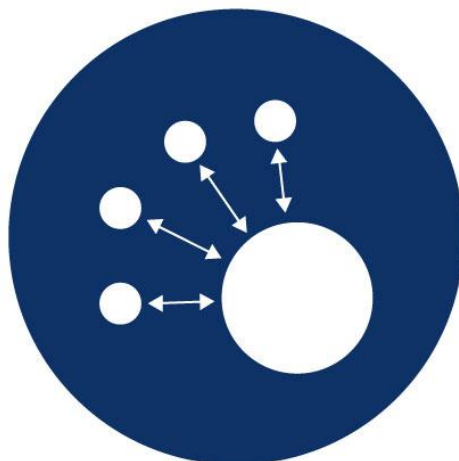
INFORM

provide balanced, objective info that the public should know and act on



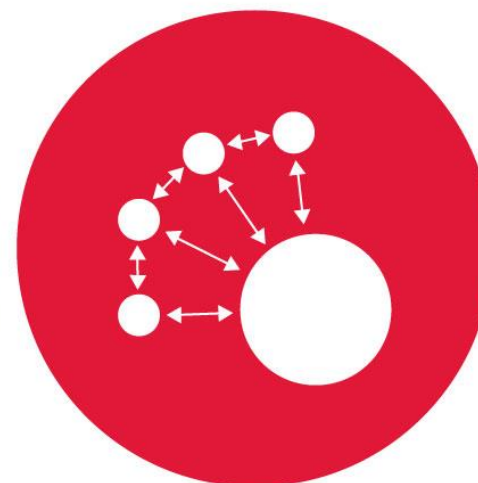
CONSULT

obtain and consider feedback or input on issues, ideas and decisions



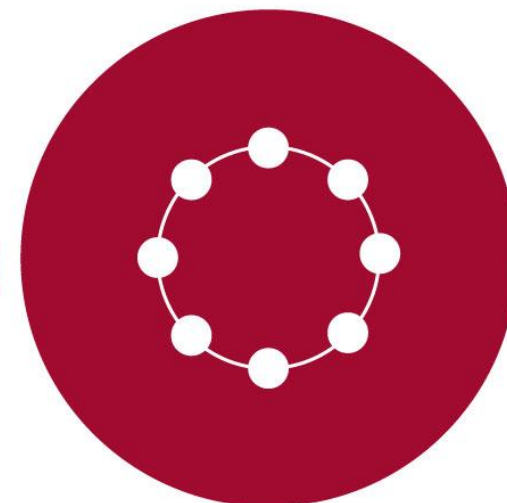
INVOLVE

work with the public to understand issues and problems + include them in identifying options for moving forward



COLLABORATE

partner with the public, seeking advice and innovations that become embedded as much as possible in decisions



EMPOWER

final decisions are made by the public, who are one of the players implementing those decisions



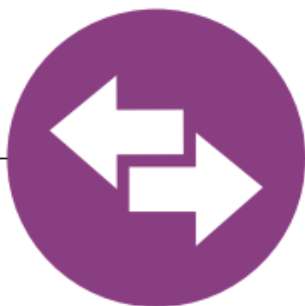
Coalition Engagement

COLLABORATION CONTINUUM¹



IMMURING

Conducting activities without input from or exchange with other institutions



NETWORKING

Exchanging information for mutual benefit



COORDINATING

In addition, altering activities to achieve a common purpose



COOPERATING

In addition, sharing resources (e.g., staff, finances, space, instrumentation)



COLLABORATING

In addition, learning from each other to enhance each other's capacity



INTEGRATING

Completely merging operations, administrative structures, and budgets. The constituent parts are no longer discernable

Source: <https://www.teaglefoundation.org/Teagle/media/GlobalMediaLibrary/documents/resources/CollaborationContinuum.pdf?ext=.pdf>

The original Collaboration Continuum, which included Networking, Coordinating, Cooperating, and Collaborating, comes from Arthur T. Himmelman, *Collaboration for a Change: Definitions, Decision-making Models, Roles, and Collaboration Process Guide*. January 2002, Himmelman Consulting, Minneapolis, MN.

Your purpose must be clear.

*Why does coalition
engagement matter?*



Where do you see good/bad
examples of engagement?

What are they doing that seems to be working?





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Understand Why Engagement Lags

Lack of clarity about “ownership”

Over-reliance on a committed few

Burnout as a Systems Issue

People Engage More Deeply When They Feel...

- ✓ Needed
- ✓ Trusted
- ✓ Responsible for Outcomes





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Recognizing the “Doer Trap”



- How do you know when you are stuck in the “doer” trap?
- What are the advantages and risks?





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Planning for Renewal, Balance, and Enthusiasm

Designing a plan to ensure that you and your most engaged coalition partners avoid burnout.



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**How to Find Balance
and Reclaim Your Life**

THE CURE

FOR

BURNOUT

EMILY BALLESTEROS

"Useful and practical . . . an empowering guidebook."

—**CHARLES DUHIGG**, *New York Times* bestselling
author of *The Power of Habit* and *Smarter Faster Better*



Burnout

“a state of exhaustion, stress, and misalignment (with the direction your life is heading in) for an extended period of time”

Burnout by Volume



Burnout as a result of a high volume of responsibilities, a compact schedule, and very little downtime

Social Burnout



Burnout as a result of interpersonal demands that exceed your available resources

Burnout by Boredom



Burnout as a result of chronic disengagement and disinterest in the items in your life



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Five Pillars of Burnout Management

Mindset

Self-talk

Squashing the
busyness bug

Personal Care

Lifestyle Design

Maintenance,
rest, refill

Non-
negotiables

Time Management

Lists

Prioritization

Energy
Management

Boundaries

Knowing,
expressing, &
holding your
limits

Managing the
experience,
emotions and
perspectives of
others

Stress Management

In the
moment

Short-
term

Long-
term



Renewing Enthusiasm

1. Gratitude
2. Purpose of your role
3. Work on developing yourself
4. Be intentional every day
5. Deliver on the next milestone of your vision
6. Mentor a colleague
7. Expand your definition of a win
8. Seek new ways of getting things done
9. Change your focus (disrupt)
10. Do something new outside of work



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Design for Ownership

Common Roles

Bite-sized Engagement

Rotation

Invitation

Connect to Purpose (What's their why?)



Common Roles in Coalitions

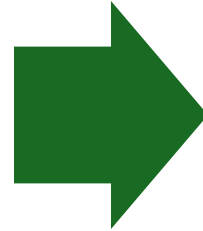
- Doers
- Champions/On Call Advocates
- People Who Connect with Community Segments
- Organizations with More Resources
- Organizations with Fewer Resources
- Coalition Staff
- “Professional” Coalition Members
- “Volunteer” Coalition Members



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Bite Sized Engagement

Big Roles



Bite Sized
Contributions

Rotation





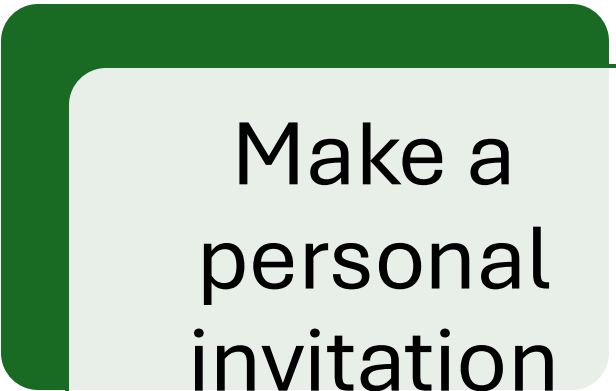
Connect to “Why”



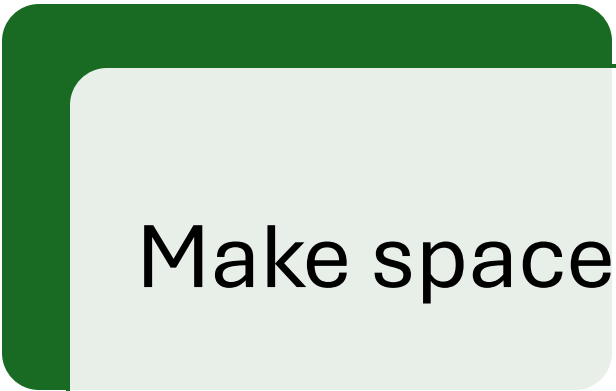
Make the Invitation



Don't
assume



Make a
personal
invitation



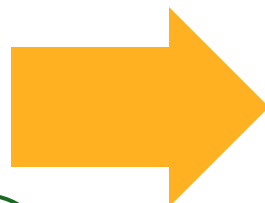
Make space



Recap

Fragile Coalition

- Few Doers
- Large Asks
- Static Leadership
- Attendance Focused
- Burnout Hidden



Sustainable Coalition

- Shared Ownership
- Bite-sized Roles
- Rotation (Sharing the work)
- Purpose Focused
- Energy Renewed



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Commit to One Change

Redesign one role

Invite a new owner

Distribute one responsibility

Send a thank you note



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What might your coalition need?

What is one small shift you can make?