

Putting the Pieces Together: All Conference Session “The Pieces of a Healthy Altrusa Club”



Pat is willing to facilitate the workshop for your club. Reach out and ask for guidance.

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Putting the Pieces Together: Club Activity

“The Pieces of a Healthy Altrusa Club”

Restoring the Missing Pieces

Purpose: Help the club reflect on the puzzle activity, identify club gaps, and collaborate on realistic solutions.

Time Needed: 30 minutes – Times could be altered but you want to engage the group and make an action plan

Materials: Several Puzzles – missing frame, missing pieces, complete, Flip chart/Whiteboard, Markers. If you have a large club, you could replicate the Conference activity with small groups.

1. Opening (2 minutes)

Facilitator says: “Look at the puzzles and see what happens to the cohesive picture as a whole. Think about what could be missing – communication, members, leadership, resources, “other”. Now, let’s talk about what this means for our club and how we can strengthen the full picture.”

2. Discussion Round 1 – Emotional Experience (5 minutes)

Goal: Connect feelings from the activity to real club challenges.

Questions:

- What emotions came up during the puzzle activity?
- How did you feel when you realized pieces were missing?
- Where do we feel similar emotions in our club?
- What does frustration look like in our day-to-day club activities?

Facilitator Tips:

- Encourage honesty without blame.
- Validate emotions – they’re data, not drama.

3. Discussion Round 2 – Identifying Missing Pieces (8 minutes)

Goal: Surface the real gaps affecting the club.

Questions:

- What “missing pieces” do we see in our club right now? (Examples: communication, members, leadership clarity, resources, processes, training.)
- Which missing pieces cause the most disruption?
- Which ones are small but still noticeable?
- What happens to the whole picture when these pieces are missing?

Facilitator Tips:

- Capture responses on a whiteboard or flip chart.
- Group similar ideas together to reveal patterns.

4. Discussion Round 3 — Strengths & Completed Sections (5 minutes)

Goal: Balance the conversation by recognizing what *is* working.

Questions:

- What parts of our club are strong and functioning well?
- What “completed sections” of our puzzle can we build on?
- Where do we already have momentum or clarity?

Facilitator Tips:

- Highlight strengths as foundations for improvement.
- Reinforce that the club is not “broken” — just incomplete.

5. Discussion Round 4 — Restoring the Missing Pieces (8 minutes)

Goal: Move from identifying problems to imagining solutions.

Questions:

- What would it look like if our missing pieces were restored?
- What specific actions could help fill these gaps?
- What support, resources, or communication would make the biggest difference?
- Who needs to be involved in restoring each piece?
- What can we start doing immediately?

Facilitator Tips:

- Encourage practical, realistic ideas.
- Avoid assigning blame — focus on systems, not individuals.
- Capture solutions next to the “missing pieces” list.

6. Personal Commitment Round (3 minutes)

Goal: Encourage individual ownership.

Prompt: “Think about one missing piece you personally can help restore — even in a small way.”

Invite volunteers to share:

- What piece they want to support
- What they need to succeed

Facilitator Tips:

- Keep this positive and empowering.
- Reinforce that every piece matters.

7. Closing (2 minutes)

Facilitator says: “Today we saw how even a few missing pieces can affect the whole picture — and how powerful it is when every piece is present. Thank you for your honesty and ideas. Together, we can build a stronger, more complete club.”

Putting the Pieces Together: “The Pieces of a Healthy Altrusa Club”

1. Your Puzzle Experience

Think back to the activity. Answer the questions below:

- a. What emotions did you feel while working on the puzzle? (Frustration, confusion, motivation, teamwork, etc.)
- b. What made the task harder than it needed to be?
- c. How did your group respond when you realized pieces were missing?

2. Connecting the Puzzle to Our Altrusa Club

Each puzzle piece represents something important: roles, communication, volunteers, leadership, and resources. Reflect on the parallels.

- a. What “missing pieces” do you see in our club right now?
- b. How do these missing pieces affect the whole picture?
- c. Where do you personally feel the most frustration or confusion?

3. Identifying Strengths

Even incomplete puzzles have strong sections. So do our clubs.

- a. What pieces of our clubs are working well?
- b. What strengths can we build on?

4. Restoring the Missing Pieces

Imagine the club with all pieces in place.

- a. What would be different if our missing pieces were restored?
- b. What actions could help fill these gaps?

5. Personal Commitment

Every person is a piece of the bigger picture.

- a. What is one “missing piece” you personally can help restore?
- b. What support or resources would help you do that?

6. Final Thoughts

What is one insight you're taking away from this activity?