

There is no suggested time frame for groups to develop the stability to commit to long-term group work. Consider Phase Three to be a readiness guide that need not be completed in chronological order.

The focus during phase three is to develop the expertise and stability to take on long-term case and country work, and to become involved in the democratic decision-making processes of Amnesty International.

What to do during this phase:

- Develop a long-term financial plan based on experience with initial fundraiser.
- Keep written accounts of activities (letters written, educational events, fundraising, etc.) and complete an annual Group Report in a timely manner. (This feedback is vital to regularly evaluate the health and stability of local groups throughout Ireland)
- Expand the Coordinator roles beyond the initial needs as group members develop expertise and the group takes on more varied human rights work.
- Increase involvement with other organisations in your community that have overlapping goals and interests.
- Network with other AI groups and take an active role in AI decision-making processes (e.g. voting for Executive Committee, resolutions, etc.)
- Continue to recruit new members from all segments of the community, and integrate them into the group structure.
- Establish a methodology for the periodic rotation of volunteers in leadership positions.
- With input from the Section Office, develop a long-term plan, which includes work on Individual Cases
- Establish a long-term media and human rights education plan.
- With the Campaigns & Activism Officer, discuss and agree on the ongoing support needed by the group e.g. learning workshops, advice on resources, help with problem solving, and insights based on the Officer's experience with other groups.