

RESULTS Guide for 2021 Group Roadmaps

The RESULTS logo consists of the word "results" in a white, lowercase, sans-serif font, positioned inside a red speech bubble shape that points downwards and to the left.

Getting Ready

Each year, RESULTS groups around the country take time to discuss their advocacy goals for the end of poverty. They gather to discuss their common interests and goals, synthesizing them into a group roadmap. This roadmap is valuable to you – the volunteer – throughout the year in maintaining focus on what you want to achieve. It's valuable to RESULTS staff in helping you get there. The process is important, enlightening, and fun.

Here are a few things to do to prepare for a great roadmap discussion:

1. Schedule your Roadmap discussion for December 2020. Plan for around 90 minutes.
2. Review the 2021 Group Planning resources from the "[Outreach and Planning](#)" section of our website under "Our group wants to make our plans".
3. Have your group's 2021 Roadmap document accessible (Google Spreadsheet). A Roadmap specific to your group will be sent to your group leader (s) in late November. We recommend you complete the sheet as you plan.
4. Each group member fills out the [Individual Planning Form](#) before your meeting. This will help you create a plan that meets everyone's needs.
5. Think about where your members of Congress fall on the [Champion Scale](#).
6. Review this document as you plan. It provides helpful tips for your discussion. If you already have a structure you like for your planning discussion, please use it. However, the guide below can be helpful in fostering a meaningful and successful discussion.
7. Be creative, be bold, plan to have fun!

Please complete your roadmap by December 31, 2020. And great news – because the Roadmap is a Google Sheet, you don't need to submit it anywhere! RESULTS staff can access the plan directly online to support you in reaching your goals. If you have questions, please contact Jos Linn (jlinn@results.org) for assistance.

Good luck!

RESULTS Guide for Group Roadmaps (2021)

The RESULTS logo consists of the word "results" in a white, lowercase, sans-serif font, positioned inside a red speech bubble shape that points downwards and to the right.

Your 2021 Roadmap Discussion

Statement of Values

Start your discussion by reading the RESULTS Value Statement together.

RESULTS is a movement of passionate, committed everyday people. Together we use our voices to influence political decisions that will bring an end to poverty. Poverty cannot end as long as oppression exists. We commit to opposing all forms of oppression, including racism, classism, colonialism, white saviorism, sexism, homophobia, transphobia, ableism, xenophobia, and religious discrimination.

At RESULTS we pledge to create space for all voices, including those of us who are currently experiencing poverty. We will address oppressive behavior in our interactions, families, communities, work, and world. Our strength is rooted in our diversity of experiences, not in our assumptions.

With unearned privilege comes the responsibility to act so the burden to educate and change doesn't fall solely on those experiencing oppression. When we miss the mark on our values, we will acknowledge our mistake, seek forgiveness, learn, and work together as a community to pursue equity.

There are no saviors — only partners, advocates, and allies. We agree to help make the RESULTS movement a respectful, inclusive space.

When you read the values statement, what thoughts come to mind? Can you recall instances in your life where you witnessed behaviors (inside or outside RESULTS) that contradict these values? If you are comfortable sharing about them, please do.

Does everyone in the group agree to respect these values as part of your RESULTS work?

Group Norms

As a group, how do you want to work together? What behaviors and guidelines will help you be the kind of group you want to be? Take a few minutes to discuss any group norms you would like to establish, e.g. everyone being accountable for taking action, meeting regularly and on time, speaking honestly and respectfully, addressing oppressive behaviors, having fun, etc. Type your norms into the Roadmap form (2021 Roadmap tab) in the shaded area provided. Plan to review at the beginning of each meeting and change them as needed (this is particularly helpful when a new group member joins).

RESULTS Guide for Group Roadmaps (2021)

The RESULTS logo consists of the word "results" in a white, lowercase, sans-serif font, positioned inside a red speech bubble shape that points downwards and to the left.

Celebrate and Aspire

Discuss your 2020 accomplishments. What did you and/or your group accomplish in 2020 that you are proud of? Is there an action or experience from last year that stands out? Be sure to acknowledge what adjustments you made because of COVID-19 and how they contributed to your success. Also, what success from 2020 would you like to build on in 2021? What excites you about your 2021 work with RESULTS?

2021 Group Roster

Knowing names, roles, and contact info for your group members helps us better support your group. Please complete the Group Roster on the Roadmap form as best you can. Remember to include info about attendance at the 2021 RESULTS International Conference in the roster as well (column M).

Roles. In healthy groups, everyone has a role and everyone takes responsibility for the success of the group. Outcomes you seek will be more easily achieved if each person plays their part in accomplishing them. Below are key roles that are important to your group and will help you thrive. Discuss these and other roles so that everyone has a role or roles they understand and are committed to. If people have completed the Individual Planning Form, use that to assess talents and interests members could bring to various roles.

If you have been in a specific role for a while, consider co-leading or giving someone else a chance to try it (and take on a new role yourself!). This is particularly important when you have or expect new members in your group. People are more likely to enjoy their RESULTS experience and become lasting volunteers when they feel invested in the group. Taking on a leadership role in the group is a great way to do that. When working with new people, ask what leadership role(s) they might be interested in and support them in doing it.

- **Group Leader or Co-Group Leader.** Coordinates and manages monthly meetings, communicates with group members, attends regular Group Leader support calls, works with group members to delegate tasks, takes action. Ideally, the Group Leader role is a shared role.
- **Congressional Point People.** Coordinates relationship building with congressional offices including scheduling meetings, contacting/working with relevant aides, and monitoring actions taken by the member of Congress.
- **New Volunteer Mentor.** Coordinates group activities to engage new people in your local group, including welcoming new people when they join.

RESULTS Guide for Group Roadmaps (2021)

The RESULTS logo consists of the word "results" in a white, lowercase, sans-serif font, positioned inside a red speech bubble shape that points downwards and to the left.

- **Action Network Manager.** Manages the group's local network of people who want to take action on our issues but have not formally joined the group. This includes keeping lists up to date, sending actions to the network regularly, and keeping the network informed of successes. The Action Network Manager also offers opportunities to action network members to get more involved.
- **Media Point Person.** Assesses media opportunities for the group, looks for local media "hooks" to share, supports others in writing/submitting media, makes sure media is leveraged and reported.
- **Other roles** can include outreach coordinator, fundraising coordinator, social media point person, issue specialist, or group record keeper. For a full list of roles to consider, see our [Grassroots Roles Guide](#).

Once you have identified each person's role(s), please enter it in the Group Roster.

Group Roadmap

RESULTS will kick off its 2021 First 100 Days Campaign in January (be sure to [register for our First 100 Days Kickoff Event](#) on February 6). Our objective is to push the new Congress into making significant investments in reducing poverty in the U.S. and overseas (more details coming soon). To do that, we have an ambitious goal of meeting with all 100 Senate offices and 75 percent of House offices by May 1. The First 100 Days Campaign is also an excellent opportunity to help new volunteers step into leadership roles. Use this campaign as a jumping off point for your planning this year.

Please fill out the information on the Group Roadmap tab as much as you can. You can enter your answers to questions in the shaded areas, some of which include menu options (you can type in text too).

Group Health

- **Duration of roadmap.** At the top of the "2021 Roadmap" sheet, please indicate the duration of this roadmap (First 100 Days? 6 months? The whole year?). We encourage you to roadmap twice in 2021. If you do, use the Continued Roadmap 2021 tab in the form for your second roadmap later in the year.
- **Monthly meetings.** Document when your group will meet each month (ideally, twice monthly). Remember to schedule your meeting times so that everyone can participate and attract new people to your group (i.e. if you want younger people in your group, meetings at night are typically more convenient due to work schedules).

RESULTS Guide for Group Roadmaps (2021)

The RESULTS logo consists of the word "results" in a white, lowercase, sans-serif font, positioned inside a red speech bubble shape that points downwards and to the left.

- **Growth.** Every movement succeeds by growing. Exposing new people to the issues, inviting people to take action, and supporting them to have transformational experiences is essential in sustaining this work. People are transformed into powerful advocates when they can take action with other people, take on leadership, and feel part of something bigger than themselves. Please outline what steps you will take to grow/strengthen your group. Also, vital to growth is having a welcoming environment for new people. Make sure to have a process your group uses for welcoming people (e.g. convenient meetings, 1-on-1 welcoming conversations, quickly taking action, etc.). [RESULTS has welcoming tools](#) to help you; contact RESULTS staff for additional help.
- **Action Network.** Do you have a local action network? How will you maintain, grow, and support it? If you would like RESULTS to add your current action network members to our database to receive RESULTS e-mails (or just a place to list them), please enter their info in the Action Network Members tab of the Roadmap sheet.
- **Working with your Members of Congress.** At the end of 2021, where do you want each of your members of Congress on the [Champion Scale](#)? What actions would you like to see each of them take? What actions will you take to get them there? Enter this information into the form. Remember, face-to-face meetings are your most effective tool for influencing members of Congress, so start requesting meetings *NOW*. Once you get a meeting scheduled, contact Grassroots Staff (grassroots@results.org) to schedule a lobby prep call to help you prepare.
- **Media.** What are your goals for media in 2021? Remember to challenge yourself. For example, if you are great at LTEs, try for an op-ed or editorial in 2021.
- **Fundraising for RESULTS.** Does your group plan to fundraise for RESULTS in 2021? If so, what will you do and how much would you like to raise?
- **Other plans or strategies.** What other activities do you plan to do in 2021?

Congratulations! You have completed your 2021 Roadmap!

Helpful Links:

- Group Roles and Responsibilities: <https://results.org/volunteers/outreach-planning/>
- Champion Scale: <https://results.org/resources/results-champion-scale/>
- Activist Toolkit/Basics: <https://results.org/volunteers/advocacy-basics/>
- Fundraising Tools: <https://results.org/volunteers/fundraising/>