RESULTS Guide for 2022 Group Roadmaps

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 providing us important information to better coach you and improves our impact with congressional office. 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 in December 2021 if at all possible. Plan for 90 minutes.

2. Have your group's 2022 Roadmap document accessible (Google Spreadsheet). It is the same spreadsheet as your 2021 Roadmap (same link) with an added "2022 Roadmap" tab at the bottom. We recommend you complete the sheet as you plan. If you don't have the link, please contact your RC or Jos Linn (jlinn@results.org). Be sure to Bookmark the link in your browser so you can come back to it anytime.

3. Each group member fills out the Individual Planning Form before your meeting. This will help you create a plan that meets everyone's needs.

4. Think about where your members of Congress fall on the Champion Scale.

5. Review this Guide as you plan. 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.

6. Please review the 2021 RESULTS Anti-Oppression Audit findings before meeting: https://results.org/wp-content/uploads/RESULTS-Anti-Oppression-Audit-Summary-of-Grassroots-Findings.pdf

7. Be creative, be bold, and have fun!

Please complete your roadmap by January 14, 2022. And great news – because the Roadmap is built on the same Google Sheet as your 2021 Roadmap, you will have access to all that information as you plan. This should save you time as some items (e.g., your group roster) will just need to be updated rather than re-created. If you have questions, please contact your Regional Coordinator or Jos Linn (jlinn@results.org) for assistance.

Good luck!

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Your 2022 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 ableism, ageism, biphobia, classism, colonialism, homophobia, racism, religious discrimination, sexism, transphobia, white saviorism, and xenophobia.

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.

Discussion: 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.

What insights did you glean from the [2021 RESULTS Anti-Oppression Audit](#) and [other resources](#)?

Does everyone in the group agree to respect and practice the RESULTS Statement of Values as part of your RESULTS work? What goals does your group have to put AO values into action?

Celebrate and Aspire

Discuss your 2021 accomplishments. What did you and/or your group accomplish in 2021 that you are proud of? Is there an action or experience from last year that stands out? Be sure to acknowledge what adjustments you continued to make because of COVID-19 and how they contributed to your success. Also, what success from 2021 would you like to build on in 2022? What excites you about your 2022 work with RESULTS?

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Knowing names, roles, and contact info for your group members helps us better support your group. The roles are particularly important as they help us target certain messages and actions to specific people in those roles (see more below). The roster you completed in 2021 should still be in your Group Roster. Please update the list as needed. If you wish to separate Active and Inactive members, resort the roster list with Inactive members at the bottom. We have also included a space to log if and when people from your group receive any kind of anti-oppression training from RESULTS in 2022 (this will be an organizational priority); please update that column throughout the year.

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 you want to set for your group. Use the Individual Planning Form to assess talents and interests members can bring to various roles. We will have special support for the key leadership roles below in 2022.

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 new members join your group. People are more likely to enjoy their RESULTS experience and become lasting volunteers when they feel invested in the group by taking on a leadership role. When working with new people, ask what interests them 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. For each point person, please include the name of the member of Congress and if the point person is covering Global issues, US issues, or both with their office (e.g., Point Person for Sen. Smith (US issues).

- **New Volunteer Mentor.** Coordinates group activities to engage new people in your local group, including welcoming new people when they join.

- **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. To help maintain your list of Action Network members, please add them to the Action Network sheet (see tab at bottom of Roadmap). If you want support on building and maintaining a local Action Network, please contact Sarah Leone for assistance (sleone@results.org).

- **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.

- **Outreach and Partnerships Manager.** Creates opportunities for the group to engage new potential advocates and community partners through tabling, speaking, Education & Action meetings, advocacy training, and collaboration.

- **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.

2022 GROUP ROADMAP TAB

Please fill out the information on the 2022 Group Roadmap tab as best you can. Enter your answers to questions in the shaded areas, some of which include menu options (you can type in text too). The shaded areas are there to make it easier to read, visually. Also, we encourage groups to revisit and update their Roadmaps later in the year; some areas include space for these updates (you can leave them blank for now).

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. Be sure your norms reflect the Statement of Values and include any norms related specifically to undoing oppression. Type your norms into the Roadmap form (2022 Roadmap tab) in the area provided. Plan to review at the beginning of each meeting and change them as needed (reviewing/updating them is particularly helpful when a new group member joins).

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Group Health and Expansion

- **Duration of roadmap.** At the top of the "2022 Roadmap" sheet, please use the menu to indicate when this Roadmap starts and when it ends.

- **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).

- **Anti-oppression efforts.** Use this space to list what your group is already doing to address concerns over oppressive behavior in your group and in your advocacy. If there are areas that need improvement, please list them in the space provided. This is a top priority for RESULTS throughout our organization, including making sure our local volunteer groups have the skills and training they need. RESULTS plans to ramp up our A/O training for volunteers in 2022 and be more deliberate in connecting our A/O efforts with our anti-poverty policy work. Please take time to think deliberately how your group can practice these justice-minded behaviors in your personal interactions and your local advocacy work.

- **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. Please indicate your goals for group growth, if you need help from RESULTS staff, and any new areas you want to grow into. Through the first half of 2022, our Expansion Team will continue our expansion push started in the fall of 2021. Please indicate whether you want help from them to grow your group during that time. Also, please outline your group's plan for welcoming new people – this is critical in helping new people feel welcomed. Use the RESULTS [Group Guide to Welcoming and Supporting New Advocates](#) as a reference.

Working with your Members of Congress. At the end of 2022, 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.

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Media. What are your goals for media in 2022? Remember to challenge yourself. For example, if you are great at LTEs, try for an op-ed or editorial in 2022. Also, how will you leverage published media to influence lawmakers and build support for anti-poverty policies?

Fundraising for RESULTS. Does your group plan to fundraise for RESULTS in 2022? 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 2022?

Please know that RESULTS staff and volunteer Regional Coordinators are here to help you. Helping you create an inspiring and achievable 2022 Roadmap is our priority. Please do not hesitate to reach out if you need help. Also, if you have questions about the online Roadmap forms, please contact Jos Linn (jlinn@results.org).

Congratulations! You have completed your 2022 Roadmap!