

RESULTS Guide for 2023 Group Roadmaps

The RESULTS logo is a red speech bubble shape with the word "results" in white lowercase letters inside.

Getting Ready

Each year, RESULTS groups and advocates 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 throughout the year in maintaining focus on what you want to achieve. It's valuable to RESULTS staff by providing us important information to better coach you and maximize our impact with congressional offices. It is also the only way RESULTS knows which offices you work with. The process is important, enlightening, and fun.

In January 2023, we will launch our "Set the Agenda" campaign. With a new Congress, many of you will be working with new representatives and senators. We want to educate members of Congress on our 2023 policy campaigns as soon as possible through lobby meetings early in the year. But Set the Agenda starts with your Group Roadmap.

The 2023 Roadmap is of particular importance. With a new Congress and new congressional map, RESULTS must reevaluate what districts we now cover across the country. Your 2023 Roadmap is how we do this.

Here are a few things to do to prepare for a great 2023 Roadmap meeting:

1. Schedule your Roadmap meeting for at least 90 minutes. Schedule it so you can *complete your 2023 Roadmap by January 31, 2023.*
2. Complete your 2023 Roadmap document (Google Spreadsheet) as you plan. It is the same spreadsheet as your 2022 Roadmap with an added "2023 Roadmap" tab. Be sure to bookmark the link in your browser and add it to your Google Drive.
3. Each group member should fill out the [Individual Planning Form](#) *before* your meeting. This will help you create a plan that meets everyone's needs.
4. Review this Guide as you plan. It is helpful in fostering a meaningful and successful discussion. However, if you already have a process for planning, please use it.
5. Please review our [Anti-Oppression Values video](#) before you meet. Find [other anti-oppression resources](#) on the RESULTS website.
6. Be creative, be bold, and have fun!

If you don't have the link to your Roadmap or if you have other questions, please contact Jos Linn (jlinn@results.org) for assistance.

Good luck!

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Your 2022 Roadmap Discussion

1. 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? Did members of your group participate in any of RESULTS' anti-oppression trainings in 2022? If so, what did you take away from it? What other insights would you like to share about combatting oppression in your advocacy work with RESULTS?

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?

2. Celebrate and Aspire

Recall your 2022 accomplishments. What are you and/or your group proud of from your 2022 advocacy work with RESULTS? 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 2022 would you like to build on in 2023? What excites you about your 2023 work with RESULTS?

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3. GROUP ROSTER TAB

In 2023, an accurate Group Roster of your group is critical. 2023 is the first year under a new congressional map and the start of a new Congress. That could mean significant changes in the members of Congress your group now covers. ***So that RESULTS can get an accurate picture of where we have coverage (and where we don't), please carefully review and update the Group Roster tab in your Roadmap.***

We encourage you to list currently ACTIVE members at the top, INACTIVE members below that, and ACTION NETWORK members in your group's Action Network tab. We recommend you only delete people you are sure will not engage with your group again (e.g., moved out of state).

Designate roles for each active member. In healthy groups, everyone has a role, and everyone takes responsibility for the group's success. The 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. If people in your group have too many roles, that's a sign that you need to grow and/or share leadership.

- **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). Having two point people per office, one for Global, one for US, is a way to share leadership.
- **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

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opportunities to action network members to get more involved. To help maintain your list of Action Network members, please add them to your Roster. If you want support on building and maintaining a local Action Network, please contact Sarah Leone (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 Coordinator.** 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](#).

If you have been in a specific role for a while, please 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.

Finally, as you talk about roles during your 2023 planning meeting, be cognizant of how many roles each person has. Taking on too many roles can lead to overwhelm. Instead, think about how you can grow your group and invite new people to take on roles. Use the mantra – “don’t take on new roles, take on new volunteers!”

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

4. 2022 GROUP ROADMAP TAB

Please fill out the information on the 2023 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. The 2023 Roadmap has room to plan each quarter if your group chooses. Otherwise, just fill in the first section and change the time period it covers above that column (you can also manually widen the columns if you like).

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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 Anti-Oppression (A/O) Statement of Values. Type your norms into the Roadmap form (2023 Roadmap tab) in the area provided, including norms related specifically to how you will put the A/O values into practice (space provided). Plan to review your norms at the beginning of each RESULTS meeting and change them as needed (reviewing/updating them is particularly helpful when a new group member joins).

Group Health and Expansion

- **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). Will your meetings be virtual or in-person? If you meet virtually regularly, when might you find times to get together in person?
- **Growth.** Every movement succeeds by growing. Introducing new people to our issues, inviting people to take action, and supporting them to have transformational experiences is essential to sustaining this work. Please indicate how many new volunteers you would like to add to your group and your plans for how to accomplish that (RESULTS staff can help). Also, if you plan to grow into congressional districts your group does not currently cover, indicate what those districts are. Finally, remember that when growing your group, it is essential to have a plan in place for welcoming them. If you don't have such a plan, start by reviewing the RESULTS [Group Guide to Welcoming and Supporting New Advocates](#). If you need staff assistance to formulate your welcoming plan, choose Yes for that question in your Roadmap.

Working with your Members of Congress. Scroll down the form and fill it out for each representative and senators your group currently covers.

- Choose the name of the representative or senator in the space provided (use drop down menu).

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- Indicate the last time your group met with this member of Congress and/or their staff in a lobby meeting.
- Rank as best you can where this person is currently on the [RESULTS Champion Scale](#) for our U.S. and global poverty issues. Hint: if you plan by quarter, come back throughout the year and review your progress in moving them up the scale.
- Discuss and document what actions your group will take in 2023 to move each member up the Champion Scale, (e.g., lobby meetings, getting to know key aides, mentioning lawmakers in media, growing your Action Network, etc.). 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.

If your group covers more members of Congress than there is space for in the form, please contact Jos Linn (jlinn@results.org) for help in creating more space in your Roadmap.

Media. What are your goals for media in 2023? Remember to challenge yourself. For example, if you are great at letters to the editor, try for an op-ed or editorial in 2023. 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 2023? If so, what will you do and how much would you like to raise?

RESULTS volunteers and supporters play a critical role in ensuring we have the resources to carry out our mission. Fundraising through in-person events in your community and online friends and family fundraisers are great ways to raise money, strengthen your group, and spread the word about your important work to end poverty. If you have any questions, thoughts, or ideas regarding group fundraising, please reach out to RESULTS Director of Development Melissa Strobel at mstrobel@results.org.

Other plans or strategies. What other exciting activities do you plan to do in 2023?

Please know that RESULTS staff and volunteer Regional Coordinators are here to help you. Helping you create an inspiring and achievable 2023 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). Again, please complete your 2023 Roadmap and updated Roster by January 31, 2023. Once you do...

Congratulations! Your 2023 Roadmap is done!