New Volunteer 90-Day Check-In

**Purpose:** Learn how things are going as a RESULTS volunteer, understand more about their goals with advocacy, start to discuss ongoing roles and leadership within the group.

---

**Introductions & Personal Check-In**

- Introduce yourself and share why you are an advocate with RESULTS.
- Review goals and purpose of the meeting:
  - Check-in on RESULTS volunteering.
  - Individual planning for the next few months.
  - Explore about ongoing roles & actions.
- Check-in Questions:
  - How are you doing? How are things going in your personal life?
  - How have things been going as a RESULTS volunteer?

*Relationships are important! Try to establish a personal connection with the volunteer and listen to their human needs, in addition to their needs as a volunteer.*

---

**Individual Planning Form**

- Walk through the questions on the [RESULTS Individual Planning Form](#) to discuss their goals and ambitions with RESULTS.
- Reference the [RESULTS Grassroots Roles](#) as needed.

---

**Plan of Action**

- What action would you like to work on next?
- Utilize their goals and responses to the Individual Planning Form.
- Review as much information as possible about their next steps.
- Ask them if they have any questions about the role or action.

*Examples of goals:* Scheduling a lobby meeting, running part of a RESULTS meeting, stepping into a leadership role, getting published in the media.
We are committed to our values of anti-oppression and cultivating an inclusive environment for everyone who wants to be involved. Can I ask you some questions about your experience with our group?

- Do you have any questions about how anti-poverty advocacy is related to anti-oppression? Are you familiar with our values?
- Have you received support from the Group Leader or New Advocate Mentor to help you succeed as an advocate?
- Have you experienced any exclusion, shaming, or interruptions as an advocate?
- Has your story or advocacy been used in any way that makes you feel uncomfortable?
- Do you feel comfortable providing feedback to your group? If not, why?
- Do you feel like you were forced into any role that you didn't necessarily want or asked for?

Reference our Anti-Oppression Resources [https://results.org/volunteers/anti-oppression/](https://results.org/volunteers/anti-oppression/)

## Next Steps

- Confirm next meeting date and time, and if advocate will be in attendance
- Encourage them to attend the upcoming National Webinar. Volunteers can register for National Webinars [here](https://results.org/volunteers/)
- Thank them for their continued advocacy!