2019 brings new opportunities to end poverty. A new Congress gives us an opportunity to introduce new members of Congress to RESULTS and how they can help address poverty in the US and around the globe.

We’re breaking 2019 planning into four-month chunks. In January, you’ll map out the first four months of the year (Jan-April), and then do planning in the spring for May-August. Finally, you’ll plan in late summer for Sept-Dec. This gives you the opportunity to focus on immediate goals and provides flexibility to take on new challenges throughout the year.

A critical component of building the movement to end poverty is providing opportunities for many people to lead. So, make time in your January planning to determine the role(s) each person will play and which leadership roles you want to recruit. Who will manage the relationship with your senators and representatives? Who will head up your outreach efforts? Who will manage the Action Network? Who will coordinate the media? These and other roles are essential to your success and to building the movement to end poverty.

Please have the Guide below with you as you plan. It is an important tool in making your planning smooth, effective, and inspiring. This year, [we want all the plans submitted online](https://www.votervoice.net/RESULTS/Surveys/4929/Respond). If you cannot submit it online, see below for alternative methods of submission.

**Before you work on your plan:**

1. Access the 2019 Group Planning resources from the “[Outreach and Planning](https://results.org/volunteers/outreach-planning/)” section of our website (under “My group wants to make our plans”).
2. Encourage everyone to complete the [2019 Individual Planning Form](https://results.org/wp-content/uploads/RESULTS-2019-Individual-Planning-Form.doc) before you meet to plan.
3. Have pen and paper available in case people want them for notes and exercises.
4. Be creative, be bold, plan to have fun!

**A. Celebrate and Aspire**

1. **Spend a few minutes celebrating your 2018 accomplishments.** Share stories and reflections.
2. **Share what excites you about RESULTS advocacy for 2019**. Individually and for the group.

**B. Read the RESULTS Value Statement Together and List Group Norms**

*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.*

Reflect: 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 would come into conflict with these values? If you are comfortable with doing so, share about them.

Living Our Values Through Group Norms: Now take a few minutes to fill in any group norms you would like to establish for the year in the Group Plan Summary. Think about how you want to be together and work together with each other in 2018. What behaviors and guidelines will help you be the kind of group you want to be? Some norm ideas might be accountability, meeting regularly, speaking honestly to each other, addressing oppressive behaviors, building in fun, taking action together, etc.

**C. Group Members and Roles**

Successful groups ensure everyone has a role to play. Each outcome you identify in your plan will be met more easily if each person is working to accomplish them. One frustration we hear regularly from volunteers is that some people do not follow through on roles and actions they have taken on. To avoid this in 2019, spend time discussing roles. Below are a few roles that are vital to the success of your group. One person can take on multiple roles, but spreading leadership around is better.

* **Group Leader or Co-Leader.** Coordinates and manages monthly meetings, communicates with group members, attends regular Group Leader support calls, works with group members to delegate tasks. Ideally, the Group Leader role is a shared role.
* **Congressional Point People.** Coordinates relationship building with congressional offices including scheduling meetings, working with relevant aides, monitoring votes and actions taken.
* **Outreach Coordinator.** Coordinates group activities to engage new people in RESULTS.
* **Media Point Person.** Works to develop relationships with local media outlets (e.g. editorial writers), monitors local media for “hooks” for new media pieces, leads group in media actions.
* **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 sending them actions regularly and keeping them informed of successes (with help from RESULTS staff), and keeping lists up to date.
* Other roles can include fundraising coordinator, social media point person, and issue advocate. For a list of roles to consider, see our [Grassroots Roles Guide](https://results.org/volunteers/outreach-planning/).

Now discuss the roles that you believe are essential to the success of our group. If people have completed the Individual Planning Form, ask them to share what talents and interests they bring to the group and how those might fit into a particular role. The key to this discussion is having everyone walk away know what their role is, what it entails, and a commitment to follow through on those responsibilities for the next four months.

Once you have identified each person’s role(s), please list their names, e-mails, best phone numbers, and role(s) in [the online planning summary](https://www.votervoice.net/RESULTS/Surveys/4929/Respond).

**D. Intentions & Plans for January-April of 2019**

* **Monthly meetings.** When and where will your group meet each month? RESULTS best practice suggests the group meet twice monthly, the group takes action together during one of them, and that one of the meetings be organized around the National Webinars.
* **Working with your Members of Congress.** Our “Set the Agenda” Campaign is designed around educating members of Congress on RESULTS and our issues. With nearly 100 new members coming to Congress and RESULTS taking on new issues in 2019, we need to get to them early and often. *The “Set the Agenda” Campaign has a goal of meeting every House and Senate office our groups and Free Agents cover, including each group or Free Agent securing at least one face-to-face meeting.* The key to meeting this target is requesting meetings now and following up regularly. Document all the members of Congress your group covers and the date by which each Point Person will submit a meeting request. We encourage you to assess where each of your members of Congress is on the [Champion Scale](https://results.org/volunteers/lobbying/). Finally, remember to start requesting meetings NOW. Set up a lobby prep call with Meredith Dodson (mdodson@results.org, US Poverty), Cricket Nicovich (cnicovich@results.org, Global Poverty) once you get a meeting scheduled.
* **Media.** Media is essential to drawing attention to our issues and moving lawmakers to act. List the media pieces your entire group will submit by the end of April.
* **Community Engagement.** In 2019, RESULTS is making a deliberate effort to grow our volunteer base. Engaging new people is critical to our goal of ending poverty. The 2018 elections have inspired millions of new people to get involved in the political process. Use this energy to strengthen the movement to end poverty by growing your group and local Action Network. As you look at the first four months of 2019, what will your group do to grow the movement to end poverty?

Use this discussion to think about how your group might partner with groups that will diversify your advocacy base and increase your influence on our issues. Remember that partnerships are mutually beneficial. What can your offer to communities with whom you’d like to partner and cultivate relationships? Training? Solidarity? Support for their issues?

* **RESULTS International Conference (July 13-16 in Washington, DC).** The RESULTS International Conference ([www.resultsconference.org](http://www.resultsconference.org)) is an amazing opportunity to learn about our issues, connect with volunteers from around the world, and lobby Congress about ending poverty. We want all of you there. Identify the number of people (and their names if know) you plan to send to DC.
* **Other plans or strategies?** If you have other activities you plan to do at the beginning of the year, list them here. Or if you want to flesh out more details about your plans above, share them here.
* **Rest of the Year.** If you know of ideas or goals you want to accomplish later in the year, “park” them here to revisit when we do additional planning in the spring and fall.

**Congratulations!** You have completed your 2019 planning.Remember, we will revisit the planning process two more times this year.

**Please complete and submit your plans by January 31, 2019.** Submit your plan online here:

<https://www.votervoice.net/RESULTS/Surveys/4929/Respond>. You will receive a copy via email.

If you cannot submit your plan online, U.S. Poverty groups should contact Jos Linn (jlinn@results.org) and Global Poverty groups should contact Lisa Marchal (lmarchal@results.org) for assistance.

**Helpful Links:**

* Champion Scale: <https://results.org/wp-content/uploads/Champion_Scale_Tool_2011_Version-3.doc>
* Power-mapping Support: <http://www.results.org/uploads/files/bonnner_powermapping.pdf>
* Activist Toolkit/Basics: <https://results.org/volunteers/advocacy-basics/>
* Group Roles and Responsibilities: <https://results.org/volunteers/outreach-planning/>
* Fundraising Tools: <https://results.org/volunteers/fundraising/>