Supporting New Advocates to Grow
March 11, 2021
Agenda

1. Review the “recipe for success” to welcome volunteers
2. Discuss shared leadership and mentoring
3. Breakout room discussions
4. Group debrief
RESULTS Believes

- The end of poverty is possible and achievable. Political will is lacking.
- **Poverty is driven by oppression.** RESULTS opposes all forms of oppression.
- Government has an important role to play in ending poverty. Elected officials work for us. We need to supervise them.
- Poverty is not partisan.
- Nobody should be denied their basic rights to healthcare, education, or economic opportunity.

results.org/our-anti-oppression-values/
Anti-Oppression and New Volunteers

- People will be from diverse backgrounds
- Online recruitment = less outreach constraints
  - Targeted volunteer postings for people with lived experiences of poverty
- It is not a question of “do they fit here” but rather creating a culture where every individual can contribute their full potential
- Everyone deserves to feel a sense of belonging within RESULTS
Welcoming New Advocates
Recruitment Process

Inquires online about volunteering

- Volunteermatch, All for Good, Google search

Added to Weekly Updates & Action Alerts

- Sign-up online: www.results.org/volunteer

Attends New Advocate Orientation

- Invite people who you recruit locally to this webinar!

1:1 Onboarding Session

- New Advocate Checklist & more tools: www.results.org/volunteers/outreach-planning/
## Expansion Referrals

<table>
<thead>
<tr>
<th>Volunteer Referrals</th>
<th>Volunteer &quot;Leads&quot;</th>
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<tbody>
<tr>
<td><em>Immediately add to all modes of communication</em></td>
<td>Month 1: Initial reach out</td>
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<tr>
<td>Month 1: Communicate promptly &amp; often</td>
<td>Month 2-3: Regular follow-up</td>
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<tr>
<td>Month 2-3: Monthly follow-up</td>
<td>Month 4+: Transition to “Action Network”</td>
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<td>Month 3-6: Group emails</td>
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<tr>
<td><em>No word after 6+ months? Action Network</em></td>
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*PUPO: Persistence usually pays off*
The Scoop

- Empowered by community, friendliness of volunteers, and **meaningful action**
- For better or worse... Life is happening
- Spectrum of interest in leadership
Recipe for Success

- Engaging first group meeting
- 1:1 meeting with active listening
- Take a meaningful action
- Inclusive group culture
- Shared leadership

Benchmarks for a volunteer’s first month with RESULTS

Healthy group goals to always think about
Shared Leadership & Mentoring
Shared Leadership

Example from a couple of groups who do shared leadership well in Indiana.
Shared Leadership

• Invitation = key
Shared Leadership

• Invitation = key

• "Make room on the bench"
Shared Leadership

• Invitation = key

• "Make room on the bench"

• Ask questions
Shared Leadership

• Shared leadership doesn’t look the same across each group!
• Healthy group culture – *What are your group norms?*
• Consistency and communication
Shared Leadership

Facilitator’s Guide: This document provides information, support, and guidance for facilitators at RESULTS in-person and virtual gatherings. It's part of effort to create, maintain, and promote equitable spaces for everyone involved in RESULTS activities.

Mentoring

• Center the human behind the volunteer
• No "assignments" but rather "decisions”
• Help them find their way to do it
• Check-in often
• Recognition goes a long way
Mentoring Cycle

- Teach
- Demonstrate
- Hands off
- Shadow
- Celebrate
Mentoring Cycle

- Teach
- Demonstrate
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Steps:
1. Teach
2. Demonstrate
3. Hands off
4. Shadow
5. Celebrate

Support:
- Recognition at group meeting
- Phone call debrief
- Email for encouragement
- 1:1 Zoom to talk things over
- Follow-up email with resources
- Coaching Phone call
- Text to answer last-minute question
Breakout Rooms
Breakout Rooms

Share a dilemma you've experienced when coaching or fostering shared leadership.

OR

Share a shared leadership success.

(Click "join" when it comes onto your screen to join your breakout room.)
Debrief
Group Debrief

What did you talk about?

What will stick with you from this webinar?

What else do you need to feel successful?
Further Questions?

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