

# 1

## Have a team discussion

Query #1:

*How do you want someone to feel when they join your team?*

Query #2:

*What do you want new members to know about your team as they get involved?*

Query #3: *What are you most proud of your team for?*

Query #4: *What energizes you most about your team?*

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If your team **established group norms** during your trainings, this is a great time to revisit them together.

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Remember:  
When talking with new members, don't highlight what's not going well. Instead, **share the aspects you value** most about your team.

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New members want to join teams that are **honest** about challenges but **optimistic** about overcoming them.

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### 2

## Welcome the new person



A team member reaches out for coffee or a phone call.

*Which team member will reach out?*

The Communicator(s) steps:

Invite them to a **New Member Training** with FCNL. *These occur monthly.*

**Plan an action**, like a lobby visit, letter-writing event, or film screening. *This allows your new member to see your team's advocacy in action.*

**Plan a social gathering** as a team. *People are more likely to join a group when they feel connected to the community.*

### 3

## Build the relationship during team meetings and social events

» ***Get to know your new member!***

Ask what they care about and share your own interests.

» End team meetings with ***clear next steps*** so the new member feels motivated to return.

» ***Be inclusive:*** Listen actively and include the new member in your conversations.

» ***Review and update group norms.*** Every time a new person joins, your team should adapt to a new group dynamic.