

# Inducting your new rebels:

## Roadmap

### 1) Contact your new Volunteer (*UK, regional and national groups*)

These are the people who have applied for your advertised role on the volunteer website or people you find on the database who seem a good fit for your team.

- Call them (emails don't work well as a first contact) and schedule a time to talk if they are busy.
- Make time for their grief and questions, ask about their experiences, tell them about your group and how you hope they might help you.

### 2) Send them some initial information

Not too much! It is easy to overwhelm people at this stage. This is all your Rebel needs at the outset:-

1. **The Rebel Starter Pack.**
2. **Volunteer Agreement** - ask them to sign digitally and send you a screen shot of the confirmation.
3. Your Team's mandate.
4. An invite to your next group meeting.
5. This Roadmap (optional) - it can help Rebels to see what to expect, where they are in the induction process and to request next steps proactively.

### 3) First Group Meeting

- Introduce them to other team members; give them contacts.
- Ensure they know the hand signals and the process.
- Read the Regenerative Reminder at the start of the meeting.
- Make sure to give space for questions.
- Have a post-meeting debrief.

### 4) Induction / orientation

Tailored to your team and staggered according to your Rebel. It is best to let them absorb one thing before moving onto the next.

- More information about your group (optional) (keep it simple - preferably not a long reading list with lots of links!).
- Send details of the general **Welcome to XR zoom call** (the **Rebellion Academy** introductory training covers similar ground, though without the personal connections and support).
- Ask them to look through the **Rebel Next Steps Pack**.
- Once they have signed the Volunteer Agreement, ask your team's Tech Champion/Group Admin to email them an **invite to the XR UK Communications Hub** and add them to your Team on the Hub. Send them the **Using the Comms Hub** book on the Rebel Toolkit. Encourage them to take Ned's trainings if they get stuck or signpost them to the **Rebellion Academy** trainings.

## 5) Direct them towards concrete tasks

Super important for volunteer retention! People are more likely to stick around when they feel valued and affirmed.

- Have a list of simple tasks that a new rebel can take on easily e.g:
  - Leafleting
  - Lobbying their local MP to support the **Climate and Ecological Emergency bill**
  - Paint the Streets: flyposting, chalk painting, stickering.....
  - **Supporting us on social media**
  - Talking to friends about the climate and ecological emergency and inviting them to a Welcome to XR session
  - Secretary-type stuff: taking notes, sending around action points etc
  - Emails: keeping on top of your inbox (they will need help to start)
- Share Action Points - if you've got too many things on your plate, ask them for help!

## 6) Check in, check progress

Try to have a weekly call with your new Rebels.

- Try to answer their questions and, if you can't, let them know who can.
- Try to gauge their understanding of XR and find out if there is anything they would like to learn about in more depth. If so, direct them to **Rebellion Academy** or specific talks / trainings.

## 7) Invite them to a circle meeting (optional)

- This will help a new Rebel see the XR structure from a different perspective and how information moves across the system.
- You do not have to be in the Circle meeting with them but, by this point, they should be well acquainted with the team External Coordinator so there will be a known face.

## 8) Final debrief / allocation of role

After about a month, most new Rebels will feel like they have an understanding of XR and how things are structured. You have now shared your skills and contacts - this marks the end of your guidance!

Have a meeting to debrief;

- how was their experience, where do they want to go from here?
- Will you continue to share the mandate?
- Is there a way to split the mandate?
- Is there a gap within the team they would like to fill?
- Do they have a project idea of their own they would like to pursue within XR?

**Every rebel journey will have a slightly different conclusion; please take some time to reflect on your experience.**

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