



Nueva Esperanza Accompaniment Team Requirements

Nueva Esperanza accompaniment program works with congregations to form an accompaniment team made up of 5 people that walk alongside newly arrived immigrants from 6 months - 1 year in their local community

- **5 volunteers** comprise a team
- Teams need a strong **Team Lead**. The team lead will facilitate monthly team meetings to navigate group dynamics and coordinate tasks according to each team member's role.
- Ensure a **congregation** is committed to supporting your team. This congregation will be called upon for resources, fund-raising, emotional support, and encouragement. Communicate your intentions and motivations, get their acknowledgement and buy-in, and have an accurate sense of how they are willing to support.
 - ▷ For those who are not strongly connected to a congregation, there are opportunities to join a pre-existing team as interpreter, offer housing hospitality, or be in solidarity with immigrants through other IM4HI programs
- Accompaniment requires **flexibility, time, endurance, and commitment**. Teams require high levels of endurance and compassion when things get tough. Be sure each other are on-board to stay committed, and understand each other's motivation
 - ▷ Minimum 6 month commitment to walk with a family
 - ▷ Requires approximately 3-4 hours per week, per person
 - ▷ Monthly team meetings and check-ins with the Coordinator after three and six months of accompaniment
 - ▷ Flexibility and openness to attending to urgent and crisis matters as needed
- All team members must be **fully trained** to be matched with a family. Accompaniment trainings are held throughout the Bay Area 2x/year.
- It is highly recommended to have at least one team member who can communicate in the family's preferred language in as the **team interpreter**. There may be volunteer interpreters we can pair with your team if needed.

For more information, please contact the NEAT Coordinator, Kelly Younger, at kyounger@im4humanintegrity.org