**Engaging Newcomer and Immigrant Populations** in Volunteerism and Community Strengthening

**How is newcomer and immigrant engagement central to our vision and mission?**

**What do we already know about our community? What do we need to learn? How will we find out?** (Examples: observation, interviews with community organizations and leaders, focus group conversations with newcomers and immigrants)

**What is our commitment to this community? How will we demonstrate this commitment?**

Ask members of the community: What excites you? How would you like to serve?

**Where do these desires overlap with our mission and programs?**

**How might our organization’s roles and meeting structures need to be adapted to meet the needs of the community?**