



## GUIDANCE ON SUPPORTING NEWCOMERS

**Sponsorship is a powerful—and direct—way to welcome newcomers. By doing airport pick-ups, making grocery runs, sharing meals, offering advice on day-to-day decisions like schools, sports, and more, you can help a new neighbor build a life in your community.**

Being part of a sponsor team is the ultimate neighborly act. Together with a team, you'll be welcoming people to a new place, walking with them in their first days of this next chapter. It's important work—work that will include learning some new things for everyone involved. **But you won't be alone! Each group will work together to share responsibilities, with Alight as a key member of the team.**

Through sponsorship, you're helping create a better system for newcomers by providing supplemental support that goes beyond traditional resettlement routes. Neither Alight nor Sponsor Teams are expected to play the role of resettlement agencies. There, we defer to the experts! **Rather, sponsor teams z the services given by these agencies and help make our welcome truly warm. Sponsor support runs in tandem to traditional programs, bolstering support, filling gaps, and helping ensure a strong start for the newcomer.**

**Establish a Team:** Sponsorship is most successful when responsibility is shared. Consider pulling together a group of at least five people, with one person serving as sponsor team lead. If you don't have a group (or would like to be matched with additional members, let Alight know! You can *always* think of Alight as a member of your team; we're here to answer questions, fill gaps, and ensure newcomers get off on the right foot.

**Create a Budget:** Ukrainians who are granted humanitarian parole will be eligible to apply for employment authorization and assistance programs like Matching Grant Program (MGP) or Refugee Cash Assistance (RCA). However, the newcomers enroll in these programs and apply for work authorization only after arrival. **As a sponsor, you will be especially helpful in offering day one support.** You will assist them in securing initial temporary housing and ensure they have essential household goods, food, and transportation while they get set up. Create a budget to estimate the resources you will need to provide this support.

**Fundraise to Meet that Budget:** Fundraising can help you generate the financial and in-kind resources needed to support newcomers. Members of your community are likely eager to give!

**Make a List of Early Tasks:** In addition to providing the newcomer with critical financial support, you will also need to connect them with relevant services (such as MGP or RCA benefits, health care, and education), and support their integration, by assisting them as they learn English and secure employment. You'll find a detailed list at the end of this document.

**Keep Going!** Supporting someone who is adjusting to a new environment can take time and rarely unfolds as expected. Newcomers have unique journeys and may seek to achieve different goals on different timelines. Sponsorship is hard work. But it's worth it!

### *Resources Available to You*

**You will have access to a growing collection of tools, including the following resources:**

**Initial Sponsor Service Checklist** - Supports preparation for the newcomer's arrival by having an easy reference for what critical services are typically needed within the first 90 days of arrival.

**Sample Sponsor Group Structure** - There are many ways to structure a sponsor group. This resource offers a template structure, with typical a and responsibilities outlined.

**Sample Budget Template** - Helps capture initial and ongoing estimated living costs and supports a newcomer in establishing a balanced budget.

**Sponsor Fundraising Tips and Tools** - Provides guidance for groups in raising necessary resources for the newcomer.

**Tips for Securing Housing** - Provides guidance on how to secure temporary and permanent housing for the newcomers.

**Sample Home Supply Checklist** - Helps sponsor groups prepare the home for the arriving newcomers.

**Sample Pantry Checklist** - Lists items recommended to be included in the newcomer's pantry upon arrival.