



CHURCH WORLD SERVICE-LANCASTER
IMMIGRATION & REFUGEE PROGRAM
Welcome Teams

Community partners can play an incredibly important role in helping refugees adjust to the new environment of Lancaster by forming Welcome Teams. **Welcome Teams are comprised of 4 to 10 members of a group who work closely with CWS to welcome a newly arrived individual or family.**

Welcome Teams work collaboratively with CWS staff, and receive constant communication and support. CWS will provide the appropriate materials to support teams such as a CWS housing supply list or a grocery list.

There are three levels of involvement, with increasing levels of commitment, as outlined below:

1. Hospitality Group

Time suggested: one to three weeks ending once the family has been welcomed to Lancaster

Provide the necessities of setting up house and walk with an individual or family as they initially transition into the community of Lancaster.

2. Support Group(s)

Time suggested: meet at least once a week for one to three months

Work closely as a team with a particular individual or family by addressing areas of transition in order to work towards self-sufficiency. Choose one or more focus points from the list below.

- *Conversation Partners*
Focus on developing the spoken and written English skills of the individual or family.
- *Financial Coordinators*
Facilitate financial education for the individual or family.
- *Job Development Assistance*
Help the individual or family with employment preparation in order to work towards self-sufficiency.
- *Community Guides*
Use your creativity to help the refugee family to learn more about their new community.

3. Committed Community

Time suggested: three months to six months

Combines the jobs of the Hospitality Group and each of the Support Groups and can include additional time and resources such as transportation assistance, appointment scheduling and assistance with paperwork that the individual or family may need to complete.

Please note that CWS practices a declining support model. This means that support tapers off gradually throughout the Welcome Team period for an emphasis on early self-sufficiency. Welcome Team relationships end with a closing ceremony that transitions the relationship to mutual friendship rather than a continued helping relationship.

Questions: Contact, Christine Baer at 717-358-9278 or cbaer@cwsglobal.org