



Interviewing &
Welcoming New
Members in Oxford
House

Welcoming a New Member in Oxford House

- Starts with a phone call or email
 - ✓ Check your voicemails & answer your phone. Someone did it for you!
 - ✓ Call them back immediately or at least within 24 hours.
 - ✓ Check your emails for applications.

Interview Etiquette



Interview Etiquette

- Greet Potential New Member
 - ✓ Offer Something to drink give them a tour of the house. Fill Out Application.
 - ✓ Be on Time
 - ✓ Introductions
 - ✓ Watch Oxford House 60 Min Video
TOGETHER
 - ✓ Go over Application
 - ✓ Interview Questions
 - ✓ House Guidelines

Interview Etiquette



Interview Etiquette

- Let them Know
 - ✓ Explain Democratic process
 - ✓ Explain 80% Vote of members
 - ✓ Provide the applicant with a time you will call them back
 - ✓ Make sure you have a valid phone number
 - ✓ Thank them for coming

Interview : The Vote

- In new business discuss potential new member.
 - ✓ Principles before Personalities
 - ✓ Willing for recovery
 - ✓ Money
- Vote
 - ✓ Accepted/Not Accepted
 - ✓ Call the person
 - Say YES YOU GOT 80% of the Vote Or
 - NO YOU DID NOT GET 80% of the Vote
 - NO explanation needed
 - Refer to another house if not Accepted

Welcome Home



Welcoming the New Member

- Make Sure their room is CLEAN
- Makes sure someone is home to meet them.
- Have their newcomer packet ready
 - ✓ Go over their newcomer packet with them.
- Show them where they will store their food and what refrigerator they will be using

Oxford House

WELCOMING



NOT WELCOMING



Welcoming in Oxford House

- Give them a list of 12 Step Community Meeting.
 - ✓ Offer to go to a meeting with them
- Ask what they need Help with
- Show them the way
- Love them until they can love themselves