Organizing 101

Building Relationships for Power

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Today’s Goals

☀ Define “organizing”
☀ Self-interest
☀ Building strategic relationships
☀ Practice one-on-ones
NETWORK’s Organizers

🌞 Catherine’s Story
🌞 Emily’s Story
Community organizing focuses on bringing **power** to a community and empowers communities to create change.

(Center for Popular Democracy)
Power can be positive!
Pax Christi USA: “The ability to influence and produce an effect.”
Organized people + organized money = POWER
In community organizing, power is collective and shared
Building principled and ordered sustained relationships around self-interest and shared values in order to build power. (Jobs with Justice)

- Build relationships
  - One-on-ones
  - Coalitions
- Define your values and vision
- Develop & educate your leaders
- Choose your issues/legislative agenda
- Develop a strategic response
- Celebrate small victories
- Take the long view
Values

🌟 Values are rooted in faith and/or morals.
🌟 What is important to you?
🌟 What kind of world do you want to see? To leave for future generations?
“Relationships are built at the speed of trust, and social change happens at the speed of relationships.”

Rev. Jennifer Bailey
Faith Matters Network
Components of Organizing

Rooted in reflection, evaluation, and agitation!

One-on-Ones

Campaign  Meetings

NETWORK Advocates Training
Organizing Tactics

- Canvassing
- Hosting town halls
- Conference calls
- Demonstrations/sit-ins
- Organizing a group to write letters
- Engaging the media
- Organizing online
  - Facebook, Twitter
Self-Interest

Recognizing your own needs and desires amidst the needs and desires of the others alongside whom you are working.

- The primary motivator that drives us beyond our own wants or needs to work for the common good.
- Where we connect and create a whole community.
- Relational – recognizes that we are all in this together.
Self-Interest

Some questions to guide your reflection:

- Why are you here?
- What ties you to this work?
- How are you going to benefit from this work?
One-on-Ones

One-on-ones are where the real work of organizing happens!

An intentional meeting between two people with the goals of:

- Building relationships
- Uncovering self-interest
- Developing clarity
- Gathering information

Photo // Arlo Bates
One-on-One Basics

- Typically 45-60 minutes long
- Be clear in the invitation: you want to get to know the person better and listen to their point of view
- You are doing 70% of the **listening** and 30% of the **talking**
- Practice **holy curiosity** and be **courageous** with your questions
- Practice **active listening**: paraphrase, repeat, and summarize
- What is **shared** here **stays** here, but what is **learned** here **leaves** here
One-on-One Questions

🌟 Who is the person you’re talking to?
🌟 What are some issues that they care about or challenges they witness that they want to address?
🌟 What are some experiences they’ve had that have informed their awareness?
🌟 How has their upbringing or early experiences informed their perspective?
🌟 What are their hopes or dreams?
🌟 What are they angry or concerned about?
🌟 What people or groups are they involved with or connected to?
🌟 What skills do they bring with them? What skills are they interested in developing?
🌟 What else does this conversation bring up or reveal?
One-on-Ones

Debrief

🌟 What was this experience like for you?
- As the person asking the questions?
- As the person being asked?

🌟 What was one courageous question you or your partner asked during the conversation?

🌟 What self-clarity did you find in your conversation?
Questions?

Thank you!