

Organizing 101

Building Relationships for Power

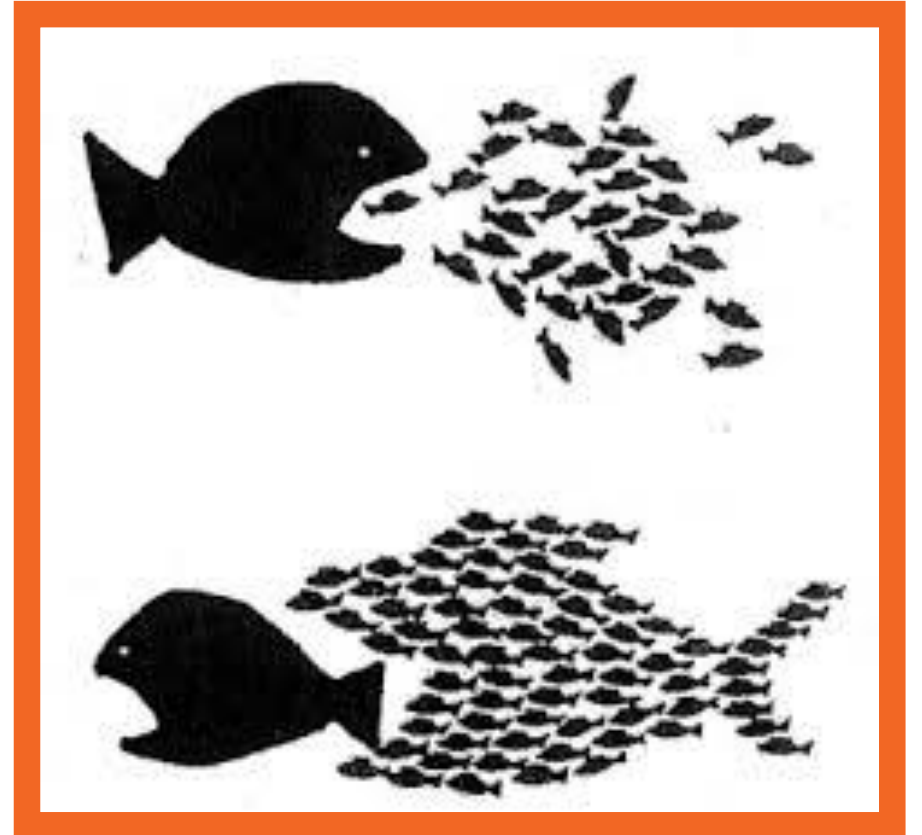
Catherine Gillette, Organizer (CA, MI, NY, OH, TX, VA)

Sr. Emily TeKolste, Organizer (IL, IN, KY, MO, NJ, PA)

NETWORK Advocates Training

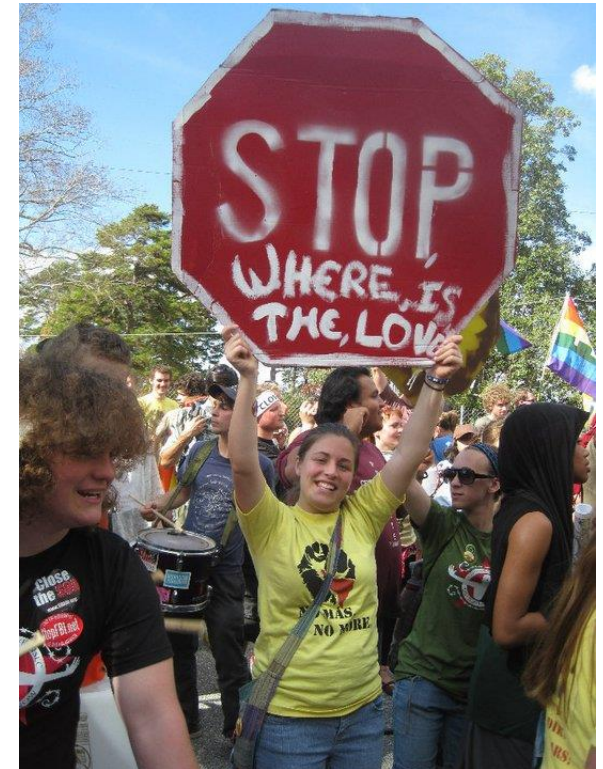
Today's Goals

- ☀ Define “organizing”
- ☀ Self-interest
- ☀ Building strategic relationships
- ☀ Practice one-on-ones



NETWORK's Organizers

- ☀ Catherine's Story
- ☀ Emily's Story



Why Organize?

Community organizing focuses on bringing **power to a community and empowers communities to create change.**

(Center for Popular Democracy)

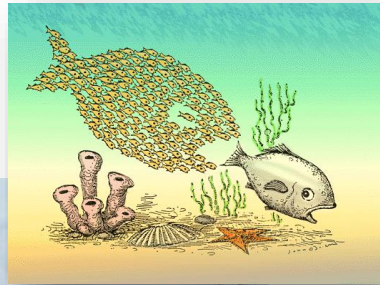
Power

- ☀ 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



Organizing

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?



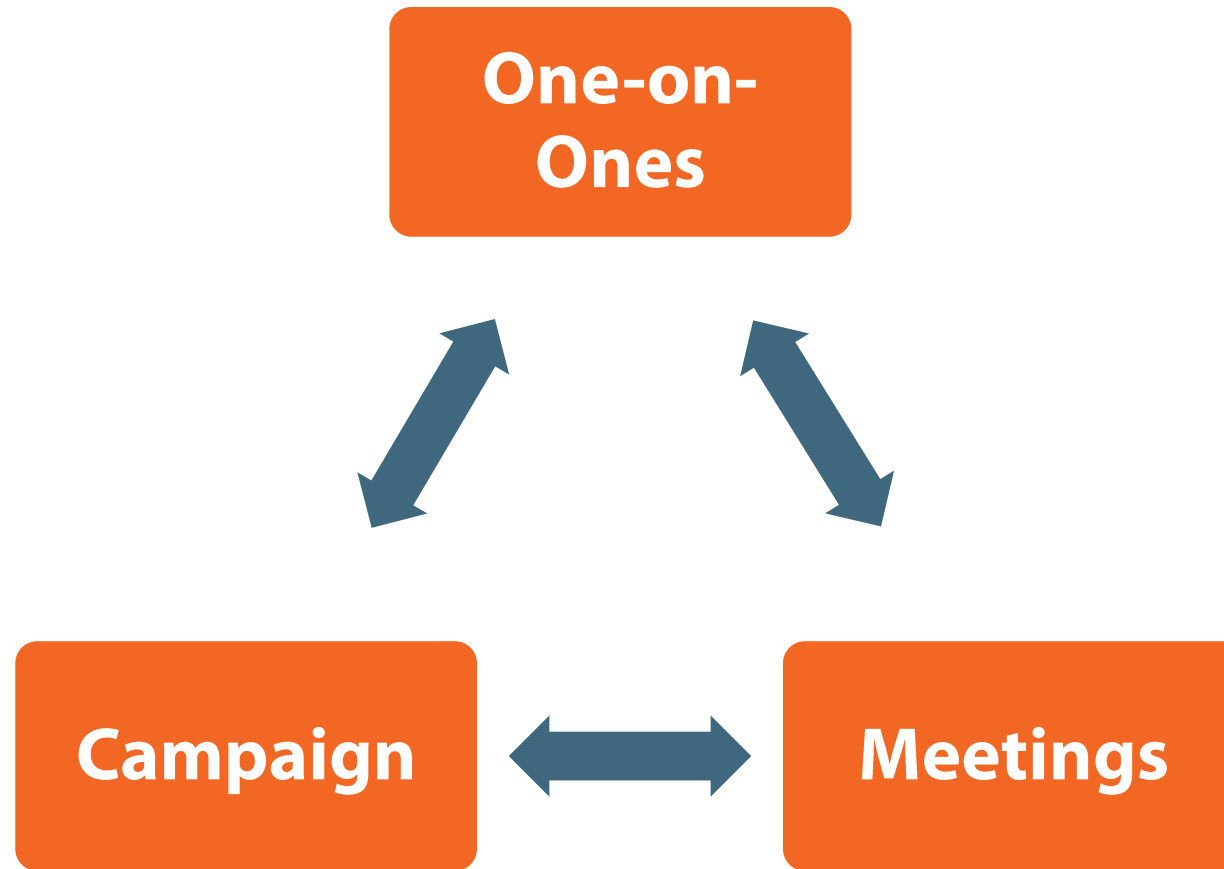
Relationships



**“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!

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!



Photo // Arlo Bates

An intentional meeting between two people with the goals of:

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

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

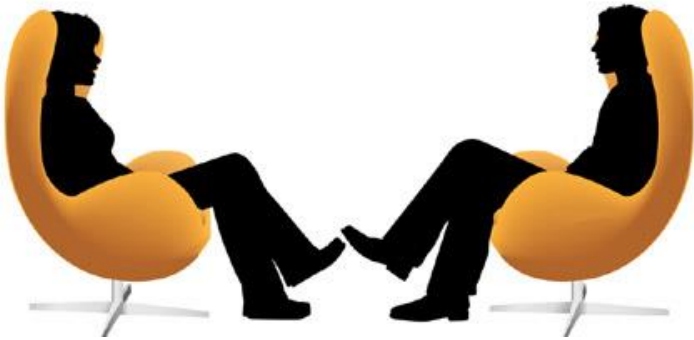
One-on-One Questions

- ☀ 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

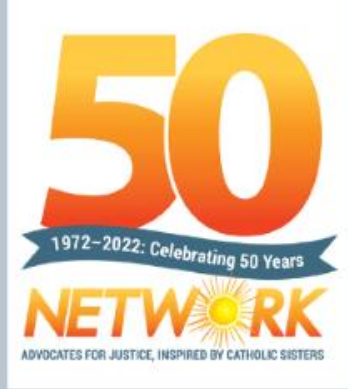


One-on-Ones



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!

