

ORGANIZING is a systematic process we use to join together to have a say over the decisions that shape our lives

The democratic **organizations** we build can **transform** our lives, faith, communities, country, and world. We organize under conditions of uncertainty, which requires **creativity** and **flexibility**. Organizing practices must be **adapted** to local conditions and culture.



| PHASES | | ORIENTATION | PRACTICES | GOALS |
|---------------|---|---|--|--|
| EXPLORATORY | ↑ Move up and down as new people join and new teams are organized ↓ | <ul style="list-style-type: none"> + Organizations begin with a few people who can envision change + The first revolution is internal, in our belief that change is possible + Ear to ground - reflect, analyze, listen, imagine what could be... | <ul style="list-style-type: none"> + 1:1's to map formal and informal leaders and learn how the community is organized + Follow up 1:1's with people who want to build something new + Small informal meetings to spark imagination and plan work together | <ul style="list-style-type: none"> + An invitation to explore organizing + Interest from important formal and informal community leaders + A sense of who needs to be involved to make an organizing effort successful |
| TEAM BUILDING | | <ul style="list-style-type: none"> + Power is in relationships + When people trust each other, they can achieve anything together + Organizers develop leaders, leaders develop issues | <ul style="list-style-type: none"> + 1:1's to build relationships and trust between team members + Rounds to share stories and motivation + Teach basic elements of organizing process + Begin making decisions together | <ul style="list-style-type: none"> + A team of people willing to lead a listening campaign & organizing process + A shared vision and motivation + A commitment to meet regularly (weekly/bi-weekly/monthly) |
| LISTENING | | <ul style="list-style-type: none"> + People know what they need + Begin with available resources + Start where people are, not where you want them to be | <ul style="list-style-type: none"> + Roleplay listening + Listen through one-to-one visits, house meetings, & discussions after services + Conclude listening process with a community assembly to vote on issues | <ul style="list-style-type: none"> + Listen to every person in community + Identify the top concern(s) and begin imagining what can be done + Find & proposition new leaders to take on roles in the organization |
| RESEARCH | | <ul style="list-style-type: none"> + Real power is hidden + Follow the money + Curiosity + Policy & system decisions shape our lives and communities | <ul style="list-style-type: none"> + Clarify what resources we can bring to table + List people who have knowledge or authority about our biggest concerns + Research actions with them to learn what can be done and how much power we need | <ul style="list-style-type: none"> + Turn a problem into an issue that can be resolved + Find allies + Learn who's making the decisions + Assess how much power we need |
| ACTION | | <ul style="list-style-type: none"> + You get as much justice as you have the power to compel + The action is in the reaction + Power respects power | <ul style="list-style-type: none"> + Use creative tactics to build support + Begin negotiating commitments + Hold a public action so everyone can hear and celebrate promises and plans | <ul style="list-style-type: none"> + Changes that improve people's lives + Public demonstration of our power + Democratic decision-making structures + Vision of policy and systems change |