



# Organizing 101

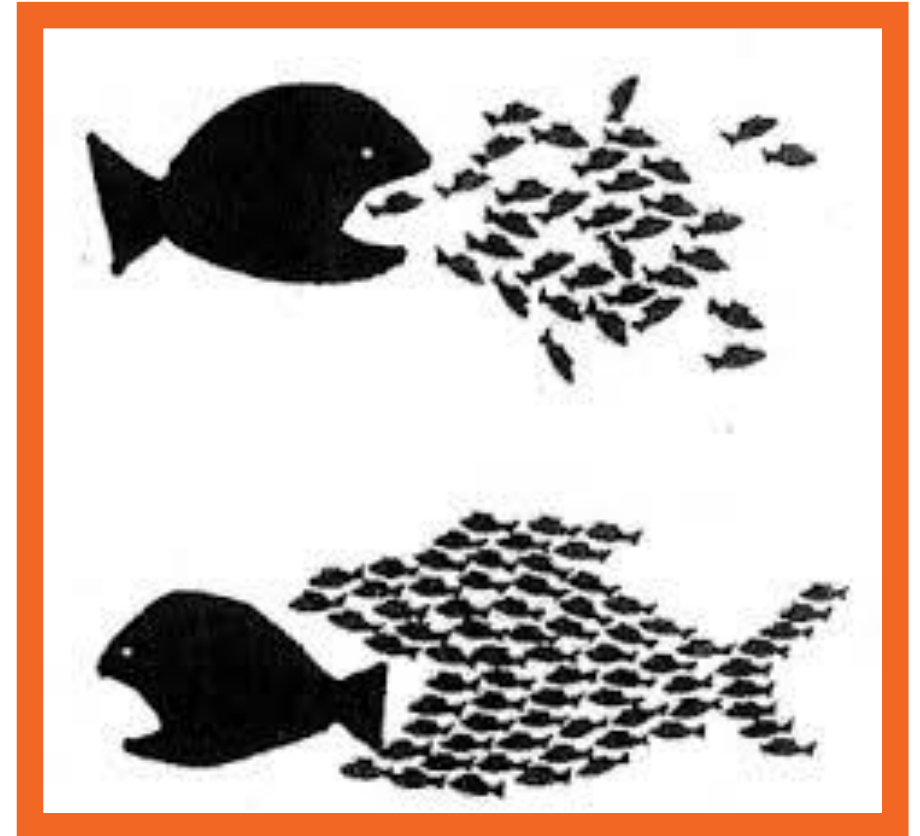
*Building Relationships for Power*

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# Today's Goals

- ☀️ What is NETWORK
- ☀️ Define “organizing”
- ☀️ Components of Organizing



# What Is NETWORK?

NETWORK **educates, organizes,** and **lobbies** for economic and social transformation



# Open to All Who Share Our Passion

- ☀️ We value women's leadership.
- ☀️ We accept and appreciate people from religious as well as secular backgrounds.
- ☀️ We welcome and affirm members of the LGBTQ+ community.
- ☀️ We engage in the ongoing work to become a multicultural, antiracist organization.



## Cornerstones to Build Our Country Anew

- ☀ Dismantle Systemic Racism
- ☀ Cultivate Inclusive Community
- ☀ Root Our Economy in Solidarity
- ☀ Transform Our Politics

Despite our divisions, we proclaim that all people in the United States, together, make up one single community. Pope Francis says, "Hope would have us recognize that there is always a way out, that we can always redirect our steps, that we can always do something to solve our problems."

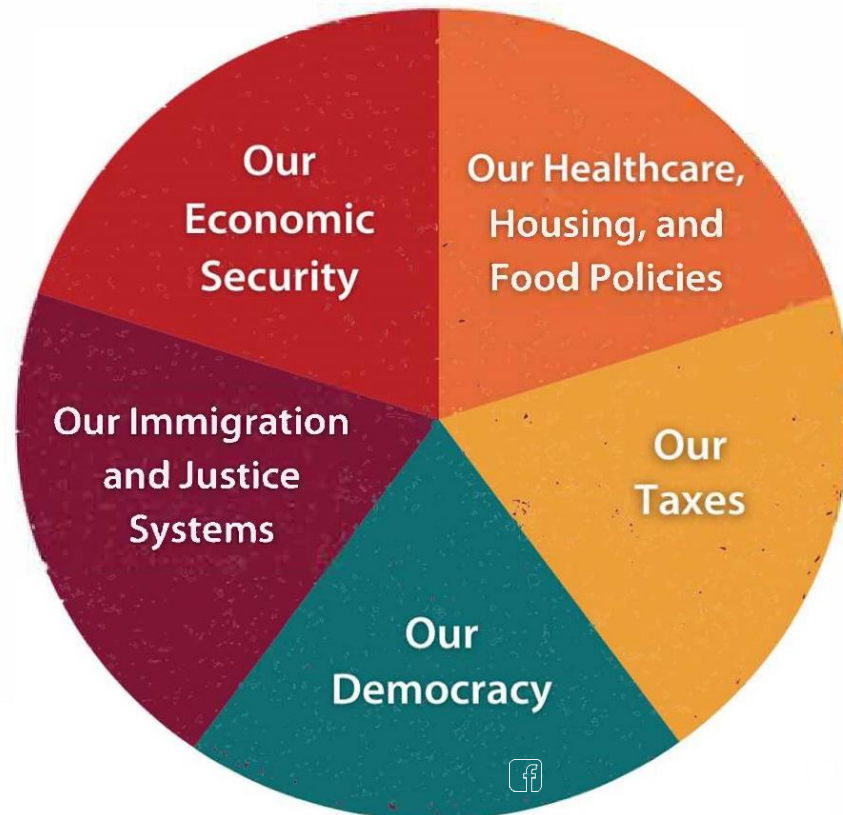
***In this hope, we can, and we must, build anew!***

# BUILD A NEW

A JUSTICE AGENDA FOR ALL OF US

## Policy Areas to Build Anew

*We build our country anew by prioritizing racial equity, caring for the Earth, and improving the well-being of all people and communities through legislative advocacy for:*



# Why Organize?

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

**(Center for Popular Democracy)**

# Power

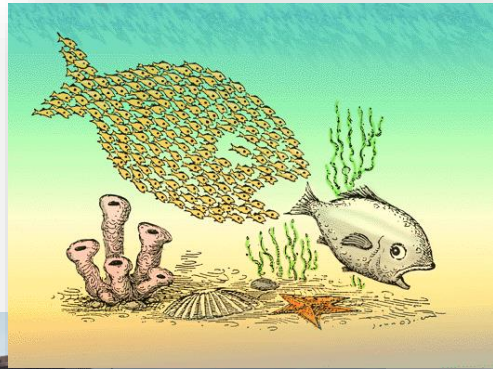
- ☀️ Power can be positive!
- ☀️ Pax Christi USA: "The ability to influence and produce an effect."
- ☀️ Organized people + organized money = POWER
- ☀️ In community organizing, power is collective and shared





# 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?



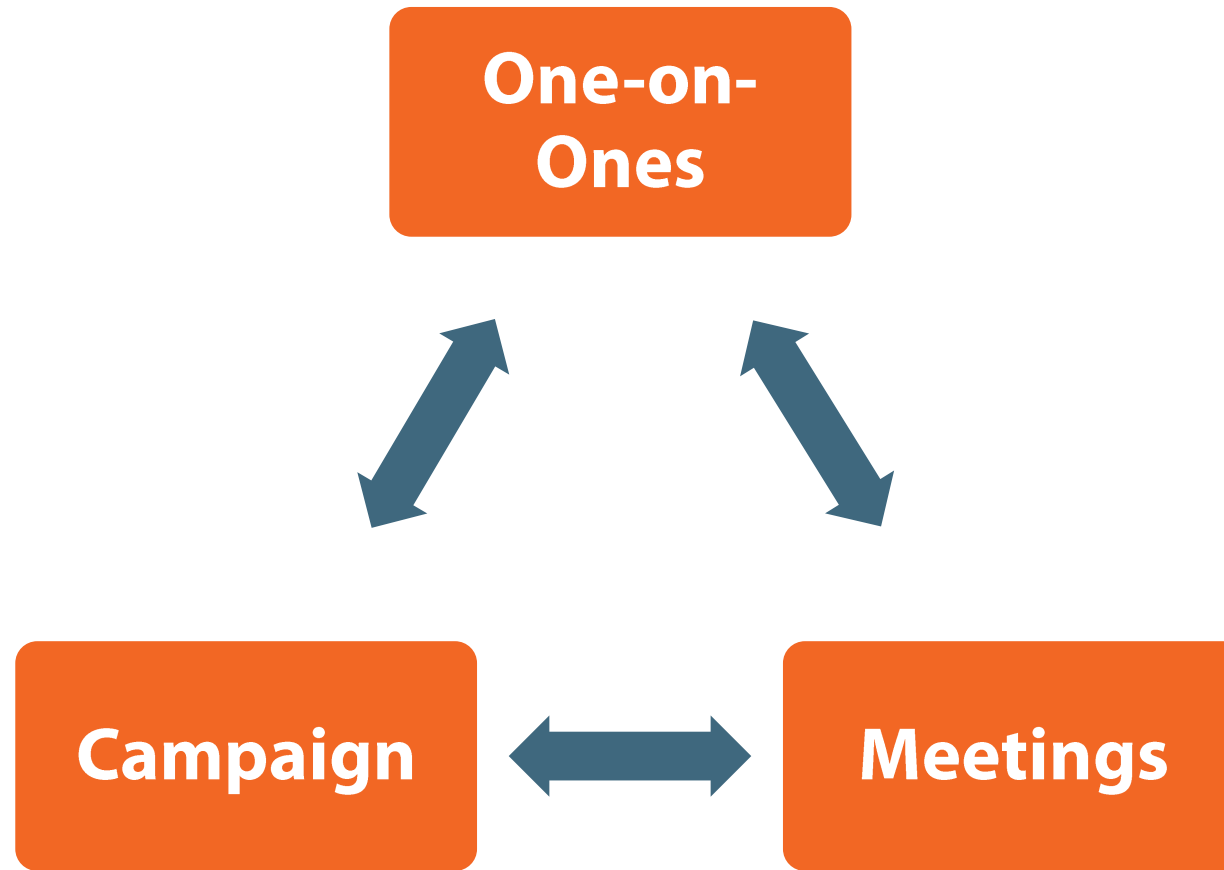
# Relationships



“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!*

# 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

# 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-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?

# Building A Campaign—Intro



- ☀️ Great to participate in advocacy—make a phone call, send an email!
- ☀️ Often a longer-term commitment is necessary
- ☀️ Be intentional about your tactics and escalation strategy
- ☀️ Build awareness, momentum, and power
- ☀️ **Act in collaboration**

# Building a Campaign

- ☀ Determine what your **issue** is.
- ☀ **Do a Power Analysis**-Research your decision-maker's background, relationships, and values. *What actions are going to influence them?*
- ☀ Build your coalition.
- ☀ Determine the **education** that your community needs to understand the issue.
- ☀ Create a **strategy** using a variety of **tactics**.
- ☀ Always take time to evaluate and **celebrate!**



# Building A Campaign—NETWORK Example

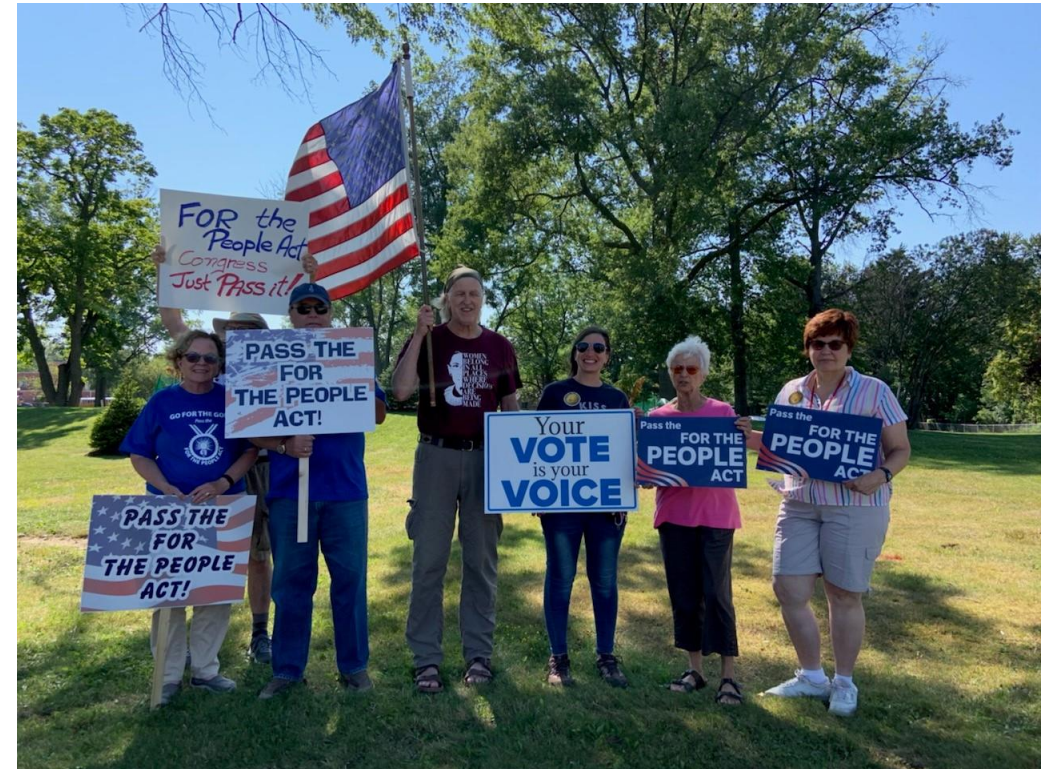
## Title 42 Campaign

- ☀ Immigration Education Mini Webinar Series
- ☀ Blogs
- ☀ Press Releases
- ☀ Advent Feature (including Email Call to Action!)
- ☀ “A Catholic President at One Year” Assessment
- ☀ Email Action Alerts
- ☀ Petition and Delivery
- ☀ Response to Extension



# Building A Campaign—Pro Tips

- ☀ Start small and build
- ☀ Use a variety of tactics
- ☀ Be creative
- ☀ Prepare for the long haul
- ☀ Evaluate your progress
- ☀ Celebrate the small victories
- ☀ *How we engage matters*
- ☀ **Act in collaboration**



# Meetings & Small Groups

- ☀ Everyone participates
- ☀ Respect
- ☀ Deep listening
- ☀ New understanding that leads to new actions
- ☀ Decisions/commitments honored



Illustration // Nendra Beluci // Vecteezy.com

# Why Meetings?

- ☀️ Good meetings build power
- ☀️ Bad meetings lose power

# How to Have a Good Meeting

## **Start with a good reason to have a meeting:**

- ☀ To plan an action.
- ☀ To do an action.
- ☀ To evaluate an action.
- ☀ (To learn and build relationship.)

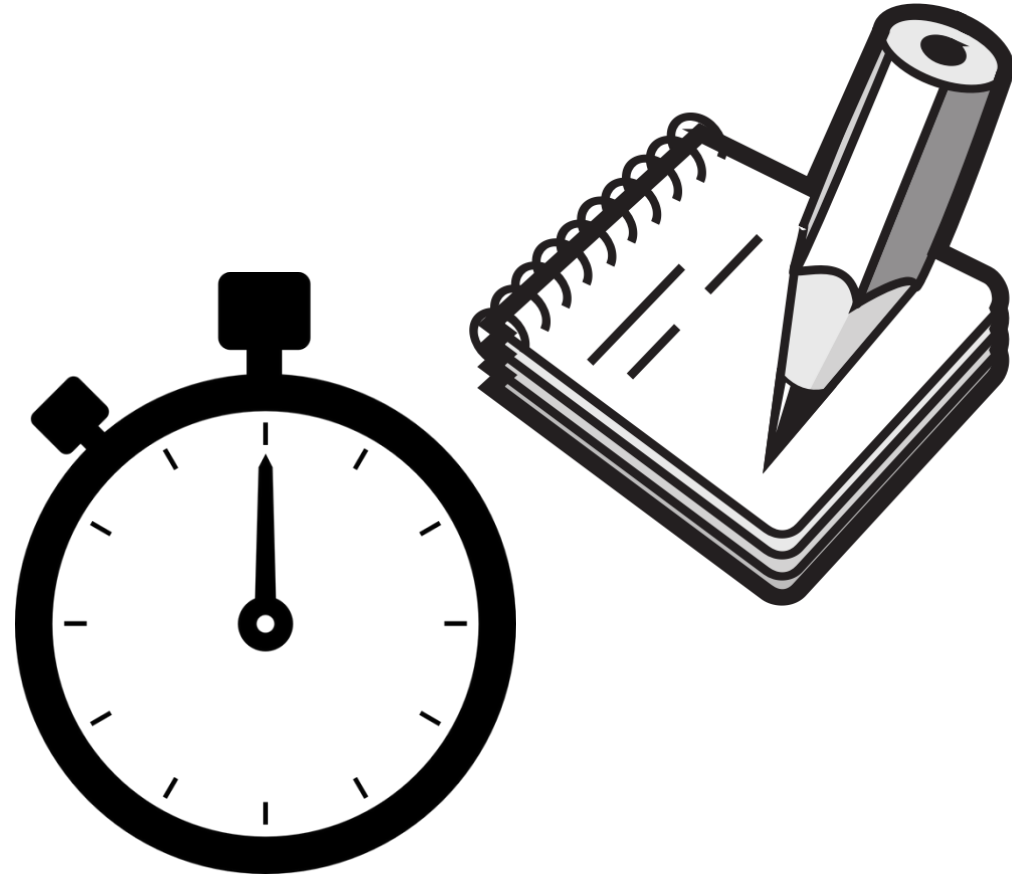


# Components of a Good Meeting

- ☀ Self-preparation
- ☀ Pre-meeting with Key Leaders
- ☀ Agenda
- ☀ Next Steps/Commitment
- ☀ Evaluation/Debrief

# Meeting Roles

- ☀️ Facilitator
- ☀️ Timekeeper
- ☀️ Note-Taker
- ☀️ Evaluator

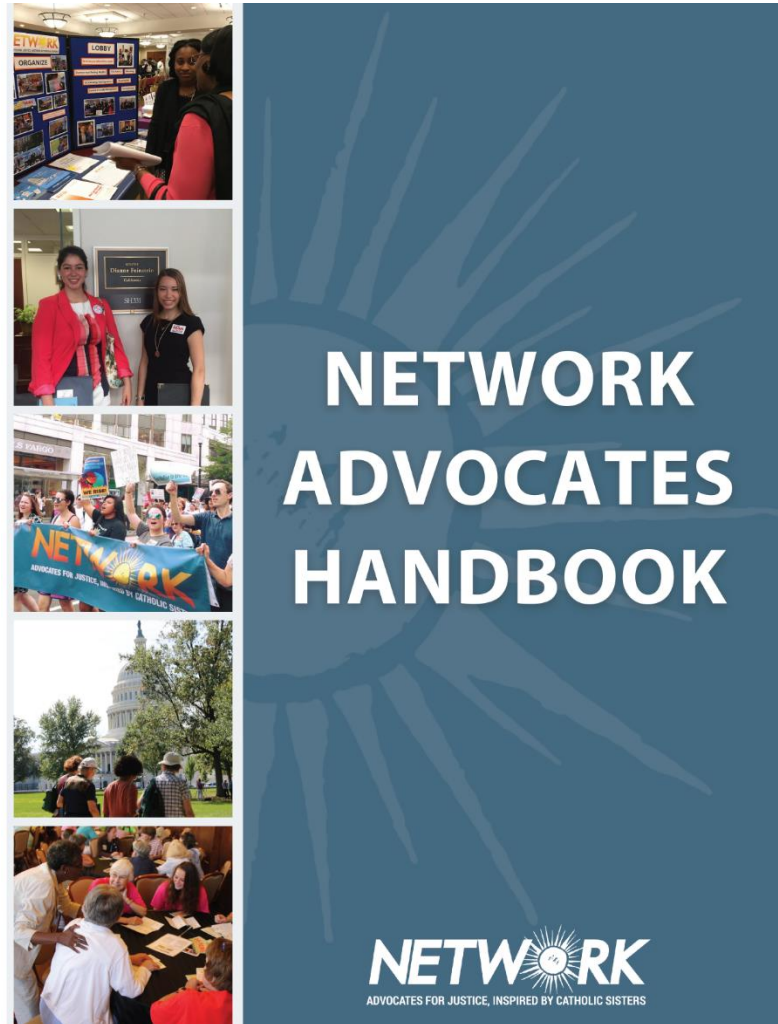


# Evaluation

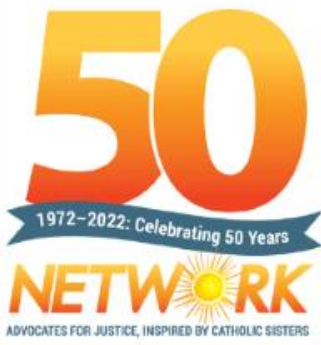
## Four Key Parts

- ☀ Feelings
- ☀ Performance
- ☀ Tension
- ☀ Political/theological education

# NETWORK Advocates Handbook



*NETWORK Advocates Training*



# Questions?

*Thank you!*

