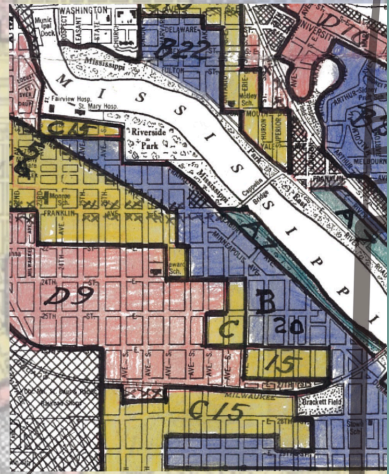
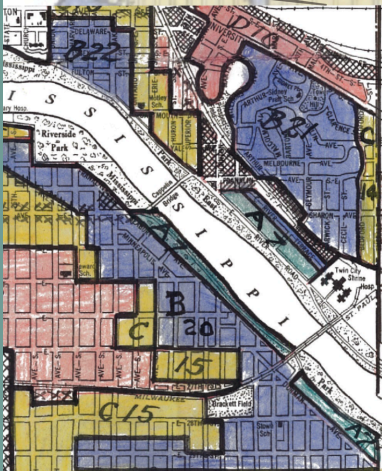




How to Build Out Your Team



Volume 1,
Issue 2

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Minnesota Statute 504B.



HOW TO USE THIS GUIDE

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- When And Why to Organize
- How To Build Your Team
- Hosting Your First Meeting

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These guides are built to be interactive and kept as
documentation of your experiences while organizing.
Write in them! Share with your community!



INTRODUCTION

When you're organizing, you can't do it alone. Movement and change happens because people decide it needs to. Very rarely does change happen by the efforts of one person alone. The strength of a movement is defined by those pushing forward together, and building out your team and its abilities is a crucial step in achieving lasting change.

If you've decided change needs to happen, it's time to talk to your neighbors and recruit some allies.



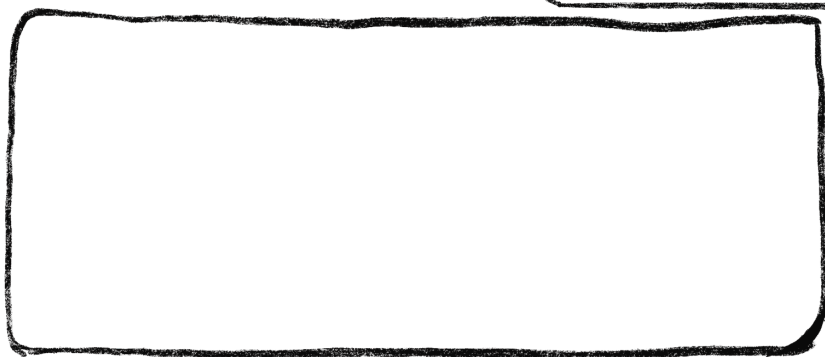
WHAT IS SELF-INTEREST?

Self-interest allows us to **think of ourselves in relationship with others**. This is different from selflessness (only thinking of others) and selfishness (only thinking of yourself). When your core values are being dismissed or dismantled in the public arena, it can drive you to build relationships and **power** with others whose self-interest intertwines with yours.

This is why we have self-interest conversations, or one-to-ones. If you want to start organizing, it is important to reflect on your own self-interest.

Why do you want to organize?

How do you see yourself stepping into leadership?



People take action based on what motivates them. A person's needs, concerns, interests and values that could motivate them to take action in the public sphere are called self-interest.

Before talking with others, it is important to understand your own motivations!

Take some time here to reflect on your own experiences and values as a renter:

- What has been **your experience as a renter**? How have your landlords treated you? Have you ever struggled to find or afford housing?
- What are your **core values around housing**? Where did they come from?
- When you think about your community, **what keeps you up at night**?
- What are your **hopes** for your community?
- **What** is important to you?
- What would you **publicly defend**?
- What **motivates** you to keep going?
- What was a moment **you felt powerful**?



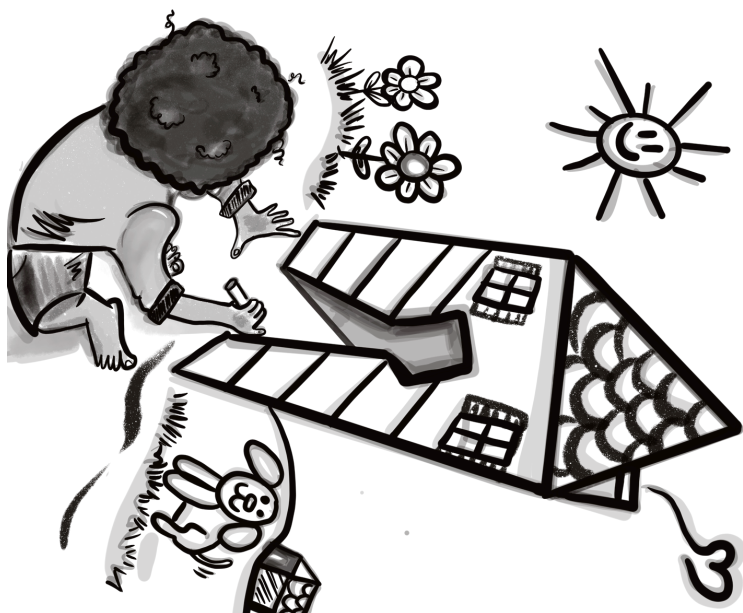


DEEPEN YOUR RELATIONSHIPS

STRONG RELATIONSHIPS WITH YOUR NEIGHBORS

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Organizing requires trust and commitment. Numbers alone won't get you there - you need strong relationships between members! You and your neighbors should know each other on a personal level and feel invested in each other's well-being. This can be as simple as asking members about things unrelated to organizing, or checking in on people outside of meetings!



INTENTIONAL CONNECTION

Sometimes relationship-building requires more intentional and structured communication. A one-to-one is an intentional conversation with someone you want to build a relationship with and potentially work with to get something done. You can start by finding an hour to meet and chat!

A good way to start is asking someone about their background and how that informs their values and motivations!

ONE-TO-ONES

One-to-ones are structured and purposeful conversations designed to build and deepen an organizing relationship. These conversations should open you up to each other's strengths, talents, and connections related to your shared self-interests. This type of relationship building is public in nature; it's not designed to build friendships. Public relationships are strategic and focused on solving problems with shared strategy and work.

THINGS TO CONSIDER WHEN PLANNING A ONE-TO-ONE:

- Plan for one hour and keep to it!
- Have curiosity and courage, listen to what they have to say and share your own story too. Your vulnerability opens the door to connection.
- Prepare things you'd like to leave the conversation knowing, stick to these topics



THINGS TO NOTE FOR YOURSELF:

One-to-ones should be casual and relaxed conversations where both people are fully invested. You should not take notes during a one-to-one, but it's a great idea to take time after the conversation to reflect and write down the things you want to remember:

- Name of person you talked to
- What did you learn about this person (identities, occupation, core experiences, etc)?
- What values did you hear from them?
- What are their primary concerns about their housing situation?
- Where do those concerns come from?
- What else struck you in this conversation?

SHARING THE LOAD

No one can organize alone! We need to spread the work because if we don't, we can become exhausted, feel alone and become resentful.

You shouldn't expect to be in leadership forever. Personal life can quickly destabilize organizing efforts if it's too dependent on one individual. It's a good thing for your tenant association to not need you.

With this in mind, build out your leadership team!



VARIED SKILLS AND STRENGTHS

When building out a team it's important to consider your own strengths and weaknesses. Leaders should represent a range of time living in a building or neighborhood, hold a variety of identities, and have different backgrounds. These differences bring greater depth to organizing.

BROADER COMMUNITY PARTICIPATION

Beyond having different kinds of people in leadership, having more leaders means there are more neighbors tied to the organizing effort! This kind of broad participation can keep a movement going when individual members face stress or burnout.

General DO'S and DONT'S

Once you've developed a leadership team, it's time to host your first meeting. Let's think about what might help meetings feel productive and engaging. The list below is not complete—as you facilitate more, add your own learnings!



DO's

- Assign facilitation roles ahead of time
- Set an agenda or to-do list and share with the group
- Set community agreements as a group
- Bring printed materials to share in all languages participants use
- Have interpreters to be inclusive of all languages represented in your building
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DON'Ts

- Allow people to talk over one another
- Let a meeting last more than 90 minutes
- Overload the agenda
- Dismiss people's contributions to the conversation
- Rush the decision-making process—if you need more time, take the time
- Ignore emotional tensions and disagreements
- Forget to make time for questions and feedback
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While backed by non-profit institutions, these zines were compiled by a group of renters working for our collective liberation.

May we bring forward a better future for us all.

