

Skills Module:

Organizational Structure & Leadership Development

Let's begin by bringing in our mentors! As you enter, we invite you to: (1) share your name and pronoun, and (2) share the name of someone who has supported your skills and/or leadership development in the Chat, in gratitude and dedication.

trainers: Matthew (he/him, SoCal) & Kayla (she/her, Boston)

Lessons and Takeaways to Get us Started:

Relationships are how we build and develop new leaders!

How? Trainings, one-on-ones, coaching, building structures, and much more!

New leadership is how we build power!

Mishnah *Avot* (Pirkei Avot) 2:16

הוא הִיה אֹמֵר: לֹא עָלֶיךָ הַמְלָאכָה לְגַמֹּר וְלֹא אֶתָּה
בֶּן חוֹרִין לְבַטֵּל מִמֶּנָּה

Rabbi Tarfon used to say:

“It is not your duty to finish the work,
but neither can you refrain from doing your part!”

Brainstorming Question:

Why do we have *structure* in our organizing movements?

Please share your ideas in the Chat!

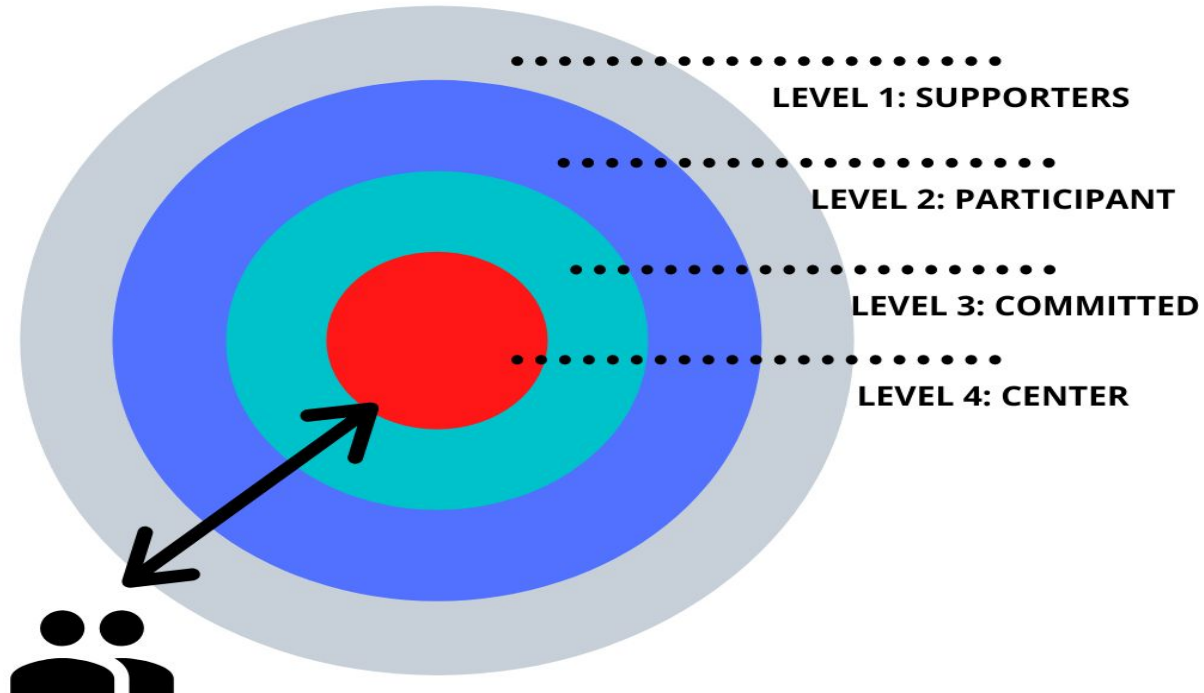
Here's the *structure* of this session!

1. Reflect on your organizing journeys and explore the Ladder of Engagement!
2. Play the Chutes and Ladders of Engagement game in your Regional Breakout groups!
3. Learn tried-and-true tools for leadership development and structure building!

Journaling Questions:

1. How did you first show up or get brought into Never Again Action?
2. How did you first take on leadership or a larger role in the movement?
3. How do you continue growing in your leadership?
4. Did anyone else in the movement invest in your skills and leadership? How?

**Potential Base: progressive
Jews and allies**



Supporters

- *joined NAA's email list
- *amplify actions on social media
- *attend an action
- *donate money
- *sign petitions

Next-Steps:

- *invite them to upcoming actions and events
- *send regular communications like newsletters and emails

Participants

- *attend actions (with frequency or regularity)
- *may have held 1:1 relational meeting with a leader
- *like Supporters, amplify actions and donate money
- *BUT they have not yet taken on a specific volunteer/leadership role

Next-Steps:

- *hold a 1:1 meeting to discuss future opportunities
- *ask them to hold an important role at an action
- *ask them to recruit more people to our work

Committed / Core Team

- *responsible for distinct pieces of organizing work
- *along with Center, form the decision-making group (for example, on whether to co-sponsor an action or sign a letter)
- *represent the chapter in relationships with coalition partners
- *hold leadership roles in teams such as Comms, art, press relations, recruitment/absorption, etc.

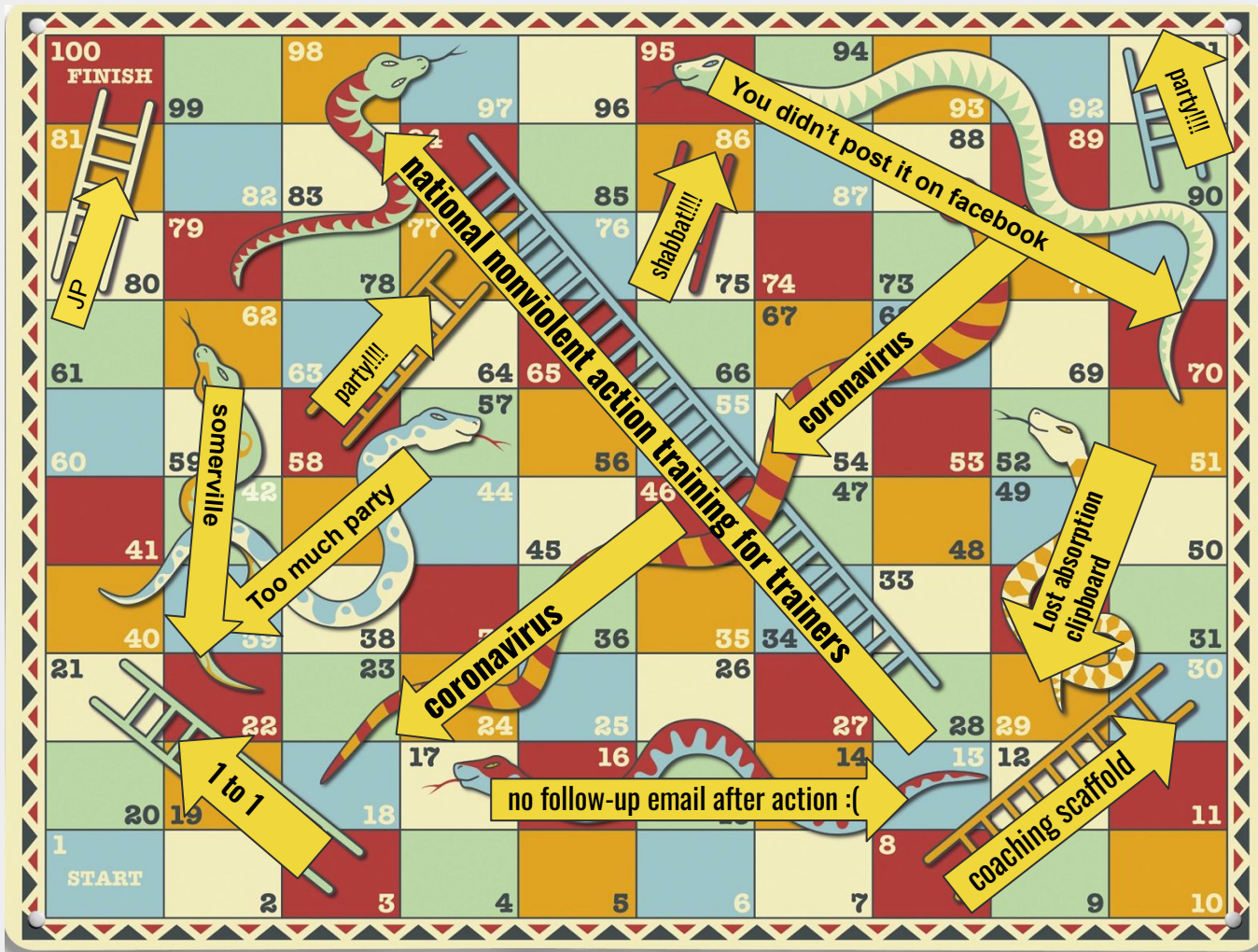
Most likely, all of you are “Committed” or “Center”!

Center

- *responsible for moving the chapter's work forward
- *coordinate the various structures and teams to achieve the group's long-term goals
- *think about big-picture strategy
- *represent the chapter in coalitions and public settings

Healthy organizations rotate people in and out of the Center! The Core Team should be sharing in both the work *and* the decision-making, while recruiting Supporters and Participants.

Chutes and Ladders of engagement



Instructions:

- 1. Go to the Mural!**
- 2. Locate your game board.**
- 3. Go to your region's Google Meet to talk it up (8 min) as you fill it out**
- 4. Pick someone to keep time!**

Welcome back!

As we come back to Zoom, take a look at the other game boards & what they came up with!

What prevents people from getting more involved?



Barriers to Entry



Apprenticeship Model

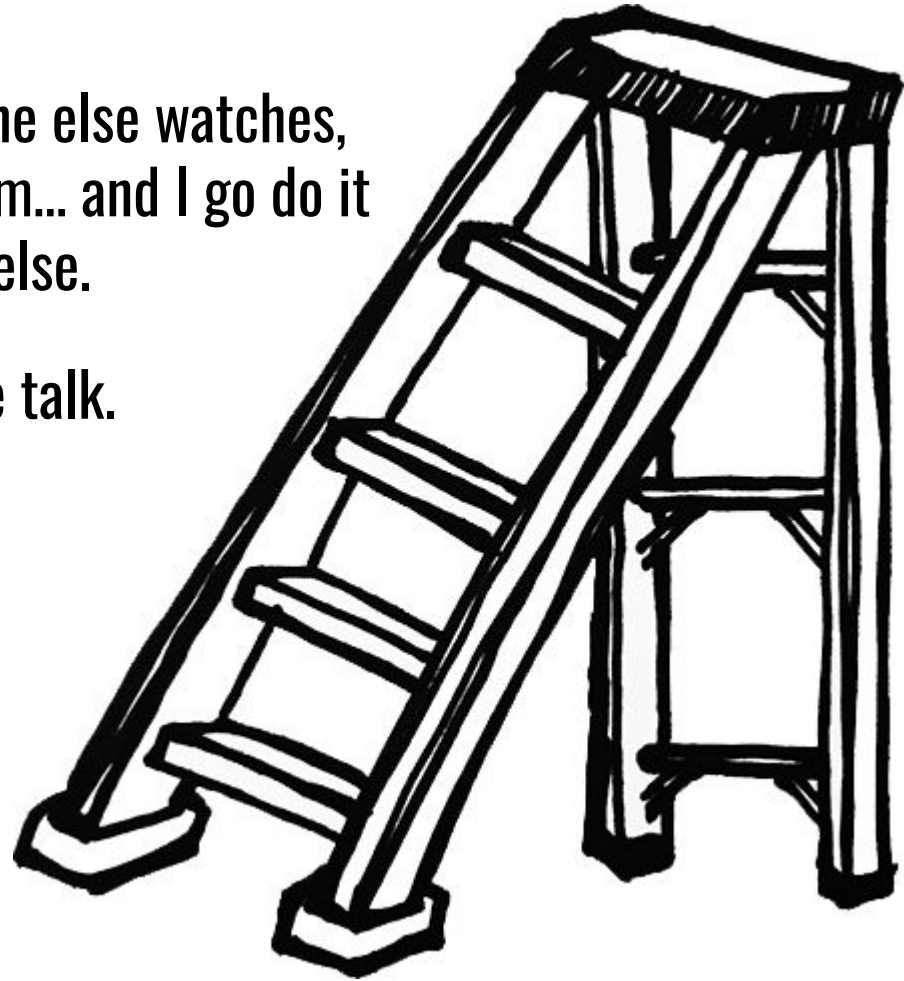
You do, someone else watches,
you talk to them... and I go do it
with someone else.

You do, I watch, we talk.

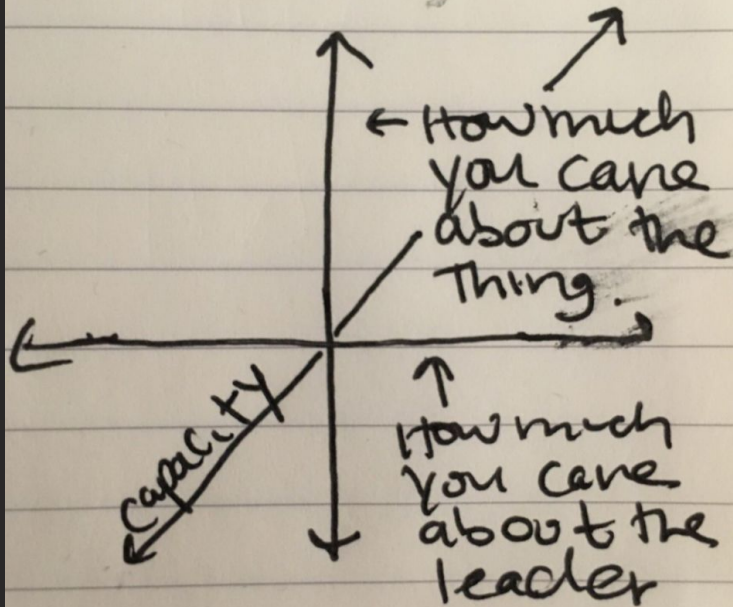
You do, I help, we talk.

I do, you help, we talk.

I do, you watch, we talk.



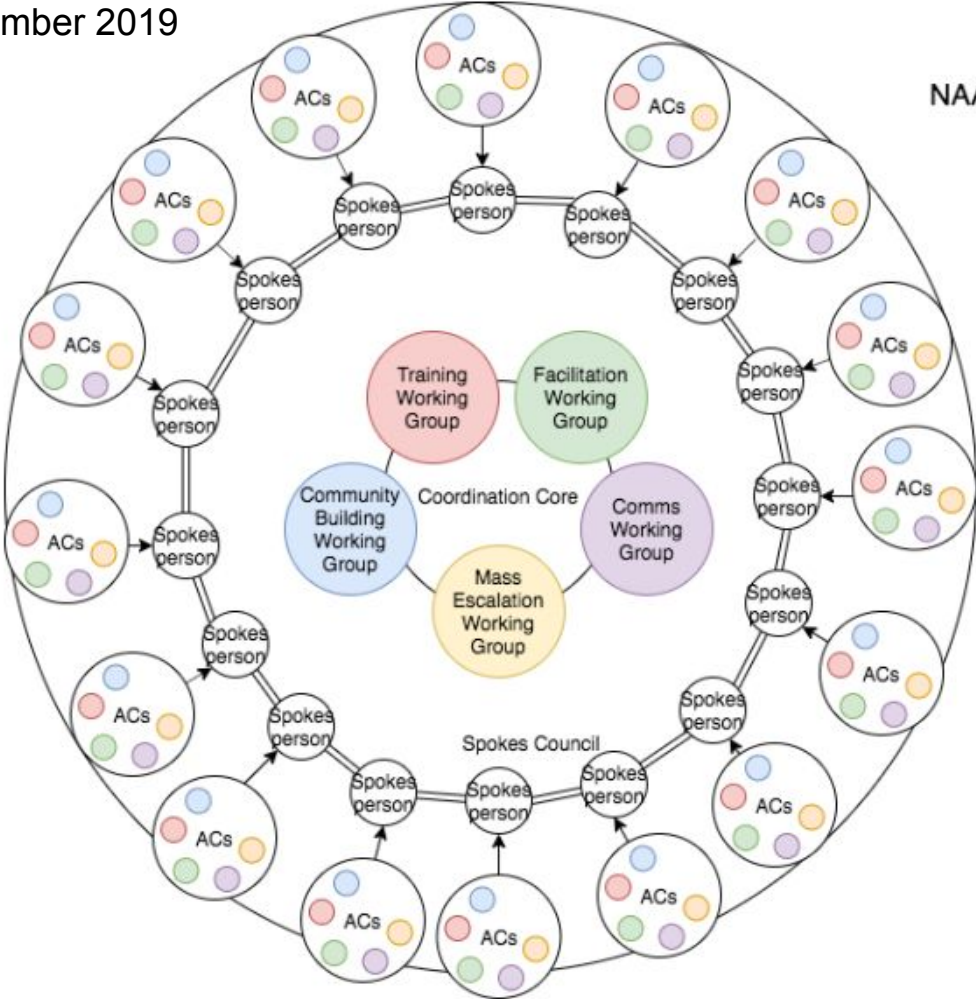
“Bring people in closer.” - Aliza Schwartz

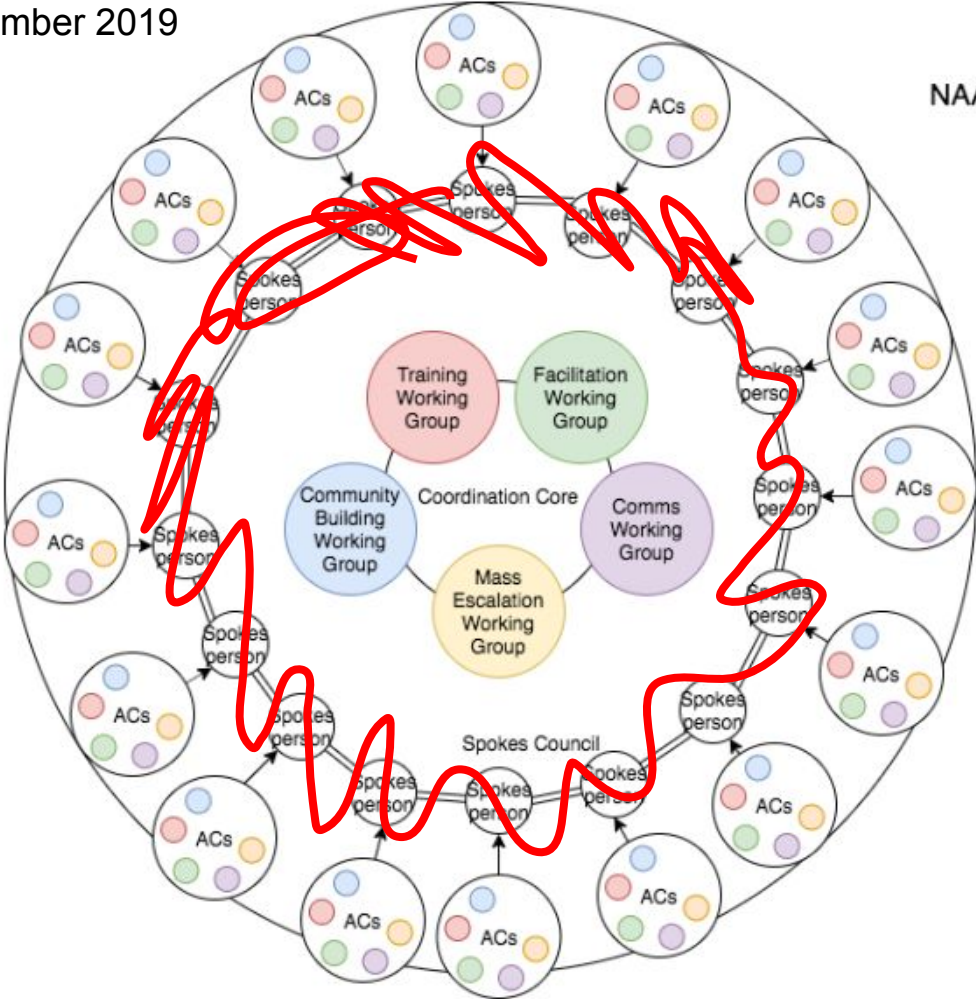


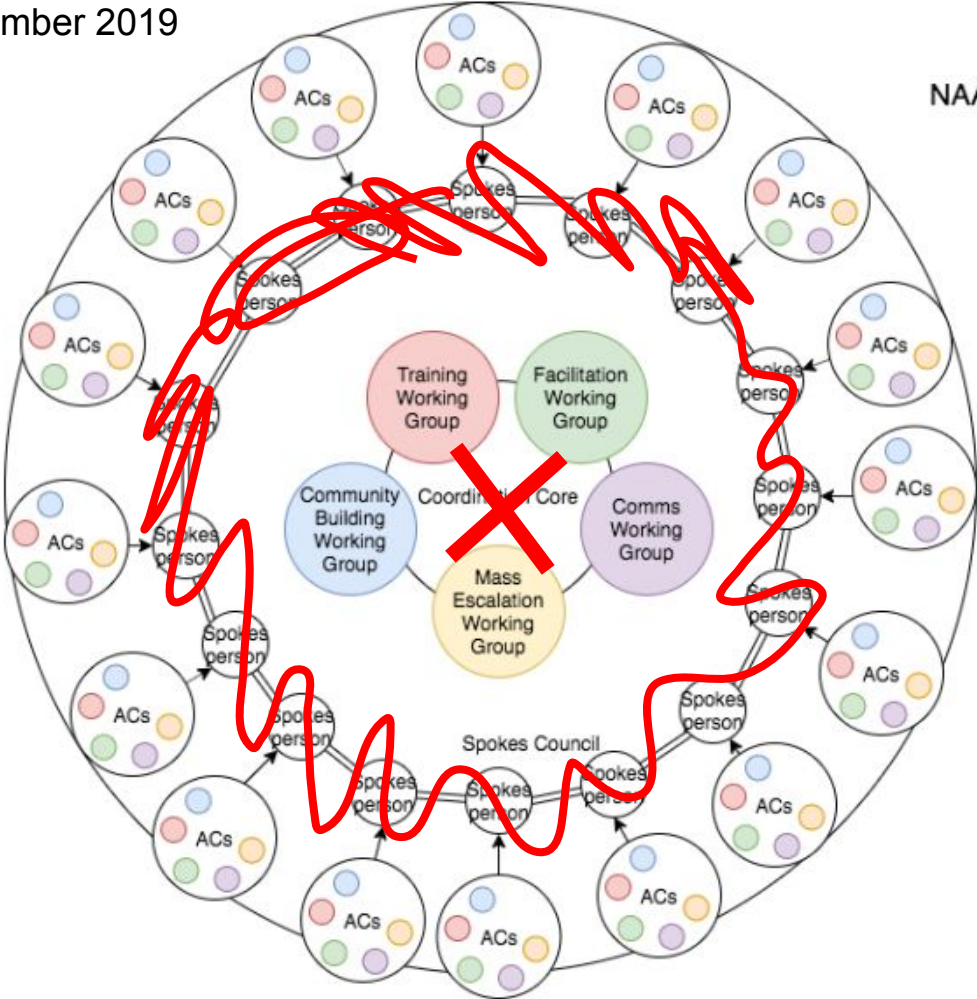
**Coaching
considerations.**

Let's talk about... structure.









Boston Model:

Strategy Circle & Fluid WGs

