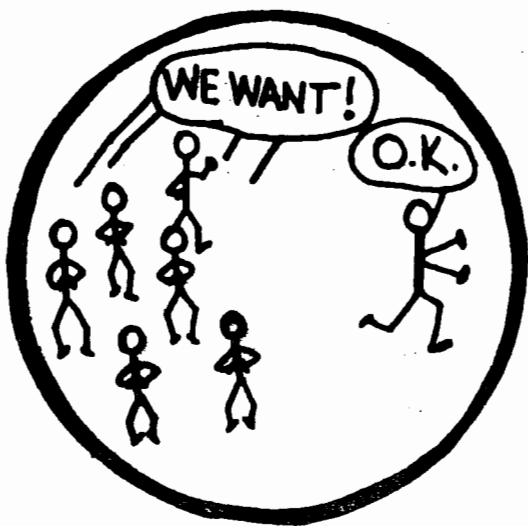
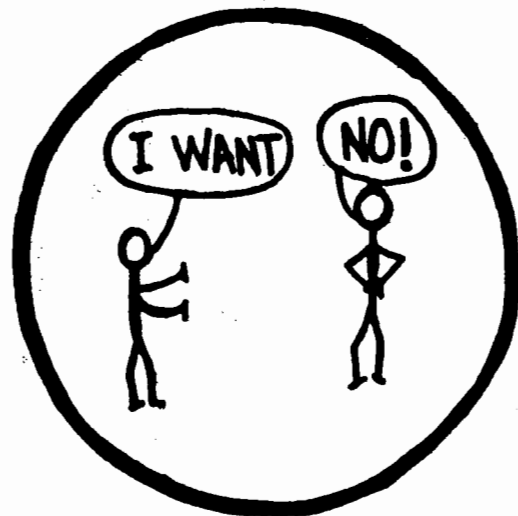


Getting

and Keeping

People

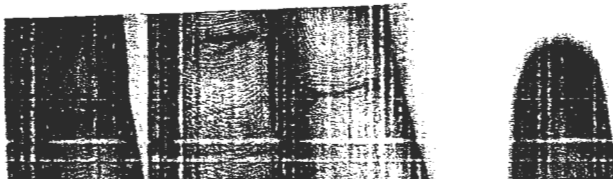
Together



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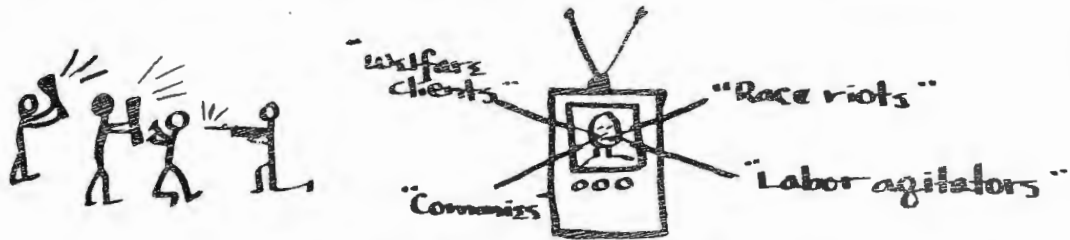
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In our society most of the power is in the hands of a small number of people. These people own the large corporations...they own the newspapers and the TV stations...they own the big politicians...they own the police. Each election year they decide which two men they will let the large number of common people vote for. Many people call these owners the "power structure" or the "owning class."

The great numbers of common people are in the non-owning class. The owning class spends billions of dollars trying to break up our consciousness that we are all in the same non-owning class. The power structure does not want us to realize that we are brothers.



That's why the newspapers call rebellions "race riots." That's why the Government sponsors economic studies and books to prove that there is a "middle class" in America which has a lot of "power." That's why the poor are told the "commies" are bad guys--because part of the communist theory is that the only way you can prevent poverty is to develop a society without classes.

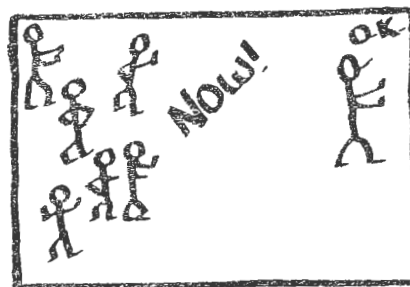
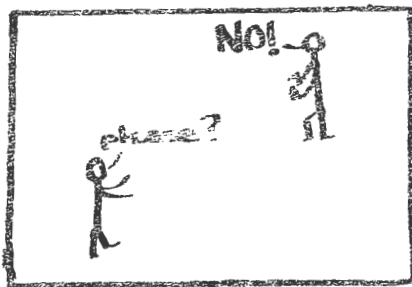
It is the job of the good organizer to help people develop their consciousness of their brotherhood--their political consciousness. We must help people see that the jobless black man in Detroit is fighting the same enemy as the out-of-work miner in Eastern Kentucky.



ALL FOR ONE - ONE FOR ALL

Organizing means getting people together. The more people who ask for the same thing, the better chance they have of getting it.

If there are enough people together, they don't need to ask--they can take!



But, good organizing is more than just getting people together. Good organizing means getting people together around political issues which raise the political consciousness of everyone.

WHAT IS POLITICAL CONSCIOUSNESS?

When two people realize they have the same problem, and they join forces to solve the problem, they have developed their political consciousness. They have become aware of their "brotherhood."

When a group of people in a rundown apartment becomes conscious of its power over the landlord through a rent strike, they have developed political (from the Greek word "polis" which means "the people") consciousness.

Or when a group of workers discovers that by unionizing they can increase their power over the bosses, they have become conscious of their own brotherhood. Unions are sometimes called "International Brotherhoods."

HOW TO GET PEOPLE TOGETHER?

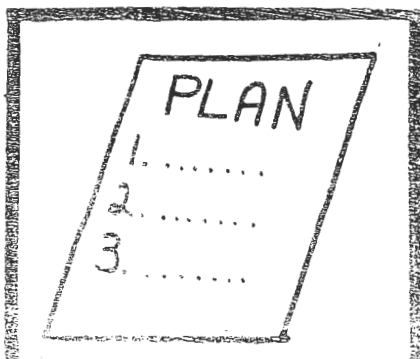
First, the organizer must have faith in the people he is organizing. If you don't feel that the people have the strength and ability to understand and carry out a political program, then you can not organize them. If you see the people as "the poor," or as "welfare mothers," or as "dumb hillbillies" or as "middle class" then you won't be able to organize them.

But if you respect people as people, with hopes and fears and strengths and weaknesses, and you communicate this respect to them, then you may be a good organizer.



Second, you must have a plan. Some organizers start by going around and talking with the people they plan to organize. They try to discover a common problem the people feel, and then call a meeting to figure out what to do about the problem.

Most successful organizers, however, analyze their community, factory, school or profession carefully before they start. They know the basic political problem of the group. And they develop a plan to solve that problem. Then they take the plan to the people they plan to work with, change it to meet individual needs, and go to work.



THE PLAN

A successful plan leads quickly to a consciousness of brotherhood. Some people think that a "quick victory" is important to cement a group. But if the victory is won in a battle which turns brother against brother, it is a false victory.

FALSE VICTORY EXAMPLE

A group of 20 young men need jobs. In search of a quick victory, the organizer steers them to the recruiting Sergeant and the local factory. They all get jobs, all right, except the least qualified. But what happens to their political consciousness?

Those in the Army are put to work killing the common people (their brothers) around the world to protect the investments of the owning class in America! Those that work in the factory thank the owners for giving them jobs! The men who did not qualify end up blaming themselves, instead of a system which can not provide them with non-killing jobs.

A plan which would help the people learn through experience who their common enemy is, even if they lose the first battle, would be much better in the long run.

DEVELOPING BROTHERHOOD

The same group of men decide to resist the draft. Some of them take jobs in the factory and give half their pay to the rest, who train themselves as organizers. What happens to their political consciousness?

They would lose many battles. Some would lose interest, some would be thrown in jail, some would be beaten by the power structure's police. But they would develop a consciousness of their brotherhood which would keep them going through many battles, until they win the "war."

KEEPING PEOPLE TOGETHER

After the plan is developed, and you talk to some key people about it, changing it to fit their needs, you are ready to set up some sort of organization.

There are two general kinds of effective organizations.

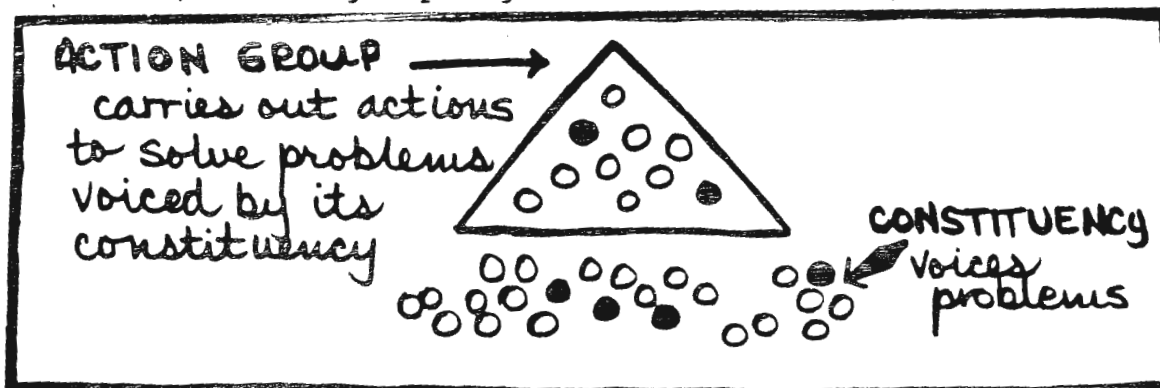
1. Membership Organization
2. Small, Action Group Organization

There are several kinds of ineffective organizations, which we are not concerned with here.

A membership organization looks like this:



A small, action group organization looks like this:



Both forms of organizations must continue to spread the power and the program among as many people as possible to remain effective.

THE FIRST MEETING

Most organizers call their first membership meeting about two months too soon!

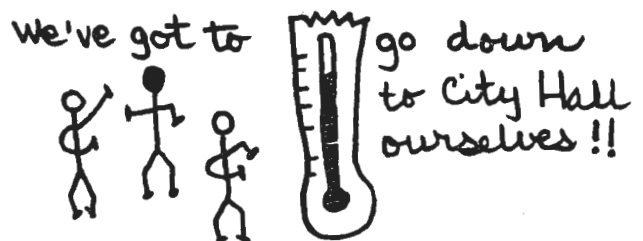
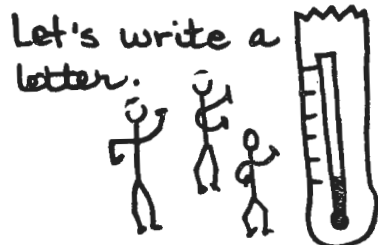
The planning that goes into the first meeting is the most important part of organizing. Before a meeting is called there should be a fair amount of agreement about:

1. Short-range goals and the plan of the organization.
2. Long-range aims of the organization.

And most of the people must have some trust for the organizer.

All of this takes time -- but it is the most important time you will spend.

When you are talking with people in their homes or at small planning sessions, you will find that they will be at different levels in their "political consciousness." Some will realize the need for sticking together, and that it is important to build a large organization. Others will think that by writing a letter or calling up an official they know, they can solve the problem without going to all the agony of developing an organization.



As you begin to get some agreement on the plan and objectives of the organization, you can call a planning session for the first membership meeting. At the planning session you should make several decisions and assignments.

DECISIONS AND ASSIGNMENTS

Decisions and assignments. Decisions and assignments.

Remember these two ideas. Why get a bunch of people together unless they are going to decide what actions they want to take, and who is going to take them?

At the planning session for the first meeting, for example, the group may make these 4 decisions:

DECISIONS	ASSIGNMENTS
1. Make up agenda	WHO?
2. Put out a flyer	WHO?
3. Telephone everyone about meeting	WHO?
4. Get old union hall	WHO?

But the decisions are worthless if people were not assigned to carry them out. Most meetings and organizations fall apart because no one was assigned to carry out an important decision.

WHEN: 1) you have a plan, 2) agreement on the plan, 3) some trust built up in you, 4) several people working on the organization already....THEN..... call your first membership meeting.

The meeting should give everyone an opportunity to feel the strength of the new organization, to discuss its program and goals, and to decide who will be the best people to carry-out this program.

AGENDA

All meetings should have an agenda--a list of all the things to do at the meeting. A proposed agenda should be worked out by the people who call the meeting beforehand. At the start of the meeting, someone should go over the proposed agenda with the group, and ask for additions or changes in it.

A typical first-meeting agenda would look like this:

1. *Short agenda talk about why we think we need to organize.*
2. *Some of the immediate problems we want to work on.*
3. *Elections: President, Vice President, Secretary, and Treasurer.*
4. *President takes over meeting.*
5. *President sets up working committees.*
 - a. *Executive Committee*
Stay after full meeting to set time and date of first meeting.
 - b. *Press Committee*
People who will keep public informed about activities. Put out newsletter.
 - c. *Political Education Committee*
People who will research power structure and recommend how to obtain the political power needed to solve immediate and long-range problems of group.

If the meeting and agenda are well prepared, they will produce DECISIONS and ASSIGNMENTS.

BY-LAWS

By-laws can help hold a group together. They are ground rules which everyone in the organization agrees to follow. There are many ways to set up an organization.

Some hints about writing by-laws:

1. They should be short - one or two pages so everyone can have a copy.
2. They should be simple - so everyone can understand them.
3. They should not try to cover every possible problem that might come up.
4. But they should spell out clearly who the group can hold responsible when problems arise.
5. They should give enough authority to the President or the Executive Committee so that they can act.

The Sample By-Laws at the end of this pamphlet put most of the power in the hands of the President--but they also make the President responsible to the membership for everything that is done in the name of the organization.

AFTER THE FIRST MEETING

The biggest problem of the organizer is keeping people interested after the first meeting. The only way people will remain loyal to a group is if it is doing something.

The main reasons a group does not do anything is because of fear and ignorance. Taking care of these problems is the organizer's main job. This pamphlet does not deal with them.

But sometimes a group falls apart, even when it is doing something. This is usually because no one has paid any attention to three important areas: information, identification and records.

1. Information -- The membership must be kept informed. The group may be doing all kinds of things, but if most of the people don't know about it, they will give up on it.

The simplest way to keep people up-to-date is to put out your own newsletter. It should come out weekly, if possible. It should include: a) What is being done. b) Who is doing it.

People need to have feedback about their activities. Psychologists say this is the best motivation. The power structure's press works hard to give us no feedback. When it does report on our activities, it gives a negative and distorted picture of them. We must give our own feedback--and supply our own motivation.

2. Identification -- If the group has a slogan, a symbol, membership cards and pins, and a song it can identify with, it will help it stay together. Can you think of examples of such identification marks? What are some of the problems that go along with them?

3. Records -- Accurate records must be kept, to keep trust in the leadership and to help people understand the growth of the organization.

The secretary's records should include, at least:

- a. Date, decisions and assignments of all meetings and planning sessions.
 - b. Newspaper clippings
 - c. All newsletters
-

The Treasurer must also keep straight books. This is easy if they are set up right in the beginning. The power structure will try to bust up the group over money first. One of the simplest ways to set up financial records is like this:

<u>Income</u>			<u>Outgo</u>		
<u>date</u>	<u>who-why</u>	<u>amount</u>	<u>date</u>	<u>who-why</u>	<u>amount</u>
8/15/7	All Forman-dues	1.00	8/16/7	Bell Tele. Co.	21.67
8/17/7	Jos. Fass-donation	20.00	8/17/7	Landlord Co.	30.00
8/17/7	Robt. Britt-dues	1.00		TOTAL OUT:	51.67
8/18/7	Bridget Pent-cake sale	9.50			
	TOTAL IN:	\$ 31.50			
	CASH ON HAND:	155.23			
	TOTAL:	186.73			

HOW TO GET AND KEEP PEOPLE APART

There are several things you can do if you want to destroy an organization:

1. Don't do anything.
2. Hold too many meetings.
3. Never make any decisions at meetings.
4. Never make any assignments at meetings.
5. Fight over who gets credit for what.
6. Don't ever tell anybody what is being done.
7. Don't give recognition for the work of different people.
8. Always talk about your money problems.
9. Never talk about the program of the group.

SAMPLE BY-LAWS

ARTICLE 1 --- NAME

The name of this organization shall be The Independent Political Organization, hereinafter called IPO.

ARTICLE 2 --- PURPOSES

The purposes of the IPO are to:

1. Develop an understanding of the political process in this County among its members.
2. Take power in this County through traditional political approaches.
3. Hold political power in order to make much-needed improvements in the quality of life of the citizens of this County.

ARTICLE 3 --- MEMBERSHIP

Membership in the IPO is open to all citizens of this County. To become a member, a citizen of this County must agree with the purposes of the IPO, pay \$1 a year dues to the IPO Treasurer, and continue to follow the by-laws and purposes of the IPO.

ARTICLE 4 --- OFFICERS

Officers of the IPO will be elected at the annual membership meeting on the first Friday of June. All members will be entitled to one vote for each officer at this meeting. Officers of the IPO and their duties are:

1. President -- Responsible to the membership for carrying out purposes of the IPO. He will run all called membership meetings. He is responsible for keeping membership informed about the activities of all committees, officers and other people doing things in the name of the IPO. He can be removed by a two-thirds vote of the full membership.

2. Vice-President -- Responsible to the President to carry out those duties assigned to him by the President. If the President gets sick, or for any reason is unable to carry out his duties, the Vice-President will take over the President's duties and responsibilities.

3. Secretary -- Responsible to the President for keeping accurate records of all the group's activities. These records will be kept in a looseleaf notebook, which will be available to the membership at all times. Also responsible for keeping up with all letters written to the group, and keeping a file of all replies.

4. Treasurer -- Responsible to the President for all financial activities of the group. Accurate financial records will be kept in a looseleaf notebook. Records of all money coming in and all money going out, will be added up each month, and distributed to the membership through the IPO newsletter.

ARTICLE 5 --- MEETINGS

The Annual Membership Meeting will be held the first Friday of June. Members will be notified of this meeting at least 7 days in advance. Other membership meetings will be set when the President thinks they are needed. He will give 7 days notice of them to the membership.

A membership meeting can be called by the members, if 10% of the membership wants a meeting. A letter from 10% of the membership to the President and Secretary, stating the reason for wanting a meeting is enough to force the President to call such a meeting. If the President refuses to call the meeting within 14 days, he is automatically removed from office, and the Vice-President takes over until a full membership meeting is held within a month.

Other committee meetings will be called when the Committee Chairmen want to call them.

ARTICLE 6 --- COMMITTEES

There will be three Committees going at all times. The President may appoint other committees when he thinks they are needed, or when a majority of the membership votes for them.

The three standing committees and their responsibilities are:

1. The Executive Committee -- Responsible for carrying out the purposes of the IPO. It shall consist of the four elected Officers and the Chairmen of the other Committees, and anyone else the President may appoint. It must be set up each time there is a new President.

2. The Public Relations Committee -- Responsible for telling the public what the IPO is doing. Responsible for getting out weekly newsletter to membership, and for informing appropriate newspapers, TV and radio stations about the IPO.

3. Political Education Committee -- Responsible for researching the problems and the political solutions to them. Responsible for informing the Executive Committee of their findings and putting them in a readable form so the membership can understand them.

ARTICLE 7 --- FINANCES

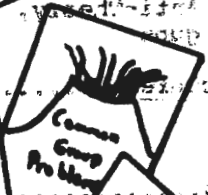
Membership dues will be \$1 a year. Other money will be raised by members through bake sales, raffles and other means. The President shall appoint committees when it is necessary to raise money. The Treasurer will be responsible to the President for all money coming in, and all money going out. Monthly accounting of income and outgo will be made in the IPO newsletter.

movement organizers

ORGANIZATION

ORGANIZATION

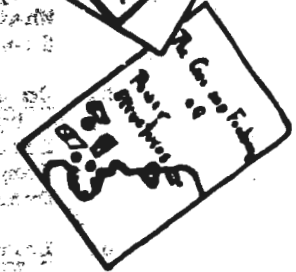
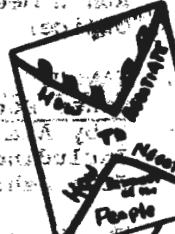
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