

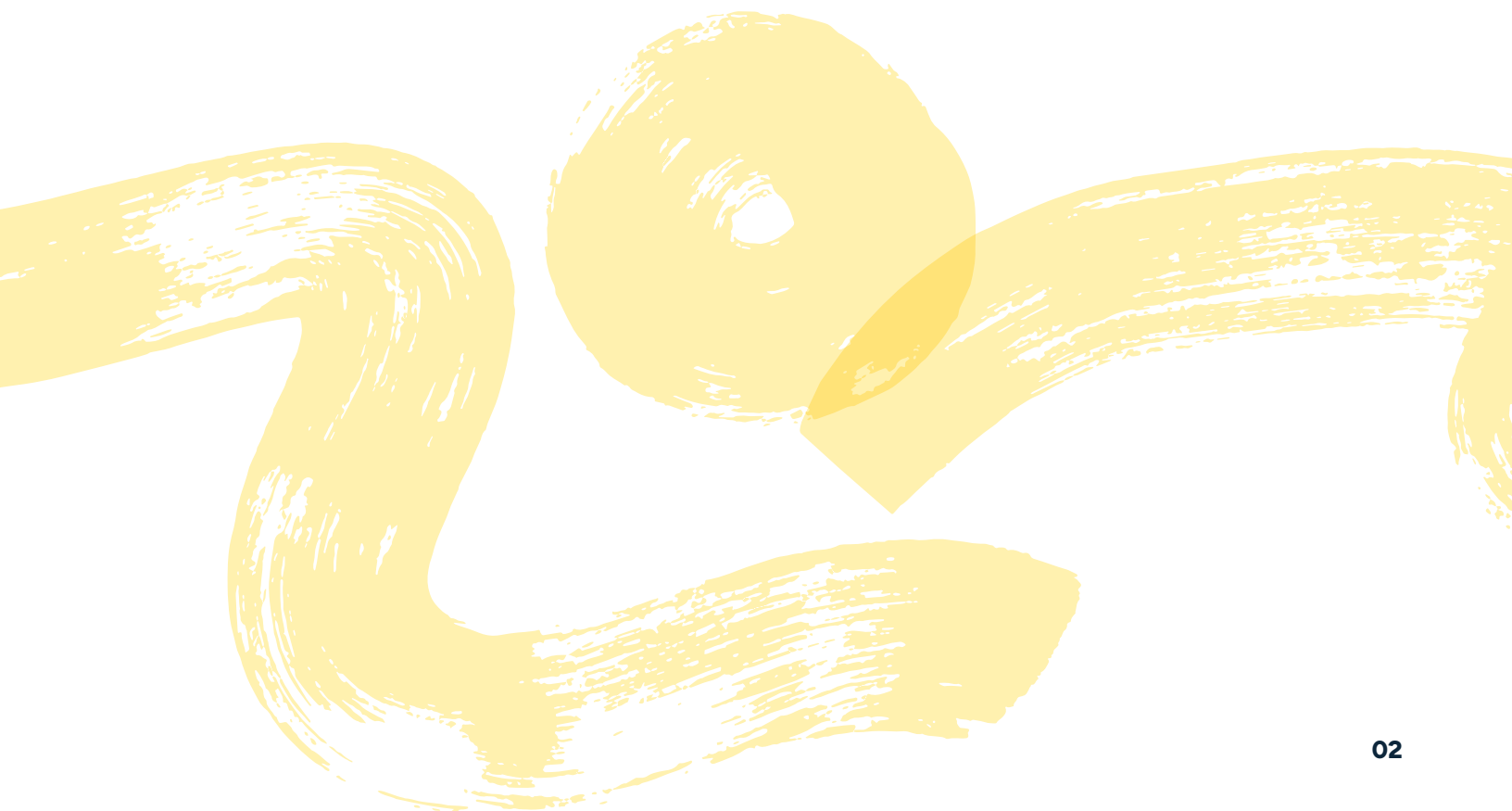
INVESTING IN ORGANIZERS: A REFLECTION GUIDE

This reflection guide is for organizational leaders of community organizing groups who influence decisions about organizer recruitment, development, and retention, and the organizers who are impacted by these decisions.

ORGANIZATIONAL LEADERS AND ORGANIZERS CAN USE THIS TOOL TO TAKE THREE ACTIONS:

1. **Reflect** on their organization's internal programs, policies, and practices around organizer recruitment, development, and retention.
2. **Identify** where the organization is doing well in these three areas and what gaps exist in recruitment, development, and retention.
3. **Use** the stories of Center for Health Progress (CHP), Somos un Pueblo Unido (Somos), Western Organization of Resource Councils (WORC) as inspiration for how the organization can begin addressing these gaps.

This guide includes questions that can be easily adapted for self and group reflection. We designed them to spark reflection on the structures that organizations have or do not have in place to ensure organizer recruitment, development, and retention are intentional priorities with dedicated resources and capacity.



ABOUT THE ORGANIZER STAFFING STORIES PRACTICE

This guide was developed as a companion piece to the three case studies featured in [Organizing Staffing Stories of Practice: How three organizations recruit, develop, + retain organizer staff.](#)

Attracting, growing, and retaining community organizers is a commonly cited issue by organizing groups. In response to the growing need in the organizing field to find out what works, we developed the **Organizing Staffing Stories of Practice** case studies to tell the stories of three organizing groups, CHP, Somos, and WORC, and how they invested deeply in organizer recruitment, development, and retention.

[The organizing internship program at Somos](#) creates new pathways to recruiting organizers from their base, especially in rural areas.

[WORC's support of organizer professional development](#) through one-on-one coaching and group spaces cuts through the isolation that many organizers struggle within the field.

[CHP offers a glimpse into how creating an organizational culture](#) that centers organizing work and needs can build a better, stronger, and more human organization for organizers.

Their stories offer a beacon to other organizing groups, pointing to what it takes to create a powerful and deep bench of organizers.

To get the most use of this guide, we suggest you read and engage with the stories of the three featured organizations and their unique programs, policies, and practices before engaging with the questions on the following page.

REFLECTION QUESTIONS

Which of the three stories resonate most with where you are as an organization? 🌱
Why did that one resonate? 🌱 What other feelings came up for you as you read the stories? 🌱 What was inspiring? 🌱 What felt challenging or frustrating?

What are your organization's strengths in recruiting, developing, and retaining organizers? 🌱 What needs greater investment?

What current programs, practices, and policies do you have in place at your organization to address organizer recruitment, development, and retention?

What 1–2 specific programs, practices, and policies would you like to implement now in your organization with the resources on hand? 🌱 Or implement in the future?

What will it take to implement these programs, practices, and policies? 🌱 What challenges may you face that you would need to address?
