<u>Community Organizing/Power Building Tips</u>

(1) Organize with people from the beginning not for them. Start where people are at in terms of issues. Don't impose your own agenda, the agenda of your organization or a specific project.

(2) Reject the traditional language and theories of social services, government, schools, corporations.

(3) Conduct formal needs and strengths assessments. But, also, take time to get to know people. Remember personal things about them. Find out who they are interested in working with you, and keep these personal agendas/interests in mind.

(4) Hold consistent meetings - same place, same time; stick to an agenda; and meet even if only one person shows up.

(5) AIM FOR SMALL VICTORIES.

(6) Assign tasks to everyone who attends each meeting. But, centralize administrative support and communication.

(7) Peer pressure works at all levels.

(8) Power equals media, people, money and information (knowledge). Concentrate on strengthening what you have.

(9) Rotate leadership - including who chairs meetings. Practice democracy. Share information equally.

(10) Praise the people who have gone before you. Remain humble.

(11) Give credit away.

(12) Take risks. Be willing to stand by the community over personal gain and profit.