



# OLYMPIA INDIVISIBLE 2.0 HANDBOOK

Your Name Here: \_\_\_\_\_



## OLYMPIA INDIVISIBLE 2.0

### AGENDA for January 29, 2019

TIME	WHAT
7:00-7:05	What are We Doing Here Tonight? How This will Work.
7:05-7:08	Background to Get Here
7:08-7:13	OUR MISSION AND GOALS
7:13-7:23	Teams: What are They?
7:23-7:26	Team Structure & Organization
7:26-7:33	THE PROCESS for tonight
7:33-7:38 (5 min.)	BREAK-- Sit with a team you are considering. You can change or opt out later.
7:38-8:20	Team Development
8:20-8:35	CONCLUSION: <ul style="list-style-type: none"><li>● Round Robin Question: Do all teams have a lead? Are you ready to move forward?<ul style="list-style-type: none"><li>● Q&amp;A</li><li>● Toast</li></ul></li></ul>

# **OLYMPIA INDIVISIBLE CHARTER**

Olympia Indivisible, founded on January 3, 2017, is a non-partisan Washington chapter of the national Indivisible movement. We are a 100% volunteer grassroots community group in Congressional District 10.

## **MISSION**

Olympia Indivisible's mission is to protect and revitalize our nation's democratic institutions, progressive values, and programs through grassroots political activism in our state and federal legislative districts.

## **GOALS**

We engage in activities to stop the Trump administration and its Congressional followers from implementing regressive agenda;  
We empower progressive leadership through involvement in electoral campaigns, and hold our elected officials accountable at the federal, state, and county levels;  
We advocate for progressive initiatives and legislation;  
We encourage participation in the democratic process;  
We protect and strengthen our democratic institutions.

## **PRINCIPLES**

In achieving our objective, we will model the values of inclusion, tolerance, truth, and fairness.

# **2019 Goals**

1. Work closely with Congressman Heck and use the US House majority to enact progressive legislation, advocate for use of their investigatory authority, and hold Congress and the White House accountable.
2. Focus on state and county governments to build progressive policies and laws which can serve as models at the federal level.
3. Build coalitions to increase our influence, power and to amplify our voices.

The last three priorities are those which you, our members, identified as the top three issues at the strategic brainstorming all-member meeting in November and in the survey we sent all members as follow-up.

This means that in 2019, Olympia Indivisibles will actively seek means and opportunities to:

4. Protect our Environment.
5. Clean up government
6. Reduce polarization across the political spectrum here in CD-10 by encouraging nonpartisan conversations and activities among progressives and conservatives which find and act on what unites us. We're calling this priority "For the Common Good."

# Olympia Indivisible Teams Overview 2019

- I. Operational Teams: ensure OI's operational efficacy, outreach, and sustainability.
  - A. Membership
    - 1. **Postcards for Progress - Need only 2 more members (Table 1)**
  - B. Action
  - C. Communications/Tech
  - D. **Coalition-Networking - (Table 2)**
- II. Governmental Teams: carry out OI's legislative advocacy at federal, state, and county levels.
  - A. **State and County Legislation - (Table 3)**
  - B. **Members of Congress: "MoC" - (Table 4)**
- III. Electoral Teams: carry out OI's electoral engagement at federal, state, and county levels.
  - A. Expand the Electorate
  - B. Endorsements
  - C. **State and County Elections - (Table 5)**
  - D. Flip the 3rd
  - E. Federal Elections in CD-10
- IV. Issue Teams: advance the cause of member-identified top-priority issues at the federal, state, and county levels.
  - A. **For the Common Good - (Table 6)**
  - B. **Protect the Environment - (Table 7)**
  - C. **Clean Government - (Table 8)**
- V. Special Purpose Teams: organize and/or provide logistical support for OI-sponsored occasional events or programs.
  - A. **Member Education - (with Table 1)**
  - B. **Public Rallies and Marches** (short-duration events which are unexpected and/or must be organized rapidly) - **(with Table 2)**

## Do One Thing (DOT) Squad: (with Table 1)

**Not a team, just a database of folks who will chip in to help when they can.**

## ALL TEAM DESCRIPTIONS

### OPERATIONAL TEAMS

**MEMBERSHIP TEAM:** Builds and sustains our community of committed citizen activists.

**Details:** We recruit, register, orient, and welcome new members, implement all-member meetings, and create experiences that inspire, connect and unite us. We are a highly committed, stable team of approximately 8 members that meets at least once a month on a flexible schedule. We have smaller associate teams focused on one event or project that meet independently. There are many ways to be involved, and levels of involvement, depending on your interests, inclination and availability.

**POSTCARDS FOR PROGRESS:** (This is an associate team of the Membership Team.) Build on the camaraderie and success of our 2018 Postcard campaigns by writing postcards advocating progressive candidates, issues and causes, getting out the vote for special elections, and speaking out against regressive actions that undermine our values and our democratic institutions. We will hold postcard parties twice a month. We will act on Local, State and Federal levels.

**ACTION TEAM:** Creates Olympia Indivisible's weekly Call To Action; creates Urgent Calls To Action when needed (rarely). They have fun doing it.

**Details:** The Call to Action is a foundational weekly activity of Olympia Indivisible: it is our "one-stop-shopping" source for OI's members to respond meaningfully and in a timely way to what is happening at the White House, the federal Congress, the State Legislature and in Thurston County. The team meets Sunday mornings and after lively discussion, selects a handful of federal, state, and/or county issues which are current, important, and actionable. Issues are then taken home by team members, who formulate background texts and actions which are sent to the team lead, generally by 5:00pm. OI's Call to Action is published on the OI website, Facebook, Twitter and e-mailed to all members every Sunday evening. The team occasionally issues Urgent Calls to Action when an emergency situation demands immediate response from our members.

**COMMUNICATIONS AND TECHNOLOGY:** Provides Olympia Indivisible with communication and technology support.

**Details:** We find opportunities to improve collaboration and mobilization efforts with strategic communication and tech tools. We also manage the website, coordinate media releases, support social media use, and develop messaging.

**COALITION AND NETWORKING:** Strengthens and amplifies Olympia Indivisible's work through coalition building and networking with Indivisible groups at the local, Congressional district, state, and national levels, networking on areas of common cause with other organizations, and building

coalitions with vulnerable/under-represented communities. Team members will be Olympia Indivisible Ambassadors, designated to participate and coordinate with specific groups within the coalitions and networks we expand and develop (who knows, you may already be involved with that group!). Ambassadors will be asked to attend meetings and/or events of their designated groups at least once a month, will maintain social media presence with them, and exchange communications, send/receive notifications with their designated group on an ongoing basis, with updates to the Co-Team Lead on a schedule to be determined.

The team members will be asked for a commitment of involvement for no less than 6 months. This team is about building relationships upon which we can broaden Olympia Indivisible's civic engagement and that takes consistent participation in our subgroups.

**Details:** This team has four subgroups which meet independently, in person and/or via social media and video-conferencing:

- **I to I in CD10: CD10Wa Indivisible Leaders Group.** This group strengthens participation with CD-10 Indivisible chapters through information-sharing about organizational matters, while amplifying the power of Indivisible in CD10 through collaborative work on areas of common interest.
- **I to I statewide: Washington State Indivisible Coalition (WASIC).** WASIC is a coalition of Indivisible members from chapters across Washington which amplifies the power of Indivisible at the state and federal levels through collaborative work on areas of common interest. WASIC works within the framework of the national Indivisible organization, using the national Indivisible guides and other resources as they pertain to statewide action. WASIC organizes an annual statewide Indivisible Lobby Day in Olympia (our first-ever Lobby Day is on Feb. 15, 2019). WASIC uses the Slack communication platform as its primary means of communication and supplements this communication with periodic ZOOM meetings. Olympia Indivisible Ambassadors in this sub-group will seek opportunities to support and participate in activities consistent with OI's values, practices and priorities, and in advancing WaSICs efforts through participation/ cooperation with other Indivisible chapters within Washington State on statewide priorities.
- **Community Networking Team.** Amplifies Olympia Indivisible's visibility and strength by networking with non-Indivisible groups on issues and events where there is common cause. Building upon the Oly Alert coalition (plans for the expansion and working model have begun), this team will ensure that pertinent OI-sponsored actions, events, and educational opportunities are publicized to groups for whom these are relevant. The team will also reach out to teams within Olympia Indivisible to alert them to opportunities to avoid duplication of effort and to share sponsorship/participation in relevant actions, events, and educational opportunities hosted by other community groups.

- **Diversity Alliance Team.** This team builds coalitions with under-represented and vulnerable communities within CD-10, seeking opportunities for alliance where there is common cause. (continued on next page)

A co-lead will be designated by each of these subgroups and, together with the Team Lead, the co-leads will periodically meet in person and/or via social media and video-conferencing, to ensure a consistency of mission and message in our activities, to increase efficiency and so there is an understanding of how the work of one subgroup relates to the work of the other subgroups.

## GOVERNMENTAL TEAMS

**STATE AND COUNTY LEGISLATION:** Leverages OI's membership strength to pass progressive and resist regressive laws, initiatives, policies, and regulations, and to support fair, democratic practices at state and county levels, with a primary focus on priority issues set for in the Olympia Indivisible Strategic plan for 2019. Our team will coordinate with OI's Coalition/Networking, Action, Environmental and Clean Government teams to avoid duplication of effort and to amplify their work. This team will periodically hold daytime face-to-face meetings and/or via social media and video-conferencing. State and County business tend to be conducted during the daytime, so if you are a daytime person who does not want to be going to evening meetings, this team is for you!

### Details:

- **At the State level:** We will relay weekly reports to the OI Action team about opportunities to weigh in on key progressive legislation during the State Legislative session.[NOTE: Clean Government team and Environmental team will be tracking and relaying information about bills relevant to their specific mandates; our team will track and relay information for bills on other priority issues].
- We will also relay information to the OI Steering Committee about state initiatives which address OI Values, for possible OI endorsement and support. When appropriate and as time allows, team members may visit with our Legislators or their staff, or attend legislative hearings and committee meetings. After the Session ends, our work will continue to track initiatives, identify and evaluate potential legislative priorities for the next session, encourage our Legislators to sponsor/support legislation we want to pursue, to stand against what we oppose and to nurture relationships with our Legislators and their Legislative Staff.
- **At the County level:** We will track and, when appropriate, relay information to OI members about weighing in on ordinances, regulations, policies and practices at County agencies, with particular focus on Thurston County Board of Commissioners, Thurston Conservation District, and Port of Olympia. The success of our team depends on how many of us are willing to regularly observe meetings of these agencies (in person or via video-streaming) on a

four-month rotation, and to notify the Team Lead if a particular action or issue requires immediate attention. Our team reports to OI members on priority issues and opportunities for advocacy.

**MEMBERS OF CONGRESS - “MoC”:** Regularly meets with our Members of Congress or their South Sound Directors to discuss Olympia Indivisible’s immediate issues of concern. Team members also alert Olympia Indivisible members about upcoming town halls and public appearances by our Members of Congress.

**Details:** MoC is responsible for the following activities:

**1. Meet with our MoCs:**

- Present in person a written agenda to our Members of Congress that reflect the issues of concern by Olympia Indivisible. The agenda will be presented and discussed at regular visits to the Tacoma offices of our Senators and to the Lacey office of Representative Denny Heck.
- Agendas for these regular visits will be based on the OI Call to Action, information provided from the national Indivisible, members who attend the meetings, and other sources.

**2. Track our MoCs:**

- Organize a system to track and monitor how our MoCs voted on legislation
- An emphasis will be to track the votes, public statements, and bill sponsorships of Representative Denny Heck.

**3. Report on actions by our MoCs:**

- Report to the Action Team the results of how our MoCs voted or took action to for potential inclusion in the Call to Action;
- Post the agenda from each MoC visit on the OI website.

**4. Hold our MoCs accountable:**

- Hold our MoCs accountable for their voting and public statements.
- If one or more of our MoCs does not vote or make a public statement, or sponsor a bill according to our ASK, the team will alert the Action Team to suggest this information be included next Call to Action. Include the follow-up ASK at the next office visit.

**5. Get reports about the actions by OI membership with our MoCs:**

- Request from the offices of our MoC a weekly report of calls and emails received from OI members.

**6. Track the dates and locations of public appearances and town halls of our MoCs:**

- Promote the town hall or public appearance to OI members;
- Create bulleted lists of OI issues of concern to be distributed to OI members prior to the public appearance or town hall;
- Designate speakers to ask questions;

- Document members speaking or rallying at town halls.
- Post photographs on social media and the OI website.

## ELECTORAL TEAMS

**A. EXPAND THE ELECTORATE--GOTV:** Expands the electorate, combats voter suppression, and gets out the vote!

**Details:** This team is registering voters to expand the electorate and combat voter suppression. One of the best ways to assure we elect progressive candidates is to increase the rolls of registered voters among marginalized groups. Using the Guide developed by Indivisible National, this team is working in collaboration with the other OI EE (Electoral Engagement) teams to determine how/when/where they can assist with voter registration and Getting Out The Vote (GOTV) events in WA Congressional Districts and Legislative Districts. Following the end of registration period they will be working on ways to get voters to fill out those ballots.

If possible, and in collaboration with the Diversity Alliance team, we will also explore ways to engage and organize disenfranchised and low-voter-participation groups (e.g., young, low-income, immigrant, persons of color) to act politically and address real concerns they have. We would consider types of education that might be beneficial to inform and engage these groups and will define the scope, strategies and objectives for this priority. Part of the work will be to look for synergies and develop opportunities to partner with other groups with a comparable purpose.

**B. ENDORSEMENT:** Vets Federal, State and County candidates running for office within District 10, plus statewide initiatives for possible endorsement by OI members. The team shares info to OI membership and runs the membership voting process. The team informs the steering committee of voting outcomes, who then inform membership and candidates.

**Details:** The group does their work early in the election cycle – for a November election their work starts in January and is concluded by late July. The group generally meets on a bi-weekly basis when they are “in session,” with team members doing research work outside of meeting times.

Different team members choose different candidates to vet so the work is distributed. Vetting includes sending questionnaires to all candidates in relevant races, studying public information on the candidates including voting records or other actions if the candidates have previously held office. The team may interview candidates in person.

The team will create a presentation for OI members to consider in making their endorsement vote, which can be presented in person or via electronic means.

The team will conduct a vote for endorsement with membership via electronic means. Votes must be won by a super majority (66%) to receive OI endorsement.

**C. FLIP CD3 (tbc):** Works to help ensure that a qualified progressive candidate unseats incumbent Representative Jaime Herrera Beutler (R-Camas) in 2020. (Inactive for some or all of 2019.)

**Details:** Our activities for 2019 will be determined by the team. They could include voter registration in Lewis County and maintaining relationships with ally organizations the team worked with in 2018. In 2020, those activities may expand to include canvassing, phonebanking, postcards to voters, campaign promotion, and other activities.

**D. STATE AND COUNTY ELECTIONS (SCE):** Helps OI-endorsed state and county candidates get elected!

**Details:** SCE team publicizes opportunities for OI members to volunteer in support of these candidates. We coordinate with other OI teams as needed, and share information with other Indivisible Chapters in CD10 and statewide, as well as with non-Indivisible groups who are endorsing the same candidates.

**E. FEDERAL ELECTIONS IN CD10:** Helps OI-endorsed federal candidates get elected! (Inactive for some or all of 2019.)

**Details:** Our team serves as a primary point of contact with the endorsed candidates and their campaigns. We publicize opportunities for OI members to volunteer in support of these candidates, and share this information with other Indivisible chapters in CD-10 and statewide, as well as with non-Indivisible groups, who are endorsing the same candidates.

## **ISSUES TEAMS**

**PROTECT THE ENVIRONMENT:** Seeks opportunities to champion environmental issues at the federal, state, and county levels through advocacy and resistance.

**Details:** The first work of our team will be to establish membership and leadership, and then define a feasible mission and scope of activities, with priorities and specific objectives for 2019. We will need to get OI Steering Committee approval for our plan before we leap into action (OI's SC members look forward to working with us!). There will also be opportunities to collaborate with other OI teams (e.g., State and County Legislation; Coalition and Networking; Action) as well as other environmental advocacy groups to amplify our voice, expand our influence, and avoid duplication of effort.

Our team will be responsible for tracking and relaying weekly information to the OI Action team about opportunities to weigh in on key bills and initiatives relating to environmental protection during the State Legislative session. In so doing, we will coordinate our efforts with the Action team and with the State and County Legislative team.

**FOR THE COMMON GOOD (Finding and Acting on What Unites Us):**

Encourages nonpartisan conversations and activities among progressives (liberals) and conservatives to find areas of agreement that will advance cooperative projects for the common good in our communities and in our country.

**Details:** For the Common Good Team is a response to the needs identified by Olympia Indivisible members to find ways to listen to, dialogue with, and foster cooperation with those who have different value systems from our own.

The deep divisions that exist in our country threaten our democracy. We are polarized along party lines and issues. We have come to define other Americans as either with us and what we stand for or against us. We no longer trust the basic humanity and good intentions of “the other side” and have come to believe our political opponents are misguided, dangerous and incomprehensible.

The goal is to foster civil conversations and community projects that will result in an increased appreciation and trust of one another. Building on cooperation, we will achieve a recognition that, by joining together, we, as Americans can find solutions to the serious problems that face our communities, our state, our nation, and our planet.

The team's will work focus locally – in our neighborhoods, in our cities, and in our counties. Some of the team's strategies and activities might include:

- Forming progressive and conservative community alliances to address issues of common concern;
- Partnering and collaborating with other organizations with similar goals;
- Organizing conversations with neighbors to find out their needs, their concerns;
- Structured reading and conversations for OI members (and others who have interest) to build skills to better understand the perspectives of others beyond stereotypes;
- Developing practical skills for respectful communication across political differences with friends, family and community members;
- Holding public forums, panel discussions with progressives (liberals) and conservatives to civility and constructively engage in “deep canvassing” as taught by Changing the Conversation Together: having deep conversations/persuasive exchanges.

**CLEAN GOVERNMENT:** Donald Trump's election is a symptom of a larger problem: America's electoral system favors the few over the many and money over people. This team pursues opportunities to help our country become the democratic republic we know it can be.

**Details:** The Clean Government team will work with the OI Steering Committee to determine the most high-impact ways of improving US democracy in 2019. These may include initiatives and legislation anywhere from the national to the local level, and potential goals include getting money out of politics, improving our voting system, and expanding ballot access. After determining objectives, the team will take responsibility for determining strategies and tactics for accomplishing those objectives, and engage OI volunteers to assist with those activities. Our team will be responsible for tracking and relaying weekly information to the OI Action team about opportunities to weigh in on key bills and initiatives relating to our identified objectives during the State Legislative session. In so doing, we will coordinate our efforts with the Action team and with the State and County Legislative team.

The team will benefit from collaborating with other OI committees, and outside reform groups whenever possible. Since this is a new team, its first business will be to determine leadership, processes, meeting structure, and other logistics.

## SPECIAL PURPOSE EVENTS TEAMS

**MEMBER EDUCATION:** Identifies important skills and development needs of our membership, evaluates proposed training, and assists in the delivery of skills training and education needed to carry out key actions to achieve our scope, priorities and strategies. May develop such programs should the team so choose.

**Details:** We determine the level of importance and value of the training being proposed before proceeding. We manage and coordinate logistics, venues, trainers, materials and communications; coordinate with other OI teams to assist in finding existing programs to meet needs; and assist in finding qualified OI members or other individuals who can develop/deliver training.

And just to get started, here are a list of possible topics:

- Voter Outreach, Education, Turnout: Issues-based education & organizing
- How to navigate the apps used by National Indivisible and Olympia Indivisible for training groups (e.g. Resistance School) and politicians (FB, Zoom, Slack, EventBrite, Instagram, etc.)
- How to influence and engage first time voters, millennials in civic participation.
- Civics 101 (Lots of podcasts and TED videos available).
- What is grassroots activism? How to participate: what it is; what it is not.

- Training about Indivisible Guides 1.0 & 2.0. What do they mean? How to translate them into action.
- Gatherings to view podcasts and dialogue on topics of interest including NI podcasts.
- How to dialogue with those holding opposing opinions: deep listening, responding with care

**PUBLIC RALLIES AND MARCHES:** Organizes and implements OI demonstrations, rallies, protests, photo ops and related activities which are unexpected and/or must be rapidly organized.

**Details:** We will be initially coordinating with Coalition/Networking lead Carolyn Barclift to put together a playbook for efficient and effective organization of rapid response events. Events are organized at the request of, and in coordination with, the OI Steering Committee. Our team will consider themed and/or coordinated actions and activities for the events, arrange for speakers, communications, logistics, equipment and materials, venues, and documentation. We will coordinate with Communications and Technology team for media outreach and sharing documentation of the event with our membership and beyond. We will coordinate with Coalition and Networking team to amplify attendance and publicize our event beyond our membership. For 2019, public rallies and marches might include two OI-coordinated public service events (as recently suggested by national Indivisible team to all chapters across the nation).

**DO THE RIGHT THING (DOT) SQUAD:** Not a team, just a database of folks who will chip in to help when they can.

The Do One Thing (DOT) Squad will lend a hand upon request to help with an activity that needs more people power. Since you will be called upon to assist with sporadic actions, your availability for any one activity is not required. The activities might include holding the OI Banner at a rally, assisting one time at a postcard writing party, picking up supplies, researching one topic, setting up for a meeting or making phone calls to members.

## KEY INFORMATION FROM PRESENTATION

## **Background to Get Here:**

We grabbed 'em by the Mid-Terms!! The Blue Wave changed a lot. Because we won the U.S. House, Indivisible can add a whole new component to its scope of resistance and campaigning: going on offense. That means we can advocate for 1) Messaging bills like HR-1, 2) Investigations, 3) Accountability of our MoCs,

The SC realized the election results significantly changed OI's charter and the way we would need to move forward. It meant rethinking our goals, our operating structure, our existing teams, our communication methods and much more. We had a lot to think about. We started with:

- getting your input on priorities for our future through an All Member meeting in November and a member survey.
- Studying Indivisible Guide 2.0
- That lead us to: Reassessing our existing mission, goals, principles, teams, our SC charter and our energy levels, our technology needs, and our finances.

As we put the pieces together, we began to see the formation of a whole new strategy and a whole new way of operating. So now---let's get into the specifics of Olympia Indivisible 2.0.

## **Our Mission and Goals**

Let's start with changes to Olympia Indivisible's foundational statement of mission, goals, and principles, which we tweaked in 2018 and tweaked again early this year. The revisions this time around reflect the gains made in the midterms, priority issues identified by our membership last November, and alignment with Indivisible National Team's 2.0 guide for 2019-2020. So in 2019, we will increase our emphasis on advocacy.

## **Goals/Priorities for 2019**

The first three reflect Indivisible National guide's call for leveraging the gains we made in the midterms, particularly in the House of Representatives and here in Washington. The last 3 were identified by OI membership.

At Olympia Indivisible, we believe in getting things done. The steering committee has laid the groundwork by integrating these six priorities into the revisions and additions we have made to Olympia Indivisible's teams and mandates. Teamwork is the primary way OI gets Stuff Done. Now it's up to all of us to help that happen by joining a team as an active member.

## **Teams**

In your handbook you've got a one-sheet list of all our teams, divided into five categories based on the focus of their work.

1. **Category I is the Operational Teams:** these teams ensure our basic operations, our efficacy, our outreach, and our sustainability. If you've been with OI for a while, you know that Action gets out the

weekly Call to Action and Communications/Tech helps OI members and teams improve how we use communications and technology. No big changes here for 2019.

**Membership** team will continue to build and sustain our community of committed citizen activists. What's new for 2019 is that they are recruiting for a new focus team called **Postcards for Progress**. Membership's mid-term postcard-writing parties were a runaway success in 2018. Postcards for Progress team will carry that model forward, organizing and running twice-monthly postcard parties.

The other operational team on the look-out for new team members is **Coalition/Networking team**. This team helps build and coordinate four initiatives to broaden OI's collaborative power outwards and build it upwards. (See *Team Descriptions for full detail.*)

**Category 2 is Governmental Teams:** these two teams carry out OI's legislative advocacy at federal state, and county levels. These two teams look different this year and they both recruiting this evening:

A. **State and County Legislation Team:** focuses on the Statehouse helping OI to leverage its membership to pass and/or adopt progressive bills, initiatives, and legislation. At the County level, they keep a watchful eye on County agencies, policies, and practices. If making a difference right in your own backyard is what you want to do, and if you prefer a team that does its work and meetings during daytime hours rather than in the evening, this team is for you.

B. **Members of Congress Team:** This team has organized regular meetings with our Members of Congress or their South Sound Directors to discuss Olympia Indivisible's immediate issues of concern since January of 2017. What's new in 2019 is an emphasis on accountability, which we can and must leverage now that Democrats have taken back the House. From event planning and scheduling to researching key issues coming before the Congress, there's something for everyone on this team.

**3. Category 3 is Electoral teams**, which carry out our electoral engagement at federal, state, and county levels. Only one of these teams is recruiting at this time. (See *your Team Descriptions for more information on the other four Electoral Teams*)

A. **State and County Elections:** Do you want to help OI-endorsed progressive candidates fill our County and State offices in 2019? This team is for you! You'll work directly with their campaigns and relay information on how OI members and other like-minded folks in Thurston County can provide volunteer campaign support.

**Category 4 is Issue teams:** These teams advance the cause of member-identified top-priority issues at the federal, state, and county levels.

**A. Protect the Environment:** Seeks opportunities to champion environmental issues at the federal, state, and county levels through advocacy and resistance.

**B. For the Common Good:** Encourages nonpartisan conversations and activities among progressives and conservatives to find areas of agreement that will advance cooperative projects for the common good in our communities and in our country.

**C. Clean Government:** Donald Trump's election is a symptom of a larger problem: America's electoral system favors the few over the many and money over people. This team pursues opportunities to help our country become the democratic republic we know it can be.

**Category 5 is Special Purpose Teams**, which organize and/or provide logistical support for OI-sponsored occasional events or programs.

**A. Member Education:** identifies, develops and delivers programs that will help OI become more effective at carrying out its mission. Lots of research/development and event logistics opportunities out there!

**B. Pop-Up Events:** Organizes and implements OI demonstrations, rallies, protests, photo ops and related activities which are unexpected and/or must be rapidly organized. Steering committee members will help put together a playbook for this team to streamline your work. Relive your political organizing days of yesteryear or learn fresh how to do this vital and exciting work.

A quick word about the **DOT squad**. DOT stands for “Do One Thing”—it’s not a TEAM, but simply a database you can sign on for to indicate your willingness to lend a hand upon request to help with an activity that needs more people power.

## Organization & Structure

What we've reviewed so far may look like a lot and it is. So the obvious question is: How will all these teams fit together and work together in a coherent way? For our first two years, SC members led an Operational team and acted as a liaison to our Electoral teams. That worked then, but that model has run its course. Now we believe that our next phase can best be met by having a flat (non-hierarchical), networked organization comprised of self-managing teams giving maximum authority to members.

So the next question is: How will relationships work between our teams? This is a representational diagram of team relationships and interactions. These are not lines of authority. How relationships between the teams work will be determined as each team moves forward. As you become clear about what your team wants to accomplish, you will understand what you need from other teams. We trust you to make those contacts and build those relationships. And we will hold monthly meetings with all team leaders or coordinators so we can assure we are not duplicating efforts and discuss in an open forum who is doing what, who needs what, and consider what we need to change or improve.

