

ONE Wake CORE TEAMS HANDOUT

Why a CORE TEAM for ONE Wake in your institution?

During our founding action on October 13, 2020, ONE Wake was recognized because it brought together *organized people and organized money* around a focused action agenda (ex: more affordable housing, equity in education, fair jobs and wages).

ONE Wake will only be able to deliver on these and other important issues if we build our power, our ability to act publicly, to deliver organized people and organized money *persistently and consistently* around the interests, issues, values shared by our religious and secular institutions.

Our ability to develop this agenda was the result of a collective of leaders (clergy, lay people, executives, neighbors) who took the time to meet with 3,300 people in and around their institutions, discovering peoples' interests, their passion for justice, their stories of formative experiences that motivate them to act publicly on their values.

The CORE TEAM is the collective leadership in a ONE Wake member institution that continues the process of relationship building, defining issues of importance to its members, discovering talent and developing local actions.

Who should be on your CORE TEAM?

A diverse group of leaders (people who have a track record of organizing and consistently delivering a particular constituency) who represent the make-up of your institution, who have an interest in seeing the institution act with others in the community.

The core team members may not necessarily be the heads of ministries or committees (position holders), they may in fact be people who have talent, but have not had much opportunity for public leadership. ONE Wake can be an opportunity for leaders to gain experience in engaging others in effective and strategic action – a benefit for your institution.

How to Build Your Core Team

1. **Do a power analysis of your institution:** key constituencies, leadership, and demographic groups, organizations and informal groups who are key components of your community (don't forget constituencies in the community who are connected to your congregation/institution—e.g. daycare center, school, girl scouts, etc).
2. **Do Relational Meetings** with potential leaders/core team members
3. **Do a House Meeting/Listening Session** with your core team. Focus on a) stories – what motivates them to be involved in changing the community, b) potential common issues, c) their interests in the ONE Wake effort. House meetings are also the best way for core team members to build/engage their own constituency and identify issues for local action.