

**PIA ORGANIZING PROCESS**  
**CONGREGATION-NEIGHBORHOOD MODEL**

**1: EXPLORATION AND STARTUP**

PIA staff meet with prospective clergy and congregation leadership to:

- Discuss community issues and relationship to neighborhood
- Create relationships between PIA, clergy, and congregation leadership
- Inform leaders about organizing model
- Invite 25-50 congregation members and neighborhood residents to PIA training

**2: INITIAL TRAINING**

3 SESSIONS, 1-3 MONTHS

PIA staff lead training sessions at congregation to:

- Discuss community problems and develop visions for constructive change
- Examine pressures on families and neighborhoods
- Learn methods of organizing through one-to-one relationship-building
- Build organizing team of 15-25 leaders

**3: ONE-TO-ONE INTERVIEW CAMPAIGN**

2-3 MONTHS

Organizing team of 15-25 leaders conduct 150-300 one-to-one interviews to:

- Build relationships with congregation members and neighborhood residents
- Surface specific, concrete community concerns
- Identify and invite new leaders to participate in organizing process
- Develop relational skills of organizing team

**4: ISSUE SELECTION AND RESEARCH**

2-6 MONTHS

Congregation and neighborhood leaders select a priority concern from one-to-ones and conduct multiple research meetings to:

- Open relationships and explore partnerships with public and private decisionmakers
- Understand and document causes of problems
- Identify alternative solutions to problems
- Bring concerns into focus as solvable issues

**5: ACTION AND IMPLEMENTATION**

Leaders conduct a large action meeting with community, congregation, and decisionmakers to:

- Gain commitments to solve community issues
- Educate and inform community and decisionmakers regarding issues and solutions
- Create collaborations among neighborhood, congregation, private sector, and government

Followup to action meeting can include a 2-12 month process of implementation

**ONGOING: LEADERSHIP DEVELOPMENT**

Throughout the process, PIA develops the capacity of neighborhood and congregation leaders through:

- Thorough training, evaluation, and reflection
- Development of skills in analyzing issues, speaking in public, conducting disciplined meetings, negotiating solutions, and creating accountability
- Examination of values and organizing principles in relation to community issues
- Invitation and involvement of new leaders