

# ORGANIZING ACADEMY

## General Expectations for Organizing Fellows

Organizing Fellows will commit up to 5 hours per week, outside of school hours, to help strengthen their union by recruiting new members, identifying emerging leaders, and supporting local association efforts. Some of the activities might include 1-to-1 conversations, small group meetings, phone calls, and attendance at local association events.



### A GOOD ORGANIZING FELLOW IS SOMEONE WHO IS:

- **Outgoing** and comfortable talking with people, either in person or on the phone.
- A **good listener** and curious about other people.
- **Passionate** about issues facing union members.
- **Willing to be coached** on best practices for member recruitment and engagement.

### A GOOD ORGANIZING FELLOW DOES NOT NEED TO BE:

- **Expert** about the union.
- Current elected union leader.  
\*\*You **cannot hold an elected position** and be an Organizing Fellow at the same time.
- Someone who **already receives a stipend** for union work or activity.

### ADDITIONAL REQUIREMENTS:

- Be a **current member of Missouri NEA**, including Retired or Aspiring Educator.
- Be willing to **work 5 hours a week** outside of their district's contract day, including some evenings, weekends, and some public or federal holidays.
- Be willing to **commit to the full term of the program**.
- Have a **valid Driver's License**.
- Have a **cell phone**.
- Have an **insured vehicle**.
- Have a **basic technical knowledge** of data entry. Knowledge of Google Drive, Docs, Sheets, and QR Codes would additionally be helpful.
- Have **reliable Wi-Fi access** to participate in training and check-ins.
- Have a **computer**.

**OUR UNION.  
BUILDING  
POWER.**

# PROFESSIONALISM.

# PURPOSE. POWER.

## ↪ WHAT CAN YOU EXPECT?

An Organizing Fellow is <b>NOT</b>	An Organizing Fellow <b>IS</b>
A permanent supplement for your income.	An “earn while you learn” program.
Membership recruiter.	Someone who helps connect members and potential members to deeper engagement with their union.
Lone wolf, the only person responsible for organizing or recruiting members.	Supplementing not supplanting a local’s current recruitment and engagement efforts.
A representative or spokesperson of the local union.	A part-time organizer for Missouri NEA. Paid for your time.
A building representative who is elected and part of the governance structure of the local union.	Someone who works within the local’s existing structures.
Someone who engages in member advocacy or local communication efforts.	