

[Long Arc: Heart Sparks +Strikes IV] Design + Log

Feb 12, 2020- April x, 2020

Accountable: amisha



How might we create communities rooted in freedom and liberation for all people?

(Governing power boxes into a certain way of looking at this. Freedom cities. Spaces free from interpersonal violence and rooted in food justice.)

---How might we develop an organizing strategy rooted in a long arc, with the power to win a just and equitable city and state?

----How might I Invite a small group to invest relationally + strategically to vision over 7 generations (eg. the long term)

**Connecting as a breakfast club (echo to GC's founding)
Envisioning our desired future will make strategic impact, immediately and lasting, in our organizing.**

This worksheet is designed to help you design and track your experiment. Use it to collect and analyze your data as well as capture lessons learned and decisions made. Contact Alison <alin (at) magmail (dot) com> with questions or suggestions for improvement.

Experiment Design

Participants <i>Who is involved in the implementation of this experiment?</i>	Amisha
How will you test your hypothesis? <i>What is the action or activities that you'll undertake to</i>	Invite people to a breakfast club and open conversation.

complete this experiment?

Include date benchmarks for each steps and document the people responsible.

*How will you **measure the outcomes** of this experiment?*

*What would success look like?
What are the minimum standards of success?
What would failure look like?
How will you collect the data or complete the analysis?*

GOAL | MEASURE

We spend time embodying our future selves for a portion.

People see and feel the strategic value now of doing this future thinking work. This as a necessity rather than a luxury.

3-4 people who want to be part of ongoing crew of people to think about what comes next and building momentum and action forward.

Experiment Plan

Data

Enter and store your data and observations from your test here.

From previous experiments:

How could you feed both groups with one meal?

Must be respect of each other's frameworks in ongoing way, enough of trust to go .

. Do i need folks with positional power or do we start it with who is ready (mirroring of two dinners)?

From the "strategic formal crew" not sure how to get them into something else.

Analysis

Debrief, Reflection, Learnings

*What were the most impactful 3-5 **lessons learned** from this test?
Be concise!*

*Record any **decisions made** during or upon finishing this test.
For example, "We will now keep meeting notes for all of our internal and external meetings."*

*What **questions** do you have as a result of your experiment?*

Paused and pivoted due to COVID-19. See next iteration for pivot.

Did your test disprove your hypothesis?

Will you do another iteration of this experiment? (Yes/No)

yes

[See 1st Long Arch Design](#), see [Heart Sparks + Strikes II](#)

April 7, 2020

Yes, did take time to do a drawing related to Dad. Amazing to draw, haven't done in a long time, felt better than writing. Blank paper and conjuring him. Felt peace about loss of dad in that moment, he is still alive to me.

Want to draw more in this time.

On Sunday did zoom call to share stories about people and then did 20 minutes of writing and did a checkin and checkout, doing it again next Sunday.

Accessing writing and drawing has been powerful.

Evening tweet and then turn off at 9pm.

What will fill that spaciousness of being in bed time:

- Drawing
- Or going to bed
- Journaling.

Gihan and Matt and Abbie and Amisha met.

- Abbie has been leading baselab experiments, a bit focus of their time. Not in deep. Useful about the call is framing about larger container for what we're trying to figure out and implications are more than a project over here but have larger potential effect.
- How do I think of Long Arc work in this moment?
 - 1 person pre - COVID was excited about breakfast club.
 - We could still do a virtual breakfast club, but then after call is there a different way to think about it right now given this crisis. What does this work look like now?
 - ***Given how hard it has been to move this Long Arch process over the past year, want to be curious about is there a different way to think about where there might be more energy and drive?***

Is there a weave into baselab? Pull in Abbie too. My baselab part of the organizational implications. The bridge to be another place of accountability, ideas, motivation, energy.

2 member orgs on baselab and Prioria for Baselab.

- For two member orgs, they've got organizers who are site leads for baselab.
- Is there a value add to bring the ED's in to say what is their piece of the questions. One is white man, the other is a Afro-Latina Woman who is incoming director. What am I centering?

baselab with Long Arch or keeping core idea of Long Arch and how it then connects to baselab?

Importance of Grounding in this Moment and reflect in retrospect

- Time for clarity and reset!
- People might want to step into it with me in a different way.
- Fertile ground for imagining the future of Chicago.
 - opportunities
- Zoom convo, ground in current moment and think about when young people in our orgs now or some generational point when they are grandparents how do they talk about it?
 - ***What is the story of the organizing response and community?***
 - In this moment, we are doing things, but not sure what is possible in the political strategic moment, not understanding it yet.
 - ***AND DRAWING!***
 - Strategy piece of convos with long arch thinking.
 - ***As a parent, convo with other parents who are organizers thinking about own children, imagining them at your age. What's the story of what happens?***
 - Agenda that youth organizers can do with young people they work with to vision out what that looks like.
 - Triumph in this moment, what does that look like. What is important and critical in this moment in terms of strategies and values?
 - ***Powerful moment of strategic and heart folks together!!!!***
 - ***Success Measures***
 - People have a new thought or idea or connection to what might be possible.
 - Then a resonance of people feeling energized and filled up and wanting to come back again.
 - Heart connection with each other
 - Do this in April.
 - Want 6 people at min, 8 people max.
 - ONce have POP will share out with people.
 - How can people be linked? Considering food or other things.

Some resources

- Guided Imagery Meditation (10 min)
 - Go forward through the calendar years, go forward and forward, Individually imagine a time x yrs from now (time horizon will vary) when your organization/network has been spectacularly successful at achieving a transformation that fits your mission/purpose but which you never thought possible.

- Walk/Mingle Exercise: Meeting someone at the world stage and recount: What was the breakthrough moment? (10 min)
- Cross Departmental Groups of 5 to create newspaper headlines based on guided imagery (15 min).
 - What was the call from the field and people that the BI answered?
 - What is happening in the world because of the impact of BI?
- Headlines Share Back (20 min)
 - 3 min per group

Future Self Visualization

Contains unread posts

Damon Azali-Rojas posted Nov 5, 2018 12:57 PM

[Subscribe](#)

This is what I would send to clients so that they could do it on their own.

Future self instructions-

- Get into a comfortable place that will be free from distractions for about 15 minutes.
- Get a piece of paper and a pencil to jot down things when the visualization is done. I would suggest that you wait till the visualization is done and not write during the middle of it. This will help you get the most out of it.
- Decide how many years in the future you want to be. This one uses 10 years into the future but you can shorten it to 5 years if you think that better serves your purposes.
- Start the video. I would recommend that you not look at the pictures that are on the screen (unless this is helpful for you.) They are not bad pictures but they might influence your to think about things in a certain way, that may be different from your natural inclination.
- Pause when he says “what are some other questions that you might want to ask your future self.” Take as long as you need to ask your questions and receive your answers as you need.
- When the visualization is done, write down all the things that you want to remember and bring it to our next session.
- That is it and here is the link: <http://youtu.be/rMD2BYgcxdg>

March 3, 2020

bringing in convo with Norma about reconciliation and moving from striving to thriving. To do this Amisha needs Room. Room and shifts. like hiring senior campaigner. Investing in and an additional day with admin and ops, I can lean on them more this is where she will get more support. Have spent a lot of time budgeting. When what overlaps too. Tracking partisan and nonpartisan work dollar by dollar. Budget is much more complicated now. Admin/Ops person can take this and grow into it. Now trying to leverage millions of dollars into it is the highest use of my time and is allowing us to build relationships and be living more into our power. For so long I have been in scarcity mode because it was scarce and we hustled. Won't lose that spirit and still in hustle mode for the money. Challenge is giving self permission to flex out time because I'm putting so much in. Trying to do a 4 day work week for over a year of recovering from cancer and is a key thing. That has been slipping because it is a lot of stuff and even though working more hours than I wanted to that still feels like not enough. Need to get a handle on that..... and that mode of urgency. Even at home always doing some work. Saying to partner, who is in the same place as her job is on the line, we are back in a space where we have been before where we don't know how to not work and yet we are parents we have our kids every other week.

Task on mind from last convo is building my crew of people to think about longer arch. One person has said yes! When I think about that space and keeping it majority WOChow do I use this space to take a deep breath together and taking it back from horrible speed of action.

Need people who have an open space to have conversation, would any of the old heads have more slack to have a meal with people and think about a question but not flip charts. Can ask, won't know before that .

voice in head that says it is going to be a waste and not productive.

on leadership team, we need to get answers to these questions of where are we going, what is our unique roll and the feeling that our work in the moment isn't as strategic b/c don't have these questions answered. Talked about doing this process last April (2019) and it is slower. feel more pressure to get it moving.

and we are moving a biggest revenue campaign of her generation. how do we know where do we need to be when we come out of it.

what is incremental step on spaciousness and less work?

on Friday, have one meeting. Have pull to schedule another meeting. Rather than that or spending at home with Mom. then doing something for self. Addiction cycle of worry and pace.

doing writing about dad. Do that on Friday and create a block to do that and give self to connect with that loss and as reflect on him. be somewhere where there isn't wifi. where can I be to nurture that writing and reflection - going to cafe. being somewhere pretty to be able to do a walk. Where would dad say to walk - he'd walk all over in the neighborhood, so something that is in walking would be a

way to bring him in. Spend time after to think about the crew of people and breakfast club idea. Good way to spend the time.

co-counseling as place to grieve father. still have one tonight. be good to work on this idea of walking and grounding self in father, critical to taking on the feeling of unease.

was supposed to go to Princeton to San Antonio - make a decision not based on the flight. Going to go home and join by video - or could say I am going to do 90 min not more because hard to join by video. Look at agenda to figure out where is the 90 minutes. might do two 60 min blocks.

Feb 12, 2020- heart sparks and strikes IV

Follow up phone calls, prioritized those who had challenges with the day.

What is a way forward?

People with positional power

People with less positional power had better experience

How do you create space for convo with people with different positional power?

- What is the work before that which is needed? (so convo can speak to everyone)
- Bring in concrete touch points

Next step with grassroots leadership feels hard, came in through organizers. What way do we want them to be involved in coalition level.

- People from Pioria (sp) - have been to strategy convos before, easier way to think about how to keep engaging them,
- Chicago Grassroots leaders (one from member org and another is not) what is my connect to them? Assumption is that they are the right people... could be but based on what

Paid staff leadership in the room

- Easier to pull them in first
- Discuss the role of grassroots leadership in driving stuff

Bring more specificity and ground in current real life scenarios and situations.

People (w/positional power) gave feedback that many things felt elementary.

What's the role that people want to play?

The first day isn't a guide

Bridge interplay with lived experience and wisdom and strategic thinking.... context....

Who is the team that can think about this with me from the people who were in the room?

- **Invite small group (name)**
 - **Gather with folks to invest relationally + strategically (Visionary hot like fire..working on it!) , Heart Sparks and Strikes)**
 - 1. Eg. Team dinner
 - Purpose: Connection time, 2-3 strategic questions, agreements on what we want to do together
 - Committed to each other and the process.
 - Imagine as a group of WOC
 - Figure out who
 - Be clear that we want this on the regular, if not realistic then opt out.
Ideally once a month connection for a meal, like a breakfast club.
 - **(founding of GC was monthly meeting at Jewish Deli, and 20th Aniv)**
 - 2. Drafted Shape Proposal for feedback
 - What we want to figure out (lay this out)