



New Group Welcome Packet

An orientation to Indivisible and our resources to support new groups in setting up for success.

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Welcome to Indivisible!

Congratulations on starting a new group! This is certainly the start of a really special community that will make a big impact.

Regardless of how long you've been doing this or how many people are in your group, you're not just a leader in that group—you're an organizer. An organizer is someone who brings people together and inspires them to take action. Organizers motivate and mobilize people; they build relationships with the people around them and they build a plan to act.

Indivisible started in 2016 to resist the Trump agenda, and thousands of volunteers across the country organized local groups in their communities. We're not finished, and we still have a lot of work to do to build a truly inclusive democracy. We're thrilled that you've stepped up to join this movement!

This Orientation Guide is meant to help you understand Indivisible's mission, vision, and structure, and guide you through the essential information, resources, and training we offer to get you set up for success! **Your state's Indivisible Organizer will also support you as you get started, so please reach out to them** (their contact information was given to you in

the confirmation email sent after you registered your group). Or, email us at supportteam@indivisible.org if you need additional support.

Indivisible's Mission and Vision

Action by action, day by day, group by group, Indivisibles are remaking our democracy.

Brought together by a practical guide to resist the Trump agenda, Indivisible is a movement of thousands of group leaders and more than a million members taking regular, iterative, and increasingly complex actions to resist the GOP's agenda, elect local champions, and fight for progressive policies.

We make calls. We show up. We speak with our neighbors. We organize. And through that work, we've built hundreds of mini-movements in support of local values. After practice, training, and repetition, we've built lasting power on our home turf, and a massive, collective political muscle ready to be exercised each and every day in every corner of the country.

Indivisible National is a social movement organization that grew with the Indivisible movement, building out a professional team of organizers, wonks, campaigners, digital and data specialists, and other experts to support the movement and fight for progressive values. Indivisible's national team offers strategic leadership, movement coordination, and support to Indivisible activists, and also directly lobbies congress, builds partnerships, runs media campaigns, and develops advocacy strategies.

With our updated [2025 Indivisible Guide](#), we are now building on the experience and accomplishments of our grassroots movement, directing the people-power toward strengthening our democratic institutions. We believe each of us has a role to play — in blue states, red states, and political battlegrounds across America. We believe MAGA will seek to divide and conquer us, isolating us one by one in an attempt to fracture our resolve. We believe standing together, Indivisible, is the only way to protect our families, our neighbors, and our democracy. And we believe that we will win. [Chapter 5 covers starting a new group.](#)

Together, we fight to defeat the right-wing takeover of the American government and build an inclusive democracy.

Our Vision:

A real democracy -- of, by, and for the people.

Theory of Change/How we Win

Defeating a multi-decade right-wing takeover of American government ain't easy. But we're here to win, and we have a plan. Here's how we're doing it:

1. **We Are Indivisible.** Our opponents depend on a divide and conquer strategy, so we treat an attack on one like an attack on all. We show up for each other, and particularly for those facing the brunt of right-wing ideologues' attacks - often immigrants, people of color, and low-income people. We share a vision: a real democracy, of, by, and for everyone.
2. **Strong Leaders, Strong Groups, Strong Movement.** We build and sustain our movement's power by helping individuals take leadership. They grow and lead local Indivisible groups, take independent action, and coordinate with their fellow local leaders. As a movement, our power comes from coordinated national campaigns where we act together, indivisible.
3. **Inside/Outside Strategy. We understand systems of power - like how Congress operates - and we work inside them to get results.** That complements our outside strategy of locally-based constituent pressure to demand elected leaders, regardless of political party, work for our democracy.
4. **A Virtuous Cycle of Advocacy and Elections. We show up to advocate for policy wins in off-years and get out the vote in election years.** These efforts reinforce each other to ensure our democracy works for all of us and that the people in power do too - or we will replace them with electeds who will.

Group Commitments

When groups register to become members in the Indivisible network, they agree to uphold four principles within their work and team culture:

1. **Remake our democracy.** We recognize our democracy was rigged from the start in favor of the white and wealthy. We actively work to realize a shared vision of a real democracy — of, by, and for the people.
2. **Embrace progressive values.** We model inclusion, respect, and fairness in all of our actions.
3. **Coordinate and collaborate.** We partner with other Indivisible groups on advocacy, elections, and national Indivisible campaigns.

4. **Build a strong and strategic movement.** We focus our efforts to maximize our impact, winning progressive policy victories and taking power at the local, state, and federal level.

Upholding Values

When group leaders agree to “embrace progressive values” and uphold these commitments, we take it seriously--especially for how they model behavior:

1. **Toxic behaviors, racist or other prejudiced actions, and disrespect** can erode the shared purpose of our movement, and Indivisible will not allow these things to go unaddressed.
2. **Uphold Norms of Engagement**, or the way in which we expect people to interact with each other. The goal here is to create a safe, healthy and collaborative environment within groups that is mutually understood between leaders and staff. Some examples of this are, but are not limited to:
 - a. Respectfully communicating between groups, leaders, members and staff.
 - b. Approaching the work with an openness and willingness to learn, and to be corrected when necessary.
 - c. Operating with a belief that we are all in this together. We will all need guidance at one point or another on how to grow and learn in a way that is more aligned with our movement and communities.

Expectations

Failure to uphold these group commitments and values on the part of group leaders will lead to:

1. A formal review of their actions,
2. An effort to address the problem with appropriate parties, and
3. In very serious cases, their removal from the Indivisible network.

Setting Up Your Group for Success

This section focuses on the [Indivisible Support Hub](#) an essential resource for your orientation. This page on the Indivisible national website is a centralized hub of our informational resources, programs, and campaigns so group leaders can search/filter for what they need.

There is a specific section in the Indivisible Support Hub for new groups like yours: the [New Group Orientation Hub](#). This orientation hub offers the information we believe is essential as you set up your group, hold your first meetings, learn about our different organizing tools and programs, and plug into our group network. Collectively, this info will help you get set up for long-term success with your group and your organizing!

Before navigating the New Group Orientation Hub, you can also [watch the recording](#) of our 2024 “How to Start a Group” training, titled “**WELCOME TO THE INDIVISIBLE NETWORK: Starting your Indivisible Journey**”. You can also see the slide presentation from the recording [here](#). This is a helpful supplement that familiarizes people with what the orientation hub provides.

The hub starts with “Guidance and Tools for New Groups.” That is the best place to start learning how to set up your Indivisible group. After that section, there is more information on how to grow your group in skills and resources as you solidify your essential leadership structure and group culture.

For ease of use, and to get you up and running more quickly, some of those resources are listed right here:

1. Join one of the monthly [Welcome Calls](#) with Co-Executive Directors
2. [Indivisible 101](#), one of our Trainings-to-Go that can be used as a tool for presenting to your group
3. [Organize a Steering Committee](#)
4. Bookmark this [link](#) for current actions to take

Your Indivisible Organizer will be a critical resource for you as you navigate these materials and figure out how you want to operate your group. So, we encourage you to connect with your Organizer first before getting started. If you don’t know who your Organizer is, email “[state]@indivisible.org”.

➔ For example, if you are in New Jersey, email newjersey@indivisible.org.

