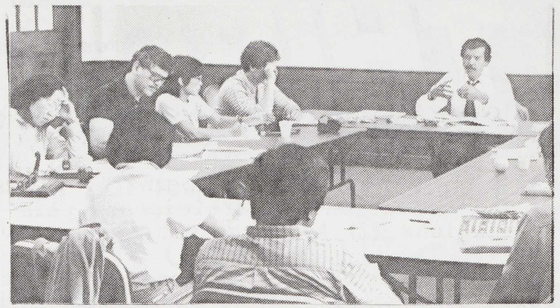
Variety of Trainers in MOT Session

The second phase of CTWO's Minority Organizer Training Project, took place August 18-25 in the California Bay Area, as 12 participants from the Reach Campaign, Filipinos for Affirmative Action, the Asian Immigrant Women's Project (AIWP), Centro Campesino, the Redwood City Housing Coalition, the Atrisco and Florencia Land Rights Councils and two students from the FlOC Summer Project were exposed to an advanced organizer training session. Skill sessions were led by CTWO trainers Alfredo DeAvila, Lupe Guajardo, Angie Fa and Gary Delgado in the areas of campaign and leadership development and planning group meetings. Consistent with CTWO's usual eclectic approach, much of the advanced session was devoted to hands-on work, including a specific research/organizing problem which participants tackled at the Oakland-based Data Center.

In response to the interests expressed by participants prior to the session, outside expertise was tapped to lead discussions in a number of areas. These included a session on working with churches, led by Will Lightbourne, Director of Catholic Charities in S.F.; volunteer maintainance, conducted by Tim Sampson of the Citizen Action League; developing an organization's profile, conducted by Herb Chao Gunther, Director of the Public Media Center and CTWO board member; and the use of computers, by Sam Sternberg, former associate director of the Regional Young Adult Program. Because a number of organizers were very interested in developing a diversified funding base, two of the discussions focused on fundraising. Kim Klein, editor of the Grassroots Fundraising Journal, conducted a session on Donor Development.



Will Lightbourne explains church structure.

Leah Brumer of the Abelard Foundation, Tom Layton of the Gerbode Foundation and Kathy King of the Agape Foundation discussed foundation fundraising. Leading a discussion on the connection between racial dynamics and urban policy, Phil Hutchings provoked a lively debate in his debriefing of the film "Poletown." Bill Tamayo, CTWO board member and chairperson of the National Day of Justice for Immigrants and Refugees (see box on page 4), and Daryl Alexander, former coordinator of the National Conference on Toxics and Minorities, led a discussion on how the issues of immigration and toxic waste disposal affect minority communities. Closing out the week, the connection between training and organizing was closely examined in a three-hour session in which trainees who'd worked on the FLOC campaign outlined ways in which house meetings, personal visits, and the use of "human billboards" framed the issue and built the organizing campaign.

CTWO TRAINING REVIEW

Systems for Effective Organization

Systems for Effective Organization, CTWO's training session held June 7-8 in Portand, brought together the skills of management and organizational development. It offered the workshop's seventeen participants an opportunity to practice their staff recruitment and supervision skills and to further develop their knowledge of "tried and true" systems of organizational management. Radio KDNA staff in Washington called the session "extremely useful" and Lane County Clients Council participants thought it "really systematically reviewed important insights in recruiting and maintaining volunteers." Session trainers included management consultant Kay Sohl, of Technical Assistance for Community Service (TACS), as well as CTWO trainers Lupe Guajardo and Margaret Shockley. Systems for Effective Organization was a preview of the series of 2-day skills sessions to be offered by CTWO in 1986.

Bay Area Training Session

Lorenzo Carlisle, of the Bay Area Free South Africa Movement and American Friends Service Committee, Lillian Galedo of Filipino Immigrant Services and Francisco Garcia of the Committee to Defend Immigrant and Refugee Rights were three of the 11 trainers conducting sessions in CTWO's Bay Area regional training session June 23-27. The session, which offered participants training in local campaign development, fundraising, coalition development and political analysis, included 15 participants from a number of organizations in California and other western states. Organizations represented included: Southside United Neighbors (Billings, Montana), the Community Children's Nursery and Community Board Project (San Francisco), the California Institute for Rural Studies (Davis) and the Nicaragua Information Center (Berkeley).

(c) 1985 Center for Third World Organizing

CTWO Minority Organizer Training Project
1985-86

Nomination Form

CTWO's Minority Organizer Training (MOT) is a program specifically designed to develop indigenous grassroots organizers in minority communities. The second year program has again received substantial funding from the Campaign for Human Development of the U.S. Catholic Conference.

The selection of participants this year will be a four-part process: (1) Nominations (2) Applications (3) Interviews (4) Orientation.

(1) **Nominations:** Anyone may nominate a candidate (including themselves). Candidates must be people of color, working or interested in working in a social change community organization.

(2) **Applications:** All nominees will receive an application form, which must be completed and returned to CTWO by October 25, 1985.

(3) **Interviews:** All candidates who complete an application will be interviewed by a CTWO staff person, either in person or by telephone.

(4) **Orientation:** Up to 20 candidates will be chosen to participate in an orientation session to be conducted in the S.F. Bay Area, California, December 1 - 6. Eight to ten of these candidates will be chosen as trainees in the year-long program.

In addition to the October orientation session, trainees in the program will participate in one regional training session, an on-site session with their own organization, and a final seven-day skills session. Monthly stipends will be provided to trainees in the program.

For more information contact **CTWO, 3861 Martin Luther King, Jr. Way, Oakland, CA 94609; (415) 654-9601.** Please return completed nomination forms as soon as possible in order to receive an application.

Name of Candidate _____ Ethnic Group _____

Address _____ Phone ( ) _____

Please tell us something about this individual's work _____

_____

_____

_____

Please tell us something about the organization with which this individual works _____

_____

_____

_____

Suggested by _____ Org. _____

Address _____ Phone ( ) _____