

MPA Leadership Development Ladder

LD #		Definition	Example of activity
5	Member	<input checked="" type="checkbox"/> Sends MPA a check	Not active
4	Volunteer	<input checked="" type="checkbox"/> On our contact and turnout lists <input checked="" type="checkbox"/> Have attended at least one event or taken one action <input checked="" type="checkbox"/> If they have done no activity <i>after repeated personal invitations</i> over a year, they become a 5 again	Attends a rally or MPA event, gives public testimony, writes a letter to the editor, usually calls their senator/representative when asked, volunteers every year on Election Day, etc. ***People off MPA member lists that came to a public hearing for our lead environmental campaign ***Members who visited their local hospital for our health care research ***A resident of downtown Lewiston who came to one of the community events organized to raise awareness about City destruction of affordable housing
4+		<input checked="" type="checkbox"/> Have had a 1-on-1 relational meeting done with organizer or top-tier leader	The key to moving these folks is that as soon as someone shows some interest and comes to an event, a one on one meeting is scheduled.
3	MPA Activist	<input checked="" type="checkbox"/> Attends chapter meetings, trainings, or issue committee meetings <input checked="" type="checkbox"/> Begin to take ownership, see MPA as a shared responsibility, says “we” not “you” when talking about MPA <input checked="" type="checkbox"/> Have had an initial LD meeting with an organizer where we get to know them more, ask them to take responsibility for some project, talk about MPA worldview <input checked="" type="checkbox"/> LD plan is started: organizer talks with them about the skills they have, those they want to learn, and the role in MPA they want to work towards	***Threes were the leaders in building our small business coalition by visiting local businesses face to face and asking them to sign up. More than 1500 small businesses were signed up in support of universal single payer in more than 130 towns in Maine. ***Threes help solicit food donations and advertising sales for our annual fundraising dinners ***Threes speak at press events, attend big organizational events like lobby day and retreats, and usually go to chapter meetings ***Threes can always be counted on to generate phone calls/emails from 4s and 5s
3 + ready to move to a 2!		<input checked="" type="checkbox"/> Dependable and accountable—identify with MPA <input checked="" type="checkbox"/> Have a drive to more and are curious about other parts of MPA <input checked="" type="checkbox"/> Attendance and participation are regular <input checked="" type="checkbox"/> Work closely with an organizer or advanced leader on leading a project <input checked="" type="checkbox"/> Share our worldview—they understand all our issues in the broader context of work for social change <input checked="" type="checkbox"/> A <i>second</i> LD meeting has been done, including some self-assessment and the plan is updated and adjusted	***They take personal responsibility for making sure that all the things listed above are done and done well. ***They begin to consistently and strategically think about the importance of developing other leaders. ***They are willing to commit to learning the skill of engaging new members in 1-on-1 relational meetings
2	Member Organizer	<input checked="" type="checkbox"/> Identify as an MPA leader <input checked="" type="checkbox"/> Take specific responsibility, make specific commitments, are dependable <input checked="" type="checkbox"/> Do turn-out, know organizer’s math, build the base <input checked="" type="checkbox"/> Have been through training on how to do one:one meetings, other specific trainings <input checked="" type="checkbox"/> Train 3s and 4s	***Train 3s and 4s on how to collect DirigoChoice enrollee stories, write letters to the editor, prepare public testimony, understand a power analysis, etc. ***Serve on statewide issue committees and are part of strategic planning for our campaigns ***Represent MPA at coalition meetings ***Plan and carry out MPA events like Lobby Day, the annual dinners and running specific projects that directly involve organizing (such as taking a list of 3s and 4s, recruiting and training them for a project).
2 + ready to move!		<input checked="" type="checkbox"/> Training on organizing skills <input checked="" type="checkbox"/> Aware of their own development <input checked="" type="checkbox"/> A third LD meeting is done including self-assessment, worldview check-in and discussion, member-organizer plan, and MPA strategy <input checked="" type="checkbox"/> Their LD plan is revised	***Have done above types of activities successfully and begin to take personal responsibility for making sure that all the things listed above are done and done well. ***Very aware of their own development: they know what they are good at and can train others to do and they know what they want to work on improving
1	Lead Organizer	<input checked="" type="checkbox"/> Potential statewide board member <input checked="" type="checkbox"/> Written into organizing plan—MPA can count on the fruits of their labor <input checked="" type="checkbox"/> Do 1:on-1s regularly <input checked="" type="checkbox"/> Undergone leadership trainings <input checked="" type="checkbox"/> Lead spokesperson <input checked="" type="checkbox"/> Part of strategic planning of organization	In addition to all the activities listed above, they now understand the process that has brought them to this level and start working to help develop other members in the same way. They take on the role of “member organizer” . Some may step back from some of the roles they have previously filled in order to develop other leaders to fill those roles. Other 1s might decide to run for office and become an MPA organizer inside the capitol. Others may become long-term Board members.

MAINE PEOPLE'S ALLIANCE LEADERSHIP DEVELOPMENT LADDER

1 – LEAD ORGANIZER

- Spokesperson/board member
- Written into organizing plan
- Does 1:1s regularly

2 – MEMBER ORGANIZER

- Identifies as an MPA Leader
- Dependable, responsible, accountable
- Believes in MPA's worldview
- Trains others

3 – ACTIVIST

- Attends Chapter Meetings
- Has had a 1:1 meeting with a leader
- Says “we” not “you”

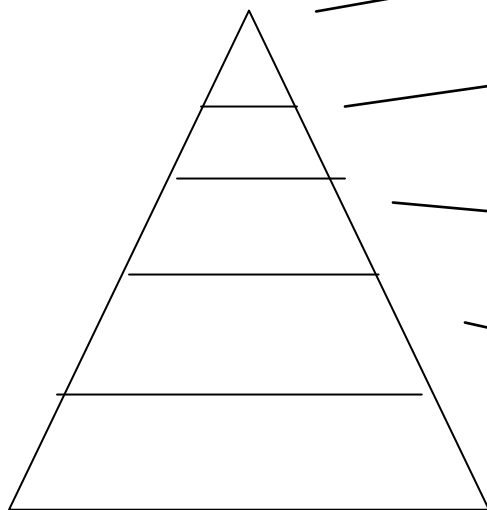
4 – VOLUNTEER

- Has participated in one event or action in the last year

5 – MEMBER

- Contributes \$
- Not Active

Healthy Organizations look like this:



LEAD ORGANIZERS:

MEMBER ORGANIZERS

ACTIVISTS

VOLUNTEERS

MEMBERS

