



*United Methodist leaders meet at Africa University in Mutare, Zimbabwe to discuss the Social Principles.*

## ONE-ON-ONES

Building a team is an intentional leadership practice that provides opportunities to connect church and community members for sharing and learning together. To deepen these connections, we can engage in the practice of one-on-ones.

One-on-one conversations are a simple way to create a team. A one-on-one is a strategic conversation where you identify the shared values and vision of specific individuals who will help you achieve your goal for change. Making time to have one-on-one conversations with existing team members or other people who you'd like to have involved in the work should be a consistent practice.

Prepare for your one-on-one with our one-pager at [www.umcjustice.org/BuildingPowerTogether](http://www.umcjustice.org/BuildingPowerTogether).

## MAINTAINING AND GROWING YOUR TEAM

Having a committed team will be vital to your success throughout the life of your movement. Many advocates focus on recruiting a strong team in the beginning and stop once it's in place. Because advocacy and justice require time and patience, routine maintenance of your team is essential to ensure the efficacy of your leaders.

Pursue opportunities that nourish your team spiritually, emotionally, mentally, and even physically. Activism fatigue happens to everyone from time to time, but investing in the long-term wellbeing of your team will help mitigate burnout.

- Plan retreats that include moments of rest, worship, learning, and healing. Spending time in the community while regaining energy will ultimately strengthen your team and your movement.
- Never stop inviting people into your movement. Leadership is essential for planning the direction of your movement, but your leaders will burn out even faster if there are not allies supporting them and helping carry out those plans. Having a strong network of supporters also establishes a pool of future leadership if/when your team members need to step away.
- There is strength in numbers. Inviting others to participate in your movement deepens the breadth and impact of your efforts.

Learn more about building consensus and mobilizing your team at [www.umcjustice.org/BuildingPowerTogether](http://www.umcjustice.org/BuildingPowerTogether).