Who is AdAstra Collective?

AdAstra Collective is comprised of movement building practitioners with expertise in leadership development, resource mobilization, and narrative intervention.

We specialize in strategizing through networks in social movements. We invest in people, cultivating potential to create economic change. We believe in stories that shift political realities.

Our vision is to transform power through networked movement building for a just, democratic, and liberating world.
FORMS of ORGANIZATIONAL STRUCTURES

[Now Let’s Get in Formation]
FORMS of ORGANIZATIONAL STRUCTURES

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TRADITIONAL ORGANIZATION

COALITION
FORMS of ORGANIZATIONAL STRUCTURES

[Now Let’s Get in Formation]
FORMS of ORGANIZATIONAL STRUCTURES

[Now Let’s Get in Formation]

- TRADITIONAL ORGANIZATION
- COALITION
- HUB AND SPOKE

- CENTRALIZED CLUSTER NETWORK
FORMS of ORGANIZATIONAL STRUCTURES

[Now Let’s Get in Formation]

- TRADITIONAL ORGANIZATION
- COALITION
- HUB AND SPOKE
- CENTRALIZED CLUSTER NETWORK
- CHAPTER ORGANIZATIONS

AdAstra Collective
FORMS of ORGANIZATIONAL STRUCTURES

[Now Let’s Get in Formation]

ORGANIZATION

COALITION

HUB & SPOKE

CENTRALIZED CLUSTER NETWORK

CHAPTER ORGANIZATIONS

DECENTRALIZED NETWORK

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Actions

- Experiments & collaborations
- From small acts to larger
- Learning through diversity
- Successful innovations spread
DECENTRALIZED, SELF-ORGANIZED

Decentralized Core
DECENTRALIZED, SELF-ORGANIZED
DECENTRALIZED, SELF-ORGANIZED

Decentralized Core

Overlapping Clusters

Strong Periphery

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DECENTRALIZED, SELF-ORGANIZED

Decentralized Core

Overlapping Clusters

Strong Periphery

- Church Congregation
- Classmates
- Lawyer
- Sports Teammates
- Neighbors
- Family Members
- Workplace Colleagues
- Friends
- Kid’s Friends
- Parents
- Other Social Movement Networks

DECENTRALIZED, SELF-ORGANIZED
Each structure is **good** at some things
Each structure is **good** at some things

And **not good** at others.
### ORGANIZATIONS/COALITIONS

- **Knowledge and Material Production:** Identifiable outcomes with deliverables
- **Accountability:** Clear accountability structures based on rank and file.
- **Sense of belonging:** Once brought into the organization based on ability, they are brought into and buy into the structure and culture.

### ON-LINE ORGS

- **Scale:** Able to get huge numbers of people to undertake easier forms of action that can be aggregated into real power ($$, votes, petitions, joining networks etc)
- **Fundraising:** Great at cultivating sustaining donors

### DECENTRALIZED NETWORKS

- **Scale:** Able to get huge numbers of people to undertake courageous action, putting body on the line, direct action
- **Complexity:** Able to address complex problems
- **Flexibility:** Flexible, able to shift quickly

### GOOD

- **Knowledge and Material Production:** Identifiable outcomes with deliverables
- **Accountability:** Clear accountability structures based on rank and file.
- **Sense of belonging:** Once brought into the organization based on ability, they are brought into and buy into the structure and culture.

### NOT GOOD

- **Complexity:** Historically not been successful at solving complex problems, focus on one small piece or issue.
- **Flexibility:** Harder time shifting strategies & tactics. Can constrain popular energy, scale. Can constrain innovation & information. Often don’t expand beyond membership
- **Commitment:** Apart from online petitions and one directional participation there is not a greater commitment to the vision
- **Sense of ownership/belonging:** Projects are set by the staff from the online org not from the constituents.

### Accountability (dependent on clearly outlines principles)

- **Unified Strategy:** Given divergence in thinking and approaches it is difficult to agree on one strategy or path to do something.
- **Leadership development**
  - *There is swarm accountability according to shared principles - if you do this during mass trainings up front, then it saves a lot of time and effort*
CLARIFYING QUESTIONS?
COALITIONS

TRADITIONAL FUNDING

- One way power
- No coordination between funders or organizations
- Trickle Down: Not getting to base, communities or grassroots movements
- Slow
SCAVENGER HUNT!
Find or Make (5 MINUTES)

- 5 paper cranes
- Names and addresses of 3 community/movement spaces in your groups city
- Selfie with a person with the same color shirt as you
- List of at least 10 campaigns or actions that people in this room have participated in
- 3 items in the room that contain the color gray
- Drawing of the 3 items that have the color gray
Debrief

What did you notice and learn from this?
Functions of a healthy and growing self-organized decentralized smart network

Don't worry, we'll break it down...

INTRODUCERS
COORDINATORS
COACHES
SPOTLIGHT
MAP MAKERS
REFLECTORS
BRIDGER
CONVENERS
MESSENGERS
MECHANICS
IGNITERS
CULTURE MAKERS
RUNNERS
MESSENGERS
ROADIES
CONVENERS
GATHERING: Allows people to **find diverse others** from a **large network** to join with them or **collaborate**.

CLUSTERING: Encourages people to **see an opportunity** to make a change or try something out, and then form **more focused, smaller groups** to take action.

COLLABORATING: People **deepen relationships** by working together, can be a **transformative experience**.

LEARNING: Know how to **pay attention** to what is happening, debrief, **analyze** the action to take a **better next step**

ACTION: Individuals and groups feel they feel like they can **initiate action**

BRIDGING: Share what is being planned with other clusters and the larger network

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QUESTIONS: How do we think about resources in new ways?

Resources are much more than just money.

How do people know about and access all of these resources in a network?

How do we decolonize our relationship with money?
Where do the stories of transformation live?
In our networks of relationships!!!!!
CLUSTERS
With high degrees of trust & interaction
MOVEMENT

CLUSTERS
With high degrees of trust & interaction

THE “FIELD”
Shared values, identity or experiences

PLATFORMS
FOR SELF-ORGANIZING

Virtual Spaces & Communications
Physical Places & Meetings

SHARED CONTENT

SHARED INFO

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Why are my relationship important in my endeavors to transform systems?

“One thing you can count on. If you isolate yourself in order to win, you already lost.”
- Eli Armstrong, Dream Defenders

“Build homes. Not Fortresses.”
- Gan Golan, Movement Netlab
CIRCLES OF CONNECTION

Interpersonal

Ability to understand and act on information exchanged

THAT'S ME!
To engage each other in meaning making of perspectives in cultivating shared experiences, values, with customs, and practices, culture and power building.
MY MOVEMENT

Movement
The ability of interconnected networks to understand each other and act on information exchanged.
MOVEMENT OF MOVEMENTS

MY MOVEMENT

MY POLITICAL HOME (aka Cluster)

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Movement of Movements

The ability of interconnected networks to use information exchanged to have a large impact on how we govern ourselves.

- **Level 1**: Build local networks for experimentations
- **Level 2**: Build networks for *viralness* so that local innovations can spread, inspire, and learn from others
- **Level 3**: Build networks for *scale* so infrastructure and policy to support innovations can be developed

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MOVEMENT OF MOVEMENTS

THE GENERAL PUBLIC

MY MOVEMENT

MY POLITICAL HOME (aka Cluster)
DECENTRALIZED, SELF-ORGANIZED

- Decentralized Core
- Overlapping Clusters
- Strong Periphery

Connections:
- Church Congregation
- Family Members
- Workplace Colleagues
- Friends
- Kid’s Friends
- Parents
- Other Social Movement Networks
- Neighbors
- Classmates
- Sports Teammates
- Lawyer
- AdAstra Collective
Level 1: Movements Without Shared Infrastructure
Level 3: Movements with Shared Infrastructure - Scale
Q & A (5 min)
What are my Circles of Connection?

Fill out the worksheet on your own
1. Where does most of your political work take place? First, locate your network: is it a local network (based in place), a movement network with a specific focus, or a network of different networks (movement network across different movements-state, regional or national level)?

2. Is your network part of the other two types of networks? If you are a local project, have you worked to develop a local network of organizations and individuals? Are you connected to a national network? If you are a local network, are you connected to other networks working on the same issue? Are you connected to networks that are different, that provoke you to expand your thinking and reach?

3. What are opportunities to connect to individuals or organizations across other networks?
Different Levels of Scale Across Movement Networks

Movement of Movements

- **Level 1:** Build local networks for experimentations
- **Level 2:** Build networks for *viralness* so that local innovations can spread, inspire, and learn from others
- **Level 3:** Build networks for scale so infrastructure and policy to support innovations can be developed
Level 3: Movements with Shared Infrastructure - Scale
How do you relate to other networks?

1. **Networked:** You know this organization and you have occasional communication.
2. **Coordination:** You have a defined partnership with this organization. There is some formal communication with this organization and some shared decision-making.
3. **Collaboration:** You share ideas and resources with this organization and work together closely. There is frequent communication characterized by mutual trust, and decision-making is done jointly.
4. **Another type of partnership?**
CONNECT THE CIRCLES