

RESIST. REVOLT.

Organizing Manual

Educate. Agitate. Organize.

A field guide for building working-class power in Arizona

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Table of Contents

Introduction	3
What Is Organizing?	4
Arizona Political Overview	6
Core Organizing Skills	7
Personal Story Handout	8
Personal Story Worksheet	9
The Hard Ask	10
One-on-One Meeting Guide	11
Voter Contact	12
Canvassing Best Practices	13
Voter Registration Legal Overview	14
Voter Registration Best Practices	16
Voter Registration: Choosing the Right Location	17
Voter Registration Location Brainstorm	18
Recruitment Phonebank Best Practices	20
Hosting Voter Contact Actions	21
Running Successful Voter Contact Actions	22
Backwards Planning for an Action	23
Confirmation Calls	24
Confirmation Call Script	25
Same-Day Confirmation Script	26
Flake Chase Calls	27
Debrief and Reshift Guide	28
Canvass Checklist	29
Canvass Training Agenda	30
Voter Registration Checklist	32
Voter Registration Training Agenda	33
Phonebank Checklist	35
Recruitment Phonebank Training Agenda	36
House Parties and Organizing Meetings	38
House Party Guide	39
House Party Run of Show	40

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Introduction

Why we organize, and where.

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What Is Organizing?

Alone we are exploited. Together we are a force.

Introduction

Organizing is the work of building relationships between working people and turning those relationships into collective power. Organizers find, recruit, train and develop comrades who change the conditions of their own communities. The ruling class is already organized. Our job is to make sure the rest of us are too.

Voices on Organizing

"The philosophers have only interpreted the world, in various ways; the point is to change it."

– Karl Marx

"The duty of the organizer is to provide people with the opportunity to work for what they believe in."

– Fred Ross, Sr.

Organizer and scholar Marshall Ganz describes the work as identifying and developing leaders, building community around them, and building power out of that community, then challenging people to act together on their shared values and interests.

Why does organizing matter? When the margins are close, organized people are the difference between winning and losing. Money can buy ads. It cannot buy a neighbor's trust.

How We Organize

We use every tool available to reach working people where they are.

Build a mass organization	We need a large, disciplined base of comrades now, so we can have every conversation it will take to win.
Make calls and knock doors	Research shows the most effective way to turn people out is a high-quality, face-to-face conversation.
Expand the electorate	Voter registration is the most efficient way to bring the shut-out and the overlooked into political life.
Sign people up to vote by mail	Voting by mail is the easiest way to vote for people working long or unpredictable hours. Voters on the Active Early Voting List (AEVL) are more likely to vote.
Use digital tools	Meeting people where they are increasingly means meeting them online and on their phones.

Organizing Is List Building

We build two lists, and every action we take feeds one or both:

The list of comrades	The people we recruit to knock doors, make calls and register voters.
The list of supporters	The people we register and turn out to vote through doors and calls.

Build the lists. Turn them out. That is how working people win.

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Arizona Political Overview

Know the terrain before you organize it.

Arizona Government at a Glance

Congress	Arizona has 9 congressional districts. Going into the November 2026 election, Republicans hold 6 seats and Democrats hold 3.
State executive offices	Arizona elects its Governor, Secretary of State, Attorney General, Treasurer, Superintendent of Public Instruction, State Mine Inspector, and the Corporation Commission.
State Legislature	Arizona has 30 Legislative Districts (LDs). Each LD elects one State Senator and two State Representatives, and every legislative seat is up every two years. In the 2025-2026 Legislature, Republicans hold the Senate 17-13 and the House 33-27.

These figures reflect the 2024 election results. The November 2026 election may change them, so update this page afterward.

How the Party Structure Is Built

Party power in Arizona is built from the bottom up. Working people can enter at the base and push upward.

Precinct Committeepersons (PCs)	The precinct is the smallest political unit and the foundation of party structure. Each precinct elects PCs who serve as the link between their party and the voters in that precinct. (See the How to Become a PC handout.)
Legislative Districts	A much larger unit. There are 30 LDs, each with its own party organization.
County parties	Maricopa County is organized at both the county and LD level. Pima County uses a mix of county, LD and neighborhood organizing. Most of the rest of the state is organized by county.
State party	Each party's state organization leads at the statewide level.

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Core Organizing Skills

Story. Ask. Relationship.

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Personal Story Handout

The personal is political. Your story is proof the system can be changed.

The Basics

Why do we tell personal stories? Organizing is simply the work of building relationships between working people, and those relationships are built by sharing our stories. A story rooted in real experience and real values cuts through the isolation this system depends on. It connects voters and comrades to each other and to the movement.

When do we share our stories?

- Meeting with a potential new comrade
- At a team meeting
- On the phone with a voter
- After a volunteer shift
- Speaking to a high school or college class
- At a community event
- Any time before you make an ask

Best practices

- Know your audience
- Be brief; don't ramble
- Be genuine
- Be honest
- Be vulnerable
- Expect your story to grow as your consciousness grows
- Practice, practice, practice!

Telling Your Personal Story

Story of Self	Why you were called into this struggle. It reveals your values and why you chose to act on them. It centers the hardships you have faced under this system, the choices you made in response, and what came of those choices.
Story of Us	The story of our movement. It links your values to the listener's, and both to the shared interests of the working class. A Story of Us invites the listener to stop struggling alone and become part of something far bigger than themselves.
Story of Now	The choice in front of us and the future we can build if we act together. It grows from the values in your Story of Self and Us, and names the injustice that contradicts them and demands action now. Urgent. Always ends with an ask.

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Personal Story Worksheet

Our stories are not private grievances. They are evidence. Tell yours.

Story of Self	Which moments in your life opened your eyes to how this system really works? What did those experiences teach you, and how do you feel about them now? What choices brought you from that awakening to this fight?	
Story of Us	How does your story connect to the shared story of the working class? What values, purpose and vision do you share with the people in this movement? How will you invite your audience to see themselves in this struggle and join it?	
Story of Now	What urgent injustice will you call on your audience to confront? What specific action will you ask them to take, right now, together?	

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The Hard Ask

Polite requests never moved the powerful. Clear demands do.

The Basics

What is the hard ask? It's our core recruitment tool. The hard ask assumes the person will say yes and doesn't leave easy room for no. We use precise language: offer two options and ask *when* they'll join us, never *if*. The hard ask is urgent, important, persistent, and uses the pull of solidarity: everyone else is showing up.

Why use it? It makes yes easier and no harder, and helps people past the fear of stepping up for the first time.

The Right Mindset

- We're inviting people to fight for the issues that shape their own lives.
- We're offering a real chance to change an election with high stakes for working people.
- Never decide for someone that they're too busy. Make the ask and let them choose to fight.

Making the Hard Ask

Be specific	"Can you volunteer?" isn't actionable. Offer concrete opportunities. <i>"We're making a big registration push this week, with drives Wednesday at 10 AM and Saturday at 10 AM. Which day works better for you?"</i>
Assume yes	You've already identified this person as a supporter. Assume they want to do everything they can. <i>"We're counting on our strongest supporters to get out the vote. We're knocking doors this weekend. Which works better for you, Saturday at 10 or at 1?"</i>
Either/or, not yes/no	A yes/no question hands them an exit. An either/or question makes them choose. <i>"We're knocking doors this weekend. Does Saturday or Sunday at noon work better for you?"</i>
Add urgency	Time is short, and no one wants to wake up after Election Day wishing they'd done more. <i>"The registration deadline is only X days away. We're registering voters Saturday and Sunday. Which day works best?"</i>
Explain why it matters	Share the plan and the context. Walk them through what they'll do and how it builds power. <i>"Face-to-face conversations are the best way to turn out our neighbors. We're knocking doors in your neighborhood this weekend. Can you join us Saturday at 10, or does Sunday at 1 work better?"</i>
Use solidarity	People show up when they know others are showing up. <i>"We're hosting a house party in your neighborhood Thursday and expecting a big crowd. Can we count on you at 7 PM?"</i>
Be persistent and layer the ask	Most yeses start as a no. If one time doesn't work, offer another. If canvassing doesn't work, offer phonebanking. Once they say yes, ask for more. <i>"See you Tuesday for calls! We phonebank every Tuesday. Since Tuesdays work, can I put you down for the next four?"</i>

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One-on-One Meeting Guide

Movements are built one relationship at a time.

The Basics

What is a one-on-one? A 1:1 is an in-person meeting with a comrade or potential comrade, scheduled in advance. It usually runs 30 to 45 minutes and **always ends with an ask**.

Why do 1:1s matter? They make it easy for new people to get involved, they build real relationships, and they're essential for finding, testing and confirming new leaders. Leadership isn't handed down; it's developed.

Three Types of 1:1

Introduction	A first meeting to build a personal connection and bring the person into the work.
Maintenance	A check-in after the first 1:1, used to spot and test potential leaders.
Escalation	A meeting with a committed comrade to confirm them as a leader.

1:1 Meeting Agenda

Introduction 2-3 mins	Small talk. Thank them for their time, and explain the purpose and structure of the meeting.
Your Story 8 mins	Share your personal story: what opened your eyes and why you fight.
Their Story 20-25 mins	Ask open-ended questions to draw out their story: • What made you start questioning how things work? • Have you organized or volunteered before? What was it like? • What issues hit closest to home for you and your family? • What moves you to get involved now?
Overview of the Work 5 mins	Lay out our strategy, tactics and ways to plug in. Connect it to what you just learned about them.
The Ask 5 mins	Make a hard ask for specific shifts. Don't stop at one yes; ask for everything you need. End with clear next steps so they know what comes next.

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Voter Contact

Doors, clipboards and phones.

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Canvassing Best Practices

Every door is a neighbor. Every neighbor is a potential comrade.

Face-to-face conversation is the most powerful tool working people have. It is how we meet voters, build real relationships, and carry our message past the filter of corporate media. Canvassing is also the moment to sign voters up for the Active Early Voting List (AEVL) and collect registration forms. The goal is not a pitch; it is a genuine conversation about the conditions we share.

Talking with voters is a skill sharpened through practice. Hold on to four principles at every door:

1. Be yourself.	2. Listen closely.
3. If you don't know, say so honestly.	4. Stay positive.
Do	Don't
• Finish your packet. Knock every door on your walk list, and only the doors on your list. • Use the script as a guide, not a cage. Speak in your own voice and from the heart. Don't read it at the door. • Be friendly and engage. Be courteous, respectful and kind. Thank every person for their time. • Ask every supporter to join us. Explain why voting and organizing matter for working people. • Be persistent. Knock twice. Ring the doorbell first if there is one, then knock. You are not selling anything, so "No Soliciting" signs are generally not aimed at you. • Write legibly. Every piece of information you collect has to be entered accurately afterward. • Have fun and come back. This work matters. The working class needs you in November and beyond.	• Never touch a ballot. Not even a blank one, and not even to carry it to a mailbox. Collecting or handling another person's early ballot can be a felony in Arizona. • Don't ask if they're busy. Introduce yourself and start the conversation. Don't hand them an exit. • Don't skip survey questions. Once you've made a connection, gather as much information as you can. • Don't linger. Five minutes per door, maximum. Quantity matters along with quality. Don't argue; hostility never won anyone over. • Never go inside a home. Safety first. If a voter invites you in, decline politely. • Don't use the mailbox. Leave literature in the door or under the mat.

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Voter Registration Legal Overview (Arizona)

Know the rules cold. The other side will be watching for mistakes.

Who Can Register

To register to vote in Arizona, a person must:

- Be a United States citizen
- Be a resident of Arizona and of the county listed on their registration, for at least 29 days before the election
- Be 18 or older by the next general election

A person cannot register in Arizona if they:

- Have been convicted of a felony and have not had their civil rights restored
- Have been adjudicated incompetent by a court

The Arizona Voter Registration Form

Required fields

- | | |
|---|------------------------|
| • Full name | • Proof of citizenship |
| • Street address, city and ZIP | • Affirmations |
| • Date of birth | • Signature and date |
| • Last 4 digits of Social Security Number | |

Proof of citizenship. The state form requires documentary proof of citizenship. It can be provided with:

- An Arizona driver license or state ID number issued after October 1, 1996 (unless it was issued before the person became a citizen)
- A Bureau of Indian Affairs card number, Indian Census number, Tribal Treaty Card number, or Tribal Enrollment number
- An Alien Registration Number from a naturalization certificate
- If the person has none of these: a photocopy of their U.S. birth certificate or the front pages of their U.S. passport, submitted with the form

Active Early Voting List (AEVL). Voters can join the AEVL when they register by checking the early voting box on the form. Every working person who can vote by mail should be offered it.

Registering Online

Anyone with a valid Arizona driver license or state ID can register online at **servicearizona.com**.

The Federal Form and Federal-Only Voters

Federal law lets citizens register for federal elections without documentary proof of citizenship, using the last four digits of their Social Security Number. A person who registers with the federal form and no proof of citizenship can vote only in federal races (President, U.S. House, U.S. Senate). They can become full-ballot voters by providing proof of citizenship to their County Recorder.

Rules for Every Registration Drive

- Registrations are due at least **29 days before Election Day**. Turn in completed forms quickly.
- Never pay anyone based on the number of forms they collect.
- Never offer an applicant anything of monetary value to register.
- Never change or add information on a completed, signed form.
- **Never take pictures of, photocopy, or keep copies of completed voter registration or AEVL forms.** They hold people's private information. Protecting our neighbors' data is non-negotiable.

Election law and court rulings change. This is a general guide, not legal advice. Confirm current rules with the Arizona Secretary of State or your County Recorder before every drive.

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Voter Registration Best Practices

A vote is a voice. Help every worker claim theirs.

The Basics

Registration drives let us meet people where they are and bring them into a political system that was never designed to hear them. You will be registering voters for the coming election and asking supporters to join the Active Early Voting List (AEVL). Once someone is registered, they are very likely to vote. When more working people can vote, working people win.

Best Practices

Your Mindset

- **This work is powerful.** You are giving someone a voice that lasts a lifetime, far beyond this one election.
- **This is a service to the community.** You are making it easy for people to participate, removing barriers the system put in their way.
- **This is how we win.** Every new registration expands the electorate. The powerful prefer a small, quiet electorate. We are building a large, loud one.

Making the Ask: Approach

- **Step into their path.** Stand in front of people as they approach so they stop and listen, then walk alongside them to make your ask.
- **Engage groups.** Talk to everyone in the group. If most aren't interested, focus on the one or two who are. Don't let one person speak for everyone.
- **Be friendly and approachable.** Smile and make eye contact.
- **Put the clipboard in their hands.** Tell them why it matters and how easy it is. Registering takes a minute, and you are right there to help.

Making the Ask: Language

- Always ask: **"Are you registered to vote at your current address?"** Greet them warmly and make eye contact as you ask.
- Be confident and direct. Don't hand people an easy exit.

Helpful Reminders

Ask everyone. We tend to approach people we're already comfortable with. Push past that comfort zone; the people who look least like you may need you most.	Be persistent. Many people just don't want to stop. Don't get discouraged. Follow up and ask again.	Never stop asking. The way to register many voters is to talk to many people. Supporters won't come to you. Go find them.
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Voter Registration: Choosing the Right Location

Go where people are shut out, and bring them in.

To register voters, we have to meet people where they are. Be intentional about where and when you register voters, especially when sending out new comrades.

Before choosing a location, ask:

- Who in our community still needs to register?
- Where can we meet those people where they already are?
- When and where do working people actually have a few minutes to spare?

Three Tactics

High-traffic canvassing	Also called clipboarding: registering voters at busy spots wherever there's foot traffic. <i>Examples: bus stops, transit centers, busy intersections, parks, libraries, shopping centers, grocery stores, laundromats.</i>
Community events	Use events that already draw crowds, on campuses and in the neighborhood. Find them online, in local news and community groups, and ask comrades for ideas. <i>Examples: farmers markets, festivals, sporting events, concerts, union gatherings.</i>
Blind knocking	Knocking doors without a walk list to find unregistered people. Focus on apartment complexes, student housing, and neighborhoods where people move often, since renters and low-wage workers who move frequently are the most likely to fall off the rolls. The ask is the same as clipboarding or at events.

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Voter Registration Location Brainstorm

Go where the workers are: the bus stop, the break room, the market.

High-Traffic Canvassing

What are the major gathering places in your community?

Where is the heaviest foot traffic (bus stops, transit centers, busy intersections, popular bars and restaurants)?

Which shopping centers, grocery stores, laundromats and other businesses do working people in your community rely on?

Where can you find crowds at different points in the day?

Morning / before work

Lunchtime / midday

Late afternoon / end of the workday

Evening

Weekend

Community Events

What community events are coming up?

What events are coming up on campuses near you (high schools, community colleges, universities)?

What weekly or recurring events happen in your community (farmers markets, First Fridays, union meetings, etc.)?

What events do people in your community get excited about?

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Recruitment Phonebank Best Practices

One call. One conversation. One more comrade.

Phonebanking is the most effective way to have real conversations about what's at stake and to bring new people into the movement. The goal of a recruitment phonebank is quality conversations that end in committed shifts.

Tips and Tricks

Talking with people effectively is a skill sharpened through practice. Hold on to four principles on every call:

- | | |
|--|--------------------|
| 1. Be yourself. | 2. Listen closely. |
| 3. If you don't know, say so honestly. | 4. Stay positive. |

Do

- **Finish your call sheets.** There are a lot of people to reach. Finish every sheet you're given.
- **Be friendly, but get firm commitments.** Use the hard ask to lock in specific shifts. Keep asking until you get a yes.
- **Use the script, in your own voice.** The script is a guide. Use your personal story to explain why you're in this fight. That's how real connection happens.
- **Smile and have fun.** People can hear it, and they respond to it.
- **Write legibly.** Someone has to read your notes to enter every bit of data you collect.

Don't

- **Don't hand people an exit.** Skip "Do you have a minute, or are you busy?" and "Are you interested in volunteering sometime?" Those invite a quick no.
- **Don't linger.** About 5 minutes per call, maximum.
- **Don't be rude to anyone.** You represent the movement on every call.
- **Don't stress about policy details.** You won't know every answer. Connect on shared values, or say you'll find out and make sure someone follows up.
- **Don't attack people or other points of view,** including other candidates. Our target is the system, not our neighbors.

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Hosting Voter Contact Actions

Plan it. Run it. Grow from it.

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Running Successful Voter Contact Actions

No ruling class ever handed over power. Working people take it, door by door, call by call.

Planning Your Action

- Step 1: Choose your front.**
 - Canvass: going door to door to meet our neighbors face to face
 - Voter registration drive: bringing the disenfranchised back into the fight
 - Phonebank: reaching working people across the whole district
- Step 2: Fix the details.** Settle the date, time and meeting place. Discipline begins with clarity.
- Step 3: Set collective goals.** Decide how many comrades you need to show up. Set targets for calls made, doors knocked, early voting list sign-ups, registration forms collected, and comrades reshifted. A movement that does not measure its strength cannot build it.
- Step 4: Build a recruitment plan.** Use backwards planning (see the Backwards Planning handout) to work out how much outreach your goal demands. Block out time for recruitment calls and confirmation calls. Use social media, email lists, and every network the workers already have.
- Step 5: Secure the means of organizing.** Gather every material the action needs before the day comes: registration forms, call lists, walk lists and scripts.
- Step 6: Build your organizing cadre.** Decide how many comrades you need to run setup, sign in, and the action itself. No one organizes alone.
- Step 7: Confirm.** Make reminder calls to everyone who committed. On every call, ask them to bring a coworker, a neighbor or a friend. Solidarity spreads person to person.

Materials Checklist

- | | |
|---|--|
| ☐ Pens | ☐ Voter registration forms |
| ☐ Clipboards | ☐ Early voting list sign-up forms |
| ☐ Sign-in sheets | ☐ Tally and reshift sheets |
| ☐ Commit to Vote cards | ☐ Scripts |

Structure of Every Action

Canvasses, registration drives and phonebanks all follow the same five-part structure.

Sign In	Training	Shift	Debrief	Reshift
Every comrade signs in. Our lists are our collective memory.	Introductions, political education, roleplay, and shared goals.	Comrades knock doors, make calls, or register voters.	Talk one-on-one with each comrade: what worked, and what we sharpen next.	Ask every comrade to commit to 2 or 3 future shifts. The struggle is continuous.

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Backwards Planning for an Action

Wishful thinking never built a movement. Material analysis does.

Strong actions come from setting goals and building a concrete plan to meet them. Backwards planning starts from the result we need and works back to the labor it will take. We plan around three hard truths about organizing under capitalism, where working people are overworked, overscheduled and stretched thin:

- **Flake rate:** about half of the people who commit to an action will not show up.
- **Contact rate:** most people do not answer their phones. Expect only 10-20% of the people you call to pick up.
- **Yes rate:** of the people you actually reach, about 20% will say yes.
- Every plan must account for all three. Adjust them based on your own experience in your community.

Worked Example

You want **10 comrades** at a phonebank on Saturday. How many people do you need to recruit, and how do you get there?

10 attendees	x 2	(50% flake rate)	= 20 comrades committed
20 commitments	x 5	(20% yes rate)	= 100 conversations
100 conversations	x 5	(20% contact rate)	= 500 calls

Your Week, Worked Backwards

Saturday	10 comrades in the room.
Friday night	• You need 20 commitments confirmed. Call every one of them using the confirmation script. • If they don't pick up, leave a message with everything they need to show up. • Text anyone you still can't reach. No comrade left behind.
Monday to Thursday nights	• Make 500 recruitment calls over the course of the week. • Work with your organizing lead to draft the script and the ask for your phonebank.

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Confirmation Calls

A commitment made is a commitment we help keep.

Confirmation calls make or break an action. We need our comrades to actually show up. Use this suggested schedule:

2 days out	Two rounds of confirmation calls to everyone scheduled. Leave a voicemail on the first round so people can call you back. Text everyone who doesn't answer.
1 day out	Three rounds of confirmation calls to everyone scheduled. Leave a voicemail on the first round.
Day of	Call everyone scheduled. Leave a voicemail asking them to call back and confirm. Text anyone who doesn't answer.

Do	Don't
• Use the script and strong language. Assume they'll show up. • Make a plan with them. Ask if they need directions and whether they're bringing anyone. Mention there's a script and a training; it reassures new comrades. • Use solidarity. Let them know people are counting on them, and who will greet them when they arrive. • Keep it local. Use landmarks so they can picture where they're going. • Be persistent and scrappy. Call again. Text. Message them on social media. Do whatever it takes to reach every comrade. • Leave a voicemail asking them to call back so you can prepare the right amount of materials. • Reshift anyone who declines. If they can't make it, get them scheduled for another shift.	• Don't give them an exit. Don't ask if they can "still make it." Thank them for their commitment and confirm they have the right address. • Don't let anyone off the hook. If they can't come, offer another time. • Don't skip rounds. Multiple rounds of confirms exist to beat the flake rate. Do as many as it takes to reach everyone. • Don't use a soft ask. They made a commitment and we planned around it. If plans change, use solidarity and a strong hard ask to reshift them.

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Confirmation Call Script

Say it with confidence. They already said yes.

Hi, is **[NAME]** available?

Hi, this is **[YOUR NAME]**. I'm organizing with Resist Revolt in **[CITY / COUNTY / NEIGHBORHOOD]**. How are you?

Great! I'm calling to thank you for committing to join us for your **[ACTIVITY]** shift. I want to make sure you have all the details.

Do you have a pen so I can give you the address?

We're meeting at **[LOCATION AND ADDRESS]**. Do you know where that is? Great, it's right next to / across from **[LANDMARK]**.

I have you down for **[SHIFT TIMES]**. It's a good idea to write those down if they aren't on your calendar yet.
[Walk through each shift, day by day.]

When you get there, I'll greet you and get you set up with everything you need, including a quick training. Any questions?

We're asking everyone to arrive a few minutes early so we can start the training on time. Can we count on seeing you at **[TIME, 5 minutes before their shift]**?

[IF CONFIRMED] Wonderful! We're all counting on you at **[TIME]**. Will you be coming from home or somewhere else? Do you need directions? Are you bringing anyone with you? *[If yes, get their name and contact info and schedule them too.]*

Thank you again for stepping up. We can't do this without you. Wear comfortable shoes and bring a water bottle. Here's my number in case you have trouble finding us. See you **[DAY AND TIME]**!

[IF DECLINED] Oh no, that's disappointing. We were really counting on you to talk with voters on **[DAY]**. Since **[ORIGINAL TIME]** doesn't work, should I put you down for **[OPTION 1]**, or would **[OPTION 2]** work better?

Great! I'll send you the new details right now. Thanks for your commitment!

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Same-Day Confirmation Script

Today is the day. Make sure they know it.

Hi, is **[NAME]** available? This is **[YOUR NAME]**. I'm organizing with Resist Revolt here in **[CITY / COUNTY / NEIGHBORHOOD]**.

I'm calling because I'm excited to see you at **[TIME]** for our **[TYPE OF ACTION]**. I have your packet ready and want to make sure you have the right address.

We're meeting at **[ADDRESS]**. Do you know where that is?

Great! Thanks again for your commitment. We're looking forward to seeing you, and I'll greet you when you arrive. See you at **[TIME]**!

[IF THEY DECLINE] Oh no, that's disappointing. We were really counting on you to talk with the voters in your packet. Since **[SHIFT TIME]** doesn't work, should I put you down for **[OPTION 1]**, or would **[OPTION 2]** work better to come in today and reach those voters? *[Schedule the new shift.]*

Great! Let me give you the address so you know exactly where to find us. Do you have a pen? I'll have your packet ready when you arrive.

Thanks for your commitment! See you at **[SHIFT TIME]**!

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Flake Chase Calls

No comrade left behind, even the ones running late.

Overview

Even with strong confirmations, some comrades won't show up. They got lost, they forgot, or life under capitalism got in the way. Whatever the reason, we check in to see if they're on their way, and if they can't make it, we sign them up for a future shift.

Call everyone who signed up but hasn't arrived 15 minutes after the start time.

Script

Hi, is **[NAME]** available? This is **[YOUR NAME]**. I'm organizing with Resist Revolt in **[CITY / COUNTY / NEIGHBORHOOD]**.

I'm calling because you committed to come in for **[ACTIVITY]** at **[SHIFT TIME]**, and we haven't seen you yet. I thought you might be lost. Do you need directions?

[IF ON THEIR WAY] No problem! Your packet is waiting for you, and I'm glad you're coming. Here are directions. What time should we expect you?

Thanks so much for joining us. We can't do it without you. See you at **[TIME]**!

[IF THEY DECLINE] Oh no, that's disappointing. We were really counting on you to talk with the voters in your packet. Since **[SHIFT TIME]** doesn't work, should I put you down for **[OPTION 1]**, or would **[OPTION 2]** work better to come in today and reach those voters? *[Schedule the new shift.]*

Great! Let me give you the address. Do you have a pen? I'll have your packet ready when you arrive.

Thanks for your commitment! See you at **[SHIFT TIME]**!

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Debrief and Reshift Guide

Reflect. Sharpen. Return. The struggle is continuous.

Debriefing: The Basics

What is a debrief? A short reflection after every phonebank, canvass or registration shift on what went well and what we'll sharpen next time. We debrief with each comrade individually.

Why debrief? It builds a positive experience, places each comrade's labor in the context of the larger fight, and makes sure they leave knowing their work mattered.

Reshifting: The Basics

What is reshifting? Signing a comrade up for their next shift right after they finish one. We reshift everyone who completes a shift, using the hard ask, and aim for multiple future shifts.

Why reshift? A movement only grows if its people come back. Reshifting gives everyone clarity: we know when to expect each comrade, they know their next step, and instead of a recruitment call later, all we need is a confirmation call.

Debrief Best Practices

- **Don't rush.** Debrief each comrade individually. For a big shift, recruit a comrade to help.
- **Give them space to be heard.** Let them tell you about their best conversations.
- **Put their work in perspective.** Show how their labor today fits into the larger struggle.
- **Celebrate wins,** even small ones. Every conversation moves us forward.
- **Say thank you.** Show real appreciation.

Reshift Best Practices

- **Use the hard ask.** Be specific, urgent, assumptive and layered. Don't stop at one shift; ask for everything.
- **Use a tally sheet with a calendar.** Put an action calendar at the bottom of every tally sheet so reshifting is routine. Have every comrade fill it out and turn it in.
- **Ask at the start and the end.** At sign-in, ask when they can come back. At the end of the shift, make a hard ask for specific shifts.

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Canvass Checklist

Discipline in preparation. Power at the door.

Print		Materials
☐ Sign-in sheets ☐ Turf sign-out sheet ☐ Walk lists with maps ☐ Scripts ☐ Canvassing Best Practices ☐ Voter Registration Legal Overview ☐ List of scheduled comrades with phone numbers		☐ Clipboards ☐ Pens ☐ Stickers ☐ Literature ☐ AEVL sign-up forms ☐ Voter registration forms

Before Canvassers Arrive	Before Canvassers Leave	After Each Canvasser Returns
Does each packet have: ☐ Map with directions to turf ☐ Complete, sorted walk list ☐ Turf label with number of doors	Is everyone signed in and are walk lists signed out? ☐ Yes	Has the canvasser signed in, reordered and returned their packet? ☐ Yes
Does each clipboard have: ☐ Script ☐ Canvassing Best Practices ☐ AEVL sign-up forms ☐ Voter registration forms ☐ Voter Registration Legal Overview ☐ Literature ☐ Pens and stickers	Do canvassers have: ☐ Your cell phone number ☐ Where to return their packet	Have AEVL and registration forms been placed in the designated spot? ☐ Yes
Confirmed: ☐ Comrades ☐ Trainer ☐ Canvassers	Do canvassers know: ☐ How to talk to supporters about voting and organizing ☐ How to sign someone up for the AEVL ☐ How to register someone to vote ☐ How to mark a walk sheet correctly ☐ That they need to finish their packet	Has the comrade been thanked, debriefed and reshifted? ☐ Yes
	Have canvassers rearranged their walk packet? ☐ Yes	

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Canvass Training Agenda

25-minute training | Every door is a front line.

Comrades Arrive

- 1 Greet comrades as they arrive and have them sign in.
- 2 Hand out:
 - Pens
 - A clipboard with the script, Canvassing Best Practices, turf map, walk list, and Voter Registration Legal Overview
- 3 Gather everyone in one area and have them review their materials. Once you reach a critical mass, start the training.

Training Agenda: 25 Minutes

Welcome 1 min	Introduce yourself and thank everyone for coming. Run through the agenda and introduce the question parking lot so you can get through the full training first.
Why We Knock Doors 1 min	• It's the most effective way to find supporters and mobilize them to vote. Research consistently shows face-to-face conversations raise turnout. • Targeting specific people keeps our collective labor efficient, so we reach everyone we need to win. • It's a chance to sign voters up for the AEVL and collect registration forms.
Who We're Talking To 1 min	Targeted voters, to make the best use of every comrade's time. The people on today's list are the people we need to reach. That's why every door in the packet matters.
What We're Saying 5 mins	Introduce the script. Highlight the key points to say word for word, and stress following the script while making it personal and engaging.
Signing Voters Up for the AEVL 3 mins	• Explain how it works: • AEVL voters automatically get a mail ballot for every election they're eligible for. • The ballot comes with a postage-paid return envelope. It can also be dropped off at a voting location or a County Recorder drop-off site by 7 PM on Election Day. • Voters can be removed if they skip early voting for two consecutive election cycles and don't respond to a county notice, so encourage people to use it. • Top reasons to join: • Easy: vote when it fits your schedule, not your boss's • More time to study the ballot • Once someone votes, they come off our call and walk lists, freeing our labor for others • Walk through the AEVL form and its required fields.

How to Register a Voter 3 mins	At the doors we ask if anyone in the household needs to register. Explain Arizona's rules: • Only U.S. citizens can register • Only Arizona residents can register • You can register a 17-year-old who will be 18 by the next general election • A person with a felony conviction can register only if their civil rights have been restored • A person adjudicated incompetent cannot register • Voters must provide proof of citizenship (see the Voter Registration Legal Overview for accepted documents) Walk through the Arizona registration form and its required fields: full name, street address, city and ZIP, date of birth, last 4 of Social Security Number, proof of citizenship, affirmations, signature and date. Reminder: never photograph or photocopy completed AEVL or registration forms.
How to Mark a Walk Sheet 2 mins	Walk through the walk list item by item. Show where to find each voter's name, age, sex, address and polling location. Explain that dotted lines between names mark people in the same household.
Do's and Don'ts 2 mins	• Do: finish your packet, tell your story, ask every question, use the script. • Don't: linger at one house, leave literature in a mailbox, or go inside anyone's home.
Roleplay 6 mins	In pairs, practice talking with a supporter, signing them up for the AEVL, and asking them to join us. • 2 min: partner 1 practices • 1 min: listener gives feedback • Switch
Parking Lot and Next Steps 1 min	Answer remaining questions briefly; take the rest one-on-one and send ready comrades out. • Where and when do comrades meet you afterward? • What are today's door and AEVL goals?

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Voter Registration Checklist

Prepared comrades register more voters.

Print		Materials
☐ Sign-in sheets ☐ Voter Registration Legal Overview ☐ Voter Registration Best Practices ☐ Voter registration tally sheet ☐ Voter registration forms ☐ List of scheduled comrades with phone numbers		☐ Clipboards ☐ Pens

Before Comrades Arrive	During the Action	After Each Comrade Returns
Does each clipboard have: ☐ Voter Registration Legal Overview ☐ Voter Registration Best Practices ☐ Voter registration forms ☐ Pens Are two clipboards ready for each scheduled shift? ☐ Yes Do you have a list of everyone scheduled and confirmed, with phone numbers? ☐ Yes Confirmed: ☐ Comrades ☐ Host ☐ Staging location	Is everyone signed in? ☐ Yes Do comrades have: ☐ Your cell phone number ☐ Their partner's cell phone number ☐ Where to return materials Have comrades roleplayed the ask? ☐ Yes Do comrades know: ☐ Why registering voters matters ☐ How to register someone ☐ Arizona's eligibility requirements ☐ The registration rules Have you set realistic expectations, including how many forms to collect and how many no's to expect? ☐ Yes	Have clipboards been returned and reorganized? ☐ Yes Have completed forms been reviewed for accuracy? ☐ Yes Are completed forms in the designated location? ☐ Yes Has the comrade been thanked, debriefed and reshifted? ☐ Yes

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Voter Registration Training Agenda

25-minute training | Expand the electorate. Expand our power.

Comrades Arrive

- 1 Greet comrades as they arrive and have them sign in.
- 2 Hand out:
 - Pens
 - A clipboard with Voter Registration Best Practices, the Voter Registration Legal Overview, and registration forms
- 3 Gather everyone in one area and have them review their materials. Once you reach a critical mass, start the training.

Training Agenda: 25 Minutes

Welcome 1 min	Introduce yourself and thank everyone for coming. Run through the agenda and introduce the question parking lot so you can get through the full training first.
Why We Register Voters 1 min	• It expands the base of working people who vote. • Many people wouldn't register otherwise, or don't know how. The system doesn't go out of its way to bring them in, so we do. • Showing up proves we care about this community and lets us meet people we'd never reach otherwise.
The Rules 7 mins	Explain Arizona's rules: • Only U.S. citizens can register • Only Arizona residents can register • You can register a 17-year-old who will be 18 by the next general election • A person with a felony conviction can register only if their civil rights have been restored • A person adjudicated incompetent cannot register • Voters must provide proof of citizenship Walk through the form's required fields: full name, street address, city and ZIP, date of birth, last 4 of Social Security Number, proof of citizenship, affirmations, signature and date. Proof of citizenship: • An Arizona driver license or state ID number issued after October 1, 1996 • Or: an Alien Registration Number from naturalization documents; or an Indian Census, BIA Card, Tribal Treaty Card, or Tribal Enrollment number • Or, if they have none of these: a photocopy of a U.S. birth certificate, U.S. passport, Tribal Certificate of Indian Blood, or Tribal or BIA Affidavit of Birth, submitted with the form • Without proof, a person can still register as a federal-only voter using the federal form Walk each person through every field, and check the form before they leave. Anyone with a valid Arizona driver license or ID can also register online at servicearizona.com.
The AEVL 1 min	When people register, they can also join the Active Early Voting List by checking the early voting box. AEVL voters automatically get a mail ballot for every election they're eligible for. Ask everyone you register to sign up. It's easy and it fits around a working person's schedule.

How to Clipboard 4 mins	• Set expectations: this takes persistence. Don't get discouraged. • Always ask: "Are you registered to vote at your current address?" People rarely volunteer that they aren't registered. • Cover body language and getting the clipboard into their hands. • Registration is all attitude. Confidence is critical.
Roleplay 8 mins	• Trainer and a volunteer model this scenario: "Not a good time." The person just moved and needs to re-register but is in a hurry. • Debrief: what worked? What are the key takeaways? • Break into pairs and practice.
Parking Lot and Next Steps 3 mins	Answer remaining questions briefly; take the rest one-on-one. • Where and when do comrades meet you afterward? • What is the group's registration form goal?

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Phonebank Checklist

Ready the lines. Fill the shifts.

Print		Materials
☐ Sign-in sheets		☐ Phones
☐ Call lists		☐ Phone chargers
☐ Scripts		☐ Pens
☐ Phonebank Best Practices		☐ Computer
☐ Calendar of upcoming actions		☐ Computer charger
☐ List of scheduled comrades with phone numbers		

Before Phonebankers Arrive	Before Phonebankers Call	After Each Phonebanker Finishes
Does each call packet have: ☐ Phonebank script ☐ Call sheets ☐ Calendar of upcoming actions Do you have a list of everyone scheduled and confirmed, with phone numbers? ☐ Yes Confirmed: ☐ Comrades ☐ Trainer ☐ Internet and cell service at the location	Is everyone signed in? ☐ Yes Have comrades roleplayed the script? ☐ Yes Do comrades know: ☐ How to talk to supporters about getting involved ☐ How to mark a call sheet or use a Virtual Phonebank Have you set expectations for calls made, conversations, and shifts recruited? ☐ Yes	Have call packets been returned and reorganized? ☐ Yes Has the comrade been thanked, debriefed and reshifted? ☐ Yes

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Recruitment Phonebank Training Agenda

25-minute training | Build the organization, one call at a time.

Comrades Arrive

- 1 Greet comrades as they arrive and have them sign in.
- 2 Hand out:
 - Pens
 - A call packet with call sheets, the script, a list of upcoming actions to recruit for, and Recruitment Phonebank Best Practices
- 3 Gather everyone in one area and have them review their materials. Once you reach a critical mass, start the training.

Training Agenda: 25 Minutes

Welcome 1 min	Introduce yourself and thank everyone for coming. Run through the agenda and introduce the question parking lot so you can get through the full training first.
Why We Call and Who We Call 2 mins	• Phone calls are the most effective way to find our supporters and turn them into active comrades. • To knock every door and make every call it takes to win, we need a mass organization. That's why today's calls focus on recruitment. • We're calling people likely to share our values. Some have volunteered or expressed interest before; most have never been contacted. • Our goal: sign up as many people as possible for specific shifts.
How We Recruit 6 mins	We use the hard ask. It assumes yes, asks either/or instead of yes/no, and is urgent, persistent and rooted in solidarity. • Soft: "Sorry to bother you. Is there any way you might volunteer at some point?" • Medium: "We have a registration drive Tuesday. Will you join us at 3 PM?" • Hard: "We want every working person here to have a voice in this election. Your neighbors are registering voters Tuesday and Thursday at 3 PM at Lincoln Cafe. Can we count on you Tuesday, or does Thursday work better?" Why it works: choosing between options makes yes easier and no harder, and it helps people past the fear of getting involved the first time. It may feel awkward at first; that's normal. We're offering people a chance to fight for their own interests in an election with enormous stakes for working people.
What We're Saying 5 mins	Go over the script and point out where the hard ask comes in. Stress following the script while making it personal. Model it with a volunteer.
Roleplay 5 mins	In pairs, take turns playing the caller and the person being called.
How to Mark a Call Sheet 2 mins	Walk through the call list item by item. Show where to find each person's name, age, sex and address. Dotted lines between names mark people in the same household.

Do's and Don'ts 2 mins	• Do: finish your call sheets, get firm commitments to specific shifts, use the script, write legibly, smile and have fun. • Don't: hand people an exit, or spend too long on one call.
Parking Lot and Next Steps 2 mins	Answer remaining questions briefly; take the rest one-on-one. • What are the group's goals for calls made and shifts recruited?

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House Parties and Organizing Meetings

Every living room a meeting hall.

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House Party Guide

Every living room can become a meeting hall.

Overview

What is a house party? A gathering of supporters at a home or neighborhood spot. Its purpose is to build community, share our strategy, and show people exactly how they can help.

Why host one? Winning takes a grassroots organization bigger than anything money can buy. House parties grow it.

House Party Goals

- Recruit new comrades by bringing neighbors together to learn our strategy
- Build enthusiasm and relationships, and plan future actions to keep growing
- Find, train and develop new leaders

Materials Checklist

- | | | | |
|-------------------------------------|---|---|---|
| ☐ Clipboards | ☐ Sign-in sheets | ☐ Strategy handout | ☐ Pens |
| ☐ Name tags | ☐ Shift sign-up sheets | ☐ Voter registration forms | ☐ AEVL sign-up forms |

Before the Party

- **Set goals.** Focus on recruiting people who'll get involved and help grow the team. With your organizing lead, decide:
 - How many attendees are you aiming for?
 - What are your asks?
 - How many future action shifts will you recruit?
- **Recruit attendees.** Use backwards planning to hit your goal:
 - Flake rate: expect about 50% of people who say yes not to show
 - Contact rate: a good contact rate is about 20%
 - Yes rate: about 20% of the people you reach will say yes
 - Block out time for recruitment calls, and send emails, social posts and event pages
 - Invite neighbors, family, friends and coworkers
- **Prepare.** Practice your presentation and print sign-in sheets, shift sheets, and the strategy handout.
- **Confirm.** Call, text, email and message every attendee. Confirm the comrades helping you too.

During the Party

- **Welcome people** as they arrive and make sure they feel at home.
- **Sign everyone in**, and hand each person a shift sign-up sheet.
- **Take photos** before, during and after, including a group photo. Share them on your organization's social media, and only with the consent of the people in them.

After the Party

- **Report results** to your organizing lead: how many attended and what actions were planned.
- **Enter the data** in your organization's database (such as VAN/VoteBuilder, if you have access): registration and AEVL forms, attendance, and future shifts.
- **Follow up and thank everyone.** Remind them of what they committed to and give them everything they need to follow through.

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House Party Run of Show

A sample schedule for a 90-minute house party.

4:45 PM Arrival	• Ask attendees to arrive 15 minutes early to mingle. • Greet everyone, have them sign in, and hand out the shift sign-up sheet and other materials. • Introduce attendees to each other.
5:15 PM Welcome	• The host welcomes everyone, introduces themselves, and shares why they chose to host. • The host walks through the agenda.
5:30 - 5:45 PM Strategy	• The host gives an overview of the work, covering: • What's at stake for working people in Arizona this election • Why organizing matters • Our tactics and the phases of the work • How this neighborhood fits into the bigger strategy
5:45 - 6:00 PM Brainstorm	• Brainstorm how to bring the strategy home: • How do we make this work here in [CITY / NEIGHBORHOOD / COUNTY]? • What actions can we host? Who else can we bring in?
6:00 PM The Ask	• The host makes the ask. • Remind everyone why organizing matters. • List upcoming actions with specific dates: canvasses, registration drives, phonebanks. • Have everyone sign up on the shift sheet or calendar.
6:15 PM Closing	• The host thanks everyone and closes the event. • Remind attendees of their commitments. • Give everyone your cell number and email.