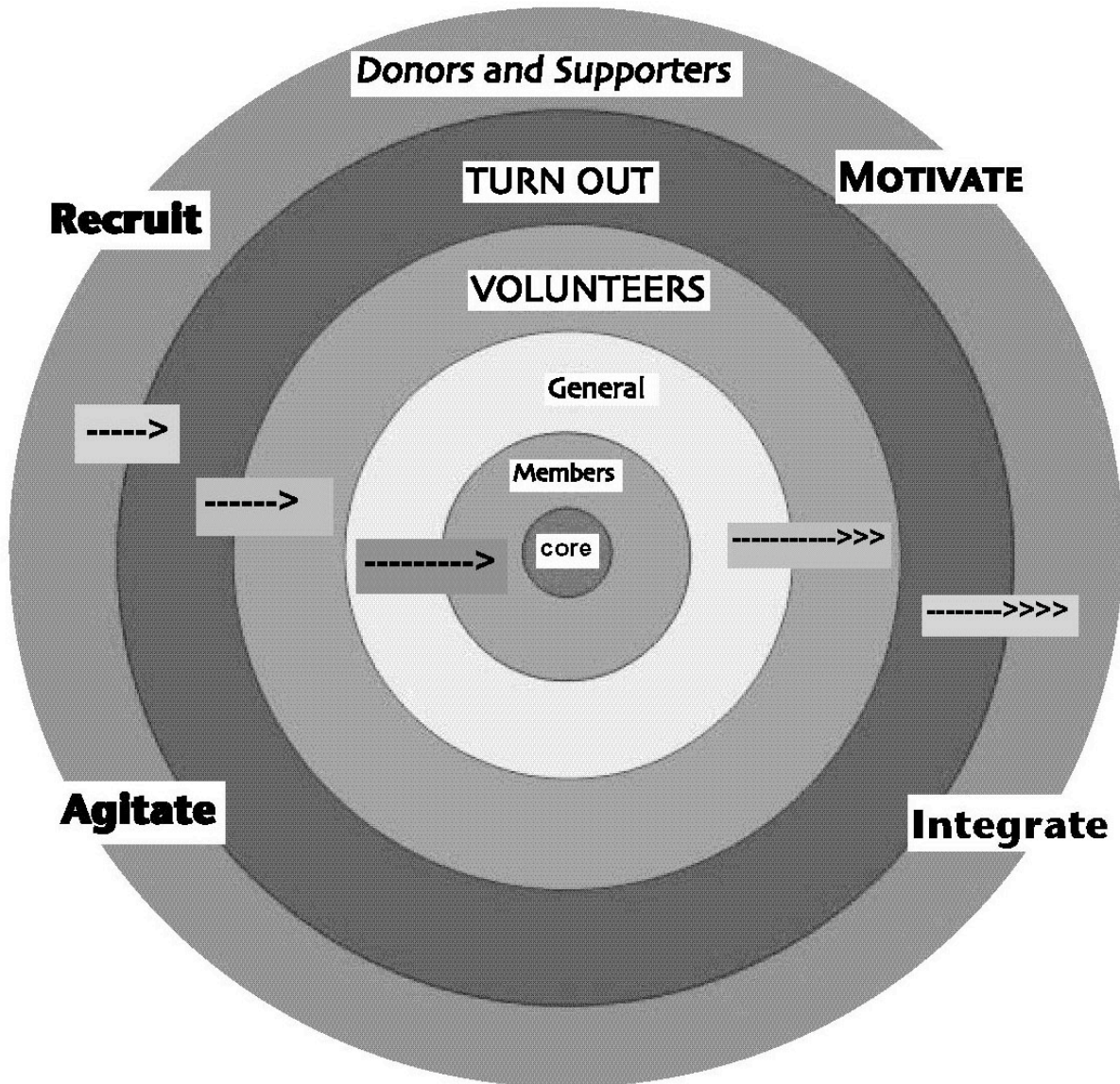


CISPES Organizational Development Model ("The Onion")



Consolidation of New Activists

Through recruitment, motivation, agitation, integration, and consolidation, people are compelled to deepen their level of commitment. While encouraging those who want to commit more time and energy to deepen their participation to take up leadership roles, we must ensure space for multiple levels of involvement. People must define their own capacity for involvement; all participation is valuable, and should not be quantified. We should also recognize that just as people are always coming into the core, there are people who are moving out of the core, for various reasons.

The diagram above shows the circle of involvement within a committee. For a committee to be successful, it should have members involved at all of the levels. The membership is continually in motion, with some people increasing their involvement, and others decreasing their involvement.