

## The Art of Participatory Community Building Harvest

ASSET-BASED COMMUNITY-DRIVEN DEVELOPMENT (ABCD) IMMERSION  
WORKSHOP

27-29 November 2017

SydWest Multicultural Services, Blacktown, NSW

Hosted by Jeder Institute Members: Dee Brooks, Om Dhungel, Michelle  
Dunscombe, Peregrin Chiara and Rachael Eyles

Welcome to Country by Uncle Greg



## BACKGROUND

Many of the challenges faced by individuals and communities require transformational change, which can best be achieved by focusing on the strengths within. Ways to access and build on these strengths include:

- Citizen & Community-led Initiatives
- Asset-based or Place-based projects
- Collective Impact & Action work
- Collaboration & Community Conversations
- Participatory Citizen's Juries & Budgeting, & more

Over the 3 days of this immersion workshop, 23 participants from 3 countries, experienced how to blend ABCD with a range of powerful strengths-based approaches to community work and complementary methodologies to create powerful outcomes and left with practical tools & skills on how to:

- Focus on assets and strengths rather than deficiencies
- Discover ways to blend methodologies
- Apply strengths-based monitoring and evaluation
- Build effective partnership strategies
- Increase confidence in hosting group work
- Form powerful enquiries and proposals
- Explore group dynamics and decision-making

## UNDERPINNING FRAMEWORKS

Participants learned ways to weave, embed and sustain ABCD and other strengths-based and participatory practices through co-design and collaboration processes and how to move from dialogue to action to discover ways to address complex challenges via innovative solutions. Some of these methods were:

- Asset-Based Community Development (ABCD)
- Results Based Accountability (RBA)
- Change and/or Social Labs
- Art of Hosting & Harvesting Conversations & Work that Matters
- Circle Methodology
- World Café
- Open Space Technology
- Appreciative Inquiry & SOAR
- Graphic Harvesting
- DEC Thinking & Breath Patterns
- Presencing & Theory U
- Next Stage Organising & Living Systems

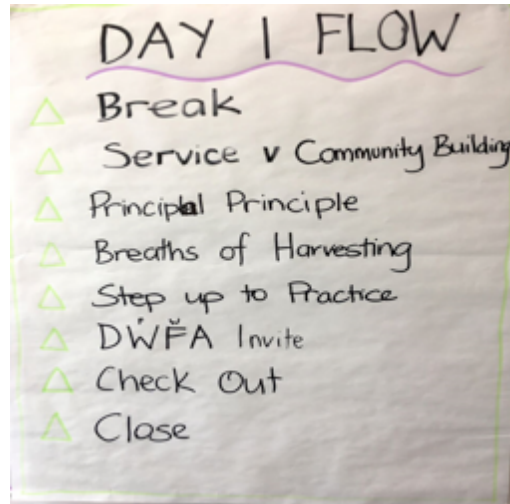
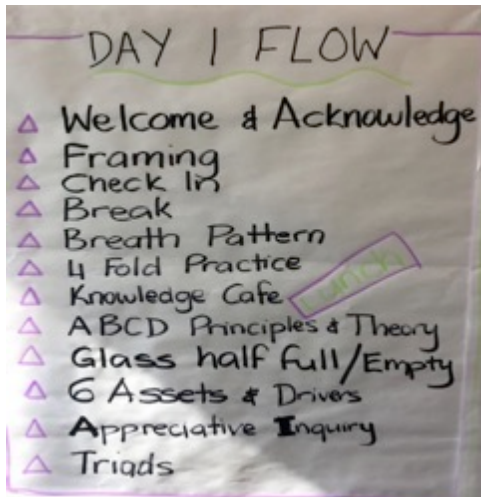
Over the next few pages, you'll find the "Harvest" (essence) of what occurred and how participants stepped up to practice, in a relatively short time and space, through deep and intentional invitation.

More information on the processes and practices can be found in the AoPCB Guidebook, which you can download for free here: <http://jeder.com.au/abcd-immersion-program/>

# Monday 27<sup>th</sup> November

The Art of Participatory Community Building immersion workshop started with welcoming our participants and by being welcomed to Darug country by Uncle Greg, through story. We thanked SydWest for the use of their wonderful venue and framed the first day.

## FLOW: DAY ONE

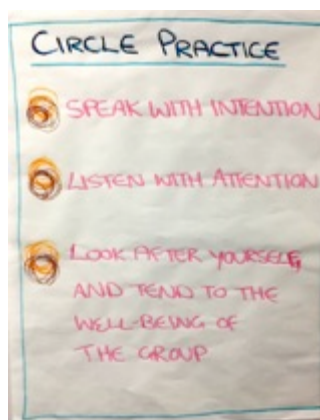


## CIRCLE PRACTICE & CHECK-IN:

The circle, or council, is an ancient form of meeting that has gathered human beings into respectful conversation for thousands of years. The circle has served as the foundation for many cultures.

### The components of circle:

- Intention
- Welcome or Start-point
- Centre and Check-in or Greeting
- Agreements
- 3 Principles and 3 Practices
- Guardian of process
- Check-out and Farewell
- Tend to the well-being of the group (being aware of the impact of our contributions)



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### Participant's responses to the check-in question, "How are you arriving?"

- Excited:
  - To take ABCD back to Community / Implementation
  - Community Development – how others work within this space
  - New ways to work with Community
  - Explore Possibilities
  - Citizen Driven / sustainable community development
  - How the Blend will come together
- Curious:
  - About emersion AOH/ABCD
  - Strengths people have
  - Citizenship/Management of programs in Community
  - Relationship with Co design
- Enthusiastic:
  - Community Development / Strengths Based Approach
  - Learning from others
- Uncertainty / Calm sense of Nervousness
- Possibilities – outside the box – being able to support families to explore what is possible
- Changing – my way of thinking
- Enrichment – communities and work



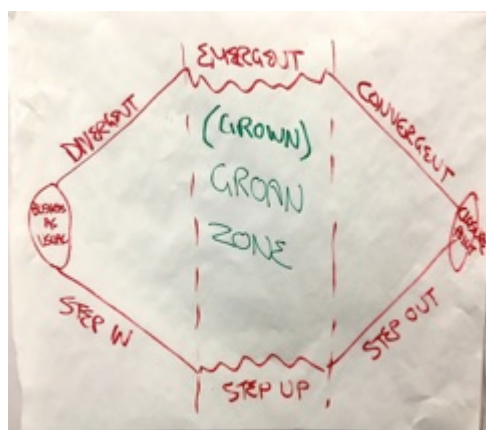


## BREATH PATTERN

In entering into an inquiry or multi stakeholder conversation we operate with three different phases in the process—divergent, emergent and convergent. Each of these phases are different and it is important for a host to know where we are in the process and what is needed in each phase.

The three phases are different ways of thinking and working that is complimentary. They can be likened to the three phases of breathing: breathing in (lungs expanding/diverging) holding, breathing out (lungs contracting/converging). Divergent and convergent ways of thinking and working are complimentary and different.

We call it the groan zone because it may feel messy, an uncomfortable stretch, but it is also the phase where the new and innovative solution emerges.



## FOUR-FOLD PRACTICE

A practice means actively and regularly doing something to maintain or enhance a skill or ability. Being truly present, engaging skilfully in conversations, being a good host of conversations and engaging with others in co-creation are all practices or skills that are easily understood, but it takes continuous practise to hone these skills.

There are four basic practices that are key to the Art of Hosting and Participatory Leadership:

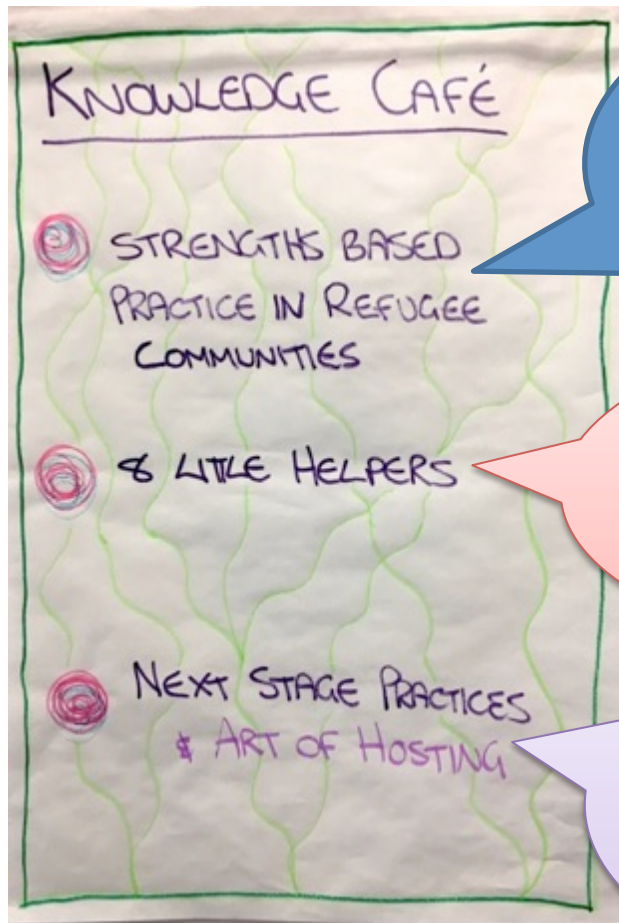
- Hosting self
- Being hosted
- Hosting others
- Community hosting itself



## KNOWLEDGE CAFÉ:

Through a Knowledge Café, 3 of the Hosts offered 2 x ½ hour teaches on; strengths based practice in refugee communities, 8 little helpers and next stage practices with Art of Hosting.

Participants could choose 2 of these 2 attend over a one-hour period and all groups then reported back to the Circle.



Advantages / encourages people to talk to workers

Integration – gaining knowledge of person / matching services & people  
Each person has a story

Resilience – future in your hands

Engage in Communities

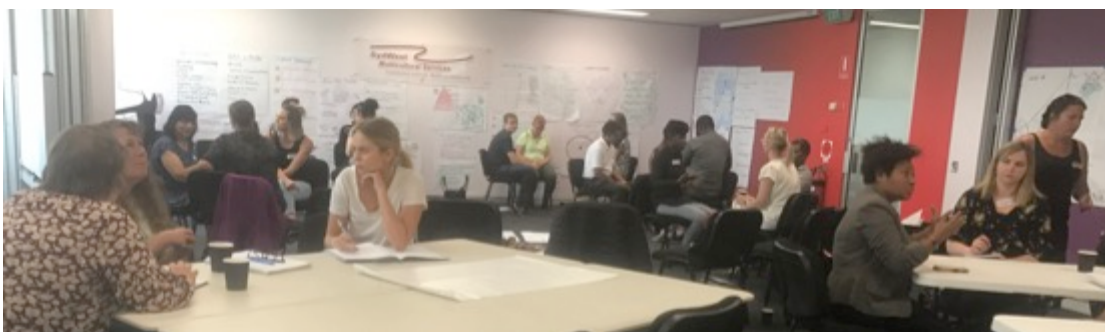
Think Differently

Receive information / Culture

Harvesting – capture creatively

Next Stage: Self-organising,  
Wholeness, Evolutionary Purpose

AoH: circle practice, check-in, check-out, 4-Fold, breath pattern, Theory U, World Café, Open Space, Consent Decision Making

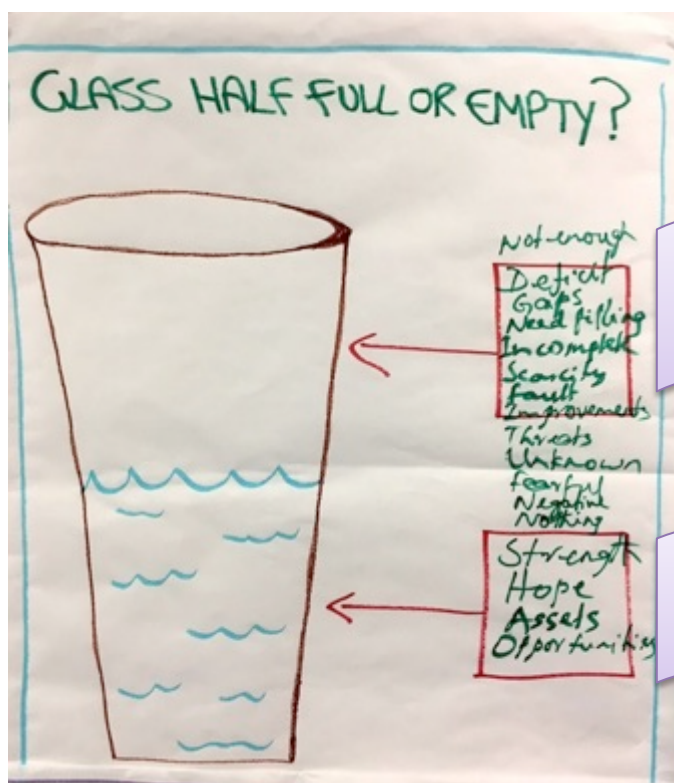
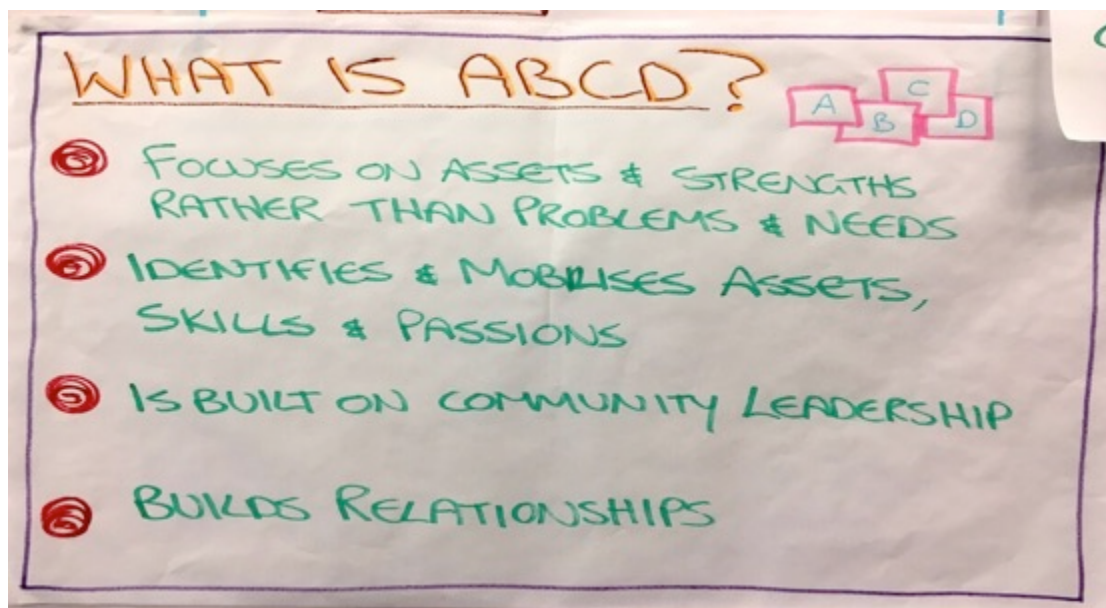


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## WHAT IS ABCD? The Glass is Half Full!

Asset Based Community Development (ABCD) is a globally adopted approach that recognises and builds on the strengths, gifts, talents and resources of individuals and communities to create strong, inclusive and sustainable communities.



Communities have deficiencies and needs

Communities and its citizens have Capacities and assets.



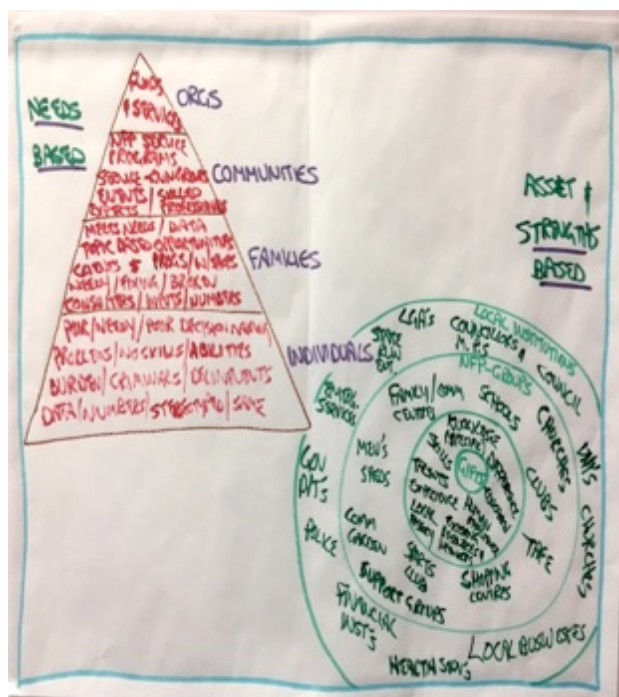
## The solution is within the strengths!

Based on a family focused scenario, participants were asked to share what the “needs” of the family were and discovered that when focusing on needs, services and agencies are the solution. When they focused on strengths, the participants discovered that the family had everything they needed to address the family’s needs.

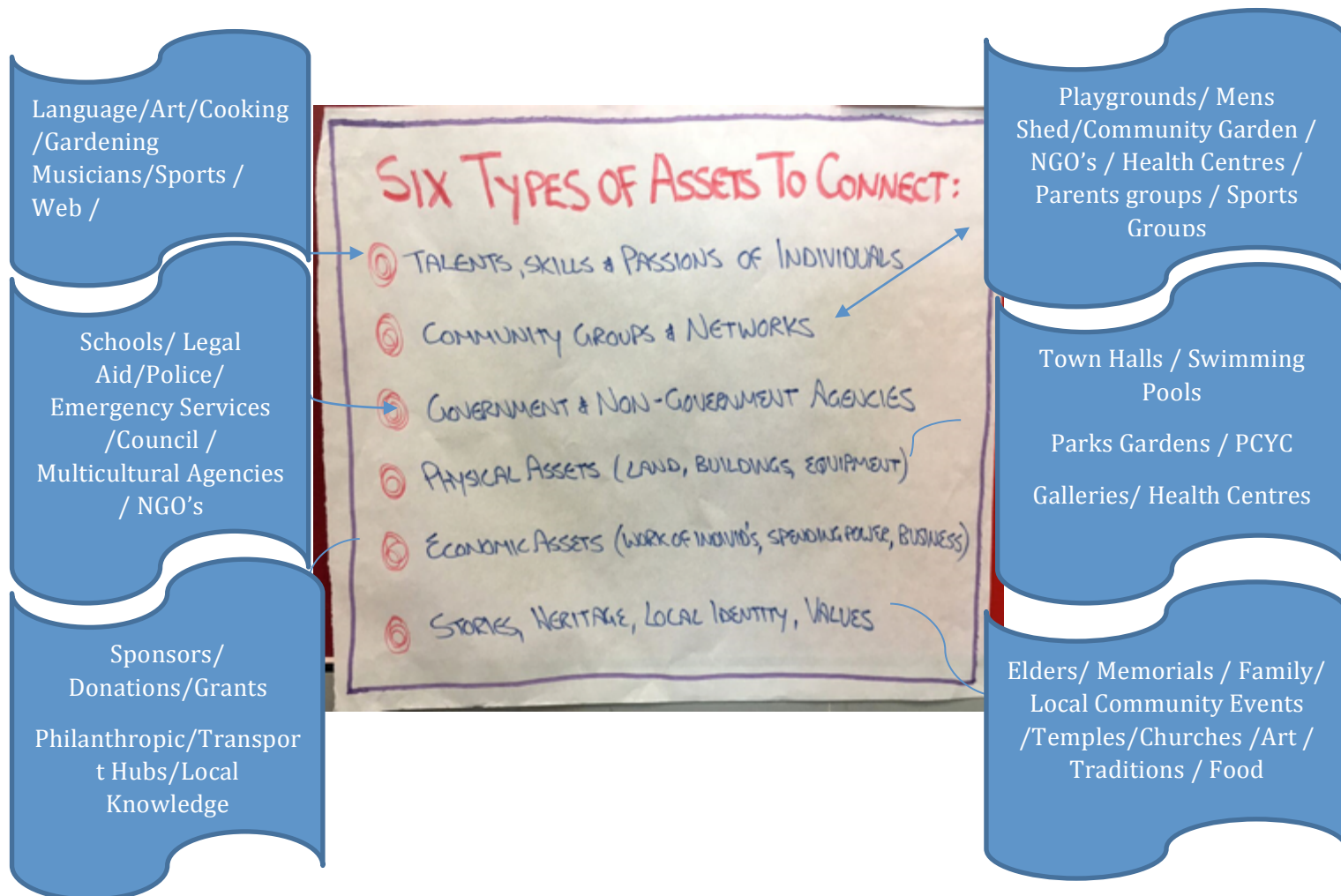
Needs	Strengths
Housing	Skill
Income	Education
Support service	Strengths
English classes	Resilience ✓
Health support	Enterprising
Connection to community	Team
Stability/Security	Industry experience
Appropriate food	Adaptable
Connection to Internet/phone	Resourceful
Connection to culture/religion	Tolerance
Documentation	Motivated
Access	Inspirational
School & education	Young
Counselling	Shared value
	Social cohesion
	Ability to diversity



Participants were shown and then discussed the different stories, consequences and perspectives that are present when focusing on needs or focusing on strengths.

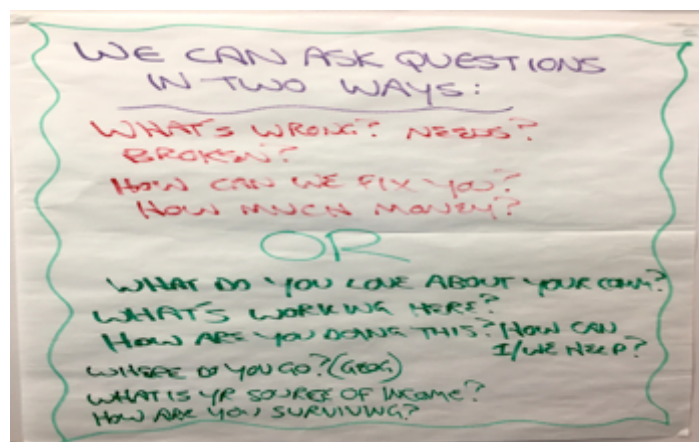




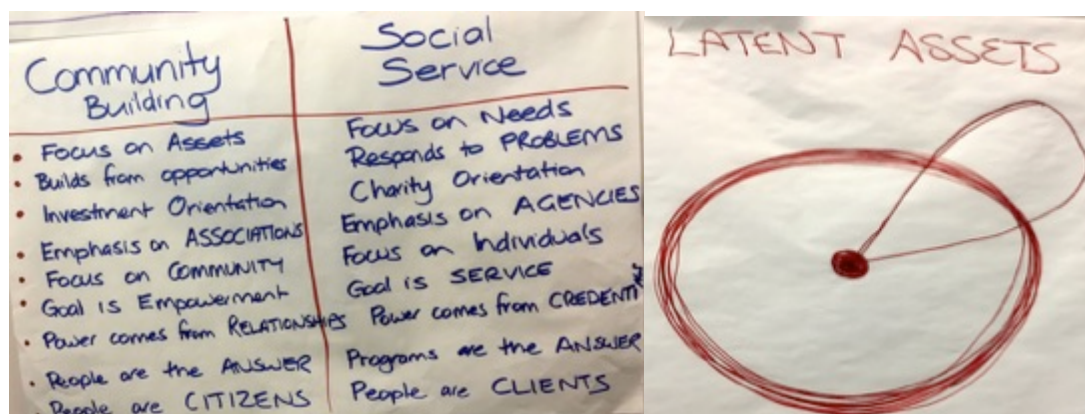


There are six types of assets to connect to in community and the 3 drivers; HOPE, care and relationships, support moving dialogue to action!

Based on Appreciative Inquiry, we can ask question in two ways. Participants were given the first set of questions and then asked to reframe their thinking and develop some "glass half full" questions. They chose the question, "What do you love about your community?" and shared a story with another person.



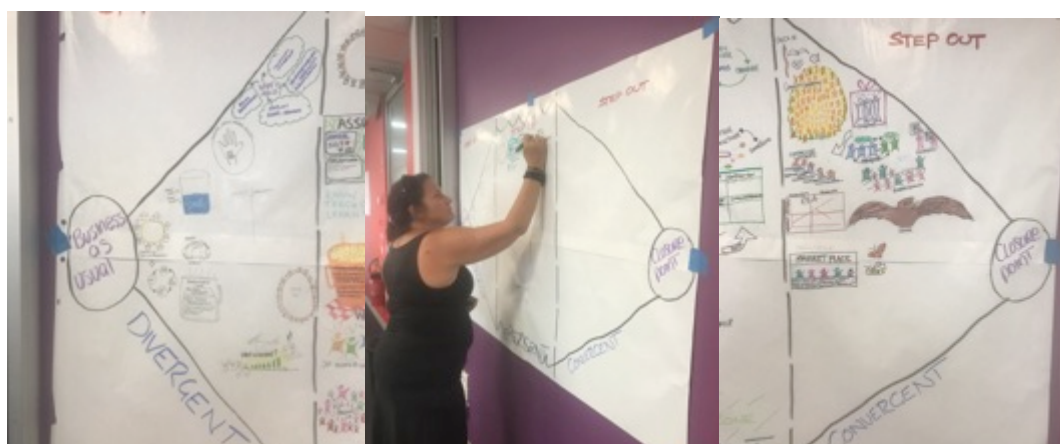
After a break, participants considered how the community building model is different to the social services model and we explored how the “Principle Principal” way of thinking can encourage the focus to remain on “what’s working”.



## BREATHS OF HARVESTING

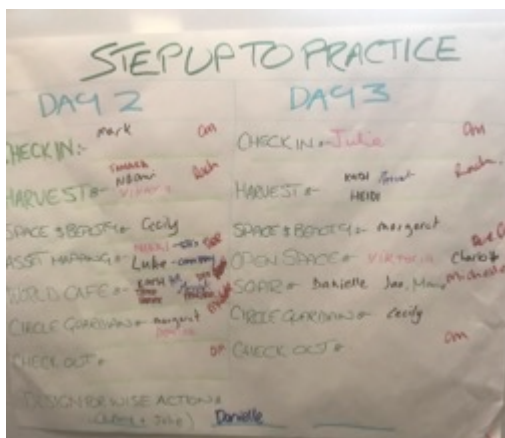
One of the Hosts gave a short teach on the Breaths of Harvesting (more information in the Guidebook).

- Stage 1: Sensing the need
- Stage 2: Preparing the field
- Stage 3: Planning the harvest
- Stage 4: Planting the seeds
- Stage 5: Tending the crop
- Stage 6: Picking the fruits
- Stage 7: Preparing and processing the fruits
- Stage 8: Planning the next harvest - feeding forward



## STEP UP TO PRACTICE

We invited participants to step up, add their name and get some coaching in any process or practice they may not have tried before and would like to co-host over the next 2 days to get some hands on experience. Almost everyone stepped up to host various processes over the next 2 days.



### Designing for Wiser Action Invitation (DFWA):

Designing for Wiser Action (DFWA) is a process on Day 3, (there is more about it later in the document) which gives practitioners the chance to ask for help and the rest of us a chance to practice both design and generosity. This process demonstrates the power of co-creation through diversity of perspectives and working from a basis of clear purpose.

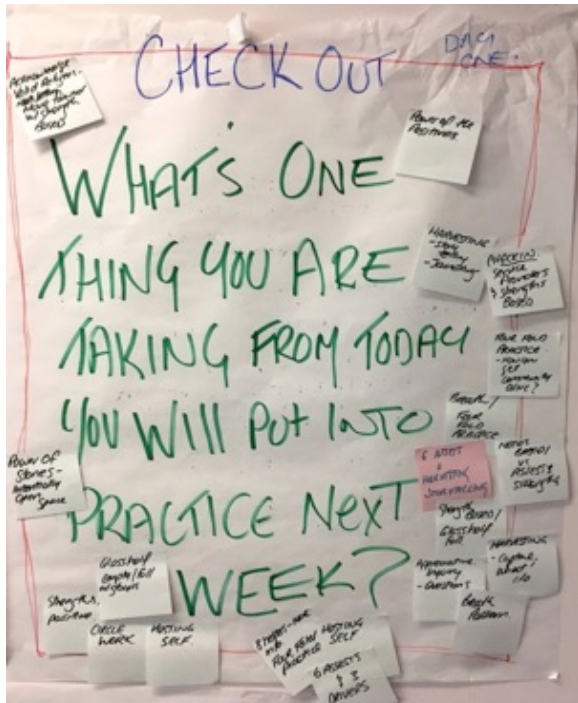
This Day 1 session was to invite people who had an idea, project or topic they would like to work on to come forward to be coached and prepare for Day 3's process.

In conjunction with Asset Mapping, DFWA enables practitioners to get support and wise insights and advice about the concrete outcomes needed and for participants to put their learnings about ABCD and participatory leadership to work.



## CHECK OUT

We're only at the end of Day 1 and already people are starting to feel like we are building a village and excited to learn more from both the Hosts and from each other!



### *Strengths Based Practices*

*Harvesting – Capture What I do*

*Appreciative Inquiry Questions*

*Breath Pattern*

*Needs Based vs Asset & Strengths*

*Four-Fold Practice*

*Power of Stories / Intentionally Opening Space*

*Hosting Self*

*Harvesting – Story Telling and Journaling*

*Power of Positives*

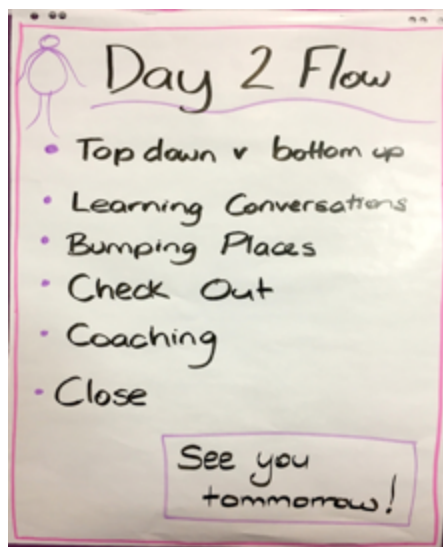
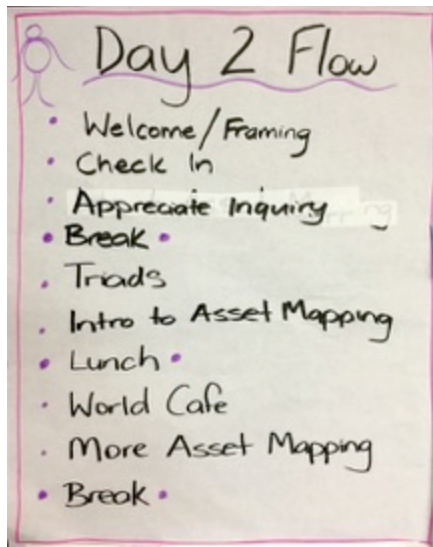


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# Tuesday 28<sup>th</sup> November

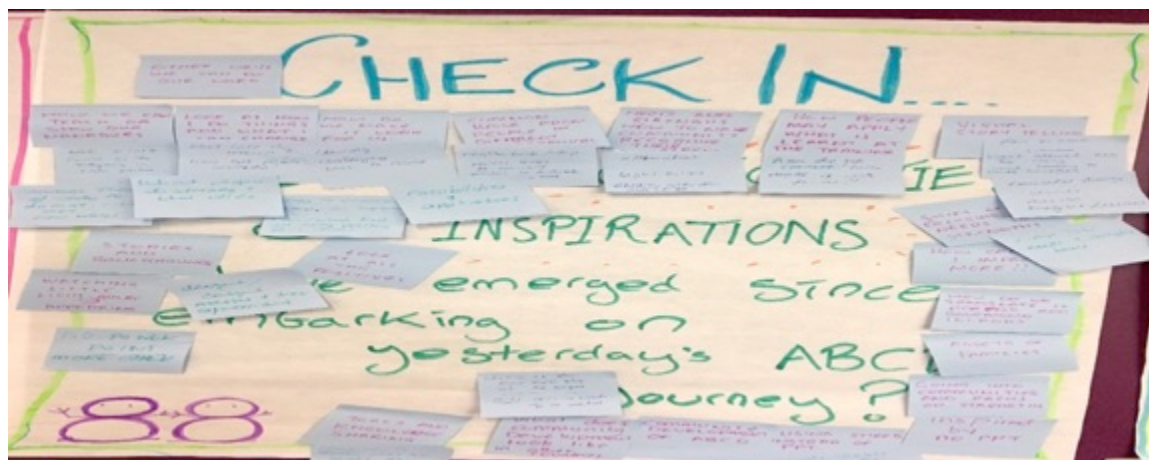
## FLOW: DAY TWO



## CHECK-IN

**WHAT CURIOSITIES or INSPIRATIONS HAVE EMERGED SINCE EMBARKING ON YESTERDAY'S ABCD JOURNEY?**

- ✿ Focus on Strengths of Communities; Families
- ✿ Assets of Families
- ✿ Tools, Knowledge Sharing
- ✿ Stories
- ✿ Inspired by no PowerPoint
- ✿ Community Development – ABCD, how it looks in other countries
- ✿ Possibilities
- ✿ How do we make it work for us individually and as a collective?
- ✿ Look at what I do and how I change things
- ✿ How can I impact more?
- ✿ Shift from needs to strengths
- ✿ Light bulb moments
- ✿ Visual story telling

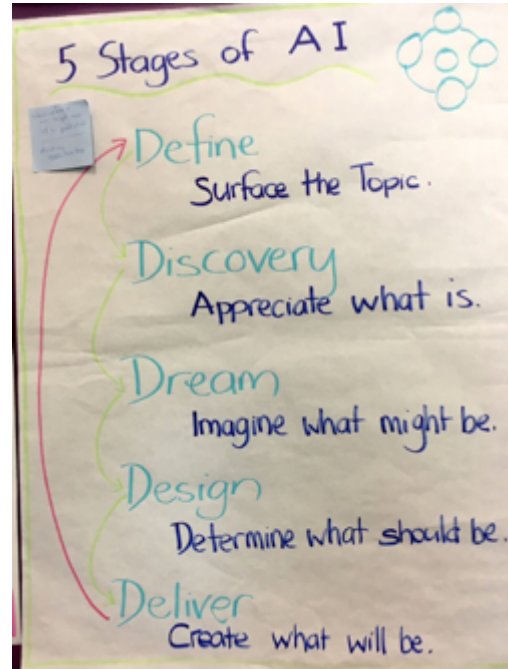
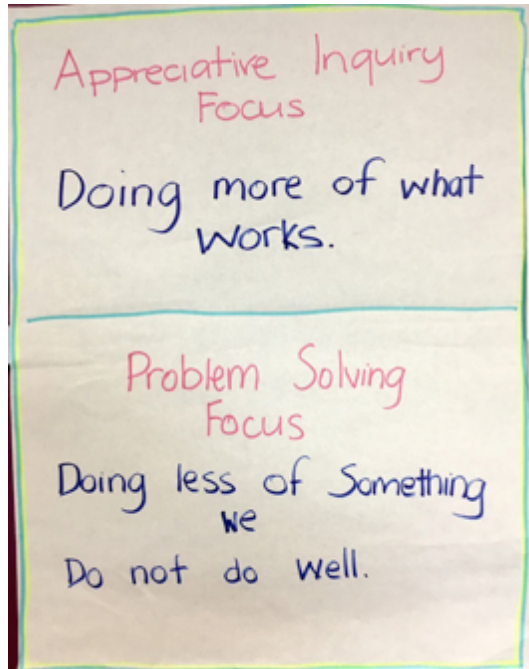


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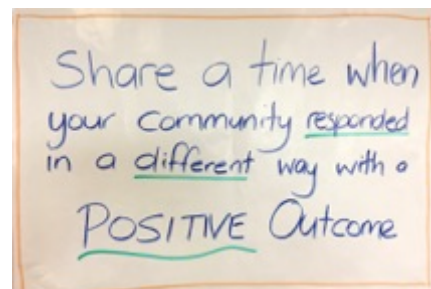
## APPRECIATIVE INQUIRY

Appreciative Inquiry is a strategy for intentional change that identifies the best of 'what is' to pursue dreams and possibilities of 'what could be'; a cooperative search for strengths, passions and life-giving forces that are found within every system and that hold potential for inspired, positive change. (Cooperrider & Srivastva, 1987)



## Triads

This activity is based on Appreciative Inquiry style questioning and is designed to offer people a space to practice storytelling, listening and observing.



Participants shared a story with someone else based on the inquiry, "Share a time when your community responded in a different way with a positive outcome..." They rotated these roles until everyone had shared a story, listened to a story and observed a story being told.

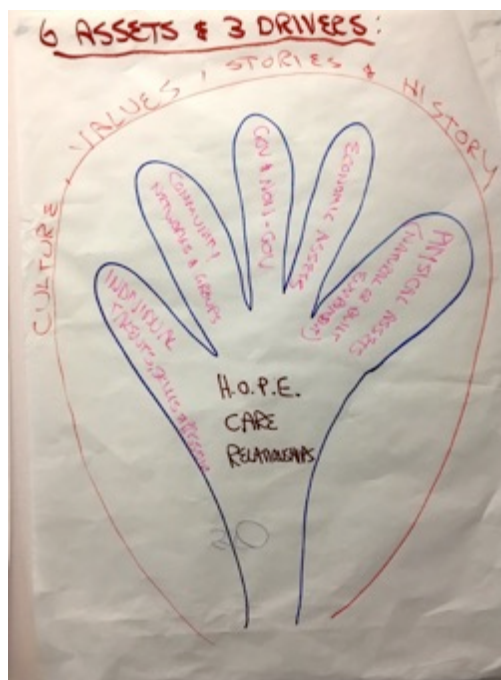
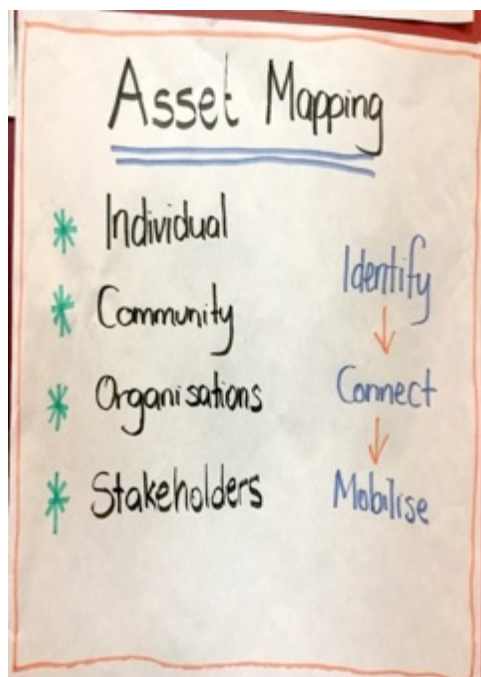
Once the activity was completed we discussed how Appreciative Inquiry dovetails with ABCD and the usefulness of AI to form good questions and to reframe a topic, concern or challenge.



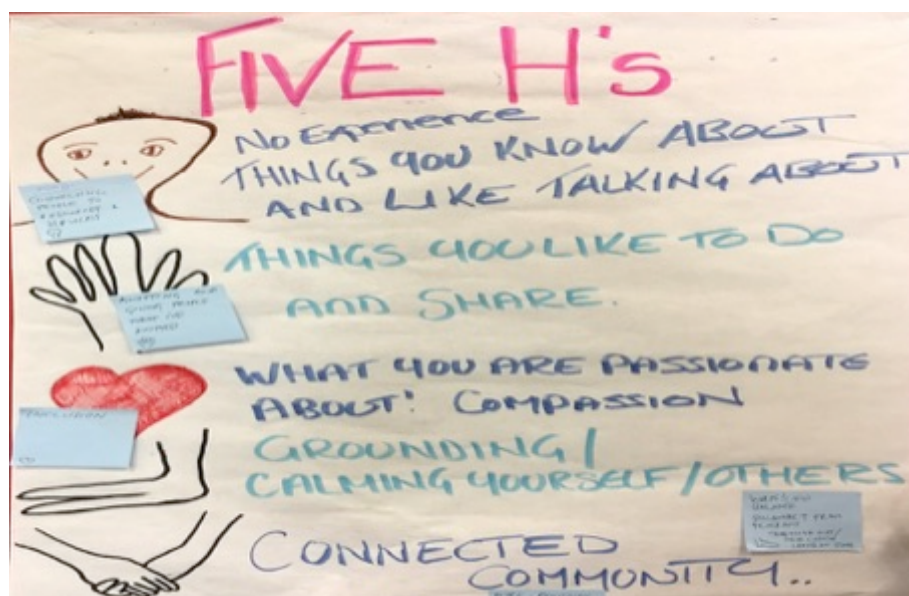
## INTRODUCTION TO ASSET MAPPING

Within any neighbourhood or community there is an often hidden treasure trove of resources, skills and abilities. Asset mapping supports community members to discover these hidden treasures and to link into them as the foundational building blocks of getting good stuff done!

At the Jeder Institute, we teach asset mapping on 4 different levels and each level has its' own teaches, tools and strategies. We are guilty of cramming too much into a day and try to be mindful of this. Here's what we shared, so far...



**Individual: Head, Heart, Hand, Heel, Human Connection (more in Guidebook)**

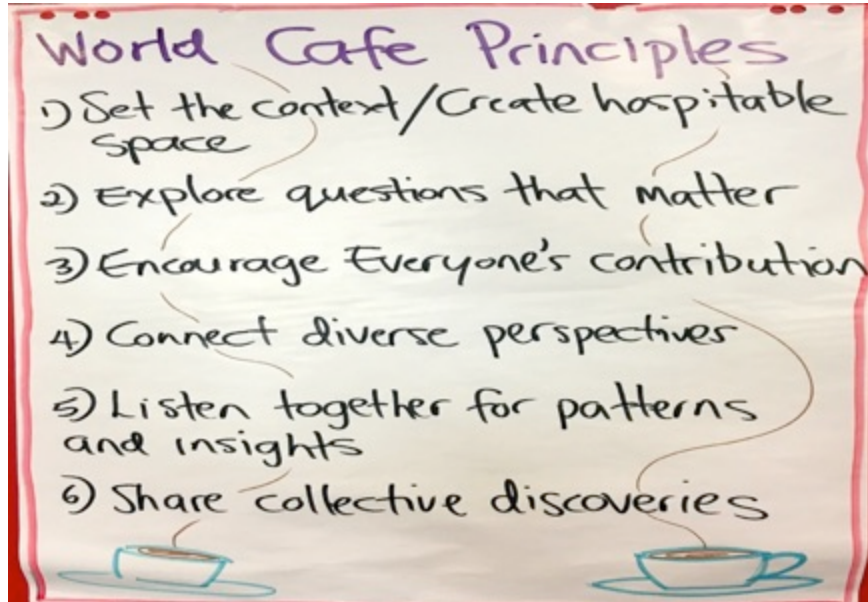


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## WORLD CAFÉ

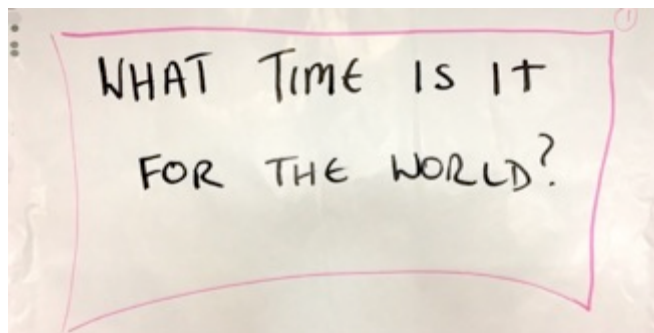
The World Café is a method for creating a living network of collaborative dialogue around questions that matter in real life situations. It is a provocative metaphor. As we create our lives, our organisations, and our communities, we are, in effect, moving among “table conversations” at the World Café. (from The World Café Resource Guide)



The 3 World Café questions were...

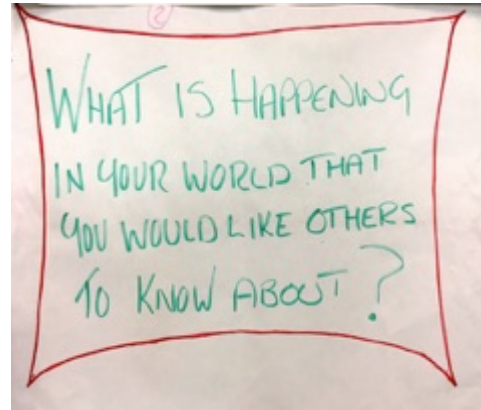
Question One: What time is it for the world?

- Time for circular economy; sustainable, respectful, long term, new ways of working
- Self-determination – NDIS
- People want something different
- Time to connect to country, culture, kinship
- Shining a light on our collective blindspots
- Time to wake up – before the next mass extinction
- Time for more critical thinking
- Grassroots community development in low resource settings
- Time for family



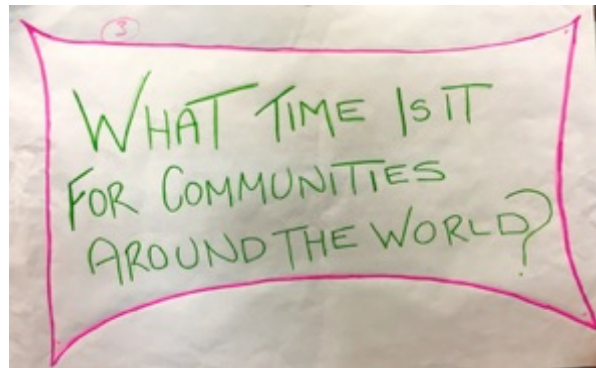
Question Two: What is happening in your world that you would like others to know about?

- New wave of feminism
- Human rights violations
- Change; war(?) environment, SSM, vying for power
- People power
- Communities standing up for a cause
- Bullying / cyber bullying / DV
- Human-centred design



Question Three: What time is it for communities around the world?

- Using technology to solve social and environmental calamities – APPS / recycling
- Cohesion
- Sharing value between communities
- Collaboration
- Shared language and values
- Inter-dependency
- Inter-generativity



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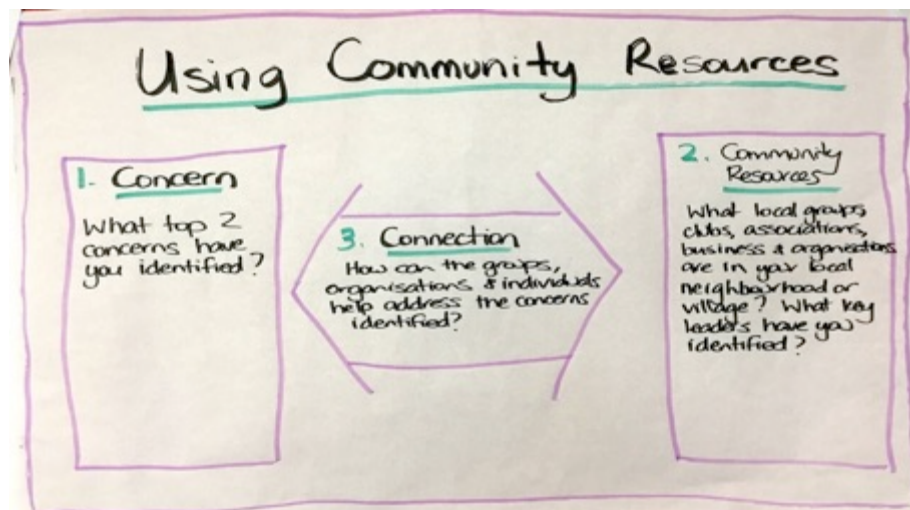
## COMMUNITY MAPPING

Community mapping involved participants, in groups, taking the 6 assets and creating a street party or local event utilising the assets ONLY and there is NO funding available! This is always a fun, thought provoking activity where people create neighbourhoods and scenarios based on their real life experiences.



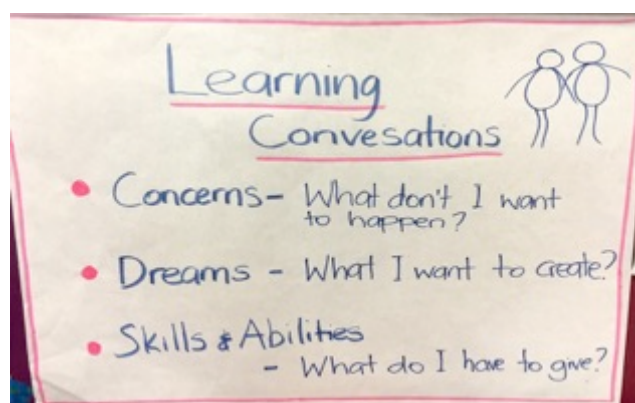
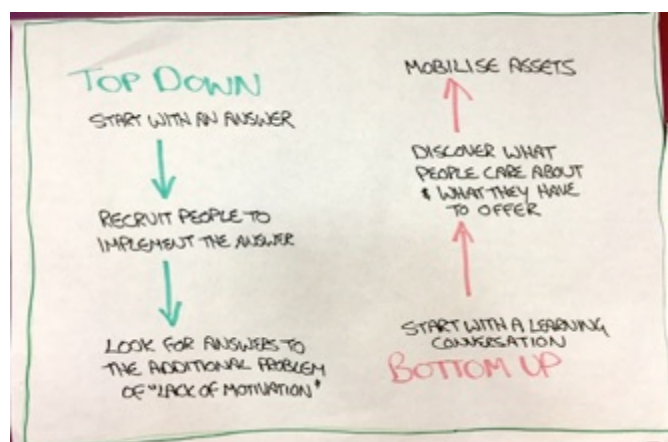
## ORGANISATIONAL MAPPING

Participants were taught a few frameworks to work on in their scenario communities and identified one concern to work on.



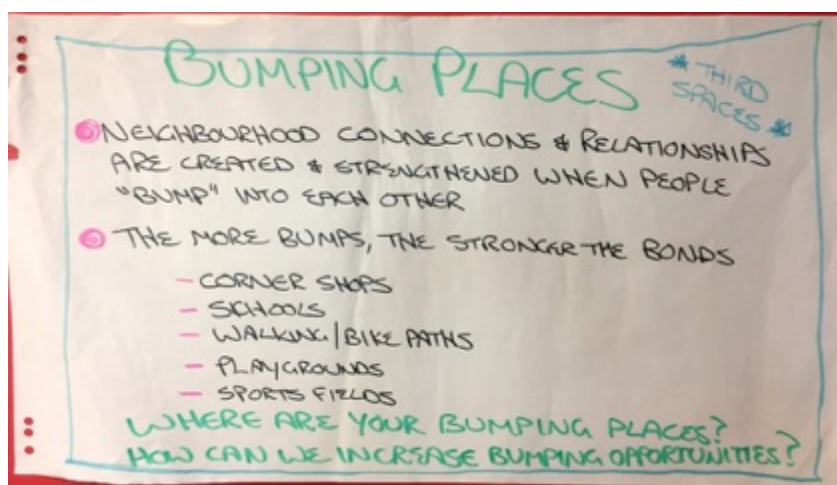
## Discovering Care

Based on the work of Mike Green, this session explored how to discover people's motivation to act through Learning Conversations.



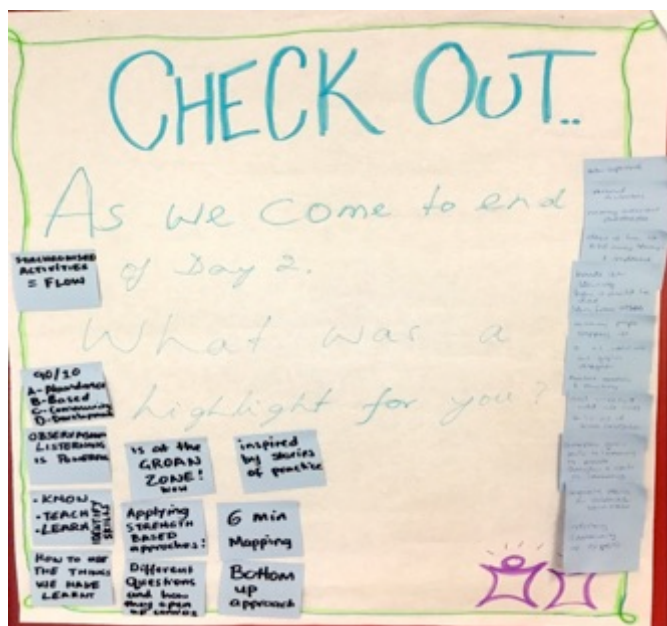
## BUMPING PLACES

Based on the work of Jim Diers, participants explored the concept of Bumping Places, or Third Spaces, as they are also known.



## CHECK OUT

Question: As we come to the end of Day 2, what was a highlight for you?



Champions going back to Community to promote Strengths and Assets in Community.

New Experience

Naming Individual Skills

Ideas of how to take away learnings and implement

Hands on Learning / How it should be done

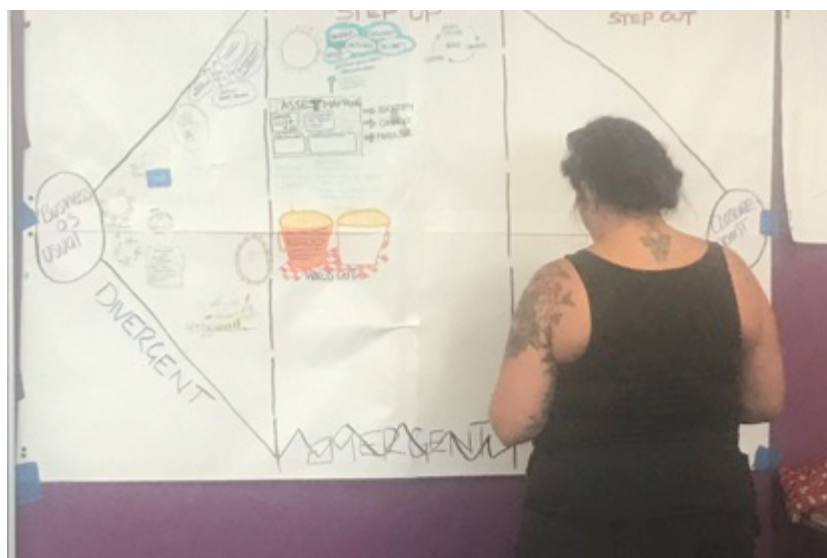
Learn from others

Watching people step up

5H's/ World Café/ Graph diagram

Provoking questions and thinking

Asset mapping and Triad conversation



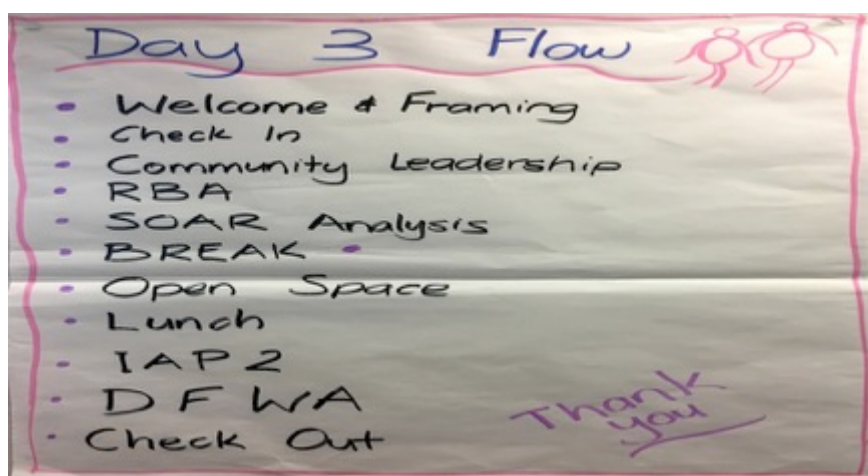
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# Wednesday 29<sup>th</sup> November

## FLOW: DAY 3



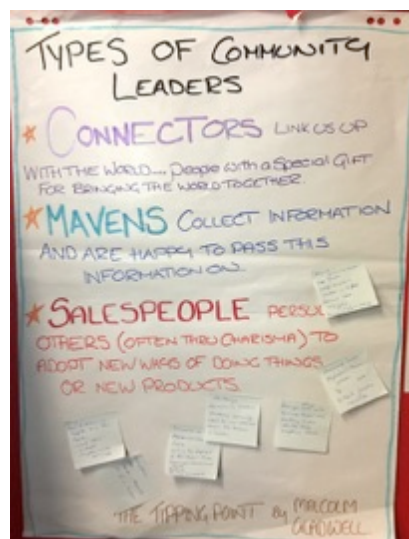
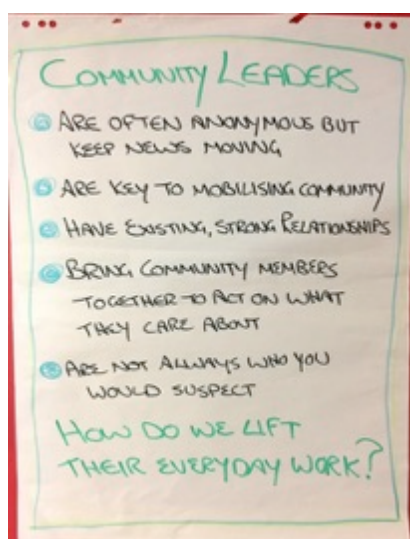
## CHECK IN

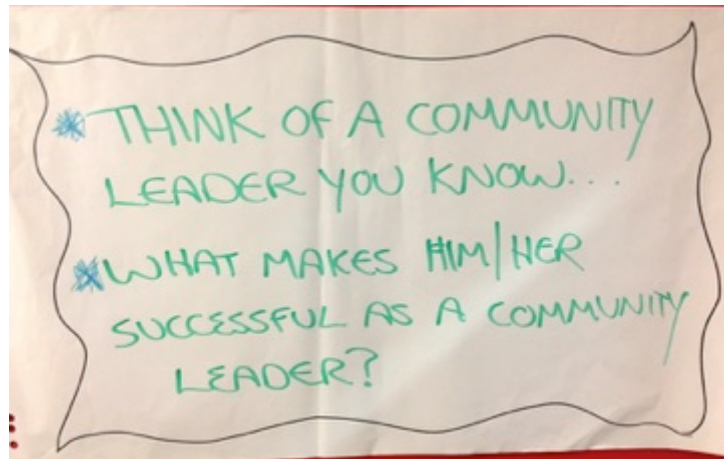
We all participated in a participant-led, musical/dance check-in...

We were all enjoying it so much that there are no notes or photos...

## COMMUNITY LEADERSHIP

Based on Mike Green's work, participants discussed the different types of leaders, who are not the usual suspects, in their community. Some people talked about their parents, who were active in neighbourhood activities and others talked about volunteers in their organisations who mobilised other residents to get involved in local work. The characteristics of a leader were brainstormed and discussed as a "hidden asset" just waiting to be uncovered!

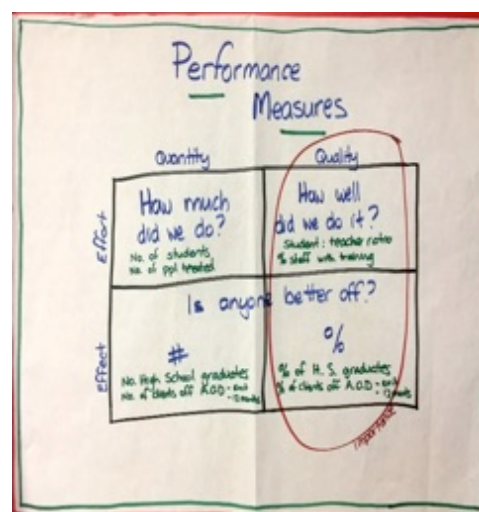
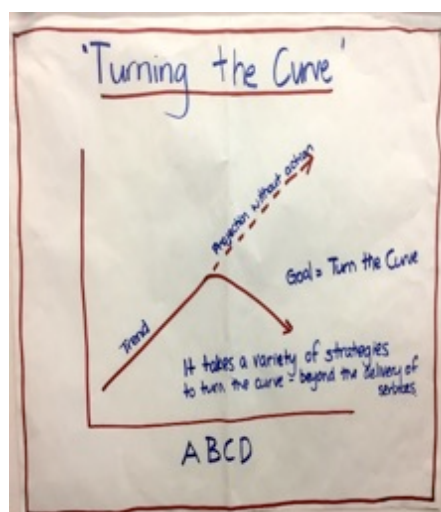
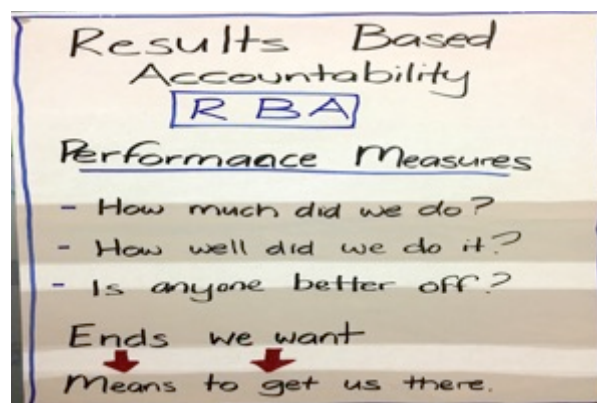




## COMPLEMENTARY STRENGTHS-BASED METHODOLOGIES

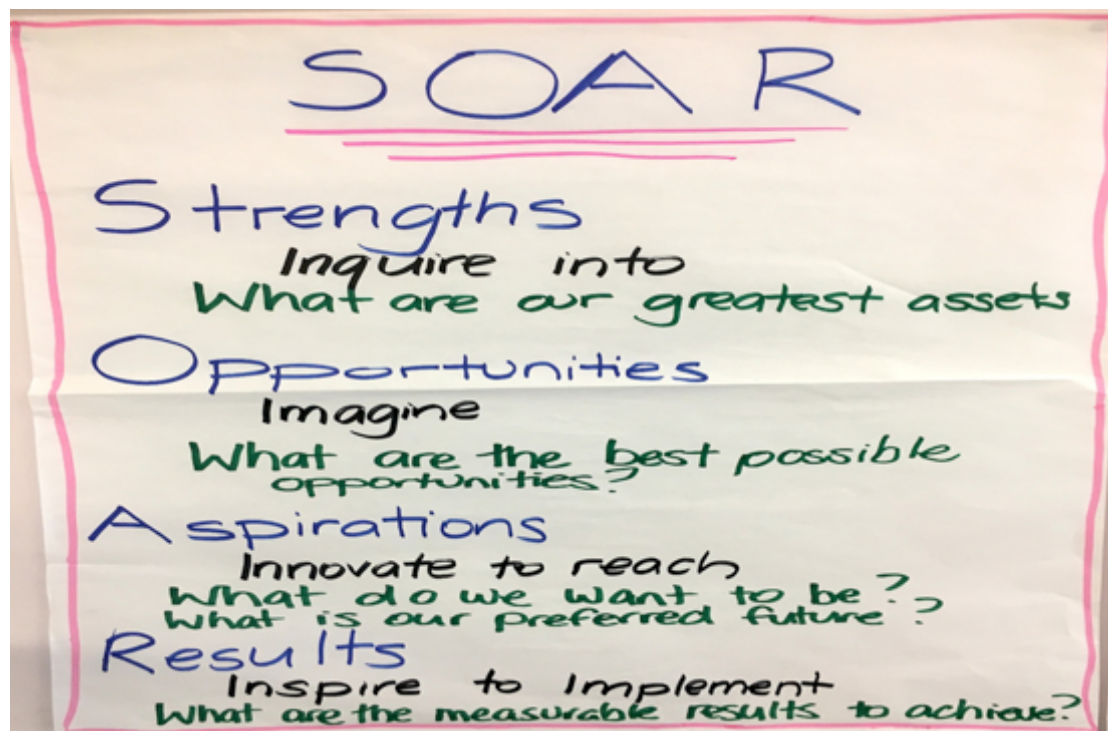
After Community Leadership, we introduced a few complementary methodologies which participants were encouraged to explore, at their leisure, after the immersion.

## INTRODUCTION TO RESULTS BASED ACCOUNTABILITY (RBA)

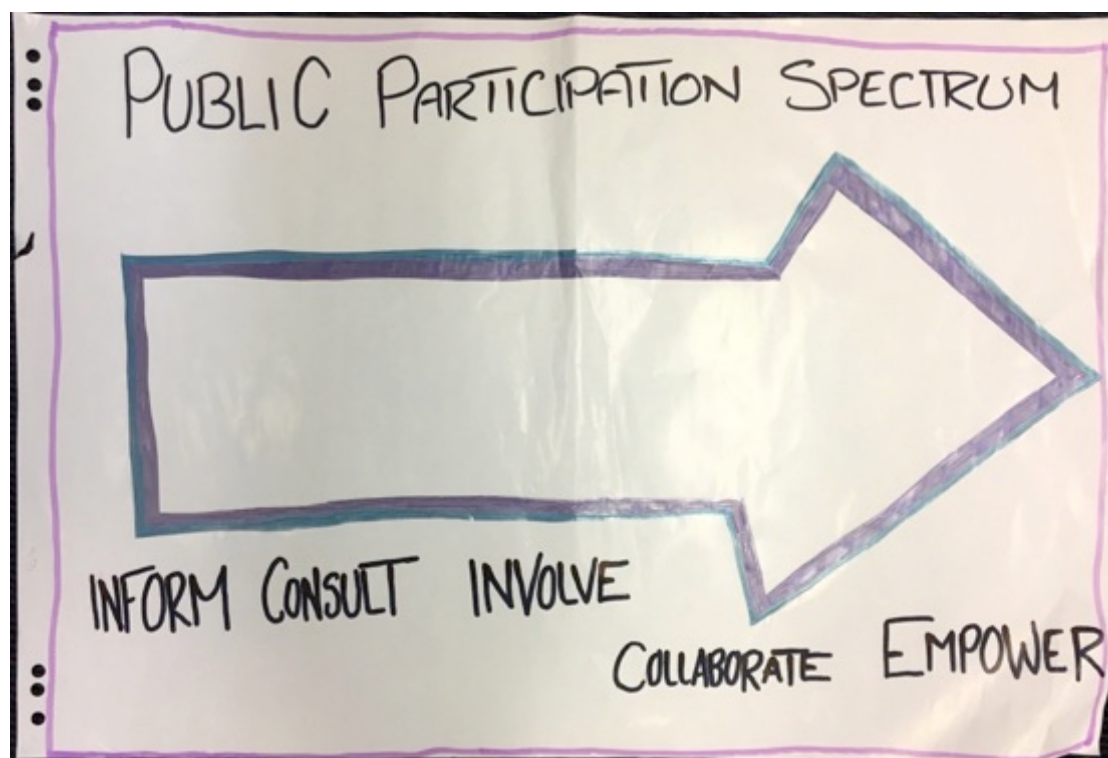


S.O.A.R.

SOAR don't SWOT



IAP2 – SPECTRUM OF PUBLIC PARTICIPATION



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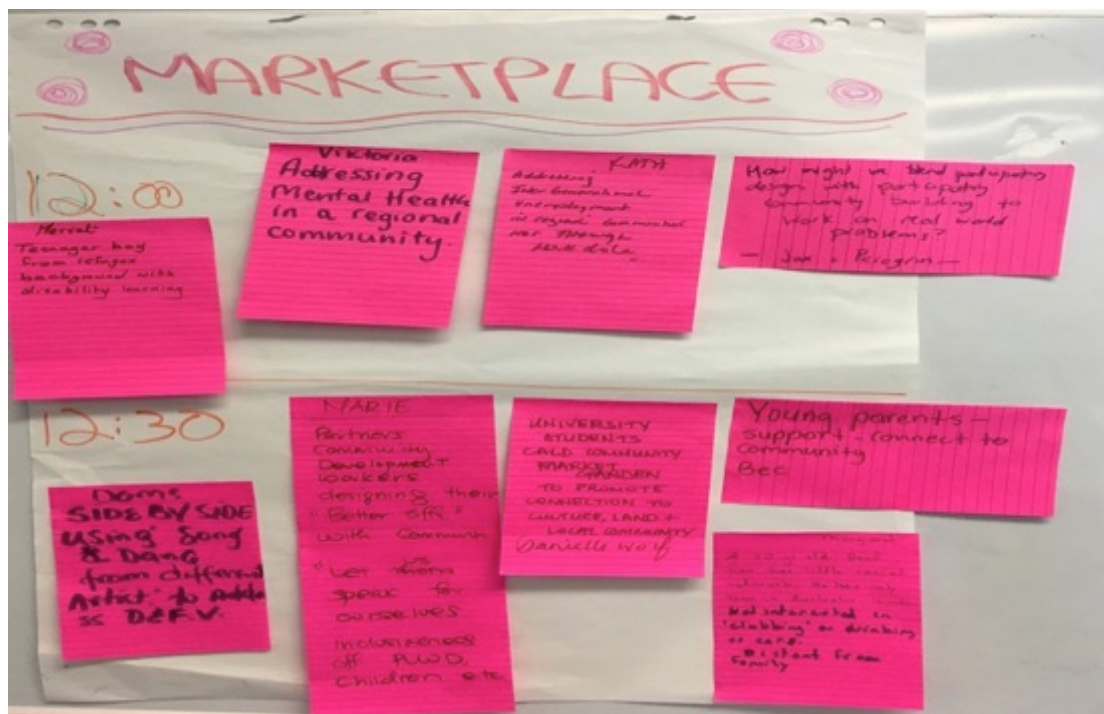
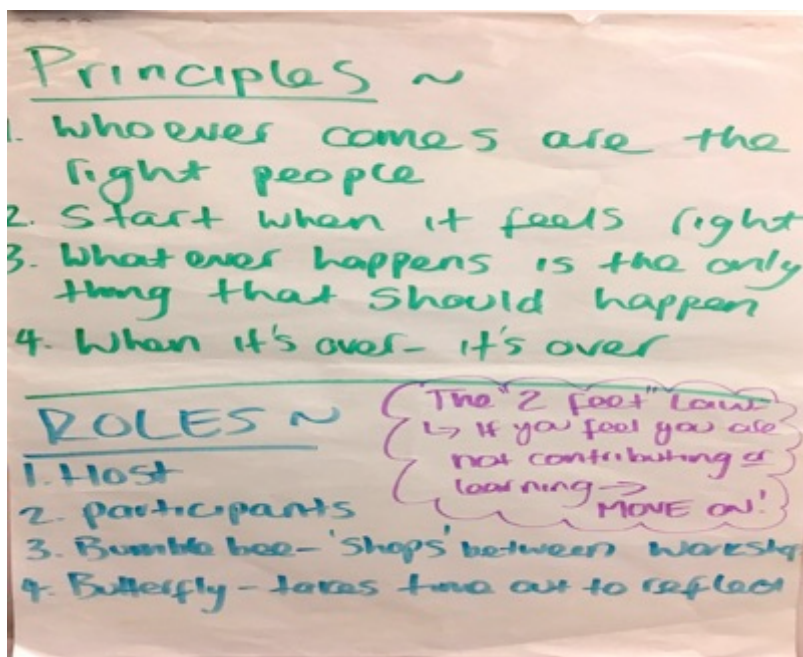




## OPEN SPACE TECHNOLOGY

The goal of an Open Space Technology meeting is to create time and space for people to engage deeply and creatively around issues of concern to them. The agenda is set by people with the power and desire to see it through.

We utilised Open Space to get some broad topics into the collective view. After these sessions, 4 of the topics were taken forward into Designing for Wiser Action.



## DESIGNING FOR WISER ACTION

Based on the DFWA description above, the practitioners were invited to call a project or piece of work they are responsible for, and invite others to contribute to the thinking and design of actions to bring it to life.

*20 year old deaf man with limited social network arrived from Ghana 18months ago. Not interested in the things other young men are.*

# Deaf Sports Australia # Work as apprentice chef # Assets and drivers # Key issues – Socialship

LINKAGES: Communities – Ghanaian Sydney Community; Church; Consider other interests young man has

QUESTIONS: What

*How do we work with partners to vision and work their Better Offs?*

1. Asset mapping – leaders @ diocese – Pastoral Plans / Inclusive communities
2. Discover connections and local champions – Hierarchical structures eg Bishops? **Who carry the bags of the powerful?**
3. Dept – supporters; Interest groups; Catholic associates; Businessman; Priest / Diocese workers? **Communicating Better / Informed Communication**

### **SIDE BY SIDE**

***Cultural Trauma is bringing domestic violence***

**Many Organisations; Music – Rap; Weaving; Dancing**

**MESSAGES: Enough is Enough / Music / CD Production / Screen printing**

**GROUPS – Women's Group; Men's Group Involving Organisations; Stakeholders**

**LOCAL Artists (conversations) – Taking to the prison system; Teachers and Students; Male Leaders who say it is not okay.**

Young Man from Iraq (6years ago). At home support – Learning disability/ behaviour problems created difficulties between parents.

Recently diagnosed with? Culturally reluctant to acknowledge.

Youth program – works with parents building bridges to connect cultures together, relatable, find middle ground to achieve outcome.

Trauma / Grief / Loss – Counselling through

NDIS – include Family and Improved Relationship Schools Leavers – TTW

Support Family / Education for cultural groups on disability awareness/ acceptance

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## CHECKOUT: What's one thing you will take...

*My Spirit is willing take all of the information to my country*

*Everything/ all of what we learnt/ Hearing everyone's stories*

*Leaving more positive and heading in the right direction*

*Lots of new skills and tools which I can use*

*Optimistic / Overwhelmed*

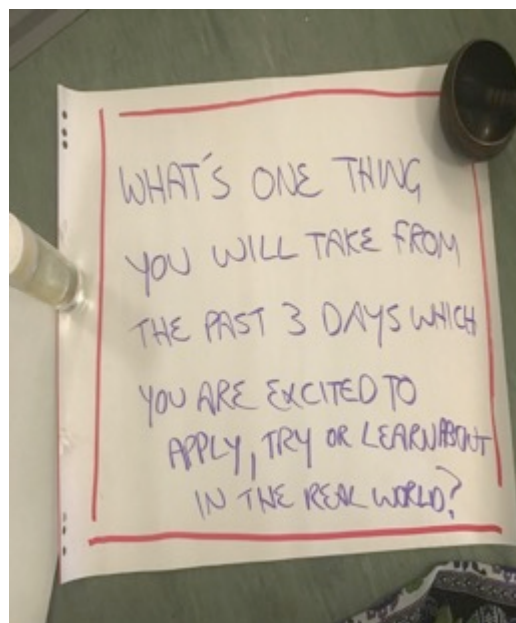
*Something has been missing, coming here has filled the gap*

*Leaving with feeling like the bell is ringing*

*Energised and Inspired by conversations I have heard*

*Grateful to have gone through the process.*

*Three days is a powerful way to absorb the information / Three days fully immersed in it*



Thanks everyone for being involved and making this happen and thanks to Om and SydWest for all the organising and hosting!



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