



The Art of Participatory Community Building
East Sussex Harvest 2019
19 - 21 June

Core Team: Dee Brooks and Michelle Dunscombe (Jeder Institute), Jackie Saul-Hunt (Rother Voluntary Action), Terry Hume and Jen Walls (East Sussex County Council), and Julia Roberts (Culture Shift)



Thank you to East Sussex County Council and Rother Voluntary Action for supporting the training of practitioners and community members to support collective learning.



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
- Co-Production, Collaboration & Community Conversations
- Participatory Citizen's Juries, Participatory Budgeting, & more

Over the 3 days of this Art of Participatory Community Building workshop, met at Azur Marina, Hastings and experienced how to blend Asset Based Community Development 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
- 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 with many of the following 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)
- Design Thinking
- 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

Throughout this document, you'll find the "Harvest" (essence) of what occurred and how participants stepped up to practice, in a short time, 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/art-of-participatory-community-building/>

Design day

The Core Team for the training met at for a day of design on Tuesday 18th June in Lewes, based on the principle that it is common sense to get stakeholders together when designing for the common good. The design day planning poster we left up over the 3 day workshop for transparency and to support the flexibility and movement of content.

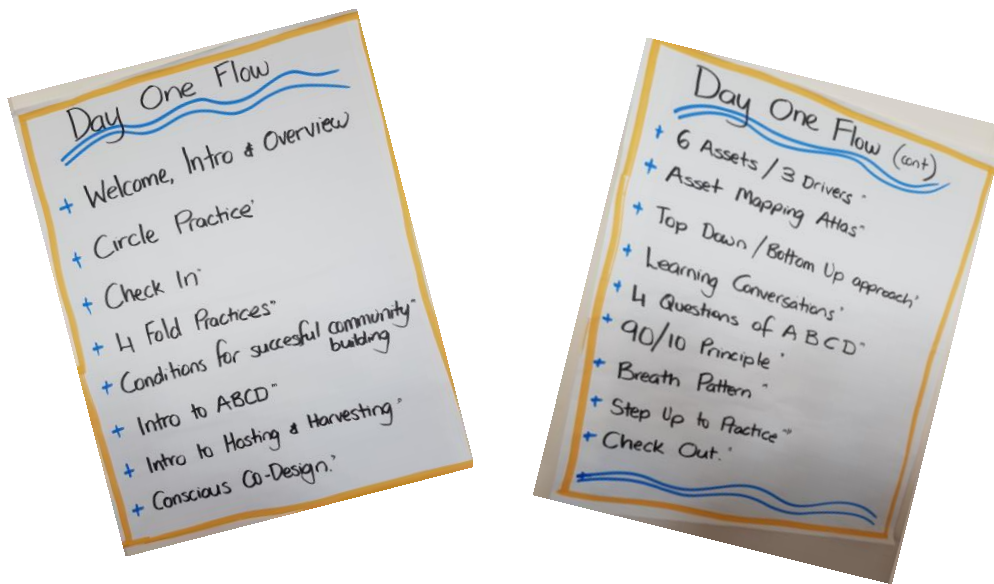


The core team were guided by a co-creation process and considered the principles for working together over the 3 days of co-hosting the training, before moving into the co-design process.

DAY ONE

Welcome and Acknowledgement

Jackie from Rother Voluntary Action welcomed all participants to the training and introduced the Core Team.



Overview

Michelle followed the welcome by introducing herself and invited the hosting team of Dee, Terry, Jen and Julia to introduce themselves.

Dee explained the overarching Flow of “step in, step up and step out” which would be the pattern that the 3 day training would follow and then introduced the processes and practices that would be covered on day one.

Circle Practice

Dee introduced Circle practice and the principles behind sitting in circle, which 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.

3 circle principles:

- **Leadership rotates** among all circle members
- **Responsibility is shared** for the quality of experience
- **Reliance is on wholeness**, rather than on any personal agenda

3 circle practices:

1. **Speak with intention:** noting what has relevance to the conversation in the moment
2. **Listen with attention:** respectful of the learning process for all members of the group
3. **Tend to the well-being of the circle:** remaining aware of the impact of our contributions

The active components of good circle practice:

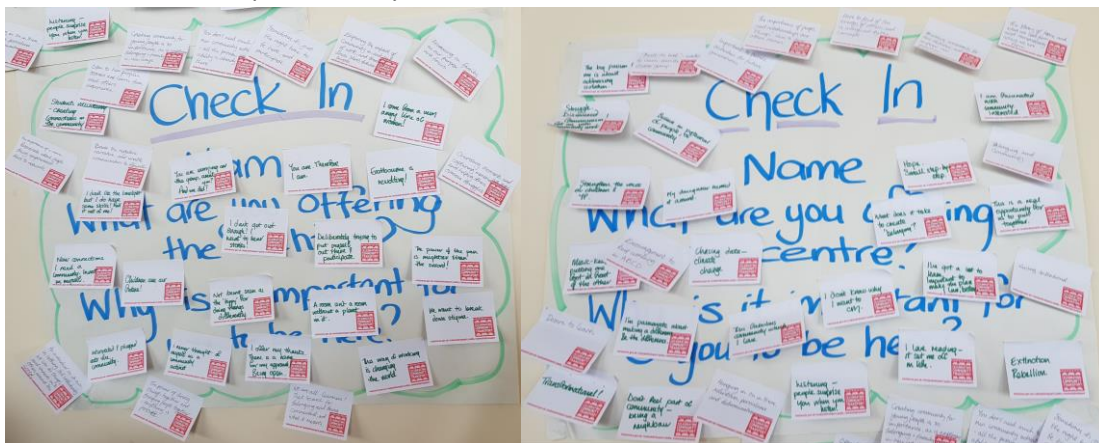
- Intention
- Welcome or Start-point
- Centre and Check-in or Greeting
- 3 Practices
- Speak with Intention
- Listen with Attention
- Tend to the well-being of the group (remaining aware of the impact of our contributions)
- Check-out and Farewell

Check-in:

Check-in gives people a chance to learn about each other, share how they are feeling and helps people become more present. As a wider practice, check-in can be done before a group, for clarity during a conversation and as a check-out.

For East Sussex, we asked people to bring something personal, to add to the circle. Dee asked people to check-in, responding to the following questions:

- Their name and where they were from
- What are you offering the centre and
- What is it important for you to be here?



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 foundational to the Art of Hosting and Participatory Leadership:



- ❖ Hosting self
- ❖ Being hosted
- ❖ Hosting others
- ❖ Being part of a community hosting itself

Michelle invited people into a 4-Fold activity where participants were asked to move to the Fold where they felt their passion/like/interest was strongest, or most comfortable, and to have a discussion with others who joined them. After a time, people were then asked to move to where they felt their Learning Edge was and engage in a second discussion with whoever else joined them there. After each discussion, participants offered feedback about the essence of their conversations.

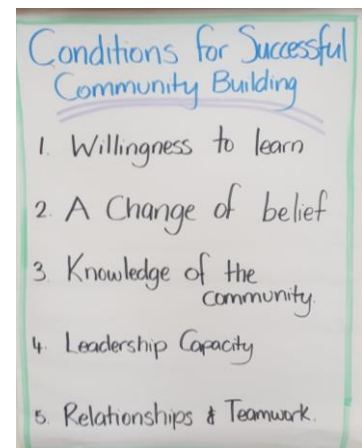


Conditions for Successful Community Building

Michelle shared the **conditions for successful community building** from Terri Bailey, Audrey Jordan and Leila Feister and build on work by Otto Scharmer (Theory U) to consider and reveal the "essential conditions" needed for successful community change initiatives, because community change doesn't exist in a vacuum.

Among the most essential conditions are:

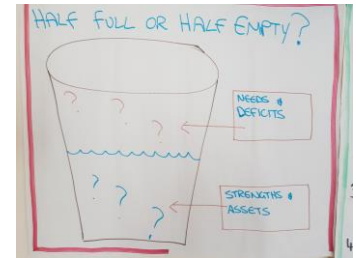
1. **Willingness to learn and imagine a better way** of doing things.
2. **Belief** that the new way of doing things will work and the will to act on that conviction.
3. **Knowledge of the community context and history**, especially the nuances and impact of race, politics, social networks and other initiatives or programmes that have operated in the area.
4. **Leadership capacity**, along with continual efforts to develop and replenish the supply of community leaders. The process of becoming a leader prepares stakeholders to participate in a democratic process and provides a structure for shifting power to those who are most affected by community conditions or by the desired changes.
5. **Relationships and a sense of teamwork.** Social relationships encourage and provide neighbour-to-neighbour support, help people overcome the isolation of living and working alone, and overcome geographical, racial, class and power differences.



Introduction to ABCD

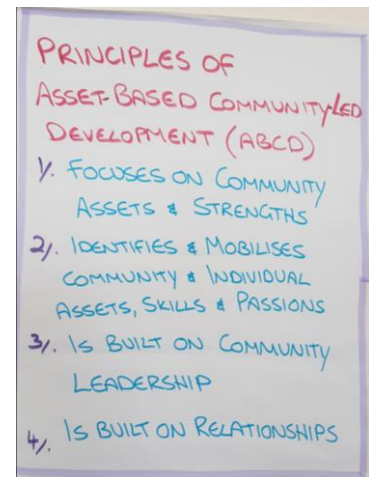
Michelle introduced Asset Based Community-Led Development (ABCD), explaining the history of the work John McKnight and Jody Kretzmann undertook at North Western University, where the ABCD framework was born now situated at DePaul University. Michelle shared how working with a Community Building focus differs from the Social Service model.

ABCD is a powerful approach to community engagement and development that focuses on abilities and potential, rather than problems and deficits by discovering the resources that are already present in a community. Discovering community strengths is a powerful and productive way to address problems and realise a collective vision.



Asset Based Community Development:

- Focuses on community assets and strengths rather than problems and needs
- Identifies and mobilises community and individual assets, skills and passions
- Is built on community leadership
- Builds relationships



Introduction to Art of Hosting and Harvesting

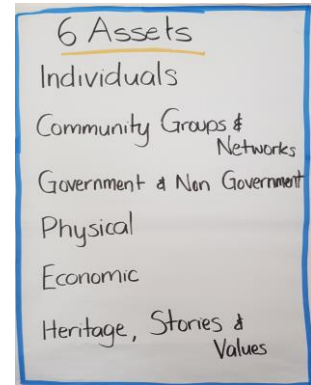
Dee provided an overview of The Art of Hosting and Harvesting patterns and practices and how the processes enhance our work in and with communities.



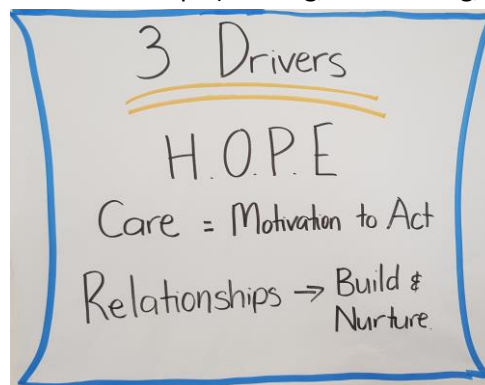
Six Assets – Three Drivers

Michelle shared the 6 Assets and 3 drivers that underpin ABCD:

1. We recognise the skills and abilities of **individuals** within the community and find people who are passionate about the community and are good at making connections.
2. We identify **community organisations and networks** and what they offer (or could offer) to the community.
3. We look at what **non-government organisations, not for profits, government agencies**, are already connected to the community. We pay particular attention to small, local institutions.
4. We look at our **physical environment** (both natural and built) in a new way.
5. We consider the **local economy** in a broad way so that we include the informal economy (e.g., people swapping goods and services, voluntary work) as well as the traditional economy (e.g. production, consumption).
6. And finally we appreciate the **stories, culture and heritage** of the community



The 3 drivers to support the work of ABCD in communities are; (discovering) care, HOPE (helping other possibilities emerge) and relationships (building, maintaining, nurturing).



Asset Mapping Atlas

Michelle introduced the 6 elements of the Asset Mapping Atlas from Jeder’s emergent work alongside the ABCD principles, which we would be working with in more detail over the next few days:

- Individual; talents, skills, abilities, talents
- Community; resources, networks, non/physical
- Organisational; constituents, materials, equipment
- Stakeholder (partners); business, gov/non-gov, volunteers, lived experience
- Systems; elemental, agents, components
- Ecological; land / humans / other creatures (this emergent level of mapping is still evolving)

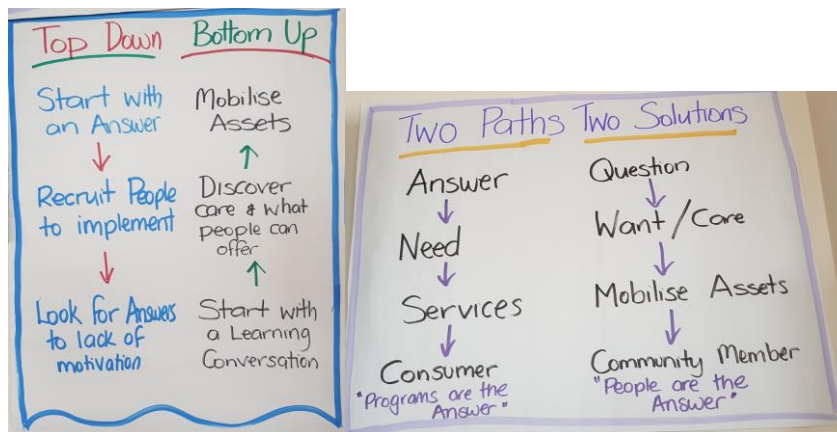


Top Down Bottom Up

Dee shared the practice of starting with a bottom up question, rather than a top down answer. The following is an excerpt from the Participatory Community Building Guidebook:

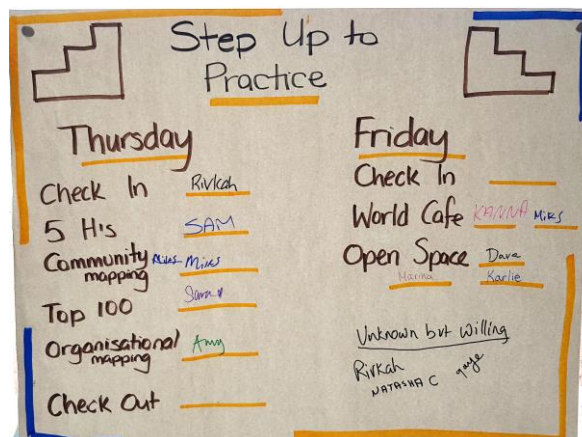
“When we start with an answer, we then need to recruit people to implement that answer. The people we find may not be invested or have a motivation to act so we then need to find another solution to boost their lack of motivation. Sounds like a hard job!

But, when we start with a learning conversation, we discover what people truly care about, right from the start and discover what they have or want to offer as part of the productive solution. Once we have discovered this, we can mobilise the assets of individuals, families and communities.”



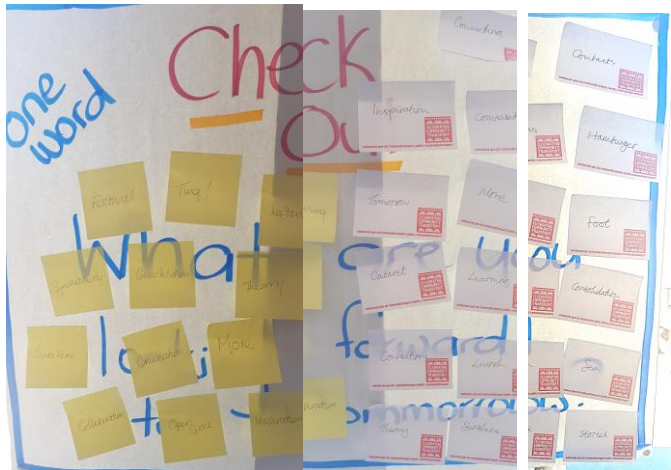
Step Up to Practice

This practice offers the opportunity for practitioners and community members to bravely step up, get some coaching in practices that they may not have tried before and co-host some of the following 2 day’s processes. Michelle stepped up to practice by inviting participants into this process.

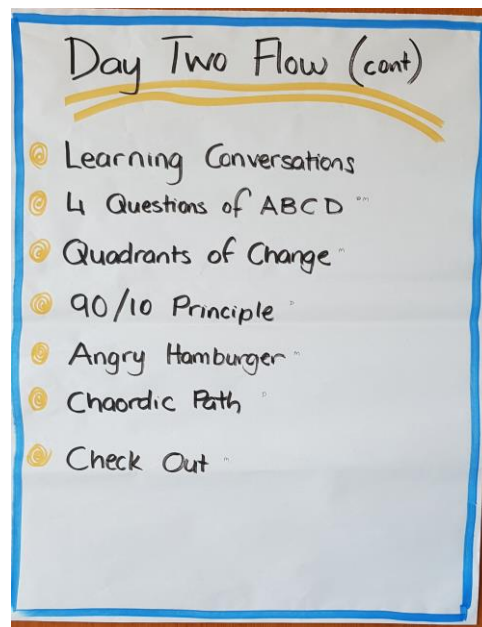
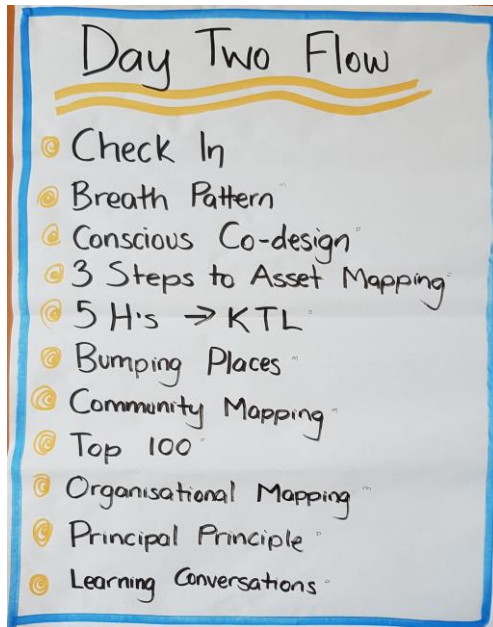


Check Out

To close off day one, Michelle asked everyone, to check out by responding to the question “In one word share – What are you looking forward to tomorrow?”

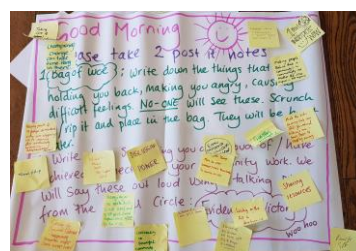


DAY TWO



Check In

Rivkah stepped up this morning to host check in for the group sharing the Bag of Woe and Sharing an achievement.



Breath Pattern - Divergent, Emergent, Convergent Thinking



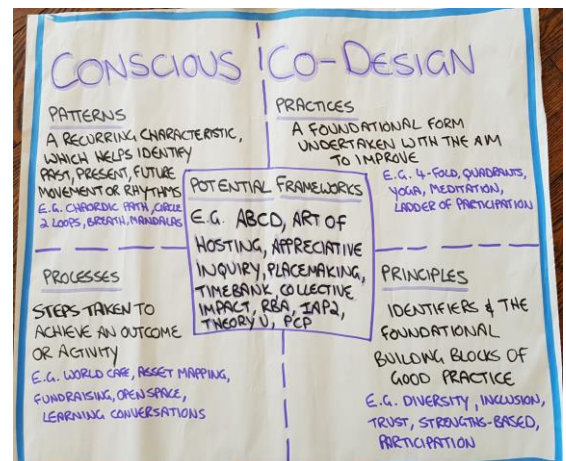
Michelle introduced the Breath Pattern otherwise called Divergent, Emergent, Convergent (DEC) Thinking. In entering into an inquiry or multi stakeholder conversation we operate with three different phases in the process— divergent, emergent and convergent. Each of these phases are different and it is 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 complementary. 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 complementary and different.

Conscious Co-Design

Dee shared the Jeder Institute's thinking around the patterns, practices, processes and principles of participatory community building, co-design and potentially, Design Thinking when aligned with the work of Giorgio Agamben.

Dee shared the definition(s), to date, of patterns, practices, processes and principles within community engagement and development frameworks and invited people to share their thoughts on others.



Pattern: a recurring characteristic, which helps identify past, present and future movement or rhythm, e.g. chaos and order, new system and old system

- Circle Work
- Chaordic Path
- Two Loops
- Complexity
- DEC Thinking
- Theory U (?)
- Appreciative Inquiry (3 stages)
- Living Systems

Practice: a foundational form undertaken with the aim to improve, e.g. a repeated daily practice, conscious reframing, shifting perspective

- Circle Practice
- Glass half empty/full
- Strengths versus Needs
- 4-Fold
- Appreciative Inquiry (5D's)
- Check in/out
- 90/10 Principal Principle

Process: steps taken to achieve an outcome or activity, e.g. intentional movement, generative space

- Assets & Asset Mapping (6 levels)
- Bumping Spaces

- World Café
- Open Space
- SOAR (don't SWOT)
- Learning Conversations
- Top 100
- Designing for Wiser Action

Principles: Key identifiers and the fundamental building blocks of good practice

- Diversity
- Inclusion
- Trust
- Strengths-based
- Collaboration
- Participation

The full Conscious Co-Design blog can be found here: <http://jeder.com.au/conscious-co-design/>

Three Steps of Asset Mapping

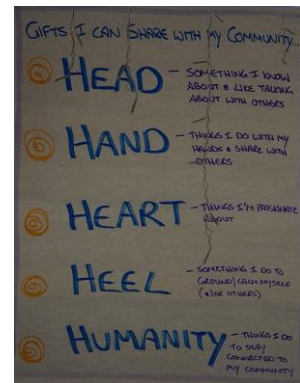
Dee provided an overview to Asset Mapping and explaining the 3 key steps – Discover - Connect and Mobilise. It is in the mobilising of our identified and connected assets through creating opportunities for the assets to be productive and powerful together that we see action in communities. Remember don't just make lists.



Individual Asset Mapping - Five H's and Know Teach Learn

Sam and Dee introduced the gifts we have to connect to in community and invited people to pair up with someone they might not know yet and share their own gifts through conversation.

- ❖ **Gifts of the Head** (Things I know something about and would enjoy talking about with others, e.g., art, history, movies, birds).
- ❖ **Gifts of the Hand** (Things or skills I know how to do and would like to share with others, e.g., carpentry, sports, cooking).
- ❖ **Gifts of the Heart** (Things I care deeply about, e.g., protection of the environment, civic life, children).
- ❖ **Gifts of the Heel** (Things I do to help me stay grounded and would like to share with others, e.g., meditate, walk, breathing exercises, hang out with friends)
- ❖ **Gifts of Human Connection** (Things I do to stay connected to or to connect my community, e.g., join an interest group, visit someone, introduce someone I know to someone else with a similar interest)



The **Know/Teach/Learn** tool offers a simple and powerful framework for discovering how these gifts can be productive and powerful together.

Dee asked people to share a skill or talent they heard from their partner to form a list and then invited people to come forward and write their name up in the appropriate box according to what they “know”, “could teach” or “wanted to learn”.

Gifts	KNOW	(WILLING TO) TEACH	LEARN
g/Reps ORG			
DS	TONY	TONY	J. J. J. J.
TAXIDERM	KANNA	KANNA	SHERRY
W/WORK		J. J.	SHERRY
SCULPTURES	Joy	Joy	ANA
GARDENING	Sara, Kiana	Sara, Kiana	ANA, KANNA, MANNICH, SHERRY
CRAFT	Sara	Sara, MANNICH, SHERRY	SHERRY
HERBAL MED	Sara, SHERRY	SHERRY	SHERRY
COOKING	Sara, Kiana, Kiana	Sara, Kiana, Kiana	Sara, Kiana
TAXIDERM	ANA		SHERRY

Bumping Spaces

Michelle introduced us to Bumping Places and the work of Jim Diers who says, “Community is built on relationships and people develop relationships through frequent contact with others. So, if you want to build community, you need places to bump into other people. The closer those places are to where you live, the more likely you are to bump into the same people over and over again.”



Community Asset Mapping in Practice

Miles stepped up to introduce the community mapping activity. 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.

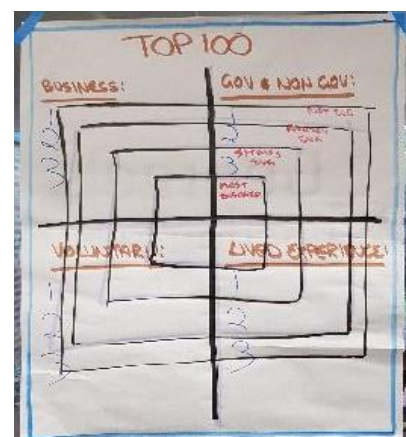
Each group had half an hour to co-design their street party, after which time, each group gave some feedback on what they had co-designed and discovered, insights they had and where they felt they could apply the idea of community asset mapping in their work/life.

For more information on Asset Mapping, follow this link: <http://jeder.com.au/the-art-of-community-mapping/>



Stakeholder and Partner Mapping - Top 100

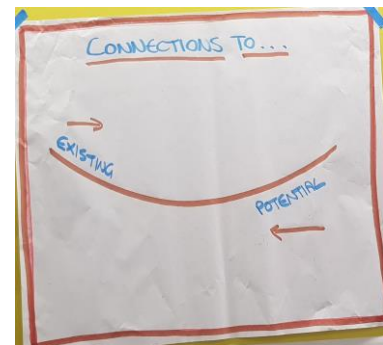
Dee and Sara introduced us to a version of the Tamarack Institute's Top 100 Partners process for stakeholder mapping to encourage a broader spectrum of voices at the table. The process can be repeated as the core group grows to support an even more diversity amongst the participants, whether it be for an event, a conversation around a wicked question or a community forum.



Organisational Asset Mapping

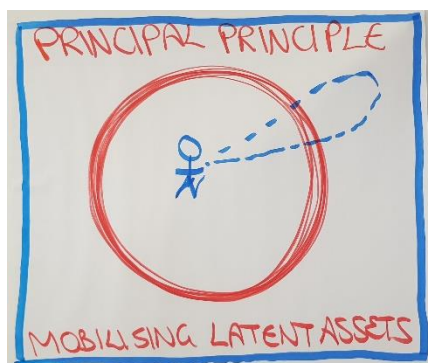
Michelle shared how organisations have numerous assets they can share to support community action and that we can be surprised when we mindfully map them, everything from a meeting room through to the skills of people within the organisation.

Amy introduced a simple tool for organisations to map our connections to existing and potential partners, this exercise helps us uncover those organisations, groups etc that we can develop relationships with to support community building and action.



Michelle stepped us through one of the many organisational mapping tools available from ABCD to show how any organisation can identify community resources and create connection for action around a local concern.

Principal Principle



Dee shared the Principal Principle with the group based on her experience of working within a school community. For more information refer to your Guidebook.

Learning Conversations

The ABCD framework of Learning Conversations is based on the work of Mike Green and Henry Moore, authors of ABCD in Action: When People Care Enough to Act.

Through Learning Conversations, we are discovering people's motivation to act. The framework intentionally supports people to reframe their challenges and is therefore, a powerful blend when combined with Appreciative Inquiry and/or World Café, as an example.



The framework intentionally starts with asking people to share their concerns or worries through discussion and then shifts into reframing them and then invites them to participate in the outcome. The framework is usually held over 3 rounds of discussions:

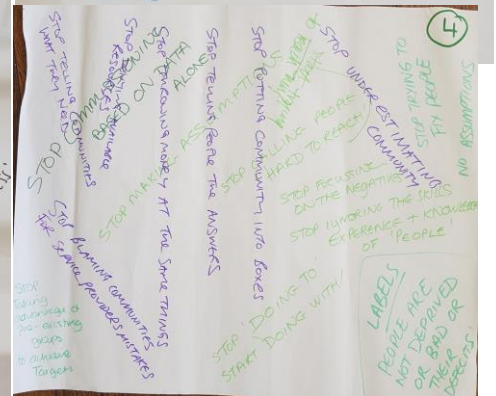
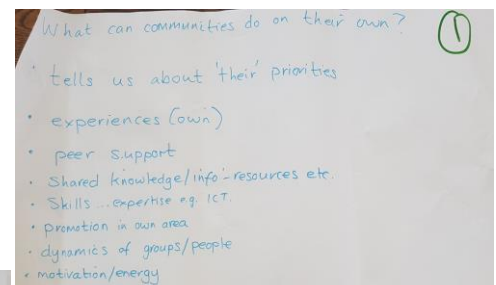
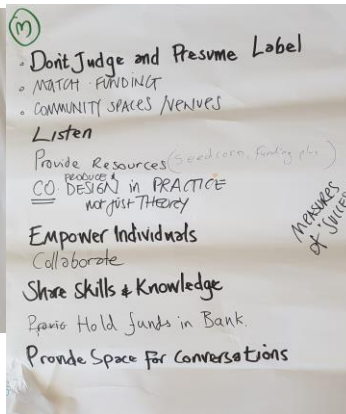
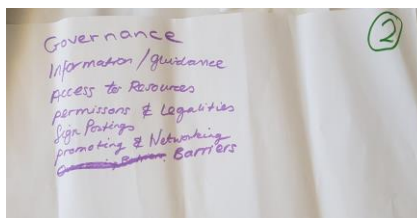
1. CONCERNS – ask people to share their concerns, and very specifically here, what they DON'T want to happen
2. DREAMS – invite people to share their dreams – what is their preferred future vision?
3. SKILLS & ABILITIES – by asking people to step up and share their skills and abilities, we are encouraging their motivation to act and discovering what they truly care about enough to act on

Four Questions Worth Asking

ABCD is committed to some guiding principles that can be covered in 4 questions, as follows:

- What functions can community residents perform by themselves?
- What functions can community residents do with some additional help from government and agencies?
- What functions must government and agencies perform on their own?
- What functions must government and agencies STOP doing?

As a group we explored the four questions in small groups





Quadrants of Change

Michelle shared the Quadrants of Change, developed by Ken Wilber and adapted by John Paul Lederach, change (and peace) in communities can be understood as having four dimensions: Personal, Relational, Structural and Cultural. Over time all of these dimensions must shift for change to be lasting. It makes sense, then, for change strategies to consider how each dimension might need to shift in order for change to occur, as well as how the dimensions might interconnect and influence one another throughout a change process.

One way to apply the Quadrants is to recognise that not all individual changemakers have agency or positional power to be influential in all of the quadrants so it also makes sense to develop a team approach to changemaking. Some people may be more able than others to make changes to structures, for example (policies, legislation, accountability frameworks, institutional procedures). At the same time, the model recognizes that changemaking requires deep personal work (self awareness, considering values, beliefs and assumptions as well as knowledge, skills, competencies and mindsets) as well as conscious approaches to relating and interacting (trust, respect, understanding, conciliation) and everyone has at least some agency over these. Cultural change (the implicit 'rules': assumptions, expectations, practices and perceptions linked to common activities, discourse and language) is most often collective. Cultural change can be understood or experienced as a result of the integration of the other three dimensions and, in turn, influences those as well.

Check Out

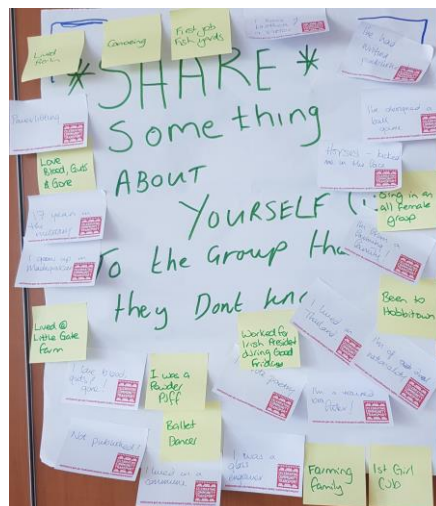
The check-out for day 2 was a quick round of breath and clap work that role modelled a different way of offering a check out round that could be an effective and efficient way of ending a middle day.

DAY THREE



Check In

This morning Gaye hosted check in asking the group to “Share something about yourself to the group that they don’t know”.

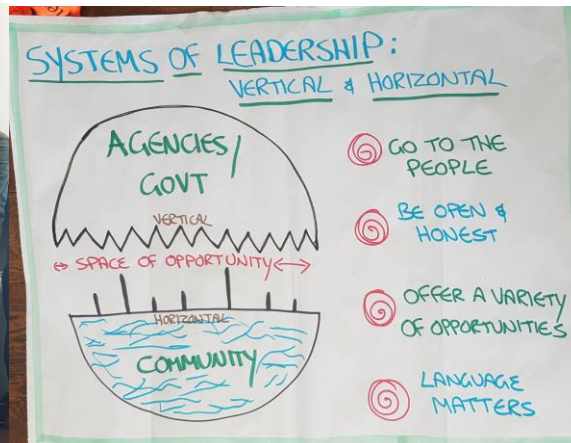
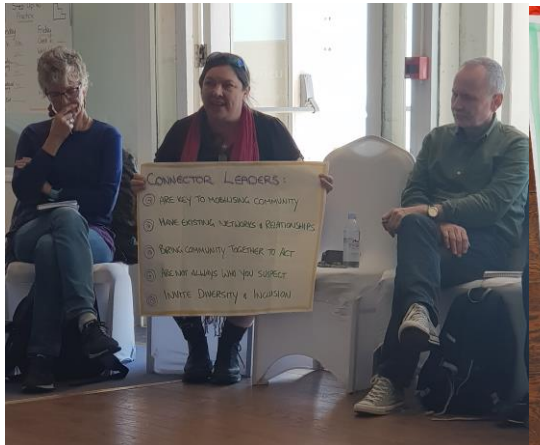


Angry Hamburger – Connector/Leaders

Dee shared ABCD’s particular approach to “leadership” in community. Inspired by the work of Mike Green and Henry Moore who talk about “Connector Leaders” as the people in community who:

- Are already connected
- Have local knowledge
- Share local stories

When we discover what people truly care about, enough to act on, we discover their motivation to act! As Mike says, “Don’t go anywhere that nobody sent you! Well connected leaders can engage the wider community to act on what they care about!”



Appreciative Inquiry

Michelle shared an overview of 3 Appreciative Inquiry tools to support a focus on what has been successful and encourages individual and collective reflection on how to do more of what works, instead of trying to solve a problem by doing less of something that was not done well in the first place.

Appreciative Conversations framed around a positive question such as What are our strengths, success and/or dreams? And exploring what works and how do we get more of the good stuff.

The **SOAR process** is an appreciative inquiry planning process that encourages us to focus on Strengths, Opportunities, Aspirations and Results rather than the traditional SWOT analysis. Why SWOT when you can **SOAR!**



The Art of the Questions.

- * What possibilities exist that we have not yet considered?
- * What's the smallest change that could make the biggest impact?
- * What solutions would have us both win?

Key AI Questions

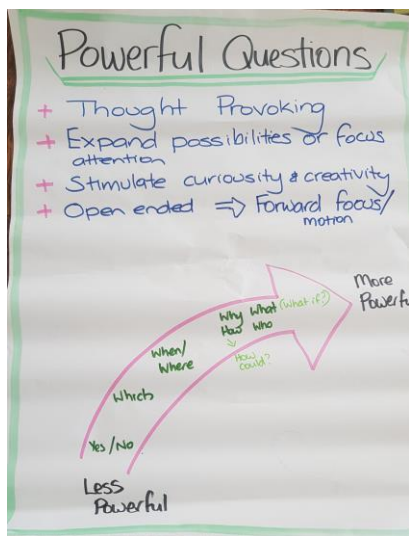
- * What experience do you value most?
- * What made these experiences possible?
- * How do we get more of it?

The 5D Cycle of an Appreciative Inquiry process:

Appreciative inquiry can be implemented as a longer structured process going through 5 phases of:

- Definition: Surfacing the focus for inquiring appreciatively.
- Discovery: Identifying organisational processes that work well.
- Dream: Envisioning processes that would work well in the future.
- Design: Planning and prioritising those processes.
- Delivery: Implementing the proposed design.

Powerful Questions

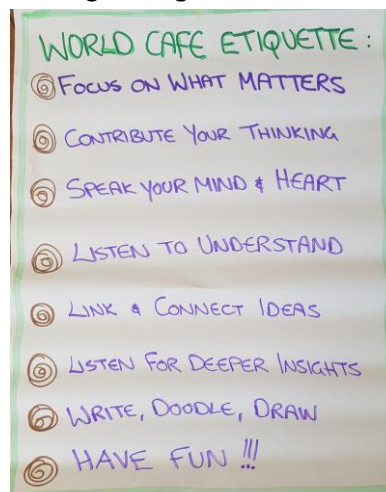


Michelle spoke of the elements of crafting a powerful questions to support inquiry and/or community action. The areas she focused the powerful questions teach on was for questions to be:

- Thought provoking
- Expanding possibilities
- Focusing attention
- Stimulating curiosity and creativity
- Creating forward movement

World Cafe

World Café with Dee, Kanna and Miles: 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.

JEDER *Institute*



Based on World Café Principles, two questions were offered for World Café discussion:

1. What time is it for your community?
2. What might effective change look like in your community?

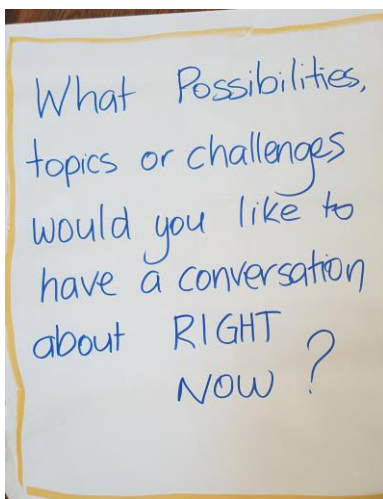
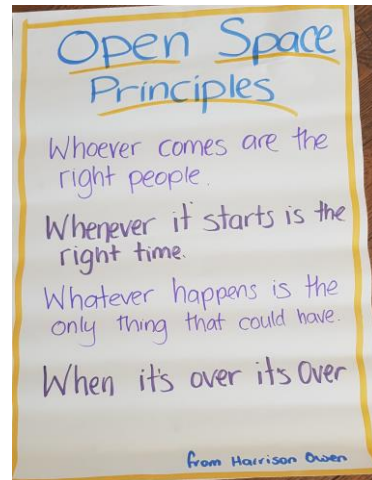
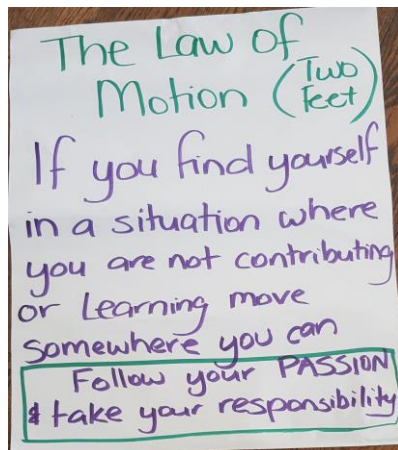


See the Guidebook for more detail on the World Café process: [Participatory Community Building Guidebook 2019 – click here](#)

Open Space

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.

Anthony, Stacey and Dee explained the Open Space Process to the group including the principles, the roles and the law of motion. The Open Space market place was opened and an invitation was issued to members of the group to host a conversation around a topic/question that matters.



Conscious Co-Design in Practice

Dee shared the practice of pattern locating and how it can support our ongoing work within a myriad of community building options and shared 2 frameworks for design based on the Breath Pattern and Theory U.

Purpose: What does it look like in practice?

Purpose and intent is central to this framework. What are you aiming to achieve? Who wants this? Who cares? Focusing attention on the community-led aspect of this work is paramount here.

Once the purpose is identified, you can start looking at the relevant and appropriate engagement and development frameworks and discerning the next steps or approach, based on that choice.

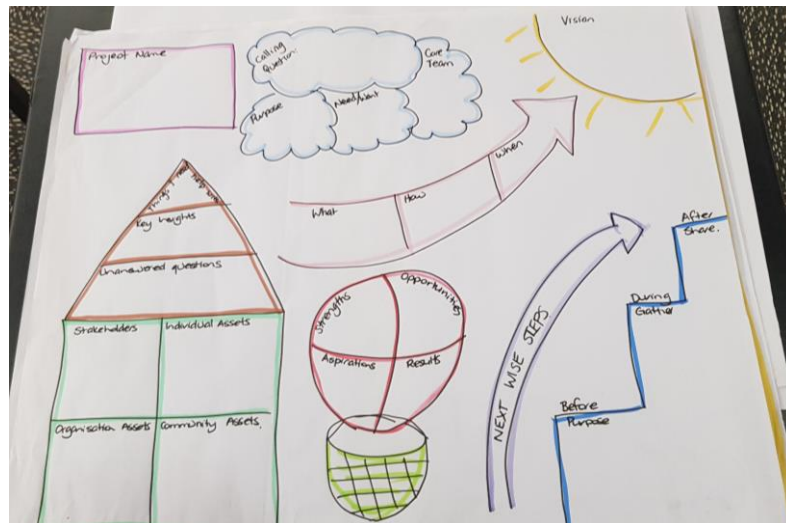
It's very important here that you enter with a curious mind and stay open to the possibilities of blending practices and processes. This takes time and is a practice within itself.



Design for Wiser Action

Michelle provided an example of the Design For Wiser Action (DFWA) template and explained how DFWA enables practitioners or community members to get support and wise insights and advice about the concrete outcomes needed, through peer support, and encourages participants to put their learnings about participatory community building and its methods to work on real life events.

When using the process participants are 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. Designing for Wiser Action is about finding the clarity we need to progress real work.



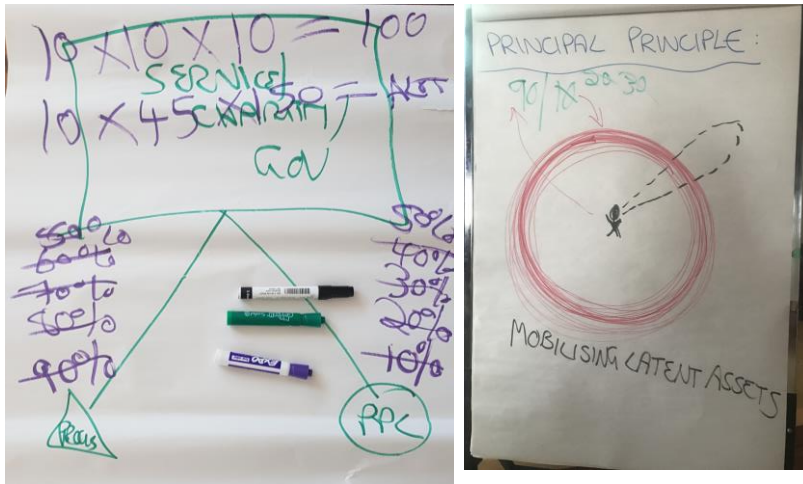
Chaordic Path

We headed outside where Dee introduced us to the Chaordic Path. The Chaordic Path or Chaordic Field offers us a worldview with which to look at communities, organisations and systems through a new lens. Participants were asked to “locate” themselves on the path by initialing the space they felt drawn to, in their work, right now and we had a deep discussion about how our views can change quickly within the context we are working in and also opened up insights for people who may feel stuck or unsure of where they are in their system of influence.



90/10 Principle

Dee then shared the 90/10 Principle, which extends the people versus program model of shifting programs incrementally towards a tipping point and also shared the concept of the Principal Principle, which extends the shift into how to work with “latent assets” followed by a Q & A session.

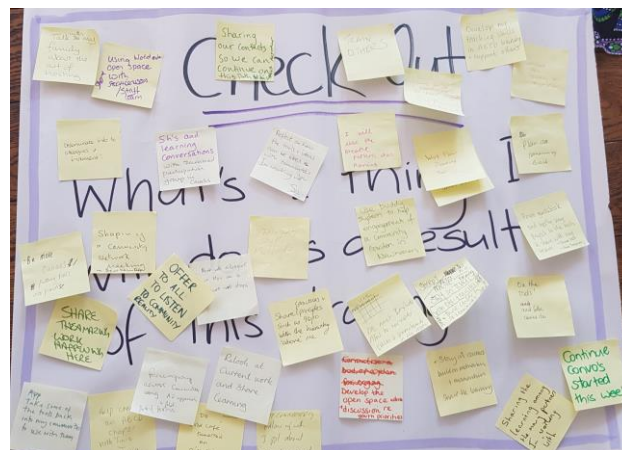


The 90/10 Principle

- People versus Programs
- Agencies can do both!
- Invest in programs AND in people

Check Out

We came to an end of our three days together with our final check out responding to the question, “What’s 1 thing I will do as a result of this training?”



Responses:

- Talk with my family about the Art of Hosting
- Share using world café and open space with staff team
- Work flow training
- Sharing our contacts so we can continue on this path
- Disseminate info to colleagues & implement
- 5 H’s and Learning Conversations with Download participation group in Camhs
- Reflect on how these tools and ideas can be used with communities I’m working with
- Be more curious. Putting tools into practice

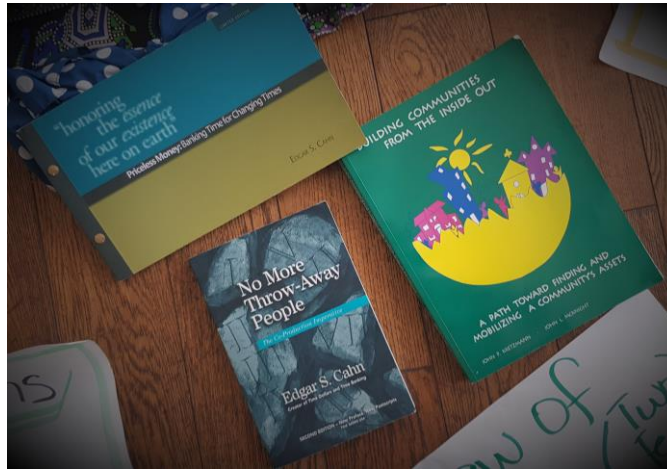
- Shaping a community network meeting in September
- Offer to all, to listen, to community reality
- Meet with colleagues on Monday am to discuss next steps
- Utilising skills, methods
- Share the amazing work happening here
- Share practices, principles such as 90/10 with the hierarchy above me
- Take some of the tools back into my communities to use with them
- Help create an ABCD chapter with Toni and Julia
- Focus groups across communities using AI approach – 4 Fold
- Relook at current work and share learnings
- Do World Café tomorrow on Climate Change
- By connecting e.g. follow up with 3 ppl about specific project, knowledge sharing
- I will use the breath pattern when planning
- Keeping in better touch with former groups worked
- Use buddy system to help engagement of a community garden in Newhaven
- Use Know, Teach, Learn at the next Bexhill N/W to harvest skills & commitment in the room
- Just do it. Put into practice. Stay in touch with Dee and Michelle.
- Develop Open Space advice & discussion re: youth priorities
- Use tools/connections to help progress OW Pioneers
- Develop my teaching skills in ABCD training & support others
- Utilise the assets in the room
- Plan community event
- Print guidebook & apply my project to the tools & share with my team – share tools – more training
- Use the tools
- Stay in contact, build on motivation & momentum. Share the learning
- Sharing the learning among the many partners I'm working with
- Continue convo's started this week

The East Sussex training was rich in passion, talents, skills and abilities of each participant. The courage and creativity of people willing to step up to practice was obvious, and there were many opportunities to share, deepen and learn from each other's practice. The East Sussex region is in good hands with such a passionate group of community builders and activists.



JEDER *Institute*





Contact us for any further information of details on hosting a workshop for your community or organisation.

Dee Brooks

dee@jeder.com.au

Michelle Dunscombe

michelle@jeder.com.au

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