



Art of Participatory Community Building Bristol Harvest 10-12 July 2018



Core Team: Terry Black (Bristol City Council), Dee Brooks (Jeder Institute Aus), Tracey Cabache (Torbay Community Development Trust), Michelle Dunscombe (Jeder Institute Aus), Rich Holmes (Barnwood Trust), Martin Simon (Freedom Favours)



Pics from planning: the Core Team spent the 9th July together in co-design



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Methodological 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 immersion workshop, 63 participants from across the South West of England, met in Bristol and 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
- Build effective partnership strategies
- Increase confidence in hosting group work
- Form powerful enquiries and proposals
- Explore group dynamics and decision-making

Background: ABCD in the South West

The teams in Gloucestershire, Bristol, Torbay and Exeter had all originally worked with Cormac Russell from Nurture Development. This led to a number of Community Builders from different places visiting each other, but until this event there had never been an opportunity for the all the community builders to come together in the same place. Richard approached Tracey, Terry and Martin when he saw that there might be an opportunity for some collective training when Dee and Michelle were visiting the UK. The group agreed to share the idea with their teams and partners. Through these connections and additional links with other partner organisations the group decide to host an inaugural training in Bristol. It's hoped that the relationships formed from this event will provide a foundation for more shared learning across the region.

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)
- 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

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/abcd-immersion-program/>

Welcome to the Art of Participatory Community Building in Bristol!



Day One: Tuesday 10th July

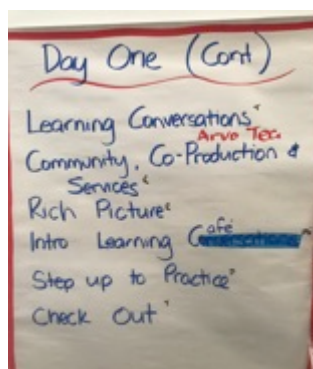
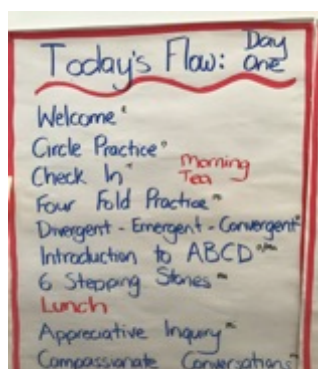
After the arrival of 63 enthusiastic ABCD practitioners and after the coffee and welcome chats, Rich from Barnwood Trust welcomed everyone into the space of teaching and learning.

Rich introduced the rest of the Core Team; Terry, Tracey, Martin plus Dee and Michelle from Australia and after each person introduced themselves, Rich handed over to Dee to give an overview of the 3 days and start the immersion of practices and processes.



Day Overview with Dee:

Dee introduced the broad 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, check-in, some of the Art of Hosting’s foundational practices, an overview of ABCD, Appreciative Inquiry, Compassionate Conversations, Learning Conversations and would end the day with an offer for participants to step up to practice which, would then be followed by a check out of day one.

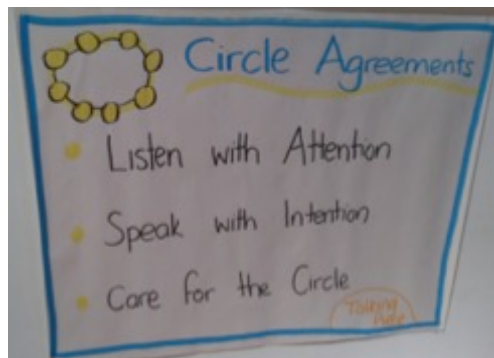


Circle Practice with Dee:

Dee introduced Circle Practice as the circle, or council, 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.

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 (remaining aware of the impact of our contributions)



Check-in/out Practice with Terry & Tracey:

Check-in gives people a chance to learn about each other, share how they are feeling and helps people become more present.

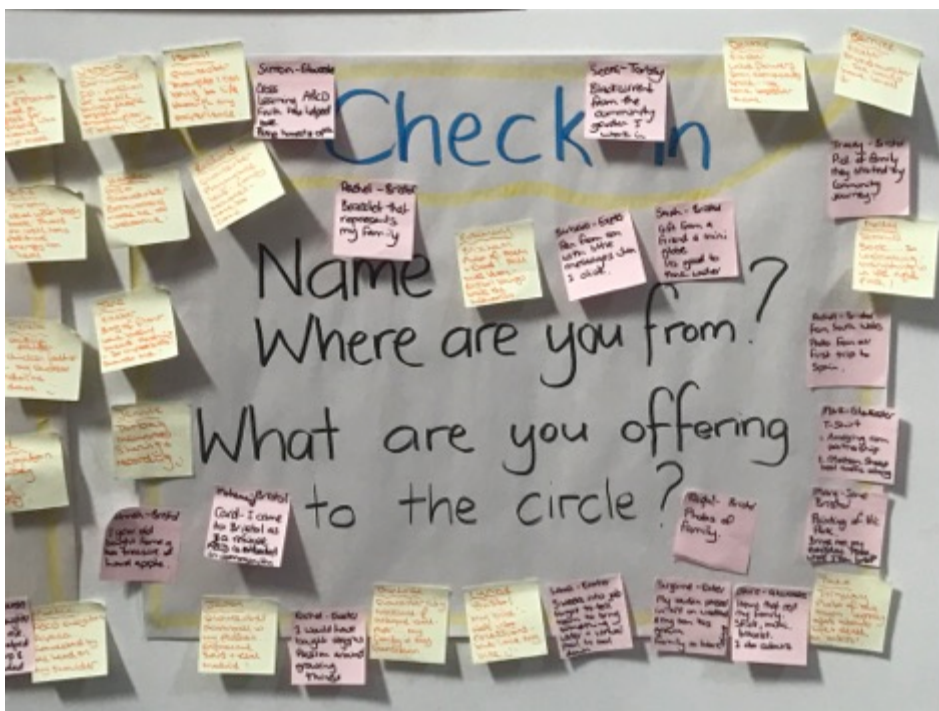
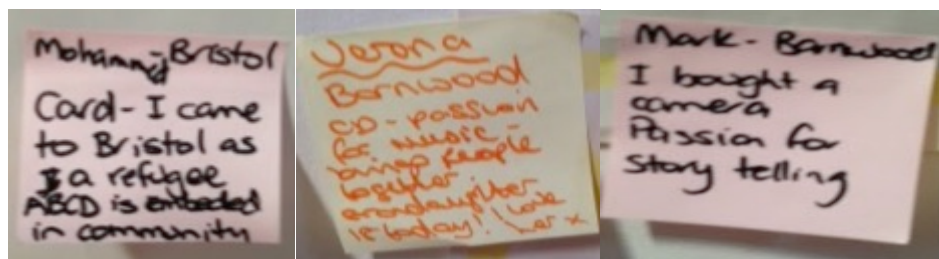
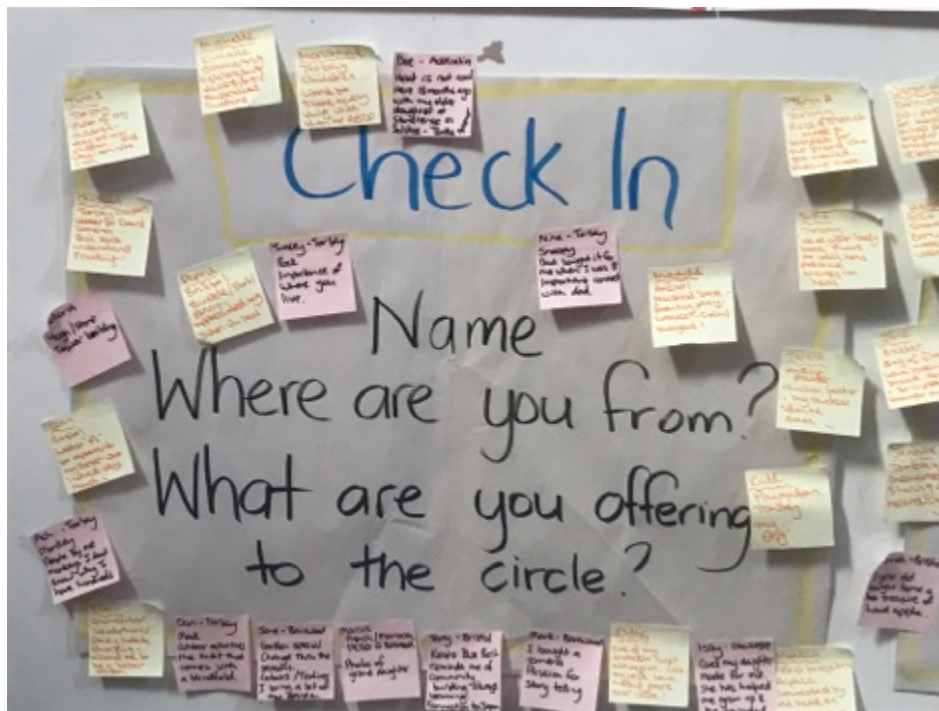
As a wider practice, check-in can be done before a group, for clarity during a conversation and as a check-out.

For Bristol, we asked people to bring something personal, to add to the circle.

Terry and Tracey asked people to check-in, responding to the following questions:

- Name and where are you from?
- What are you offering to the circle?





Four Fold Practice with Michelle:

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.



Passion/like/interest group:

- Hosting self; being present/listening, holding space, need to absorb others
- Being hosted; like to listen, need to spread to other groups, community can put you in a role, i.e. the loudest speaker
- Hosting others; creativity, better sense of Self, flexibility needed, exhausting, can be ego trip, can learn being hosted
- Being part of a community hosting itself; in leadership space, power with/over/by

A group formed between “community hosting itself” and “hosting others”, their feedback was:

- Multi tasking, exhausted, need to host Self, relationships



The Learning Edge group:

- Hosting self; difficult, judged on productivity, bad at taking time, feels indulgent, to understand and can be annoying, tech has big impact
- Being hosted; taking back seat, quiet times (pen in mouth), power, participant not lead
- Hosting others; making space for others, important to host and role model
- Being part of a community hosting itself; structures can be chaos/bumper cars, questions could be direction or encouraged, shine light on approach

A group formed around all Folds together, as a Learning Edge, their feedback was:

- Ok to host Self
- Ok to be part
- Depends on [the] day

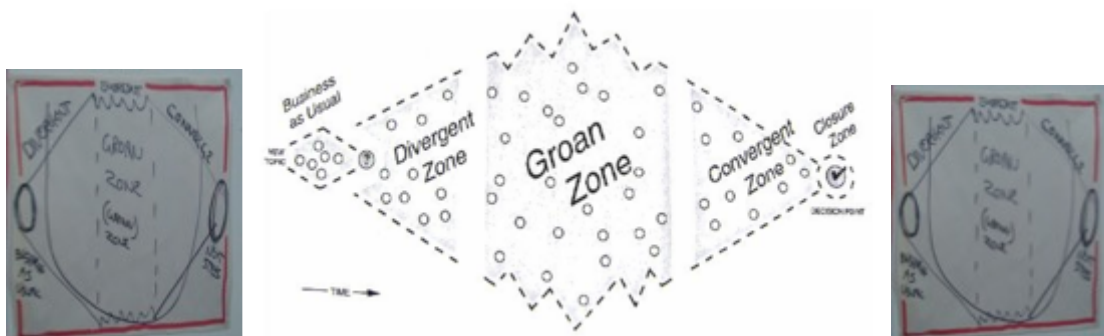


Divergent/Emergent/Convergent (DEC Thinking or Breath Pattern) with Dee:

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.

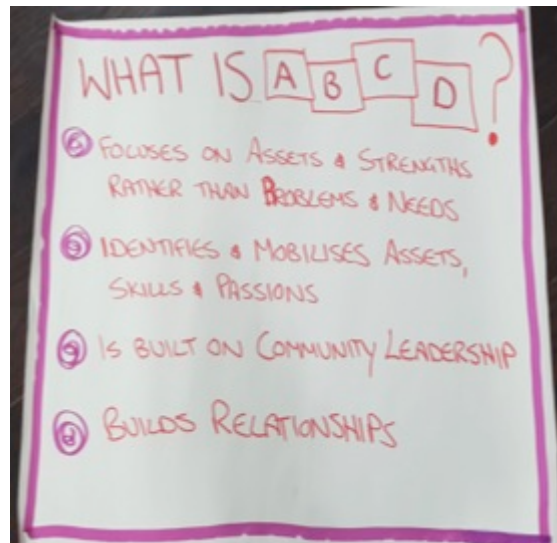
We call it the groan zone because it may feel messy, an uncomfortable stretch, but it is also the phase where the new and innovative solution emerges.



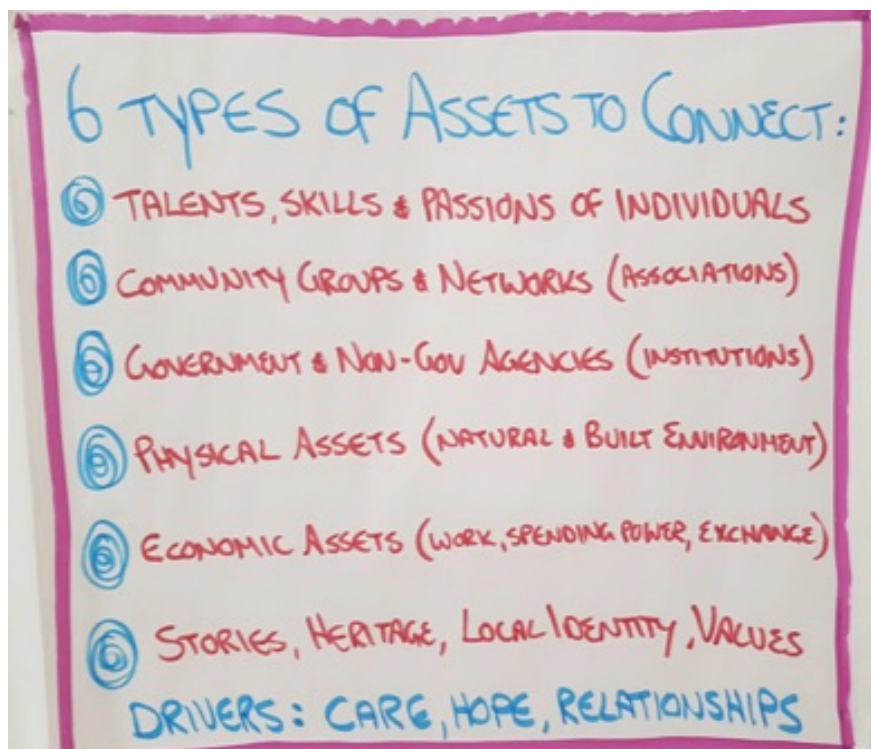
Introduction to ABCD with Martin & Dee:

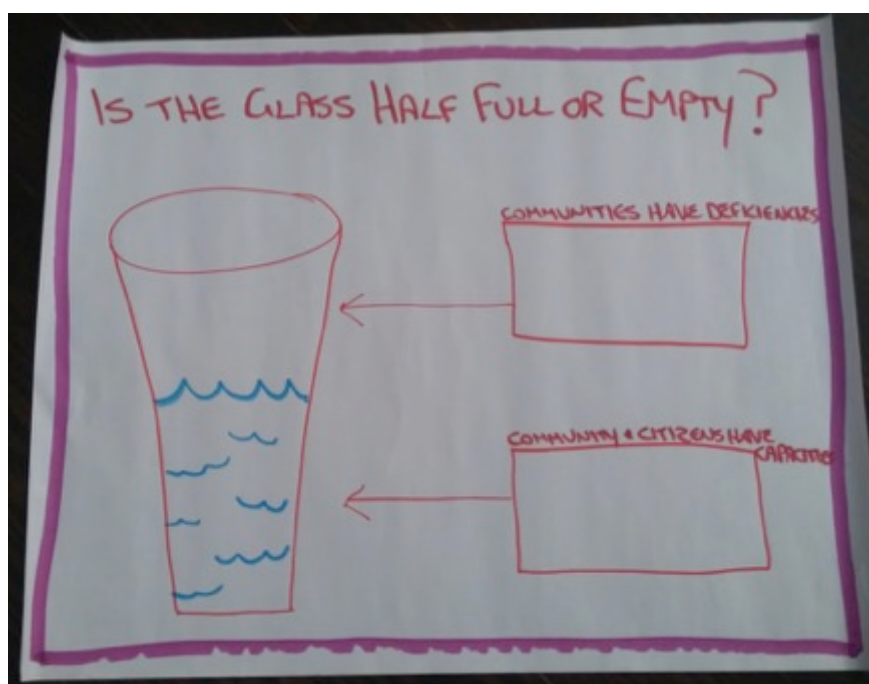
Martin gave a historical overview of ABCD in the area and Dee added more historical, global views from Australia and around the world, including the ABCD Institute, based at DePaul University, Chicago, USA.

They introduced the 6 key assets of ABCD; 5 of which were first identified by Jody Kretzmann and John McKnight of the ABCD Institute and the 6th asset which was added by Jody based on his work in Australia and New Zealand and they then shared the “glass half full / half empty” analogy.



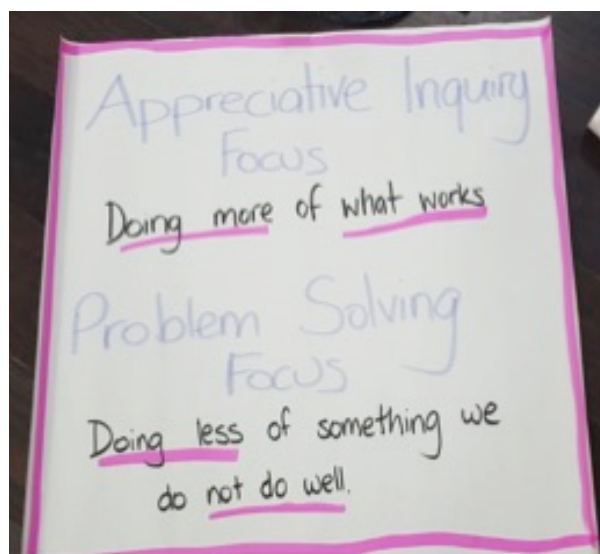
In conjunction, Dee shared the 3 drivers, based on her work in Australia with Mike Green, which encourages resident-led action and gave an overview of the 4 levels of Asset Mapping; individual, community, stakeholder and organisational.





Intro to Appreciative Inquiry with Michelle:

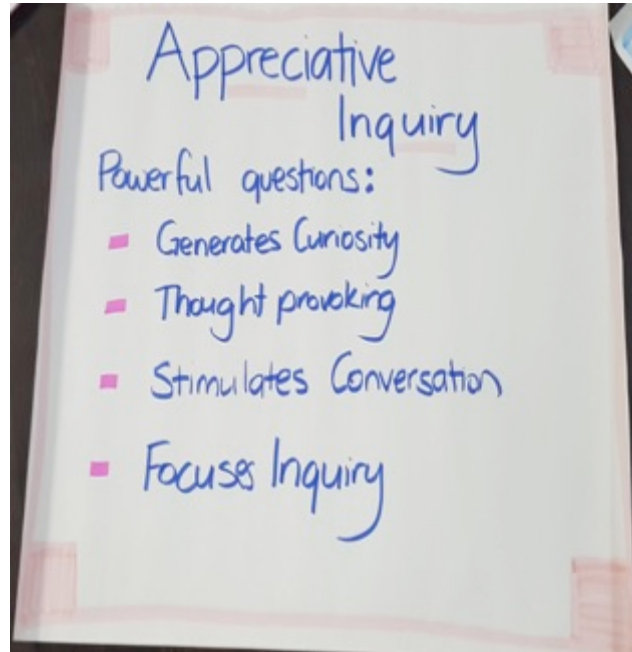
Michelle offered a brief overview of Appreciative Inquiry which focuses on what has been successful and encourages individual and collective reflection on how to do more of what works, instead of trying to solve a problem by doing less of something that was not done well in the first place.



The general flow of an Appreciative Inquiry process:

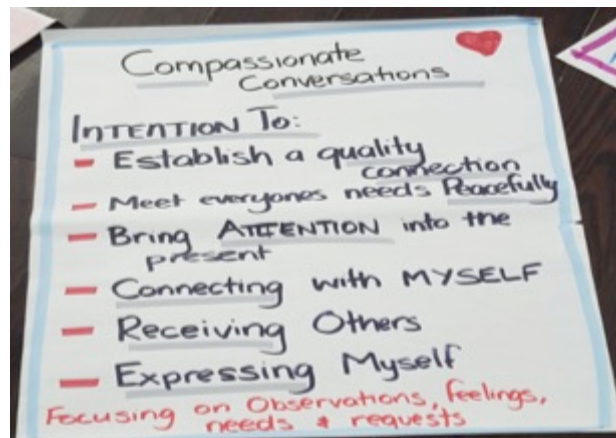
Appreciative inquiry can be implemented as a longer structured process going through 5 phases of:

- 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.



Compassionate Conversations with Martin:

Before starting the Triads activity, Martin shared a Compassionate Conversation framework, which looks at how to enter a conversation with intention and attention.



Triad Conversations hosted by Rich:

Rich then facilitated the activity and everyone self-organised into groups of 3. The Triads activity has 3 roles:

- Storyteller
- Listener
- Observer

Each person in the Triad had a turn at each role by sharing a story for 7 minutes, listening to another and offering 2 minutes of reflection and finally, by observing the interaction of the storyteller and listener, the observer then offered 1 minute feedback of what they noticed.

The Question for this group was:

- **Share a time when you felt really listened to...**

Some of the post-activity observations and reflections were:

- Story teller role:
 - Use it everywhere; work and home
 - Conscious of my body language
- Listener role:
 - Best listening to I've had in bloody ages
 - Felt person really listening to me
 - Listening to body language
 - Disciplined (listening)
 - Surprised both blokes talked
 - Discipline of not saying anything – listening to what's said
- Observer role:
 - Noticed body language and eye contact (leaning in)
 - Hard not to ask questions
 - Nice to watch the understanding







Introduction to Learning Cafe with Terry:

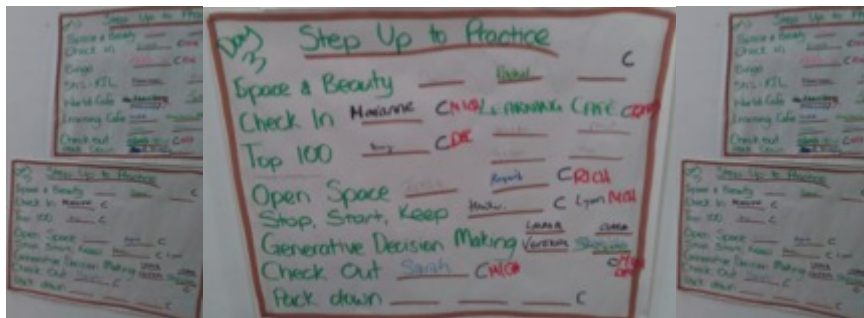
A Learning Café is a small group process where members are able to participate in half hourly rotations through a pre-determined series of complementary teaches to gain more insight into particular models, methodologies or practices.

Terry introduced the Learning Cafe and invited people to add their name and topic on the “step up to practice” sheet so a variety of people could host a group the following day and everyone else would be invited to join a group of interest or passion and join in the discussion.



Step Up to Practice with Dee & Michelle:

This practice offers the opportunity for practitioners 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.



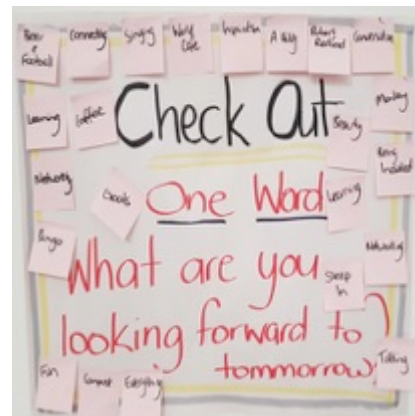
Check out with Terry:

Terry shared the following question and we all checked out for the day:

- With ONE WORD, what are you looking forward to tomorrow?

Beer and football
Connecting
Singing
World Café
Inspiration
A hug
Robert Redford
Conversation
Learning
Coffee
Monkey
Beauty

Networking
Goals
Learning
Being included
Bingo
Networking
Sleep in
Fund
Compost
Everything
Talking



Training Dinner:

All participants were invited to a post training dinner held at Glenn's Kitchen in St Paul's Learning Centre, Bristol.



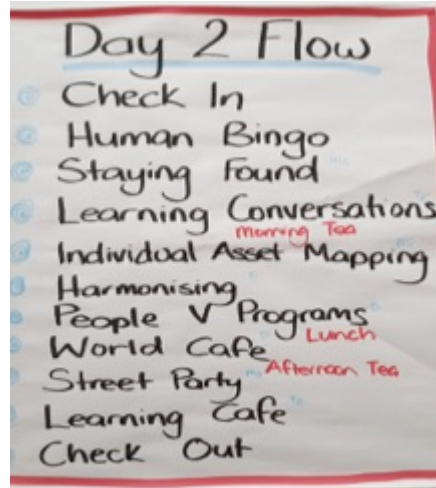
Where to stay connected online and additional websites offered by participants:



Day Two: Wednesday 11th July

After a morning welcome and a check-in, we went over the Flow of the Day for day 2 and then started with a game of Human Bingo hosted by participants, Tara and April. Martin then went onto a session around staying found and Tracey introduced Learning Conversations.

After this time we started looking at the various levels of Asset Mapping, starting with the individual and exploring what people versus programs means in our ABCD work. Participants then co-hosted a World Café session and explored how we could effectively host a street party with no funding/money and finished the day with a Learning Café and a check-out.

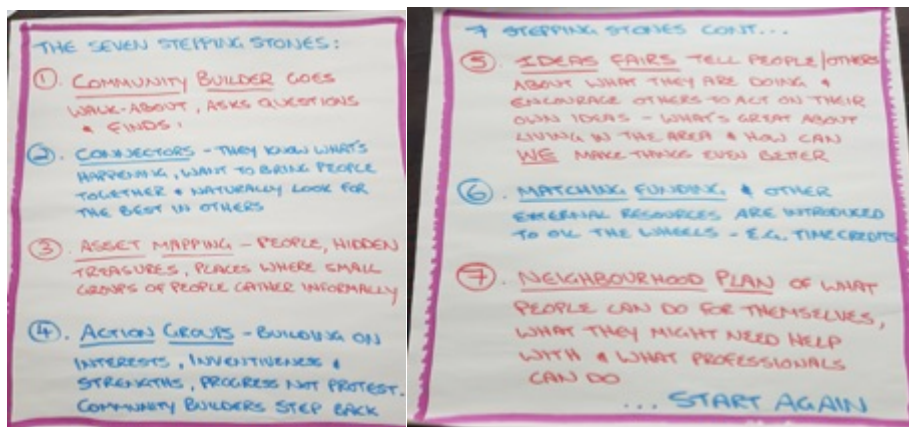


Staying Found with Martin:

Martin shared the idea that new community building approaches are bringing people in from the margins and into community life. They are being found, by new friends, who live locally and it is so much easier for them to become community minded. But, how can we make sure they stay found?

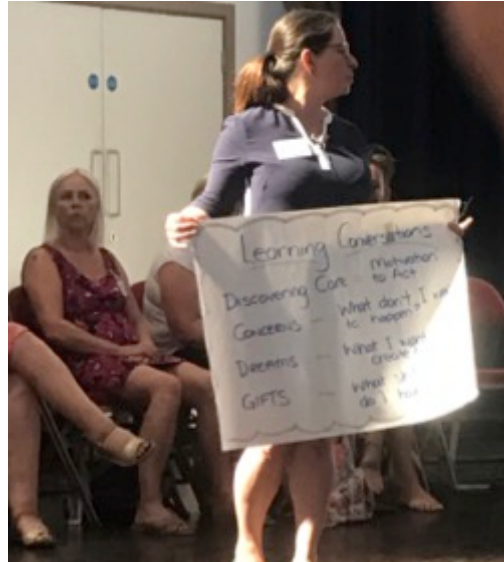
Martin shared, "Neighbourliness is the key so we must invest in the inventiveness of people to preserve it for themselves. It operates through three principles, 'give and take', 'live and let live' and 'speaking out for fairness'. Without neighbourliness we will become a second rate society and it can be argued that democracy itself could be at risk."

Christine, Jenny and Tara, community builders from Torbay shared some stories of isolated people being found and how they make sure they are staying found and Martin shared his intention to launch a national campaign soon to restore neighbourliness.



Learning Conversations with Tracey:

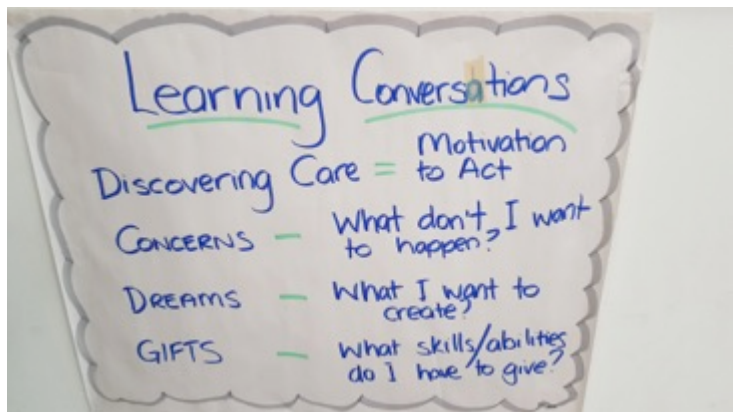
Tracey shared the ABCD framework of Learning Conversations, based on the work of Mike Green and Henry Moore, authors of ABCD in Action: When People Care Enough to Act.



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.

Tracey explained how the framework 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

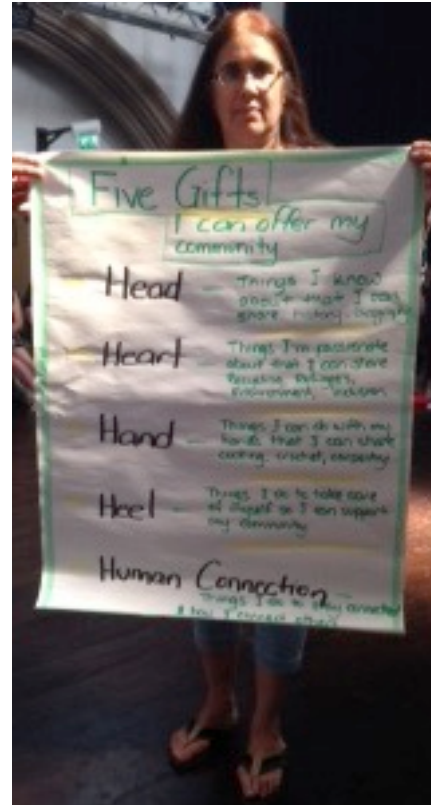


5H's discussion framework into KTL traction and action with Michelle and Simon:

Individual Asset Mapping:

Michelle gave an overview of the gifts and invited people to pair up with someone else 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 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. Michelle asked people to brainstorm 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”.

	Know	Teach	Learn
Cooking	Adam, Emma, Sarah, Rik	Babs, Emma, Anna, Rik	Lyn, Sarah, Rik
Baking	Babs, Emma	Emma	Emma
Felting		1400 + April	Emma, Sarah, Lyn, Anna, Sarah, Rik
Hairdressing	Emma, Sarah	Emma, Anna, Sarah	Babs
Polish			Emma, Rik
Camping	Emma, Sarah, Lyn, Sarah	Emma	
Gardening	Babs, Sarah, Emma, Anna, Rik	Emma, Anna, Sarah, Rik	Emma, Sarah, Rik
Language	Emma, Anna, Rik	Emma, Anna, Sarah, Rik	Emma, Sarah, Rik
Boating			Emma
Building Fences	Emma, Sarah, Rik	Emma, Anna, Sarah, Rik	Emma, Sarah, Rik
Drumming	Emma, Sarah, Rik	Emma, Anna, Sarah, Rik	Emma, Sarah, Rik

Harmonising the 4 Things Worth Doing:

Dee introduced another individual mapping tool, Harmonising the Four Things Worth Doing, based on the book: Now the two in One by Judith Snow and Jack Pearpoint

This is a 5-step solution focused mapping tool. Go through the five steps on a Dream, goal or issue you currently have. Use the template below or draw up on a poster.

Dream: All activity must be based in a vision of what the person is inspired to accomplish. Places: Everything in life takes place somewhere. Attention to the selection of places for a dream to be explored is essential.

People: the “right place” will bring knowledge, insight and resources to a dream that other people have no awareness or facility with.

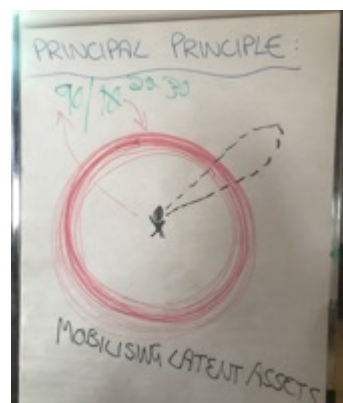
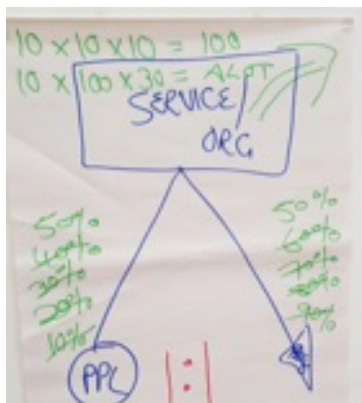
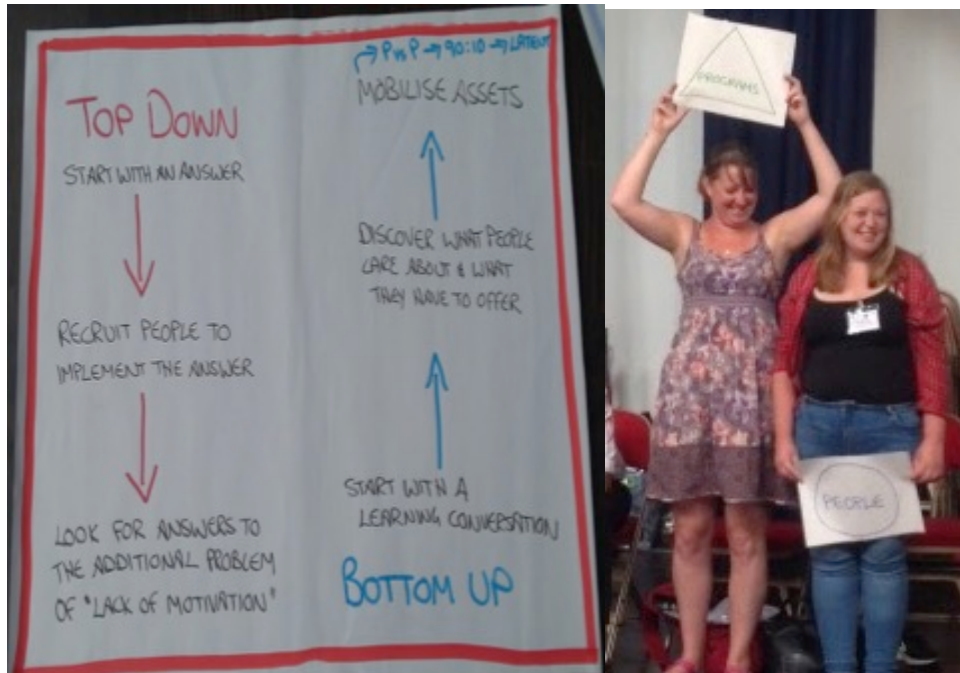
The resources: that are actually required to move a dream toward fulfilment are often very different from the resources we imagine will be needed when we first start.

Next Steps: When the necessary resources are not present, or the person is denied access to them, the question of how to obtain these resources becomes the “Dream”, and the cycle of alignment is repeated to reveal new “Next Steps”.



People versus Programs with Dee:

Based on the work of Mike Green and Henry Moore, Dee followed on with an activity and conversation around people versus programs and what shape programs might take when informed by citizens.



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.

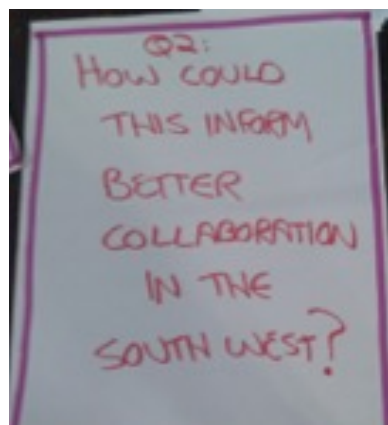
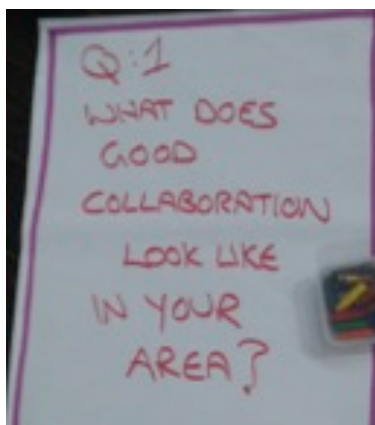
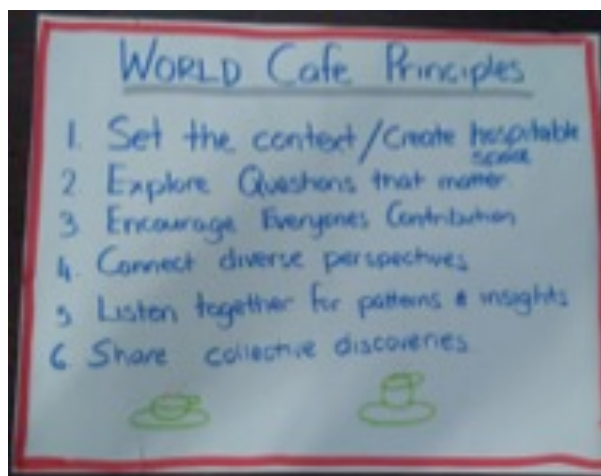


World Café with Dee, Mohammed and Tara:

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.

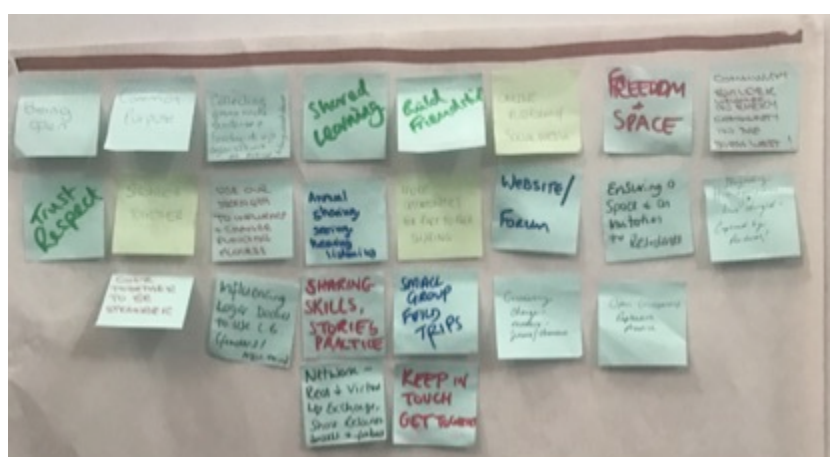
Based on World Café Principles, two questions were offered for World Café discussion:

1. What does good collaboration look like in your area?
2. How could this inform better collaboration in the South West?



After the discussions, each group shared back their top 3 “pieces of gold” and the group went through a synthesising process of discovering the collective wisdom in the room. The synthesis of the collective wisdom, as shown in the photo, was:

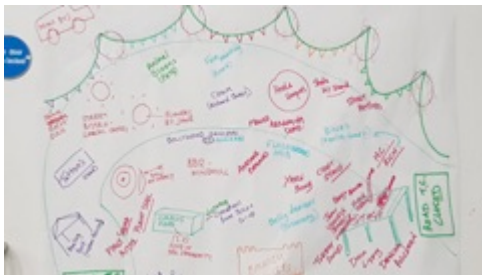
Being open	Common purpose	Collecting grassroots evidence and feeding it up organisations e.g. police to bring about change	Shared learning	Building friendship	Online platforms/social media	Freedom and space	Community builder welcomed in every community in the South West
Trust respect	Stronger together	Use our strength to influence and change funding process	Annual sharing, seeing, hearing, listening	More opportunities for face to face sharing	Website/forum	Ensuring a space and on invitation to residents	Storytelling: how organisations have changed Captured by residents?
	Come together to be stronger	Influencing larger bodies to use C.B. (funders/monitoring)	Sharing skills, stories practice	Small group field trips	Connecting Change-makers Schools/churches	Open conversations Reflective practice	
			Network – real and virtual → exchange, share resources success and failures	Keep in touch get together			



Street Party with Martin:

Community Asset 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. 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.



Learning Café (Round 1) with Terry and co-hosts:

The first round of Learning Café sessions were hosted by Suzie, Lauren, Nina, Chris and Rachel who hosted discussions about; musical breath, arts and crafts as an engagement tool and learning from disruption.

Check out with Philip:

Borrowing from the magical skills of Suzie's breath work session, Philip hosted the group's check out with some collective breathing, singing and musical energy.

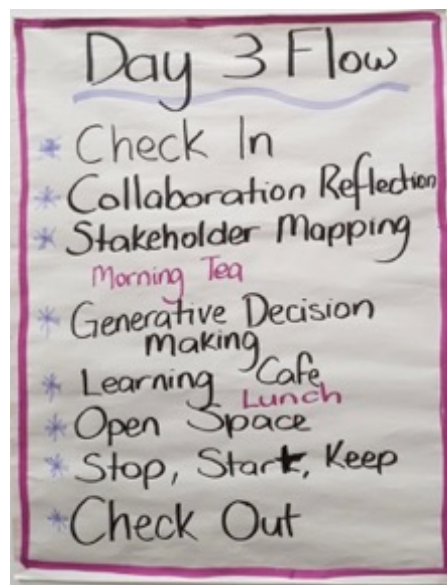
Day Three: Thursday 12th July

Day 3 started with a check-in and an overview of the Flow of the Day starting with a reflection session from Rich, Martin, Tracey and Terry on ABCD work in the South West and a teach on Stakeholder Mapping. A process called Generative Decision Making was taught and we explored other methodologies through a second Learning Café, which led into Open Space discussions, and a reflection based on what we had learned in 3 days and what we should stop, start and keep before a final checkout.

Check-in with Marianne:

Marianne hosted us all in a game of Zip Zap Boing as an energising way to start the day:

- If someone wanted to choose the person to their left, they point and say Zip
- If they want to choose the person on their right, they point and say Zap
- If they want to choose a person across the room, they say Boing



Collaboration & History with Terry, Rich, Martin and Tracey:

Terry, Rich, Martin and Tracey gave an overview of the history of Asset Based Community Development in South West England starting with the importance of a more localised, collective approach in the south west to the support the work and wellbeing of community builders. Also, for real collaboration to take place each party must clarify what they can do to enhance the performance of the other, be prepared to change and take risks and to make sure that they stand on common ground.

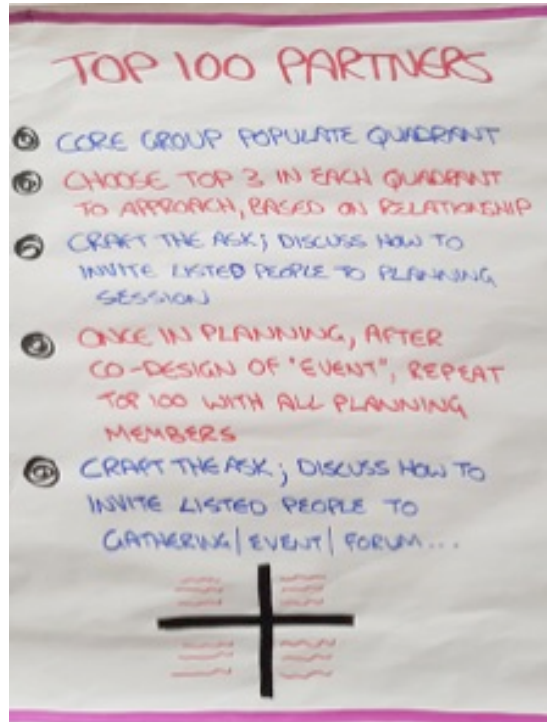
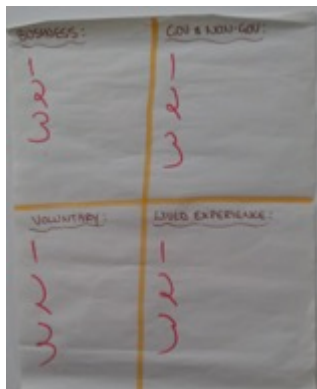
In the past there have been a number of attempts to create a European and English network of Asset Based Community Development organisations. These have started with good intentions and energy but over a period of time the energy dwindled with organisations and colleagues focusing their energies in their localities. The ABCD community hasn't had input of resources such as Community Organising where they have paid staff to support the development of a regional and national network.



Stakeholder Mapping with Penny and Dee:

Penny and Dee 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 even more diversity amongst the participants and people who step up, whether it be for an event, a conversation around a wicked question or a community conversation, conference or forum.

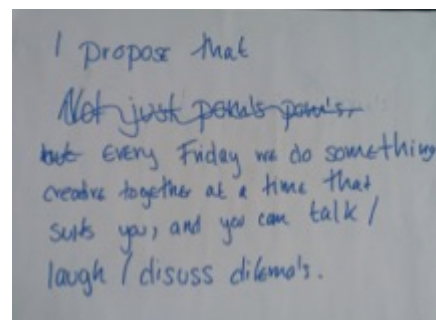


Consent Decision Making Process (also known as Generative Decision Making) with Dee & Michelle:



After Dee introduced the Consent Decision Making process, drawn from the Percolab model, Dee and Michelle divided the group equally into 2 rooms and hosted the process. The 2 topics chosen to practice the process on were:

- I propose that everybody should sing at some point during the day which changed to everybody should do something creative of their own choosing during the day
- I propose that not just pom pom's but every Friday we do something creative together at a time that suits you which changed to every Friday we do something creative together at a time that suits you and you can talk/laugh/discuss dilemma's



The Process: using circle principles

- **Proposer:** Brings forward a solution to a need or a challenge or a proposal
- **Host:**
 - A round of clarifying question
 - A round of reactions
- **Proposer:** has the opportunity to change the proposal based on the previous two rounds
- **Host:**
 - A round of clarifying questions
 - A round of reactions
 - A round of objections
- **Visual confirmation**



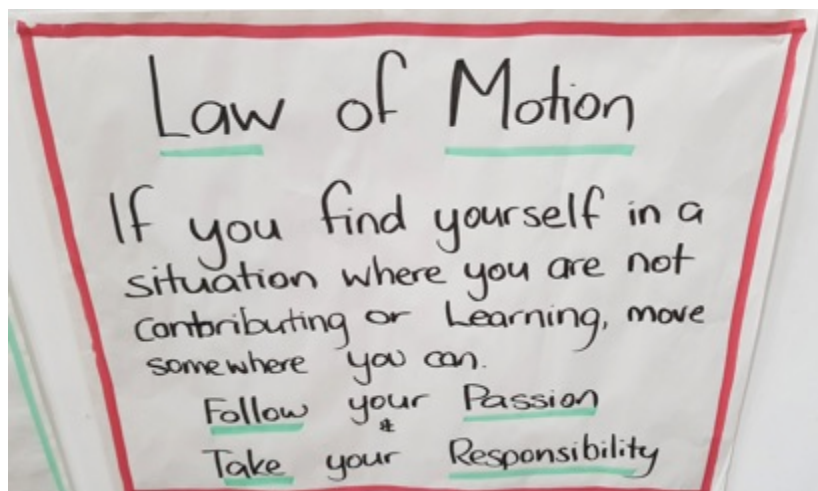
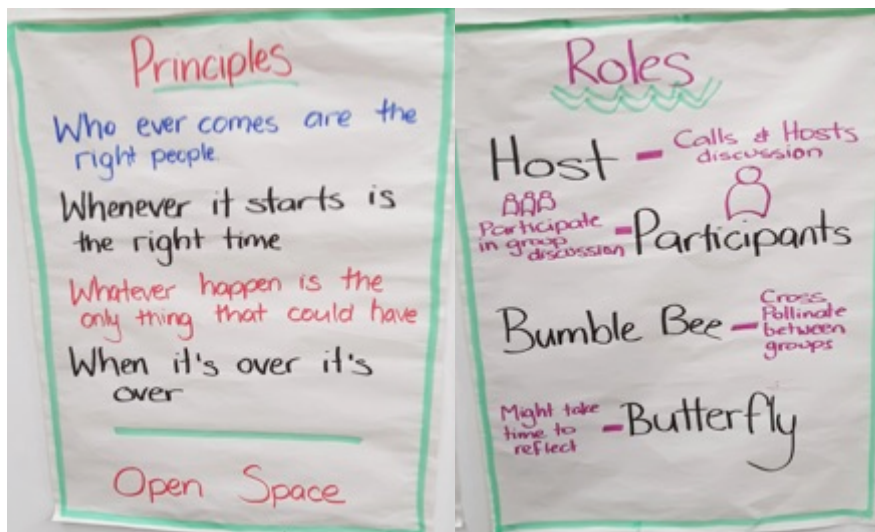
Learning Café (session 2) with Terry:

The second round of Learning Café sessions were emergent and not scribed but were hosted by Terry, April, Philip, Theo, Martin, Suzie and Alex who hosted discussions about; reflective practice, story sharing, Timebanking as an ABCD tool and community organising.

Open Space hosted by Dee, Teresa and Raquib:

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.

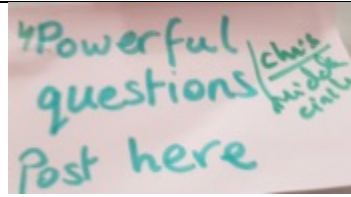
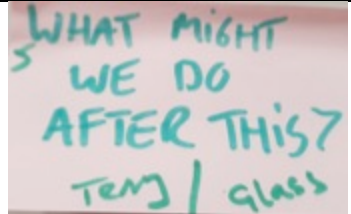
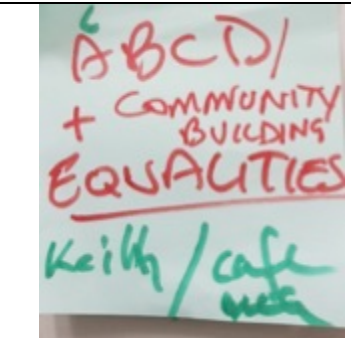
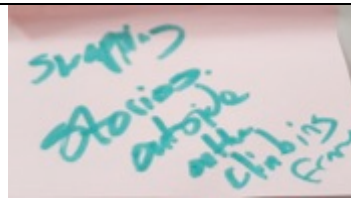
Dee, Teresa and Raquib explained the Open Space Process to the group including the principles, the roles and the law of motion. The Open Space market place was opened and participants were invited to host a conversation around a topic/question that matters.





Participant Topics:

POSTED TOPIC	DISCUSSION
	<p>Reflective Practice session – one person must come along with a dilemma they need help with</p>
	<p>How do we take ABCD into traditional workplaces? (coupled with “stealth hosting” practices)</p>
	<p>How can we encourage people to look after their health and wellbeing?</p>

	Powerful questions: post them here
	What might we do after this?
	ABCD and community building; equalities
	Swapping stories outside the climbing frame

What is Open Space good for?

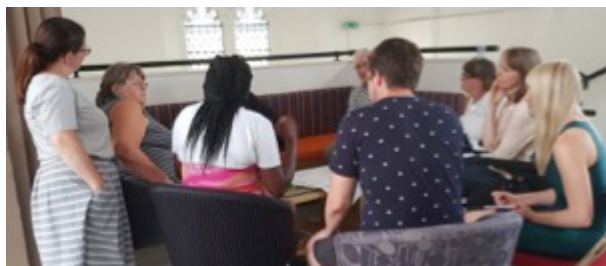
Open Space Technology is useful in almost any context, including strategic direction-setting, envisioning the future, conflict resolution, morale building, consultation with stakeholders, community planning, collaboration and deep learning about issues and perspectives.

Open Space Technology is an excellent meeting format for any situation in which there is:

- A real issue of concern
- Diversity of players
- Complexity of elements
- Presence of passion (including conflict)
- A need for a quick decision

Open space can be used in groups of 10 to 1,000 (and probably larger). It's important to give enough time and space for several sessions to occur. The outcomes can be dramatic when a group is uses its passion and responsibility (and is given the time) to make something happen.

Open Space Sessions & Feedback hosted by Dee:



Stop, Start, Keep hosted by Rich and Heather:




Rich introduced us to Stop, Start Keep, and Heather hosted the process where, based on what past 3 days of teaching and learning, everyone explored;

- What we need to stop doing
- What we need to start doing
- What we need to keep doing



- Talking too much
- Going to too many meetings ← I second that
- Never do for anyone something they can do for themselves – iron rule
- Always thinking agreement – consent may be better
- Doubting myself
- Filling the “silences”
- Presuming
- Doing anything residents can do themselves
- Feeling guilty for doing admin or reflection
- Not having a break over lunch – looking after myself
- Duty visits
- Thinking everyone will be unwilling to take part in research questionnaires and give them the opportunity to do it. We need the evidence
- Questioning confidence in practice – just learning
- Talking and more listening
- Be selective which events I attend
- Questioning myself
- Worrying about people I haven’t seen for a while
- Lose venue not conducive for learning for large group
- Feeling I am less able to do my job than others
- Top down approach
- Not getting scared of my groan zone
- Using too much jargon and ABCD

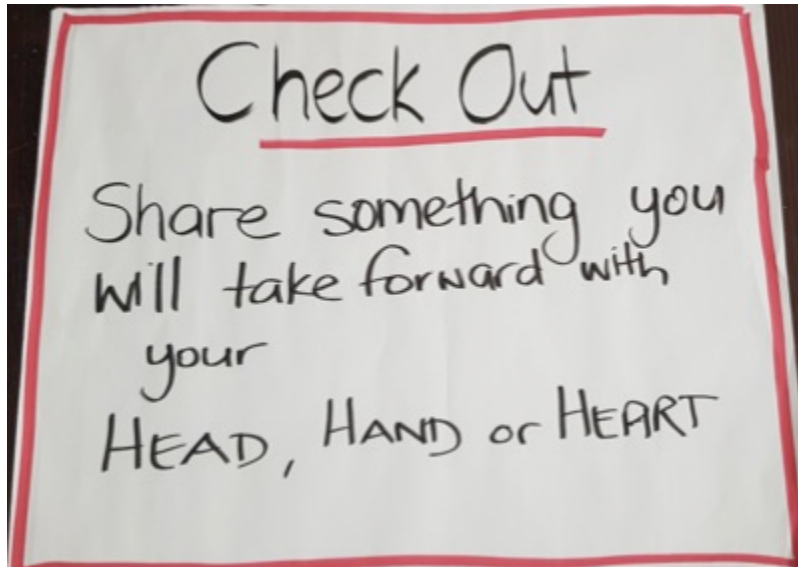
	<p>terminology</p> <ul style="list-style-type: none"> Justifying why talking is important and takes more time
	<ul style="list-style-type: none"> New ways of reflective practice Turn up with craft and just have informal conversation 100 people quadrant Reflective practice with team Enjoyed people versus programmes Improving my reflective practice Connection with more ABCD'ers Reflective practice use in peer group meetings Pom pom making while connecting (not every Friday and it may change as it goes along) Generative decision making – reflective practice in peer groups Tap into “ABCD resource” via social media (e.g. FB, website) Connecting and visiting with other community builders in the south west Going to informal meetings of community builders to build each other up and share stories More models / more structured questions and conversations Have conversations about people's differences and similarities Exploring link community building to grant process Using more tools – especially with local orgs To be more assertive More time for self, more time for work group Group discussion I will use the tools I learnt about over the last 3 days Identifying researching in depth tools can use KTL Saving more of my creative energy for myself More time to get together with team Visiting, talking, doing same Saying “NO” more Generative decision making 100 partners process – but used informally Using a number of the tools – loved top 100 partners



- Keep listening
- In reach
- Asking the question, who am I doing this for? And why I am doing this?
- We: head, heart, hand, heel, human connections events
- Having conversations
- ☺
- Welcoming
- Reflective practice
- Questioning and chatting with intention
- Listening
- Continue “Learning Conversation” &/or “reflective practice” sessions
- Love
- Fun
- Storytelling
- Singing/dancing and being creative
- Listening
- Like the stakeholder mapping
- Reflective practice
- Appreciative Inquiry / Compassionate Conversations
- Door knocking streets – listenings – xxx – social media – connecting
- Stay in touch with wonderful people I have connected with
- Having fun – being creative – making pom poms
- Reflecting sharing
- Challenging the cynics
- Networking SWCB ABCD’ers
- Energy clarity openness
- Using new tools
- Learning Conversations
- 100 partners
- Door knocking community – gathering, listening, dancing
- Enhance toolbox
- Keep linking – creative approach – networking
- Connected
- XXX we seem to be on the right track
- Reflective practice – what could have I not done to allow people to step in/up (with/to/by/for)

Check out with Sarah:

Sarah hosted our final checkout by linking the question to our teachings and learning from the past 3 days. People offered some deep reflection and thinking about deepening their practice by applying some of the processes and practices.



- Enhanced tool kit and getting to know others
- Tools & connection to practice and connection with people
- Dee's trailer park women – We are not letting our kids down
- Cheers to Gloucester Services
- Stories and Pom Pom making
- Generative decision making and creative activities
- My head is full. Making new friends and connecting with old
- Go away and think about how grant making can be built around ABCD
- Part of a team of like minded people. Open Space Principles
- Different roles we have taken. Connection with colleagues.
- Enjoyed all 3 days. Meeting people and hearing experiences
- Connections. Energy in the room back to Exeter.
- Excited where this network might go
- South West England Rocks! Rock On!!
- Share, Share, Share
- Grateful. Trust my instincts. Feel confident. Invigorated by tools
- New friendships. Head Full. You'll get harvest.
- Sound healing. Top 100 to my community.
- If we each tell 10 people 600 will know
- Different tools and learnings. Know, teach, learn.
- Mic on Chin! X 10
- Listening to new ideas and stories
- Meeting everyone. Passion and finding out
- Tired! We can change the conversation!
- Inspiring meeting all & know we're not alone.
- Schools conversation. Contact Gloucester Services.
- Enjoyed being hosted (I host). Tools & decision making
- So much learning I need to reflect. Tools & lunch.
- Nice to get ABCD to Bristol. Thinking about 100 partners with neighbours.
- Company of everyone has built my confidence.
- Feeling flat before I came and so many techniques has lifted me.
- Meeting new people. Tools – 4

- ways of harmonizing and powerful conversations.
- Digesting to do. Spending time singing with community.
 - Groups exercises. Talking and singing on the grass.
 - Meeting likeminded practitioners.
 - Meeting everyone. Connecting again. Team reflective practices.
 - Tools and lay them on top of ABCD and reflect
 - Reflective practice. Look forward to the next one.
 - Mic on chin and how to translate in work. Powerful tools.
 - Creative ideas for connecting
 - So much. Inspiring stories. Sound workshop
 - Bouncing off everybody. Same/tools.
 - Great 3 days and meeting people. Excited to be taking this with me.
 - Meeting new people. Generative decision making.
 - Weaving tools into my practice. Thank you for the lunches.
 - Invoicing and paying people. 60 to share.
 - Creative likeminded people
 - Absolute belief communities are unique. Need to adapt and be flexible.
 - Meeting similar people. Riveting last group.
 - Llama in the middle of room
 - Powerful conversations and how to make change happen.
 - Connections. Reinforced and lots of ideas to try.
 - Yay!! Continue face to face. Develop a list of who's who.
 - Stories, connections, reflective practice tool
 - Different tools, different situations and my barriers
 - People sole purpose is to be neighbourly. Know how to crochet squares.
 - Meeting everyone. Practising in the workshop and keep going.
 - Thank you for inviting me. Barnwood have pushed me over last 8 months. More zip and zap.
 - Put things into practice. Stakeholder mapping.
 - Process everything. Practice and share with others.
 - Different perspectives, tools and keeping it simple and practical



The Art of Participatory Community Building, Bristol was an expansive, experimental and immersive week of discovery, teaching, learning and collaboration. We acknowledged the previous commitment and work of many other people and built on their knowledge, wisdom and experience to explore patterns, practices and processes to move towards a collaborative and engaging future for the South West.

We look forward to continuing the journey together in supporting strong and healthy communities of practice.

