Organizing for Community Change: Engaging Communities in Their Own Development

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Missouri Community Action Network Annual Conference 2016

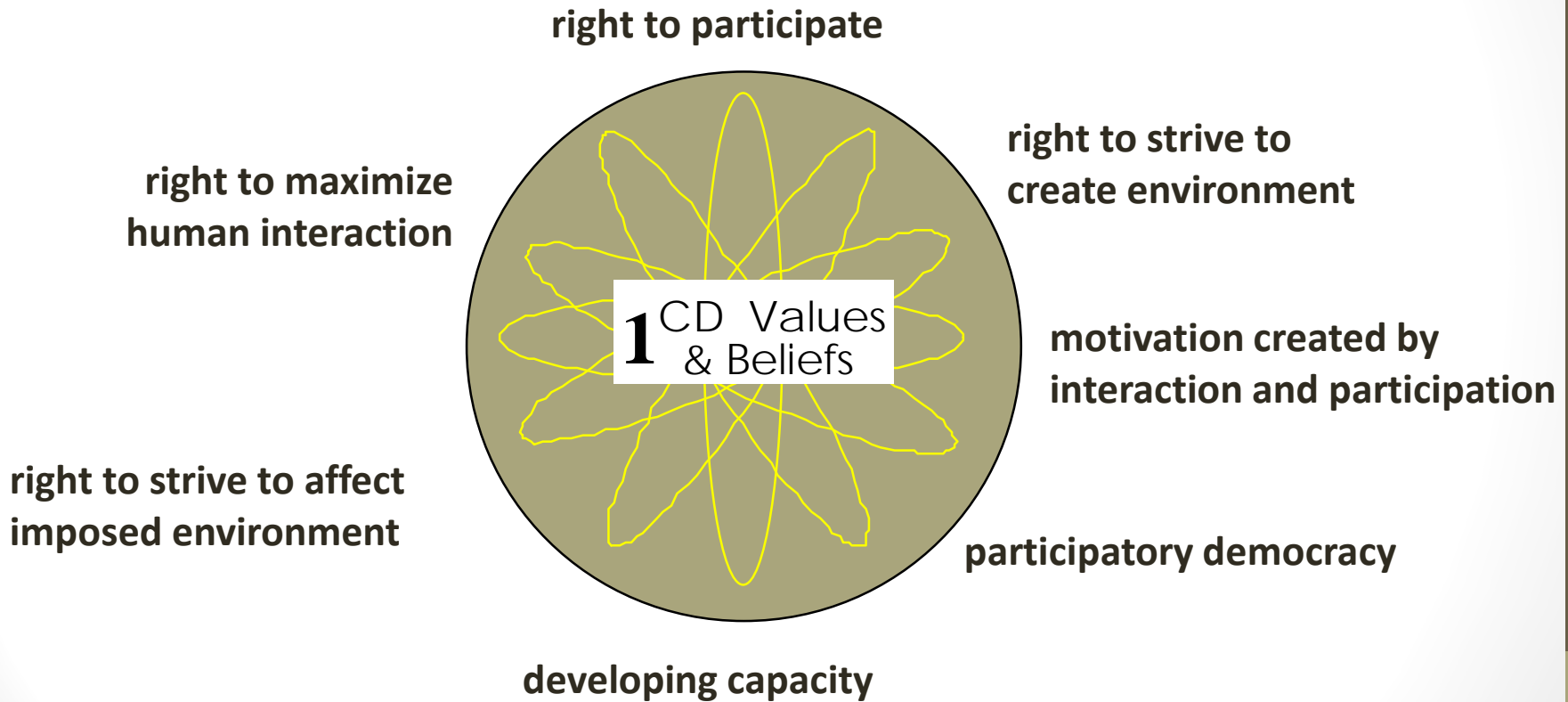Renaissance St. Louis Airport Hotel

June 21, 2016

Agenda

- Values, Assumptions, Principles
  - building blocks of engagement
- Collaboration
  - Developing relationships of trust among potential collaborators
- Circles of Hope
  - A engagement process
- Support
  - Defining our strengths recognizing our challenges and identifying those things we can do to make a Difference
- Education for Action
  - Understanding the nature of the change we want
- Action Planning
  - Getting things done
- Maintaining the Momentum
  - Keeping people engaged

Values, Assumptions & Principles

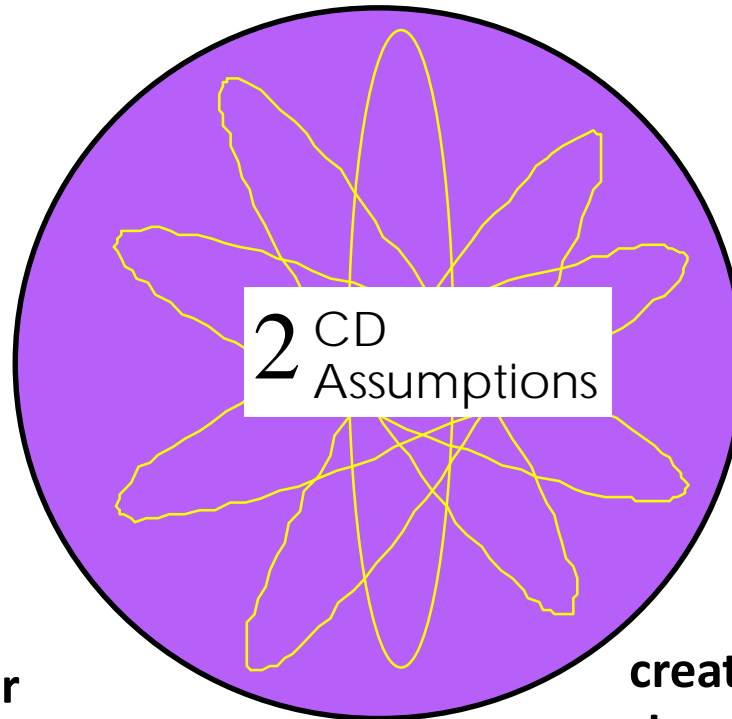# All have something to contribute to the development of community

Values, Assumptions & Principles

right to participate

right to strive to create environment

right to maximize human interaction

1CD Values & Beliefs

motivation created by interaction and participation

right to strive to affect imposed environment

participatory democracy

developing capacity

Values, Assumptions & Principles

learning through interaction

learned behavior

2 CD Assumptions

direction
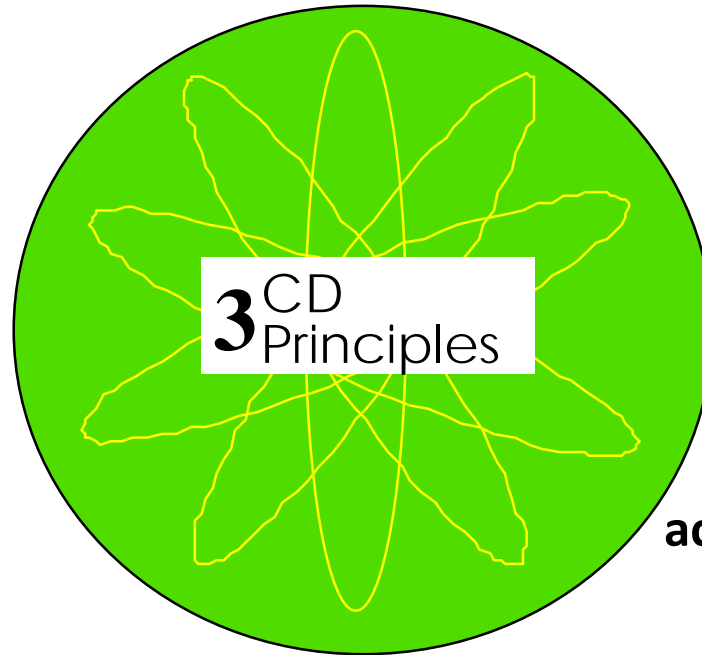
rational behavior

creating and shaping the environment

Values, Assumptions & Principles

free and open participation

right to be heard

right to participate

broad representation and increased breadth of perspective

3 CD Principles
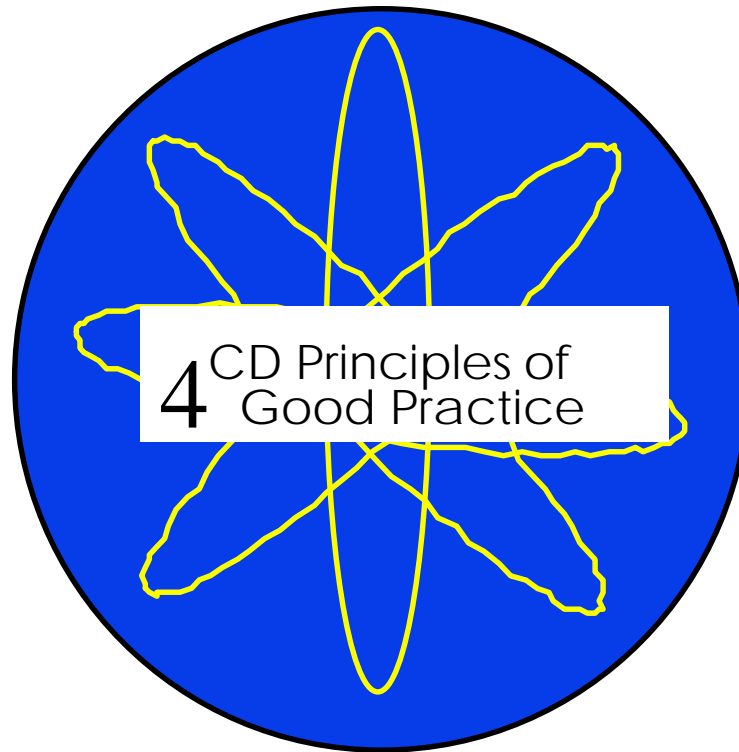
accurate information

understanding is basis for change

Values, Assumptions & Principles

enhance leadership capacity

sustainable
In long term

active and
representative
participation

4 CD Principles of Good Practice

disengage if
adversely
affecting
disadvantaged

co-learning

understanding impacts
of alternative courses
of action

shared leadership

incorporate diversity

Values, Assumptions & Principles

- What are the principles that govern how you engage with your communities?
  - What do they require of you?
  - What do they require of the community?

Types of Principles

- Principles as Practitioner—community developer
- Principles of the organization
- Principles of Interaction
- Principles of Dialogue—meeting participants
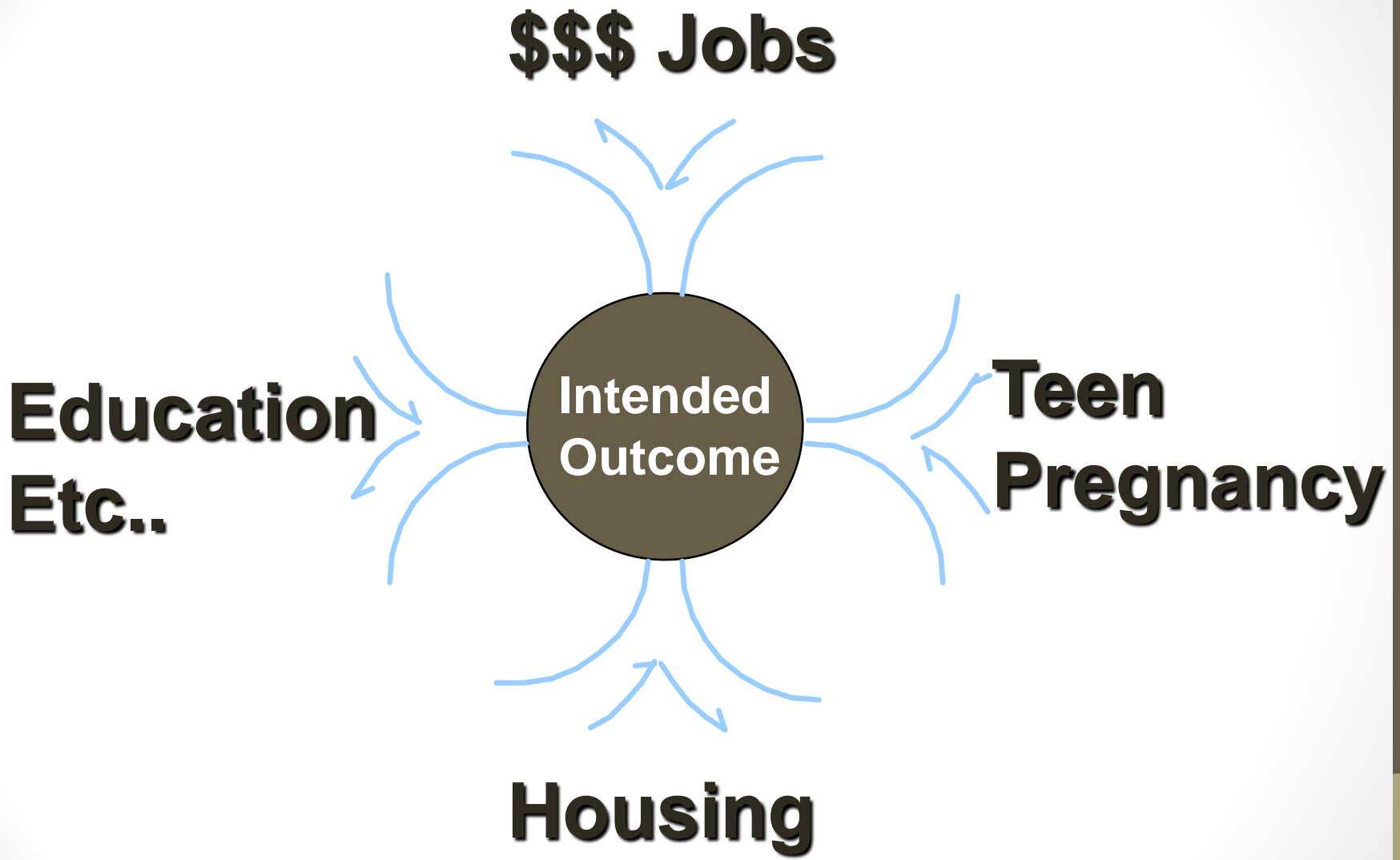- Community/Societal Principles

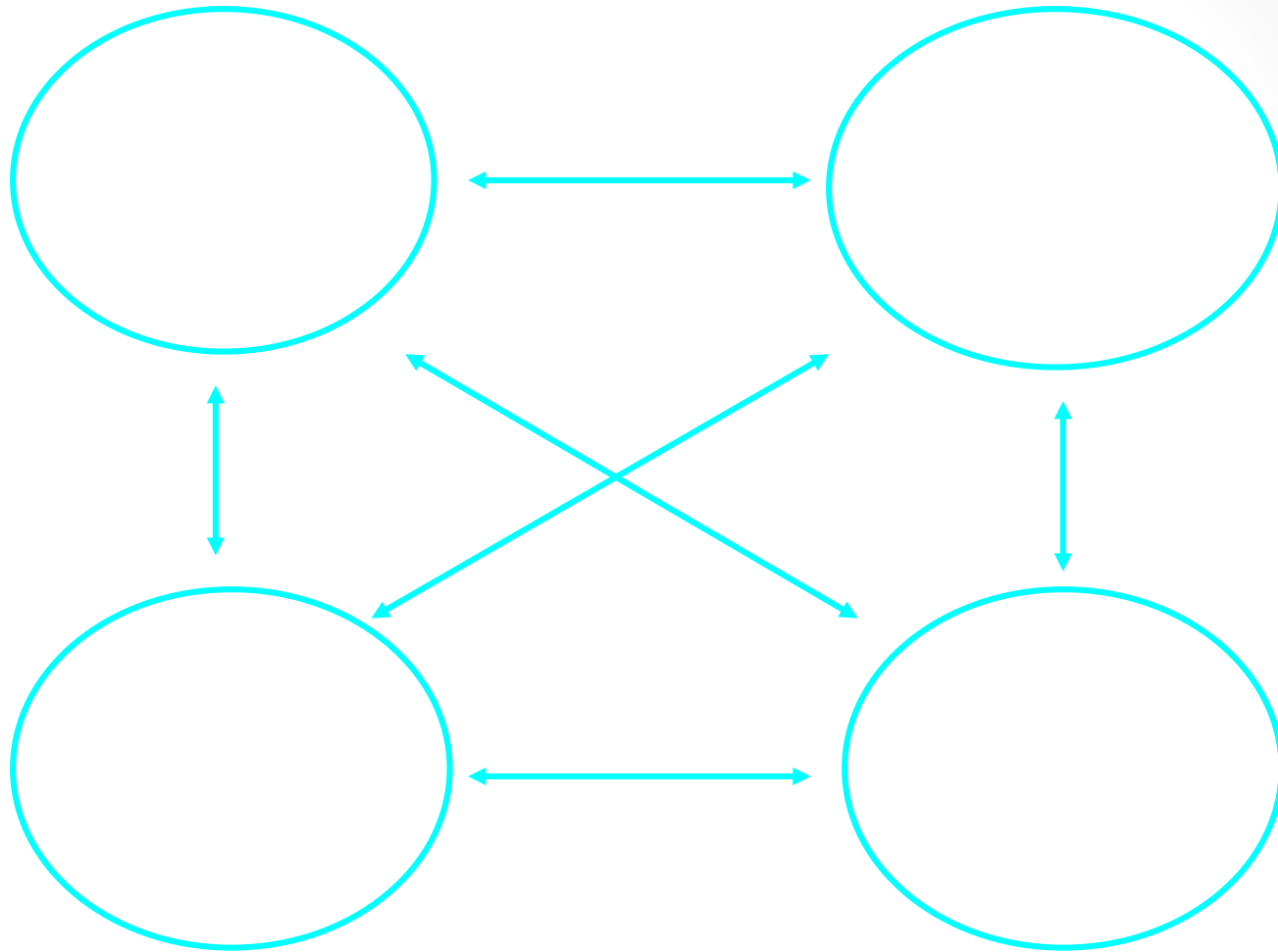# Collaboration

No one agency or group has the resources or knowledge necessary to develop communities

Networks
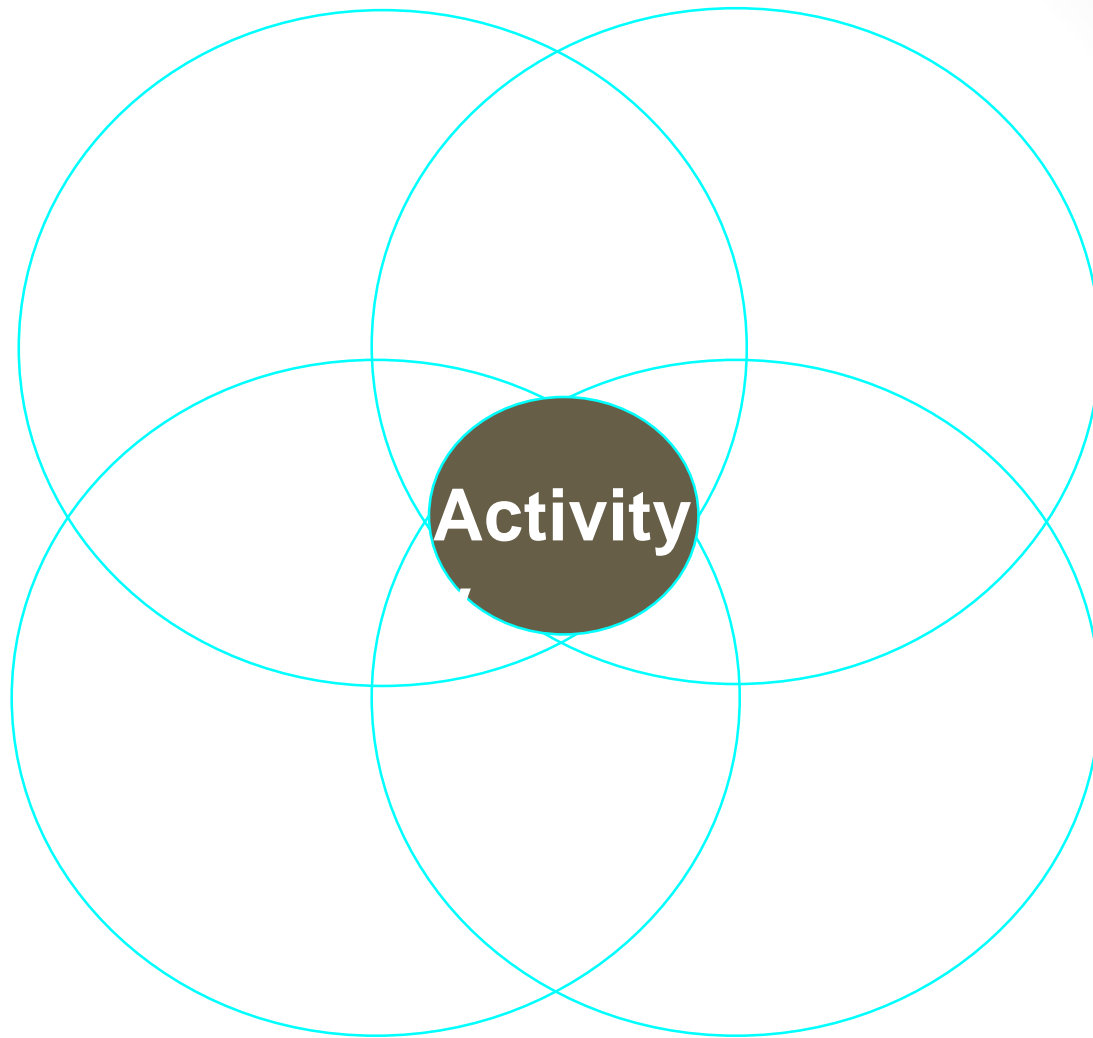
Activity

Cooperation/Alliance

Take the time to discuss and clearly understand the mutual responsibilities and expectations.

In order to cooperate or form an alliance the participants bring their own resources to an activity

Commitment is to the activity with each party retaining control of the resources they bring to the effort.

Participation is voluntary

Cooperators are looking to...

- Experiment with the idea of working with another organization or entity

- Increase their own impact

- Develop a relationship with the other collaborator(s)

- Pool resources with limited commitment to future alliances

Activity
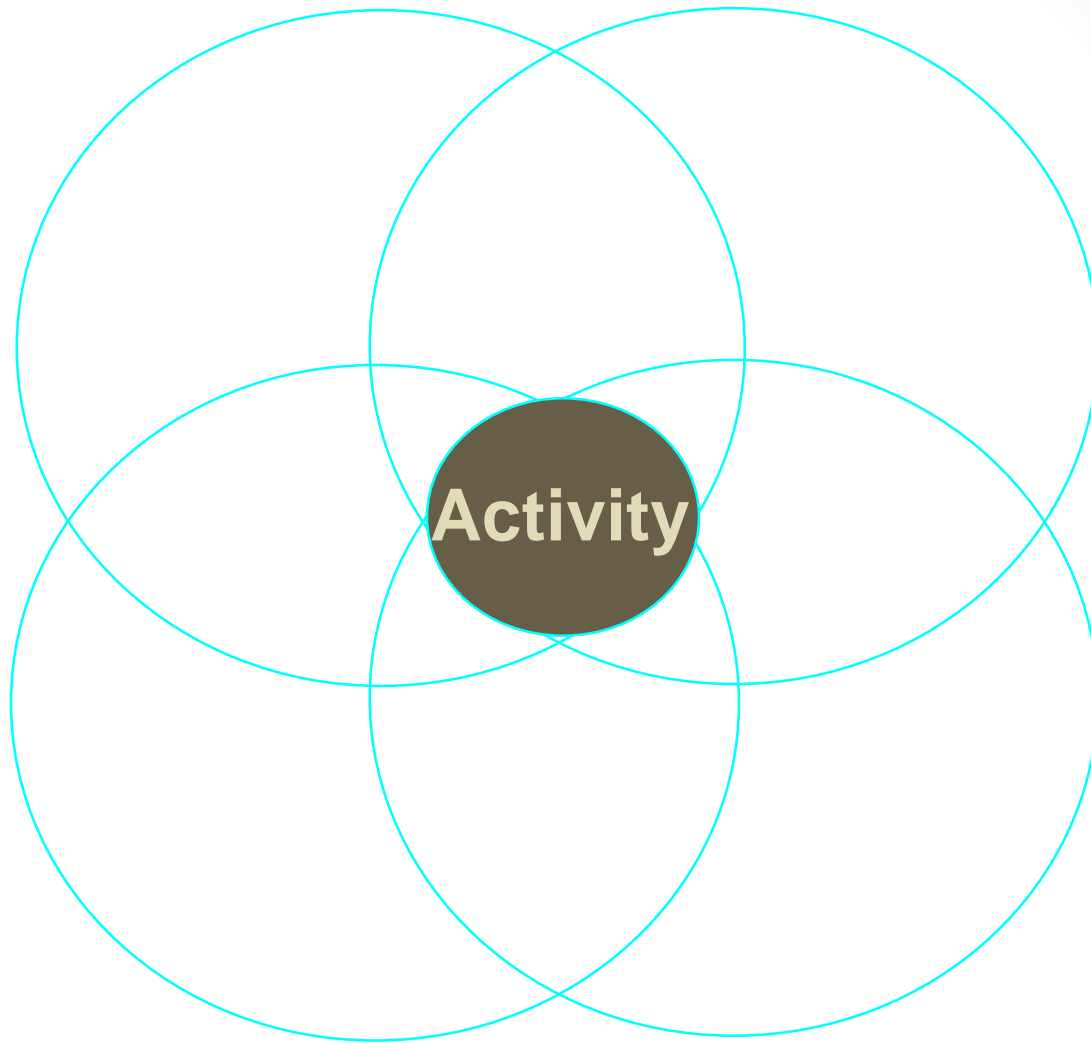
Coordination/Partnership

The purpose of most partnerships is the pooling of resources to deal with an issue or project over time

Take the time to discuss and clearly understand the mutual responsibilities and expectations which will be formalized in a contract between the partners

Partners want to know...

- Time

- Cost

- Will the partnership make a difference

- Who is involved

- Resources available to work with

- Responsibility

The purpose, resource commitment, expectations and responsibilities should be included in the contract

Entity
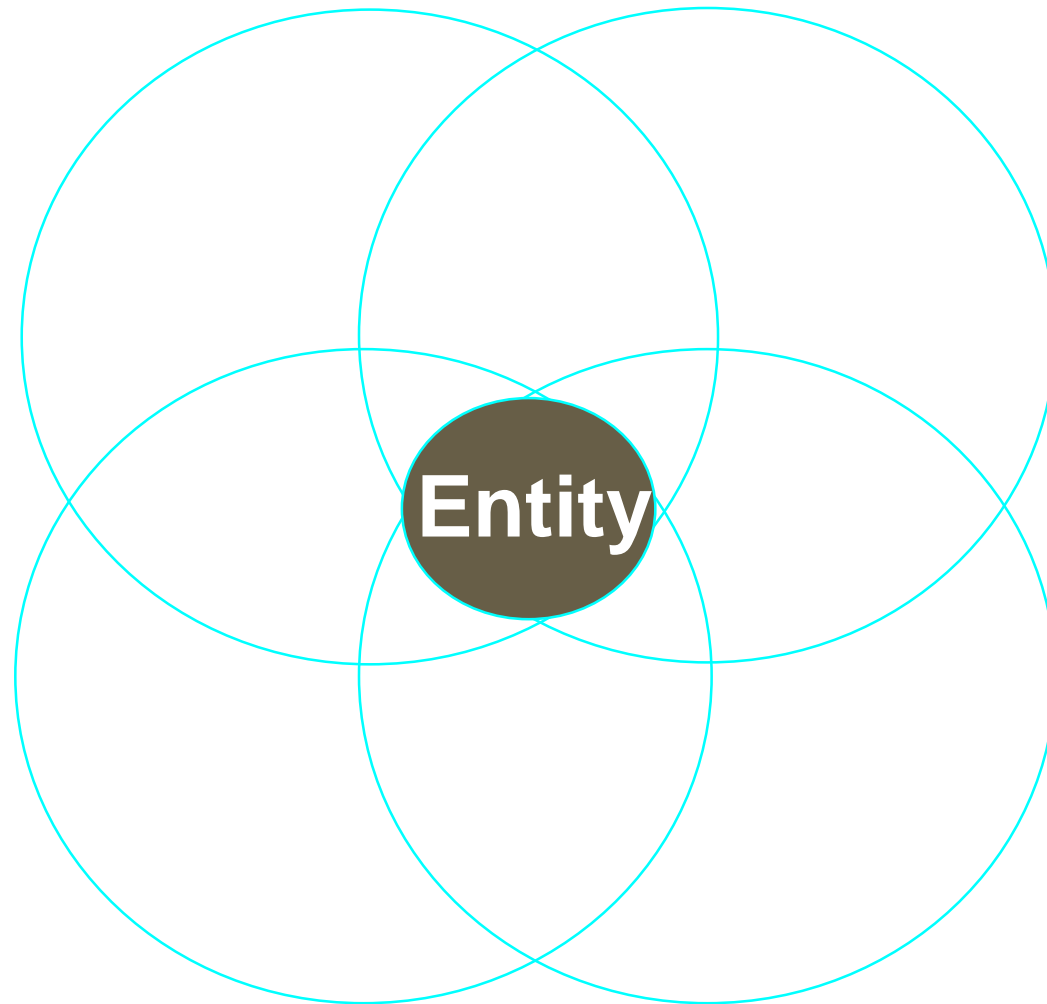
Coalitions

Coalitions

- In a coalition members form a new organization, with staff, to deal with their common issue(s)

- Each member organization makes a pledge of assets and gives up control of those resources to the coalition for a given period of time.

Coalitions are a structure to create a pool of resources large enough to be an effective force to deal with common concerns or issues
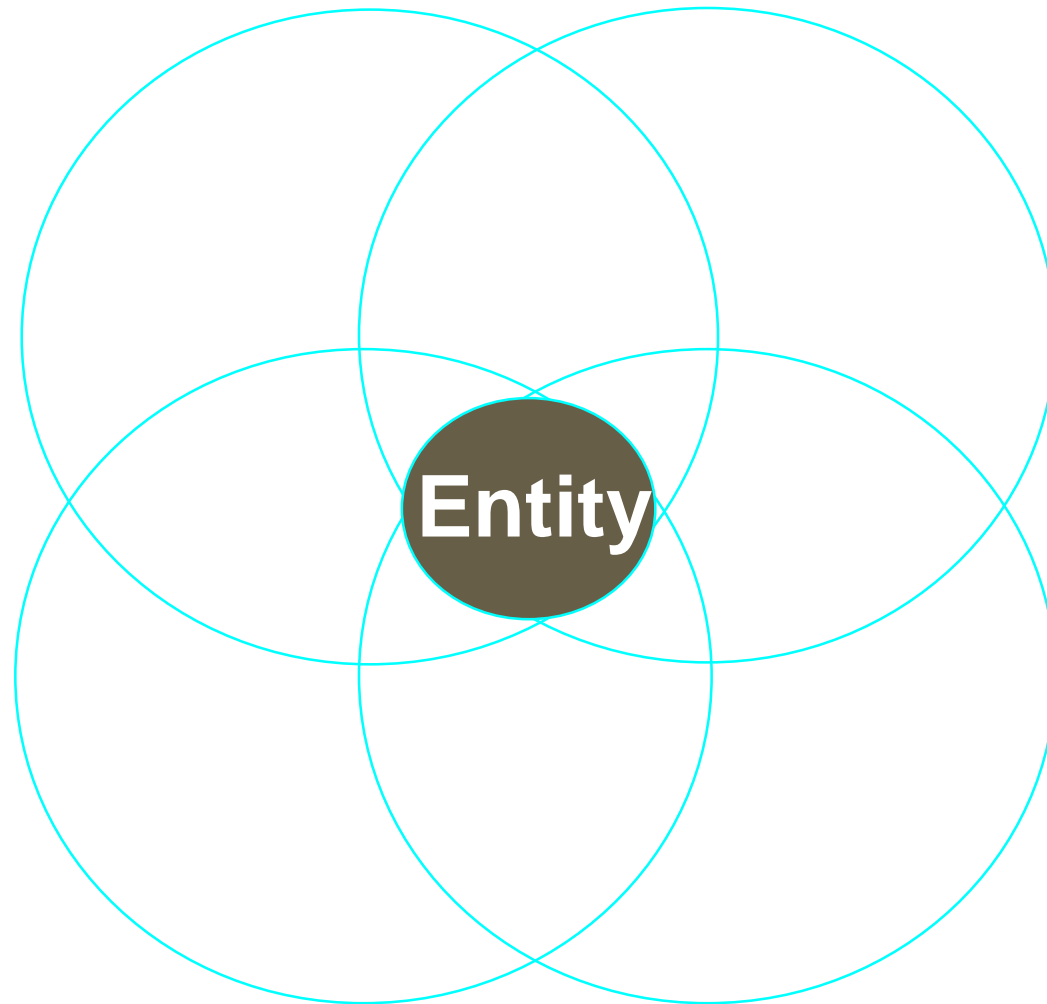
Entity

Collaborations

Collaborations occur when the new identity or coalition develops a shared vision and work plan.

- **Formal structures are created that ensure participation, role clarification, consensual decision-making and resource sharing.**

- **The new entity begins to take priority over the identities and needs of the individual participating organizations.**

COMMITMENT
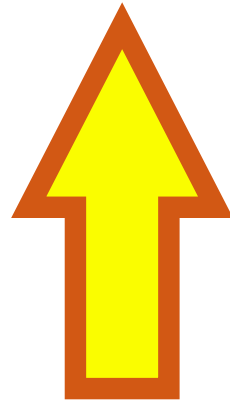
Building and Earning People's TRUST

high

A Measure to Judge Behavior:

Will it increase or decrease trust?

low

Trust is fragile and must be cared for

In some communities, DISTRUST may be the single greatest barrier to development

DISTRUST

Trust is earned — over and over; it is almost never bestowed

Trust is destroyed when people or agencies do not perform as expected

Trust Level and Degree of Collaboration

(high)

Capacity for Collaboration increases as trust among entities increase

Level of Trust

high trust = high capacity

low trust = low capacity

(low)   1   2   3   4   5   (high)

Level of Interdependence
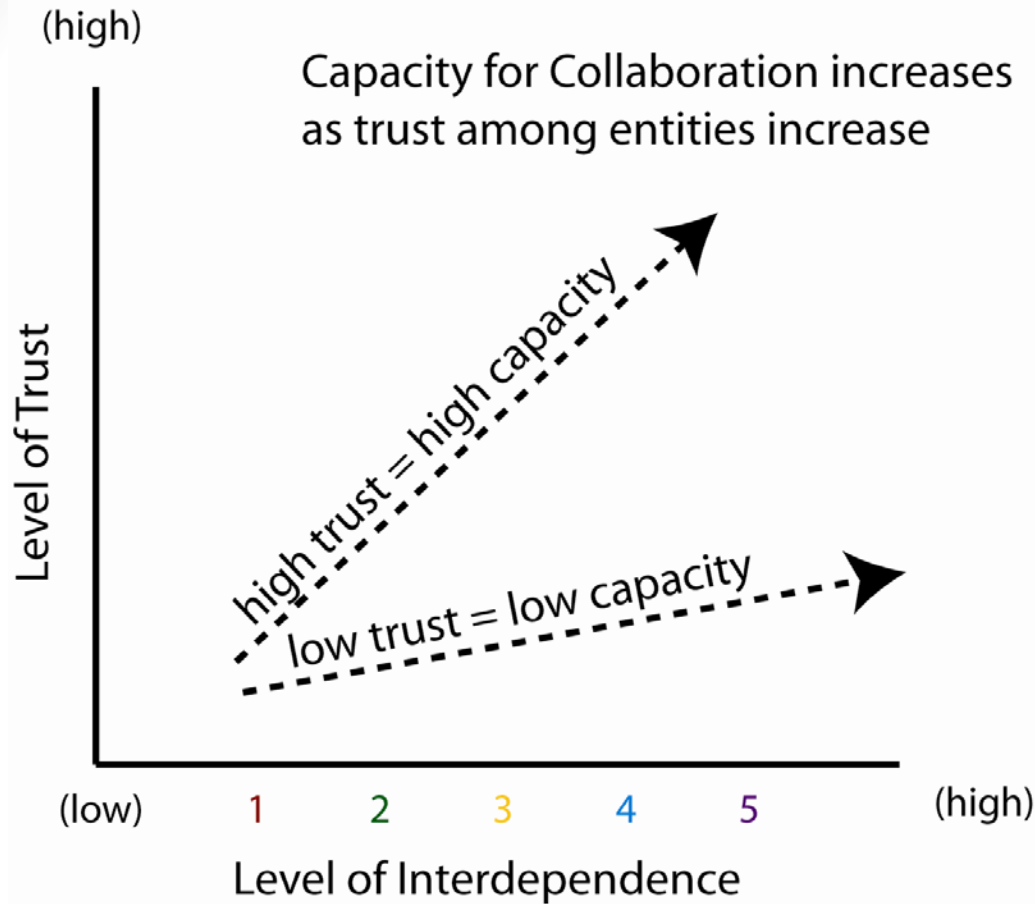
1 network
2 alliance
3 partnership
4 coalition
5 collaboration

As the level of trust between organizations increases there is a greater likelihood that formal relationships between these organizations will be successful

Circles of Hope

Process Elements

- Circles of Hope
- Key Elements
  - Social Support
  - Education for Action
  - Planning and Organizing for Change
- Process Questions—two types
  - What, So What, Now What?
  - What's Going Well, What's Challenging, What Support will make a difference?

Participatory Meeting Methods

- Allies Panel
- Basic Agreement
- Closing Circle
- Evaluation & Reflection
- Opening Circle
- Subgroups   1 on 1, triads & groups of 4 or 5 people

- Appreciations
- Check-In
- Culture & Spirit
- Go-round
- Individual Support Time
- Temperature Taking
- Vision Questions
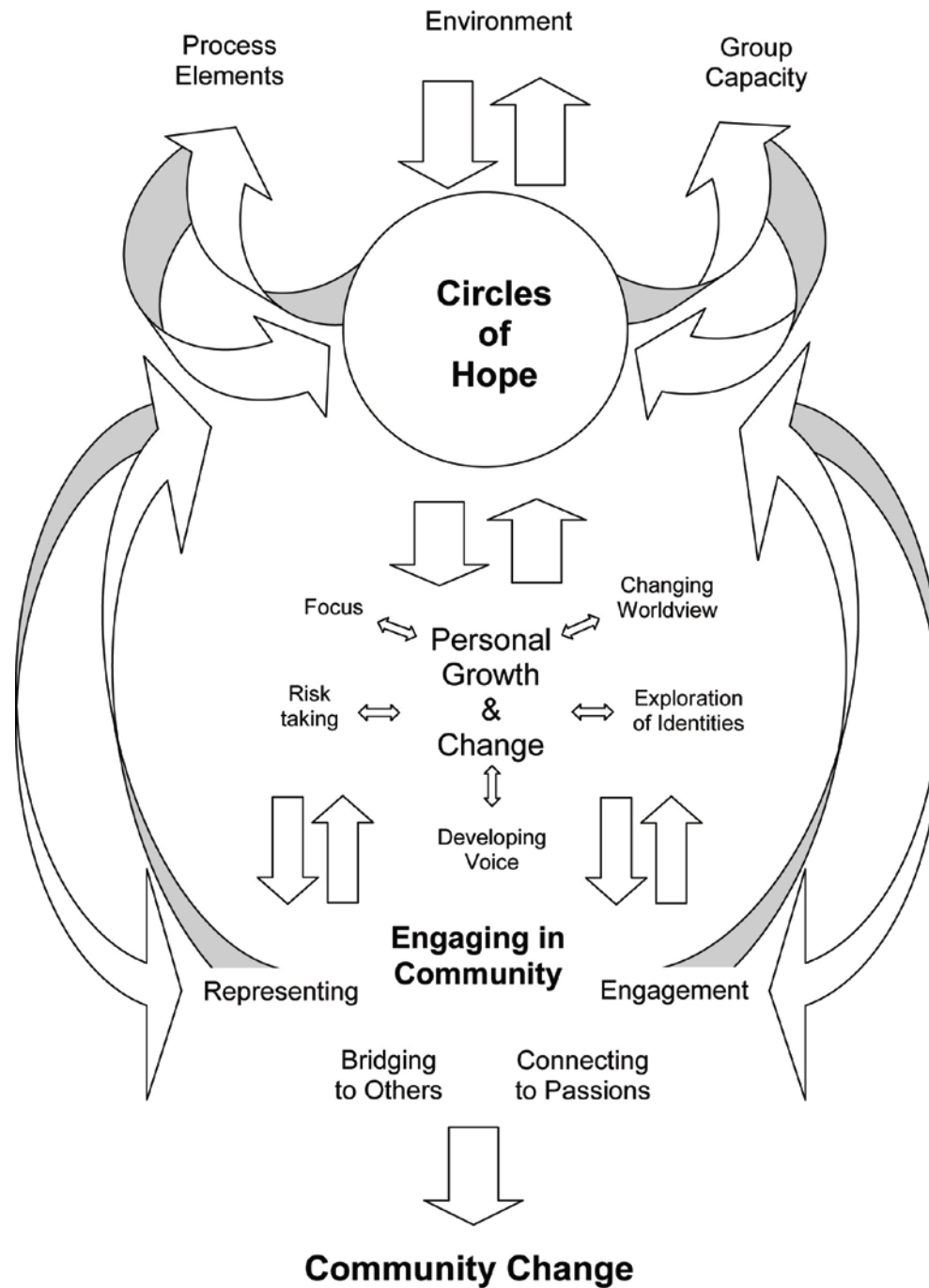
Support

Support

- What's going well?

- What's challenging?

- What kind of change or support would make a difference?

Education for Action

Education for Action

- What?
- So what?
- Now What?

Vision Questions

- Name a person who influenced you? What values do they represent?

- If money were not an object what would you do with your life?

- What things would you like to see in your community that are not there now?

- How have you contributed to your community's development?

  - How have you contributed to your community's underdevelopment?

- What do you wish for your children?

Values & Vision

Principles

Values

Vision

Work together to create economic opportunities

Develop opportunities for grassroots women to exercise & develop their leadership potential

Economic education that leads to self sufficiency

Collective Economics

Women's Leadership

Building a democratic community that is just participatory, sustainable and peaceful

Purpose & Hope

Create a Community of woman who can influence their environment & participate in the life of the larger community.

Love & Unity

Promote a culture of nonviolence and peace

Promote faith sharing and faith based decision-making inclusive of a variety of faith traditions

Faith

Creativity

Seek diverse partners and allies

Self Determination

Explore a range of options for problem solving & promoting lifelong learning.

Being self-directed and self sufficient with processes that place the most marginalized people in the center

Incorporate culture & spirituality in our deliberations

Planning for Change

Project leader: SHELLEY			Phone:	
Next meeting date: TUESDAY THE 14TH, NOON, APPLEBEES				
30 day goal: HAVE VOLUNTEERS AND SUPPLIES SECURED, DATE(S) SET FOR CLEAN-UP AND PAINTING				
Responsibility—who will carry out task	Strategy—how will task be carried out	When must decisions be made	How will decisions be made	Other notes

Action Planning Worksheet

Vision Theme: ENVIRONMENT		Project: CLEAN UP CITY PARK – PAINT PICNIC TABLES			
Purpose of Project: SAFE AND CLEAN PLACE FOR FAMILIES			Time frame for completion: 3 MONTHS		
Members of Task Group: SHELLEY, TISH, JOHANNA AND STEVE				Date:	
Critical Steps	**Who will be involved & make decisions (names)**	**Resources**	**Information and assistance needed**	**Time to do task**	**How we'll know we've successfully accomplished task**
TALK WITH CITY ABOUT RESOURCES & PERMISSION	SHELLEY				
CONTACT POSSIBLE PAINT DONORS	STEVE				
SECURE VOLUNTEERS TO PICK UP TRASH AND PAINT PICNIC TABLES	TISH				
CONTINUED…					

What difficulties do we anticipate and how will we deal with them (or put them on the agenda)?

How will we deal with unanticipated difficulties?

Maintaining the Momentum

What are the challenges in keeping people engaged in project development and implementation efforts?

Thank you!

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