

Community Development: A Framework for Working Collaboratively

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HEAL Contractor Meeting

Harry S Truman State Office Building Room 490

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Community Development

What is community development?

A planned and organized *process* through which *people* and *communities* learn how they can help themselves.



Community Development

A ***process*** through which ***people*** and ***communities*** acquire the attitudes, skills and abilities for active participation in creating meaningful futures and dealing with community issues.



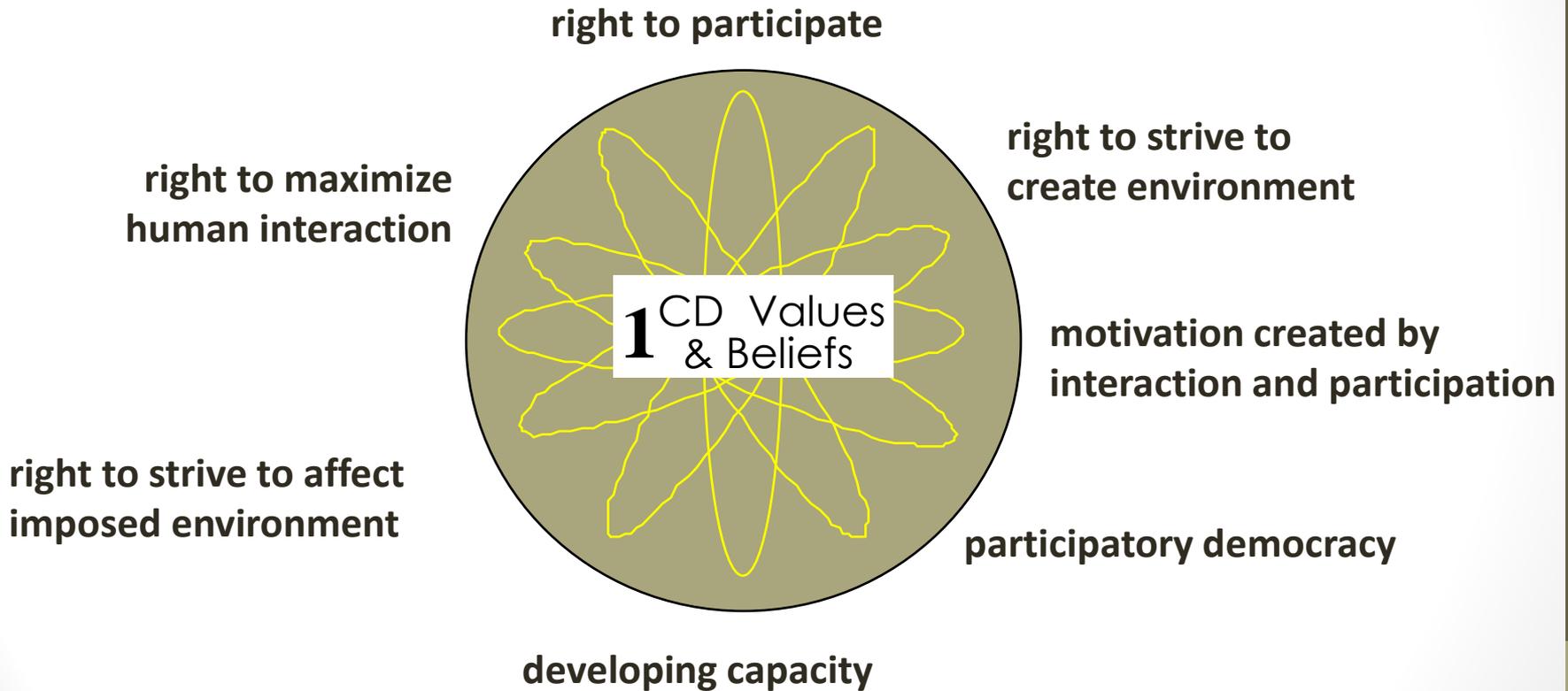
Agenda

- 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

Values, Assumptions & Principles

All have something to
contribute to the
development of community

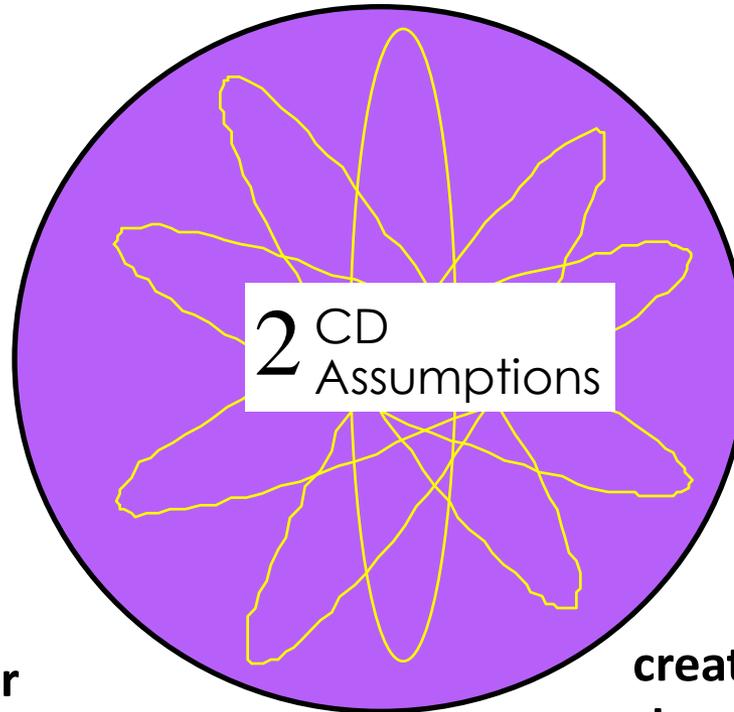
Values, Assumptions & Principles



Values, Assumptions & Principles

learning through interaction

learned behavior



direction

rational behavior

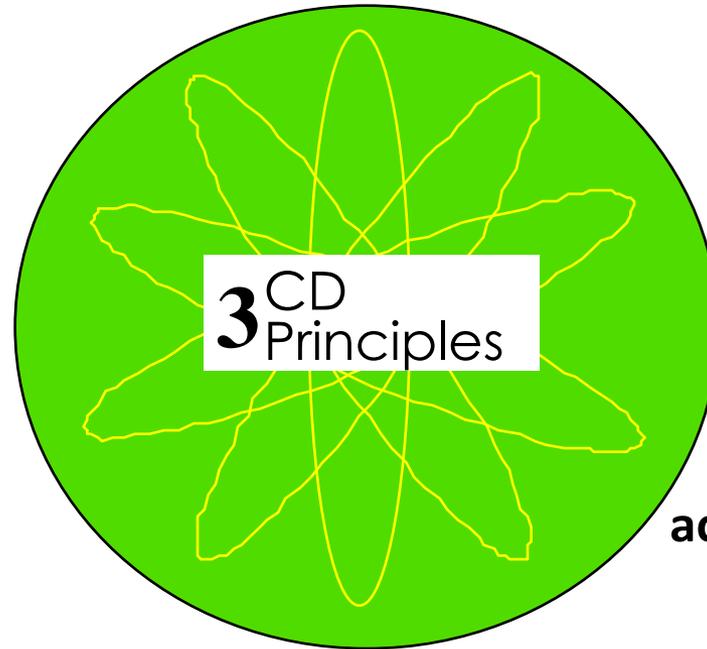
**creating and shaping
the environment**

Values, Assumptions & Principles

free and open participation

right to be heard

**broad representation
and increased
breadth of
perspective**



right to participate

accurate information

understanding is basis for change

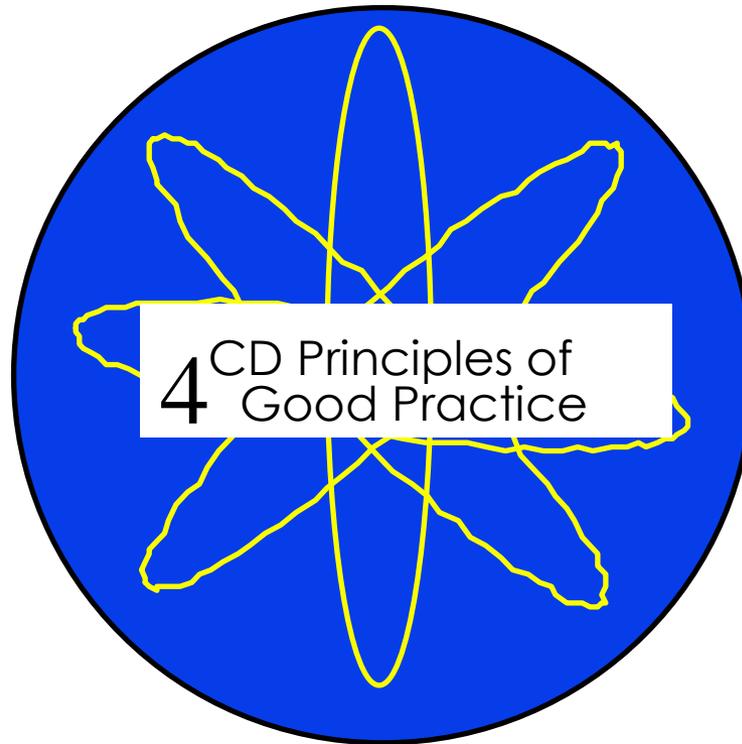
Values, Assumptions & Principles

enhance leadership capacity

**sustainable
In long term**

**active and
representative
participation**

**disengage if
adversely
affecting
disadvantaged**



co-learning

**understanding impacts
of alternative courses
of action**

shared leadership

incorporate diversity

Values, Assumptions & Principles

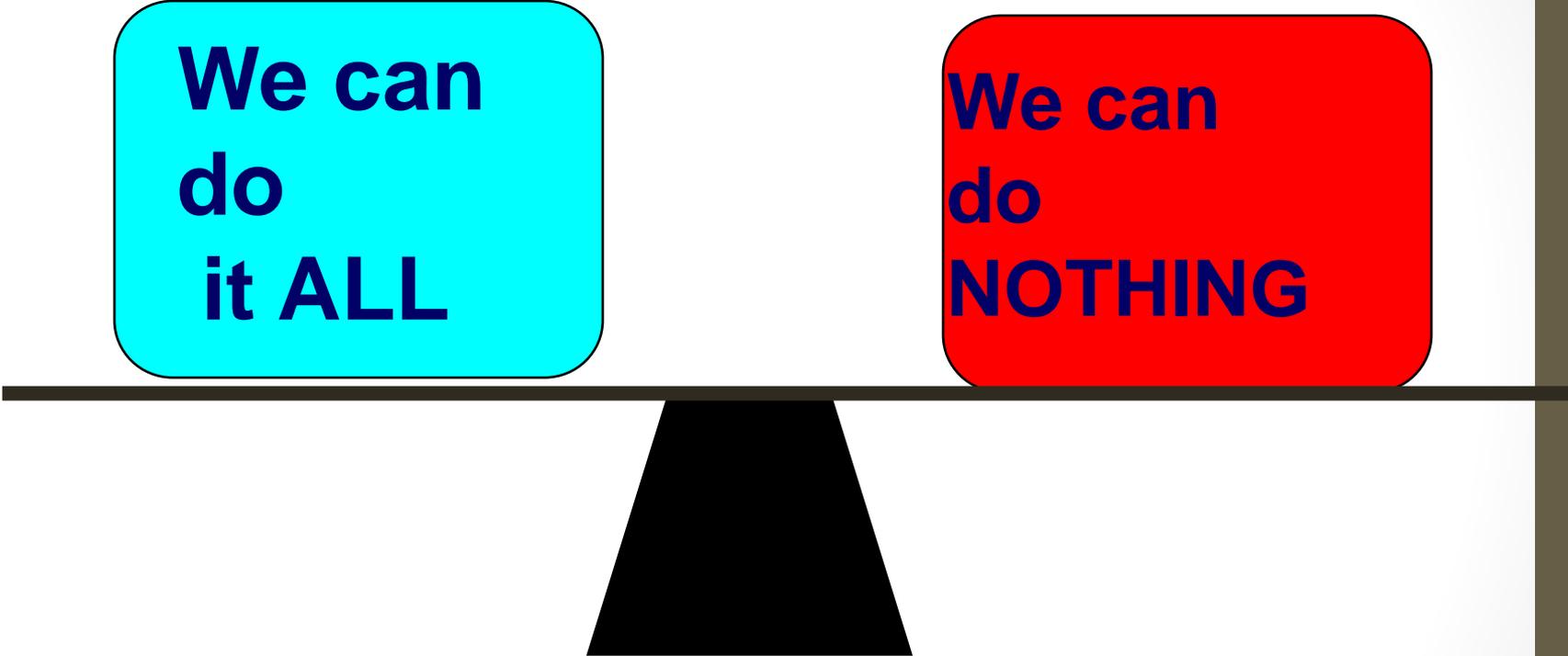
- What are the principles that govern how you engage with your communities?
 - What do they require of you?
 - What do they require of the community?

Types of Principles

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

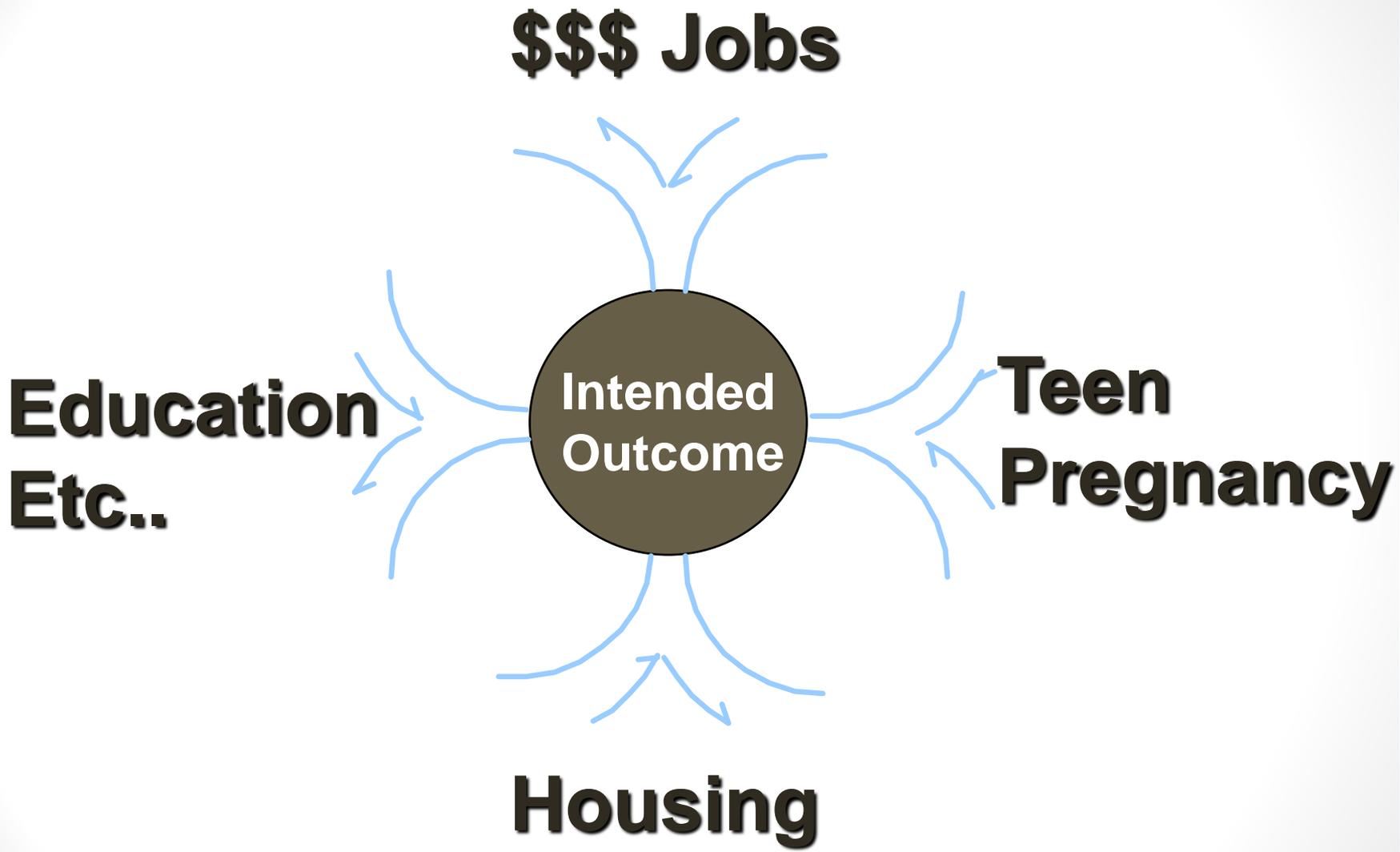
Collaboration

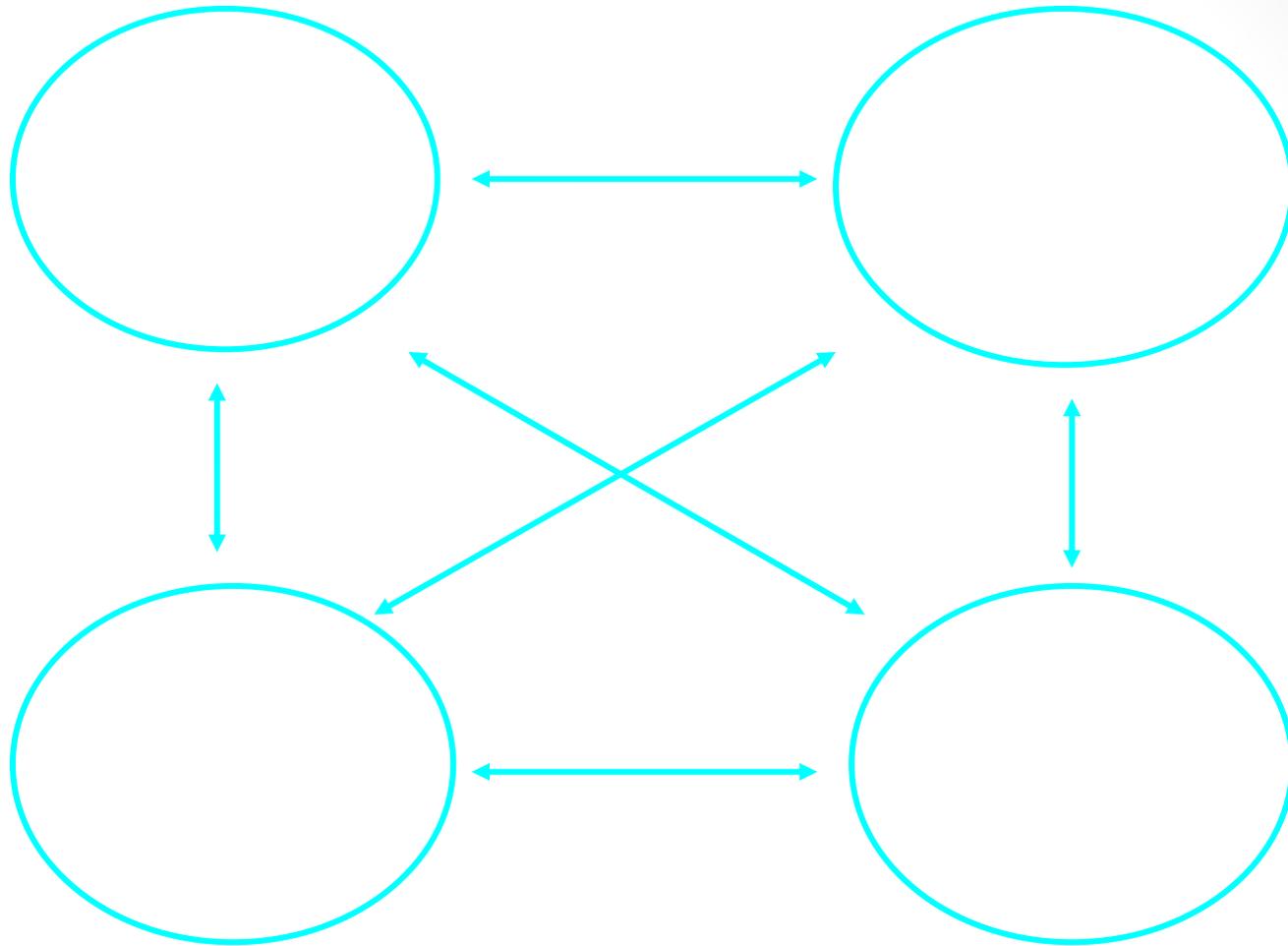
No one agency or group
has the resources or
knowledge necessary to
develop communities



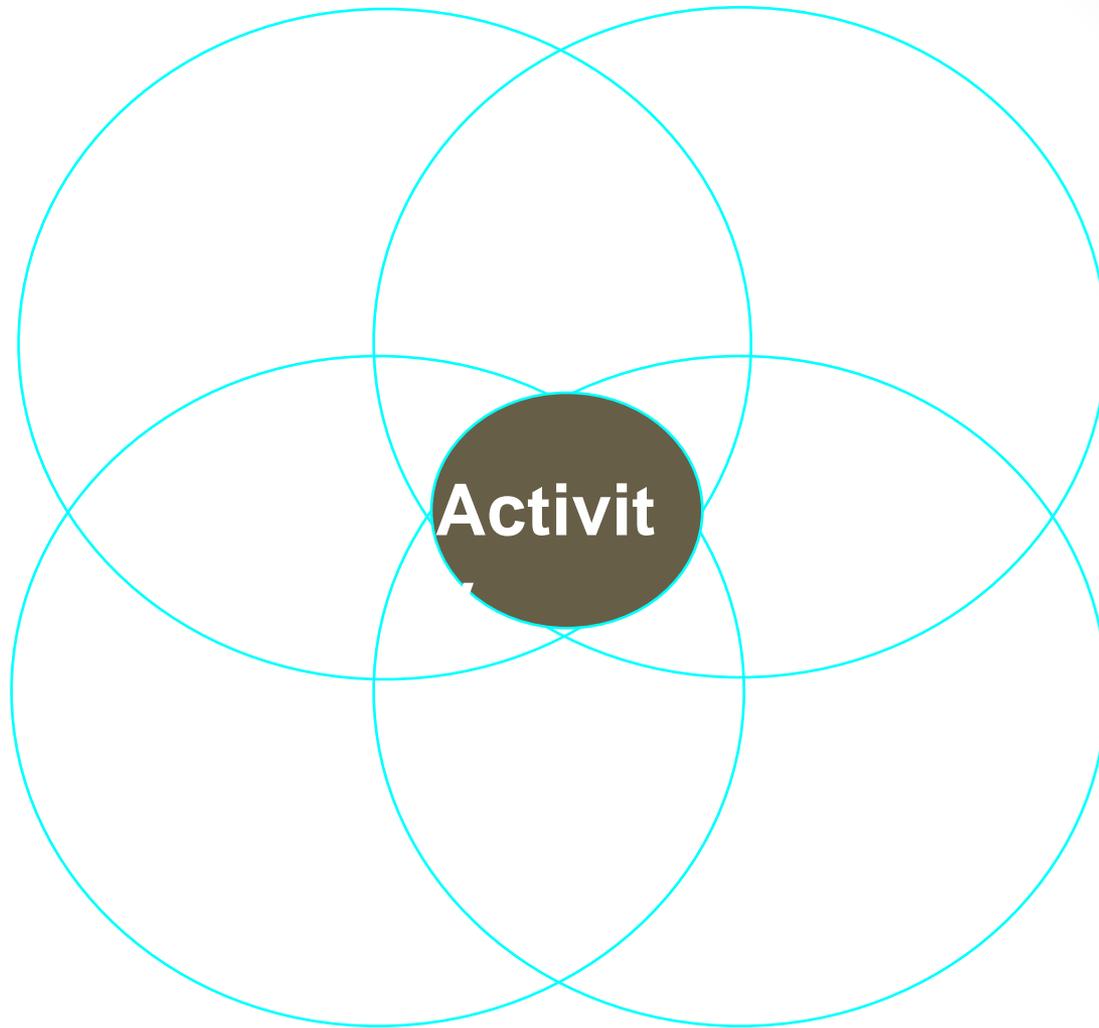
**We can
do
it ALL**

**We can
do
NOTHING**





Networks



Cooperation/Alliance

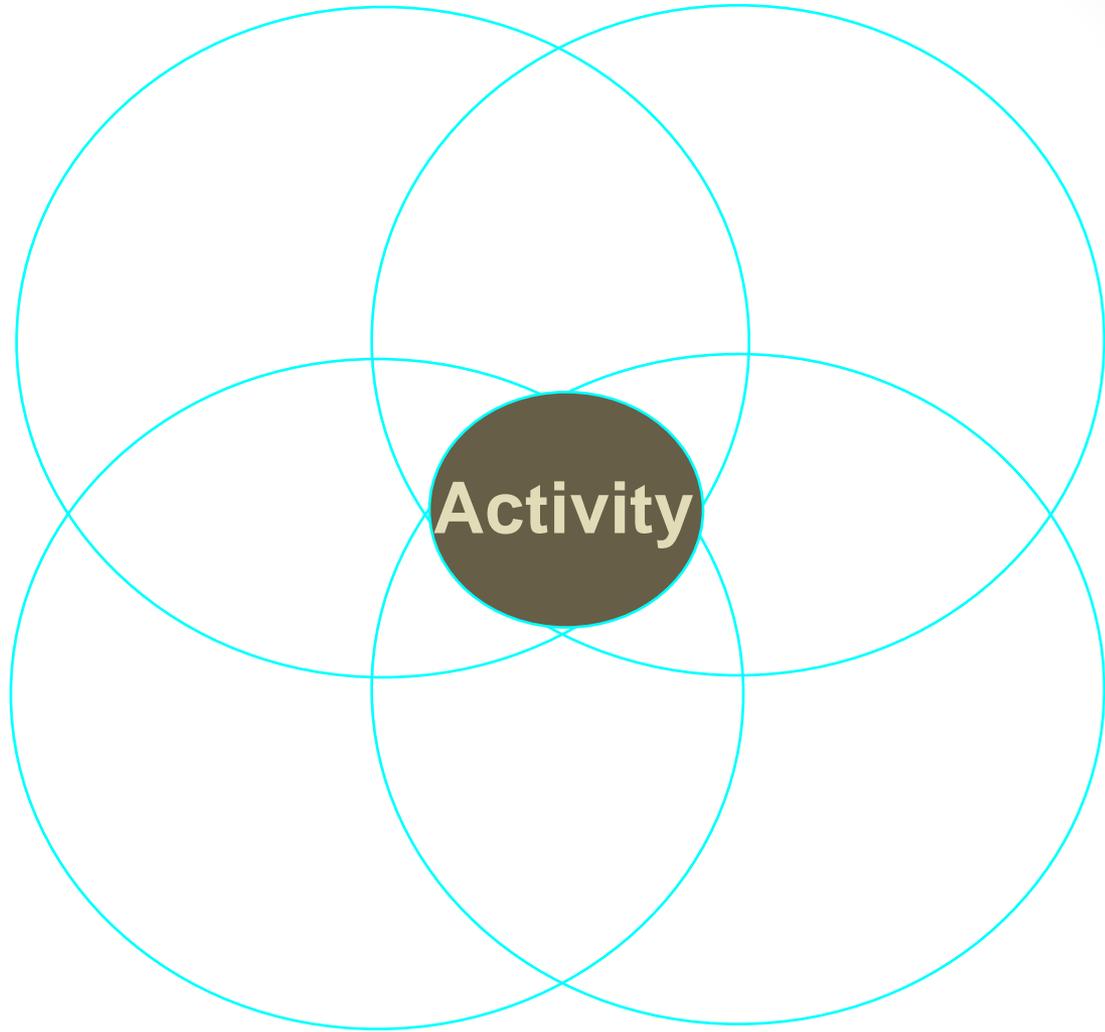
In order to cooperate or form
an alliance the participants
bring their own resources to
an activity

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



Coordination/Partnership

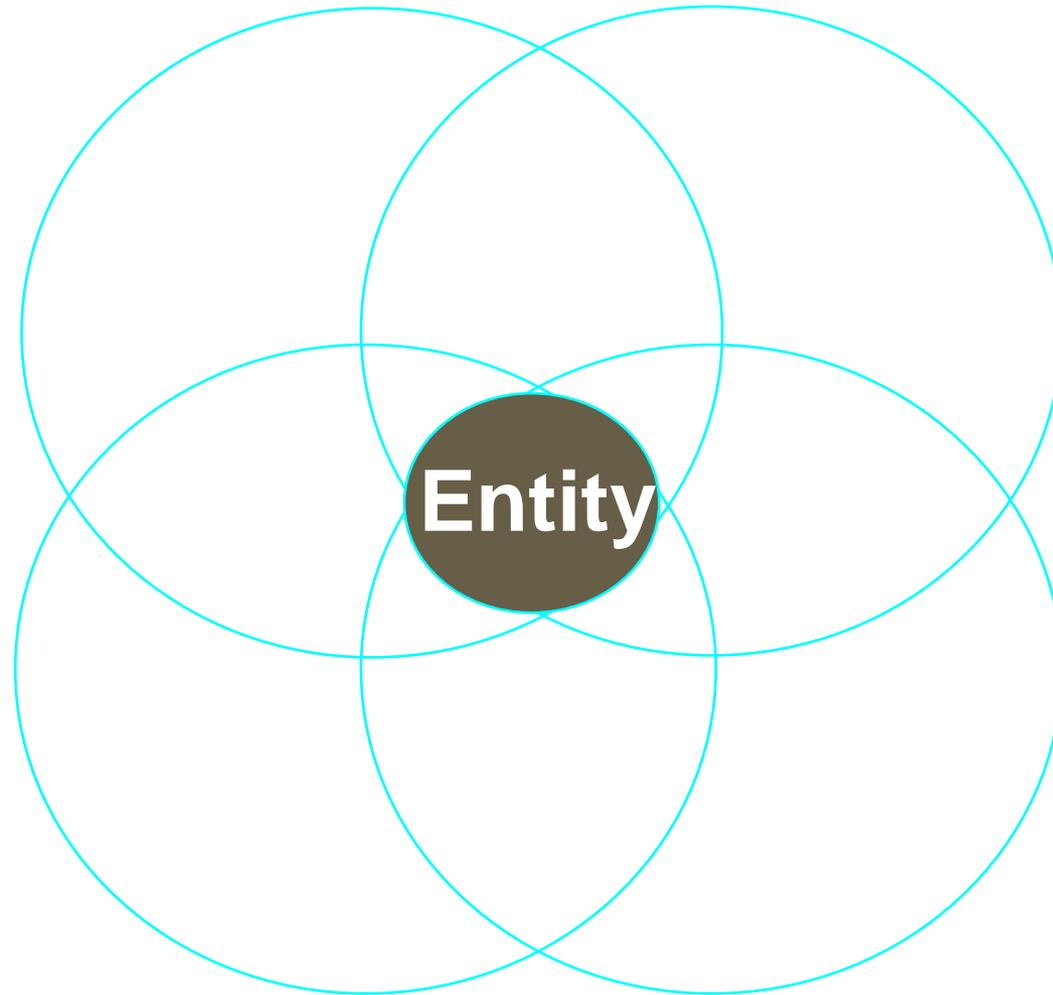
The purpose of most partnerships is the pooling of resources to deal with an issue or project over time

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

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

Partners want to know...

- Time
- Cost
- Will the partnership make a difference
- Who is involved
- Resources available to work with
- Responsibility

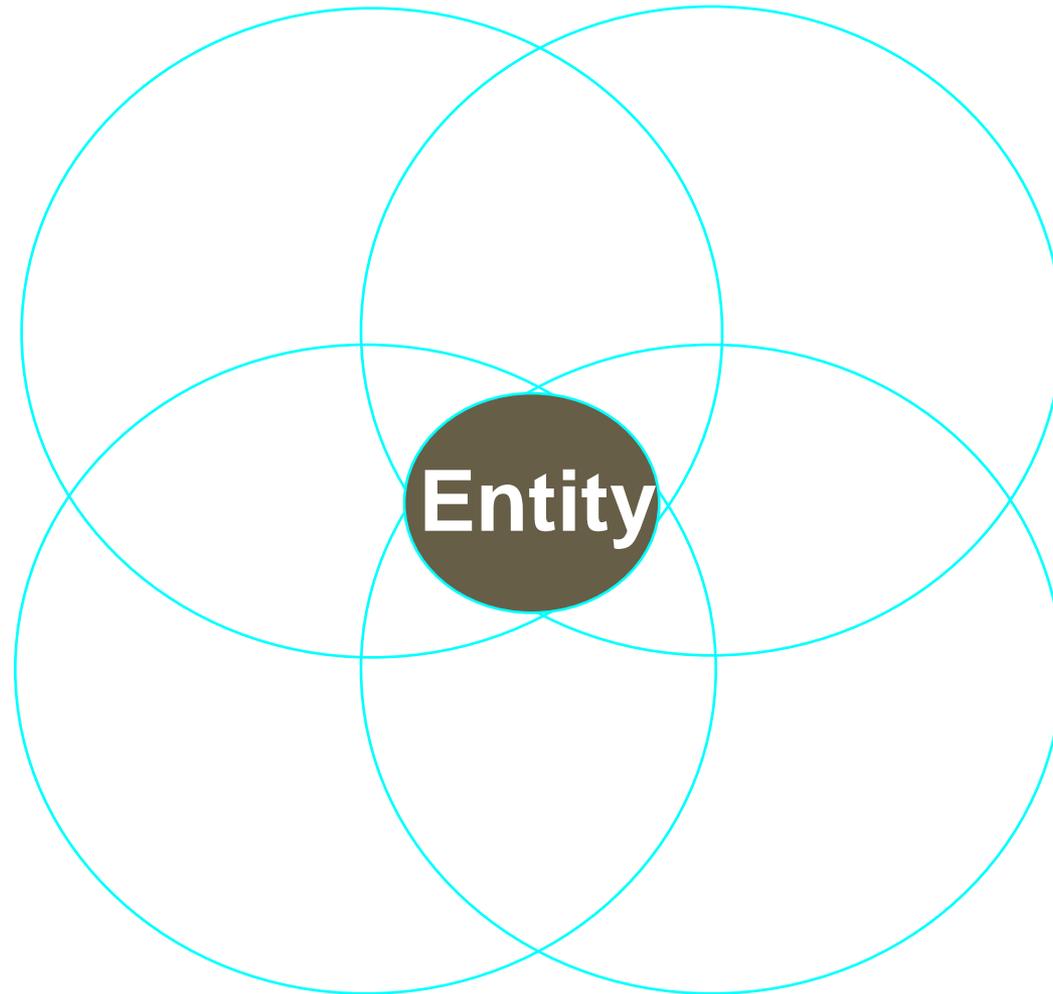


Coalitions

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

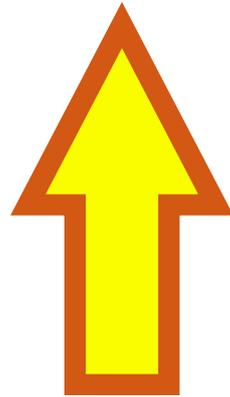


Collaborations

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



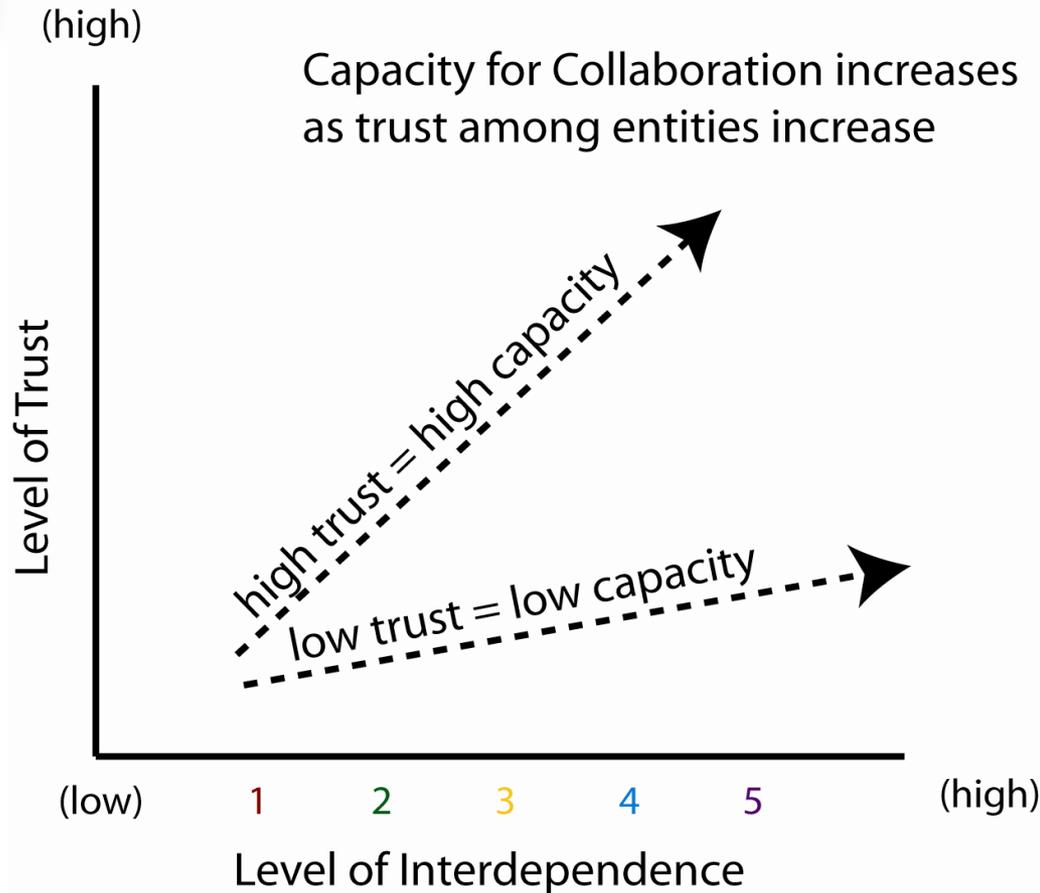
low

A Measure to
Judge

Behavior:

Will it increase or
decrease trust?

Trust Level and Degree of Collaboration



- 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

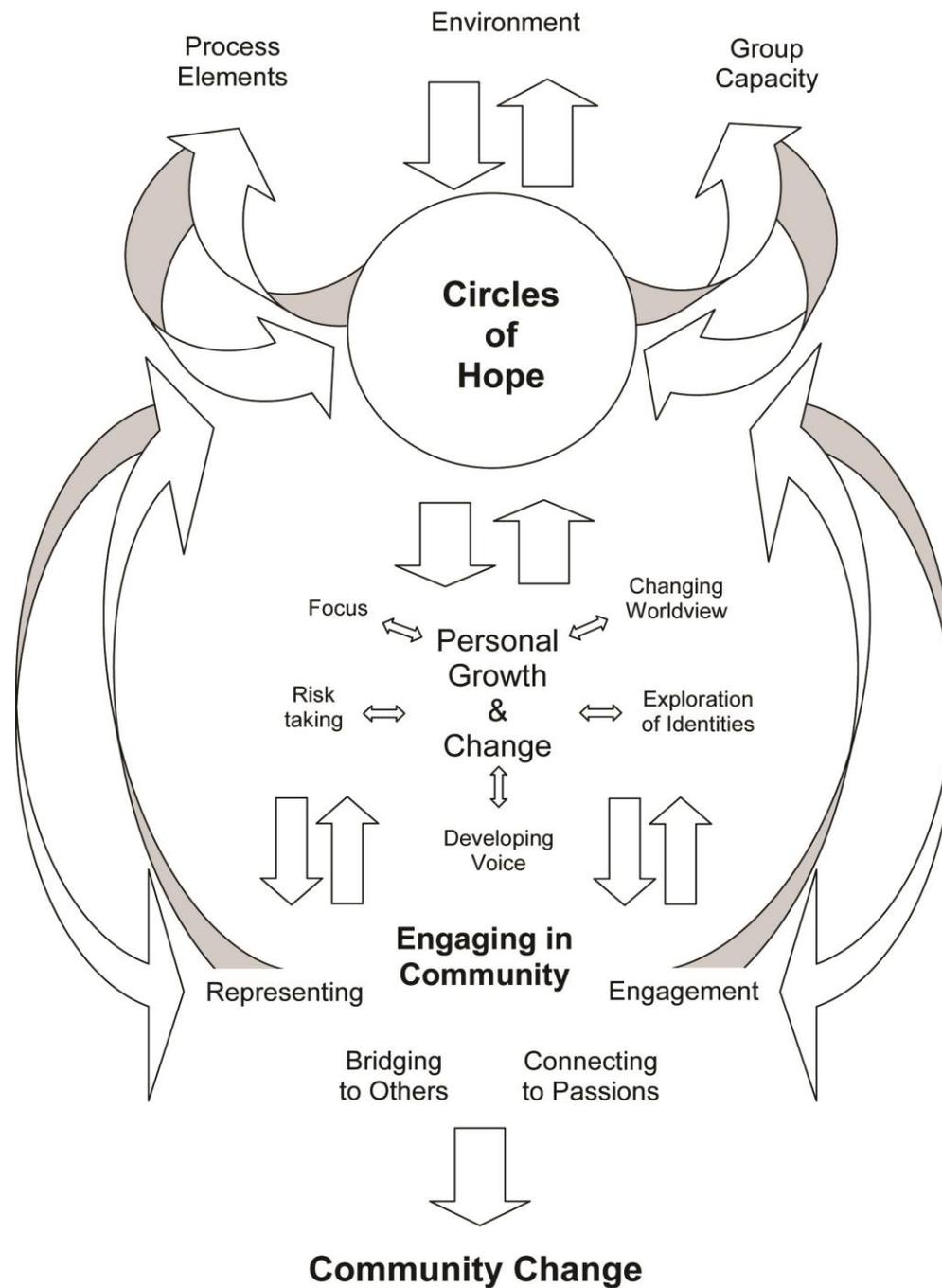
Circles of Hope

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



Community Change

Support

Support

- What's going well?
- What's challenging?
- What kind of change or support would make a difference?

Education for Action

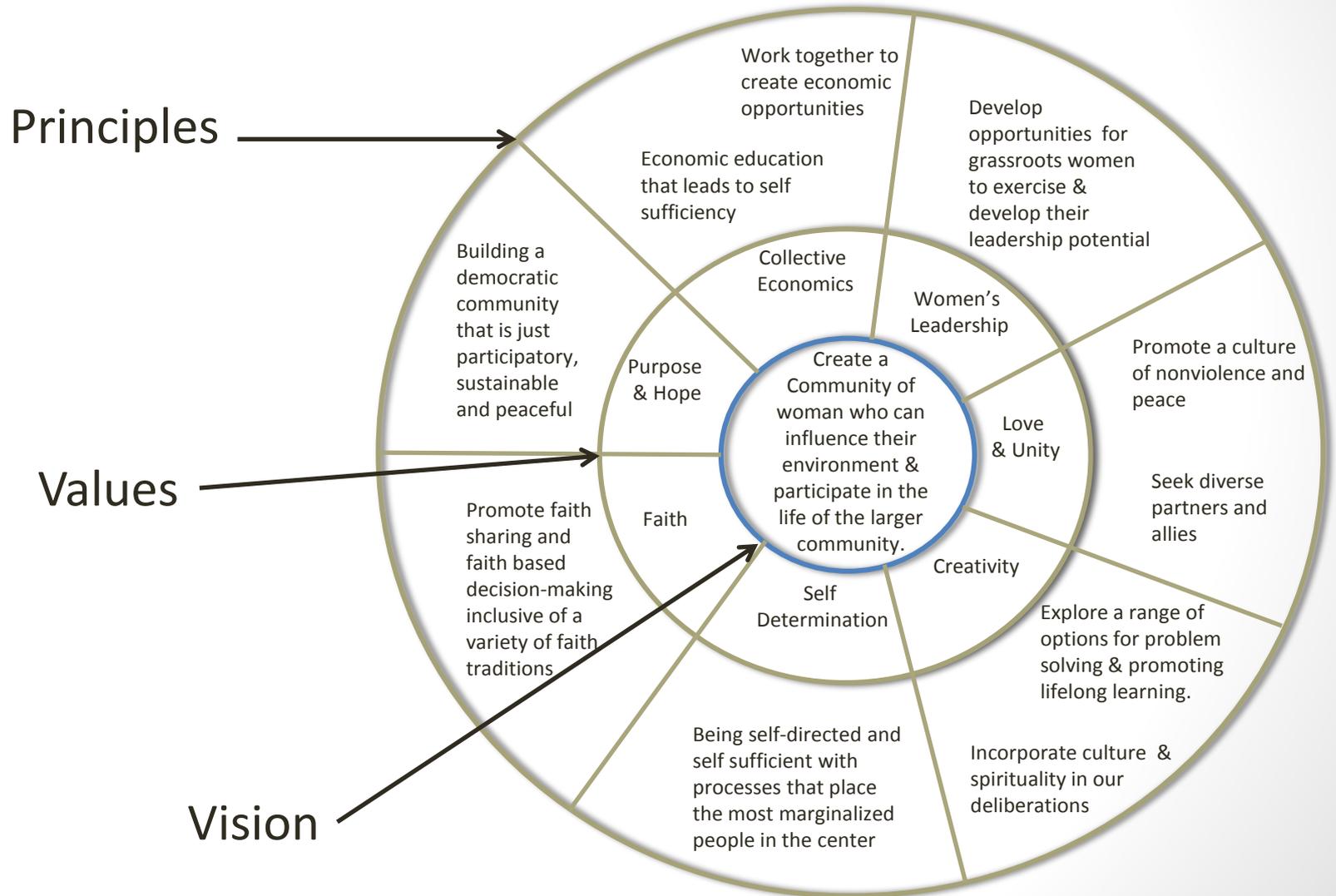
Education for Action

- What?
- So what?
- Now What?

Vision Questions

- Name a person who influenced you? What values did 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



Planning for Change

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?					

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
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Thank you!

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