

Community Building in Britain Newsletter

Number 48

July/August 1996

This Newsletter is issued by a growing association of people who are, in conjunction with the Foundation for Community Encouragement of the USA (FCE), committed to developing community building in Britain beyond that originally described in Dr. M. Scott Peck's book, 'The Different Drum'.

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From the Editor

The last few weeks we have been busy with the mailing. I hope you have received the right number of copies of the leaflets for the next three events, and a small leaflet with other items on it. Thanks to everyone who helped. It has meant that the newsletter is a little later than intended, but I hope it is none the less welcome for that. Please let me know if you would like a different number of leaflets in future.

There are some interesting articles, letters and poems in this issue, and I am grateful to everyone who has contributed. Do keep them coming in, especially if you want to build on, or put a different viewpoint on, something that has gone before.

Using the internet

Two pages have come from America - one is an article from Jerry Hampton whose insights I have benefitted from via the internet, and the other is on the 'CCC96' event in Toronto that has just happened. I am very happy to receive contributions on paper, or by fax, however I must admit it is just that bit easier for me to use them if they come electronically, and I was

hearing about the CCC via the 'mv2spk' newsgroup on the internet the very night people were getting home from it! (I did ask permission to use the particular contributions which I thought would be of most interest for a UK audience.)

More thanks

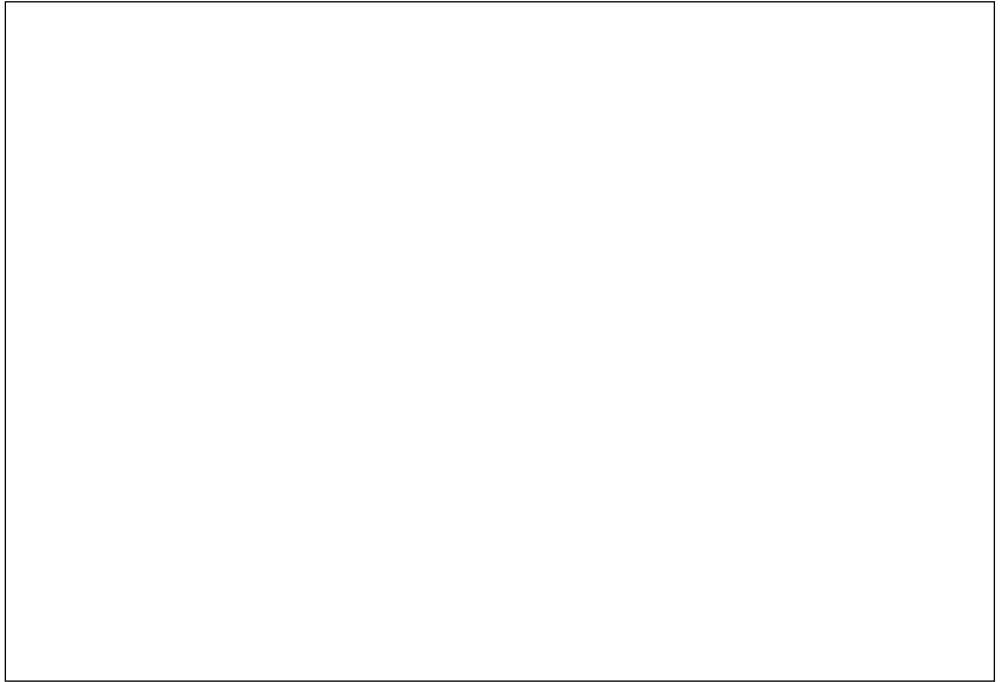
Thank you for the poems this month - both original and quoted from elsewhere. Somehow poetry can say in a few words what we often struggle for pages to say in prose!

An especial thank you to Alex for allowing me to share with you something of what she was feeling and thinking about CBiB early in 1995. Things are happening amongst us, and although they might not be what we had envisaged, and although many may be feeling that they have little energy left for anything more, we can be grateful for what has happened. I am not sure what the various gatherings and meetings mentioned elsewhere are about, or what their different emphases are, but I would like to be able to gather with others excited by community building - both to be and to share.

Newsletter Recipients at 3/8/96

Susan Adderley, Hilary Amaral, Lindy Bailhache, Robin Baker, Tracy Barr, Richard Benzie, Patrick Boase, Dave Boston, Mark Brayne, Laurence Brightbart, Maria Brown, Mary Bruce, Mandy Carr, Alison Churchill, Michael Clarke, Eileen Conn, Christopher Cooke, Peter Cooper, Miranda Cox, Ian Davidson, Tom Deevy, Matthew Dodwell, Anna Dreda, Ian Fallows, Angelo Faria, Jill Firth, Mike Fitter, Simon Foster, Mairi Freeden, Arthur French, George Giangrande, Alrisha Gillies, Ruth Goffe, Roger Green, Brian Griffiths, Jerry Hampton, Colin Harrison, Don Hills, John Hoggett, Charles Holme, Susan Howse, Michael Jacobs, Ute Jaeckel, D Wyn James, Jemima Jefferson, Ian P Johnson, Cliff Jordan, Rosemary Kearney, Valerie Kelly, Mavis Kemp-Leighton, Selma Khan, Marian Kidd, Anthony Kirke, Michael Korgie, Lynda Langford, Peter Laxton, Chris Leah, Clive

Lees, Martyn Lench, Patrick Lewington, Tessa Lowe, Margaret MacCormack, Shian Maclean, Armando Magnino, Michael Mansell, Stephen Marcus, Lilian Mark, Cheryl McNeil, Cornelia Meyburgh, Jennifer Miller, Malcolm Millward, Monkton Wyld, John Moon, Geri Moriarty, Nigel Nathan, Mark Nicolson, Gerry O'Donnell, Othona Community, Anthea Pablow, Stephanie Parkinson, Margaret Paterson, Scott Peck, Sue Plumtree, Yvonne Poulson, Diana Powell, Francoise Precy, Jeremy Price, Robert Reusing, Anne Rutherford, Sangha Lines, Eve Saunders, Janice Scott, Alex Sharratt, Christine Short, Libby Siekkely, Judith Smyth, Ivan Sokolov, Norman Spink, Jandy Spurway, Olga Stecko, Tean Stuttaford, Chrissie Sugden, David Tomlinson, Caroline Tosh, Sharon Usher, USPG Root Groups, Charles Vermont, Erica Von Boltenstern, Margaret Walsh, Kit



With this newsletter you're likely to be receiving a copy of the leaflet and booking form for this event (October 7th-9th). Interest so far has been expressed from within all of the four home nations of the British Isles and also Portugal, Germany and Israel! - about 20% of the places have already been taken, which is very encouraging from a recently-made-redundant impecunious sponsor's point of view!

To break even we shall need to secure at least another thirty places, and to fill the group to comfortable capacity there will be room for nearly ten more participants. If you're to be one of them I'd like to hear from you as soon as possible, please. If you're unable to be present but can help with publicity by

distributing leaflets and/or putting up posters, or even contributing to the Bursary fund to make it possible for the less prosperously placed to participate, then please contact me straight away.

Above all, if you are a Christian, and committed to encouraging the renewal of Christ's Church through the re-establishment of authentic community, and transferring that experience and practice back into your own church-family situations, then I'd like to suggest that there is no better place to be for the "tithes of Christians" referred to by Scott Peck in "A World Waiting to be Born" - between October 7th-9th 1996 - Hothorpe Hall Christian Conference Centre, Theddingworth, Leicestershire, England must be the place!

Dear everyone,

I would like to put on a community building event for people involved in environmental groups in Britain:- Friends of the Earth, Greenpeace, World Wildlife Fund, Agenda 21, Centre for Alternative Technology, Working Weekends on Organic Farms, Earth First, Fairies, Pixies or Monkeywrenchers.

I'm wondering if there are a few other

newsletter readers interested in this? I'm looking for a group of about four people to get this event together. Please contact me if you are interested.

John Hoggett

Flat 3

1 Eldon Road

Reading

RG1 4DJ

Network Group

The network of people involved with community building and CBiB has developed over the years as individuals have taken initiatives, and groups formed. We would like a group to form to nurture and support this 'network' in a more sustained way. As well as being responsive to how people in CBiB are feeling, areas of activity such a group could support and encourage are the newsletter and other communications; links for individuals who are applying CB principles in their own fields; Network Gatherings; on-going groups and local initiatives; and helping the various aspects of CBiB to use the energy that people offer.

If you would like to be part of such a

group, or have comments or ideas about this, please *contact Peter Cooper at the address on the back page, or Ruth Goffe, 11 Veronica Road, Upper Tooting, London SW17 8QL Tel: 0181 6754388.*

Opportunities for Learning

In response to various requests we are creating a programme within which people, who have attended CB events, can identify what they wish to learn next and support each other in learning it. We do not intend this to be a training to produce new CB facilitators, although some participants may choose to move in that direction. Hopefully by the Autumn we will be bringing forward specific proposals so if you would like to input any ideas now is the time. *Contact Cliff Jordan,*

Monkton Wyld is an holistic education centre set in a neo-gothic Victorian rectory and outbuildings. We are a community of about 17 members and volunteers, plus children, and we have a full programme of events running through the year. We have our own organic garden and working farm, and are a short

distance from the sea. Come and experience Community Building in a beautiful residential setting from the evening of February 7th to 9th 1997. Cost £110 per person all inclusive. Vegetarian home-cooking. *Contact Monkton Wyld Court, Monkton Wyld, Charmouth, BRIDPORT, Dorset DT6 6DQ, Tel: 01297*

from Anthony Kirke
19 July 1996

125 Greenham Road, Newbury, Berks, RG14 7JE
01635-47377

Dear Interested Person,

Community Building in Britain looking forward

A General Meeting in 1997?

We are now well-practised at putting on Public Events (CBEs, CBWs and CBSSs). There must now be a lot of people who are interested in doing something further. At the same time the reduction of our dependence on the Foundation for Community Encouragement in America is giving us a stronger financial base.

My feeling is that we now have scope to do so much more. What else could we be doing?:

- * We already train one group of individuals for facilitating our Public Events; should we be training more? Should we be training other people for other things?
- * The main outcome from Public Events seems to be that individuals benefit and feel that they have received a gift which they celebrate by using in their own lives, and some by joining local on-going groups. Is it reasonable to hope, as I think Scott Peck does, that more existing organisations could benefit from Community Building Events of their own? What could be done in this area?
- * The organisation of CBiB consists of a Holding Group, a Leader Training Group and a loose network of people. There is no official Constitution or legal entity. Is this the best organisation for the future?
- * The Holding Group, which looks after day-to-day affairs doesn't decide strategy or forward plan. As a member of the Holding Group, I would like a mandate from the membership (whatever it is!). Are we doing the right things? What else do you want us to do? Who is responsible?

So from **YOU**, you who are interested in CBiB, I need to know what **you** feel, to hear **your** vision for CBiB's future, to feel connected with **you** and supported by **you**. I want to help create a forum, a meeting to which **you** can bring **your vision** and begin its fulfilment.

I am proposing May 1997 as a suitable time and London as a venue for it. I see it being held over three days to give plenty of time for building community between us. Its purpose would be to concentrate on the future of CBiB, to re-form the Holding Group or to change the 'management' altogether, but there would also be time to get to know each other and to have fun. I would need help organising it, please.

I am really looking forward to hearing from **YOU** with your ideas and reactions.

Anthony

On the next four pages are an adaption of some ideas for the development of community building - see the

AIMS

- * Continue the shift towards CB events (CBW's/CBE's) being generated by regional/local groups.
- * Regional/local groups to be actively encouraged to develop post CBW/CBE support for participants and move towards creating regional "networks", serviced by regional "holding groups", to (e.g.)
 - put on programmes of CB events for the region/ locality
 - initiate social action using CB process/principles
 - work with local organisations and decision makers to introduce CB principles to decision making/taking
 - develop the Scott Peck model for local use

Tasks for the Transition

- * Lots of CBE's/CBW's in many places
- * Focus publicity locally and regionally; less dependency on national mailings and adverts
- * Develop post-event support and activity

(1) Strong Regional/
local networks ..
financially self-
supporting, e.g.
CB(Sheffield),

(2) Community Building
Consultancy (National/Central)
- self-financing business
developed out of “holding” and
facilitator groups. Comprising
part-time event facilitators & full-

1. Purpose

- Ongoing Community Building in regions, localities, neighbourhoods
- CB with specific communities e.g. Churches, Economic/Political

2. Purpose

- Be available to facilitate workshops/ events
- Develop CB facilitation with other “disciplines”
- Monitor needs/ developments nationally
- Monitor progress
- Training Programmes
- Contact with national/ international decision making bodies/ organisations/ institutions

Growing trust in the process
at all levels.

Wide pools of experience at
regional and national levels.

CB Impacts National Decision
Making

Hey!
Gosh!
Bingo!
Oops!

What's

Alex's Ideas for Community Building - some comments

i) The outline of the visual sketched on these pages was first put together as a poster at the Network Gathering in January 1995; when a common vision seemed both desirable and possible, and the energy was bu-z-z-z-z-ing! It feels as if times/ circumstances/ available energy resources have changed since then but I offer it again (in less colourful and more rigid form to suit the computer) as another trigger (along with those offered by Cliff and Ruth in last month's newsletter) for the wider discussion which we never really seem to get around to but which goes on all the time!

ii) This 'vision' is based on my assumption that Community Building (the process) is a good thing ... a gift to the world ... a starting point for opening up hearts to other ways of being/ doing and doing in being, and that everybody should have a chance to know about it.

iii) The ideas are based on two fundamental requirements:-

- the generation of as many events as possible to give as many people as possible an experience of the process,
- follow up and support for those people who are inspired to take the process/ experience with them into their lives/ workplace/ neighbourhoods ... and

‘At the still point of the turning world. Neither
flesh nor fleshless; Neither from nor towards,
there the dance is, ... and there is only the
dance.’ T.S. Eliot, ‘Burnt Norton’

I have found this book relates quantum
physics to certain ways of being in this world
which I have come to largely in an experiential
way. She relates science to philosophers,
ecologists, poets, lawyers and religion, and
helps me to link parts of my education and
mind with my experience and beliefs today. In

I’m Shian - and Yes, I do want to change the
world. And this is the way to do it -
Community Building.

It’s better than going to war -
Better than Bombs or Bullets.

When I was little was Hitler’s war
“To make the world Safe for Children”
they said

But is this present world a safe place to be?
When schoolchildren can be shot dead?

So out of the silence I own my distress,
My anger, my conflict, my innermost mess.
I feel wobbly and weepy and let that be
seen,

I’m more vulnerable now than ever I’ve

Following my suggestion in Issue 47, Armando
Magnino and I have decided to have a ‘special
issue’ of the newsletter on ‘community
building and personal relationships’, which will
include committed partnerships. We will be
working together on it, aiming for the April
1997 issue. We have in mind that quite a
number of us involved with community
building have found that the principles and
practices have affected our approach to our
relationships quite significantly, and in
different ways. We hope that several of you
will feel moved to write of your experiences,

her final chapter she concludes with a model
for society to explore which includes:-

- the need for new thinking
- recognition that we are both self and
other
- living at the edge
- celebration of diversity
- commitment to dialogue
- commitment to our common ground
- commitment to the future

I would recommend this to any scientist with

been.

I am helped when the anger of others is
shown

Their vulnerability’s as sore as my own.
I’ve Company now as I walk down the
Road

And its great how good Company can
lighten the load.

Changing the World is my Ultimate Dream
in my time

That Dream’s my precious baby and I’ll
protect her from all harm

And if that’s too big a project begin with
right now

At least I can change my own attitude now
I’ve learned how.

draw pictures, write poems, or share thoughts.
We also intend to do things like commission
contributions, invite thoughts from abroad,
reproduce relevant passages from books, and
try to find some way of taking forward the way
community building works in the context of
personal relationships.

If you would like to contribute in some
way, or find out more, then please contact
Armando at 21 Aylesford Street, Leamington
Spa, Warwickshire CV31 2AL Tel: 01926
337409, or Peter at the address on the back
page. We will keep you informed through the

The picture of community building as a forum for self-revelation is quite a powerful one. There clearly is a hunger in us to be seen and heard. It is a longing which draws people towards community. Within the community building model this longing can easily be transformed into a working assumption. We are gathered together to be seen and heard, therefore the process of “making ourselves visible” becomes central. Visibility requires some activity on our part, be it speaking or doing, to show who we are. This can easily degenerate into the belief that community will not happen until we come to know each other. The danger here is that the workshop can take on the quality of a performance space, where participants, more or less patiently, await their turn.

I want to offer an alternative picture. I believe the process of moving from closed to open is a clearer expression of the central dynamic of the community building model. I realise that open/closed are not very exact terminology, but despite the vagueness I think they invoke quite different assumptions.

Openness

Firstly, it is clear that the struggle towards openness exists both within and between participants. Openness is not an activity, but a place to be, a place to act from. That means I can experience this dynamic in my own speaking as well as in my listening. In this sense openness feels more like an inner discipline than an outward behaviour. Openness does not require doing.

Community building makes much of sharing our brokenness. Many of us have direct experience of this and clearly it ‘works’. What makes such sharing so powerful, is largely I believe, because pain, our own and others, has the capacity to break us open. And in that openness there is the opportunity to approach, touch and begin to be healed. This is important stuff, but it can easily be raised to the level of dogma - that the way to community is to share painful stories.

Another way

While sharing our pain is one way to openness, I don’t believe it is the only way. Openness has no specific agendas. The question of being “moved to speak” is transformed into an awareness of what needs saying doing to unlock openness. And if there is no block, then openness can still be expressed, can still be present in the quality of my listening. Openness, unlike visibility, is not a sequential process - openness lives in the silence as much as the speaking.

I know all too well that there are innumerable ways to be closed. I also believe that it is important to know what being closed is like - to feel and see the heartache caused both in myself and for those around me. What one person needs to say or do, or not say or do, to open themselves varies enormously. Nor does the opportunity to practice openness end with the ending of the workshop.

Expectations

I am not sure how this shift in working assumptions would play itself out in the CB circle. I do feel that as a facilitator it is important to be clear what meta models I take into the workshop. My way of seeing and responding are bound up with my hopes and expectations - as are everyone else’s.

One of the unique features about community building is that it unabashedly invokes spirit or the quality of grace - and so I want to end with a Hassidic saying which asks where does God dwell? The answer, far from relying on doctrine is simply - God dwells wherever there is an opening.

Michael Jacobs

From ACE

We would like to welcome back Alrisha Gillies as a returned member. Alrisha has been away in England where she has gained a lot of community building experience with CBiB. Alrisha has also become a Trainee with ACE and plans to

The “Holding Group” met again, on Monday 8th July; we are Anthony Kirke, Cliff Jordan and Ruth Goffe. Thank you to family Goffe for your hospitality.

Yet again we had a full day - I filled six pages with notes. (I’m usually satisfied in non CBiB meetings if I fill the back of an envelope.) Life since then has been hectic, hence the brevity of some of this record - apologies for any omissions.

We spent the first hour and a half doing a lot of important work - remembering what we were there for, giving time and energy to our connection with what we value in ‘community building’. Difficult to record whilst staying with it; all I can report is that I made a commitment to myself to sketch in a map of where I draw support from, in CBiB and the rest of my life too - the people, structures and resources that support me and the places or sources where I feel my energy renewed/refreshed.

The second session started with us organising our agenda - and then into it:

Finance

Erica had sent information about the March CBiB account: at that point it held about £3,200. We didn’t spend long on this subject, but I note that although I believe this is the highest balance for more than 18 months, there is still a lot of caution in the holding group about our financial position: it is very hard to predict how any event will turn out financially.

Opportunities for Learning

Cliff had spoken to Gerri Moriarty, who had raised this in the leader training group and received several positive responses. Bringing these together with interest expressed by various possible participants, strongly voiced, Cliff proposed:-

- a new programme
- its genesis to be flexible to the desires of the participants
- its purpose is to provide opportunities for people to extend and develop their community building awareness and skills, and including aspects of

facilitation in groups, but ..

- it is NOT focused on producing facilitators for CBE/CBW’s (although participants may wish to go on towards this)

We agreed to support the development of such a programme. Cliff to speak to Gerri, Lindy and others about moving this forward.

We confirmed existing policy that those who incur expenses doing work for CBiB will be supported in this as long as funds are available.

Constitution

We spent a lot of time on issues of “membership”. The existing thresholds do not provide a tidy scheme of different levels of involvement.

- At present, those who have completed a CBiB event can consider themselves part of CBiB. (Some do and some don’t.)
- Historically (there have been two), “Network Gatherings” have been open to all these.
- The mailings go to all these, except for those we have had no contact with for several years. (The mailings also go to all enquirers in the last year or two who have not yet been to an event - of the 1080 addresses currently on the national mailing list 642 have attended an event.)
- Some people consciously participate further in CBiB (and we wish to acknowledge some obligation to keep these more fully informed.)
- The newsletter is open to all subscribers.

There was desire in the holding group to “rationalise”, somehow, and make more explicit a “committed” membership (e.g. all who attend events could be ‘eligible’ for membership; upon consciously joining they would become ‘members’ with certain rights, such as the right to attend CBiB “General Meetings”).

How we ploughed and sifted! And we

have to return to it and make even more sense of it.

Anthony is to approach NCVO for advice. We approved Anthony spending up to £30 on professional (legal) advice offered by NCVO if necessary.

Meetings

Having mentioned 'Network Gatherings' and 'General Meetings', we considered bringing an embryonic one into being:-

Last spring, a "Joint Meeting" (more CBiB-vocabulary to absorb) was held, open to all members of the holding group and the leader training group. It decided to set up another shared meeting in the autumn (October 19-20). In the holding group, we now feel that our agenda for this meeting is less to do with HG/LTG relations, and more to do with furthering work in the areas that emerged at the last meeting: "learning opportunities", "power and constitution", and "communication within CBiB".

We want to involve others in this work, so we are seeking the consent of LTG members to change the nature of the autumn meeting, so that all willing to further this work may attend and contribute. If you wish to be part of this, drop me a line and I'll keep you informed; space will be limited.

We do not want this to take the place of a "Network Gathering" and very much appreciate an offer from John Hoggett to help bring one into being.

In addition Anthony offered to put energy into organising a CBiB General Meeting in 97 and he is looking for others who can help with arrangements for this.

CB events

We shared at length our knowledge of CB events and support needed. This included appreciating the work of all involved, and sometimes the pain involved too in participating in CB events. Financial nuts and bolts briefly:

- Southampton CBE had 36 in the circle, and was financially successful
- Braziers CBE had about 28, and covered its costs
- 'Men Behaving Boldly' hadn't taken

place yet: looking to be just enough participants and income

- London in September - publicity is getting around

- Othona, Crediton (Devon) and publicity work for events:

... at the time of the meeting, Alex Sharratt had come to a decision about needing to cut down on commitments drastically for health reasons. This process had gone in stages and in conjunction with coming to terms with clear medical advice. She has now given up all "work" involvement in many groups, not only CBiB. During the meeting we faced the fact that Alex was no longer able to do overall media publicity work planned for forthcoming events, and no-one else has stepped forward as a result of our appeal sent with the last newsletter. On the basis of how much energy was available from the other organiser, Alex has dropped starting to make arrangements for Crediton (Devon) CBE altogether.

- Concerning the residential event at the Othona Community

....Alex had produced a leaflet and already distributed some 1500. She had already done a massive amount of work. Bookings are already coming in. Alex was to have done the bulk of the organisation although Othona are joint sponsors. She was contact person given on the leaflet. However, she could not do any more work, respond to enquiries or deal with bookings. We came to terms with accepting this situation. We appreciated how much Alex had done already. We agreed that Ruth would search for a solution to fill the gap left by Alex's need to put it done right now, and we became conscious of the very sad but real situation that if we were unable to fill that gap, then none of the three of us saw capacity ourselves to carry that direct load in addition to everything else we are doing. We agreed to resolve the situation within a few weeks one way or another.

(Since our meeting, happily, the Othona community have agreed to handle bookings, and Mandy Carr is taking more direct responsibility for enquiries about the process. Ruth is HG link person with the holding group

for this event, with Gill Firth available at the end of a phone as additional support to Othona. Amended leaflets have been printed for the CBiB national mailing due out early August.)

- 'Church going Christians' - we saw briefly a draft of the leaflet in preparation
- London in December - a new venue booked; Cliff remains link person at least until after the September CBE
- Monkton Wyld in February. A public event, hosted by a residential community who are trying out the process on themselves in ongoing meetings with CBiB facilitators.

We affirmed the desirability of sponsors having attended a CBE themselves.

We ask that texts for publicity are checked before printing by the relevant link person, and by Colin Harrison, from the facilitators' perspective; and that organisers do not assume that old leaflets are still appropriate.

Network Support

We were very pleased to see the latest newsletter and Peter Cooper's ideas for its development. Peter had written a very clear letter of commitment for us in the holding group detailing what he expects of himself in regard to CBiB, and he mentioned that he got the idea from what ACE members have been doing.

He commits to:-

- *edit, print, distribute, collect subscriptions for, market, and grow the newsletter in a self-financing way*
- *maintain the database of names and information, provide labels and lists, answer queries, and forward information on request (material costs to be reimbursed)*
- *provide occasional administration support to task/process groups on request, including printing and mailings (material costs to be reimbursed)*
- *co-ordinate the physical side (printing, mailing, responses) of six-monthly national and regional mailings on request (material costs to be*

reimbursed)

- *maintain an internet web site on a 'best efforts' basis (no funding is required), and keep in administrative contact with overseas CB organisations*
- *create, promote and maintain a repository of resources (self-funding) [unless this is happening already?]*
- *be involved with reviewing documents and discussing practices as requested, contributing my professional insights as appropriate*
- *operate within any agreed guidelines, and account to CBiB people for any of the above, on request*
- *attend an event at least once every 12 months*
- *attempt to use and develop principles I learn through CBiB in my everyday life*

He adds *If there were a group fairly local to me that was committed to encouraging and enabling the network then I think I would be happy to be part of it, but at the moment I cannot commit to creating it (because of the limits on my time and energy). If it naturally arose I would be delighted. I would envisage such a group could do some of the following:-*

- *being an ongoing task/process group in its own right, struggling with all that means, and with the realities of on-going community*
- *supporting me in the above commitment, or possibly taking joint responsibility for some of it*
- *encouraging and enabling other on-going groups of all sorts*
- *following up event participants so that they can relate to the CBiB network in a way and to a degree that is comfortable to them*
- *encouraging and enabling communications and support between members and groups within the network*
- *encouraging new ideas and challenges from everywhere*
- *organising 'gatherings' as appropriate*

Publicity for Events

A national CBiB mailing will go out early August: Peter and Ruth are getting the database

ready, Ruth will co-ordinate the material for it, and Peter will co-ordinate the stuffing.

So far there has been no response to Ruth's appeal for someone to come forward to put energy into advertising and publicity: this opening still exists.

Three-way Facilitation

In the last few minutes we looked at this issue, which we had left over from our last meeting.

We recognise that it has become the norm for the leader training group to discern three rather than two facilitators for each event. We

wish the fee payable for facilitators from CBiB to remain the same, i.e. a total of £200 per day for a team of UK facilitators, split either two or three ways according to whether there are two or three facilitators. We are willing for CBiB to cover the third facilitator's expenses. In the case of American facilitators CBiB has separate agreements and responsibilities towards them. We did not discuss the case of an American facilitator alongside two British facilitators and will endeavour to consider this at our next meeting.

Booklet for Sale **Ongoing Community** **(Small Share/Support Groups)** **Formation and Maintenance**

Fourth edition June 1994 By Jerry L. Hampton - 48 pages

Includes

How to start an ongoing group

Model Meetings

Guidelines for meeting conduct

Ideas for group starters

Group maintenance

Ongoing groups and their characteristics

Why some groups fail

Forming groups in a workshop

What now? - After the CBW

Books on community

Study Guide - 'The Different Drum'

Copies available now from Peter Cooper (address on back page)
for only £5 including post and packing.

Jerry Hampton (who has had a long association with community building in the USA) has licenced me to sell copies of his guide, which is now in its fourth edition, and I am making copies available at cost because of the importance I attach to nurturing ongoing groups (even though I am not yet part of one!). See

The following are a group of questions that you can use for a self debrief of behavior in a community building setting. It is often helpful to do this evaluation in a group of people and exchange your views to enhance learning about barriers to community.

EXPECTATIONS: Did your expectations become a barrier? Did you change your expectations or let go of them to be part of the group? How did that feel? Did it in any way feel like giving up your "self" to be what the group wanted you to be?

PROBING: Did anyone probe you for information? How did that feel? Did it create a barrier for you? If you were probed and did not like it, what kept you from confronting the prober? If you were the prober, why did you probe? Did it have anything to do with keeping the focus off of you?

CONTROL: Did anyone try to control you or what you said? How did it feel? Were you aware at any time that you were trying to control an outcome? If you tried to control, what was the reason? Was it to control what might happen to you? Did you notice others trying control?

BLAMING: Did anyone blame you for what was or was not happening? How did that feel? Did you blame anyone? What was your motive for the blaming? Did it have to do with trying to make some other person responsible for your behavior?

FIXING: Did anyone try to fix you? The group? How did that feel? Did you try to fix, heal or convert anyone or the group? Are you now aware of how this is done, often well meaning, but unaccepted? Can you fix anyone other than yourself? What is your level of acceptance of people just as they are? [A genuine and sincere listening ear will facilitate a person fixing themselves.]

AVOIDANCE: What did you do to avoid looking at yourself? Think about this. What was behind the avoidance? Fear of rejection? Fear of loss of control? Were you part of an avoidance project? What did the group do to avoid doing what it needed to do? Did group

norms that facilitate avoidance?

PROJECTS: Most groups are creative in making projects that have something to do with avoidance. Can you name several projects in our group? What do pseudoprojects represent in a group? Sometimes projects are things, sometimes its people and often it's something completely outside the group and the room. Projects can be a way of fooling ourselves and have many of the characteristics of "organizing a group" and represent avoidance. Often they are barriers to community .

SCAPEGOATING: Did you feel scapegoated? Were you part of a scapegoating effort?

EXCLUSION: Did you feel excluded at any time? Did you exclude yourself? Did some person say anything to make you feel excluded? Was your feeling of exclusion accurate or is this something that often happens to you? Did you exclude any or person either by avoiding them, emotionally tuning them out, or by making a judgmental statement? Did you later change the exclusion?

RISKING: How much do you risk in a community setting? What keeps you from risking? Is it fear? If so, fear of what? Do you wish you would risk more? What will it take to risk more?

LISTENING: How well do you listen to what people say? Do you hear what is not said with words, but with emotions or body language? How about listening to what is not said? How can you listen with your whole being, body, mind, spirit and heart?

SILENCE: How comfortable are you with silence? Can you listen to yourself? To your source of spirit? Do you recognize respectful silence for another?

BOUNDARY OR BARRIER: Are you aware of any boundary that was a barrier? Are you aware of any boundary that you want to change? How will you do that and how will you know if it is safe to change?

Jerry L. Hampton

Why is it that writing this article is so difficult? At the end of the workshop I felt so clear, strong, open... and now, just a few days later, it feels like the insights I have gained, the changes I thought I had made are gone. Sarcastic voices in me tell me that that_s just the way it is, that these workshops are nice and interesting, but that_s not real life, is it?

The first day of the workshop was really hard for me. I have been on a few CB workshops before, and yet this time it was scarier and harder than at any of the others. And I am sure it was due to the fact that there were no women. I hardly spoke with anybody, and felt scared and out of place... By dinner time I was seriously considering calling my partner and asking her to come and pick me up: I did not want to be there. I could not see any point in it: it felt like every single man in that group was just as f****ed up and messed up as me, if not worse. What did I have to gain from such a company? What could I learn from them? Even a very enjoyable game of volleyball only lifted my spirits for a brief time.

Saturday dawned and I was still there. I felt scared, abandoned. I did not feel any respect for anybody in the group (except perhaps the facilitators - and even that was quite strained). I told the group how I was feeling.

Later, one of the facilitators made a comment about “hunger” - and it tore me apart. I got in touch with the pain of years of not being able to say what I want; of feeling that I did not deserve it and I had no right to ask for it; of making myself small, hiding myself away so that others (more deserving, more important, more strong-willed) could have what they wanted. The pain of not being able to be who I am, fully, in my relationship. The pain of feeling small, weak, skinny, young, inexperienced, wrong, ignorant... The pain of not seeing my strength, my clarity, my wisdom, my passion; of hiding them, denying them even to myself... I cried for a long time.

From then on I felt more able to relate to the other men in the group, I started to see them more clearly, as individuals, as persons that I could relate to, talk and play with. In the afternoon I felt a change in the energy in the room. There was power in that circle. Much different from anything I had experienced in previous CBW. Not less strong, but different: no so much the warm holding embrace I have felt before, but the sharp, strong flavour of a cold mountain stream. Not the powerful rolling of the sea, but the driven clarity of the mountain winds. It was easy at that point for me to feel a presence holding a steady powerful drumbeat, so that our drumming could go on, so each of us could add their voice to the throng...

Sunday: that was a powerful day. The facilitators left it open for the group to organise, so that we could do what we wanted with it. Many of the men decided that they wanted to go through some form of ritual. So did I, and I asked the group. I said what I wanted. Not in my usual hesitant way, just hinting at it, leaving out important details for fear of being too demanding... I asked for what I wanted. With all the details I was aware of. And I got it. And such was the grace that surrounded us that day that I got it tenfold. I had what I asked and more. It was painful. I was born by men, so that I could re-enter the circle. I walked through my gate, as it was being held for me; as other men were holding a bridge I could walk on. Something shifted in me when I crossed the threshold, and I found my voice again, I joined the celebration with my shouts, not scared or ashamed anymore of who I am.

That was nearly two weeks ago. Or perhaps a million years ago. Things seems to have gone downhill since then. Facing the “real world”, I feel lost again. I have slipped into old patterns and fears. At times I am afraid that I have not changed at all, that I cannot change. Perhaps, that’s why it is so important to write

this article now: to remind myself of what I have learned, to remind myself that it has happened and that I can feel like that: strong, clear, whole, open and loved.

I miss the men I met. I miss the Circle. I want to go back to that embrace, to that place where I felt loved and held with such strength and depth. I know that that's the challenge: to carry that circle with me; to know that I am loved and strong and clear; to hold on to my voice in the face of fear; to know that I am held, and to trust that embrace.

I want to thank the men that shared that

experience with me. I want to thank Michael and Colin, for their strength, their courage, their trust in the group and the Spirit of Community. I want to thank the people that made my ritual possible, the men that built the gate, that carried me, that held the bridge as I was crossing, that drummed my coming, that carried my clothes, that welcomed me and cheered for me.

And I want to ask them to keep me in their thoughts: I need and want their love and support, especially when I am too scared or ashamed to ask, when I get so confused and caught up in my fears that I forget.

Resources Available

via Peter Cooper (see back page)

Book: "Ongoing Community" by Jerry Hampton - £5 inc p&p

Past copies of the CBiB newsletter, and index

Book lists and other FCE material on the internet

"mv2spk" on-line community

FCE and ACE newsletters

Paper: "Adventure Education: Two Approaches" by Armando Magnino

I am also trying to see if the following can be made available in the UK VHS format:

Video: "Searching for Community"

Live the Questions Now

I want to beg you as much as I can to be patient
toward all that's unsolved in your heart,
and to learn to love the questions themselves,
like locked rooms,
or like books that are written in a foreign tongue.

Do not seek the answers that cannot be given you,
because you would not be able to live them,
and the point is to live everything.

Live the questions now,
perhaps you will then, gradually,
without noticing it,
live along some distant day
into the answer.

From Keith Byler

CCC stands for Community Continuity Conference, and it is an annual workshop that FCE sponsors. It involves considerable time for community building in the circle mode, as well as other time for networking around ways to foster ongoing community in various venues (work, family, community action, spiritual arenas, etc.) Part of this has to do with trying to continue to grow in our understanding and application of these principles in our everyday lives. At night, there is a lot of music and fun, a community-based "moved to perform" talent night, etc.

There are usually folks in from other countries who come for the conference. Some share with the group about CB in their countries. This year I know of folks there from

South Africa, Australia, Great Britain, Spain, Sweden (I think, could have been another Scandinavian country), Taipei, and of course, Canada and the U.S. Maybe more that I can't remember

From Yehudit Lieberman

I returned Monday from the Community Continuity Conference. For me it was wonderful, intense, tiring, expanding, provocative. One highlight for me was playing music with the other musicians there (Colin Harrison, Anne Monger, Fran McKendree, George Moskoff, and others who joined us). Playing music in community and for community. Finding affirmation for doing music as my primary "thing" in the world.

Another highlight was the special interest group on Diversity, led by Pat Callair and Ron Hopson. The energy that I felt in that group, and rippling out of that group through the larger conference, was amazing. I realized how much pain, despair, and helplessness I have felt over the racial splits in the US -- and the segregation in my life. And I could only acknowledge this pain and despair because there was a community to be with, and for the

first time for me some hope that it can change. I committed to support the Diversity Initiative in FCE -- a serious effort to grow FCE into an organization that is truly multiracial and multicultural.

From Michael Korgie

At CCC'96 several of the folks from CBiB (Community Building in Britain) were present (Colin Harrison, Anne Monger, Christopher Cooke, and a lovely short red-haired woman who's name I can not recall). I found them to be very loving, very passionate and very insightful in what they are doing with the FCE's Community Building model.

One of the adaptations that CBiB has made in the three day community building model is to incorporate periods of teaching within the community building experience itself. That is....they would spend time in circle and then transition to a period of teaching based upon the learnings that were made available in the circle....and then transition back into the deeper reflections within the experience itself. The struggle in explaining this is that they can not tell in advance what teaching will be accomplished because it is always based on the learnings that are available from the experience itself. How wonderful....to me this sounds more like the teaching that is appropriate to the moment rather than teaching what was pre-planned. It also seems like this blends the experience of community with the conscious awareness of community building principles that many people are looking for.

It takes a tremendous amount of commitment and focus and energy to both be in community and to engage purposely in the activities that will enable it to unfold for others.

There was also a special interest group at CCC on "Spirituality and Community Building" which I attended. It is obvious that there is a great need and interest for spiritual renewal within the churches and that community building could be an enabling

Taunton: Contact Julia Forse 01823 257371

London: Both groups CB 2-6pm, bring lunch to share from 1pm if you wish, and a cushion. The South London group is no longer meeting. To connect with people who would like to build community regularly with others in South London contact Yvonne Poulson 0171 635 0181.

West Hampstead, North London - Second Sunday each month. 'A seeking after deep communion with others'. Contact Margaret Walsh 0171 794 9158.

Muswell Hill, North London - Usually last Sunday each month. Contact Tom Deevy 0181 444 9764. (This is the long established group which has been meeting in Finsbury Park at Angelo's.)

Leamington Spa: First Monday in the month, 8pm. New members welcome. Prior attendance at a CB event necessary. Contact Tracy 01295 770367 or Debbie 01926 337 409.

Sheffield: Meets monthly. Contact Alison 0114 2301739.

North West England (including Darlington): First Sunday in the month. Road Less Travelled support group. Contact Indi Garcha 01325 468881.

Durham: Long established Road Less Travelled group. Fridays fortnightly. Contact Pat Watson 0191 388 8951.

General Enquiries

about Community Building in Britain or Community Building events:

Anthony Kirke, 125 Greenham Road, Newbury, Berks, RG14 7JE Tel/Fax: 01635 47377

Newsletter

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Peter Cooper, 1 Evergreen Close, Woolmer Green, Herts SG3 6JN Tel: 01438 813765 Fax: 01438 814986 e-mail: PeterCBIB@aol.com

Please send items for inclusion in the next issue to the same address by 14th September 1996.

For convenience of personal contact, the address and telephone number of letter-writers will normally be published, unless other instructions are given. Contributions of any sort (articles, pictures, poems, letters etc.), and of any length, are welcome from all involved in any way with the CBiB network. While every effort will be made to