

# Community Building in Britain Newsletter

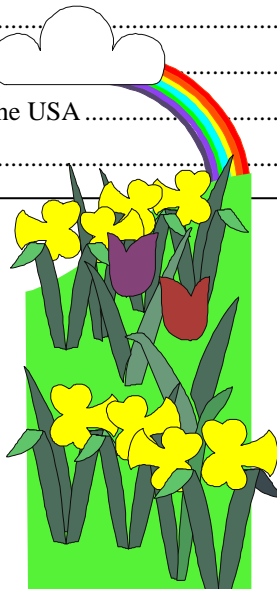
Number 68

March/April 1999

*The newsletter is issued by a growing network of people in Britain who are committed to developing community building beyond that originally described in Dr. M. Scott Peck's book, 'The Different Drum', and as further developed by the Foundation for Community Encouragement in the USA (FCE).*

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# Editorial

This is my last editorial, and I write with both sadness and happiness. I am really glad that Rachel (Castagne) has felt moved to take over as editor. We have had several long conversations and we have met up for a few delightful hours

I am sure Rachel is going to bring a new vision and energy to the newsletter, and I will be supporting her as she gets into it. Do read her introduction to herself and help her feel connected to the network.

## Working together

While Rachel still wants me to I will be carrying on working in the background - collecting subscriptions, putting the articles into their final shape on the computer, getting it printed and distributed. But Rachel is now your first point of contact about contributions, articles, letters etc. We have talked about how we will work together, and I am sure it will develop as time goes on.

## Subscriptions

Now that we have a new editor I can start taking subscriptions for the current year, running from April 1999 to March 2000. The newsletter has been £8 pa ever since it started in 1991, and I wish to make it available to as many interested people as possible, so have decided to increase it to £10 pa. If this amount is a problem for you please feel free to pay less - all I ask is that you do want to read it and to keep in contact. There are some who give extra so that others can receive it who might not otherwise.

There is a form later in this edition for you to cut out and send in with your cheque. If you have already subscribed for the coming year please do not feel you need to send in anything extra - a special thanks to those who are prompt!

## Schools

This edition has one or two articles relating to schools and colleges. I mentioned last time that I heard of our local schools using

something called 'circle time' which sounded so like some aspects of community building.

This prompted Murray White, a subscriber to the newsletter, to send in some literature about circle times - which he has been very involved in founding - and 'self-esteem'. I hope you find this as interesting as I did.

I am passing on to Rachel the materials I had on the other groups I mentioned last time (Alternatives to Violence project, Christian Life Community), as well as other materials I have accumulated in my 'bottom drawer'.

## Email and the web

I have been working on revising my unofficial website for CBiB, and plan to continue to do so. If you are interested you can find it at the address given on the back page of the newsletter - or email me and I will send you a link.

I would be delighted to receive comments on the website, and if you would like me to provide a link to your personal page, or your favourite sites that relate in some way to community building then again just email me.

If you are on email and have not already sent me your email address then I would very much appreciate it if you did. This will enable me to keep you updated with news about the activities within CBiB more easily and cheaply.

*Thanks for your past contributions, your support and all your comments*

*Peter Cooper: Editor-for-the-last-time*

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**All future contributions, letters etc to:**

*Rachel Castagne  
Flat C, 257 Preston Road  
Brighton  
BN1 6SE65*

*(Tel: 01273 382 864)*

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*You can still email things to  
PeterCBiB@aol.com and I will make sure that  
Rachel receives them.*

## Community Building in Britain Events

<u>Date</u>	<u>Place</u>	<u>Contact</u>	<u>Fee</u>	<u>Notes</u>
27-28 Mar	Edinburgh	Sat/Sun: Vicky 0131 667 9274 Mon-Fri: Lilian 0131 538 1887	£70	CBE
16-18 Apr	Abingdon Oxfordshire	Sharon Usher 01235 848132	£85 £120 residential	CBE
29-31 Oct	near Birmingham	Peter Laxton: 01446 711569 Teän Stuttaford: 0121 420 4390	£150 residential	CBW for followers of Jesus/Messiah
11-14 Nov	Othona, Dorset	01308 897130	TBA	CBW

Note: - **CBE** stands for “Community Building Experience”, which provides an opportunity to build community in a large group over two days. In a “Community Building Workshop”, or **CBW**, a third day is added so that not only can participants experience the building of community but they can also learn about the process through discussion and reflection.

**FCE** stands for the Foundation for Community Encouragement - the companion organisation to CBiB in the USA

There are two other sets of initials you might hear about (although neither types of event has been arranged in the UK for a while). **CBSS** stands for Community Building Skills Seminar, which deepens understanding of community principles and behaviour; it focuses on the skills of facilitation and leadership and teaches how to evaluate and monitor the processes of community building in ongoing groups. **LEP** stands for the Leadership Education Programme.

### New addresses

Anne Rutherford

St Edmunds Cottage  
5 St Edmunds Terrace  
Upper Vobster  
Bath  
BA3 5SB  
(01373 813353)

Chrissie Sugden

Camus Arsa  
Lunga  
Ardfern  
Lochgilphead  
PA31 8QR  
(01852-500684)

## Community Continuity Conference (CCC) in America

Details of this conference were given on page 9 of the previous newsletter, but I was missing some details then. It starts on Wednesday, July 21<sup>st</sup> 1999, and the cost for attendance will be US\$625.00 (if booked more than 2 months prior to the event), and US\$700.00 otherwise. Contact FCE in the USA (206 784 9000) for more information.

# Introducing Rachel

Greetings fellow Community Builders!

My name is Rachel Castagne (silent g - so it sounds like Castani) and it seems more by a process of default than anything else that I'm to be the new editor of the CBiB newsletter. I have to say that following in Peter's footsteps seems a bit of an awesome task. I went to visit him for a briefing of the job and was blown away by his efficiency and organisation, not to mention the lovely warm welcome.

## Uncharted territory

Anyway, enough of trepidation. Suffice it to say - I've never edited a newsletter before, so I'm entering personally uncharted territory. Peter has briefed me on the required tasks and I would welcome any support and suggestions from 'out there'.

I'm 30 years on this planet and have studied Psychology and Communications at Liverpool University amongst other things... I engage in Holistic Massage on a part-time basis, enjoy my allotment (I've a passion for growing things, and digging deeply) and am kept on my toes by my outrageously gorgeous 4 year old daughter, Coral (so-called because she was born in the water). She helps to keep my feet on the ground and reminds me of the importance of mischief.

## New creation

I've been interested in Community Building ever since my time in Liverpool when I read *The Road Less Travelled*, *The People of the Lie*, and *the Different Drum* (over 10 years ago). At the time I became involved in a young Christian Community called *New Creation* - which consisted of young people (mostly) taking a year out between school and Higher Education to live in "community" with Christian Brothers or Sisters of the Infant Jesus.

Whilst living community, they played a lot of good music and did retreats in schools. There was much talent in this group and the music and singing was particularly powerful. It was an expansive and formative time for me both spiritually and emotionally.

Unfortunately the group later folded - it didn't really survive the transition to becoming a 'leaderless' group.

## Meant to be?

I'd always vowed that if the chance to experience 'Community Building' as Scott Peck described it came my way I would jump at it. Yet when I saw the leaflet for the CBE in a trendy cafe in the Lames in Brighton I more or less ignored it thinking I couldn't afford it.

However a month later, different cafe same leaflet- I couldn't ignore it. Thank God! There were 33 places, Jonathan told me I was the 33rd person to phone up... Ever had the feeling that you were meant to be somewhere? I went on to meet regularly with the small group that arose out of that weekend. We meet monthly on the 2nd Saturday of the month and are open to anyone who feels moved to be with us.

## Emotional honesty

I feel both blessed and privileged to have had the experiences of community and groups that I've been led to - I'm very drawn to groups and interested in group dynamics. I don't pretend to know what Community Building is about, except that for me it really has to do with authentic communication, emotional honesty and daring to reveal the 'real' me.

More than anything, I have learnt about listening, listening to the spaces between the words... and I am continually being faced with lessons around 'embracing differences'. It is always especially powerful for me when people with differing beliefs and values can actually own and acknowledge those differences and yet choose to work together on the task in hand.

## The marginalised

I am not one for believing there is an 'only' way - however I feel that Community Building has much to offer our world. I seem to be asking myself many questions - eg How does one begin to build community in the face of the pain of racism?.. I'm thinking of all the issues raised by the Stephen Lawrence

Enquiry... I would like to see CBiB expand so that we could serve more people including the Police Force (as one example). I would also like to find creative ways of enabling the more marginalised in our society to experience Community Building.

## **Introduce yourselves**

As I am fairly new to CBiB I'm feeling somewhat on the edges of the network... the newsletter goes out to over 200 people... I don't think I even know one tenth of you!...so please do get in touch, phone me up and introduce yourself if you feel moved.

I see the newsletter as providing a forum for the many different voices of CBiB... therefore there needs to be an exchange, a dialogue... even if you don't want to write an article it helps me to listen better the more views and voices I hear.

*Rachel Castagne  
Flat C  
257 Preston Road  
Brighton  
BN1 6SE65  
(Tel: 01273 382 864)*

## **Grand Draw - a preview**

Here are two plans for raising money for the CB Facilitation Course which we plan to put on in September or October this year:

The Grand Draw will cost around £4 per ticket. Prizes may include:

- Free places on community building events
- Free places on the second Facilitation Course in the year 2000
- All sorts of wonderful things donated by our membership (treatments, artistic creations, jars of honey or exotic herbs and spices, beautiful articles of clothing - think what you might be able to donate to this draw!)

As a check on the viability of this, we would like you - newsletter reader - to send us a forward pledge either of a gift, or the purchase of a ticket, or both... this will enable us to calculate what would be the likely outcome of selling tickets (and begging for wonderful and surprising gifts) throughout the CBiB mailing list.

## **Also...**

We would like to sell advance places on the year 2000 training to businesses who would like to support Community Building by paying us £750 now! Do you know a friendly business who might be intrigued by this unusual mode of charity?

*Please make your own enquiries and let me know the response!*

(And any other bright ideas for fund-raising...) Mike Roth;

3 Florence Villas, Milton Road, London SE24 0NN (Tel: 0171 737 5576)

# Facilitator Training Group meeting

I have agreed to write a personal and impressionistic account (*this means: it may not be true*) of the last Facilitator Training Group meeting - which happened at Heronbrook House near Warwick on January 22-24.

## Disempowered?

Three special circumstances stand out for me: the last meeting had been a small group and people have said it was especially heartfelt, integrated and beautiful - which would be an exceptional situation for this group (which is not well-known for these things). The present meeting was also small, but had quite a lot of difficult things to talk about, and there seemed to be a recurring sense that we were disempowered by the absence of so many people.

This was especially clear when it came to picking up teams of facilitators (*please note: Mike Roth's spellchecker automatically removes the word "discernment" and replaces it with "pick up teams"*). It suddenly became obvious we could not stay with our old rule of only picking up people who were actually there. We had to do quite a lot of phoning around and electronic arm-twisting and beseeching, to find the requisite threesomes or twosomes.

Thirdly, this was the first meeting that I had attended for one year, so I experienced the whole meeting through a haze of culture-shock.

## Topics

Things we talked about:-

What constitutes membership of the FTG? What constitutes resignation? Several old members have maintained a hazy and partial involvement or "seem to have left" but "may be coming back for the next meeting"... our self-awareness as a group seems to be constituted out of vague rumours.

Notwithstanding that several members have left with clear letters or goodbyes, we still have these vague fringes. It is clear that if people do not attend the meeting and don't send a written "hello, I'm not coming but I'm

still with you" kind of thing - and especially if they repeat such a non-communication of presence or absence - we are left with a neither-here-nor-there feeling which is not good for us.

## Changes

Michael Jacobs is leaving the group, and this was his "goodbye" visit - this occasioned a great deal of sadness and he will be sorely missed.

Anne Rutherford is getting married and is redesigning her life over the coming year and would like to take a years' sabbatical from the FTG. It was made clear she would be welcomed back and she will be free to decide where she fits in, in one year's time.

Cliff Jordan has written to say he is interested in joining the group (but not formally applying) and wanted us to think about whether we had anything to offer him, or indeed he us.

There was a wide-ish feeling (I'm not going to call it a consensus but it might have been) that Cliff has been so much a part of this group - in attending as a Holding Group contact person who made it very clear he was not a part of this group - that it would probably feel more natural to have him as a member than not to. He will be invited to come to our next meeting and lobby us.

## Christian workshop

The Christian CBW was discussed within the group on Saturday, and again with Te'an on Sunday - we seem to be thrown into disarray by anything like a strong request for particular facilitators (or in this case facilitators with a particular kind of identification)... I don't know if it's because we don't have enough shared assumptions - or explicit but unshared assumptions - which can guide us to clear "yesses" or "nos".

I believe our ending decision was that we would do our best to find facilitators with strong Christian sympathies (but please remember: I don't record the decisions, I just

come away with impressions and make up a report 7 weeks later).

## **CBSS**

We also discussed, on Saturday without Teän, and on Sunday with her, the proposal for a CBSS to be held in the near future. There was strong support for a CBSS happening, and many of the group feel it could be an excellent opportunity for one or more of us to work with an incoming American facilitator on a format which we have not worked on before.

The suggestion of inviting a team who appear to be dissociated from FCE, was greeted with some alarm - we would like to know what the dissociation is about before we entangle ourselves in it. It also seemed to be clear that the FTG would like to be working with FCE on the question of who would deliver a CBSS; we were not keen to ratify the choice which was being offered to us as a decision already made by the sponsor.

## **Facilitator teams**

Facilitator teams were picked up as follows:-

- Sutton Courtney CBE: facilitators will be Mike, Tracy and Chrissie ( + Erica and Jill as backup)
- Edinburgh CBE 27-6 Chrissie and Sharon (Mike and Anthony as backup)
- Next FTG meeting, May 15-16: Jill, Ruth, Suzy (Tracy backup)

We were lamentably unable to reach a conclusion about nominating a contact person for ambient enquiries about Community Building, if Anthony does not occupy this position. Similarly, we were unable to agree about attending a Joint Meeting with the Holding Group.

Again, it seems to me that we lack a conceptual basis for working towards either a "yes" or a "no" to such requests; I would like to know whether these inconclusive discussions come across to other people as frustrating and weird in their emotional undercurrents, as they feel to me?

Provisional dates for following FTG meetings: Sep 3-5 1999; Jan 21-2 2000.

## **Facilitator training**

The facilitators for our weekend (who did very well against the odds, I thought) had wisely budgeted lots of time (between 4 and 6 hours) for us to discuss the forthcoming facilitator training for new and old members.

This is something which very little has been decided about so far, beyond the heartfelt wish that it shall happen. Tracy Barr has been holding the place for it, as co-ordinator and central communication point; and she is determined that it shall happen, in spite of remarkably little communication so far, in that direction.

## **Design team**

It was sad to see nearly all the meeting time gobbled up by other matters, and an exhausted group on the last afternoon with about an hour left to "deal with" the training. However, we defined a Design Team of John, Tracy and Mike - and the group agreed that Mike can attempt to co-opt Cliff Jordan if he so wishes. Sharon's presence on the team was mooted, but she has since decided against this.

## **Questions**

I have thought a lot about this meeting: why it gets to feel so tense and gruelling for me at various times? why do I seem to feel so impatient and want to tell everybody what they should think and feel? Why is decision-making so agonising, complicated and slow? Why do we go round in circles? (Well, there's no other way to go, if you're in a circle is there?)

I don't want to answer these questions today (I will give a complete and definitive answer in the next Newsletter). I think maybe I would like to learn to say less things in these meetings, and try to let the crucial questions - which perhaps aren't being asked out loud - crystallise in my mind.

*Mike Roth*

# Magic Circles: The benefits of Circle Time

From SPES, The magazine for the study of Spiritual, Moral and Cultural Values in Education April 1997. Murray White is a former Headteacher, now a consultant on behavioural issues. He represents the UK on the International Council for Self-Esteem. He also conducts Self-Esteem Workshops.

Circle Times address many of the needs of today's children. Increasing stress in their lives comes from their homes, their schools and their lives generally, and Circle Times act as an excellent vehicle to counteract this by helping to build and maintain really solid levels of self-esteem.

For a healthy, prosperous, flourishing society we need to ensure that future generations are happy, creative, responsible children today, with the motivation to learn readily and behave well, and these are the benefits which high self-esteem brings.

## What are Circle Times?

Circle Times are the experiences children have, in a set period of time every day, when the teacher in each class in school gives priority to establishing a totally safe environment where every student will be enabled to evaluate and appreciate her/his uniqueness and special qualities and because of that feel secure enough in her/himself to warmly endorse the qualities of others in the group.

For a short time the academic curriculum is set aside and affective education, i.e. education of the emotions, is dealt with in a structured way. For many it will be the first time that the pupils realise the vital role that their emotions play in their behaviour patterns. This is where they can have the opportunity to see the difference it can make to try new ones without fear of ridicule or criticism. They will come to enjoy the freedom of expressing an opinion on matters which concern their daily living and feel comfortable about listening to and respecting the views of others.

## Bullies and victims

Children who have previously acted in an aggressive or passive way begin to see the advantages of assertiveness and are encouraged by the benefits this brings. Bullying shrivels and withers away when the bully understands the reasons for this behaviour and with much support from the group gets his needs met in non-harmful ways.

Victims are helped to learn how to deal with difficult situations. Children come to see the great value in friendship and relationships in the class blossom. Peer pressure becomes group support. When harmony reigns, learning flourishes.

## Self-esteem

There is a very rich, diverse menu on offer in Circle Times. All the activities which take place are based on the philosophy that to achieve a healthy level of self-esteem which will ensure a life of well-being and contentment, children need the experience of feeling well able to deal with any problem or crisis

they encounter and of feeling totally worthy of happiness, success and respect from others.

Enquiry can quickly ascertain that many children have already lost these convictions early in life through many varied negative experiences, but they can be helped to regain them, hopefully permanently, in Circle Times. Not by a quick fix, which is what so many approaches offer.



The holistic way in Circle Times means that children will gently but firmly, sensitively but clearly, be shown how to use the skills which will enable them to see the difference between silly and sensible risks, so that they will ignore the former and have the courage to tackle the latter, be able to weigh up the advantages and disadvantages in all situations, think of the options, seek solutions, and act on their wise decisions. Because of the successes they gain now they will carry their self-confidence into adulthood and remember the skills they learnt to help them achieve it.

## Having fun

Spontaneity and laughter is every child's birthright but is often missing. Having fun is an important element of Circle Times. It is not difficult to imagine that smiles formed by an appreciation of the worth of self and others

generated in the classroom when young, could begin to have a long-term dramatic effect on the negative culture which exists today as these children become older.

Circle Times are now being conducted by teachers in schools all over the country for children of all ages. The teachers concerned need our encouragement and thanks for the vital role they are taking in helping our children attain the self-esteem they need to fulfil their potential and lead productive, fulfilled lives.

*Murray White  
5 Ferry Path  
Cambridge  
CB4 1HB*

*Tel/fax : 01223-365351  
E-mail : Esteemhere@aol.com*

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## Publications on Circle Times and Self-esteem

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Note that the text that follows about these publications has been provided by the author, Murray White.  
For further information contact him at the address above.

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### **Raising Self-Esteem 50 Activities** by Murray white: 79 A4 Masters for £29.95

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**"A rich treasury - presented with  
verve and humour, meticulously laid  
out with teachers in mind, including  
notes and guidelines for verbal  
presentation"**

**Human Scale Education  
"Enjoyable and useful"  
University of Warwick**

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This is a photocopiable resource describing a wide range of different activities.

The activities are suitable and adaptable for use in primary and secondary schools and also youth clubs and adult groups. They will be popular in Circle Times, PSE lessons, tutorials and the 'odd five minutes' are ideal for incorporating into a whole school policy on behaviour, discipline and bullying.

This pack sets out to help all the participants to maintain or achieve high, healthy levels of self-esteem, so that not only will they hold strong feelings of self-respect and inner worth in all circumstances but also have the confidence to deal with any crisis or difficulty which life may present.

Well illustrated worksheets supplement many of the activities

Contents include:

- Getting to know you
- Your name, my name
- Allaying fears and worries
- Compliments and insults
- Art, craft and drama activities
- Relaxation and guided imagery
- Bonding and co-operating Affirmations : thinking positively

*Publisher: J Harrison, Folens Limited,  
Albert House, Apex Business Centre,  
Boscombe Road, Dunstable, Bedfordshire,  
LU5 4RL (Tel: 01582 470812)*

## "Magic Circles: Building Self-Esteem in the classroom": the

definitive Circle Time manual by Murray White

When the Institute of Social Inventions presented the author with the award for the best innovative educational idea for his pioneering work in promoting Circle Times, the chairman wrote "this procedure could be practised with advantage in all schools."

This resource offers a complete self-esteem programme and is a step-by-step guide to holding Circle Times in the classroom, including explanations of the basic process of enhancing self-esteem.

### Special day?

The pack is designed for use in the primary and lower secondary but is also adaptable for senior students and has been used successfully with adult groups. The photocopiable masters allow each member of staff to have the convenience of having their own copies. There are a wide range of activities described, including the acclaimed Special Day procedure.

It is no wonder adults call the sessions Magic Circles when they have seen the

benefits these bring to their pupils. Circle Time quickly creates a climate of good feeling within a school, a community trust which leads to positive and proactive learning.

## Supportive environment

The well structured manual clearly sets out ways to build a supportive environment in which the participants will come to:-

- recognise their own worth and express themselves well
- appreciate co-operation and friendship and learn how to achieve it
- be emotionally literate, being aware of, and learning how to handle feelings
- be able to cope with change and difficulty, set their own goals and fulfil them
- build healthy levels of self-esteem and celebrate their lives

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The pupils say:  
"It's a good way of letting the teacher know what you like and what your feelings are"  
"Fun", "Brilliant", "Cool", "Wicked".  
"You get to trust people more".  
"They make us want to come to school more and enjoy learning at the same time".  
The teachers say:  
"They want to work harder and co-operate with others because they feel of worth themselves".

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Available in one volume, spiral bound, £18 approx, from

*Lucky Duck Publishing,  
34 Wellington Park,  
Clifton,  
Bristol BS8 2UV  
Tel/fax 0117 973 2881*

## Self-Esteem Solutions

"Self-Esteem Solutions" is a new photocopiable resource compiled to reflect the outcome of the hugely successful 2nd International Self-Esteem Conference held in Cambridge where presenters were among the most influential voices in the self-esteem movement. The most up-to-date and creative approaches in the field were represented by

more than twenty workshops conducted by experienced trainers from several countries.

Self-Esteem Solutions addresses the crucial issues involved in promoting self-esteem in the family, in schools and in the workplace. Its scope ranges from the basic principles to the most practical tips on improving self-esteem, making it one of the

most general and useful references available on the subject.

It contains material appropriate for groupwork, classroom use, staff training and discussion and personal reflection in any number of settings. Designed as a resource tool for trainers, therapists, teachers and administrators who wish to incorporate self-esteem solutions into their work, the pack includes:

- ⇒ a comprehensive introduction to the fundamental issues
- ⇒ basic principles, practical exercises
- ⇒ summaries of keynote addresses
- ⇒ articles by all workshop leaders
- ⇒ all OHPs and handouts

Attractively presented, with children's writing from a schools competition, *Self-Esteem Solutions* can be used successfully in professional and academic settings to promote self-esteem in schools, in the workplace and in the family.

## Keynote sessions

- Self-esteem and democracy
- The six pillars of self-esteem
- Self-esteem as an antidote to crime and violence
- The human factor: the missing link to quality
- The role of self esteem in the development of feelings of affiliation in a new nation
- Turning teachers into teddy bears so that children can learn how to learn

**"Self-Esteem Solutions"** and the audiocassette **"Picture This: Guided Imagery for Children and Young People"**, with accompanying booklet, are available from Lucky Duck (details above).

## Workshops

- The self-esteem audit: building self esteem into organisations
- Creating an emotionally safe environment for kids
- Increasing student achievement and behaviour through self-esteem
- Working with our inner parts to build self- esteem
- Confronting the six pillars of self-esteem within oneself
- Kids are worth it! Parenting with wit and wisdom
- The Pygmalion concept: its practical applications
- Discouraged children - discouraged teachers? How staff development can help
- Strengthening family relationships: raising children with self-esteem
- Our bodies ourselves
- How to be so happy you almost feel guilty but not quite! Exploring the relationships between happiness, self-esteem and personal belief
- Love and esteem your voice
- Tackling severe school problems: bullying, delinquency, truancy and school phobias
- Emotional healing
- Seven steps to building self-esteem in the workplace
- Enhancing self-esteem through creative groupwork
- A workshop for healthy self-esteem
- Self evaluation and success at school
- The C'mon Everybody project
- Circle time - what it is, how it works and why children love it
- Drama as an agent for change
- How self esteem and eating problems - food for thought
- Accentuate the positive
- Poster presentation: the personality determinants of self-esteem

For further information contact Murray White (address above).

# Report from the Holding Group meeting March 13<sup>th</sup> and 14<sup>th</sup>

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The following were there: Peter Cooper, Yvonne Poulson, Richard Benzie, Teän Stuttaford, David Saunders, Anthony Kirke. Ruth Goffe came for the Saturday only. Gerri Moriarty, Suzy Adderley and Margaret Walsh were sadly unable to be present.

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This is not an Official Report; it is only notes made by me to try to let you know what we are doing, as I see it.

## Reflection

As is usual, a fairly full agenda had accumulated since the last meeting in December; however we found time to address all the issues raised in what we felt to be an adequate way, giving time for some quite deep reflection on important ones. We considered we had made good decisions efficiently and that there was a generally satisfactory feeling to our meeting, helped, no doubt, by the beautiful spring sunshine pouring in on us.

## Visioning

Central to our agenda we placed Visioning which I understand as being able to look into the future with some objectives. The idea of this is so that CBiB doesn't just drift along but tries to move itself in a direction which is most beneficial to all concerned.

To do this I believe CBiB needs to think about what it is trying to achieve or be and to plan accordingly. We asked questions: Is Community Building (CB) important? What do we want to use the tool for? We thought around Mission Statements, inspiring and compelling, authentic relationships, world peace ....

## Opportunity for the network

It came clear to me that this Visioning for CBiB was not a task of the Holding Group alone; there is a need to involve the Membership as a whole. I also realised that ideas around how this might be done should be subordinated to the wish of the whole. I have to realise that there are some who value the lack of such forward looking. We can only

create opportunity for the Network to use as they believe appropriate.

To this end we considered the possibility of holding a special Event for the network around Visioning, to allow personal visions to arise. This could be part of a future Confluence (Network Gathering).

## Techniques

So we made a decision to invite an outside specialist to visit us to see if he could help us to do this more effectively than we could do it using CB techniques alone. We considered using a Search Conference or Open Space Technique, but realised the need for careful consideration as to exactly what was needed.

The importance of this unprecedented decision cannot be overestimated: We are realising that CB is not the only and best technique for everything!

## Facilitation training.

We gave a lot of careful thought to the proposals made by the design team commissioned by the Facilitator Group. These proposals involved setting up a facilitation training programme planned for Autumn 1999.

In particular we thought about how we could give support to this excellent initiative. The financial situation of CBiB's funds do not at present allow financial support, though we felt able to provide funds to cover some expenses incurred by the planning team until its own funds begin to appear. We also saw the advantage of appointing a Support Person from the HG in the same way that we do for a public CBE or CBW. Individually we are free to give what support we can.

We expressed our desire that the training be in harmony with that of FCE, so that our trained personnel would be recognised by

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**There is a need  
to involve the  
Membership as a  
whole**

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FCE. I think we also noted the need to keep within practical boundaries, while at the same time allowing Big Thinking.

All these considerations we put together in a letter which we took great pains to write (I know how horribly difficult it can be to write a letter in a group!) We felt we owed this effort to the Planning Team for their enthusiasm.

## Further learning opportunities

Some consideration was given to holding a CBSS or some other skills training at some time but so as not to overshadow the Facilitation Training it would not be held this year.

## Additional membership of holding group

We had had an application from Tracy Barr to join us. She is already a member of the Facilitator Group and known to some of us. Realising that in accepting her into the group because some of us knew her could be construed as cliquey, we

decided to open the HG to new members for the foreseeable future, inviting interested applicants to attend for a two-meeting mutual trial period to allow mutual- and self-discernment.

I see this as a landmark decision. The HG has, in the past, only been opened at Network Events. This method may lead to us maintaining more even numbers and better passing on of the group wisdom; previously the attendance has gradually fallen until drastic action is needed to get more members.

## Finances

An account has now been produced by Gerri up to end of 1998. However, as she was not present to help with detail, we could only note that we are skint but not in debt. Sadly it does

not look as if we will be in a position to financially sponsor a CBiB member to attend the American Community Conference (CCC) in July this year - I would love to have gone again!

We gave approval for the price of the Newsletter, unchanged since inception, to £10 at the editor's discretion. We were delighted to hear that Rachel from Brighton has volunteered to taking over the editorship with help from Peter Cooper.

## Processes

Peter Cooper enthralled us with a presentation of the work he had done with Suzy Adderley on looking at what processes we need to do our job. They had looked at all the activities done within the network and related them.

Resource Management of money and people and Internal Communications were two activities which I had not noticed before. We added Visioning as another. To me this is important work to guide us in considering Goals, Strategies, etc. when we get further into the Visioning process. How we develop these activities will be important.

## Europe

Teän told us that five CBEs or CBWs are planned in Germany as a result of the enthusiastic response to the two events held there last year. She wishes to be told of any other CB activity people hear of happening in Europe.

## Future meeting dates

- April 24<sup>th</sup> and 25<sup>th</sup>, Douai
- July 17<sup>th</sup> and 18<sup>th</sup>, Douai
- October 9<sup>th</sup> and 10<sup>th</sup>, Douai
- December 11<sup>th</sup> and 12<sup>th</sup>, Douai
- February 12<sup>th</sup> and 13<sup>th</sup>, Douai

*Anthony Kirke*

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**We decided to  
open the HG to new  
members for the  
foreseeable future**

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## Events in Germany

Dear Peter,

Would you please pass on to newsletter readers the following details of forthcoming events in Germany (all in 1999):-

- 9-11 April: Hamburg, contact Regina Haß on 040 86 662234
- 14-16 June: Niederkleveez, contact Mathias Wilkes on 06251 700550
- 24-26 September: Wald-Michelbach, contact Mathias Wilkes as above
- 1-3 October: Langenhennersdorf, contact Mathias Wilkes as above
- 1-3 November: Niederkleveez, contact Mathias Wilkes as above

They will be conducted in German with translation to and from the American facilitators.

I would be happy to provide further information to anyone interested.

*Yours sincerely  
Teän Stuttaford  
136 Poplar Avenue  
Edgbaston  
Birmingham  
B17 8EH  
Tel 0121 420 4390*

## From a world trip

Hello Peter,

How are you? I am well and in Australia now (Melbourne). I have been doing some lovely things, including Universal Peace Dance workshops, experiencing what New South Wales calls "Community Building", and attending Men's Festivals here in Melbourne and in Sydney.

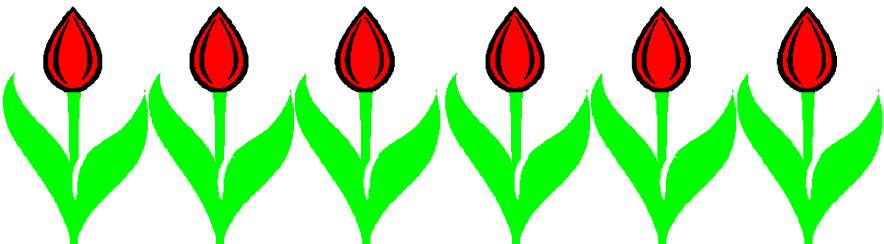
I have also been catching up with Alrishia Gilles, my cousin and some of the people I lived and worked with when I taught out here during 1995, as well as spending time alone on the land.

I'm now getting ready to come back to the UK via Asia, having got Australia fairly well out of my system, and I should be back mid to late April. I am wondering about how things are going with you and your CBiB Newsletter work. Have you quit yet? Is there a new editor?

At the risk of putting guilt onto you, which is not my intention.... I don't quite understand how we will cope without you. You have done so much work (that is hard to imagine unless one is actually doing it), and the loss of that huge energy input (that I really took for granted) will be a real jolt.

*Thank you.*

*Jonathan Melville-Brown  
jonathan\_mb@hotmail.com*



## York holistic community workshop

Dear Peter,

I'm writing to let you know that the Balance article (rather boldly entitled 'Stable Trans-Generational Community') that appeared in the October '98 CBiB Newsletter, is bearing fruit. You may remember that it ended with a suggestion of collaboration with people involved in Scott Peck-based Community Building work. That suggestion was taken up by Selma Khan and Chris Williams in York, and together we've been organising a first York workshop/gathering for the end of April (23rd-25th).

The basic idea behind Balance, as you know, is to bring together groups of people who want to be in sacred community in their local areas, and to help them ground that desire. This grounding involves a range of

understandings - from the philosophical, to the social (men's and women's initiation, new models of partnership, etc.), to the political. And the 'mode' of interaction we have been working with is 'co-creativity', which isn't dissimilar to the techniques of Community Building.

So if there's anybody else in the York area who might be interested please do contact Selma or Chris on (01904) 426919. And anyone else interested in perhaps beginning something elsewhere ~ please contact me on (01364) 73248. Or if you'd just like to know a bit more, there are quite a few articles on the Balance website:  
<http://www.users.globalnet.co.uk/~balance>

*Wishing you well,*

*Mark Josephs-Serra  
balance@globalnet.co.uk*

## Holding group membership - a personal review

Between my first CBW in November '95 and the annual gathering of August '97, it felt to me like I was very much on the outside of the CBiB entity, looking in. I would read of things going on in the newsletter, attend the odd workshop, but felt that CBiB, whatever it was, was other than where I was.

It wasn't until the gathering at Unstone Grange, where I was able to put names to faces, and get to know a few of them, that I felt ready to get more involved. I made a commitment to join the Holding Group there, having already felt moved 'in principle' to join, if my experience at the gathering confirmed it's 'rightness'.

It did, well at least I didn't get any nudges not to do it, so I met up with the existing members and seven others that September for the first of seven weekend meetings to date.

### Deepening richness

As I read back on the reports of that and all the other meetings since then, I am struck by a sense of deepening richness in the decision making process, a stronger feeling of

community and a consequent rise in energy for exploration around the whole topic and experience of community building. I think we are also developing an increasing ability to get things done effectively and manage our usually daunting agenda.

### Different skills

We've struggled with issues like exclusivity, relations between the various interest groups in the CB world, leadership, structure and the experience of the CB model and other related concepts and tools. We've built a great community and got to know each other and our various different but complementary skills and attributes.

I have found some of it hard work, and the weekends both exhausting and energizing. I have taken on some of the tasks that have needed doing, and some I've felt moved to do, but the value, for me, has been in being part of a greater whole, which I feel is going places. The future's bright! and I hope some of you will feel moved to join us in it.

*Teän Stuttaford*

# Community building in the classroom

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Ralph Wells is an electrical engineer. He teaches the building mechanical and electrical engineering technology classes in the Architectural Major of the Civil Engineering Technology Department at Cincinnati State Technical and Community College. He is very interested in how to use community building principles to make the educational experience more meaningful and applicable to the world in which the students will have to work. He may be reached at (513) 569 1789 or e-mailed at wellsr@cinstate.cc.oh.us.

This article is reprinted with thanks from the Summer 1998 Communiqué (FCE's publication).

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Community Building, with its emphasis on understanding group processes, is an excellent experience to teach classroom students how to be successful in today's fast-changing and competitive business world.

## Passive learning

Traditional educational systems in the United States have emphasized the teaching of academic data. This teaching has usually used the model of passive learning, with the teacher responsible for the presentation of the material. The teaching of the appropriate application of this data, requiring an active role of the student in working successfully with other people has often been minimized if not totally ignored.

Yet, companies all over the United States are stating that they find the graduates of our school systems sadly lacking in their ability to apply their academic education in a manner appropriate for the interactive realities of the business world.

## Creative solutions

Community building, by bringing the class through all the group stages, helps teach students to interactively transcend their differences to come to creative and rich solutions to problems. After all, creativity, by definition, means we are doing something in a different manner than in the past. If differences are not allowed, then the most creative solutions will never be discovered.

The use of community building in the classroom also helps create a safe environment for students to play and experiment, while still holding them accountable for their work. Most importantly, the use of community building in the classroom generates the synergy available through the partnering of the intellect and the heart.

## Various techniques

I have used several techniques to apply community building in my classroom. These techniques may be many things; whimsical, confrontive, playful, and loving to name just a few, but unless grounded in basic underlying values and principles, the techniques become ways of manipulating instead of ways to empower. Specific techniques will vary according to the age and experience of the students, the underlying values will not.

## Values and principles

The underlying values and principles in my classroom are very similar to FCE's values and principles accenting respect and love. In addition, to be worthwhile in the classroom, Community Building must enhance the students learning and application of the required academic material.

My students are all adults, so the techniques I use are appropriate for adults. The specific techniques I use depend on what the group of students need at the time. Therefore, while the underlying values and principles are appropriate for all age students, the techniques I will describe may not be.

## Starting out

Normally I start the first day of class for students who will be graduating within the next two academic terms by reading to the class the story "The Rabbi Who Was Lost in the Woods" (*He says that he is as lost as the others, but with his experience can tell the group a thousand ways not to get out!* ed). The purpose is to introduce the concept that learning new skills is a never-ending journey, not a destination. And in this journey the entire group is responsible for its success, not just the teacher.

(...to be continued)

# CB facilitation course



The Design Team for the CB Facilitation Course met for the first time on 1st and 2nd March. We are Tracy Barr, John Hoggett, Cliff Jordan and Mike Roth. We have not yet finalised venue or dates - though we intend the course to be in September or October, and not too close to other CBiB events.

## Aims

We decided the aims for the course should be "to raise the participants' levels of competence and confidence in facilitating community building". It will be for five and a half to six and a half days, and will be for between 24 and 36 participants (this partly depends upon the venue, but we are also still wondering what number would work best - diversity versus intimacy). The programme will provide for a high level of work and review in small groups.

We look forward to collaboration with FCE in the development of the course, and hope there will be an FCE presence including, perhaps, some American participants. We shall also find out if any of our German contacts want to attend.

## Relevant

There will be a core content, organised around the facilitation of Community Building Experience weekends, but we intend to broaden the issues in such a way that the course will be relevant to all aspects and contexts of facilitation of community building. There will be at least one session of Community Building circle time each day, and there will be regular "option" slots for all kinds of skill sharing and special presentations, either by course participants or by outside trainers.

# Newsletter subscription

To Peter Cooper  
CBiB Newsletter Subscriptions  
1 Evergreen Close  
Woolmer Green  
Herts SG3 6JN

From .....

Post code .....

(if you have moved put your old postcode above and your new address below)

Tel: .....

Email (if relevant):  
.....

**I would like to receive the CBiB newsletter at a cost of £10 for the editions from April 1999 to March 2000.**

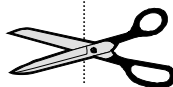
(Add 50% for addresses outside Europe. Cheques payable to "Community Building in Britain" or "CBiB" please.)

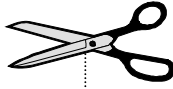
New address, or comments:

NB I hope to set up a standing order facility for next year - if you are interested tick here .....

With thanks

*Peter*





**..course (continued)**

## **Open**

We agreed the course would be open to anyone who has attended a CB event (and if there is uncertainty about whether a particular event qualifies, the Design Team will take responsibility for deciding whether to recognize it or not).

We will allocate places on a "First come, first served" basis - £50 non-returnable deposit will reserve a place. We recognize the importance of Facilitator Training Group members to the course, and trust that all of these who wish to take part will make it a priority and reserve places before the course fills up.

## **Discernment**

We realized that a "discernment process" for this course would be stupid as well as impracticable, as in practice CB facilitation has to cope with all comers, and we expect to find good ways to work with any interpersonal difficulties as and when they come up.

The course would not provide any "qualification" for facilitating, and would not provide entry to the Facilitator Training Group. A certificate of attendance will be available.

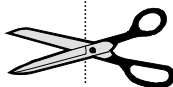
## **Cost and funding**

We have no idea of what the level of demand will be, but would expect to run a further course quite soon if the demand is high. We expect the average cost per participant to be around £300, and we have been thinking of a sliding scale of perhaps £50 - £600.

A major task is to raise funds to cover this training, and we welcome help from anyone who can contribute to this. When we have promise of sufficient funding to go forwards we plan a general mail-out to the whole CBiB address list.

*Mike Roth for the Design Team*

*(please send applications to Tracy Barr,  
"Heathcote", Blackboy Lane,  
Fishbourne, Chichester, PO18 8BL)*



Cut this half page off and return to  
Peter Cooper  
1 Evergreen Close  
Woolmer Green  
Herts  
SG3 6JN

# Public facilitator training in the USA

## The dream:

In a talk at the May 1998 Roundtable of FCE Facilitators, Bill Thatcher talked about some of his dreams for FCE. The part of this dream that especially inspired me was when he said,

“I would like to see us learning what it means to build community and what it means to share that piece with other people. So my dream is not to be holding one hundred and fifty workshops annually in three years time. I’d like to see one hundred and fifty people in the greater New York City area who know how to do the work.

That is, how do we give that piece of the work away? Something FCE has never done.

“The ultimate has always been to get the training to be an FCE facilitator. What if we broke out of that paradigm and began to think about how to give that piece away to people so that wherever people are, whether they’re in business or in their club or in their church or wherever their city might be, they can actually facilitate this.”

## The plan

We now have the opportunity to bring this dream to fruition! Before the end of 1999, FCE plans to offer our first Public Facilitator Training. The goal of this event will be to train participants to facilitate the community building process in their own settings.

The dream of spreading community building circles in settings all over the country will be furthered by this first of many trainings.

In the future, we plan to offer more Public Facilitator Trainings as well as other learning events to spread the work of community building throughout the world.

## Focus groups

The work of designing this new training will take place in two stages. Stage One of the Public Facilitator Training development will involve focus groups in four key cities. The purpose of these focus groups will be to distill the key questions and issues associated with this project. This work will help frame the project and provide leadership for the Public

Facilitator Training Design Team (see Stage Two below) by gathering a broad range of input.

Focus groups will be held in the following (US) cities:

Greensboro, NC – Feb 27

Cincinnati, OH – Mar 6

New York, NY – Mar 13

Seattle, WA – Apr 10

These meetings will take place on Saturdays from 10:00 a.m. – 4:00 p.m. with a break for lunch. The total number of participants at each meeting will be no more than 20.

## Design

Stage Two of the Public Facilitator Training development will involve a team of 7 people chosen through an application process to design the actual training. The pre-work of the focus groups will be pivotal in defining the project for this team of designers.

If you have any questions please contact Jane Silzer, FCE Learning Manager, at [jane@fce-community.org](mailto:jane@fce-community.org) or at 206-547-6546.

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I would like to see us  
learning what it means to  
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other people

---OOO---

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---

## Local ongoing Community Building groups

*Some groups are open to anyone interested in experiencing Community Building, some are open to you only if you have already attended a CB event, some are open all the time to new members, some may not be open to newcomers just now; some build community as in the CB events, some are support groups based on The Road Less Travelled... Check with the local contact person.*

**Brighton:** Meets on the second Saturday of the month. Contact Tracy on 01243 775745

**Central & North London:** if you are interested please contact Margaret C. Walsh on 0171 794 9158

**Leamington Spa:** First Wednesday of each month, 8pm. New members welcome. Prior attendance at a CB event is not necessary. Contact Debbie or Armando on 01926 337 409

**Malvern Hills:** Meets fortnightly on Thursday evenings. Contact Susie on 01684 540138

**Oxfordshire:** Currently not open to new members. Contact Sharon on 01235 848132

**Sheffield:** Meets monthly. Contact Alison 0114 263 0177

*Other groups exist but are not currently publicised. If you are interested in joining, or forming, a group please feel free to contact Peter Cooper (address below) for information and help.*



## General enquiries

*about Community Building in Britain, or events: Tel 07071 880858 (premium rate), write to 1 Evergreen Close, Woolmer Green, Herts SG3 6JN, email to PeterCBIB@aol.com, or see the Web page: <http://members.aol.com/petercbib>*

## Newsletter contributions

*Please send items for inclusion in the next issue to the editor Rachel Castagne at Flat C 257 Preston Road, Brighton, BN1 6SE by 12th May 1999 (Tel: 01273 382 864).*

*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 reproduce items in full, please realise that the editor may have to shorten or alter them for publication.*

## Subscriptions and mailings

*Subscription rate [UK] to March 1999: (Apr-Jun) £10; (Jul-Sep) £7.50; (Oct-Dec) £5; (Jan-Mar) £2.50. Please send cheques (payable to "Community Building in Britain") and any address changes to: Peter Cooper, 1 Evergreen Close, Woolmer Green, Herts SG3 6JN Tel: 01438 813765; e-mail: PeterCBIB@aol.com; Web page: <http://members.aol.com/petercbib>.*