

Community
Organisers



COMMUNITY ORGANISING ACCELERATOR PROGRAMME

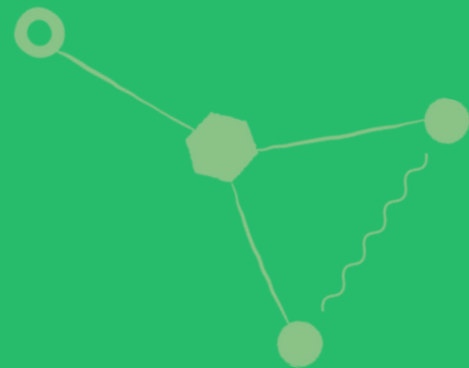


LISTEN POWER ACTION

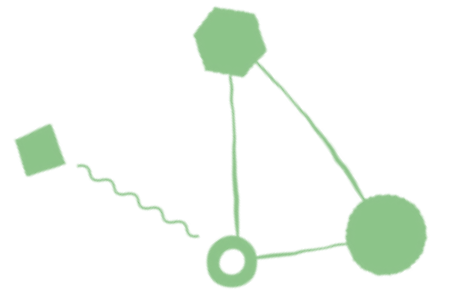
We believe in the power of listening.

We believe in the collective power of people.

We believe that the actions of people are powerful and can change things for good.



ABOUT THE PROGRAMME



A new 12 day Accelerator Programme (online) delivered over 6-9 months to support organisations, social movements and membership bodies wanting to adopt, or draw inspiration, from community organising principles and practice in their work.

Working alongside Programme participants, we will explore community organising in the context of your organisation by co-creating a version of our Community Organising Framework that is unique to you. This will lead to the development of a Theory of Change and Action Plan which we will support you to deliver.

The programme will be a mixture of group and individual activities so that you can compare and contrast with others going through the same process in different organisations. After a period of action, we will reflect on your action plan and recommend some next steps.



The training was built around a model of possibility. Rather than focussing on the challenges it explored what we can do to shift the mindset to being a 'can do' organisation with a genuine commitment to listening and building power within our organisation.

PARTICIPANT, KEYRING

WHAT'S INVOLVED?

The programme is adaptable for each participant organisation or network with varied activities led by our experienced team and with input from our network of associates.

As well as having specific inputs relevant to your own work, the Programme has shared learning opportunities for you to work, learn and reflect alongside others in a similar position.

The process to the right describes the full programme with the option to include additional training packages for you, your staff and volunteers.



1

INTRODUCTION

Introduction to community organising and to the Community Organising Framework **

2

USING THE FRAMEWORK

How does the Community Organising Framework fit with different organisation. How can it be adopted or adapted in differing contexts **

3

HOW DO YOU UNDERSTAND THE CO FRAMEWORK

- Create a Theory of Change to understand how community organising is developed within a your context.
- Action planning - an opportunity to explore how the Framework can be applied within your organisation and to develop actions set against the Theory of Change

4

ACTION

- Action Learning Sets **
- Short Training Inputs **
- Individual Mentoring

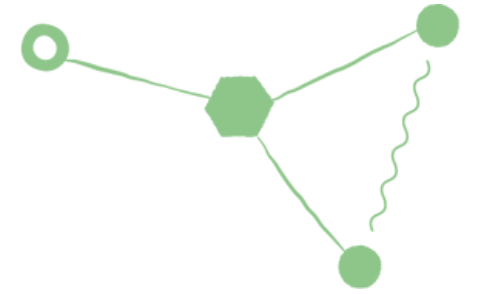
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REFLECTION AND EVALUATION

- Individual guided reflection
- Learning Report

** denotes shared activities alongside other participants

OUR EXPERIENCE



In 2011, community organising was supported by Office for Civil Society within the Cabinet Office and then as part of the Department for Digital, Culture, Media and Sport. Support came via two main programmes; the initial Community Organisers Programme (COP) which funded the employment and training of 500 Community Organisers and the Community Organisers Expansion Programme (COEP) which funded the training of 3,500 people in community organising.

These 4,000 people were hosted by organisations across the country working in a range of contexts. These initiatives brought community organising approaches and skills into places they hadn't been used before, and, as an organisation we supported these hundreds of organisations to embed new practices. Many have signed up with us to be part of our network of Social Action Hubs to continue to provide training and support to local people.

As well as working with local organisations we also continue to work with national bodies to adapt and adopt community organising.



CASE STUDY: KEYRING



KeyRing is a national charity providing support in the community to nearly 1000 adults with a range of support needs. Their ethos is to support full inclusion and independence for their members, enabling them to take control and responsibility for their lives and achieve their full potential.

KeyRing already had already started the process of exploring how a strengths or asset based approach to their work could change the way their organisation worked. However, wanting to add further value to this work the Community Organisers team were invited in by the Chief Executive and Board at Keyring to introduce the tools of community organising to enable members to tackle the issues facing them and show community leadership.

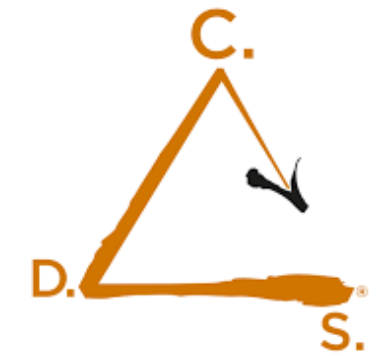
The work started with training over 100 of the Organisation's staff to introduce the practice and principles of community organising. Staff were drawn from across the across organisation and ranged from the Executive and Senior Management to front line workers. As the training was delivered a group of enthusiastic staff champions emerged, keen to introduce community organising to the members.

In October 2019, working with the staff team at Keyring, we ran the first training with the Charity's members. Adaptations to our Introduction to community organising course were made to accommodate various disabilities.

Following this session we ran a co-design session for a group of champions - a mixed group of members and staff keen to bring community organising to all KeyRing members. The session was designed to review what community organising means to KeyRing, try out some training exercises and design some new ones which will fit with KeyRing's way of working.

We are now leading a piece of mentoring work with Keyring's Senior Management, Staff and Members to implement the learning from the training that has been delivered. Across 6 regions we are co-designing a support programme to embed the learning and support Staff and Members working together to develop and deliver local action plans that will inform the national strategy for Keyring.

CASE STUDY: CENTRUM DORADZTWA STRATEGICZNEGO



In 2018, Centrum Doradztwa Strategicznego (CDS), a Polish consultancy, invited Nick Gardham, CEO of Community Organisers to work with the Directors of the organisation to explore the development of a community organising approach in three Polish cities; Krosno, Przemysł and Krakow. A small team from Community Organisers was established to work on this project to develop a learning exchange and support programme to the team in Poland.

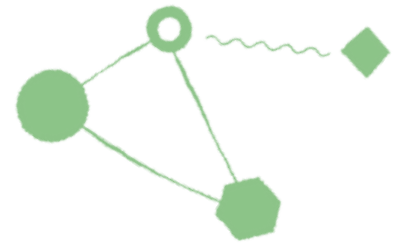
The challenge in this work was to adapt the community organising approach that had been developed in the UK to an entirely different culture and context. A coordinating team from CDS and Community Organisers was established and learning visits took place in the UK and Poland to create a shared understanding of the work, its purpose and objectives.

The work commenced with identifying 24 key individuals from Civil Society Organisations, NGOs and the associated municipalities. A training programme was developed and delivered both in the UK and Poland. Training was delivered both through native Polish speakers within the Community Organisers Network and via translators.

Following the initial training delivery, a programme of training was co-designed with the CDS team to take into account the Polish context that would be delivered to a team of community organisers. 12 community organisers were appointed across the three cities and a programme of mentoring and support was established for both the community organisers and the CDS team.

The work has led to a shift in the way the partner organisations work with their communities. They have developed a more participatory culture within their organisations doing less 'to' and 'for' citizens by creating the spaces to work together and lead actions for themselves. The work has also led to CDS developing the skills and capacity within their organisation to support the ongoing training and development in Poland.

DELIVERY TEAM



NICK GARDHAM

Nick is the Founder CEO of Community Organisers, initiator of the National Academy of Community Organising (a quality assured and regulated training institute) and Director of the European Community Organisers Network.

Nick works as an advisor to various Government Departments and national community sector bodies on citizen participation and community organising including (Department for Digital, Culture, Media and Sport, Home Office, Cabinet Office and Ministry for Housing Communities and Local Government) and serves on a number of committees in an advisory capacity supporting the development of community policy and programmes.

Nick has led a number of large scale programmes with Local Authorities, Public and Private Sector Organisations who are looking at shifting the way in which they work with communities. For example, in Bath and North East Somerset Council, Nick led a Programme of work to support the Authority to become the first 'listening' council providing training, support and consultancy to over 100 Public Sector Officials to develop a new approach to engagement and embed the practice at the heart of the Authority.

MOUSSA SYLLA

Moussa is an experienced Community Organiser and Youth Worker who has spent the last 8 years developing his community organising work with diverse communities in Tottenham, North London.

Working with a wide range of groups including vulnerable young people, ex-offenders, migrant people – supporting them to lead community economic development initiatives to transform their lives and the lives of others
As well as working with Community Organisers as a Senior Associate and Trainer, Moussa helps to maintain a community led food network in his area. The food hub has recruited and trained over 200 local volunteers since the start of the project

PENNY VINCENT

Penny is an experienced community practitioner and trainer, specialising in community organising, public health, disability inclusion, and community cohesion.

She is a Director of All the Small Things CIC, a Social Action Hub in Stoke on Trent. Penny also works for The Jo Cox Foundation supporting and developing the More In Common Network of groups and partnerships around the UK working to bridge divides and build trust in communities.

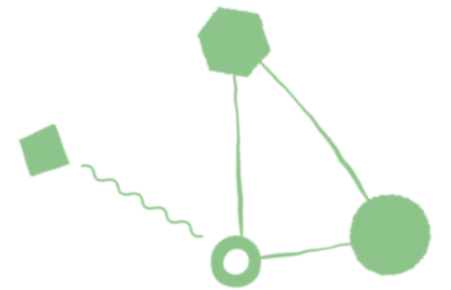
Penny has experience of working with the NHS, councils, community organisations, participatory arts organisations and more. She facilitates the 1000 Lives Community Network which has reached and listened to over 2000+ people. Penny has managed a range of community based participatory research projects most recently Raising Voices of people with lived experience of poverty, sharing stories and working collectively.

WHAT DOES IT COST?

The accelerator is based on a maximum of 3 people from each participant body taking part in the shared learning opportunities. Up to 15 people per participant body may take part in the individual learning opportunities.

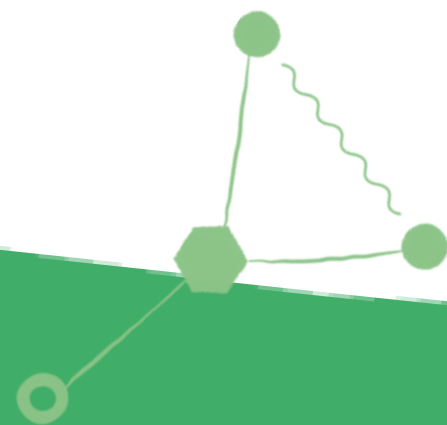
Cost: £6,500 ex VAT per representative body

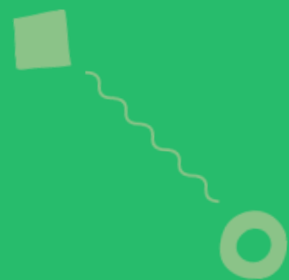
To find out more get in touch with Nick Gardham on nick.gardham@corganisers.org.uk to arrange a conversation



Taking a word like 'power' and translating it in to Polish is a real challenge. Working with the team at Community Organisers we have been able to develop our own understanding of what community organising can look like - and we have been able to put it into action in 3 Polish cities

PAWEL SACHA, CDS





Community Organisers

www.corganisers.org.uk

twitter.com/corganisers | facebook.com/corganisers

hello@corganisers.org.uk | 0759 120 6913

10 Silver Street, Warminster, Wiltshire BA12 8PS



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