

“Community Leadership in Action- using ABCD principles and practice”



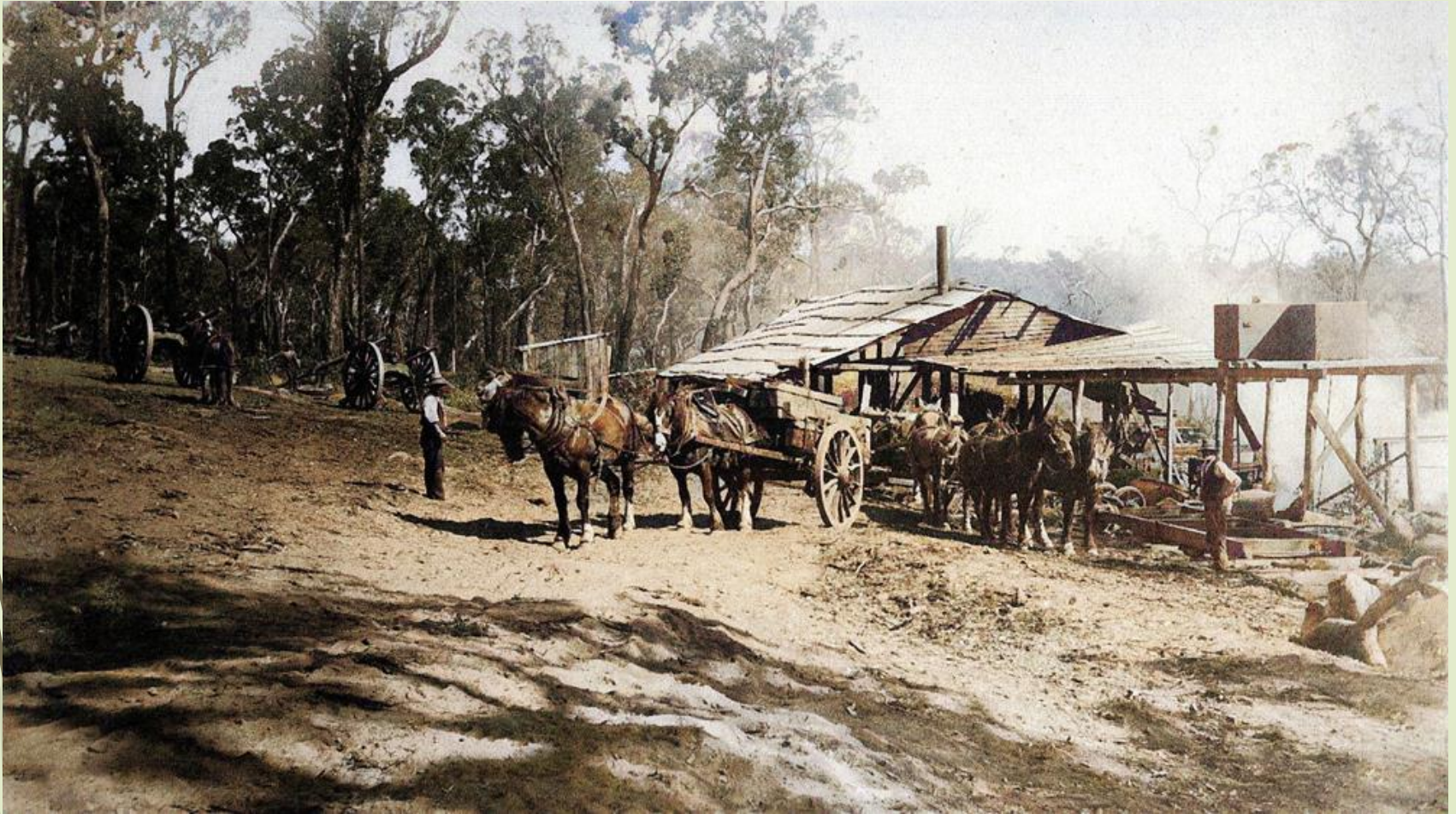
Presenter: Peter Kenyon



1. Welcome to the Perth Hills and especially the community of Pickering Brook!



Timber industry



Fruit Industry - Migrant Contributions





Zig Zag Railway



Pickering Brook Junction

Pickering Brook Junction was where the railway divided into a line to Canning Mills and Karragullen, and a logging train line to Barton's Mill 8 miles east of Pickering Brook, hence the use of the term 'junction'. Train movements were controlled by down, home and distant signals. The junction involved a triangular layout, which provided turning facilities for locomotives. The station had a low level platform and goods shed.



Altitude 281 metres (924 feet)

Distance from Midland 25.37 kilometres (15 miles 61 chains)

The Railway

The Upper Darling Range Railway was built by the Canning Jarrah Timber Company (Keane and White) and opened in 1901. It was primarily intended to transport timber from Canning Mills to the junction of the Eastern and Midland Railways at what is now Midland, a distance of the 31 kilometres (19.2 miles). The Government assumed ownership of the line in 1903 and its use expanded to transporting other goods as well as passengers. The rail service, which was running at a substantial loss following the growing competition from improved road transport closed in 1949 during the National Coal Strike.



Signage produced in partnership

DARLING RANGE
e-Bikers Group

FOREST PRODUCTS COMMISSION

DARLING RANGE
Hub

KALAMUNDI AND DISTRICT
NATURAL SOCIETY

fpc Forest Products
Commission

Diyul
Kalar



For more information scan QR code
or visit www.kalamundi.org.au



For emergency services call 000.
For more information, or to join the
Friends of Kalamundi Railway Heritage Trail
please call 9251 5555

Warning

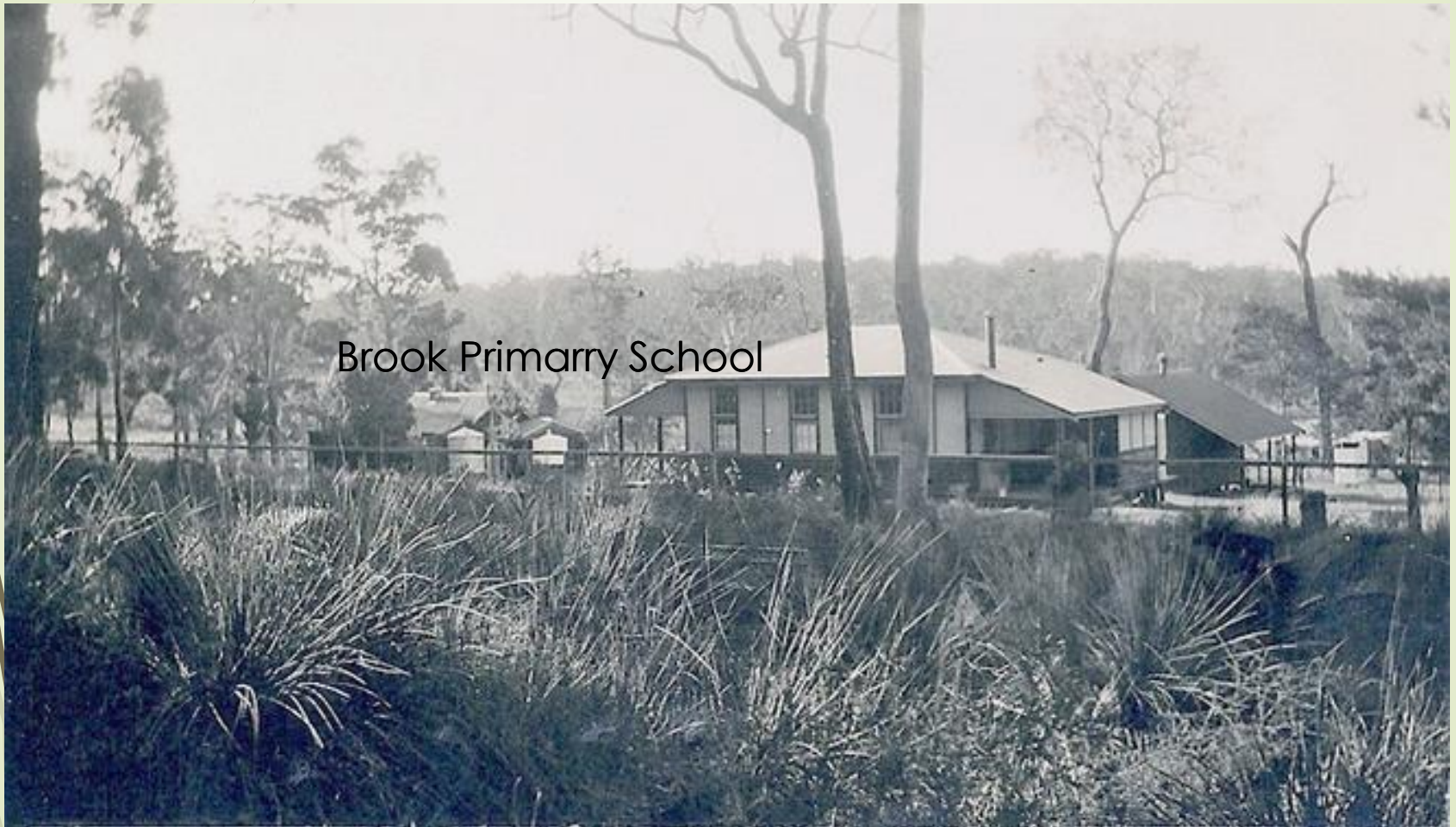


Smoking

Drinking

To help protect the species of this area
please do not feed the animals in the
enclosures and do not enter the
enclosures. Please do not enter the
enclosures. Please do not enter the
enclosures.

Pickering Brook Primary School



The Network



La Fattoria



Spring Menu

Chisciol

Northern Italian buckwheat pancake served with rocket

Nonna's Antipasto

Pasta Primavera

(Sat/Sun Only)

Spring Pea Pesto

Lemon, Mint, Feta, Sunflower Seeds

Slow Cooked Lamb

Red Pepper Sauce, Crispy Capers

Warm Pickled Red Cabbage, Toasted Sesame Seeds

Parmesan Mash Cake, Herbed Potato Skins

Sicilian Orange Olive Oil Cake

Orange Syrup

White Chocolate and Hazelnut Crumble

Whipped Cream, Candied Orange



Core Cider Plume Carmel Tea House











2. I am a Community Enthusiast and Social Capitalist!



**John Kania, Co creator of Collective
Impact**



"Community has the power to change everything. No amount of innovation, individual brilliance, or money can transform our broken society as effectively and sustainably as building community"

Margaret Wheatley



'I work from the belief that "whatever the issue, community is the answer."',

Amanda Abrams



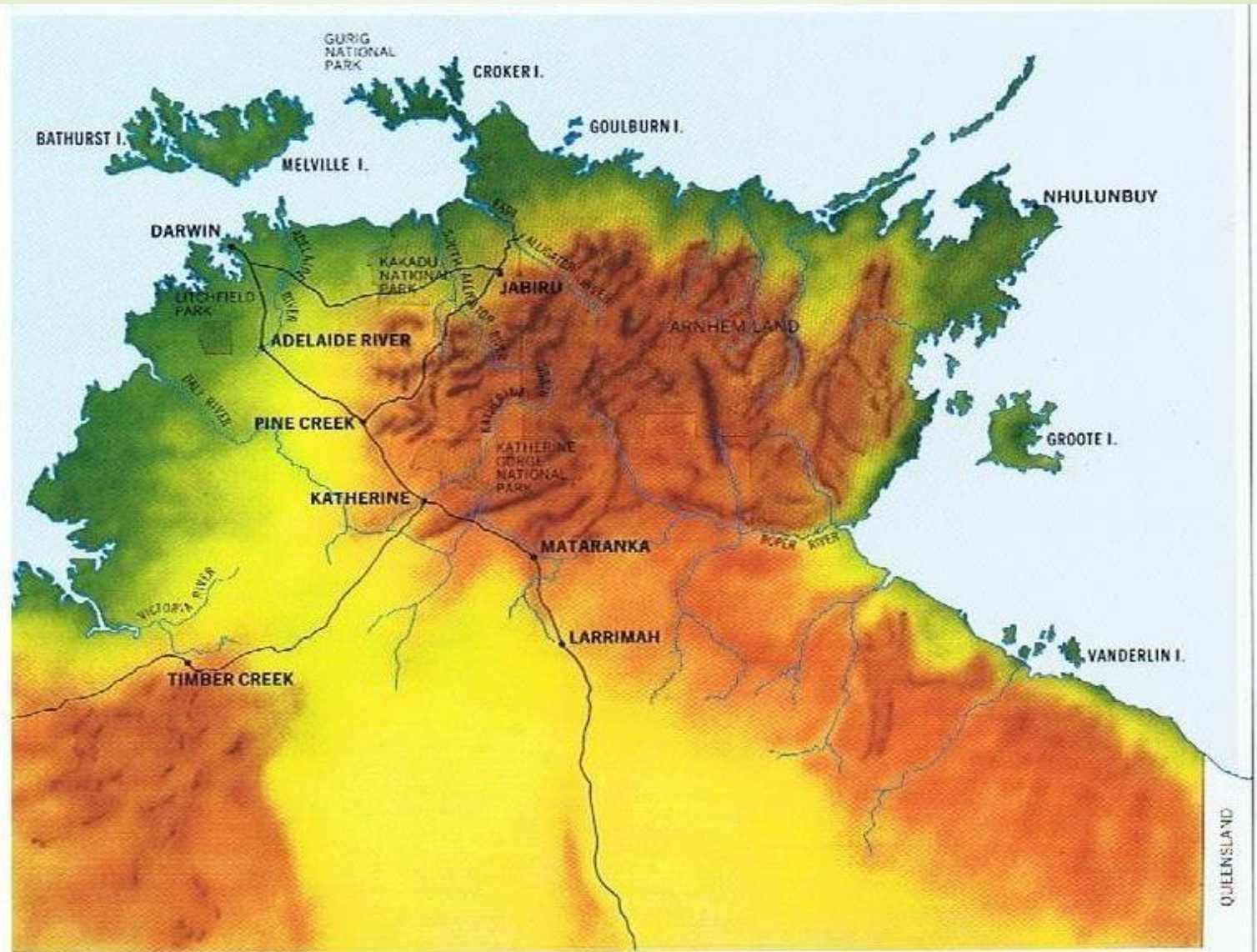
"In a world where the social fabric seems to be rapidly fraying, the economy is uncertain, and the future of the planet is at risk, is there a better way to hit the reset button than to come back to the community level and begin to genuinely rely on one another again"



Advice of Tully Telenta, Youth Education Officer in City of Melville, 1970

Your purpose-

- ❖ **Make everybody feel a somebody**
- ❖ **Don't do anything for anyone that they can do for themselves**



Mudginbadi, Kakadu



It's all about these guys
and their futures







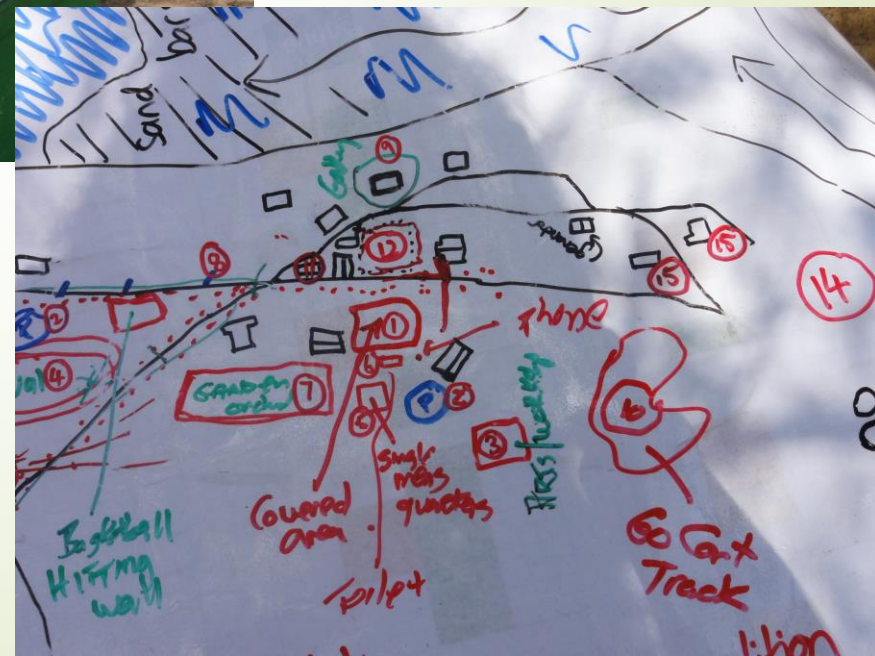








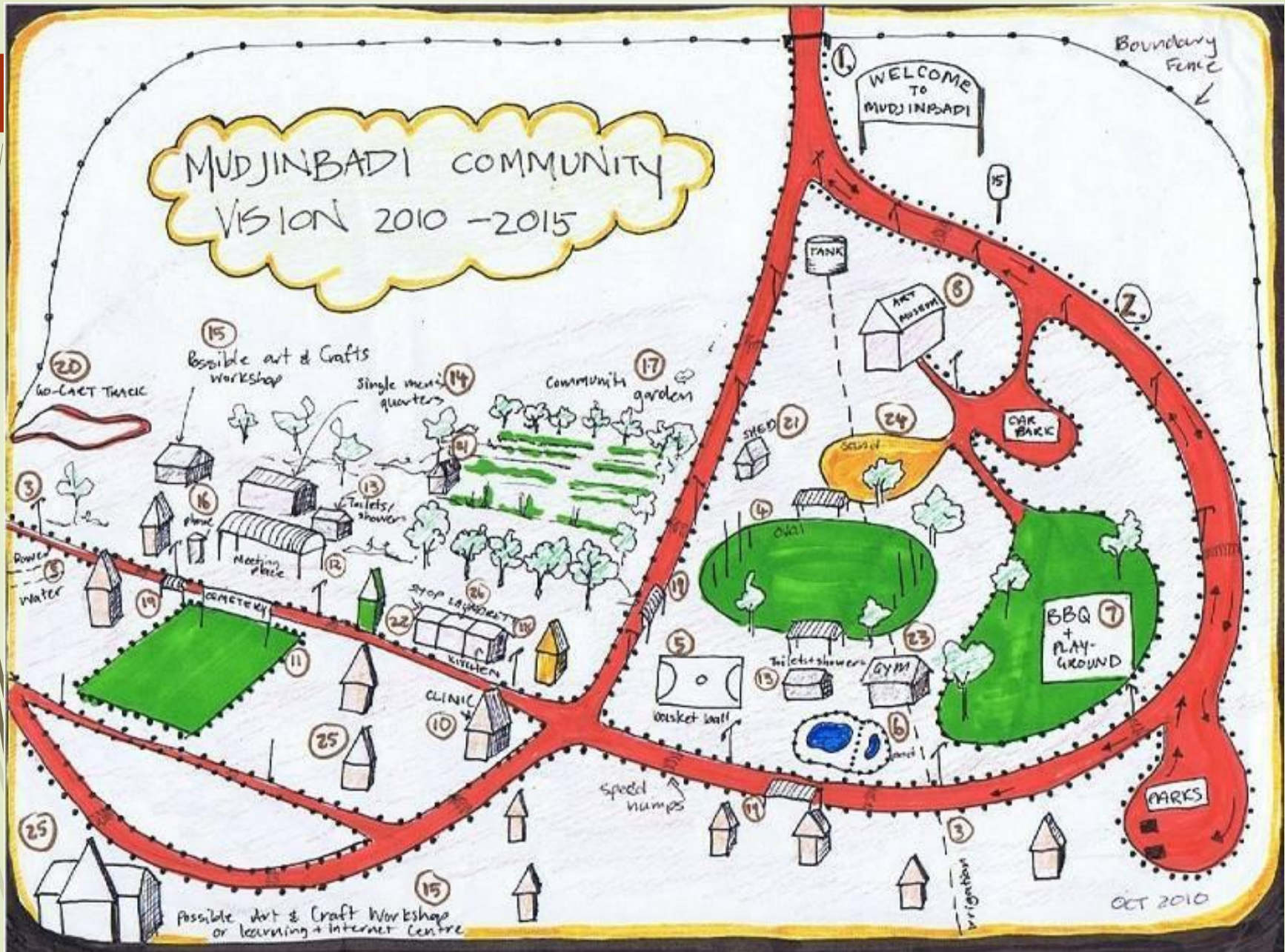








MUDJINBADI COMMUNITY
VISION 2010 -2015



Mudjinbadi Community Vision 2010 - 2015



Kate Bestwick



Key Learnings:

- ❖ Start with what is strong, not wrong.
- ❖ Don't do anything for someone that they can do for themselves.
- ❖ Many community assets remain hidden- need to make the invisible, visible through active asset mapping.
- ❖ Everyone cares about something and it's their motivation to act.



Key Learnings:

- ❖ **More conversations, less meetings!**
- ❖ **Less services, more community.**
- ❖ **Communities are untapped reservoirs of possibility.**



**If you've come to help me,
you're wasting your time.
But if you've come
because your liberation
is bound up with mine,
then let us work together.**

**Lilla Watson, Aboriginal
educator & activist, Australia**



Key Learnings:

- ❖ Don't underestimate the power of the "helping industry" to maintain the traditional model of doing "TO " and "FOR" community.



Traditional Community Development Model

"Top down, outside in"

Focus on weaknesses, deficiencies,
needs and disabilities

Services and programs are the answer to
community needs

Consumers/clients/customers/patients

Silo provision

Focus on servicing of community

Dependence on outside professionals



TO

FOR

“Most communities can often be compared to a football game where 30,000 people who need the exercise, turn up to watch 36 players who don’t.”

(Peter Kenyon)





Decline in community wellbeing indicators

- ❖ Community connection
- ❖ Community engagement/Citizenship
- ❖ Mental health
- ❖ Loneliness
- ❖ Homelessness
- ❖ Poverty
- ❖ Kindness
- ❖ Hopefulness



**Jody
Kretzmann**

**John
McKnight**

Tell us a story.....

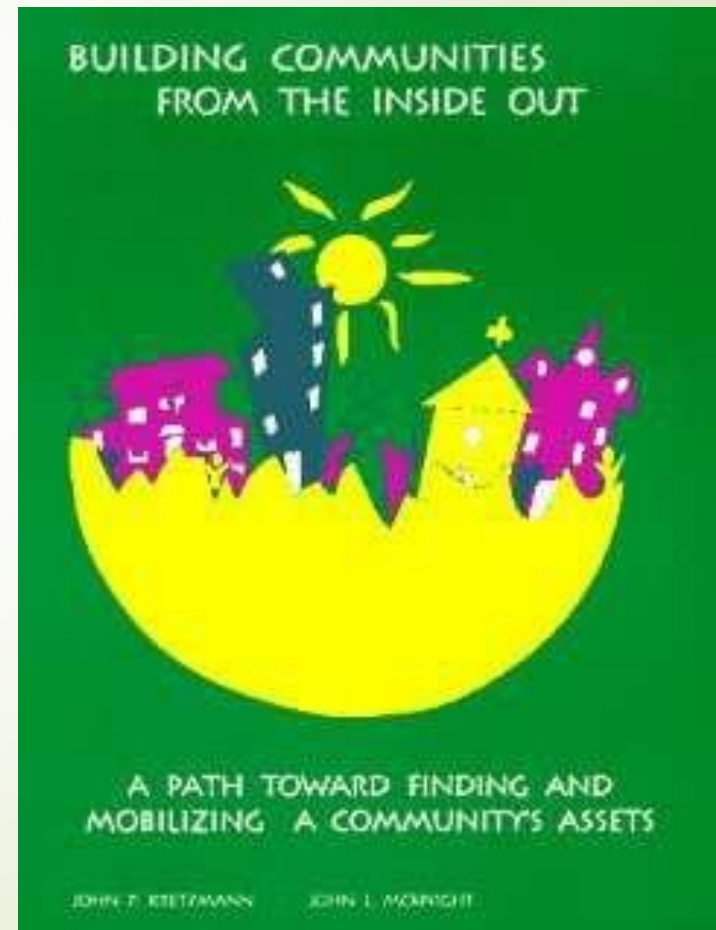
**‘Can you tell us a story about a time
when you and your neighbours came
together to make things better?’**



Jody Kretzmann

John McKnight

**Asset Based Community
Development Institute.
Chicago, USA**



Traditional Community Development

'Top down, outside in'

Weaknesses
deficiencies, needs

Disabilities

Consumers/clients/customers
of services and programs

Silo provision

Servicing of community

Dependence on outside
professionals

Asset Based Community Development

'Inside out'

Strengths
assets, opportunities

Abilities, capacities

Citizens/co-producers/co-
owners of local initiatives

Collaboration, relationships,
networking
Strengthening of community

Importance of community
relationships
Leadership by 'stepping back'



TO

FOR

WITH

OF / BY

Consumers

Clients

Customers

Service Users

Producers

Co-Designers

Citizens

Contributors

TWO PATHS - TWO SOLUTIONS

NEEDS
(what is not there)

Services to meet needs

Clients/Consumers

Programs are the answer

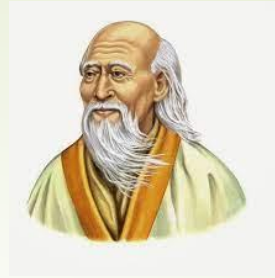
ASSETS
(what is there)

Connections and contributions

Citizens

Local people are the answer

Lao Tze



'Go to the people
Live among them
Learn from them
Love them

Start with what they know
Build on what they have
But of the best leaders when their task
is done

The people will remark
“We have it done it ourselves” .

What Matters?

The What and Why of ABCD

**“ABCD is a set of principles,
rather than a recipe”**

-Mike Green



Key Elements of the ABCD Approach

➤ **Asset-focussed**

➤ **Citizen-driven**

➤ **Gift- obsessive**

➤ **Relationship-orientated**

➤ **Conversation- initiated**

➤ **Fun-grounded**

1. Asset-Focussed

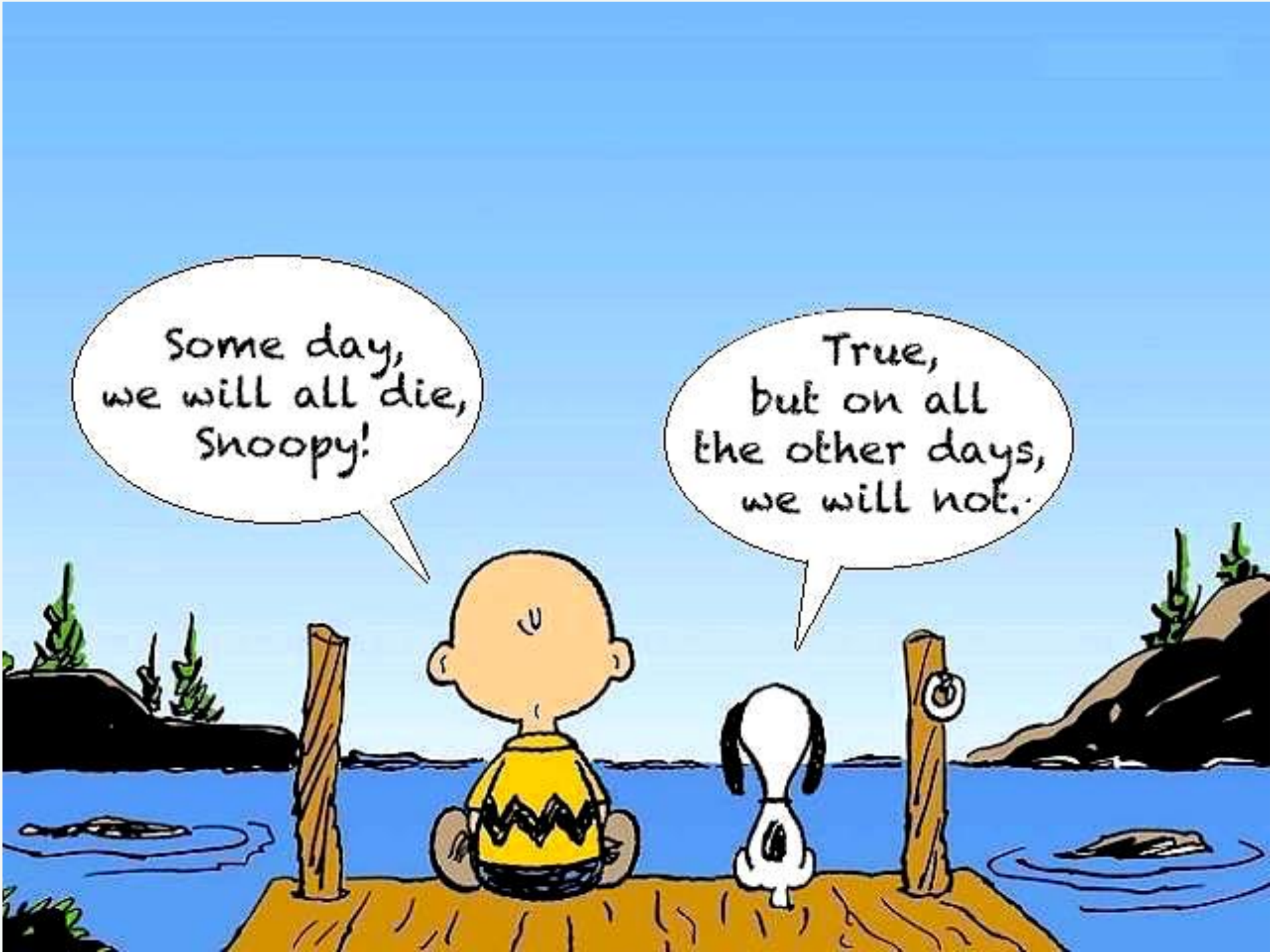
- Appreciative Mindset Focus
- Community Asset Richness

Appreciative Mindset

"Life is different when you focus on the positive. There is more affirmation, more possibility and more hope."

Father Gregorio Banaga





Some day,
we will all die,
Snoopy!

True,
but on all
the other days,
we will not.



We Can Ask Questions in Two Ways

–

1. What is wrong with our community?
What problems can we fix?
What are the needs of our community?
What is broken?

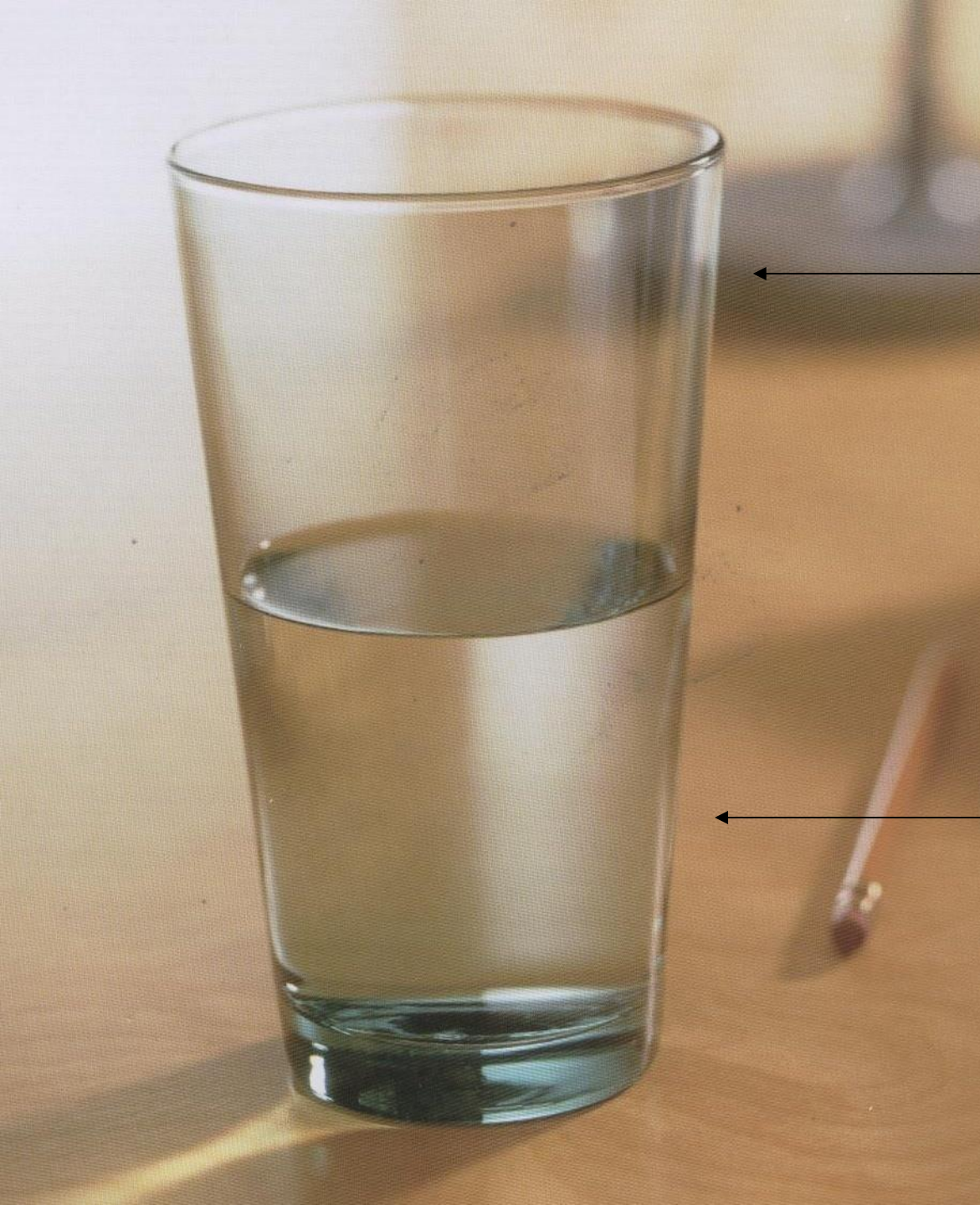
or

2. What are the strengths and assets of our community?
Share a time when you felt our community was at it's best?
What do you value most about our community?
What is the essence of our community that



The key question is -
'What matters to you?'

Rather than -
'What's the matter?'

A tall, clear glass filled with water is placed on a light-colored wooden surface. In the background, a thermometer is visible, slightly out of focus. Two arrows point from text boxes on the right towards the glass. The top arrow points to the upper, empty portion of the glass, and the bottom arrow points to the lower, filled portion of the glass.

**Communities
have
deficiencies
and needs**

**Communities
and it's citizens
have capacities
and assets**

COMMUNITY NEEDS MAP

Unemployment

Loss of
Community Spirit

Illiteracy

Dysfunctional
Families

Welfare
Dependency

Vacant
Shops
Run
Down
Shopping
Centre

Child
Abuse

Bullying

Crime

Truancy

Mental
Health

Graffiti

Alcoholism
Drug Abuse

Youth
Suicide

Homelessness

Early
School Leavers

COMMUNITY ASSETS MAP

Local
Businesses

LOCAL INSTITUTIONS & RESOURCES

Schools

COMMUNITY ASSOCIATIONS

Service
Clubs

Neigh -
bourhood
House

GIFTS OF INDIVIDUAL

Ovals

Churches
Mosques
Temples

Young
People

Senior
Citizens

Artists

All
Residents

Labelled
People

Local
Council

Community
Organisations

Sporting
Teams

Hospital

Local Facilities

Community
Stories

Government
Agencies

Community Asset Richness

"Every community has far more assets than anyone person knows"

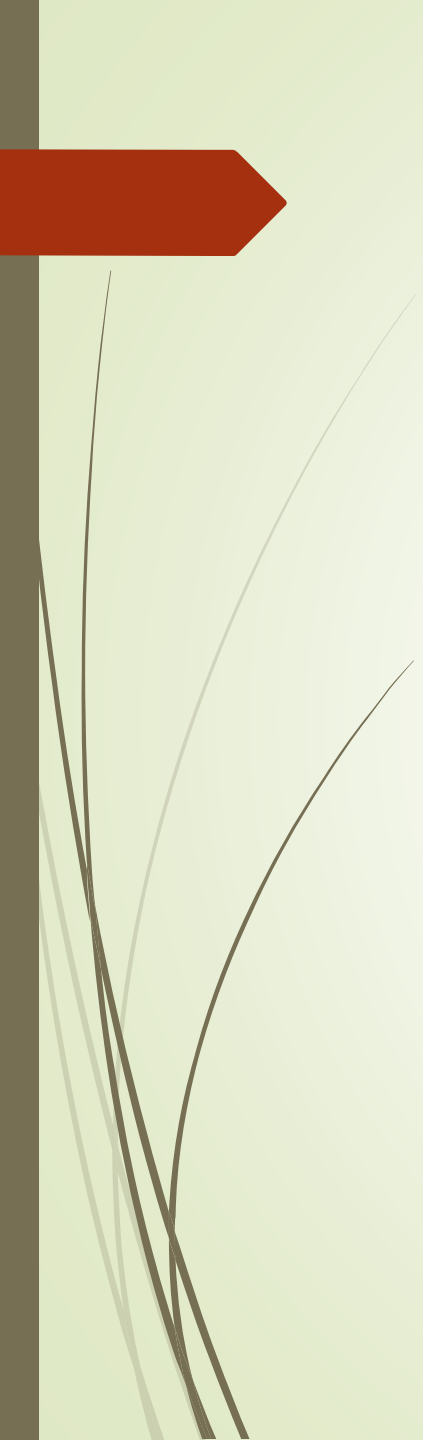
-Mike G





Six Key Categories of Community Assets

1. People's passions, skills, connections and experiences and above all, what they care about
2. The physical world
3. Community associations
4. Institutional assets
5. Economic/business assets
6. Cultural assets-stories, traditions, heritage



The key asset
we need to
discover is
*"What people
care about"*



Canadian Survey: Why People Volunteered

82% of respondents said:

**'because someone who they
knew, asked them do
something they liked doing'**

**"At the end of the day,
you cannot possibly know
what a community needs,
until they first know what
they have."**

Cormac Russell



2. Citizen Driven



Mike Green

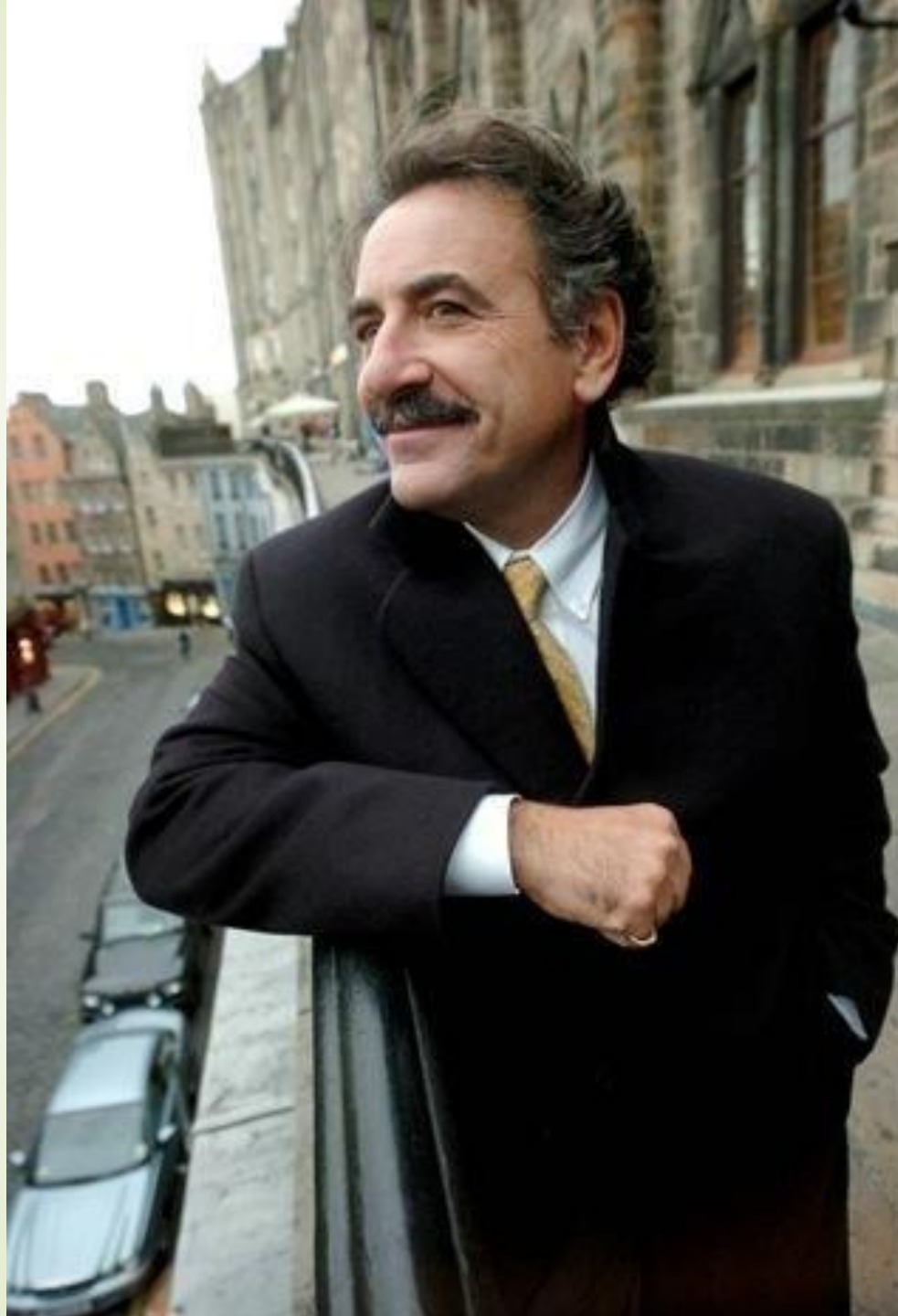


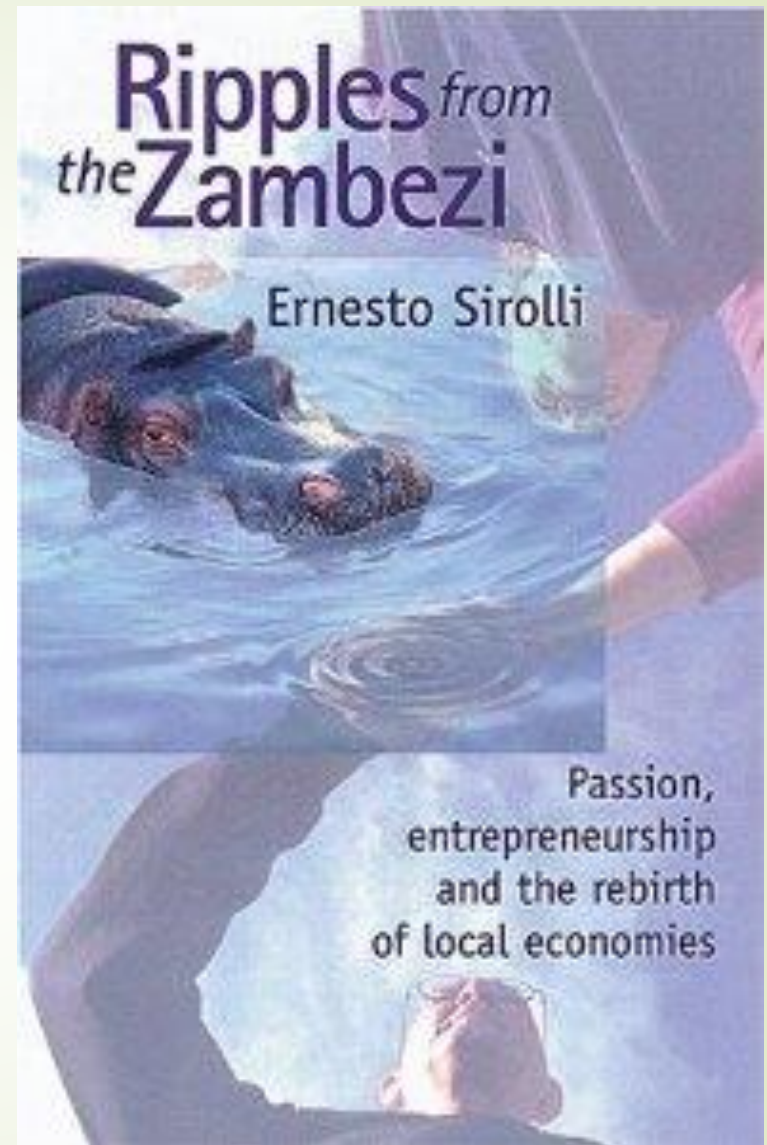
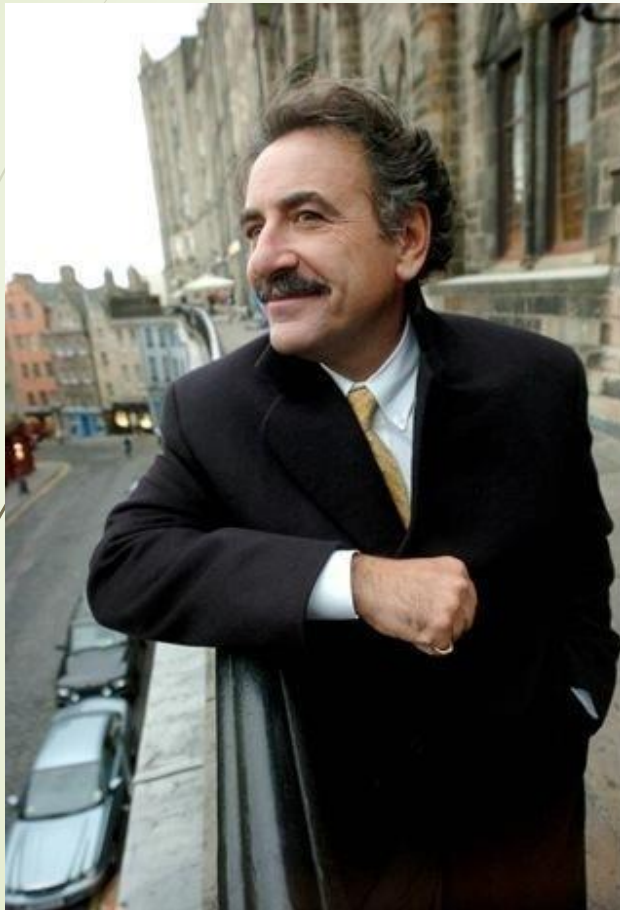
“Strong communities are created when citizens are the producers of their own future. They can not be replaced. No professional, institution, business or government can substitute for the power, creativity or relevance of productive citizen”

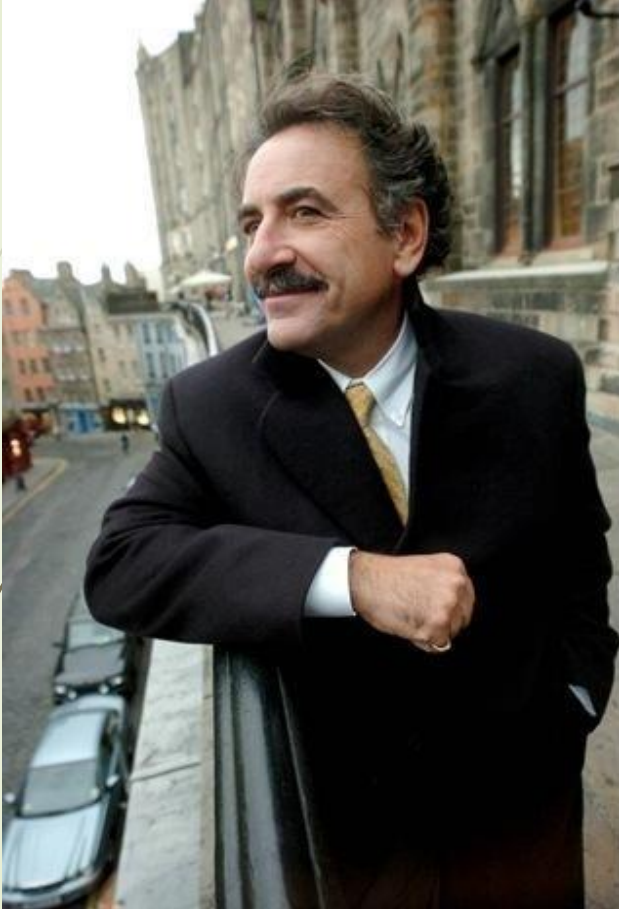
Mike Green



"Every community that is getting stronger has at its centre an effort to build up a wider circle of people who choose to take action for the common good"

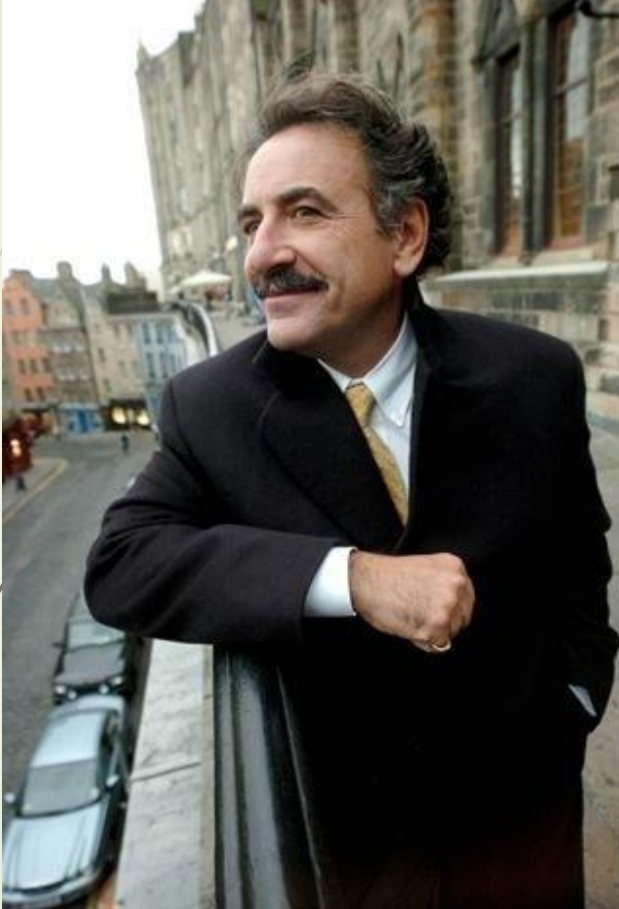






**"The future of
every community
lies in capturing
the passion,
imagination, and
resources of its
people"**

(Ernesto Sirolli)



**"I suggest that
prosperous communities
are the ones that
nurture, treasure and
allow the maximum
number of people to
do beautifully what
they love to do"**

(Ernesto Sirolli)

3. Gift-Obsessive

'Every single person has capacities, abilities, gifts and ideas, and living a good life depends on whether those capacities can be used, abilities expressed, gifts given and ideas shared'

Jody Kretzma





World Health Organisation (WHO) Definition of Mental Health-

"a state of wellbeing in which the individual realises his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and *is able to make a contribution to his or her community.*"

Paper & Sand by Chloe



Saturday, July 26, 14

Paper & Sand by Chloe



Saturday, July 26, 14

Paper & Sand by Chloe



Saturday, July 26, 14





Key ABCD Question:

Whose gifts are
underutilised in
the community?



Labelled People:



- Homeless Unemployed
- Low income person
- Non-English speaking
- Single parent
- Addict
- Offender
- Old person
- At-risk youth
- Person with disability

Damian Lynch 111, Pastor, New Prospect Baptist Church



A photograph of a church service, likely a communion or a similar sacrament. People are seated at long tables covered with white cloths. In the foreground, a man in a dark suit is seated, looking towards the right. The tables are set with white plates, glasses, and bottles of water. In the background, other people are visible, some standing and some seated. The overall atmosphere is solemn and communal. The text "Story of the New Prospect Baptist Church" is overlaid in a large, bold, red font across the center of the image.

***Story of the New
Prospect Baptist
Church***

Conversation Questions

Introduction

My name is _____.

1. What is your name?
2. Did someone talk to you about what the 'Gift Exchange' is all about?
3. What do you understand it to be?

Basically, we believe that everyone has God-given talents and gifts that can be used to benefit the community. I'd like to spend a few minutes talking to you about your gifts and skills.

Gifts

Gifts are abilities that we are born with. We may develop them, but no one has to teach them to us.

1. What positive qualities do people say you have?
2. Who are the people in your life that you give to? How do you give to them?
3. When was the last time you shared with someone else? What was it?
4. What do you give that makes you feel good?

Conversation Questions

Skills

Sometimes we have talents that we've acquired in everyday life such as cooking and fixing things.

1. What do you enjoy doing?
2. If you could start a business what would it be?
3. What do you like to do that people would pay you to do?
4. Have you ever made anything? Have you ever fixed anything?

Dreams

Before you go, I want to take a minute and hear about your dreams - those goals you hope to accomplish.

1. What are your dreams?
2. If you could snap your fingers and be doing anything, what would it be?

Damian Lynch 111



**"We were feeding folks,
but we were not getting
to know them"**

Jody Kretzmann



"Every living person has some gift or capacity of value to others. A strong community is a place that recognises these gifts and ensures they are given, A weak community is a place where lots of people can't or don't give their gifts"

4. Relationship-orientated

“Building social connectedness and relationships is the fundamental action in community building”

-Mike Green



Jonathan Lomas, Canadian Health Services Research Foundation



"Public health practitioners give much attention to screening, immunisation, lifestyle changes, or risk-factor modification ... millions of dollars are committed to alleviating ill health through individual intervention. Meanwhile we ignore what our everyday experiences tells us, ie, the way we organise our society, the extent to which we encourage interaction among the citizens and the degree we trust and associate with each other in caring communities is probably the most important determinate of our health"



Lianne Dalziel,
Christchurch's
Mayor

"We found it was more important for people to have relationships with their neighbours than a stock of emergency supplies."

5. Conversation- initiated

"One of the things we need to learn is that every great change starts from very small conversations held among people who care."

-Margaret Wheatley



Mary Lou Casey



**“What most people
need is a good
listening to”**



Learning Conversations



6. Fun-grounded

"If you are not having fun, you are doing it wrong."

-Alex Bogusky



Importance of Fun

"The usual trouble with volunteers is not killing them with overwork, but boring them to death"

-Harold Seymour

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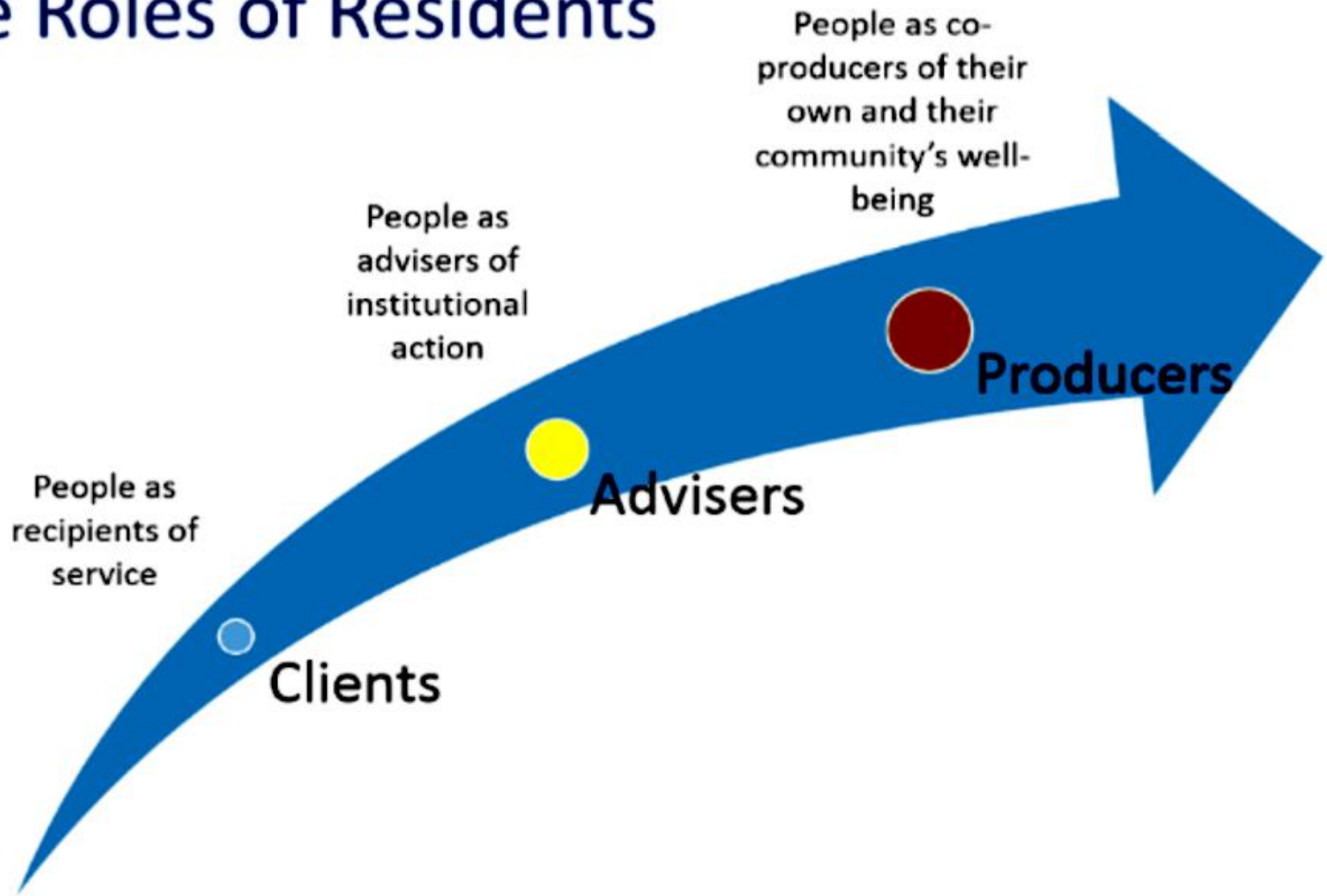
TO

FOR

WITH

OF / BY

The Roles of Residents





Importance of building local leadership and capacity

"Given the task of and c a rejuvenating a region and the choice of \$50 million, or \$2 million and 20 committed local leaders, we would choose the smaller amount of money and the committed

leaders"
(McKinsey and Company (1994) Lead Local Compete Global: Unlocking the Growth of Australia's Regions)



Scott's Bluff Leadership Motto

If you want a year of prosperity,
grow grass.

If you want ten years of prosperity,
grow trees.

If you want 100 years of prosperity,
grow people'



A grassroots leadership program that seeks to support local community builders within a defined cluster of communities to better understand and build their local and regional community and economy.



C. B. Program Goals

- ➡ Provide the necessary information, skills, tools, motivation, confidence and passion to positively manage community change.
 - ➡ Encourage new thinking about ways to better support and nurture social and economic development at local and regional levels.
 - ➡ Stimulate collaboration between communities and create peer support networks and friendship links across a region.
- 



C. B. Learning Program Components

- Monthly 'Cluster Muster' workshop days
- Community asset mapping experiences.
- Individual community team meetings
- Additional leadership skills development opportunities.
- Final celebration event.
- Formulation of local action plans.
- Access to support funding.

Typical Monthly 'Cluster Muster' Day

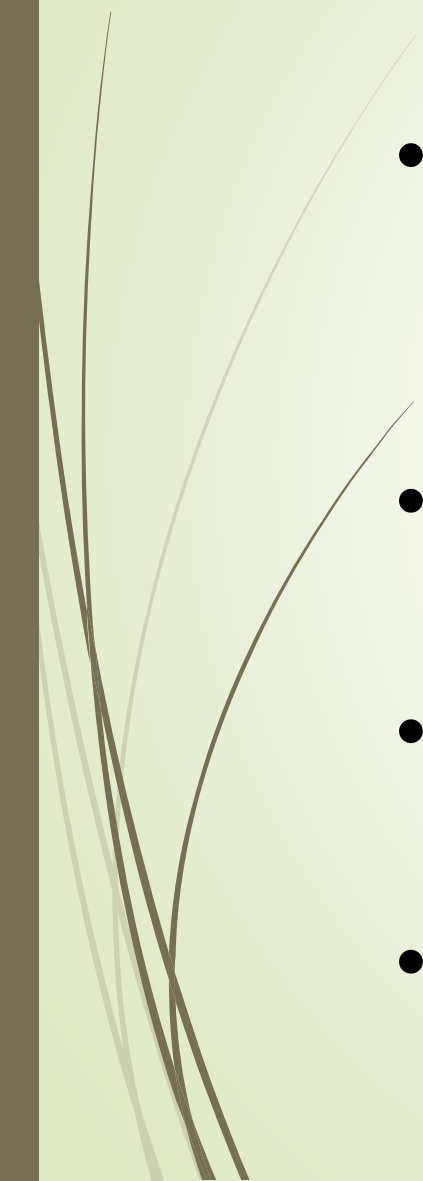
- ➡ 'First Impressions' tour of host community - feedback to hosts.
- ➡ Informal sharing over refreshment breaks.
- ➡ Resource information session.
- ➡ Sharing of case studies.
- ➡ Interactive workshop experience focusing on an identified learning priorities.

Key Community Builder Roles





Key Questions For Community

- Where are we now and what have we got?
 - What do we want?
 - What could we do?
 - What will we do?
- 

ASSET MAP:

PEOPLE ASSETS

Passions, interests, skills, connections ...

INSTITUTIONS

Government agencies, NGO's, schools, neighbourhood houses ...

PHYSICAL ENVIRONMENT

Green spaces, public spaces, structures, key buildings ...

LOCAL ECONOMY

Formal and informal businesses, markets, buy and swap opportunities ...

SOCIAL NETWORKS

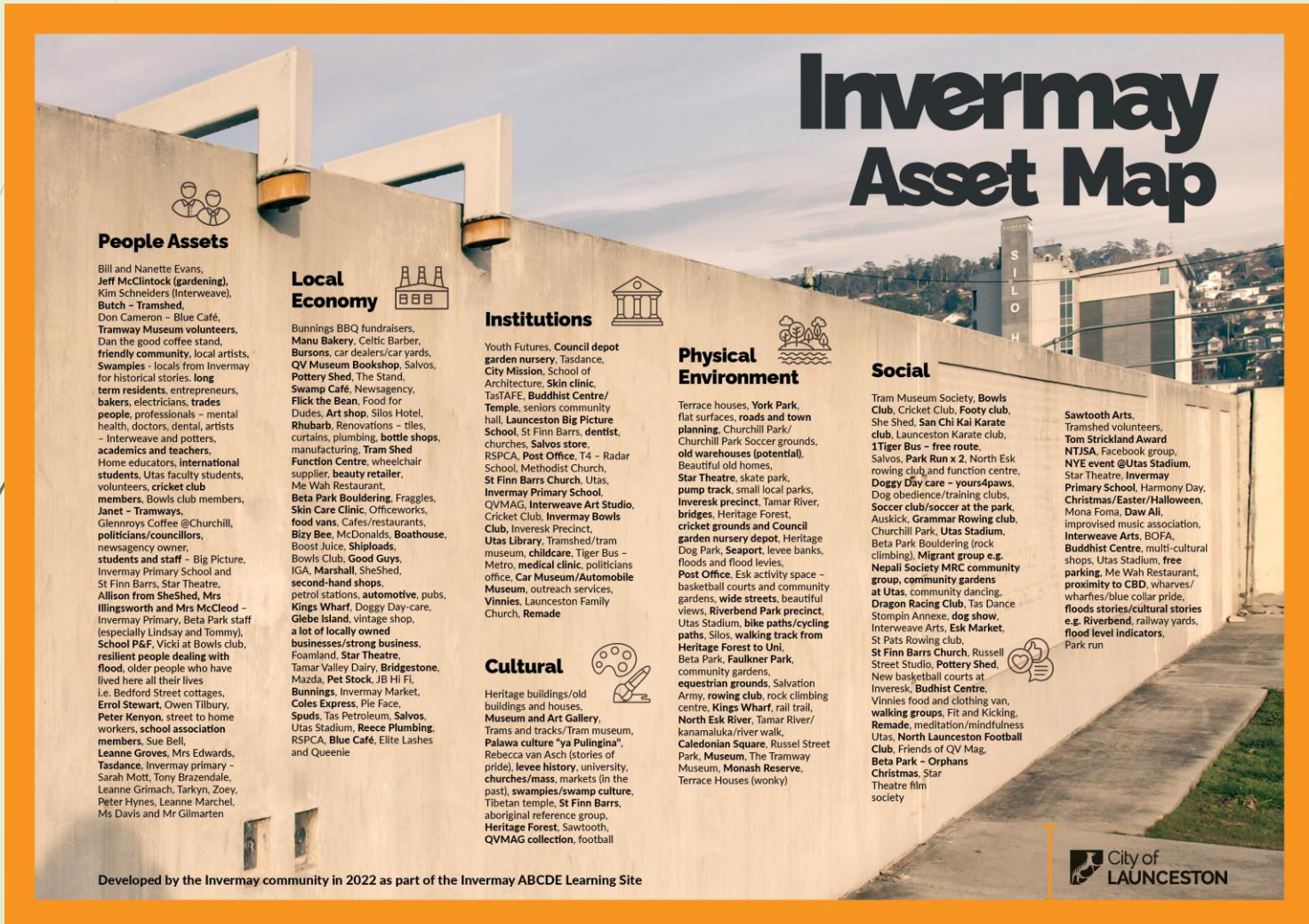
Clubs, local associations, informal groups ...

CULTURAL ASSETS

Stories of pride, heritage, cultural activities, multicultural expressions



Asset mapping and Connecting



People Assets

Bill and Nanette Evans,
Jeff McClintock (gardening),
Kim Schneiders (Interweave),
Butch - Tramshed,
Don Cameron - Blue Café,
Tramway Museum volunteers,
Dan the good coffee stand,
friendly community, local artists,
Swampies - locals from Invermay
for historical stories, long
term residents, entrepreneurs,
bakers, electricians, trades
people, professionals - mental
health, doctors, dental, artists
- Interweave and potters,
academics and teachers,
Home educators, international
students, Utas faculty students,
volunteers, cricket club
members, Bowls club members,
Janet - Tramways,
Glennroy's Coffee @Churchill,
politicians/councillors,
newsagency owner,
students and staff - Big Picture,
Invermay Primary School and
St Finn Barrs, Star Theatre,
Allison from SheShed, Mrs
Illingsworth and Mrs McCleod -
Invermay Primary, Beta Park staff
(especially Lindsay and Tommy),
School P&F, Vicki at Bowls club,
resilient people dealing with
flood, older people who have
lived here all their lives
i.e. Bedford Street cottages,
Errol Stewart, Owen Tilbury,
Peter Kenyon, street to home
workers, school association
members, Sue Bell,
Leanne Groves, Mrs Edwards,
Tasdance, Invermay primary -
Sarah Mott, Tony Brazendale,
Leanne Grimach, Tarkyn, Zoey,
Peter Hynes, Leanne Marchel,
Ms Davis and Mr Gilmartin

Local Economy

Bunnings BBQ fundraisers,
Manu Bakery, Celtic Barber,
Bursons, car dealers/car yards,
QV Museum Bookshop, Salvos,
Pottery Shed, The Stand,
Swamp Café, Newsagency,
Flick the Bean, Food for
Dudes, Art shop, Silos Hotel,
Rhubarb, Renovations - tiles
curtains, plumbing, bottle shops,
manufacturing, Tram Shed
Function Centre, wheelchair
supplier, beauty retailer,
Me Wah Restaurant,
Beta Park Boulderling, Fraggles,
Skin Care Clinic, Officeworks,
food vans, Cafes/restaurants,
Bizi Bee, McDonalds, Boathouse,
Boost Juice, Shiploads,
Bowls Club, Good Guys,
IGA, Marshall, SheShed,
second-hand shops,
petrol stations, automotive, pubs,
Kings Wharf, Doggy Day-care,
Glebe Island, vintage shop,
a lot of locally owned
businesses/strong business,
Foamland, Star Theatre,
Tamar Valley Dairy, Bridgestone,
Mazda, Pet Stock, JB Hi Fi,
Bunnings, Invermay Market,
Coles Express, Pie Face,
Spuds, Tas Petroleum, Salvos,
Utas Stadium, Reece Plumbing,
RSPCA, Blue Café, Elite Lashes
and Queenie

Institutions

Youth Futures, Council depot
garden nursery, Tasdance,
City Mission, School of
Architecture, Skin clinic,
TasTAFE, Buddhist Centre/
Temple, seniors community
hall, Launceston Big Picture
School, St Finn Barrs, dentist,
churches, Salvos store,
RSPCA, Post Office, T4 - Radar
School, Methodist Church,
St Finn Barrs Church, Utas,
Invermay Primary School,
QVMAG, Interweave Art Studio,
Cricket Club, Invermay Bowls
Club, Inveresk Precinct,
Utas Library, Tramshed/tram
museum, childcare, Tiger Bus -
Metro, medical clinic, politicians
office, Car Museum/Automobile
Museum, outreach services,
Vinnies, Launceston Family
Church, Remade

Cultural

Heritage buildings/old
buildings and houses,
Museum and Art Gallery,
Trams and tracks/Tram museum,
Palawa culture "ya Pulingina",
Rebecca van Asch (stories of
pride), levee history, university,
churches/mass, markets (in the
past), swampies/swamp culture,
Tibetan temple, St Finn Barrs,
aboriginal reference group,
Heritage Forest, Sawtooth,
QVMAG collection, football

Physical Environment

Terrace houses, York Park,
flat surfaces, roads and town
planning, Churchill Park/
Churchill Park Soccer grounds,
old warehouses (potential),
Beautiful old homes,
Star Theatre, skate park,
pump track, small local parks,
Inveresk precinct, Tamar River,
bridges, Heritage Forest,
cricket grounds and Council
garden nursery depot, Heritage
Dog Park, Seaport, levee banks,
floods and flood levees,
Post Office, Esk activity space -
basketball courts and community
gardens, wide streets, beautiful
views, Riverbend Park precinct,
Utas Stadium, bike paths/cycling
paths, Silos, walking track from
Heritage Forest to Uni,
Beta Park, Faulkner Park,
community gardens,
equestrian grounds, Salvation
Army, rowing club, rock climbing
centre, Kings Wharf, rail trail,
North Esk River, Tamar River/
kanamaluka/river walk,
Caledonian Square, Russel
Park, Museum, The Tramway
Museum, Monash Reserve,
Terrace Houses (wonky)

Social

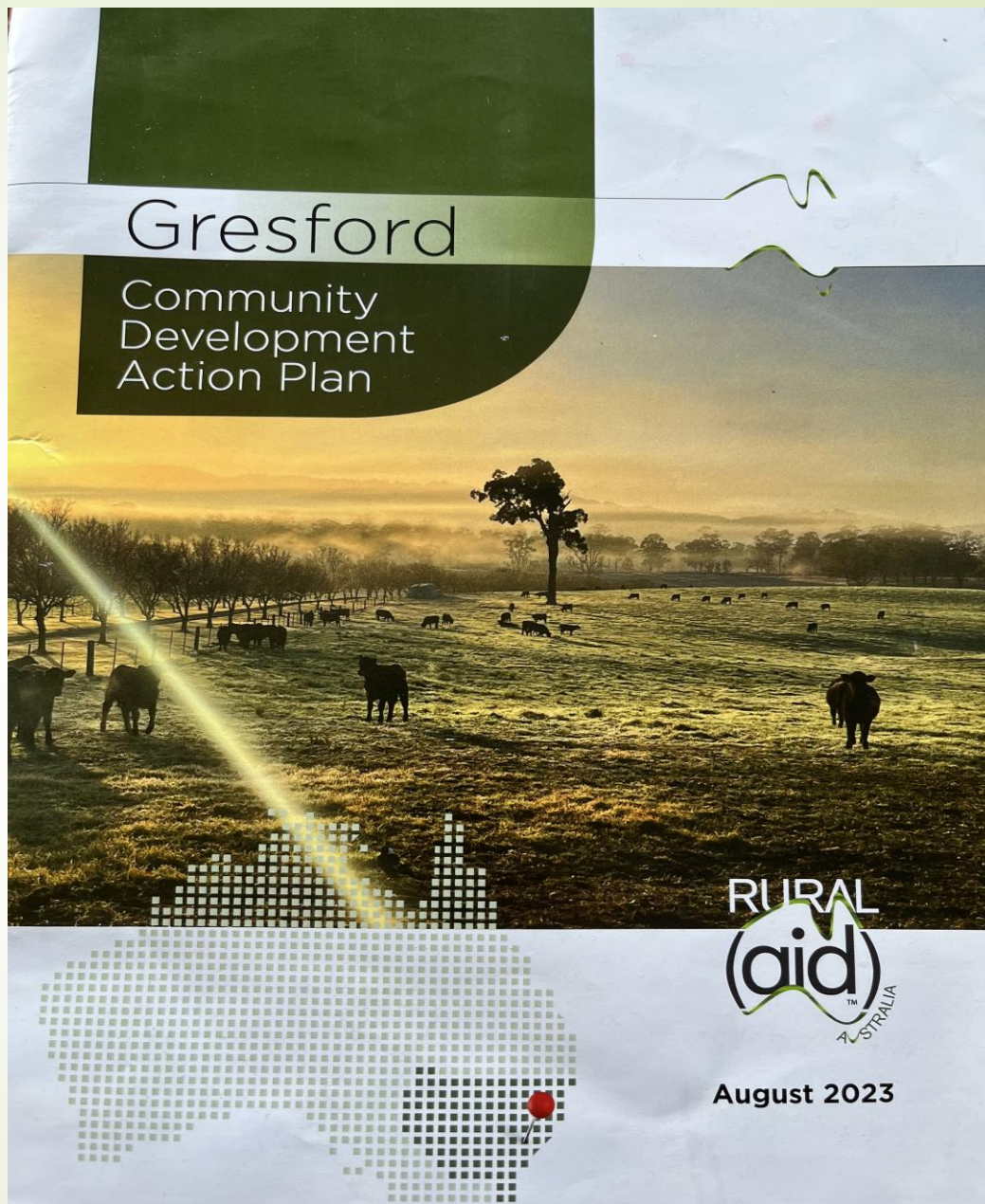
Tram Museum Society, Bowls
Club, Cricket Club, Footy club,
She Shed, San Chi Kai Karate
club, Launceston Karate club,
1Tiger Bus - free route,
Salvos, Park Run x 2, North Esk
rowing club, and function centre,
Doggy Day care - yours4paws,
Dog obedience/training clubs,
Soccer club/soccer at the park,
Auskick, Grammar Rowing club,
Churchill Park, Utas Stadium,
Beta Park Boulderling (rock
climbing), Migrant group e.g.
Nepali Society MRC community
group, community gardens
at Utas, community dancing,
Dragon Racing Club, Tas Dance
Stompin Annexe, dog show,
Interweave Arts, Esk Market,
St Pats Rowing club,
St Finn Barrs Church, Russell
Street Studio, Pottery Shed,
New basketball courts at
Inveresk, Buddhist Centre,
Vinnies food and clothing van,
walking groups, Fit and Kicking,
Remade, meditation/mindfulness
Utas, North Launceston Football
Club, Friends of QV Mag,
Beta Park - Orphans
Christmas, Star
Theatre film
society

Sawtooth Arts,
Tramshed volunteers,
Tom Strickland Award
NTJSA, Facebook group,
NYE event @Utas Stadium,
Star Theatre, Invermay
Primary School, Harmony Day,
Christmas/Easter/Halloween,
Mona Foma, Daw Ali,
improvised music association,
Interweave Arts, BOFA,
Buddhist Centre, multi-cultural
shops, Utas Stadium, free
parking, Me Wah Restaurant,
proximity to CBD, wharves/
wharves/blue collar pride,
flood stories/cultural stories
e.g. Riverbend, railway yards,
flood level indicators,
Park run

Developed by the Invermay community in 2022 as part of the Invermay ABCDE Learning Site

City of
LAUNCESTON

Community Development Action Plan



HEY - WE CAN
TAKE CONTROL!!





Questions?

Comments?



Introductions



**Two things you love
about where you live?**



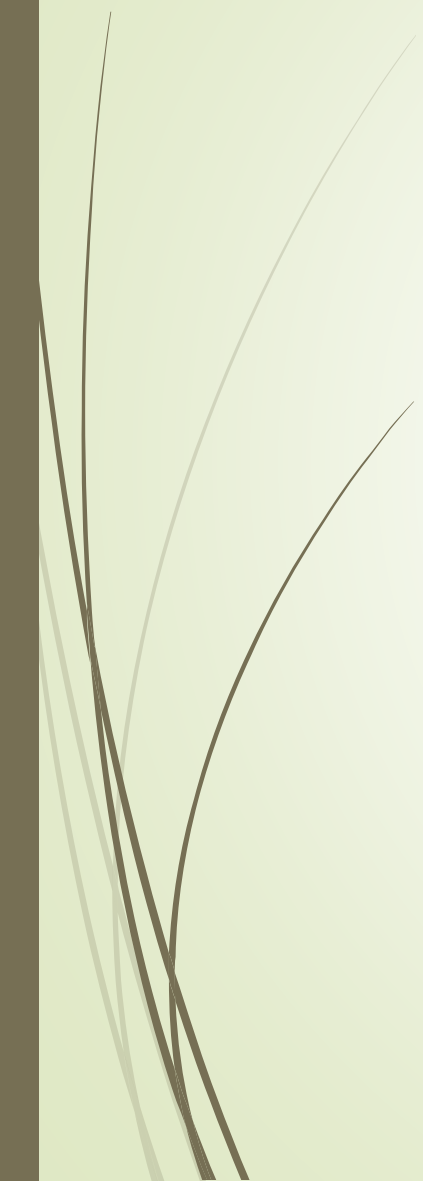
Introductions

What is one change you
would like to see different
about where you live and
what could you contribute to
make it happen?





Introductions



**Your life story in 58
seconds- what is
important to you?**



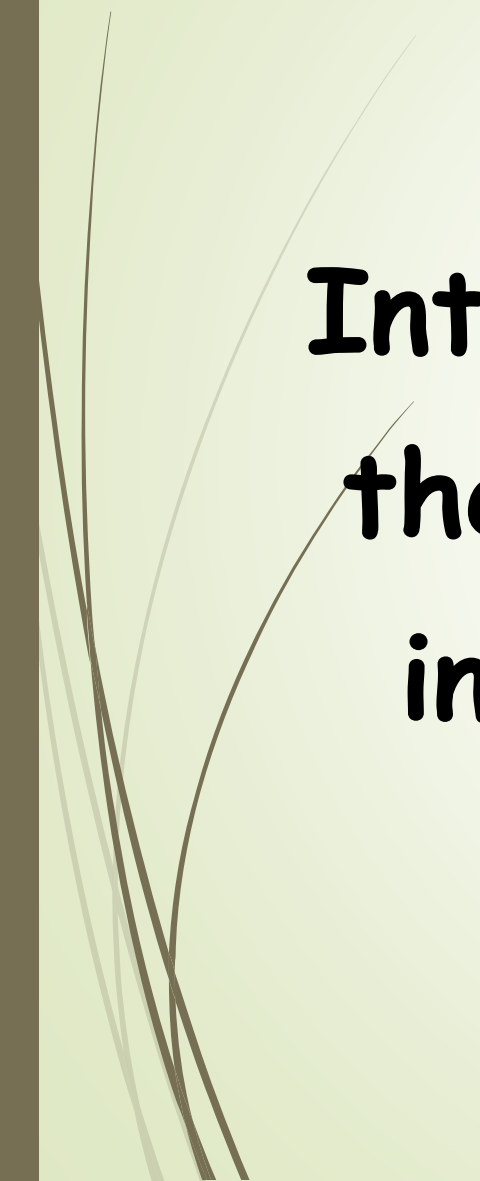
ONE GIFT you bring to
your community-

- gift of the **head**?
- gift of the **hands**?
- gift of the **heart**?
- gift of the **feet**?



Introductions

Introduce your partner to the group in 57 seconds, including one aspect of admiration.

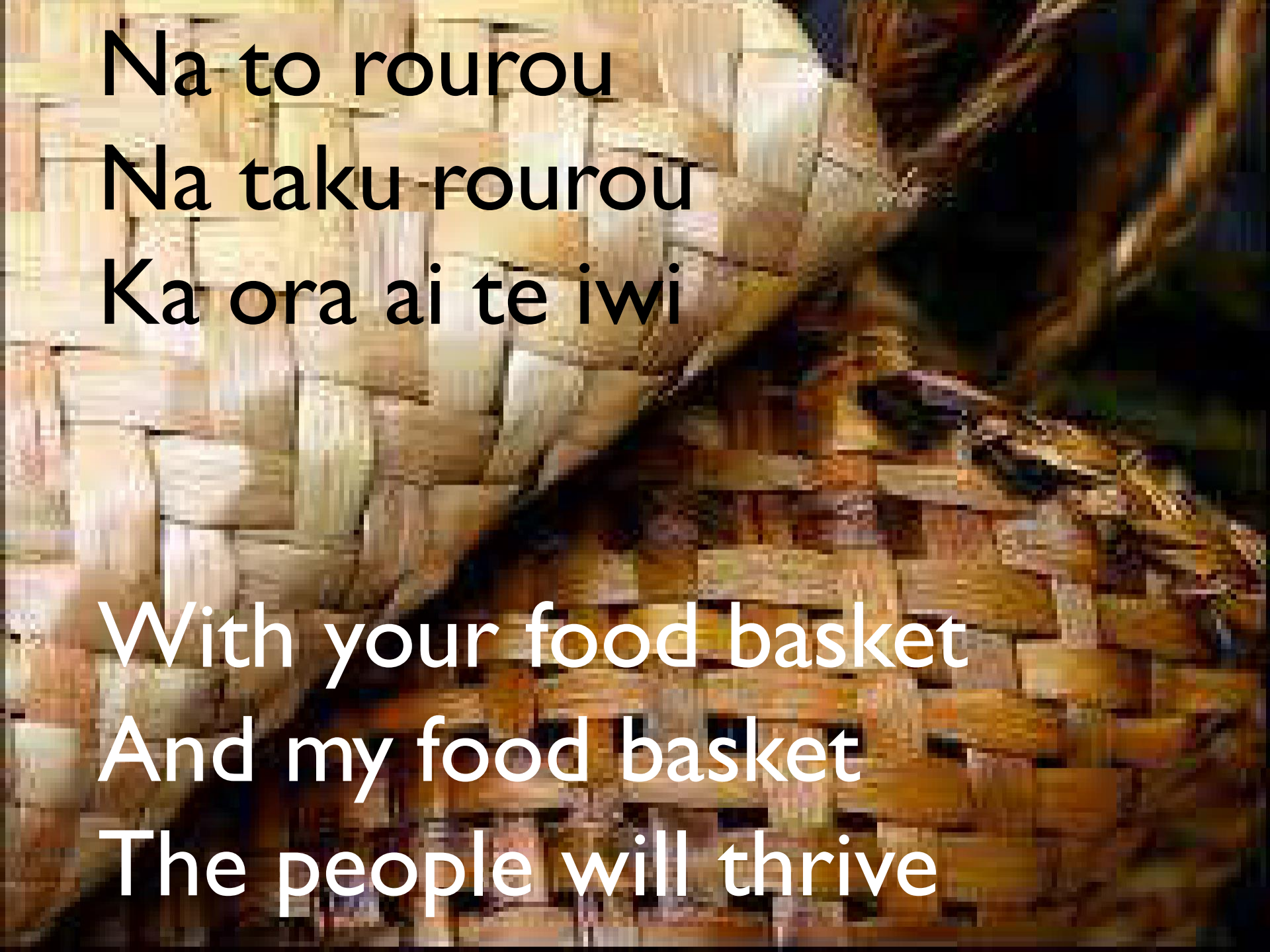




Introductions



**Something you are
proud of that others
here will not know
about you?**



Na to rourou
Na taku rourou
Ka ora ai te iwi

With your food basket
And my food basket
The people will thrive



Coffee Break