RARE
AmeriCorps Winter Training
December 9, 2015

Roque Barros
The Cracked Pot
Community Mobilizing Cycle

LISTEN
Seek opportunities

RECRUIT
Mobilizers & Energizers

CLARIFY
Vision/Goals

ORGANIZE
Develop plans & strategies

MOTIVATE/OUTREACH
Gain broad community participation & partners

IMPLEMENT
Spring into action

EVALUATE
What is being accomplished? Are changes needed?
TABLES OF OPPORTUNITY

“Looking for ways to strengthen relationships”

1. Think of an activity you would like to do with your team.
   • You must be able to accomplish the activity between now and Friday
   • The activity must include everyone on your team
   • The activity can be as long or as short as you like
   • The activity can be done once or multiple times

2. Write down the activity and share it with your team
   • Discuss all ideas

3. Select one activity you are willing to do as a team

4. Develop a plan for the activity
   • Can you get the other groups to join you?

5. Share your idea with the group

4. Congratulations, hold your activity!
COMMUNITY BASED CHANGE
Center in Principles

Start with what you know; build on what you have

Keep the community at the center of the change process

Be profoundly inclusive

The community must lead and guide the change
Community Building outcomes

Projects and Principles

<table>
<thead>
<tr>
<th>Project-led (transactional)</th>
<th>Principle-led (transformational)</th>
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<tbody>
<tr>
<td>Starts with a need</td>
<td>Starts with principles</td>
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<tr>
<td>Goal</td>
<td>Listen, learn and share leads the way</td>
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<tr>
<td>Process</td>
<td>Brings out the best in others</td>
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<tr>
<td>Activities</td>
<td>You change as much as the change you are trying to make</td>
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<tr>
<td>Timelines/deadlines</td>
<td>Influences values and behaviors</td>
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<tr>
<td>Deliverables</td>
<td>New ideas, new people, new connections, new expectations</td>
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<tr>
<td>Budget</td>
<td>Ownership and sustainability</td>
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<td>Report</td>
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Go to the People
Live with them,
Learn from them,
Love them.
Start with what they know,
Build with what they have.
But with the best leaders
When the work is done
the task accomplished
The people will say,
"We have done this Ourselves."