

# Community Building 2019 Workshops

## Wednesday-Friday

March 20-22    May 15-17    September 11-13

Wisconsin Community Services, Inc.

414-290-0400 • www.wiscs.org

See reverse side for more information about  
the Workshop and how to register.

### *Through Chaos to Community / Healing the Wounds That Divide*

*"There is a yearning in the heart for peace. Because of the wounds and rejections we have received in past relationships, we are frightened by the risks. In our fear, we discount the dream of authentic Community as merely visionary. But there are rules by which people can come back together, by which the old wounds can be healed. The purpose of Community Building is to teach these rules — to make hope real again — and to make the vision actually manifest in a world which has almost forgotten the glory of what it means to be human." -M. Scott Peck, MD*

#### **Community Building Workshop Description**

This workshop is designed and intended for members of the helping professions, including mental health professionals, psychologists, social workers, licensed professional counselors, teachers, youth development professionals, police officers, pastors, etc. Through didactic and experiential methods, the workshop teaches the Community Building process of group development. Aside from learning about the principles, practices, and stages of Community Building, mental health professionals and members of other helping professions participating in the workshop experience these stages. They actively participate in the Community Building process and learn to recognize the stages and how to move between stages in other groups that they work with or are a part of. The stages include pseudo-community, chaos, emptying, and community, and reflect the stages outlined in common group development theory, e.g., forming, storming, norming, and performing. In order to enter these stages of Community Building, participants enlist and hone effective communication skills, such as reflective listening and therapeutic use of self. These are the very skills that mental health professional and other helping professionals use in effective professional practice. During Community Building, mental health professionals and members of other helping professions also deepen self-acceptance and acceptance of others with the help of seasoned Community Building facilitators. Acceptance forms the basis of effective communication within the Community Building process, and also informs critical factors in the professional helping process. As such, self-acceptance along with effective communication skills learned in the Community Building process generalize beyond the workshop, enriching professional efficacy and satisfaction for mental health professionals and other helping professionals.

The goal of the workshop is to promote community within the group and to facilitate effective communication and community building skills along with self-acceptance among participating mental health professionals and other members of the helping professions. Community Building facilitators support attainment of workshop goals via two general strategies. First, they promote the development of individual workshop participants through one-on-one interactions as needed. Second, they enhance the development of the group through well-crafted and well-timed group feedback.

#### **What are the Benefits of Community Building?**

The individual experience of Community is deeply connecting by design -- which for many participants is also an experience of personal healing and wholeness. When this experience is shared by members of a team, it dramatically improves group properties which leads to more effectual learning and working environments with higher levels of individual participation and better outcomes. And when it is applied between groups with a common purpose, the principles and practices of Community Building create uniquely collegial, productive and lasting collaborations.

#### **Who Should attend a Community Building Workshop?**

Mental Health Professional and members of other helping professions who are working to impact the public health, safety and welfare of Milwaukee - and are struggling with one or more of the following:

- Clients who have a hard time trusting others
- How to get program outcomes to the next level
- Cultural mistrust, lack of civility, conflict or division
- Staff burnout or high turnover

- Staff exposure to client trauma and compassion fatigue
- Dysfunctional teams or work groups
- Disengaged or unmotivated program participants

#### **How do I Learn More?**

Since the principles of Community Building are typically taught experientially, the best way to learn about them is to attend a three-day Community Building Workshop.

#### **What is Community Building Milwaukee?**

Since its inception in the early 1980's, the benefits of Community Building have been experienced, by and large, one person at a time, one team at a time, or one organization at a time. However, the most robust application of Community Building is one network at a time. Community Building Milwaukee is the largest Community Building project ever attempted and involves more than 35 stakeholder organizations which have committed to both integrate Community Building principles and practices into their existing programs and to participate in a Community-Centered Collaboration around a common purpose.

The overarching purpose of Community Building Milwaukee is to encourage people to connect in authentic Community so that they and the collaborations they share might transcend their differences and thrive both individually and in their work together. This is achieved by:

- Offering, promoting and advancing Community Building principles and practices with a special emphasis on Community Building Workshops.
- Empowering stakeholder organizations to incorporate Community Building Workshops and other aligned practices into their existing programs and services.
- Assisting stakeholder organizations to design new programs and services around Community Building principles and practices.
- Training Community Building Facilitators and offering follow up opportunities for participants to develop a personal Community Building practice.
- Recruiting, managing, supporting and sustaining a network of Community Building Facilitators and Trained Trainers to continue to promote Community Building principles and practice with fidelity to the CBI model.
- Educating the larger community and championing Community Building by spreading the vision of the Initiative.

#### **What are the Applications?**

Community Building doesn't make a bad program good; but it can make a good program great. When incorporated into new and existing program it can dramatically improve outcomes. Some applications include:

- Improved employment opportunities for former offenders
- Built high functioning cohorts among graduate students
- Renewed trust and civility among city-wide collaboration partners
- Boosted outcomes in a literacy program
- Prepared residents for a modified therapeutic community
- Assisted mothers to regain custody of their children
- Resolved staff conflict in a healthcare agency
- Enhanced domestic abuse services
- Helped youth transition from juvenile detention to home

# Accelerating Change Through the Spirit of Community

## What's Our Vision for Milwaukee?

The overarching purpose of Community Building Milwaukee is to encourage people to connect in authentic Community so that they and the collaborations they share might transcend their differences in order to thrive individually and together in the work they share. The goal of the CBM initiative is to incorporate a powerful change process called Community Building into social service, criminal justice and faith-based community programs. CBM will not replace existing programs and services. Community Building enhances outcomes and impacts in a broad range of already existing programs and services. The long-term goal of the CBM initiative is to dramatically reduce crime, violence and poverty—and put our community on a better path for the future.



## How Can I Get Involved?

The first thing to do is to attend a three-day Community Building Workshop to experience the process of Community Building, a deeper and more authentic way of interpersonal communication, and to experience Community. Following this experience, individuals can more easily build trusting, collaborative relationships in their personal and professional lives. Some people may be moved to become a trained facilitator of Community Building Workshops. CBM anticipates having additional Community Building Facilitator training. There are many different ways that organizations and individuals can become involved in CBM.

## What Do People Have to Say?



**Clarence Johnson** is Executive Director of WCS, a \$25 million organization with services for behavioral health, court and community alternatives, residential reentry, workforce development and youth.

*"I have been involved with Community Building Workshops for almost 10 years, and still marvel at the positive impact they have on individuals and groups. During my many years of involvement in the Social*

*Services Sector, I have never experienced a project with this much enthusiasm, diversity, interest, and hope. I truly believe that we have just begun to tap the potential and promise that Community Building has for the Milwaukee area community."*



**Dawn Barnett** and her husband run Running Rebels, a \$4.5 million grassroots organization which provides highly effective programs for youth growing up in extremely challenging circumstances.

*"Community Building has completely changed the culture of our organization on every level. We now have a common language to use when communicating. Interruptions and assumptions have been replaced by*

*deep listening and empathy. Our team has become more honest and expressive with one another, allowing for increased productivity and an improved morale."*

## Community Building Institute

Headquartered in Knoxville, Tennessee, Community Building Institute offers Community Building Workshops, Skills Seminars, Leadership Development Courses, Facilitator Training, Executive Coaching, Program Design and a variety of customized planning, alignment and technical assistance services worldwide.



For more information about the Community Building Institute: 865-224-7130, [www.CommunityBuilding.com](http://www.CommunityBuilding.com)

## About the 2019 Workshops

Dates: Wednesday to Friday; March 20-22, May 15-17, September 11-13

Time: Wednesday and Thursday - 9:00 am to 5:00 pm (Lunch will be served); Friday - 9:00 am to 3:00 pm (Lunch will be served)

Location: Milwaukee Friends Meetinghouse  
3224 N. Gordon Place, Milwaukee

Parking: Parking is limited in the parking lot. Street parking is available.

Cost: Free (Workshop valued at \$750)

How to Register: Contact James Bartos (phone number and e-mail address listed below)

Workshop Facilitators: The Workshop will be facilitated by a team of Senior Facilitators from Community Building Institute and local Facilitators who have been trained and certified through Community Building Milwaukee.

## History of Community Building Milwaukee

Community Building Milwaukee was set in motion in 2005 when a group of seasoned social sector leaders began to search for new strategies that would address what they considered to be unacceptably high levels of violence in some of Milwaukee's most distressed neighborhoods. After reading Dr. Robert E. Roberts's *My Soul Said To Me*, which recounts his remarkable journey building Community with former offenders in Louisiana, they invited the author to Milwaukee to learn more about his work and to eventually lead two Community Building Workshops.



These initial Workshops were described by participants as both personally healing and collectively transformative. They were so impactful, in fact, that many participants became deeply committed to doing what they could to make Community Building Workshops more widely available in Milwaukee -- especially to those who suffer under the heavy burdens of poverty and racial disparity.

Dr. Roberts returned to Milwaukee several times during the next five years to lead additional Workshops and to explore opportunities for Community Building projects. However, with many organizations struggling to survive the recession, funding was largely unavailable for new projects.

While Community Building enthusiasts continued to look for funding opportunities in Milwaukee, some also began to use what they had learned about the method in an unfunded enhancement to a Transitional Jobs Program under the Department of Children and Families. Their results got the attention of Secretary Eloise Anderson, who was so impressed that she included support for a citywide Community Building project in the Governor's Biennial Budget for 2013 and again in 2015 and 2017.



The project is being led by Wisconsin Community Services, Inc. (WCS) and their technical experts at the Knoxville-based Community Building Institute.

For more information about Community Building Milwaukee (CBM), please contact:

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