Building Intentional Communities
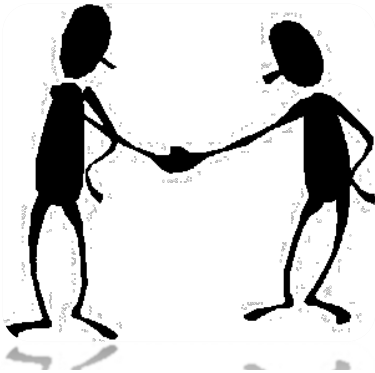
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Be the CH**∆**NGE
consulting

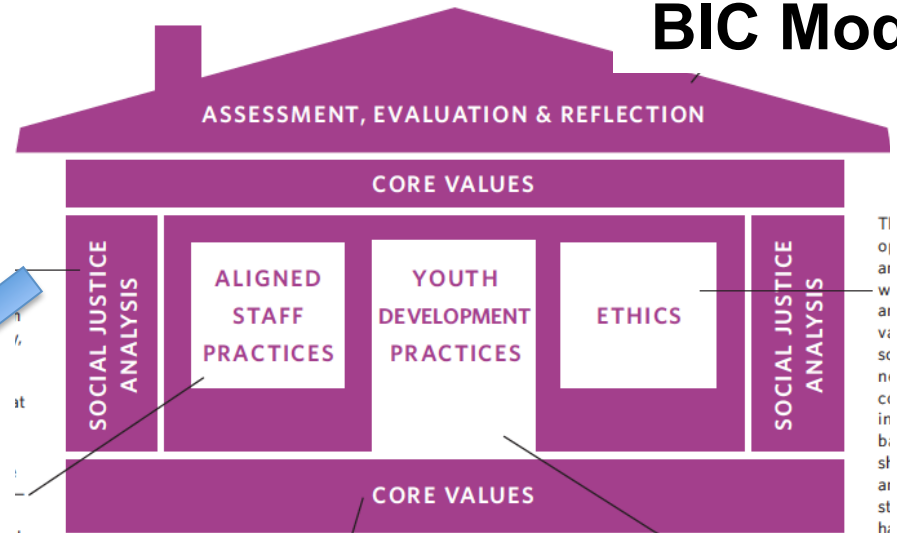**Find Someone Who…**

Brown Bag

BIC Model

ASSESSMENT, EVALUATION & REFLECTION

CORE VALUES

SOCIAL JUSTICE ANALYSIS

ALIGNED STAFF PRACTICES

YOUTH DEVELOPMENT PRACTICES

ETHICS

SOCIAL JUSTICE ANALYSIS

CORE VALUES

Values Card Sort

Is Your Shoe Twin

What was the first meaningful youth leadership experience that you had? Why?

Is the Same Height as You

What is a challenge you are experiencing with your youth?

Brown Bag

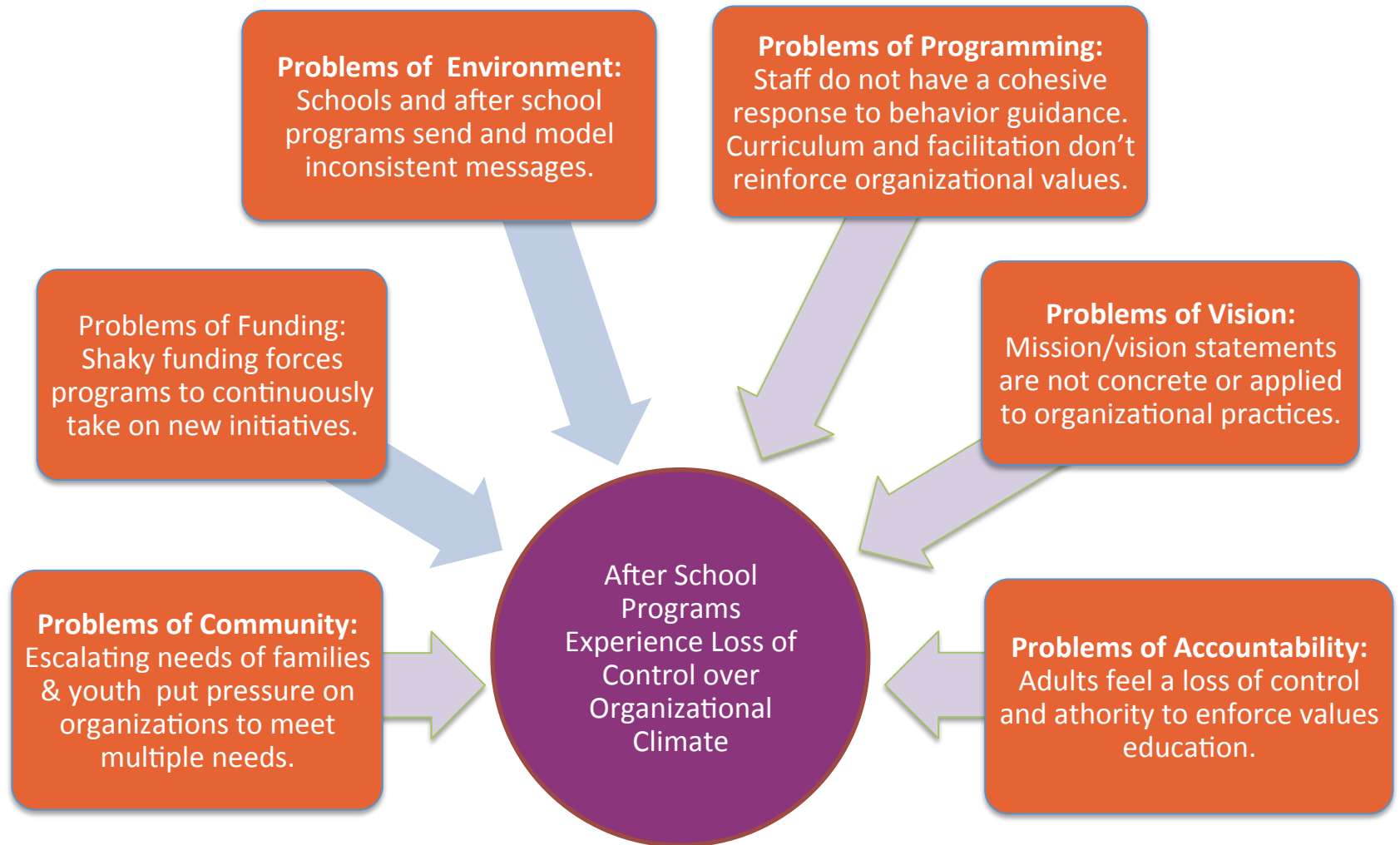Reach under your chair and find your **"Community Card"**

Move to your **Community** station

Each community will receive a bag of materials and a set of instructions. Your challenge is to complete all the instructions.
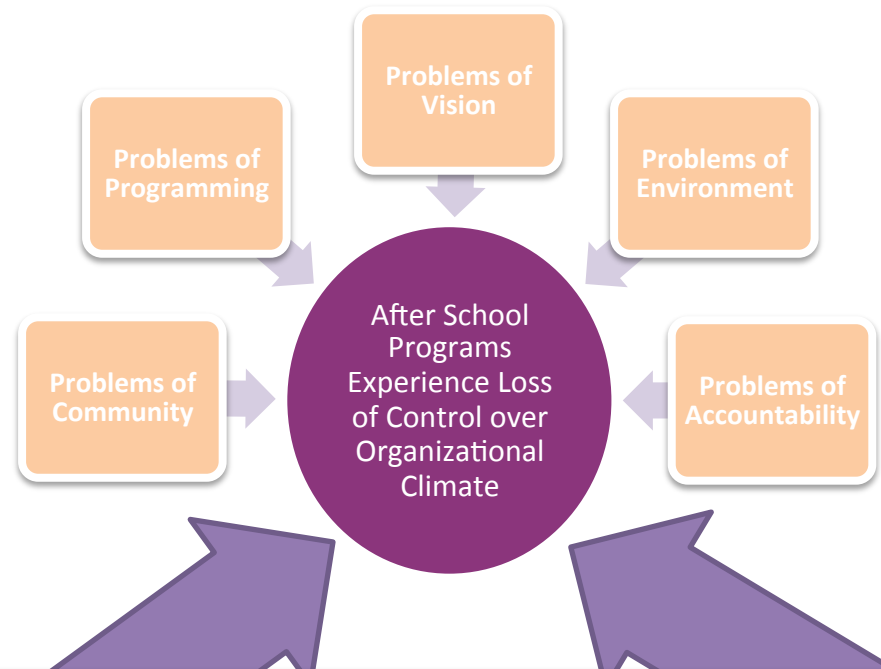
**Be Creative!
Build Community!
Grapple with your Beliefs!**

Theory of The Problem

Building an intentional community is an inside-out process, that must also factor in social context and external factors. There are a wide range of challenges programs must address and account for in any approach.

Problems of Environment:
Schools and after school programs send and model inconsistent messages.

Problems of Programming:
Staff do not have a cohesive response to behavior guidance. Curriculum and facilitation don't reinforce organizational values.

Problems of Funding:
Shaky funding forces programs to continuously take on new initiatives.

Problems of Vision:
Mission/vision statements are not concrete or applied to organizational practices.

Problems of Community:
Escalating needs of families & youth put pressure on organizations to meet multiple needs.

After School Programs Experience Loss of Control over Organizational Climate

Problems of Accountability:
Adults feel a loss of control and athority to enforce values education.

Theory of Change

Problems of Vision

Problems of Programming

Problems of Environment

Problems of Community

After School Programs Experience Loss of Control over Organizational Climate

Problems of Accountability

Building Intentional Communities Model

• Establish a process to create intentional community that builds on existing frameworks and values of the organization

1) Identify 3-5 **core values** that resonate with the Community

2) **Incorporate and integrate** core values into all aspects of organizational culture: Leadership & Communication, Staff Interactions, Youth Interactions, Program Planning, Behavior Guidance

3) Identify **key strategies** that will be used consistently across the organization to establish a sense of community

4) Connect the strategies **to larger issues of social justice** and anti-oppression to ensure relevancy

5) Provide opportunities for staff and participants to **wrestle with the application** of values and ethical complications

Theory of Change
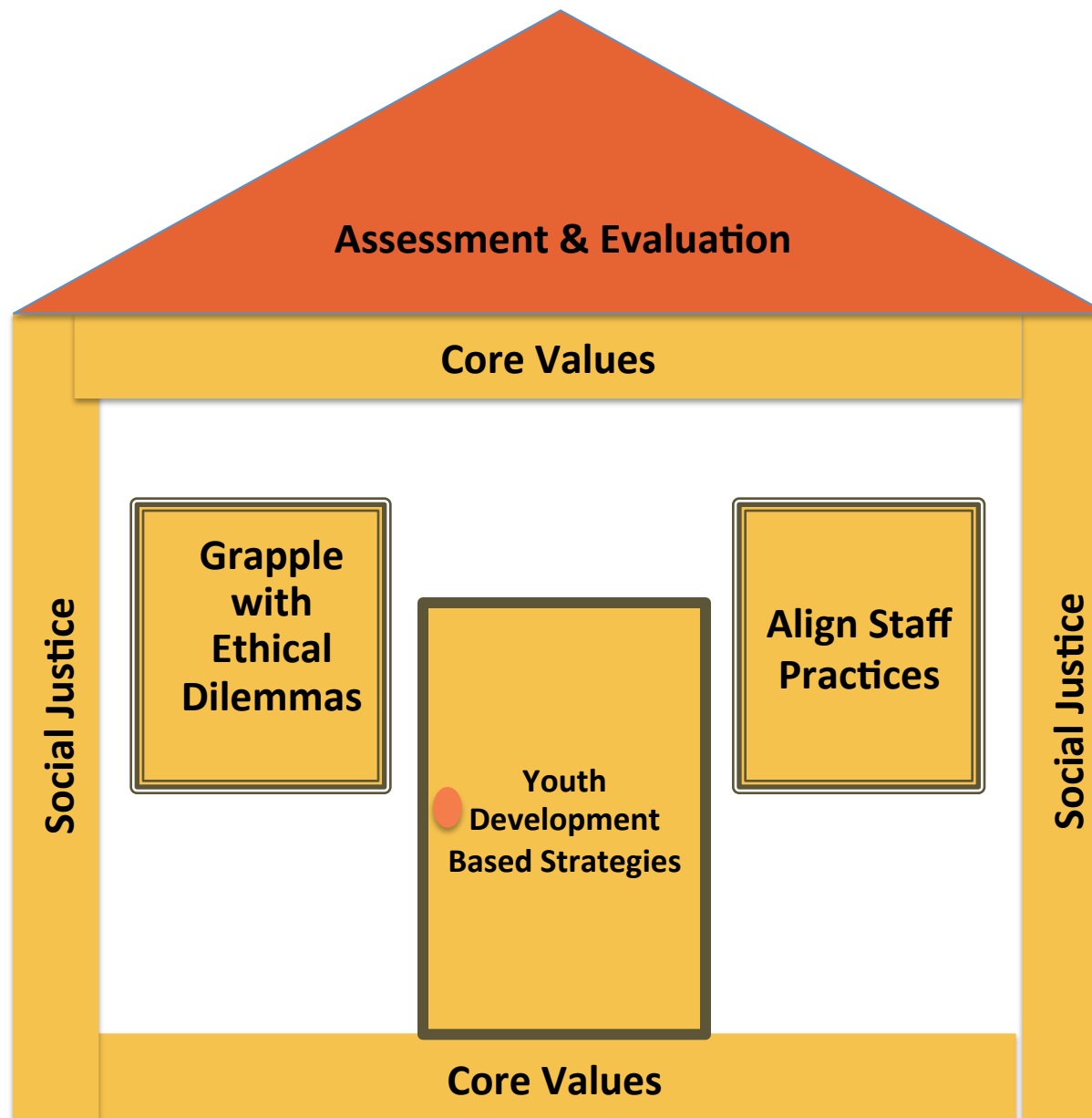
Think back to the challenge you are experiencing with your youth.

What is a value, if deeply embedded in your young people, that could shift this challenge?

Walk around the room and select a value card, share with a partner.

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