1. What's the big idea?

-Evaluative
-ranking ideas
-self-critical
-always question the 'big idea'

-Vision events
-how to create a vision in a wider group
-big group: slow but leads to dissipation
-small group: fast
-depends on group type/event
-creative spaces/social centre space

-Problem of leaders
-one persons big idea
-vulnerable if this person leaves
-how to avoid this, e.g. NBA India

-Process
-transparency of process, how to train and educate a wider group
-create different groups, divide tasks and increase participation

-Transparency
-incentivise participation or set threshold (barriers/time/money)????
-define clearly what is/is not your concern
-get input from your community, have your channels open
-needs time
-stay in the loop
-participatory appraisal
-group agreement
-document history of decisions
-clear minutes of decisions
-not just words
-clarity on words/misrepresentation

-For everyone or for self interest?
-looking for existing groups visits to them
-self-selecting
-looking for existing groups and visiting them

-need to keep nagging council
-good plan with small group so don't compromise
-different groups coming in later will change idea

-Translation-different ways of stating aims
-words and images
-for those sustaining project
-self-selecting
-just for those with your values?
-boundaries
-large scale

-Evolution of idea
-flexible/adaptable
-conscious process
-David Fleming: Spiral Thinking, lean thinking
-expand and include a wider audience (Ken Wilbur)
-positioning ideas
-Ken Wilbur
-Joanna Macey

-Systems thinking
-arrive naturally.
-feedback
-key people v wider group.
-balance between them
-inclusive v exclusive
-PEST analysis
-holistic
-holons???
-connected
-feedback

-Be clear on next/achievable steps
-small, manageable chunks
-avoid stagnation
-root causes for ideas not symptoms
-create ideas and brainstorm sessions
-ranking ideas
-focus

-Different levels of participation
-acknowledge what exists, magnify it, not replicate it
-justice/values
-community/love
-party politics/party members
-transparency/different levels of involvement
-getting people talking
-not out of the blue
-need to bring people together

2.How will you resource your group?
-mutual aid

-Building blocks
-what you already do
-materials already used etc.
-effective/people resourcing
-SMART goals

-Continual update
-avoid stagnation
-evolution

-flexibility
-sliding scales of involvement
-adapting ideas to what is available

-Networking
-other groups
-sharing
-resources

-Long term outcomes
-not just what's achievable now

-Non-monetary resources
-energy
-skills
-experience
-LETS schemes
-Time bank (hour by hour)
-Freeganism
-Freecycle
-Freeconomoy: skills shares, land, tools

-Legal
-constitution
-limited company?
-co-operative?

-Financial
-loan stock
-credit union

-Ethics
-where do we get resources from?
-need to consider ethics in process (e.g. using open source, ethical banking etc) in all aspects
-transparency (what will happen to the money/resources? who will deal with it etc)

-Feasibility study
-financial model
-speculation/needs
-data analysis
-learn from other projects

-Volunteers
-burn out
-hierarchy
-core group v occasional (range of involvement for different levels of time etc)

-Membership base
-using resources already in our networks before looking to exterior sources (money/skills etc)
-good for sustainable group work: needs group cohesion and independence from exterior

groups
-empowerment of group to learn more
-capitalising on what we have
-being realistic about limits
-being ambitious!
-regular contributions

-Sharing equipment
-Beg/borrow/steal
-appropriacy
-using what's available
-gifts in kind
-universities
-social centres/community spaces

-Research local resources
-facilities
-outreach function
-being flexible
-local businesses
-council

-Fund-raising
-proposals
-revenue costs
-building communities
-money
-street fund-raising
-skill share
-proposals
-revenue costs
-awareness raising at the same time
-lots of small amounts
-grants for capital costs

-Organisational structure
-skills and structures
-autonomous working groups
-wish list
-good planning
-transparency
-facilitation
-advice/seeking professional guidance
-lists of skills/resources etc
-sharing information with wider networks

3.What legal structure will you use?
-transparency
-accountability

-Ltd £250
-for business purposes mainly

-NGO
-share holders

-Community interest
-social enterprise

-Charity　£
-education+ other act
-5 trustees out of the org to rule
-6 months to establish
-Cooperative company £**500**
-CDA
-owned by workers

-Limited liability partnership £**25**
-good member agreement

-Land trust
-land and housing and farming
-LILAC
-shared ownership

-Unincorporated voluntary association
-direct democracy
-social centre network
-citizens advice bureau
-guides: "cultivating cooperatives","keeping it legal"

-appropriateness (matching structure to size and need)

4.What group process will you use?

-Mediation
-framework
-designated person to facilitate face to face meetings

-Organised management
-mandate for organised management
-delegation
-rotation/election equal rights
-core membership-to make certain decisions
-interested parties

-Transparency
-documentation
-finances
-open source
-open organisations
-viable systems
-model guide

-Responsibility and aims of groups
-manifesto
-constitution
-group charter
-clear purpose
-roles can be set out
-tyranny of structurelessness
-be aware of informal hierarchies
-define/acknowledge the structure

-social relationships between people
-how do things get done?
-power dynamics
-open space

-Wider communication
-email lists
-website
-outreach
-training
-skill-share workshops
-popular education to develop better quality process
-consensus decision making
-induction to the organisation process
-open meetings
-minutes
-consensus decision making
-working groups > whole group
-the group agrees decisions about structural framework

-Models for how groups make decisions
-what group process will we use?
-research
-flat system of decision making
-balance between moving stuff forward when participation so fluid, with functions of small tight unit
-Indigenous processes of decision making. Western models of decision making (CDM) can exclude marginalised communities because of Eurocentric consensus model which can feel very 'ends' orientated

-Social relationships between people
-group processes you use will depend on building and monitoring good relationships
-looking at power dynamics
-strategies, techniques: non-violent communication, psychology, facilitation workshops.

5.Dealing with buerocracy and paperwork
-Workflow
-paid work v voluntary work
-administration

-archiving

-Professionals
-volunteering their experience too (they are part of the group)

-Outreach
-avoid overload of knowledge on website/flyers
-avoid sending too many emails
-seek advice from people with relevant knowledge

-Business plan
-clarity of vision
-search on-line for examples
-in house skill building
-education

-Specific tasks for groups and individuals
-sharing the load
-support and acknowledgement

-Transparency
-strategic transparency
-avoiding unnecessary leapfrogging or bureaucracy

-Local authorities
-in touch with them about legal requirements
-HSE
-utilities
-eco options
-self-generation
-business rates and discounts
-type of organisation

6.Getting others involved and reaching out?

-Communication strategies
-using pictures
-translation
-accessible (music, films at local cinema)
-simple, recognisable logo

-Events
-stall at community events
-inclusive
-creating networks
-partnerships
-stall at community events
-diverse approaches

-Media
-futerra tips for us
-human story
-32 word press release (short and sweet, who, what, where, why?)
-media liaison person

-media policy
-positive, sexy fund-raising

-IT
-priority on electronic but also use paper
-email
-websites
-blogs
-social networking
-social media
-NGO and resources

-Publication
-welcome pack for newly involved
-orientation session

-Levels of involvement
-volunteers/pad staff
-membership
-where? Separate meetings, diversify and try to be inclusive, move out of comfort zone
-hierarchies

-Talking to people
-2 way communication
-local area
-friends
-street
-helping others do this
-linking to groups and seeking other groups that are similar and different

-Where do people spend their time?
-start locally
-innovative promotion
-banner drops
-workplace
-unions
-pubs
-home (door to door, spoof Mormons, leaflets, events)
-church (spoof church?!) synagogues etc
-schools
-youth groups

-Methods
-street theatre
-street art
-look at the skills in your group and prioritise

-Protecting the group although you are inclusive
-consensus (as a means of ejecting spies etc)
-membership policy
-trial period for membership?

-Something to do for new people
-supporting new people, buddy system
-join a working group, delegate workload
-preserving a functional organisational structure that is flat and hierarchical

7.How will you sustain your organisation?
-Issue
-young people
-moving on/restless/individualistic/sticking for long term

-Solutions
-including a range of generations getting people settled in the community
-students: People and Planet, keeping in touch with mailing lists
-training
-tea and empathy
-feeding people
-regular breaks

-Viable systems model
-operational units
-conflict resolution
-synergy -internal eye
-forward planning -strategy -external eye
-identity; shared purpose
-on-line systems guide
-shared ways of affirming that visioning/celebration/meditation/personal level engagement
avoiding burn out

-Setting new goals to move on

-Structures/rules umbrella network
-stay constant even when people involved change
-not static
-initiators aims to step back and pass over to community
-welcome pack making clear
-how to dissolve /what to do with assets
-constitution
-admin role
-funding

-Staffing
-volunteers? Coordinators?
-cooperatives part time staff to do 'core work' be 'institutional memory', cooperative does
the rest. (don't advertise; under the radar).
-when nearly collapsed because of no rent.
-work-jobs fulfilling
-financial? Grants? Income generation?

-Co-counselling
-healing with disapproval
-family
-spirituality

-training in active listening skills/crisis skills support networks
-creating supportive environment for sharing emotions
-face to face

-Relational roles
-releave pressure
-police representative/liaison
-police seen as people
-understand structure
-talk to those who make decisions

-Having good materials
-not reinventing the wheel
-explain aims etc
-separate work life balance
-meet new people
-networking
-celebrate what we have achieved 'milestones'
-avoid stagnation
-golf course/pub chats
-eat meals together, provided by organisation
-feedback system

-How long to exist for? What if you succeed?
-feedback system
-build in evaluation?
-sharing vision so doesn't collapse?
-is there still a need?