Creating our Common Wealth
The Art of Community Building and Social Innovation
Whereas desegregation can be brought about by laws, integration requires a change in attitudes. It involves personal and social relationships that are created by love—and these cannot be legislated. We will have to learn to relate to each other across those nonrational, psychological barriers which have traditionally separated us in society.

Kenneth Smith and Ira Zepp
Search for the Beloved Community: The Thinking of Martin Luther King, Jr.
The beloved community is not a utopia, but a place where the barriers between people gradually come down and where the citizens make a constant effort to address even the most difficult problems of ordinary people. It is above all else an idealistic community.

Reverend Jim Lawson
Waddie Welcome and the Beloved Community
Everyone has a higher purpose and gifts that relate to their highest purpose.
There is a place and people who need the gift....

Go deeper into local neighborhoods and communities
Deepen relationships with family & friends

Make contributions through paid work & volunteering

Build membership through associations

Make connections in the neighborhood
Our Attention is Powerful: See with fresh eyes.....
Seven Shifts in Person-Centered Work

1. Make space for the new
   - Inner Work
     - Open mind: suspend old habits of judgement
     - Open heart: see with the eyes of the heart
     - Open will: Let go of the old and let come the new

2. Discover Capacities
3. Cultivate Community
4. Activate Possibility
5. Crystallize Valued Social Roles
6. Prototype Social Innovation
7. Expand Valued Experiences

Creating Opportunities

Seven Shifts 0.2
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Shifts in the relational field...making space

1. From command and control to co-creation
Levels of Listening

**LISTENING 1:** from habits
- Downloading habits of judgment
- reconfirming old opinions & judgments

**LISTENING 2:** from outside
- Factual listening
- noticing differences
- disconfirming [new] data
- seeing through another person’s eyes emotional connection

**LISTENING 3:** from within
- Empathic listening
- Open Heart
- connecting to an emerging future whole; shift in identity and self

**LISTENING 4:** from Source
- Generative listening (from the future wanting to emerge)
- Open Mind
- Open Will
Shifting your mode of listening is life changing. Shifting how you listen, the way you pay attention, sounds like a really small change. But here is the thing: Changing how you listen means that you change how you experience relationships and the world. And if you change that, you change, well, EVERYTHING.

Otto Scharmer
Emergence emphasizes critical connections over critical mass, building authentic relationships, listening with all the senses of the body and the mind. Emergence notices the way small actions and connections create complex systems, patterns that become ecosystems and societies. Emergent strategy is how we intentionally change in ways that grow our capacity to embody the just and liberated worlds we long for. To a certain degree, our entire future may depend on learning to listen, listen without assumptions or defenses.

Adrienne Maree Brown
Emergent Strategy
Shifts in the lives of people and their families...

2. From deficiencies to capacities
The Dane County (Madison, Wisconsin) Employment Difference: Population: 531,273

Dane County supports 1,405 adults, 1,353 of whom self-direct their supports.
979 (70%) receive supported employment services.
841 (60%) have paid employment (US = 19%)

49 own micro-enterprises and small businesses

A network of 890 business relationships, supported by 14 supported employment providers and 12 school district partnerships provide these jobs.

195 (14%) spend the day in a sheltered workshop or day center. 55 of these people are over 65 years old.
Shifts in our view of community and how we learn and cultivate real membership

5. From ariel scan to co-creation...
<table>
<thead>
<tr>
<th>Level I</th>
<th>Habit</th>
<th>Familiar routes; no search for possibilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level II</td>
<td>Data Collection</td>
<td>Information without connection</td>
</tr>
<tr>
<td>Level III</td>
<td>Personal Connection</td>
<td>Knowledge through a network of connection</td>
</tr>
<tr>
<td>Level IV</td>
<td>Co-Creation</td>
<td>Knowing by co-creation</td>
</tr>
</tbody>
</table>
Strengthening the Highest Potential of People and what wants to be born in their Neighborhoods

Urban Innovations

With support from Job Path, Inc. and AHRC
What’s within walking distance?

- Support people to live in the middle of things.
- Put on your walking shoes.
- What is distinctive about every community? + & -
- Engage in civic and cultural life, solve local problems.
- Create affordable housing, sidewalks, better schools, environmental and sustainable solutions.
What wants to be born in our community?
Shifts in the inner condition of all of us... what is the spark that ignites the activism to reach beyond the ordinary.....

4. From absencing to presencing..

From stuck in mindless reproduction of current reality to co-creation with resourceful relationships and courage.....
Fated to mindless reproduction of current reality. It can only be the way it is.

Downloading habits of thought
Rule-reenacting

Noting factual differences
Rule-revealing

Empathic listening
Dialogue
Rule-reflecting

Generative listening
Collective creativity
Rule-generating

Desire for difference bound by passivity in the face of complex rules & sense of scarcity. It would be good, but they won’t let us.

Active testing of assumptions about resource scarcity & authority. There is room for change.

Courage from resourceful relationships & shared sense of highest purpose. We are responsible to create new possibilities.

We have fear. Fear has us in its grip. Possibility.

The success of an intervention depends on the inner condition of the intervenor. –Bill O’Brien

Shift our awareness: See with fresh eyes.....

Voice of Judgement
Voice of Cynicism
Voice of Fear

Open Mind
Open Heart
Open Will
Shifts in the lives of people and their families. Crystalizing new possibilities

5. From bonding to bridging
Bridging

Bonding
People have control of the individualized supports they need to live a good life

People belong to & contribute to their communities

People have the option to live in their own home

People have the option of individual paid jobs in community workplaces
Creating Pathways to Community Membership and Belonging…

Inclusive Education
Customized Employment
Post Secondary Education
Individualized Living; real homes
Inclusive Recreation
Family Managed Supports
Family Support
Health and Well Being
Shifts in how we think about scale…

7. From isolation to inclusion

Make a Difference
Support Valued Experiences
“There is a revolution going on. We are beginning to realize that everyone, every human being is important. We are beginning to see that every human being is beautiful. At the heart of this revolution are not the powerful, the wealthy or intelligent. It is people with disabilities who are showing us what is important – love, community and the freedom to be ourselves.”

Jean Vanier who received the Templeton Prize, 2016
What wants to be born in our community?

What part do I want to play in the revolution?