

CYCLES OF COMMUNITY WORK

OVERVIEW

This activity introduces a model for looking at the phases of community work and provides notes for facilitating a discussion about the importance of looking at cycles of the work.

OBJECTIVES

- To recognize the existence and importance of the ups and downs that community groups typically experience
- To evaluate the stages of the group's work and the impact of those stages on the work

TIME REQUIRED

Approximately 30 minutes

WHAT	TIME	HOW	MATERIALS
Step 1: Setting the context	5 min.	<p>Say to the group, "When doing this work, many people struggle with the ups and downs and with the feeling that sometimes progress is really slow and that other times things are moving too fast to catch up. Thinking of this group's work, what were the 'ups,' or high points? What were the 'downs,' or low points? The Institute of Cultural Affairs, a group that has worked with community groups all over the world, has observed some of the phases and stages of community groups. They looks something like this diagram."</p> <p>Share the Handout 6A on the following page. Explain each phase.</p>	Copies of Handout 6A or flip chart with diagram on it.
Step 2: Discussion groups	10 min.	<p>Break the group into discussion groups of 3 or 4 people. Ask each group to answer the following questions and be prepared to quickly share its answers and work with the larger group.</p> <ol style="list-style-type: none"> 1. Does the shape of the line represent this group's work? If yes, where do you think this group is? If no, draw what you think the diagram should look like. 2. Does the shape of the line represent the whole community's development? If yes, where do you think this community is? If no, draw what you think the diagram should look like. 	Copies of Handout 6A or flip charts with questions 1 and 2
Step 3: Report out	No more than 3 min. per group	Ask each group to briefly share what they discussed.	

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WHAT	TIME	HOW	MATERIALS
Step 4: Reflection		<p>Ask the whole group the following questions:</p> <ul style="list-style-type: none"> ■ What stood out to you about what you heard? ■ What parts of it do you find encouraging? ■ What parts of it make you feel worried? ■ How can we use this activity to make our work more successful? ■ What are the key things to do to keep up stable, persistent work? <p>Record answers to the final question on flip chart paper. Use the list that is generated in future meetings or planning events.</p>	Flip chart paper

THE CYCLE OF COMMUNITY DEVELOPMENT WORK



From the article "Integrated Development, A Mexican Example ", Approaches That Work in Rural Development (ICA, 1988)

Phase 1: Disinterested

People aren't showing up. Leaders are blocked or stuck.

Phase 2: Awakened

Enthusiasm! Good rumors are circulating about your community work, and people are responding.

Phase 3: Disillusioned

Anger and frustration. People don't think the project is progressing. Leaders start to drop out.

Phase 4: Persistent

Members have gone through struggles, but these are recognized and celebrated.

