



## CDNet Summary Report to ACT Community Services Directorate and ACT Council of Social Services July 2016 to June 2017

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In respect of the Letter of Offer between the Contracts and Grants Unit, Community Services Directorate and the ACT Council of Social Service (ACTCOSS) auspicing the Community Development Network of the ACT & Region

For the attention of:

Rowan Ford Senior Policy Officer, Strategic Policy, Community Services Directorate, ACT Government Email: <a href="mailto:rowan.ford@act.gov.au">rowan.ford@act.gov.au</a>
ACT Council of Social Services <a href="mailto:susan.helyar@actcoss.org.au">susan.helyar@actcoss.org.au</a>
Steering Committee members of the Community Development Network of the ACT & Region.

December 2017

*'When I first moved to ACT CDNet was an absolute lifeline to jobs and opportunities and I'd love to contribute to others getting the same value out of it that I did.'*

New steering group member, Rob Woolley,  
Just Better Care Canberra, General Manager, Canberra/South East NSW  
(September 2017)

For further information, contact CDNet Secretariat:  
[Secretariat@cdnet.org.au](mailto:Secretariat@cdnet.org.au)

***Some of the supportive and appreciative comments received during the email list transition (May-June 2017)***

*Thank you for your work. It's been fascinating and unfortunately also somewhat disturbing the way that people have directed their frustrations that must surely be about the ungenerous and overworked nature of the world at the moment at the list. Be assured that people's feelings come from this place, and not from any minor technical glitches from a hard-working and probably voluntary team of genuinely intentioned folks such as yourselves. People's unthinking dramatisation of their disappointments and frustrations at the whole list, reinforcing the issue that rose cause for their complaint, says something very curious about where the 'progressive'/'community-oriented' end of Canberra culture is really at, and what might be done about that. Thanks - perfectly understandable - good on you for providing such a valuable community service*

*No worries. Thanks. I am sorry so many people are ranting at you through reply-all.*

*I just wanted to say thank you for all of the hard work you do and I am so sorry that this must have been a stressful and busy time! I for one am very happy to cop a few extra emails in the short term. The minor inconvenience is nothing compared to the benefits. This email service is very valuable and useful!*

*Thanks again!*

*Hang in there and keep up the good work.*

*It's a great list, and I don't think the disruption is that much of a hassle, thanks for continuing to run it*

*Thanks again. I look forward to continuing to be the benefit from this service, along with the communities I am connected to*

*Hello, I appreciate what you are going through and know that it will be sorted soon.*

*Subject: [CDNet] Unsubscribe – No Way!*

*You are ALL salt of the earth. You work with the community in one way or other. We need to increase the ratio of wins to losses. In that regard, can I say – don't give up. I know CDNet owners are working feverishly behind the scenes to fix their software and make things better. To UNSUBSCRIBE ME says, CDNet is worthless and does not help.*

*The reality is we will all be poorer for it if we give it away, or UNSUBSCRIBE. Stay with it! On our own we can do little, but together we can do much. That is what COMMUNITY is all about.*

*Subject: [CDNet] More emails please!*

*I would like to put it out there how useful CDnet is and thank the admin crew for doing their best to juggle the technical challenges. Today has been mad I'm sure it will settle down!!! Hang in there 😊*

*Subject: [CDNet] More emails please!*

*These glitches cannot all be anticipated.*

*And surely, it not worth unsubscribing from such a list providing such an important community service merely because there are technical problems when shifting to a new platform?*

## Overview of CDNet activities in the 2016-17 financial year

Following discussions between Community Development Network of the ACT & Region's (CDNet) Steering Committee members and ACT Community Services Directorate (CSD) staff, the Director, Service Strategy and Community Building, CSD, sent a letter 'offering a Grant (Ref No: DG.2015.034) of \$14,300 (GST inclusive) to Australian Capital Territory Council of Social Service Inc (ACTCOSS) as a contribution to the Organisation to meet its objectives' (CDNet is not incorporated and has been auspiced by ACTCOSS for many years).

The funded activities relate to CDNet's Terms of Reference:

CDNet is a support network of community development workers and others interested in community development principles and practices. Its purpose is to:

- Facilitate the sharing of information on current trends, good practice and activities relevant to community development through an email distribution list;
- Provide information on the role of community development to ensure a solid foundation for healthy and sustainable communities; and
- Provide opportunities for discussion and learning through seminars, workshops and conferences.

Key funded activities	Key outputs delivered
A Steering Committee to oversee and coordinate the activities of the CDNet supported by the employment of a secretariat position	<ul style="list-style-type: none"> <li>- The Steering Committee maintained 14-15 members, with three or so people moving on and joining during the year.</li> <li>- The committee met bi-monthly five times from August 2016 to May 2017. In-kind contributions by the committee are estimated at around 200 voluntary hours a year (approximately \$10,000)</li> </ul>
Maintenance of the CDNet website and distribution of emails to the CDNet supported by the employment of an administrative position to manage the website and moderate the email list	<ul style="list-style-type: none"> <li>- CDNet needed to change list-server and website host in May 2017. Unfortunately, glitches occurred during the transition resulting in 1000 subscribers unsubscribing in frustration. By June 30, 67 had resubscribed, resulting in <b>2067</b> subscribers. This represents a 31% loss of subscribers since June 2016.<sup>1</sup></li> <li>- Prior to the change, the period June 2016-April 2017 showed a 10% increase (3011 to <b>3250</b> subscribers).</li> <li>- The website is under-used and attention will be turned to this in the coming financial year.</li> </ul>
Organising two or more forums, seminars or workshops per year.	<p>Three forums were delivered to a total of 85 participants:</p> <ul style="list-style-type: none"> <li>- The Ripple Effects of the NDIS - Two Years On—September 2016</li> <li>- Asset based Community Driven Effort (ABCDE) Workshop—Oct 2016</li> <li>- Building Professional &amp; Personal Resilience – June 2017</li> </ul> <p>In addition, six bi-monthly Community Development Peer Network meetings were held – a collaboration between CDNet and ACTCOSS – with on average 20 people attending each.</p>

<sup>1</sup> Since then, numbers of subscribers have continued to grow. Average monthly numbers of emails have remained largely the same.

## Outputs in more detail

Output targets (set in 2010)	Output achievements
	June 2016 to June 2017
1. Increases of 100 email subscribers per year	Between June 2016 and the change of list-server in May 2017: <ul style="list-style-type: none"> <li>- 3011 to 3250 subscribers – an increase of 239 or 10%</li> <li>- No. of subscribers lost due to problems in change of list-server: 1250 (includes approx. 180 defunct email addresses) – a net loss of 1070 (35%) of previously <i>viable</i> subscribers</li> </ul> By 30 June, 67 had resubscribed to a total of approx. 2067 (66% of previously <i>viable</i> subscribers)
2. Between 50 – 100 emails a month	<ul style="list-style-type: none"> <li>• June 2016-April 2017: average 240 to 316 emails per month (an increase of 32%). June 2017: average of 244 emails for the month (May 2017 records lost during list server transition)</li> </ul>
3. 2 or more forums per year	<ul style="list-style-type: none"> <li>• 3 forums planned and implemented</li> <li>• 6 Community Development Peer Network meetings</li> </ul>
4. 40 people attending each Forum	<ul style="list-style-type: none"> <li>• 35 <i>NDIS two years on forum</i> (Sept 2016)</li> <li>• 30 <i>ABCDE workshop</i> (Oct 2016)</li> <li>• 20 <i>Building Professional &amp; Personal Resilience</i> (June 2017)</li> <li>• Plus, 20 on average attended each <i>Community Development Peer Network</i> bi-monthly meetings</li> </ul>

## Forum descriptions in brief

### ***The Ripple Effects of the NDIS - Two Years On—September 2016***

A two-year follow up of a CDNet forum in June 2014, this was a collaboration between CDNet, Ready4 and ACTCOSS. The combined focus was on capacity building for organisations with respect to the NDIS, as well as the impacts on the organisations and participants and how people were feeling about these.

### ***Asset based Community Driven Effort (ABCDE) Workshop—October 2016***

In collaboration with Bank of Ideas, Community Minds and Queanbeyan Palerang Regional Council, CDNet coordinated and MC-ed this one-day workshop on Asset Based Community Driven Effort (ABCDE), led by two Australian leaders in the field, Peter Kenyon and Zizi Charida.

### ***Building Professional & Personal Resilience June 2017***

Facilitated by Fran Price from the Resilience Centre (<http://www.theresiliencecentre.com.au>). This workshop introduced participants to a strengths-based model for building resilience, called the Resilience Doughnut. The session explored how to work together to develop strategies and ideas to build resilience into participants' personal and professional roles.

### ***The Community Development Peer Network bi-monthly meetings***

A collaboration between ACTCOSS and CDNet, this network provides a regular opportunity to meet, network, and share ideas on resources, practice and tools for people working within a community development framework in the ACT.

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*I am very happy to provide this unsolicited testimonial about CDNet! I absolutely love CDNet because: It’s an excellent resource. It’s relevant, informative and interesting and provides important information about local and regional products, services, events, professional development and employment opportunities that I may not otherwise hear about. Hardly a day goes by that I don’t forward something useful on to at least one of my networks.*

Lisa McCarron  
Membership Officer  
Australian Association of Social Workers

## 1. Introduction

There have been two generations of the Community Development Network of the ACT & Region (CDNet) in Canberra, in the early 1990s, and between 2003 and 2017. A document titled *Community Development Network – a potted history* covers the period 2003-16, is updated annually and is available on the CDNet website <http://cdnet.org.au>. Previous CDNet annual summary reports may also be found there.

Both periods have involved the strong support and cooperation of ACT Council of Social Services (ACTCOSS) and the ACT Government—first via the Health Promotion Unit, subsequently the Health Improvement Branch and more recently the Community Services Directorate. This financial year (2016-17), for the first time, funding was provided solely by the ACT Government’s Community Services Directorate.

The CDNet Steering Committee takes this opportunity to sincerely thank the ACT Government and ACTCOSS for their ongoing and invaluable support of CDNet. We also thank Computing Assistance Support & Education Inc (CASE) for their untiring and ongoing support from the beginning until 30 June 2017.

This summary report covers the budget period 1 July 2016 to 30 June 2017 for ACT Government funding received. The report covers funding and budget reconciliation, CDNet’s activities for 2016-17, and comparisons with previous years.

**The aim of CDNet’s annual summary reports is also to provide a useful record for people who become involved in CDNet in future.**

## 1.2 CDNet Terms of Reference

The Community Development Network of the ACT & Region (known as CDNet) is a support network of community development workers and those interested in community development principles and practices. Our purpose is to:

1. Facilitate the sharing of information on current trends, good practice and activities relevant to community development through an email distribution list;
2. Provide information on the role of community development to ensure a sound foundation for healthy and sustainable communities; and
3. Provide opportunities for discussion and learning through seminars, workshops and conferences.

CDNet receives core annual funding from the ACT government for the following key activities:

- 2 A Steering Committee to oversee and coordinate the activities of the CDNet, supported by the employment of a secretariat position;
- 3 Maintenance of the CDNet website and distribution of emails to the CDNet, supported by the employment of an administrative position to manage the website and moderate the email list, and
- 4 Organising two forums, seminars or workshops per year.

## 2 Funding and budget reconciliation

### 2.1 2016-17 CDNet budget

In brief, the budget has three main components that link to the three key activities above (budget proposal details are in **Attachment 1**).

<b>Proposed budget summary</b>	<b>Subtotals</b>	<b>On-costs</b>	<b>Totals</b>
1. Wages (Email Moderator and Administrator, and Secretariat)	\$9,225.64	\$239.87	\$9,465
2. Administration (IT and financial services)			\$1,035
3. Forums	\$2,500		\$2,500
<b>Total budget (excluding GST)</b>			<b>\$13,000</b>

### 2.2 ACTCOSS Profit & Loss Statement 2016-17

The ACT Council of Social Service (ACTCOSS) is the auspicing body, as CDNet is not incorporated. The final Profit & Loss Statement is at **Attachment 2**.

### 2.3 Budget reconciliation

ACTCOSS has a slightly different way of recording CDNet's outputs. The following table summarises our comparison and reconciliation between the Profit & Loss Statement and CDNet's record of expenditure. (Details are in **Attachment 3**.) In short, there is under \$100 underspend under both records – although an overlooked pay claim for \$167 resulted in an underspend of \$227 by ACTCOSS.

	<i>Total ACTCOSS</i>	<i>Total CDNet</i>	<i>Comment</i>
<b>Total expenditure</b>	\$12,772.63	\$12,407.23	
		\$503.68	Superannuation not budgeted for by CDNet
		\$12,910.91	
<b>Underspend</b>	\$227.37	\$89.09	
<b>Costs not included in 2016-17 financial year that should have been</b>	\$166.48		Extra 3.5 hours claimed by administrator (with committee approval based on anticipated underspend). However, not processed in time for 2016-17 financial year
<b>Corrected underspend</b>	\$60.89	\$89.09	

### 3 CDNet Activities for 2016-17

CDNet's funded activities cover:

1. The CDNet email list	Section 3.2
2. The Steering Committee, including secretariat and email list administrator positions	Section 3.3
3. Forums/workshops	Section 3.4
4. Secretariat position	Section 3.3.3
5. Administrator position	Section 3.3.4
6. CDNet's IT infrastructure and website.	Section 3.3.5 & 3.3.6
7. Community Development Peer Network, a collaboration between ACTCOSS and CDNet	Section 3.5

#### 3.1 Summary of activities compared with previous years

For comparison purposes, activity summaries from previous years are included.

Output targets (set in 2010)		Mid-2012	Mid-2013	Mid-2014	Mid-2015	Mid-2016	Mid-2017
a) over 600 members [in 2009] on CDNet, with increases of 100 per year	<i>No. of people subscribed to CDNet email list</i>	1593	1803	2300	2953	3011	(By April 2017: 3250 By June 2017: 2067)
b) between 50 – 100 emails a month	<i>Average emails per month</i>	172	237	262	275	240	316 264
c) 2-4 forums per year in March, June, September and November	<i>No. of forums</i>	3 planned & 2 implemented	4 planned & 3 implemented	4 planned & 3 implemented	5 planned 3 implemented (2 postponed)	5 planned 4 implemented	3 planned & implemented
d) 40 people attending each Forum	<i>Average nos. attending forums</i>	Av: 25	Av: 39	Av: 25	Av: 22	Av 28	Av 28

## 3.2 CDNet email list

- The CDNet has transcended all expectations of a subscriber email connection for the ACT community sector.
- The email list is a great service.

CDNet Email Subscriber Survey 2014

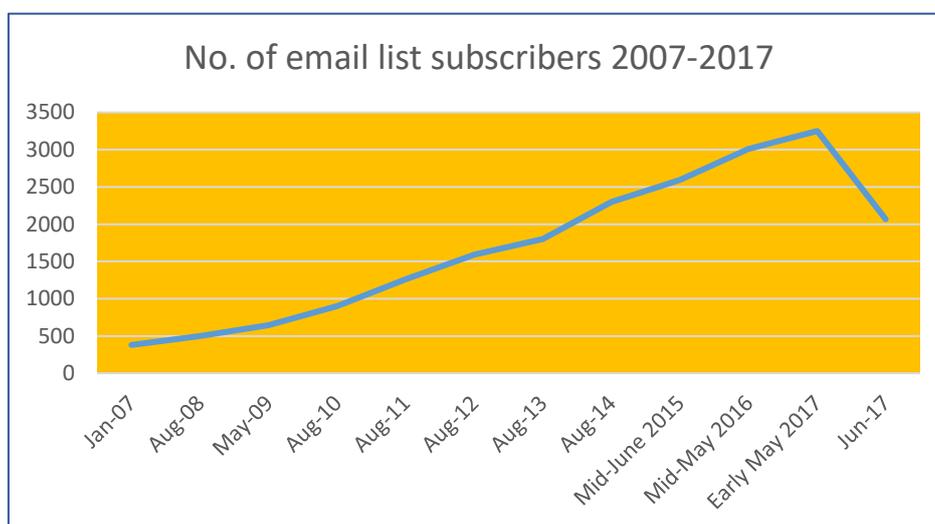
### 3.2.1 Subscribers to the CDNet email list continued to grow—until change of list server

The CDNet email list has grown every year since 2007 when records began, as the table and figure below show. Some years, there were strong increases in membership, and plateaus in other years.

This trend continued with a 10% increase between May 2016 to the end of April 2017. On 8 May, CDNet needed to change list server due to CASE closing doors. Due to a number of glitches in the change-over (not CASE's fault be it noted), CDNet lost about 1000 frustrated subscribers. Conversely, 2000 did not unsubscribe! (Background to the transition of CDNet's IT support and infrastructure is given in section 3.3.6.)

No. of subscribers to the CDNet email list Jan 2007 to May 2017

	No. of email list subscribers	Annual % increase
January 2007	380	
August 2008	501	32%
May 2009	645	29%
August 2010	902	40%
August 2011	1260	40%
August 2012	1593	26%
August 2013	1803	13%
August 2014	2300	27%
Mid-June 2015	2593	13%
<b>June 2016</b>	<b>3011</b>	<b>16%</b>
<b>Early May 2017</b>	<b>3250</b>	<b>10%</b>
<b>June 2017</b>	<b>2067</b>	<b>-31%</b>



### 3.2.2 Average number of emails per month

On busy days, the email list can receive over 20 postings, with an average of 12-14 per working day.

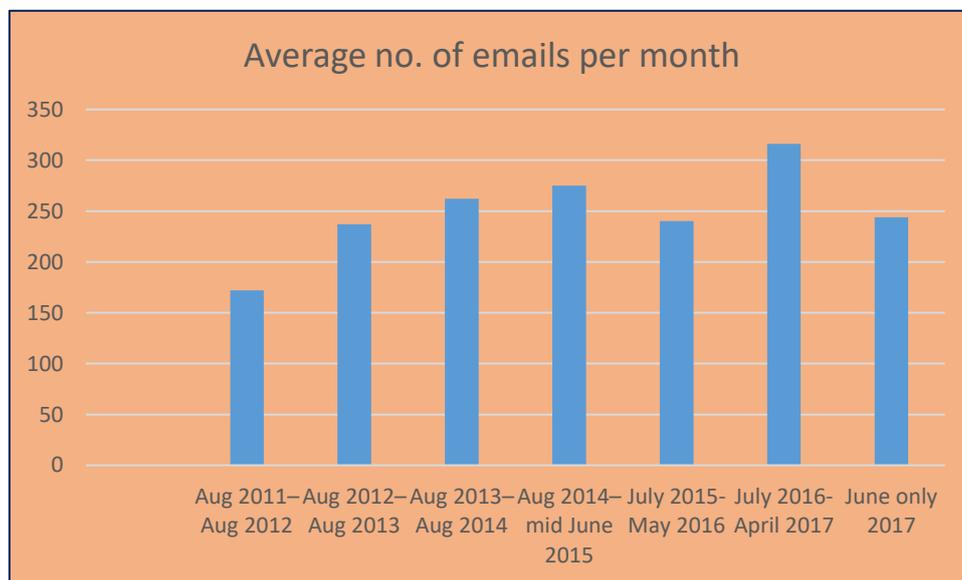
The average no. of emails in the 10 months before the list server changeover was:

Average no. of emails per month July 2016-April 2017	
July 2016-April 2017	3157 Over 10 months
	316 Av per month
	14 per working day

The amount of ‘traffic’ on the email list has consistently been about 50 emails a week, which continued this financial year. The table and figure below show monthly averages for the last six years.

Average no. of emails per month 2011-2017

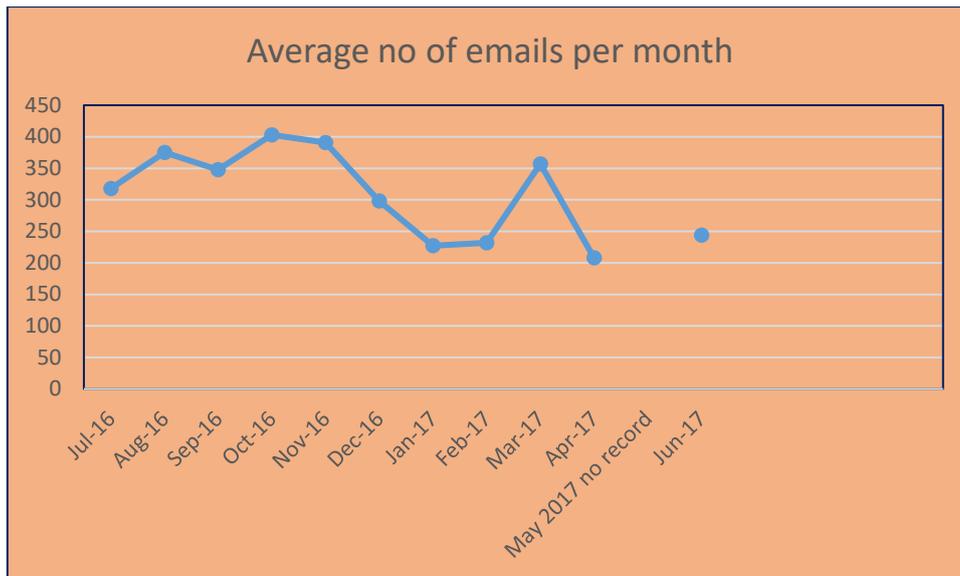
	Aug 2011–Aug 2012	Aug 2012–Aug 2013	Aug 2013–Aug 2014	Aug 2014–mid June 2015	July 2015–May 2016	July 2016–April 2017	June only 2017 <sup>2</sup>
Average no. of emails per month	172	237	262	275	240	316	244
% increase/decrease per year	15%	38%	11%	5%	-13%	32%	-23%



The loss of 1000 subscribers did not result in a great reduction in no. of emails per month.<sup>3</sup>

<sup>2</sup> NB May 2017 records were lost during the list-server transition.

<sup>3</sup> Average numbers of emails per month in the four months since June 2017 has bounced back to 269 per month.



The most likely explanation is that those who unsubscribed from the list during the changeover were not the main users of the email list. In an online survey sent to the 2300+ email subscribers in October 2014 (to which 154 (7%) responded), the question was asked: *How often do you post messages?*

About 50% were mainly ‘listeners’—or receivers of information—and 50% who post emails:

- Of the ‘listeners’, 27% never post, a further 17% almost never post, and 7% post once a year.
- 8% post once a fortnight and 3% once a week – the ‘heavy users’, and 10% post once of month or once every 6 months respectively. Almost one fifth (19%) post every three months

We suspect the ‘heavy users’ – whether listeners or posters, did not unsubscribe.

### Grumblers vs. appreciators

There was a surprising number of disgruntled subscribers about the number of emails received as the daily digest process did not work (which added to the number of emails they were complaining about!). However, CDNet received some supportive and appreciative comments during this time. These are shown on the inside of the front page.

### 3.3 CDNet Steering Committee

CDNet’s Steering Committee oversees and coordinates the activities of the CDNet. It has representatives from a wide range of community organisations (see the table below for the current list of organisations represented). It maintains 14-15 active members per year, with an average of 6-7 members of the Steering Committee attending each meeting. Some of those have been in the Steering Committee for several years; every year, 2-3 people ‘move on’ to other positions or organisations, At the start of each financial year, emails are sent to CDNet inviting new people to join the Steering Committee for one year. This usually results in 3-4 EOIs, as it did this year.

## List of organisations & positions in CDNet Steering Committee 2014-15

ORGANISATION/POSITION
ACT Mental Health Consumer Network, Executive Officer
ACTCOSS Capability Development Team
Australian Institute of Sustainable Communities (University of Canberra) CDNet Secretariat
Carers Australia, NDIS Project Coordinator.
CIT Solutions, CDNet email moderator, website administrator
Communities@Work, Emerging Communities, Community Engagement Officer
Funny-Works (cartoonist, illustrator, facilitator)
Health Care Consumers Association
Health Care Consumers' Association, Multicultural Liaison Officer
Just Better Care Canberra, General Manager, Canberra/South East NSW
Queanbeyan and Palarang Regional Council, Community Development Officer
SHFPACT, Manager Education & Health Promotion
Woden Community Service, <i>Community Development Coordinator</i>

The CDNet Steering Committee met five times during the 2016-17 financial period, usually every 8 weeks. **Full minutes are available for all meetings.**

Attendance per meeting has varied from 4 to 8, averaging 6 per meeting with 3 to 8 'active members' sending apologies. This is a slightly lower average attendance than previous years' average attendance of 7.

### List of CDNet Steering Committee meeting dates and numbers attending

Date of CDNet meeting	No. attending	No. of apologies
Aug 9	7	3
Oct 10	4	8
Dec 13	6	7
March 8	8	5
May 10	5	7
<b>Averages</b>	<b>6</b>	<b>6</b>

In addition, **smaller working groups** met throughout the year to plan forums and workshops (see section 3.4).

### 3.3.1 *Estimated in-kind contributions by the CDNet Steering Committee: 200 volunteer hours*

It is worth noting that the Steering Committee members contribute their time **voluntarily**, for bi-monthly meetings. In addition, time to organised forums requires extra volunteer hours. Each financial year, an estimated 200 person-hours are volunteered by CDNet Steering Committee members:

CDNet Steering Committee voluntary activities	Person hours
Average of 6 people attending 1.5-hour meetings (plus travel) 5 times a year	75 hours
Forums – planned and run by small working groups: includes promotion, registration, preparation, setting up, manning forum, cleaning up, paying invoices, collating evaluation	125 or so hours
<b>Total in-kind person hours contributed:</b>	<b>200 hours</b>
<b>@ \$50 per hour</b>	<b>\$10,000 in kind contribution per year.</b>

### **3.3.3 CDNet Secretariat position**

This position has an annual contract for 90 hours per annum @ MEA 6.3 + 25% loading to:

- Organise 5-6 Steering Committee meetings a year (preparing, organising, attending, minutes, etc.) - average 5 hours per month (60 hours per annum)
- Support forum organisation (publicity, registrations, evaluation, catering payment, etc.) – 15 hours
- Organise the budget & write an annual summary report – 15 hours.

### **3.3.4 CDNet email list administrator position**

The email administrator contract is for 2 hours a week @ MEA 6.3 + 25% loading for moderation of CDNet email list and website content management, plus 5 hours per annum for website maintenance.

#### **Moderation of the CDNet email list**

Monitoring levels of advertising on CDNet continues, occasionally requiring the list administrator to send out emails reminding members that advertising events should be targeted to disadvantaged community members or to the general community development sector, to facilitate their work and professional development only. If the email is ignored, subsequent emails from that sender can be screened by the administrator before being posted. Additionally, the administrator deals with emails sent to incorrect addresses.

### **3.3.5 CDNet website**

The current CDNet website was launched in April 2010 (<http://www.cdnet.org.au/home>). In August 2013, it was seriously hacked by spammers. To date, our new website (see below) has not been spammed.

### **3.3.6 Transitioning CDNet's IT support and infrastructure in May 2016**

Previously there were three separate areas that were controlled by CASE, which closed business at the end of June: **domain name, website hosting and email list server**. CASE was a non-profit organisation formed to assist Australian community organisations in making better use of information technology (<http://www.case.org.au>). From the outset, CASE enabled CDNet to create its email and website functions, for an annual fee of \$360 to cover technical support and web hosting. Technical support was for major updates of the operating platform and support to the administrator when issues arose that required further information or assistance.

When CASE ceased operations this year, it left a loss of expertise and enthusiasm for maintaining this mailing list and website which will be felt for some time yet. CASE technicians were always helpful and friendly with their support, and the general feeling of belonging to a worthwhile organisation in the community sector is a further loss.

CASE closing down required the CDNet Steering Committee to locate a new hosting service and mail list provider. This was achieved with hosting being moved to *NetRegistry* and the mail list moved to *Mailman*. As mentioned, this move created some problems with the email distribution list, which unfortunately lasted a couple of months; however, all problems have been cleared with the list now flowing smoothly with membership again on the increase (see **section 3.2 for details**).

Costs associated with hosting of the website and mail list are as follows:

- Domain name registration - \$34.95 for 2 years to April 2019
- Site hosting with *NetRegistry* (<http://www.netregistry.com.au>) \$109.95 per year, and
- Mailman list (<http://www.mailmanlists.net>) \$8.58 per month, which has been paid for one year to April 2018.

With the growth of the email list, we should expect to increase this fee to \$10.56 per month when this renewal date comes around.

Should we have a new website in the near future, we can expect to have increased costs with Joomla also, with costs associated with purchasing particular programs to assist the website to function more efficiently, holding greater material, and therefore requiring greater disc space.

### 3.4 CDNet Forums July 2016-June 2017

The CDNet Steering Committee planned and delivered three forums/workshops between July 2016 and June 2017. Each was evaluated (workshop evaluations are shown under the relevant attachments).

In addition, six two-hour Community Development Peer Network meetings were held (see section 3.5).

#### 3.4.1 Forums and workshops run this financial year

Month	Forum topic	Nos attending	More information
September 2016	NDIS – two years on	35 – dropped to 25 at lunchtime, with about 12 in the last session	See <b>Attachment 4</b> for workshop flyer and 4a) for evaluation
October 2016	Assets Based Community Driven Efforts Workshop.	30 attendees	See <b>Attachment 5</b> for workshop publicity and 5a) for evaluation
June 2017	Building Personal and Professional Resilience Workshop	20 attendees	See <b>Attachment 6</b> for workshop information and flyer and 6a) for evaluation
June 2016- June 2017	Community Development Peer Network– 6 bi-monthly gatherings, coordinated by ACTCOSS and CDNet	20 regular attendees	See <b>Attachment 7</b> for flyer and section 3.5 below.

#### 3.4.2 The forums/workshops in more detail

##### Workshop #1: The Ripple Effects of the NDIS - Two Years On—28 September 2016

This forum was a two-year follow up of a CDNet forum in June 2014, and was a collaboration between CDNet, Ready4 and ACTCOSS. The combined focus was on capacity building for organisations with respect to the NDIS, as well as the impacts on the organisations and participants and how people were feeling about these. (See [www.theresiliencedoughnut.com.au](http://www.theresiliencedoughnut.com.au).) Sixteen people attended plus four Steering Committee members– ‘a good number’. The workshop email notice and evaluation are at **Attachment 6 and 6a**).

### Reflections from the workshop organising group

*The feeling in the room was that people see the positive aspects of the scheme and are trying to be positive, focusing on what it means for participants and having positive outcomes for people. Service provider panel spoke about how consumer directed care has been positive for participants. People are wanting to work it out, and were really grateful for the opportunity to give and receive feedback directly to NDIA – not an opportunity they normally get.*

*The sector is very resilient and resourceful, despite the complexity of it all. People who work in this sector want the best outcomes for the people they are providing services to. They are trying to make it work. Yes, it's challenging, but we will do it. The sector needs to advocate and congratulate itself for rolling with this, continuing to serve its clients and respect for adapting so well. We are skilled at what we do, with strong mission and values, vital to the community and should be valued as such, with the respect given to other sectors.*

### Workshop #2: Asset based Community Driven Efforts Workshop—November 2016

This event was a collaboration between CDNet, Peter Kenyon—a global leader in Asset Based Community Driven Efforts(ABCDE) theory and practice and Founder and Director of the Bank of I.D.E.A.S—and Zizi Charida, Director of Community Minds Incorporated, who has successfully applied ABCDE to work she has initiated with CALD, migrant and refugee communities.

See **Attachment 5 and 5a** for workshop publicity and evaluation.

- *Thank you again for all you hard work with organising last Friday's ABCDE Workshop.*
- *It was just such fantastic training, with amazing and very engaging presenters.*
- *It has got my community development cogs turning again, and just can't wait to apply some of my learnings!*

### Workshop #3 Building Personal and Professional Resilience – June 2017

Fran Price from the Resilience Centre ran this half day workshop on 27 June. This workshop introduced participants to a strengths-based model for building resilience, called the Resilience Doughnut. The session explored how to work together to develop strategies and ideas to build resilience into participants' personal and professional roles.

Sixteen people attended plus four Steering Committee members– 'a good number'.

See **Attachment 6** for publicity and flyer, and **6a)** for evaluation 14 participants.

Feedback comments from those at the meeting who were there included:

- *- It was worth doing*
- *- Participants loved it*
- *- Keen to do another one*
- *- Great facilitators. Lots of interaction*
- *- Felt heard*
- *- Strengths based*
- *- Diverse group. Got to do it for themselves.*

### 3.4.3 Key learnings about running forums/workshops

- Half days – more people would be available and it would be cheaper. A whole day is a lot to ask
- Run events in the morning
- We have around \$2000 for forums in the first half of 2017
- Longer timeline for promotion – 6-8 weeks – with decisions re what needs to be achieved by when, when/if to cancel, etc.
- Better prepping of speakers to ensure they speak on topic
- NB ACTCOSS charges \$150 for cost recovery (this is where CDNet can make a difference, providing cheaper forums)

**For the record, Attachment 8** provides a list of forums/workshops and events run by CDNet over the past decade or so.

## 3.5 The Community Development Peer Network Collaboration

Wishing to see more representation from the Regional Community Services (who have come and gone over the years) but without asking busy people to commit to 6 meetings a year and possible extra work organising forums, various ideas have been discussed, such as twice-yearly Advisory Group meetings or an annual Networking activity to inform CDNet.

The simpler idea that was trialled in 2015-16 was a new CDNet/ACTCOSS Community Development Peer Network Collaboration with bi-monthly meetings beginning in June 2015. The aim was to provide a more focused format in which community development workers could regularly meet to nut out issues of importance to them.

This closer collaboration between CDNet and ACTCOSS has been facilitated by ACTCOSS' Capability Development team who also attend the CDNet Steering Group.

There are 20 regular attendees, with 2-3 new people attending most meetings. Some are new to the ACT, or to the community sector or have an interest in connecting with the community.

A recurring theme in evaluative discussions in the Peer Network meetings **is the space for peer support**. Participants value **being connected** and **feeling inspired**.

Meeting agendas and notes are available from ACTCOSS - [ryanj@actcross.org.au](mailto:ryanj@actcross.org.au)

## Attachment 1: Budget proposal accepted by ACT Community Services

EXPENSE ITEM	Total/ annum	Outputs
<b>1. WAGES</b>		
<b>(Administrator position) - 109 hours per year</b>	\$5,053.24	2 hours a week for moderation of CDNet email list and website content management
		Plus 5 hours for website maintenance
		MEA Level 6.3 casual rate is \$46.36 per hour.
	\$0	Accrued super of 9.5% (every month that more than \$450 is earned) - no months usually do
	\$80.85	Long Service Leave of 1.6% - of all gross wages, and
	\$50.53	Workers Comp of 1% - of all gross wages.
<b>Total Administrator Position Wages Component</b>	<b>\$5,184.62</b>	
<b>(Secretariat position) 70-90 hours per year</b>	\$4,172.40	60 hours per year (5 hours per month) to organise 6 Working Group meetings a year (preparing, organising, attending, minutes, etc.)
		10 hours to organise budget & write annual report
		Proposed addition of 20 hours per year for forum organisation (publicity, registrations, evaluation, catering & payments, etc.)
		MEA Level 6.3 casual rate is \$46.36 per hour.
	\$0	Accrued super of 9.5% (every month that more than \$450 is earned) - no months usually do
	\$66.76	Long Service Leave of 1.6% - of all gross wages, and
	\$41.72	Workers Comp of 1% - of all gross wages.
<b>Total Secretariat Position Wages Component</b>	<b>\$4,280.88</b>	
<b>2. ADMINISTRATION</b>		
IT support & infrastructure	\$360	Payment to CASE* for upkeep of the website mainly, server administration and domain name, email list high backend maintenance
ACTCOSS admin costs	\$675	ACTCOSS auspicing fee and for processing of time sheets, invoices, etc.
<b>Total administration costs</b>	<b>\$1,035.00</b>	
<b>3. FORUMS/WORKSHOPS</b>	<b>\$2,500</b>	2 forums @ \$500-\$1500 each, for venues, catering and materials; occasionally for speakers' fees
<b>Proposed total CDNet budget</b>	<b>\$13,000</b>	<b>Includes extra 20 hours a year for secretariat duties based on previous two years' experience</b>
<b>(GST not included)</b>		

\*Computing Assistance Support & Education Inc (CASE) [www.case.org.au/](http://www.case.org.au/)

**Attachment 2: Profit & Loss Statement 2016-17 via ACTCOSS  
(see next page)**

Created: 14/08/2017 9:54 AM

ACT Council of Social Service

1/6 Gritten Street  
Weston ACT 2611

## Job Profit & Loss Statement

14/08/2017

ABN: 81 818 839 988

Account Name	Selected Period
<b>DN</b>	<b>CDN</b>
<b>Income</b>	
Government Funding	\$13,000.00
Funds Carried from 2015/16	\$2,398.19
Funds Carried to 2017/18	-\$2,625.47
<b>Total Income</b>	<b>\$12,772.72</b>
<b>Expense</b>	
Wages & Salaries	\$9,048.78
Superannuation	\$503.68
Long Service Leave	\$148.36
IT/Communication	\$131.73
External Labour/Consultants	\$1,000.00
Photocopying & Laser Printer	\$99.09
Venue Hire & Catering	\$1,222.55
Administration Costs	\$618.53
<b>Total Expense</b>	<b>\$12,772.72</b>
<b>Net Profit/(Loss)</b>	<b>\$0.00</b>

This report includes Year-End Adjustments.

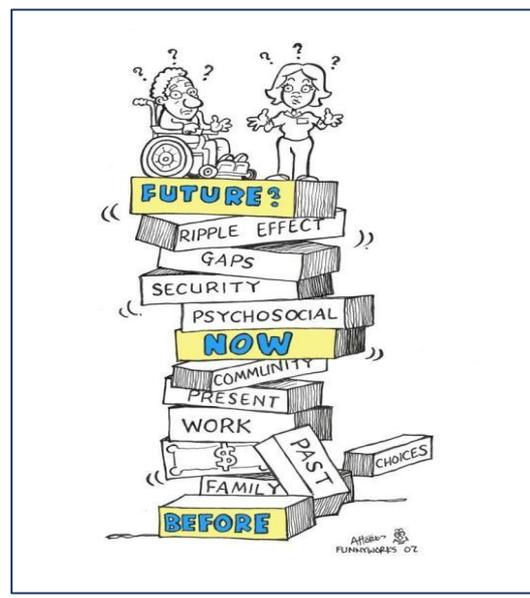
Page 1 of 1

## Attachment 3: Budget reconciliation between ACTCOSS Profit & Loss Statement and CDNet's records of expenditure

### Comparison of ACTCOSS record of expenditure and CDNet's budget estimates

ACTCOSS P&L	CDNet estimates	Item	Differences	Comment
\$9,048.78	\$9,225.64	Wages & salaries		
\$148.36	\$147.61	Long service leave		
	\$122.57	Workers comp		
\$503.68		Superannuation		Not budgeted for by CDNet
\$9,700.82	\$9,495.82	<b>Total wages &amp; salaries</b>	-\$205.00	
	\$360.00	CASE		Budgeted for by CDNet but In fact was paid 2 years in advance in July 2015
\$618.53	\$675.00	Admin costs		
\$131.73	\$81.09	IT		
\$99.00		Photocopying/laser printer		CD Peer Network/NDIS Forum?
	\$109.00	Laminated map for asset mapping		CD Peer Network
\$849.26	\$865.09		+\$15.83	Discrepancy
\$1,000.00	\$1,000.00	External labour consultants		
\$1,222.55	\$1,046.32	Venue & catering	-\$176.23	

## Attachment 4: Workshop #1—The Ripple Effects of the NDIS: Two Years On Workshop Flyer



Two years ago CDNet facilitated a forum to gain an understanding of the progression towards the National Disability Insurance Scheme (NDIS) from various perspectives. Now, two years on, this forum will explore the impacts and ripple effects of the implementation of the NDIS in the ACT and what that might mean for the future.

This whole day forum will provide the opportunity to hear from and engage with the experiences of participants, carers, community service organisations and the NDIA around the transition over the past two years both within the disability space but also the ripple effects into other fields such as aged care and home and community care.

Community development work challenges disadvantage, pursues equality and social justice, and supports the empowerment of individuals and communities to be heard by those with social and political influence. By first listening, we hope to gain understanding and perspective of the ways that we need to continue to challenge disadvantage and pursue the empowerment of people and communities across the ACT into the future.

- Where: ACTCOSS Meeting Room, 1/6 Gritten Street, Weston
- When: Wednesday September 28, 10am-3pm
- Cost: FREE (Registration required)
- Food: Morning tea, Lunch and Afternoon Tea will be provided.
- Register: <https://cdnet-ready4-ripple-effect-ndis.eventbrite.com.au>



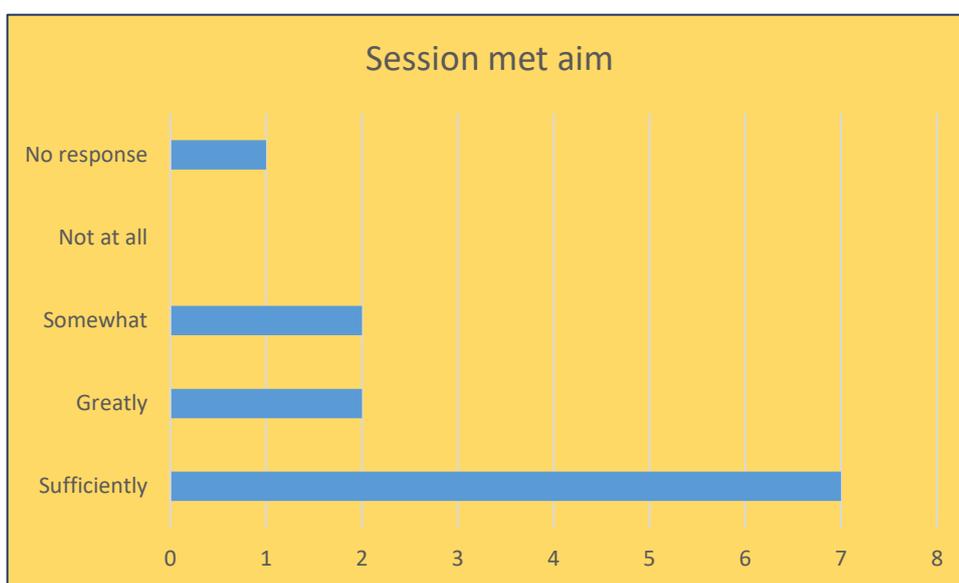
## Attachment 4a) Evaluation Workshop #1: NDIS Two Years On

Responses received via SurveyMonkey from 12 participants

### Quantitative questions

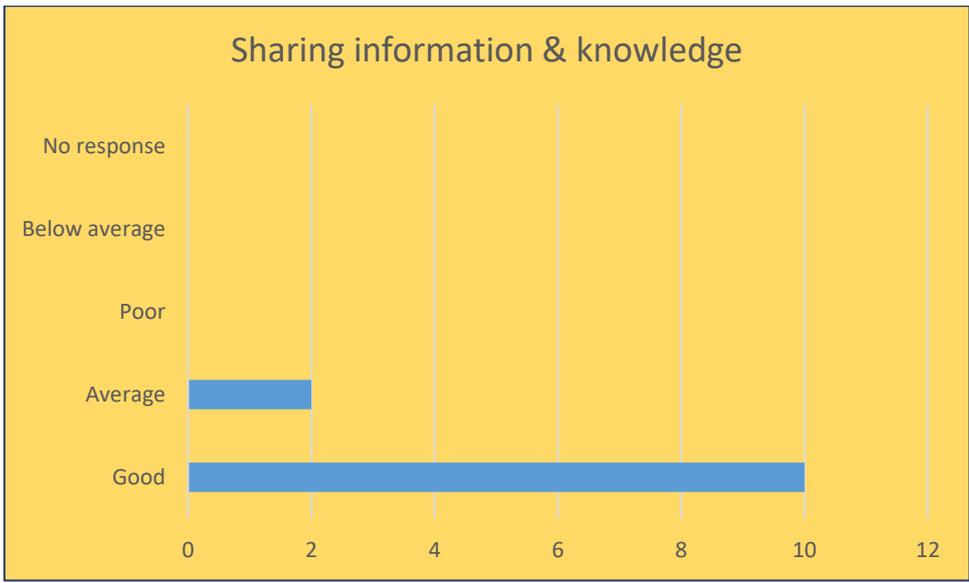
The majority (7/11) thought the aims of the session were met **sufficiently**.

To what extent did the session meet this aim? 11 responses	Responses
Sufficiently	7
Greatly	2
Somewhat	2
Not at all	0
No response	1



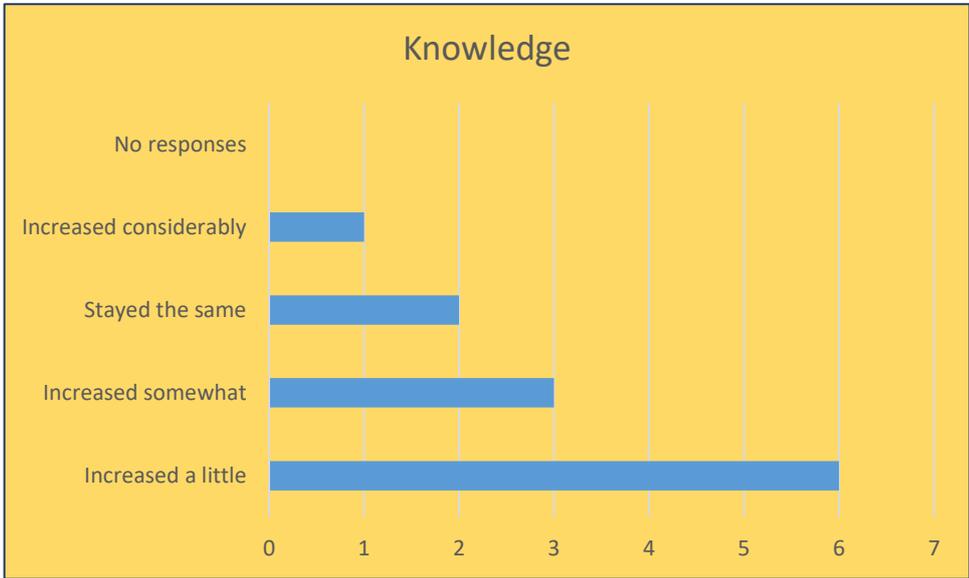
Almost all (10/12) respondents rated the sharing of information or knowledge as **good**.

How would you rate the sharing of information or knowledge in the session? (12 responses )	Responses
Good	10
Average	2
Poor	0
Below average	0
No response	0



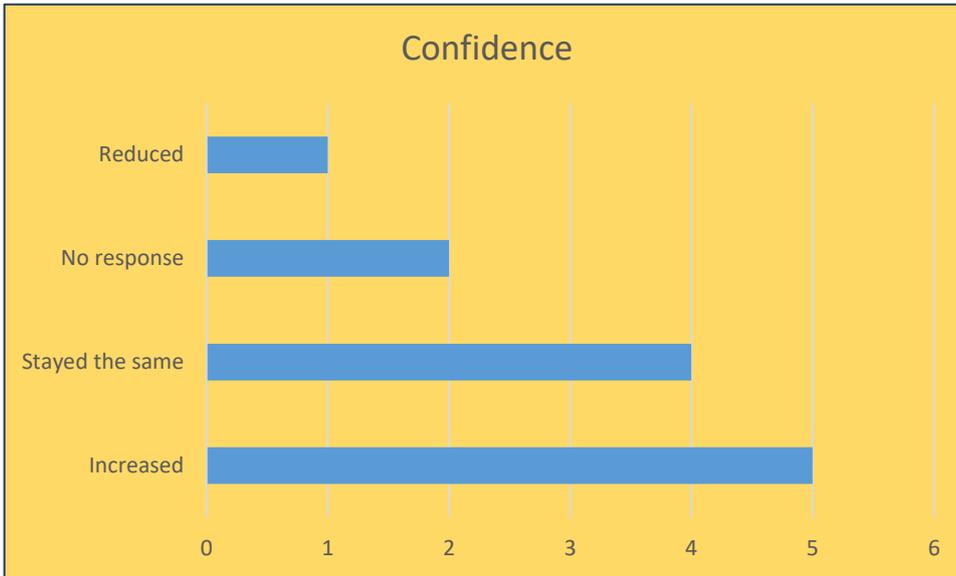
Half the respondents (6/12) thought their knowledge had **increased a little**; 3/12 thought it had **increased somewhat**, 2/12 felt it had **stayed the same**. One said it had **increased significantly**.

As a result of the session, has your knowledge in this area: (12 responses	Responses
Increased a little	6
Increased somewhat	3
Stayed the same	2
Increased considerably	1
No responses	0



Five of the 12 respondents thought their **confidence in the area had increased**. Four said theirs had **stayed the same**. One person's confidence was **reduced**.

As a result of this session, has your confidence with this area: (8 responses)	Responses
Increased	5
Stayed the same	4
No response	2
Reduced	1



### Qualitative questions

What was your aim/expectation for this session?
Keen to hear how lived experience is congruent with policy
Hear from other service providers about their experiences of the NDIS/NDIA
Hear our experiences
To hear how the NDIS has changed lives
Get more information and people's experiences
To find out more about the NDIS in the ACT and the changes
Information Sharing
Getting a sense of community
Just Info- It was a bonus to meet people
Unknown as no program available either beforehand or at session.
Wasn't sure what to expect. Interested in learning from other providers' experience

What difference, if any, has the session made to your approach to this area and/or related practice?
None
N/A
It was good to hear Terry's perspective and think about how to adapt the process more positively for other people.
Good to hear more stories of people's experiences
Given me an understanding of the changes that have occurred in service providers
More Knowledge
More articulate and going to explore options

<b>What resources would be helpful for you now, to provide ongoing support in this area?</b>
None
N/A
More concentration on developing a relationship before planning between participants and planners,
Continuing information and resources sharing workshops
Continued Networking opportunities
Further Discussion

<b>Now that you have completed this session, what would be the most helpful next step in enhancing your personal or organisational capacity?</b>
Maybe introducing peer-support for yet-to-be NDIS participants
Staying in contact with people that I've met
Staying in contact with networks forged today
Ongoing discussion
Courage to deal with NDIA?
N/A

## Attachment 5: Workshop #2—Asset Based Community Driven Efforts (ABCDE) Workshop

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**Subject heading: Please circulate in your networks: Power to Communities: Facilitating ABCDE Workshop 28 Oct**

(Please copy the text below and forward to send the attached flyer.)

Register ASAP for this unique event with Peter Kenyon, global leader in Asset Based Community Driven Efforts(ABCDE)theory and practice and Founder and Director of the Bank of I.D.E.A.S and Zizi Charida, Director of Community Minds Incorporated, who has successfully applied ABCDE to work she has initiated with CALD, migrant and refugee communities.

This one-day Queanbeyan and Canberra workshop is being held for community enthusiasts and community builders with an interest and commitment to ABCDE philosophies and methodologies. The workshop aims to draw upon best international practice to equip participants with skills, information, tools and motivation enabling them to facilitate programs and train others in ABCDE perspectives and strategies.

**Date:** Friday 28 October 2016, 9.30am-4.00pm

**Venue:** Bicentennial Hall, 253 Crawford Street, Queanbeyan NSW 2620

**Workshop Cost:** \$165 (includes GST)

Includes ABCDE training materials and resources, refreshments and lunch

Please note any invoice generated by this registration process is not a proper tax invoice.

Book here:

<http://bankofideas.com.au/events/power-back-to-communities-canberra/>

For further Information: [info@communityminds.org.au](mailto:info@communityminds.org.au)

Call us: 1300 CMINDS (264 637)

The workshop will focus on an in-depth understanding of the philosophy, value and practice of ABCDE:

- Shifting the development mindset from needs and deficiencies to assets and capacities
- Highlighting, mapping, connecting and celebrating the diverse range of community assets and harnessing the connected assets for action that enhances places and strengthens caring communities
- Encouraging community members to make the shift from being consumers, customers and clients of services and programs, to co-producers and citizens, and
- In depth awareness of ABCDE tools, resources and key stories.

## About the trainers:

Peter Kenyon is a social capitalist and community enthusiast. Over the last two decades he has worked with over 1500 communities throughout Australia and overseas seeking to facilitate fresh and creative ways that stimulate community and economic renewal. He is motivated by the desire to create healthy, caring, inclusive, sustainable and enterprising communities and local economies. Peter is convinced that one cannot develop communities from the top down or from the outside in. It requires communities to build from the inside out, and for their members to invest themselves, ideas, assets and resources in the process.

Peter created the Bank of I.D.E.A.S. (Initiatives for the Development of Enterprising Action and Strategies) in 1991 to promote such a paradigm shift and assist with the necessary facilitation, ideas and skills. Peter's consulting work has resulted in assignments in 59 countries and all states of Australia. From 2004, Peter has spent part of each year working in a range of Middle East and/or North African countries assisting with the development of national youth policies and strategies. Peter is a faculty member of the ABCD Institute at Northwestern University, Chicago, USA.

Zizi Charida is the Founder and Director of Community Minds (CM) Incorporated, an innovative NFP that works with community groups and organisations and across sectors, in developing programs that enhance, develop and build inclusive communities. Zizi has extensive experience in the education, community and corporate sectors. Over the past 19 years she has worked on a broad range of community building projects, with a focus on working with youth and culturally diverse (CALD) and refugee communities. For the past 3 years Zizi has focused on initiating projects that promote Asset Based Community Driven Effort (ABCDE) principles and provided training and support to groups and organisations in ABCDE, more specifically Appreciative Inquiry and Asset Mapping.

This event is a collaboration between: **Bank of Ideas, Community Minds, Queanbeyan Palerang Regional Council, Community Development Network of the ACT & Region** and **Communities@Work**.

## Attachment 5a) Evaluation Workshop #2 ABCDE Workshop evaluation

### 1. Did you find the ABCDE workshop beneficial to you, and if so why?

- This workshop was most beneficial. I have been working in the same organisation for nearly 17 years and it has given me new motivation, challenged my thinking in how we do things. I am in a position to make changes and look forward to implementing these changes.
- The speakers were inspiring and provided examples of how ABCDE works.
- The ABCDE workshop provided me with resources about ABCDE.
- And of course the networking was brilliant.
- Loved the workshop. I find the concept of ABCDE to align with my personal views on CD. The content and speakers were engaging and the networking opportunities were great.
- ABCDE is incredibly beneficial because it is about the community taking control of their community life and direction. It is about recognising the inherent power in the positive qualities or assets of the community to make that meaningful difference.
- Yes and No...Yes, although I have attended one before and felt my perspective re energised. No because I had hoped to share the room with members of the Queanbeyan community, so that connections could be made that may impact how the community views itself and the possibilities.

Yes, it was excellent to hear positive actions taken not just reports & assessments

## 2. What did you like most about the workshop –

- The reminder of conversations, storytelling, gifts of head, hands and heart.
- The examples by both presenters were just magic. They have both worked in the real world and know about the work we do on the ground.
- Learning about practical techniques such as appreciative inquiry.
- I like the power of storytelling, and the speakers were great story tellers.
- I enjoyed the entire workshop. Often when attending a workshop it is difficult to keep your attention the entire day. This was certainly possible for me.
- For me all of it was beneficial. The workshop for me was inspiring and a great reminder about having passion about your work and
- The many concrete examples of the philosophy in practice
- Real examples from Zizi and learning about Appreciative Inquiry

## 3. Was there anything you did not find useful

- Nothing at all
- Not at all. Everything was useful and inspiring.
- No (2)
- For me it was all was useful,
- I thought the introduction was a bit long,

## 4. What could we improve on?

- The visuals of presentation to make it a bit more engaging to the viewer  Perhaps the venue.
- Nothing – it was just magic.
- All good
- A Queanbeyan stand-alone session where invitations were deliberate and targeted  More time talking about Appreciative Inquiry (I know a local presenter)  Will think on this....

## 5. What other workshops/presenters would you like to see available to you?

- No sure will have to get back to you. Both this workshop and Jim Dier were brilliant.
- More consumer driven services workshops as this is a huge focus and change in the community sector
- I would love for this workshop to be offered again to encourage others to attend.
- I would like to see more place based approach to welcoming community. Case studies using ABCDE in regional areas respectful and strongly supportive of cultural diversity as part of their approach to growth and sustainability.
- As above – I thought the presenters and content was great – just the audience was not.
- There a lot of social enterprise that are starting up- would be great to have them attend Bank IDEAS workshop with similar format...to emphases that it's about the community aspect that will make it work!

## 6. General feedback, comments, suggestions etc.?

- Thank you for bringing this workshop to us. It was a fantastic opportunity.
- Well organised, informative and valuable event.
- The cost of the workshop was good value, making it possible to attend
- Thank you for organizing this workshop. The presenters were very good, The venue was every good, the food very good
- Thank Barbara for her commitment to the cd net – we are very lucky to have her on board.
- Keep up the good work. I am glad that I was part of this powerful and inspiring event.
- Keep doing what you doing.
- Karen thank you so much for organizing this workshop – you are amazing and I love your work.
- I have been receiving Bank of IDEAS newsletters for a few years now & thoroughly enjoy them. My interest in attending the workshop was to gather more ideas of 'how to' around a community project I am working on...and just hearing the discussions I came away with lots of notes!
- Many thanks J
- Overall an excellent workshop and thank you for putting this together.

## Attachment 6: Workshop #3—Building Personal and Professional Resilience

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This workshop will introduce participants to a strengths-based model for building resilience, called the Resilience Doughnut. In the session we will look at how to work together to develop strategies and ideas to build resilience into our personal and professional roles.

WHEN: Tuesday 27th June 2017

Time: 9.30am - 1.30pm - please arrive 10 minutes early so we can start on time

Venue: Griffith Community Centre, 55 Stuart Street, Griffith ACT 2603

Morning tea will be provided, including vegan and gluten free options.

Registration by Friday 23 June 2017 at: [https://cdnet\\_resilienceworkshop27june.eventbrite.com.au](https://cdnet_resilienceworkshop27june.eventbrite.com.au)

Early bird registration by Friday 16 June 2017: **\$40**

Registration after 16 June: **\$50**

The Resilience Doughnut was developed by Lyn Worsley, a clinical psychologist highly respected for her work with children and adolescents.

The Resilience Doughnut:

- is based on both Australian and international research
- combines both the internal characteristics of an individual and the external influences that
- promote or encourage their resilience to develop
- is great for family support workers, case managers, counsellors, youth workers and young people themselves
- is relevant, helpful and simple to use in your roles

*For more information about the Resilience Doughnut, see: [www.theresilience-doughnut.com.au](http://www.theresilience-doughnut.com.au)*

About the presenter:

Fran Price is a Registered Psychologist who has experience working in both the school and private practice settings. She is currently based in Canberra where she enjoys working with children, adults and families to help identify their personal strengths and resources to navigate and negotiate with their surroundings

*Find out more about Fran at:*

<http://www.theresilience-doughnut.com.au/about/meet-our-team/accredited-trainers/fran-price/>

For further information about the workshop, contact:

Barbara Chevalier [barbchev@gmail.com](mailto:barbchev@gmail.com) or Sam Quimby [samantha.quimby@actcoss.org.au](mailto:samantha.quimby@actcoss.org.au)



## BUILDING PERSONAL & PROFESSIONAL RESILIENCE

This workshop will introduce participants to a strengths - based model for building resilience, called the Resilience Doughnut. In the session we will look at how to work together to develop strategies and ideas to build resilience into our personal and professional roles.

**WHEN: Tuesday 27th June**

**Time: 9.30am - 1.30pm**

**Venue: Griffith Community Hall**

**55 Stuart St, GRIFFITH ACT 2603**

Morning tea will be provided including vegan and gluten free options

Registration by Friday 23 June 2017 at:

[https://cdnet\\_resilienceworkshop27june.eventbrite.](https://cdnet_resilienceworkshop27june.eventbrite)



### About the presenter ...

Fran Price is a Registered Psychologist who has experience working in both the school and private practice settings.

She is currently based in Canberra where she enjoys working with children, adults and families to help identify their personal strengths and resources to navigate and negotiate with their surroundings

Find out more about Fran at our website below.



"Combining Strengths to Thrive"

**Website:** [www.theresiliencedoughnut.com.au](http://www.theresiliencedoughnut.com.au)

The Resilience Doughnut was developed by Lyn Worsley, a clinical psychologist highly respected for her work with children and adolescents.

The Resilience Doughnut:

- Is based on both Australian and international research
- Combines both the internal characteristics of an individual and the external influences that promote or encourage their resilience to develop
- Is great for family support workers, case managers, counsellors, youth workers and young people themselves
- Is relevant, helpful and simple to use in your roles

## Attachment 6a) Evaluation Workshop #3 Resilience

Feedback from Resilience Workshop 4 of the 16 who attended. Percentages based on N=14.

### Q.1 Overall, how would you evaluate this session?

Excellent	Good	Neutral	Below Average	Poor
6	7	1	-	-
42.9%	50.0%	7.1%		



### Comments

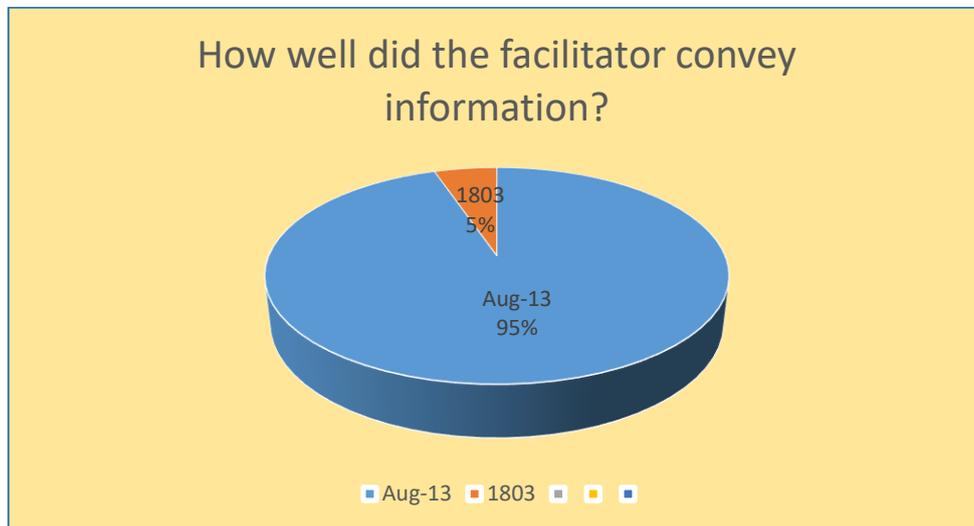
- *Very practical and useable resource to use with all ages and in different areas (work, personal life)*
- *\*Trainer was very engaging, made the session interesting and useful*
- *Great at paraphrasing summarising our comments*
- *Very interactive*
- *Fran was a fantastic facilitator – very confident, warm and knowledgeable – thank you*

### Q.2 What did you find MOST useful?

- *Drawing 3 top scoring factors together*
- *All of the session*
- *All of it*
- *All content was useful, thinking about and identifying situations with more optimism*
- *Doing doughnut, high scorers, discussion & thinking about connections helped solidity what it involves*
- *The doughnut will be a great practical tool to help team work with strengths*
- *Theory of the framework & the practice – particularly thinking about how to link 3 areas*
- *Self-evaluation. Recognising challenges.*
- *Solid framework, overly simplistic*
- *Look at strengths and positives and build on these*
- *Agency – empowerment*
- *Doughnut – Adult*
- *Idea of growing strength*

**Q.3: How well did the facilitator convey the information?**

Excellent	Good	Neutral	Below Average	Poor
12	2			
85.7%	14.3%	0.0%	0.0%	0.0%



**Comments**

- *So passionate and knowledgeable*
- *Knowledgeable, presented well and good handouts*
- *Very relaxed in her knowledge and presentation*
- *Very approachable*
- *Good speaker, enthusiastic*
- *Could listen to her speak for days*
- *\*As above*
- *The film e.g. skater and looking at strengths connections*

**Q.4 What difference has the seminar made, if any, to your perspective or approach to future practice?**

- *Strengths based and self-talk awareness*
- *Focus on my own personal self-talk*
- *Implement for myself, would like to see how I can be equipped to grow resilience*
- *Not sure – perhaps be less judgemental of self*
- *Really given me the boost of positivity again – thank you. I absolutely agree with this mode of practice and feel very lucky to have attended – thank you.*
- *Motivation. Doesn't need to be more 0/10 Doughnut*
- *To learn more re the Resilience Doughnut*
- *Language and tools*
- *Linking several areas of strength*
- *Reminder to be more positive and optimistic*
- *Finding strengths and working with a more strength based approach*
- *Was good to go over strength based practice*
- *Will balance strengths with weaknesses*

**Q.5 Do you have any other suggestions/comments about how this seminar could be improved?**

- *Regular delivery because I'd like my work friends to attend*
- *Another workshop in 6 months or yearly*
- *Didn't realise big focus of session would be from child's perspective. Maybe better to start from individual's perspective as not everyone has children in life or work*
- *Interested in kids' course on resilience. Do you do in-house course for workplaces? (Gemma Papworth)*
- *Would love the handouts and other info emailed. Thank you. [this has been done]*
- *REWIRING HOPE! Seminars as we are wiring to FEAR. More workshops with Kids 5 y.o.*
- *No, it was great. Thanks 😊*
- *Goes for longer please 😊*
- *Well discussed*
- *Thank you.*

## Attachment 7: Community Development Peer Network

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### AIM

To create a network of peers who are working within a community development framework in the ACT who are interested in engaging and sharing ideas on best practice and tools. The network could also facilitate collaboration across the sector.

### PARTNERSHIP

- CDNet Steering Committee to find guest speakers to share on emerging issues/ideas
- ACTCOSS to facilitate and coordinate meetings, administer email network (Sam Quimby/Ryan Joseph in the Capability Development Team – ACTCOSS has similar peer networks for HR and Reconciliation)
- NETWORK involves:
- Quarterly meetings w Guest Speakers/ information sharing
- Email Network of those who attend/are interested in attending

### PROCESS

- Create Email network.
- Coordinate, organise first meeting (Guest speaker, Agenda that will be of interest)
- Invite Community Development workers in the sector specifically (ask CDNet Steering Committee to invite)
- Put invite out through CDNet

### YEAR 1

- The network would operate for a one-year trial as a ‘community of practice’ with four quarterly meetings with a capacity building focus.
- Clarifying the network’s purpose or aims
- Identifying key areas of concern, interest, themes, and practice issues for community development workers in general
- Preferred meeting formats
- One or two (or a panel) of ‘seasoned’ CD workers to talk about their work: what they do, how they work and what informs their practice and why, and any tools/resources they recommend.
- Ideas for guest speakers/panel
- What informs your practice – an example of a project
- Principles and practices you have come to rely on
- Good process – what is it
- A case study as a way of sharing tools
- Planning tools
- Implementation
- Challenges

Meeting agendas and notes are available from ACTCOSS - [ryanj@actcoss.org.au](mailto:ryanj@actcoss.org.au)

## Attachment 8: For the record—CDNet Forums (2004-2016)

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### 2004

- May *National Community Development Conference: Wrestling Wicked Problems* (attended by 400 people)
- July *Community Development in the ACT – how can community development contribute to the achievement of the social plan?* (A combined Health Promotion/CD forum)
- August *Asset Based Community Development workshop* (Facilitator: Jodie Kretzman)
- November *For Love or Money – the Status of Community Development in the ACT & Region*

### 2005

- June *Community Development Evaluation* (Paul Bullen and Barbara Pamphilon)
- July *Wellbeing – A common thread linking community development and health promotion* (a combined Health Promotion/CD forum)
- September *Capacity Building for Sustainability Leadership*
- November *Charlie Pahlman Spring Networking Forum & Picnic*

### 2006

- April *CDNet Expo: Canberra Flavoured Community Development*
- May *Connecting with the ACT Government* (a combined Health Promotion/CD forum)
- July *Strengthening Mental Health & Wellbeing in Our Community* (a combined Health Promotion/CD forum)
- November *Playful Participation Symposium: CD and the Arts and Heritage*

### 2007

- May *Inclusion Conference 07 - CDNet contributed \$2000 in sponsorship*
- June *Sustainable Consumption: Working with communities around climate change*
- September *Active Citizenship*
- November *Engaging Emerging Cultural Groups*

### 2008

- August *Storying: A Powerful Tool for Community Development*
- July - Sep *Mapping the Community Development sector*

48 individuals from 38 organisations responded to an online survey to provide a snapshot of who is working in community development (paid or voluntary), what community development projects are being conducted (funded or unfunded), and where the funding comes from. *Snapshot of Community Development in the ACT and Region: Report on a community development mapping project*, by Sue Hoffmann, December 2008, is available online at [www.cdnet.org.au/surveys](http://www.cdnet.org.au/surveys) )

- September *Community Development Mapping Project Workshop* at ACTCOSS Conference on Sector Development, September 4-5th 2008

### 2009

- May *Evidence Based Evaluation*

November	<i>Reflective Practice forum</i>
<b>2010</b>	
April	<i>Launch of New CDNet website &amp; email</i>
August	<i>Results Based Accountability Workshop #1</i>
November	<i>A collaboration between CD Net &amp; Sustainability Network at the Belconnen Future Footprints Festival.</i>
December	<i>Results Based Accountability Workshop #2</i>
<b>2012</b>	
March	<i>Flourishing Me, Flourishing Communities: Building strength and wellbeing: a half day capacity building workshop for community workers facilitated by Amanda Horne</i>
July	<i>Research skills for Community Workers Workshop (University of Canberra)</i>
<b>2013</b>	
March	<i>Community Sector Forum: A snapshot of the ACT Community Sector and current issues in 2013.</i>
June	<i>Building a mentally healthy workforce: promoting self care. A learning and networking opportunity for community sector workers.</i>
<b>2014</b>	
May	<i>NDIS Community Sector Forum, with speakers and panel.</i>
June	<i>Self-care Workshop for community sector workers, facilitated by Amanda Horne.</i>
<b>2015</b>	
February	<i>ABS Showcase Workshop – designed to enable community sector organisations to access useful community profiles and health information to target their programs.</i>
June	<i>Qualitative Data Analysis – without software - one of a series of workshops by CDNet that aim to keep building the research and evaluation knowledge and skills in the community sector in 2015.</i>
Jun-Nov	<i>Three bi-monthly Community Development Peer Network Gatherings, a collaboration initiative between ACTCOSS and CDNet.</i>
August	<i>ABS Research Skills Workshop #2, organised, promoted and catered for by CDNet</i>
November	<i>Assets Based Community Development Workshop. Facilitated by international speaker Jim Diers (enabled by Bank of Ideas <a href="http://bankofideas.com.au/">http://bankofideas.com.au/</a> who had brought Jim to Australia for a tour of workshops.</i>
December	<i>Champions of Change workshop, in collaboration with SEE-Change</i>
<b>2016</b>	
March	<i>Alternative Sources of Funding Workshop, facilitated by Dion Klein</i>
Feb-Jun	<i>Three bi-monthly Community Development Peer Network Gatherings</i>