A snapshot of Community Development in the ACT and Region

Report on a community development mapping project undertaken by the CD Net of the ACT & Region

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EXECUTIVE SUMMARY

With ACT Government funding through the Health Promotion Unit, ACT Health, in 2008 the Community Development Network of the ACT and Region (known as "CD Net") undertook a community development mapping project in the local region. The snapshot of the local community development sector created through this project aims to facilitate collaboration and exchange within the sector and promote understanding of community development beyond the sector.

Between late August and early September 2008, members of CD Net's email network were invited to complete an online survey and to encourage others they knew to be doing community development work to do likewise. This methodology yielded responses from 48 people from a total of 38 organisations.

The resulting data have been analysed to provide a partial snapshot of the community development sector in the ACT and Queanbeyan. The snapshot includes data on the following:
- A profile of respondents - their organisational role, whether they are doing community development work on a voluntary or paid basis, and their hours worked;
- Respondents' views about the most important elements of community development;
- Respondents' preferred approaches to community development work; and
- The specific community development activities respondents are involved in (what, for whom, with which other organisations, with what funding, and who can be contacted for more information). A total of 101 activities are included.

The project revealed the diverse funding arrangements for community development activities reported on: many rely on funding from multiple sources while 17% receive no funding. The wide range of government funding sources identified reflects the diverse applications of community development work.

Respondents' views on the most important elements of, and approaches to, community development can help to promote community development by addressing the perception beyond the sector of community development as 'nebulous' and 'hard to pin down'.

The 101 community development activities showcase the work of the local community development sector – bringing to life the concepts and principles of community development.

The most commonly occurring categories for the type of activity were:
- Community education;
- Arts;
- Community engagement;
- Community sector development;
- Health promotion; and
- Social support.

The most commonly occurring categories of target group for activities were:

- Local community (various localities);
- Parents/mothers/grandparents;
- The whole ACT community;
- Children/students/youth;
- Migrants and refugees;
- The community sector;
- People with disabilities; and
- Families.

Information on the activities is publicly accessible on the CD Net website as an Excel database at www.cdnet.org.au/reports. The database is user-friendly and well placed to foster networking and collaboration within the sector. Interested parties can locate activities of particular interest (eg those developed for a particular target group) and follow up on selected entries by making contact with the relevant agency.

The snapshot of the sector provided by this project is a partial one (not everyone doing community development work responded to the survey) and the information will progressively become increasingly out-of-date. CD Net plans to address these limitations by developing an online interactive facility to enable CD Net members to provide new and up-dated information.

ACKNOWLEDGEMENTS

This project could not have been completed without the generous contributions of many people and organisations. Heartfelt thanks are extended to the following individuals and agencies for their input and support:

- All of the survey respondents;
- Those people who assisted with pilot testing of the survey;
- People and agencies who extended the reach of the survey by forwarding the email inviting participation in the survey;
- Staff from the ACT Council of Social Services (ACTCOSS), the Citizens Advice Bureau (CAB) and the ACT Department of Disability, Housing and Community Services (DHCS) for assistance in scoping the project;
- Participants of the workshop about community development and the progress of the project held at the ACTCOSS conference in September;
- Members of the CD Net Working Group, and in particular the members of the steering group for the project, for all of their input and feedback;
- Barbara Chevalier for generous assistance with coding; and
- The Health Promotion Unit (within ACT Health) for funding the project.

CONTENTS

1. INTRODUCTION

The Working Group of the Community Development Network of the ACT and Region (CD Net) initiated this Community Development Mapping project in mid 2008. An overview of the project is provided in the brief for the project as follows:

> "to provide a snapshot of who is working in community development (whether paid or voluntary), what community development projects are being conducted (funded or unfunded), and where the funding comes from."

A copy of the full brief for the project circulated through the network's email system is reproduced at Appendix 1.

The aims of the project were to:
- Identify the extent and breadth of community development work being undertaken in the region;
- Stimulate communication, networking and collaboration between people doing community development work in the region; and
- Gather information to help promote community development practice to government and funding bodies.

Following the selection of a project worker, a meeting of the CD Net Working Group provided broad direction for the project and formed a steering group for the project. The steering committee comprised the following members of the CD Net Working Group: Barbara Chevalier, Tricia Hoad, Geraldine Manser and Karen Realph.

This report details the approach taken by the project, the survey results and offers some commentary on the findings. A companion output of the project is a database of community development activities which is available on the CD Net website at www.cdnet.org.au/reports.

2. METHODOLOGY

2.1.   Project scoping

The brief for the project[1] specified two main strategies:
- "Identifying and contacting key informants for initial mapping and scoping ideas regarding key organisations and key funding bodies, and
- A simple online survey to the CD Net members; such an online survey could easily be forwarded to members' contacts and networks."

The key informants for the project were:
- Staff from ACTCOSS (Llewellyn Reynders and Susan Abbott);
- The Director of the Citizens Advice Bureau (Liz Howarth);
- Staff working in the area of community development from the ACT Department of Disability, Housing and Community Services (Debra Burnett); and
- Members of the CD Net Working Group including the Steering Group for the project.

Discussions with staff from ACTCOSS reinforced the potential value of the project outcomes in relation to informing and educating government and funding bodies about community development (CD) practice and the diversity of community development work being undertaken, thereby assisting agencies such as ACTCOSS in their advocacy role. The networking and collaboration potential of the project was also identified. ACTCOSS staff spoke of community development being hard to pin down in the sector, of it being a bit 'nebulous'. They spoke of the conceptual framework not being at the forefront of government's mind: while government wants to produce the outcomes, it may not identify CD as the way of doing it. ACTCOSS staff welcomed the prospect of the project identifying something of the [plain English] language used in the context of community development.

Discussions with Liz Howarth from the Citizen's Advice Bureau (CAB) focussed primarily on methodological considerations, including the potential for using any of the same categories used for CAB's ContACT database in the survey questionnaire. It became clear that it was not feasible to use any of the same categories as used by CAB, which uses a system of numerous keywords rather than a relatively contained number of categories. There is potential, however, for the project to identify activities or entities which are new to CAB and which could be added to their extensive information resources.

2.2.   Survey methodology

A number of online survey facilities were considered as the vehicle for the survey. Of these, "Kwiksurveys" was selected as it provided the following benefits:
- No cost;
- No advertising;
- No limits on the number or the length of questionnaires or the number of questionnaires used;
- Results are generated in aggregated form and can also be exported to a

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1   Refer to the project brief at Appendix 1.

spreadsheet in unit record form (the latter was needed to produce a database of community development activities); and
- Prompt and helpful user support via email.

Initial drafting of the survey questionnaire was undertaken in close consultation with the steering group for the project. The questionnaire was pilot tested by six people involved in community development work, including volunteers sourced at a CD Net Forum held on 8 August. Detailed feedback from pilot respondents led to refinements of the questionnaire.

The questionnaire consisted of two parts. The first part included general questions about respondents' involvement in community development work, how they use the term 'community development' and the approaches they take in their CD work. The second part of the questionnaire consisted of questions to enable a database of community development 'activities' to be created. The primary questionnaire enabled respondents to report on up to five activities. A 'supplementary' questionnaire was provided to cater for respondents with more than five activities to report on. Copies of the questionnaires are included at Appendices 2 and 3.

The survey commenced on 21 August and was in the field until 15 September (a total of three and a half weeks). A 'snowball' methodology was used whereby members of CD Net were encouraged to complete the survey and to forward the information about the survey to others they knew to be doing community development work. During the survey period, over 500 people were members of CD Net. The text of the email sent to CD Net inviting participation in the survey is reproduced at Appendix 4. In addition to the snowballing methodology described above, information about the survey was also forwarded through the networks of the following organisations:
- ACTCOSS;
- ACT Health (Health Promotion email);
- Australian Health Promotion Association (ACT Branch);
- artsACT (sent to community arts funding applicants in recent years); and
- Canberra Environment & Sustainability Centre.

Specific approaches were also made to the community development units of each of the regional community services in the ACT, requesting their participation.

During the survey period, three follow-up reminder emails were sent via the CD Net inviting participation in the survey and encouraging members to forward the email to others: these were sent on 28 August, 8 September and 15 September.

Preliminary survey findings based on the first 28 responses were presented to participants of a workshop at the ACTCOSS Conference *Community Sector Futures* held on 5 September. It appears that this prompted some further responses to the survey.

At the conclusion of the survey period, a draft table of activities was compiled. This included categorising information according to target group and type of activity. This draft was emailed to all 48 respondents inviting their suggestions for any further editing of their entries of the table. Seven respondents proposed edits to their entries, including the addition of a further four activities and the deletion of one.
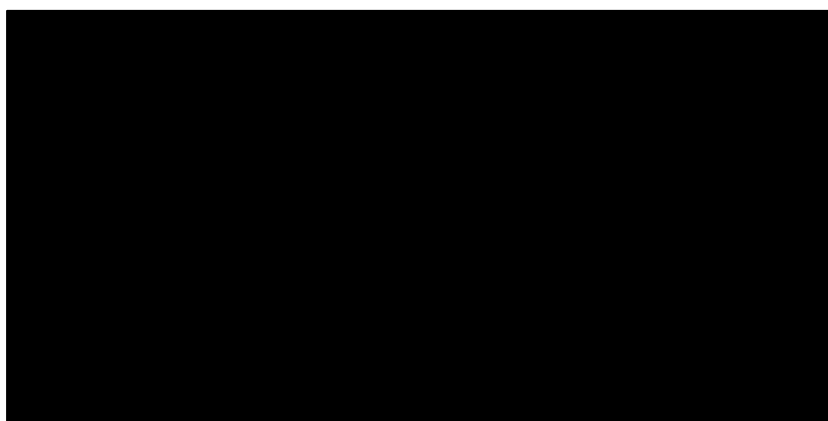
3. SURVEY FINDINGS

3.1. Profile of respondents and respondent organisations

A total of 48 people responded to the survey; of which 46 were from 38 organisations (listed in Appendix 5), one works independently and one identified as an individual. Respondent organisations included ACT Government departments, NSW Local Government, community organisations and community groups. Five of the six ACT regional community service organisations responded.

The profile of respondents in terms of their organisational roles is summarised in Table 1. The job titles of 17% (8/48) of respondents include the term "community development", 31% (15/38) of respondents are Executive Officers/Directors or Managers, and 10% (5/38) are committee members or other volunteers in some other capacity.

Table 1: Organisational roles of respondents

The extent of respondents' involvement in community development work is summarised in Tables 2 and 3. Most respondents are employed to do community development (rather than volunteering their time) and of these, 44% (16/36) are dedicated community development workers. The number of hours per week respondents generally spend on community development work varies from very little (0-5 hours) to a full time involvement (36-40 hours). Most commonly, respondents are spending 6-10 hours per week on community development work

Table 2: Respondents' involvement in CD work

Respondents' involvement in CD work	No. of respondents
Employed: combine CD work and other duties	20
Employed: dedicated CD worker	16
Volunteer doing CD work	5
Other	7
TOTAL	48

Table 3: Respondents' weekly hours of CD work

No of hours/week doing CD work	No. respondents
0–5	5
6–10	10
11–15	6
16–20	7
21–25	3
26–30	6
31–35	4
36-40	7
TOTAL	48

The extent to which others in respondents' organisations are also doing community development work is summarised in Table 4. For most respondents there are few (0-5 others for 54% (26/48) of respondents).

Table 4: Number of other people in the same organisation doing CD work

No of other people in the same organisation doing CD work	No. respondents
0–5	26
6–10	8
11–15	4
16–20	1
>20	4
No quantifiable answer/ no answer	5
TOTAL	48

3.2.   Respondents' views about the most important elements of community development

Respondents were asked to answer the question, *"What are the most important elements of community development for you?"* While this may not have been an easy question to answer (one respondent included in her response, *"very difficult question really"*), survey participants were generous in providing their views in response to this open-ended question.

The data generated by the question was categorised, yielding a summary of the elements that respondents viewed as most important. This summary can be found at Appendix 6. The categories of respondents' most important community development elements are listed in Table 5.

Table 5: Categories of most important elements of CD

Categories of elements of community development
Community development goals and values
Community development practices
Community development practices that are also principles
Community development principles
Community development models or frameworks
Working with communities, issues, groups, individuals, organisations and government

A selection of the answers to the question about the most important elements of community development is reproduced below to give an indication of the individual responses received.

Some respondents answered the question in terms of the goal of **increasing social connectedness or capacity** and what this can achieve:

> "Creating and promoting ways for people to connect to, be involved with and contribute to their local community. Overcoming social isolation."

> "Connecting people to others for mutual support. Gathering and providing information."

> "Facilitating and strengthening people's connections with each other and the broader community. Improving a person's capacity to experience inclusion and a sense of value within the community."

> "Working with the community to build social capital and resilience."

A number of the responses stressed the **importance of process** in the practice of community development:

> "Community development is a process, rather than outcome focused philosophy, that works with people, groups and/or organisations to identify their strengths, skills and resources. It is about working with people to initiate change, in an empowering, meaningful and sustainable way."

> "CD is a process or a way of working with individuals and community. There is no right way to do CD. Important elements to me are: establishing relationships, building trust, and being flexible, realistic and open. When working with communities acknowledge local knowledge, local resources and local culture. CD works well when it is bottom up and not top down."

Some responses emphasised the principle that it is **the community that drives the agenda**:

> "Helping the community help itself. Provide information, resources and support. Allow the community to grow and respond as it needs to."

> "It is grass roots based, is asset based, does no harm, actually represents real needs, desires, activities or wishes."

One respondent identified **community capacity building** for a specific purpose:

> "Building community capacity so local people can deliver their own solutions to problems climate change poses individuals and society."

The following response is one of those that comment on **models, frameworks and contextual aspects of CD:**

> "From my perspective CD is a term that encompasses many different theory models frameworks, and methods to accomplish one common goal: to encourage communities of people (inclusive of the individual) to find ways to make their own goals, ideas and dreams happen for them. This might seem very simple or in fact air fairy, however, this often entails working from a social justice framework, which includes advocacy equity and often working to educate the mainstream society to bring about. CD is never just about keeping the people who are unable to participate fully in society passive, quiet or accepting of their position that they are currently in."

3.3. Respondents' approach to community development work

In response to the question, "What are the most important/frequently used community development approaches in your work?" respondents selected approaches from those listed in Table 6. Respondents' favoured approaches are listed in the table in descending order of the frequency with which they were identified.

Table 6: Most important/frequently used CD approaches[2]

Most important/frequently used community development approaches	Frequency
Increasing the capacity of individuals	29
Building community networks and partnerships	28
Addressing social isolation	27
Increasing social inclusion	26
Community empowerment	24
Strengthening community connectedness	23
A strengths/assets based approach to community work	23
Community education and training	21
Networking to share professional information and resources	20
Community building	18
Promoting community participation	16
Building social capital	15
Supporting existing community groups	12
Promoting or supporting volunteering	11
Community consultation	11
Increasing the capacity of community organisations	9
Lobbying and informing policy development	7
Developing new community groups	5
Funding community groups/individuals for community based/driven projects	5
Other	5
TOTAL	335

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2   Note that some respondents overlooked the instruction to choose up to five approaches only.

In addition, the following were identified by respondents under "Other":
- Auspicing community projects;
- Community cultural development;
- Community research and development project; and
- Developing joint partnerships with a number of other agencies.

One respondent contributed the following:
> *"I do think 'tipping' point theory has a place in CD work, that collective social action/political awareness (Freire?) have something to contribute to this."*

3.4.   Community development activities reported on by respondents

Respondents provided details for a total of 98 activities through the survey. Individual respondents reported on between 0 and 9 activities.

A database of activities has been created using Excel to allow for ready access to the data and easy perusal of the activities. The database is accessible online at www.cdnet.org.au/reports. It is a table of information summarising details of the activities reported on: the organisations involved, target group/s, type of activity, a description of the activity, funding and whom to contact for further information, etc. Users can sort the table by various fields, including two fields with coded information: target group and type of activity.

When the draft table of activities was sent to respondents for feedback, some respondents proposed edits and a few identified further activities for inclusion (four in all). One activity was also identified for removal, resulting in a final tally of 101 activities. However the data for types of organisation and types of funding in 3.4.1 and 3.4.2 below pertain to the 98 activities originally included in the survey responses, as this information was not obtained for the activities added to the database later.

3.4.1. Types of organisations

The types of organisations involved in conducting the community development activities reported on are summarised in Table 7[3]. Not for profit organisations and community groups account for most of the organisations (68%: 104/154) , government departments/agencies are 18% (28/154) of those identified and 10% (16/154) are from the for profit sector or philanthropic organisations.

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3 Note that the total number of organisations is greater than the number of types of organisations as there are a number of organisations involved in many of the activities.

Table 7: Types of organisations conducting CD activities

Type of organisation/s	Frequency
Not for profit orgisations	71
Community group	33
Government department/agency	28
For profit Business sector organisation	7
Philanthropic organisation	7
For profit social enterprise	2
Other	6
TOTAL	154

3.4.2. Types of funding

The types of funding received for the reported activities is summarised in Table 8. Some form of external funding is received for 81 of the 98 activities (83%). Of the types of funding sources identified, the majority were government funding of some sort (59%: 88/150), while other sources were also significant, e.g. donations (12%: 18/150), philanthropic (10%: 15/150), and fundraising (8%: 12/150). The survey did not attempt to elicit information about the amount of funding received for activities.

Table 8: Funding for CD activities[4]

Type of funding for activities	Frequency
ACT recurrent funding	26
ACT non-recurrent funding	25
Donations	18
Philanthropic funding	15
Fundraising	12
Federal recurrent funding	9
Local Governement non-recurrent funding	9
Local Government recurrent funding	7
NSW non-recurrent funding	6
Other internal funding	6
Federal non-recurrent funding	6
NSW recurrent funding	0
Other	11
TOTAL	150

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4 Note that multiple sources of funding apply to some activities; hence the total frequency for types of funding exceeds the number of activities.

3.4.3. Sources of funding

A listing of the government funding bodies (as cited by respondents, but grouped by level of government and, for the ACT, by department) is provided in Table 9.

Table 9: Government funding bodies for CD activities

Level of Government / ACT Government Department	Funding bodies
ACT Chief Minister's Department	artsACT Festival Funding - Chief Minister's Department
ACT Department of Disability, Housing and Community Services	ACT Office of Ageing - Seniors Grant Community Development funding "Community grant" (possibly the Community Support and Infrastructure Grants Program?) Community Inclusion Fund Community Linkages Program funding Community Services funding DHCS DHCS Tenant Initiated grant Disability ACT Housing ACT
ACT Department of Education and Training	ACE (Adult and Community Education) DET Community Education grant
ACT Health	ACT Health Health promotion grant / "Healthpact"
ACT Department of Territory and Municipal Services	"ACT Dept of Environment" ACT Environment Grant TAMS
Commonwealth Government funding	Attorney General's Department Communities for Children DIAC FACSIA
Local Government funding	Queanbeyan City Council QCC Healthy Communities
NSW government funding	Department of Ageing, Disability and Home Care Housing NSW Families NSW Schools as Community Centres
Other government funding	Odyssey House Victoria

In relation to ACT government funding, the ACT Government grants portal[5] also lists the following grants, at least some of which may be funding projects which are either explicitly or implicitly community development activities:

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5 http://www.grants.act.gov.au/

- ACT Multicultural grants;
- ACT Women's grants;
- Carer recognition grants;
- Disability ACT quality of life grants;
- Schools as Communities;
- Sport and Recreation grants; and
- Youth interACT grants.

3.4.4. Types of activities

Information about the type of activities described by respondents (particularly in the "Brief Description" provided) was coded, resulting in the categories listed in Appendix 7. This information is included in the Excel database in the column, "Type of Activity", and shows the diversity of community development activities being undertaken in the region. Table 10 identifies the most common broad categories of type of activity, and identifies community education as the most common of these.

Table 10: The most common broad categories of 'Type of activity'

Broad categories of "Type of activity"	Frequency
Community education	20
Arts	12
Community engagement	7
Community sector development	7
Health promotion	7
Social support	7

3.4.5. Target groups

Information about the target groups for activities (particularly in the "Brief Description" provided) was also coded, resulting in the categories listed in Appendix 8. This information is included in the database in the field "Target Group" and, like 'type of activity', adds to the picture of the diversity of community development work being undertaken. Table 11 identifies the most common broad categories of target group, and identifies local communities as the most common of these.

Table 11: The most common broad categories of 'Target group'

Broad category of "Target group"	Frequency
Local Community (various localities)	19
Parents/mothers/grandparents	12
ACT Community	8
Children/students/youth	8
Migrants and refugees	7
Community sector	6
Disability – people with disabilities	5
Families	5

4. DISCUSSION

A broad range of government funding sources for community development activities has been identified, particularly in the ACT (from five different departments). This is a reflection of the diverse applications of community development work. For only some of these funding sources is community development identified as a specific objective of the funding program. Equally, there are many other government funded activities that achieve community development outcomes which have not been picked up by this project. This is possibly because the objectives of the funding programs do not explicitly include "community development" and the people/organisations organising the activities do not identify what they do as community development. It may be that activities funded from non-recurrent sources are particularly under-represented in the activities table generated by the project.

There is potential for further analysis of the data to explore questions such as:
- What relationships are there between respondents' identification of the most important elements of community development, the most important/frequently used approaches to community development in their work and the activities they have reported on?
- Who is funding which target groups?
- Who is funding what types of activities?
- What patterns are there in relation to which target groups/types of activities have the benefit of recurrent vs. non-recurrent funding?
- What sorts of activities are being undertaken without external funding?
- Which activities have the greatest longevity and are there any variables associated with their longevity?

Information about funded projects provided on government websites (e.g. associated with specific funding rounds) could also be researched to add to the picture of community development work being undertaken locally.

The project findings will be made available to all respondents and to members of CD Net. From the start this project was limited to providing a snapshot of community development locally – i.e. at just one point in time. CD Net is considering options for a web-based facility to enable individuals to up-date their information on an ongoing basis (e.g. through the CD Net website).

Limitations of the study

A key question about the project findings is how comprehensive and/or representative they are and what may have constrained responses to the survey. While a broad range of organisations and several individuals responded to the online survey, some agencies, which are known to have sizeable community development programs, did not respond at all. In addition, not all CD activities undertaken by some agencies have been reported on by the one or more respondents from those agencies. Furthermore, the representation of relevant funding sources amongst the activities reported on by respondents is clearly somewhat patchy. Accordingly, the picture of CD created by the project is only a partial

snapshot of community development in the ACT and region.

Only toward the end of the survey period were any responses were received from people doing CD work as volunteers. It may be that CD work undertaken by volunteers is less likely to have been picked up by the survey than that undertaken by paid workers. The latter may be more likely than volunteers to be members of CD Net and some have job titles, which include the term "community development". It may be that relatively few volunteers doing community development work identify their work as such.

The length of the questionnaire may have been off-putting for some potential respondents. Repeats of the questions about CD activities made for a total of 37 questions in the primary questionnaire, although the number of questions applicable to respondents varied according to the number of activities they reported on[6]. The number of activities accommodated in the primary questionnaire was a trade-off between the respondent burden of needing to open the supplementary questionnaire to report on extra activities and the potential of overwhelming – and possibly losing – respondents with a very lengthy primary questionnaire. It is not possible to tell whether a good balance between these considerations was achieved; however only two respondents utilised the supplementary questionnaire.

There were no requests for additional time to complete the survey; it seems that for people who were aware of the survey, the three and a half weeks provided may have been adequate. Either some organisations were not aware of the survey (they were not members of CD Net, and the email about it was not forwarded to them) or they did not give priority to participating in the survey. If the questionnaire had included a question asking how respondents had become aware of the survey the success of the snowballing strategy would be more evident. In hindsight this would have been a useful inclusion.[7]

The funding profile for the CD activities reported on (with ACT recurrent funding being the most frequently nominated) may be a reflection of a possibly greater response rate by paid CD workers than by volunteers (whose work may be supported by non-recurrent funding or may be unfunded).

Parenthetically it might be noted that people involved with CD Net seem to be generally open to using online survey facilities, as evidenced by the high response rate to a feedback questionnaire for the most recent CD Net Forum on 8 August (28 of approximately 40 participants responded). A facility such as Kwiksurveys could also be a useful tool for receiving RSVPs for CD Net forums: a short questionnaire could be devised which would enable a spreadsheet to be generated containing all the requisite details.

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6 Respondents with 0, 1, 2, 3 or 4 CD activities to report on exited the survey after completing respectively 6, 13, 19, 25 or 31 questions.
7 Publicity for CD Net Forums is known to be promulgated well beyond CD Net. For example 7 of 28 respondents to the feedback survey for the 8 August 2008 forum learnt about the forum as a result of someone having forwarded to them an email about the forum which had been posted to CD Net.

5. CONCLUSION

A partial snapshot of community development in the ACT and region was successfully created from the responses of 48 people to an online survey promoted through CD Net. The resulting snapshot provides a picture of a vibrant community development sector in the region engaged in a diverse range of the community development activities.

Respondents to the survey were from 38 organisations – large and small, government and non-government, in the ACT and in Queanbeyan. Respondents include people who combine community development work and other duties and those who are dedicated community development workers. Some people doing community development work on a voluntary basis also responded to the survey. However this part of the sector may be under-represented in the snapshot, possibly due to lack of recognition of this work as community development work by those undertaking it.

The snapshot also includes respondents' views regarding the most important elements of community development. These have been categorised under the headings of:
- Community Development Goals and Values (some overlap with Principles);
- Community Development Practices;
- Practices that are also Principles;
- Community Development Principles;
- Community Development Models or Frameworks; and
- Working with communities, issues, groups, individuals, organisations, government.

Respondents also identified what they considered to be the most important, or their most frequently used, approaches to community development work.

A database of 101 community activities in which respondents are involved has been created which reflects the diversity of community development enterprise in the region. Many of the activities reported on involve two or more organisations working together. A diversity of funding circumstances and sources is evident.

The snapshot includes many concrete examples of community development being undertaken locally, and therefore provides a resource for promoting the work of the community development sector to government and funding bodies. Information obtained on the most important elements of community development and the most important or frequently used approaches may also be valuable in articulating what community development is and how it is undertaken. The database is well suited to facilitating networking and collaboration within the sector.

A potential follow-up initiative for CD Net is the development of a web-based facility to enable individuals and organisations to up-date their information on an ongoing basis (e.g. through the CD Net website). This could potentially address the limitations of this snapshot, allowing for progressive up-dating of the information and for significant gaps in the information obtained through this project to be filled.

Appendix 1: Brief for the project (circulated by email to CD Net)

EXPRESSION OF INTEREST SOUGHT
Short Term Contract - to map the Community Development Sector in the ACT & Region

The Task
The Community Development Network of the ACT & Region is seeking someone to map the Community Development sector in the region. That is, to provide a snapshot of who is working in community development (whether paid or voluntary), and what community development projects are being conducted (funded or unfunded), and where the funding comes from.

The Timeframe
The map or snapshot will need to be completed by Friday August 29th.

Funding
Funding of $5,000 is available for this project

Background
The Community Development Network of the ACT & Region has been established for five years providing a means of communication, discussion and sector development for people engaged in Community Development in the region.
Since then, a voluntary working group with the assistance of some annual funding and secretariat support by the ACT Health Promotion Unit, the CD Net has:
- Created an email list with 450 members which is used daily;
- Put on four forums a year with average attendance of 40 people; and
- Hosted a national conference on community development in 2004

Selection Criteria
Following discussion with the CD Net Working Group, the successful applicant will be expected to be self-directed between regular meetings with one or two members of the Working Group as needed.
− A demonstrated knowledge of Community Development principles and practices.
− Knowledge of the Community Development Network of the ACT & Region, its history, purpose and activities.
− Experience in Community Development projects, whether paid or voluntary.
− Proven project management skills
− Well developed report writing skills
− Excellent research and communication skills
− Demonstrated organisational ability.

Duty Statement
The job will require researching and giving brief descriptions of Community Development projects; positions; personnel; agencies; also funding sources and managers in the ACT and Region as at the report date.

It is anticipated that a thorough map or snapshot of what is occurring, and by whom, in

relation to Community Development in the region should be gained through two main strategies:

‒ In the first instance, identifying and contacting key informants for initial mapping and scoping ideas regarding key organizations and key funding bodies
‒ Followed by a simple online survey to the CD Net members; such an online survey could easily be forwarded to members' contacts and networks.

Output

- A user friendly database in word or excel is expected to be produced as the outcome of the research undertaken. The database should be organised in such a way that it can be easily searched for key information, as well as accurate contact information to enable further networking and follow-up research or consultation.

- A short report describing the project¹s implementation, outcomes, and an introduction, explanation and overview of the database.

Please forward a brief resume and your expression of interest addressing the selection criteria by July 4 to: tricia.hoad@commsatwork.org

Appendix 2: Primary questionnaire for the survey
[See the pdf file seperately attached]

Appendix 3: Supplementary questionnaire for the survey

[See the pdf file seperately attached]

Appendix 4: Covering email for the survey

The email sent via CD Net inviting participation in the survey is reproduced below.

Subject: Please help us to capture a picture of the community
development sector
Date: Thu, 21 Aug 2008 10:06:00 +1000
From: Sue Hoffmann <richardsue@iinet.net.au>
Reply-To: richardsue@iinet.net.au
To: CDNet@case.org.au

The Community Development Network of the ACT & Region (CD Net) is undertaking a community development 'mapping' project and seeks your help.

The project will generate a picture of who is doing what in the way of community development and what is important to people in relation to community development work. It will reveal the breadth and depth of activities being undertaken in the sector, help you to network and collaborate with others, and gather information to help promote community development practice to government and funding bodies. Preliminary findings will feed into a workshop at the forthcoming ACTCOSS conference on 5 September, which you are welcome to participate in.

We would like as many people as possible whose work includes some aspect of community development to complete an online survey – including people who don't call their work community development, or who don't get paid for it. All respondents will have access to the collated results.

We ask that you:
1. Complete an online survey (the link to it is below); and
2. Forward this email to others you know who are doing community development work - we need your networking help to further the reach of this survey and thereby optimise the results.

To complete the survey go to:
http://www.kwiksurveys.com/online-survey.php?surveyID=ONLH_bcfcfe16

There is also a supplementary questionnaire for those that need it
(this is explained in the introduction to the main questionnaire) at:
http://www.kwiksurveys.com/online-survey.php?surveyID=ONHH_d8903b12
Thank you for your assistance in this project.

Sue Hoffmann
shoffmann@iinet.net.au
for the Community Development Network (CD Net) Working Group

Appendix 5: Survey respondents - organisations represented

Representatives of the following 38 organisations responded to the survey – one respondent per organisation except where otherwise indicated.

ACT Adult Migrant English Program. Home Tutor Scheme. CIT	
ACT Arts Officers	
ACT Deafness Resource Centre Inc	
Act health	2
actcoss	
Australian Business & Community Network	
Belconnen Community Service	2
Brindabella Women's Group	
Canberra & Queanbeyan ADD Support Group Inc	
Canberra After Suicide Support	
Canberra Mothercraft Society Inc	
Cancer Council ACT	
Communities@Work	3
DET and Tumladden Youth Accomodation	
Energy Strategies	
Family Relationship Centre	
Goyder Street Library	
Human Rights Commission	
Legal Aid ACT	
Majura Women's Group	
Marymead Child and Family Centre	
MIEACT	
Migrant Resource Centre	
Northside Community Service	
Parentline	
Pegasus Riding for the Disabled	
Queanbeyan City Council	4
Schools as Community Centrres (SaCC)	
SEE-Change (Society, Environment, Economy)	
Southside Community Services	
The Smith Family	
Tuggeranong Child and Family Centre	
UnitingCare Kippax	
VYNE @ OzHelp	
Welfare Rights and Legal Centre	
Woden Community Service Inc	
Women's centre for health matters	2
YWCA of Canberra	

Other respondents identified as: "independent" (1)
"Personal – individual" (1)

Total number of respondents: 48

Appendix 6: Summary of the elements of community development that respondents view as most important

The elements identified as most important by respondents were coded and sorted by the following categories:

- Community Development Goals and Values (some overlap with Principles)
- Community Development Practices
- Practices that are also Principles
- Community Development Principles
- Community Development Models or Frameworks
- Working with communities, issues, groups, individuals, organisations, government

Community Development Goals and Values (some overlap with Principles)

- Addressing social issues and power structures
- Building community connectedness
- Building community connectedness for mutual support
- Change - process of long term change enhancing empowerment, participation and co-operation
- Change - working with people to initiate change
- Diversity
- Equity, Access, Resilience
- Grass roots based - bottom up not top down, re real needs and desires
- Harm prevention/does no harm
- Health
- Healthy well balanced community
- Helping the community help itself
- Improving capacity to experience inclusion and a sense of value within the community
- Process focused philosophy (cf. outcome focused)
- Quality of life
- Reducing isolation
- Social capital – building
- Social justice
- Sustainability
- Trust, shared goals and vision

Community Development Practices

- Capacity building – individual
- Capacity building – organisations & governments – services
- Community building
- Community – connection, involvement & contribution
- Community - engagement
- Community connectedness ('meaningful links')
- Connectedness
- Coordination
- Develop strategies to achieve what communities want or to address needs
- Economic capital
- Education/community education
- Encouragement
- Evaluation
- Information
- Resources
- Strategies

Practices that are also principles

- Advocacy
- Assets – promote
- Awareness raising
- Client-centred service delivery
- Collaboration – other organisations/individuals
- Collaborative collective action
- Communication – networking
- Community – based
- Community – listening to what they want
- Community – ownership
- Community – responding to need
- Community – sense of ownership
- Community-identified needs
- Co-operation
- Define issues
- Empowerment
- Establishing relationships and building trust
- Flexibility, openness and being realistic
- Inclusion
- Partnership - to provide a service for community
- Working in a meaningful and sustainable way

Community Development Principles

- Access
- Community – ownership
- Compassion
- Culturally responsive and appropriate
- Diversity
- Empathy
- Equity
- Local
- Local – understand needs
- Local – valuing knowledge, skills, resources and culture
- Long term
- Non-judgmental
- Participation – opportunities: civic, social
- Reduce isolation
- Social capital
- Social inclusion
- Social justice
- Strength based approach
- Working with community/working with people

Community Development Models or Frameworks

- Action research: reflection on practice
- Advocacy
- Strength based approach
- Assets – promote
- Capacity building – individual
- Capacity building – organisations & governments – services
- Community – building – resources
- Community – building connectedness
- Community - engagement
- Community – listening to what they want
- Community – responding to need
- Community-identified needs
- Define issues
- Education
- Group courses & seminars
- Empowerment
- Participation – opportunities – civic, social
- Program development
- Program development, management & evaluation
- Resilience
- Social capital – building
- Social economic and environmental conditions
- Social justice
- Sustainability/triple bottom line
- Sustainable communities

Working with communities, issues, groups, individuals, organisations and Government

Working with organisations and Government	- Capacity building – organisations & governments – services - Organisation - Influencing public policy - Collaboration – other organisations/individuals - Working with organisations to identify their strengths, skills and resources

Working with individuals	- Capacity building – individual - Collaboration – other organisations/individuals - Individual – building skills - Individual - capacity building - Individual - Information - Individual – support - Individuals and families - support and connectivity - Working with people to identify their strengths, skills and resources

Working with groups	- Community – groups – assist - Group courses & seminars - Peer support and education - Groups - Groups – support - Working with groups to identify their strengths, skills and resources

Working with communities	- Building on communities' existing assets; skill building - Community – based - Community – building - Community – connection, involvement & contribution - Community – engagement - Community – facilities/infrastructure - Community – responding to need - Community – listening to what they want - Community – sense of ownership - Community – support - Community education - Community-identified needs - Develop strategies to achieve what communities want - Empowering – disadvantaged community members - Encourage communities & individuals to find ways to make their own goals, ideas and dreams happen for them. - Sustainable communities - Working with community

Issues	- Address social issues - Define issues - People …participating in the issues that affect their lives

Appendix 7: Categories of type of activity

Arts – art and self expression
Arts – arts-based media production
Arts – circus workshops
Arts – community arts project
Arts - community gallery
Arts – community portrait project
Arts – creative dance
Arts – dance and creative movement
Arts – drama classes
Arts – exhibition
Arts and recreation
Arts; also social support
Community – building connections (4)
Community – capacity building
Community – needs analysis
Community – sustainability (2)
Community development activity
Community education
Community education – ADHD
Community education – anger management
Community education – community safety and crime prevention
Community education – early childhood
Community education – employment
Community education – English as a second language (2)
Community education – environmental
Community education – financial literacy (2)
Community education – grandparents parenting their grandchildren
Community education – human rights
Community education – information about services (2)
Community education – legal
Community education – parenting (3)
Community education – people from CALD backgrounds
Community education – sustainability (4)
Community education – tenancy law and social security law
Community education – through schools: parenting
Community education and support – newly emerging communities

Community education and support - parenting (2)
Community engagement (2)
Community engagement – festival (5)
Community presence
Community sector development (7)
Community support (2)
Health promotion (7)
Other – community service
Other – financial support
Other – food co-operative
Other – legal advice
Other – mentoring program (2)
Other – playgroup (3)
Other – support program (2)
Recreation (2)
Recreation – boat race
Recreation – community garden
Recreation - sport
Social support (7)
Talks on breast cancer and screening
Volunteer program (3)

Appendix 8: Categories of target group for activities[8]

ACT Community (3)
ACT Community – Canberra residents wanting to install solar panels and hot water systems
ACT Community – Canberra residents wanting to learn how to lessen their impact on planet
ACT Community – people with and without disabilities
ACT Community - shoppers and parents of young children wanting to trial bike trailers before buy
ACT Community; also community sector
Children – children in disadvantaged situations
Children – children who are being parented by their grandparents (8+ years old)
Children – children who have been victim of or witness to domestic violence
Community advocates – people in communities willing to promote BreastScreen
Community sector – ACT and NSW
Community sector – community agencies, groups and service providers
Community sector – family support workers
Community sector – not for profit organisations
Community sector - organisations & voluntary groups working with families in the Inner North
Community sector – professionals and workers
Disability – adults with ADHD and their families; also policy makers and researchers
Disability – artists with disabilities, also artists representing CALD communities
Disability – people with a disability (3)
Disability – people with a hearing impairment
Disability – women with disabilities and women with mental health issues
Disadvantage – people requiring support
Families – families with children aged 0 to 4 (2)
Families – families with children starting school the following year
Families – separating families
Families – with children aged 0 to 5 in North Canberra
Grandparents – parenting their grandchildren (2)
Indigenous populations
Local Community – Belconnen
Local Community – Belconnen: residents living in Spence and surrounding areas
Local Community – Erindale
Local Community - Queanbeyan
Local Community – Queanbeyan: all members of the community and especially those who have a disability
Local Community – Queanbeyan: all members of the community who do volunteer work
Local Community – Queanbeyan: all of community over 4 years old

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[8] Multiple occurrences are indicated by the numbers in parentheses.

Local Community – Queanbeyan: families with children aged 0 to 5
Local Community – Queanbeyan: neighbourhoods
Local Community – Queanbeyan: social plan target groups
Local Community – Queanbeyan: whole of community (5)
Local Community – Southside: those who can't reach government libraries
Local Community – Tuggeranong
Local community – Tuggeranong and Weston Creek
Local Community – Tuggeranong: people aged 55 and over
Local Community – Woden
Local Community – Woden: people who live, work and/or play in Woden
Local Community – Woden: residents
Local Community – Woden: seniors
Low income householders – in fuel poverty status
Men – aged 18 to 80
Men – aged 25 to 65
Men – men who are parents aged 25 to 65
Mental health – clients of Tuggeranong and Woden Mental Health teams
Mental health – consumers and carers (2)
Mental health – people bereaved by suicide
Migrants and refugees (3)
Migrants and refugees - new arrivals and refugee groups
Migrants and refugees – senior migrants and refugees
Migrants and refugees – unemployed / seeking advancement
Migrants and refugees – women from Asian backgrounds
Mothers – CALD mothers from North Canberra
Mothers – women at home with young children (2)
Mothers – young mothers
Mothers – young mothers with children aged 0 to 5
Parents – adults with children at school or returning to vocational education
Parents – expectant parents
Parents - Indigenous parents with children aged 0 to 2 in Belconnen and Gungahlin
Parents – parents and grandparents
Parents – parents/carers of children aged 0 to 5 from disadvantaged community
Parents and carers of young children
Public and Community Housing tenants, Centrelink and Social Security recipients (2)
Schools – selected schools
Smokers (3)
Students
Students - primary and high school students; also school principals
Students – year 7 students at Alfred Deakin High School
Students – years 8 & 9

Tenants – public and community housing tenants
Volunteers (2)
Volunteers – open to all but particularly suited to retirees
Women – all women
Women – women who have experienced unemployment
Women – women with and without disabilities
Youth