



The Inaugural **UNCONFERENCE**
A BATHING BEACH DAYCAMP OUTDOORS
JUNE 12-14, 2015

Day 1 - Open Mind

CREATIVITY
FROM LIFE AS
STIMULATION
LIFE AS
GIFT

LIFE AS A JOURNEY

CONNECTION
IT'S NOT HERE THERE
IT'S NOT HERE HERE FOR

THE POWER OF VULNERABILITY

ASSET MAPPING

UNLOCKING THE POTENTIAL OF YOUR COMMUNITY

You Are Awesome!

Share

Day 2

HARVEST REFLECTIONS

LEARNING VISIONS

A day of entanglement

Day 3

WORLD CAFE

OCEAN SPIRIT

PHILOSOPHY

MIXED PROPOSALS

SUBCADDY'S CAT

Share

 Brené Brown
The Power of Vulnerability

SHAME


⇒ Vulnerability

whole-hearted
live their
lives

4

1000

-NUMB-



Practice :

- Joy
- Gratitude

'I am enough'

Downloaded from <http://ajphaphysiol.org/>

curiousmind.co

ADRIAN PYLE

"Deepest creativity
including greatest
no. of authentic
perspectives"

THEORY 'U':

A → B

life as transaction

life as gift

poetic journey

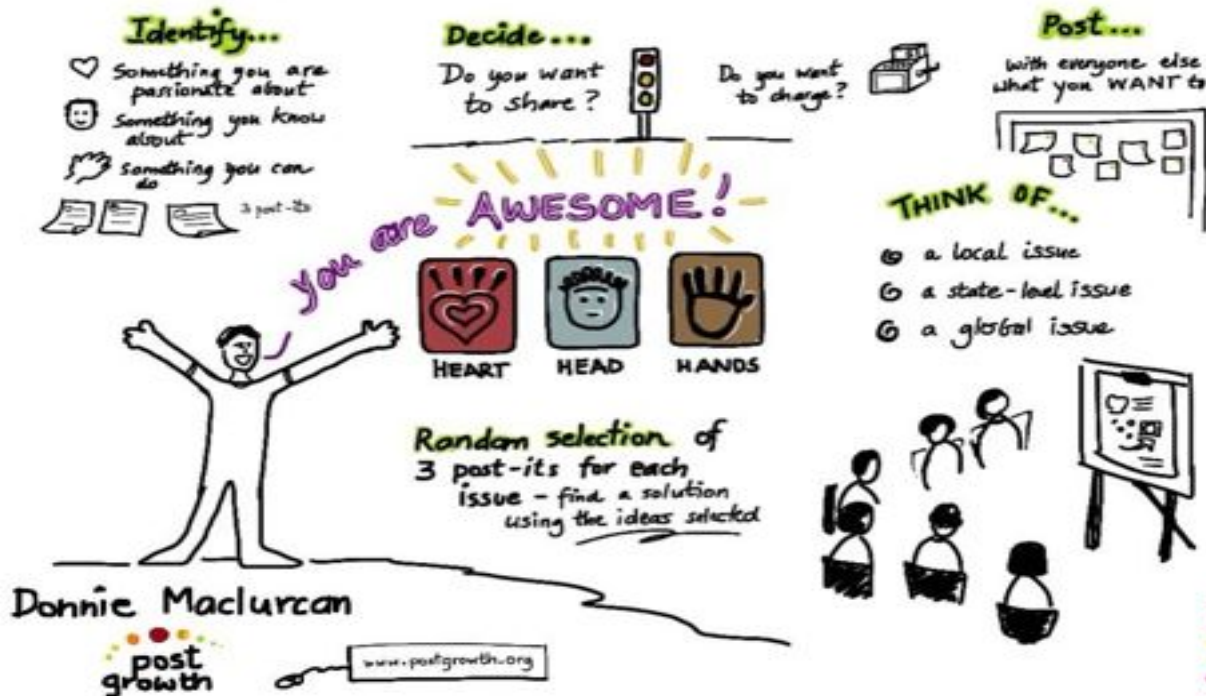
allow ourselves to be known,
know others

how to be together

↳ Meg Wheatley's
"Dark Night of
the Soul"

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12-14 JUNE 2013



Asset Mapping:

Availability – Red – Never, Yellow – Casual, Green – Anytime
\$ / Trade / Free



Heart:

Freedom (in all aspects) – Cherish

A welcoming community in Australia for everyone – Ann Greer

Being Healthy –

Travel, Soccer, Reading, Renovation – Sue Pike

I am passionate about equality & honest, basketball & cooking – Lisa Ogilvy

Community & Travel – Mole Chapman

Walking in a forest i.e. environment – Daniel Hartley

Older people having a say in their future – making change in aged care – moves into connection that transcends – Person Centred Approach in Aged Care

Training women from marginalized communities

Equality for same sex couples – marriage – Jodie Cox

Economic Sustainability – 0434 032 767

Justice for underprivileged or powerless people – Helen Rysko

Families looking after each other, especially our elders – Janelle Fisher

Inclusive, collaborative communities – Kevin Cassenego

Training & building up committed community volunteers – ccpf85@yahoo.com

Paradox & unknowing & curiosity – Sue James

Buzzing conversations – Dee Brooks - \$

Connecting people to their head, heart & gut intelligence to live an authentic life-Cheryl Cruttenden-\$

Life engagement through doing sailing, bike rides

Gardening, Planting & Design – pauleadinborough@yahoo.com



The environment – rosmartens@yahoo.co.uk

Learn about how to die – [Mike Green](#)

Reading

Every person being able to contribute their gifts and talents – [Carolyn D'Mello](#)

Asylum seekers right to seek asylum – marcusalisa@bigpond.com

Gender & Social Equality – [Valerie Karim](#)

Social justice rights – restorative justice, voluntary euthanasia – [Richelle Arnott](#)

Understanding the process of dying – [Michelle Walker](#)

Creating nurturing, exciting & supportive homes & environments for all, including people with disabilities – [Lisa White](#)

Living in a society that accepts all – [Eugene McGarrell](#)

Frustration in my organisation – [Steven Gal](#)

Empowering people with disabilities and equality – [Sally Besanvalle](#)

Creating an Awareness of Autism – [Karen Buller](#)

Learning the Guitar

Relocalisation – [Adrian Pyle](#)

Stretching to being authentically vulnerable – [Michaela Kennedy - Free](#)

Stories from people who live their creativity and inject it into their work – [Russell Deal](#)

Common Unity via Inclusion – [Ric Thompson](#)

Being Free to Choose – [Lynda Millington](#)

Sustainability & environment – Blog: sustainingcommunity.wordpress.com – [Graeme Stuart](#)

Head:

South American culture & language – [Kevin Cassanego](#)

Strength of Self – [Cherish](#)

Working with families, cooking, working in disability – [Susan Pike](#)

Stabbing a pig i.e. hunting – [Daniel Hartley](#)

Where you can learn to play the Ukulele – [Ros Martens](#)

Facilitating – [Richelle - \\$](#)

Technical skills of mindfulness / meditation, re-aligning your 3 brains – [Cheryl Cruttenden - \\$](#)

Leadership Themes – [Eugene McGarrell - \\$](#)

How to make chocolate brownie with budget ingredients – [Janelle Fisher](#)

Child & Family sector / issues – [Valerie Karim](#)

Hamilton NZ – [Lynda Millington](#)

About the Ocean

How to help others to think & be their more creative selves – [Michelle Walker - \\$ / Free / Trade](#)

ABCD – Inclusion of People with Disability – [Carolyn D'Mello](#)

How to be an engaged Dad – [Graeme Stuart](#)

Ocean

Transplants

Disability History – [Ann Greer](#)

Australian Botany

Natural Therapies, lifestyle and health

Women's rights and advocacy towards equality

Feng Shui

Equality and disability – [Mole Chapman](#)

Inclusive Person Centred Planning – [Michaela Kennedy - \\$ / Free / Trade](#)

How to work with vulnerable people – [Lisa Ogilvy](#)

Accounting – [Kevin Cassanego](#)

The world of publishing and printing – [Russell Deal](#)

Catching the train from the south coast – marcusalisa@bigpond.com

Social work Theories – [Sally Besanvalle](#)

Gocery shopping in Campsie – **Steven Gal**
 How to approach people; understand difficulty particularly around Autism – **Karen Buller**
 Adoption (past & present) – **Dee Brooks**
 Removing TV commercials from movies using DBUT – **Adrian Pyle - \$**
 Puaxus via Haiku – **Ric Thompson**
 Have experience to control good health
 Appreciative Inquiry, Resilience, Education – **Sue James**

Hand:



Dance – **Cherish – Trade**
 Public Speaking
 Use sign language – **Ros Martens**
 Economic Justice
 Communicating, singing, connecting with people – **Richelle Arnott**
 Family therapy, counseling, assessment, genuine honest listening skills – **Susari Pike**
 Art / graphics – **Sharon Charters - \$ - Trade**
 Play Netball – marcusalisa@bigpond.com
 Suduku
 Gardening, driving, fitness – **Melaney Mitchell**
 Being resourceful; make things work using what is available at the time – **Valerie Karim**
 Healing & individuals & community – **Mike Green**
 Poetry and playing musical instruments
 Group / Team building activities
 Make connection with people – **Sue James**
 Mosaics and other artistic activities
 Build / Design gardens, my own, helping friends & family with theirs – **Paul Edinborough**
 Playing field hockey – **Carolyn D'Mello**
 Talking and engaging with people – **Ann Greer**
 Talking things out with people – **Yogita D'Souza**
 Drive from Sydney to Kurri Kurri – **Steven Gal**
 Decluttering – **Janelle Fisher – For Conversation**
 Build a computer – **Daniel Harley**
 Writing and researching – **Sally Besanvalle**
 Using computers – **Graeme Stuart - \$**
 How to cook
 Telling stories and jokes – **Mole Chapman**
 Mosaics
 Coach / facilitate with horsemanship – professional / personal learning – **Cheryl Cruttenden - \$**
 Metal Smithing – **Michelle Walker - \$**
 Massage Therapy, treatment, healing – **Helen Rysko**
 Anything I set my mind and heart to, skills in family therapy & disability – **Lisa Ogilvy**
 Walking and Swimming
 Mowing Lawns – **Ric Thompson**
 Coaching & Mentoring – **Eugene McGarrell**
 Talk / Communicate / Hug – **Dee Brooks - \$**
 Sing – **Pauline Lennox**
 Build great dry stonewalls – **Russell Deal - \$**
 Playing the violin – **Adrian Pyle**
 Organise groups – (Autism support groups) – **Karen Buller**
 Organising – holding space for deep reflection – **Michaela Kennedy - \$ / Trade**



The important thing that emerged for me today





The 3 things I want to take away are.....



Open Space

The Principles of Open Space

- Whoever comes are the right people
- Whenever it starts is the right time
- Whatever happens is the only thing that could have
- When it's over it's over

The Law of Two Feet

If during the course of the group discussion, any person finds themselves in a situation where they are **neither learning or contributing**, they must use their **two feet** and go to a **more productive place**

It's up to you...

...take a stand to get your own needs met

The Animals

The Host

- Offer a question
- Pick a time and place to meet
- Ensure notes are taken from the meeting
- Bring back two or three "pieces of gold" for the rest of the group

The Participants

- Join a group that interest them
- Participates in discussion
- Can change role to bumblebee or butterfly
- Observes Laws of Two Feet



Open Space - Gems



Creating partnerships when shifting to strengths focused approach

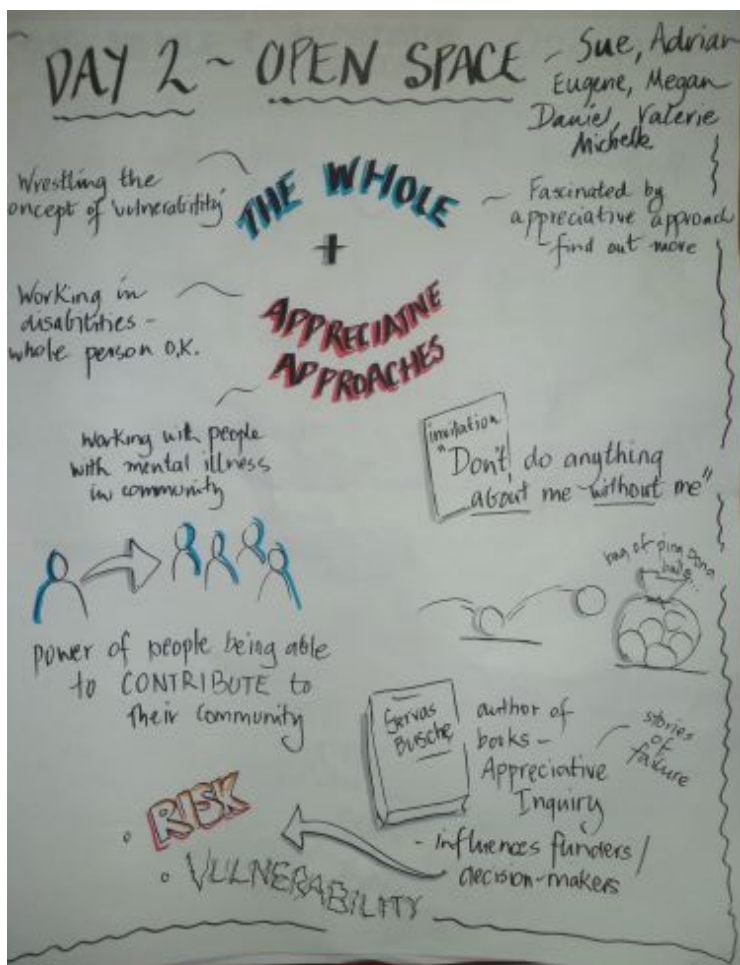
Recognize the fear and having the confidence to do it anyway

Support the people in the work:

- Celebrate
- Share & learn
- Debrief

Really seeing people as a whole person & perfect the way they are

The Whole and Appreciative Approaches



"Everyone was born in.... It was you who put me out, by focusing on what I can't do"

Solution Circles and Problem solving approaches

<http://www.inclusion.com/ttsolutioncircle.html>

Nothing about me without me!

Learning about all the options out there to use – person centred planning / thinking

Productiveness of groups

It's OK to be in uncomfortable silence

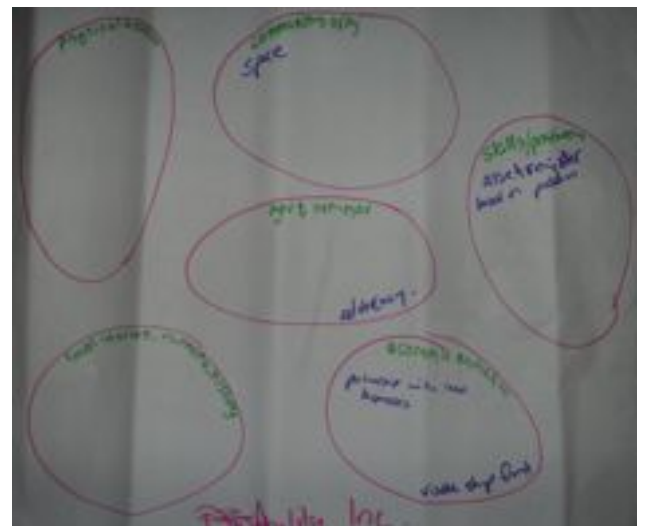
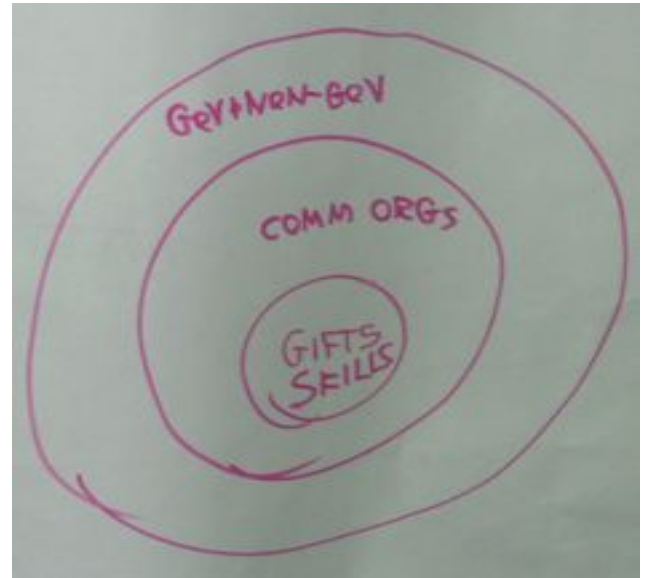
Re-confirming the role of leader in a strengths based approach

Sharing ideas, knowledge, support – connecting

Generosity of spirit creates abundance



1. Identify the Assets
 - Individual skills, passions
 - Community organisations
 - Government & non-gov organisations
 - Economic assets
 - Physical assets
 - Local stories, culture, history
2. Linking the Assets (mobilizing)
3. Creating the space for those assets to be productive and powerful together



There's messages for us that underlie emotions
Body awareness / somatics needs to be re-learned
Use your multi-intelligences for emergent wisdom
Listen to your body – the very first sensations – before it has to 'YELL' louder



ADHC

Foster creativity

Needs to build & regain trust with families

Families have felt let down:

- Inconsistencies with staff & information

Referrals made with wait times and no guidance for interim alternatives

Resources need to be accessible, equitable, accurate

Move services from an expectation of \$\$\$ to innovative local solutions

Increase and further develop partnerships with clients and families in relation to:

- Empowerment and peer mentoring programs / supports
- Developing local community networks
- Partnering with ADHC to develop increased community inclusion

Simplify the language = i.e. decrease acronyms etc.

Streamline administrative requirements for services and families

Support ADHC staff to be more effective in their roles (and accountable)

Support clients and families to take measured risks especially during transition phases (and services)

Support / training for families to develop knowledge and skills related to quality services / supports in order to make good choices and receive great outcomes

Encourage clients and families to talk and support and inform each other

Publish or Perish – Getting good ideas to a thirsty world

Do you want to make money?

How much do you want to invest?

How many people do you expect to read it?

Who is going to market your work?

Slicing up the Book Pie

Unit Costs 20%	Profit 20%	Distributors Discount 20%	Retailers Discount \$40%
\$10	\$10	\$10	\$20
Total \$50			

Profit less Marketing out of pocket expenses and GST



Looking at outcomes using the pillars of ABCD / Asset Mapping

Share what is happening in South West Sydney

Where to start

Getting community Buy-in

Sustainability without funding

Community response rather than expected service response

Measurability of outcomes

Tamarack Institute - <http://tamarackcommunity.ca>

Community Connector

Maven

Sales Person



One Conversation at a time:

The language we use creates our reality

How do we find the words to shift our conversation

Challenge the world

It's a ripple effect

How do we translate our language to different groups:

- Politicians
- Family
- Managers
- Clients

Listening and finding the right questions to elicit the response / story

Ask questions that encourage thinking outside the box – encourage genuine & honest responses

MINDFULNESS

Power of working visually

Interest in the 'how' – simply technique

Bust thought 'I'm not creative'

Suspending VOF / VOJ

Ideas for how to 'reach out' information

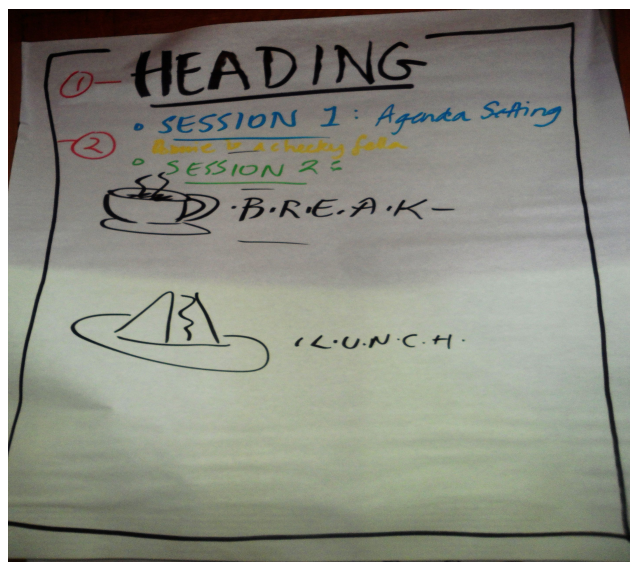
Capture and present info – different way

Expand ways of drawing

Use of visuals – power

Add to kit of ideas

Offer insights





Community Inclusive...

- Build asset register in each community
- Dignity of Risk – Remove the bubble wrap – tear it off!!!
- Sell it – have a presence / show people / orgs value
- What we do with our pain / mess is important
- Stopping to honour emotion (timing)
- Don't fix – just be

Reason – has to be a reason

“Bring it in to take it out to the community” i.e. groups, people with disability invite friends / reciprocal arrangements to

Community centred / social groups / leisure activities and provide the support / have a presence / info sharing

Sell it! Word of mouth – Value

Local business awards / chambers of commerce – get local business on board – see the value of individuals actively participating in community

Education – Rights – Community, services, individuals, families – informal

Conversation – what does it look like? Passion & sharing stories, one person at a time. Asking individuals – Identify gifts & talents in community

Identify and build informal assets – community – build capacity acknowledge some communities may have more than one ‘champion’ or ‘connector’ – peer ideas

Make community accessible – physical accessibility – kerbs, transport, parks etc. – inter.

Governmental response

Language – how it is used – ‘client’ ‘disabled parking’ ‘this is Charlotte, she is 21’ rather than ‘...and she has a disability’

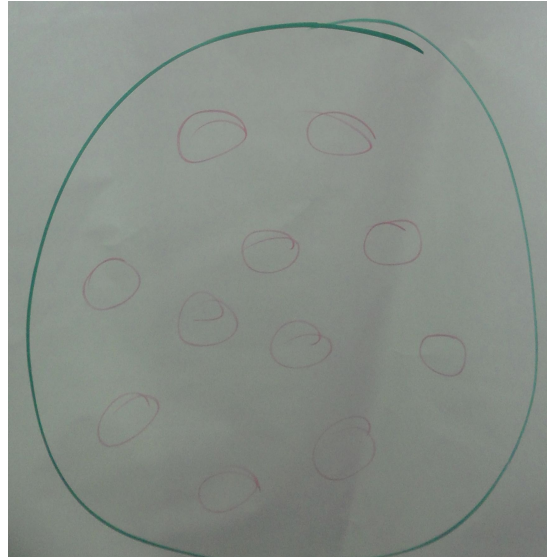
Strength based v's deficit based approach

What's working – how do we do more of it?

Draw cards – assets register – how do we get community to want to be part of it? ID skills (informal community) – do you want to be part of it?



Little connections – big outcomes!
Circles of support – helping ID what is ‘your community’
Schools – buddy system – interschool ‘special’ and ‘mainstream’
Permission for cultural shift to take time
What is within our influence – achievable?
E.g. – Parks equipment as therapy – what they do.... Everyday therapy



Value of developments in behavioural / neuro science

Simultaneous validation in a time / space of vulnerability is very valuable e.g. holding a hand half up in circle work to show you resonate with a speaker
Silence in conversation also important so speaker has time to reflect on what they said
Some people learn by talking and then reflecting on what they said
Physical activities can liberate the thoughts
See a colour you like? Pick a pen of that colour and doodle for 10 min – no objective. Helps destress.
Physically standing in the presence of horses can be healing. They have huge hearts
Standing in a powerful position for 2 minutes changes the hormones
You act on prejudice before you think it
If you smile at someone when you meet them they internally smile.

Insights most wouldn't have but need

Silence after questions allows introverts to be more involved
Legally – not-for-profit doesn't mean ‘no profit,’ it means not for private profit
Leadership is a personal capacity / authority
You can now create incredible social change without \$\$ e.g. Fiverr
Whatever someone believes is true for them at that time is true
Sit with the discomfort in a conversation and it will get more interesting
All people with impairment have gifts – we just aren't looking in the right direction
It's more strategic to let others talk about your achievements
If you miss an opportunity to tell a joke, give an insight in a conversation, wait... an even better opportunity will emerge

Sustainability

Notice what is already happening!
How to address contested issues?
Solar panels on car park – Chatswood
Education doesn't work
Community garden
Turbines / solar panel – schools for education
Go to existing groups
Ban the cat!!
Culling foxes
Transition streets challenge
How to stop people consuming
Education passion – bilby 'story'

Can we think of 10 ways to connect people to people?

If we don't confront this we can't change it?
Stretching our thinking to Power of 10!
Bringing people together through common interests
Untapped resources – stay at home people
Individual v's collective
Common interests
Dispelling myths / stereotypes
Bringing people together through common interests
Sharing knowledge
Bring resources where need is or change expectations
Self awareness – how do we contribute / are vulnerable to causing harm?
Prioritise time
Personal v's community identity



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12-14 JUNE '13

DAY 3

Adrian Fyfe's opening

Theory U

we are here

Vulnerability

Darśan

go to church/ashram
so the Divinity
can see you — we are whole



Schrodinger's cat

holding polar opposites

in Baltimore
* new local currency

B-note

local initiatives emerging

Jane Jacobs

small, experimental
↳ further, larger scale

small actions

Adrian's

Successful
organisational
change
* shared language

All children
are a
mother's child



ABCD

Do we need to
measure? *how do we
do this?*



Mole Chapman's reflections
views on Leadership have changed

it's about

mutuality
humanity
vulnerability
disabilism



Victim
vs
Viking?



OPEN SPACE

Social
Role
Valuation

changing the
world one conversation
at a time



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12-14 JUNE 2013

OPEN SPACE session

#2

DAY 2

importance-
Fluidity
of language

reverse, focus on
the person

label

person

"disabled"

"black"

we lead
with these
descriptors =
focus

Medical model



focus
on wrong
stuff

Deficits
the problems
in my family,
community



Disabled = social
model

THINKING DIFFERENTLY
ABOUT DISABILITY

Mole
Valerie, Jony
Megan, Pauline
Michelle



Disabled

wore the
"B.A.D.G.E."

SHIFT

from THE issue
to an issue

focus on
my humanity



human-ness

includes pain



Good
resource

"A different
perspective on
disability equality"
by Mole

Parents
need SUPPORT
+ ALLIES



"Would have
loved if my mother
had a different
narrative"



"faulty"
child

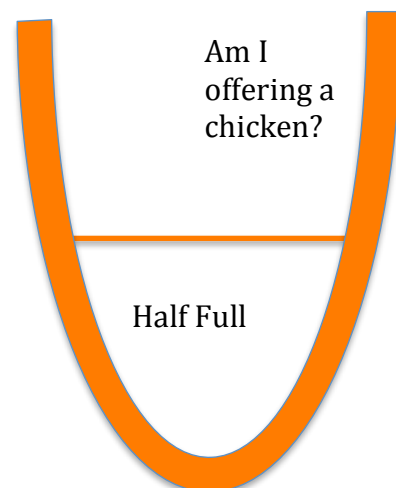


World Café



**What are you feeling most inspired to take some action around?
What will you do or change on Monday?**

Flexible and Innovative
Contribution
Asset Based Community Driven
Asset Based Community Empowerment
Gifts & Talents
Being present in Community
Sustainability
Relationships
Belonging
Collaboration
Dreams
Engage in conversations – listen!! Understand
Listen – talk to people
Let people know about the change
Vic. – NSW – Connections re: Disability Services



Measuring – what are we measuring?

How should we measure?

What research is already out there?

Increase 2-way feedback between practitioners & academics

IF #’s How many:-

- Student leaders
- Person-led programs
- Learning conversations
- New partnerships

Belonging:

- People’s perceptions
- Scale 1 – 5
- Shift in attitudes

Measuring connections e.g. young people get jobs through people they know

Identifying assets

- How they’re utilised differently
- Working together
- Connectedness

Be prepared while people / passion / momentum is there

Asset mapping

- Individual
- Community
- Organizational

Outside the box thinking

Influence others

Change

Leading edge – way forward

More choices

Empowerment to families

Little revolution coming

Evaluation emerging

Publishing opportunities

Communication – visuals

Heart, head, judgments

Opportunity to go on journey together

ABCD – measuring

- Difficulties
- Benefits

Educating ‘without’ disasters

Creating innovative program

- Open discussions
- Small group discussion

Changing environment

Paperwork is not the important stuff

90’s..... lets consult

00’s.....lets let them decide

Actions come from the heart

Show your humanness

Focus on compliance Rather conversations & connections

Pieces of paper don’t change people’s hearts

How many lists go anywhere

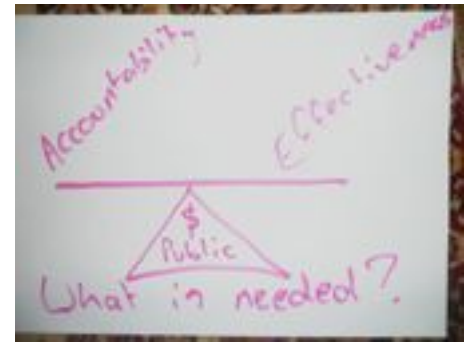
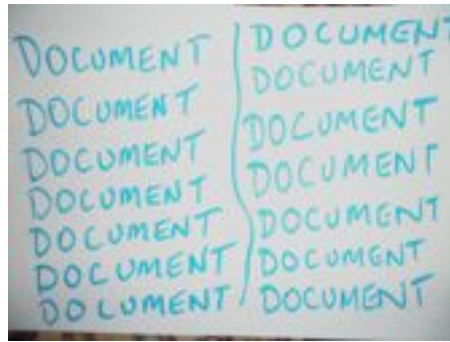
Less paper not more

The Inaugural Unconference – June 2013



Learn & explore new ideas & knowledge. Then, we can work with right heart.
 Work with heart? Not just document action!
 Vulnerability – sharing it to create contact / connection
 Increase opportunity – access to resources – harnessing client's talents / skills
 Honour internal wisdom
 Conversations – individual – organization – CEO – Leaders
 Self awareness – our impact on the other
 What makes & breaks
 Contact & connection
 What do we **stop** doing? ASK
 Community is aligning, moving forward to a different space
 Open up the dialogue.....partnerships.....pay attention to own space
 First authenticity to self and community
 Ready for a new way! New way of seeing, hearing, feeling, communicating
 At an individual level first – connect with self first – before with another
 Web of life connection
 Change begins within self / social awareness
 Significance of language / empowerment v's development
 Outcomes – measurement – if we don't put energy into it, others will write the script for us!
 Healing the wound (inner, old, labeled) – who is facing these struggles (within or without)
 Keeping connected with like minded people
 Open yourself up to vulnerability
 Engagement with communities that are hurt, labeled, traumatized
 Relationships, connections, serendipity
 Hearing their stories – parallel commonalities
 ABCE!! – Rename & reframe
 We need nuanced language including for trauma / negative, bad etc, honour Pain
 Wholeness & being present
 What's the best mistake you've ever made?
 Issue – Strengths – Next Steps – Picture of the future
 Pieces of paper don't change people's hearts
 Inform people inclusion and community assets = culture change







Thank You

