Visit us at www.communitylifecompetence.org
Become a member at www.communitylifecompetence.org/become-a-member.html
Join our Online Platform at www.aidscompetence.ning.com
“Like” us on Facebook at www.facebook.com/constellationclcp
Follow us on Twitter www.twitter.com/TheConstellationclcp
on YouTube www.youtube.com/user/theConstellationclcp
and on Instagram www.instagram.com/constellationclcp


Preparation and translation: Marie Lamboray.

Review: Susan Koshy
Table of Content

Acronyms and Abbreviations ........................................................................................................... 1

1. What Unites Us? .......................................................................................................................... 2

2. SALT/CLCP Activities Around the World (countries by alphabetical order) ......................... 11

3. Constellation Global Support Team Activities ........................................................................ 44
   2017 Highlights ............................................................................................................................ 45
   Global Learning Festival in Entebbe, Uganda ................................................................................. 45
   As You Open your Eyes, filming of community stories of ownership in Mauritius, France and Uganda .......................................................................................................................... 46
   The Let’s Reconnect campaign ....................................................................................................... 47
   Launch of the Online SALT Programme ......................................................................................... 48
   Partnerships .................................................................................................................................. 49
   Impact assessment of the SALT approach in Assam, India ............................................................. 49
   Regional confidence project in Guinea and Liberia ......................................................................... 55
   Community mobilization around non-communicable diseases in Tunisia ................................. 57
   Fostering integration of refugees in The Netherlands .................................................................. 58
   Community facilitators training at Indus Hospital in Pakistan ...................................................... 60
   The International Labour Organisation staff retreat in India ......................................................... 61
   Share and learn visit of Roots of Hope, from Burundi, to RDCCompetence, in DRC .................. 62
   Accompaniment of Botswana CATCH Programme Facilitators ................................................. 64
   Put a little SALT into your life: workshop for the association of HR managers in international organizations (ARHMIO) ......................................................................................... 66
   Wellbeing at school in Champagne-En-Valromey, France ............................................................ 67
Acronyms and Abbreviations

ACP  AIDS Competence Process
AIDS  Acquired Immune Deficiency Syndrome
AYOYE  As You Open Your Eyes series on local response
CATCH  Communities Acting Together to Control HIV
CHAL  Christian Health Association of Liberia
CLC  Community Life Competence
CLCP  Community Life Competence Process
C-NES  Centre for North East Studies and Policy Research
CBO  Community-Based Organization
DCR  Dutch Council for Refugees (VluchtelingenWerk)
DIFÄM  Deutsches Institut für Ärztliche Mission (German Institute for Medical Mission)
DRC  Democratic Republic of Congo
GLF  Global Learning Festival
GST  Global Support Team
HENU  Health Nest Uganda
HIV  Human Immunodeficiency Virus
IIPH  Indian Institute of Public Health
ILO  International Labour Organisation
NAC  Nutrition à Assise Communautaire (Community-Based Nutrition)
NACA  National AIDS Coordinating Agency (of Botswana)
NCD  Non-Communicable Disease
NGO  Non-Governmental Organisation
PHFI  Public Health Foundation of India
RCP  Regional Confidence Project
RDCC or RDCCompétence  République Démocratique du Congo Compétence, national support team of DRC
SALT  Stimulate-Support, Appreciate, Listen-Learn-Link, and Transfer-Trust-Team
UNAIDS  Joint United Nations Programme on HIV/AIDS
VHAA  Voluntary Health Association of Assam
3ie  International Initiative for Impact Evaluation
1. What Unites Us?
2017 has been a beautiful year in the Constellation, with highlights such as the Global Learning Festival in Entebbe, Uganda, the As You Open your Eyes filming of community stories of ownership in Mauritius, France and Uganda, the launch of the Online SALT programme, the Let’s Reconnect campaign, and the first steps towards shared governance.

On our way to Shared Governance: What unites members of the Constellation?

The founding meeting of the ‘Constellation for AIDS Competence’ took place on the 8th of December 2004 in Geneva. In the 13 years since that first meeting, we have evolved and developed as we have worked to learn from our experience. In 2011, we changed our name to ‘The Constellation’ to reflect that communities have the capacity to respond to a wide array of challenges that they face.

At the end of the Global Learning Festival in Entebbe, Uganda, in October, a broad group of Constellation voices came together to discuss how we could govern the Constellation in a way that was more consistent with its Way of Working. The group reached the conclusion that the members of the Constellation form a community and that it is important to develop a form of governance which reflects our ideal: shared ownership of the Constellation by its members.

The general idea of shared governance is to have an operational horizontal organization that continuously learns and adapts through its members and supports the creation of networks of local support teams.

During 2018, we will explore how we translate that ideal into a practical form of governance. The final goal of our governance is to “Connect local responses around the world”.

In 2017, we took the first steps towards a new governance. We reflected on what unites us in the variety of uses of SALT to write the membership statement of the Constellation.

This chapter uses illustrations by members to show what unites us. To learn more about their experience visit the Community Life Competence online platform: http://aidscompetence.ning.com.

Philip Forth
The members of the Constellation are convinced that all human communities have the inner strength to envision their own future, to act to realise it, to share what they learn with others, and to develop their solidarity. What unites us is the dream of a world where communities take action based on their strengths to realise their dream. We seek to accompany the community as it takes the path to ownership of its challenge. We call this path local response.

For example, since 2010, Health Nest Uganda (HENU) and the Uganda Competence team worked with several communities in Uganda to build community life competence in older persons’ communities to address their needs. Find out more pp. 41-42.

This year, at the Global Learning Festival of the Constellation, an annual event that brings together people who want to learn from each other’s experiences (see p. 45), participants found in Entebbe a strong local response: “The people we met in Uganda have an acute understanding of what makes their group of people work: bringing people in, share skills, develop new skills, go out into the world and use those skills. A social group becomes a support group, then an economically strong group then a healthy group. “Love, care, comfort and respect. Once you do that for elderly people you live longer and longer and longer”, says Cossy, member of the Katabi Elderly Association.”

In addition to established local responses, new adventures, such as in Assam, India, and the Netherlands, are set to tackle major challenges, such as child immunization and refugee integration.

Since the beginning of 2017, 14 energetic and committed facilitators and local champions have been creating community engagement around child immunization in Assam province (see pp. 49-54). Women, men and children are involved in the process, and they are already using it for other topics such as education.

This was the first year that the Dutch Council for Refugees (VluchtelingenWerk) has used the SALT/CLCP approach in assisting status holders to break isolation and integrate within the Netherlands (see pp. 58-59). Seven diverse pilot projects for community building were initiated: “Building a sense of community and trust took sometimes a lot of time and effort. We succeeded as a result of the strong skills that former refugees demonstrated as newly-trained facilitators in the facilitation teams.”
The community was having a meeting on progress on the action plan and we, district facilitators, are feeling good to share that we were invited by the community to join them as participants and to understand the present status. The local facilitators actively participated, and we are hopeful to see further effective changes." Courtesy of Monjur Mondal in Bashbari, Manipur block, Bongaigaon.

“We are human, we love to live peaceful lives, and we have the innate capacity to make it happen, together our capacity will be much stronger." In her country, Indonesia, Wiwin Winarni has spread AIDS Competence in 2009, then adapted SALT/CLCP to gender issues and adolescent reproductive health. For Wiwin, the SALT way to make peace happen is with optimism, with courage and with respect for each other.

What unites us is also a benevolent and authentic state of mind. We stimulate a candid community conversation in a non-hierarchical setting where everyone listens carefully without judgment neither of self nor of the other, shares in an authentic way and learns from oneself and from others. This opens a safe space for authentic “human-to-human” conversation which makes it easier for people to connect from the heart, to explore their differences and commonalities, and to find and express their individual voices.

“SALT is not the compromise of “agreeing to disagree”, but an honest effort to connect people in the spirit of gratitude where the value of each other is recognised, appreciated and celebrated. The work that follows or the Community Life Competence Process is what people commit to; a promise they make for themselves to have mastery over their challenges.” “Hence for us, the 3 values that best characterise SALT and CLCP are “Connection, Gratitude and Commitment”. What is key in the SALT philosophy is that each of us has an immense impact on the people around us and, when we make the effort to be an “appreciative presence”, we experience a connection that with nurturance, becomes an invitation for cooperation and community.”

Gerard Ee works for Beyond Social Services in Singapore. His dream is a large movement of volunteers who appreciate and activate those in disadvantaged communities to help themselves. Beyond was introduced to SALT in June 2011 when a colleague, Gloria, returned from a visit to Thailand. Beyond has, since then, used SALT to engage communities.
“We applied SALT in a small village where we wanted the community to be able to fight HIV/AIDS. They lived in a diamond mining area, and, often, these are places where communities are vulnerable. For the record, this was the first time we decided to leave our old habit of capacity building; but to start with the will to listen to the community and to introduce beautiful questions. We only took our notebooks, conference papers and markers. We were pleasantly surprised by the testimonies and proposals for action by the communities. Since then, I take SALT as a barometer.”

Joseph Koïvogui is a SALT facilitator in Guinea. Five years ago, SALT was introduced to him in the context of HIV/AIDS. He recently used the approach during the Ebola epidemic and, this year, as part of the Regional Confidence project (see pp. 55-56) with, among others, Alain Kolié.

Both testify to the possibilities of SALT to stimulate ownership. Alain says: “Initially, people do not understand the approach, that it is up to the community to take control of their destiny. Then they realize that their participation is needed for a project to be completed and, better yet, that they can launch their own action plan. When the health centre was built, it did not interest many people. But now people are realizing that the health worker is at their service.” And Joseph adds: “As we go along, each community traces a path. Daniné particularly impresses me. Its inhabitants, beyond their primary objectives, took upon themselves to get rid of all the old houses. They considered that they represented too many dangers: dens for snakes, risks for children, meeting point of young smokers and so many other harmful acts.”

Since the end of the project, Alain Kolié Ouo-Ouo and Joseph Koivogui have been making SALT visits to villages in Guinea on a voluntary basis to support community involvement and implementation of action plans.

The facilitator’s confidence in the community, that they will be able to meet these challenges by themselves boosts their self-confidence and serves as a catalyst for engagement, strengthens the bonds of solidarity and leads to the sustainability of common actions.
Laurie Khorchi, facilitator in Belgium since 2012, tells how she realized the impact of the process: “In 2013, I had the opportunity to participate in the knowledge fair of the project of Community Management of Complete Vaccination in Kalémie, DRC. A mother from the village told me that, through discussions, the village had identified two vectors responsible for low immunization coverage: lack of information for which a training was organised, and poverty. When community members realised that some moms were embarrassed to go to the consultation without proper clothing, they collected money to offer a traditional cloth to mothers at the birth of their child. That is when I realized the full impact of the process. I could not have imagined such a solution. It was specific, precise and effective. Only the community could find this solution.”

Our approach is characterised with the acronym SALT. SALT stands for Stimulate-Support, Appreciate, Listen-Learn-Link, and Transfer-Trust-Team. It guides our actions as facilitators and members of communities. As we strive for community ownership, we consistently ask ourselves: “What can I do to make the community feel Supported?”, “What can I do so that the community Appreciates its own strengths”? “What can I do so that the community Learns from its actions?”, “What can I do to Transfer what I have learned from this community into my own context?”

The terms are simple, but we all agree that the implementation is of a different order. As Dolores Rey Novoa recounts: “Often, people who ask me what I’m doing tell me that the approach is simple. Simple at first glance, but difficult to implement. Group members must be willing to change their way of thinking about themselves and others. I think that the SALT visit is essential to this change of outlook. All SALT trainings should be accompanied by at least one SALT visit.”
Dolores Rey Novoa takes care of accounting for the Constellation’s global support team since 2011. Enthusiastic about the Constellation’s mission, she quickly becomes a facilitator of life competence. The same year, in Guinea, she discovered SALT in action during SALT visits: “I made SALT visits with Eric Ngabala and Antoine Saka Saka. They told me about SALT, what they were doing with the communities. I told myself that I was going to apply this process to myself; move forward step by step. Another way to see my problems without worrying, by remaining myself. It may take years, but I will not give up.”

This shift in self-awareness and the individual practice of SALT are essential to contribute to the development of the community’s dream with greater coherence, depth and commitment.

Our facilitators work in Teams, as our confidence in collective intelligence is a practice within our community of facilitators.

The local facilitation team of Mweneditu, DRC, share their secret to work as team: “We are all involved in the field and we want to learn from others to apply the experiences of others in our community. We appreciate sharing information; that’s why we work as a team.” In April 2017, Eric Uwintwaza and his team of Roots of Hope (Burundi) was in Mbuji Mayi (DRC) to visit communities who apply SALT with RDCCompétence and their local facilitation teams (pp. 62-63).
“What unites us is the shared common experiences of local response to numerous issues…

...Agriculture, business, disaster risk reduction, health, community development, governance, human rights, peace... We seek to share this with others as much as when one experiences joy in some achievement or celebrating an anniversary.” Since 2010, Autry Haynes has facilitated local responses to numerous issues like AIDS, human trafficking, forestry governance, drugs, etc. and numerous communities in his country, Guyana (see p. 23), and in Mauritius (see p. 28).

This common experience of local response is shared through stories. Telling one’s experience makes it available to others, but it is also the foundation of our personal learning. When we tell our own story or when we write it, we do more than "document" our experience, we start learning from our experience.

“We touch humanity with stories,” says Jean-Louis Lamboray, a founding member of the Constellation, and great narrator of stories: https://what-makes-us-human.com/. He explains how story and action are articulated: “I can tell the story of my transformation from my experience, but also from a story that inspired me. I am specific about what I learn and what I will do differently. A follow-up action is due even if it is not explicit in the story.” “When we meet, stories make us discover what we have in common. The elements resonate with our life story. We then come together for a principle for action.”

To learn from our experiences in a systematic way and divide a challenge that might seem colossal into several specific steps, each of which is easily achievable, we use a simple methodology based on the natural learning cycle: Community Life Competence Process (CLCP). It involves reflecting on our identity, generating our common vision of success, identifying practices that would enable us to achieve our vision, analysing our situation, taking action, assessing our own progress, sharing and learning from our experience, adapting actions.

The CLCP and SALT reinforce each other. And each cycle strengthens the community.

We are united around the approach, but we use it in different ways.

Marlou de Rouw shares: “During a support visit in Assam, Bobby Zachariah, Rituu B. Nanda and I went in the field, each of us at a separate place with different facilitators and with an evaluator. With dismay, the evaluators realised that we were each facilitating in a different way!”

Founding member of the Constellation, Marlou supports the local response of a vibrant group of friends (amis) and citizens (citoyens) from all walks of life, Les Amitoyens. Their motto is: “The more human we are, the better we live.” The Amitoyens bring these words to practice by setting up co-housing and co-living (see pp. 21, 46 and 67). Marlou, with Birgitta and Joke, is part of the team that brought the approach to The Netherlands for the integration of refugees (see pp.58-59) and, with Kees Lafeber, to the Moluccan islands in Indonesia where it is used for a cleaner environment (see pp. 27-28).
“This is one of the powers of what we do. The way of thinking is the same. We are facilitating common action. Steps have a reason, but how they are implemented depends on the facilitator and on people.”

Here is a first example observed by Philip Forth in Uganda: “Cossy works with Health Nest Uganda since 2010, and the cycle is almost forgotten, still her group gets together to see where they are, they respect, appreciate and develop strengths.”

Another example comes from Lysiane Cueff, from the France Competence team. She facilitates the identification of practices upstream of the common dream. “As a step to go from me to us.” She facilitates building the dream as a creative break, taking the time to create links and reveal the strengths of the group (see p. 20) Lysiane trained through the online SALT programme, and she is currently supporting two groups on a volunteer basis.

Similarly, Celicia Theys uses theatre to build the dream. “The idea is to let the mind off somewhere along the way and to get closer to the state in which every child naturally is when playing: lightness and hypersensitivity to the environment.” Celicia’s approach is based on her practice of theatre as a tool for social change. She invites a member of the group to come and represent the dream (giving roles to other participants). “Little by little, with the intervention of the participants, the image of the dream is created, and its essential elements highlighted.”

SALT facilitator since 2013 and member of BelCompetence, Celicia adapted the approach to the challenge of creating authentic human links beyond socio-cultural barriers with young people in a project called Letter to Humanity Workshops (see p.13).

For Laurie Khorchi, the self-assessment step converges many things: “It allows to accept tensions and to go deeper. In my experience, the self-assessment makes it possible to reach this critical and difficult moment for the community, where what has to be said is finally said. The space must be well prepared in the preceding stages (‘We are all human’, ‘We have a common dream’) and well-kept in terms of facilitation. But I feel that without this moment of tension, we cannot achieve sustainable implementation.”

Perhaps the 21st century will be distinguished by the recognition that the daily actions of billions of individuals are transforming our world. While one part of our response may come from globally coordinated action, another part will emerge locally.
2. SALT/CLCP Activities Around the World

This part of the report presents a country-wise brief of the SALT/CLCP activities carried out individually or in teams, or by organisations, institutions, governments to facilitate local responses and the ownership by the communities of their future. Initiatives allowed them to move forward courageously for the realization of their common dream despite the danger and/or various obstacles encountered.

A brief history of Constellation partnerships in the country and a reference to the 2017 partnership summary page accompany the activities, where relevant.
Belgium

For the last 10 years, BelCompetence has been stimulating local response in Belgium. During these 10 years, facilitators have learned from the implementation of the SALT approach and the Community Life Competence Process (CLCP), and their way of working as an organisation as well as the implementation of the process are in perpetual adaptation. The dedication and creativity of members allows BelCompetence to offer a panel of tools and tips for facilitation. Find out more here: https://www.communitylifecompetence.org/belcompetence.html

Creating a more inspiring future together in neighbourhoods and municipalities

This year, citizens of Durbuy, Eghezee-Fernelmont, Grez-Doiceau, Molenbeek and Vilvoorde stimulated local initiatives by getting together in a cohesive and effective group around SALT/CLCP.

Grez-Doiceau organises an “Agora Café”, a friendly weekly meeting between neighbours wishing to get to know each other, and quarterly meetings, called Agora, to discuss issues that concern them directly as citizens.

The launch of the G100 in Grez-Doiceau in 2014 inspired citizens of Eghezee-Fernelmont: they called on Jean-Louis Lamboray and BelCompetence to host a meeting on the 22nd and 23rd of April 2017. “Throughout the weekend Jean-Louis’ team, through various and fun activities, allowed everyone to define and express his or her individual dream to build a collective project that will give birth to several initiatives.” See the website: http://www.g100ef.be/origine.htm. Anita Sheehan-Nutz, tells this story here: http://aidscompetence.ning.com/profiles/blogs/the-beautiful-beginnings-of-a-salt-journey-in-eghez-e-fernelmont.

The 17th of June 2017, citizens of Durbuy came together to visualise their future with BelCompetence facilitators! Feedback of the participants: “A lot of joy and energy have been shown and are present... We are moving forward... We are on our way!”

As for the success of the approach in Faubourg, it inspired other neighbourhoods of the city of Vilvoorde. The attentive support of the municipal authorities in regular contact with the BelCompetence team is an asset! BelCompetence was invited to train new facilitators: “At one stage during the training weekend, we asked the participants to go out on the streets and have SALT conversations with people on the streets about their dreams for Vilvoorde. This exercise enriched their experience of SALT; and their individual and group dreams.” Jan Somers tells this story here: http://aidscompetence.ning.com/profiles/blogs/vilvoorde-b-invites-belcompetence-constellation-for-second-group. The approach has been completed in the Koningslo district where citizens are at work and sensitizing their neighbours. A beautiful adventure that is just beginning!
During one of the follow-up meetings on the **Molenbeek** initiative, there was a new face in the circle: Karim Azemian, co-founder of the Repère association, an organization that seeks to accompany young people who have lost their anchor (the meaning of Repère) in society. Anita Sheehan-Nutz et Anne-Lies Van den Eynde decided to visit them. This story here: [http://aidscompetence.ning.com/profiles/blogs/back-to-molenbeek](http://aidscompetence.ning.com/profiles/blogs/back-to-molenbeek).


Celicia Theys and Laurie Khorchi facilitated a Letter to Humanity project—a cultural and educational project, a human adventure to re-awaken teenagers in search of meaning so that they become change agents. A beautiful challenge that allowed young people to overcome their assumptions to reach out to others. “This experience has changed my way of thinking, I learned that difference should be source of curiosity and not fear, we’re all human after all, and it is together that we can make a difference!” Find out more here: [http://aidscompetence.ning.com/profiles/blogs/a-bruxelles-des-jeunes-r-vent-et-commencent-agir-comment-les](http://aidscompetence.ning.com/profiles/blogs/a-bruxelles-des-jeunes-r-vent-et-commencent-agir-comment-les). A documentary film presenting the project has been filmed and is still waiting to be distributed to inspire and stimulate the emergence of similar projects in other contexts. To learn more about this film, see here: [https://www.jeff-pictures.com/videos](https://www.jeff-pictures.com/videos), or contact celicia@communitylifecompetence.org.

**The BelCompetence facilitators also apply the approach beyond their context**, such as Carmen Indrani who facilitated the approach in an orphanage in Benin. “During the self-evaluation of their practices, one of the groups decided to take action on their dream to have access to social security. In the struggle to take action there was a hot discussion and confusion, until maman Nicole screamed: “Now I understand what all these sessions are about, what we need is to create a “squad of mamas” to go and talk to the boss and ask for our social security status!”” Find out more here: [http://aidscompetence.ning.com/main/search/search?q=Abomey](http://aidscompetence.ning.com/main/search/search?q=Abomey).

**SALT/CLCP trainings in three languages Dutch, English and French**

“Even though we were physically tired, everyone was buzzing with a different energy, the energy of knowing that, if we dream together, we can achieve something together and create a better world. One of the participant’s closing words was: “The world would be such a beautiful place if everyone had the chance to go through such an experience!””


BelCompetence organized 8 training courses in 2017: 4 in French, 2 in Dutch and 2 in English. A total of 95 people was trained. Meetings (potluck dinners) are also organised with the participants. 3 months after their training (3 in French, 1 in English) to take stock of their itinerary. On the 1st of July 2017, an exchange fair gathered the 2016 and 2017 training participants to share their personal experiences of SALT, to inspire and stimulate each other. Their questions were gathered in 4 thematic groups, and this led to rich exchanges and to a few recommendations (see the Knowledge Fair Report, in French, here: [https://gallery.mailchimp.com/4877a1e8f3470559c21b77fbc/files/61f7a9cc-e1b4-447c-bbe3-088f4e4c725a/2017_07_BelC_Festival_d_échange.pdf](https://gallery.mailchimp.com/4877a1e8f3470559c21b77fbc/files/61f7a9cc-e1b4-447c-bbe3-088f4e4c725a/2017_07_BelC_Festival_d_échange.pdf)).
Taking time with ourselves!

“If I have the experience of formulating a dream for my life, I will contribute to the elaboration of the community dream with greater coherence, depth and commitment.” On Sunday, 3rd of December 2017, a first meeting was held at the encounter of the deep ‘self’ led by Laurie Khorchhi, Nathalie Legros and Celicia Theys. They propose a series of regular meetings, in the line of the circles of life: The presence of the participants, simply sitting in a circle, gives strength and courage to touch and express what is a stake deep inside each of us. Find out more here: http://aidscompetence.ning.com/profiles/blogs/a-salty-dance-between-personal-and-collective.

Building authentic human connections between Belgian NGOs

The Reinventing Brussels team is committed to use, among other approaches, SALT in its interventions. Several members trained to facilitate SALT in November. Anita Sheehan of BelCompetence, and co-founder of Reinventing Brussels with Vincent de Waele, organised meetings between associations that put human beings at the centre of their concerns to reflect on how they could collaborate.

“Collaborate in a way we build deep connections between the people, where we connect through expansion of the heart. Collaborate in a way we keep the energy and autonomy of small and dedicated groups while at the same time getting the benefits of a wider movement like: building bridges between projects, creating a wider community, using the same virtual platforms, etc.”

The Belgian Federation of Development Cooperation Associations, ACODEV, asked BelCompetence to introduce the SALT approach to their network of NGOs. The team facilitated 2 days of SALT training during ACODEV’s Back to Work Week, on the 16th and 17th of January 2017.

“The SALT approach was not new to the participants. They could quickly see its usefulness, but also had a critical view of some tools, and even suggested improvements.”

2017 for BelCompetence is also...

... the year of the creation of the BelCompetence Dutch-speaking group in Antwerp and of a reorganization to provide a more efficient horizontal structure (4 cells, a coordination team, an administration council without a president, all this well notified in an internal regulation).
Botswana

The first activities with SALT/CLCP were held in 2015. The National AIDS Coordinating Agency (NACA) uses the SALT/CLCP approach with the support of Humana People to People and UNAIDS. Find out more pp. 64-65.
Burundi

Stimulating young entrepreneurship

In the municipality of Rutegama (Muramvya province) and Giheta (Gitega province), since 2014, Roots of Hope implements a youth training project launched thanks to the financial support of the Colibri Foundation, via the Roi Baudouin Foundation. To this date, 100 young people have attended the program.

“In our country, many young people have completed their studies, but still live in a state of unemployment, others dropped out of school, and others did not have the privilege of being at school. They stay close to their parents and communities, asking them to provide for all their needs even though they have strengths, talents, skills and ideas for projects that could benefit themselves and their communities. But it is difficult for them to detect these talents and put their ideas into action as they think that there is nothing they can do without financial help for their projects. Others do not know how or why to save”, says Nathalie Nihezagire, from Roots of Hope. She shares her experience here: http://aidscompetence.ning.com/profiles/blog/list?user=0ic71hy7v0l4s.

In this context, Roots of Hope fosters young entrepreneurship by adapting the CLCP. “The young people first draw their community illustrating their community’s strengths, and then the dream for their community in 5 years. Little by little, we see together what their skills and talents are, trying to link them to the needs of the community.” Read how Roots of Hope adapted the cycle of CLCP to the development of entrepreneurship here: http://aidscompetence.ning.com/profiles/blogs/salt-and-youth-in-burundi (English in comment).

The CLCP allows them to analyse their environment that is both asking for their interventions and a provider of opportunities. Young people who are thinking of migrating to big cities are given the opportunity to understand and sympathize first with their home environment.

The team combines SALT training, entrepreneurship trainings and hands-on training in Income Generating Activities. This helps young people build self-confidence and save for their project.

Benigne Nezerimana (photo) finances, through her activities, the studies of her little brothers. She plans to take computer courses with the money she saves, and to create a public secretariat.

Roots of Hope also organizes meetings between young entrepreneurs and local actors. “As young people have undertaken activities in the social sectors (health and education), economic (income-generation in agri-livestock, trade or services), we will invite NGOs, micro-finance associations and different sectors as well as that young Burundians returned from developed countries to see the achievements of the young people of Rutegama and Giheta and eventually establish productive partnerships.”

Appreciative conversation is the keystone of the project

The field team accompanies the youths and comes to visit them according to their needs: “We use motivational visits to the implementation sites and we take that opportunity to appreciate the progresses and successes. If necessary, we strengthen the motivation of young people through appreciative messages (use of songs or traditional animations), or exchanges and meetings with people who testify their difficult beginnings, before meeting success.”

Sebastien Musafiri Kizito, who was forced to beg in the streets, is now helping street children, and his “dream with SALT is wider”. He shares his story here: http://aidscompetence.ning.com/profiles/blog/list?user=251sdvvbdlp0.

“Before I knew SALT, I was afraid, I lacked self-confidence, I had many dreams, but I was hopeless. When I met Mr ERIC UWINTWAZA (Roots of Hope in Burundi), we had a discussion, and, suddenly, I felt like I was special, someone destined to change our community, our nation, our world because I had discovered my strengths.”

“Young people are consulted for the choice of training to strengthen their talents to develop their communities while responding to their deep aspirations as life projects” – Eric Uwintwaza, Roots of Hope.

The first results of the program

The first results of the program were measured through two indicators: level of trust (qualitative - subjective) and number of projects started by young people (quantitative - objective). Below is a graphical representation of the data before (in blue) and after (in red) intervention:
Democratic Republic of Congo

Two key practices of facilitators in the DRC: "Communicating between facilitators to grow together" and "Learning by doing"

“On the plus side, we like to share the information, the skills we have. We prefer to share with everyone because then we also have the experiences of others. That's what drives us to work as a team.” Facilitators of Mwene Ditu at the learn-and-share visit of Roots of Hope to RDCCCompetence (RDCC) active since 2010. Find out more about the meeting pp. 62-63.

“The greatest SALT principle, one that allowed me to give the best of myself, is learning from experience. I could learn local languages and customs and adapt the process of implementing community-based approaches to the model that was developed by the communities.” Judith Dialunda in SALT allows me to live in a positive way:


Find out more about RDCCCompetence here:

Action for protection from monkey pox in Tshudi Loto, Sankuru

Thanks to the generosity of members of the Constellation, the SALT team in Sankuru has been able to bring their first SALT visit to villages in the tropical forest from the 16th to the 21st of January 2017. It was a dangerous travel with crossing rivers and shootings on the way. They are proud to share success stories: Informed on the ways in which people are infected by Monkeypox, inhabitants of the Tshudi Loto Health Zone resolve to take action to protect themselves and others.

“All our packages of meats dried in the forest contain meat from animals found dead. My husband and I made the decision to bury these packages because we cannot distinguish the killed pieces from those that have been picked up already dead. We have just buried them without our children knowing, while they slept.”

More stories in the blog of Paul Lokoto: Success Stories in Tshudi Loto Health Zone (in French):
http://aidscompetence.ning.com/profiles/blogs/histoires-de-succes-dans-la-zone-de-sante-de-tshudi-loto.
Solidarity credit unions: a tool for financing local projects and mutual aid

On the 10th of November 2017, 60 community relays (RECOs) took part in the Mutuelle de Solidarité* training in Mbujimayi as part of a UNICEF-supported Community-Based Nutrition (NAC) project. They will create a framework for discussion with the households they care for, and they will set up solidarity credit unions to support individual income-generating activities; help members in case of problems; and, especially, implement essential family practices.

“Since the second half of 2017, RDCC has signed a master contract with UNICEF, which can take us anywhere and at any time in the country if deemed necessary. The NAC project is the first; it takes place in Mbujimayi and in Lodja, Sankuru province” announces Blaise Kizolele, focal point in the Dibindi Health Zone, for RDCC.

* Mutuelle de Solidarité (or MuSo) is a financing and mutual aid tool developed by the Union des groupements paysans de Méckhé (UGPM) in Senegal in 1995 (source: Le Monde), improved, among others, by the university NGO Louvain Coopération, and used, among others, by the United Nations Development Programme (UNDP). It is a system made up of three boxes: the green box is used to finance the projects of the members and their retirement, the red box is a relief fund, and the blue case receives external funding and strengthens the green box. The settlement is made by the members: interest rate, delay between two loans, amount of contribution...
Active since 2015, France Competence organised, this year, trainings in Geneva and at the University Montaigne in Bordeaux. The team also kept contact with the Mutuelles du Pays de Redon and the Amitoyens in Ferney. Members of the Amitoyens, now facilitators, initiated a SALT/CCV process with the children at the Montessori School of Valromey (p. 67), supported by the Parent Association. Lysiane Cueff, French facilitator trained by Luc Barrière-Constantin and Laurie Khorchi with the Online SALT Programme in 2016, worked with a cooperative and participatory association (SCOP) in Briançon. Out of France, Luc Barrière-Constantin accompanied groups in Assam (India, pp. 49-54), Guinea, Liberia (pp. 55-56) and Pakistan (p. 60), and Marlou de Rouw in Assam (India), The Netherlands (pp. 58-59), and Moluccas (Indonesia, p. 27-28).

The human approach to communities resonates with people

At the introduction of the approach to 20 students of the University Montaigne, Bordeaux (read here: http://aidscompetence.ning.com/profiles/blogs/salty-valentine-s-day-in-bordeaux), and at the training in Geneva (read here: http://aidscompetence.ning.com/profiles/blogs/il-y-a-du-salt-formation-gen-ve-there-is-the-salt-training-at), Loli Rey Novoa, Luc Barrière-Constantin et Marlou de Rouw could see how the SALT/CLCP approach resonates with participants: “It is always an intense moment for us to realize how the human approach to communities is resonating with people, old or young, as we explain our way of working and thinking.”

Allowing time for the group to anchor in its dream

Lysiane Cueff allows time for the group to anchor in its dream, in a creative experience revealing the strengths of the group: “Being all very active, this creative time seems interesting because it creates a new, linking experience, and sets the team in motion around its dream.” “This co-construction time also reveals strengths in the team’s dynamics and in what everyone brings to the collective. So, this is the time to appreciate them!” Find out more here (in French): http://aidscompetence.ning.com/profiles/blogs/france-le-d-veloppement-du-ve-commun-par-une-pratique.
Blossoming by re-discovering personal and communities’ strengths through storytelling

After experience reflection in the Pays de Gex in France

Les Amitoyens explored their story to share it in the context of As You Open Your Eyes (p. 46): “We feel humble and grateful that the story of our community shall feature among the story of the communities that have always been a source of inspiration to us.”

Les Amitoyens are developing their co-housing project and a different way of living together: eco-friendly, in solidarity and with respect for diversity.

Marlou de Rouw is enthusiastic: “For us as facilitators, it was beautiful to see the double potential of As You Open Your Eyes develop, before our eyes. We saw individual members of the community blossom as they re-discovered their personal and their communities’ strengths through storytelling. Now, they are carrying their project with even more pride. We also realise that, once ready, each episode of the project will have the potential for strong conversations with a varied audience in all countries.”

A successful local response needs all local actors to join forces. The ‘Société Publique Locale’ (SPL) is a strong local support for the community of Les Amitoyens in Ferney-Voltaire. In a conversation with the team of As You Open Your Eyes, Mr. Scatollin from the SPL talked about how ‘les Amitoyens’ have created a voice in Ferney for a different model of living together. It now radiates to the plans for a new neighbourhood that is created in the town of Voltaire, where les Amitoyens will also find their home.
Guinea hosted the Constellation coaches in 2005 with Roll Back Malaria, in 2012 to fight against HIV with Solidarité Protestante, and since 2016 in a project of reconciliation of the population with the health services following the Ebola outbreak, a project supported by DIFÅM. To learn more about this project, read pp. 55-56.
In 2010-2011, the Constellation trained SALT/CLCP facilitators with UNAIDS, and in 2012 with the Guyana Business coalition on HIV and AIDS and the French Red Cross Guyana on Water, Sanitation and Hygiene (WASH). Facilitators of the team Guyana Community Life Competence (GCLC) transferred the approach to forest governance, human trafficking, village community life, youth life...

This year, Michael Mc Garrell shared his memories of the SALT training in 2010 in the context of AIDS Competence in Guyana, and he shares how the approach has become part of who he is: “The workshop was different, not the regular workshop that I was accustomed to, there was something exciting in the air. I was made to reflect on who I was as a human. It was a weird question: "Why are you human?" Over the years, I have come to reflect on this question time and time again as it helped me to shape the decisions I make in life.” Read here: http://aidscompetence.ning.com/profiles/blogs/life-after-salt.

Tricia Francis’ family revisited the dream that they built 5 years 5 months ago: “We agreed that, even though we are such a close family, we tend to deal with some situations privately, thinking it might be an inconvenience to others, but now realizing the family was always willing to support each other no matter what, we are willing to be more open knowing that we can accomplish more and overcome situations more easily.” Read here: http://aidscompetence.ning.com/profiles/blogs/revisiting-our-family-dream.

Autry Haynes participated in the 17th National Toshaos Council Conference the 21-25 August 2017. He shares how a national leader [a Minister of the Government], in a SALTy way, engaged how community leaders can ‘be good leaders’: “The week’s conversation between more than 200 Toshaos unearthed lots of strengths and inherent qualities as leaders.” Read here: http://aidscompetence.ning.com/profiles/blogs/mindset-change.

Autry stimulates local Community Life Competence (CLC) at every opportunity he has, using, for example the AYOYE’s episode: Dancing Jajas. Find out more about the AYOYE series p. 46.
Facilitators have been implementing SALT/CLCP activities in India since 2010. The activities described in this report were carried out in the states below:

On the path towards full immunization of children in Assam

In the state of Assam, the Centre for North East Studies and Policy Research (C-NES) and the Voluntary Health Association of Assam (VHAA) implement SALT/CLCP in three districts to stimulate community competence to deal with children’s health outcomes, particularly on immunization. The Public Health Foundation of India will measure the impact of a one-year SALT approach. The facilitators are already excited about the results: “People have started taking action now and, in many villages, their Self-Assessment levels have increased.”

Find out more pp. 49-54.

Photo courtesy of Jyotika Barua.
**AIDS Competence Process (ACP) Relaunch in Dimapur District, Nagaland**

The Dimapur team is getting ready to relaunch ACP with the aim of community ownership of response to HIV and measurement of their own progress. Jean-Louis Lamboray and Rituu B. Nanda accompanied them in a two-day workshop early November.

“We, the team, are having fruitful two days bringing out the best of individual strength in order to reach the common goals.” Nili Awomi on Facebook

The team is bringing together a coalition of the willing to respond to communities’ invitations. Learning from experience, it will avoid “a project approach” and involve both NGOs and Government in the support to local responses as part of their regular work; take systematic moments of reflection to learn and adapt support; and start small with the aim of stimulating the spontaneous transfer of local responses from community to community throughout the Dimapur District and beyond.

**First steps towards community life competence (CLC) in the neighbourhood of New Harijan in Kerala**

Mohamed E. Rafique and the Archana team facilitate CLC in the New Harijan neighbourhood of the Pernoor village near the city of Ettumanoor in Kerala. An important shift for this community who has been financially supported for about two decades! First impressions:

“If we do not dream, we will never even start on our path to achievement or progress!”

“When you come again for the next SALT visit, we will bring all our family members.”

“We will also bring the youth of the village, and this will help us achieve much more.”

Stimulating team work with the International Labour Organisation (ILO) in Delhi

The facilitation team used the SALT approach to reconnect ILO Staff and renew inspiration by creating a safe space to share and learn from strengths of the individuals and strengths of the organisation.
Find out more p. 61.

How to reach out to youths who dropped out of the mainstream education system?

“The community had high school dropout rates because the students did not want to study. The children and youth from this area wanted a friend and guide who could provide them education in a friendly way.”

This what the Saathi Community Centre in Delhi proposes, and it is how the Centre acquired its name from one of the community members: Saathi is the Hindi word for companion. Find out more in the blog of Rituu B. Nanda here: http://aidscompetence.ning.com/profiles/blogs/leader-should-be-like-an-inverted-pyramid-who-holds-the-space-for.

Also passionate about this question and inspired by Jean-Louis Lamboray’s visit to his college, Antony Popson facilitates rather than teaches his English course using the kids’ competences: “I do not want to teach them. Team will teach themselves. Learning for us is a game not a herculean task.” Read his blog here: http://aidscompetence.ning.com/forum/topics/what-salt-taught-me . See also the blog of Yumilah Govinden from Mauritius here: http://aidscompetence.ning.com/profiles/blogs/two-pinches-of-salt-for-a-holistic-approach-to-literacy-classes.

“In my experience, orientation and awareness have limited effect on behaviour change. Stimulating community ownership around education is likely to get you good results. Don't forget to involve the decision makers in the family like father or grandparents. Consider engaging teachers. Also, keep in mind who amongst the children drop out? Eldest son or eldest daughter? Pay more attention to this. Using SALT and Community Life Competence approach could be one of the ways to build community ownership.” Rituu B. Nanda replies to Antony Popson’s question: How to stimulate tribal youth in Kerala to go to school? http://aidscompetence.ning.com/forum/topics/fund-raising-strategies.

SALT for patient-centred model in Diabetes and Hypertension in Himachal Pradesh and Rajasthan

HealthRise, implemented by Abt Associates, is a global effort funded by Medtronic Foundation. It is designed to empower patients, strengthen caregivers and frontline health workers, and advance policies to increase the management and control of hypertension and diabetes. In India, HealthRise is being implemented in two districts: Shimla, Himachal Pradesh, and Udaipur, Rajasthan, through two local partners: The Catholic Health Association of India (CHAI) for Udaipur, and the Health Institute for Mother and Child (MAMTA) for Shimla. E. Mohammed Rafique, Mohd Shakil Anwar, Subedar Singh and Rituu B. Nanda are facilitating Community Life Competence Process and SALT to strengthen the patient support groups in the project for the coming year. With virtual support of Philip Forth.
Starting in 2006, IndoCompetence’s activities were developed with the support of the Constellation, United Nations Population Fund (UNFPA) and the Asian Development Bank (ADB) in areas such as adolescent reproductive health, AIDS and gender. In 2010, the team had 228 members in 4 provinces.

Since then, the members of IndoCompetence have gradually lost sight of each other, but Laurie Khori’s visit in September 2017, and that of Jean-Louis Lamboray in February 2018, were the occasions to reconnect. With such enthusiasm that IndoCompetence members decided to organize the 2018 Global Learning Festival in Bandung from the 22nd to the 27th of October. We will visit communities with whom Wiwin Winarni works using SALT on the issue of family planning. For more information, mailto:wiwindesember2016@gmail.com.

Wiwin shared how she put SALT into practice during an ISO 26000 training here: http://aidscompetence.ning.com/profiles/blogs/salt-and-csr-training-a-discussion-with-chemical-enterprise. She would like to help companies deliver corporate social responsibility with the approach.

Maluku Competence whose start date is 2016 is the Constellation local support team in Maluku (Eastern Indonesia). It facilitates the development of local resources and the improvement of living conditions: https://www.communitylifecompetence.org/maluku-competence.html.

Local solutions to deal with waste

In the view of the Pattimura University (Unpatty) team in Ambon, solutions will not come from other parts of Indonesia. “We are small islands, far away from Java, with no waste systems in place yet. The thread is twofold: the waste that enters the beaches on our islands via the sea and our own consumption, and our way of dealing with waste. We will have to figure out our own local solution.” Maluku Competence facilitated in Haria (6000 inhabitants) a study on waste conducted by the University of Pattimura: 171 families were involved.

Collecting plastic waste

Photo below: National clean-up day at Haria.
Processing on site the plastic waste into new products that can be marketed locally

To process plastic waste, two machines are necessary: the shredder that transforms plastic into shreds of which new products can be made with an extruder. Models of these machines are adapted to the volumes that can be found on small and further remote islands. “We make plastic tortoises from used plastic. Plastic and excavating beaches have made real turtles disappear on Saparua. We hope not for good” explains the Happy Green Island team of Saparua.

Educating

“To spread the green virus, we have to grow seeds in our children.” The teachers of the Institute for Early Childhood Education (Pendidikan Anak Usia Dini, PAUD) are very involved in transmitting to children the richness of their culture and traditions, which can be their reference for saving their environment.

Photo opposite: a young dancer of cakalele with his bottle ‘Bring Your Own Bottle’, a project launched on the island of Saparua.

With the support of the local government

The local government of Saparua, Maluku, commits to contribute to the spread of the green virus that local communities have started.

The Ambon community takes ownership

“Thank you, Om Kees, we can do it on our own from now on.” After working for 2 years with a group of people on the waste problem on Ambon Island, Kees Lafeber felt both a sense of loss and pride in this announcement of empowerment. He is now dedicated to facilitating the Saparua Island team’s dream of a Happy Green Island.
Moses Okombo Ayany attended a SALT/CLCP training facilitated by April Foster and Onesmus Mutuku in May 2013. “I was very much motivated with the model and put it to action.”

Moses is a team member of the Kenya cluster and the Africa chapter of the Arukah Network. He represents Touching Lives Integrated CBO which is based in Kisumu. “We appreciate and use SALT approach in the Arukah Network. The Arukah Network believes that every community has gifts and the skills it needs to achieve health and wellness for all its members. Clusters are teams of local people with different skills and from different backgrounds, who come together to bring health and wellbeing to their community.”

On the 18th and the 19th of September 2017, he shared the SALT/CLCP approach in Tanzania: to 30 staff members of the Shirati District hospital who work with terminally ill patients, and to representatives from 17 different organizations of the Arukah Network cluster in Tanzania: “The members realized that when strengths are appreciated people get the motivation to do much more.” Find out more here:
Mauritius

In Mauritius, the journey with SALT began in 2014 with a partnership with the Mauritius Commercial Bank Forward Foundation (MCBFF) to support the effort of various NGOs on the problem of drugs. During the Global Learning Festival held in Mauritius in April 2016, 30 participants from 13 countries met with communities, NGOs and public-sector agencies who internalise SALT/CLCP to address drugs and associated stigma, or other concerns such as alcohol, marginalisation, organisation strengthening...

Mokompetans: a platform for SALT

SALT/CLCP facilitators created Mokompetans as a platform for SALT engagement in Mauritius. “In Mauritius, together we connect, share common dreams through SALT facilitation to be competent” is their dream. Eventually, led by Le Pont du Tamarinier, the platform included many like-minded persons from a cross section of the Mauritius communities. The goal is learning and sharing from SALT experiences between platform members and to promote SALT in Mauritius. The momentum of Mokompetans was kept by getting together every first Wednesday of the month at meetings and other social events. Recently, there are plans to use the episodes of the As You Open Your Eyes stories (p. 46) to stimulate communities around SALT/CLCP. This will begin with the screening of the ‘Dancing Jajas’ episode of the Uganda story with the elderly.

As You Open Your Eyes in Poste Lafayette

SALT facilitator Yumilah Govinden assisted the filmmakers of As You Open Your Eyes (AYOYE), David Rivas and Jessica Rossi, during the filming in Poste Lafayette.

Yumilah shared her first impressions, a poem about AYOYE, a report on the workshop with the boys of the football team and her after experience reflection here: http://aidscompetence.ning.com/profiles/blog/list?user=0mq40kfv18dr3.

“I watched the human I am blossom trifold and I discovered my own strengths and dreams. As you explore the life of others, you not only learn from them, but you also grow along with them.”

Trainer in literacy, Yumilah Govinden adds “Two pinches of SALT for a holistic approach to literacy classes” in Mauritius with the “What makes us human?” question to “bring down the barriers they have within themselves and towards their friends in the class and the broader society” and the “heart exercise” (hope and concern) to better understand them. “Indeed, for me, it was primordial that the many reasons why they dropped out of the mainstream education system were not repeated in my class, and so I allowed them to reflect by themselves and decide for themselves.”
The Dutch facilitators stimulate reflection on the approach

For example, read on the online platform:

What do we have in common? A powerful question to stay aware that we are human and to move from theory of SALT to practice. Margot: http://aidscompetence.ning.com/profiles/blogs/what-do-we-have-in-common.

Why do we sit in a circle? “A non-hierarchical setting means that everyone is equal in being a human being, that there is no right or wrong in the sense that all that is being said is part of the voice of the system and should be treated like that.” Margot: http://aidscompetence.ning.com/profiles/blogs/why-do-we-sit-in-a-circle.

“When the topic would go in another direction, they would first let it go for a couple of minutes, and then one of the facilitators would name to ALL present in the room what is going on. In other words, (s)he would ‘frame’ the change of direction the discussion took.” Birgitta Schomaker: http://aidscompetence.ning.com/profiles/blogs/team-facilitation-in-an-unfolding-group-process.

In the Theme Group: Integration of Refugees,

Positive and constructive state of mind delivers: “A manager recently told me, "You have calmed the atmosphere here". With SALT, I can make a difference.” Bashir Abdulkadir: http://aidscompetence.ning.com/group/dutchcompetence/page/integration-of-refugees.

On the ‘SALT in Nederland’ Facebook site,

The self-assessment and the idea of balance: “The assessment brought astonishing insights. For example, about the idea of balance. How can the occasional tense moments during assessment transform to a new idea of balance in a group/community? In the heat of discussions, we came back to the notion of being human. For me as a facilitator it appeared most beneficial not to be an expert. As an ambassador of the human sort, I address and support the upcoming questions in a wider and more open way. Enjoyed this process very much, it was so enriching to collaborate with this young and active group.” Suse Meffert.
Nigeria

SALT is about creating dialogue

In a context of growing rate of suicides, the Salvation Army went to meet communities to facilitate collective discussions. Ukeme Okon shares: “We used the SALT methodology to facilitate the discussion; decision making, resource mobilization, seeking for appropriate help when need be [...].” Find out more here: http://aidscompetence.ning.com/profiles/blogs/face-everything-and-rise.

Football for peace

At the Global Learning Festival in Uganda, Muhammad Bello Shittu shared about the ‘Youth for Healthy Community Initiative’ (Y4HCI) implemented by the Inclusive Community, Education and Development Association (ICEADA). The goal is to use soccer, socially inclusive sport, for peace building, conflict mitigation and resolution, based on community ownership of the challenge.
Pakistan

Journey towards integrating the SALT approach into community work in Pakistan

“We started our journey in February 2017 after attending a SALT training led by two Constellation facilitators, Luc Barriere & Claire Campbell (see p. 60). We used four tools with good results (‘What am I proud of?’, ‘What is humanity?’, ‘Sharing stories’ and ‘Building the dream’).”

“We integrated these tools in the training of our field workers at the Indus Hospital in Karachi; in the community groups we work with; and in dissemination seminars in two villages in northern areas of Pakistan.”

“We explored the meaning of STIMULATION and APPRECIATION in our local languages to localize the SALT approach in our own contexts.”

“We tried to link the SALT approach to participatory tools whose ideological foundations are the same.”

“In parallel to these successes, we faced challenges along our journey. For example, in the SALT group we trained in Karachi, only a few people use SALT. There is curiosity but not the desire to go further in learning. It seems that the use of SALT depends on the individual, the institutional will to integrate is absent.”

“What is our common dream for Pakistan?
Develop a community engagement centre that will serve as a national and regional resource for strengthening community ownership.”

Kausar S. Khan

To find out more:

Stimulating, Appreciating and Learning from villagers was the agenda of a visit to a village where the SALT approach echoed even though it was familiar to only one member of the visiting group as Kausar S. Khan shares here: http://aidscompetence.ning.com/forum/topics/salt-echoed-though-not-planned.

Kausar S. Khan also introduced SALT to health counsellors. Find out more here: http://aidscompetence.ning.com/forum/topics/introducing-salt-rapid-effective.

And in World Hepatitis Summit this November, Sabeen Shah, Kausar S. Khan, Aliya Hasnain from Pakistan presented a poster, highlighting the need for community engagement through the SALT approach in order to achieve the goal of elimination of the disease by 2030. Find out more here: http://aidscompetence.ning.com/profiles/blogs/towards-elimination-of-hepatitis-c-in-pakistan-moving-beyond-the.

Philippines

The first activities of the Constellation in the Philippines date back to 2007 as part of the fight against AIDS with the support of the Asian Development Bank. In 2010, Pinoy Competence is officially created and has around 76 members. In 2013, PinoyCompetence facilitates community-based research on Aquatic Agricultural Systems (AAS) from which they derive their livelihood.

Reconnecting

In November 2017, Jean-Louis Lamboray met three PinoyCompetence facilitators: Joy Ferriols-Pavico, Myrna Akosimyrna and Gerlita Maquiran Condino-Enrera. They were happy to reconnect because they had not seen each other for a long time, and they were excited to see new people interested about the process. See the video: https://www.facebook.com/lamborayj/videos/10210787803757625/.

PinoyCompetence and the Center for Environment and Sustainable Development organised a 2-day workshop for NGOs and CBOs. Participants liked the energy they found in SALT/CLCP. “If we disconnect from one another, the energy does not flow. We can do this together from level one to level 5!” See the video: https://www.facebook.com/lamborayj/videos/10210787667914229/.

The magic of science to the aid of children of Manila

Joy Ferriols-Pavico organizes a mentorship on science through magic tricks and by peers: between the children of the science club that she facilitates and underserved children, to develop inner capacities of all. She finds interesting ways to finance the process. Find out more here: http://aidscompetence.ning.com/profiles/blogs/the-magic-of-science-and-math-called-aghanathika.
Every member in the community, young and old, man and women, children and adult can contribute in nurturing a positive environment for youth, children and families to strive. Beyond Social Services’ role is to facilitate discussion, sharing and learning, while building a supportive community that looks out for each other: “It takes a village to raise a child”.

**Bringing SALT to professionals in the social sector**

This year, apart from supporting low-income communities, we brought the SALT experience that we gained since 2012 to social workers, educators, mental-health professionals, leaders in the social space and more importantly, groups coping with mental and physical disabilities. Working closely with Jean-Louis Lamboray during the week beginning the 14th of November, we conducted 7 SALT Visits with a view of igniting or affirming local response, where appropriate.

The theory of CLCP may not have been understood or embraced by all. Professionals were concerned as SALT requires the “expert” to become a “facilitator”, but our big achievement was providing participants with a huge dose of SALT. Through the various sessions, we could create an experience of connecting authentically, empathising with each other’s challenges and appreciating strengths.

**Our tools**

To create a safe space, we use three tools:

**a. The Marketplace**

Participants with a common interest are invited to elaborate on their experiences. Themes range from light-hearted questions like “what is your favourite food?” to more revealing ones like “are you the oldest, youngest or middle child in your family, and how does it feel to be in that position?” In this activity, a safe space is created by the combination of curiosity, humour, movement and the fluidity between similarities and differences.

**b. Silent Statements**

Standing in a circle, participants step forward if a statement made by the facilitator resonates with them. The facilitator gradually introduces provocative and sensitive statements, and participants have a choice to reveal more of themselves or not, according to their level of comfort. The facilitator does not question the choices people make, and the group applauds those who step forward two actions that demonstrate respect, affirmation of different realities and support. The statements cover a wide spectrum of things that make us human, like “I have played in the rain”, “I have been in love” and “I have been bullied”.

**c. Listening for Strengths**

In pairs, participants are given a few minutes to think of a personal story that they would like to share, by way of introducing themselves. After taking turns listening to each other, they share the strengths they observe in their partner through their story. They then introduce their partner to the room by highlighting his or her strengths.
We also regularly facilitate “Learning Journeys”, which are SALT Visits by students, teachers, corporate professionals and others to the homes of our members who live in rental housing communities. The After-Experience Reflection (AER) with a group of lecturers from a local Polytechnic revealed that the participants were struck by our members’ generosity towards neighbours and their resilience in even the most disempowering circumstances—qualities they hope to transfer to their own contexts and lives. These are a group of lecturers who will, together with their students, support the local response in these communities.

The positive experience of the SALT Visits reminded us of the importance of connection before action.

Action is best fuelled by appreciation of what we have because it is often not our weaknesses that prevent action, but the lack of a shared identity and purpose. This experience reminds us to be grateful and appreciative for where we are and who we have in our SALT Journey:

- Ourselves and the strengths everyone in the team brings to the work and wellbeing of our community workplace. We are all strong and we are all weak, but we can all choose to be committed to a shared dream;
- The children, youth and their caregivers who strive for happiness and stability in their lives;
- The neighbours who sincerely reach out the vulnerable in their neighbourhood and take much pride in being the local response;
- Members of the larger community who generously share their resources.

In an operating environment where efficiency is valued, and effectiveness carefully measured, it is easy to notice what has gone wrong and to take corrective action. Corrective action, while always necessary, must be executed in a manner that does not depreciate people, their good intentions and the SALT that fuels local response.

Some other tools that we have used this year are Dream Building among Community Leaders, who went on to implement projects and take action in their respective neighbourhoods, as well as Learning-and-Sharing among families living in poverty. The latter took place across two community conversations where members from 6 different low-income neighbourhoods participated. They transferred ideas for self-help, self-advocacy and mutuality among neighbours, based on their experiences and efforts in their respective communities.

### Competencies facilitated

Over the last 12 months, the competencies we attempted to facilitate include:

- Leadership, ownership and local response among Community Leaders in low-income neighbourhoods;
- Managing with limited financial resources;
- Connection between older persons and young people;
- Cooperation among neighbours from different social strata;
- Welcoming migrants as neighbours;
- Communication between young people and their caregivers;
- Peace-making/conflict resolution among youth;
- Restoring and repairing relationships among neighbours after a conflict;
- Appreciating diversity and practicing inclusion.

However, the competency that is most important to address must be our own ability to be an appreciative presence wherever we work. Otherwise we are here to fix problems and not really facilitating a space where people experience and become empowered. It is not what we can do, but who can we be. Being an appreciative presence wherever we work is our commitment from here on.

We have also adapted the SALT approach to several issues, accompanied by innovation in tools, such as:

- **Family Strengthening**: While SALT is typically used in community settings, we apply the principles to supporting families in crisis. By bringing the family together with friends, relatives and others who care about their well-being, we facilitate conversations that enables the family to discover its strengths, to build a dream, and to develop action plans. The different stakeholders identify ways they can contribute to realising that dream for the family.

- **Self-expression and strengthening the voice of youth in low-income neighbourhoods**: Through creative exercises, youth are encouraged to tell their stories to each other and to their communities with artistic license and safety. This evocative experience invites everyone to think about how they can partake in creating a safe and conducive environment for young people to thrive.
In this journey, there were several moments that really made the possibilities of SALT stand out:

A few immigrant families in a neighbourhood felt excluded and unappreciated by their neighbours. In a conversation we had with some community leaders regarding this, the facilitators started by appreciating the many strengths the group of parents showed in supporting their neighbours with food rations and friendship, in connecting them to social service agencies, and in organising meaningful opportunities for the development of the children in the community. When asked what their vision was for the neighbourhood, the members enthusiastically said that they wanted more children, from different backgrounds and origins, to benefit from the opportunities provided. They then proceeded to share actions that they would take to make this happen.

What we had feared would be a difficult or divisive conversation turned out to be a very organic and fruitful one because the members started out feeling affirmed and could talk about the changes they wanted to make from a place of strength.

In a conversation about how families in different neighbourhoods were tackling poverty, one group shared their initiatives. Community leaders from other neighbourhoods were very inspired by the group’s motivation, their successes, and their ability to self-organise. They asked if a deeper sharing by the team could be organised, so that they could learn and transfer to their own settings. Once connection between the participants was established through authentic sharing of personal stories, solidarity, empathy and peer support followed very naturally.

This experience reinforced that learning from each other’s experiences, and transferring to our own contexts, is a natural response to witnessing strengths. It also reinforced that there is nothing we can or should “teach” or “instruct” when it comes to supporting vulnerable groups. Our role was really to hold the space that invites resonance, so participants can hear from each other and imagine possibilities for themselves.

Gerard, Kokila and team
Tanzania

The power of appreciation in the response to non-communicable diseases

HelpAge Tanzania has used SALT and the community life competence process (CLCP) in an intergenerational approach of non-communicable diseases (NCDs) in the Kibaha district in the coastal area of Tanzania between June 2016 and August 2017.

Judith Bagachwa, facilitators trained in June 2016, recalls the beginning of the ‘Healthy Kibaha 2025’ project: “Not finding their worth, people tended not to believe in themselves. There was a need to inspire them. So, we decided to use SALT, we moved our focus from problem to solution. [...] We simply asked them to share on how they have survived for so long, we wanted to learn from them.”

In partnership with local organisations, HelpAge International sought to identify approaches that generate significant impact on NCDs. The implementation of SALT/CLCP showed a number of impressive outcomes on the health of older people, children and adolescents living in multi-generational households. Health facilities in the project areas now generate data on the number of people diagnosed with NCDs.

Communities adopted SALT/CLCP and achieved positive results in their villages

The Bamba village took the initiative to grow a vegetable garden to help community members eat healthy foods.

At Kongowe Village, the team leader decided to draft a letter and had it presented to the local government officials informing authorities that it is possible for people not to die because of hunger. He expressed how CLCP approach had enlightened him and was now able to see the importance of individuals using their own available resources in communities and become independent.

Today, CLCP members in Kongowe have established themselves and are doing individual farming of which they can provide food for their families and sell farming products to earn a living.
At Mtambani village, children can explain noncommunicable diseases, what they do to prevent themselves from such diseases, and how they share their knowledge with other family members.

People from across generations get organized to exercise together. Six villages identified a person in the community who could train them four times a week.

Health clinics are more in demand for NCDs surveillance than before the project started. People encourage each other to go for health check-ups. At Mwendapole village, young ones can go on Wednesdays, but consideration will first be on older persons because it’s their day!

The ten communities shared their experiences with CLCP at a learning festival held in Kibaha in March 2017.

Tunisia

In 2013-2014, the Constellation accompanied a platform of 70 health workers and civil society members to develop a regional health plan in the region of Gafsa, with Médecins du Monde.

This year, Samia Hammadi trained trainers on community participation in the fight against noncommunicable diseases (NCDs). Find out more p. 57.
The Constellation has been working with Ugandan communities since 2005, with the Roll Back Malaria project, then in 2007 with the Great Lakes Initiative on AIDS and in 2008 with the Aga Khan Foundation. Since 2010, Health Nest Uganda (HENU, https://healthnestuganda.org/about-henu/) has been facilitating the development of community competence for life for the elderly: “We have had successes and challenges, and, in this process, we have contributed to the growth of Life Competence in Uganda.”

Constellation coaches trained HENU facilitators with support from WHO in 2012; co-facilitated the national rollout of the Manual of Social Gerontology that includes SALT/CLCP with HENU and the Uganda AIDS Research Unit in 2014; and supported the monitoring of progress in the health and well-being of older people in 2015.

“Let us start with Love. Everything else will follow”

These are the words of Arthur Namara who created Health Nest Uganda.

One day, an elderly woman approached Namara Arthur Araali, asking him why older persons were not taken into consideration in the research work of the AIDS clinic, why assistance was limited to those between 18-49 of age? She found this to be highly discriminatory.

Arthur began to ask around, trying to find organizations that specifically addressed the needs of older persons. He came up empty.

That is when he decided to take matters into his own hands.


“The SALT virus is spreading. It is spicing up and exciting our older persons’ groups in Entebbe. Older persons are not waiting to be assisted but are moving ahead to initiate positive change towards their health and wealth.” Arthur Namara.

A Global Learning Festival to learn from the Ugandan experience

The Ugandan experience is important for all community work with vulnerable groups towards sustainable solutions. One of the secrets to Uganda’s success is the creation of an open, honest, and ever learning environment, which has allowed our older persons to openly discuss their concerns and to learn from each other. This has stimulated older persons to develop solutions to their issues and implement them in a way that is sustainable.
This year’s festival, in Uganda, provided an interactive, intergenerational sharing space where older persons groups and their friends, youth groups, policy and governance community, participants from the international community and Constellation members came together to share, to learn and to build our common knowledge asset. The knowledge asset offers input for reflection on how intrinsic strengths of older people in our communities can be strengthened to create a healthy, dynamic and inclusive environment. It shows how a seemingly vulnerable group can create lasting local responses. Find out more about the GLF p. 45 and about the knowledge asset here: https://sites.google.com/a/communitylifecompetence.org/the-uganda-learning-festival/home/the-knowledge-asset.

Participants came from Belgium, Botswana, Burundi, DRC, France, Guyana, India, Kenya, Madagascar, Nigeria, Pakistan, Singapore, Tanzania, Uganda, United Kingdom and United States.

“My dream is that SALT is being practiced all over Africa and in all issues. Six countries of Africa are here, and we need to sit and think how can we transfer this practice to other countries.” Arthur Namara.

Local knowledge matters: older person share a recipe for a better cooking fuel

Older persons supported by HENU are using charcoal dust and cassava flour to make briquettes. Briquettes are a cheap alternative to firewood and traditional charcoal. By using briquettes, they have stopped cutting down trees and reduced smoke related diseases in their families.

See a stop-motion video explaining the making of the briquettes here: http://www.vimeo.com/asyouopenyoureyes/homemadebriquettes.

This documentary is part of the As you Open Your Eyes (AYOYE) series of stories. The seniors’ communities told their story in “Dancing Jajas”, the first episode already available. Find out more about AYOYE p. 46.
South Africa, United Kingdom, United States

To facilitate SALT/CLCP in their context, as part of the online training, Laura Simms, Meme Matsie and Priya Loomba could count on each other’s support and on Claire Campbell and Rituu B. Nanda, their trainers.

Focus on strengths as source of transformation for youths in Manhattan

Laura Simms helped a youth, Malakai, to put in action his strengths, working as a storyteller in a very diverse and difficult public school in Manhattan: “They were learning to be storytellers to present folktales that inspired leadership and advocated against bullying. During our session, I noticed a boy who kept to himself and was avoided by the rest of the class. I asked him for his strength and he blurted out that he liked action figures who were "really strong." It turned out that he could not read (because of an eye problem.) The teachers watched him with alertness. He often caused chaos in the classroom. His propensity was bravado. However, I noticed that another of his strengths was his capacity to listen and speak what he heard.” Find out more here: http://aidscompetence.ning.com/profiles/blogs/focus-on-strength-as-source-of-transformation.

Allowing children of Mafikeng to give a voice to what matters to them

Masekhanya Meme Matsie had her first taste of SALT in India in a course given by Rituu B. Nada. “In 2016, I had taken a decision to be socially involved in a community I live in, and I served in a home accommodating children between the ages of 07 - 13 years. The first step I had decided to take was to determine how I could break the ice and allow the children to be free in expressing who they were. The SALT Approach was a method of choice...” Find out more here: http://aidscompetence.ning.com/profiles/blogs/as-i-learn-to-apply-salt.

Revealing and nurturing Hackney’s community life competence

“What are you most proud of?” “What are your strengths?” “What makes us human?” … The key questions of the CLCP triggered passionate discussions between the inhabitants of Hackney, notably the question “What is a local response?”, as Priya Loomba shares: “Many local people knew there were great strengths to harness in the community, but that these were not recognised or nurtured by local infrastructure. Many participants had been encouraged by local NGOs to volunteer, work with their communities, and indeed they do spend their time acting as "community connectors."

However, this is where they felt that support stopped. [...] The notion of residents actually leading the development efforts in the area seemed to have been given no chance.” Find out more here: http://aidscompetence.ning.com/profiles/blogs/applying-salt-in-inner-city-london.

The SALT online programme in a few words:

9 hours of live interactive coaching
3 selected participants
A dedicated certified facilitator
A private forum to connect with your triad
6 modules of content
A schedule customized to your life style

To take an online SALT/CLCP facilitation course in English, French or Spanish, contact luc@communitylifecompetence.org. Lysiane Cueff shares her experience, in video here: https://www.youtube.com/watch?v=x9sLgzt1hjQ.
3. Constellation Global Support Team Activities

The Global Support team (GST) supports teams and individuals while they focus on the essentials: experience SALT in their context, making it evolve, and participate in the viral movement of the Constellation through their actions.

**To connect local responses around the world,** GST facilitators organize a Global Learning Festival (GLF) every year ([https://www.facebook.com/groups/1642624679338042/](https://www.facebook.com/groups/1642624679338042/)) and offer the Constellation website ([http://www.communitylifecompetence.org/](http://www.communitylifecompetence.org/)) and newsletter ([https://mailchi.mp/f7274b12e65c/news-from-the-constellation-salt-approach-and-community-life-competence-june-2018](https://mailchi.mp/f7274b12e65c/news-from-the-constellation-salt-approach-and-community-life-competence-june-2018)). Those channels give the facilitators the opportunity to feel connected to a movement. In addition, they can contact Constellation facilitators around the world working on the same topic on the online platform facilitated by the GST ([http://aidscompetence.ning.com/](http://aidscompetence.ning.com/)). At the Let’s reconnect monthly meeting, facilitators of the Constellation are invited to share and learn from each other’s experiences of applying SALT and CLCP ([mailto:laurie@communitylifecompetence.org](mailto:laurie@communitylifecompetence.org)).

**The GST is transferring the approach through international partnerships,** this year in Botswana (pp. 64-65), DRC and Burundi (pp. 62-63), France (p. 67), Guinea and Liberia (pp. 55-56), India (pp. 49-54), The Netherlands (pp. 58-59), Pakistan (p. 60), and Tunisia (p. 57). They present the approach at conferences and advocate with international organizations, as well as on social media. GST facilitators support the implementation of the approach in 120 villages in 3 districts of Assam, India, so that the Constellation can present a current assessment of the approach (see pp. 49-54).

**The GST makes tools and lessons learned from facilitation available** and launched this year an Online SALT Facilitation Program ([http://www.communitylifecompetence.org/training.html](http://www.communitylifecompetence.org/training.html), also, see p.43). GST facilitators also offer on-demand technical and content support for members. The GST translates various materials so that learning can be done beyond the language barrier.

The GST stimulates the sharing of experience, inspiration and encouragement for communities around the world to put their forces to work and to influence people of influence. Since 2017, the GST has been highlighting local responses of SALT communities via a series of documentaries on local responses, As You Open Your Eyes [http://asyouopenyoureyes.com/](http://asyouopenyoureyes.com/), and the What Makes Us Human Tour [https://what-makes-us-human.com/lets-reconnect/](https://what-makes-us-human.com/lets-reconnect/).

We invite people who share the Constellation dream and want to contribute to it to join us by becoming Constellation member to express and strengthen the linkages between our joint efforts. The team will ensure that members get access to the available channels for communication and conversations, and members will be given an opportunity to contribute time, experience, skills and network. See here: [http://fr.communitylifecompetence.org/devenez-membre.html](http://fr.communitylifecompetence.org/devenez-membre.html).

Global learning festival participants including GST team members on their way to morning exercises. Photo courtesy of Ranganayaki Thangavelu.
2017 Highlights

Global Learning Festival in Entebbe, Uganda

Health Nest Uganda and Constellation organised a Global Learning Festival (GLF) in Entebbe, Uganda, from the 16th to the 21st October 2017.

**We started with a learning market** where participants shared the diverse, global experiences in facilitation of the steps of the Community Life Competence Process, and newcomers learned more about the approach.

“We learned from other Countries Team experiences and that pushes us for more creativity in our development initiatives in our communities.”

“I've been convinced of just how crucial it is to respond to the community, help them to come together, and to listen openly to their priorities and needs. I've seen the importance of ownership and for people to set their group and individual dreams. I hope to take this forward into the voluntary organization Serve the City and in an idea for working with refugees in the UK.”

**We learned from the older persons of Uganda** how seemingly vulnerable groups can create sustainable local responses, and we considered how we can adapt this learning in our own context. We spend two days in SALT visits with communities.

“The visits challenged the conceptions about the place of the elderly person in the African community, well integrated into their social and family fabric. We saw people who were isolated and that the HENU association helped on many levels.”

“This allowed me to think about the place of the elderly person in France: what can we do to make sure that they have a place in the communities, and to break their isolation when they live at home and have few social relationships.”

**We left re-energised for more local responses.**

“This visit confirmed the power of the human connection. This confirmation carries me and motivates me to continue doing this work.”

“I have learned that I should be more outgoing. In my work I tend to wait issues come up to my level to act, but if I was more outgoing, I would be more proactive. All the stories I read, lived or shared during the GLF show that things started to improve only when people started to get out of their way to meet, help and support each other.”

To find out more:

Everything on the Global Learning Festival in Entebbe (Agenda, Article from Entebbe news, Marketplace, SALT visits, Stories, Knowledge asset and What did we learn: the AER): [https://sites.google.com/a/communitylifecompetence.org/the-uganda-learning-festival/home](https://sites.google.com/a/communitylifecompetence.org/the-uganda-learning-festival/home).

From the 16th to the 21st of October 2017, it was possible to follow each day what was happening at the Global Learning Festival in Uganda on WhatsApp, Facebook and the Community Life Competence Platform!

The GLF 2018 will be hosted by IndoCompetence. See p. 27.
As You Open your Eyes filming of community stories of ownership in Mauritius, France and Uganda

The Constellation and Visual Development have jointly developed a film project to be produced during the next two years. The aim is to make a series of six short films presenting different stories of community change. We believe that, by shining a light on these communities, we will inspire others to take action to improve their situations. Also, we want to persuade policy makers and commodity providers to support community responses.

Each one of these six communities has a compelling story to tell. They are spread around the world, and the challenges they face are as diverse as their cultures, societies and economies. Each episode in the series tells one of these stories, including the essence of the different stages, emotions, difficulties and creative solutions encountered along the way. Our aim is to document the complete story of change within each community with both the beautiful and painful aspects that are inherent to community change and human interaction.

Visual Development filmed three communities in 2017:

1. Poste Lafayette is a small community that lives in a pocket of poverty on the northeast coast of Mauritius with whom the Constellation worked through 2016. This episode tells the story of how children in the community take up ownership for their well-being through a football club.

2. Health Nest Uganda has used the SALT approach in their work with older persons since 2011. The episode ‘Dancing Jaja’s’ makes those older persons shine, while they put their hands and hearts at work towards their own dream of being Happy and Healthy older persons.

3. Les Amitoyens in France are working on a co-housing project while building their community that wants to be an example for a different way of living together: eco-friendly, in solidarity and with respect for diversity. They apply the approach since 2014. “It was beautiful to see the double potential of As You Open Your Eyes develop, before our eyes. We saw individual members of the Amitoyens blossom as they re-discovered their personal and their community’s strengths through storytelling. Now, they are carrying their project with even more pride. We also realise that, once ready, each episode of the project will have the potential for strong conversations with a varied audience in all countries.”

Find out more here: http://asyouopenyoureyes.com/
To organise a screening of one or more episodes in your context, contact marlou@communitylifecompetence.org.
Telling the story of a shared dream

This year, we had an additional opportunity to be a voice for local responses. Jean-Louis Lamboray’s book ‘What Makes Us Human?’ was published at Balboa Press at the end of 2016, translated from the original ‘Qu’est-ce qui nous rend humains’ with the help of Shyamala Nataraj. The book tells the story of the shared dream and brings forward the voices of people and communities in the Constellation.

The book creates a space to open the conversation on the power of communities’ ownership over their issues. It has the potential to inspire local responses and to invite support to local responses.

“Deep inside us, we know it: it is within our powers as global citizens to make life flourish. No one else will do it. The question is how. ‘What makes us human?’ offers a way forward.” Jean-Louis Lamboray.

“At the Ministry of Health of Senegal, we try very hard to stimulate community ownership of health issues. Jean-Louis’s book will help us take further action.” Awa-Marie Coll-Seck, Minister of Health and Social Affairs, Senegal.

“As it seems that the complete society is in burnout, SALT with its deep respect towards life, people and nature, offers a helpful hand.” Patricia Speltinx, Key to You and the New Workers.

#letstreconnect

During 2017, Jean-Louis Lamboray travelled around the world to reconnect with communities and facilitators who continue to write the story of the shared dream. In over 22 cities in Belgium, France, Mauritius, Kenya, Uganda, Rwanda, India, United Kingdom, USA, Indonesia, Singapore, Philippines and Thailand, GST collaborated with local connectors who organised a book presentation and, where possible, related events (press meetings, SALT visits, lecture at universities, etc.).

The #letstreconnect happenings triggered joyful emotions amongst people who have read the book, as well as excitement amongst those who were yet to discover it:

“The last few days with Jean-Louis has deepened my commitment and reignited my passion for people.” Ranganayaki Thangavelu, Singapore.


People featured in the book and facilitators from many different fields share in video how they approach SALT here: https://what-makes-us-human.com/the-dream-is-alive.

Launch of the Online SALT Programme

We provide material to support Local Response with the facilitation of the Community Life Competence Process and SALT at all scales, from the individual to the national.

A free version of the tools is available on our Community Life Competence platform: https://sites.google.com/a/communitylifecompetence.org/online-salt-training-from-the-constellation/. We never make any claim to ownership of intellectual property related to these tools and methodologies.

In 2017, we launched the Online SALT Programme that offers distance learning and support of facilitation of the Community Life Competence Process. The programme was developed in 2015 and tested in 2016.

**What is it?** It is not a theory course; it is a real-life experience that three people and a coach take together. You will learn from your experience as you accompany a group through the CLCP and from the experiences of many other people who have facilitated CLCP and SALT around the world.

Each student chooses a community with which he or she goes through the exercises of the programme. In all of this, you will be helped, guided and supported by your coach and your colleagues in the triad. It takes about three months to complete the programme: there are 6 modules in the programme with two Skype meetings per module.

**In some triads, trainees are in one area, but working on different communities, in other triads people are from across the globe, and the course will be connecting local responses.**

Lysiane Cueff, from France, explains why her triad continues to meet on Skype around once a month: “We established a relationship and we self-stimulate each other in the accompaniment of our groups. We exchange ideas. We also exchange on our difficulties. We want to follow the movement of Constellation.”

Find out more here: https://www.communitylifecompetence.org/training.html
Partnerships

Impact assessment of the SALT approach

Country: India.

Partners: Centre for North East Studies and Policy Research (C-NES), Voluntary Health Association of Assam (VHAA), Public Health Foundation of India (PHFI), Indian Institute of Public Health-Shillong (IIPH-Shillong) and International Initiative for Impact Evaluation (3ie).

Support teams: Akhil Kalita, Amrit Rabha, Ashok Rao, Babymoni Bordoloi, Baharul Islam, Bhaswati Goswami, Bobby Zachariah, Dipak Nath, Dolores Rey Novoa (France and Spain), Ian Campbell (United-Kingdom), Jahirul Choudhury, Jean-Louis Lamboray (Belgium), Jyotika Barua, Luc Barriere-Constantin (France), Mantu Boro, Marlou de Rouw (France and The Netherlands), Monjur Mondal, Noorjamal Hoque, Philip Forth (United-Kingdom), Rituu B. Nanda, Ruchira Neog, Santu Das, Sujit Ray and Trailakya Das (facilitators are from India, when the country is not specified).

Project period: January 2016 - December 2018.

Intervention implementation period: February 2017- April 2018.

C-NES, VHAA, PHFI, IIPH-Shillong and the Constellation are working together on a project supported by the International Initiative for Impact Evaluation (3ie) called:

"Impact assessment of the SALT (Stimulate, Share, Appreciate, Listen, Learn, and Transfer) approach of community engagement to increase immunisation coverage through ownership—a mixed methods study in Assam, India."

Since the beginning of 2017, facilitators from C-NES and VHAA support the approach in 90 villages in 3 districts of Assam: Kamrup Rural, Bongaigaon, and Udalguri. The Constellation conducted two trainings, one from the 13th to the 17th February, the other from the 5th to 11th June, and four support visits. Rituu B. Nanda provides daily distance support. PHFI/IIPH-Shillong will be evaluating the SALT intervention using a randomized controlled trial design. Evaluators will go back to the 180 communities visited for the baseline study to see what happened in both SALT (intervention) and non-SALT (control) villages. Note that the villages were randomly assigned to intervention and control groups by the evaluation team. A detailed set of process indicators were collected throughout the intervention period.

Despite challenges (financial constraints, difficult terrain, facilitators drop-outs, lack of community response, among others), facilitators of the Kamrup, Bongaigaon, and Udalguri teams are doing tremendous work: “Everything is going well and community engagement is increasing day by day in the SALT process. Yes, we also have challenges, but we are always hopeful”, says Monjur Mondal of the Bongaigaon district team.

Dream building and self-assessment in Dihina village, Kamrup District, photo courtesy of Ruchira Neog.
Here is an overview of the work of facilitators and villagers in Assam:

Engaging all community members

To engage all community members, district team facilitators strike up random conversations on the streets, they do prior and follow up visits in villages, they have After Experience discussions with participants, and they involve villagers in facilitation. Mantu Boro and Santu Das facilitate simultaneously in two languages, Boro and Assamese, as many villages have mixed linguistic groups.

“We took what we call Verbal Action Plan as people were not available due to their daily work and National Register of Citizens (NRC) related issues. Discussion started with 3 women who were later joined by many people of the community including health worker. We achieved the plan we made for the day.” Courtesy of Jahirul Choudhury.

Active participation of villagers is also encouraged thanks to local facilitators of the community. From the beginning, district team facilitators engaged community members in facilitation of SALT visits, and now these members are also helping in the Community Life Competence Process (CLCP). “Akan Boruah was interested in home visits and the SALT process made him happy as he realised this is the only process to improve immunisation levels”, says Dipak Nath.

Phil Forth adds after his visit in Assam, from the 4th to the 8th of December 2017: “The local champions are active, enthusiastic and engaged. They understand what this process is all about. They are a powerful force for good.”

Community engagement to increase immunisation coverage: “We want to reach level 5!”

Let alone local responses, district team facilitators are happy to see signs of community ownership as spontaneous transfers, invitations by the villagers to facilitate the next step of the CLCP and other various initiatives.

Jahirul Choudhury shares how two men, taking responsibility for immunization, said: “We feel as if we were sleeping for the last many years, and today it seems we have woken up from our sleep and trying to know more about immunization.” They decided to transfer it to 5 other men and they will tell them to transfer to other 10…through this, one day, all people of the community will be aware.

After the second self-assessment discussions at Chakrasila, Sujit Ray reports that “the community’s people discuss among themselves about their action plan and make other people aware of it.”

People’s commitment to vaccinating their children manifests itself at many levels: requests for information from health workers increase, people know about the vaccination schedule, they raise awareness among their entourage, fathers take their children to the immunization session and the number of vaccinated children increases.
The Accredited Social Health Activist (ASHA) is making villagers aware of the details of the immunization schedule. This was a meeting/awareness programme conducted at the behest of the community people. She is very happy that people are coming forward to know more about immunisation as she always wanted. Photo courtesy of Jahirul Choudhury.

Men participated in dream building and self-assessment. “We have had men drawing their dream for the health of their children. This makes me very happy” shares Trilakya Das of the Kamrup district.

Fathers have started taking their children for immunisation. Photo courtesy of Jahirul Choudhury.

Elder mothers have started mother to mother encouragement for immunisation. Photo courtesy of Akhil Kalita.

Hatipota No 1 in Udalguri proudly presenting their action plan facilitated by Jyotika Baruah and Amrit Rabha.

People now know the immunization schedule and they do not need to be invited for immunization sessions by health workers at Chatpara, Bongaigaon District. Photo courtesy of Babymoni Bordoloi.
Second self-assessment in Dumuria pt3 of Bongaigaon District: the village is fully immunised, and villagers are joining the health worker for home visits to talk to dropouts. “We are at level 4.” Philip Forth, Ritu B. Nanda & Ashok Rao were at the event. Courtesy of Baharul Islam.

According to the health worker, the number of participants in the immunization session is increasing in Kanara Beel, shares Baharul Islam.

Other local responses

At the end of 2017, the district team facilitators facilitated the second self-assessment in many communities, and they are invited to see the results of activities. Villagers use the SALT/CLCP approach to deal with other challenges, such as access to health services and education.

“In Banderigaon, Udalguri district, villagers applied for an Anganwadi centre (mother and child care centre)” tells, for example, Mantu Boro. Some groups decided to take care of cleaning the centre, or plant trees in its proximity, others, to encourage children to go back to school.

Kids at the Kanara Beel centre, photo courtesy of Baharul Islam.
The villagers have pasted their dreams, self-assessment and action plan charts in a public place as reminder of the process to be undertaken.

Communities have started taking actions themselves. Repairing a damaged Anganwadi centre as there was no action from the Social Welfare department of the Government even after repeated reminders.

Villagers cross checking the immunization card to verify whether vaccines were administered as per schedule and to ensure that there is no drop out.

Community taking action by locally making sand filters in their homes to get clean drinking water as part of their action plan.
Find out more about the partnership in Assam:


Regional confidence project

Countries: Guinea and Liberia
Partners: German Institute for Medical Mission (DIFÄM), Christian Health Association of Liberia (CHAL) and Tinkisso
Support team: Alain Kolié Ouo-Ouo (Guinea), Pasteur Edmond Noramou (Guinea), Ibrahim Kamara (Sierra Leone), Joseph Koïvogui (Guinea) and Luc Barriere-Constantin (France)
Time frame: October 2016 - August 2018.

Supported by the faith-based organisation DIFÄM and the German Society for International Cooperation (GIZ), the Regional Confidence Project (RCP) aims at improving relationships and trust between communities and health facilities on both sides of the border between Liberia and Guinea. Both countries have been hardly hit by the Ebola outbreak.

The need for such an intervention was identified during Open Space Conferences held in early 2016 in the three countries most affected by Ebola: Guinea, Liberia and Sierra Leone. The Open Space conferences gathered, per country, about 130 to 160 individuals who, in one way or another, have been affected by the Ebola outbreak as providers or users of the health care system. During these conferences, a serious loss of confidence of the population vis-à-vis health care providers was clearly pointed out. This loss of confidence affected the use of health services, participation in child immunization campaigns, prenatal care and deliveries.

Between the 1st of September 2016 and the 31st of August 2017, the project cooperated with 7 health facilities and 16 villages/communities. The RCP has adopted a three-level approach:

I. Address urgent gaps in infrastructure and equipment facilities;
II. Train staff in infection prevention and control;
III. Empower communities to find solutions to health challenges by their own strengths, using the SALT/PCCV method.

During the planning phase, it was anticipated that a fruitful dialogue would lead to an improvement in quantifiable indicators for the use of health services. The following indicators were measured at the beginning and at the end of the period:

I. Number of pregnant women from the project villages who come for their last prenatal consultation;
II. Number of patients from the project villages who attend the health facilities for general treatment;
III. Number of villages regularly reporting disease and deaths to the health facilities;
IV. Staff satisfaction within participating health facilities.

Between 2016 and 2017, there was a very positive change in the use of health services in both countries. People have started using health services again, especially in smaller health facilities, as the memory of the Ebola outbreak is fading. The RCP made a strong contribution to this very positive development by making a direct effort to involve community members and health services in an asset-based dialogue.

Attendance at outpatient department in all hospitals in the zone grew by 143.8% between June 2016 and June 2017. Attendance of pregnant women at the last antenatal visit increased by 10.7% over the same period. While 100% of Liberian villages now regularly report morbidity and mortality to health facilities, Guinean communities have been less successful given the novelty of the demand. Finally, the satisfaction index of health staff improved significantly, but the short period of implementation of activities did not allow for a more substantial improvement.

In January 2018, a health worker from Baala, Guinea, said, "I am proud of our health post. Before, we were in a hurry to leave after a job, but since the organization of cleaning by the services head, we take enough time, sitting and talking even after hours of work, because we feel the good air circulate with the cleanliness of the premises."
In addition to the measured indicators, we have seen many positive changes within communities. Communities in both countries were very affected by seasonal diseases such as diarrhoea and malaria as well as sanitation issues in the villages. To improve this, almost all villages made plans for the regular cleaning of public places and to increase the number of public latrines. Some villages have decided to create dumping sites, some others to build cemeteries outside the village. They were also able to manage access to clean water and use of mosquito nets. But the most important result of the project was that it allowed people to “talk” and made communication between the community and the health facilities possible.

It is important to remember that these results were obtained only after a 10 months’ intervention.

Find out more in:


Community mobilization around non-communicable diseases

**Country:** Tunisia  
**Partner:** SOGEROM  
**Facilitator:** Samia Hammadi  
**Time frame:** December 2016 - December 2017

As part of a project to support 13 disadvantaged regions, a partnership between Tunisia and the European Union, and a wider project of health reform in Tunisia, Samia Hammadi trained trainers on ‘community participation in the control of non-communicable diseases (NCDs)’. A World Health Organisation (WHO) expert, on prior analysis of the situation, had highlighted lack of participation: sensitization meetings took place, but communities do not have the opportunity to express themselves, and share how they take ownership of the challenges of a healthy life.

The workshop took place in a serene climate. Every participant worked on an equal footing, and all were interested in the experiences that I shared with them, for example, the local responses in Gafsa and in Vilvoorde. It was also important to identify words which impacted the very spirit of the SALT approach in the speech of the representative of Sidi Bouzid, cradle of the revolution of 2011. The approach was indeed transferred by Médecins du monde from Gafsa to Sidi Bouzid, but the name of the approach, SALT, was lost.

Since this workshop, health staff (doctors, health technicians, administrators) and civil society work together. For example, Dr Sara, on her return to her region, has taken the initiative to bring together all stakeholders who could play a role in the fight against NCDs to listen to them and see what everyone wants to do, and to decide a strategy together. She is proud to have achieved this, as she shared with the workshop participants.

Dr Mounira Masmoudi, in charge of the communication strategy around NCDs, was pleased to discover the approach. She now provides distant support to the representatives.

The "Healthy Tunis" dream

So beautiful I see you, O my country  
Like a country of Plato  
Good is to live in my house  
No tobacco, no chronic diseases  
Joy of living together by eating the best fruits and vegetables  
Like a gazelle in the desert, big and small, we’ll run  
We appreciate the landscape  
We walk in our streets and contemplate our beautiful gardens  
Desire our well-being with determination we practice sport  
This is a dream we are building  
And with our hands we make our city the light of our eyes
Fostering integration of refugees

**Country:** The Netherlands  
**Partner:** Dutch Council for Refugees  
**Support team:** Joke D’haese, Birgitta Schomaker and Marlou de Rouw  
**Time frame:** January 2017 - October 2018

**Context:** The Dutch Council for Refugees (DCR) is an independent NGO and an organisation with 13,000 volunteers and 300 employees. The DCR is well established and recognised in Dutch society for its expertise and network. Funds to try out innovative methodologies became available end 2015 after the rise in the number of refugees in Western Europe. Senior professionals of the DCR were looking for a strengths-based participatory group approach in assisting refugees with a temporary asylum residence permit to integrate within the Netherlands.

The Constellation’s earlier successful application of SALT/CLCP in a Red Cross asylum centre in Belgium, made senior professionals of the DCR decide to team up with The Constellation. What inspired them was the compelling way asylum seekers took initiative and built friendly relationships with local Belgian residents. SALT/CLCP helps people to pick up their lives after hardship, through believing in their own strengths and through building support networks. Fostering active participation in Dutch society via SALT/CLCP is the objective of the partnership between the DCR and The Constellation.

**Stage 1: January 2017 - October 2017**

SALT/CLCP was introduced through a 6-months course for volunteers and employees in SALT/CLCP, combined with training-on-the job in facilitation teams.

**The senior professional that decided to prolong the collaboration with The Constellation:** “We have been working hard on our Vision on how we want to work with refugees in the year 2020. So far, we had a lot of good theories, but no idea on how to put them into practice. What we like about this approach, is that instead of designing a well thought plan that might or might not work, the teams take action quickly and then systematically learn from their actions. This way, we can develop a new way of working much faster. The 6 months of working together with you already gave so much valuable insights into our organisation’s way of working and what is needed to make self-organisation for refugees work here.”

**Stage 2: November 2017 - October 2018**

The strengths-based approach in working with refugees entails a radical change in the DCR’s common way of working. “We want this change”, the DCR’s officials state, “but it takes time to adopt this new mindset and methodology”. In the coming year SALT/CLCP will be introduced in all five regions of the DCR.

**Results of Stage 1:**

- Eight facilitators finished the 8-day course and are applying SALT/CLCP in their current job, either on a one-on-one basis, and/or in facilitating communities overcoming their challenges.
Seven diverse pilot projects for community building were initiated. Building a sense of community and trust took sometimes a lot of time and effort. We succeeded as a result of the strong skills that former refugees demonstrated as newly-trained facilitators in the facilitation teams.

Trained facilitators and managers report growing work satisfaction in the offices engaged in SALT/CLCP.

“Our children motivate us to integrate into Dutch society”
A network of Syrian families is supporting each other in building connections with Dutch neighbours, finding ways to pick up their professions and regain stability at home. When we first met them, they had not fully come to terms with the intense changes and with having to make a new home. Through SALT/CLCP facilitation, they report being more optimistic about their future. Self-confidence about their abilities to build a future and to integrate is growing.

“Having a house of my own”
Nine single men with different nationalities succeeded through SALT/CLCP in partnering with the city council to realise their dream of obtaining their own house.

“Creating a home in a new country, together”
Instead of staying at home isolated, 16 Eritrean young mothers are regularly coming together and meeting Dutch women from their new Dutch village, which has a tremendous effect on their mood, their biking skills and the amount of initiative they undertake to find their way in their new town.

“From suffering in silence to being listened to”
After an intense period of sharing stories of hardship and trauma, a group of 30 Eritrean people started collaborating with several Dutch organisations to raise awareness and open the parliament debate on improving the Dutch procedures for Eritrean family reunion.

Read more in Birgitta Schomaker’s blogs:
http://aidscompetence.ning.com/profiles/blog/list?user=0kzippkuit60q.

See also the Theme group on the CLC platform: Integration of Refugees, diversity and inclusion, http://aidscompetence.ning.com/group/dutchcompetence/page/integration-of-refugees.

Ayan came as a refugee from Somalia to the Netherlands approximately 10 years ago. When we met her, she worked as a volunteer at the DCR. She is trained as a SALT facilitator.

In the above photo, she points out how a community of Eritreans was built: by listening to stories of hardship and trauma, and by making heartfelt and warm connections.

Ayan and her team managed to build a bridge with the Eritreans. They secured a temporary asylum residence permit. They are now waiting for their spouses and children to join them in the Netherlands. The application procedures for reunification take a lot of time, and many applications are dismissed. Through Ayan’s support, a few Eritreans have shared their experiences and their humanitarian cause has raised attention in the public domain.

Birgitta Schomaker
Community facilitators training at Indus Hospital

**Country:** Pakistan  
**Partner:** Indus Hospital  
**Support team:** Claire Campbell (Australia) and Luc Barriere-Constantin (France)  
**Time frame:** 27th February 2017 – 3rd March 2017

On the invitation of the Indus Hospital in Karachi, Claire Campbell and Luc Barriere-C ran the first training of Community Facilitators in Pakistan from the 27th February to the 3rd of March in Karachi.

It has been a pleasure to meet young committed people who are all, in one way or another, working with communities in Karachi and the remote suburbs. Most of the participants were mobilized by Dr Sabeen Shah (Indus Hospital) and Dr Kausar Khan (Aga Khan University) who were convinced that the SALT/CLCP could be well integrated in all the various community mobilization approaches that various programs and local Foundations are implementing in the country. Their aim is to increase capacities and skills of the community mobilizers and to mainstream a strength-based and bottom-up approach within the various health-focused programmes.

During four different SALT visits in the urban communities of Karachi, we could clearly see that many groups are working in difficult contexts and with limited and hectic support due to the dynamic context and constantly changing security situation. We had the opportunity to visit groups in Lyari (Community Development Project and Dreams of Youth), Katchi (Youth Educated Society) and a community in Korangi area. All of them were strongly committed to address the social and health issues prominent in the communities. For example, the youth programs focus on developing strategies to keep young people away from drug deals and pressure of armed gangs which are very common in these areas. The youth groups are using sport (soccer and boxing), offering vocational trainings, life skills counselling, and medical services. The women are committed to working together to support their communities to address safety issues (armed gangs) and health issues such as family planning.

The motivation and the energy of these groups were inspirational for all the visitors, especially as some of them realized that this was happening right « next door ».

The training sessions went very smoothly and intensively during these 5 days: the strength-based approach as well as the required facilitator’s attitude were new concepts for many participants, as they were challenged to think differently. One of the participants highlighted the idea by saying: “As facilitator, you may have the answer, but you don’t have the solution”, underlining the critical role of the community ownership on the issues at stake.

The connection has now been established with a group of committed persons in Pakistan who will apply the SALT/CLCP within their respective context and activities.

Luc Barriere-Constantin

Find out more in We may have the answer, but we don’t have the solution; only communities have, Luc Barriere-Constantin, 9th of March 2017, http://aidscompetence.ning.com/profiles/blogs/we-may-have-the-answer-but-we-don-t-have-the-solution-only.
The International Labour Organisation staff retreat

**Country:** India  
**Partner:** International Labour Organisation (ILO)  
**Facilitators:** Joke D’haese (The Netherlands), Marlou de Rouw (France and The Netherlands) and Rituu B. Nanda (India)  
**Time frame:** 18th - 21st April 2017

On the 9th of December 2016, in a mini-retreat facilitated by The Constellation, part of the International Labour Organisation (ILO) staff formed a shared dream of working in a transparent, non-hierarchical ILO true to its mandate, innovative in its ways and valued by its stakeholders. One of the cornerstones of this way of working would be a culture of trust and shared leadership amongst its staff. Inspired by this dream and the actions taken after the mini-retreat, ILO management invited the entire team to participate in reflection on and realization of this dream. Constellation was invited to accompany this process.

Based on their experiences, the ILO team outlined the need for giving responsibility to each staff member, building capacity in conflict resolution and bringing more focus to reward and recognition to function with greater motivation.

“Motivation can be created by participation in the realization of a common good that goes well beyond the pursuit of individual goals alone.”

“Trust, based on mutual respect and transparency, can be the basis for effective conflict resolution and loyalty to an organization. Trust has been built by creating safe space in the team...the head has a large role to play in this.”

“When you get adequate freedom and space in your work, you take initiative and find creative ways of doing things. [...] Leadership should be like an inverted pyramid: holding space for the team to thrive.”

During the Staff Retreat, ILO staff members made SALT visits. One group met staff and volunteers of the Saathi Community Centre run by the Institute of Social Studies Trust, photo courtesy of Rituu B. Nanda.

Amita Joshi, head of the Saathi Community Centre, thanked the visitors: “We often need this kind of cheering and heart-warming words to rejuvenate ourselves to actively fulfil our mission to involve communities in honest heart to heart dialogue, helping those who are struggling. We, all the members of Saathi Centre are deeply enriched by the discussion and dialogue with you all.”

Share and learn visit of Roots of Hope to RDCCompetence

**Country:** Democratic Republic of Congo  
**Partner:** Roi Baudouin Foundation, RDCCompetence and Roots of Hope  
**Support team:** Eric Uwintwaza (Burundi), Junior Kalonji (RDC)  
**Time frame:** 21\textsuperscript{st} of April - 4\textsuperscript{th} of May 2017

Late April, early May, with the support of the King Baudouin Foundation, a team from Roots of Hope (Burundi, pp. 16-17) visited RDCCompetence (DRC, pp. 18-19). RDCC has been active on many topics since 2010 (see [http://fr.communitylifecompetence.org/congo-rdccompetence.html](http://fr.communitylifecompetence.org/congo-rdccompetence.html)) and Roots of Hope mobilizes young people facing unemployment since 2011. They shared, learned and nourished their reflections throughout the SALT visits made to Mbuji Mayi communities and local teams of facilitators in the region.

On visiting Mbuji-Mayi, Junior Kalonji, president of RDCC headquartered in Kinshasa, was impressed by the dynamism of the teams in the region. For example, Mwene Ditu’s team organized themselves to self-finance their facilitation actions through an income-generating activity (brick making): “They have developed income-generating activities (IGAs) which I believe have contributed greatly to their dynamics but also, above all, they have each tried to develop SALT in their initial association.”

He also appreciated the voluntary resignation of the former chairman of the concertation who passed the hand to others to be able to share the honour of the management of an organization, and the fact that he is still a member. “He sets an example for the country, but also for other organizations.”

UNICEF (United Nations Children’s Fund) and other local partners confirmed the dynamism of the Provincial Support Team. The commitment of the couple Cleon and Therese Nyemba is a driving force of the team: “It is really a model of complicity, a model of women’s advancement that we want within our organizations, in our communities, in our country and why not at the international level.”
Jean-Marie Vianney Havyarimana, Nathalie Nihezagire and Eric Uwintwaza of Roots of Hope learned from RDCCompetence the form and spirit of an organization that can make SALT survive beyond projects:

RDCCompetence is supported by a strong volunteer commitment. Volunteers have the support of a small secretariat of 3 people in Kinshasa, and they stimulate the engagement of other volunteers at the intermediate and community levels of a vast territory. This is done through delegation based on respect and mutual trust that facilitates the creativity and autonomy of these ramifications around a spirit of learning and transfer of skills. Thus, we found that communities in the Mbuji Mayi region are keeping the practice alive several years after the closure of the projects that initiated it.

From this experience, we learn that the vastness of a territory like the DRC is not a barrier to the spread of SALT when there is a good organizational structure that capitalizes on the experiences and delegates the spirit of learning and transfer of skills.

Roots of Hope is implementing this organizational model and hopes to keep SALT alive and expand beyond the current project.

A resounding thank you to the RDCCompetence organization that we compare to that of the bees. They share the same hive, supply it with honey and facilitate flowering in distant corners by redistributing the pollen from their original colony. RDCCompetence is this hive, facilitators play the role of bees, SALT is its pollen, and communities are blossoming more and more towards new communities.

Accompaniment of CATCH Programme Facilitators

Country: Botswana
Partner: Humana People to People
Support team: Autry Haynes (Guyana), Onesmus Mutuku (Kenya), and distant support by Marlou de Rouw (France)
Time frame: 21st - 24th May 2017

Context: In 2012, the National AIDS Coordinating Agency (NACA) hosted a National HIV Prevention Pitso Summit to review progress and make recommendations on the way forward. The Summit concluded that a new prevention approach anchored on community leadership and based on a combination prevention approach was urgently required. A new community driven, bottom up approach was defined through a model known as Communities Acting Together to Control HIV (CATCH) in 2014. The initiative positions the vision of zero new infections as a community goalpost. CATCH-CLCP WORKSHOP Report, Botswana, June 2015

Recognizing with the local/traditional leaders that a bottom-up approach was needed, SALT/CLCP was used to strengthen the role of communities in the leadership of a national response to HIV/AIDS, but soon other concerns were addressed in a holistic and inclusive process. Since the learning event in 2015, ‘home visits’, a tool of SALT/CLCP, were used to connect with local community members individually at their homes and with families. Communities in partnership with their leaders began to take ownership and act responsibly to address their common concerns. Learning from the SALT engagement, implementers and local leaders came to better understand that the problem was broader and was not only about HIV. Communities concerns involved different aspects of life – gender-based violence, alcohol and drug abuse, teenage pregnancy, littering, lack of parental care, deforestation... Families now appreciate and participate in the national effort.

Amazingly, when the stories were shared in the wider group in the three-day learning festival, the desire for horizontal learning (community to community) was evident. One Kgosi from Tlokweng stands in the middle of the conversation and invites the Taung community to share more about how they managed to overcome alcohol abuse in their community: “I invite the Taung Community to share with us, about how they managed to overcome alcohol abuse in their community. As this is the situation we’re in now. I hear good things that have happened and changed... it’s now calm in the homes and neighbourhoods, shabeens have been closed and its more secure at night.”

Many people gave testimonies which were video recorded and shared at the festival. Courtesy of Onesmus Mutuku.

HUMANA People to People held a SALT/CLCP learning event in May 2017 to scale out the SALT/CLCP approach. The event allowed to deepen the understanding about SALT/CLCP, to define a clear way forward for continued learning and accompaniment in the 5 communities of the South-East District, and for scaling out to 9 other districts.
The event was held for about 130 participants comprising village chiefs [Kgosi] and Village Development Committees [Village Parliament] which initiate development, manage health, coordinate the fight against AIDS... and which include women and youth.

Since the event, participants work with even more determination to strengthen and to implement the action plans in the communities, and with greater impact. Change is evident in their communities as responsible actions are taken and effective documentation of their respective community’s engagements is taking place.

In Taung, community achievements are published and kept up to date on a community dashboard, next to the dream and concerns.

Prepared by Autry Haynes and Onesmus Mutuku.

Put a little SALT into your life workshop for the association of Human Resources managers in international organizations (ARHMIO)

**Country:** Italy  
**Partner:** Allianz  
**Facilitators:** Anita Sheehan (Belgium and USA) and Jean-Louis Lamboray (Belgium)  
**Time frame:** 25-27 September 2017

We brought a little bit of SALT to the annual Association of HR Managers in International Organizations (AHRMIO) conference that brings together organizations like the United Nations (UN), the Organisation for Economic Co-operation and Development (OECD), the World Bank, the International Monetary Fund (IMF), LinkedIn, Enterprise and many more.

We were invited as the result of a talk Jean-Louis Lamboray gave earlier this year and which peaked the interest of one of the sponsors of this conference, the European head of a large insurance company, Allianz. If we understood correctly, he felt that SALT could bring a softer, more egalitarian side to the rough business of insurance, which is why he invited us.

We had 45 minutes for our SALT workshop, so we facilitated a short label exercise and the paired conversation about a challenge they had overcome. We debriefed after each step, and it was clear that people were deeply moved by the emotions and insights these exercises had brought up. Apparently, many individuals related to the organizer how touched they were by the workshop.

But the clincher came the next day during the panel discussion, which included Jean-Louis, the group head of Foresight at AXA, the head consultant at Cigna and an executive coach at Unica, moderated by Nora Godwin, a most seasoned and brilliant facilitator.

Jean-Louis most definitely worked his magic with his compelling stories and questions. Among many other moments, he challenged the group by recounting the story of Onesmus in Kenya and how deprived his family would be if something happened to him. “And what measures and what type of collaboration have you, the big insurance companies, in mind to ensure that people and families like his do not have to live in fear of being thrown into abject poverty if he was killed or injured?” The audience gasped. It was clear that this was a challenging question which the other panel members were unable to answer. It was also clear that some mighty seeds were planted at that moment...

There is a lot of work to do. People were ready to see “human resources” in a different light. We are aware that, paradoxically, HR Managers are often not in the position to bring about major cultural change in the workplace. However, we have had some interesting conversations around options to bring elements of SALT into organizations, such as offering webinars, online triads, and most importantly, inspiring conversations with them and their colleagues.

The good news: next year’s conference’s motto is: “Are humans still needed”!!! A theme tailor-made for the Constellation, to deepen the awareness that SALT can turn human resources into resources of Humanness and, yes, of joyful productivity.

Anita Sheehan
**Wellbeing at school in Champagne-En-Valromey**

**Country:** France  
**Partner:** CRISTALE, Parent Association of the Montessori School of Valromey  
**Support team:** Karine Trahay, Lorenzo Pistolesi, Luc Barriere-Constantin, Simone Reeves, Stephanie Caldy and Xavier Mocellin  
**Period:** July-October 2017

Between July and October 2017, Luc Barriere-Constantin accompanied the beginnings of a local response in the Montessori school of the small French village of Champagne-en-Valromey. The goal is to extend caring, autonomy and responsibility of the pupils to the playground: "re-enchanting the playground".

**Amitoyens members transfer the approach to their children's school**

The SALT/PCCV approach was put forward by members of the school's parents' association (CRISTALE) who use it in the Ferney-Voltaire project for co-operative and ecological housing of the Amitoyens: “As users and fans of SALT, it was obvious for Xavier and me to propose your methodology. And our first meeting was a success thanks to our excellent facilitators Luc, Simone and Lorenzo!” commented Stephanie Caldy.

**Co-construction of the dream between adults and children in the pleasure of discussing in a lively and constructive way**

At the first meeting on the 26th of July 2017, parents and children co-created the dream, waiting for the school year to begin to involve more parents, teachers and other school staff.

In October 2017, the SALT/CLCP adventure was renamed "Wellbeing in School" and two classes started the cycle: 20 children in the 6-8 age group and 24 children in the 9-12 age group.

**Self-assessment adapted to children for the well-being at school**

Facilitators asked the children to share about recess. Anecdotes reflected behaviours, and they served as a starting point for future actions. The feelings provoked or felt by the children and the solutions they implement to remedy the experienced situations were also mentioned. This has helped to begin to focus discussions on what can be done in the schoolyard with respect to their priority practices:
- In the courtyard, we discuss to find peace;
- In the courtyard, we create and invent our activity spaces;
- In the yard, we move, jump, climb and slide safely;
- In the yard, we respect our environment.

The children are delighted to be given the responsibility of the wellbeing at school: "We are the leader of us!". Thereby expressing their concern to take care of themselves.

An invitation

We invite you to contribute your strengths to a world where communities take action to fulfil their own vision of a better future and connect to each other to learn and share.

Would you like to become a member of the Constellation?
https://www.communitylifecompetence.org/become-a-member.html

Would you like to apply the life competence process in your own community?
https://www.communitylifecompetence.org/become-a-facilitator.html

Would you like to share your story?
https://www.communitylifecompetence.org/share-your-story.html

Would you like to bring your time and your skills to the work of the Global Support team?
https://www.communitylifecompetence.org/contribute-time.html

Would you like to find out more? Please contact Marlou:
marlou@communitylifecompetence.org

We invite you to contribute financially to the projects and communities in the Constellation.
You can support us here:
https://www.pifworld.com/nl/nonprofits/coAe5Km8LvU/the-constellation/about.