

Tired of Crime and Violence in Milwaukee?



- WHEN:** November 6-8, or November 13-15, 2013 or January 8-10, 2014
- COST:** There is no charge to attend, participation is limited, sponsored by the Department of Children and Families
- TO APPLY:** Please contact: James Bartos at 414-290-0472, email: jbartos@wisconsin.gov

COMMUNITY BUILDING MILWAUKEE (CBM)

Sponsored by the Wisconsin Department of Children and Families

What is Community Building Milwaukee (CBM)?

The goal of the CBM initiative is to incorporate a powerful change process called *Community Building* into social service, criminal justice and faith-based community programs. CBM will not replace existing programs and services. Community Building *enhances* outcomes and impacts in a broad range of already existing programs and services.

The long-term goal of the CBM initiative is to dramatically reduce crime, violence and poverty—and put our community on a better path for the future.

Who can participate?

Staff from Milwaukee organizations whose programs improve the health and well-being, self-sufficiency and independence and positive development of youth, families and adults. Program staff and leadership with experience and/or interest in leading groups, and that work directly with target populations are eligible. A limited number of independent “volunteer” facilitators, not affiliated with an agency will also be eligible to participate.

The Department of Children and Families (DCF) has a special interest in working with staff/agencies/programs that 1) help fathers engage with their families, 2) support ex-offenders in successful reentry, 3) help youth aging out of the foster care system, and 4) support incarcerated juveniles.

How will it work?

Milwaukee will be the first target area beginning August 2013. The plan is to:

- Enroll, train and certify 30-40 Milwaukee facilitators to conduct Community Building Workshops (2-5 staff from each participating agency, and a total of 12-15 local agencies).
- Incorporate Community Building Workshops into a minimum of 30-40 social service, criminal justice and/or faith-based programs of participating agencies.
- Support and maintain an ongoing network of Community Building Workshop facilitators to serve the Milwaukee community for the long-term future.

What are Community Building Workshops?

Community Building Workshops typically last 2-3 days and involves 10-35 participants with two facilitators. The highly experiential workshop creates an experience of unusual safety, allowing participants to unlearn unproductive attitudes and behaviors, and heal unresolved trauma and grief that may be driving current dysfunctional circumstances. Participants learn skills and principles of Community Building, as they move through stages of the process, guided by facilitator ground rules and guiding interventions.

Consumers/clients typically attend Community Building Workshops *before* participating in more traditional curricula based programs (i.e. literacy, parenting, job



COMMUNITY BUILDING MILWAUKEE

interviewing, vocational & technical skills). Workshops enhance outcomes by impacting numerous success and criminogenic factors such as: empathy, impulse/self-control, problem-solving capability, pro-social supports, anger management, and antisocial attitudes. The workshop is consistent with numerous evidence-based and best practices such as Motivational Interviewing, Trauma Informed Care and others.

Community Building creates highly effective learning environments by increasing trust and improving the quality of relationships. After a Community Building experience, individuals and groups are less resistant, more cooperative and “teachable”, more willing to solve problems, and more engaged in activities. Research has shown that this improved learning environment translates into improved outcomes.

The workshop model, developed by M. Scott Peck M.D. renowned author of *The Road Less Traveled*, is based heavily on Wilfred Bion’s group development models, sensitivity groups, twelve-step groups and various meeting and consensus building practices. For more information on Community Building see the website and download the White Paper on Community Building at www.CommunityBuilding.net.

What does it cost?

The cost for facilitator training and program design assistance is being covered by the Wisconsin Department of Children and Families. Participating agencies dedicate staff time for training and pledge (with CBM program staff assistance) to incorporate Community Building Workshops into their respective programs on a trial basis.

How does the Facilitator Training program work?

Facilitator training consists of a total of 15-18 days over 4 to 18 months. Trainees attend an initial 5-Day Training Intensive. Participants then work together in small groups to incorporate Community Building Workshops into respective agency program(s). Trainees first observe and later co-facilitate Workshops within their respective agencies with the mentoring and oversight of CBM trainers. Trainees receive additional coaching and mentoring until officially certified.

What are the benefits to trainees and participating agencies/organizations?

Agencies receive training, paid for by the Department of Children and Families, and can expect a significant increase in positive results and impacts with the populations they serve. Participating staff will have a unique opportunity for professional and personal development. Agencies and individuals may also benefit from long-term state support to sustain an ongoing collaborative network of citywide facilitators.

Individuals that complete the facilitator certification process routinely report numerous personal and professional benefits including increased skill and ability to:

- Use tools and methods for moving groups to deeper levels of trust, safety and community (these benefits occur at both the individual and community group level).
- Assess, understand and diagnose stages of community group development.
- Enhance understanding and application of group development theory.
- Facilitate and lead a variety of types of meetings with a broad range of audiences.
- Facilitate and resolve conflict between individuals and within a community group.
- Surface and deal with difficult issues, and facilitate others in the same.



COMMUNITY BUILDING MILWAUKEE

- Listen deeply and be present to others.
- Bridge differences with respect.
- Tolerate ambiguity and uncertainty, let go of unhealthy needs for control and esteem.
- Let go of judgments and expectations of others and self.
- Tap into and connect with personal/higher guidance.
- Experience personal serenity and well-being.

Project History

Over the past 7 years Wisconsin Community Services (WCS) has pioneered and championed local efforts to introduce Community Building to the state of Wisconsin. WCS has worked with national Community Building advocates and experts such as Edward Groody, Tim Dempsey, and the non-profit Community Building Institute (CBI) to offer highly successful workshops with Milwaukee schools, and non-profit and criminal justice programs and institutions.

In the spring of 2013 DCF contacted WCS about being the lead agency for a Community Building Milwaukee (CBM) initiative with these specific goals: increase engagement of fathers in the lives of their families; reduce risk for youth who are aging out of the foster care system; reduce the number of youth and adults being incarcerated; reduce violence amongst youth; reduce rates of adult and youth recidivism; increase employment in targeted populations; reduce costs of incarceration; and increase trust, coordination and efficiency between local programs and agencies.

WCS is working with the non-profit CBI and local community leaders to implement CBM. Local interest and support has been very strong. Organizations involved include United Neighborhood Centers of Milwaukee (UNCOM), The Center for Self-Sufficiency, Felmers O. Chaney, DOC, Compel, St. Aemilian-Lakeside, Pastors United, Word of Hope, LISC, My Father’s House, United Way, Milwaukee Police Department, Milwaukee Court Juvenile Services, and others.

What is the next step?

How do I participate or get more information?

The first step is to attend a public Community Building Workshop. This workshop is for executives and program staff of local agencies, community leaders and non-affiliated individuals interested in participating in facilitator training. CBM is offering three opportunities to attend a public workshop: Nov. 6-8 or Nov. 13-15, 2013 or Jan. 8-10, 2014. Participation is limited. There is no charge to attend (minimal lodging costs for the Nov. 13-15 public workshop).

For more information or to register for one of the public workshops, please contact: **James Bartos** at WCS, 414-290-0472, email: jbartos@wiscs.org

For more information about Community Building please download a CBM white paper on the impact of Community Building on social service outcomes at www.CommunityBuilding.net