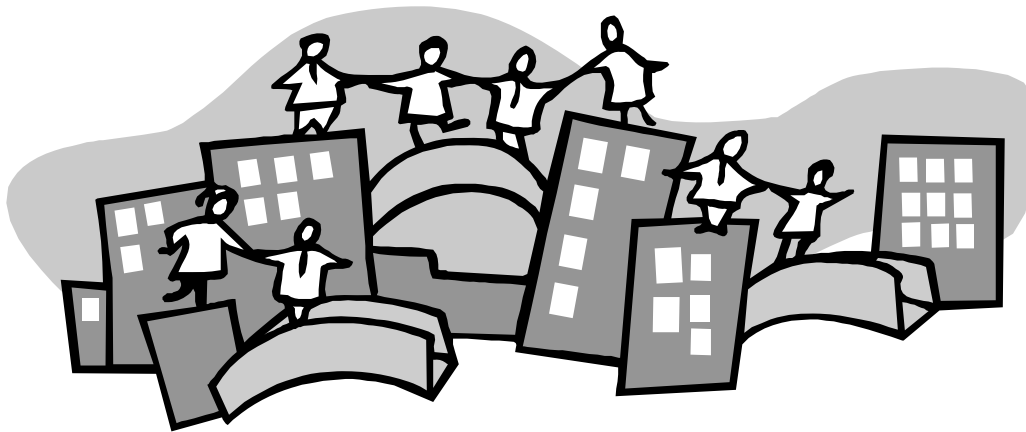


Building the Bridge From Client to Community Member

(Recipient ⇔ Contributor)



What are
Your Gifts?
Your Dreams?

Where to Plug in
For connection and
Contribution?

COMMUNITY GUIDE

The community guide builds a community members' organization for inclusion, connects people, and supports those connections.

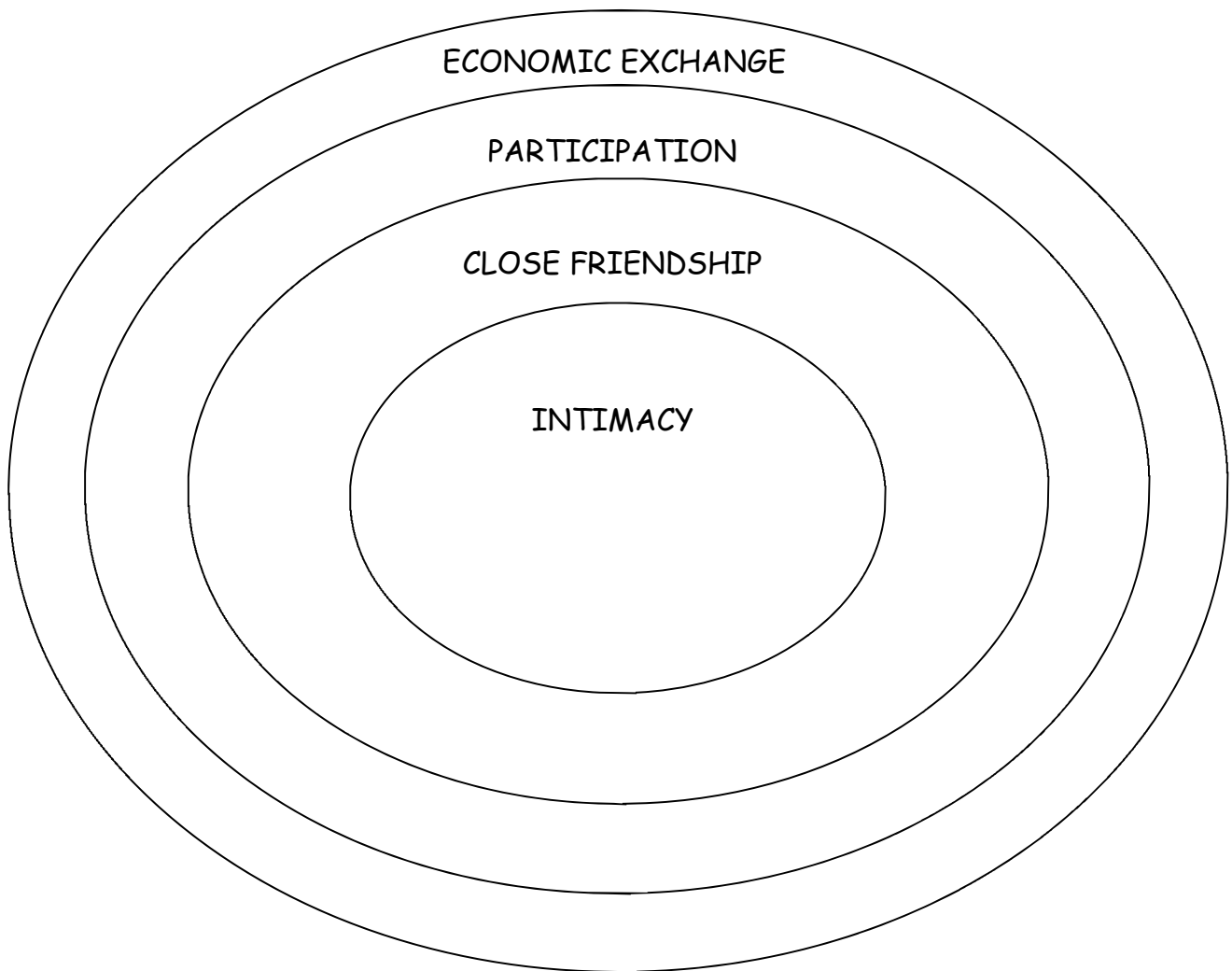
A good guide has certain characteristics:

- * Really knows 'All people have gifts' — no exceptions.
- * Knows your community is a good and welcoming place.
- * Likes and enjoys people.
- * Build relationships very well.
- * Persuasive-- Can influence people and can close the deal.
- * Determined-- Can hear 'no' and continue.
- * Analytical -- Can keep focus and make plans.
- * Seasoned student of human relations – Can address complications when a group of people work together.
- * Creative problem solver who can invent answers using other peoples' help.
- * Can work through others -- can handle ambiguity and uncertainty without going crazy.

I think the key is --

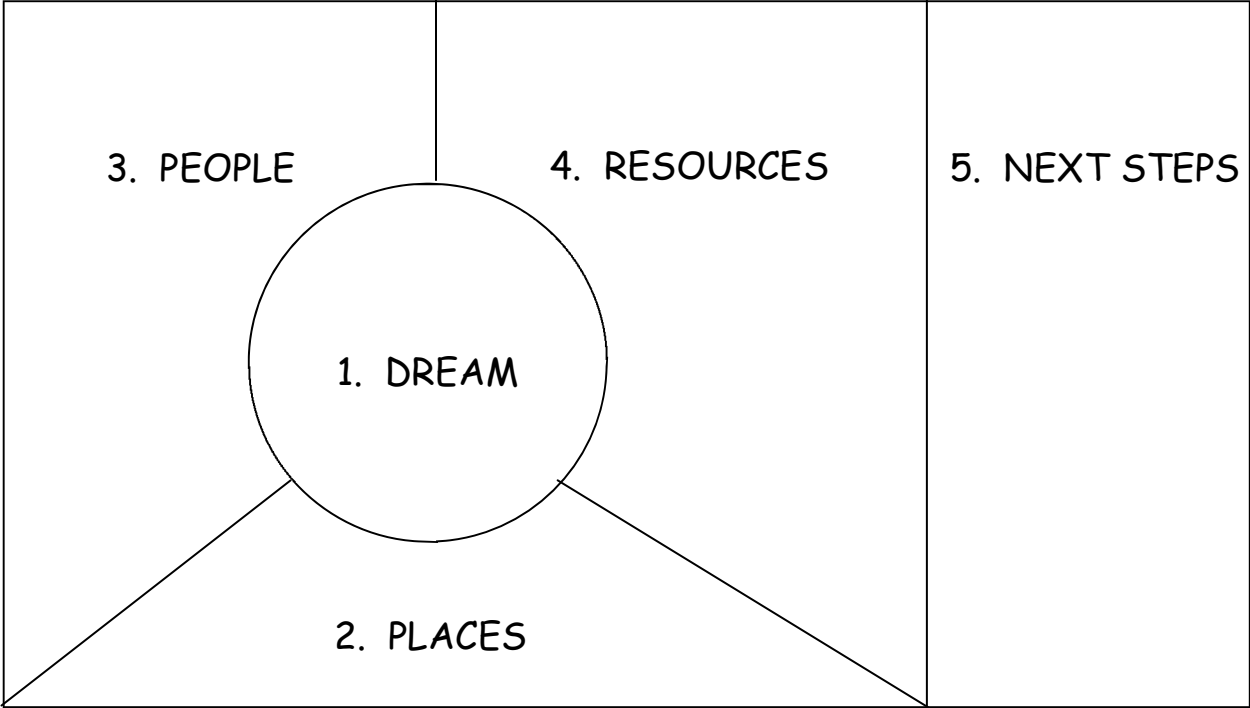
Do you have evidence in the candidate's actual experience that she/he has these attributes rather than just an aspiration?

MAPPING RELATIONSHIP



Brought To You By:
Judith Snow

HARMONIZING THE FOUR THINGS WORTH DOING AND FINDING YOUR NEXT STEPS



By Judith Snow, MA

This person and organization centered planning tool is based on the book: "Now The Two In One" by Judith Snow and Jack Pearpoint, published by Inclusion Press (www.inclusion.com).

The fundamental principle of this methodology is that the integrity of any support system is relative to the harmonization or coherence of four elements. These elements are dream or vision, places or locations, relationships, and resources. In order to plan for the future, or to resolve a problem or crisis in support, it is necessary to examine and align the four elements, in the order indicated. In the process of aligning elements, action steps become clearly evident.

The Process should be terminated as soon as one to four "Next Steps" are identified. The process should be resumed, starting again at "Dream" as soon as these steps are completed. In other words the process is most effective, and its design facilitates, frequent, brief review and realignment of the four elements.

DREAM: All activity must be based in a vision of what the person or organization is inspired to accomplish. It is not important for this vision to be realistic. It is important that the dream or vision be authentically desired by the person or organization whose plan it is.

Places: Everything in life takes place somewhere. Places, especially actual rooms and buildings that have been constructed with a purpose in mind, reflect and potentate the likelihood of certain dreams being fulfilled. Other dreams will be not reflected or even will be actively suppressed in the same location. In addition, very similar locations develop different cultures, practices and ambience. Attention to the selection of places for a dream to be explored is essential.

People: People behave differently with each other and will offer or withhold informal and formal support to each other in relationship with the place they are in and to the understanding they have of the person's or organization's dream. It is powerful to pay attention to where and how people are introduced to an invitation to get involved. It is also powerful to invite people to become involved simply because they are in the "right place". People in the "right place" will bring knowledge, insight and resources to a dream that other people have no awareness or facility with.

Resources: The resources that are actually required to move a dream toward fulfillment are often very different from the resources we imagine will be needed when we first start the harmonization process. Consequently this element must be considered last and not second as is typical in our culture. In other words, for example, thinking: "I'd like to go to Italy but I don't have the money." won't get you to Italy. On the other hand control over the right resources is essential to fulfillment.

When the necessary resources are not present, or the person or organization is denied access to them, the question of how to obtain these resources becomes the "Dream", and the cycle of alignment is repeated to reveal new "Next Steps".

Taking the next steps changes the person's or organization's understanding and articulation of the "Dream". Finding and being in different "Places" changes the person's or organization's understanding and articulation of the "Dream". Introducing the "Dream" to "People" changes the person's or organization's understanding and articulation of the "Dream". Applying "Resources" changes the person's or organization's understanding and articulation of the "Dream". Consequently, no alignment can stay in place very long in any human endeavor. In order to sustain passion and creativity it is essential to revisit the harmonization cycle frequently.