

2025 Workshops with Yana Ludwig

www.yanaludwig.net

Bring me in for your conference or your community weekend!

Most offerings can be done in a range of lengths, from 90 minute to two-day formats. They can be done with open enrollment workshops, tailored to a particular group's needs, or adapted from your conference program. Generally speaking, shorter versions will be more theoretical and less practical, and longer versions will incorporate significant practice and exploration.

Building Cooperative Culture

Intentional communities are an experiment in culture change, but like most experiments, there's often pain on the way to reaching something coherent. Yana Ludwig's work on Cooperative Culture has helped many communities understand better what they are doing, and why the going is not always smooth. *The Cooperative Culture Handbook* (co-authored with Karen Gimnig) is Yana's distillation of functional cooperative culture. Cooperative culture is not just for communities either-- it is a north star of deep social change and social justice work. Yana will introduce us to some of the core principles of cooperative culture with her usual humor and insight.

This workshop breaks down what we mean by cooperative culture, and then looks at the tangible skills we can practice to embody transformative relationships. Cooperative social skills affect conflict resolution, decision-making, and the general harmony of any group, and can also inform our politics, organizing work and any project that has seeking justice and sustainability at its core.

Come ready to stretch, laugh, and learn new skills.

Power, Privilege and Belonging in Community

Power is always a complex topic, and living together makes it especially high stakes. This session offers a high level overview of privilege dynamics, and a deep analysis of both structural and interpersonal power in community. We also talk about the real prize at the end of the hard work, beyond inclusion and diversity: creating a sense of deep belonging in our groups. Longer versions (8-16 hours) include an even-handed look at "founder's syndrome" drawing on Yana's experience as both a founder and a joiner in community), and can go deeper into whichever topic the group deems most important for your collective growth (race, class, ability or gender).

Guerrilla Consensus

The core of consensus is the belief that everyone has a piece of the truth. Nice theory, right? But putting that into practice and creating a culture that supports consensus going well is not a simple thing. This workshop focuses on the attitudes and cultural frameworks that make consensus—and really any

participatory decision-making—a positive experience instead of a gauntlet. The lessons are applicable for anyone wanting to have better decision-making, regardless of your group's official decision-making processes, and even with no group buy-in to use consensus. It can serve as a basic consensus training for groups using consensus, but also helps individuals build skills to better relate to their cooperative and social change groups, regardless of the formal decision-making process they follow.

Rethinking Sustainability

What do you think of when you hear the word sustainability? Organic food, wind turbines, natural building and electric cars? Those things matter for sure, but real sustainability starts before any ecological choices we make, and is built upon our fundamental worldview and the social dynamics and economic systems it generates. This class introduces the relationships between the four dimensions of sustainability, drawing on a curriculum developed by ecovillages all over the world. If we are going to really address issues like climate change, it is essential that we look more deeply at how we define sustainability and what we are willing to question, rethink, and re-envision about how we live our lives. This short class is especially relevant to groups in the founding or revisioning stages where vision and values are on the table.

This workshop is based on the Gaia Education curriculum developed by the Global Ecovillage Network.

The Art of Getting In and Out of Conflict

Conflict happens all the time. Understanding what lands us there can help us head off some of it, and this workshop is an introduction to understanding better why and how we land there so often. It also provides a series of tips and tools for how to get out of it again, in a way that is more cooperative and compassionate (for all parties) than our culture's punitive approaches.

Starting an Intentional Community

Cooperation is a key element of sustainability, and a sense of community is critical for our well-being as humans. Many people feel drawn to a particular version of community: the residential intentional community. This workshop draws on years of knowledge from community founders, and Yana's own 20 years of cooperative living, including four community start-ups, to lay out the most important considerations for making a new community a success.

Blending practical advice with opportunities for self-reflection, this workshop can help you set your feet on the right path for your group to thrive.

Topics will include:

- the reasons to start a community... and not to
- understanding the breadth of work and skills involved with a start-up
- creating a good vision statement
- what successful founders have in common
- the relationship between decision-making, conflict resolution, and membership process
- 15 spectrums that help define what kind of a community you are creating
- social dynamics you need to know about
- economic choices and their implication for sustainability and group cohesion

- what you should-- and shouldn't-- freak out about
- key questions for making your community a sustainable one
- balancing holding the vision with attracting new members

This workshop can be done in a one-day or two-day format, and can be done with open enrollment or tailored to a particular forming group.

Online Facilitation Training - [currently offered as an 8 week online course, starting June 30, 2025](#)

Facilitation core topics & skills include:

Understanding the role of facilitator
 Deep listening and reflection skills
 Creating and tracking agendas, and road mapping the arc of an issue
 Working with emotions, intuition and conflict productively
 Top 10 most useful formats, and why variation is justice work
 Keeping meetings moving without leaving anyone behind
 Facilitator's Presence
 Building just and cooperative culture, and equalizing power
 Identifying who is privileged by various facilitation choices
 Building community through good meetings
 Public meetings facilitation
 Guerilla consensus-building strategies

Build your Own Workshop. Yana can also work with groups or conference organizers to create a workshop that blends any of the above, or incorporates any of the following:

Power and Leadership in Cooperative Groups
 Encountering Climate Change (the emotional and spiritual work of disruption realities)

Long bio (297 words): The main theme of Yana's life has been building community in a variety of forms over the last three decades. Core to this is 27 years of living communally, learning social and ecological tools in the fire of daily life and in collective, creative spaces.

She is a writer, facilitator, trainer, public speaker and nonprofit leader, always seeking collaborative answers that benefit the most people. Over the last decade, her work has been strongly influenced by equity and justice movements, and she often serves as a catalyst for organizations to look more deeply at who they serve and how.

Yana loves spreadsheets, streamlined strategic planning, big sticky problems, public meetings facilitation, white boards, and creating low-drama environments where we all get to show up and contribute what is real for us - not necessarily in that order. That combination often leads to leadership roles. Her resume spans 35 years of nonprofit leadership on Boards, staff (often in executive roles), as a consultant, and in residential communities where group dynamics can't be "left at work" and the stakes are especially high.

Much of Yana's work has been in the environmental field, and she most recently served as the Executive Director of North Coast Food Web. Deep care for people and planet led to a TEDx talk and national speaking tour, the publication of the book *Together Resilient: Building Community in the Age of Climate Disruption* (which won the 2017 Communal Studies Association Book of the Year award) and a US Senate run.

Yana is not afraid to show up in complex issues spaces, often leading the thinking and articulation process to translate complex material into useful and accessible language, including co-authoring *The Cooperative Culture Handbook*. Her latest book is *Building Belonging: Your Guide to Starting a Residential Intentional Community*.

Really short version: Yana's professional career spans 35 years in the nonprofit sector and 20 as a consultant, facilitator and trainer for cooperative groups. She is the author of multiple books, most recently *Building Belonging: Your Guide to Starting a Residential Intentional Community*.

Words are my primary tool to catalyze and strengthen collective justice and belonging: I write, teach, speak and facilitate. My core values are solidarity, compassion, directness, lifelong learning, cooperation and systems thinking.

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For more information about Yana, including her TEDx talk (as Ma'ikwe Ludwig) and other workshop offerings, please see these links:

- TEDx talk: Sustainable is Possible! (And it doesn't suck.)
<http://www.youtube.com/watch?v=BS8YeDKKBcU>
- Information on the cost of Yana's services
<https://www.yanaludwig.net/pricing>

Email: mayanaludwig@gmail.com

Client inquiry form:  Yana's Client Application Form: MAKE A COPY