

interNational Hubs Gathering at Seale-Hayne - main report

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Saturday, 19 September

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AND

Introduction

About this REPORT

Following the same thinking as in the report of our last meeting, it is proposed that it does not only record and share what happened during the hubs' meeting but that it explores further and deeper what can be shared within both the group of Hubs and wider as well. I, Filipa, will be sharing how the meeting was designed, what were the objectives of each one of the sessions, sharing images.

This report was written with the intention to be in line with the essence of the Hubs' group work till now. This is what gives me energy every day and what inspires me: the collaboration, co-responsibility, stepping up for different holding roles; we learn by doing, we reflect, we try new ways and we adapt. We know the value of our space of security and our connection that unite us in ONE FAMILY.

You can still contribute to this report by adding comments to text.

About the Meeting of the Hubs 2015

The Hubs Group met for the 5th time, in September of this year, in Seale-Hayne, England.

Since 2011, representatives of the National hubs have been getting together once a year:

- 2011 - Liverpool (an unplanned meeting that emerged during the TN conference) - [full report here](#)
- 2012 - London (an organised 2-day meeting, just following the TN conference) - [Full report here](#)
- 2013 - Lyon (the first exclusive Hubs' meeting) - [full report here](#)
- 2014 - Copenhagen - [main report here](#)

Organising the meeting:

Back in March, the hubs group accepted TN's proposal that the Hubs meeting would take place around the main TN Conference (19-20 Sept.), following directly on from the International Permaculture Convergence (7-16 Sept.). Hubsters decided, with no objections, to go for the option of 1-day before the TN Conf. - participation in the TN Conference - 1+½ day after TN Conference, having in mind the 'pros' and 'cons' identified at that point. Check details, in the original consultation document, [National Hubs conference 2015 - options/pros/cons](#)

As in previous years, it was clear that we needed to pursue the process of co-designing the hubs meeting, exploring our co-responsibility while being aware of our different roles, our individual time limitations and the diversity within the Hubs group in terms of the hubsters experience (as a National Hub or within the hubs group itself).

I had the impression that, this year, hubsters were feeling quite stretched - when I made a call for co-designers and co-facilitators for the meeting, nobody seemed to feel having the necessary conditions to volunteer for that. Therefore, program team was formed, this time, by 4 people focusing exclusively on those roles (design and facilitation) before and during the meeting, leaving aside the national representation role: Andrei (Romania), Filipa (hubs coordinator), Sarah (TN) and Yoav (Israel).

A vision for the meeting:



As the **design/facilitators team**, once we met, we held a dreaming session to imagine the broad structure of the meeting, the qualities we wanted from each of the elements and the overall energy flow. Having this dreaming session felt really energizing and, as it happens so many times within our hubs group, it felt amazing to realise how aligned we are with each other. Some key points of this vision were:

- maintaining the head/heart/hands balance throughout the meeting;
- to create a structure that is "solid" enough to allow for security, but flexible enough to be resilient, responsive to changes of energy, needs, wills, contributions, co-facilitation, etc.
- to have space and flexibility after the TN conference to accommodate the emergence of ideas, feelings and priorities which arising as a result of hubsters' experiences and conversations during the conference.

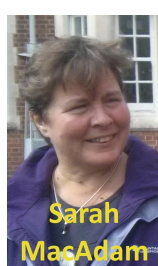
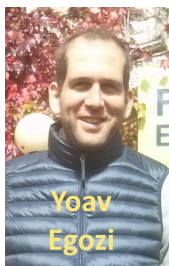
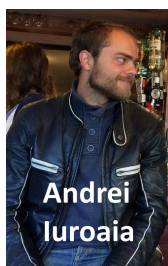
At that initial phase, the design team saw the meeting as having 3 main elements. You can check that structure out [here](#).

As the meeting belongs to the entire hubs group, early in the process, the design team asked for input at various points so that hubsters could help shaping the event, take on specific roles and participate fully when we all would come together: hubsters were asked to share their dreams for the meeting (check written answers [here](#)) and they were invited to bring several things/assignment to the meeting. You will be able to find out more about those requests, later, in this report.

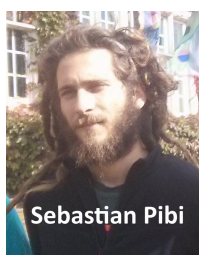
However, I would like to tell you about one special element of those: hubsters were invited to bring a poem to be shared with the others in their own mother tongue as its translation in English. The idea was that the hubs group would self-organise and share the various poem, at different moments, during the hubs meeting or during the TN Conference, within the hubs group or with all participants of the general conference in Seale-Hayne. Poems were shared bringing emotion to the moments we spent together, giving the opportunity for us to express in our own languages, to make our international nature so visible and so inspiring. There is a collection of the poems, [here](#).

Who was there (and where were they from)?

"Guardians of the Hubs' meeting" (facilitators)



Argentina



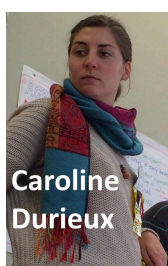
Australia



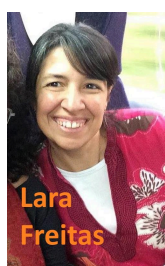
Austria



Belgium



Brazil



Chile



Colombia




Croatia



Denmark



France	England and Wales	Germany
 <p>Corinne Coughanowr</p>  <p>Frederic Dinh</p>	 <p>Gary Alexander</p>	 <p>Matthias Wanner</p>  <p>Steffi Ristig- Bresser</p>
Hungary	Ireland	Italy
 <p>Bence</p>  <p>Tracey Wheatley</p>	 <p>Theresa Carter</p>	 <p>Giulio Campagnoni</p>
Latvia	Mexico	Netherlands
 <p>Arturs Polis</p>	 <p>Raul Velez</p>	 <p>Catharina de Bruin</p>  <p>Lynn van Leerzem</p>
Philippines	Portugal	Romania
 <p>Adrian Atkinson</p>	 <p>Annelieke van der Sluijs</p>  <p>Sara Serrão</p>	 <p>Adina Moise</p>  <p>Ionut Badica</p>
Scotland	Slovenia	Spain
 <p>Maria Cooper</p>	 <p>Justi Carey</p>  <p>Melita Djurić</p>	 <p>Mauricio Mendez</p>  <p>Juan del Rio</p>

Sweden	USA	TN Board
 <p>Anna Maris</p>  <p>Stephen Hinton</p>	 <p>Marissa Mommaerts</p>  <p>Carolyn Stayton</p>	 <p>Ellen Bermann</p>  <p>Peter Lipman</p>
Transition Network (TN)		
 <p>Ben</p>  <p>Mike</p>  <p>Sophy</p>  <p>Nareh Giangrande</p>  <p>Nicola Hillary</p>		

The day before...



As Hubsters arrived, mainly during thursday afternoon and evening, there was happiness in the air! Old friends hugging again, new people being introduced, hugging as well.

Some of the hubsters arrived with the LOVE train! That was a collective arrival, coordinated by our amazing Issa (Brazil)! What a lovely idea - a party preparing the party :)

As the group got bigger and the facilitators team got into the "hard" work of preparation for the first day of the meeting, some of the hubsters stepped up to help in the poster making - there is talent in the hubs group!



[added by Gordana] And some of the hubsters traveling all the way from Croatia had to travel across the Europe for approx. 24 hours, miss some of the trains because of closed borders and refugee crisis. Instead of arriving around 20:30 on the 17th, some of the hubsters spent the night enjoying the hospitality of nice British people who let them wait in 1st class lounge sipping wine and eating peanuts at Paddington, although the ticket was for the 2nd class. Spending the night in the train, sitting and sleeping, is not quite the experience one is looking for. Than, instead of leaving the train around 5 a.m. in Newton Abbot, one wakes up at St. Ansel, beautiful little village on Riviera approximately 1,5 hour drive by train from Newton Abbot. But that was an opportunity to meet hospitable British gentleman who picks up the luggage and leads the way on the stairs to the other side, on the lane with train for Plymouth and Newton Abbot. And, that was nice opportunity to see this beautiful meadows and seaside from the train. And then in Newton Abbot, one meets yet another hospitable British gentleman who dials Dan's number to get instructions how to find community bus waiting to take exhausted hubster to Seale-Hayne :-)

(And no, I don't care if airplanes are not sustainable, I will not travel by train on such long distances ever again. Just saying.)

Phase I

Friday, 18 September

9:30 Landing into a family-like space

What happened:

All hubsters gathered in a common room (the yellow room) which is quite a cozy place. Once we, facilitators, were ready, we came in to welcome the group. Yoav invited the group to come to the room where we were gathering during the day, following him as singing along a Brazilian song... :)

As we came into the room, we took our places in a very big circle (we are a big group now) and, in the center, there was a BEAUTIFUL mandala bringing inside all those incredible autumn colors we could see in Devon, at that time of the year.



Why we did it:

- It was thought to warm the hearts of the hubsters :), to coming in the space (and time) feeling that warmth of being in a family.

Comments:

- The amazing mandala was a creation of Issa (Brazil) and Carlyne (USA)!
-

09:45 “Calling the Past” “ ceremony

Andrei and Yoav facilitated this session, with my assistance as the person that would hold the memory of the group.

This ceremony comprised 3 parts: gathering, connecting and honouring.

A. Gathering

What happened:

As we started the actual meeting, the group was welcomed into the meeting space.

Before the meeting taking place, hubsters were asked to bring some soil from where they were coming from. Hubsters were now invited to come to the center of the circle holding their bit of soil, one by one, when they would feel ready, and say out loud where they came from and what they were bringing to the meeting, symbolically, while putting the soil into a collecting pot.

Why we did it:

It seemed important to the program team to give plenty of time for a proper landing to the place and group, to represent all the places we were coming from, getting together for the same purpose. This opening ceremony would be connected to a closing one and a connecting line out into the future (check later in this report)

Comments:

- [[Filipa]] It was fun to see how people reacted in situations like not being able to travel with soil (USA or Brazil, for example) or like... just forgetting the assignment :)
- [[Yoav]] In general, I think we needed more time for this

B. Connecting

What happened:

For this second part of the session, Yoav and Andrei showed the group a big, rough world map, drawn with white tape on the floor, in the center of the room. They invited participants to take their own places represented on the map. The invitation was extended, then, to represent the connections hubsters have, to observe how the world of transition looks like and to reflect on it.

Why we did it:

This session was thought to have different objectives: to look at the dispersion of the world of transition represented in the group of participants, to reflect on its spread, the connections between hubsters, differences in the presence densities, where representation is missing. The intention was as well to “warm the room”, one activity less heady, allowing hubsters to touch each other.

C. Honouring

What happened:

I (Filipa) started this session telling the story of the hubs group - the history of the group meeting since 2011. I mentioned how the group has evolved with time and how important is to honour the hubsters that have contributed or still contribute to our collective history and were not in the room.

Yoav told us before about a cultural tradition he experienced when he stayed with a friend: during meals, his friend honours missing members of the family by referring to them by saying “**blabash**... (the name of the person)”. Being inspired by that tradition, the group was to invited to call missing members of our transition family...

Why we did it:

- The transition family is big... honouring missing people felt really important for the meeting facilitators.

10h45 - Opening session - Introduction of the meeting

What happened:

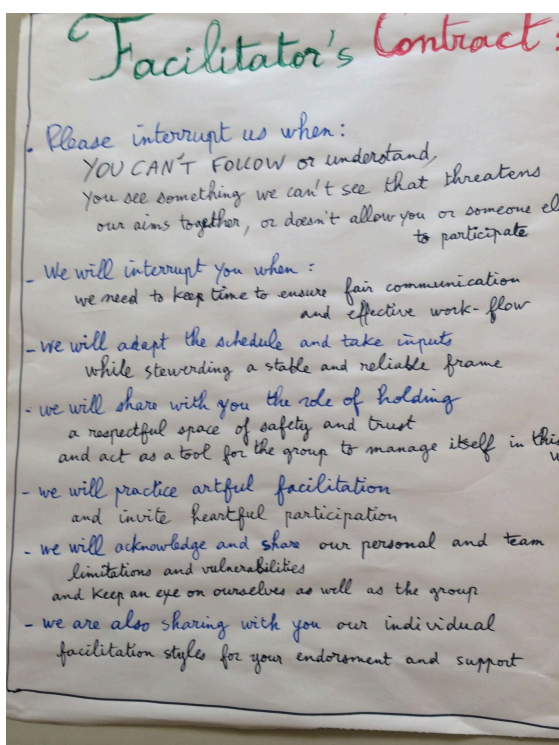
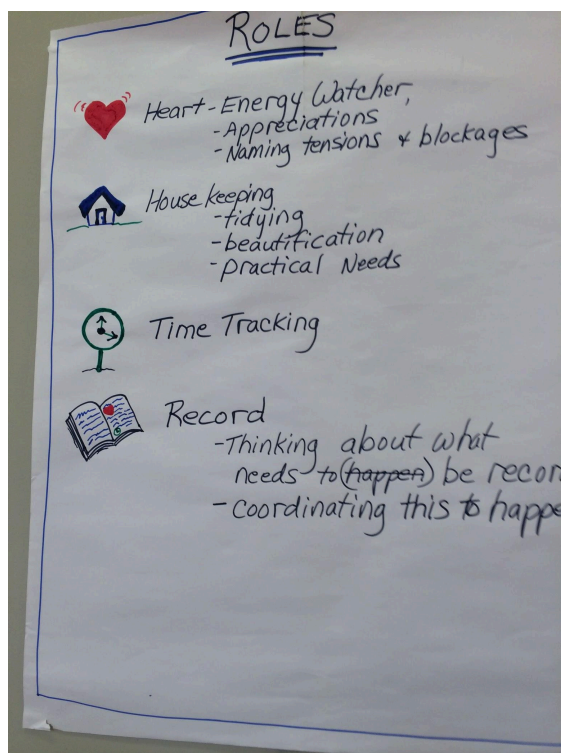
Sarah and I opened were the facilitators in this session.

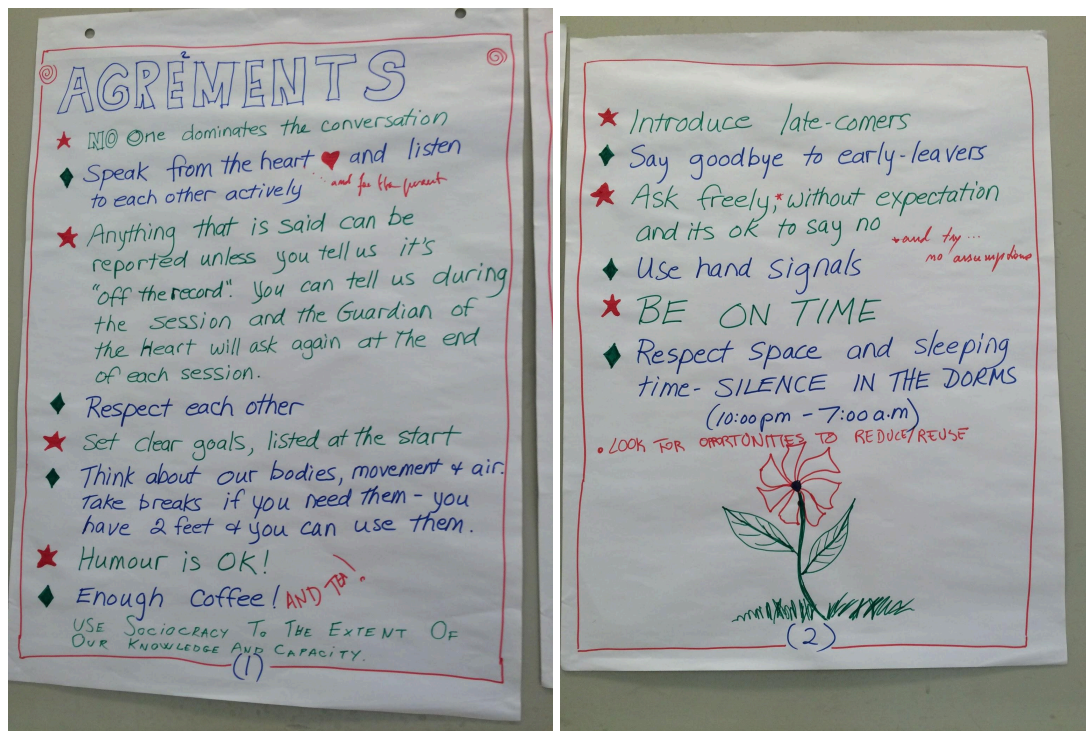
Firstly, Sarah made a short introduction with the intention to focus in some elements which the facilitators felt that were the key to that particular hubs gathering:

- Consuming **vs** co-responsibility - recalling how important has been for the hubs group to work together “co-responsibly” over the years and inviting participants to step into the meeting as having the role of holding the space rather than just as “consumers” of a meeting that is proposed to them by someone else.
- New and old members - the fact that more than 50% of participants were new in the group and some other members were there from the first time the group met, felt quite exceptional and that it could influence somehow the dynamics of the group and the way the space would be held.
- TN conference - as agreed collectively, the hubs gathering was happening “wrapped” around the TN conference, having in mind possible “pros” and “cons”. Having the TN conference, which is in itself a self standing event, very energy intense, integrated in the time the group was going to have together, would have necessarily an impact on the meeting.
- Need for groundness - as result of the experience collected in the meetings organised before, the group was recalled that, in these gatherings, participants tend to get over-charged with energy and forget that that state is quite it’s temporary: going home, coming back to our day-to-day lives, with our work, time limitations and challenges, the focus and energy drops and we tend not to fulfil all what we plan

collectively. There is a need to groundness, to keep a consciousness about our realities, at home.

We spoke about the meeting roles and the group then discussed the “meeting agreements” - the facilitators collected the agreements of the previous meetings and presented these as basis for the discussion - we don't change what works! A *Facilitators Contract* was presented for agreement as well. Both *Meeting Agreements* and *Facilitators Contract* were discussed and amended as agreed by the hubs group.





We then spoke about the program and the facilitation of the meeting, not only the first day individually but the general concept of the program design and facilitation for the whole meeting as well, as the facilitators felt that it was particularly important to share the vision of the concept of the program and focus on that perspective:

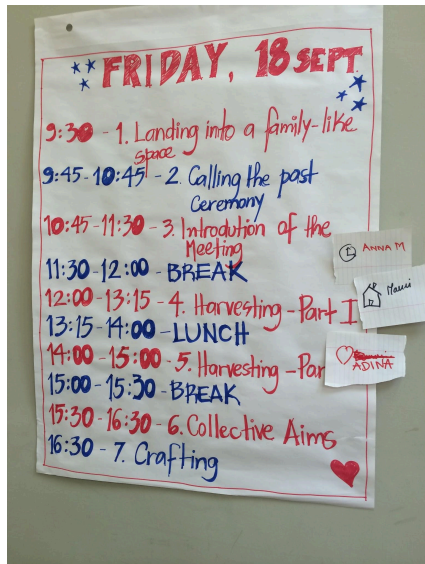


Sarah shared that the facilitator's intention was to create a sense of natural flow of energy, of spaciousness, of co-operation and ownness. One important concept was the "natural flow" - imagined in 3 phases:

- Phase 1 - to give plenty of space to gather, to celebrate getting together, firstly; to honour the past, look at what was done in one year since the last meeting, making things together and to dream our collective aims for our time together.
- Phase 2 - this phase corresponds to the TN conference days - this is the phase when

hubsters engage with other people and feel what is happening in the world of transition, still keeping a thread through, connecting phases 1 and 3 of the hubs gathering, being inspired, taking note of what needs to be taken over to the hubs discussion. There would be a lot of energy, a lot dispersion...

- Phase 3 - focus space - coming together again, have some space to focus on various ideas; space of breathing as well, clarity and to think what hubsters want to take forward as the hubs work in the next year.



The program of the day was, then, presented by me and agreed by the group.

Why we did it:

- Importance of giving time to the introduction of the meeting, to share a vision, to give the opportunity for to the group to agree and change agreements, contracts and agenda.

12h00 and 14h00 - Harvesting - Part I and II

What happened?

Just before I tell you what happened, let me tell you that, as part of the preparation for the meeting, the facilitators invited participants to prepare in advance, with their group (national hub, working group or TN), a poster/an information sheet, addressing the following questions/requests:

- What is the group? (national hub, working group, TN?)
- Who are the group's core members?
- To make a **drawing** to about the group - participant could creatively and colourfully represent, for example, energy levels; stage of development; connections between members and with initiatives and other key partners; key activities and projects; the national hubs were invited as well to include some basic facts (how many initiatives in the hubs' territory? Funding/paid workers/volunteers? MoU with TN?)

Andrei and I held this session. We invited the hubsters to bring in their posters and spread them on the floor. Then, each group (national hubs, working groups and TN) was invited to stand up, one by one, and make a 3-minute presentation focused in 2 points: “one thing that your group did in the past year that was a success and you can share with others; one thing that represented a challenge that you could use some help from the others”.

After the presentations, the posters were put up, there was a moment for milling. If hubsters felt an interest to learn more about a subject shared previously, to hear more about a success or to contribute to a challenging situation, could write on a paper (we called it “calling card”) and attach it to the clothes of the presenter (name and subject).

As the facilitators felt that the session could be quite heady and intense, participants were encouraged to come to the center of the circle and make a sound/sign (tibetan bowl) when felt needed. When the group of participants heard the sound, they kept silent, focusing on breathing, for 30 seconds.

All posters were photographed - check [here](#).

Why we did it?

- Taking into consideration previous experiences, it felt relevant to have a moment for hubsters and other working groups to show the work developed in the past year.
- There is always a tension between the will to share as much information we can when we are together and the limited time we have. This year, as we had such a big group (26 hubs, 4 working groups and TN), time needed to be used in a wise way. The intention was, therefore, to focus just on the 2 key points (success and challenge), to give all relevant information, in written, using a poster that would be put up on the wall, and encourage further sharing of experiences in moments outside of the meeting itself.
- Participants were asked to prepare a poster in advance with their group intentionally to include the people that are not present in the hubs meeting in the exercise of sharing the history, the choice of what are the most important points...

Comments:

- **[[Filipa]]** I have the impression that the exercise did not really work: it seemed to me that a lot of the hubsters did not prepare the poster with their group back at home; sharing the most of the information in written and focus only in two points seems to be difficult and that people really need to share more what we do, orally; the group was too big as well - this resulted in a super long and heavy session. The idea of marking the interest to have further sharing later did not work either.
- **[[Sophy]]** I think it's a great idea to prepare something before, to bring, but 3 mins each is too much. This is a really common tension in transition gatherings - how to share a lot of information without getting overloaded. I think it's helpful to start with the question - “how

much can people really take in" and work backwards. Structures that help might be to use the "all step in who.." structure to ask questions that will make visible common elements - "we have permaculture projects running", "we have run trainings", "we have a website", "we are all volunteers". I would also encourage making visible the relative age of the hubs - seeing that over time certain things emerge (e.g. arrange us into order of "age" and then step forward, and see where there is a relationship". This kind of interrelationships helps make information meaningful and digestible. I would also really encourage the sharing of existing culture with new people e.g. group agreements to be done small groups, building ownership, connection, and presencing the fact that there are new people being welcomed by many existing members (e.g. 2 previous attendees finds 2 new people and take them on a tour of the flip charts, and answers any questions., This also reduces the amount of time listening to 1 facilitator.

- [[Gordana]] I am one of the people without poster. Visualisation is always a challenge for me, and so it happened that no one else from our Hub could help me with the poster. At the same time I wonder how much the posters really communicate? Although they say a picture is worth 1000 words, it is in posters essence to show just superficial. This is a great tension: I would like to learn more about each and every Hub and their activities, but at the same time I realise that would take a lot of time I don't have.
- [[Tanja]] I think the way we were put in small groups in Copenhagen, to tell each other of our hub work and posters, was much better, as it gave us time to find common ground, be inspired and get to know each other. The 3 minute presentation was boring when all 25(+) hubs had a go, and didn't get us together at all. It was also very inspiring to hear the groups tell about their collective experience in the summon up.

15h30 - Collective Aims

What happened?

Sarah and Yoav introduced the session framing it as an exercise of reflection on our collective aims coming to the TN Conference. Yoav shared his thoughts on how to look at how a group can experience an event like this one with *Sectoral Analysis* (as used in permaculture): how we look at the TN conference, being part of our time together, having necessarily an impact in the hubs meeting, affecting the flow of energy and how the group can have an impact on the conference as well. How the harness the energy of the conference? How can the group contribute to and harvest from the event ensuring that we do not lose our "center"?

Taking from the question - when, during the conference, the hubs group would a clear role to play at the conference, Sarah and Yoav talked about some of these moments:

- Check-in desk - (proposed by the facilitators) during the TN Conference a table was to be prepared and decorated by the hubs, placed in a central place (near the restaurant), with a counter bell and a board with pens. Hubsters were then invited to come by the table, at least once a day, to check-in by writing impressions/ideas/thoughts/inspiration got during the conference that could be important to be brought to the hubs meeting itself. Once the contribution was made, the hubster would ring the counter bell! Flip-chart would be available for non-hubsters addressing questions to us

- Introduction and welcoming words in the opening session of the conference
- Webcast - organised by an international team
- Open space
- Poems - keep sharing the poems hubsters brought during the conference
- Global co-design workshop

Then, participants were invited to form small groups of 4-5 and discuss how they imagined the presence and contribution of hubsters in the conference. Once the discussion time ended, and gathered again in plenary, the facilitators opened the floor for sharing the ideas that were SPECIFICALLY involving several people and, at the same time, urging groups to just put in practice the ideas they had without going through a validation process from the whole group if that was not absolutely necessary.

Some of the ideas shared in the wider group or in smaller one:

- [[Filipa]] There was one I remember well because it emerged in several small groups: to use the room we were using for our meeting, with all the posters featuring the National Hubs present up in the walls, as the Hubs Group Exhibition during the conference. Attendants to the TN Conference would be invited to come in and look at it, direction signs were going to be put up...

Some of these “moments” will be coming later in the report under the Phase II section.

Why we did it?

- It felt essential to have a reflection process with the whole group about how to engage with the TN Conference - to be take inspiration from it, to contribute, but still... keep the cohesion among us, and centred...

Comments:

- [[Filipa]] Hum.... so much to say and a lot to reflect.

16h30 - Crafting

This was a “free style”, open ended session. We just made things to make our ideas and plans coming to reality :)

Phase II - TN Conference

What would be the right way to look at this phase of our gathering that makes sense in the report of the hubs meeting report? Not easy!

Maybe it's a good idea to add [here](#) the link to the TN Conference for those of you that were not with present...

So, I think what we want to share here in this section of the report is, on one hand, (A) the key moments/dynamics in a structured way, in the agenda of the Conference, to which hubsters had a key role and, on the other hand, (B) any other moments we lived in unstructured way - it might sound familiar to you to hear that it happened to me more than once to find my inspiration, during an event, outside of the meeting room.

Hubsters were invited to gather and share information, stories, inspiration collected on the various "moments"/workshops during the TN Conference.

A. Presence in the TN Conference, in a structured way:

The Check-in Desk:

What happened?

[[Yoav]] Hubsters built a desk for hubsters to check-in every day. [[Filipa]] The desk was placed in canteen. Participants of the TN conference could as well address questions to the hubs. The desk was decorated and had some information as well.

Why we did it:

[[Yoav]] Facilitators thought it could help to reconnect with our mutual aims in the conference and to have a place to 'park' the ideas we pick up during the conference so we would not need to "hold" them. [[Filipa]] The intention was as well to make the national hubs group visible in the TN conference and allow "connection".

Comments:

- [[Yoav]] It didn't work as well as expected. Only a few of us used it. It seems that our fear that the conference will "wash us over" was right
- [[Filipa]] I agree with Yoav. However, I thought that the desk was quite helpful in the exchange of messages and questions between TN Conference participants and hubs.

Opening Session of the TN Conference

What happened?

[[Sophy]] At the Friday opening there were 2 elements to make the international presence more visible - 1) to invite people to say “welcome” in every language present, so every was welcomed in their own language - and 2) asking Filipa to say something about the hubs meeting, to invite national hubsters to stand, and show what their badges looked like (how to recognise one!)

Why we did it:

[[Filipa]] It seemed important to give this visibility to the national hubs - connection, internationalisation, diversity, co-responsibility, cooperation.

Saturday's opening session facilitated by Josue and Juan

What happened?

Greet meet and make - in home groups

Saturday morning, 10.30 (or a bit earlier) - 11.30

Main facilitators - Juan and Josue (Sophy and Tara supporting)

- *How?*
 - *Groups of 4 (home groups)*
 - *One speaks, one write key words, 2 active listening*
 - *Read the 3 questions and answer the first then the next... all in the same round 5min each person for all 3.*
 - *When we'll ring a bell, finish your sentence and change roles*
 - *Divide and cut the paper in four, each for a person*
 - *create something to show, with a piece of paper*
 - *display it around by region*
- 1. Celebrate: What are you celebrating that is going well for you, your project or your community?
- 2. Looking for : what are you looking for in this meeting? something you want to take home, something that would be valuable for you, your project or community?

3. Bring : what are you bringing that makes you a resource for this gathering and for transition - skills, experience, what's your project or expertise, what do you want people to ask you about?

Why we did it:

To get to know each other, built community, to share stories

Energy and intention

Inter-connecting, excitement, a feeling of abundance in the network and hope.. "Wow all this amazing stuff happening, and amazing people I am with for the weekend.. "

Saturday, 19 Sept., 11h30

Co-designing a Global Movement Workshop

What happened?

[[Filipa]] Sarah and I were facilitators of the Co-designing a Global Movement workshop. We offered, with this workshop, to share stories about what National Hubs have been experimenting with ways to connect, collaborate and change the world across distances and what's gone well and what is proving difficult. You can check the original agenda here below:

Agenda:

1. landing, 1 word check-in, roles, review agenda [20 mins] - (Sarah)
2. **What?** - who are we and where have we come from - a little history, numbers now etc. [using different people and posters] [10 mins] - (Filipa)
3. **Why?** - keep simple [15 mins] - (Sarah)
4. **How?** - we experiment and we apply what works - learning process and sharing with others [15 mins] - (tandem S+F)
 - Governance
 - Decision-making
 - Working Groups
 - Collaboration
 - What is a Hub
 - Respect for difference/valuing diversity
 - integrating individual capacities/skills/approaches
 - cultural difference

[break for short exercise - question: Where should we hold the 2016 National Hubs gathering - turn outwards in the circle so we can't see each other]. [5 min] (Sarah)

- Connecting across distance [20 mins] (Filipa)
 - checking in
 - active listening
 - meeting roles

- appreciation/fun
- building trust
- physical meetings and apply our learning to virtual working

5. 1 word check-out [5 mins]

We had planned to show some process and techniques hubsters are using, and working well across the diverse cultures, that can be useful at such different scales. There was some difficulty to handle the timings we had calculated, unfortunately, we were not able to do the planned exercise that was intended to be a funny exercise showing some of the techniques we use while being on a skype meeting, showcasing how difficult is to connect, meet and work in those conditions, with tech problems, etc. The last part of the agenda had to be shortened as well.

There were hubsters present, helping to hold the space and we called for volunteers for the guardians of the heart, record and time roles. Around 20 people attended the workshop.

Why we did it:

- The Hubs Group has been developing work techniques, ways to connect and even a particular “culture”. It seems that there is a lot of interest to know about all this.
- The aim was not only to talk about the history of the hubs, about what hubsters are doing and their work techniques but as well to create situations somehow similar to how the hubs group work in meetings.

Comments:

- [[Filipa]] I heard a lot of good feedback :)

Saturday, 19 September,
“How change happens?” workshop



What happened?

[Noel Longhurst] Yoav and I facilitated a session which was about how change happens. This was a pilot of a training activity that we have been developing with the intention that it can be rolled out and used by local initiatives. The session was well attended with around 40 - 50 people there. The workshop had the following activities:

- As people arrived people discussed their own thoughts on change and then as the session started we captured their one word summary of their discussion / reflections
- We introduced the 'Systems Change' working group (formed at the 2014 Copenhagen Hubs meeting) and what it was trying to achieve in terms of asking questions about change. We suggested that it was important to think about theories of change to increase our effectiveness, hope and mutual support. We explained that there are multiple theories of change with relate to different levels and that we were going to focus on one particular theory in this session.
- Noel introduced the multi level perspective (MLP) which is a particular theory of system. We had previously prepared a rough version on this on the floor, with the group sat on chairs in a circle around it.
- We then asked people for a possible example that we could use for an exercise. We used an example of a local project which had developed an ethical fashion show. Yoav ran an exercise where different actors (e.g. the fashion industry, the media) were represented by different participants in the workshop and then located on the 'diagram' in relation to other actors and whether they were part of the 'niche' [new innovations], regime [existing systems] or landscape [wider trends]. Once a wide range of actors had been identified then wool was used to link actor together, showing the connections between them and which actors related to others.
- We finished with some questions, comments and reflections on the activity. We took email addresses for follow up activities.

Why we did this?

- This activity came out of the Systems Change working group and a desire to create materials that can be used to get Transitioners to think about change and their role in it. We believe that an understanding of some of the theories of change can be empowering and help Transitioners relate their smaller activities to wider processes of change. It was the first activity that we have tried and we were pleased with how it went. We received positive feedback and some ideas for how we could further develop the activity.

Saturday, 19 September,

“Transition in Post-crash Economies” workshop



This workshop was facilitated by Juan del Río, together with Emilio Mula and Jay Tompt. In it, was discussed about general situation in Spain, focusing in social and political movements emerged in context of economic and social crisis. Jay and Emilio explain their experience in Andalucia region (South Spain) during the filming of their documentary “[Guadal](#)”, including great details from “Marinaleda”, a village with big experience in self management. Juan, as an insider in social movements during 15M shared a lot with the many people that

joined this space. At the latest part of this workshop, there was an active debate and exchange of interesting points about the political and social environment in Spain, like the rise and fall of Podemos as political alternative, the “[Cooperativas Integrales](#)” and the current status of [Transition Movement in Spain](#) and others related, and the need of confluence and visibility to engage and connect with the mainstream.

[Here a video filmed in Liverpool 2011 at Transition Conference talking about Transition and 15M indignados movement.](#)

Saturday, 19 September, 16h30

Global Webcast

What happened?

[[Filipa]] The Global webcast was organised by an international team lead by Naresh Giangrande (TN). This international team - Carolynne (USA), Isabela (Brazil), Tanja (Denmark) and myself - volunteered to help and met a couple of times before the conference to co-design this event.

In a nutshell, we went on live, facilitators of a couple of the TN conference workshops were interviewed and shared some highlights of the events they organised and in the presence of a public in the room sharing thoughts and impressions collected in the conference. We had people coming in via skype from various parts of the world contributing to the collective discussions along with the contributions via the social media as well.

So, Isabela and Tanja handled the social media, Carolynne was with the public (in the room), Naresh was the leading presenter and I was the second presenter, supporting Naresh. We had a very experienced technical team hosting this event. Several other hubsters were part of the event as they were present in the public and very active in the discussions :)

I think the best to know what happened, is to see the recording [here](#).

Why we did it:

- This session was a quite special one as it was the first time we had a virtual and interactive moment like this one in a TN Conference.
- It was intended to both be a window for those who are attending virtually to gather some of participants experience.
- The aims was as well to give that international perspective, by experiencing the rich diversity and range and breath of Transition in many different cultures and places.
- We wanted to connect those of us who have were live at the conference and those who were unable to physically attend - all part of the Transition family. The ones absent could get a sense of what was happening in the conference, contributing with their thoughts and experiences...

Comments:

- [[Filipa]] I must say that this was really out of my comfort zone (the back office talking constantly in my hear, interviews and then this and then that, all trying to be be coordinated) but what a fun thing to do to walk out of my comfort zone with a team like that one!
- [[Filipa]] Super nice to have hubsters in the public supporting - really helped in holding the space!

TN Conference evening PARTY

What happened?

We had a party! In Yellow room (beats me why they call it Yellow). There is a stage there, some lights, we were dancing, talking, cuddling, laughing, drinking... you know, we were partying!

[[Filipa]] Lynn and François-Olivier (from Belgium) asked hubsters (via facebook group - *The Hugsters*) to collect dancing music from their countries into a fantastic list entitled International Hugsters music, using this [link](#).

Why we did it:

Do we really need to state a reason?

Comments:

- It was awesome! The best cider ever! Local beer, too.

Great D.J s!!

- [[Filipa]] It was really a good idea! absolutely international fun! I jumped so much that I had pain on my toe nails of jumping so much...

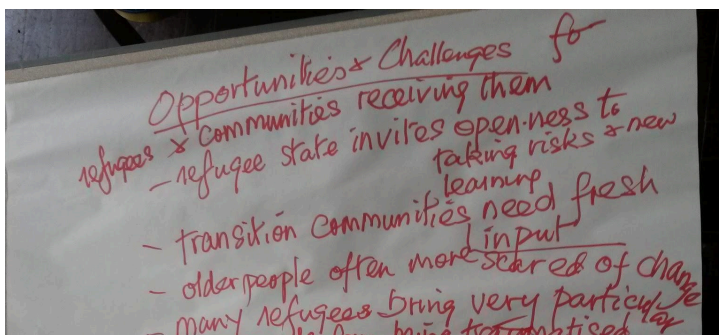
Open Space

“Refugees” Table

What happened?

Tracey brought some comments from Jeany Teasdale, one of the TN Conference participants:

[[Jeany Teasdale]] “We gathered together around the subject of welcoming refugees to Transition groups.



Here is a picture of the notes that we drew up.

We talked quite a lot about the different situations in different countries and places, and recognised that refugees having to leave their home countries is not a situation that is going away. There are challenges in helping in some countries, because of threats of prosecution. But there are also positive stories working with refugees and asylum seekers via transition activities - gardening, swap shops, repair cafes - and so on. We agreed that sharing some of the positive stories helps to combat some of the negativity we see coming from some media / social media channels. And that Inner Transition may be a useful approach.

A framework was suggested at the International Permaculture Convergence.

Wendy discussed the work Room to Heal is doing - <http://roomtoheal.org/>

I mentioned the work we are doing with CARAS (a local refugee charity) - 3 blog posts [here](#)

Please do share other things that were discussed and maybe we can propose some posts for the Transition Network website, to share some of the ways that Transition Groups can welcome refugees. After all, Transition is about building resilient, sustainable communities and livelihoods, and welcoming people to our communities is a big part of that."

B. FREE STYLE!

- **This report would not be complete if we don't have a reminder on the delicious sandwiches we ate every day for lunch :-)**



Phase III

Sunday, 20 September, 18h00

Re-gathering

What happened?

This was the moment when the hubsters came together again after the TN conference. The group shared impressions, inspirations, experiences, moments from the conference...

Why we did it:

- The idea was to have a flexible session marking the end of the TN conference and setting the scene for the next phase which was starting the following day.
- SHARING with the group individual experiences, feelings...
- After such a hectic time, with so much diversion, it felt important to pause, come together again, "touch the ground"

Comments:

- [[Filipa]] There was a story that touched me a lot: the one Samuel told us about the Prophecy of the Eagle and the Condor. Learn more [here](#).

Monday, 21 September

9h10 Opening session

What happened?

Introduction of the new phase the meeting was started by inviting the group to reflect about what would serve the best the group and the precious time that was left to be together.

Sarah shared the agenda the facilitators proposed and opened it for suggestions. It was underlined that the agenda was opened to be changed during the process, by the group. We agreed as well the **roles of the day**

Then, Sophy drove us through a very intense inner process/dynamic which included walking around in the meeting space, fast, slowly, expressing feelings with our bodies, connecting with others.

We spoke about the Check-in desk and opened the box that contained the notes hubsters wrote during the conference days. We got the cards out, distributed them around the circle and read them out loud. I remember one (example):

- Add complexity to the structure of the Hubs network - the fact that the network is fast growing might create the necessity to re-think the way the group is structured - the way meetings are held until now become difficult with such numbers, funding travelling for so many people might be impossible in the future, etc etc. Re-grouping regionally, in languages, etc might a way of adding this complexity as it adds a new level in the structure

Why we did it:

- It was important to keep some flexibility in the agenda to allow adaptations according to the needs of the group and dynamics of the conversations

10h00 Focus Space

What happened?

Andrei and Yoav facilitated this session.

The facilitators explained the concept of this session which they called “Focus/flexible space” as an alternative to the classical Open Space: the idea was to hold this dynamic that would help the group to work on ideas that emerged from the inspirational and energising time of the conference and following reflection on what was the work that really needed to be done when we were together and, very important, as long the energy to work on that is present in the group.

Apart of the mind set, the basic rules of this proposed dynamic was quite the same as the one of the Open Space technology: participants were invited to think about those issues that needed to be part of this focus process, to write those on a paper, read them out loud. The papers were placed, then, on the floor on a grill which was previously drawn on the floor, representing the 2 individual discussion sessions. Papers were clustered in similar themes that would become “tables of discussion”, moved around until the group felt that the clustering was right and the distribution of the themes in the sessions felt ok. Then, the hubsters proposing/holding/facilitating “tables” would stand up with the the written title of the table and in a funny dance, those of us interested in subject joined in and danced on to the meeting placed assigned before. Some subjects proposed initially

were dropped meanwhile. Participants could behave as bees, butterflies or stay put on their chosen tables. Facilitators ensure that the discussions was held and recorded.

Listing the tables of discussion:

- Hubs Funding Enabling Space
- Trainings
- Exchange platform
- Hub Support Offer
- TN Conference 2017
- How to see Hubs and Transition Network?
- Conscious culture

Why we did it:

- It made sense to have space to discuss subjects that the group felt that needed to be discussed during our time together but it was important to share the intention to be a moment to focus the attention to a limited number of issues and avoiding going into a phase of diverging as we would expect to happen in the Phase II of our meeting (TN Conference).

Comments:

- [Gordana] It was in this time, while we were working in Open Space, that I felt how tired I was, at the time I wanted to give my best to work in the group, on the subject I am passionate about. It was great to be able to be on both events, the Conference and the Hubs meeting for one ride across the Europe. But we should be aware that the longer we are engaged, the more tired we are and maybe take that into consideration when planning for our next meeting.

15h00 Fair of proposals

What happened?

The groups came back to the discussion tables and it was suggested that they look into the themes explored and translate discussions into clear proposals to be presented to the plenary session. Facilitators suggested that the process used was based on sociocracy ([guide document](#))

Why we did it:

- A good discussion about an interesting subject is important but it feels essential that there is a process in which the group decides collectively what is the right proposal that represents action for the future, the next steps.

15h00 Decision-making session



What happened?

Here's a [special recording](#) that Andrei did for the Hubsters, repeating his introduction to Sociocracy 3.0 and Consent Decision-making. It's 12 minutes long and rather wonderful (thanks to Ben for working with Andrei and editing the audio).

The process used was based on sociocracy (here's the one-page [guide document](#) that we used at the Hubs meeting in France in 2013)

Proposals discussed:

- **Evolution of our Network/ Hub**
- **Hubs Funding Enabling Space**
- **Conscious Culture Group**

Evolution of our Network/ Hub

A working group (the "Evolution Working Group") to develop and facilitate a beautiful and inclusive dreaming process, to gather hopes, dreams and visions for the evolution of our network/ web.

- First of all, estimate the resource and capacity for the pilot

- Then, if there is capacity, to pilot this process
- Then, take out to the whole network

This topic is owned by this Evolution Working Group and the Organisational Co-Design Working Group, but need to be really clear who owns and who decides.

Review:

Guardian: Sarah - sarahmcadam@transitionnetwork.org; and Peter

Members: Yoav, Andrea, Juan, Stephen, Lynn, Ionut, Bence, Gordana, Steffi, Josue, Carolyne, Filipa

Hubs Funding Enabling Space

- We are invited to share successful or good funding proposals, if we are happy to do so
- We are invited to share funding ideas, new calls, and funding knowledge
- This is a space to call for partners in new funding proposals (asking Hubs to talk to Transition initiatives if relevant.)
- We will call out to other Hubs for people to join this Enabling Space.
- Simple information, simple requests
- Encourage to link, collaborate, liaise with ECOLISE and other organisations and networks
- Probably an email list, could be google drive, Loomio, Swedish platform

Review after 1 month to see if we set it up; review after 1 year.

Guardian: Nicola - ? TBC

Member: Paul Hendriks (via Lynn), Arturs, Anna, Josef, Adina, Someone from Germany via Matthias, Javiera, Carolyne, Nicola, Filipa

Conscious Culture Group

A group of Hubsters to create resources and support for Hubs wanting to access Inner Transition

- Connecting with the existing International Inner Transition group, to support work being done, create awareness
- Start with an agreement on how to communicate (email list or something else?)

Review:

Guardian:?

People: Andrea, Arne, Lara, Sebastian, Mauricio, Raul, Marissa, Annelieke, Filipa

The remaining proposals, were going through decision-making the following day

NOTE: I am gathering all agreed proposals and active working groups in a google doc [here](#).

Why we did it:

- It feels important for us in this group, when we have the opportunity to be together, to discuss and decide where we want to put our energy in the following year. It feels important to have a vision and clear next steps to start with

Comments:

- [Yoav] in general, this day was very intense, not only for the content but also in the energy of the group. as a facilitator I can say that it was very hard to be in the front and that is something that we should think about and care about for the next time. this tension was not born in this day, and might be related to the short time we had to deeply meet in the beginning of the first day, but it can also be an alarming sign for us about how we work in collaboration .

17h30 Check out and end of the day

Monday, 21 September, 18h00

Truth Mandala

What happened?

This was a session offered by Ellen and Sophy. It was optional and not part of the meeting agenda.

To know more what Truth Mandala is check [here](#) or [here](#)

Why we did it:

- This arose from the “evolving the structure of the TN / Hubs network” group - where some people expressed feelings of hurt about the dynamic between people in TN and people in hubs.

Comments:

- [Sophy] I found myself repeating those dynamics of hurt through using rank when i disturbed the process of Ellen offering the process we'd agreed to the meeting. For which i'm still sorry, and I'm still learning about succession, supporting the ones stepping up. Ellen had already held the Truth mandala workshop at the conference. The issue of the interruption was about whether to set an intention for the process that was specifically about feelings in relation to hubs / TN, giving a space for hurt (possibly on both sides), or to open it to any feelings. In the end I held the process with support from others, and we specifically invited hubs / TN feelings to be expressed, as well as including any other feelings that needed expression. My reflection on the process is just how much feeling there is that's not usually expressed - much of it came as pain for the world or personal issues - which are often interconnected. I used to be cautious about holding Truth mandalas, but increasingly i offer them into gatherings. I still wonder what might have come if i hadn't intervened, and the space had really been held for t

TN / Hubs dynamic - what was prevented by this?

Monday, 21 September, 20h30

Hubs PARTY!!!

What happened?



Crowdfunding for drinks, co-designing and co-DJing, absolutely international sound, crazy dancing and, alternatively, Raul's guitar playing outside :) We heard Giulio's drums from time to time, that was great too! Check pictures of the party [here](#).

Why we did it:

- [Filipa] so many, so many reasons...

- [Issa] Because if it's not fun, it's not sustainable. And we do love to party
- [Tanja] We have to remember to celebrate. Who was the genius saying 25% of the work should be celebrating? And finally an exercise I didn't have to lay down to participate in :D
- Again: do we really need a reason? We like to have a great time together!

Tuesday, 22 September

9h00 Opening of the meeting

What happened:

Framing - completion and preparing for leaving. Presentation of the agenda

OBJECTION to the agenda and to the facilitators contract

One of the hubsters raised an objection to the agenda and to the facilitators contract, mentioning the following reasons:

- There were tensions that wanted to emerge but are blocked
- There is resistance to change (we are a group that works for change in the world)
- Not everything that was brought to the open space was incorporated
- Everyone needs to have a voice, not just those with power
- We need to deal with more important things

Collectively, the group decided to break into small groups of 4 people and reflect on the dynamics that could have led to the objection. Following that, each one of the groups shared key points with the whole circle. Response after talking in small groups:

- Wounds around belonging, clashes of culture
- The group is “storming”
- Should take the time needed to heal the wounds
- Fractal feelings – occurring in the wider movement
- Should have done more small group work during the Hubs meeting – not everyone gets heard in the big group
- We need less time talking about the process and more time running the process
- Use more strategic time
- Hubs had not responded to Transition Network’s requests to shape the meeting
- “I have no notes in my notebook” – all presentations from Hubs felt very similar
- Lost the opportunity for sharing ideas
- Balance of power shifting, emerging
- Allowed Transition Network to the meeting as observers but they have taken more and more space, the Hubs have not spoken enough
- Learning how to relate to each other in order to take decisions
- How crucial it is to care for our roots, then we are stronger to deal with the roller-coaster
- Invite everybody to take more responsibility for co-creation of the meeting itself
- Identity
- People are here to get support in what they do in their Hubs, they need to be heard here, or they can’t take it home
- Leaving the space open means that that which is important can be held
- Home groups within the Hubs could be useful?
- Happy because a bubble burst
- Not about the power changing, the only power is when we are together
- Obsession in these meetings with time being a line. Time is a spiral. Drop the obsession with time.
- Why do we have energiser exercises? The future should be motivating enough
- This moment is the cherry on the cake
- If the Transition movement is alive, we just have to trust that it knows our way, trust, let go. Keep going and never separate.
- Putting up barriers to trusting, but haven’t had time to speak in small groups. All time in big groups with short time to speak, this doesn’t build trust.
- Not enough inner/ Yes, lots of inner!
- As a group we are primitive in our self-understanding, in our infancy. To be open to new ways of doing things is vital.

- We don't need to know what's going on everywhere in the Hubs, we just need to trust and take care of our ego that wants to know it all.
- Challenge leads to shock – but that is a chance to grow.
- Honouring the work of the facilitation group – but they made it too easy for us.
- Like the idea of the evolving network. Neither hierarchical nor flat is good, need a different narrative to emerge.
- Just an open group
- I have understood in my lifetime, that the system invites us to structures. I've never liked structures. Nevertheless everything has a minimum structure – the pillars needs for the organism to function. Understanding the structure and the changes that it needs, comes from a good intention. Talk about the change in the organism instead. Everything is always changing and moving, reflect what is the change and what is the purpose of the change. That is what we made.
- Create a space for further reflection online
- Feed into conscious culture group and the dreaming process for how we evolve as an organism.

Facilitators and group, collectively decided then to redesign the plan for the day: completing the decision process, started in the previous day and the celebration and closing ceremony.

Why we did it:

- Super important to allow things that want to emerge in the group to actually emerge and to re-adapt, being co-responsible, in a space of security.
- The group felt that it was really important to keep in the agenda the second part of the decision-making of the proposals prepared previously, before we all went home, and that plenty of time was left to a proper closing ceremony.

Decision-making session - continuation

What happened?

Continuation of the decision making and review of the decision made.

In this session, we have completed the decision-making on the proposals:

- **Conference 2017**
- **Hubs Support Offer**
- **Exchange Working Group**

Conference 2017

A group of people from Transition Network and people nominated by the Hubs, that will explore needs and possibilities for a gathering or gatherings to connect Transitioners in 2017

Review: 1st December 2015

People: Naresh to make a call to the group

Hubs Support Offer

To create a steering group to develop a support offer for Transition Hubs:

- To define process of development of the support offer
- Act as a reference group about this process
- Identify the resources and people within Hubs to form a working group to consult and work on the Hubs Support Offer

Review: after 6 months and before the next Hubs meeting

Guardian?

People: Anna, Tracey, Mayliss, Matthias, Gordana, Javiera, Gary, Mauri, Mike, Filipa

Exchange Working Group

Working group will sketch out (draft, prototype, proposal, scope) as a first step what the exchange function would look like, how it could work.

- Inspirations: WWOOF, virtually, Erasmus
- Sketch will be sent around to Hubs, network-wide, for input and capturing needs

Review: between 23rd-25th November 2015

(Naresh pledges to bow down at Stephen's feet if a way is found for this difficult question)

Guardian?

People: Andrea, Lara, Andrei, Ellen, Sara, Corinne, Adrian, Sebastien, Stephen, Matthias, Mauri, Filipa

NOTE: I am gathering all agreed proposals and active working groups in a google doc [here](#).

Overview of the status of the working groups

What happened?

The flipcharts of the agreed proposals in our gathering AND the papers representing the working groups in activity during the past year were displayed on the floor, together. All were named out-loud underlying what were the agreed next steps to each one. What concerns the working groups formed last year, the group was informed which ones were to continue to be active and hubsters were invited to join.

In summary, we mentioned:

- a. the newly agreed proposals:
 - **Evolution of our Network/ Hub**
 - **Hubs Funding Enabling Space**
 - **Conscious Culture Group**
 - **Conference 2017**

- **Hubs Support Offer**
- **Exchange Working Group**

b. and the working groups formed last year:

System Change Working Group

- Working group carrying on
- Will meet and adapt to the changes from the conference/ Hubs meeting
- Will send an email about next steps, joining, etc

Inner Transition

Organisational Co-design Working Group

- Permanent group – carrying on
- Will be putting out a proposal for What Is A Hub during October/November 2015
- Will be involved in the Evolution/dreaming process

Latin America Group

Group is continuing!

COP21 Working Group

Main work of working group is over and contributed to 21 Stories for COP21 and other preparatory work for COP21. Corinne is now the liaison point for Hub contributions, communications in their countries. COP21 event is in December 2015.

Action: Hubs need to know that they can communicate with Corinne!

NOTE: I am gathering all agreed proposals and active working groups in a google doc [here](#).

Why we did it:

- In the past, we concluded that it was important for the hubsters to have a general picture of the new working groups formed AND of the ones formed before and clarify if these were to be carried on.

11h00 Celebration and Closing ceremony

What happened?

We gathered in the yard.

Organizers of the party (Lynn and Ellen) had some money left so they suggested that someone should take that money and plant 2 tree for Hubs group. We accepted the idea so Andrea from Columbia told us she will plant a tree in Columbia.

Then, we wrote down our wishes to be hanged on the trees to be planted



Why we did it:

- To celebrate the time we shared, the experience, the togetherness, the ability to work around some sensitive issues, the fact we are connected with each other heart to heart and that we feel like family although some of us just met each other, to say goodbyes, to give even more hugs and keepsake some of them in our memories for the future, from the people we will miss as soon as we say goodbye.



Picture: Picture of the hubs tree in Brazil :) planted by Issa.

Comments:

- [Gordana] This was the first Hubs gathering I attended. Since I joined Transition recently, when I learned that I was going to represent Croatian HUB, I wanted to prepare myself well. So I wanted to read all the material available, notes from previous meetings etc. And although I wanted to do that, I had hard time keeping my concentration on the text I was reading. I liked the ideas presented, but at the same time it was all so very abstract. I engaged in REconomy meetings also. I met several people on line, I knew their faces, I even talked to some of them. But then, again, it was somehow distant and abstract. Then I arrived at the Conference, met you, talked to you, wonderful people, hugged you, received lots of hugs - and everything changed. Everything got this new dimension. Like it

was in 2D and gradually I sensed it all in 3D. And it felt really like family reunion. With people I met for the first time in my life :-)

This closing circle, full of emotions. Of connections we established. Memories.

I shared the best time of my life with you all.

THANK YOU all! I am happy to share this world with you.

But I think we should thank and celebrate all the wonderful people who were facilitating and organizing and taking notes and providing for us. Somehow it seems we did not express our admiration and appreciation for all the efforts of organization. Everything went so smoothly that we did not notice the organization - and that is the sign that the organization was excellent.

THANK YOU, beautiful people from Transition Network!

- [Gordana] There is one topic I'd like to mention: music and dance. In other areas we we learn about traditional techniques our ancestors used to apply. We can say we are bringing some of the good but forgotten aspects of that culture to the surface once again. The same goes to the music and dances: tradition of every nation has some great music and some great dances just waiting to be re-discovered - those which we call "folklore". Just like we presented a poem for Hubs meeting, maybe next time we can present (just) music or both: music and dance. I know that some really simple dances from various traditions we can learn quickly. It's just: are we inclined to do so?

18:00 - END OF THE MEETING

AND

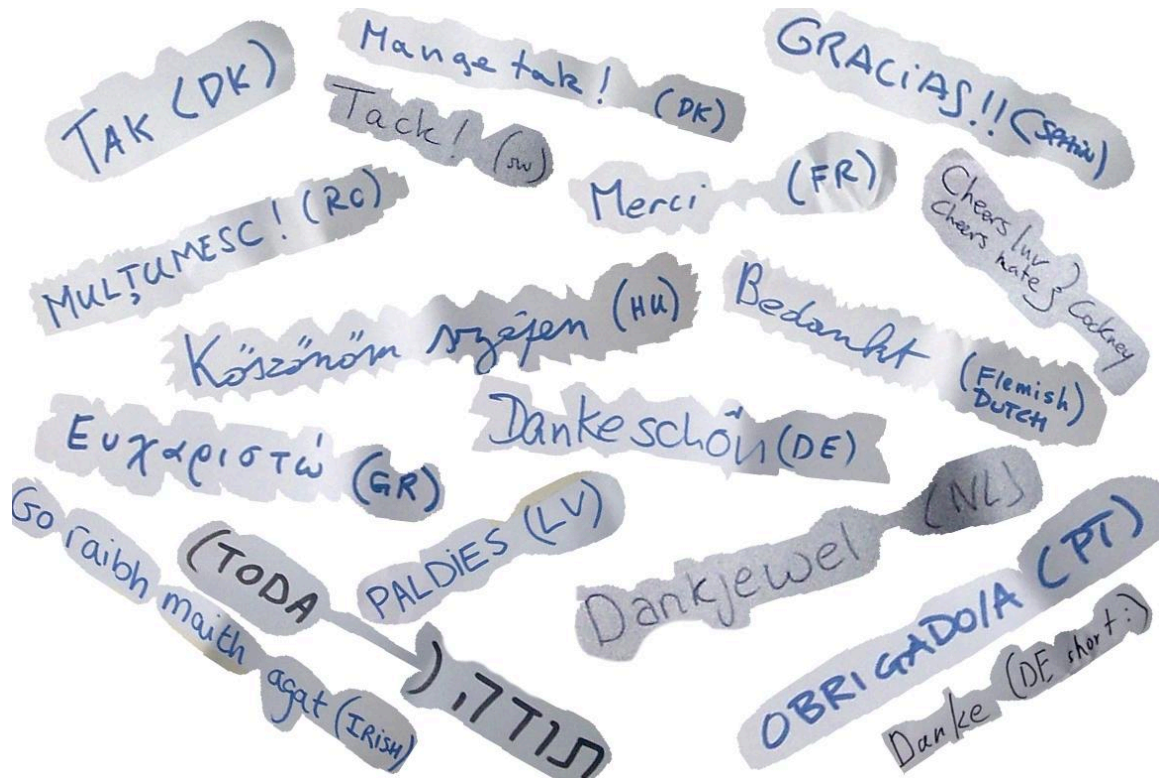
Other REPORTS of this meeting:

- Transition US:
<http://www.transitionus.org/blog/report-back-2015-transition-network-conference-gathering-national-hubs-0>
- Catharina de Bruin (Netherlands):
<http://www.catharinadebruin.nl/national-hubs-gathering-on-transition-network-conference-over-de-hele-wereld/>

Other pics and vids

- [2015 National Hubs Gathering](#) by Transition Network
 - [Transition Conference 2015](#) by Transition Network
 - [Transition Conference 2015 Issa's pictures](#) by Issa
 - [Pictures from the Hubs Party](#) by Gordana
-

All that remains is to say...



hvala (CRO)

... and see you in 2016!