

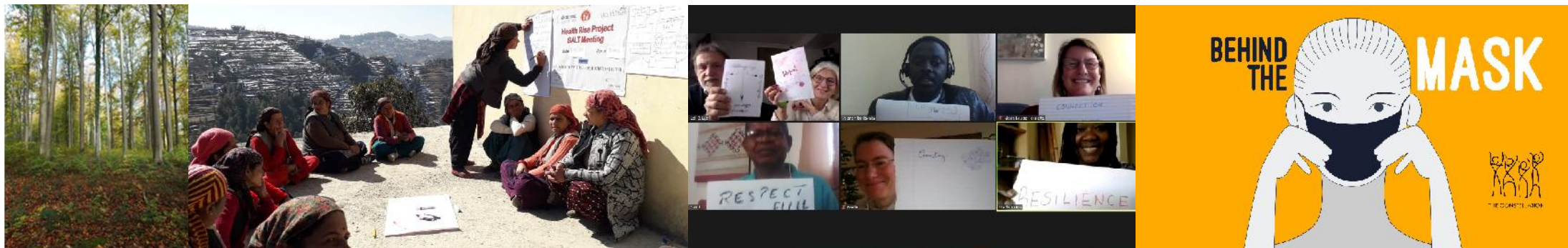
# The Constellation

Connecting Local Responses around the World



## Annual Report 2020

"In times of physical distance, let's dream together, let's grow together."



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*Like every year, the report will allow you to follow different SALT-CLCP applications around the world, to then contact contributors according to your needs and to rejoice and be inspired by local responses.*

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# Introduction

By Luc Barriere-Constantin,  
Chair of The Constellation Board

I am happy to welcome you to the **"images" and lessons** of this year 2020. It would probably be too simplistic to say that it has been a memorable year; we have all witnessed, sometimes afflicted and often delighted, by unexpected, surprising, and/or stimulating events.

You will see in this report that **many communities have taken spontaneous and solidarity-based initiatives**, demonstrating their inherent dynamism and genuine concern for the WE. The abrupt suspension of movements, both local, regional and international, has challenged our ability to provide adequate support to ongoing projects. But our members, at all levels, have been able to re-engineer themselves and **adapt their way of working** to the circumstances. One example among many is the energy deployed by ASHAs (Accredited Social Health Activists) and community workers in Udaipur and Shimla (**India**). They continued to voluntarily provide support to communities and patient groups through almost daily telephone interviews. In addition to the continued community stimulation, these interviews made it possible to finalise the project activities and to carry out the monitoring and gathering of information critical to **the evaluation of the impact of the SALT-CLCP** among groups of patients suffering from non-communicable diseases. We are pleased with one of the conclusions of this evaluation:

**"The SALT-CLCP methodology showed promising results in improving lifestyle behaviours and self-care practices of patients, which may be instrumental in improving metabolic control of their disease conditions."**

You will see that the same attitudes were found in projects in the **Netherlands**, in neighbourhoods and with refugee women.

This situation, in various countries, has led us to put in place **strategies to keep in touch and continue to stimulate, emphasising the thinking and energy** of our members to face new challenges and old ones. You will have the pleasure of discovering - if you have not already done so - the many beautiful stories gathered by the episodes of "Behind the Mask"; or the adaptation to the new reality of some of our tools, such as the Co-Check for the adoption of effective barrier measures.

A fascinating reading is waiting for you.

These changes in our environment have also guided our **2021 work plan**, emphasising on virtual exchanges, whether in terms of training facilitators, group and community accompaniment, or joint learning and exchange of experiences.

**We look forward to meeting you online at our 2021 Global Learning Festival to strengthen the importance and impact of Local Responses, together.**

# Who are we?

## The Constellation in a few words

### *Vision*

Communities take action based on their strengths to realise their dream.

### *Mission*

The Constellation connects individuals, groups, communities, and organisations to learn and share the local experience and for mutual support.

### *Values*

The Constellation members and partners have co-created and continue to develop the strength-based SALT approach that leads to local ownership of problems and solutions. SALT is the acronym for **S**upport, **A**ppreciate, **L**earn and **T**ransfer—our way of working. Those values, combined with the learning and action cycle called the Community Life Competence Process (CLCP), form a strong combination in support of people who want to take ownership of their situation and the situation of those around them, be it with regard to health, sustainable development, or living together peacefully. <https://the-constellation.org/our-approach/>

### *Experience*

Since 2004, The Constellation has facilitated community responses in 55 countries through 129 projects and 250 facilitators. More than 2000 stories (The Community Life Competence, CLC) platform:

<https://aidscompetence.ning.com/profiles/blog/list>) and reports, including from CDC, UNAIDS, UNICEF, and WHO, show the impact of the methodology (<https://the-constellation.org/evaluations/>). Recently, an independent evaluation agency scientifically showed a strong association between SALT-CLCP and NCDs patients' health behaviour (Ramaiah International Centre for Public Health Innovations (RICPHI). HealthRise India Transition Grant Endline Evaluation Report. October 2020, [https://drive.google.com/drive/folders/1eFcna7ldyEN2k5YXuNsw4k\\_n7fAJsD2k](https://drive.google.com/drive/folders/1eFcna7ldyEN2k5YXuNsw4k_n7fAJsD2k))

### *Why what we do is important?*

Humanity faces urgent interlinked challenges. More than ever, dialogue based on our humanity and openness to others is essential to act and to confront, in particular, retrenchment and mistrust.

"If you take this idea that you can do things for yourselves to make your life better and you can share what you have done with your colleagues and friends to help them make their lives better too, then you can make your own world a better place. And maybe that is really for me the idea of what SALT is about."

*Philip Forth, United Kingdom*

"It's not about 'empowering someone', it's about creating the space where people realise the potential which exists within them. Everyone has something special; we just need to help each other unveil the strengths within."

*Rituu B. Nanda, India*

### *A few figures*

**129** formal contracts signed and implemented by The Constellation

**86** partner organisations

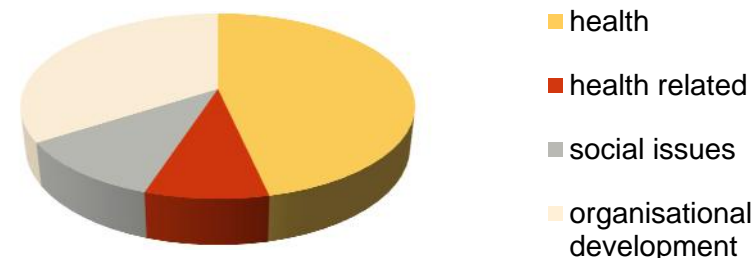
**2478** members of our online community

**104** countries represented in our online community

**2094** stories posted in our online community

**3070** facilitators trained in our partnerships

### *Main categories of themes addressed:*





# Activities



Welcome to The Constellation Online Learning Platform



This site contains the training programmes of The Constellation, a not-for-profit organisation based in Belgium. In The Constellation, we work towards a world where communities take action based on their strengths to realise their dream. Our training programmes will develop and nurture your capacity to stimulate and to facilitate community discussion, reflection, learning and action.

# Our way of working and Covid-19

## SALT connections

Everybody who has been involved in a SALT meeting knows that it is a safe space where we connect on universal human values from the heart dropping titles and welcoming differences as an endless resource for growth and inspiration. In a time of physical distancing, we need such connections. They give us the energy to dream and go forward.

This year has taught me how much we, human beings, thrive on human relations and how much human relations need care to thrive. We are physical beings in the sense that most of our cognitive (broadly intended) processes go on through our bodies. During this year, we have been diminished somewhat of our physical possibilities. I do not dare to say that we came closer, I think closeness is something one needs to exercise, but I dare to say we are much more aware of this need.

SALT-CLCP helps since it is a tool that gives awareness and a perspective of life of which we need so much in this time.

*Roberta Santucci, Belgium*

## Finding solutions based on our strengths

The Constellation had different projects in progress at the start of 2020 that should have been face to face; this means travelling to India, Thailand, The Netherlands, and other countries. As Covid-19 upset our plans, we found solutions with our partners to follow up on the projects.

As an international organisation since 2004, we are used to virtual exchanges. We have never been shy of technology (an online training programme since 2007, a social platform launched in 2008, first users of the beta version of Skype, and virtual workspace from the start). Moreover, combining it with SALT has been helping us to stimulate thinking and energy also through those channels. Thereby our projects continued in an adapted way. We can train facilitators or accompany a whole process in The Netherlands or India without moving from home.

I saw a lot more active reaching out and partnership opportunities with The Constellation this year than I previously have. I was more 'engaged'.

*Mehek Ali, Community Engagement Centre (CEC) of Indus Health Network, Pakistan*

## Can you imagine making virtual SALT visits? Or a virtual Learning Festival?

With imagination, creativity, and tenacity, facilitators and learners in the Amsterdam SALT training have done it with success!

The Covid-19 has allowed us to find solutions to what, at first, seemed impossible to us with physical distancing. We have continued stimulating conversations, a place of collective learning from which a greater sense of harmony, camaraderie, and creativity can emerge.

In the All Women Abroad programme for supporting refugees in their integration process, participants have become more self-confident, more aware of their strengths and how they can use their strengths to take steps to realise their dreams and plans in The Netherlands. **Despite Covid-19, participants' outlook on the future has taken a positive turn.**



Forced to physical distancing, we all welcomed the possibilities offered by video telecommunication applications. For instance, participants of the Amsterdam training asked for more virtual meetings to keep in contact. But **The Constellation's meetings have perks:**

One is the safe space created by SALT facilitators.

A second is continuous learning engaging all participants.

For instance, SALT facilitators refine and redirect the training in dialogue with participants. At the ASEAN Institute for Health Development (AIHD) SALT training in Thailand, existing training modules were adapted to the context with input from the new SALT facilitators.

**2020 saw significant improvement on The Constellation's online SALT-CLCP training.**

A third is guest speakers who stimulate and inspire by their experience or positive feedback.

For instance, in Amsterdam, guest speakers at the Learning festival noticed the closeness of the group through their presentations: "If you manage this online, you sure will nail it in real life!"

A fourth is that it is all going somewhere!

The participants of the Amsterdam training launched two neighbourhood connecting activities. In Thailand, the group went through the process and developed their dream and actions for a Green Bangkok.

All through the year, The Constellation showed great adaptability to stay connected and support local teams and individuals all over the world. We multiplied the opportunities to share and learn from each other so that we build our social immunity.

From March onwards, The Constellation made the **As You Open Your Eyes documentaries available to spread inspiration from communities around the globe** who have been/are facing challenges. Encouraging, during the lockdown and beyond, to dream and work towards this dream, particularly coping with Covid-19 locally. We organised a series of virtual conversations about the ideas that we can get from the movies, with the filmmakers, protagonists, and experienced coaches from The Constellation. The story of older people in Uganda is particularly relevant with this message: "Let's keep appreciating the strengths the older citizens and family members bring to the table, and let's include those in our response to Covid-19." From Thailand, the film 'One of Us' and the clip 'Experience' show how Health Volunteers play an essential role in supporting the local communities in times of pandemics.

Moreover, members have become filmmakers making short videos showing local responses "Behind the Masks".

As witnessed by all the innovative ideas, strategies, and solidarity networks that have been put in place in recent months, the input on a local level and from citizens is where collective intelligence involving all actors is the most relevant and effective.

*Jean-Louis Lamboray, The Constellation Belgium, in «COVID-19: question de confiance», Le Soir, 14 May 2020*

Conversations held on Wednesdays helped SALT-CLCP facilitators to make sense of the pandemic, the reactions, and the responses to it. And to find strength in friendship and shared vision. After a while, the conversation evolved to building a Self Assessment framework for individuals to stay safe from the virus and protect others. It can serve as a guide to have a conversation with family, colleagues, or friends.

I enjoyed these conversations the most when we would go to really share our experience with one of the practices.

*Marlou de Rouw, France, The Constellation Voting Member*

A WhatsApp group was also created for interfaith discussions about the Covid-19 response.

A lot has been done to give visibility to the organisation

## Webinars and Webconference

We participated in:

ABCD's (Un)Conference 'Co-Creating our Future Stories of Hope and Action' with three events: Harvesting Strengths developed 'Behind the Mask'; People-centred approach on diabetes and hypertension in two states in India; Co-check your Covid-Competence.

The Covid-19 Conference of the International AIDS Society with a Narrated Poster sharing the lessons we learned from participative filming and from community responses to Covid -19—with our partner Visual Development.

The Geneva Health Forum 2020 with a stand that showcased videos from 'Behind The Mask' and the 'As You Open Your Eyes' documentaries presenting local responses in Uganda and the Moluccas.

Our participation in such events was both very instructive and inspiring. We believe that this conference format will become more and more common, so we must learn to work with it and make the most of it because participation is important and, above all, very diverse in terms of geographical origin. By the end of the three days of the Geneva Health Forum, more than 2000 people had visited the stands or participated in a plenary or poster presentation. The success of our booth was noteworthy as it was ranked in the top 15 among more than 800 stands and posters, in terms of exchange activity. All the visitors expressed their appreciation for the quality of the displays, documents, and films.

## Website

With the help of communication professionals, we created a new website to make the work of The Constellation better and more known.

The revamped website is a step towards involving everyone in engaging local strengths and leadership across the world, in addressing long-standing challenges. Look forward to welcoming more like-minded people to our community of SALT practitioners. Let's celebrate community together.

*Ranganayaki Thangavelu, Singapore,  
The Constellation Voting Member*

## Social media

<https://aidscompetence.ning.com>

2,437 posts and 2,483 members

<https://www.facebook.com/constellationclcp>

1,503 followers

<https://www.instagram.com/constellationclcp>

185 posts and 171 followers

<https://www.twitter.com/TheConstellati1>

4,127 tweets and 979 subscribers

<https://www.youtube.com/user/theconstellationclcp>

142 videos and 89 subscribers

## Publications

The Constellation contributed a chapter about SALT-CLCP in India, Botswana, Guinea and Liberia in the Johns Hopkins Bloomberg School of Public Health publication 'Achieving Health for All: Primary Health Care in Action'.

The Ramaiah International Centre for Public Health Innovations (RICPHI) published its evaluation of the impact of the SALT-CLCP methodology in a partnership stimulating people-led action against hypertension and diabetes with the MAMTA Health Institute for Mother and Child, the Catholic Association of India, and The Constellation.

It can be concluded that the SALT-CLCP methodology has the potential to shift NCD care management from a health care facility led model to community-led model by empowering the community.

*RICPHI*

This evaluation will help The Constellation to convince people of the relevance of the SALT-CLCP methodology. Moreover, it has helped to understand how to better be able to evaluate the impact of its work (see p. 17)

The Constellation's publications are available here: <https://the-constellation.org/evaluations/>



# As You Open Your Eyes

A film series that portrays communities and their processes of change worldwide

As You Open Your Eyes is a beautiful, powerful means to share the dreams, the experience, and the power of The Constellation/SALT. It is also a beautiful way to a creative participation in which people of The Constellation can contribute to the visual development of our awareness and history.

*Roberta Santucci, Belgium*

We organised 98 As You Open Your Eyes events during 2018 and 2019 in cinema's, community houses, schools, universities, and workplaces in 12 countries. In 2020, under Covid-19 restrictions, we organised 11 online events with partners as Young UN, State of Youth, and Transition Cinema. The movies are now integrated into The Constellation's (online) training.

We made the movies available on the website of As You Open Your Eyes online, so counting views has become difficult, but we know that, on Vimeo, the movies have been watched 5347 times, and, on YouTube, 3191 times.

## The Behind the Mask initiative



Many individuals and communities found solutions to halt the Covid-19 and support one another. However, these efforts are often localised nor recorded nor shared. The Constellation, therefore, partnered with the moviemakers from Visual Development to initiate the Behind the Mask project which aimed to (1) capture good local practices and (2) offer inspiration across the globe.

Early in the pandemic, we asked community facilitators and community members to film themselves in their daily lives and to tell the story of what they are doing differently now, what inspires them to do so, and what they hope will continue after the current crisis. Visual Development equipped and coached each storyteller with technical guidelines for the filming of a variety of scenes with a mobile phone. Facilitators from The Constellation helped develop the story through a series of appreciative questions. The submitted footage was assembled through professional editing in attractive and touching short clips. The stories were captured by people in different contexts in Austria, France, Indonesia, Thailand, Kenya, Togo, Spain, Uganda, and China. Every week from the 11th of May to the 9th of July, a new story was released on <http://asyouopenyoureyes.com/behindthemask> and on <https://www.facebook.com/ayopenye/>.

## Results

After one month, we already saw some promising results emerge. The project is empowering, as the strength-based questions invite people to look for possibilities and people learn film skills. The short clips are a source of inspiration for viewers who feel invited to think through what they can do themselves.

For me, the Behind the Masks series was a time of joy and emotion because, despite the pandemic and the lockdown, we found a way to connect with others. Facing the same problems, we find different solutions. Very inspiring and creative videos where we can find solidarity, love, caring, tenderness, imagination, and new strengths.

*Dolores Rey, France,  
The Constellation Voting Member*

My favourite episode is 'Move'. I felt very proud and inspired collaborating with Alves in the filming of the episode. He beautifully made others not forget to exercise their body during the lockdown. Wishing this caring young man the best!

*Carmen Indrani, Spain*

I was very proud that we learned new skills in this period of crisis. We told our story on video!

*Yuyun Juniar, Indonesia*

## Be inspired by people Behind the Mask

People Behind the Mask shared their way of providing support to others while staying safe:



"Any success or progress for anything that we do has to **start with us**. As the saying goes now: Let's do our part." "No one is being pushed by the government to do it because we realise it is our responsibility." Onesmus Mutuku, Kithituni, Kenya, <https://vimeo.com/434668127>



"During this pandemic, everyone around me, my friends, my colleagues, my family; all demonstrated a strong sense of social **responsibility**." Zhongping Zhan, China, <https://vimeo.com/432406251>



"Everyone is trying to help in their own way." Shobhit Dubey shares how outreach workers in Udaipur, India, take care that messages with preventive measures reach into the households in many forms for all to **stay safe**. <https://vimeo.com/430312860>



"Although I fear the disease, I feel calm. We have learnt preventive measures, what we must do to not be afraid of being close to others by respecting our distance." Dolores Rey in France

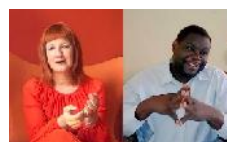
"I called my grandmother and asked her for some tips." Given the shortage of masks in France, Noemi Hutubessy decided to develop **new skills**: sewing masks. <https://vimeo.com/425808519>



"Distributing groceries to our community members" and "face masks that we made to motorcyclists and passing cars, I am happy and proud that I can **share** with others." Yuyun Juniar, from Indonesia, hopes that generous actions will help break stigma and discrimination against transgender people. <https://vimeo.com/421079754>



"I could see how stressed people were. So, I had an idea. Hey! What if I did some sports to help people **move**?" Alves Sidibe from the Ivory Coast in a refugee centre in Spain. <https://vimeo.com/423535799>



"I started recording bedtime stories for kids, and I send them via WhatsApp to about 30 families." Karin Bleiweiss, Austria.

"I spend most of my time wanting to change people's lives. I didn't know there is a strength by just relaxing and bringing **good vibes** by being yourself." Michael Miir, Uganda. <https://vimeo.com/418490483>



"Everyone has used their **imagination** and the materials they had to create something useful." Blaise Sedoh, Togo, <https://vimeo.com/428041423>



"As a human being and as a musician, it is my moral obligation to encourage all of my **neighbours**." Lorenzo Pistolesi singing at his balcony in France, <https://vimeo.com/416003688>



"In our isolated valley, Covid-19 has simply reinforced connections of **solidarity** that already existed before the pandemic. Today, they make even more sense and are more precious." Stephanie Caldy and Xavier Mocellin, in France, increase food security by offering to share their vegetable garden and by supporting local farmers. <https://vimeo.com/436550094>



"The Covid-19 epidemic at present reminds me of the time we worked on HIV/AIDS." A volunteer of Tha Wang Tan, Thailand, building on long-time **experience** from the HIV/AIDS response to now support people in her community. With Supachai Audkham and Wipa Aksonphrom. <https://vimeo.com/438814387>

## The 'One of Us' episode of 'As You Open Your Eyes'



On the 1st of December 2020, World AIDS Day, The Constellation and partners organised premiere screenings of 'One of Us' which shares the story of Tha Wang Tan in Northern Thailand. 25 years ago, there was a lot of fear and stigma, in many forms, against people with HIV/AIDS and their family due to a lack of knowledge and understanding. Khun Tawan led a local response to solve this problem:

It is not difficult to overcome problems if we use the strengths of the community. We went to every village and encouraged the elderly to create a mobile team. Then we organised a 'youth mobile team' in every village. In the end, we had an annual plan, and we divided up the roles so that we could work together. [...] I left Ta Wang Tan 10 years ago. When I go back there today, I see that they still have strengths. They are still working together, even though I am not there."

*Khun Tawan, Thailand*

An eloquent statement of the **sustainability** of The Constellation approach. Having taken ownership of their story of change, Tha Wang Tan is ready to take up any other concern, the Covid-19 crisis, for instance (see the 'Behind the Mask' film 'Experience' <https://vimeo.com/438814387>).

When interviewing people to prepare the movie, I asked them what their big secret was. Many people said: "Love." If we remember the love that we have for each other, we will be alright.

*Usa Duongsaa, Thailand*

'One of Us' premiere inspired beautiful conversations and left audiences deeply touched and inspired.

"Brilliant. This movie shows the community at its best."

*David Chipanta from UNAIDS at the screening event organised by Young UN and The Constellation for the United Nations' staff.*

The Constellation volunteer Beatriz Carvalho organised screening sessions with State of Youth, Amsterdam University College, Transition Cinema and Taste Before You Waste. Opportunegree organised screenings in several refugees' camps in Uganda.

Thank you for sharing and caring.

In The Constellation, we work with a process (CLCP) and a way of facilitating that process (SALT). It puts what we do into a nice tidy box so that we can dissect it and discuss it. What the films show is that we do not always use the process in this stepwise fashion. Sometimes life is more complicated, sometimes it is simpler, and sometimes it is just different. Perhaps it's a bit like learning to drive. The way that we drive a car when we have got some experience is different from the way we drive when we are taking our first steps and everything feels new and confusing. The As You Open Your Eyes films show us some communities that have learned by doing and have learned from doing and they have modified our process as they have changed and as the situation has changed.

*Philip Forth, United Kingdom*



## The impact of 'Waste Time'

With the As You Open Your Eyes film series, The Constellation has reached audiences in all continents leading to thoughtful conversations and, in some cases, immediate actions.

Waste Time tells the story of how people in Saparua, Indonesia, take ownership of the issue of waste and tackle other social issues on the go. In Vashon, USA, a very young audience got the idea to make a statue from waste for their schoolyard and use it as an information point. Scholars in Bandung, Indonesia, decided to no longer use plastic meal boxes. In Bali, a group of girls sought answers to their many questions on waste management. In Nguni, Kenya, the kids who attended the workshop decided to discuss the movie's messages with parents and guardians. Students developed their dream for a happy and green school in Switzerland and made first plans for small doable actions. These include encouraging green transport to school and leading by example.

Waste Time also inspired adults; for instance, after the movie in the Family Planning of Kampung [village] near Bandung, an agreement was signed that single-use plastic would no longer be tolerated during events. In Amsterdam, neighbours explored the link between good relationships between neighbours and a clean environment.

Are you interested in engaging people in your school or club in environmental activities?

Contact [marlou@the-constellation.org](mailto:marlou@the-constellation.org).

## Building on the experience: Visual Journey project

The Constellation is developing a new film project called Visual Journey. It is inspired by the lessons learned from the As You Open Your Eyes film project.

Firstly, local responses are strongest and longer-lasting where communities have gone through an explicit process of joint learning from their experience. Ownership of the lessons and learning make a stronger community.

Secondly, the story is the community's, the way to share it should also be. With our Visual Development partner, we can help community members with new skills in visually capturing their story and making it stand out so that it becomes a most inspirational tool first for the community itself and then also for a worldwide audience.

Lastly, all people in the As You Open Your Eyes series told us: "We didn't know that what we are doing is important," yet the documentaries with their lessons have inspired thousands now: "We can do this, too," even if the issues that the audience is facing and the context they live in is seemingly different.

During the first year of the project, we would work with three communities in different stages of the local response, in different geographical areas, and from different cultural backgrounds.

As You Open Your Eyes inspires you to action?! Share your story with us!





# Projects in the Netherlands

## “All Women Aboard – Me & My Family making a new home”



*The participants of the All Women Aboard training guide us in how the training is shaped. As we were sharing thoughts and feelings, a participant proposed to sit on the floor just as it is done in Syria. This picture shows how the atmosphere within the group allows the women to feel safe to share feelings and propose ideas. Photo courtesy of Rosa Watjer.*

In collaboration with municipalities, the Dutch Ministry of Social Affairs & Employment initiated a programme in 2019 to support refugees in their integration process in the Netherlands. Our partner organisation, Implacement, began, in September 2020, a 9-month course for two groups of refugee women from Syria and Eritrea with 3 facilitators supported by The Constellation coach (Birgitta Schomaker). Navigating around the lockdown, they ran eleven face to face sessions in the months of September through December, every two weeks. Sessions in 2021 will continue in a format of 1 hour to 1.5hour weekly videoconferences.

**Goal:** To support women refugees in “making home” in their new country and in taking charge of their future (incorporating their family members’ dreams), stimulating them to balance care for others with self-care. Career goals are considered equally valid as goals related to their roles as caretakers (mother and spouse).

**Feedback and impact so far (January 2021):** Participants report that they enjoy practising speaking Dutch, learn from each other, and feel energised after the class. Participants have become more self-confident, more aware of their strengths and how they can use their strengths to take steps to realise their dreams and plans (Dutch language skills, computer skills, finding a job, etc.). Participants’ outlook on the future has changed. Some of them see more opportunities in the Netherlands to pursue career goals. Others are becoming enthusiastic about the idea to get a job or start a professional education. Conversations with family members on dreams for the future are scheduled to take place in January 2021.

### Feedback from participants:

"Before we started with the course, I was always tired. I didn't want to leave the house and talk to people. In the class, I feel calm and I can practise speaking Dutch. I leave the classes energised and hopeful. I started to take into consideration my own wellbeing, not only my family's wellbeing."

"I am learning in the course to be self-reliant. Just staying home is not good. Meeting other people is important. I am learning from the other women. I am energised because of the course and enthusiastic."

"I dare to speak Dutch now! So happy about that. I am proud that I have sent an email to our family doctor."

The Covid-19 lockdown is limiting possibilities for participants to visit public spaces and practise Dutch language skills with neighbours or other contacts. Our intention for the coming months is to keep the group together as a support system for the women and to continue translating the dreams into plans and concrete action steps while focusing on what is feasible in the current context.

**Participants of the course:** Women from Eritrea and Syria who had arrived in the Netherlands (with their children) to reunify with their husband who had received a residence permit. Two parallel groups with approximately 10 participants each were run, one group of Syrian women and one group of Eritrean women.

**Facilitation team:** The Dutch facilitator facilitates both groups, together with a Syrian colleague for the Syrian group and an Eritrean colleague for the Eritrean group. Both groups are being run bilingually where the Syrian and Eritrean facilitators are not only translating but also taking up their facilitation role. Joined by The Constellation coach in regular meetings, the facilitators design and practise elements of the course. The facilitation team is involved in continuous learning and tweaking of themes, topics, and exercises. The three facilitators were new to their role and new to the SALT approach. They built trust by being friendly to everyone (not favouring anybody), by listening from the heart, and by establishing an atmosphere where it is safe to express feelings and personal stories.

**Theory of Change:** The women are building a community of mutual support to stimulate each other in taking steps towards realising their dreams in the Netherlands. Critical factors for change: growing self-efficacy and culturally sensitive facilitation. The programme started with a focus on familiarising oneself with the Dutch society by discussing differences and commonalities with the country of origin which helps to bridge the past and the future. Gradually, the programme evolved from an educational approach to a dream building approach, whilst increasing the shared responsibility between facilitators and participants for creating a pleasant group experience. As much as possible, guest speakers were invited who could function as inspiring role models. Often, they spoke the language of the country of origin.

The SALT approach ensures continuous testing and refining of the programme. The programme was outlined in general terms using the Theory of Change as a compass. Based on feedback from the course (after experience reflections), continuous learning, refining, and re-direction of focus and approach are possible.

### *Supporting refugees in their integration process in the Netherlands*

*Community: 2 groups of each 8 participants from Syria and Eritrea*

*Facilitators: 3 SALT facilitators-in-training*

*The Constellation coach: Birgitta Schomaker*

*Contract with Implacement*

*Place: Amsterdam*

*Period: September 2020 – May 2021*

# SALT-CLCP training in Amsterdam leading to inclusive projects by neighbours for the neighbourhood

A one-year training for residents of Zeeburgereiland and IJburg, islands recently built on the IJmeer lake! The Municipality of Amsterdam supported the training to help build more connections in the new neighbourhoods.

**Context:** The SALT-CLCP approach was introduced with the social cohesion project 'Common Ground' in the newly built neighbourhood of Zeeburgereiland early 2018. The impact of the SALT meetings and activities continued by local connectors led the Amsterdam municipality to continue the collaboration with The Constellation.

**The training became online:** Due to the Covid-19 lockdown, the practical training became an online training. In March, the facilitators and the participants met online initially to make sense of the new reality. Soon the need arose for weekly online sessions so that contact with each other would not be lost and new plans could be forged. The original schedule for 8 SALT practical training meetings became 14, 3 of which were physical and 11 online. In addition, approximately 12 online coaching sessions were held in subgroups and 3 SALT visits were conducted: 2 online and 1 physical.

**The year was a journey of discovery for both facilitators and participants.** For the first time SALT visits and the learning festival were organised online. Despite the online training where creating real connections seems hard, deep conversations happened about living with the Covid-19:

"If you can't go outside, go within. The corona situation humbles us. We are forced to rethink our lives and re-define what is important to us."

"Through corona, we have been able to connect with each other better."

At the learning festival closing the training, the guests noticed the group's strong bond.

iSiZ, A new reality and new opportunities, <https://aidscompetence.ning.com/profiles/blogs/a-new-reality-and-new-opportunities>

The question of inclusiveness and white supremacy was one of the priorities that the trainees explored in depth, as they wish to create true equal relationships. Trainees learned to really listen, summarise, and ask questions. They experienced how this improves intercultural relationships at work, with family, and with friends. And how it is a powerful tool in community building.

"Expressing appreciation openly is very beautiful and adds value to the moment, to the other person, and to yourself."

*Oldoez*

"I am now better able, with friends from different backgrounds, to have conversations about cultural differences."

*Guus*

## Two connecting activities of Women's Cafe started in 2020:



The women's group has organised two High Tea & Workshop Covid-19 proof afternoons where they got to know women from the neighbourhood, and an International Women's Choir was formed. The idea for the choir is to co-create and perform female hero songs in a concert:

"I hope I can inspire other women through social musical projects, so they feel more at home and follow their dreams."

*Ghalia*

**Plans:** The Women's Cafe is thinking of organising a creative writing course and a local learning festival to share what has been learned and to celebrate the achievements. One trainee wants to create a course for local children to make animated films. Others want to build bridges between different cultures by organising gatherings at SET. At another local cultural space called FlexBieb (IJburg), a group of trainees plans to organise movie nights with talks about equality. There is also a demand for more SALT visits.



## Learning festival Amsterdam - November 2020

*"Music is a tool to connect, even if you do not speak the same language, it connects directly to the heart."*



*"To create a place for connection, where people can develop themselves, where they can come together, do things together and make art."*



**The online learning festival:** On the 21st of November 2020, participants shared what they learned from their collective learning journey on two topics—'Working together and organising neighbourhood activities based on equality' and 'Believing in one's strength to make dreams come true'. The guests of the learning festival were neighbours, local organisations representatives, and a civil servant of the eastern district of Amsterdam. Oed player Alsharaa provided a musical interlude.

"By having conversations about equality, we have been able to make real connections with each other. We became friends." **Guus**

"Sometimes you doubt yourself then when you hear others say: 'You can do it', I start to think: 'I can do it.'" **Zohra**

For neighbourhoods who want to work towards more connection, participants shared tips from the festival available here:

<https://aidscompetence.ning.com/profiles/blogs/sharing-connecting-and-learning-during-the-online-learning>



**SALT visits:** In small groups, trainees organised three SALT visits to learn from local communities:

- Warm Welcome North in Amsterdam North (*video call*)
- De Wereldkeuken in Haarlem video calls (*video call*)
- The VerbroederIJ in Amsterdam Noord (*on site*)

During a follow up online session about the SALT visits, the visitors shared what they learned to the other trainees.

*"What do our hosts have in common? They believe in their dreams and they persevere."*

Find out more in iSiZ' post: Amsterdam SALT trainees gather inspiration during lockdown  
<https://aidscompetence.ning.com/profiles/blogs/amsterdam-salt-trainees-gather-inspiration-during-lockdown>

### Helping to build more connections in the neighbourhoods

*Participants: 9 participants applied, 8 started, and 7 completed the training. They build a shared dream as local connectors for 2025.*

*Community-led projects in Amsterdam East using SALT since 2018: 'Common Ground', 'Get to know your neighbours', 'ZeeburgConnect', SET, Women's café with 'High Tea & Workshop afternoons', and 'International Women's Choir'.*

*Facilitation team: 4 The Constellation facilitators (Birgitta Schomaker, iSiZ, Marlou de Rouw, and Yezeed Said) guided the training's processes—collective, sub-groups, and individual—as the participants started finding their roles as connectors. iSiZ documented the process.*

*Number of trained local facilitators: 4 in 2018 and 7 in 2020*

*Contract with the Municipality of Amsterdam*

*Period: 15 January - 15 December 2020*



Start opleiding:  
29 februari bij SET

tweede zelf-assessment:  
10 oktober

Lessen vastleggen:  
10 okt. - 21 nov.

Leerfestival: 21 november

Zoom: maart, april, mei

zoom gesprek  
op 30 mei

1. Wie zijn wij?

2. Waar willen we zijn?  
(Droom bouwen)



### Onze practices:

1. Wij heten iedereen welkom en houden daarbij rekening met taal- en cultuurverschillen.
2. Bij het organiseren van activiteiten bevragen we elkaar over respect en gelijkwaardigheid.
3. Wij organiseren ontmoetingen om te leren met en van anderen (SALT visits).
4. Wij werken samen met anderen en andere organisaties.
5. Wij stimuleren creativiteit in de buurt.
6. Wij koken en eten samen.
7. Wij hebben een plek (online en offline) waar het gezellig is, waar we elkaar ontmoeten, elkaar inspireren en activiteiten ondernemen.
8. Wij zorgen voor een veilige buurt.
9. Wij creëren mogelijkheden om talenten te ontdekken.
10. Wij zorgen voor financiële middelen.

zoom gesprek  
op 13 juni

bij Storm op  
27 juni

S = Stimuleren, Sterke punten  
A = Appreciëren  
L = Luisteren, Leren, Linken  
T = Transfer, Team, Trust

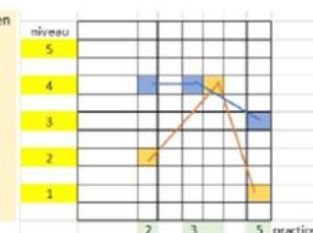
7. Wat hebben we bereikt?  
Wat hebben we geleerd?  
Wat kunnen we delen?  
(Voortgang meten)

4. Waar staan we nu?  
(Zelf-Assessment)

Zelf-evaluatie bij Storm op 27 juni 2020

Voor de periode eind juni t/m eind september hebben we voor deze 3 prioriteiten gekozen:

2. Bij het organiseren van activiteiten bevragen we elkaar over respect en gelijkwaardigheid.
3. Wij organiseren ontmoetingen om met en van anderen te leren (SALT visits)
5. Wij stimuleren creativiteit in de buurt.



zoom gesprek  
op 11 juli

5. Wat gaan we doen?  
(Actieplan maken)

6. Actie!  
(Actieplan uitvoeren)

vanaf 10 juli  
5 sept. Buurtkamer

Practice 2: Bij het organiseren van activiteiten bevragen we elkaar over respect en gelijkwaardigheid.  
Datum: 13 juni 2020  
Huidig niveau zelf-evaluatie: 2 (het eerste deel)  
Gewenste niveau 4 (ongewenst)

Actiepunten	Waar is verandering nodig? - eigenaar	Waar helpt? - support	Indicatoren: waar de je aan als het actieplan met succes gereïaliseerd is?	Overzicht
Organiseren van activiteiten met respect en gelijkwaardigheid	Ja	Ja	Ja	Ja
Organiseren van activiteiten met respect en gelijkwaardigheid	Ja	Ja	Ja	Ja
Organiseren van activiteiten met respect en gelijkwaardigheid	Ja	Ja	Ja	Ja

Practice 3: Wij stimuleren creativiteit in de buurt.  
Datum: 13 juni 2020  
Huidig niveau zelf-evaluatie: 1 (het eerste deel)  
Gewenste niveau 4 (ongewenst)

Actiepunten	Waar is verandering nodig? - eigenaar	Waar helpt? - support	Indicatoren: waar de je aan als het actieplan met succes gereïaliseerd is?	Overzicht
Stimuleren van creativiteit in de buurt	Ja	Ja	Ja	Ja
Stimuleren van creativiteit in de buurt	Ja	Ja	Ja	Ja
Stimuleren van creativiteit in de buurt	Ja	Ja	Ja	Ja

Practice 5: Wij organiseren SALT visits.  
Datum: 13 juni 2020  
Huidig niveau zelf-evaluatie: 1 (het eerste deel)  
Gewenste niveau 4 (ongewenst)

Actiepunten	Waar is verandering nodig? - eigenaar	Waar helpt? - support	Indicatoren: waar de je aan als het actieplan met succes gereïaliseerd is?	Overzicht
Organiseren van SALT visits	Ja	Ja	Ja	Ja
Organiseren van SALT visits	Ja	Ja	Ja	Ja
Organiseren van SALT visits	Ja	Ja	Ja	Ja

At a glance, the CLCP in Amsterdam in 2021.

# Application of the Online SALT-CLCP Training

## Health Leaders in Thailand engage with volunteers and businesses

In Thailand, trainees of the SALT training with the ASEAN Institute for Health Development have started their first steps with SALT-CLCP with villagers, with volunteer health workers, and with staff of the Redbull plant near Bangkok. The communities have done the Self Assessment with regard to their self-formulated dreams and are starting to think through their actions.

The training of nine new facilitators started off with a face to face event, early March 2020. Sirinate Piyajitpirat and Jean-Louis Lamboray adapted to the new Covid-19 situation and worked with the team from AIHD on the development of a Self-Assessment framework with Covid-practices.

The training during the remainder of the year was given fully online. The coaching team further developed the existing Online SALT Programme to the Thai context and organised bi-monthly meetings with the trainees. During the online events, the group went through the SALT-CLC process themselves and developed their dream and actions for a Green Bangkok. In sub-groups, the teams are practising the steps real-time in three communities. Not always easy with the corona-measures!

The ASEAN Institute for Health Development (AIHD) of Mahidol University and The Constellation are collaborating in building a training programme for ASEAN health leaders under financial support of AIHD, the Mahidol University Global Health (MUGH), and Thai Health Promotion Foundation (ThaiHealth). An introductory meeting took place in October 2019 where the SALT-CLCP methodology of The Constellation was proposed to partners of AIHD and where a vision for the course was developed. In 2020, a pool of SALT facilitators was trained, and they build new experience applied to health in Thailand. This course uses the existing training modules of The Constellation as a basis and those are adapted to the ASEAN context with input from the new SALT facilitators. The training, mostly in Thai, consists of a mix of face to face training, application, and online accompaniment.

*The Constellation Facilitation team: Sirinate Piyajitpirat, Usa Duongsaa, Marlou de Rouw, and Jean-Louis Lamboray*

*Contract with: The ASEAN Institute for Health Development (AIHD) of Mahidol University*

*Period: March 2020 - March 2021*

*Newly trained facilitators: 9*

### Did you know?

Health Volunteers play an important role in supporting the local communities as they adhere to Covid-19 measures such as testing and quarantine and in caring for infected persons.

The Constellation's movie series 'Behind The Mask' shows khun Wipa at work as a volunteer in Northern Thailand in the short clip 'Experience' <https://vimeo.com/438814387>

# Learning from Experience

## Lessons learned from the projects in India between March 2017 and June 2020

The Assam Project: one year on immunisation, two years on communities' concerns

The efforts to increase immunisation in Assam have been evaluated.

The evaluator's report: <https://www.3ieimpact.org/evidence-hub/publications/impact-evaluations/impacts-stimulate-appreciate-learn-and-transfer>

The main conclusion is disappointing: "Community engagement interventions such as SALT in theory have the potential to improve immunisation coverage, as they can help to identify barriers to vaccination at the local level and thus might lead to customised and sustainable solutions. The findings from this evaluation study based on a cluster randomised controlled trial, however, showed no effect of the SALT intervention on children's immunisation coverage in our study population after one year of implementation."

On the bright side, the study also indicates:

"Qualitative data demonstrated that the CLCP/SALT intervention helped in improving awareness and utilisation of services to some extent and had additional benefits outside the context of immunisation."

We are grateful to the Trust for Local Response and to the implementing team that we continued SALT-CLCP after the first year (evaluated above) allowing communities to work on their own dreams, really.

### A treasure trove of learning

In one sense, the Assam Project as it was originally conceived was a failure. We were not able to demonstrate that communities would increase their take-up of immunisation within a 12-month period using the SALT approach. However, the 3 years of supporting facilitators and communities in Assam has provided us with a treasure trove of learning. Perhaps the most enduring insight is that our approach is owned by the facilitators who accompany the communities and the communities themselves. They take time to understand it and to internalise it. But the result is well worth waiting for.

The ownership shown by facilitators and communities leads to dramatic changes.

Read Philip Forth's review here: <https://the-constellation.org/the-assam-project-a-treasure-trove-of-learning/>

### Transfer between villages in Assam



On the 20<sup>th</sup> of January 2020, champions from Simuluguri village shared their knowledge and experience of SALT-CLCP at the request of community and frontline workers of a nearby village (Dhopguri). Facilitator Baharul Islam has also been invited to facilitate SALT activities by men from a village not covered by the approach.

### Documentation is primarily done by the community

We worked in 90 villages in Assam. They developed their dreams for health for their children, their self-assessment, and their action plan. So, these activities were documented. Context is important, things vary village by village. This kind of data can be very useful to NGOs and the government. We can see that this village thinks water is important, for others immunisation is important... And this needed assessment is done by communities themselves.

Further documentation is done by facilitators' reflection, reports, blogs, WhatsApp, and After Experience Reflections. Community-led reflection is important and so is the facilitators'.

*Rituu B. Nanda, facilitator of The Constellation in India*

## The Shimla and Udaipur Project: Non-Communicable Diseases

The evaluation of the project report improvement in behaviour towards better health thanks to community conversations, peers/family support, and community engagement. Frontline health workers played an important role, and, with SALT-CLCP, they are more confident in engaging with the community. They express interest in more training and scaling up. One of the partners' recommendations is to integrate SALT-CLCP into the public health system.

*HealthRise India Transition Grant Endline Evaluation Report, by the Ramajiah International Centre for Public Health Innovations (RICPHI),*  
[https://drive.google.com/drive/folders/1eFcna7ldyEN2k5YXuNsw4k\\_n7fAJsD2k](https://drive.google.com/drive/folders/1eFcna7ldyEN2k5YXuNsw4k_n7fAJsD2k)

I have been working as SALT facilitator for the past 2 years. I questioned SALT when I was introduced to it, but now I can say that it has brought about many changes. I have changed myself. I was lazy, but I was motivated, and now I exercise, as I realise that I am in charge of my health. [...] I can see responses in 10 villages. People have seen the connection between organic farming and health. We did not ask anyone to celebrate yoga day, but 6 communities celebrated it on their own. Patients now consume medicine regularly. I see changes in terms of prevention. More people come for screening on their own. Four villages organise screening camps on their own.

*Rajender Bragta, MAMTA in Himachal*

## Exploring the Impact of SALT

Our challenge in the Assam Phase 1 project was that the objective of the funder was not congruent with that of the communities. In contrast, this alignment was present in the Medtronic Transition Project. The target group for the programme were patients diagnosed with diabetes and/or hypertension between 18 and 70 years of age. Participants faced a clear challenge, and they had the capacity to influence change both as individuals and as members of a community. **It is necessary to ensure that a project's objective, methodology and evaluation procedure are congruent.**

*Philip Forth, United Kingdom*

Continue reading Philip Forth analysis here: <https://the-constellation.org/2532-2/>

The SALT-CLCP intervention is very complex. As an evaluation agency, it is difficult as we cannot base our evaluation on one established theory of change. SALT has many undefined elements, many interesting aspects. It deserves a careful evaluation strategy.

The objective of our evaluation is not just to attribute the outcomes to the exposures but also inform challenges and opportunities, ensure that the quality of intervention is adequate, and document nuanced changes adopted.

*Dr Ananth Ram, RICPHI*

### *Better living with diabetes and hypertension*

*Communities: 793 people diagnosed with diabetes, hypertension or both in 14 villages in Shimla and 5 villages in Udaipur*

*The Constellation Facilitator: Rituu B. Nanda*

*Trained Facilitators: 66*

*Partners: Mamta Health Institute for Mother & Child (Mamta-HIMC), Catholic Health Association of India (CHAI), The Constellation, and Medtronic Foundation (HealthRise project)*

*Location: Shimla (Himachal Pradesh) and Udaipur (Rajasthan)*

*Period: June 2019-August 2020*

### *Child Health in Assam India*

*Communities: 30 in Bongaigaon, 30 in Udaiguri and 30 in Kamrup*

*The Constellation Facilitator: Rituu B. Nanda*

*Trained Facilitators: 13*

*Partners: Voluntary Health Association of Assam (VHAI), Centre for North East Studies and Policy Research (CNES), Trust for Local Response, and The Constellation*

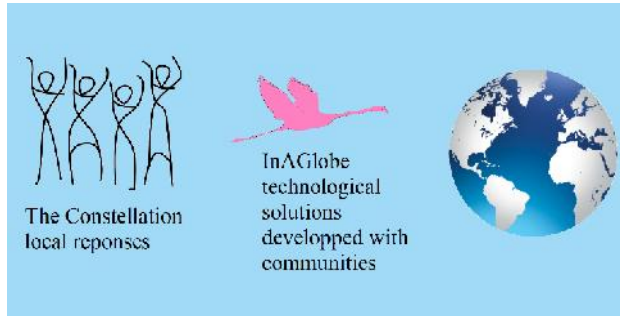
*Location: Assam*

*Period: April 2017 - April 2020*



# New Contact

## Technical solutions to develop local responses and network



The Constellation partners with young engineers of InAGlobe to support the implementation of local responses at community level:

1. To develop and make available to communities working with The Constellation solutions to any technical challenges they may encounter in the implementation of their Local Responses. Within the framework of this collaboration, the InAGlobe group is committed to respecting the process of ownership and stimulation of local strengths.
2. Work with The Constellation to create a Mobile Application that will allow increased experience sharing and connections within our network and beyond; this application will also allow a better identification of common lessons learned from the experiences shared on our network and will collect the necessary elements to develop Knowledge Assets in an interactive manner.
3. To open to The Constellation's members the possibility to present the SALT-CLCP methodology in Universities and High Schools that constitute the InAGlobe Education network, in order to increase our visibility as well as to train students or other people who would like to do so. Within this framework, it is already planned to train members of the InAGlobe association.

InAGlobe Education was created in 2017 by young engineering students and engineers who want to help communities and local associations develop their own technical solutions to the challenges they face. Emphasis was placed on the co-development of any prototype by the community and students from academies or engineering schools that would be able to provide this support. InAGlobe is, in fact, a platform that links communities and associations with the academies and schools involved in this co-creation. It also supervises the process and ensures that each party works according to a prior agreement to develop a functional prototype.

# Services

*As individual, team or organisation,  
you wish...*

*...to be more effective as connectors and change makers?*



The Constellation can mobilise a team in any place of the world to facilitate the SALT-CLCP methodology. We also offer on site or online training.

An option that cannot be overlooked during the pandemic is the Online SALT Programme

where you will learn from your own experience and the lessons of other dedicated people across the globe and an experienced facilitator of The Constellation.

Fun and interactive!

*...to learn where the action is?*



The Constellation organises SALT visits to communities and groups where the conversation inspires and energises both visitors and hosts.

*...to see new possibilities arise from experiences?*



The Constellation facilitates learning festivals: opportunities for individuals and small or large groups to come together to learn-and-share from each other.

*...to follow different SALT-CLCP applications around the world to share and discuss your experiences?*



The Constellation hosts an online community where members share, stimulate, support each other, learn, transfer what they learn to their context, and share how they transferred it. Also on Facebook, Twitter, Instagram and You Tube!

The year 2020 has been a complicated and challenging year for all of us in all fields: social, cultural, relational, economic, and many others. The year 2020 has also been a difficult year financially, as the possibilities of setting up partnerships were very limited. As we are optimistic by nature, we believe that 2021 will be a better year.

We rely on our members, partners, families, and friends to help us keep the organisation afloat.

The Constellation has stayed within the budget voted by the Voting Members, and we have even made some savings thanks to people who worked voluntarily and by reducing planned expenses.

I will not explain the financial report here, as the words 'report' and 'financial' usually cause more apprehension than excitement, but I would like to show you in a simple way, with these little cheeses, how The Constellation has used the financial resources it had at its disposal.

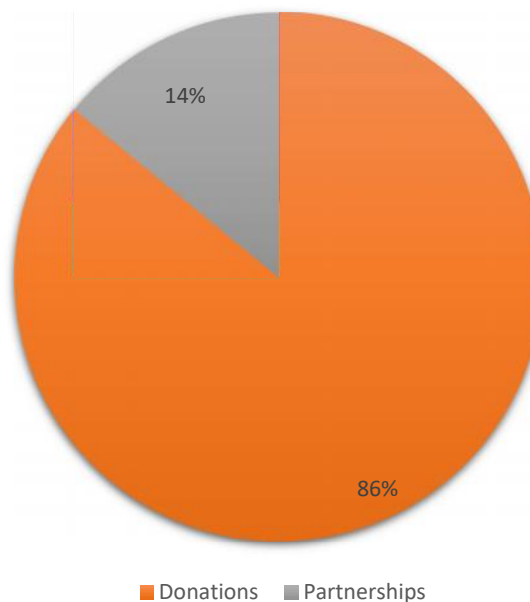
I would like, as a member of the Board of Directors, to thank Mr Serge Crutzen for his monthly donation which has been coming in for more than 10 years to The Constellation's accounts and the Trust for Local Responses which supports a large part of our activities.

I wish you all a wonderful year, full of beautiful things!

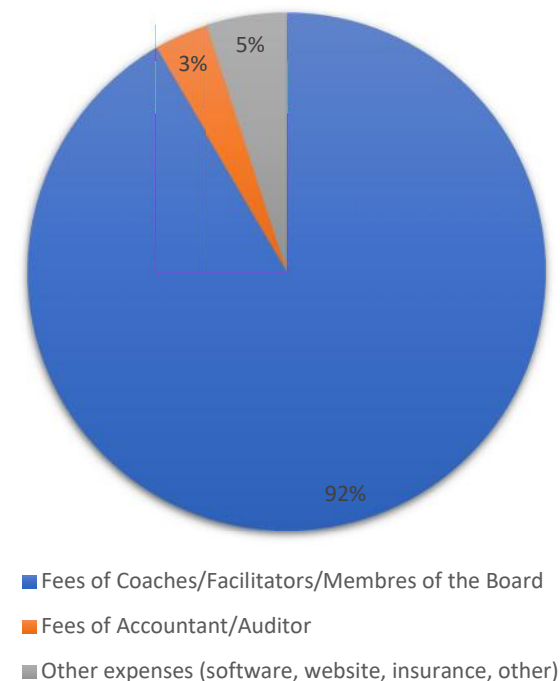
*Dolores Rey, better known as Loli.*

# Financial Statement

Inputs



Outputs





It is possible to live a dream when more and more people give a helping hand. While 2020 was disrupting, it was also a year where many across the world reached out, reconnected, and helped out. The Constellation has a small core team of paid staff but is flourishing thanks to the contributions of many more.

Thanks to many volunteers, the message of what we believe in is spreading.

Thank you, facilitators, who, out of love of humanity and with perseverance, have made so many beautiful Local Responses flourish.

Thank you, communities and individuals, for contributing to a world where we can all live our full potential and for sharing your endeavours to inspire others!

Making our joint dream come true needs time, hands, skills, and financial support of many and diverse people. Together, we are The Constellation. Thank you to all those little and big hands!



# Thank you for being part of the journey!

## For contributing to the 2020 work plan

For taking care of the association

**Dolores Rey**

for the accounts, the legal documents, and the Board's virtual platform; for the management manual

**Meble Birengo**

for the consultants and volunteers working agreement; for facilitating the three meetings of the voting members

**Autry Haynes**

for facilitating the Board Committee meetings every two weeks; for the code of conduct

## For nurturing our network

**Marlou de Rouw**

for the support to facilitation of local learning festivals

**Autry Haynes**

for communication with Local Support Teams

**Meble Birengo**

for planning the first steps of the Global Learning Festival, unfortunately cancelled

## For facilitating the voice of Local Responses

**Marlou de Rouw**

for the attention in The Constellation media

**Marlou de Rouw with David Rivas and Jessica Rossi**

for visual storytelling facilitation with 'As You Open Your Eyes' and 'Behind the Mask'

**Usa Duongsaa, Beatriz Carvalho, and Marlou de Rouw**

for the finalisation and launch of 'One of Us'

**Stephanie Caldly with Karin Bleiweiss, Marlou de Rouw, and Marie Lamboray**

for our new website

**Usa Duongsaa**

for linking to online conferences

**E. Mohamed Rafique**

for the facilitation of WhatsApp groups

**Rituu B. Nanda**

for her presence in online conferences and platforms, for the facilitation of online community

**MariJo Vazquez**

for the translations in Spanish

**Jean-Louis Lamboray**

for the promotion of the book What Makes us Human in Thai language

**Karin Bleiweiss**

for the development of visuals for social media

**Phil Forth, Luc Barriere-Constantin, Alice Kuan, Rituu B. Nanda, and Marlou de Rouw**

for the Alma Ata publication

**Andrew Cox, Anne Brouha, Alison and Ian Campbell, Arthur Namara, Baharul Islam, Autry Haynes, BelCompetence, Birgitta Schomaker, Blaise Kizolele, Carmen Indrani, Celicia Theys, Cristina Marchi, Dolores Rey, E. Mohamed Rafique, Gerard Ee, Isidore Nshimirimana, iSiZ, Jake Lloyd, Jean Baby Fulama Zanzala, Jean-Louis Lamboray, Joseph Koïvogui, Karin Bleiweiss, Kausar Khan, Laura Simms, Liza Dignac, Luc Barriere-Constantin, Marie Lamboray, MariJo Vazquez, Marlou de Rouw, Meble Birengo, M.L. Prabakar, Onesmus Mutuku, Philip Forth, Ranganayaki Thangavelu, Rashida Dohad, Rekharani Sharma, Rituu B. Nanda, Saswata, Shakti Teker, Shobhit Dubey, The Constellation Switzerland, Ukeme Okon, Usa Duongsaa, Vianney Havyarimana, Vishnu Gupta, and Wiwin Winarni**

for sharing experiences and reflections on platforms and newsletters



Marie Lamboray

for the newsletter and the annual report

Anne Brouha, Marlou de Rouw, Nabaraj

Adhikari, and Susan Koshy

for newsletter and annual report texts reviews

Adam Kosnan, Ananth Ram, Anne Brouha,  
Autry Haynes, Birgitta Schomaker, Carmen  
Indrani, Dolores Rey, Grace Toh, iSiZ, Jean-  
Louis Lamboray, Joseph Senesie, Kees  
Lafeber, Khun Tawan, Liza Dignac, Luc  
Barriere-Constantin, Marlou de Rouw, Maizy  
Tan, Mehek Ali, Nathalie Legros, Norashikin A.  
Refaie, Philip Forth, Rajender Bragta,  
Ranganayaki Thangavelu, RICPHI, Rituu B.  
Nanda, Roberta Santucci, Taha Maatoug, Usa  
Duongsaa, and Wiwin Winarni

For the texts of this annual report

Anil Sharma, Baharul Islam, BelCompetence,  
iSiZ, Mridula Kapil, Rosa Watjer, Taha  
Maatoug, Visual Development, and Wiwin  
Winarni

For the photos of this annual report

## For fundraising & partnerships development

Roberta Santucci with Dolores Rey, Luc  
Barriere-Constantin, and Marlou de Rouw  
for fundraising

Luc Barriere-Constantin  
for partnership development

Luc Barriere-Constantin with Autry Haynes and  
Nabaraj Adhikari

for further development of the Online SALT programme

Birgitta Schomaker, iSiZ, Marlou de Rouw, and  
Yazeed Said

For the partnerships in The Netherlands

Rituu B. Nanda with Michael Steffens, Philip  
Forth, and Luc Barriere-Constantin  
for the partnerships in India

Sirinate Pijyajitpirat, Usa Duongsaa, with  
Marlou de Rouw and Jean-Louis Lamboray  
for the partnership in Thailand

Luc Barriere Constantin with Autry Haynes  
for monitoring & evaluation

## For Behind the Mask

Alves Sidibe, Blaise Sedoh, Dolores Rey, Karin  
Bleiweiss, Lorenzo Pistolesi, Michael Miir,  
Noémi Hutubessy, Olivia Munoru, Onesmus  
Mutuku, Shobhit Dubey, Stephanie Caldý,  
Supachai Audkham, Wipa Aksonphrom, Xavier  
Mocellin, Yuyun Juniar, and Zhongping Zhan  
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for transcripts and translations

## For learning and using SALT in teams and organisations

BelCompetence, The Constellation Belgium  
Beyond Social Services, Singapore  
Badass Bootcamp for Women, Belgium  
Catholic Health Foundation of India, Rajasthan,  
India

Centre for North East Studies and Policy  
Research, Assam, India  
Community Engagement Centre, Pakistan  
Conseil de Développement des Jeunes de  
Valenciennes Métropole, France  
Emagine Center, Belgium

Go Girl Ghana

Governmental Department of Science and  
Technology Regional Office VIII, The  
Philippines

Happy Green Island, Indonesia

Health Nest Uganda

Impakt Coaching & Consulting, Belgium

IndoCompetence, Indonesia

Kenya Competence Trust, The Constellation  
MAMTA-Health Institute for Mother and Child,  
Himachal, India

Moularès team, Tunisia

Nautealus, Belgium

People in Need Foundation, Nagaland, India

RDCCompetence, The Constellation DR-Congo

Roots of Hope, Burundi

Samraksha, Karnataka, India

South India AIDS Action Programme, Tamil  
Nadu, India

The Constellation France

The Constellation Switzerland

Voluntary Health Association of Assam, India  
for believing in people's strengths

and sharing Local Responses and After Experience  
Reflections

## For your donations

Anu Sieberk, Bob J., Cyril Pervilhac, Dolores  
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Finally, our most grateful thanks to all others  
who have contributed time, energy, resources,  
or funds to The Constellation, whom we have  
failed to mention.

# SALT-CLCP in the World

Despite Covid-19 restrictions, I found some positive aspects to this year. Covid-19 provided an opportunity to spend at least six months with my family which did not happen for many years. This was significant to the family as I provided fatherly support during the challenging year. Also, Covid-19 allowed us to think outside the box by connecting with wider family members and communities through virtual platforms. In the past, we did not consider connecting via social media as important and vital.

*Joseph Senesie, Sierra Leone*

"This is important for me, my family and community." This is when communities themselves decide, come together, and take action.

*Rituu B. Nanda, India*

As facilitators and champions of the community life competence process, we have considerable experience of dealing with these situations, as we had been handling the HIV epidemic. So Local Responses through a social vaccine that can travel faster than the Covid-19 virus to the hearts and homes of individuals, families, and communities will be a worthwhile effort that can save many lives, help people to stay infection free, and curb the mobility of the virus among human beings.

*ML Prabakar Chennai, Tamil Nadu, India*

In the village of Kerkhabari, youth distribute food to daily wage earners.

*Baharul Islam, Assam, India.*

During discussion sessions on how to fight Covid-19, the youth of Muyange (Burundi) demonstrated a system for washing their hands without touching the canister. The other young people saw this and went to build it in their homes.

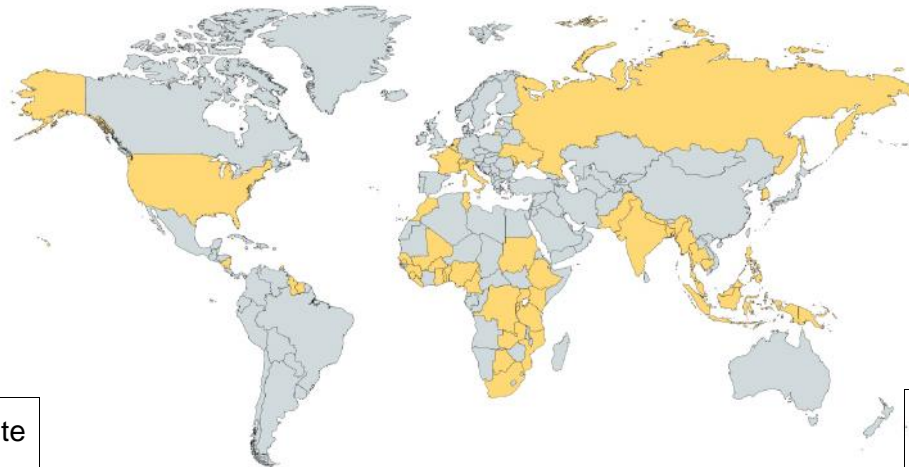
*Roots of Hope, Burundi*

We have become accustomed to virtual meetings with colleagues, partners, and our members. When we think about it, this virtual space and physical distance have structured us to listen and respond more carefully to each other.

*Gerard Ee, Beyond Social Services, Singapore*

More short phone calls just to remind others that we are there, that we want to hear their voice and know what is going on in their lives. With little focus on the expectations of the meeting, but with the will of energising and supporting each other. Although we now move around in small social bubbles, we kept the small talks in the street, the physical respect, the helping out, and the understanding mode to keep us all moving!

*Carmen Rivera, Spain*



*Created with mapchart.net ©*

BELCOMPETENCE



-CONSTELLATION BELGIUM-

*BelCompétence was created in 2007 as a Belgian member of the international network of The Constellation. The 26 active members of BelCompétence are organised around numerous activities centred on the encounter.*

All our projects were disrupted by Covid! You will see in this summary that lockdown time has given us food for thought and, for those who are more motivated, the opportunity to take action.



## Partnerships

### Connecting around local know-how in Wepion

*Facilitated by Antonella, Celicia and Anne*

Convinced of the urgency to act on the climate challenge and of the strength of SALT and its tools, Antonella Ticco and some families from Wepion started the first steps of the cycle. **The group emphasised the need for a well-structured framework where individual reflection precedes group syntheses.**

## Youth Development Council of Valenciennes

*Facilitated by Celicia and Jean-Louis*

The meetings in the beginning of 2020 allowed the group to build a common dream for Valenciennes and to reflect on how to materialise it. **Covid-19 has turned the action plan upside down, but Marion, who initiated the project, assures us that “this process allows us to realise that the path is more important than the destination,” and she affirms that, for her part, “the path has transformed her.”**



## Grez-Doiceau residents meet online to discuss deconfinement

*Facilitated by Jean-Louis, Judith, Veronique and Anne*

The two online Agora on the 28th of April and the 12th of May brought together 37 and 17 people respectively. Everyone was able to share their experience of the lockdown and possible courses of action for deconfinement were identified.

The Agora has been meeting regularly for nearly three years to discuss, reflect, and identify ways of living together better. It has become a space for sharing where everyone can express themselves without fear.

...From the moment the fogged glasses find a little light, you see things differently (...) choosing not to be there to judge situations but rather to create the opportunity to stimulate something else.

*Liza Dignac in the cooperative blog of BelCompétence*  
<https://constellationbelgium.org/blog-cooperatif-2/>

We would all like the post-Covid period to be more convivial and for the links created during the crisis to flourish. We also want the good practices of transition that are currently flourishing to take root...

And this is what we want to commit ourselves to both individually and collectively as a citizen power, and we will be supported in this by SALT.

*Online meeting of BelCompétence, the 22nd of May.*

## Projects of our members:

### SALT at school

*Facilitated by Richard*

With the idea of developing their autonomy, Richard Verboomen trained pupils of the Saint-Michel secondary school in the SALT approach between October 2019 and February 2020. The pupils were enthusiastic, and the teachers were interested in understanding why. Richard presented the initiative to about 20 teachers. At the end of August, 30 teachers prepared the start of the school year adapting it to the Covid with the approach. From the individual dream to the common dream. Thematic practices and action plans were developed and are now being followed up. A great experience for all.





### Circles: “Spaces of trust, dialogue and respect”

*Facilitated by Anita Sheehan, Marie Gillet, Nathalie Legros, Tom Konincks and Xenia in various contexts.*

The circle is a process of introspection and exchange with others. There is no search for convergence with the visions of the other members of the circle but simply the expression of resonances. By searching in our own depths for what is alive (which we may never have seen or touched before), we inspire each other. The more multiple and diverse the visions are; the more contradictions and paradoxes we touch; the closer we get to reality...

Dialogue becomes a place of collective learning from which a greater sense of harmony, camaraderie, and creativity can emerge.

*Nathalie Legros*

## Projects for 2021

*In the discordant climate of the pandemic, we believe that a circle can provide an environment for change. We are considering how to expand this practice.*

Together with the group Moeders van Europa, we want to facilitate the repatriation of children and mothers from Syria. A project proposed by Ghita Belhaj.

The House of Sustainable Development in Louvain-la-Neuve asked for our facilitation of their reflection on "Living with Covid".

*What really matters in this journey to a different tomorrow?*

*my eyes smile but they don't necessarily see it, often their eyes rest on the mask that hides the mouth, the one that expresses, that smiles, that comes alive, to which they also cling when the ears are a bit faint.*

*i can't help touching their arms, pressing their shoulders, so that contact is made through the layers of fabric.*

*where would we be without those little touches?*

*some don't recognise me, others wait for me, it does not matter.*

*i try to bring a little life, to create a bond.*

Cristina Marchi who decided to volunteer in a home because of the pandemic

### How can we initiate a constructive debate in our communities leading to concrete actions at the local level?

**Let's keep it simple.** Connect people, give them an approach and tools to help them move forward and maintain the integrity of the approach.

**Two pitfalls to avoid.** (1) Our approach is based on attentive listening to avoid the trap of appreciation: compliment as an expert! (2) We do not want to be at the service of money. We focus on what motivates us, the pride we take in our actions, and the richness of the bonds we create.

**Keep a space in the cycle for everyone to express their doubts.**

There are the numbers, but there are also what gets us going, relationships, happiness, and joy! **To evaluate our results, let's get together and reflect on what has happened (After Experience Reflection).** Let's share our successes and organise exchange fairs.

*Ideas from a day of exchange and learning in Antwerpen on the 8th of February.*

Belgian communes could follow the example of African communes where people sit with their mayor, the doctor, young and old, with this question: "What shall we do?" [...] This calls for a transformation of the role of the politician who opens the space for discussion, who supports citizen action, and who does not limit himself or herself to integrating the citizen into political action.

*Jean-Louis Lamboray interviewed by Grez Vert, Ecolo party in Grez-Doiceau.*

# THE CONSTELLATION INDONESIA



*IndoCompetence supports Local Responses since 2006. First, with the AIDS Competence Process, then in family planning service activities. The team hosted Global Learning Festival in Bandung in 2018.*

Just like all of us in the world, we have been facing difficulties due to the Covid outbreak. We keep doing virtual SALT visit among IndoCompetence's volunteers in Bandung to say hello, cheer each other up, and know that each of us and family are kept well. We tried to do something together, but we found it not easy since all of us were adjusting to our new normal life. Since all of the volunteers here are mothers, we ensure that we are strong enough to assist our kids to learn from home using internet, understanding subjects learned by our kids, and becoming a resource person who assists them in completing their assignment. That was not easy but fun at the end.

## Covid-19 outbreak brought some of my transgender friends closer with their families

Through The Constellation's Wednesday conversations, I found out that IndoCompetence local support was connected with three transgender groups: one in Jogjakarta, a second in Ciamis West Java, and a third in Sikka East Nusa Tenggara.

The Jogjakarta group is the one we visited in 2011 when IndoCompetence managed an International SALT Visit.

Participants of the Global Learning Festival that we hosted in 2018 belong to the Ciamis transgender group. In 2020, they were involved as video makers in the Behind the Mask series with Yuyun as the prominent video maker and actress of the film. We experienced so much fun and closer connection when I was invited to be their partner of discussion to inspire them on how to open dialogue towards family reconciliation between transgenders and their family.

In the meantime, our transgender friends from Sikka were in connection

with me to share their very good job on empowerment and leadership with Mami Hendrika Mayora, the leader, as village-level legislative board chief, to serve people and provide advice on how to use the village budget.

Another group reconnected through the Wednesday discussion. Three friends, family planning field workers, who are now working with me using our own resources on the "Go Girl" initiative against Covid's side effect of teenage pregnancies. <https://the-constellation.org/go-girl/>

## Journey to promote SALT on community development inclusive of disabilities

We have been cordially invited for a SALT-CLCP training by the Bandung Independent Living Centre (BILIC), a local NGO working with and for disabled people, in May 2020. A month later, they said that their individual dreams were a liberation from conditions they have been experiencing.

Wiwini Winarni,  
IndoCompetence Support Team

## Two stories of local response in Indonesia Maximising links to magnify communities' work



In three years of effort, Mr Ayyi has encouraged the people of his village to become development actors through regular interactions and meaningful conversations about the village's situation and the shared dream.

Forced by her father to stay in the village, Ms Anni began raising awareness about the waste issue and was eventually offered support for her initiative by a government institution: "Why should we keep institutional ego? Let's just work in cooperation for people's good."



Continue reading in "SALT helps me learn all the time!" a blog post by Wiwini Winarni, IndoCompetence, The Constellation in Indonesia, <https://aidscompetence.ning.com/profiles/blogs/salt-helps-me-learn-all-the-time>

# INDONESIA

## Happy Green Islands (HGI)

A network of people  
for a clean and sustainable environment in the Moluccas



Closing 2020 on a positive note, tough job.

At the beginning of the year, the team on Saparua was well into environmental education in schools, a recycling workshop was opened, the community centre was renovated, and a local recycling team started working together.

In mid-March, three pieces of good news. One: a team has had just the time to deliver pairs of glasses to 300 people in our action '1 kg waste plastic for a new pair of glasses'. Two: much of the delivered plastic was up cycled on Saparua. And three: our partner, the Zienderogen Foundation, is determined to go back to Saparua as soon as possible.

At the end of March, people on Saparua found strange that no one could visit them from the Netherlands. Until the end of May, nothing was wrong on Saparua. In December, the measures there were heavier than in the Netherlands. Wherever possible, children receive online lessons in small groups at people's homes with Wi-Fi. To be able to go to Ambon, a lot of paperwork and money is needed. In practice, it means that people live isolated on small islands like Saparua for months. Attention for the waste programme has virtually come to a standstill.

Nevertheless, we kept contact finding the best moments and ways to do videoconferences (see the story on the right) and through the Bahasa Basudara online educational and social platform where we had conversations to improve language skills and environmental knowledge.

In the Netherlands, we visited entrepreneurs and schools to learn about applications and innovations in the field of solar energy and pumping of groundwater that can be used on small islands such as the Moluccas.

Islanders have been throwing waste into the sea for centuries...  
Only in the past, the waste was all organic...

The waste challenge on small islands is relatively new.  
No companies dare to undertake it. It requires innovative thinking.

Therefore, this year, we organised conversations between the Saxion university of applied science in Deventer and our team in Saparua to reflect on the next steps in the waste management programme. The kick-off of a beautiful cooperation. Hopefully soon we will meet face to face.



On the 13th of February, there was a presentation of the 'Waste Time' film in IJburg in Amsterdam. It was a nice and cosy location where the people themselves organise all kinds of activities. The evening was organised by The Constellation, and Max Wattimena represented HGI. It was interesting to discuss with the visitors about the waste problems in their country of origin.



A takeaway of the evening: "If we feel more connected to the people around us, we tend to also take better care of ourselves, each other... and our shared space!"

Find out more in Birgitta Schomaker's blog post: *Who are my neighbours? Dutch people always seem so busy...* <https://aidscompetence.ning.com/profiles/blogs/who-are-my-neighbors>

By Kees Lafeber, for Happy Green Islands



# SINGAPORE



*Beyond Social Services is a charity with a mission to help children and youth of low-income neighbourhoods. We base our work on discovering the strengths and experience of all stakeholders. From there, we explore what people are willing to do and how they can cooperate. When a community strives to be more cohesive and inclusive and takes ownership of its efforts, it creates a caring neighbourhood where children and youths experience a sense of belonging, confidence and pride that strengthens their resilience against negative influences. (Adapted from Beyond's 2019 report.)*

We had started off the year, hoping to engage community members through various events and conversations. 2020 had other plans, and it is safe to say that nothing that had been planned got done. Yet, Covid presented an unprecedented opportunity for all of us to experience community and ourselves differently.

**“There are no strangers, only friends you have yet to meet.” – W.B. Yeats**

It was community networks and informal relationships that saved the day when Covid-19 hit. Looking back over the year, while the devastating effects of the pandemic on low income families is starkly seen, there were also many incidents of neighbours reaching out to each other, families growing stronger together despite the loss of jobs and income, and youth stepping forward to help the various social services and community services that provided assistance.

Safety guidelines meant that it was not possible for social services to outreach to community members unless it was deemed essential or was an emergency. We contacted the neighbourhood leaders, formed WhatsApp groups and, through countless phone calls and an extended network of community members, we got the work moving. These connections continued to strengthen through social media channels when physical meetings were not possible and, later, through small group gatherings.

Our Covid response focused on four key areas—Financial support, Food and essentials, Digital devices and connectivity, and Employment—based on the needs we saw on the ground and informed by those who had been impacted. We present these efforts in the voice of our community workers.

## **Financial Support for families**

*Maizy Tan, Community Worker, Lead, Financial Support for families*

“The purpose of the Covid-19 Family Assistance Fund (FAF) was to reach families to support family functioning and retraining. We were in crisis response mode and forged ahead to garner as much resources as possible to help those in need.

From February, as Covid-19 began to spread and there were measures to contain it, employment was impacted (jobs lost, reduced hours, difficulties in finding new jobs...). With the start of Home-Based Learning, the costs for groceries and general expenses increased as the families had to cook more at home as children were at home.

By December 2020, Beyond had committed S\$3.3 million in financial assistance to more than 2000 families. This was only possible through the network of community members, partners, volunteers and donors who came together to provide support in their own ways. The financial support team consisted of over 30 staff, interns, and volunteers who fielded almost 2000 calls and filled in as many forms.

As we listened to the community members who shared how they had been impacted, we were humbled by the resilience they showed. Eventually, survey findings made us realise how badly they had been affected: Pre-Covid, the median household income from work among applicants was S\$1600; post-Covid, the median household income from work among applicants fell to S\$500—a 69% drop. I am glad we were able to rally community to provide support, and we are now able to share our findings so that more can be done.”

## Food and Essentials

*Grace Toh, Community Worker, Lead for Food and Essentials*

"When the pandemic first hit, we saw a generous outpour of support and kindness. My task was to ensure the efficient receipt and distribution of all the food resources and support we received. The food distribution process is not only about logistics but about using these gifts in a meaningful way.

### We endeavour to create a sense of ownership within the community.

Families have the right to request, reject or accept these gifts. Also, with them telling us what they need, it helps reduce wastage and makes fulfilment of their wishes more meaningful. For example, food gift packs are much welcomed by the families so they can cook their meal with the ingredients provided. They get to have some agency in the process.

My greatest takeaway in this work is about maintaining the dignity of the receiver. Just because our families are on the receiving end, it doesn't mean that things need to be decided for them. My role is to communicate this principle to donors—that our families can choose and have a voice in deciding what to receive."

## Digital devices and connectivity

*Norashikin Abdul Refaie, Community Worker, Lead, Digital Devices and Connectivity.*

"When Covid-19 happened, it changed everything. Me and my team were re-assigned to address the issue of Wi-Fi connectivity and the lack of digital devices among the families for the children to be able to participate in home-based learning as required by their schools.

### The urgency of the need for connectivity felt equal to the need for food at times.

A team of volunteers from the National Institute of Education (NIE) helped the families a lot by setting up a hotline for resolving technical issues. We also set up a tech support and home-based learning support group. The NIE volunteers also developed a training plan so our volunteer tutors can

better be prepared on engaging children online through activities, for instance, how to deal with awkward silences.

We also worked through Community Enablers who are active volunteers in the neighbourhoods to identify children who needed digital support. It really felt like my team and I were running a marathon. It was intense and something we never did before. I am very grateful I went through this turbulence. I learned so much I would not have learned otherwise."

## Employment opportunities

*Adam Kosnan, community worker and the lead for 'Youth Want Work', a youth employment initiative.*

"'Youth Want Work' began as a social media project to share employment-related opportunities with youths in our community. The pandemic accelerated and transformed the project. There was an urgency because a lot of these youths are also supporting their families. 'Youth Want Work' now aims to prepare them for the workforce.

People often think that if individuals try hard enough, they will get the necessary opportunities, but they do not understand the struggles these youths face at home. For example, there was a very smart youth who was offered a good position, but she had to turn it down due to her caregiving responsibilities for her grandmother and younger brothers.

Employers must be involved too. Some employers have the same expectations for every worker, but these youths face challenges that require understanding. The issue of self-confidence is one of the major things I noticed. When employers are firm or scold them, some of our youths who are already lacking self-confidence tend to take it very personally.

We also created a workplace etiquette workshop, for example, calling in to tell your boss if you are running late and to produce a medical cert if you cannot go to work. We also link them up with mentors who will guide them for a few months while seeking employment and after they are employed.

I have seen encouraging responses from our youths with some of them taking the initiative to further their studies or gain more experience, so they can get better jobs and help their families. The youths in our community are very responsible individuals. They have been forced to mature so fast due to their family situations. This is a strength and can be to their advantage."

# SALT and Health in Tunisia

## Placing the human being at the centre of health in the governorate of Gafsa

### Training and implementation of a therapeutic education programme for people with type 2 diabetes in Moularès

I trained 11 people in SALT for a better dialogue with the patient. We have built our dream of improved diabetes management which is based on the confidence of the patient in his or her ability to take charge of his or her health and on the confidence of the caregivers in the strengths of the patient. An active human being, not a patient who is subjected to what a health professional imposes.



The team also learned how to manage group counselling. The participants discuss and agree on a diet that is adapted to their context and eating habits and that can be enjoyed by the whole family. We want to fight family stigma around eating.

It is a multidisciplinary project because it brings together health professionals, representatives of civil society and a social affairs officer. This facilitates a comprehensive approach; not focused on pathology and medication but integrating sports activities, social life and economic aspects.

20 women and 15 men have joined the programme. It is a feat to have managed to bring together so many women, as they do not usually go to meetings, unlike men who are used to get together at cafés/clubs. Once they realised that it was just a discussion, it went well. There is a competition between them over blood sugar levels, which are measured at the beginning of each session.



Three sessions for women and one session for men have been held since the project began in early January 2021. We will carry out an evaluation after six months. It will consist of the clinical aspect; we will see if the participants' blood sugar levels have decreased, and a satisfaction questionnaire.

**It is essential for us that people's quality of life improves and that they are free in their social life with their families and colleagues.**





After each session, the team conducts an After Experience Reflection. The sessions are very useful for everyone. They result in real learning because the concept of diabetes is different for different people. We take advantage of our complementarities. We plan to do a Learning Festival if we get concrete results to share.

This project is carried out without funding, only by volunteers, using on-board resources and free online meeting applications for training.

I am also facilitating participatory discussions to set up the budget of the hospital in Moularès with performance targets.

*Pilot project to help people with diabetes regain freedom in their social life*

Number of facilitators: 11  
Community: 35 people with diabetes  
Location: Moularès, Tunisia  
Duration: January-June 2021

## Initiative of the health staff of Redeyef against Covid-19

The Redeyef team is committed to accompanying patients either directly through home visits or by telephone, to cope with the pandemic. Indeed, in September-October, a family cluster was established in Redeyef with 15-20 new cases per day. As the local hospital has only 8 beds, patients would have to be moved and isolated 75 km away, to the regional hospital in Gafsa.

**But mainly, it is the concern of families for elderly patients facing the constraint of isolation that decided the Redeyef team to set up home hospitalisation. A commitment to the community, for more humanity...**

The team, consisting of 2 nurses, 1 technician, 2 doctors, volunteers from a local charity association, and the local committee of the Tunisian Red Crescent, carry out daily monitoring and install an oxygen extractor when necessary. In Tunisia, home visits are mainly reserved for the private sector, but the team believes in its strengths to be self-supporting.

We planned an evaluation session. I have been the catalyst and companion for this initiative.

*Hospitalisation at home in response to the Covid-19 pandemic: 226 people*

Community: health staff and residents of Redeyef  
Location: Redeyef  
Start date: September-October 2021

*By Taha Maatoug.*

For almost 8 years, Taha has been applying and transferring SALT for a more human approach that puts the patient at the centre of her or his health. He followed a SALT training at the occasion of the Pilot Project for the democratisation of health care and services in the Gafsa region in Tunisia led by Medecins du Monde Belgium. See *The Constellation Report 2013*, p. 25-26: [https://mcusercontent.com/4877a1e8f3470559c21b77fbc/files/dd6f100a-2b0c-498a-830b-0261bc315a10/Constellation\\_Report\\_2013\\_French.01.pdf](https://mcusercontent.com/4877a1e8f3470559c21b77fbc/files/dd6f100a-2b0c-498a-830b-0261bc315a10/Constellation_Report_2013_French.01.pdf)

# Conclusions on the Theme

2020. Covid-19 put the world upside down. The 'normal' in the lives of organisations, communities, neighbourhoods, families, and individuals was challenged. Also, for The Constellation, its teams, its partners and its members. This annual report makes a tour around the world and the account makes us hopeful.

2020 taught us to come together:

**With ourselves:** Individuals challenged themselves and rediscovered the strengths that they could put at work to stay safe and to protect and support others. We developed new skills and amazed ourselves. See, for instance, Behind the Mask p. 7.

**With our family:** We learned to appreciate the importance of the family and members of our households. We assumed our roles in caring, supporting, and being supported, and we took pleasure from it. See, for instance, IndoCompetence p. 27.

**With our colleagues and our way of working:** We challenged ourselves to keep team spirits high and to reach the people we work with in adapted ways. See, for instance, Beyond Social Services in Singapore, p. 29 or Health teams in Tunisia p. 31.

**With our neighbours:** We realised the conversation and connection in the neighbourhood is vital, and we created opportunities for those to happen. See, for instance, Grez-Doiceau in Belgium p. 25.

**With lessons from the past:** Covid-19 is not our first challenge! We looked at what helped before and what we could apply. See, for instance, Tha Wang Tan in Thailand p. 9 or Health teams in Tunisia p. 31.

**With technology:** We adapted the virtual world into a place where safe conversations for learning can happen. See, for instance the Board of The Constellation p. 4 or Happy Green Island in Indonesia, p. 28.

In times where physical contact, so dear to us, was mostly impossible – the values of SALT are thriving in some places and form a beacon to hold on to, in others.





# Forward looking notes

More online presence for more opportunities to learn and connect

The global objective of the 2021 work plan is to establish a qualitative online presence of The Constellation: its people, its work, and the SALT-CLCP methodology.

**A first Virtual Global Learning Event:** From 1-4 October, we will bring together, online, facilitators and community members for joyful learning. We are excited that Kenya will be our virtual host.

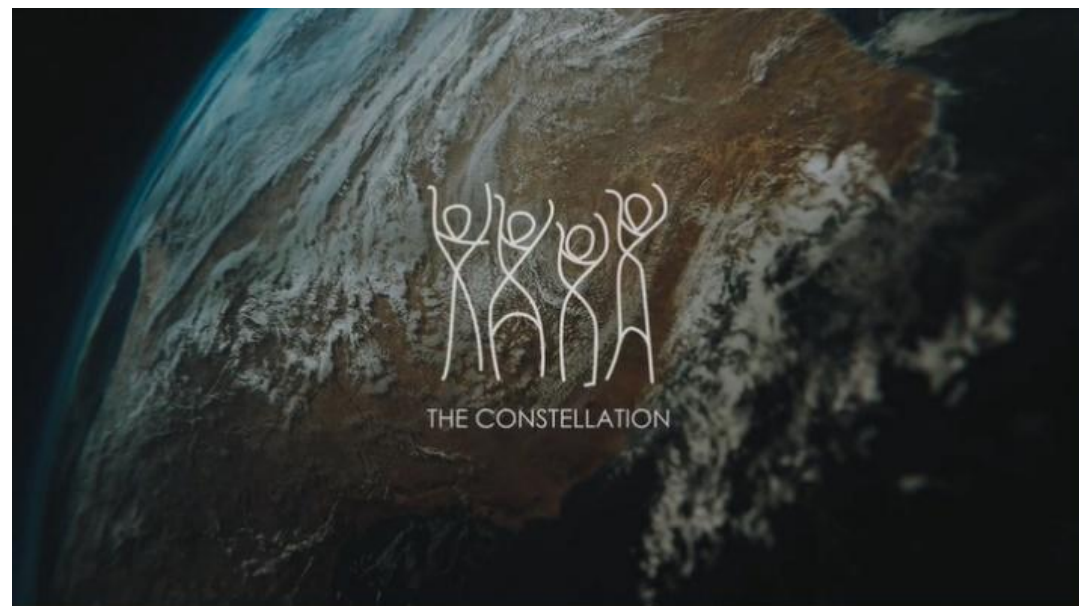
**New ways of connecting in and beyond our network** for experience learning & sharing, for instance with webinars and virtual SALT visits on topics related to Local Response and The Constellation work.

**Online training:** We are refreshing our existing modules with stories of recent experiences, and we are developing an intensive short online course to substitute for the face to face training (2-3 days).

**Visual Journey:** In continuation of our 'As Your Open Your Eyes' project and with our Visual Development partner, we will equip communities to audio-visually capture their stories. The community filmmakers will be trained and accompanied from a distance as they develop the story of change, that they want to share with us all.

**Go Girl:** A multi-country project to address the youth pregnancy issue, particularly as a consequence of the measures taken against the Covid-19. Local NGOs will stimulate local responses with girls, boys, and those around them that will help youth to live their full potential. The Constellation will create online opportunities for learning and sharing between facilitators, between girls and young women, and between communities.

**The initiation, coordination, and follow-up of partnerships** remains a core activity, where we transfer our methodology and experience.



The solutions will come if we have a dream.  
But first of all, the dream!

*Xavier, Behind the mask, Dare, 11:42*

Our way of living is being reshaped from the need to respond to the current pandemic, yet the dreams and enthusiasm of The Constellation's people is not failing. We will continue our reflection on how to live with the virus and on what we take away from the experience, working towards a more harmonious society where individuals and communities recognise and respect their common humanity and live out their full potential to contribute to the world.





## Weaving Pearls of Wisdom in Kenya from 1 to 4 October 2021

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