



The Constellation
Connecting Local Responses around the World

Annual Report 2021

Growing from a Challenge to New Opportunities and Perspectives

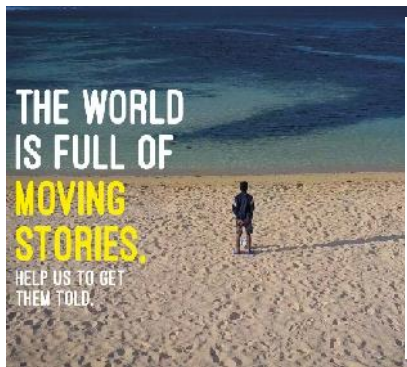


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*Like every year, the report will allow you
to follow different SALT-CLCP applications around the world,
to then contact contributors according to your needs, and
to rejoice and be inspired by local responses.*

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Introduction

“**T**his year for The Constellation was very much about growing from a challenge to new opportunities and perspectives.

That is true for our organisation. Also, during the Virtual Global Learning Festival (V-GLF), we heard many expressions and examples from people and groups going through the same. I guess that is what looking at life with SALT as attitude offers us.

We propose to dive deeper into this in the annual report as a beautiful testimony.”

Marlou de Rouw, The Constellation Board and Voting Assembly Member.

“**T**he Constellation has achieved the objectives set for the year 2021.

We are especially proud of the connection/reconnection with local responses.

Our capacity to respond to the COVID-19 pandemic worked out well. The adjustment to make SALT visits a virtual way of working for connection also benefited the V-GLF.

The enthusiastic responses to the invitation to the V-GLF made it a success. The participation was truly remarkable.

We want to keep the connect/reconnect momentum with respect to The Constellation’s growing network and visibility in a sustainable manner.”

Luc Barriere-Constantin, Chair of The Constellation Board and Voting Assembly Member.

Photo: Creations of Dorcus Beads members with whom we connected during the V-GLF (p. 27).



The Idea of Ownership of a Challenge

By Philip Forth, The Constellation Member

Introduction

When I explain the way in which The Constellation works, I use the word “ownership” a lot. For me, ownership captures the essence of The Constellation’s approach. I have also found that people understand the ideas behind the word “ownership” differently from myself. What follows is my attempt to explain what ownership means to me in the context of The Constellation.

The idea of ownership

When I own a challenge, I will take action to meet that challenge. When I own a challenge, I need neither an external incentive nor a threat to take action. When I don’t own the challenge, I will act when someone provides me with an incentive or a threat. I will probably stop taking that action when the incentive or the threat is removed.

This principle has helped me to decide what to do in many contexts and in many situations. It has been helpful to me.

The Arnstein Ladder

There are many occasions when we work to convince others that they have ownership of a challenge when in fact we retain a degree of effective control. The extent to which we exercise effective control varies but, in all cases, the individual or group does not have ownership of the actions taken. This trait is so common that Arnstein created his ladder of participation in which the rungs of the ladder climb from a façade of ownership (manipulation) to full community control.

As we go up the rungs of the ladder, we increase the extent of community control so that, when there is full community control, the community decides on the action to take and takes it.

I want to make clear that community control does not imply a declaration of independence from all forms of external help and support. Ownership does not mean the rejection of resources that outside organisations can bring to support the individual and the community. However, there is a world of difference between outside experts telling people what they need to do and people asking for the resources and expertise that they need to execute their own plans.



A change in perspective

It took me quite some time to understand that the ideas in this note look at the perspective of the individual/group that has power. It exhorts that group to give away its power if it wishes to see another individual/group to act. But what does this transaction look like from the perspective of the group that is uncertain that it has the power to take action?

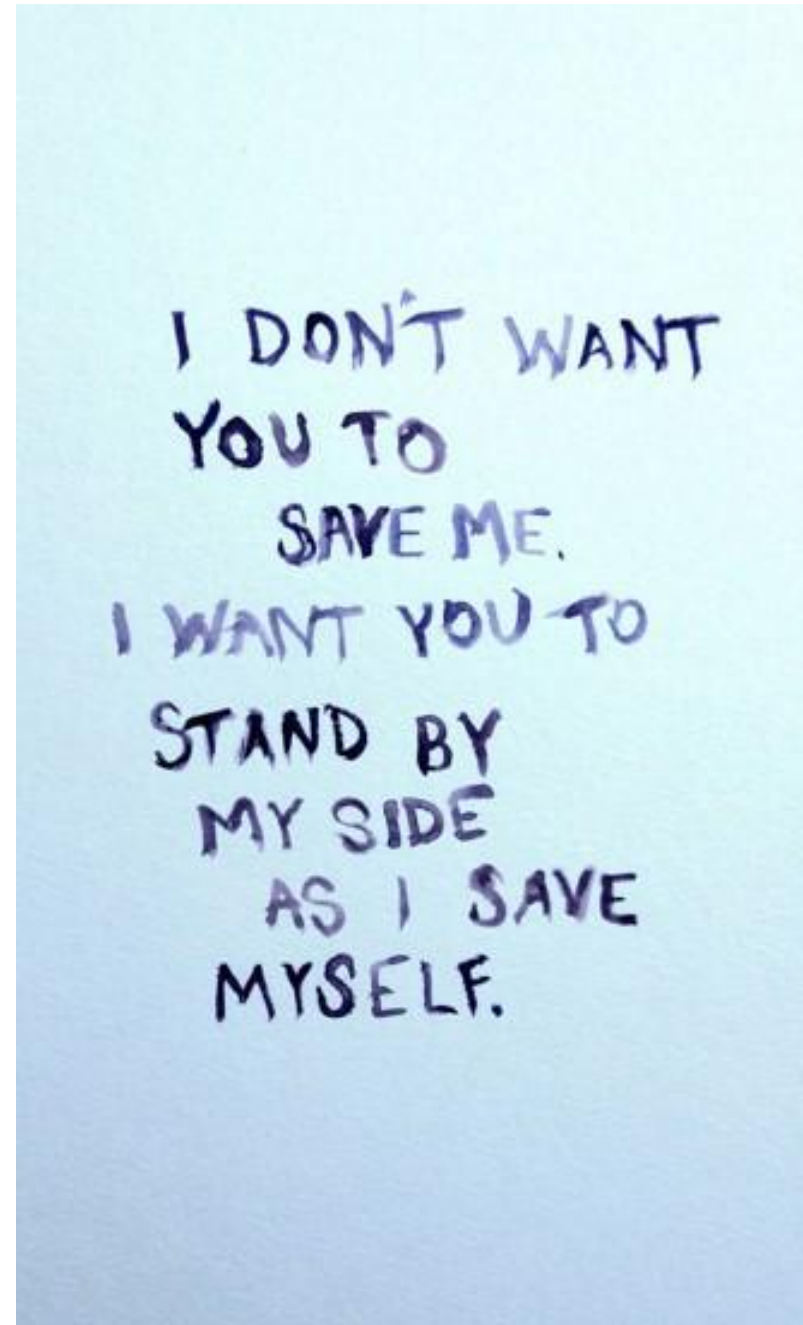
I recently came across the picture on the right that was on the Facebook page of my colleague Usa Duongsaa.

This quotation captures the essence of my feeling and thinking about the support that I have received. I really do not want you to solve my problems for me. I want very much to find my way to my destination. I want to use my own resources as much as I possibly can on this journey. There may be times when I go astray, or stumble, and it is on these occasions that I would be immensely grateful for help to get through the current challenge. I want to recognise the support I have received, but I also want to be proud of my achievement. This balance is a difficult line for both parties to navigate.

When I was talking about these ideas recently, a thoughtful listener commented that we should replace “stand by my side” with “stand behind me”. I find that these 2 versions carry different messages, both of which are relevant and powerful.

“I don’t want you to save me, I want you to stand by my side as I save myself.” This feels like an invitation to walk with the person who acts. It requests a conversation that supports the actor. It is about accompaniment. “I don’t want you to save me, I want you to stand behind me as I save myself.” This feels like an invitation to provide help and support to the actor in the background, perhaps out of sight of public view. You are there to provide help when you are requested or perhaps when you think that help is needed.

There is a balance to be explored between these 2 perspectives. The giver of the support must be sensitive to the needs of the actor. As the relationship evolves perhaps the stance has to change too.



Who are we?

The Constellation in a few words

Vision

“We live in a world where individuals and communities take action based on their strengths to realise their dream. These individuals and communities inspire others when they connect to learn and to share and for mutual support.”

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 132 projects and 250 facilitators. More than 2000 stories and reports, including from CDC, UNAIDS, UNICEF, and WHO, show the impact of the methodology.

<https://aidscompetence.ning.com>

<https://the-constellation.org/evaluations>

Why is what we do 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 retrenchment and mistrust.

A few figures

132 formal contracts signed and implemented by The Constellation

88 partner organisations

2,519 members of our online community

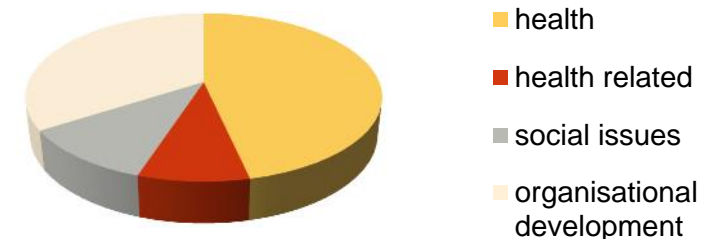
104 countries represented in our online community

2,159 stories posted in our online community

3,084 facilitators trained in our partnerships

243 members

Main categories of themes addressed:



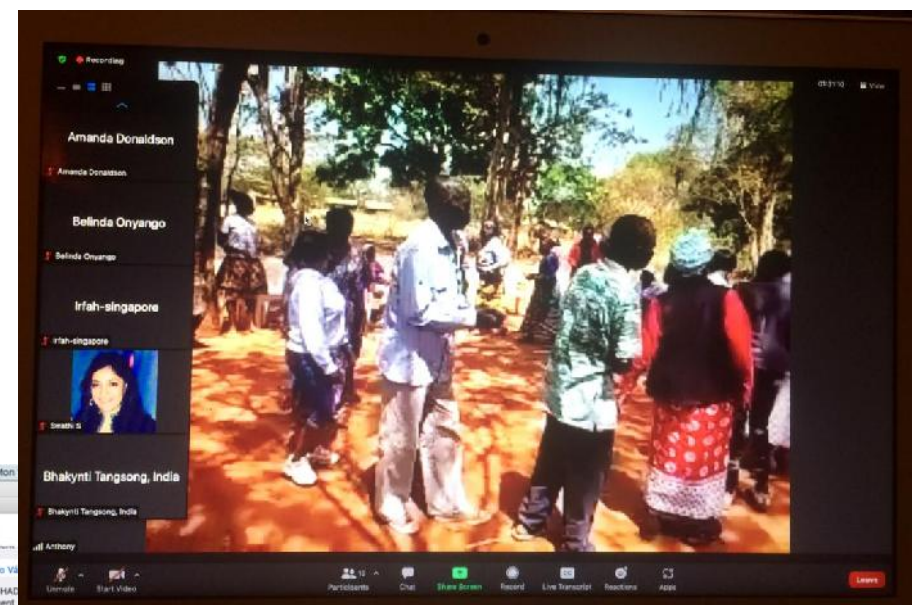
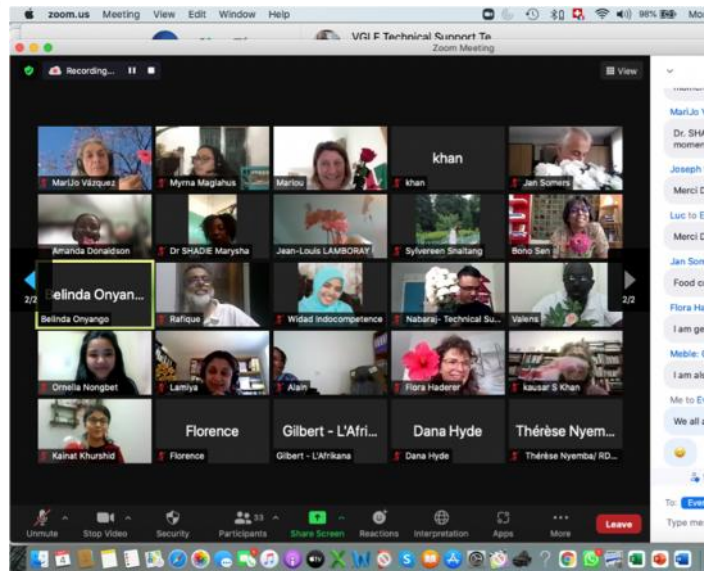
“Connecting with humans is a gift to humanity.”

Jan Somers, Belgium.

Activities



Go Girl!



Virtual Global Learning Festival



Visual Journey



Join our webinar on *flourishing neighbourhoods*

and join us in a deep learning experience for building connections within a neighbourhood.

More Online Presence for More Opportunities to Learn and Connect in 2021

In 2021, worldwide, we still faced waves of COVID-19 and all the restrictions linked to that situation. In The Constellation, we have adapted our way of working and put a strong emphasis on remote connections, support, and stimulation, building on 16 years of online work. This culminated in the Virtual Global Learning Festival (V-GLF) that has allowed strengthening connections with The Constellation members and other like-minded people, and enabled learning from a wealth of experience.

The highlights of 2021:

A first Virtual Global Learning Event

From the 1st to the 4th of October of 2021, we brought together, online, facilitators and community members for joyful learning. The Kenya team and communities were our host.

“We cannot be stopped if we learn and share.

We are not telling what to do, but we share what we do.”

Wiwini Winarni, Indonesia.

Webinars

This new way of connecting in and beyond our network allowed more experience learning & sharing on topics related to Local Response and The Constellation work.

“The Constellation webinars may be the most transformative and inspiring learning opportunity you’ll ever have if you want to change the world, one neighbourhood at a time.”

Deborah Teplow, USA.

Online training

We collected stories of recent experiences to refresh our existing modules, and we developed an intensive short online course (2-3 days with 3 hours sessions in the morning, homework, and a recap in the afternoon) to provide an alternative to the face-to-face training.

“I have learnt the need to create a safe space for interaction and share experience together.”

Comfort Nukpeta, Ghana.

Visual Journey

In continuation of our As Your Open Your Eyes documentary series project and with our Visual Development partner, we equip communities to audio-visually capture their stories. With distance training and accompaniment, the community filmmakers develop the story of change that their community wants to share with us all.

“We did not know that we had great stories of our own, people that we know. We capture something that we did not know was there: their strengths, the way they see life...”

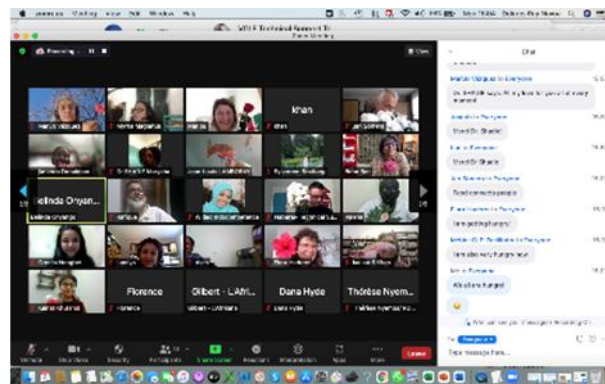
Anthony Peter, Visual Journey Kenya.

Initiation, coordination, and follow-up of partnerships

A core activity, where we transfer our methodology and experience.

Connecting and inspiring people from all over the world!

Everyone has something to share, everyone has something to learn. That is the principle of a Learning Festival. We share our own experience and explore what we know together. Our common new knowledge will help us all in taking further action, locally, on global issues.



Giving a voice to communities, as we learn from them how to adapt to old and new challenges

“The GLF format was so different from any conference I have attended. So much more effective. And most importantly, it offered the opportunity to communities to speak for themselves, advocate for themselves, narrate their stories. The need for ‘experts’ to do the talking on behalf of the communities was not there. This was very unique and refreshing for me about the GLF model.” *Bono Sen, USA.*

A more inclusive GLF thanks to technology and goodwill

The presence of participants living in distant time zones allowed widening the horizon of the festival and the variety of experiences. The volunteers who facilitated our exchanges were present for long hours to be as inclusive as possible. Some participants did not hesitate to cut short their nights to be there.

“Everyone (even my 12 y/o son) was able to join and contribute. We can be inspired by the remotest community even if initially we can’t afford the GLF due to many things. I believe more communities will find a way to shine. Thanks to technology, I can be a SALT-traveller all over the world! *Wiwini Winarni, Indonesia.*

A challenge: COVID-19 makes it impossible for SALT-CLCP facilitators and community members to meet in Kenya.

An opportunity to: organise an online event bringing together people that might not have been able to travel to Kenya.

The Constellation’s 6th Global Learning Festival (GLF)

Theme: Anchoring energy for a sustainable local response. How to adapt and face our current and future challenges.

Number of facilitators who volunteered: 35

Number of participants: 60 from 21 countries

Host: The Constellation team in Kenya and communities

Number of teams: 13

Teams from Belgium, Burundi, Cameroon, India, Indonesia, Kenya, The Netherlands, Pakistan, The Philippines, DRC, and Singapore.

Date: 01/10/2021 – 04/10/2021

SALT visits to communities in Kenya

A message from Kenya to the world:

“If we accept a challenge as an opportunity to explore new skills, solutions and relations, this leads to results that we had not thought of before.”

Anthony, Kenya host team in the video: <https://youtu.be/UFYFjArtPBQ>

V-GLF participants were invited to dive into communities in Kenya in real time as if they were in the homes and villages on the spot, asking questions directly, then synthesising the lessons learnt and experiences, by teams then in plenary. Community members were filming the SALT visits.

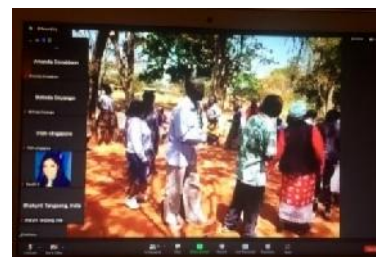
The response of Kithituni's Youth to COVID-19

The pandemic resulted in the Kithituni church group of youth to engage in cultivating a garden in its compound, as well as to make bricks. They use the revenue to support the elders of the church and comfort them which the elders truly appreciate. The elders share traditional knowledge which benefits the youth to understand more about who they are. The youth encourage the younger members to join them. They also invite the youth who are not church members. Their effort of “cultivating a heart for the community” is truly transgenerational and takes into consideration members of the wider community.

Story summary by Autry Haynes, Guyana.



The response of people with disabilities and their caregivers in Iiani and in Khumbuni



People with disabilities no longer live in isolation:

“When we are together, we can do things, even more than those who are strong.”

“We have challenges in our bodies. We want other people who are suffering elsewhere to hear about our strengths and be strong; like us.”

What we learned is that doing what we can do, being proactive, is the way to adapt. And that what the group brings to people sustains the group: happiness, conversations, prayers, help, money...

This local response resonated with Kainat Khurshid's experience with the Sujaag HIV Collective Action for De-stigmatisation of People Living with HIV in the town of Ratodero in Pakistan:

“The way caregivers said that they took their children to other houses and showed that they are a part of the community and that it's okay for them to participate in communal activities, was reassuring to me. I can take this back to my community and tell them that, okay, others are doing the same: let's continue our efforts. And that was really beautiful.” Find out more p. 34.

Love and respect

“I am comfortably living even though I am disabled because my family treats me well and respects me! Especially my brother who pushed and helped me to go to school. Disability is not Inability!” Mary

Self-acceptance

“Disability is not a problem if you accept it. The sky is the limit!” Richard Muanyo who manages a farm.

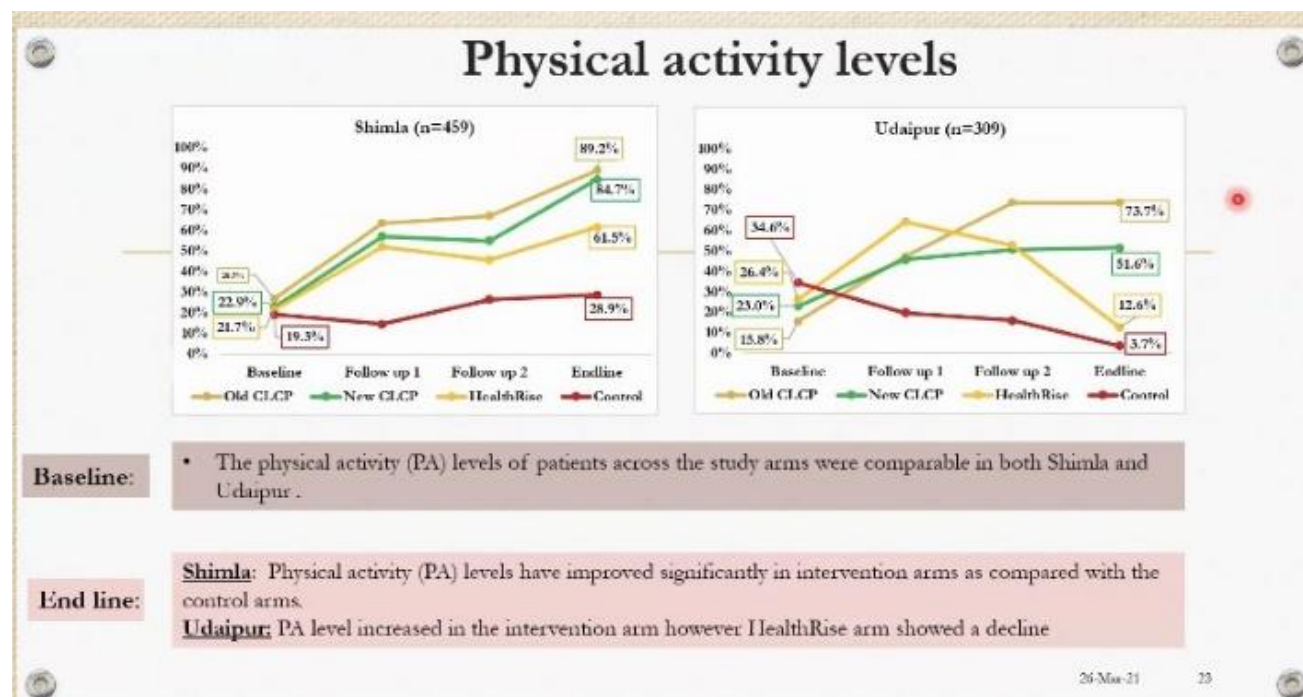
The V-GLF was also invited by the Dorcus Beads Community see p.27.

We organised/facilitated webinars and web conferences

1. Person-centred approach to diabetes & hypertension management in Himachal Pradesh and Rajasthan

88 participants including representatives of Medtronic Foundation, Ramaiah International Centre for Public Health Innovation, MAMTA Health Institute of Mother and Child (MAMTA-HIMC), Catholic Health Association of India (CHAI), and The Constellation attended on the 25th of March 2021.

Webinar report <https://the-constellation.org/wp-content/uploads/2021-04-Final-25th-March-webinar-report-NCDs-India.pdf>



SALT-CLCP and NCDs patients' health behaviour

2. Inclusive neighbourhood experiences

25 international participants gathered for this two sessions' webinar held in November 2021, and shared their thoughts, ideas, and experiences regarding the topic. The sessions were facilitated by Jan Somers.

Webinar reports: https://the-constellation.org/wp-content/uploads/Session-1-Webinar-presentation-Flourishing-neighbourhoods-Jan-Somers_.pptx

and https://the-constellation.org/wp-content/uploads/Session-2-Webinar-presentation-Flourishing-neighbourhoods-Jan-Somers_.pdf

3. Funding Community Led Responses

97 people from 58 countries attended this event organised in collaboration with the Asia Pacific Evaluation Association on the 18th of January 2022.

Webinar report: <https://the-constellation.org/wp-content/uploads/Report-Webinar-Funding-Community-Led-Responses.pptx>

4. Consultation on community ownership in evaluation

Organised by the Asia Pacific Evaluation Association (APEA) with EMpower, The Constellation, the Eval Indigenous Network, and the Asia Pacific Communication Hub on the 24th of July 2021.

5. Closing event of the SharedCode campaign: Sharing to Build the Future Together

In the context of the European project CICERO which aims to develop actions against radicalisation, on the 21st of July 2021.

We participated in:

1. Writing Winning Proposals Workshop



13 members of The Constellation Board Committee and partners learned to write “*with the donor’s hat on*” with Pankaj Kumar S. in March 2021. Six proposals were written during the workshop.

2. ABCD UnConference: ‘Active Hope: connecting wisdom and strengths across our lands’

On the 22nd of September 2021, Rituu B. Nanda presented her work on alcoholism and bonded labour in Bihar, India.

3. Walk the Talk #Eval4Action campaign

Autry Haynes presented a video on self-assessment by communities.

Video: <https://twitter.com/i/status/1450825160009867265>

We connected through our social media:

<https://aidscompetence.ning.com>

2,495 posts and 2,519 members

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

1,634 followers

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

197 posts and 207 followers

<https://twitter.com/TheConstellati1>

4,241 tweets and 1,013 followers

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

156 videos and 111 subscribers

We published 10 newsletters and 18 blogs on our website

Our evaluations and publications

<https://the-constellation.org/evaluations>



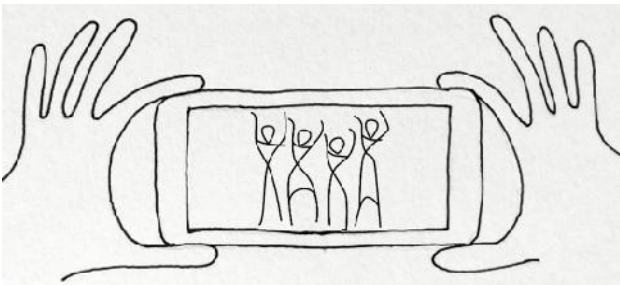
Communities film their story for inspiration and confidence

Building on experience

-) Communities go through an explicit process of joint learning from their experience.
They take ownership of their story of change for longer lasting local responses.
They become stronger to face future challenges.
-) Communities visually capture their story and make it stand out
so that it becomes an inspirational tool
for the community and for a worldwide audience.

The Constellation is partnering for this project with the talented filmmakers from Visual Development, old-time partners for the film series As You Open Your Eyes <https://asyouopenyoureyes.com> . This time Jessica and David help community members with new skills in filmmaking.

During this first year of the project, we worked with the Kenya communities in the context of the V-GLF.



As You Open Your Eyes series participants 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 are seemingly different.

Challenge: COVID-19 makes it difficult or impossible to continue our As You Open Your Eyes project.

New perspective: The story is the communities’, the way to share it should also be theirs.

“Storytelling/life narratives applied to the communities using SALT-CLCP to jointly address a challenge would be the natural way of becoming aware of their strengths, of developing appreciation and ownership of their common experience. A community that has dreamed a common dream deserves to document their process in a ‘common story’, maybe a story of stories, that is incorporated by the community as their own understanding of what they have experienced together. In this sense, we could call this story ‘a report with soul’.

MariJo Vazquez

“It was just a story that helped make the first move. Their own stories, of which they were proud of.”

“The room was full of cheers and applause.”

“How beautiful is this way to communicate.”

Mridula Kapil Bhargava

“The story of the other person is like a gift, and we can transfer it in our own life.”

Jean-Louis Lamoray

What else does this project bring?

“You cannot hate someone whose story you know.”

Margaret J. Wheatley

A first Visual Journey short movie!
By the Visual Journey team in Kenya



Welcome to Kenya's
Kithituni community!

The story:

A group of women come together to 'bring back life' to their community. Creativity, love, and collaboration changes their lives.

Watch the movie
<https://vimeo.com/645135003>



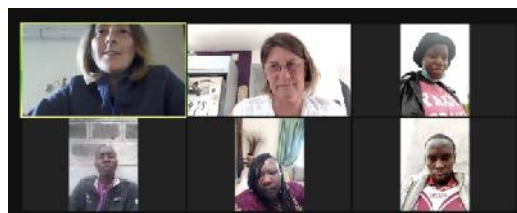
Wonder Women at the premiere of Visual Journey's short movie in which they tell their story.

The team:

Preparatory meeting in June:



Two months of online training with
Visual Development:



Anthony, Francis, and Florence (Visual journey in Kenya) with Marlou and Meble (The Constellation) and Jessica (Visual Development).

Filming:



Anthony Peter: "The world is changing,
to positive change!"

Florence: "Stimulate physical presence in
the real world as well as the imaginary
world."

Frances: "This is going to empower us."

Daniel: "So far so good, all to God."

The community

"Members of Dorcus Beads are
very important in my life because
they are full of love."

Ruth Mutua



"The business of Dorcus Beads has lasted
more than 10 years because it is more than a
money-making project. The ladies of Dorcus
are challenging us to look at business beyond
income. The business supports their
relationship with one another and is an avenue
of expressing their faith."

Myrna Maglahus, The Philippines

Community Dorcus Beads in Kithituni, Kenya.

Facilitators: Meble Birengo with Jessica Rossi and
David Rivas (Visual Development), Marlou de Rouw,
MariJo Vazquez, and Philip Forth.

Filming team: Anthony Peter, Daniel Kilonzo, Florence
Mwikali, Francis Kioko, and Mercy Mutuku.

Period: June - November 2021

Funding: 12,000-euro donation from Philip Forth

More information about Visual Journey: <https://the-constellation.org/launch-dorcus-beads-bringing-back-life-leaves-audience-moved/>

What has the Kenyan Visual Journey team learned?

“This experience taught me how to look at the members of the community and of Dorcus Beads better. I am proud that a powerful story originated from my own community.”

“I now know how to handle different people whom I work with, I associate well with them which has created a good environment for me.”

“When you show love to whoever comes on your way, maybe a small kid, an elderly person, or a challenged person, you bring out the best in that person... That process enabled me to learn what it all entails in a SALT visit (it was a learning process for me).”

“I felt worthless before. Now through this experience, I gained skills and confidence. I applied for a new job and was successful. Now I have an income!”

“About the team, I learned that when people come together with a common vision, and everybody plays their role, you can reach something great.”

“When we had challenges, we could always help each other.”

“Experience is the best teacher. We made it! When we hold arms, we, as a team, can go far. When we prepare and be smart, we can even do better!”

<https://the-constellation.org/contact-us/>

Share your story!

In the beginning of 2021, online events stimulated reflexions on
‘Storytelling and SALT’

Blog posts on the subject:

<https://aidscompetence.ning.com/profiles/blogs/what-is-storytelling-and-how-does-it-relate-to-salt>

<https://aidscompetence.ning.com/profiles/blogs/my-storytelling-story>

<https://aidscompetence.ning.com/profiles/blogs/learning-about-stories-for-salt>

<https://aidscompetence.ning.com/profiles/blogs/the-power-of-story-telling>

More on our online platform...

‘As You Open Your Eyes’: reflections on the series of films

The Constellation and Visual Development have produced this series. Each of the five episodes tells the story of one community with both the beautiful and painful aspects that sit at the heart of community change.

Philip Forth shares his reflections on the films. If you would like, add yours in comment of his posts:

<https://aidscompetence.ning.com/profiles/blog/list?user=2dhq8f8bgrzap>



A multi-country project to address the youth pregnancy issue

The Constellation, with facilitators from Ghana, Kenya, India, Indonesia, and Cameroon developed this project to address sexual health, youth pregnancy, and access to school, particularly because of the measures taken against the coronavirus. Local NGOs in each country stimulate local responses with girls, boys, and those around them that will help youth to live their full potential. The Constellation facilitates online opportunities for SALT visits—cross-culture learning and sharing between facilitators and community-members engaged in Go Girl. Good practices are communicated beyond the participating sites through the network of partners and members of The Constellation.

SALT virtual visits with 20 to 45 participants from all continents to:

Babes, Singapore, the 23rd of April.

Cho Ngafor foundation, Cameroon, the 24th of May.

Go Girl Team, Ghana, the 25th of June.

Faith Foundation, Shillong, India, the 23rd of July.

Takeaways:

Bring people from the girl's immediate community together to give them the space to discuss in a serene way on how to support the pregnant young mother and her baby.

Include men and boys.

Facilitate conversation about sex between parents and children—a challenge in all cultures—and accompany them as a preventative approach (for instance, around playful activities for younger children, 'sew your own menstrual pads' workshop or home visits).

Link communities with policy makers and key partners.

Continuously learn and adapt.

The power of a common dream.

Educate children on their rights.

Nurture leadership in both girls and boys to become agents of change for child related issues.

Other perks

Appreciative responses from participants were a mood booster for the teams, and they were happy and proud that their hard and challenging work can be shared broader.

Transfer between the Cho Ngafor foundation and Go Girl Ghana on how to sew menstrual pads.

Face to face training

Onesmus Mutuku facilitated the first training at L'Afrikana, a refugee centre in Nairobi, at the end of the year.

"We have learned how to encourage conversations and build relationships. During the home visits, we received only positive reactions. We told stories and asked people to share stories."

Aaliyah, young facilitator

"The visits and the topic of conversation are very relevant. The community has been waiting for this. Everyone knows that the issues of teenage pregnancy and rape needs to be addressed. So, when a facilitator knocks on the doors, every household will welcome her."

L'Afrikana

Communities in Nyanyano and Buduburam, Ghana, Kabiria, Kenya, Syllei-u-lar, Umsawriang, and Umktieh, India, West Java, Indonesia, and Cameroon.

Facilitators: 18 L'Afrikana, 5 Faith Foundation, 2 Go Girl Ghana

Period: 2021 – ...

Funding: 5,571.88 euro from participating NGOs, 8,200 euro from the Trust for Local Response, 1,446 euro from private donations, and 10,000 euro from the Triodos Foundation.

More information about the Go Girl project:
<https://the-constellation.org/go-girl/>

Are you working on the issue of sexual health and access to education? Or do you want to take the challenge in your context?

Are you interested in joining the working group?

Contact us <https://the-constellation.org/contact-us/>

Would you like to support the project financially?

Crowdfunding campaign: <http://goto.gg/52533>

"We are children and cannot be mothers of other children."

Cho Ngafor Foundation, Cameroon

This project is called Go Girl, inspired by Go Girl Ghana.



One girl can make a change. In our Go Girl Ghana group, a 20-year-old mother of 3 has returned to school with our support as well as that of her parents. After a meeting, she went home and, for the first time, spoke with her parents about having kids so early. She said: *"You can't stop us from having sex, but you can help us make better decisions."*

We later met with the family in a home visit. They told us they had never thought of it this way. They had spoken with their neighbours about it, who, at first, responded with: "Are you crazy to discuss sex with your children?!" But soon after started agreeing with them, showing it only takes 1 person and 1 conversation to start change. *Go Girl Ghana*



"Teenage pregnancies occurred in our villages, and we did nothing", says Isro, leader of the youth group Banyu Biru (Blue Ocean) at Karangampel Kidul Village. "The Go Girl Project made us sit together and deeply discuss this topic. We know now that we have to do something. I don't know whether we will be brave enough or not, but at least we are not alone now." *IndoCompetence Indonesia*



We dream of a Meghalaya where...
...Communities break the taboo, openly speak and address issues that concerns girls, young women, and children like child sexual abuse, teenage pregnancy, and other manifestations of gender and sexual based violence. *Faith Foundation, India*



The SALT-CLCP process has the strength to integrate partners and key stakeholders of L'Afrikana and empower a strategic approach to community concerns that are beyond short-term interventions. *L'Afrikana, Kenya*

Supporting refugees in their integration process in the Netherlands

Challenge: 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 a 9-month SALT-CLCP programme in September 2020 accompanied by The Constellation coach, Birgitta Schomaker.

Opportunities: The purpose of the programme was to help women from Syria and Eritrea who moved to the Netherlands navigate language and culture, find a sense of direction, and get into action finding their own way to a new future. The facilitators and the refugees connected with conversations at a personal level, on what the women wanted to learn, on what is important to them. During the journey, they became more self-reliant, developed knowledge, skills, and new networks.

“Focusing on the experiences that they were happy about, helped the women acknowledge their strengths.”

Rosa Watjer, SALT-CLCP facilitator, The Netherlands.



May 2021—After nine months of regular meet ups (at first offline and then online), eight Eritrean-Dutch women proudly present their dreams and plans for a future in the Netherlands. Photo courtesy of Rosa Watjer.

“The program helped us to express what is alive within us and to explore what is possible in this new country. It helped us not to despair (...). I want to challenge myself. The program has encouraged me, it challenged me, and that was great. We enjoyed the classes.”

A participant

“The women became aware of what is possible here (in terms of jobs and education). They were not used to talking about themselves. The significance of the course is that the topics that were covered and the atmosphere during the classes really emerged from the participants. There was a sense of shared responsibility. This is how the course made a difference: instead of forcing people to become active, they are following their own motivation.”

A facilitator

Overcoming challenges

At the start, the idea of a women’s support group and co-creative learning were foreign to the participants. 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. The culturally sensitive facilitation was a key to the positive process and outcome of the program.

COVID-19 lockdown: Our primary concern was to keep the group together as a support system for the women. We managed to stay connected by adapting to a new online format, always discussing with the women what would work best. Together we created a warm, inviting atmosphere.

We initiated a WhatsApp group to show photos when something special happened, to celebrate successes. Especially during COVID-19 lockdown: we focused on beauty, positivity, and connection.

By Birgitta Schomaker

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

Facilitation team: 3 SALT facilitators-in-training

Coach: Birgitta Schomaker

Contract with: Implacement

Place: Amsterdam

Period: September 2020 – May 2021

Outcome: 16 women built their individual action plan.

More information about the project: <https://the-constellation.org/all-women-aboard-daring-to-dream> or marlou@the-constellation.org

Synergy between coaches, facilitators, and community

Between March 2020 and June 2021, volunteers from the ASEAN Institute for Health Development (AIHD) in Thailand learned how to facilitate the community health competence process. The Constellation facilitators trained and supported them mostly online due to the COVID-19 outbreak. Nevertheless, participants were able to put SALT-CLCP into practice and share their experiences, lessons learned, results achieved, and challenges encountered in plenary sessions.

Challenges: COVID-19 allowed for two face to face training and online modules were not used by participants (difficulty logging in, preference for printed materials, and language barrier).

Opportunity: facilitators and participants developed a pdf version of the training in Thai and with Association of Southeast Asian Nations (ASEAN) examples of experiences.

At least three facilitators will continue to accompany their community. Two communities started the process:



In Lumsi, after self-assessment and identification of 3 priorities, villagers started to clean up their canal even before the development of their action plan. In December 2021, local facilitators proudly shared that: (1) They received funding support from the Provincial Governor for their '100-Year Old Market' preservation, promotion as 'Smart Tourism'; (2) The canal is cleaned every Thursday; (3) The community action plans have been integrated in the Local Community (sub-district) Development Plan; (4) There are currently 7 key/active volunteers in the community; (5) They are trying different ways to make use of the 'water hyacinth'.

At the Mahasawat elderly club, a first training on waste management was conducted with the coordination of the group's leader, a local retired teacher. Around 30 people attended. The mayor visited them and pledged support.

The process was paused in the Bang Taen village due to COVID-19. However, the facilitation team expressed an interest to continue the process.



Progress: community participation

“Over 20 older persons participated in every meeting we conducted. They all came even before the meeting started.”

Viji, Mahasawat.

“CLCP is like a magnet that pulls people in to participate. The shared dreams are the magnet to glue people to come together.”

Hong, Lumsi.

Progress: relationships

“SALT has helped me to develop my humanity in several ways. It helps me to open my heart, listen, respect, and empathise with others. SALT makes people in the community listen to each other and respect each other more as well, which creates bonding and solidarity.” *Noey, Bang Taen.*

Newly trained facilitators: 6

Coaching 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 - June 2021

Outcome: In June 2021, 2 communities already started to take action: the Lumsi community and the Mahasawat Elderly Club.

More information about the project: marlou@the-constellation.org

Co-constructing solutions to improve access to health services by the migrant population in Algeria

Towards that objective, the International Organisation of Migration (IOM) and the Ministry of Health will build the capacity of civil society, health workers, and migrant representatives to facilitate SALT-CLCP.

After over two years of project development, The Constellation team will start the training, either face to face or online, in February 2022. It will depend on the pandemic situation in Algeria facing a fifth wave as we are writing this report.

We will train 30 facilitators from 5 cities for 12 months. They will accompany the process with migrants.

After the 9-months training and accompaniment, we expect:

- To create a pool of well-trained and experienced facilitators who can further disseminate SALT-CLCP in Algeria

- To see active, positive interactions between groups of migrants, civil society, and local health workers

- To see lowered stigmatisation of migrants

- To see increased demand of services by migrants and improved access

- To share and learn with the Algerian organisations

Number of facilitators to be trained: 30 from 5 cities

The Constellation coaches: Marlou de Rouw and Taha Maatoug with the support of Dolores Rey Novoa and Luc Barriere-Constantin

Place: Algiers

Period: 02/2022-02/2023

Contract with: IOM Algeria

More information about the project: luc@the-constellation.org

Share & Learn Platform

With its partner 'In A Globe' and students from the Imperial College London, The Constellation created a Share & Learn Platform to organise the Knowledge Assets of our community as it evolves and grows.

A Knowledge Asset is a set of common principles illustrated by experiences. Each of those experiences is supported by reference material and by contacts to people who can give further details.

The Share & Learn Platform will provide easy access and make Knowledge Assets lively, easily updated and enriched with new stories and after-experience reflections. This platform will be further developed from beta version to operational during 2022.

What is the relevance for communities?

For communities with no access to the platform, facilitators will be intermediaries.

“I have written and shared stories of people that I met in communities. When I come back to visit them, I show them the story and their pictures, and I ask them what he or she wants to change.”

Meble Birengo, Kenya.

How is this platform different from the one on Ning?

Ning has a wider coverage; this platform is for Knowledge Assets.

‘Three days, intensive, for
a taste of SALT’

or

‘Three months, steady
learning from experience’!

Since March 2021, The Constellation offers these two types of online training for connectors and social change makers.

Challenge: COVID-19 makes it difficult or impossible to organise face-to-face trainings

Opportunity: Develop an intensive short online course (2-3 days).



For more information and to register:
<https://the-constellation.org/learn/online-training>

What is the specificity of our offer?

The Online SALT-CLCP Programme (OSP) offers a community of practice of 3-5 people who support each other in facilitating local responses.

At the same time, it is a personal development programme that allows you to put people, trust, and appreciation at the heart of your group coaching approach.

“In our online SALT-CLCP training, there is no us and them. We are learning and growing together.”

Why should you register?

You heard and/or read about SALT, but you don’t feel confident enough to try out what you learned? You don’t know where to start? You are seeking support to experiment with this approach in your life, work or in your neighbourhood?

Feedback of participants

“SALT made me see the potential in myself and other people.” *Patricia St-Louis.*

Students said that, compared to their Zoom interactions with the University, the sessions are more dynamic. The format is very convenient, and the only adaptation requested was to reduce the large break to finish earlier.

“We very much enjoyed the discussions and the use of As You Open Your Eyes episodes!”

What if I have a poor internet connection?

We have overcome this challenge by using WhatsApp for quick and continued responses.

“Challenges might turn up, but with constructive thinking, we can overcome. CLCP and more so being SALTy is adaptable and motives people to do just that (^_^)”

Autry Haynes, OSP facilitator.

SALT-CLCP has helped villagers, neighbours, community workers, and health workers to find solutions for a better world, locally, with the means they have at hand. In our online training, experienced facilitators of The Constellation work with you, in a fun and interactive way so that you too can get started!

Fun for facilitators too!

In May, Gerlita Condino-Enrera and Myrna Alvarez Maglahus of Pinoy Competence (The Constellation in the Philippines), Mamarnita Pohan and Wiwin Winarni of IndoCompetence (The Constellation in Indonesia) facilitated a Three-day online programme for Beyond Social Service Singapore. The team was happy about this SALT experience learning and sharing, reconnecting with facilitators, and meeting friends from Singapore.

Number of facilitators trained online in 2021: 7 individuals and 14 staff members of Beyond Social Services.

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.



...to learn where the action
is?

The Constellation organises SALT visits, face to face and online, 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!



Financial Statement

We started 2021 with an accumulated reserve of 27,078.55 euro.

We recorded a profit of 23,658.09 euro during 2021.

As a result, we ended 2021 with an accumulated reserve of 50,736.64 euro.

The profit comes mainly from overhead from our partnerships and from donations.

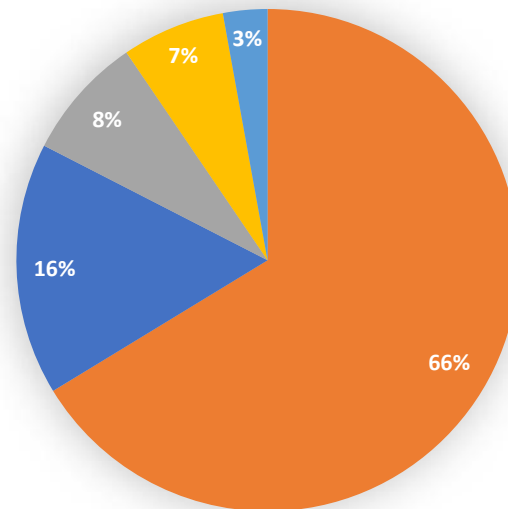
We decided to use 35,170 euro from this accumulated reserve for our activities during 2022.

Therefore, the difference of 15,566.64 euro can be carried forward as basis for activities in 2023.

Thank you All for the collective work to get these financial results while implementing 95% of the activities planned.

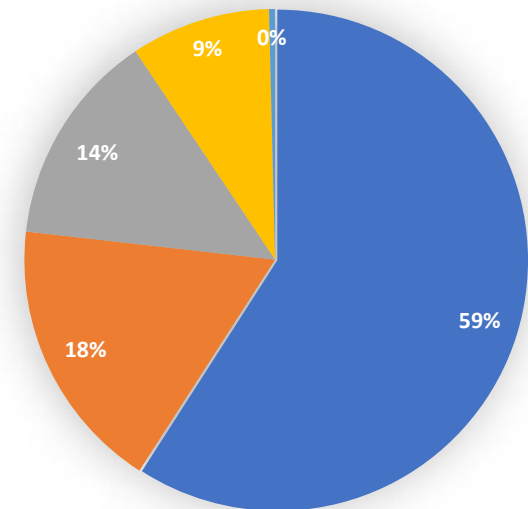
Thank you, Loli Rey and Mr Souris, for your work to show the Belgian authorities what we are doing.

Inputs



- Donations from the Trust for Local Response
- Partnerships
- Donations for Visual Journey
- Donations from the Triodos Foundation
- Voluntary membership contributions & crowdfunding

Outputs



- Board Committee consultants, facilitators, and Visual Development
- Coaching fees
- Other expenses (insurance, bank fees, and annual contracts)
- Accountant and auditor
- Board Committee travels

Thank You for Being Part of the Journey!

For contributing to the 2021 work plan

Virtual Global Learning Festival

Anthony Peter, Amos Mwita Nyansoho, Debby Zablon, Eddy Charles, Florence Mwikali, Francis Kioko, Joseph Kimweli, Loi Kirui, Margrate Kihato, Margrate Musumbi, Meble Birengo, Samanthary Embukane, Serah Sammy, and Zablon Munyendo Lordy
for hosting the V-GLF

Meble Birengo with Alain Kolié Ouo-ouo, Amanda Donaldson, Autry Haynes, Beyond Social Services, Birgitta Schomaker, Celicia Theys, Claire Campbell, Cyril Pervilhac, Dolores Rey, Eddy Charles, Faith Foundation, Gerlita Condino-Enrera, L'Afrikana, iSiZ, Jan Somers, Joseph Kaczorowski, Joy Pavico, Kausar S. Khan, Lamyia Samad, Luc Barriere-Constantin, Marie Lamboray, MariJo Vazquez, Marlou de Rouw, Marysha Shadie, M. E. Rafique, Mwita Nyansoho, Myrna Maglahus, Nabaraj Adhikari, Rituu B. Nanda, Sujaag HIV, Thérèse Nyemba, Valens Nkurikiyinka, and Wiwin Winarni
for facilitating, interpreting, documenting, and providing technical support to the V-GLF

Marlou de Rouw with Jessica Rossi and David Rivas (Visual Development), Meble Birengo, MariJo Vazquez, and Philip Forth
for the visual storytelling facilitation with 'Visual Journey'

Anirban Goswami
for dressing up The Constellation logo for the special event



Coordination and Management

Luc Barriere-Constantin with Autry Haynes, Dolores Rey, Marlou de Rouw, and Birgitta Schomaker
for partnership development

Luc Barriere-Constantin with Autry Haynes, Jaime Saborio, and Marlou de Rouw
for the Online SALT programme

Marlou de Rouw with Dolores Rey, Luc Barriere-Constantin, MariJo Vazquez, M. E. Rafique, Philip Forth, Ranganayaki Thangavelu, Rituu B. Nanda, and Jan Somers
for organising webinars, and supporting members who participate in external events

Dolores Rey with Jaime Saborio, Luc Barriere-Constantin, Autry Haynes, and Marlou de Rouw
for members

Autry Haynes for organising the meetings of the Board Committee

Meble Birengo for organising Voting Member meetings and the of new voting members

Dolores Rey and Yves Souris for accounting

Dolores Rey with Leonie Heppener, and Marlou de Rouw for fundraising

Communication

Max Wilbers (InAGlobe), Michael Clasby and Pranav Maganti (Imperial College London), Joseph Kaczorowski, Marlou de Rouw, and Luc Barriere-Constantin for the development of the 'Share and Learn' platform

Luc Barriere-Constantin, Marlou de Rouw, and Marie Lamboray for connecting Local Support Teams

Rituu B. Nanda for her presence in online conferences and platforms, for the facilitation of the online community

E. Mohamed Rafique for the facilitation of WhatsApp groups

Marie Lamboray with Marlou de Rouw
for updating the website

MariJo Vazquez for the translations in Spanish

Marie Lamboray with Anne Brouha, Dolores Rey, Luc Barriere-Constantin, MariJo Vazquez, Marlou de Rouw, and Susan Koshy
for the newsletter and the annual report

Béatriz Carvalho
for the distribution of As You Open Your Eyes movies

DeepL and Linguee for translations

For sharing experiences, reflections, and photos on platforms, newsletters, and/or the annual report

Akhilesh K. Terwari, Anthony Peter, Autry Haynes, Avani NGO, BelCompetence, Beyond Social Services, Birgitta Schomaker, Bono Sen, Chaithanya P., Comfort Nukpeta, Deborah Teplow, Dheeraj Lepcha, Doreen Bieri, Evelyn B. Tablante, Faith Foundation, Florence Mwikali, Gerlita Condino-Enrera, Ghalia Jando, Imran, IndoCompetence, Isidore Nshimirimana, Isiz, Jake Lloyd, Jan Somers, Jayashri Kamble, J.-L. Lamboray, Kainat Khurshid, Kausar Khan, Kenya Competence, Kolié Ouo-Ouo Alain, L'Afrikana, Lamiya S. Malik, Leonie Heppener, Loli Rey, Luc Barriere-Constantin, MariJo Vazquez, Marysha Shadie, Margaret Musumbi, Marlou de Rouw, Meble Birengo, Mehek Ali, M. E. Rafique, Mridula K. Bhargava, Munazza Mansoor, Myrna A. Maglahus, Nityam Ghosh, Ornella E. Nongbet, Palak Khanna, Patricia St-Louis, Philip Forth, Pinoy Competence, Precious Lakpor-Dennis, Rati Lama, Rituu B. Nanda, Roots of Hope, Rosa Watjer, RuralAid NGO, Sakhi Chaube, Sakshee Suman, Sanjay Lohara, Shahrukh Atpade, Sirinate Piyajitpirat, Suriyon, Susan Koshy, Sylvereen Snaitang, Taha Maatoug, Thérèse Nyemba, Ujana K. Minj, Usa Duongsaa, Vianney Havyarimana, Virender Thakur, Wiwin Winarni, Xenia Orgielewski, and Yamini Suvarna.

For your financial support

Alison Tippetts, Anne Brouha, Anu Sieberk, Carmen Indra, Céline B., C. C., Deborah Teplow, Dolores Rey, Gaston Schmitz, Ingrid Larik, La Constellation Suisse, Luc Barriere-Constantin, Margot de Ruiter, Maria José Vazquez, Marlou de Rouw, Mine Pabari, M.J.C. F., Pablo S., Phil Forth, Raymond Hutubessy, Roberta Santucci, Serge Crutzen, Triodos Foundation, Trust-Charities, and Winus de Rouw.

For using SALT in teams and organisations

AGUIDE, Guinea Conakry; All Women Aboard and Implacement, The Netherlands; AFI Santé, DRC; Avani, India; BelCompetence, The Constellation Belgium; Beyond Social Services, Singapore; Badass Bootcamp for Women, Belgium; Catholic Health Foundation of India; Centre for North East Studies and Policy Research, India; Cho Ngafor Foundation, Cameroon; Conseil de Développement des Jeunes de Valenciennes Métropole, France; Community Action for Integral Development (ACDIR), DRC; Dorcus Beads, Kenya; Eghezée and Fernelmont Group (GEF) in Transition, Belgium; Emagine Centre, Belgium; Faith Foundation, India; 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 Team, The Constellation; L'Afrikana, Kenya; MAMTA-Health Institute for Mother and Child, India; Moularès team, Tunisia; Nautealus, Belgium; People in Need Foundation, India; PinoyCompetence, The Philippines; Plan International Liberia; RDCCompetence, The Constellation DR-Congo; Roots of Hope, Burundi; RuralAid, India; Samraksha, India; South India AIDS Action Programme; Sujaag HIV, Pakistan; The Constellation France; The Constellation Switzerland; Voluntary Health Association of Assam, India; and Women's Café Amsterdam, The Netherlands.

Finally, our most grateful thanks to all who have contributed time, energy, resources, or funds to The Constellation, whom we have failed to mention.

Welcome to new members of The Constellation!

Amer Sattar, Anjali Sood, Bishal Prasad Tiwari, Emily Teng, Florence Mwikali, Jean Marie Vianney Havyarimana, Kausar S. Khan, Lemuel Tenwah, Maimouna Kansa Diallo, Mosembe Nelly, and Roberta Santucci.

Congratulations to the new voting members!

Jean Marie Vianney Havyarimana (Burundi), Kausar Khan (Pakistan), Liza Dignac (Belgium), Ouo-Ouo Alain Kolié (Guinea), and Wiwin Winarni (Indonesia).

"I'm tired of reading about world issues from such a distance. I feel the best way to regain agency is to use my energy and passion for something really worthwhile. I admire The Constellation especially for its exceptional attention to detail; its deep and earnest interest in the relationships and structures within the communities it connects with."

Joseph Kaczorowski, intern for The Constellation in 2021

SALT-CLCP in the World

The SALT approach is a way of thinking that believes in community potential. The more you learn and experience it, the more fun it is.

Khun Suriyon, Thailand

We take action and live together in a different, more human, and sustainable way.

The Constellation Belgium

There is no power for change greater than a community discovering what it cares about.

Florence Mwikali, Kenya

We develop our family/community/village for everyone to thrive.

Beyond Social Services Singapore

It wires the brains to consider the positive.

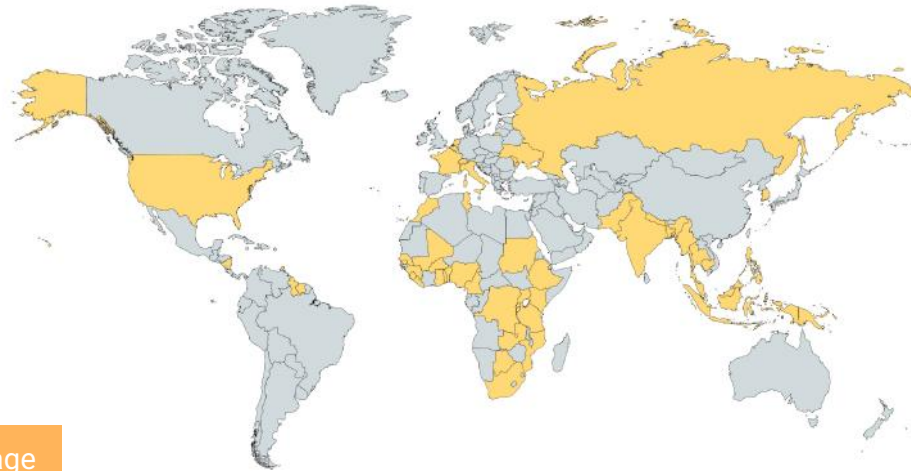
Deborah Teplow, USA

One upshot that I'll surely try to inculcate in my day-to-day life is to be compassionate and listen to others and make them recognise their inner potential and show them the beam of hope within them. Several events leave you with lifelong footprints of understanding that how simple things make difference in the lives of people.

Palak Khanna, India

We take care of our health.

Volunteers in Moularès, Tunisia



We strive for a more inclusive society.

Women's Café, The Netherlands

Connecting with humans is a gift to humanity.

Jan Somers, Belgium

Sharing induces Positive Action

My wife and I are in the process of moving to a new neighbourhood in the far-flung district of Wayanad, in Kerala. Chatting with our would-be neighbours is inevitable as we try to reclaim a shrub-overgrown hill slope and plant it with fruit saplings. Seetha is one of our neighbours and would often stop on the road, while her three goats nibbled the grass.

The simple act of sharing our plans of moving in, the hut we were building, and the saplings we had planted on the reclaimed slope, gave us a surprise response that we least expected.

For, we had to attend a family reunion in Alleppey about 400 km away in the last week of Dec 2021. After the reunion, as usual, our return was delayed. So, we finally landed back in Wayanad three weeks after we had left it. Consequently, we were afraid that the young saplings would have dried up.

To our pleasant surprise, we found all the saplings were well-watered. Of course, Seetha had done it, without us requesting her!

M. E. Rafique, Kerala, India

Girls fulfil their dreams.

Go Girl in Ghana, Kenya, India, Indonesia, and Cameroon

Created with mapchart.net

CHALLENGE:

TAKING ACTION AND
LIVING TOGETHER IN A
DIFFERENT, MORE HUMAN,
AND SUSTAINABLE WAY.

The Constellation Belgium

BelCompetence

Opportunities: “We work very simply, by meeting regularly and learning from each other. We ask ourselves what we can do to make everyone live better. We move forward step by step with kindness, listening to each other, keeping the human being at the centre.”

Some activities:

1. Face to face SALT trainings.
2. SALT visit to BNSCO, an association created for and by migrants in Belgium.
3. SALT visits to health facilities in Brussels with 25 African students from the School of Public Health of the Université Libre de Bruxelles.
4. SALT visits by bike:

“We discover how SALT is spreading and how communities blossom thanks to SALT – it fills us with grace and joy. My compass is joy. It is in the connection between the individual and the community that joy comes.” *Jean-Louis Lamboray.*



Contact: belgique.belcompetence@gmail.com

“We cannot separate ourselves from our work with communities. We do SALT not because it is work, but because it gives us a sense of meaning.”

Myrna Maglahus, The Philippines, recognising PinoyCompetence's way of working in BelCompetence's at the V-GLF

Emagine Centre

Challenge: Having conversations that matter, dreaming big.

As a society we have forgotten everything about dreaming; that it is possible and that it is important. If somebody says: “Let’s dream!”, many people will answer: “Oh you and your dream! Go away, here we are very realistic.” Usually they mean: “Let’s talk about the problem instead.”

Opportunities: Here is how we connect people with their dreams at the Emagine Centre:

1. We ask people to think about something that they really do not like, something they are very frustrated about, and to share it with everybody. They have to stand on their chair and say for instance: “I don’t like to put a mask on”, or: “It breaks my heart to see homeless people sleep outside on the street.” Next, we ask them to feel that emotion in their body, to connect with it. And, from there, we invite the participants to feel what they would like instead. If someone says: “I’m ill.” The answer is not: “I don’t want to be ill.” The answer—or the dream—is bigger than that, more profound and it comes from the heart: “I would like to be healthy, to be able to sing and dance again, to be able to give a hug to somebody.”

2. We connect people with their dreams in a playful way, inviting energy and joy into the room as well. For example, we give them a magic wand and say: “Suppose that you are Harry Potter and suppose that everything is possible...” Or: “You just won the lottery and you have decided to use a part of it for the wellbeing of our group or the planet. How would you use it?” Magic tricks to bring an opening in their minds and get closer to what lives in their heart.

3. Each voice needs to be heard, each person in the group needs to be seen and respected. That’s why it’s a good idea to break big groups into smaller ones, and then come together in the circle for the collective harvesting.

Connecting with your dreams and the field of all possibilities and then sharing it with others is an act of courage. Listening to each other’s dreams is magical. It brings a new energy into the room, the promise of a new tomorrow.

Contact: Xenia Orgielewski, info@emagine.life

PinoyCompetence

Challenge: Sustaining SALT-CLCP through the years.

Opportunities: The team’s pearls of wisdom:



“We are like stars, we don’t see each other regularly, but, when we need each other, we regroup and collaborate; let learning flow and transfer naturally.”

In 2007, what we knew then as Aids Competence Process was something that felt unnatural. We were gathered

because we represented organisations that were actively working on the issue of HIV and AIDS. We had our expert hats on. The structure that we built eventually crumbled because people moved to different organisations or to different chapters in life. But we knew that SALT-ACP has potential to move communities to action. Some of us held on to the SALT principles. Through the years, we would re-group to support some members on their community actions. After which, we would give ourselves space again to grow individually. Some might say, PinoyC is activity focused. It’s true, to a certain extent. We re-group when we collaborate on specific activities. But in those spaces when we do things individually, learning continues. Individually, we would apply the learnings we had on SALT-CLCP in different forms and different ways in our work and personal lives, until it becomes close to second nature to us. Then when the time comes to re-group again, we have grown individually and have new things to share to each other. Sustaining SALT-CLCP also means acknowledging that that each member has other priorities, has a life to live. Beyond implementing CLCP activities, PinoyC supports each other as we go through different chapters of our lives. The last time we got together was for the V-GLF. After 4 years growing individually, we surprised ourselves on how collective decisions were made and how plans were realised in preparing for PinoyC’s participation in this learning event. Truly, we are like stars, geographically distant, but connected in hearts and mind through SALT-CLCP. We are co-passengers in our journey towards a thousand flowers blooming.

Contact: Myrna A. Maglahus-Lamug, mmaglahus@gmail.com, and Gerlita Condino-Enrera, girlie642002@yahoo.com.

Kenya Facilitation Team



We enhanced and stimulated local responses through the making of the Visual Journey documentary (p. 11) and through hosting the Global Learning Festival (p. 7). Through networking, relationships were built thus enhancing interactions, new ideas, and creativity.

One challenge that we encountered as a team, that we also see as strength, is the inclusion of younger members that had never gone through this process before. The best part of this is that they have naturally learnt, adopted, and become great facilitators themselves. The Kenyan team is in evolution with a few older team-members and a unique generational support and engagement. With a short engagement in planning the GLF and all SALT visits, we see indicators of growth and empowerment.

Resource (financial) facilitation needed for travels for SALT visits and basic support to communities will become strenuous to the team. As much as we value presence and conversation, some of our communities are in very rural areas and some of our vision for 2022 work plan also involve a lot of movements. A challenge to think through as a team and think differently when the time comes.

Contact: meble@the-constellation.org

Dorcus Beads

“As members of the Kithituni facilitation team, we moved from community to community helping people to understand HIV/AIDS. We were looking for a way to generate income and that is how Dorcus Beads was born. In the year 2008, we came together as 5 women who were introduced to the recycling of paper, a skill that was transferred to us by a friend of ours from Uganda. Her name was Dorcus. She came and lived with us for 5 days showing us how to select the right paper, measure, cut, roll, varnish, and make the final product.” *Margaret Musumbi*

Our vision is to see that we bring back life in our communities, and we do that without discrimination. Dorcus Beads would like to be like an oasis where women, men, young people can come learn their skills, social skills, relational skills, so that they can generate income.

'Dorcus Beads, Bringing back life', a Visual Journey documentary: <https://vimeo.com/645135003>



Weaving Baskets

After the passing of her mother, Margaret started making baskets to provide income for her family. She showed us how she gets fibres from sisal and makes the thread. She also transferred her knowledge of the craft to the Dorcus Beads community organisation which supports orphans in the community.

CHALLENGE:

WE STRIVE FOR A MORE INCLUSIVE SOCIETY.

“A reminder of reality: what matters to us, deeper, in the heart, and allowing for pause. I'll use that in my communities to discover what matters and stay focused for action.”

Anonymous feedback at the V-GLF.

Amsterdam, The Netherlands

Women's Café

Challenges: A more inclusive society.

How to keep following your dream in a changing world...

Opportunities: The Women Café has the goal, since 2019, to make a better and healthier world and contribute to meeting individual goals and collective dreams. A place to share love, friendship, positive support...



Vrouwencafé | High tea themamiddag | Chinese theeceremonie | 27 juni 2021



Our team had some challenges like any other community during COVID-19 lockdowns. How would we stay connected?

Organising fun & educative high tea gatherings for women in the neighbourhood got delayed. However, we organised online sessions like the workshop: 'Create your own vision board'. We also gave a taste of this workshop during the 2021 Virtual Global Learning Festival.

Our Women's Choir project started with a year delay and, because of another lockdown in the winter, we started online storytelling sessions. Some words from the members that describe the Women's choir experience: connection, vulnerability, reflection, appreciation, safe space, creating new joy, togetherness, will power, heart-warming, inspiring, trust, and power.

Contact: Isiz, mail2miszi@gmail.com

All Women Aboard See p. 16.

IndoCompetence

CHALLENGE:



FULFIL THEIR DREAMS.

“When you appreciate and accompany people,
you set things in motion.”

Loli Rey, France, at the V-GLF.



Challenge: The team facilitates addressing teenage pregnancy in two villages.

Opportunities: “We did SALT visits, and the friendship has begun. A girl in the group said: “10 out of 10 of my friends are pregnant. I don’t want to be like them.” SALT makes the community dare to dream of a better future.”

The team launched a fundraising initiative which includes selling the book, *The Lost Future*.

Challenge: In May 2020, Wiwin Winarni introduced SALT-CLCP to a local NGO called Bandung Independent Living Centre (BILIC) who wishes to apply the methodology to create a supportive and inclusive environment for and with people differently able and their community. The project was cancelled due to COVID-19.

Opportunities: Nevertheless, SALT has impacted their lives and work as they told Wiwin in an after-experience reflection in March:

“They felt that engaging communities was easier since they practise more listening and experience transfer.”

Contact: Wiwin Winarni, wiwindesember2016@gmail.com

Go Girl Ghana



Challenges: School dropouts and teenage pregnancy. Those are the main concerns of Go Girl Ghana (GGG), an organisation (active since 2016) who currently reaches out to 60 girls in 2 communities.

Opportunities: Facilitating girl groups, mother clubs, home visitations and community meetings they aim to create social change and improve girl equality and education as well as reduce teen pregnancy. Opening the conversation with parents, community leaders and institutions will allow for ownership, self-reliance, and solutions which in turn will create a supportive community around girls.

Contact: Leonie Heppener, leonie.heppener@gmail.com.

Faith Foundation

Challenges: Child sexual abuse, teenage pregnancy, taboo on talking about sex, and access to life skills education.

Opportunities: “Working for the safety of young children, we do face a challenge: talking about sex is taboo, and we are trying to build knowledge that would best help the child, and, at the same time, sensitise the parents.”

Two examples of life skills that this young and passionate team of 7 women is transferring.



(1) “We try to exchange and help the flow of traditional knowledge (edible and medicinal herbs, for instance) down to children. Exchange of the traditional knowledge between generations is key for sustainability of actions and local responses.”



(2) This year, members of the team were trained on SALT-CLCP by Rituu B. Nanda. They will transfer it to children as a life skill.

“What does Faith Foundation stand for?”

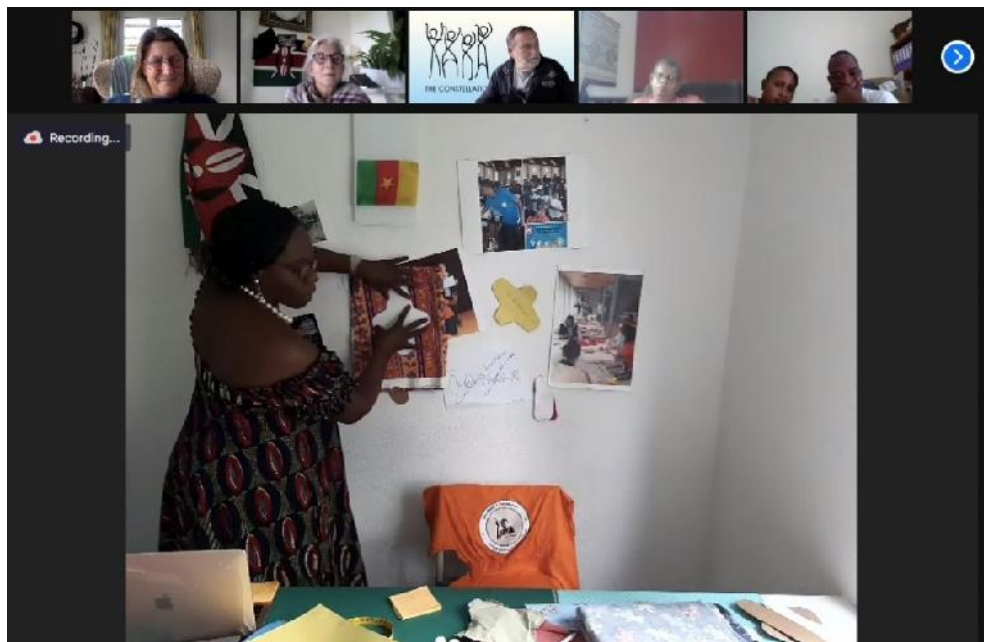
Question of Jan Somers, Belgium, at the V-GLF.

“We have faith in the people, faith in their work, in their surroundings.

Faith in the community.” Reply of the Faith Foundation.

Contact: faithfoundationshillong@gmail.com

Cho Ngafor Foundation



Challenges: Girls' education and teenage pregnancies.

Opportunities: The Cho Ngafor foundation is using activities around menstruation to open a dialogue on teenage pregnancies and promote girls' education.

During the online SALT visit to the foundation on the 24th of May 2021, immediate transfer took place. The Go Girl Ghana Team asked their peers in Cameroon how to bring production of menstrual pads to villages in Ghana. The visit was also the occasion to share advice about the SALT-CLC Process between facilitators from Africa, Asia, and Europe.

Contact: chon@cnfoundation.ch

CHALLENGES:

WE TAKE CARE OF OUR HEALTH
AND IMPROVE OUR RELATIONSHIP
WITH PEOPLE LIVING WITH A
DISEASE.

SALT at the hospital of Moularès

For decades, Tunisia has been undergoing a socio-demographic transition that favours the emergence of several diseases, in particular diabetes. Its prevalence is 15% of the population aged over 35 years (2019). This scourge is deep in mining areas given the cultural determinants and dietary habits. Diet is essentially based on pasta and the most common fruit is date.

Moreover, given the disparity of access and of quality of care, the management of diabetes in this part of Tunisia is often not effective and most patients have poor glycaemic control. This results in an increase in degenerative complications: loss of autonomy (foot amputation...) and a decrease in quality of life (walking perimeter, sexual problems...) for many patients.

With the objective of improving the quality of life of people with diabetes in the city of Moularès through the strengthening of self-care and therapeutic education, 11 volunteers from civil society have committed themselves to the SALT-CLCP training. Imbued with the SALT spirit, these volunteers accompanied 50 patients in their process of change: from consumption of care to active management of their health and informed partnership with the medical staff. Six workshops were organised in the form of discussion groups where participants shared their experience of living with diabetes.

As a result, after 6 months, one person was able to stop medication and reached glycaemic control on diet alone, about a quarter of the participants reached their therapeutic goals, and the majority did not need to increase their treatment doses.

The trained volunteers, proud of their accomplishment, have moved on to other health areas, such as the fight against breast cancer and the promotion of eye care in schools.

The director of the hospital of Moularès is very happy: "I have reliable partners now," he says.

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AFI Santé

Association of Women in Health Institutions

Challenge: The fight against HIV/AIDS.

Opportunities: “Listening allows us to immerse ourselves in the situation. We facilitate a discussion with question-and-answer games on the community’s experience, then on the person’s dream and the obstacles to achieving the dream. Depending on the person’s knowledge, we provide the information they lack and discuss a methodology aimed at appropriating the practices necessary to achieve their dream.”



Story: “A 27-year-old woman lost her new-born baby in 2016. Her father, the doctor, and the laboratory assistant decided to test her for HIV without her consent. They then convinced her to take drugs or risk succumbing to her baby’s illness, without telling her what the illness was. Five years later, she discovered the truth when she visited a gynaecologist’s office. Back home, she decided, in front of her father, not to take the drugs anymore and to wait for death. Her aunt, who knew about our services, contacted us. During our meetings, SALT-CLCP helped her build her dream of living a long life and convinced her of the relevance of good adherence to antiretroviral drugs. Today, she is successfully following her treatment.”

Contact: Marysha Shadie, mshadie34@gmail.com

Plan International

Challenges: HIV/AIDS and Tuberculosis

Opportunities:

“The team just ended the AIDS Competence Process with men who have sex with men (MSM) and transgender women (TG). It was so wonderful. The MSM/TG were so enthusiastic about the process, and, from observation, we can safely say they are able to roll it out to their peers as there are plans from Youth Alive Liberia (YAL) to do that in June 2021. Thanks, Dr Kamara for the knowledge you shared with us!! The Process is an excellent one...”

Precious Lakpor-Dennis.

Feedback from Female Sex Workers:

“The self-assessment training has made me know that I have to take responsibilities concerning my own life if I want to see change or move from one level to another.”

“From the training I learned how to transfer knowledge to others when I acquired it that will help to change their life as it did to me.”

“If we had this training before, we were never going to be where we are today but thank God that we have learned how to assess our own life for change.”

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Sujaag

Collective Action for HIV de-stigmatisation



In April 2019, Pakistan faced its ninth HIV epidemic. This outbreak largely affected children in Ratodero Town, District Larkana, Sindh, and brought to light multifarious marginalisation of people with lived experiences. Historically, HIV campaigns in Pakistan have used fear-based messaging around prevention and medical information, which may further propagate stigma and discrimination, deteriorating health outcomes of those affected. To address this challenge, Sujaag (meaning ‘to-awaken’)—a hybrid community engagement and mass communications project by Interactive Research & Development (IRD)—was launched in the region.

Sujaag’s activities comprised immersive and participatory engagement—via Community Support Groups (CSGs), health awareness sessions, and Theatre of the Oppressed performances—amplified by mass communications through branded local transport, contextualised advertisements on regional television channels, and interactive social media. To co-create contextual solutions, Sujaag took an inclusive approach utilising a socio-ecological lens for the formation of CSGs, which included people living with HIV (PLHIV), caregivers, and general population. An adaption of CLCP was applied, taking CSGs through a rigorous learning cycle to identify shared goals and develop action plans embedded in collective resources.

Through collaborative efforts, CSGs took active measures to improve lives of PLHIV, their caregivers, and the general community, including advocacy, environmental upgradation, positive health seeking, and formation of village committees.

“Prior to becoming part of this CSG we never questioned whether the doctor treating us was legitimate or not. Now we have realised the importance of asking questions for the sake of our health.” *CSG member, Bakrani Town.*

“I used to face hatred because my child was diagnosed with HIV, but now things have changed; people in the village have learned that HIV doesn’t spread when kids play together.” *Mother, Village Thango Khan Bozdar.*

These local support systems highlight that inclusion of lived realities humanises HIV discourse, which medical fear-based messaging is unable to accomplish. Moreover, collective efforts that leverage social capital can promote sustainable social transformation.



CSG meeting with Sujaag Community Health Workers. Photo Courtesy of IRD.

Contact: info@ird.global

CHALLENGE:

WE DEVELOP OUR
FAMILY/COMMUNITY/VILLAGE
FOR EVERYONE TO THRIVE.

“A problem can be turned into an opportunity for the neighbourhood. When a boy was showing bad behaviour, neighbours discussed how they could organise positive activities for youth.”

Grace from Singapore at the Inclusive neighbourhood webinar.

Singapore

Beyond Social Services

Challenge 1: Helping children, youth, and families in low-income neighbourhoods.

Opportunities: “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.”

For instance, the Beyond team facilitates and guides the initiatives of income generating activities of mothers. They are the ones making decisions for themselves.

Challenge 2: Due to the pandemic, the mothers had to stop their income generating activity of baking and selling cakes.

Opportunities: This led them to shift to sewing. Some women taught it to others, and they trained to make bags and masks. The Sew Can We project was born!



Challenge 3: Language. The mothers in these low-income neighbourhoods are from different countries and communication is one of the challenges that they are facing.

Opportunities: The solution for this is using a translator app.

“It was a celebration of the strengths of the women who, despite the pandemic, found another skill within, that can be used to earn and support the needs of their family. It demonstrated that, despite the language barrier at the onset, women and their mentors found a way to work together — looking at the same goals.”

Anonymous feedback on Beyond's presentation at the V-GLF.

Contact: <https://www.beyond.org.sg/contactus/>

Roots of Hope

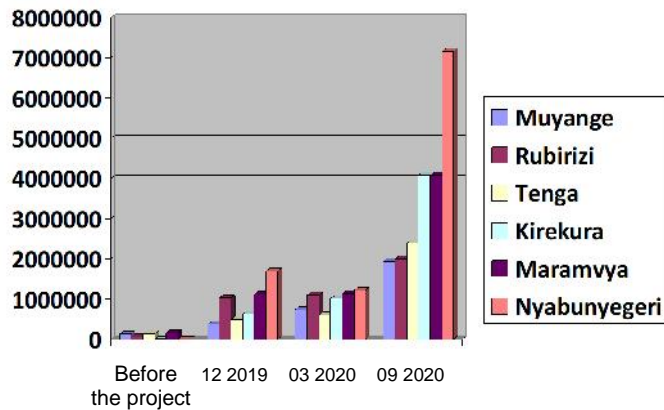
Challenge: Unemployment.

Opportunities:



“We help young people to create their own jobs.”

Since 2014, Roots of Hope stimulates youth entrepreneurship by combining the SALT-CLCP approach, training on entrepreneurship, and hands-on training in income-generating activities. An effective way of supporting local responses as young people gain self-confidence and save for a long-term project that meets their aspirations, local opportunities, and community needs.



Change in income of participants living in the 6 hills of Mutimbuzi

From the Evaluation report by Roots of Hope and Send a Cow Burundi.

“This can be copied anywhere in the world. In Africa, there is no lack of resources but a lack of ideas. And when there are ideas, there is a lack of support, which is precisely what Roots of Hope provides.”

Doreen Bieri, Cameroun, at the V-GLF.

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AGUIDE

Guinean Association for Economic Development



The knowledge of SALT by 38 local communities in Forest Guinea, 2 national NGOs, 2 prefectural health directorates of N'Zérékoré and its regional directorate, and members of the Ministry of Environment of Guinea has strongly changed the way of life of the communities in question and in particular the way of working of community facilitators, resource persons, and leaders. SALT is a catalyst. The approach awakens the strengths/capacities of individuals and communities. It connects members of a community so that they collaborate and participate in its development.

AGUIDE's dream is to train community facilitators throughout the country through the formulation of community development projects, the search for technical and financial partners to accompany the process, and online training on the community development approach.

In 2021, we have trained 40 facilitators from 20 communities.

Our team's story with SALT began in September 2016 through the Regional Confidence Project (RCP) with the technical support of the German Institute for Medical Mission (DIFEAM), a project in which 16 facilitators from 8 communities were trained and I am one of the beneficiaries.

Contact: Kolié Ouou-Ouo Alain (alin_742000@yahoo.fr)



SALT training of community facilitators, photo courtesy of AGUIDE.

ACDIR

Community Action for Integral Development



Challenge: Health and development.

Opportunities: Familiar with SALT since 2010, Thérèse Nyemba decided to create a provincial structure (ACDIR) dedicated to health and development, using the SALT methodology. She made individual visits to share her vision, then a meeting was organised to create the association. Memberships allowed them to carry out the necessary procedures to formalise the association.

Challenge: Financial resources.

Opportunities: In 2021, they initiated agropastoral activities to support their activities in the communities. By sharing about the approach and their experience, the team has also created a network of health NGOs “Réseau Santé Pour Tous” (Network Health for All).

*Photo: Thérèse and family at the Saturday night celebration of the V-GLF.
Contact: Therese Nyemba, tnyemba34@gmail.com*

“I have seen financial blockades at the grassroots level in rural communities here in Pakistan, acting as challenges on the road to change. A really nice example of a self-sustaining system based on agriculture to take to our communities in Pakistan. Kainat Khurshid, Pakistan, at the V-GLF.

DOST

Governmental Department of Science and Technology

Challenge: The residents of the Higatangan Island had to travel by boat to Biliran Island to get drinking water.

Opportunity: The community will be managing their water purification system. It all started with a community dream facilitated by Evelyn Bacarra Tablante of the Governmental Department of Science and Technology (DOST) in 2017. The community made an action plan and sourced out help from DOST, the Biliran Province State University and the Local Government Unit of Naval, Biliran. On the 4th of March 2021, a potable water purification project was launched on their island.

“DOST VIII facilitates the Community Life Competence Process (CLCP) to ensure that DOST’s assistance will have an impact in the communities.” The communities dream, decide and plan.

In 2012-2013, Evelyn Bacarra Tablante was one of the local facilitators under the Aquatic Agricultural Systems (AAS) project in a partnership between The Constellation and the WorldFish Centre. She has since applied the methodology in her work.

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Conclusions on the Theme

During 2021, while the world was finding its way out of a global health challenge, communities and teams in The Constellation have been able to flourish in their own way.

Our Community Life Competence Process has provided us with a roadmap for our actions, steps, and tools. The Constellation network has played its role as a space for inspiration, comfort, and new insights. And of course, we could build on our own, local experiences of dealing with issues as over the years we have been building Life Competence.

The magic bullet may be in the way that we have decided to look at the world. The real sense of SALT probably shines at its best in times of crisis. When we decide not to be drawn into our challenges and revisit our dream, new perspectives open. Anger or fear makes place for love and learning opportunities.

When we remind ourselves that over the years in so many we have learned to support, appreciate, learn, and transfer, we know that we can turn crisis into opportunity.

2021's striking examples for The Constellation are the Virtual version of Global Learning Festival (pp. 7-8), the Visual Journey project (pp. 11-13), the Go Girl project (pp. 14-15), and the activities all over the world (pp. 24-37). Sharing and Learning about responses is a booster for all!

We look forward to continuing building a SALTy world with old and new friends in 2022.



Forward looking notes

Using the lessons and the experience from 2021, we will keep the same strategic objectives:

OFFER COMMUNITIES A
WAY TO BUILDING
RESILIENCE: SALT-CLCP.



We will reinforce our capacity and that of the communities to connect, learn, share, and exchange virtually. Virtual SALT visit can be a notable feature of The Constellation as well as an excellent channel for disseminating SALT-CLCP.

GIVE A VOICE TO
COMMUNITIES, AS WE
LEARN FROM THEM HOW
TO ADAPT TO OLD AND
NEW CHALLENGES



Multi country link & learn facilitation
towards an inclusive world

The next two years, Voice and The Constellation will collaborate to facilitate a learning from experience process among 19 rightsholder groups in various countries of the world, who work towards an inclusive world. We will link the groups for systematic learning during SALT visits and regional events. They can also express who they are, what they are proud of and what they have learned in self-filmed 'Visual Journeys'.

This partnership is a big opportunity for the network: The Constellation members and teams will be invited to join events and share their experiences.

Inclusion: No room for complacency

The partnership with Voice offers The Constellation the opportunity to upgrade its policies on inclusion.

Inclusion in The Constellation is addressed through our SALT way of working, that includes individuals from their strengths. From our deep belief in 'We are all Human', we tend to look at our communalities rather than at what makes us different. Moreover, CLCP is used by communities in fragile situations, and supports them in their inclusion in society.

Still, improvements can be made, especially at the level of our governance and regarding safeguarding inclusive and relational practices through giving an impulse to our existing Code of Conduct.



LET'S CONTINUE THE CONVERSATIONS

[HTTPS://THE-CONSTELLATION.ORG/CONTACT-US/](https://the-constellation.org/contact-us/)



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