



The Constellation

Connecting Local Responses Around the World

Annual Report 2022

Link & Learn





Table of Content

Introduction.....	1
Who Are We?	2
Services.....	4
Link and Learn.....	5
Activities	6
Voice	7
Go Girl	10
Health Access in Algeria	14
Financial Statement.....	18
Saying Thanks.....	19
SALT-CLCP in the World	21
Conclusions	30
Forward Looking Notes	31
Contacts	32



Introduction

By Luc Barriere-Constantin

I am happy to address you today, old and new friends of The Constellation, through this 2022 report.

This year, we celebrated our 18th birthday. It's worth questioning: who are we after 18 years of actions, reflections, learning & sharing?

The context has changed over the last 4 years, and don't you feel that we are becoming more and more relevant? The world is slowly discovering the value and the meaning of genuine community engagement; we can offer an approach and some tools to achieve that. Our visibility has grown, slowly perhaps but in a steady manner.

During 2022, we have had the opportunity to involve more network members in three main projects:

In Algeria, we could train and make operational more than 100 new facilitators owing to a collaboration with the Ministry of Health Algeria and the local office of IOM. And I must say it is a joy to see how our Algerian friends are now using and adapting SALT in their context.

Through a crowdfunding system, we could support the Go Girl project in 5 countries. It is also stimulating to see young women of the project mobilising their peers and spearheading action in India, Indonesia, Ghana, Cameroon, and Kenya.

We feel empowered by the work of our facilitators in the Voice project with various groups working for social justice and inclusion in Asia and Africa. The responses from all these facilitators, who had been trained some years ago and continue practising SALT, was enthusiastic.

If I name these projects, we cannot forget all the others that have nurtured our thinking and helped us evolve our way of working. Special attention for the continued work achieved through our partners in India.

During the coming years, we want to strengthen our capacity to deliver while continuing to reflect and learn from what has been done. The two are necessary.

First, what does SALT-CLCP mean in this new global context? How can we make it more relevant? Online exchanges can be exploited to conduct such reflections in our network.

Second, how can we deliver better, in a more sustainable way, so that The Constellation continues to support you and many others in their SALT interventions? While we must be more efficient in responding to Calls for Proposals, we would like to provide better and more effective support to our local teams and facilitators so that they can take the lead in local interventions. It also means welcoming more diversity within our Board and the Board Committee, to achieve a real representation of our people, countries, and situations. This will only be possible with the active participation of each and all of us. We grow and we become stronger when we learn, share, and work together.

The Board Committee can initiate a few things. We expect more from you! We want to respond to the changing context and emerging demand. In the following years, let's be more active all together. Our dream is getting closer and it should become real for all. We know that we can count on you, and you can count on us.

Who are we?



The Constellation is an organisation in service of a network of people who are acting locally to create a better world. Our goal is to build capacities of communities and organisations to develop their vision and to take action based on their strengths and resources.

To stimulate local action, we train and accompany people through an innovative learning process called SALT-CLCP. SALT is the acronym for Support, Appreciate, Learn and Transfer—our way of working. Those values, form a strong combination with the learning and action cycle called the Community Life Competence Process (CLCP). We facilitate internal and external learning and sharing of experience with a peer-to-peer strategy to exchange knowledge and to open opportunities for the emergence of new knowledge. We also stimulate the establishment of local country teams to further disseminate the methodology and create opportunities for cross-learning and mutual support.

This methodology has evolved through a permanent dialogue with communities and local organisations. Because our methodology is experiential in nature, the changes in attitude and behaviour are more long-lasting. We change the way people feel about learning by making it simple and user-friendly.

<https://the-constellation.org/our-approach>

Photos:

"When we bring our individual dreams to the circle, we discover that we have so much in common."

SALT-CLCP activities in Kenya, in Belgium, and Indonesia.

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.

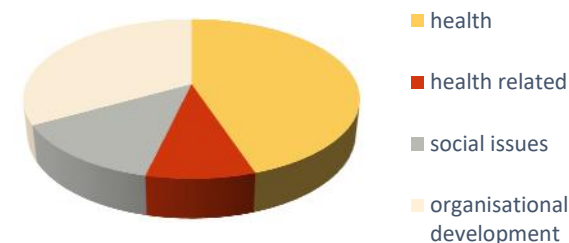
Experience

Over the past 18 years, we trained more than 18,000 facilitators and have successfully stimulated and accompanied various groups in a journey toward development of Local Response through 137 partnerships with 93 partner organisations in 59 countries. Reports, including those from CDC, UNAIDS, UNICEF, and WHO, and 2222 stories on our online community show the impact of the methodology.

<https://aidscompetence.ning.com>

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

Main categories of themes addressed:



In 2022...

The Constellation introduced SALT to teams in 14 countries through our partnerships with the IOM and Voice!

The Constellation reached 3 new countries: Laos, Niger, and Algeria.

The countries with the highest number of years with some presence of The Constellation are India (15), DR-Congo (11), Cambodia (10), Uganda, Philippines, Kenya, and Indonesia (9), Papua New Guinea, and Netherlands (7).

We trained 140 people online and face-to-face.



We organised/facilitated 9 online events: 1 webinar, 3 exchanges between Go Girl teams, 4 Voice sessions for launch and dream building, and The Constellation's 18th birthday.



We published: 1 annual report, 10 newsletters and 19 blogs on our website.

The Ramaiah International Centre for Public Health Innovations evaluated the HealthRise noncommunicable diseases project in Shimla and Udaipur, but, as the data was collected during COVID, the data revealed the value of our approach in crisis. The conclusion of their article published in 2022: "Participants exposed to SALT-CLCP intervention maintained metabolic control during the COVID-19 pandemic with improved behavioural and self-care practices. Community-based interventions such as SALT-CLCP method bring ownership and empower community in achieving the better health outcomes."

Kaza, S. K., Gupta, P., Vaidya, R., Nooyi, S. C., Chaudhury N. (2022). Effect of COVID-19 lockdown on lifestyle habits and self-care practices of diabetic and hypertensive patients in rural Shimla and Udaipur – Findings from the HealthRise India program. Indian Journal of Public Health, 66(4), 466-472.

We facilitated the realisation of one Visual Journey community self-filmed documentary.

<https://youtu.be/C3Vv4JfNriY>



What Makes Us Human, the book that tells the stories of people in The Constellation, written by Jean-Louis Lamboray, co-founder of The Constellation, is now also available in Arab.



Services



Photo courtesy of l'Afrikana, Kenya.

The Constellation can mobilise a team in almost any place of the world to facilitate the SALT-CLCP methodology.

Be more effective as connectors and change makers.

We offer onsite and online training for individuals, teams, or organisations.

"I am grateful for the openness and connection of each member during our sessions together. This group has become a community of its own. We had many aha-moments as individuals and as a group."
Izis, facilitator.

"By sharing our personal dreams and stories, we found out quickly that we wanted to meet in person and share cosy human time together." Céline, learner.

Link and 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.

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.

During the Festivals we create Knowledge Assets: a way to organise what communities and groups learn from their experiences. A Knowledge Asset is structured with 3 levels: (a) the "experience" told as a story, (b) the lesson(s) or principle(s) for action, and (c) the "common principle for action" that is established following interaction between the various experiences on related topics.

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.

Share and discuss your experience:

<https://aidscompetence.ning.com>

2,556 posts and 2,543 members

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

1,7 K followers

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

269 posts and 287 followers

<https://twitter.com/TheConstellati1>

4,366 tweets and 1,028 followers

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

160 videos and 132 subscribers

<https://www.linkedin.com/company/constellation---community-life-competence>

405 subscribers

Link and Learn



Our experience tells us that everyone has something to share, and everyone has something to learn. We are convinced that true learning happens when we apply and adapt that learning in our context. And learning is reinforced when experience is shared with others. Learning should be intentional and facilitated.

Today's world is not without challenges. Real changes rely on the enthusiasm of communities to take them on with the resources they have at hand. We have seen that, with support, communities take ownership of reaching their full potential, of voicing their concerns and of demanding access to services (if they are not inclusive). They connect to share experiences and to develop joint knowledge that strengthens the capacity of all to move forward. The Constellation stimulates this approach around the world on diverse issues. We focus on learning from resilient local responses that tackle challenges, and we commit to making the local voice come forward.

Learning in The Constellation is done for and by action. During the learning cycle, facilitators and communities use several tools and create spaces to learn from their experience and to learn by sharing.

Photo: The African Albinism Network defines its top 3 practices.

Photo next page: Coach Onesmus Mutuku in front of the impressive array of records of the first steps in the CLCP by the L'Afrikana team.



"In today's meeting, we forgot all our problems and spent time that benefited us a lot. We got to hear the good work done by our friends in their life. We often meet, but we do not talk like we did today." Women in Vashi, Kolhapur, Maharashtra, after the 'Who are we' step of the CLCP facilitated by the Avani NGO.



"What I've learned is that when I talk to people as an expert, they listen politely and do nothing. And when I listen, share, and learn with them, they take action." Eric Uwintwaza in 2013. Roots of Hope stimulates entrepreneurship in youth. Photo in 2018.



"Exchange of ideas to improve the environment between Haruku and Saparua Islands." Happy Green Islands, Indonesia.



Activities

Link and Learn Towards an Inclusive World

Voice



Communities: 19 Voice grantees leading multicountry projects: Albinism Umbrella, APCOM Foundation, Asia Pacific Network of Sex Workers (APNSW), Asia Young Indigenous Peoples Network (AYIPN), Babseacle Foundation, Chepkitale Indigenous People Development Project (CIPDP), Coalition on Violence Against Women (COVAW), Data4Change, Human Rights Working Group, International Women's Rights Action Watch Asia Pacific (IWRAP), Intersex Asia, Karagwe Community Based Rehabilitation Programme (KCBRP), Kenyan Paraplegic Organization, Kids & Teens Resource Center (K&TRC), Lao Disabled Women's Development Centre (LDWDC), Natural Justice, Pollicy, Temedt / DWD Africa Network, and Tournons La Page (TLP).

Topic: Inclusion: improved access to political participation, services (including health and education), resources, and employment.

Vision: The emergence of a Link and Learn culture for action.

Countries: Cambodia, Indonesia, Kenya, Laos, Mali, Niger, Nigeria, Tanzania, The Philippines, and Uganda.

Contract with: Voice, a grant facility, initiative of the Ministry of Foreign Affairs of the Netherlands executed by a consortium between Oxfam Novib and Hivos.

Period: March 2022 - December 2023.

Voice Facilitators: Anthony Peter (Kenya), Arthur N. Araali (Uganda), Clement Chacha (Tanzania), Eunice Musubika (Uganda), Farid D. Widad (Indonesia), Gerlita Enrera (The Philippines), Joy Pavico (The Philippines), Junelyn Tabelin (The Philippines), Lord Zablon (Kenya), Margaret Musumbi (Kenya), Myrna A. Maglahus (The Philippines), Patrick Menya (Uganda), Rapeepun Jomaroung (Thailand), Sangaré Alfousseyni (Mali), Seydou Diarra (Mali), and Wiwin Winarni (Indonesia).

Care by the Gov4Voice team: Miel Nora and Marlou de Rouw (project management), Linda Yuliantini and Loli Rey Novoa (finance and administration), Meble Birengo and Luc Barriere-Constantin (Link and Learn coordination), Autry Haynes (monitoring, evaluation, and learning) and Eddy M. Charles (technical support).

Timescale:

<i>March</i>	Inception, creation of the Link and Learn process with Voice.
<i>April</i>	Kickoff event, first conversations.
<i>May</i>	Exploring strengths and the “Who are we?” question.
<i>June-July</i>	Building the teams’ dream, regional dreams, then a common, global dream.
<i>September</i>	Identifying the practices to reach an inclusive world in teams, then defining together 9 common practices.
<i>October</i>	Self-Assessment on the 9 practices in teams. The Constellation takes over Voice’s Instagram account.
<i>November</i>	Identifying 3 priorities in teams. Launch of a community filmed story by COVAW.

Outcomes for 2022: A safe space was created for learning from experience. Teams explored and expressed who they are, what they are proud of and what they have learned from action. After back-and-forth reflections between the teams and their communities, then between the teams and the global community, they established a shared dream and a set of common practices to reach the dream. Each project self-assessed on three priorities to achieve this dream. The Constellation and partners supported Voice grantees in filming their story, with the lesson they want to share with the world.

Opportunities for The Constellation’s network:

“The partnership with Voice provides us, as The Constellation, a platform for growth: learning is happening for us as facilitators as well. We can sharpen our approach. We are also getting in touch with very relevant groups working on issues of social justice.”

Meble, Link and Learn Facilitator, Kenya.

Next steps in 2023: Establishment of communities of practice, who each develop their agenda for the exchanges. Face to face Learning Festivals, one in Asia and the other in Africa. The joint learning will be organised in Knowledge Assets and published on a platform.



When The Constellation team, Pinoy Competence, meets the Voice team, the linking and learning is extra joyful!



“If we don’t go for public participation, if we don’t participate in budgeting, it means that we will be given projects that are not of use to us.”

Patricia Kamende, Women champion, in ‘From Noise to Voice to Impact: Amplifying the Voices of Marginalised Groups in Kwale County’, Kenya, Visual Journey, <https://youtu.be/C3Vv4JfNriY>.

Inclusion

The position of the Voice grantee groups is delicate, differently in each context. The topics at hand are surrounded with taboos, myths, and discrimination that prevent individuals from coming forward for joint action. Also, one group that fights for its rights does not necessarily understand or appreciate the situation of another group. It is not always easy to understand upfront that there is something to learn with seemingly different groups and places.

"For us all to learn, it is important to listen to all those diverse voices. It is a true and privileged journey!" Marlou de Rouw, The Constellation.

The Constellation facilitators have years of experience in facilitating an appreciative and inclusive collaboration with the search for commonalities, the creation of a safe space without judgement, the recognition of own values, and the discovery of the strengths in others. The creation of a common dream is an important step. The Voice groups dream of an inclusive world, irrespective of cultural, religious, or geographical context.

"It was interesting seeing the build-up in the individual dreams to the point of merging it into a single regional dream... It's a celebration of diversity as well as inclusivity; diverse and yet unique human beings came together to dream for a peaceful, loving, and sustainable world!" A participant.

The common dream sets the tone for further collaboration and joint learning.

On the 25th of August, representatives of 19 teams from Asia and Africa built their common dream for an inclusive world.



DREAM STATEMENT

The inclusive world of a just and harmonious society where human rights are enjoyed, respected, and promoted through the diversity of their intersected identities (sexual orientation, gender identity, gender expression and sex characteristics, age, race, religion, disability), free from discrimination and violence, while everyone is meaningfully participating in the dynamic transformation into an empowered community with justice and living in harmony with nature.

"We may not be recognised by the government, but we are there, and we are doing something that will make us be recognised and our rights respected," said a participant of Chepkitale Indigenous Peoples' Development Project after seeing the global dream picture for the first time. The team felt represented in the global dream picture. They also liked the black background. *"The tree shines in darkness. Our dream will shine even during hard times."*

The conversations at each CLCP step stimulate curiosity in each other's fight and achievements and opens participants' minds to what is possible moving forward:

"We are all diverse in terms of the work that we do in our organization and of our personal advocacy, but we bloomed into having a common dream of equality, respect, and caring for one another and for nature."

"The sharing; the presence of the people, though virtual, is full of positive energies complementing one another!"

Go Girl

Link and Learn

We began our first SALT visits in the beginning of 2022. We were thrilled to explore and learn with & from the people in the community. We are grateful that we are now allowed to visit the village more frequently [...] with support from the Youth Shalyntem Fellows. These youths assisted us in identifying important stakeholders and guided us to people's homes for visits, and they were also a part of it.

Our experience was wonderful; the participants were extremely warm and did not shy away from talking to us; based on our observations, they truly liked interacting with us, and when asked, "Will you come to a larger gathering when more members of the community will be present?" They smiled and said, "Yes!"

So far, we've spoken with youths, older people, and women from three different communities. As this is a new way for us to speak and connect with people, helping them realise their strengths, we've identified great potentiality from everyone with whom we've interacted. "We want to learn from you," and by this saying we have learnt a lot in just a short period of time. Just listening to them as they share their stories allows us to reflect something in our lives as well. These are a few qualities we've collected from the people we've met: humbleness, commitment, imagination, and fearlessness.

Ornella, Faith Foundation, India.



Youth Live Their Full Potential

Communities: girls, boys, and those around them that help youth to live their full potential.

Topics: sexual health, youth pregnancy, and access to school.

Vision: "Every person in every position becomes responsible for girls and boys living their full potential."

Countries (teams): Ghana, Kenya, India, Indonesia, and Cameroon.

Funding: 5,571.88 € from participating NGOs, 4,250 € from the Trust for Local Response, 4,285 € from private donations, 1,850 € from crowdfunding, and 10,000 € from the Triodos Foundation.

Period: 2021 – on going

Outcomes for 2022: Increased community-led action in the participating communities. Online and face to face training and accompaniment of facilitation teams in Cameroon, Ghana, and Kenya. Four cross-culture learning and sharing online meetings between facilitators and community-members engaged in Go Girl. The good practices that emerged are communicated beyond the participating sites.

Next steps in 2023: Capture of stories of change and lessons on The Constellation Asset Platform. Face to face training in Ghana.

More information: <https://the-constellation.org/go-girl/>

Go Girl Facilitators: Wiwin Winarni and Widad F. Dziab of IndoCompetence (Indonesia); Comfort Nukpeta and Leonie Heppener of Go Girl Ghana; Aaliyah B. Quintonne of L'Afrikana (Kenya); Ornella E. Nongbet, Evakordor Bey Syngkli, Ribansing Nongbsap, and Wynonna Nongrum of Faith Foundation (India); Doreen Bieri, Esther T. Ngoh, Odette Chem, and Paul Verdzekof of the Cho Ngafor Foundation (Cameroon), Autry Hayes, Loli Rey Novoa, Marlou de Rouw, Onesmus Mutuku, and Rituu B. Nanda of The Constellation.

...for in their eyes, here was an adult,
fully interested in them,
as you were listening to their dreams
or listening to what they were saying...

M.E. Rafique, The Constellation, India.

Creating a safe space

During our visits, we come and sit with the community, we have a conversation on an equal level. There is no judgment, no teaching. We create an open space for conversation on verandas and kiosks. People stop to listen, and they participate. The SALT visit is our tool... A visit to appreciate and learn... We laugh, we cheer... We appreciate the courage of the people who respond to share their experience to inspire others...

Wiwin Winarni, IndoCompetence.

I have learnt the need to create a safe space for interaction and share experience together. [...] So far, heart touching stories have been shared as well as experience and hope to give the girls room to make their dreams come through using SALT. Honestly, the adolescent girls wish to stay in school, but they are faced with financial challenges as a result of the unemployment situations of their parents, posing a threat to their education.

Comfort Nukpeta, Go Girl Ghana.

<https://aidscompetence.ning.com/profiles/blogs/we-were-giving-so-much-to-the-people-who-already-know>

What we learned from linking our experiences

1. Conversations where one Stimulates, Appreciates, Listens, Learns, and Transfers lead to better relationships and open new possibilities.

At the community level:

“The SALT way of communicating creates an informal situation that contrasts with the government way (giving information, one way communication). The ideas to solve the problems come from the teenagers and understanding the risks of their behaviours comes from the conversation.”

Eva Fazriyah, family planning worker in Indonesia, about her experience in breaking the taboo on the topic of sexuality with youth. She was introduced to SALT by IndoCompetence.

“At least now I can advise girls out there and also young mothers who have passed through the same situation as mine.”

Pascalina Atieno, facilitator of L'Afrikana in Kenya. She would like Go Girl to also help young boys quit drug abuse.

At organisational level:

“With our SALT-CLCP way of working, we are achieving more with less time. We plan our engagement in more detail and achieve more results. We are motivated by the action plans we established during our learning event.”

Cho Ngafor Foundation.

“Self-Assessment generates a sense of motivation when our strengths are highlighted, and it provides confidence and encouragement toward achieving our long-term goals.”

Faith Foundation in <https://globalfundforchildren.org/story/the-journey-to-achieving-our-dreams-begins-by-appreciating-our-strengths/>

2. Appreciating strengths helps girls and families to cope with stress and trauma.

“Organisations which work with communities often look for problems and forget to appreciate the strengths.” “The SALT approach is helping us to build trust with the girls who have faced a lot of trauma, families and communities, who open up, share and are motivated to take action.”

Find out more in the blog post of Aaliyah Busolo Quintonne, L'Afrikana:

<https://aidscompetence.ning.com/profiles/blogs/salt-as-an-opener-for-community-conversations>

3. The teams underline the impact of home SALT visits.

It is a safe space where girls, but also other community members, experience a SALT conversation and are engaged in the process.

Inclusion and engagement

We are proud of the changes we are facilitating in the community. We have been able to engage all stakeholders that should be on board on the issue of teenage pregnancy and school dropout among our young girls. [...] And we are proud of the relationships we have built with the community through the SALT approach. This is seen through engagements that we have with them as they open up and speak freely of their concerns, hopes and even fears. [...]

While we did the Self-Assessment training, we shared stories of change amongst the facilitators. From those stories, we realised that it is the little things that add up to the big picture eventually. A good example is the story of a family that we visited. Their relationship was rebuilt, and they linked our facilitator to other families that had been facing similar issues.

Aaliyah Busolo Quintonne, L'Afrikana.

Organisational change

"There will always be the need to share experience and learn from each other, which has added a lot of value to our structure, interventions, and, beautifully enough, our impact levels."

"We have actually been investing so much energy and giving so much to the people who already know what we are telling them." "So, appreciation and learning from each other has been our guiding principle through the support of the SALT approach."

Doreen Bieri and the Cho Ngafor Foundation.

<https://aidscompetence.ning.com/profiles/blogs/we-were-giving-so-much-to-the-people-who-already-know>



Photo courtesy of Wiwin Winarni, IndoCompetence.

4. Change demands regular SALT visits.

"After a series of SALT visits by IndoCompetence, the topic of teenage pregnancy has become less taboo. Mothers talk with their children and their peers. Youth form support groups around their pregnant friends."

5. Including more people in the community protects and uplifts girls.

"New people bring new strengths." Wiwin Winarni, IndoCompetence.

"Since the SALT-CLCP training last month, 5 youths have joined the SALT teams and we have visited 52 homes in the surrounding communities. Now, we plan to go to the chief, some schools, hospital, police, market, and motorcycle taxi stages [places where riders gathered to wait for customers]. We want to integrate the whole community in using the SALT approach." Rajabu, L'Afrikana.

6. Establishing livelihood opportunities brings young people out of their vulnerabilities.

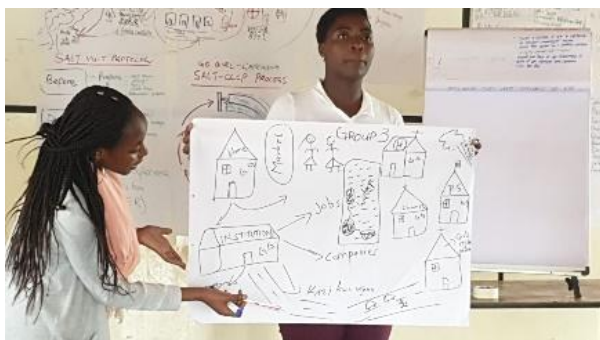
7. Financial resources challenges lead to opportunities.

For instance, to overcome transportation costs, teams train local facilitators who facilitate the project implementation in their community, thus expanding Go Girl to different areas.

Building a common dream, training and transfer:



Everyone draws her or his dream. Then, in small groups, we discuss, draw, and present a dream.



Finally, we pull all the groups' ideas together to reach the plenary's dream.



Transfer in communities: Community dream building at Kawangware.

SALT is transferred to other organisations

"SALT shapes the belief and practice of the delivery team. It is spontaneously transferred to others if this belief characterises the behaviour of the team and the community."

Reflection from the L'Afrikana group in training.

A first meeting between the Development Action Devolved Regeneration Group (DADREG) and L'Afrikana was held in Nairobi on October 19, 2022. They learned about their ways of working and activities:

"We felt challenged and believe that there is so much we can learn from L'Afrikana."

George O. Onyango, DADREG.

"The greatest challenge for the SALT approach is that communities are so charity oriented. We have to help them do away with this charity model so that they can be part of the solution to whatever problem they are facing."

Ismail Suika, Association for the Vulnerable, Cameroon, invited by the Cho Ngafor Foundation. Since the foundation made him discover SALT, he interacts with communities practicing 'midwifery of ideas', for instance with the Mbororos.

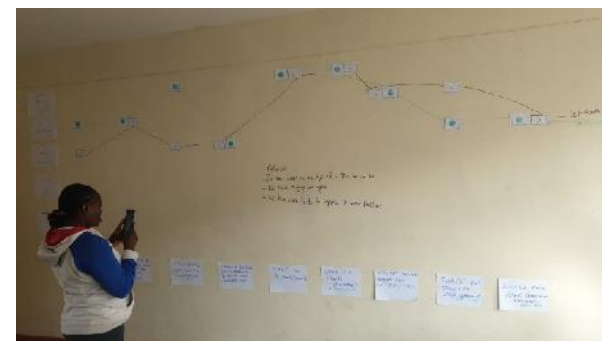
Trainings

Except IndoCompetence (team founded in 2006), the Go Girl teams recently trained in SALT-CLCP; the Faith Foundation with Rituu B. Nanda in 2021, L'Afrikana with Onesmus Mutuku (in person), the Cho Ngafor Foundation team and Comfort Nukpeta of Go Girl Ghana with Autry Haynes (online) in 2022. Go Girl Ghana teammates were trained in 2018 and more will be in 2023.

"Always think about transition points in the process.

Watch out for process maturity so that the discernment will allow us to find the next step in the process together with the community. And as well, make the community understand where we are coming from and where we are headed to."

Reflections from the Kenyan group on transition points in the process.



Comparing Self-Assessments of two communities. On which practice can the Kibera community help the Kawangware community? And vice versa.

Photos courtesy of Onesmus Mutuku and L'Afrikana.

Health

Improving access to health care for migrants and vulnerable populations in Algeria



SALT visits stimulate and support the appropriation of the steps of the community competence process while encouraging constant and sustainable progress of the community towards its dream.

Communities: Algerian civil society and health professionals directly involved in the care of People in Socially Vulnerable Situations (PSVS): people at risk of social, cultural, or economic barriers, in particular migrants who are illegal residents on Algerian territory (between 50,000 and 75,000 people, 42% of them intending to settle in Algeria, according to the International Organisation for Migration - IOM). In 5 cities: 7 groups of migrants, 5 LGBTQ+ associations and 9 other associations/volunteers/communities.

Topics: 9 dreams were about improving their organisation, 7 about improving access to health care, and 5 about improving social and economic integration for vulnerable populations.

Vision: Algerian civil society and health professionals directly involved in the care PSVS implement a strategy based on their pool of experience.

Facilitators trained: 104.

Contract with: IOM in Algeria.

Place: Algiers, Annaba, Bejaia, Oran, and Tamanrasset.

Period: September 2021– September 2022.

Outcomes: 104 people were trained to apply the methodology in their activities:

- 60 women and 44 men;
- 23 live in Algiers, 15 in Annaba, 19 in Bejaia, 24 in Oran, 20 in Tamanrasset, 1 in Tizi Ouzou, and 2 in Tiaret;
- 45,3% from civil society, 42,1% health professionals, 9,5% migrants, 3,1% IOM staff members.

That is 38% more people than expected. Not all those who were trained applied the methodology in their activities, but the first period of support (between February and June 2022) showed that a range of different activities were stimulated after the first training.

The 11 groups of facilitators carried out 31 SALT visits to 21 communities spread over the 5 cities. They visited 7 groups of migrants, 5 LGBTQ associations and 9 other associations/volunteers/communities. It was an opportunity for the new facilitators to strengthen their organisational, coordination, and networking skills.

Facilitators: Loli Rey Novoa, Luc Barriere-Constantin, Marlou de Rouw, and Taha Maatoug.



“The SALT methodology, although simple in appearance, makes us see things differently; valorisation completely changes people’s perception of life and of themselves. I have seen people change overnight with stars in their eyes; it brings out the best in us. How can you not want that!” Participant of the Learning Festival in Algeria.

Timescale:

At the first face-to-face training in Algiers, from the 21st to the 24th of February 2022, 33 participants acquired knowledge and practice of the SALT-CLCP methodology and made two field visits.

Find out more here: <https://the-constellation.org/improving-the-health-of-migrants-in-algeria/>

Between March and June 2022, the coaches were available online to accompany the participants in the Algiers training in using SALT-CLCP in their context in 4 cities (Algiers, Annaba, Tamanrasset, and Oran). Eight groups were coached. They strengthened their organisations and collaboration between organisations, creating new networks.

Find out more here: <https://the-constellation.org/first-salt-visits-in-algeria-migrants-iftar-and-emotions/>

At the second face-to-face training from the 12th to the 15th of June 2022, 71 people were trained in the 4 cities. A complementary training of the facilitators trained in February also took place in Algiers during the same mission.

Find out more here: <https://the-constellation.org/in-algeria-salt-continues-spreading/>

Between mid-June to early September 2022, each coach was available online to accompany the new facilitators of the 4 cities.

At the Learning Festival in Algiers, from the 12th to the 14th of September 2022, the new facilitators from the 5 cities learned and shared their lessons from the SALT-CLCP experience in 10 stands (associations, volunteers, artists, LGBTQ+, children (mental health, disability), people living with HIV/AIDS, migrants. They visited each other’s stands to pick up ideas to be implemented and propagated, for instance, the know-how necessary for the sustainability of the process. The event strengthened links and exchanges between Algerian groups.

Find out more here: <https://the-constellation.org/new-salt-facilitators-in-algeria-share-lessons-at-a-colourful-marketplace/>





Impact of SALT-CLCP is visible at three levels:

The know-how and soft skills of the SALT-CLCP methodology had an impact on the personal lives of the facilitators. They witness that family members spend more time together in dialogue and sharing their concerns to find joint solutions to the challenges they face.

"I've applied SALT to myself and my family... I've given the best of myself... I've surpassed myself."

SALT-CLCP was a catalyst for promoting collaboration and teamwork between actors involved in the same field.

"We agreed to work together ... A dream that went viral... The Algerian Red Crescent in Algiers has grown from 3 committees to 5..."

The new way of working and connections allowed them to reach more beneficiaries and to respond adequately and appropriately to their real needs.

The SALT visits allowed communities to share their experiences and pool their knowledge to face the challenges. In addition, they regained confidence in themselves and in others. They have a new vision for their lives.

"Knowing that there are other people with the same experience [living with HIV/AIDS] in the same city generates a sense of relief, hope and belonging for the different participants."

Finally, these visits allowed communities, through the facilitators' empathy and reflective listening, to feel that they are valued in society.

"...No one asked us about our dream, what we experienced, or tried to understand us as you do now, ...everything will change from now on, our relationship is not the same anymore..."

The facilitators influenced the mentality of the people around them to be more open and accepting of the other, despite differences.

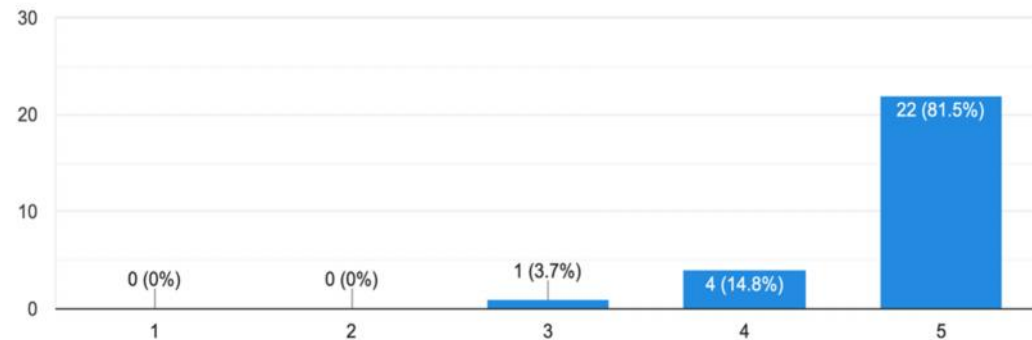


We believe that this initiative was effective because, on the one hand, its impact was tangible on the beneficiaries and, on the other hand, 96% think that the training, especially the festival, will be useful for them and 86.6% of them believe that the SALT-CLCP methodology will be useful or even extremely useful in their professional and personal life.

Some participants referred to the forthcoming use of specific tools such as SALT Visits, After Experience Reflection, Self-Assessment and Action Plans.

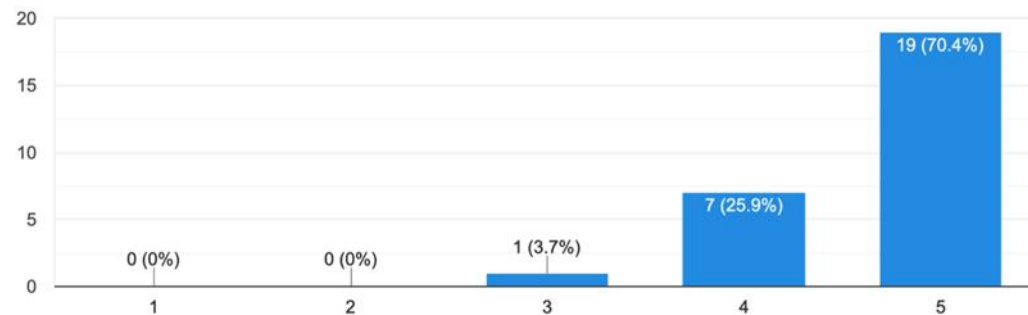
Most participants call for more, longer, and more in-depth training and coaching to gain more experience. The project essentially took place over 8 months, and it is certain that the time spent accompanying facilitators during the implementation of their SALT-CLCP activities may seem relatively short. However, this group has understood the importance of integrating SALT to improve their interactions with migrant and/or vulnerable groups. They understood the importance of a necessary change from expert to facilitator. In addition, 100% of the participants say that they would like to see a network set up to make their services more effective, to increase their experience, to keep in touch, especially with remote facilitators, and to continue to exchange especially during similar events.

Are you confident that the SALT-CLCP methodology contributes to strengthening your capacity to interact with target groups?



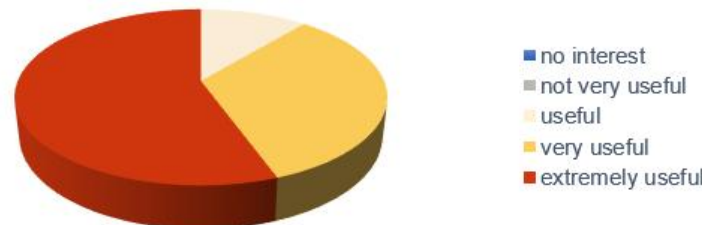
[1] to a small extent [2] to some extent [3] to a moderate extent [4] to a large extent [5] to a very large extent

Satisfactory level the usefulness of the festival



[1] bad (no, not at all) [2] average (to some extent) [3] good (absolutely) [4] very good (absolutely) [5] excellent (beyond my expectations)

How would you qualify the contribution of SALT in your professional and/or personal life?



Financial Statement

Inputs

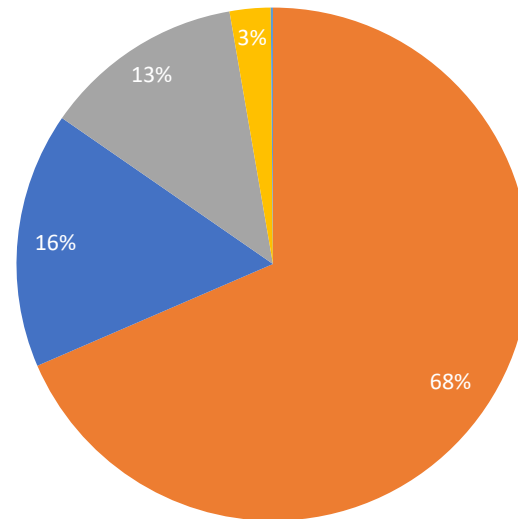
We started 2022 with an accumulated reserve of 35,170 euro.

We recorded a profit of 40,074 euro during 2022. The profit comes mainly from overhead from our partnerships and from donations.

The Board proposes to the General Assembly that these profits be carried forward as a basis for the 2024 activities.

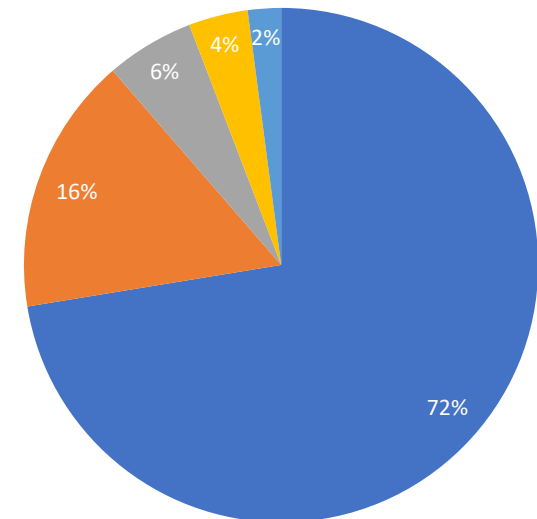
Thank you All for the collective work to get these financial results while implementing most of the activities planned. We are proud to have worked with over 43 consultants and 19 suppliers in the year.

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



- Partnership with Voice
- Donations from the Trust for Local Responses
- Partnership with the International Organisation for Migration (IOM)
- Voluntary membership contributions and other donations
- Other incomes

Outputs



- Consultants fees
- Travels
- Other expenses (website, software, insurances, Zoom, Ning...)
- Accountant and auditor fees
- Bank fees



Thank you!

We value your presence, energy, and contribution to the journey The Constellation has taken over the years.

For contributing to implementation of the 2022 work plan

Loli Rey Novoa and Mr Souris

for budget management, accounting, and representation with regard to Belgian authorities.

Loli Rey Novoa with Luc Barriere-Constantin, Autry Haynes, and Marlou de Rouw

for taking care of members.

Autry Haynes

for organising the meetings of the Board Committee.

Loli Rey Novoa and Meble Birengo

for organising the meetings and the renewal of the Voting Assembly.

Liza Dignac, Loli Rey Novoa, Luc Barriere-Constantin, and Marlou de Rouw

for updating The Constellation's Charter.

Loli Rey Novoa with Marlou de Rouw and Leonie Heppener

for fundraising.

Luc Barriere-Constantin with Autry Haynes, Loli Rey Novoa, Marlou de Rouw, and Taha Maatoug
for partnership development.

The facilitators of Voice (p. 8), Go Girl (p. 11), and Algeria (p. 15) partnerships.

Luc Barriere-Constantin with Autry Haynes, Jaime Saborio, iSiZ
for the Online SALT programme.

Marlou de Rouw

for coordinating communication activities and for updating the Facebook and LinkedIn page.

Marlou de Rouw with Rituu B. Nanda, Loli Rey Novoa, Luc Barriere-Constantin, Philip Forth, and Jean-Louis Lamboray for participating and organising webinars, and supporting members who participate in external events.

Rituu B. Nanda

for the facilitation of the online community and Instagram.

E. Mohamed Rafique

for the facilitation of WhatsApp groups.

Marie Lamboray and Marlou de Rouw

for updating the website.

MariJo Vazquez

for the translations in Spanish.

Marie Lamboray with Anne Brouha, Loli Rey Novoa, Luc Barriere-Constantin, MariJo Vazquez, Marlou de Rouw, and Susan Koshy

for the newsletter and the annual report.

Meble Birengo, Miel Nora and Eddy Man

for Facilitating the Celebrations of 18 years The Constellation.

Eddy Man

for the technical support.

Thibaut Mandallena with Luc Barriere-Constantin and Marlou de Rouw

for the development of The Constellation Asset Platform, beta version.

DeepL and Linguee

for translations.

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

Aaliyah B. Quintonne, Abhijeet Jadhav, Alain D. Zolana, Alain Kolie, Anne Brouha, Arukah Network, Autry Haynes, Avani NGO, Azzi Ahlem, Bono Sen, BelCompetence, Beyond Social Services Singapour, Blaise Kizolele, Célicia Theys, Cho Ngafor Foundation, Clement Chacha, Comfort Nukpeta, Daniel Tshitaya, Debbie Zablon, Dhiraj Lepcha, Dheeraj S. Rong, Doreen Bieri, Dzair Competence, Eddy Charles, Eric Uwintwaza, Evelyn Bacarra Tablante, Faith Foundation, Gerard Ee, Gerlita Enero, Go Girl Ghana, Go Girl team, Gov4Voice team, Guy Nsumbu Kasongo, HENU, Imran Shaikh, IndoCompetence, Izis, Jake Lloyd, Jayashri Kamble, Jean B. Fulama, Jean-Louis Lamboray, Joy Pavico, Karima Abbou, Kaushalya S. Agre, Kees Lafeber, Kenya Competence, L'Afrikana, Liza Dignac, Loli Rey Novoa, Lordy Zablon, Louis-Marie Butoyi, Luc Barriere-Constantin, Margaret Musumbi, Marie-Christine Swennen, Marlou de Rouw, Martin L. Prabakar, Meble Birengo, Michel S. Belmou, Myrna Maglahus, Mithu Sardar, Mohamed E. Rafique, Nityam Ghosh, Onesmus Mutuku, Ornella E. Nongbet, Pancham Minj, Philip Forth, Precious Lakpor-Dennis, Purnata NGO, Rajan M, Rati Lama, Rituu B. Nanda, Roots of Hope, Rural Aid NGO, Shahrukh Atpade, Sirinate Piyajitpirat, Sony Thomas, Subrata Das, Taha Maatoug, The Constellation France, Thérèse Nyemba, Ujana K. Minj, Vianney Havyarimana, Vikrant Jadhav, and Wiwin Winarni.

For using SALT

AGUIDE, Guinea Conakry; AIDS Algérie; All Women Aboard and Implacment, The Netherlands; AFI Santé, DRC; ARV Positive Algérie; 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; El-Hayet, Algeria; Elit, Algeria; 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; International Organisation of Migration (IOM), Kenya Competence Team, The Constellation; L'Afrikana, Kenya; Mainstay/Whyaka village, Guyana; MAMTA-Health Institute for Mother and Child, India; Ministry of Health of Algeria; Moularès team, Tunisia; Nautealus, Belgium; People in Need Foundation, India; Pinoy Competence, The Philippines; Plan International Liberia; RDCCompetence, The Constellation DR-Congo; Algerian Red Crescent; 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; Women's Café Amsterdam, The Netherlands; and Youth Alive, Liberia.

For your financial support

Ingrid Larik, Luc Barriere-Constantin, MariJo Vazquez, Pablo Silvosa Rey, Philip Forth, Serge Crutzen, Susan C., Swiss Competence, Trust for Local responses, and Winus de Rouw.

For making the decisions related to the spirit and well-being of The Constellation

Autry Haynes (Guyana), Claire Campbell (Australia), Loli Rey Novoa (France, Spain), Jean Marie Vianney Habyarimana (Burundi), Kausar Khan (Pakistan), Liza Dignac (Belgium), Luc Barriere-Constantin (France), Marlou de Rouw (France, The Netherlands), Mohamed Rafique (India), Ouo Ouo Alain Kolie (Guinea), Ranganayaki Thangavelu (Singapore), Usa Duongsaa (USA, Thailand), and Wiwin Winarni (Indonesia).

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

Individual dream, L'Afrikana SALT-CLCP training, photo courtesy of Onesmus Mutuku and L'Afrikana.

Welcome to new members of The Constellation!

Cléa Montanari, Dennis Spinelli, Djalila Tliba, Eddy Man Charles, Edwin Asande, Eunice Musubika, Imene Kaid, Linda Yuliantini, Mohend ouamar Ait hammoi, Nadia Kenniche, Pierre Mukiamuni Kasong, Sama Abdoul-Aziz, Sidenas Abdelkader, and Wiwin Winarni.



SALT-CLCP in the World

Like every year, 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.

At the end of our SALT conversation, he was pleased and expressed his gratitude for, till now, no one had ever asked about his proud story and helped him reflect on his strengths.

Man in the Alipurduar district of the West Bengal state after a SALT conversation, he then decided to help work on early marriage in his community, Rural Aid.

“New people bring new strengths.”

Wiwin Winarni, IndoCompetence, Indonesia.

“It is amazing what you can achieve in connecting from all over the world for 90 minutes!”

Philip Forth, United Kingdom.

Let's say you are a doctor. Your patient is diabetic and in addition to medication, he has promised you (he has promised himself) to walk ten thousand steps a day and three times a week. What would happen if you called your patient back just to share New Year's greetings? If he had stopped walking, he would be more likely to start again!

Eric Uwintwaza, Burundi.

“Energy is there to weather the storm that is rocking the ship, strengths are there to keep the ship afloat.”

Celicia Theys, Belgium.

Many people now talk with us as if we were a family member.

Avani team, India.

Algerian Red Crescent – CRA

Algier Province, Algeria
First SALT-CLCP activities in 2022
Contact: Karima Abbou, karima.abbou@gmail.com



The dream was to create the will to communicate, collaborate and share the experiences and skills of our different committees in the wilaya of Algiers to improve the impact of the interventions.

The experience started with 3 committees, then 5, and now other committees, companies, and associations have joined us.

On the human level, this experience has allowed the members of the different committees to know each other better, to appreciate each other, to share experiences and skills. And, to improve the impact of the interventions, we have reflected together on the mobilization of resources. Our connection, the web we weaved together, has allowed the success of several projects in the humanitarian and health fields.

Partnership relationships have been established thanks to The Constellation; connections that have allowed us to be united, stronger, more mobilised to achieve goals and common dreams. SALT has allowed us to facilitate and strengthen our connections with communities; SALT is not only a method, but also a journey towards discovering the strengths, pride, and potential of others and of ourselves.



BelCompetence

Belgium
First SALT-CLCP activities in 2007
Contact: info@constellationbelgium.org

BELCOMPETENCE



-CONSTELLATION BELGIUM-

Support for the group From Seed to plate (De la graine à l'assiette) (permaculture and catering) that faced relational difficulties. Imagining themselves in 2030 helped the members to formulate 8 practices on which they decided to work.

Warm meeting with the inhabitants of a community housing in Ixelles to facilitate their waste management and better living together.

Meeting with Samia (member since 2010, back in Algiers since a few years and passing through Brussels). She shares news from The Constellation's projects in Algiers and surroundings. Commitment and enthusiasm!

Facilitation of 3 rich and dense days of SALT visits to discover 6 health structures with the 20 scholarship students from the Free University of Brussels's School of Public Health.

Jean-Louis is involved in two projects: Aging Well in Grez-Doiceau and the Défricheurs - CIRCLO project: "Rather than debating the opinions that separate us, let's accompany transgenerational dialogue circles where we can experience what unites us and makes us happy. Objective: to provide groups with a series of bilingual tools, free of charge, that encourage deep listening and bring the human being back to the heart of the collective." See: <https://ciclo.be/fr>.

"This year-plus experience was triggered by the Covid crisis and inspired by SALT. And here's what I learned: Deep listening and authentic speaking feed off each other. And when we practice in a circle, we can feel the connections between participants. We feel immersed in a field beyond ourselves. Energy becomes available for dreaming and for action." Jean-Louis Lamboray.

Mathieu, trained to facilitate SALT in 2016, launched the project Les Coopains (artisanal production of quality bread). Also involved in the projects of the farm L'Arbre qui Pousse, incubator of the transition (space for meetings, transfer, and demonstration).

Roots of Hope

Burundi

First SALT-CLCP activities in 2011

Contacts: Isidore Nshimirimana, isidorensimirimana20@gmail.com and Vianney Havyarimana, hajamavya51@gmail.com



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.

In 2022, the association accompanied 557 youth of Gisozi and Mutimbuzi as part of the Gender and Nutrition Centered Agriculture project (GANCA-II) with Ripple Effect Burundi.

The young people who are just starting out linked and learned with young people who have been trained and accompanied for a few years and who already have a well-developed project in the Rutegama and Giheta communes, 2 of the 9 communes where the association has intervened.

Eric Uwintwaza, founder of Roots of Hope, is no longer active in the association, but he keeps in touch with the young people he trained with the support of the King Baudouin Foundation from 2016 to 2019: The magic of a simple "Hello" or the importance of keeping in touch.

"A group of 93 youth who benefited from the CLCP stayed united around their dreams. Each youth signed their commitment to small, doable actions leading to their individual dream as well as the collective dream. Every time I call to ask about them, my voice brings them back to this commitment made in my presence, and they spontaneously and joyfully share their victories and concerns."

Thus, almost 4 years after the training, at least 80 of the 93 youths are still meeting to self-evaluate and plan together around their common dream. Each of these precious people shares their successes: studies pursued and completed, ownership of small stores in the capital of Bujumbura, fields that have become models for their communities..."

RDCCompetence

DR-Congo

First SALT-CLCP activities in 2007

Contact: rdccompetence@gmail.com



Some of the activities that allowed us to connect with new people, to connect people with each other, and to learn from each other:

RDCCompetence is one of the 5 local organisations that accompanied the Limpoba project of SOS-Children's Village in the commune of Kimbanseke, funded by the city of Brussels. Two hundred families from 4 neighbourhoods benefited from support to increase their economic capacities for the well-being of their children in 2021 and 2022. In July, a mini exchange fair was organised. Reported by Alain Dibakanga Zolana.

RDCC introduced SALT-CLCP to 24 people from Bamboma, a very active neighbourhood in the commune of Kimbanseke in Kinshasa, whose vision is: *"Equal opportunities for all."*

The Yolo team intervened in the mobilisation of communities for the screening of viral hepatitis in the Kalamu II health zone.

The Association pour l'Encadrement des Personnes Vulnérables (AEPV) was born from the dream of the Saint Gabriel Health Center in the commune of Kalamu, Kinshasa, developed with the support of RDCCompetence. The AEPV is a development NGO which gathers several Community Based Organisations (CBOs) which intervene in 4 fields: food security, health, entrepreneurship, and environment. The CLCP of AEPV is facilitated by Blaise Kizolele. Guy Nsumbu Kasongo, SALT facilitator and co-founder of AEPV: *"We will accompany all our CBOs and establish SALT through, first, the 35 Health Zones of the City of Kinshasa and then throughout the country and finally witness the SALT approach throughout the world."*

The team of Mbujimayi, Kasai Oriental, has re-launched its activities. It has conducted SALT visits, for example, in the youth community of the church Jesus Christ the Redeemer (JCR). The dream of the community is: *"All against HIV/AIDS to be healthy and help others."* Reported by Daniel Tshiteya.

Community Action for Integral Development in the DR-Congo (ACDIR)

Mbujimayi, Kasai-Oriental, DR-Congo

First SALT-CLCP activities in 2018 with a facilitator who brings 12 years of experience

Contact: Thérèse Nyemba, tnyemba34@gmail.com

Starting from our dream to have no more malnourished children aged 0-5 years in our communities, members of the development NGO ACDIR accompanied groups, including Community Animation Cells in health zones, associations, and institutions. We introduced SALT and the structures arrived at different stages of the process: some have a community dream, others have self-assessed, planned, and implemented local responses to address the causes of malnutrition raised during the discussions: consumption of pond water, low agricultural production, non-diversified diet... by creating community fields, improving access to clean water with local means, offering cooking demonstrations...



Dream development; cooking demonstration session; access to water before/after; community united for a community cowpea bean field.

Mainstay/Whyaka's Local Response for the Village's Development

Guyana

First SALT-CLCP activities in March 2022 with a facilitator who brings 12 years of experience

Contact: Autry Haynes, autry@the-constellation.org



The Community Service Officers Volunteers, trusted leaders, and the Village Council of Mainstay/Whyaka started a Community Competence Process to stimulate more structured efforts and create synergy between their activities. The intention is to reflect on how to develop livelihood through tourism and climate-smart agriculture towards a common dream: "Peaceful retirement through improved education, healthier lifestyle and from Specific, Measurable, Attainable, Realistic, and Timely (SMART) work."

A CLC process facilitated by Autry Haynes and supported by the Canada Fund for Local Initiative.

Rural Aid

Kalchini block, Alipurduar district, state of West Bengal, India
First SALT-CLCP activities end of 2021
Contact: Dhiraj Lepcha, ruralaid03@rediffmail.com



Hi everyone! Greetings from Rural Aid Organisation! We are working in tea gardens on the issues of 'trafficking and child labour' with children, adolescents, and the community, with the support of the Global Fund for Children. We are grateful to The Constellation for inviting us to share our thoughts and experiences.

During 2022, we have learned about SALT-CLCP and how it works, with Rituu B. Nanda. Implementing SALT meant going through changes: from teacher, we became facilitators; we started listening and appreciating the community's capacities; rather than focussing on our dream or goals as an organisation, we uncovered the dreams and inner strengths of individuals and community. As we linked and learned with the community and the children, they started taking initiatives. Before we came to them with SALT, they knew their issues, but they did not even talk about them.

One of the candies that comes out from the facilitation of SALT is that it builds unity in the community. The different groups in the tea gardens did not meet and rarely had a conversation. SALT meetings are giving everyone a platform for discussions. It helped individuals to realise their strengths, as well as to appreciate each other. They strengthened the NGO's relationship with the community. SALT-CLCP also creates one dream and builds up ownership, self-analysis & self-reflection for change, and encourages individuals and community to take action by themselves.

Avani

"We Want to Make a Difference."

Kolhapur district, state of Maharashtra, India
First SALT-CLCP activities end of 2021
Contact: Kaushalya Sumedh Agre, bhoje30@gmail.com

The Avani organisation was initially implementing a gender equality programme for teenagers in schools. In this, children were taught in the form of modules. We used an evaluation methodology called 'Most Significant Change' and, through the analysis of stories, we realised that change was limited. Moreover, this program did not reach the parents.

Since then, we received training on SALT from the Global Fund for Children representative Rituu B. Nanda. Every day, we have SALT conversations on the importance of gender equality in the villages of Nandwal, Peerwadi, Vashi, Kandgaon, and Kerli. We meet village gram panchayats, families, teenage boys and girls, and experienced elders of the village and we listen to their experiences.

Every person is proud of something. When we, who are not a relative, ask people about the good they have done in their lives, they are emotional, and they share their story very freely with us. We listen to their experiences, appreciate their good work, encourage them, learn from them, and connect this experience with children and gender. After that, we gather the people with whom we talked to create a dream for the children of the village and start working on that dream using the Community Life Competence Process (CLCP). Through SALT, we are trying to unlock people's latent qualities. We encourage them to unleash their leadership qualities. CLCP is a path for the community to respond to the problems it faces.

Ever since people have taken SALT in, we noticed a lot of change. For instance, women started participating in school activities; they no longer keep silent and speak freely at home; they act for their rights of happiness; they explain everything without hurting the people in the house; they started looking at life from a positive perspective. We also saw changes among men: for instance, some men began to look at women with dignity and respect. Children have also started fighting for their rights. The Gram Panchayat started taking initiatives for gender equality in the village. Anganwadi workers have a more positive outlook on their work. Along with this, our own work changed. We started working, not because we get paid, but because we want to make a difference. We have a responsibility. Our will to understand people grows.

IndoCompetence

“Inspiring and Connecting Local Response”

Indonesia

First SALT-CLCP activities in 2006

Contact: Wiwin Winarni, wiwinpamungkas2000@gmail.com



Under the ‘Go Girl’ project, IndoCompetence team is working with the local family planning officials in facilitating community response through SALT in the villages of Bandung and Indramayu districts (see p. 11). After the local elections, the mother group we have been working with since 2018 was replaced with a new one. We thought that what was done and planned would fade away. Therefore, when we visited in the middle of 2022, we were surprised that the mothers’ group which was no longer formally recognised by the current village leaders continued to engage in casual dialogue with local youth on the prevention of teenage pregnancy. Yes, we need to regularly visit to stimulate and create a space where one’s learning is articulated, shared, and reflected.

IndoCompetence facilitators, Farid D. Widad and Wiwin Winarni are part of The Constellation staff for the Voice Link and Learn project (see p. 8).

“I positioned myself not as an expert or as a person who pretends to understand what grantees are doing,” shares Wiwin. “Sharing our feelings and daily experiences that influenced us as a person created a stronger connection between us.”

HRWG and Womxn Voice are both in Indonesia, therefore, we were able to organise two face-to-face learning sessions with them during 2022. We all connected easily, and they realised that they have shared connections and work tracks. This encouraged them to keep in touch and support each other.

Thank you APCOM, HRWG Indonesia, and Womxn Voice for your feedback and insights: the importance of learners actively taking part in the learning process, the role of the dream to realise oneself, the need to unlearn and relearn as we proceed, and clear, slow, and simple facilitation.

“For me the Link and Learn project is not a job,” says Wiwin, “it is a life journey where we shape each other from stories we share, from learning we transfer and reflect in our daily life. It creates friendship as well!”

The Constellation France

France

First SALT-CLCP activities in 2015

Contact: Loli Rey Novoa, loli@the-constellation.org, and Luc Barriere-Constantin, luc@the-constellation.org



Local Response for Children with a Mental Handicap

The commission sensitisation to handicaps—solidarity—health of the commune of Péron decided to partner with the association Hubert Gouin Enfance & Cancer and The Constellation France to bring support to the Institut Médico Educatif of Péron through an activity involving the children: recounted what extraordinary day they dream of... The municipality, villagers, and local businesses committed to making the dreams come true. Moreover, to raise the funds, young and old walked 5 km on a warm spring day.



International Facilitation, by Loli Rey Novoa

“The year 2022 has been rich in encounters, many of which were virtual (facilitators, people active with Voice, friends, colleagues, partners) in Africa, Asia, Europe, but also in person, as in Algeria (see p 15), a country that I had the chance to discover thanks to The Constellation.

Very welcoming and generous people, who made me see the beauty of their solidarity, commitment, courage, culture, music, and food, full of colours and flavours. They allowed me to overcome my apprehensions and gave me, and still give me in the contacts we keep, a boost of energy. I have forged strong bonds with many people. They will recognise themselves. Many are women whom I admire for their courage and their iron will to face many difficulties on a daily basis.

Thank you all for a happy year 2022. Our ties will be even stronger in 2023.”

Happy Green Islands

Saparua, Indonesia, and The Netherlands
First SALT-CLCP activities in 2016
Contact: Kees Lafeber, keeslafeber@hotmail.com



Exchange of Ideas between the Islands of Haruku and Saparua to Improve the Environment

After 2 years of many video meetings, concrete actions to tackle the waste problem and personal meetings resumed.



A group of young people from Haruku Island visited Toma Majo Lease on Saparua Island. That seems very easy to organise, but if you live on small islands without regular connections, it is complicated. Goal: Continue to encourage one another and work together on solutions that fit the local situation. Exchanging ideas about plastic recycling and reuse.

Bye Bye Plastic Bags

The environmental education booklets of Bye Bye Plastic Bags found their way to almost all schools in the villages of Saparua. This can only be done properly by the people who live there and in collaboration with the school management.

Kenya Competence

Inclusion of People Living with Disabilities

Kenya
First SALT-CLCP activities in 2013
Contact: Debbie Zablon, debbiezablon@gmail.com

Conversations with Communities that Hosted the 2021 Global Learning Festival (GLF)



We realised that the GLF has had a huge and positive impact on our lives: new relationships, enhanced interactions, new ideas, and stimulated creativity. For instance, it helped caregivers know the importance of having home visits among each other; it strengthens teamwork and self-drive and helps accepting each other.

SALT Visits Around the Country (Njukini in Taita Taveta county and in Kuria County)



Taking the time to have a conversation helps us to bond, hence we become friends. We, facilitators, make sure that we relate to the community as humans who have vulnerabilities. We also talk about what we learned from other visits, for instance the possibility to get support at the Wizara school for children living with mental challenges. An initiative of a passionate teacher... Mwita who invited the team in Kuria: *"It was amazing visiting Wizara school with you, sharing its world. And it has also helped to heal and let my past out to start my new journey in actively engaging my community through the SALT approach."* Another great practice is to invite to SALT visits people who would like to discover the approach. Visiting in group allows viewing the world in different perspectives.

Virtual Valentine's Day Hangout with 20 Participants, Friends, Family, and Colleagues under the Theme: 'L' is for 'Love' as a SALT Team.

Zablon Lordy spoke about how he sees family as a SALT team: *"The acronym speaks a love language" "Approaching every challenge with a smile creates a magical input in dealing with any situation."*

Youth Alive

Liberia

First SALT-CLCP activities in May/June of 2021

Contact: Precious.Lakpor-Dennis@plan-international.org



Building on The Constellation's theme for 2022, "Link and Learn," we, Youth Alive, through Peers, linked key population (KP) members to address obstacles to HIV response. In 2022, "WE for SELF" focused more on cementing bonds between KPs. These bonds were all built on the foundation of learning from our shared experiences; individual and group success stories that have shifted the mindset of KPs directly and indirectly involved in the programme. Activities enabled them to build a sense of trust among one another and break internal barriers. Beneficiaries established a system of sharing experiences, challenges, and coping techniques.

Following are some of the benefits gained through this linking and learning.

Learning together helped more than a hundred people make informed decisions about their health and reduce the risk of HIV transmission, in their own testimonies.

Learning together provided a sense of community and support, which is particularly important for KPs facing stigma and discrimination to access care and services and to stay engaged in HIV prevention and treatment.

Learning and working together helped KPs build resilience and develop strategies to cope with the challenges they face, such as discrimination, violence, and social exclusion. This helped individuals to better manage their health and well-being and improve their overall quality of life.

By linking up and learning together, KPs built their collective capacity to advocate for their rights and improve the policies and programs that affect their lives. This approach focused on addressing barriers that exist within their network. This method gave a roadmap to approaching external stakeholders to ensure that human rights are protected.

Pinoy Competence

The Philippines

First SALT-CLCP activities in 2007

Contact: Joy Pavico, joypavico_tutor@yahoo.com.ph



Unlearning, Re-learning, New learning

Under the mentorship of The Constellation, PinoyC dreamed of a thousand flowers blooming—of communities working towards their dreams. From being organisation driven, PinoyC has gradually shifted its ways of thinking and working in accordance with the SALT principle. The Link and Learn (LnL) Project serves as an avenue for PinoyC to “unlearn” being experts and technical staff; to “re-learn” appreciating strengths in the midst of multi-layered and deep-seated societal issues; and allow new learnings that can be applied in the local context.

The LnL experience made Girlie realise that her actions may have put people in a “box”. This project gave her the chance to “unbox” people and embrace inclusivity. As facilitators, we may not be able to bridge cultural differences, but appreciating and celebrating each other's uniqueness becomes a crucial starting point. As Doc Miel shared, understanding that we are human beings wanting to help each other is a good reminder for PinoyC as we journey along with the grantees. Myrna adds that the grantees have taught PinoyC that simple acts of humanity, if done repeatedly over time, can overcome societal barriers, such as discrimination.

The LnL experience also validated the dreams of Joy and Junelyn, whose individual dreams share similarities with the Global Dream of an inclusive world. Having the same vision makes it easier for Joy and Junelyn to achieve their own dreams. *“Trying to replicate the success of others can help me achieve my dream,”* says Junelyn. It also serves as an opportunity to be innovative in creating safe space for everyone, such as the use of science and technology, as the case with Joy.

The LnL project reminds PinoyC that growth is never linear. Constant reminders and exposures are helpful to sustain the learnings the team has acquired, towards a thousand flowers blooming.

Link and Learn. Another Perspective

Yorkshire Dales, United Kingdom
Contact: Philip Forth, philip@the-constellation.org

For a long time, I have thought about 'Link and Learn' as something that I did as a facilitator. I would make links between communities so that they could share and learn from their experiences. Recently, I have been thinking about Link and Learn in service of an objective that I wished to achieve.

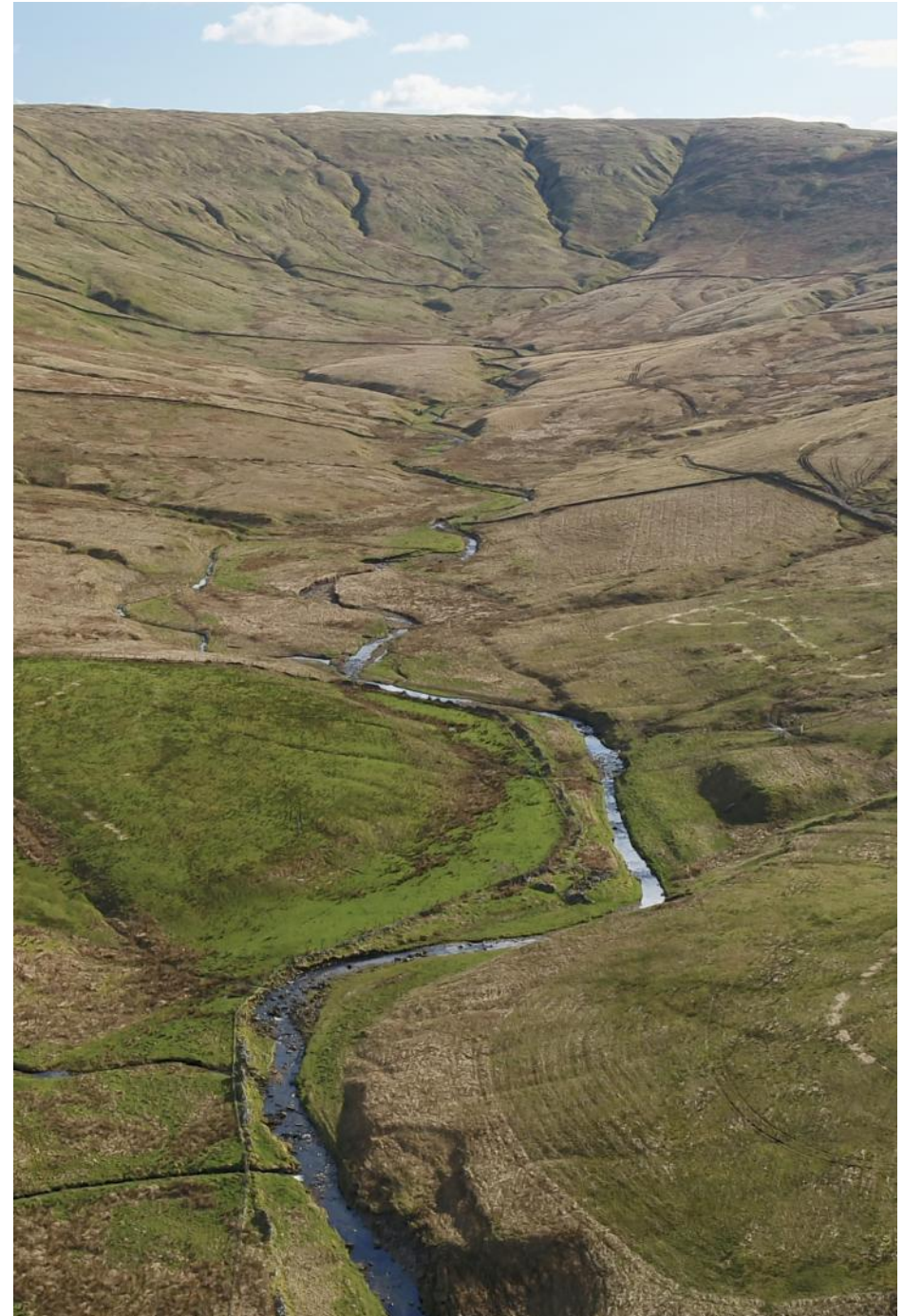
I live in a part of northern England called the Yorkshire Dales, an upland area with hills and moorland. In recent years, I have been part of several groups that are working to return this environment to a healthier state. In the Yorkshire Dales, the main source of income for farmers has traditionally come from sheep. After the Second World War, there was a determination that Britain should produce as much of its own food as possible. As a result, everything possible was done to increase the output from farms. In the Yorkshire Dales and other upland areas, the number of sheep on the land increased steadily and many things were changed to achieve this.

Some groups of people are not happy with what has happened, and other groups are not happy with the changes that are happening. I have talked to a lot of people and I have read a lot of what people have written. The story is complicated and what is more the story keeps changing. It is very clear that there are different objectives. Farmers need to earn a living, the government wants to produce food and naturalists want to increase the diversity of life in the moorlands. There are however many shared interests: most of these groups share a love for this area and wish to see it thrive.

What is clear is that many of the groups do not try to understand the perspectives of the other groups. It is easier and more satisfying to present your own views loudly and attack other perspectives.

Perhaps it is now possible to see here another role for learning-and-sharing. When we come to understand the motivations and experiences of what we see as an opposing group, it usually becomes possible to find some common ground that can become the basis for shared action or for actions that are mutually supportive.

As a final thought, I would emphasise that Appreciation is always a powerful tool. An approach that appreciates the strengths of all of the groups opens doors while the approach that explores weaknesses and problems is a good way to make sure that the doors remain firmly shut.



Conclusions



Photos from top to bottom: After Experience Reflection (AER) of facilitators in training in Algeria; L'Afrikana's Go Girl facilitators; Voice meeting in Zanzibar

Link & Learn, the 'L' of SALT with Listen, is the basis of the ability of any human, any human group, to live its full potential. The experiences shared above show that, whether it is between people with a common goal, between outsiders and a group, between groups that oppose each other, Link & Learn offers a 'a platform for growth', opens the field of possibilities for beneficial actions for all.

Connecting and learning with SALT is about breaking down barriers by focusing on commonalities and being energised by the strengths of the people involved: an essential starting point for action.

Connection is created when "deep listening and authentic speaking reinforce each other". This requires letting go of preconceptions to relearn, having the humility to present oneself as a person and not as an expert, and having the courage to do so knowing that "the process is not linear". Facilitators also remind us that the "repeated small steps of humanity", the "magic of a simple hello", the "magic of a smile" help to overcome barriers, conflicts, discrimination...

Learning based on shared experiences creates energy for action, or in other words, it empowers: synergies are created, decisions are informed by the exchange, people feel stronger and more mobilised because of the supportive community, the impact of interventions and resilience increases...

*"When you give people the chance to learn from them, it gives them dignity.
And that generates happiness."*

*"The more we practise appreciation and discovery of others, the more we will approach
our common humanity, and thereby improve the chance to meet and to be able to
move forward together."*

Mutuelles en pays de Vilaine, France, 2015.

Forward Looking Notes



In 2023, we look forward to supporting local facilitators and teams as they apply SALT-CLCP to issues they want to tackle. We will continue to connect those teams and individuals and learn together from the application of SALT in today's world.

We want to build the foundations of a strong home for all. Therefore, we will focus on securing actions of local teams and the global team, through fundraising and partnership development. For this task, we seek to strengthen our team. Interested? Contact Luc@the-constellation.org to find out more.

We will continue to strengthen the foundations of The Constellation: the functions Care (Finance, Administration and Governance), Transfer (Partnership Development and Training), and Share (Communication and Visibility). Our aim is to establish a stronger and diverse Board Committee to carry out those tasks.

We will nurture The Constellation network through some of our signature Linking and Learning activities: publishing stories of change on our new Asset Platform, facilitating the learning from those stories, and developing Visual Journeys. We will also facilitate the cocreation of a safeguarding policy and practice for The Constellation.

During the 19th year of operation of The Constellation, we trust and hope that you can continue to stay connected with community engagements and SALT teams around you.



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Photo courtesy of Autry Haynes, Guyana.