



BRISTOL

SYMPOSIUM
ON
HUMAN DEVELOPMENT

21 - 23 November 1980
Emmaus House, Clifton, Bristol.

BRISTOL REGIONAL CONSULT

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THE REGIONAL CONSULTATION

The Regional Consultation is a ten-day conference in three parts which focuses on the question: What is required for effective implementation of human development in the coming decade? The Consultation begins with The Symposium involving participants from the public, private, and voluntary sectors who discern issues and mandates facing society today. Many of the participants spend the following five days in several of the region's cities on visits and interviews. Teams contact people across the region to listen to their viewpoints about the future. This is The Practicum. The final two days, The Assembly, are spent interpreting the data from the first two parts of the conference, and using this data to inform the future.

At The Symposium of the Bristol Regional Consultation, thirty people gathered to look at the trends facing society, name the issues blocking them and state the mandates for moving through these issues into new social directions. The two-day Symposium included speakers, research on current articles, workshops, and plenary meetings. It concluded with a conversation on the implications for those concerned with human development in the '80's.

The Practicum of the Bristol Regional Consultation involved seven teams of people traveling across the Region to look at the work of the Symposium in light of what was actually happening in the region. By visiting people in urban cities and rural villages, the teams found practical illustrations of the global issues. Interviews with government officials, local business people and village residents provided a broad perspective for naming the new directions open to the Bristol Region. This week of practical research closed with the preparation of team reports.

The Assembly of the Bristol Regional Conference involved twenty-five people gathering to hear reports of teams, and reflect on the implications for action. Out of the new directions recommended, a plan of strategic action for the next four years was formulated. In addition, the Assembly named the practical ways this strategy could be implemented across the Region. The two-day Assembly concluded with a celebration of the decisions made and a commissioning of the participants. The decisions of the Assembly are held in The Master Designs. Their implementation will extend human development across the Bristol Region during the next four years.

Work in the Bristol Region by the Institute of Cultural Affairs began in 1973 with people from Bristol participating in an Area Research Assembly in London. The next three years included a heavy emphasis on training both in local courses and global institutes. During this time, a resident staff of the Institute of Cultural Affairs was established in Bristol. In 1977, the focus of work shifted to two arenas of work: Town Meetings with local communities and a Human Development Project in Tai'rgwaith, South Wales. The first programme is designed to awaken people to what is possible for them to do in their own community, The second is a demonstration community that has grasped its future as its own creation and is working to bring it about.

The Bristol Region in which these programmes have taken place includes Wales, South and Southwest England. It is one of the six Regions of the British Isles. The Region itself is divided into six Metros, three in Wales, and three in England. The Wales Metros are: Banger (North) Swansea (Southwest) and Cardiff (Southeast). The English Metros are Plymouth (Cornwall), Southampton (South), and Bristol (Salop, Hereford and Worcester).

The Institute of Cultural Affairs is a research, training and demonstration group concerned with the human factor in world development. The Institute has worked for twenty-five years to design and demonstrate effective methods of community renewal. ICA programmes seek to address the underlying causes of social problems and allow people to see that they can take charge of their own lives. ICA methods help people realise that they can be instrumental in bringing about positive social and economic change in their neighbourhood or work place. The Institute of Cultural Affairs is an informal federation of nationally autonomous, non-profit-making organisations working in 32 nations. The staff of the Institute are self-supporting. The work of the Institute is supported by foundations, businesses, church and service organisations and concerned individuals. Some specific programmes are supported by various government agencies.

What follows are the results of the Regional Consultation, held in November, 1980 for the Bristol Region. Section one, The Symposium, describes the event and highlights the products of the weekend. Section two, The Practicum, gives a description of the five days and the strategic components of action for the next four years in the region. Section three, The Assembly, describes the process of the weekend and the master designs and implementing means of ICA activity for the Bristol Region.

PART I: THE GLOBAL SYMPOSIUM

On 21-23 November, 1980 some thirty-three persons gathered in Bristol, England to participate in the first part of the conference, The Global Symposium on Human Development in the 1980's. During this weekend of research, participants engaged in dialogue with guest speakers, studied current articles and excerpts from contemporary books, and met in a series of workshops and plenary sessions. Participants examined the times, the issues, the mandates and the implications facing those concerned with human development.

The Symposium had five sessions beginning Friday evening and running to Sunday noon. The opening session included an introductory conversation, a contextual presentation and the distribution of articles and books for study that evening. The second session began with corporately creating the journey of the 20th Century followed by listing issues facing the world today, and grouping these issues into six issue arenas. The third session began by writing out in prose form the issue arenas and giving examples. Saturday evening Historical Mandates were discerned out of the issues by listing actions required to deal with the issues and organising them into the actional arenas. Sentences were then written on the Mandates. The final session was a workshop on the implications of these mandates for the Bristol Region.

In looking at the past events and future operations, the Symposium discerned six major issue arenas for human development in the 1980's. These are in the arenas of: Decision Making Methods, Significant Life Images, Local Social Relationships, Bureaucratic Service Structure, Social Form Cohesion, and Inclusive Resource Utilization. Out of discerning actions that would begin to deal with these issues came eleven Historical Mandates. These are: 1) Assuring Elder's Engagement, 2) Equipping Global Citizens, 3) Catalising Local Resources, 4) Developing Social Ethics, 5) Forging Community Co-operation, 6) Transforming Public Meetings, 7) Selecting Responsive Representation, 8) Creating Social Methodology, 9) Structuring Grassroots Communication, 10) Extending Mass Education, and 11) Reforming Academic Training. The following pages are the results of the Bristol Global Symposium.

UNDERLYING ISSUES ARENAS

1

In the arena of DECISION MAKING METHODS, the major issues confronting human development in the 1980's include heavy emphasis on the confrontation method for making decisions, lack of methods education in the schools, and surrender of decision making to the hierarchy by local people. Local residents are not equipped with methods and believe that they cannot participate. This cluster of issues is best illustrated in the Bristol Region by:

1. the social requirement that existing structures must be utilised to accomplish change.
2. the image that councils make all the relevant decisions, particularly about spending money.
3. Regional and national decisions have priority over community decisions.
4. Non-participation in public meetings that have been expressly designed for local input.

II

In the arena of SIGNIFICANT LIFE IMAGES, the major issues confronting human development in the 1980's include local communities' inability to create and sustain images of personal significance in the midst of cultural diversity, escapist social patterns, protectionist stances against alien cultural intrusions, and a prevailing consumer mentality. These issues are illustrated in the Bristol region by:

1. Desire for separate ethnic schools;
2. Massive decline in church attendance;
3. Image of social insignificance of non-wage earners; and
4. Belief that significance rests in maintaining the status quo.

III

In the arena of LOCAL SOCIAL RELATIONSHIPS, the major issues confronting human development in the 80's include the reduction of primary community relations to the point of collapsing social responsibility, resentment in the midst of changing age and sexual roles, lack of communities placing value in everyone's engagement, physical and social isolation of people, and dependence on specialised institutions to provide care. This cluster of issues is illustrated in the Bristol Region by:

1. Absence of community spirit in large housing estates;
2. Isolation of elders in retirement communities;
3. Social Services cutbacks; and
4. Image that the government should provide all services.

IV

In the arena of BUREAUCRATIC SERVICE STRUCTURES, the major issues confronting human development in the 80's include the increasing demand of local people to direct structures, the increasing demands of powerful minority groups, and structures ill-equipped to communicate plans and priorities. This cluster of issues is best illustrated in the Bristol Region by:

1. Lack of structures in local community to represent the whole community, rather than parts of it.
2. The trend to centralised services as the easiest response to local and diverse complexity.
3. The isolation and specialisation of service structures, such as training, making access difficult.
4. Experiencing that only by knowing the right person will structures respond.

V

In the arena of SOCIAL FORM COHESION, the major issues confronting human development in the 80's include experiencing priorities established in uncaring or manipulative ways, increasing crime rate, fragmented groups resulting in violence, and general social unrest. This cluster of issues is illustrated in the Bristol region by:

1. Urban multicultural unrest;
2. Informal social consent to crimes like tax evasion;
3. Withdrawal from society; and
4. Increasing drug dependency.

VI

In the arena of INCLUSIVE RESOURCE UTILISATION, the major issues confronting human development in the 80's include the absence of a common plan of resource use, pollution of the environment, enforced early retirement, and the frustration of youth's engagement in society. This cluster of issues is illustrated in the Bristol region by:

1. The belief that the Welsh are good workers, not good managers;
2. Cutbacks in coal production when the need for non-oil fuel is increasing;
3. Younger retirement age; and
4. Youth unemployed and unengaged.

I SIGNIFICANT PARTICIPATION		II LOCAL COMMUNITY	III SOCIAL ENVIRONMENT	
SOCIAL ROLES A	CITIZEN INVOLVEMENT B		SYMBOLS DEVELOPMENT D	PRACTICAL SKILLS E
ASSURING ELDERS ENGAGEMENT 1	UTILISING LOCAL RESOURCES 3	FORGING COMMUNITY COOPERATION 5	CREATING SOCIAL MYTHOLOGY 8	EXTENDING MASS EDUCATION 10
EQUIPPING GLOBAL CITIZENS 2	DEVELOPING SOCIAL ETHICS 4	TRANSFORMING PUBLIC MEETINGS 6	STRUCTURING GRASSROOTS COMMUNICATION 9	REFORMING ACADEMIC TRAINING 11
		SELECTING RESPONSIVE REPRESENTATION 7		

THE HISTORICAL MANDATES

MANDATE 1: ENSURING ELDERS ENGAGEMENT

Human development in the eighties requires creative schemes to use elders skills. This shall be implemented by:

1. regional elders symposium;
2. impacting government services; and
3. systematic campaigns using public media.

MANDATE 2: EQUIPPING GLOBAL CITIZENS

Human development in the eighties requires citizens who are globally aware and trained for community service. This shall be implemented by:

1. intercultural youth exchange visits;
2. development of an international Youth Service Corps; and
3. education structures including travel/service/work beyond own locality.

MANDATE 3: UTILISING LOCAL RESOURCES

Human development in the eighties requires encouragement of new spirit of creative engagement in local communities. This shall be implemented by:

1. community street group councils meeting regularly to consult and share;
2. leadership roles rotated in street group councils ;
3. projects linking developing and developed world, culture groups, schools and towns; and
4. encouraging use of petitions to facilitate expanded use of community resources.

MANDATE 4: DEVELOPING SOCIAL SKILLS

Human development in the eighties requires creating opportunities for everyone to use their talents as more than just a wage earner or parent; This shall be implemented by:

1. service to community programmes;
2. media features on local people globally serving community;
3. teaching people their own history; and
4. service schemes for all ages.

MANDATE 5: FORGING COMMUNITY COOPERATION

Human development in the eighties requires large scale community cooperative ventures. This shall be implemented by:

1. researching community problems and building common community plans;
2. setting up links between neighbouring villages;
3. massive village nutrition education; and
4. engaging large numbers of people in a single work project.

MANDATE 6: TRANSFORMING PUBLIC MEETINGS

Human development in the eighties requires new forms of public meeting to elicit local creative solutions to the global crisis. This shall be implemented by:

1. local community forums;
2. training teams of workshop leaders;
3. special focus forums; and
4. commitment by a coalition of private, public, voluntary and local structures to implement local plans.

MANDATE 7: SELECTING RESPONSIVE REPRESENTATION

Human development in the eighties requires enthusiastic public concern to develop accountability structures for elected leadership. This shall be implemented by:

1. informing street groups of rights and responsibility through conversation and newsletters;
2. community meetings inviting councillor to report, share problems, planning, etc.;
3. street groups design accountability conversation with local local elected representative; and
4. special issue forums, e.g. street theatres, songs, symbols.

MANDATE 8: CREATING SOCIAL MYTHOLOGY

Human development in the eighties requires the reawakening of profound local culture. This shall be implemented by:

1. local festivals;
2. story and song writing;
3. local community centres; and
4. literacy classes.

MANDATE 9: STRUCTURING GRASSROOTS COMMUNICATION

Human development in the eighties requires access of local groups to the media. This shall be implemented by:

1. creating local media task force;
2. publicising local initiatives;
3. exchange of local news vehicles across the world; and
4. grassroots news service in every nation.

MANDATE 10: EXTENDING MASS EDUCATION

Human development in the eighties requires universal guidelines for appropriate education. This shall be implemented by:

1. research into universal values in education;
2. designing curricula holding universal values and relevant to local needs;
3. reassessing education methods; and
4. creating awareness of the duties and rights of citizenship.

MANDATE 11: REFORMING ACADEMIC TRAINING

Human development in the eighties require structures that expose youth to both academic training and situations necessitating the practical utilisation of those skills. This shall be implemented by:

1. school classes adopting a local councillor;
2. school classes visiting local business firms;
3. holding youth training events, e.g. school councils; and
4. using simulation exercises for filling in government forms, job applications and retail mail order forms.

PART II: THE METRO PRACTICUM

On 24-28 November 1980 seven teams travelled across Wales and the South and Southwest of England to do field research in the Practicum portion of the Regional Consultation. These teams operated out of Swansea, Cardiff, Bangor, Plymouth, Southampton, and Bristol visiting people in 41 towns and villages throughout the area. Twenty people acted as researchers, either full or part time. In addition to this research new programmatic activity was initiated across the region, development funding raising was done and schedules of future activities were decided.

To accomplish this research, teams were sent to the six metros of the Bristol Region. Five teams were assigned to the Swansea, Cardiff, Bangor, Plymouth, and Southampton metros to contact past institute course graduates, public, private and voluntary sector representatives and to set up future programme possibilities. One team was assigned to the Bristol Metro to do the above and explore funding and service sources for the region and one team was assigned to work in the Fairgwaith Human Development Project.

The results of the Metro Practicum are statements and a chart of the necessary components of strategic action for the next four years across the region. These components are in three areas: I Regional Formation structures which includes four components: Sustained Metro Cadres, regular Training scheme, Expanded Movement Base and Systematic Movemental Designs; II Local Interchange Methods which include Extended Global Relationships and Awakened Community Documentation and III Sectoral Engagement Mechanisms which include Programme Management Systems, Creative Human Declaration, Catalytic Community Events, and active authorisation Frame.

STRATEGIC COMPONENTS CHART

I REGIONAL FORMATION STRUCTURES		II LOCAL INTERCHANGE METHODS.	III SECTORAL ENGAGEMENT MECHANISMS	
CORPORATE FORMS A	OPERATIONAL NODES B		SUSTENANCE MEANS A	PARTICIPATION PLANS B
1 SUSTAINED METRO CORES	4 SYSTEMATIC MOVEMENTAL DESIGNS	5 EXTENDED GLOBAL RELATIONSHIPS	7 PROGRAMME MANAGEMENT SYSTEMS	8 CREATIVE HUMAN DECLARATION
2 REGULAR TRAINING SCHEME				9 CATALYTIC COMMUNITY EVENTS
3 EXPANDED MOVEMENT BASE		6 AWAKENED COMMUNITY DOCUMENTATION		10 ACTIVE AUTHORISATION FRAME

THE STRATEGIC COMPONENTS

I. Regional Formation Structures

A. Corporate Forms

1. Sustained Metro Cores

The intent of the Sustained Metro Cores is to catalyse, sustain and journey in each metro, cores of people to do human development in the Bristol Region. This is necessary to the next four year plan because the increase of programmatic activity across the region will require a trained, disciplined movement of people. This strategic component will be carried out by: 1) sending local people to other metros and regions, 2) holding regular programmatic activities and celebrations in each metro, 3) providing ongoing training programmes, and 4) publishing and distributing a regional newsletter regularly.

2. Regular Training Scheme

The intent of the Regular Training Scheme is to equip local leaders and regional colleagues with methods of community development, awakenment and training. This is necessary to the next four year plan because a broad base of people equipped with methods to effect the expanded local development is needed. This strategic component will be carried out by: 1) conducting human development seminars and courses, 2) training a region-wide faculty capable of offering the whole curriculum, 3) teaching volunteer and full time staff in curriculum development methods, and 4) offering regular methods seminars in planning, teamwork, motivation and documentation.

3. Expanded Movement Base

The intent of the Expanded Movement Base is to extend to network of people and groups selfconsciously working together in the arena of human development. This is necessary to the next four years because the programmatic plans and geographic coverage of the Bristol Region require a group of people operating out of a global context in their local situation. This strategic component will be carried out by: 1) holding community-focussed events across the region, 2) planning events in the Fairgwaith project for the whole continent, 3) conducting seminars on "profound vocation," and 4) holding an eight-month volunteer service programme.

B. Operational Modes

4. Systematic Movemental Designs

The intent of systematic movement designs is to establish sustaining structures of planning, celebration and programme activity across the region. This is necessary to the next four year plan because the expanded regional task requires that the groups implementing these plans have a common understanding of the task and common methods and a corporate discipline. This strategic component will be carried out by: 1) doing regular circuits of the region with key colleagues, 2) creating an annual regional calendar, 3) determining specific goals for each regional circuit of meeting new and established contacts, and 4) holding a series of house meetings in every polis.

II. Local Interchange Methods

5. Extended Global Relationships

It is the intent of Extended Global Relationships to develop an exchange network between communities of the Bristol Region and communities in the third world. This is necessary to the next four year plan because these developing communities need to see themselves practically related to and developing on behalf of the globe. to their work and motivity for sustained action. This strategic component will be carried out by 1) establishing programme coordina- tion offices in each metro, 2) holding assemblies of pilot communities, 3) contacting the thirty communities already interested in "twinning", and 4) developing from the Bishopston experience practical methods of exchange between communities.

6. Awakened Community Documentation

The intent of the awakened Community Documentation is to point to signal communities in the region who are effectively participating in their own development. This is necessary to the next four-year plan because other communities require practical demonstrations of hope. This strategic component will be carried out by 1) research treks to signal communities, 2) documentation of town meeting results, 3) publishing occasional reports on signal communities, and involving local networks and structures in research and documentation projects.

III. Sectoral Engagement Mechanisms

A. Sustenance Means

7. Programme Management System

The intent of the Programme Management System is to provide all programmatic thrust with the necessary enabling logistics. This is necessary to the next four-year plan because programmes are to be delivered with a limited level of well managed resources. This component will be carried out by 1) securing and maintaining an adequate training facility, 2) establishing an appropriate communications systems between colleagues, 3) obtaining sufficient funding in a major funding package from corporations, foundations, and agencies and deeds of covenant with individuals, and 4) main- taining financially self supporting programmes and staff.

B. Participation Plans

8. Creative Human Declaration

The intent of Creative Human Declaration is to articulate across the region an inclusive vision of the possibility of human community. This is necessary to the four-year plan because a meaning-filled new society will emerge out of a base of individuals awakened to the possibility of a creative future. This strategic component will be carried out by: 1) speaking engagements on metro circuits, 2) presentations of film and slide shows to clubs, organisations, and agencies, 3) distributing tracts on human development learnings and insights, and 4) writing occasional reports and stories about activities of the regional and global movement.

9. Catalytic Community Events

The intent of Catalytic Community Events is to initiate, develop and hold a wide range of meetings, workshops and events across the whole geography of the Bristol Region. This is necessary for the next four-year plan because awakening people to the possibility of building human community in their own particular situation is the key to human development and social change in the 80's. This strategic component will be carried out by: 1) method demonstration events with village, town and neighbourhood residents, 2) developing a work-day programme to be applied to interested communities, 3) creating a variety of packaged locally adaptable community events, and 4) holding song, story and symbol workshops with neighbourhood and village-based groups.

10. Active Authorisation Frame

The intent of the Active Authorisation Frame is to create structural and economic support for human development programmes across the Bristol Region. This is necessary for the next four-year plan because the participation of the business community and political structures are an integral part of the human development effort. This strategic component will be carried out by 1) holding problem-solving units in arenas of specific concern, 2) developing an advisory board for the regional work in Human development, 3) conducting site visits of the Tai'rgwaith Human Development Project, and 4) extending invitations to each sector for area and global events.

PART III: THE REGIONAL ASSEMBLY

On 28-30 November, 1980, participants gathered for the third part of the Consultation, The Assembly. The people who participated in the Symposium and the Practicum were joined by others to interpret data from the first two parts of the conference. The Assembly was attended by approximately 25 people, including Tai'rgwaith residents, movement colleagues and project auxiliary staff. The intent of the Assembly was twofold: 1) to establish the broad outline of the four-year regional plan, and 2) to expand the base of self-conscious volunteers participating with the ICA in the region's development. The Assembly dealt with the question of the Institute's service to this region in the next four years.

The Assembly was composed of five workshops: 1) analysing the metro needs, 2) reporting activities of the Practicum teams, 3) establishing four-year intents, 4) determining strategic components, and 5) creating a master design and a six-month start-up model. Each Practicum team discerned the broad steps needed in their respective metros. These steps were Cross-gestalted into region-wide intents for the four years. The activities required to implement these intents were created by teams and then gestalted into strategic components. The process for determining the master design utilises both practical analysis and intuitive creativity. Points of advantage and disadvantage, social need and historical mandates were discussed. Proposals for the design were then articulated. The design was then created and written. Finally, a workshop on the first six months of the plan developed the practical steps for the staff.

The results of the Assembly are in two parts: The Four-Year Master Design, and the Six-Month Launching Plan. The Master Design consists of four strategic arenas to be implemented over the next four years. The plan calls for fourteen Human Development Zones, one in each metro and four each in the Swansea and Bristol metros. The second arena projects Awakening Event Sets in each of the Local Council units in the Bristol Region. The third arena designs Scheduled Training Programmes at the regional and metro levels, and the fourth arena describes the formation of Human Development Teams in each polis of the region.

The six-month Launching Plan has three phases. The first phase, Regional Strongholds Established, describes actions during January and February to take advantage of strengths in the Tai'rgwaith Human Development Project and the Bristol Metro. The second phase, Lliw Valley Zone Initiated, describes actions during March and April focussed on launching the first Human Development Zone in the Bristol Region. The third phase, Bristol Training Centre Established, describes action during May and June focused on opening the Regional Training Centre.

	YEAR 1	YEAR 2	YEAR 3	YEAR 4
HUMAN DEVELOPMENT ZONES	1 HUMAN DEVELOPMENT ZONE	4 HUMAN DEVELOPMENT ZONES	9 HUMAN DEVELOPMENT ZONES	14 HUMAN DEVELOPMENT ZONES
AWAKENMENT EVENT SETS	6 AWAKENMENT EVENT SETS	21 AWAKENMENT EVENT SETS	72 AWAKENMENT EVENT SETS	90 AWAKENMENT EVENT SETS
SCHEDULED TRAINING PROGRAMMES	1 REGIONAL TRAINING PROGRAMME AND 6 TRAINING EVENTS	2 REGIONAL TRAINING PROGRAMMES AND 12 TRAINING EVENTS	3 REGIONAL TRAINING PROGRAMMES AND 18 TRAINING EVENTS	3 REGIONAL TRAINING PROGRAMMES AND 18 TRAINING EVENTS
HUMAN DEVELOPMENT TEAMS	6 HUMAN DEVELOPMENT TEAMS	16 HUMAN DEVELOPMENT TEAMS	21 HUMAN DEVELOPMENT TEAMS	36 HUMAN DEVELOPMENT TEAMS

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FOUR-YEAR MASTER DESIGN
METRO DIAGRAMS

4 years
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CHART 4

NOVEMBER 1980

INSTITUTE OF CULTURAL AFFAIRS

ARENA \ YEAR	1			2			3			4		
HUMAN DEVELOPMENT ZONES	Bangor											
	O											
	Swansea	Cardiff	Bristol									
	Plymouth		Southampton									
ATTACHMENT EVENT SITES	★			3			12			15		
	★	★	★	6	3	6	12	12	12	15	15	15
	★		★	3		3	12		12	15		15
SCHEDULED TRAINING PROGRAMMES				1			3			3		
	①			②			③			③		
	2	2	2	3	3	3	3	3	3	3	3	3
			1		1	3		3	3		3	
HUMAN DEVELOPMENT TRAMS												

METRO	ARENA	YEAR 1	YEAR 2	YEAR 3	YEAR 4	TOTAL
BANGOR	ZONES	0	0	1	0	1
	SETS	1	3	12	15	31
	TRAINING	0	1	3	3	7
	TEAMS	1	0	0	5	6
SWANSEA	ZONES	1	1	1	2	5
	SETS	1	6	12	15	34
	TRAINING	2	3	3	3	11
	TEAMS	1	5	0	0	6
CARDIFF	ZONES	0	1	0	0	1
	SETS	1	3	12	15	31
	TRAINING	2	3	3	3	11
	TEAMS	1	0	5	0	6
BRISTOL	ZONES	0	1	1	3	5
	SETS	1	6	12	15	34
	TRAINING	2	3	3	3	11
	TEAMS	1	5	0	0	6
PLYMOUTH	ZONES	0	0	1	0	1
	SETS	1	3	12	15	31
	TRAINING	0	1	3	3	7
	TEAMS	1	0	0	5	6
SOUTH AMPTON	ZONES	0	0	1	0	1
	SETS	1	3	12	15	31
	TRAINING	0	1	3	3	7
	TEAMS	1	0	0	5	6

REGIONAL STRONGHOLDS INTENSIFIED		LLIW VALLEY ZONE INITIATED		BRISTOL TRAINING CENTRE ESTABLISHED	
JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE
BRISTOL SET	BRISTOL CORE	SWANSEA CORE	WEEKLY CORE MEETINGS	BRISTOL EVENTS	REGIONAL WEEK II TRAINING
SWANSEA FRAME	SWANSEA SET	METRO TRAINING	FORMATION FORTNIGHT	TRAINING CENTER OPEN HOUSE	VOLUNTEER PROGRAM
HDZ PROPOSAL	ESTABLISHED ADVISORY BOARD	ZONE DEVELOPMENT CAMPAIGN	HDZ LAUNCH	ZONE KEYSTONE	ZONE ASSEMBLY
YOUTH COUNCIL	YOUTH CLUB	TAI ² GWAITH STORE	COMMUNITY EXTENSION MODULE	TAI GWAITH INDUSTRY	BRISTOL DOCUMENTATION
REGULAR STAKE VISITS	ESTABLISHED STAKE MEETINGS	CARDIFF SET	CARDIFF CORE	BANGOR SET	BANGOR CORE
GUEST NIGHTS	WEEKLY TRAINING	REGIONAL COUNCIL	SOUTHAMPTON SET	SOUTHAMPTON CORE	PLYMOUTH SET

THE MASTER DESIGN

The Master Design for the years 1980-84 in the Bristol is made up of four strategic arenas. The first arena is the Human Development Zones and is the most intensive arena. It is catalysing a coalition group of the three sectors of society in a designated geographic zone to demonstrate human development in local communities. The second arena is Awakening Event Sets and is the most extensive arena. Sets consist of conducting series of awakening events in a broad base of local communities across the region. The third arena, Scheduled Training Programmes, includes region-wide training programmes and systematic training in the metros. The fourth arena is Human Development Teams, the formation of teams across the region to implement the Human Development Zones and the sets of events and provide leadership for training programmes.

The first strategic arena, Human Development Zones begins by establishing a Human Development Zone for the Swansea Metro in the Lliw Valley, the area around the Tai'r-gwaith Human Development Project. In the second year three additional Human Development Zones will begin. There will be two types. Expansion Zones will begin in metros where a zone exists and will maximize the use of residents from the existing zone in the new one. The extension zones will begin in a new metro and will not use residents of existing zones as much. A zone will be initiated in the Bristol Metro and the Cardiff Metro as extensions of the Lliw Valley Zone. Expansion will begin in the Swansea Metro with an additional Human Development Zone. In the third year five additional zones will be launched. One is the Bangor Metro extending from the Lliw Valley Zone to place zones in the three metros of Wales. Two extension zones will be added in the South and Southwest of England extending from the Bristol Metro to the Plymouth and Southampton Metros. An additional expansion zone will begin in the Swansea Metro and one in the Bristol Metro. In the fourth year expansion continues in the Swansea Metro with two more Zones. The Bristol Metro will add three expansion Zones to complete fourteen Human Development Zones in the Bristol Region.

The second strategic arena, Awakening Event Sets, is launched with a set of awakening events in each of the six metros during the first year. In the second year six sets will be held in the Swansea and Bristol Metros. Three sets will be held in each of the Bangor, Plymouth, and Southampton Metros. In the third year, twelve sets will be held in each Metro, two sets in the six polises of each Metro. The fourth year, fifteen sets will be done in each metro to complete to extension of awakening set to the local council level across the Region.

The third strategic arena, Scheduled Training Programmes, includes one week-end training program at the Regional Training Centre for participants from across the Region and two training events in the Swansea, Cardiff and Bristol Metros. In the second year there will be two Regional

training programmes and three programmes each in Swansea, Cardiff, and Bristol as well as one event in the Bangor, Southampton, and Plymouth Metroes. The third year consists of three regional programmes and three events in each Metro. The number of fourth year training programmes is the same as the third year with an emphasis on in-depth training and broadened participation.

The fourth strategic arena, Human Development Teams, begins with the formation of teams in each metro made up of present colleagues and persons involved in Set events. Formation will be enabled by the regular circuiting of the Regional Team to each Metro. In the second year teams will be formed at the Polis level in the Swansea and Bristol Metro with regular circuiting throughout the Region and within those two Metroes. In the third year Polis Teams will be formed in the Cardiff Metro. In the fourth year teams will be in place in all thirty six Polises of the Bristol Region enabled by a system of regular circuiting within each Metro through the six Polis teams.

The strategic design in the first year includes the launching of the Regional Human Development Zone in the Swansea Metro and the completion of a Set of awakening events in each of the six Metroes of the Bristol Region. A regional training program will be conducted during the first year with participation from the six Metroes. The Swansea, Cardiff and Bristol Metroes will each schedule two training events inviting participation from across the Metro with particular emphasis on people involved in Set events. Systematic Circuits to each Metro will form the Metro Teams whose first task will be the set up and orchestration of events in their Metro.

The second year design includes the extension of the Swansea Human Development Zone to the Cardiff and Bristol Metroes and the expansion to a second Zone in the Swansea Metro. Sets to the Polis level will be conducted in the Swansea and Bristol Metroes and three sets each will be held in the Cardiff, Bangor, Plymouth and Southampton Metroes. Two training programmes will be held at the Regional Training Centre—one in the Fall and one in the Spring. One training event per quarter will be conducted in the Swansea, Cardiff and Bristol Metroes. Training events will be held once during the year in the Bangor, Plymouth and Southampton Metroes. Team formation will expand to the Polis level in the Swansea and Bristol Metroes. Regular circuiting within those Metroes will enable the team to conduct Polis-level Sets. Regional circuiting to the Metro teams will continue in the other four Metroes.

The third year the strategic action in the Bristol Region will involve both the extension and the expansion of Human Development Zones. One Zone will be extended from the Swansea Metro to the Bangor Metro. The Bristol Metro Zone will extend to both the Plymouth and Southampton Metroes. The Swansea Metro Zone will launch its second expansion Zone and the Bristol Metro Zone will expand to include include an additional Zone. Sets will be conducted to the Polis level in all Metroes with two sets in each of the thirty-six Polises. A schedule of quarterly training programmes will be established both region-wide and within each Metro. Human Development Teams will be at the Polis level in the Cardiff Metro.

In the final year of the four-year design the two Human Development Zone Expansion Metros will complete their Expansion Zone. Each Metro will hold fifteen Sets using the scheme of a Set in each of the local council units. The regular quarterly training programmes will continue at both the Regional and Metro levels. A Polis-level Human Development Team will be actively conducting programmes in each of the thirty-six Polises of the Bristol Region.

By the end of this four-year period in the Bristol Region fourteen Human Development Zones will have been initiated. A set of awakening events will have been conducted in every local council unit. A regular schedule of training programmes will have been established for the whole Region and within each of the Metros. All thirty-six Polises of the Bristol Region will continue to be cared for by Human Development Teams.

THE SIX-MONTH LAUNCH PLAN

In order to effectively act on the four-year plan for the Bristol Region, the emphases and details for the first six months were established.

The first two month period will focus on the Intensification of the Regions strongholds of Bristol and the Tai'rgwaith Project in order to capitalise on the advantages they offer. During this period a position in the Swansea Metro will be established as the way of developing a base for the Lliw Valley Zone.

The second two-month period will have as its operating image the initiation of the Lliw Valley Zone as the concretion of "project extension" and as the pilot Zone for the other Zones to come in the following years.

The third two-month period will focus on under-girding the intensified programmatic action of the Region. The residential staff now in Tai'rgwaith will move to a new location to establish a Bristol Regional Training Centre. This will provide both regular short-term and in-residence training. Systematic circuiting to each metro will ensure the creation of a broad movement base across the region, and the establishment of human development forces.

January

In order to capitalise on the opening produced in the Metro Practicum week, and because of the already established team in Bristol, A Bristol Set will be completed. The team will work with the Auxiliary in set-up, designing and leading these events and will meet each Monday night for this purpose. Broad, non-restrictive images of the Human development Zone will be created in order to design an HDZ proposal. This will be used in establishing a Swansea Frame and procuring and securing necessary funding for the future Zone there.

In Tai'rgwaith, the Youth Council will be re-activated out of a clear concern about the limited activities for the youth. In order to further expand the base of operation in Tai'rgwaith and to prepare citizens for increased leadership during the transition, regular Stake Visits will be initiated. To move more self-consciously toward a core in Tai'rgwaith, the auxiliary will regularly invite potential leadership to a Guest Night for planning, contexting and training.

February

By February, the Bristol Core will meet fortnightly for training, planning and contexting in a format like a Round Table. Out of the work in January, the Swansea Set will be held in the Lliw Valley. From this set and other work, an Advisory Board will be confirmed in order that the Frame for the Zone be strengthened.

Activities in the project will see the availability of programme in a Youth Club and the engagement of the whole community in Stake Meetings. A design for weekly Training Components will be created for use in guest nights, Stake meetings, Management Committee meetings and other opportunities.

March

Key to the Lliw Valley Zone will be the establishment of a self-conscious Swansea Core. This new core and the developing core in Tai'rgwaith will participate in a Metro Training event to deepen their leadership commitment and their prowess with methods. A zone Development Campaign will be launched with the support from Area London and the Development Centrum in order to undergird the Zone Launch and the Community Extension Module. A signal for the readiness of transition in Tai'rgwaith will be the opening of the Tai'rgwaith Store and the accompanying celebration. Continuing regional geographic coverage will result in the Cardiff Set. Broad regional participation will be secured for the Regional Council. It will lay the final plans for the Zone Launch.

April

By now regular weekly Core Meetings will be happening in both Swansea and the Project so that they will be equipt for the Zone and the Transition. The Global Context will be insured by Formation Fortnight participation from the Project and the Swansea, Bristol and Cardiff Metros. The Community Extension Module will be held as the preliminary step for the HDZ Launch. The Cardiff Core will be established and will be encouraged to participate in the HDZ Launch. The Southampton Set will be accomplished.

May

Having completed the transition, the auxilliary will move to a location where a training centre can be established in the light of the intensified regional formation. A Training Centre Open House will be held. Major work will continue with HDZ, and the Zone Keystones determined by the consult will be completed. Intensification in Tai'rgwaith as the center of the Zone will continue with the firm establishment of a Community Industry, probably sewing. In extensive coverage, the Bangor Set will be done and the Southampton Core established. A move toward the Bristol Zone will continue as Bristol Events including awakenment, training, framing and development are held.

June

With the establishment of the Zone and the development of cores across the Region, the identity of the Regional Team will be intensified through a Regional Week II Training event. There will be an expansion of participation modes by offering a week II Volunteer Orientation Program similar to the one done in London. The Zone Assenbly will be held for the quarterly planning and evaluation of the Pilot. Bristol Events

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