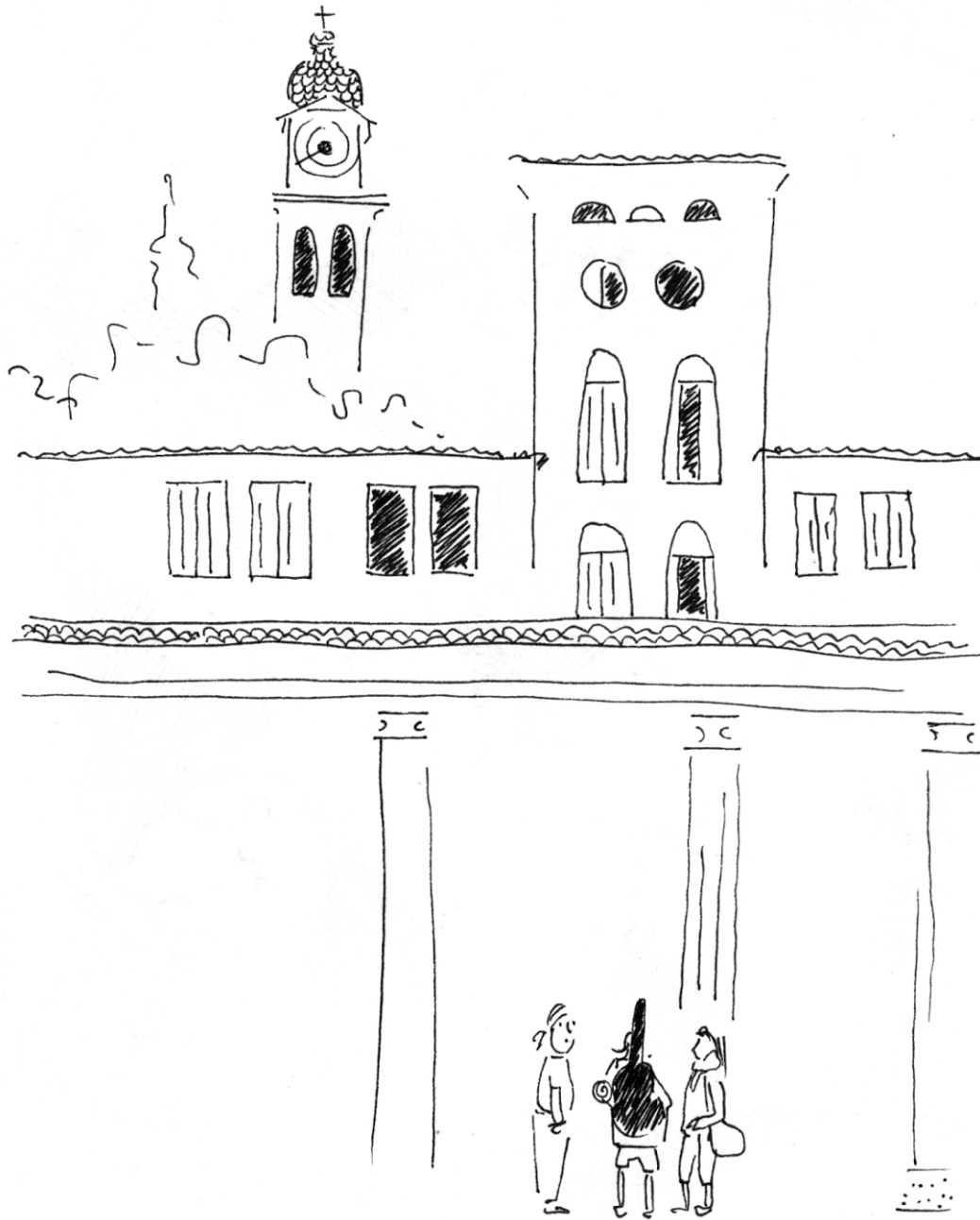


# International Transition HUBs Gathering 2017



Villa Rossi | Santorso 2017

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Drawings by Sara Serrao, pics by Gesa Maschkowski, Irena Borovina and Isabella Menendez

Edited by Filipa Pimentel

The meeting was organised by Santorso in Transition in the village of Santorso (Italy). Before the gathering it was possible to attend an Inner workshop from Sunday 21st of May to Tuesday 23rd of May. We, Sylvie and Jean-Paul, representative of the Transition Paris IDF HUB, did not attend this workshop but arrived with a night train from Paris to Venezia in the morning of Wednesday. We spent about 1 hour in Venezia for a cappuccino in front of the Grand Canal and took the train back to Vicenza then Schio near the village of Santorso.

The decision of the Transition Paris IDF HUB to have representatives attending the Gathering took time so only 1 accommodation was available for Sylvie in the near village of Malo and Jean-Paul rented an apartment in Schio. Jean-Paul came with a 16 inch wheels foldable bicycle allowing him to go each day to Santorso at about 4 km. Sylvie was in Malo, 10 km from Santorso, with about 10 other HUBster.

The gathering was very “Sensation” oriented which is about the first time that a HUB gathering does it. The planning was organized in such a way that we had an alternative of “Sensation” and “Reflection”.

The facilitation was handled in English by [Julien Didier](#) member of [Université du Nous](#), trainer & facilitator and [Noémie Cheval](#) facilitator and transition trainer trained in human permaculture by Looby Mac Namara and trained on governance by Université du Nous. They spent a lot of energy and passion to manage our group of about 50 people.



## Wednesday 24th

We were grouped randomly 5 by 5 people in what is called a "Harvest Group". The same people met at the beginning of the morning and at the end in the afternoon. We have suggested, at the end of the Gathering, that it would make sense to change the people of the Harvest Groups each morning but keep the same 1st Harvest Group people each afternoon).



The first Harvest Group we did was the occasion to tell to the other members of the group: who we are, where do we come from and what we are waiting for. The other days, the Harvest Group was the place to say how we feel in the morning and in the afternoon.

We did also a lot of circles, I would say that we become the kings of the circles. A nice circle of about 50 people. In the first day each person tell just his first name and 1 or 2 words on what he is waiting for with during this gathering.

We had another chance to better know each other. We had a one to one meeting to answer to one of 5 possible questions limited to words : **Home, Amor, Motivation, Emotion, Gratitude**. Then we have seen another person and do the same. It is a good way to connect to other people.

We did also the wonderful puppet exercise in the Villa court. One person play the role of the puppet that let 2 other person move his body.

After knowing each other a little bit more - because we are many new members in this group - we do the circle

for a history of the movement time. The purpose is to better understand and feel the context of our gathering. The history was not told by a single person, which would be very heavy, but it is launched by a person from the very beginning then each person remind progressively the history of the movement. Each person talk then say "and then". This was a very good practice of telling a story as we want all people to tell the story of the life they live in the Transition and the story they want to be part of in the future.

## Framing of the Gathering

The gathering was framed by 5 principles:

- The Permaculture principle: The problem is the solution
- Let your body express yourself
- Host the space that enable important things to be said
- We invite you to distinguish between things you can change and things you cannot change
- Support the culture of care

## Safety agreements:

Safety agreements were presented, discussed in pairs and adopted.

See picture on the right. And don't forget: "What we are doing is very important but not serious..."



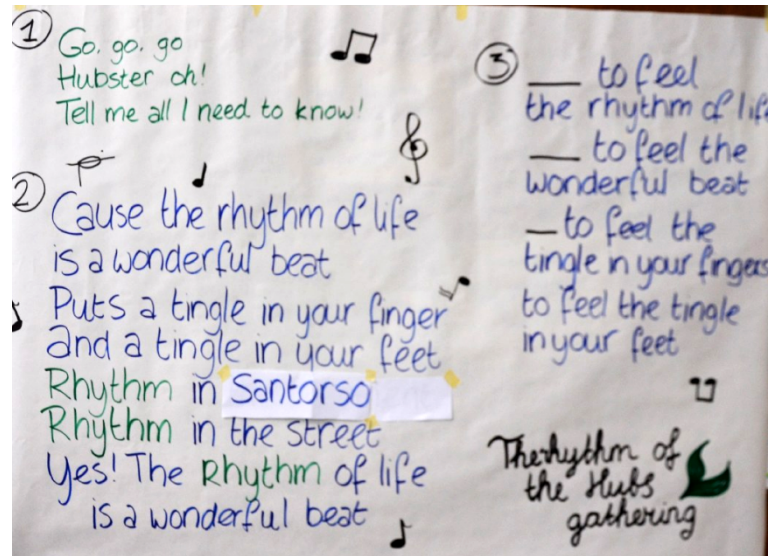


## Thursday 25th

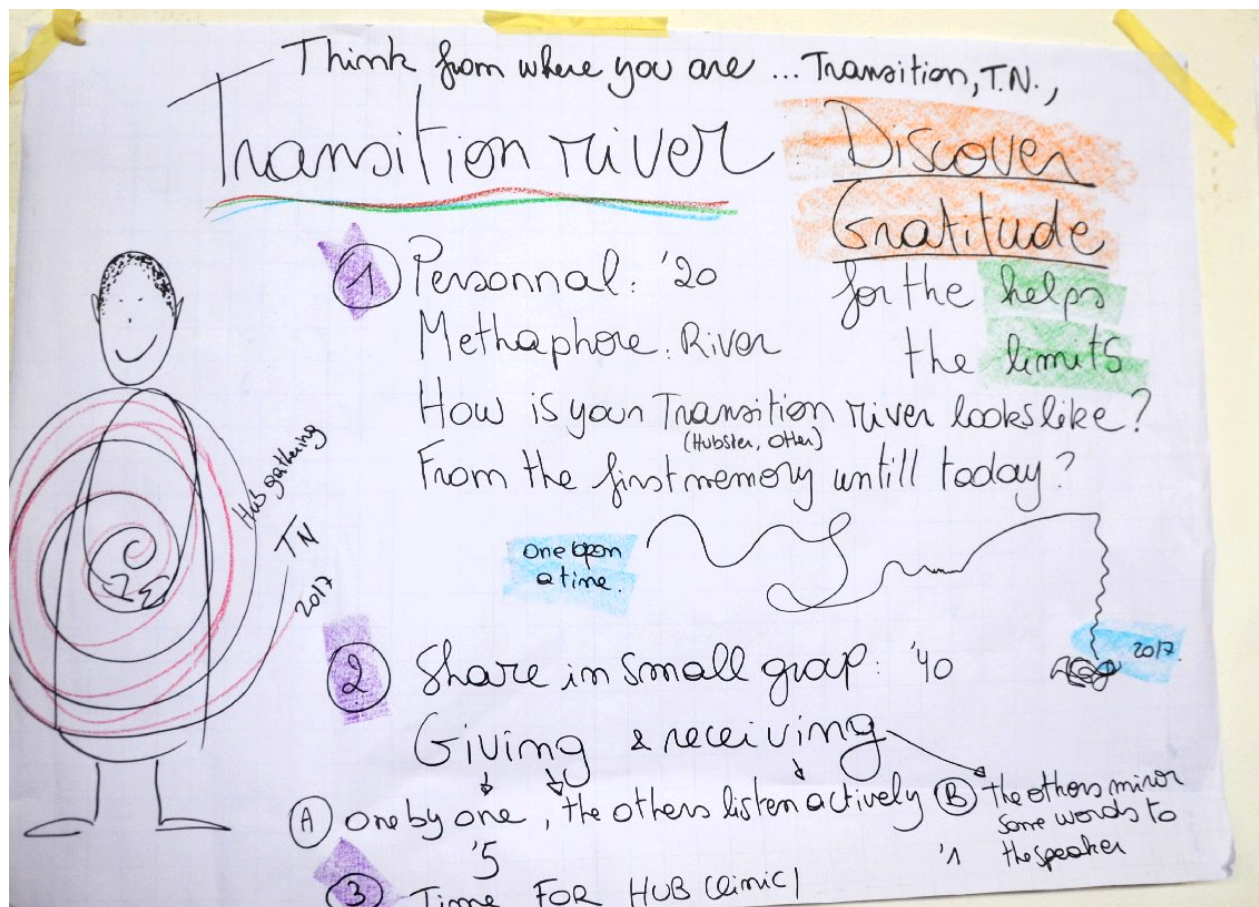
We sang together a song for Hubsters in this nicely lightened chapel. We are barefoot on this flat soil. Thank you so much to Lynn from the Netherlands and people who contributed games, songs, music, ...

### Morning Exercise

We then move in the room in any direction. Slowly, then more and more quickly. Then, slowly from speed 5 to speed 1. We walk then stop, then walk and stop again. We must look in front of us not the people but like when we do meditation. We really feel the group with each of the people there. This is a wonderful exercise, it comes from Theater. We feel connected.



### The Transition River





Then we did during 20 minutes the Transition river exercise : each person draws a river to illustrate his/her involvement with Transition (for about 15 mn), then each person of the group shows the drawing to the other member of the group and tells the story of the river he followed from begin he entered in Transition up to today. The listeners mirror back the main points they have captured. In my group I had Narresh, one of the first person launching the Transition Network and the river he drawn was very very long but he just talked about few important points for him.

## Hubs Clinic - Coaching Circle

The Hubs clinic resulted in several issues people are dealing with

- Connecting people, projects and energies (Romania)
- Dealing with Egos and not collaborative people and??
- how to involve more people?(Mexico)
- To what extend can we both: Tell Transition stories for new people and serve the interest of the old? (Netherlands)
- Clarity of working model towards a shared vision (London South East)
- How to grow core group and initiatives? (Croatia)
- Creating deep connections between local initiative members (Paris)
- Combining paid and volunteer roles to support initiatives (Luxembourg)
- Evolution (Italia)
- Lack of resilience and clarity in core groups (Scotland)
- TN Governance



## Results Coaching Circle

[Jean Paul] After a pause we grouped per HUB to exchange our feelings. We should do more Inner transition like the puppet or walking together. The challenge is to help doing in our HUB and in local initiatives these nourishing deep exchanges on our feelings. This would help finding more volunteers. **This deep connection between members of initiatives is the best of Transition.**

- During one of the exchange we had in small groups, I noticed the wiser behavior of Yoav from Israel. When a person asked a question he asked her back why do you ask this question or what do you mean. This allows the requester to be more focused on the real question he asked.
- A HUBster from Romania explained how we could have more support. She said with a lot of enthusiasm: "just can ask to people! But don't ask for money, ask them just a piece of what they do with their hands or have. Ask some bread to a baker to organize an event, he will give you some with pleasure"
- **Another pearl from Peter**, one of the co-founder of the Transition Network with Rob or Narresh: he insisted on the need to keep the right balance between the Heart, the Soul and the Hand. Cristiano also insisted on that. This is something we don't practice enough in our local initiatives, we talk about it but we don't do it enough with each of our members.
- **A good lesson we need also to practice:** to give a defined small tasks like translate something to our members instead of too many or unclear actions. This small task gives each other the feeling to be part of the group. We also need to take care of each other this way but also through many ways..
- In the same idea we need to celebrate together, we should do more **"Transition parties"** in our initiatives : just to drink together and connect and have fun. May be should we keep dates for that where we only do it, no organization and so one.



Supporting each other in the park ! Santorso 2017





In upper right corner - Nicola attending remotely from UK, via Zoom

## Thursday afternoon: A proposal on how to organize the Hubs

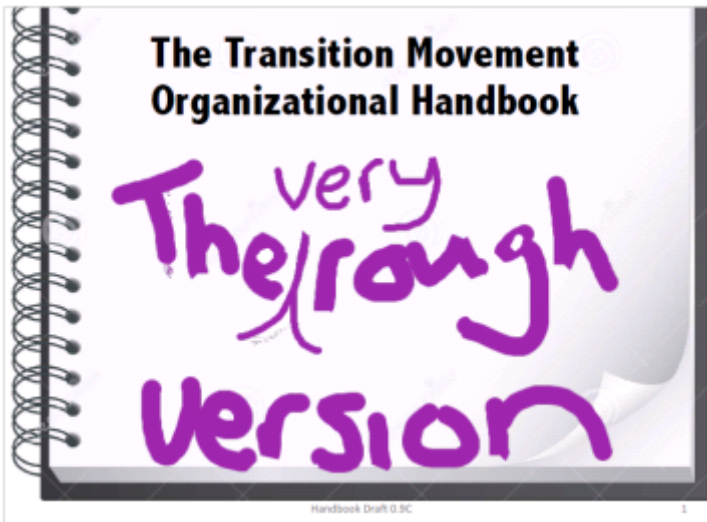
This is the part about the management of the HUB. This is a difficult discussion that started during the last 15 month ago HUB Gathering in 2015 May. The general discussion is dealing with "How to have an effective and enjoying HUB" and the more detailed proposal is : "agreeing on a clear Governance".

A presentation has been shared - we encourage you to look at it.

### "The purpose of the Hubs group is

- to connect Transition Hubs,
- feel where the movement is,
- share collective intelligence about where the movement is now and where it needs to go next.
- Share inspiration, ideas and practices
- and support the worldwide movement to spread and evolve.

A draft Handbook was written by Josué Dusoulier, Sarah McAdam and Stephen Hinton with the support of Filipa Pimentel and Nenad Maljković. (It was provided to everyone as preparation for the gathering and has now been overtaken by the decisions made by the hubs group - there will be a “Constitution” bringing all the information together which is being worked on after the gathering).



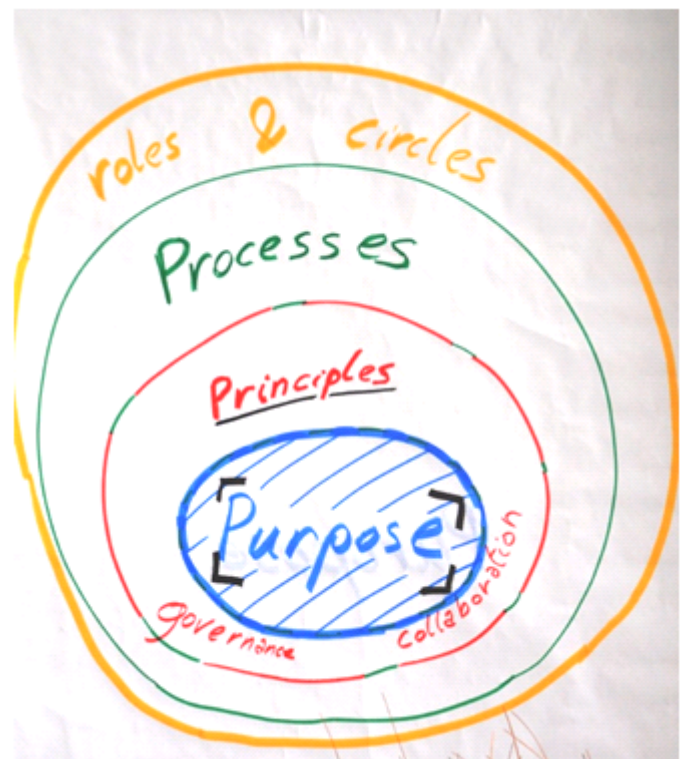
Thank you very much for the work, love and inspiration you dedicated !

This proposal represents another idea of information flow between us. In an hierarchical organization everything is based on contract. The basic idea of our organizational patterns is not a hierarchy but a circle. The proposal contains structures and processes that keeps us safe, allows us to achieve our goals and at the same time to play a funny game.

The Handbook comprises different levels of self organization

- the **purpose** of the movement,
- the **principles** .e.g. trust, consent, transparency, efficiency, diversity, wholeness..)
- **Processes**, e.g. safety agreements, onboarding and leaving, exclusion, decision making and advice process,
- **Roles & circles** such as keeper of the records or guardian of the circle.

We were invited to ask for clarifications in a first time then give our feedbacks on Friday. We used consent decision-making (based on the Sociocracy). This process is used to get the validation of the proposed governance (check [here](#)).



It consists of the following main steps :

1. **Proposal presentation**,
2. **Clarification** of questions (something you do not understand)
3. **Reaction** (It gave me [Jean-Paul] a good example of the need to keep this feedback step : to express a problem in the proposal which is not a clarification or an objection but just a problem we see),
4. **Objections and improvements**
5. **Validation and Celebration.**

### Thursday evening great hiking in the mountain organised by Giulio of Santorso in Transition



During this hiking I have a discussion with Josué (from Belgium HUB and very active in the Transition). For him the key elements to change things are: the Inner Transition, the Permaculture, the Governance.



The hiking was easy at the beginning but required mountains capabilities at the end. From the top, the landscape in the night was just beautiful with the lights in the valley. The Pau grand plain is very flat like a lake with the mountains emerging, it is not like in other place in French alps with V valleys.

## Friday 26<sup>th</sup>

We started with singing, self massage and another wonderful walking exercise, called Leaders and Supporters .

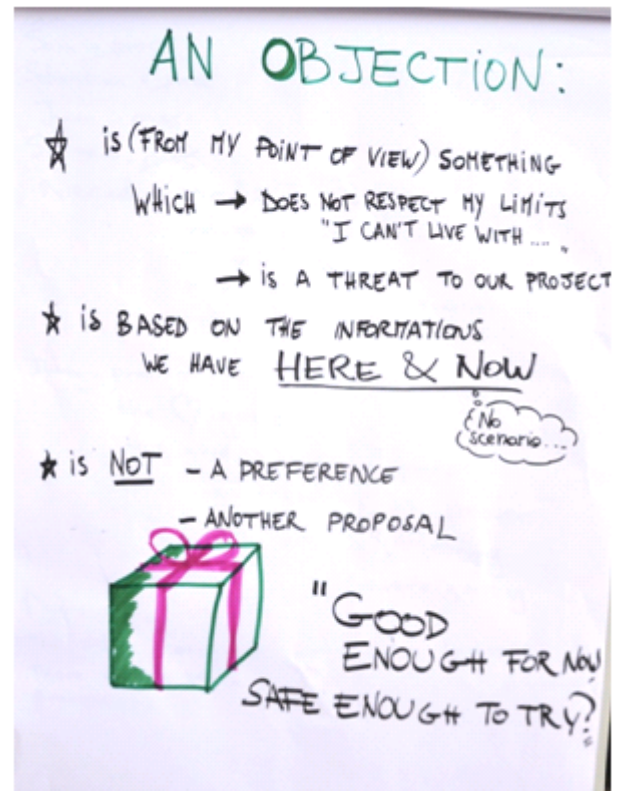
In the morning, we continued with the movement organization. We have experienced the Governance which includes the consent decision-making. The document has been updated and now we could propose objections. If a person has an objection he or she needs to tell that. The facilitator can define if the objection makes a sense: It must be related to the proposal and it must represent a clear risk to our common project.

The main difficulties in the Consent Decision Making is not on the agreement on the proposal but on the choice of the proposal itself : why this one instead of another or many others. It has been the case in Santorso too :

- The main group proposed that the Governance must use the Consent Decision Making (sociocratic tools) for main decisions.
- Another very minor group saw it as a complex for nothing process and would have made another proposal.

At the end the minor group could “live with” the global proposal because it allows to create groups without any validation of the HUB and share the results with everybody.

You’ll find the entire discussion here in this document, provided by Katy Momo Fox, [here](#). And [here](#), you have the Hubs Group Governance Decision - where you can find all the governance decisions taken in santorso.



## In the afternoon we did a reflection about “What can be seen and is not seen ?”

Each of us was supposed to answer if he or she had something special to say and not already given to the group.

I [Jean-Paul] said that for the spirituality “what can be seen and is not seen” is obviously the piece of god in each of us. Other HUBsters propose the following answers : the Transition movement is coherent like a sea but there are places where it is calm and others where the storm is present. We are a tree but also a forest. We are too small to be seen but we have responsibilities. We are seen with our privilege of whites but there is also a lot of suffering humans unseen that should be seen (Nils). We are in storms and we need technical tools to manage it but we need also to share our feelings to overwhelm the fire sometime.

The discussion about the proposal and in particular about the objections had several benefits:

- It deepened the understanding of the proposal and of some risks
- It deepened the understanding of what is an objection
- It included all voices
- It made clear that we have to put time and understanding in the election of the people for the heart group (the inner circle of hubs) and their role, purpose, scope,...

“We are not privileged to lose hope.” (Yoav)

### Some personal reflections

Jean Paul: Governance is not easy in any place. It’s a learning process. The big circle of the HUBs gathering seems not to be the right place to discuss some not clarified topics. We just have to recognize, in case too confusing topics, that a specific small group must first clarify the objections.

The proposal of member rotation of Paris HUB is seen as a good idea but it is important to keep some leadership to have people feeling that something is going on. So yes to change but hold the position sometime anyway and transmit the information / training. In addition don’t change the 2 HUB representatives at the same time, alternate in this case. By validating and agreeing on our self governance the international Hubs group is now able to collaborate in a non hierarchical way. This includes a shift of power: Transition Network is not in the center anymore it is part of process held by the international hubs group. This is the honor of TN (a bit like God tzimtzum).

### Thank you to the “gardeners”

for this extraordinary effort to create and cultivate the ground which enables a beautiful and diverse Transition Movement to emerge and which now, hopefully, is able to collaborate and develop itself supporting the national Hubs which finally support the people on the ground. Thank you in particular to the founders and facilitators of the international network Ben Brangwyn, Filipa Pimentel and Sarah McAdam.





**Friday evening** we´were invited to eat and celebrate with people from Santorso. Thank you for this unique opportunity of sharing joy and gratitude!

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## **Saturday 27<sup>th</sup>**

We started the morning with virtual showers and an even more sophisticated exercise called “Lead and support”.

### **Open Space Groups**

Open Space resulted in several key groups such as

- What’s happening in your country (Sarah McAdam),
- Next Generation of Trainings (Naresh)
- Conscious Culture Group /Inner Transition (Claire)
- Transition in Municipalities (Ana Huertas).

### **Transition with municipalities (attended by Jean-Paul).**

Last year the TN asked for proposals to participate to a Danish foundation offer of project financing. The TwM (Transition with Municipalities) was chosen with a donation of 400 000€. This will be used to do a research on the Transition approach which is different from other organizations who applied for fundings because our organization is more open. The research will take one and half year but the project should continue after.

There are already Transitions Initiatives that are working with municipalities. The purpose is to select 3 pilots experiences with a part of the budget. The document sent to the foundation is in public domain so available (check [here](#)).

The core group is for now : Josué (Belgium), Juan (Spain), Cristiano (Italy) and Ana (Spain) who is leading. The next step will be a meeting in Brussels. Some roles are emerging : Municipality lead, Communication lead, Process lead.

We need a researcher with his own funding. Gil from Portugal has 1 PHD but more researchers can be part of the adventure.

The project is at his first step. Questions will be asked to Hubsters. It is possible to propose cases already identified.

The tool to exchange will be defined in a near future.

One of the participant proposed to organize a meeting with existing municipalities in transition (it was part of initial budget but not anymore) then why not ask these municipalities to fund themselves this event. One question : Municipalities say they are in transition but how do we identify that they are really in Transition ?

### **Whats happening in your country?**

Some people were disappointed that there was no room to share these experiences with the whole group of hubsters, Therefore, Sarah McAdam offered to publish the notes from this group in an open document where people can share their views and experiences virtually (coming soon...)

### **Same ideas sharing between Hubsters (Jean Paul)**

Gesa from Germany is interested in “Transition Management” with Transition Arena gathering all people citizens and administration and companies.

Gesa gave us a good answer to the many researchers asking for information or support. Why not ask them in exchange from our interview to do something in or for the HUB ?

Very good connection with Joe Duggan form South East London. Why not organize a skype between London and Paris ?

Tania from Denmark has ideas on how to présent Transition to Children and also a book on the secret life of trees she likes.

**This is the chart of the group working on the evolution of Trainings**



## Final Exercise: Dreaming and Drawing



## Sunday 28th

Christiano during a one to one discussion insisted on the need to adapt the message we deliver to the level of people. He also insisted on the need to mix Inner transition and external transition workshops for the same people at the same time. We could practice this mix in our local initiatives.



## Steven from Sweden proposed a very interesting workshop : The 5 P's of a local economy

In 90 minutes the aim was to create a functioning local economy.

The 5 P's are : **People** : we need people to do something, **Products** : it can be also services, **Place** : it can be physical or virtual, for today we live in Santorso, **Projects** (production) : projects to do things, **Payment system** : we need a market to exchange things.

**PEOPLE**: each person write down on a piece of paper the number of volunteers hours per year they want to give to Transition. 35h a week for 52 weeks gives a maximum of 1800 (no holiday or more than 35 h/week). After a simulation we get for instance a total of 5246 volunteers hours from the 20 present people. This means that we have just created a company of 3 people full time !

**MONEY**: each person receives a set of local money and add his name + get the signature of one other male and one other female to validated that money.

**PRODUCTS**: each person writes on a piece of paper the product or service that he can provide. We estimate the price of the service taking into account the preparation, the trips, the additional services,...

**PLACE**: we select Santorso and define the Assets of this town : the knowledge, Villa Rossi and its park, the natural resources (water, sun) but also the concerns like : Pollution, Cementification, missing Meeting points.

**PROJECTS**: we create groups of 5 people to brainstorm on a project good for the Transition of Santorso using the Assets and addressing the concerns.

**PROJECT ROLES**: define on the 2nd half of a piece of paper the roles needed and the price in local money for each role.

**MARKET**: the market is the wall. Each person gives her products and each project shows what is the purpose and the needs of people roles. All is on the wall so that people can participate and offer and provide.

**Conclusion**: if we could follow this method we could manage projects better.

## Cristiano presentation of the 10 things to do to start a transition.

1. Understand what the hell is Transition.
2. What we think is the first thing to do : For some people it is the individual will and engagement in a group, for some it would be to study the context or to create a bio market. There is no perfect answer because it depends on the context.
3. What could we do by ourself ? We need to have a burning will to do that. How difficult is for us to know what we need to start. The point is that each time we want to connect the complexity of a system like the transition with the brain of the people it is very difficult. The best solution is to use a simplification like the Heart, Brain and Hand. Brain because if we don't use our brain to understand the world we can make disasters. So we need to understand the economy for instance. If I use my hands and energy without knowing things it is useless. We need to be connected with reality. Then there is the Heart and the Hands.
4. I express to others on the anxiety of the situation but also practical things we can do easily.
5. Let's take the energy problem why not produce it at the local scale. **What can I do tomorrow ?** for instance change of electricity provider to have one providing renewable energy.
6. Sometime as it is renewable people consume more energy, which is not good. But the best to avoid it and without changing anything in our behavior is to save energy by just paying a bit attention to what we consume. It can save up to 20% ! This underline the importance to measure our consumption. In Montebello it is possible to borrow a system to do the measure of his electricity consumption. Once we know what is useless to consume we start to stop to use it.
7. Take care when you make some choice not to have a negative impact on other topics.
8. Start always with small things.

## Bence from Hungary and his 4 drawings done by an artist from Hungary.

Very nice drawings showing what it Transition. Jean-Paul wants to get them translated (to be worked out with Bence).

## This is the current End of this story,

**This page is dedicated to the people from Santorso who shared food and flats and festivities with us!**



# Appendix - Tips

The purpose of this appendix is to share interesting info, answer to some questions not related to the topics we covered during the gathering. These are just a not ordered list !

- some people shared that they like the software [www.prezi.com](http://www.prezi.com) to do nice presentation
- I [Jean-Paul] had many questions on where to find my foldable mini keyboard used in bluetooth connection to my smartphone : it is the keyboard “I-Clever”
- you could share many interesting thing...

Aren't we on Earth to share with others what we think, what we feel and what we love ?