When People Care Enough To Act

Mike Green
with
Henry Moore & John O’Brien

Foreword by
John L. McKnight

Reflections by
Dan Duncan, Jan Fitzgerald, Mike Mather, Beth Mount, Terry Pickett, Ted Smeaton, & Christine Soto

INCLUSION PRESS
A Note On Authorship

This book is the result of two collaborations. Mike Green and Henry Moore developed the approach to doing and teaching ABCD organizing that forms the basis of the book. Mike Green and John O’Brien collaborated in writing the book, which reflects Mike’s learning about ABCD organizing. Except in contributions signed by someone else, Mike is the “I” in the book’s first person statements.
Contents

Acknowledgements 9

About the Authors 10

Foreword by John L. McKnight 11

Community Partnerships That Work 13

From Helping Communities to Helping Communities Help Themselves 13

Asset Based Community Development 14

What to Do on Monday Morning? 17

Building the Road as You Walk It: Guiding Principles, Not Recipes 19

The Transformation of King Henry by Henry Moore 22

Finding and Mobilizing Assets In Your Community 27

Map Assets, Not Needs 27

Discover Assets By Building Relationships 32

Keep Citizens At The Center 32

Mobilize The Building Blocks of Community 33

Types of Voluntary Community Associations 38

Working Gifts and Waiting Gifts by Henry Moore 39

Stone Soup by Henry Moore 45

Beyond Welfare: Money, Meaning and Friends by Susan Rans 46

If It's Rats, It's Rats! by Henry Moore 56

The Song of Community: What People Care About Enough To Act 57

People in every community care about something 57

Learning Conversations 58

Connector Leaders 64

Listening – Inside and Out by Mike Mather 66

Reflections From One Australian’s ABCD Journey by Ted Smeaton 68

This Work Takes Time by Henry Moore 71
Exercises to Strengthen Community Building

Conversation to Discover Gifts.  34
Labels that Say a Person Has No Gifts.  36
How Many Associations Are You Connected To? 40
Using a Web of Connections  41
A School as a Treasure Chest?  43
Learning Conversations To Discover Motivation To Act  60
Common Interest from Individual Interests. 63
Connector Leaders You Know 65
Programs Over People 78
Getting Citizens on the Chair 80
How Can an Agency Do Both Services and Community Mobilizing? 85
The Initiating Group 97
Gifts of a Good ABCD Organizer? 100
Discovering an Association’s Self-Interest 119
Relationship Networks 122
Buying a Volvo 122
Mapping Relationships 132
Strangers in Our Midst 136
Welcoming the Newcomer 140
Five Basic Questions For You 162
In the companion DVD, *ABCD in Action*, you can visit five communities that have put the lessons in this book into action, see and hear Henry Moore and Mike Green present the key ideas in this book, and learn about the foundations of *ABCD* from John McKnight. Visit www.inclusion.com for more information.

### DVD Table of Contents

**ABCD in Action**

- Asheville, NC
- Marquette, MI
- Laconia, NH
- Savannah, GA
- Ames, IA

**Chapter Insights**

Community Partnerships That Work

- What Is Community Development?
- Meet Mike Green & Henry Moore
- *ABCD* Training Group Principles & Practices
- Essential Building Blocks
- Gift Exchange Exercise

Discovering What People Care About

- Every Community Is A Place Filled With Care
- Discovering Care Through Conversation
- Starting With A Question, Not The Answer
- Learning Conversation Demonstration

Mobilizing Assets

- Discovering What a Group Cares Enough About To Act
- A Well Connected Leader Can Engage a Group To Act
- A Group Will Act When The Opportunity Is Right

People and Programs

- Two Tools: Programs and People
- Creating a New Balance for Community
- Problem Solving
- An Agency Can Do Both (Two Domains)

Leading By Stepping Back

- Institutions: Fortress or Treasure Chest
- Moving From Lord To Servant
- Champions for Change
- Beyond Circles and Triangles
- Putting It All Together

Inclusion

- There Is No One We Don’t Need
- From Client To Citizen
- Four Things Worth Doing
- Three Keys To *ABCD*

**John McKnight on ABCD**
Acknowledgements

We want to thank John McKnight who has been our guide to ABCD and our friend for over fifteen years. The ideas in this book were shaped by our experiences with many people: Jody Kretzmann, the ABCD Institute faculty circle of friends, and the people we have met who are seeking practical ways to make things better in their home communities by applying the ABCD approach on “Monday morning”.

We have often talked about how we do this work for our two daughters: Henry’s daughter Morgan and Mike’s daughter Annie. We want so much that they know a community life that is truly good. Each of our daughters has known discrimination: Morgan from racism as an African-American young woman, and Annie from being labeled disabled. We are both now in our later fifties and can see ahead to our lives ending. This makes us both very much aware of the importance of contributing to the emergence of young leaders like our daughters. Time is short and people matter most.

Ten years ago Judith Snow said to Mike, “you have a book inside you ready to write.” Three years ago Jan Fitzgerald said, “You have something to say.” Two years ago, at the first Minnowbrook Inclusion Conference sponsored by the Adirondack ARC, Jack Pearpoint and John O’Brien said, “We will help you write a book and produce a DVD about your work with Henry.” This book would not have happened without the collaboration of Mike and Henry to define the ideas. But Jack urged us on to really believe we could do it, and John O’Brien became the book’s conductor, with deep listening, insightful choreography, and constant encouragement as Mike struggled to write the book’s text over the past two years.

Finally, we acknowledge that in every local community ordinary people act with great courage, love and commitment to create a world where human beings can live a truly human life. We draw inspiration and knowledge from their work.

– Mike Green and Henry Moore
Foreword

This is a book by two of North America’s master practitioners of Asset-Based Community Development—Mike Green and Henry Moore. Their work has advanced the field of Asset Based Community Development by focusing on the fact that citizens are the primary asset and activators of assets in local communities.

Citizens are, of course, the producers of democracy. And strong local communities are created when citizens are also the producers of the future. They cannot be replaced. No professional, institution, business or government can substitute for the power, creativity or relevance of productive local citizens. That is why Asset Based Community Development is, in practice, citizen-centered community building.

This citizen-centered guide is the work of two great citizens. Mike Green has experience as a businessman, social worker, community organizer and Asset Based practitioner. He has combined all this practice in unique Asset-Based approaches to local organizing and inclusion of people who live at the margins.

Henry Moore’s inventiveness as a city official has taught institutional leaders across North America how to lead by stepping back. He has shown how to support and nourish local citizen action rather than control, stifle or dominate local citizen efforts.

In this book, Mike Green and Henry Moore point the way toward creating a powerful citizen-centered local democracy that solves problems, welcomes all neighbors and creates a community of genuine care. Following their path will also lead to the discovery of our personal capacity to renew our own lives by connecting ourselves to the riches that surround us. We are, after all, not people half full. We are a people whose cup runs over.

Because Mike and Henry see this so clearly, they are wonderful guides to rediscovering the assets that we can use as we grow powerful as citizens, and our democracy comes alive again.

—John L. McKnight

Co-Director, Asset Based Community Development Institute
Northwestern University, Evanston, IL