**Food&More training program**

**MODULE 1, 2**

**Training curriculum**

**Objectives of the Training**

The Food&More training program provides knowledge to selected food citizens about food communities, communication, participatory community building techniques, reaching out and networking and possible adaptations of these techniques which could contribute to the long-term successful organisation and management of food communities. Based on consultations with target group members and educational experts, we decided to merge two modules in two days intensive training situated at farm close to nature. It gives the opportunity to get to know each other better, to learn from nature and environment, to create closer relationships and deeper experiences.

The training focuses on strengthening the capacities and competences of local food community leaders, people who are involved in the active core, be they farmers or food citizens.

**Training description**

**Get to know each other**

Training starts in evening with community building activities as adult learners spent together for several days. The aim is to create a safe and comfortable space where participants can share their experiences very openly. First part is focused on getting to know. Participants get to know each other, introduce themselves and their communities, the farm and place, where the training is organized and also the organisations behind Food&More. The Council is a method that could be used as it allows for inclusive communication and lets every voice be heard. As the event takes place in nature, fire and music help create great and close atmosphere.

**Modul 1 – Collaboration**

Participants analyse their role in communities and the food system applying different methods. They explore the questions: What are my strengths and weaknesses? How can I work with them? What should a good leader look like? What is a natural role for me to play when working together as part of a team? What kind of leader am I? How do I work with differently motivated people? What does a vision for a sustainable community look like and how can we create it together? What do I need to feel part of a community?

**Modul 2 – Decision making**

Participants learn different methods of participatory decision making that they can use in their own communities. They are invited to participate in preparation of the program and choose specific topics that are the most interesting for them. They have the opportunity to try out the Open Space format for themselves, share their experience, best example practices, and learn from others.

**Structure and time schedule**

The whole training is about 20 hours long with lunch and coffee breaks included. The breaks provide time for getting to know each other, sharing experiences and networking. They are essential for a friendly and relaxed atmosphere. Time is also devoted to getting to know the venue and hosts of the training. We believe that choosing an appropriate and relevant place for the training is essential for a rich and consistent experience.

**DAY 1. Getting to know each other**

| **Time** | **Title** | **Description** | **Methods** | **Duration** | **Tools** | **Educational target** |
| --- | --- | --- | --- | --- | --- | --- |
| **Part 1: Arrival** | | | | | | |
| 18:00 – 19:00 | Arrival, accomodation | Trainers welcome the training participants. They sign the needed documents. | Interaction among participants and trainers | 60 min | Attendance sheet | Ensuring the administrative background of the training. |
| 19:00 – 20:00 | Dinner | Start with great local food | Interaction among participants and trainers | 60 min |  | Networking. Get to know each other. |
| **Part 2: Get to know each other** | | | | | | |
| 20:00 – 21:00 | Introduction | opening common circle (bonfire), introduction of participants, farmers, place, organisations | Interaction among participants and trainers | 60 min | Fire, talking object | Create close and safe atmosphere. Get to know each other and tune in to a common wave. |
| 21:00 - | Non formal evening (optional) | Bonfire, music, sharing | Interaction among participants and trainers |  | Fire, music instrument | Create close and safe atmosphere. Get to know each other and tune in to a common wave. |
| **Total** |  |  |  | **180 min** |  |  |

**DAY 2. Collaboration (M1)**

| **Time** | **Title** | **Description** | **Methods** | **Duration** | **Tools** | **Educational target** |
| --- | --- | --- | --- | --- | --- | --- |
| **Part 3: Morning** | | | | | | |
| 8:00 – 8:30 | Morning activity | Morning activity in nature (meditation / swimming / warm up) | Interaction among participants and trainers | 30 min |  | Tune in to a common wave. |
| 8:30 – 9:30 | Breakfast | Start with great local food | Interaction among participants and trainers | 60 min |  | Networking. Get to close to each other. |
| **Part 4: Me and my community** | | | | | | |
| 9:30 – 11:00 |  | Competencies of the coordinator/community guardian  What are my competencies? Strengths and weaknesses. | Map of key competences.  Discussion in small groups  Sharing experience together in big circle | 90 min | Flipchart, pens, working book | Awareness of your strengths and weaknesses and how to work with them. |
| 11:00 – 11:15 | Break |  |  | 15 min |  |  |
| 11:15 – 12:45 | The horse-bee program | Participants were divided into two groups. They work in parallel. First group tries out how they perceive cooperation in the community using examples from nature - working with a beehive. They observe what concerns they have, where they cross the boundary of their comfort zone. The second group looks at natural communication with horses - again how horses perceive people's fears, feelings, comfort zones, talents. After 30 minutes, the groups switch. | Walk around the farm | 90 min | Environment and animals at farm | Awareness of one's own perception and relationship to leadership, awareness of the possibilities to learn through contact with the environment and animals. |
| 12:45 – 14:15 | Lunch |  |  | 90 min |  | Networking. Get to close each other. |

| **Time** | **Title** | **Description** | **Methods** | **Duration** | **Tools** | **Educational target** |
| --- | --- | --- | --- | --- | --- | --- |
| **Part 5: Me and my community** | | | | | | |
| 14:15 – 15:45 | Collaboration in community | Short round - how I feel, what I need, feedback on feelings from the morning activities.  Plenary discussion on communities. This is followed by sharing experiences of building CSA communities in smaller groups. Description of important roles for the functioning of CSAs.  Playing a game. Imagine that you are sailing with other sailors on a voyage around the world. Which role would be close to your heart and why? What does the role entail? What would you enjoy about your role? Try to imagine yourself in other roles. How do you feel about them and why? You can also play this game together at home or in your community. | Discussion  Sharing  Game “Sailors” | 90 min | Flipcharts,  Pens,  Working book | Reflection.  Learning from experience and real examples.  Awareness of the principles of cooperation, importance of different roles and one's own role in the team. |
| 15:45 – 16:00 | Break |  |  | 15 min |  |  |
| 16:00 – 17:30 | Collaboration in community | How to form an active core team in a community - The method of active imagination - first, based on common ideas, the whole group collects descriptions of examples of what happens in their community, what situations arise, how they make the individual actors feel. If a situation arises that interests someone more, the smaller group tries to re-enact it for themselves and for the others.  The facilitator describes two basic approaches to dealing with the situation in the community - one more introverted, for the community members, the other more for the facilitators. Participants will divide into two groups, according to their preferred negotiation approach. Each group will be given the task of drawing a big collective picture of an ideal CSA community member - what they should look like, what skills, strengths and talents they should have. They then present each other's artwork and guess what the visual representations mean. At the same time they describe how the whole process took place, what the group solved, discussed, etc.  How to work with people's motivation? - After this, the participants test the acquired experience in small groups (3-5 people in a group) and solve a specific situation in the CSA together.  Final sharing, Q&A. | The method of active imagination | 90 min | Flipcharts,  Pens,  Working book | Awareness of the principles of cooperation, importance of different roles and one's own role in the team. |
| **Part 6: Closing activity** | | | | | | |
| 17:30 – 18:00 | Closing activity | Closing round. Motivate participants to express a topic to address - if they feel the need - on a shared bulletin board. Announce the ongoing collection of topics so that they can be voted on and addressed the next morning.  Movement activity for the perception of group work in the final circle. | Theatre. | 30 min |  | Tuning in and sharing together, expressing emotions and experiencing the whole day. |
| 18:30 – 19:30 | Dinner |  |  | 60 min |  | Networking. Get to close each other. |
| 19:30 - | Non formal evening (optional) | Bonfire, music, sharing | Interaction among participants and trainers |  | Fire, music instrument | Tune in to a common wave. Get to know each other closer. Share stories. Have fun together. |
| **Total** |  |  |  | **660 min** |  |  |

**DAY 3. Decision making (M2)**

| **Time** | **Title** | **Description** | **Methods** | **Duration** | **Tools** | **Educational target** |
| --- | --- | --- | --- | --- | --- | --- |
| **Part 7: Morning** | | | | | | |
| 8:00 – 8:30 | Morning activity | Morning activity in nature (meditation / swimming / warm up) | Interaction among participants and trainers | 30 min |  | Tune in to a common wave. |
| 8:30 – 9:30 | Breakfast | Start with great local food | Interaction among participants and trainers | 60 min |  | Networking. Get closer to each other. |
| **Part 8:** | | | | | | |
| 9:30 – 11:15 | Form the inside out - short Open Space participant topics for joint burning issue discussion | First a short check in, sharing of feelings for the day, improvisation outdoor activity for better perception of all group participants.  Voting from a board of continuously collected topics - priorities for discussion, via post-it.  The facilitator explains the Open Space format in detail. A schedule for 2 rounds each on 2 parallel topics are prepared. Round 1 will start, followed by Round 2. Then all participants will get together and share. Each group had a note taker - they summarise, others add, ask questions. | Improvisation.  Open Space. | 105 min | Flipchart, pens, working book. | Learn the method of improvisation as a tool to energise a group.  Learn the method Open Space for discussion of actual topics that participants bring. |
| 11:15 – 11:30 | Break |  |  | 15 min |  |  |
| 11:30 – 12:30 | Decision making | The facilitator explains the World Café format. It presents 3 themes for 3 tables. Participants are divided into 3 groups.   * Dragon Dreaming * Council * Decision-making methods   (Decision-making on the basis of advice sought, Negative selection method, Conflict analysis, Use of group signals (preferences, mood)  Smaller groups rotate every 15 minutes. At the end, they all come together and explain the principles presented to each other. | World café | 60 min |  | Participants will learn about different methods they can use to make decisions in their community. |
| 12:30 – 12:45 | Break |  |  | 15 min |  |  |
| 12:45 – 13:30 | Closing circle | Final sharing -first in pairs, participants who have had little opportunity to meet and talk together.  What specific takeaways everyone brings to home.  Closing round. |  | 45 min |  | Reflection. Feedback. |
| **Part 8:** |  |  |  | **330 min** |  |  |

**Resources**

* Food&More Trainer´s Guide: <https://kpzinfo.cz/wp-content/uploads/2022/04/foodmore-trainers-guide-cz.pdf>
* Solid Base Trainer´s Guide: <https://kpzinfo.cz/wp-content/uploads/2020/05/solidbase_training_guide_cz-1.pdf>
* Solid Base Book: <https://kpzinfo.cz/wp-content/uploads/2020/03/solidbase__cz_web.pdf>
* Other sources at website of KPZkoALICE: <https://kpzinfo.cz/knihovna>, <https://kpzinfo.cz/co-delame>

**More about CSA**

* Be part of CSA!  
   English:<http://kpzinfo.cz/wp-content/uploads/2018/12/bpcsabooklet_2016_eng.pdf>  
   Czech: <http://kpzinfo.cz/wp-content/uploads/2018/12/zapoj-se-do-kpz-booklet-finalni-verze.pdf>
* Video Be part of CSA! in English:<http://urgenci.net/be-part-of-csa/a-csa-short-movie/>
* European CSA Declaration, Adopted by 3rd European Meeting of CSA on 17th September in Ostrava, Czech Republic,<http://urgenci.net/wp-content/uploads/2016/09/European-CSA-Declaration_final-1.pdf>
* URGENCI CSA Hub: [http://hub.urgenci.net/](https://hub.urgenci.net/)
* European CSA Research Group: Overview of Community Supported Agriculture in Europe, 2016. Available online: <http://urgenci.net/wp-content/uploads/2016/05/Overview-of-Community-Supported-Agriculture-in-Europe-F.pdf>
* Jocelyn Parrot, Peter Volz at al.: Solid Base Research report, 2018. Available online: <http://urgenci.net/solidbase-research-report-on-the-financial-sustainability-of-csa/>
* Food&More Toolkit: <https://kpzinfo.cz/wp-content/uploads/2022/04/toolkit_cz_final-1.pdf>
* Food&More Toolkit Guide: <https://kpzinfo.cz/wp-content/uploads/2022/04/toolkit_handbook_cz_final.pdf>

**CSA networks and umbrella organisations in Europe**

* URGENCI, Europe: [http://urgenci.net/](http://www.urgenci.net/)
* Miramap, France: [http://miramap.org/](http://www.miramap.org/)
* Community Supported Agriculture, United Kingdom: [http://communitysupportedagriculture.org.uk/](http://www.communitysupportedagriculture.org.uk/)
* The alliance for better food and farming:<http://www.sustainweb.org/>
* AMPI - Asociace místních potravinových iniciativ, Czech Republic:<http://www.asociaceampi.cz/>, [http://kpzinfo.cz/](http://www.kpzinfo.cz/)
* Solawi - Netzwerk Solidarische Landwirtschaft, Germany:<http://www.solidarische-landwirtschaft.org/>
* KöKiSz, Hungary: [http://tudatosvasarlo.hu/cikk/kokisz](http://www.tudatosvasarlo.hu/cikk/kokisz)
* Tudatos Vásárlók Egyesülete, Hungary: [http://tudatosvasarlo.hu/csa](http://www.tudatosvasarlo.hu/csa)
* GASAP, Belgium: [http://gasap.be/](http://www.gasap.be/)
* FRACP - La Fédération Romande d’Agriculture Contractuelle de Proximité, French speaking network in Switzerland: [http://www.fracp.ch/accueil](https://www.fracp.ch/accueil/)

**Volunteers management**

* The A-Z to setting up a CSA: How to set up and run a successful community supported agriculture, Volunteers  
  <http://communitysupportedagriculture.org.uk/wp-content/uploads/2018/06/V.pdf>
* Positive Practice in Farm Labor Management: Keeping Your Employees Happy and Your Production Profitable  
  <https://attra.ncat.org/attra-pub-summaries/?pub=278>

**Facilitation and decision making techniques**

* Seeds for change – consensus <https://www.seedsforchange.org.uk/consensus>
* Council - natural spirit: https://naturalspirit.cz/nabidka/kruhy/