



The Edgewood Commons Story

Shared by:

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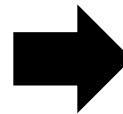
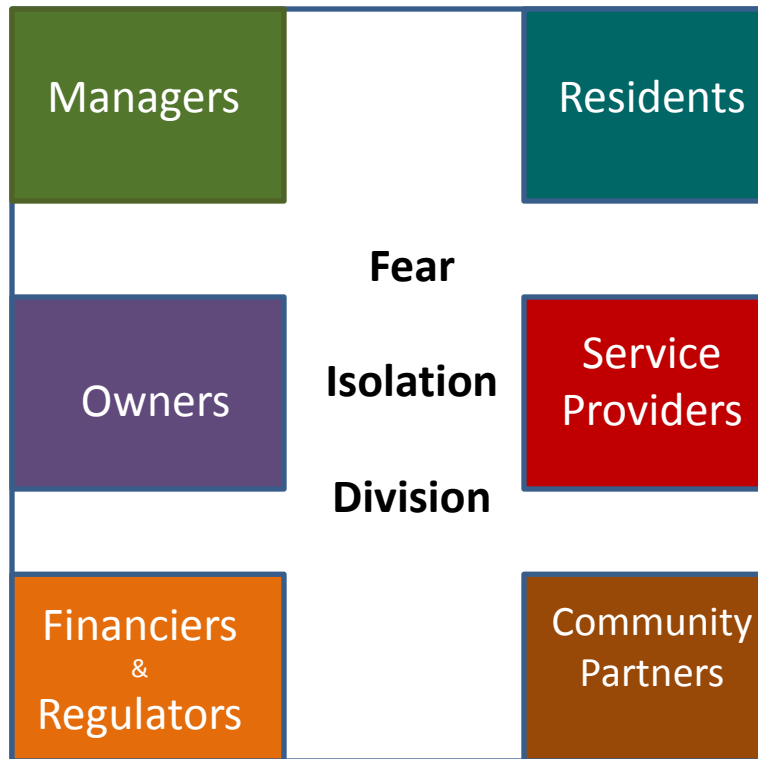
New and Good Circle

- Turn to your neighbor, introduce yourself and then share **one thing new or good that has happened in your personal life** in the last few days.
- We'll take only 2 minutes to do this (so don't take more than one minute each).

Why were we asked to share our story?

- Achieved some success in shifting the operating culture – from disconnection and fear to a place of connection, trust and interdependence.
- And, we are seeing signs that this shift in operating culture is translating into better outcomes for those residents seeking a new path and a higher quality of life.

Typical Affordable Housing Environment



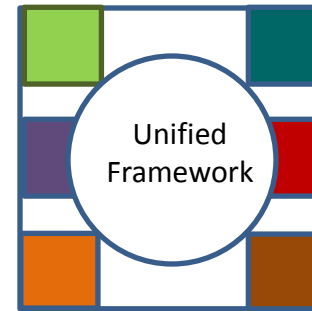
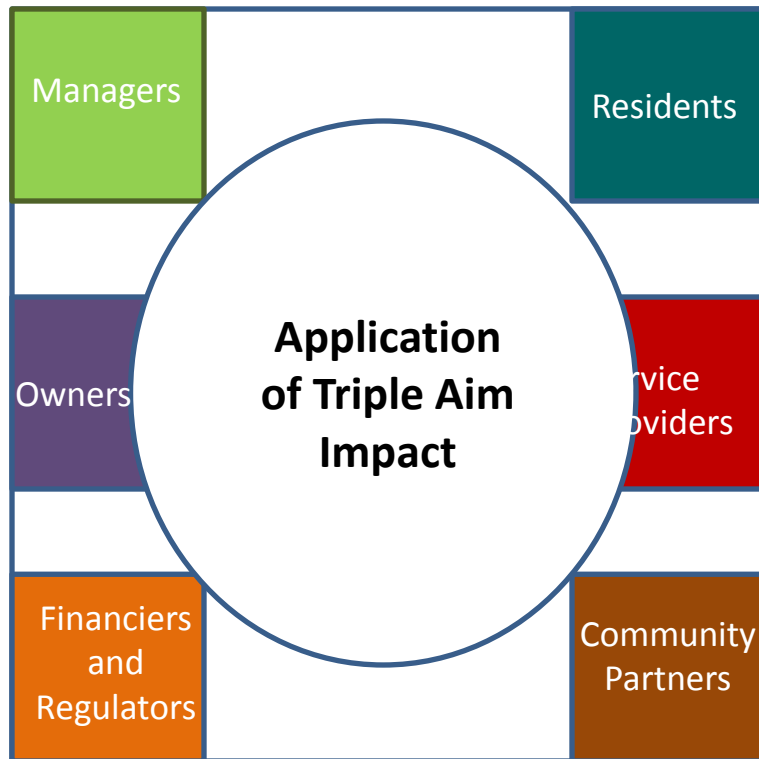
When these gaps and elements dominate, it is difficult to solve problems, transform communities and achieve long term viability.



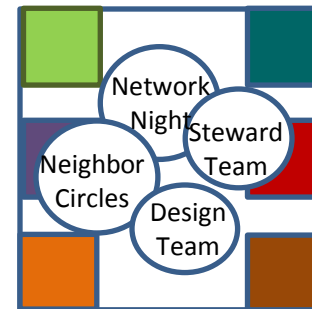
Individuals Suffer

Resources are wasted or misused.

Typical Affordable Housing Environment



- Shared Goals:**
1. Operating Efficiency
 2. Individual Transformation
 3. Community Transformation



Intentional Spaces and Practices =
New Exchanges of Value and New Understanding



A New Form =
New Network of Collaborative Relationships and Shared Problem Solving Across Lines of Difference

Our objectives this morning:

- To pique the interest of a few of you in trying out the strategies we used at Edgewood commons.
- To explain four of the most important components of this strategy and how we implemented them.
- To give you a chance to ask us a few questions.

The Basics on Edgewood Commons

- 900 units on 16 acres
- Over 80% are Sec 8/voucher.
- Owned by CPDC, 20 year old nonprofit with a portfolio of 4,900 units in DC region.
- Managed by Edgewood Management Company, a long time partner of CPDC.
- Vast majority of residents are unemployed or under-employed.



The Starting Point:

- Residents/staff keep to themselves.
- Most people hesitant to invite anyone into their housing unit.
- Very few people exchange small favors.
- Most people showed no interest in attending meetings.
- Some people said they are interested but would not follow up.
- For those who did come to a meeting, many would not make eye contact or visit with those sitting next to them.

Assessments After 18 Months:

- Fun and effective practice for coming together monthly
- Resident-led initiatives are the primary means of community change.
- At least 300 people are actively connecting and providing mutual support with neighbors.
- At least 100 people are pursuing better paths as a result of a new connection.
- A core group of 30 diverse people (20 residents and 10 staff) are fully committed to the One Edgewood Network, based on principals of interdependence and shared quality of life.
- Seven residents and three staff devoted 80 hours to increasing their leadership skills and their collective sense of trust and shared mission.



FIRST FLOOR

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Four Critical Components:

1. Work from a framework grounded in a philosophy of interdependence versus altruism.
2. Seek to change the operating culture instead of starting a new program.
3. Introduce new intentional spaces and practices, with quality, zest and consistency.
4. Form a network which includes everyone and not a resident organization.

HOW?

Critical Component	Practical Strategy
Work from a framework grounded in a philosophy of interdependence versus altruism.	Adopt a clear hypothesis statement and show it to everyone repeatedly – and refer to it at EVERY gathering.

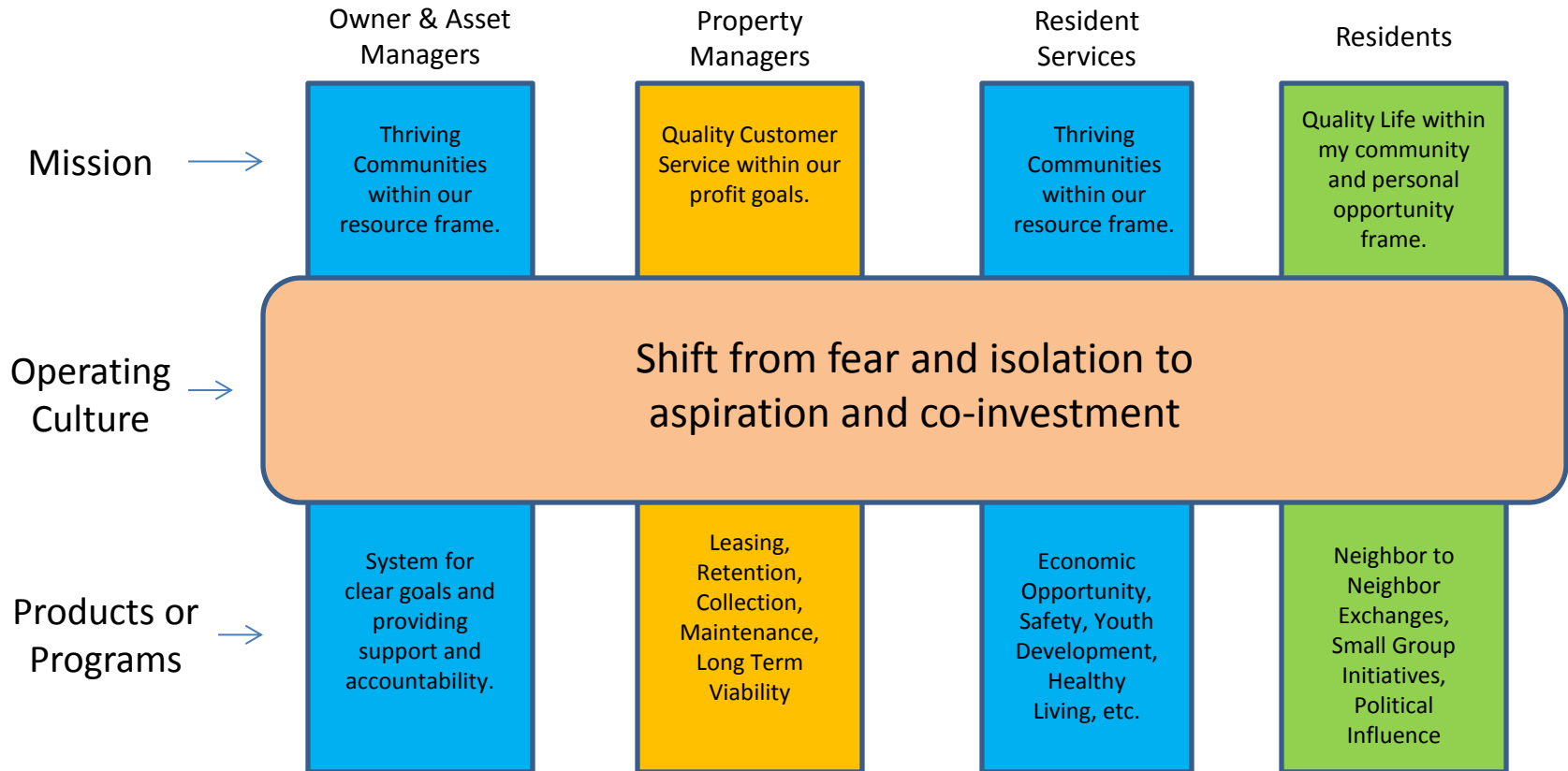
Our Edgewood Hypothesis:

**If we create intentional spaces, practices
and a network for mutual exchange and
collaborative action,
WE CAN SHIFT THE
OPERATING CULTURE OF
ISOLATION AND ANGER
TO A CULTURE OF
ASPIRATION AND CONNECTION.**

HOW?

Critical Component	Practical Strategy
Seek to change the operating culture instead of starting a new program.	Create a diagram that illustrates the change and show it to everyone repeatedly – and refer to it at EVERY gathering.

Our Quest: To help spark and shape a quality operating culture within our shared eco-system of a housing community.



HOW?

Critical Component	Practical Strategies
<p>Introduce new intentional spaces and practices, with quality, zest and consistency.</p>	<ul style="list-style-type: none">• Hold a monthly gathering using the Network Night rituals.• Hold weekly Network Action Team meetings using mutual support rituals.• Hold regular staff team meetings using synergy rituals.

NETWORK NIGHT

An informal gathering with
good food and music

A Place to meet and get to
know each other

**A Welcoming,
Fun and
Interactive
Space**

Time for conversation about
things we care about and
how to take action together

Opportunity to Get Good
Information and Exchange
Favors

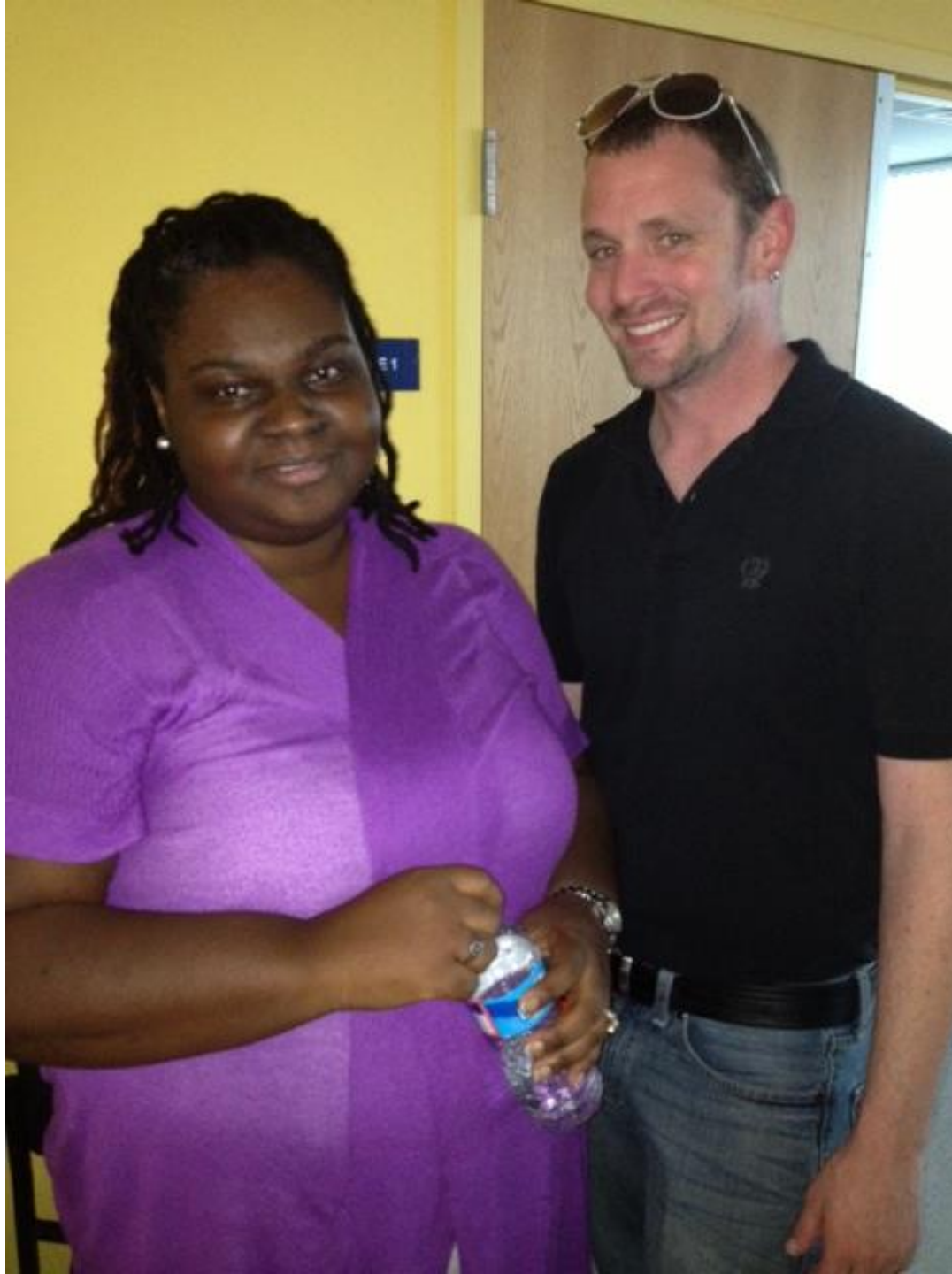
NETWORK NIGHT

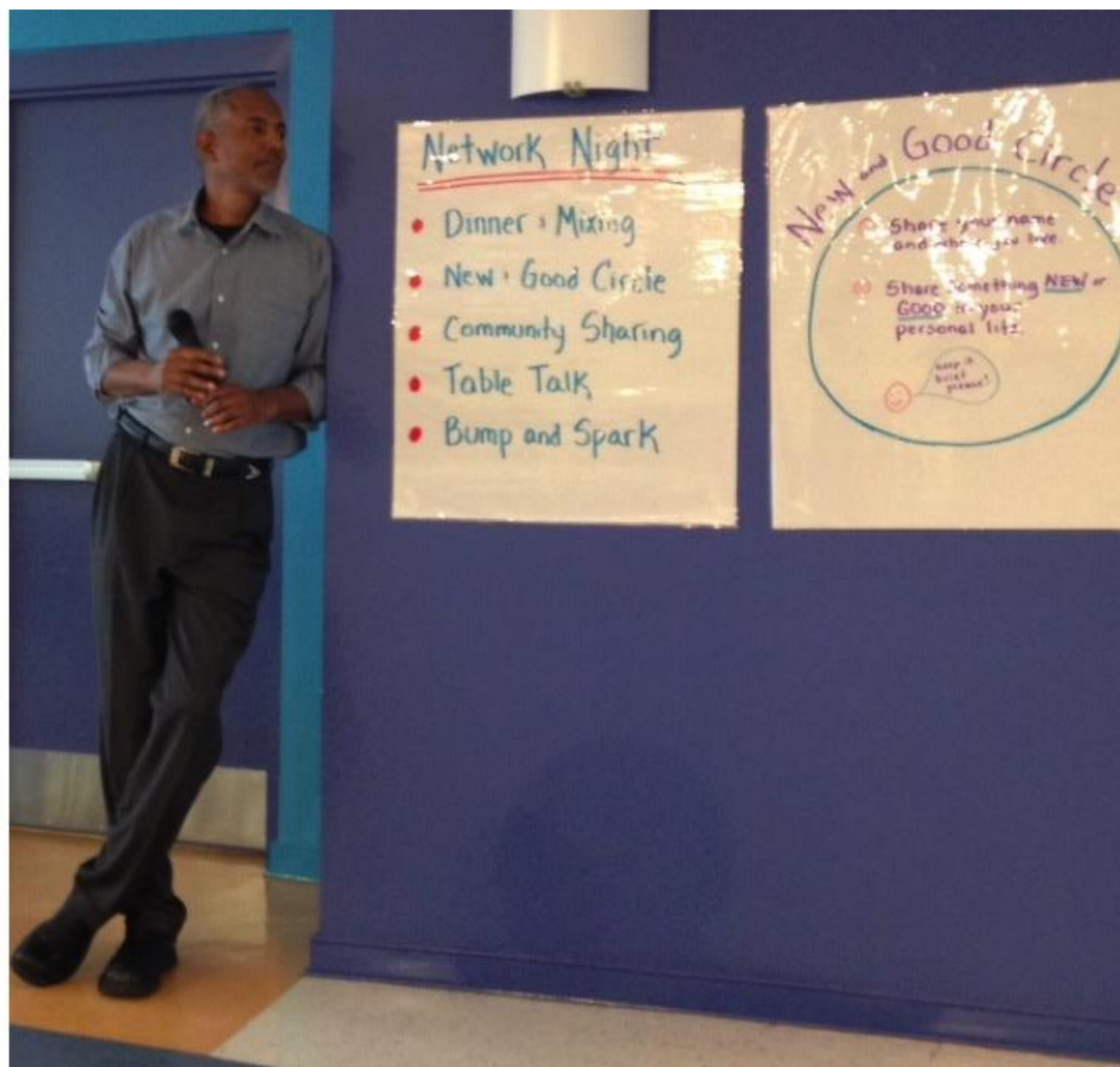
6 Components

1. **Q the Space:** Work to create an open and fun atmosphere in the space, including good food, music, decorations, comfortable seating and a welcome table.
2. **Q The Welcome:** Host an easy way for people to start informal conversation, such as a game or mixing activity that occurs while folks enjoy good food.
3. **New and Good:** People are brought into a circle to share name and something new or good that has happened in their life in the past few weeks, giving everyone the opportunity to speak or pass.
4. **Table Talk:** 20-25 minute small group conversations. Individual participants are invited to propose conversation topics that they want to have and would agree to host. 3-4 of these are selected and participants choose which conversation to participate in.
5. **Marketplace:** Convened back together in a circle, participants bid for time to make specific offers and requests of skills, talents, capacity, advice and stuff.
6. **Bump and Spark:** Fun energetic ending as people are invited to close the deal on any new matches or connections they made, and to help clean up the space.









Network Night

- Dinner + Mixing
- New + Good Circle
- Community Sharing
- Table Talk
- Bump and Spark

New and Good Circle

- Share your name and where you live
- Share something NEW or GOOD in your personal life.

keep it brief please!





Network Action Team

To support increased capacity and accountability
in expanding and deepening the network.









HOW?

Critical Component	Practical Strategy
Form a network which includes everyone and not a resident organization.	Name and claim it using creative branding – like any marketing campaign.





