



Do we really need to park democracy in the doorway of NGOs?

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Introduction

- Anti-democracy
- And what is the Carver model?
- Key position – Structures determine behaviour
– not the other way round (Counter-intuitive
under a neo-liberal regime of the self)



So what do the problems look like?



The Context that Produced Carver

- Histories – we’ve lived through
 - Normal then – normal now? – big shift in Zeitgeist in a generation
- Tyranny of structurelessness
 - Carver’s quick-fix solution to yesterday’s problems
- Rise of Neo-liberalism



Neo-liberalism – community development

- Norms dominant and norms subjugated
- Resisting Neo-liberalism on the out side while it sneaks into our boardrooms on the inside.
- Consultants – inadvertent reproduction
- The need to turn the structural analysis gaze inward



Carver model in operation

The funnel

- Silencing and normalising gazes and escalating cycles of caution and surveillance.
 - Alternantively may also form an uneasy alliance of power between Board/CE (resonant of hegemonic practice)
- Antidemocratic exercise of power
 - wider organisation (staff/volunteers) excluded
 - Community excluded



Wider Community impact

- A journey:
- First – the loss of community influence
- Second – community relegation to a market place
- Third - the re-framing of community organisations as ‘service providers’

- Implications



Looking forward

- How we changed our minds – or the journey from ‘we know’ – to ‘what we don’t know’?
- Back to Community development principles
- The need for conscientisation first
- Things to hold onto!

Some thoughts

- Keep the passion alive:
 - ‘organise’ (verb), not organisation (noun):
 - Reclaim our connection to our community:
 - Eschew the competitive ethos of ‘the market’
 - Reclaim our language and labels: - ‘chief executives? Boards
 - Democratised, Include staff, volunteers, users, community...
 - Embody our community development principles & values.
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- And, if we revert to a Carver governance model -do it consciously and with consideration of its effects.

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Always looking outward ?????

- Causal explanations then and now
- Behaviour and structure