

My Permaculture Pathway Design

November 2021 - future

About this design

This design explores and directs the process of growth on my permaculture pathway. It is meant to inspire me to successfully spiral up, both as a designer and as a facilitator.

This document is meant to be a living system, an organic organisational tool that should not be finished until I am finished with living.

I like to see it as a workbook to grow stronger on my permaculture pathway, so that I become a better designer and facilitator and eventually maybe a teacher/tutor/master in permaculture.

This pathway uses Looby Macnamara's **Design Web** as a framework.

I use the **Action Learning Process** by asking questions to clarify my exact needs, reflecting on past and possible future solutions, choosing a solution and taking action, reflection on the effectiveness and understanding the outcome, learning from it and restarting this process to create an upward spiral.

I used **mind maps** to brain dump ideas, categories and connections on paper.

S.M.A.R.T. Goal setting is used to clarify the *what* and *when* of the Diploma path.

David Holmgren's **Permaculture Flower** (the 7 domains of permaculture action) is used to look at balance in my design topics.

The **moon cycle** is used as a tool to flow with the moon's energies.

Peter Cow's **facilitator check-in plan** inspired me to make an active "workbook" for reflections and monitoring of progress.

Ethics

Earth care: from my deep love for our land I design to improve it, give it more functions. By developing myself as a permaculture facilitator I inspire more people to consciously design for a better planet. My Permaculture Pathway also leads to a more nature-connected way of living.

People care: with making steps and finishing designs on my Diploma pathway I develop myself as a human being. Life design as an act of self care.

With developing myself as a permaculture facilitator I take care that other people can learn permaculture in an active, inspiring and fun way. I am growing more skills to support the needs of others.

Fair share: by sharing my designs and facilitating fun and learning, I pass on what is given to me.

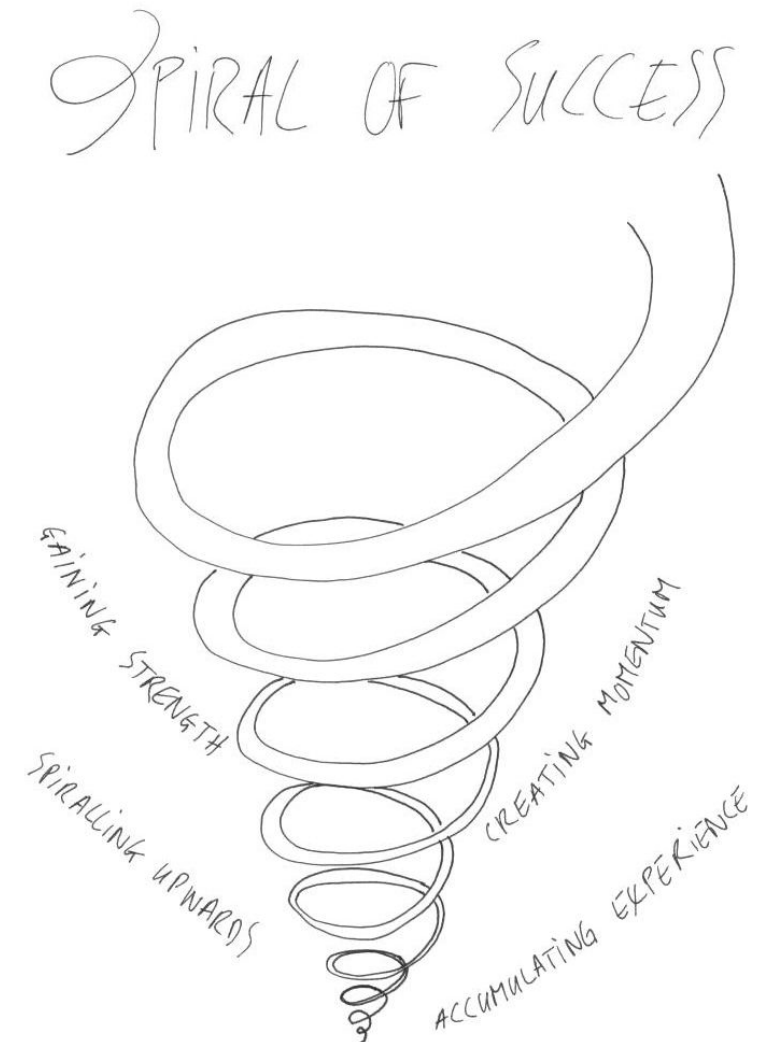
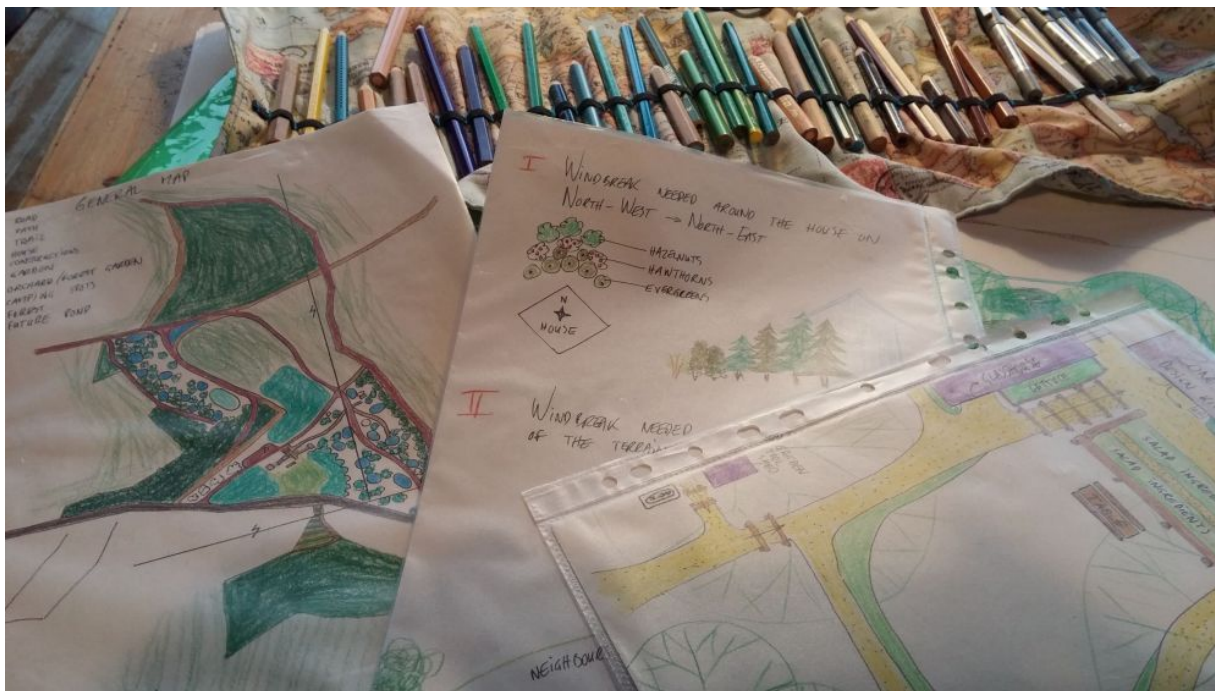


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ALL THREADS ADDING UP

2025	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007
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Introductory REFLECTIONS on my permaculture pathway

November 2021: I enrolled for Looby and Delvin's Group Diploma Adventure because I am ready to take serious next steps and integrate my knowledge, ideas and designs. I am ready, my confidence has grown. I want to step up my design work and feel more solid ground as a teacher, so I can teach with confidence.

Since 2009 my life grew from sitting behind my computer for my internet business in the city centre of Leiden in The Netherlands, to living a multi-faceted active, harmonious life in nature in the heart of Croatia.

My permaculture pathway is the basis of my life now, and plays a big role in our ecosystem. Since we live in Croatia, growing towards abundance in self-sufficiency and sustainable ecosystems became my drive. Reading the landscape grew on me and I have been designing and implementing productive ecosystems, creating a healthier and more sustainable environment, thus reducing our impact on the Earth. (earth care)

Here at Bogata Šuma I meet many people that are interested in or busy with permaculture. I would like to proudly show visitors my (now non-existing) overall design of our land. (fair share)

If I look at me and permaculture, designing and facilitating, I see the same subjects and issues coming back over time. Sometimes in slightly different forms, and I learn how to deal with them on different levels. Therefore it feels like spiralling upwards. My permaculture path as personal care.

In my *Facilitator pathway* design (2017, part of the *Facilitators Intensive Training* with Looby Macnamara and Peter Cow) my need for more confidence was the main focus. In 2021, after 4 years of taking smaller and bigger steps, that confidence has grown. My questions transformed from "Will I be able to do this?" to "How will I do this?". Therefore the focus is now on growing my toolbox, to have more options. People care through good facilitation.

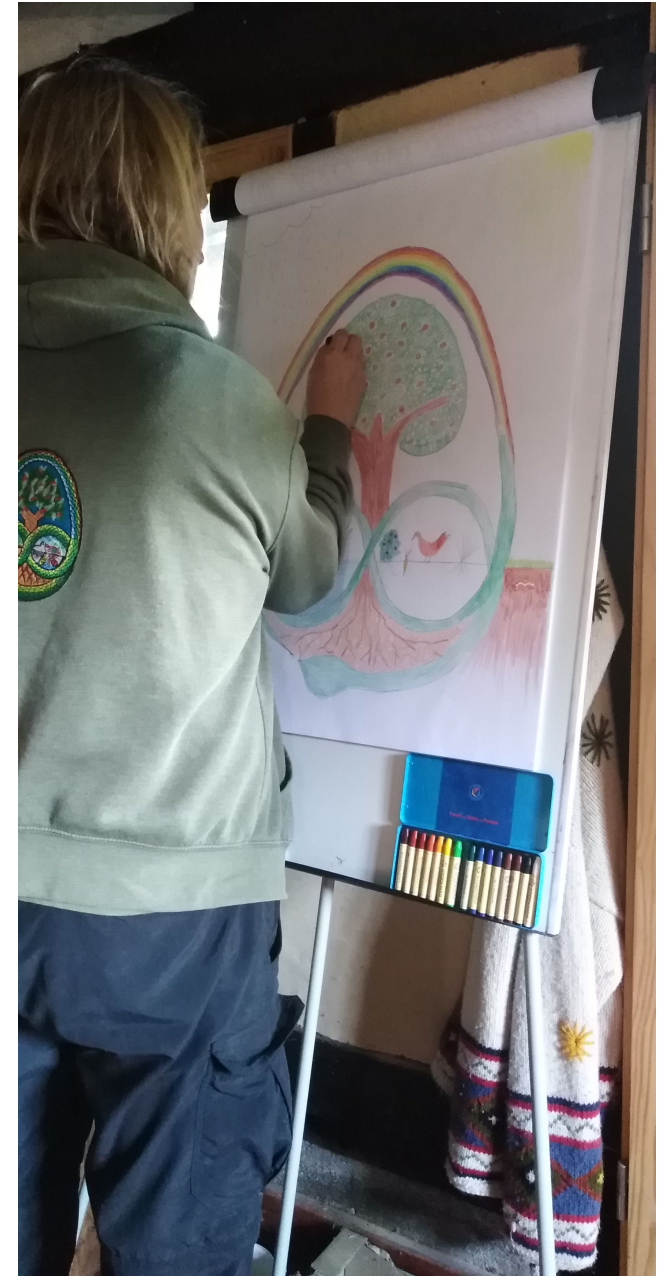
In my *Best version of me*-design (2021) and in my *Facilitator pathway* design (2017) I see a fear of being unprepared/not having enough knowledge. This has changed over time, from feeling inadequate to trust in the process, and using the wisdom of the group. There are many more subjects in which I feel prepared now, and I have a better overview of what I know and what I don't know yet.

I also started realising that I can only do it MY way; other people are there to do things in their own other people's ways.

More reflections on my design pathway in the table on page 19

More reflections on my facilitator pathway in the table on page 32

More REFLECTIONS on this design on page 38



VISION for my permaculture pathway

I have my permaculture diploma and I am an experienced designer with a beautiful and complete portfolio of designs for our land and life. I can proudly show people how we designed our terrain and life and how we walk our talk here at Bogata Šuma.

I am a popular permaculture/cultural emergence facilitator because I facilitate fun and learning. My facilitators-toolbox is filled to the brim.



Friends on Looby & Delvin's Advanced Design Course

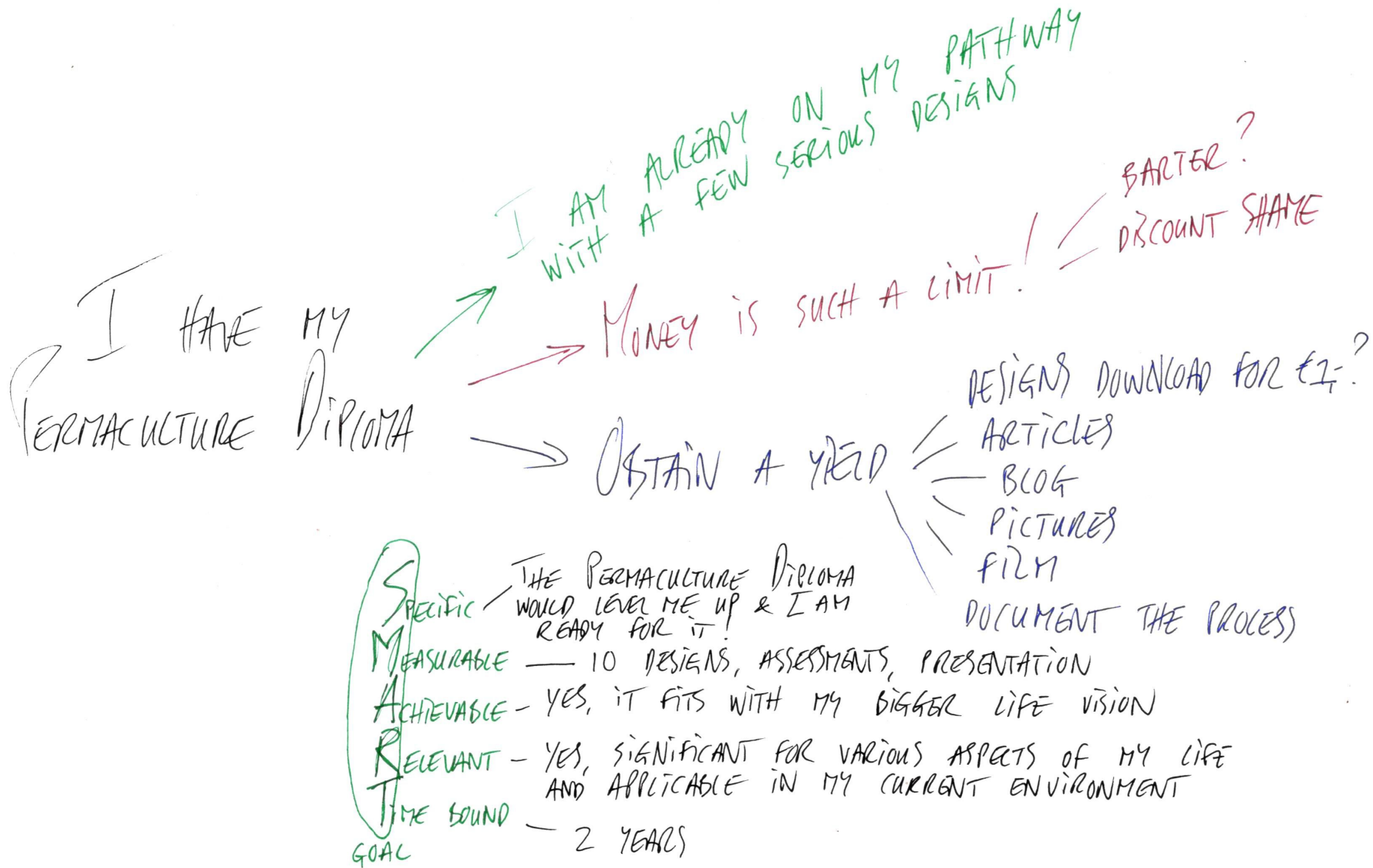


With (embodied) permaculture friends



Designing with volunteers





I have my permaculture diploma and I am an experienced designer with a beautiful and complete portfolio of designs for our land and life. I can proudly show people how we designed our terrain and life and how we walk our talk here at Bogata Šuma. I am a popular permaculture/cultural emergence facilitator because I facilitate fun and learning. My facilitators-toolbox is filled to the brim.

I have my Permaculture Diploma

Help A S.M.A.R.T. goal would be helpful for this part of my vision.

Specific: it is clear that I want to finish 10 designs because the Diploma is important in my life. The timing is right for me to level up my permaculture skills.

Measurable: 10 designs, finishing each one is a milestone, the portfolio assessments are and the final presentation is the biggest celebration.

Achievable: yes, it is realistic and fits with my bigger life vision.

Relevant: yes it is significant for my life and matches my efforts and needs, it is the right time and definitely worthwhile, I am the right person to do this and the Diploma and its benefits are applicable in my current environment.

Time bound: the minimum time for a Permaculture Diploma is 2 years. That seems like a good time frame.

SMART goal: I will have my Permaculture Diploma (with 10 assessed designs, my reflections and other requirements) by finishing my accreditation presentation in 2024, so I can call myself an experienced permaculture designer, and I can give PDC's and give out certificates.

Help I am on my pathway and have been learning, designing, facilitating and growing into living a permaculture lifestyle since I first heard about permaculture in 2005. Permaculture is a field that still interests and inspires me in all its aspects. The ethics earth care and people care come naturally and also fair share and future care have been growing on me.

Help I do have a clear idea of the 10 designs that I want to do for my Diploma. 4 Of them are almost finished (just details needed), 4 are in progress and 3 others (the big ones) are only roughly set up. It is just work to be done and I am capable of it.

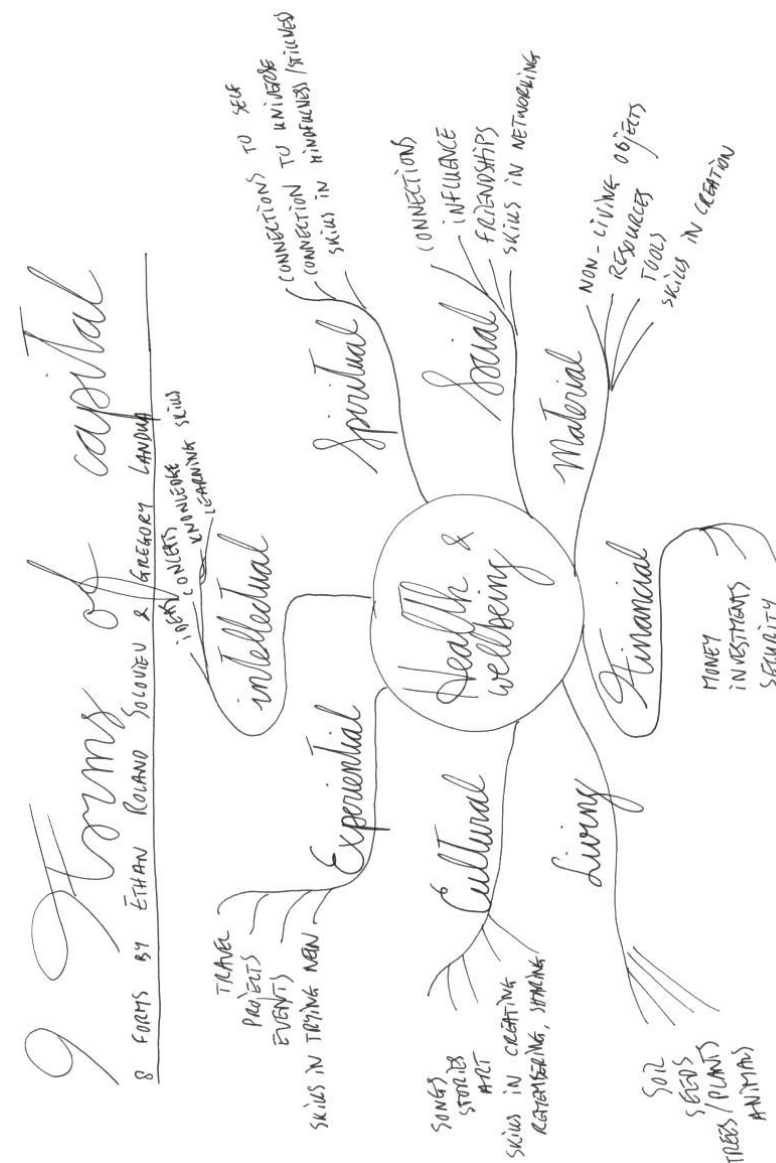
Limit I need money for a tutor and I need money for an institute. The monthly fee for the Permaculture Association in Britain is a bit of a burden...

Help If I free up time, I can work on my Diploma.

Integration Some time went to Netflix, Netflix costs money, so I ended the subscription and gained time and money.

Limit Our family income is not a sufficient or even reliable stream. It makes me feel unsafe, stressed and and I feel unrest, which all don't help me to feel free to use all my creativity in designing and facilitating. We don't have the means to implement some of the designs.

Idea Make my Diploma pathway as short as possible (2 years) and get the most out of it.



Mind map about the 9 forms of capital

Pattern I let myself be held back by something that is not actually related (diploma – money). It is only in my mind; I need to find intellectual freedom.

Help My husband Peter masters this free thinking; he just focuses on his ideas and never worries about money (because he has me to do that?).

Principle Change my view of order: accept unpredictability and emergence. Trust Life.

Appreciation We do have a house, a terrain full of food, a forest with timber and firewood and 4 well water sources. Our basic needs are met, also for the future.

Idea I need trust. Investing in myself shifts my thinking from making excuses to thinking in solutions. It must be the most profitable investment I can make to improve myself and be my best version.

Principle Feed what I want to grow: my Diploma pathway and not my worries.

Idea Zoom out/see the bigger picture, compartmentalize and learn free thinking from Peter.

Idea Read more into Ethan Roland's 8 forms of capital (and the 9th form: health and well-being)

Principles Trust the process and turn problems into (small and slow) solutions. Creatively use and respond to change by catching the moment in photo's, films and text, and store positive energy by obtaining a yield.

Action With practising gratitude (and not only in words but also in *feeling*) and meditating on trust/letting go of the need for control, I make way for giving equal attention to all forms of capital and feeling rich.

Help My permaculture pathway and especially my Diploma pathway gives me more and more skills, tools and confidence to earn some money with teaching and maybe also designing.

Principle Stack functions: see if I can make designs publishable and obtain a yield from it.

Idea Try to turn my designs into articles and find media where they can be published for an extra income drip.

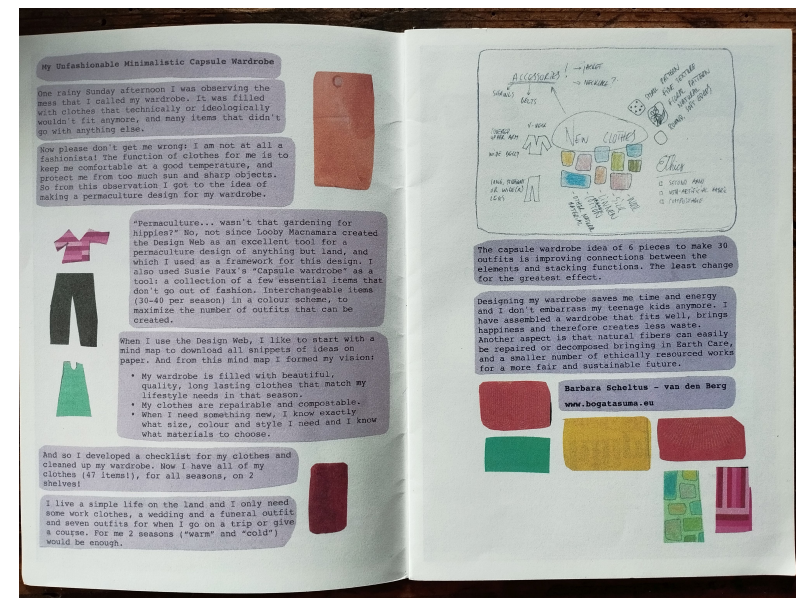
Integration Publishing grows my credibility and my collection of truly interested people who might also want to come to a(n online or offline) course or camp here on our permaculture homestead.

Reflection A short article about my unfashionable minimalist capsule wardrobe design was published in [Mud and Culture magazine](#) and Looby helped me with publishing articles about Cultural Emergence in the [Dutch Permaculture Magazine](#) and [Green Spirit magazine](#).

Action Take my permaculture designs off our website. Publish the designs only when fully finished and assessed and/or turned into an article.

Action Take down all my old blog posts about self sufficiency, rewrite them, alongside writing my self sufficiency design, and find ways to earn some money with it.

Limit I can't work on my designs all year round. My "office-time" is very limited and also



Short article in Mud and Culture

scattered and constantly interrupted when we have volunteers and guests.

Pattern When we host volunteers, most of my time on a weekday is absorbed by them. From the morning check-in at 10 until they do the washing up after dinner at 20:00.

Idea Get up earlier for uninterrupted office-time and use ear plugs more often.

Reflection This was key to finishing my designs! My early mornings come with a clear and sharp mind and easy focus for writing.

Patterns In a day: quiet early mornings are perfect for thinking and writing, from 10:30 or 11:00 I want to go outside, do physical work, from 12:00-13:00 I have a clear window for reading/writing/thinking again, after lunch I should do something physical to avoid a dip, from 16:00 my energy is fully back again until 18:00, after 19:30 I "collapse" and need time for self-care. Around 21:00 I start going to bed.

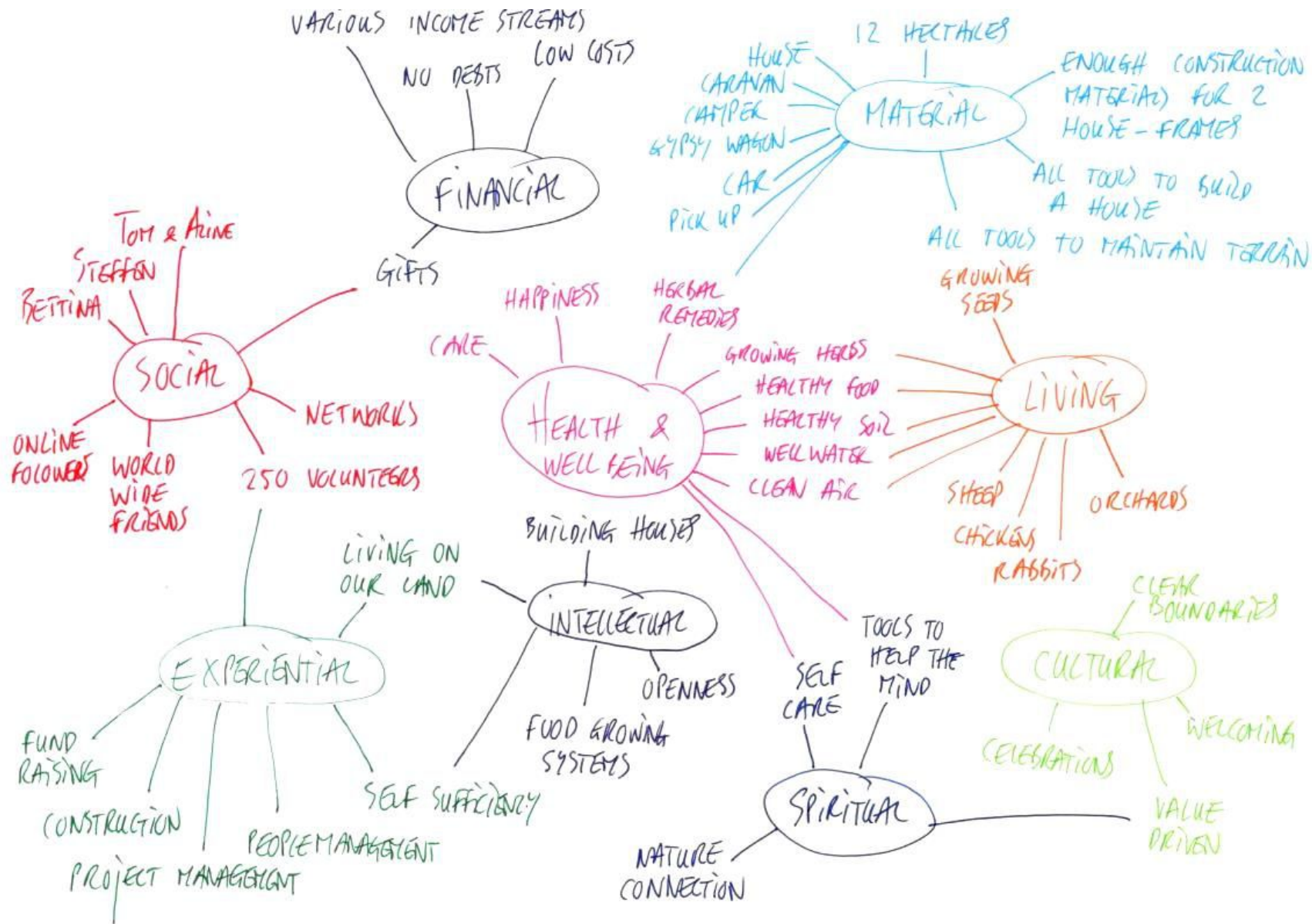
Patterns In seasons: winter time is for me an introvert period, perfect to think and write up designs. In spring I give more attention to the animals, the land and the garden. Summer is for me a very extrovert period in which we host volunteers and camping guest and we have people at the table regularly. In fall I clean up and make preparations for the colder period. The introvert period starts again when the last volunteers leave in late fall.

Patterns I became aware of my energy levels and moods in relation to the moon cycle and my personal cycle. Now I am learning to make good use of these patterns and

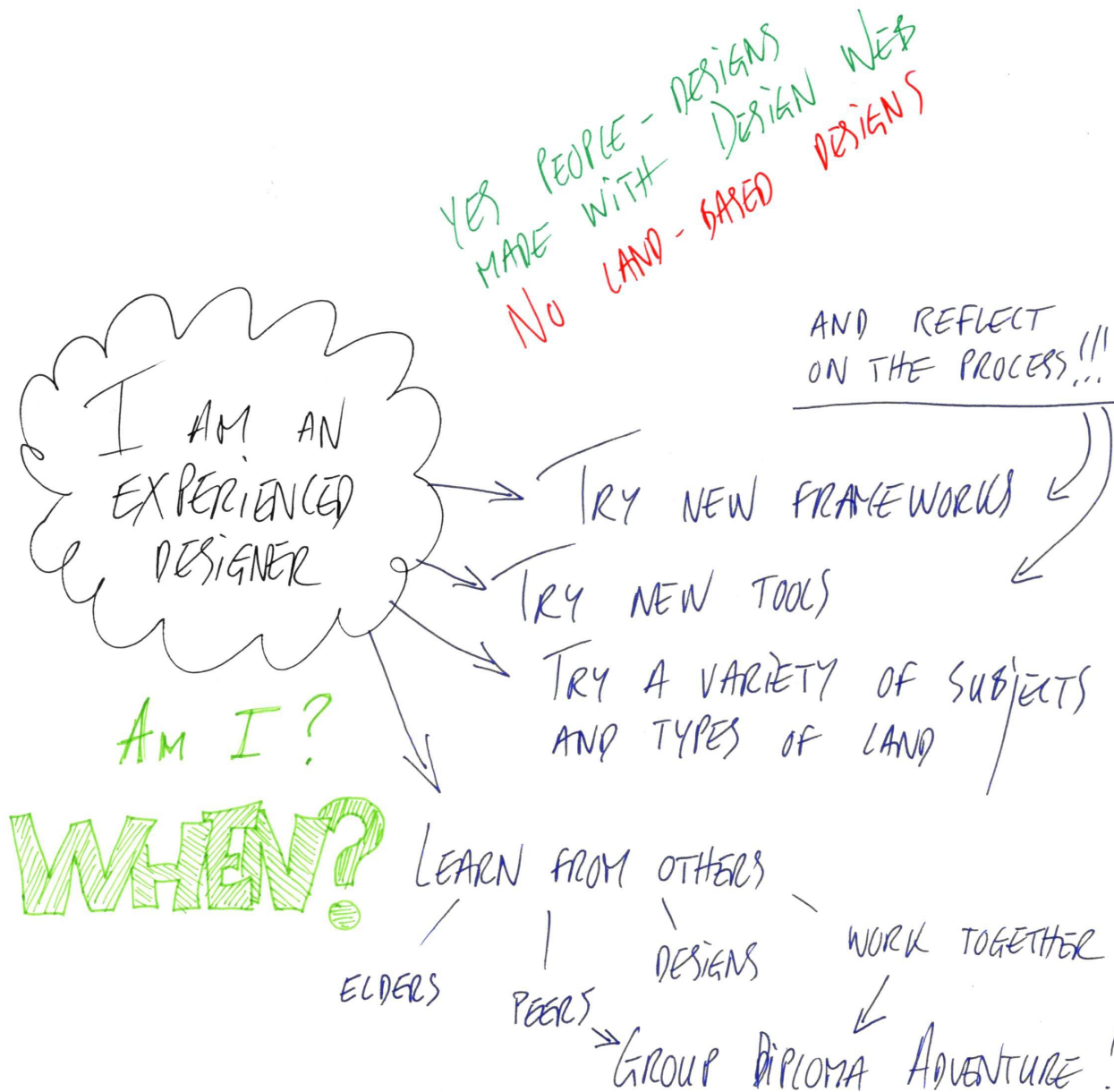
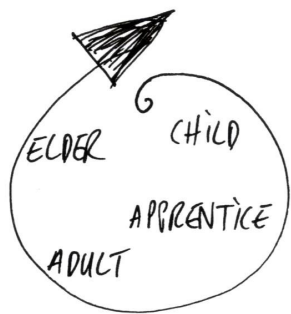
Integration work when my mind is clear and my energy is best: early in the morning. Be aware of the moon cycle, don't host needy volunteers in my introvert winter time and don't push myself against flow.



Preparing sit bags for a course



9 Forms of capital in my life



I have my permaculture diploma and **I am an experienced designer** with a beautiful and complete portfolio of designs for our land and life. I can proudly show people how we designed our terrain and life and how we walk our talk here at Bogata Šuma. I am a popular permaculture/cultural emergence facilitator because I facilitate fun and learning. My facilitators-toolbox is filled to the brim.

I am an experienced designer

Help I have made around 12 designs with the Design Web of which 3 got feedback from other permaculture designers and got accredited for the facilitator training. I feel confident using the Design Web and explaining it as a method to others.

Limit I have made 4 land based designs that I never got feedback on, so I'm not very confident yet in using land based design frameworks.

Reflection We made a fabulous land design on a 2015 PDC in Greece and got accredited by Rosemary Morrow! This design taught me to make good use of available resources and we used a lot of creativity to turn it into a sustainable site. This design was never going to be implemented so we weren't limited by reality in coming up with ideas and solutions. It was a great exercise!

Pause Read land based designs of others and boil them down to the essence of the design methods.

Pause Re-read my books about permaculture design and integrate the content in life.

Idea When volunteers or guests read from my library, I can ask them what they took from the book. This would be a shortcut; I can learn from others and don't have to read it all myself!

Principles Step into the unknown, plan then flow and trust the process. The experience comes with time when I stay focused like this. Make progress visible with reflections and work to completion.

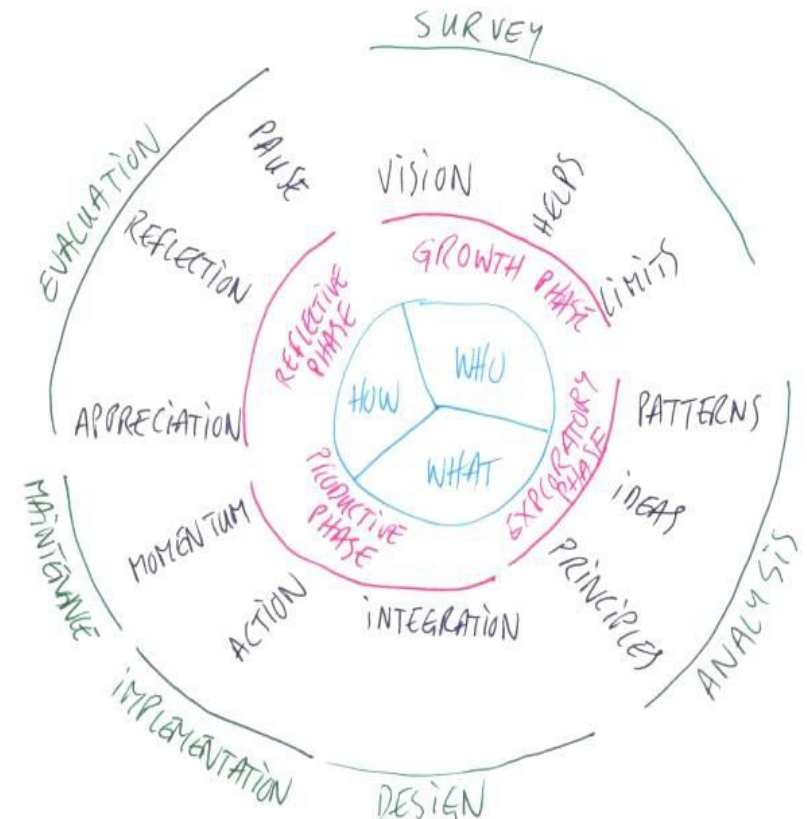
Pattern Build a pattern of success by setting small goals and/or making small steps. Instead of the biggest design, the Bogata Šuma overall design, I could make a small land based design my first to have accredited. Another small step could be to extend current designs with new tools.

Idea I can learn from other people in the Group Diploma Adventure, I can learn from reading other people's designs.

Idea Make a diagram with design frameworks to help me understand their patterns (see image).

Integration I will use different design frameworks and tools for my Diploma portfolio so I get to know them better by experience.

Reflection I started making land based designs after reading some books about permaculture, even before we moved to Croatia (in 2009). I have made quick designs for each course that I gave, I made some smaller designs on subjects that needed attention, some designs I made because we needed guidance to



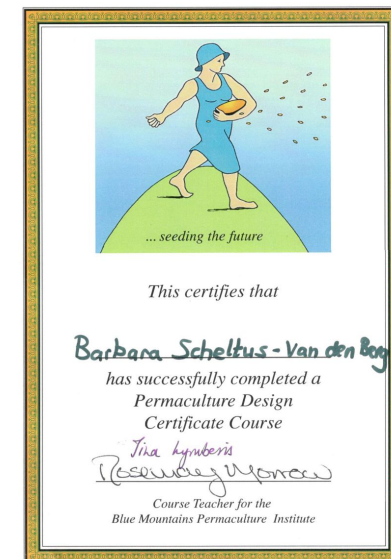
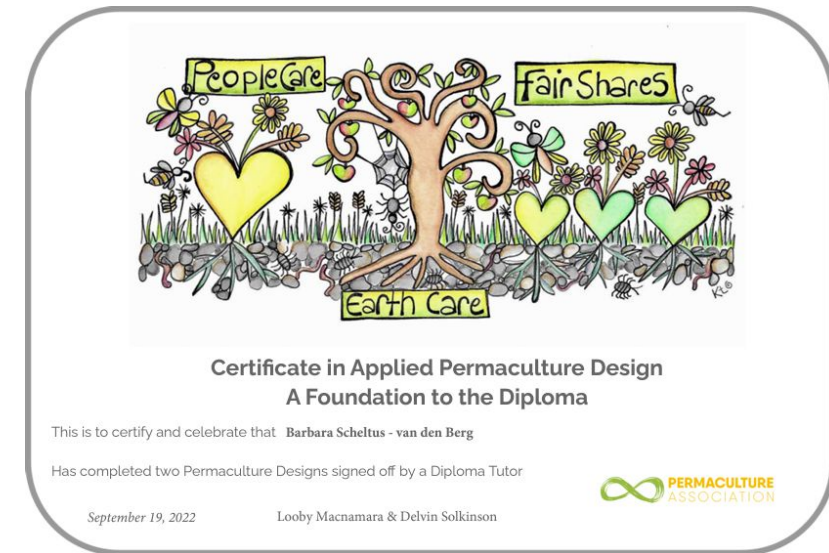
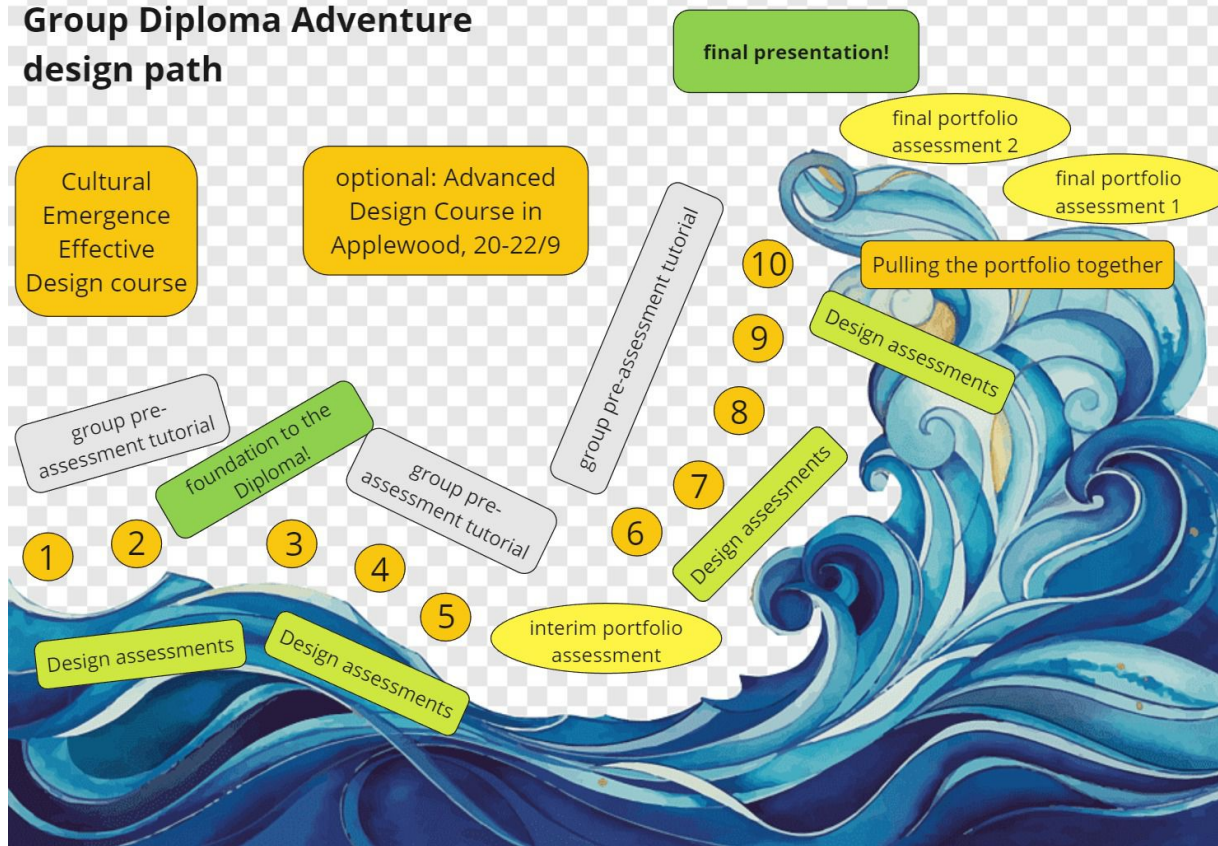
Action: I made a diagram with design frameworks to find patterns

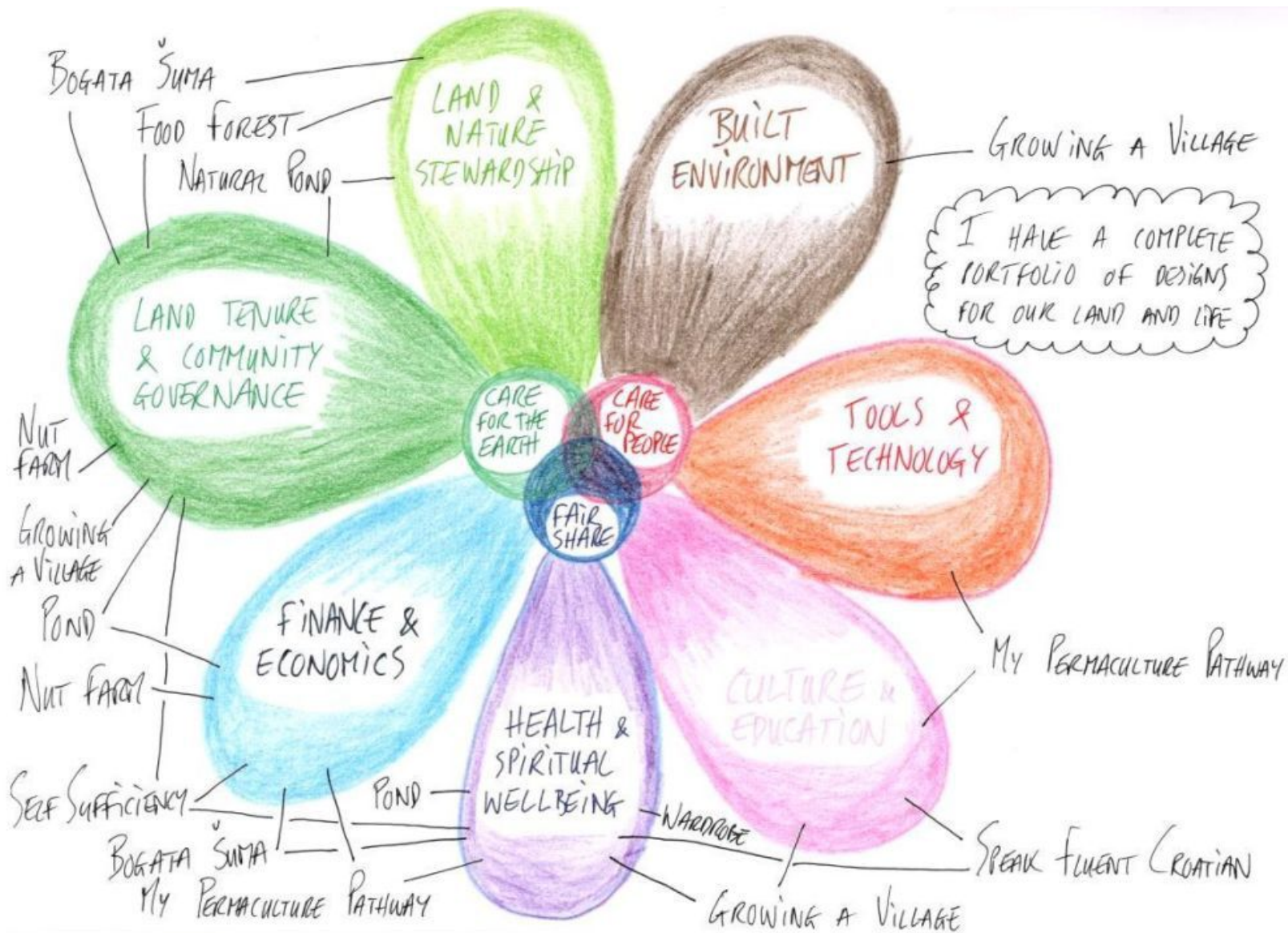
handle a problem or a wish, I made designs during PDCs and courses and I am working on some big designs right now. Why do I think that I am inexperienced?

Reflection to be experienced doesn't have to mean mastery. I can be past the child phase, somewhere on my apprentice path growing towards an adult phase.

Momentum I have 3 designs assessed from my facilitators training and I made around 10 more designs. In July 2022 the 1st round of Group Diploma Adventure ended and I got my Foundation to the Diploma with my 2 first designs accredited. I can start calling myself an experienced designer.

Group Diploma Adventure design path





"Permaculture flower" with my 10 Diploma designs

I have my permaculture diploma and I am an experienced designer with a beautiful and **complete portfolio of designs for our land and life**. I can proudly show people how we designed our terrain and life and how we walk our talk here at Bogata Šuma.
I am a popular permaculture/cultural emergence facilitator because I facilitate fun and learning. My facilitators-toolbox is filled to the brim.

I have a complete portfolio of designs for our land and life

Reflection There are 2 themes in my designs: our land called "Bogata Šuma" and my life: personal designs to improve it. We need solid plans to develop our land further into an attractive, edible landscape with more people living here. We need the designs to show to seriously interested people, and I need them as teaching material.

Limit What is "complete"? Is that even possible? I need to define boundaries or let go of them.

Idea Is there a balance between earth care, people care and fair share designs? How do they fit in David Holmgren's flower? Are all flower petals covered? Is it somewhat balanced? Does it have to be?

Principle Leave space for emergence

Momentum Inspired by Aleksandra Kudojare I made a spreadsheet to keep track of my designs, the type (land based, people, conceptual), the frameworks, tools. See Appendix 5: momentum-spreadsheet on page 48

Pause Pausing gives new ideas for current and new designs. It is like trying to come up with the name of an actor: you only find it when your brain is vacant.

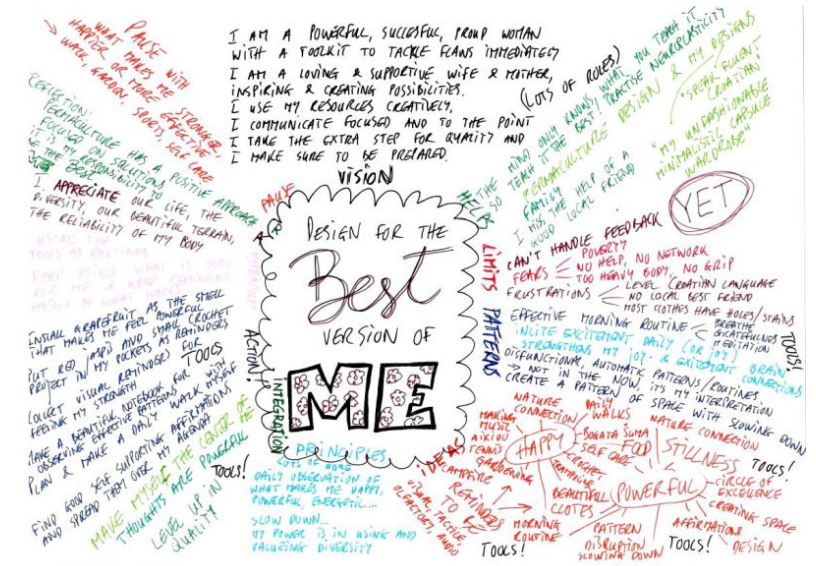
Principle Trust the process. Just work to completion of my Diploma portfolio.

Pause And celebrate! In Applewood with Looby and Delvin and other people on their Diploma path?

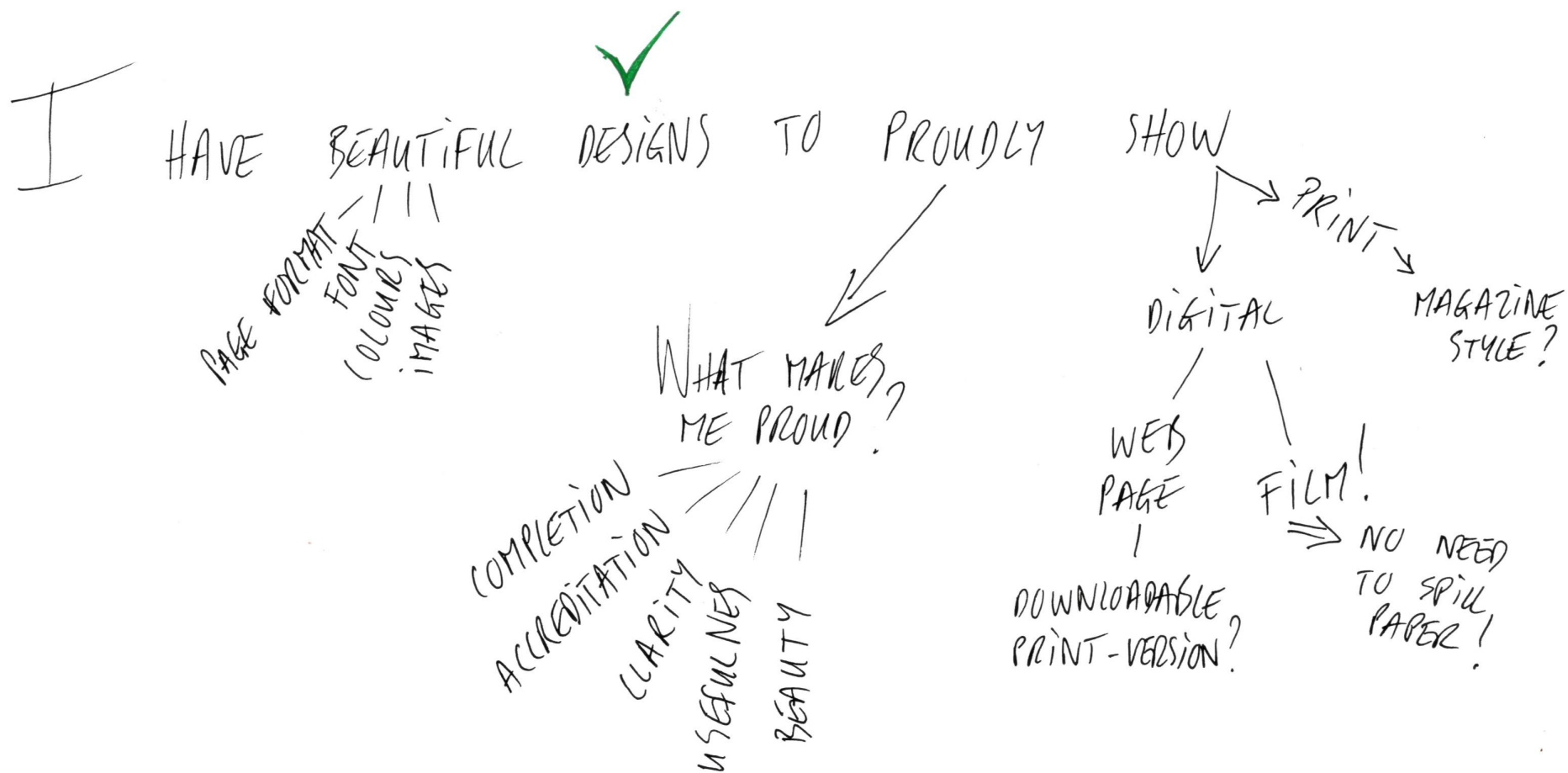
Idea After completion of my Diploma pathway I will be such an experienced designer that I can easily design new aspects of our life if my portfolio does not seem complete.

Integration My portfolio can be complete for the current situation and a compass for the future.

Reflection Complete for who? It is my wish to have designs to show to friends, volunteers and course participants. When my Diploma portfolio is complete, I have already more designs than they can probably handle in the time that they are here!



Mind map of The Best Version of Me design (is too personal to be big enough to read)



I have my permaculture diploma and I am an experienced designer with a **beautiful** and complete **portfolio of designs** for our land and life. I can **proudly show** people how we designed our terrain and life and how we walk our talk here at Bogata Šuma. I am a popular permaculture/cultural emergence facilitator because I facilitate fun and learning. My facilitators-toolbox is filled to the brim.

I have beautiful designs to proudly show

Reflection What makes me proud is a complete and assessed design that is full of solutions.

Principle One image can tell more than 1000 words and an infographic tells a whole story.

Help I have some skills (DTP and web design) and means (good printer, websites) to present them beautifully in print and online.

Limit Not everyone (including the planet) is happy to print something colourful and image-rich

Principle Earth care: Produce no waste

Integration If someone just wants to read a design, big images and colours aren't necessary. So I can make a print version that has only the functional images in a small size.

Idea I can make a one time print of the beautiful version of each design for myself, course participants and volunteers. If I laminate it, it lasts longer.

Idea People care: I can make a digital presentation or a film about the designs so no one has to print and people who prefer visuals will be happy.

Principles Small and slow solutions while stacking functions

Integration Making a film about a design brings fun, can grow my credibility and can create a new audience for permaculture designing. I can ask volunteers to help me with this.



Reflections – design timeline

Past	What bridged the gap?	Now	What might bridge the gap?	Future
Insecure	Encouragement from and working together with Looby & Delvin	Feel confident	End presentation of all designs Permaculture Diploma	Conscious competent
Lack of experience	Working with various frameworks, tools and design subjects Read lots of designs from others	Oversee bigger pattern	Keep designing, add new level to Group Diploma Adventure Form guild with Annette A. & Skye Jin	Daily design thinking
Tried to get grip	Let go of need for grip & trust the process	More free and flexible		Free and flexible
Designs not written up	Created permaculture flower of designs (of all aspects of our life)	Designed permaculture life	Print designs to show to more people, Write articles	?
		Designs are written up for Permaculture Diploma	Find volunteers who have skills to help me with this and dedicate their volunteering time to it	Films about designs as learning tool
Designing as a complicated, heady thing	Just doing	Somewhat fluent	Using more bodily wisdom	Set vision and facilitate the happening

WHEN?

CONFIDENCE?
ACCREDITATION?

FIRE TENDER GROUP ← HOW?

WHAT MORE DO I
NEED TO LEARN
ABOUT CULTURAL EMERGENCE?

WHAT MORE DO I
NEED TO LEARN
ABOUT PERMACULTURE?

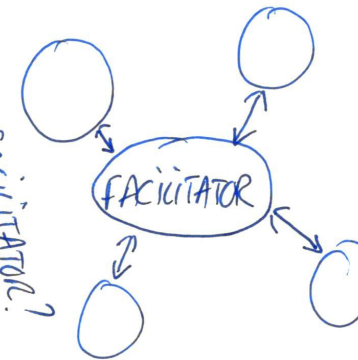
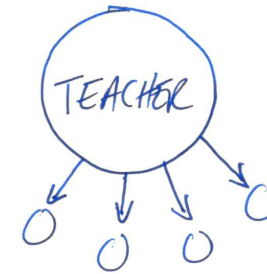
HOW?
BOOKS
OLD PERMACULTURE MAGAZINES
OTHER DESIGNS
YOUTUBE
PERMACULTURE ASSOCIATION

I AM A PERMACULTURE &
CULTURAL EMERGENCE FACILITATOR

Experience?



WHAT IS A GOOD FACILITATOR?
"ENGAGING PARTICIPANTS
"DISCOVERING
"CREATING INSIGHTS"
& APPLYING
→ LISTENING, QUESTIONING, ACCREDITATIONS



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I am a permaculture and cultural emergence facilitator

Idea Find out what the internet says about facilitating (and the difference with teaching). (See Appendix 1: What is an excellent teacher and facilitator?)

Help I have some experience which helps me to better understand what it is to be a good facilitator.

Limit I need to find ways to get the wisdom out of the group and grow my questioning and listening skills.

Limit I also need more knowledge of the land, about reading the landscape and solutions for needs to feel confident as a permaculture facilitator. My knowledge of different climates, water systems, forest systems, earth works, natural building, holistic management is limited to my own experience. I don't have much theoretical knowledge.

Help I don't have to know it all, I do need to have a good overview of the content and where to look up details. Find good sources.

Idea I have various books that I didn't finish reading yet, or that I can re-read to give me knowledge on a different level now. Same with videos, podcasts, websites. I can attend (online) learning events, connect to groups, guilds, visit others...

Pause Pause with reading, watching or other forms of learning to expand my knowledge. Read, integrate, master it.

Reflections Skills grow over time with just doing. Note to self: start and don't stop. Trust the process and grow into naturally *being* after lots of *doing*.

Principle Small and slow solutions and trust the process seem to be my favourites...

Integration What kind of courses do I want to facilitate or teach? PDC's? If I go with what I know and keep developing myself, I can get there one day. For now, I can start with courses to help individuals on their own path to a sustainable live with nature, possibly self sufficient.

Routine in facilitating

Limit 2021: There is no routine or regularity in my facilitations so my confidence grows (with



Web of Connections on the PDC on Brač



Social Permaculture and Peace course in Bosnia and Hercegovina in 2021

facilitating) and shrinks again (in the time between)

Idea Regular facilitations would keep my comfort zone expanded

Help Almost all volunteers that come to our place are a help to grow as a facilitator. They are great people to try out my facilitating skills and teaching tools on. Until now I have used all kinds of tools to explain permaculture to around 400 people.

Pattern I feel the need to be prepared by having notes OR experience. Unprepared I forget (important) parts.

Idea Give more workshops and courses to gain routine, so that I can trust the process and my creativity, knowledge and skills.

Integration See volunteers as participants in a course in their first few days. Go over a set of subjects with volunteers, so it becomes a regular thing.

Action Define the set of subjects to go over with new volunteers and design an introduction to permaculture course for them. Integrate sustainable living, how we do things here and practical skills.

Action Find the best way(s) of teaching/facilitating for each subject, and use multiple intelligences

Reflections Before 2019 I gave a few courses and workshops here at Bogata Šuma. Because there were hardly any participants besides our volunteers, I got in a spiral of erosion. Because of the lack of participants I would not make the effort to prepare well. Therefore facilitating didn't give me a good feeling.

Permaculture for kids

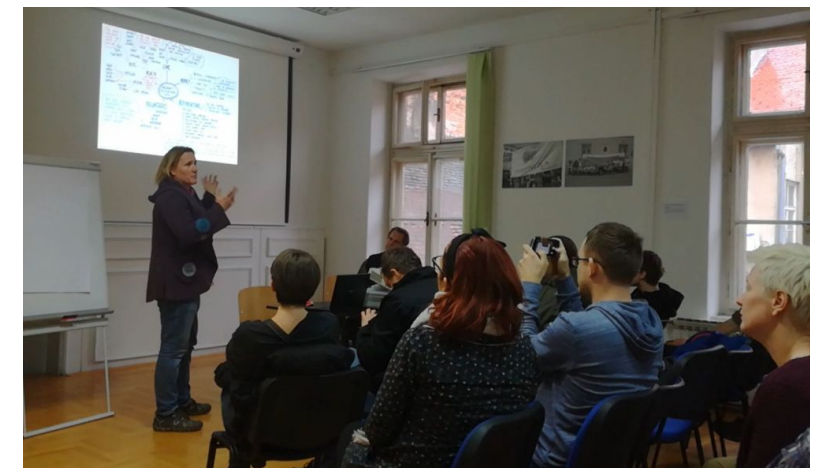
In 2017 I facilitated 4 workshops about permaculture (which I called "smart gardening") in the local school. I prepared myself well and collected fun tools and content for kids (9-10 years old) to understand the importance of designing your garden. We did drawings, diagrams, visioning, role play (each kid would represent a vegetable, 1 busy boy was the wind and their teacher was he sun), thinking like nature, brainstorming, games (like the Web of Connections), outdoor observation, soil analysis, designing, implementing and colourful hand outs with companion plants... The only tool that didn't work was that I tried to use the wisdom of the group. That was not in their (hierarchical group) culture.

A picture tells more than 1000 words

For "Dan Permakultura" (Permaculture day) in Zagreb in 2018 I was invited to give a lecture. Because my Croatian wasn't good enough and not everyone would be fluent in English, I used mainly pictures to tell our story. For me this was a good example of creative facilitation and get comfortable in front of a big group of people with a lot of knowledge about the subject. They all loved my visual "lecture".



Permaculture workshop for kids



Presentation on "Dan Permakultura" (Permaculture Day) in Zagreb

Facilitating a CEED with Looby and Lucy

In 2019 Looby and Lucy came to Bogata Šuma for a Cultural Emergence Effective Design course. My role was to facilitate the Design Web anchor points Limits, Action, Momentum and Pause. My biggest limit was that I needed notes; I wasn't fluent in the content yet. Almost all participants were permaculture teachers and Diploma tutors so I found it quite a challenging audience. But all went well and I got good feedback.

Facilitating the social part of a PDC

In 2021 I facilitated for half an hour each day on a Permaculture Design Course at Gea Viva on the Croatian island Brač. I made my arrangements with the host, and it was my mistake to not first ask the main teacher. Therefore she felt that I took this 0.5 hour from her and she believed that social permaculture was NOT a thing ("because Bill said nothing about it"). So it wasn't easy to do my part, also because this main teacher was only half listening and not actively participating, and repeatedly telling the group that she wouldn't do this. Because of this I couldn't get the other participants to make a personal design. I missed the skills and the courage to make them enthusiastic for it.

This PDC teaching by the other teacher taught me a lot though, and it was my tipping point to decide to grow into a fun and inspiring facilitator myself. She used 1 tool (PowerPoint) so I want a brimming toolbox. She wasn't familiar with her own slides and commented negatively on them, which taught me to always bring my own material that I proudly prepared myself. She didn't know how to work with her equipment (laptop, beamer, solar energy installation) which made me decide to go low tech and be flexible, independent from technique. She still didn't know all names at the end of the course so I will make an effort to always calling all my participants by their names. She had looked up her facts; I will do that too. She said and did things to influence the energy negatively, so I will find and use words, activities and games to keep the group energy positive and high. She used examples from 20 or more years ago, that made me decide to make an effort to stay informed. She was dogmatic and seemed a Bill Mollison groupy or disciple; I then and there decided that if permaculture is about solutions, I will be open to change and all influences. She would come with 1 solution for a problem and ignore all other possibilities coming from the group, she didn't like being interrupted or asked questions or any interaction actually; I will stretch my openness and flexibility, use the wisdom of the group, will be openly grateful for active participation and make people feel comfortable contributing and asking questions. She would judge populations and commentate on society; I will try my best to be respectful of all and talk neutral. She used jargon and abbreviations; I will do my best to speak clearly and ask regularly if I am understood.

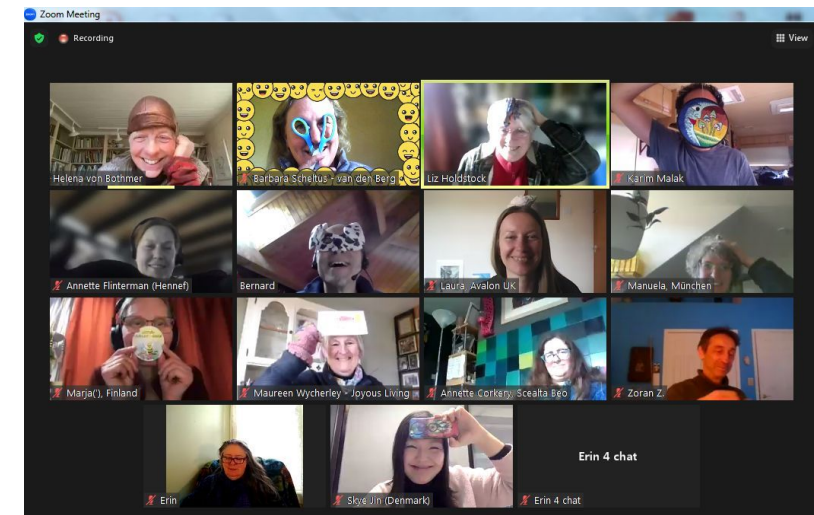
(co-)Facilitating online courses

In spring 2021 and autumn 2022 I was a tutor on the online CEED course. I learned from Geri that a poem at the start can set a magic tone. I learned from Delvin about timing and to give space for practical work. Let participants design during an online call; small steps are also steps. We did great teamwork.

With online facilitation Looby has been stretching my edges by putting me in the spotlight or asking "who



Cultural Emergence Effective Design course at Bogata Šuma in 2019



can facilitate this call?". I never jump in...

Apparently I have "modes" and when I am in passive or only semi-active mode, I don't have the flexibility yet to switch. It could also be that my introvert winter-me was in the foreground, and maybe I would have reacted differently in extravert summer time. It could also be that I am not so flexible, just like when I played the saxophone (alto and baritone) and couldn't improvise a solo.

I appreciate how Looby keeps trying and never gave up (yet). She is truly encouraging. And I have work to do there with trusting Life and letting go of the need for grip.

Facilitating social permaculture and peace

In September 2021 I designed and facilitated a week long course "Social Permaculture and Peace" in Bosnia Hercegovina. The organization gave me the subjects "permaculture" and "peace" and I could fill it in as I wanted. So I prepared to teach the (15) participants about the essence of permaculture and design, and how to work with the Design Web. The participants all had English as their 2nd or 3rd language, so I used all my creativity to find non-lingual ways to teach. I found a lot of tools and games in my memory of Rosemary Morrow's PDC, the facilitator training I did with Looby Macnamara and other courses and trainings I participated in, and in my permaculture teaching books.

I designed a fun week with lots of learning through games, drawings, examples, poems, visualizations, brainstorms, mind maps, group wisdom, questioning, re-framing, guided meditations, pattern disruptions, role plays, work sheets, sit spots, stretching edges, reflections and story telling. At the end of the week the participants knew what permaculture is and the 3 ethics, what principles are common among permaculturists and how to use them as decision making tools, how to use the Design Web as a method and they all presented a personal design and their groups designs.

After this (intense!) week I knew that it is possible to make a group of strangers have a great time together! That I can be a fun and inspiring facilitator (and almost half of the group wanted to be a facilitator themselves!).

I actively stimulated making notes, and after each anchor point I gave some design time. This worked well; only 1 girl (out of 15) shamefully burst out in tears that she didn't design for herself and regretted it. I also made an effort to create balanced groups for group designs, so they stimulated each other to design. This worked very well. What also helped, was creating a good balance between sitting & listening, and something physical. A small but effective top tip: I made participants come to me to get a hand out, in stead of handing them out myself.

Volunteer courses at Bogata Šuma

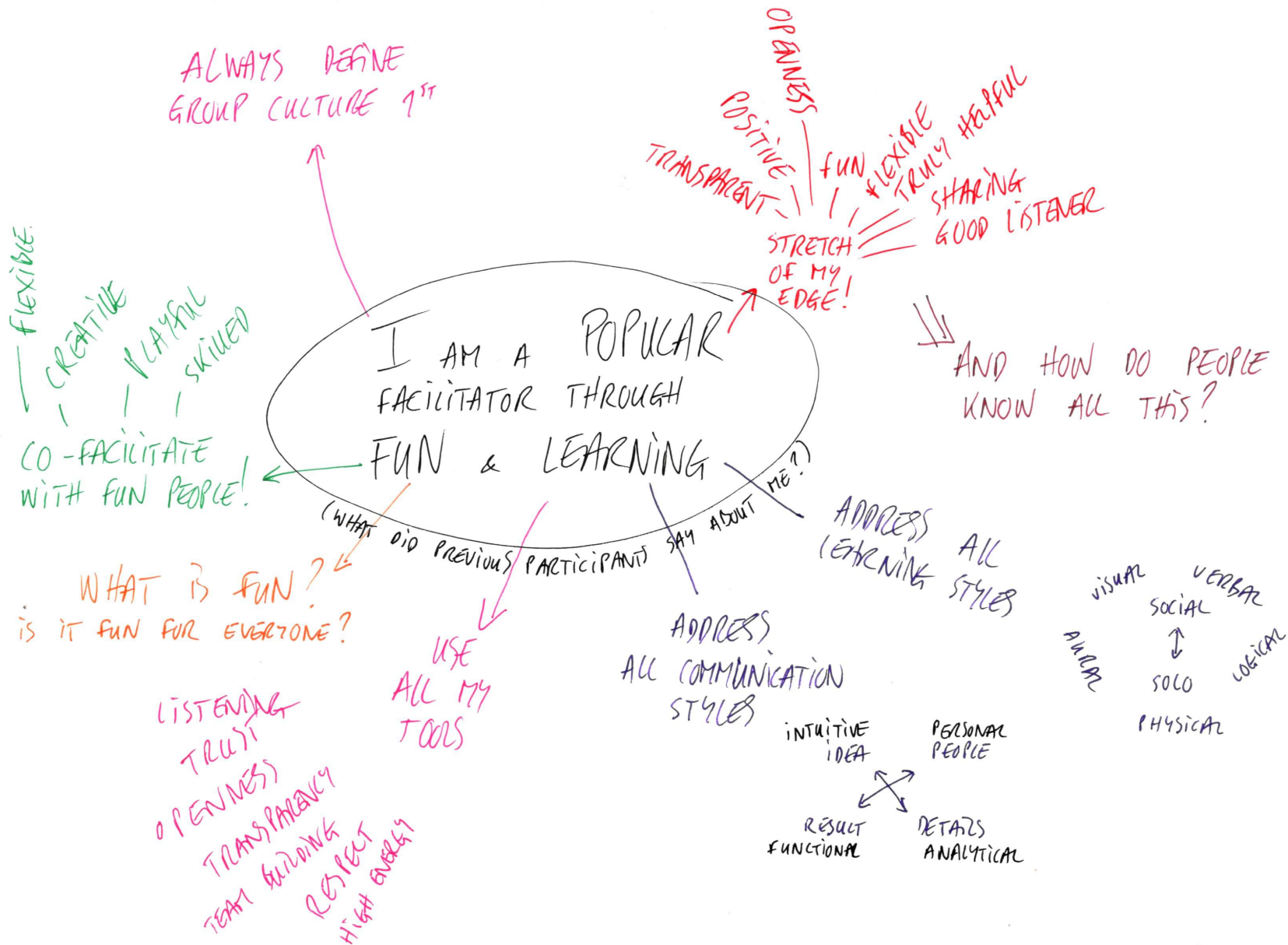
I have been facilitating regularly since 2022: monthly volunteer courses (5 days introduction to permaculture and sustainable living) and slightly longer courses about social permaculture, Cultural Emergence, designing and self-sufficiency.

I am learning:



- to stretch my edges and trust that it is just Life happening. All is well,
- to clarify expectations, always, and bring things out in the open,
- to ask more questions, never assume anything, just ask.
- my humour and lightness, enthusiasm, sincerity, openness, creativity, flexibility and gratefulness are always appreciated,
- to always find ways to learn in practice; learning by doing,
- connect to the level of participants: what are they at?
- that people need relevance for learning so explain the why, come with examples and relate it to their lives,
- to ask questions and wait for the answer even if it takes long,
- to use tools, games, stories when they fit in and don't wait because before you know it it's too late
- let people team up to find answers or solutions: they will keep each other busy and it gives some space for the facilitators,
- use embodiment when there are heavy emotions in the space. Let people feel into their bodies, speak about what is going on, tap to reconnect and bring something beautiful into awareness,
- to be soft and gentle, to feel the space and respect what is,
- "selling a course" is not pushing, but filling a gap that someone is feeling. Lots to learn about marketing, sales and closing a deal.





I have my permaculture diploma and I am an experienced designer with a beautiful and complete portfolio of designs for our land and life. I can proudly show people how we designed our terrain and life and how we walk our talk here at Bogata Šuma. I am a **popular** permaculture/cultural emergence facilitator because **I facilitate fun and learning**. My facilitators-toolbox is filled to the brim.

I am a popular facilitator through fun and learning

Vision participants have fun, are engaged, feel free to express themselves, they feel connection and their creativity is ignited

Help I can do my best to install and facilitate people care with a great group culture, transparency, add games to grow connections and address all communication styles and learning styles. Fun to me is being flexible and open to emergence, practising lightness and playfulness. Just need to remember to make sure that fun is never about people, only about things.

Help I can practise trust and openness by make people aware of these “goals” and invite the group to create fun, engagement, connection and ignite creativity as well.

Pattern Rosemary Morrow said to someone making a mistake: “*I am sure you know what to do. Think about it a little bit more.*” This for me is a brilliant example of encouragement and respect for the person and their wisdom and I need to install this kind of growth patterns.

Reflection Since I am in Dan & Johanna McTiernan’s [Embodied Permaculture Project](#) I get better and better in grounding myself, connecting to people, trusting Life and facilitating a course full of fun and flow. I do my best to encourage people, show them what I think are their qualities and refrain myself from judging.

Help [Paul Wheaton’s Eco scale](#) taught me that people are all on their own level of knowledge and awareness. People 1 or 2 levels up are cool, 3 or more levels up are nutty or even dangerous extremists. It is easy to relate to a person 1 level down (because you were there recently), but more levels down are easily judged as morons.

Pause Giving time to pause makes you a popular facilitator!

Reflection I am successful in keeping the group’s energy high with interaction, games and activities. Also my enthusiasm and using the tones in my voice have a positive effect.

Reflection September 2021 social permaculture course in Bosnia: in my reflections on facilitating I wrote a few times that I could have inserted more fun in the course if I would not be so fixed to what I prepared. Facilitating this course was a huge challenge for me and I didn’t have routine in facilitating yet. Now in 2024 I can let go of what I have prepared and go with the flow of the group. I grew into a facilitator that can connect with where people are on their path, and invite them a step further. People care.

Principle Trust the process! Leave space for emergence.

Integration When facilitating, be so well prepared that I can let go my control and trust the process.



Fun with Lucy on the Cultural Emergence Effective Design course at Bogata Šuma in 2019

When I feel confident in the subject, I have space to play with it and allow more fun.

Reflection Facilitating is not all about control or techniques. I need to hold the space for others and ignite connections. Fair share. As a facilitator I am part of the field, the learning space. I would like to help people by pulling tools out of my box and inviting creativity, connection, inner wisdom and reflection. I can learn so much more about facilitation and holding the space from my mentors.

Learning styles

Help If people all learn in different ways, I can do more my best to address all learning styles

Limit I am not sure yet how to address ALL styles on all different subjects.

Help I can design for that when preparing a course, and develop my toolset.

Help Now that I am more actively connected to people around Looby, I can also ask other facilitators how they would approach a subject.

Action Know the details about all learning styles and play with them in everyday conversations

Co-facilitating

Limit Facilitating alone gives me a very sad and lonely feeling. I designed this fantastic course, full of fun games and tools, and I am at the side line watching everyone else having fun...

Idea I need to find ways to be part of the group and share in the fun. Design my courses and include myself. Or find co-facilitators.

Pause Co-facilitation gives the opportunity to step back and pause for a while, to change the energy or recharge.

Reflection In 2022 I met Slovenian Aljaž Kužner on a Permaculture Teachers Training. We connected well, became friends and co-facilitated a few times. We had lots of fun, it felt like great teamwork and it taught me that a good connection with another facilitator gives trust, ease and calmness. Aljaž has super simple and to the point ways to make people feel into permaculture ethics.

Mali Boomkens was on the same teacher training. She wanted to visit Bogata Šuma so I thought to stack functions and facilitate an introduction to permaculture course together with her in 2023. We evaluated daily and I learned a lot of interesting content from her. She had a deep knowledge that she made visual in simple drawings or explanations. I learned a lot of content from her.

Idea I can read the feedback on all my past facilitations again and see what I can learn from it now and repeat this in 2 years because I will have levelled up.

Action Stack functions and copy some relevant feedback to use it as testimonials on [my site](#) and our [businesses' websites](#)



Placing myself outside of a group

Reflection In 2019 Looby and Lucy were in Croatia to give the CEED course with me for a group of 12 people who were almost all facilitators and teachers themselves. I noticed that Looby has an excellent feeling for dynamics in the group and she knows how to handle it. I remember people being critical and Looby stayed calm, focused, patient. I admired Looby for that.

Idea ground myself, be fully present in open awareness to what's happening in a gathering

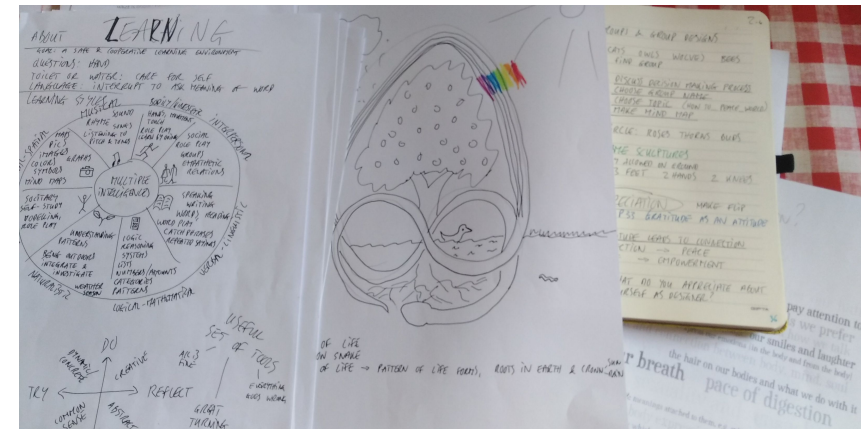
Action pay attention to physical signs, energetics and people's emotional and intellectual reactions, use all senses to feel into the space.

Reflection I feel that I don't have much resilience as a facilitator to hold the group if there are problems or if there is drama. The good thing is that I never had unwilling or difficult participants in my workshops and courses. Is that because I am quite simple and easy myself?

Pattern I can practice a deeper connection by asking more questions, deepen my curiosity, grow my sensitivity and read the field. Open up from my core (not verbally but physically) and attune.

Idea Have Dan McTiernan as my avatar for connecting to people and practice connections with "everyone", with volunteers or even guests at the table.

Reflection When I truly tune in to people (even cashiers in a shop) with all my senses, with Dan as my avatar, "miracles" happen. I have great conversations (even in Croatian or German!) and people come back to me, invite me for more and even start asking me questions! Never happened before.



Preparing for a course



Introducing permaculture in a fun and interactive way for an international group of teenagers

I have my permaculture diploma and I am an experienced designer with a beautiful and complete portfolio of designs for our land and life. I can proudly show people how we designed our terrain and life and how we walk our talk here at Bogata Šuma. I am a popular permaculture/cultural emergence facilitator because I facilitate fun and learning. **My facilitators-toolbox is filled to the brim.**

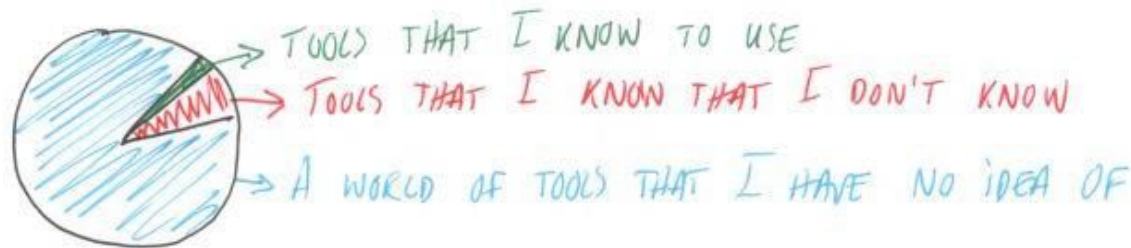
My toolbox is filled to the brim

Vision I have a complete set of design tools, facilitating tools and functional games ready available to flexibly use in various situations. All my tools are sharp, well oiled and clearly organized/I know which ones I can use in which situation.

Help There are already a few design tools and a few more facilitating tools that I know (good enough) to use

Limit There are many tools that I don't (exactly) know how to use

Limit There are probably heaps of tools that I do not know that I don't know!



Help On our book shelves we have many inspiring books with tools to use.

Idea I can collect these tools and find ways to start using them (in daily life).

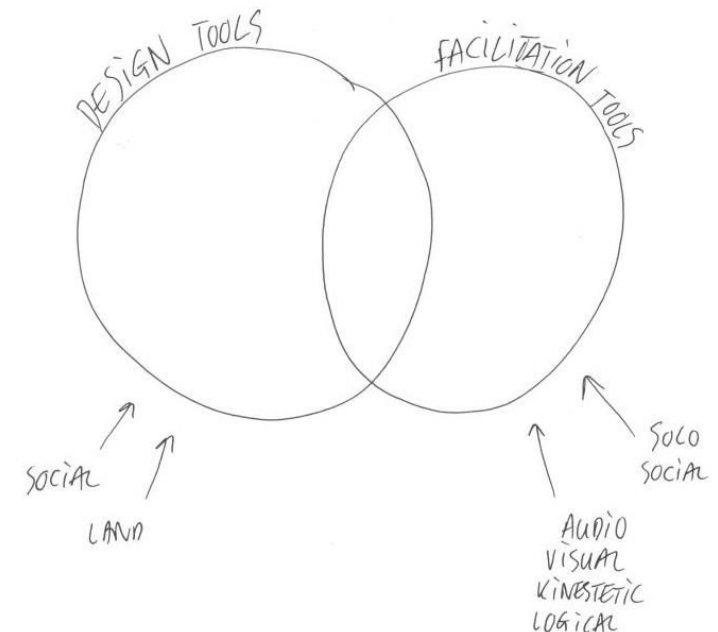
Limit Tools should be pragmatic, they should be simplifying/organising/summing up, appeal to people's intellect and creativity

Idea Collect tools by scanning other designs from permaculturists. World wide, because on the other side of the planet things might be very different.

Better idea Ask Delvin the Collector!

Reflection Because I am writing up this design and filling my toolbox is on my mind, possibilities emerge on my path. After a big group Zoom call in which the energy was not as high as we are used to, Kate Gathercole and I were brainstorming about what tools we could use to bring more life to online facilitations. So my connections to other facilitators are expanding and we are cooperating to improve!

My Toolbox is filled To The brim!
 ⇒ ONLY FUNCTIONAL WHEN I KNOW HOW TO USE THE TOOLS!
 START USING IN EVERYDAY'S LIFE?



Mind map about my facilitators toolbox

Help I feel excitement when thinking of expanding my toolkit as a designer and as a facilitator. I am eager to learn new tools and methods and experiment with them.

Help Whenever I speak to other facilitators, I like to exchange top-tools.

Appreciation I spoke with a German Lara who taught me tools for keeping balance in a group (balance people's speaking time with giving them stones in a pile in front of them for each time they speak) and how to manage time (3 people exchanging for 10 minutes saves 30 minutes of talking), how drawing or meditation can manage people, how you can make group dynamics clear by asking: "stand up if you feel...".

Appreciation I have a new (online) friend in Laura Bouwman who also is on her Diploma path and is an experienced teacher.

Principle Use edges and value the margins, expand my comfort zone by trying out new tools and see how I can get them to work.

Idea I can plan moments/situations to use specific tools.

Principle Use and value diversity in tools and games to creatively use and respond to situations with solutions for all needs.

Integration Learn to work with tools by using different ones in my designs. By upgrading/finishing 10 of my designs I can practice using various design methods and tools. I get to know them, their merits and will learn to understand when to use what method.

Action Make a list of design tools and learning tools for courses, with some explanation or a source.

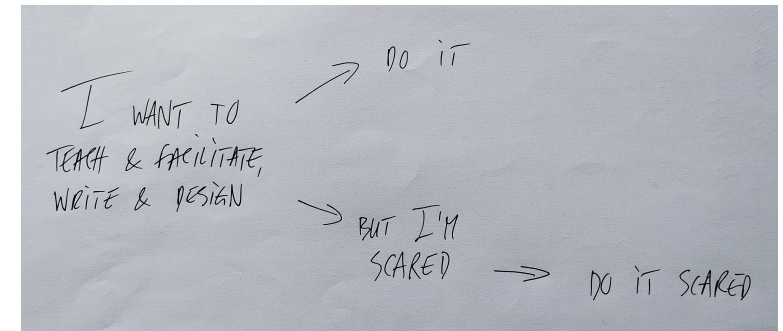
Idea The list of "Effective Skills for Excellent Teaching: and Facilitation" (appendix 1 on page 40) also gives tools to work with.

Action Print it and put it in sight so I stay reminded of these effective skills.

Idea Learn from others. There is still sooo much to learn from Looby! [Dan McTiernan](#) is also a great facilitator who lovingly holds the space. He masters this sensing into others and into spaces and I learned a few things from (watching) him.

Also [Jessica Bockler](#) and Terence Sexton are lovely and inspiring facilitators to learn from.

Idea People care (self care) - do an online course [The Captivating Actor](#) from Rick Segall to stretch my edges and loosen up where I am still tight. [Segall](#) is an inspiring teacher for communicating to an audience, body language, storytelling and general understanding of the craft of performing.



Reflections – facilitator timeline

Past	What bridged the gap?	Now	What might bridge the gap?	Future
Insecure	Encouragement from Looby, Aljaž, Mali and from all course participants	Feel confident, trust	Let go of need for confidence; I just do (my best and) what I do	Conscious competent
Lack of experience	Monthly courses	More flexible, can play now with content and teaching styles	Gently facilitating freedom and growth as a daily routine when around others, learn from masters	Mastery
Compare myself with others	Permaculture Teacher Training	"I do me, you do you"	Find and use more of my qualities for better facilitation	Excellence
Fixed idea that being good = being knowledgeable	From teaching fixed ideas to facilitating growth, while grounding myself	Use wisdom of the group	Sharpen my questioning to find more wisdom in the group	
Tried to get grip	Let go of need for grip, ground myself & trust the process	Sit back & relax, grounded		
Felt uncomfortable with people	Let go of all fixed ideas about self, grow my (inner) freedom	I mostly enjoy being around people!	Grow my inner freedom, let go of all judgements	Freedom
Don't feel connected to people	Grew connection skills, learned about communication styles	Connect well to certain people	Let go of judging, grow love and feeling of interconnectedness	Connected
Not holding the space	Growing awareness of qualities when holding the space for others, learning from masters like Looby and Dan	Still learning	Grow sensitivity, act upon my hunches	?

INTEGRATION

Personal practices to improve myself

I need to design a daily personal routine of practising gratitude, trust the process, keeping things light and letting go of the need for grip. Dan & Johanna McTiernan's embodiment practices are the answer to this.

I need to keep informing myself about permaculture and projects with books, magazines and websites, watch YouTube films, Facebook groups, Reddit, newsletters... Stacking functions by pausing with valuable content.

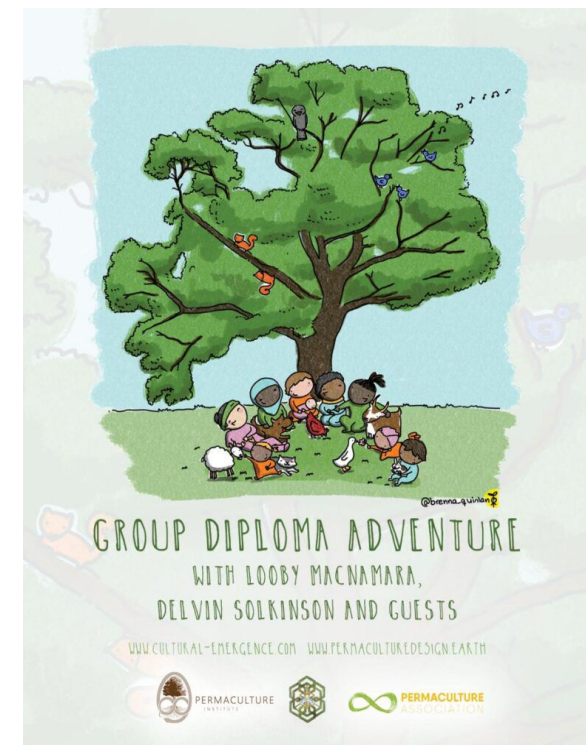
I need to make a routine of reflection on the process of designing in order to become a more experienced designer. Read other people's designs as well.

Diploma adventure to solidify permaculture pathway

I am designing my diploma adventure in such a way that it aids our life and gives us a good fundament for our future here. The designs I make help us develop our projects and give us material to step it up and present Bogata Šuma and the ideas behind it in a more professional way.

I thought to design from big and complex to small and simple, to make my path light.

PLAN	REALITY
Action Learning Pathway design	1. My unfashionable minimalistic capsule wardrobe
Bogata Šuma overall design	2. Growing a Village
Nut orchard design	3. Speak fluent Croatian
Natural grey-water cleaning swim pond design	4. A garden for the chickens
Forest garden & food savannah	5. Cultural Emergence Empowerment Deck
Chicken garden design	6. Nut farm design
Self-sufficiency design	7. The garden speaks
Growing a Village design	8. A handmade life
Speak Fluent Croatian	9. Thriving harmoniously into the future
My unfashionable minimalistic capsule wardrobe	10. My Permaculture Pathway design



Courses for volunteers

If I want to gain more experience as a facilitator and people are already coming to our place for my knowledge and real life examples, and money is an issue in our life, then I should give those people a course and ask a fee for it.

Turning a problem into a solution: volunteers cost too much time and money at the moment, so if I give them a thorough training as a start, they will be of more valuable help. And since this (permaculture, sustainable living and self sufficiency, eco gardening) training is also valuable for them and their future, it is not weird to charge a fee for it.

Reflections: Since spring 2022 we only host volunteers (for a minimum of 3 weeks) after they have done a paid [introduction course](#). A week long practical permaculture course here at Bogata Šuma in which I prepare people to be valuable stewards of the land.

I give this course for a small fee that covers the costs in their first week. This automatically selects only serious people who actually want to learn, we have a (costs covered) week to see if a person would fit in as a volunteer, they are prepared to be skilled volunteers, I get to practice my facilitator skills and I can experiment with teaching tools.

Our volunteers can see their work in the bigger system and they learn all about our views and ways of working, which makes them more independent in the 4 weeks that they are here.

I have also opened up these monthly courses for others, and earned more money with it.

2022: 4 courses for 22 volunteers and 2 other participants

2023: 5 courses for 21 volunteers and 4 other participants

2024: 5 courses for 21 volunteers and 6 other participants

Inviting volunteers who are truly interested in permaculture, is also a great way to stay up to date myself, hear about other projects and best practises. With permaculturists I usually exchange favourite books, films, podcasts, "favourite permaculturists", ideas, working systems...

Country Life Academy

Volunteers are young travellers (18-30 usually) with the aim to learn new skills and gain a variety of experiences. We also meet quite a lot of other people: (young) families who want to setup something similar as we did. They usually don't have time to stay for a month and their needs are often more specific: how to find your land, how to setup a low maintenance garden, how to grow towards self sufficiency, how do natural building techniques work, how to give animals a variety of functions...

With our new trademark the [Country Life Academy](#) we can address a different audience and help them setup a sustainable life in countryside (without necessarily mentioning permaculture).



Personal cycles calendar

Make an annual calendar for myself with 28-day cycles according to the moon phases, and plan my activities, courses and designs according to the moon's energy. Like:

- Start new activities and designs with new moon,
Plan and focus on details during the waxing crescent,
- D Decision making on the first quarter of the moon,
Editing and work to completion during the waxing gibbous,
- O Celebrate at full moon,
Pause, gratitude and sharing during waning gibbous,
- a Reflection, letting go and cleaning up in the last quarter.

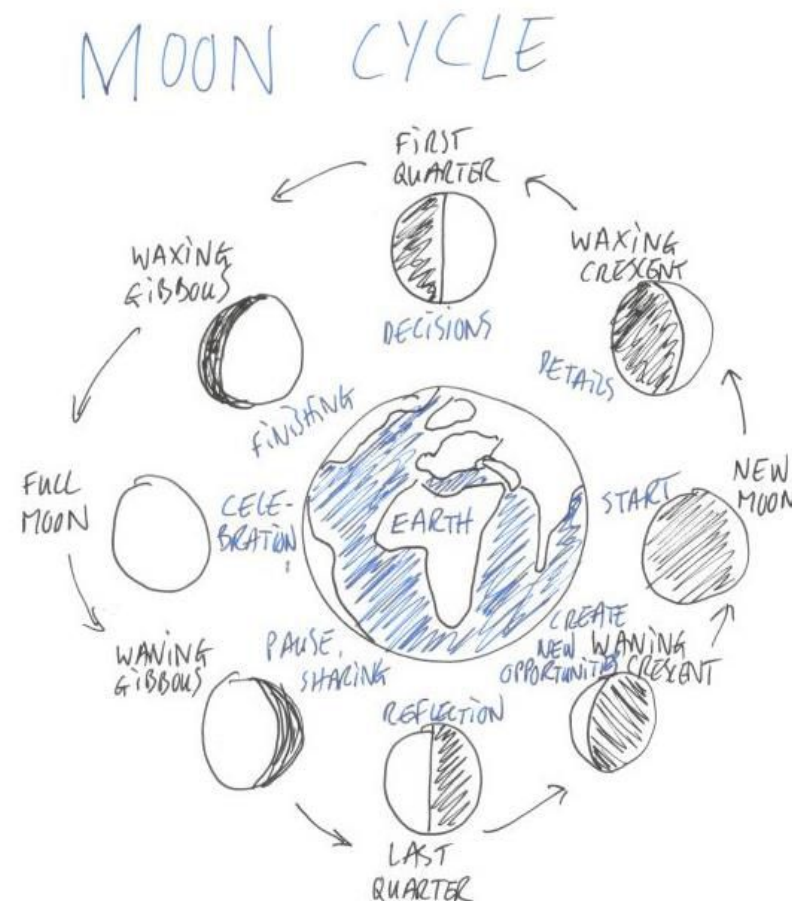
Take also the energy of the seasons in consideration: winter time is the best (quiet, hardly any guests) time for introspection and writing up designs. In spring I finish designs and start up outdoor activities again, volunteers start coming and courses and start happening. In summer I am continuously outdoors and surrounded by people, active and celebrating. In fall I wrap up, wind down and prepare for introvert winter time again.

Developing my tools

To motivate myself to use my tools, practise and to get to know them better, I can make a fun check box system. Every time I use one of the tools from my box, I can check if I remembered everything, if I including the source or the name of the inventor, if I could give examples and/or used storytelling well. This helps me track my progress, see what goes wrong, what needs attention. The fun of the check box system makes that I want to use the tool more often and I can monitor my progress.

Check-in routine

The check box system can be part of a bigger check-in routine that I do as a reflection after each course, or at least do once a year. Normally I evaluate last year in winter and make plans for the coming year. Why not design a check-in like Peter Cow did, to zoom out and zoom back in, to monitor my growth as a designer and a facilitator over a stretch of time. Design it so that it is an easy check-in process, fun to do.



ACTION

I will design a **daily routine** with gratitude, trust and letting go and giving equal attention to all forms of capital.

Remind myself that people are on their own pathways so I respect their own processes.

I will encourage volunteers to **read** the permaculture books on our shelves and old issues of Permaculture Magazine, and will ask them about what they have read.

Find at least 5 interesting permaculture initiatives and subscribe to their newsletter and/or follow them on social media.

I will attend free permaculture-related **events** (on or offline) to learn from other people's facilitation.

Design a routine for **reflecting on the process of designing**, to monitor my progress as a designer.

I will organise **monthly volunteer courses** in April, May, June and September, as the starting week of a new cohort of volunteers.

I rewrite the [texts for volunteers on our website](#) and on volunteer platforms, so that people understand that they will get a week long course first.

I am going to find people to **co-facilitate** by placing an add on the Permaculture Association website, by connecting to a few people around Looby that stand out for me and I will ask Eva (from Bosnia) and other people in my network to co-facilitate the courses at Bogata Šuma this year.

Design a **calendar** based on the moon cycles, and add my design stages in there. (Appendix 2 – Personal calendar)

I will jump into every opportunity to practise tools. To start with:

- embodied permaculture storytelling
- what is a food forest
- 9 Forms of capital

Whenever appropriate (in conversations with people or on courses of course) I will use my permaculture storytelling with a drawing, I will talk about the 9 forms of capital and/or draw a food forest with all layers that I can come up with. This will bring routine in using these tools, and helps me to remember all the details.

Design a check-in routine for my progress as a designer (Appendix 4: Check-in tool for reflection on my designers path)

Design a check-in routine for my progress as a facilitator (Appendix 3: Check-in tool for reflection on my facilitators path)



A European Union funded Permaculture Teacher Training in Croatia! Standing: my friends Aljaž and Anastasia.

MOMENTUM

It is easy to keep momentum on a path that defines my life. I don't see how I could NOT keep momentum.

Momentum includes family and volunteers. Celebrating successes of all individuals will help to keep momentum.

The check-in plan plays a big role in keeping momentum. It raises my awareness of progress and possibilities to improve as a designer and as a facilitator.

My learning intentions for the coming years are to grow in my routines of facilitating, my listening skills, questioning, my empathy, using a participatory style and hold the space for others.

APPRECIATIONS

I appreciated the process of designing my permaculture pathway! It showed me that everything is connected and that my life for many years has naturally been leading to my vision! (see image "My permaculture pathway, all threads adding up" on page 5)

I appreciate how this design felt like a dialogue with myself, and how it inspired and stimulated me to grow.

I am very grateful for the idea of a Group Diploma Adventure that made it easier for me to get my Permaculture Diploma. Thank you Delvin & Looby!

It always was my wish to have Looby as my tutor, and thanks to Covid19 online life got a boost. Physical distance is not an issue any more and now I am happy with a tutor in Canada and one in the UK.

I am very grateful for Johanna & Dan McTiernan's Embodied Permaculture Project in which I learned to be a human *being* (not just doing), experiencing wholeness and grounding myself so that I can facilitate from inner stillness. That opens up possibilities and gives me a feeling of freedom.

I am grateful for the Group Diploma Adventure that I have joined, because it gives me the possibility to reach out and connect and get inspired by more kinds of people. An opportunity to move from staring at myself and our projects, to open up and experience others, different pathways, ideas and cultures.

I thank Aleksandra, Skye Jin, Mali, Laura and Noah for being in guilds with me and giving momentum, inspiration, ideas and feedback.

I am grateful for Peter Cow's idea to have a regular check-in with his facilitator path. It inspired me for my check-in plan.

I am grateful for meeting all different people on my permaculture path, giving me good and bad examples, helping me to grow.

CHECK BOX SYSTEM FOR USING TOOLS

Permaculture storytelling

DATE:	9/21	12/21	11/1/22	2/3/22	3/3	28/5	2/5	6/6	29/6	4/7	18/9	30/10
DREW 8 / MORE LAYER												
ADDED ABSTRACT DIFF.												
INVITED INTERACTION?												
ALLOWED FUN / INTERACTIONS?												

GROUP TOO BIG: NO INTERACTION

REFLECTIONS on this design

This design started as a diploma pathway design, but during the design process I realised that the diploma is just a step in a much bigger whole. I use all permaculture-related learnings (designing, facilitating and all tools) in my daily life with myself, with volunteers, course participants and even with friends, family and camping guests! So I renamed it to *My Permaculture Pathway*.

Writing up this design at the beginning of my Diploma journey gave me clarity about my what, why and how and gave me direction. I belief that all Diploma people should start with an Action Learning Pathway.

And on the other hand it is also not so easy to still agree with everything written at the beginning, when you are at the end of your Diploma journey.

The check-in tools (Appendix 3: Check-in tool for reflection on my facilitators path and appendix 4, pages 43 - 46) work well but need visual designing. I noticed that I want to reflect with pens on paper so I need to turn it into a booklet with more note taking space, and put it in my teaching bag.

Reflections on the process of designing

I started this design process inspired by Kate Gathercole, after reading her 10 designs for her Diploma. I stepped on my Diploma path with a mind map for my vision. The mind map grew bigger and bigger and eventually I distinguished 2 parts: designing and facilitating. Since it was a quite extensive vision, I decided to chop it up in chapters. And for each chapter I made a mind map again. Mind mapping brings me peace: all these clouds of thoughts (sometimes so transparent that I can't figure out the details and sometimes fleeting and gone with the wind) are caught and turned into words on paper now.

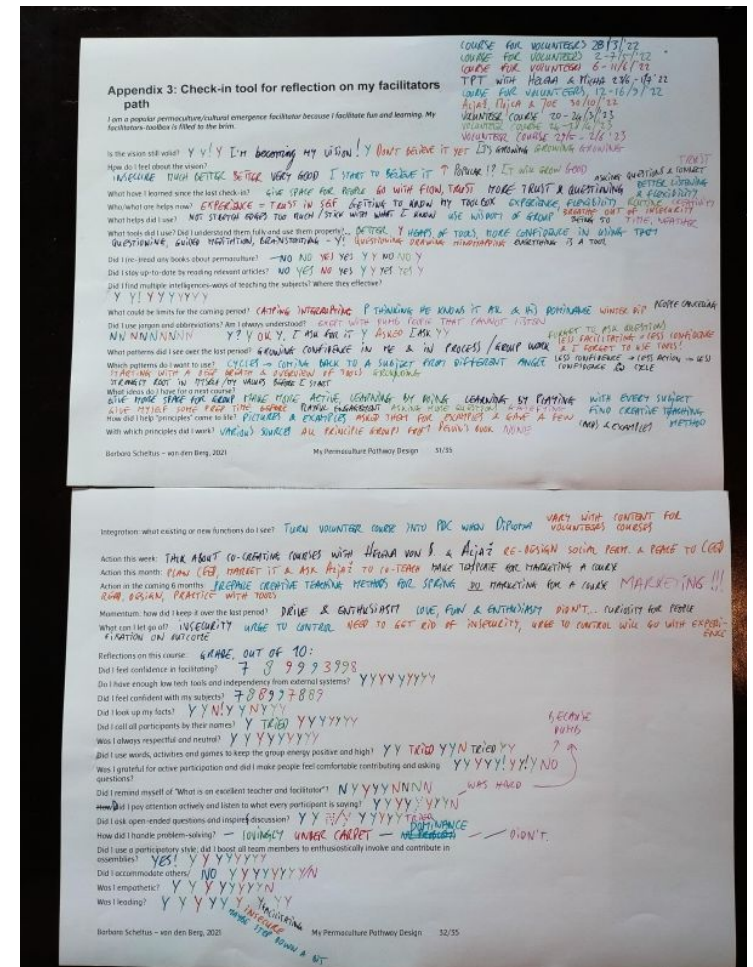
I used drawings, diagrams and mind maps a lot during the design process. The tactile doing, the non-linear and visual representation of ideas helps me to explore more details of this ideas.

During the writing up of the big chunks of this design I was excited and I jumped from anchor point to anchor point on the Design Web. I had entire internal conversations with myself that I jotted down. Because I could not think of a visual way to represent that, I left it and made the thought process more clear by putting the anchor points in front of the sentences.

I found limits that had been with me for years (like: "my knowledge is not enough"), and I found limits that I had overcome ("who am I to do this" became "I find my freedom in my authentic showing up"). I also found new ways to overcome limits, like: train people to become excellent and independent volunteers. It gives me more facilitating experience and more time to do my own thing while they are smart and independent "workers" (after the course). And the course is covering the costs for their first (less productive) week.

Because I want a toolbox that is filled to the brim, I became much more tool-aware. It was a joy to try out tools in my daily life and I will definitely continue this and keep expanding my collection.

The most significant pattern I found, was my energy in relation to time of the day and the energies of the



Check-in tool in use: not enough space to write and track progress.

moon cycle. Where in the past there would be moments/days that I didn't get anything done, I now know what kind of work is best to do in certain periods of the day and the moon cycle. I surrendered to the waves.

In this design the integration anchor point gave so many aha-moments! I felt that I kneaded a polyculture of needs into good solutions.

I still find Pause the most difficult anchor point of the Design Web. In only a few designs I could actively use it, and with other designs it seems a distraction from my manifestation-power.

Also Momentum wasn't obvious in this design. I never have momentum issues and of course I will keep momentum with what is important in my life!

This makes me wonder if the Design Web was the best choice of framework for this design. I do think so, because the Design Web fits ANY project, the effectiveness always surprises me. But I was also thinking about the "Tree design framework" (that is probably not the name) but I cannot find any documentation or example design with it. In my fantasy I think that it could be a good framework for this topic of My Permaculture Pathway. I like the idea of organic growth, the roots as values, the trunk as a strong basis and the various subjects growing from it as branches. Leaves as elements.

18/5/22 WAREHOUSE
22/6/22 VILLAGE
11/1/23 SPEAK FRANKLY
28/1/22 SPEAK FRANKLY
10/9/23 KICKSTARTER (MAD)
17/5/23 KICKSTARTER (MAD)
2/11/22 KICKSTARTER (MAD)

Appendix 4: Check-in tool for reflection on my designers path

I have my permaculture diploma and I am an experienced designer with a beautiful and complete portfolio of designs for our land and life. I can proudly show people how we designed our terrain and life and how we walk our talk here at Bogato Sams.

Is the vision still valid? I wish... I will... GROWING, NEW MORE LAND DESIGNS SOMEWHAT IT'S GROWING
How do I feel about the vision? SOMEWHAT EXPERIENCED LONG WAY TO GO GROWING AS DESIGNER GROWING ON THE
What have I learned? TO BE CONCISE CREATE DESIGN IN HEADS THINKING DIFFICULTY IS IMPORTANT TOOL BE CLEAR & CONCISE
What did I do and what not? ZOOM OUT, via my APT MADE DESIGN ACCEPTABLE FINISHED OLD DESIGNS & KICK WORKING/FLOW USED CREATIVITY

Who/what are helps now? DESIGN WEB PETER (WHY PAULIN SAW MY OLD DESIGNS GDA GUIDO
What helps did I use? KILLING MY DREAMING PETER, GROWING IDEAS OVERNIGHT GDA GUIDO GDA GUIDO GUIDO
Did I use a new design framework? NNY (STOUGHE) YN
What new design tools did I use? MoSeW Design Tree, PETER, 8 FORMS CAPITAL, PHI MANY MANY VISA, 6 HATS
Did I let permaculture ethics blossom in my design? Yes Y SOMETIMES DIFFICULT Y... BLOSSOM...!
Did I read other people's design(s)? No Y Yes YY
What could be limits for the coming period? NEXT DESIGN ARE BIGGER & COMPLEX EXTRACTION SUMMER TIME, VOLUNTEER & OTHER TIME
What patterns did I see over the last period? SEASONAL LACK A TIME INSECURITY & DISTRACTION SCATTERED MIND ENTIREMENT
Which patterns do I want to use? PLANNING MY EFFORT DAILY DUTY OF SELF CARE A DESIGN TIME DAILY PATTERNS THAT HELP ME
What new design ideas came up? MORE STARK DESIGN LIKE "MY 50" BIRTHDAY OR "A PERFECT DAY" MORE DETAILED VILLAGE ASPECTS
A DESIGN ABOUT DESIGN - THINKING BOGATO SURF OUSKAL DESIGN SELF-SUFFICIENCY

Barbara Scheltus - van den Berg, 2021 My Permaculture Pathway Design 34/35

How did I use principles in the design process? VERY INTERVIEWED THROUGHOUT TEXT, IN LIFE AS A LEAD/DESIGN TOOL DECISIONS
Integration: (ideas for) existing or new functions? CREATE FOND & WRITE UP BOGATO SURF OUSKAL DESIGN
KEEP IT SIMPLE, LET GO OF PERFECTION & JUST DO IT.
Action this week: PAUSE SILENCE IN COTTLEDOWN: FIND (KRAFT) FORM FOR DESIGN KEEP GOING
Action this month: USE MOMENTUM TO START FINDING 2ND DESIGN FIND DESIGN FRAMEWORKS FOR NEXT DESIGN KEEP GOING
FINISH ALSO SELF-SUFFICIENT DESIGN ACTION!
Action coming 6 months: JUST KEEP GOING! ENJOY SUMMER & SEE WHAT I CAN DO KEEP GOING SIMPLY! KEEP MOMENTUM KEEP GOING
Momentum: how did I keep it in the last period? USED INTERVIEW WINTERS TIME SAW SPRINGER COMING -> READING JUST KEPT GOING
What can I let go of? INSECURITY UNCLEARITY OF VILLAGE PLANS PERFECTION PERFECTION TIME PRESSURE

Appendix 1: What is an excellent teacher and facilitator?

Source: <https://www.publichealthnotes.com/facilitation-vs-teaching-20-differences-we-must-know/>

Effective Skills for Excellent Teaching:

- Be a good listener.
- Avoid hesitation to delegate and empower.
- Be conscious of requirements and recognize the need
- Be innovative
- Reveal and evaluate own performance.
- Be flexible and motivating
- Be resourceful and advanced on current modern techniques of learning
- Use diverse practices of teaching
- Avoid the tendency of thinking you are an expert
- Express friendliness and fondness towards students.
- Avoid repetition of various subject topics.
- Offer assistance that lead to student effective learning.
- Surprise students with recreational activities and field trips for refreshment.
- Respect students and their efforts. Motivate and praise students, as each one is different and extraordinary.
- Avoid criticism and negativity that hamper student perception on the teacher.
- Listen enthusiastically and carefully to students' views.

Effective Skills for Excellent Facilitation:

Facilitators can belong from any circumstantial and a range of experience levels.

The finest facilitator should possess following qualities:

- Listening—a facilitator must pay attention actively and listen to what every team member is saying.
- Questioning—a facilitator should be experienced in examining questions. Good questions are open-ended and inspires discussion.
- Problem-solving—a facilitator should be accomplished at relating group problem-solving procedures, containing:
 - Describing the problem
 - Defining the cause
 - Allowing for a range of resolutions
 - Deliberating benefits and drawbacks of clarifications
 - Pick out the top solution
 - Executing the solution
 - Estimating the results.
- Resolving conflict
- Using a participatory style—a facilitator should be able to boost all team members to enthusiastically involve and contribute in assemblies.
- Accommodating others—a facilitator should continue an open mind and not disapprove the concepts and recommendations of group members.
- Empathetic—a facilitator should have the ability to “walk a mile in another’s shoes” to recognize the team members’ state of mind.
- Leading—a facilitator essential be able to hold onto participants dedicated and the discussion on the mark.

Appendix 2 – Personal calendar

This image is a screenshot from a part of the spreadsheet with my calendar.

What you see are moon cycles (that this year coincidentally are a lot in line with the Gregorian calendar).

The black dot ● means new moon, D means 1st quarter, ○ means full moon and not in the pic: last quarter.

The printed calendar is hanging on the wall of my office and helps me plan and pick my tasks during the moon phases.

JANUARY		Waxing crescent: plan & details					Decisions		Waxing gibbous: edit and work to completion					Celebration		Waning gibbous:	
Sun 2 ●	Mon 3	Tue 4	Wed 5	Thurs 6	Fri 7	Sat 8	Sun 9 D	Mon 10	Tue 11	Wed 12	Thurs 13	Fri 14	Sat 15	Sun 16	Mon 17 ○	Tue 18	Wed 19
								Permaculture	Pathway Design	edit edit edit	edit edit edit	edit edit edit	edit edit edit	edit edit			Self Sufficiency Design
FEBRUARY		Waxing crescent: plan & details					Decisions		Waxing gibbous: edit and work to completion					Celebration		Waning gibbous:	
Tue 1 ●	Wed 2	Thurs 3	Fri 4	Sat 5	Sun 6	Mon 7	Tue 8 D	Wed 9	Thurs 10	Fri 11	Sat 12	Sun 13	Mon 14	Tue 15	Wed 16 ○	Thurs 17	Fri 18
Growing a Village II physical	Design start, setup framework, write up, write write write write							Growing a Village design II	edit edit edit	edit edit finish – Permaculture Pathway Design	edit, wrap up, finish						Self Sufficiency Design
MARCH		Waxing crescent: plan & details					Decisions		Waxing gibbous: edit and work to completion					Celebration		Waning gibbous:	
Wed 2 ●	Thurs 3	Fri 4	Sat 5	Sun 6	Mon 7	Tue 8	Wed 9	Thurs 10 D	Fri 11	Sat 12	Sun 13	Mon 14	Tue 15	Wed 16	Thurs 17	Fri 18 ○	Sat 19
	Self Sufficiency Design					Self Sufficiency Design	edit edit edit	Decision making, integration				Self sufficiency Design	wrapping up, finish	finish finish			

Appendix 3: Check-in tool for reflection on my facilitators path

I am a popular permaculture/cultural emergence facilitator because I facilitate fun and learning. My facilitators-toolbox is filled to the brim.

Is the vision still valid?

How do I feel about the vision?

What have I learned since the last check-in?

Who/what are helps now?

What helps did I use?

What tools did I use? Did I understand them fully and use them properly?

Did I find multiple intelligences-ways of teaching the subjects? Where they effective?

Did I use jargon and abbreviations? Am I always understood?

Did I (re-)read any books about permaculture?

Did I stay up-to-date by reading relevant articles?

What could be limits for the coming period?

What patterns did I see over the last period?

Which patterns do I want to use?

What ideas do I have for a next course?

How did I help "principles" come to life?

With which principles did I work?

Integration: what existing or new functions do I see?

Action this week:

Action this month:

Action in the coming 6 months:

Momentum: how did I keep it over the last period?

What can I let go of?

Reflections on this course:

Did I feel confidence in facilitating?

Do I have enough low tech tools and independency from external systems?

Did I feel confident with my subjects?

Did I look up my facts?

Did I call all participants by their names?

Was I always respectful and neutral?

Did I use words, activities and games to keep the group energy positive and high?

Was I grateful for active participation and did I make people feel comfortable contributing and asking questions?

Did I remind myself of "What is an excellent teacher and facilitator"?

Did I pay attention actively and listen to what every participant is saying?

Did I ask open-ended questions and inspire discussion?

How did I handle problem-solving?

Did I use a participatory style; did I boost all team members to enthusiastically involve?

Did I accommodate others/

Was I empathetic?

Was I leading?

Check boxes tools

In 2020 and '21 I explained permaculture a few times, to course participants and volunteers and even to a dinner table full of camping guests. I used storytelling to accompany my drawing; the drawing (of a traditional farmer and his neighbour: a self sufficient permaculturist in a food forest) made the points quite clear. I would ask my audience to come up with as many differences as they could.

This seems a fun and interactive way of learning about the basics of permaculture, and for me to see the level of understanding of participants.

I will continue to develop my drawing-with-story. I am already quite confident with this "microteaching", so it will give me the platform to leave space for emergence.

In 2021 I explained the 9 forms of capital three times. I needed my notes to remember them all and to remember the examples. Sometimes I come up with only 7 (when I forget spiritual and... financial HAAAA!) and I also had to think hard to come up with "Gregory Landua" and I forgot the name Ethan Roland Soloviev. One time I came up with good examples.

CHECK BOX SYSTEM FOR USING TOOLS

9 Forms of capital

DATE:	MAY 2021 PDC	SEPT 2021 BONA	25/10 2021 FAMILY	11/11 2021 TIT	31/3 HOUSE	5/5 HOUSE	7/6 HOUSE	28/6 MICRO TPT	4/7 STREET	14/9 HOUSE	16/10 STEAM & TIE	11/11 PROPOSE PLANNING VIDEO	20/3/23 HOUSE	24/4/23 HOUSE	6/5/23 WEEK WORKSHOP
Did I remember:															
FINANCIAL															
EXPERIENTIAL															
SOCIAL															
CULTURAL															
LIVING															
MATERIAL															
INTELLECTUAL															
SPIRITUAL															
HEALTH & WELLBEING															

CHECK BOX SYSTEM FOR USING TOOLS

10 Layers in a food forest

DATE:	3/3 '22	24/3 '22	15/5 '22	8/6 '22	29/6 '22	4/7 '22	15/8 '22	4/10 '22	7/10 '22	30/10 '22	10/11 '22	2/12 '22	25/12 '22						
1. CANOPY																			
2. SMALL TREES																			
3. BIG SHRUBS																			
4. SMALL SHRUBS																			
5. CLIMBERS																			
6. HERBACEOUS																			
7. GROUND COVER																			
8. ROOTS																			
9. WATER																			
10. FUNGI																			

Appendix 4: Check-in tool for reflection on my designers path

I have my permaculture diploma and I am an experienced designer with a beautiful and complete portfolio of designs for our land and life. I can proudly show people how we designed our terrain and life and how we walk our talk here at Bogata Šuma.

Is the vision still valid?

How do I feel about the vision?

What have I learned?

What did I do and what not?

Who/what are helps now?

What helps did I use?

Did I use a new design framework?

What new design tools did I use?

Did I let permaculture ethics blossom in my design?

Did I read other people's design(s)?

What could be limits for the coming period?

What patterns did I see over the last period?

Which patterns do I want to use?

What new design ideas came up?

How did I use principles in the design process?

Integration: (ideas for) existing or new functions?

Action this week:

Action this month:

Action coming 6 months:

Momentum: how did I keep it in the last period?

What can I let go of?

Appendix 5: momentum-spreadsheet

10 DESIGNS FOR PERMACULTURE DIPLOMA									
	TITLE	FINISHED	ASSESSED	IMPLEMENTATION	TYPE	FRAMEWORK	TOOLS		
1	My unfashionable minimalistic capsule wardrobe	100% May '22	Wilf 5-'22	100%	object	Design Web	Capsule wardrobe, MoSCoW, mind maps, Pinterest		
2	Growing a village	100% June '22	Looby 7-'22	yes, ongoing	people/concept	Design Web	Design Tree, PMI, 8 forms of capital, zoning, vision boards, poetry, mind maps, Pinterest		
3	Speak fluent Croatian	100% Jan '23	Looby 11-'18	yes, ongoing	people	Design Web	SMART goals, learning styles, accelerated learning, pattern disruption, creativity		
4	A garden for the chickens	100% Dec '22	Delvin 6-'23	100%	land	SADIMET	mapping, sector analysis, zoning, input-output analysis, PMI		
5	Bringing Cultural Emergence card deck into the li	100% May '23	Looby 7-'23	100%	object	Design Web	22 different tools		
6	Nut farm design	100% May '23	Wilf 6-'23	yes, ongoing	land	EGADIME	Design Web, holistic management, SWOT analysis, TOAST, maps, zoning		
7	The garden speaks	100% Jan '24	Delvin 1-'24	just started	people/concept	Design Web	Quick Design Web, VISA, 6 Thinking hats, mind mapping		
8	A hand made life; our pathway to self sufficiency	100% Feb '24	Looby 7-'24	yes, ongoing	people	GOBRADIME	Design Web, 7 Ways to Think Differently, 80-20 principle, mind mapping		
9	Thriving harmoniously into the future	100% Aug '24	Tom 9-'24	yes, ongoing	concept	GOSADIM	Patterns, SWOC, SHMARTER, various charts		
10	Action Learning Permaculture Pathway design	100% Feb '24	Looby 10-'24	yes, ongoing	people	Design Web	ALP, SMART goals, permaculture flower, facilitator check-in plan, mind mapping, moon cycle		
EARLIER DESIGNS:									
	Facilitator design	2018 Looby				Design Web			
	Elderly care community	2018 Looby				Design Web			
	Food forest 1	2009 Rakesh	Rootsman Rak			Observe Analyse Design			
	Co-design terrain Nea Makri, Greece (2 ha)	2015 Rosemary	Morrow, Tina Lymberis			Observe Analyse Design			
	Co-design restoration agriculture terrain Vukome	2016 Mark	Shepard			Observe Analyse Design			
	Multifunctional hedgerow	2009				Aranya's book			
	natural playground	2011-17				Dragon dreaming			
	grape terraces	2011				GOSADIM			
	grey water cleaning swimpond	2013				SADIM			
	Design terrain Bogata Suma, Croatia (12 ha)	2015				Whole farm planning			
	edible campsite landscape	2015				Dragon dreaming			
	Food savanna → forest garden	2016				SADIE			
	Design permaculture course for kids	2017				Design Web			
	edible balcony	2017				EGADIM			
	Give me a break	2019				Design Web			
	Home making with our family	2020				Design Web			
	The best version of me	2021				Design Web			
	Design for Social permaculture & Peace course	2021				Design Web			
	Design for social permaculture course on PDC	2021				Design Web			
	My natural, underground, lovely future house	2022				GOSADIM			
	Design for volunteer course	2022-24				Design Web			
	Design introduction to permaculture	2023				Design Web			