social development

Department:
Social Development
REPUBLIC OF SOUTH AFRICA

Inaugural Summit for the Professionalisation of Community Development

"Building sustainable, equitable and vibrant communities"

26-28 October 2011

FINAL REPORT

Preamble

This report documents the outcomes of the Inaugural Summit for the Professionalisation of Community Development held on 26-28 October 2011, at Vulindlela Villlage, Coega in Port Elizabeth, Eastern Cape Province.

- *The summit was jointly coordinated by the National Department of Social Department and a Steering Committee on the Professionalisation of Community Development.*

- *The Steering Committee was responsible for planning of the summit and consisted of members from the Department of Social Development and its partners.*

- *The summit was hosted by the Eastern Cape Department of Social Development and Special Programmes.*

Commonly Used Abbreviations and Acronyms

Abbreviation	Meaning
ASGISA	Accelerated and Shared Growth Initiative for South Africa
CBO	Community Based Organisation
CDP	Community Development Practitioner
CDW	Community Development Worker
DFID	Department for International Development (UK)
DSD	Department of Social Development
EPWP	Expanded Public Works Programme
ETQA	Education & Training Quality Assurance
FBO	Faith Based Organisation
FET	Further Education and Training Institution
GEAR	Growth, Employment and Redistribution Strategy
HEI	Higher Education Institutions
IACD	International Association for Community Development
NGO/NPO	Non-Governmental/Non-Profit Organisation
NQF	National Qualifications Framework
RPL	Recognition of Prior Learning
SAQA	South African Qualifications Authority
SABPP	South African Board for People Practice
SACCP	South African Council for Social Service Practitioners
SAHECEF	South African Higher Education Community Engagement Forum
SETA	Sector Education and Training Authority

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EXECUTIVE SUMMARY

The purpose of the *Inaugural Summit for the Professionalisation of Community Development* was to create a platform to consult stakeholders within the community development sector inorder to map a process towards the professionalisation of the practice of community development.

The summit covered three thematic areas which were the practice of community development in South Africa, the professionalization process, and lessons learnt from peer professional bodies. During the Summit, expert speakers and practitioners from South Africa and internationally concurred that professionalisation of community development is fundamental towards achieving standardisation of the practice to the benefit of the practitioners in terms of been afforded an international and national status as well as for the development of communities. Words of encouragement and inputs from peer professional bodies suggested that the process of professionalisation should begin with the establishment of an association for community development, followed by the establishment of a professional body and the establishment of an independent statutory council for community development.

The Department of Social Development which has been at the centre for the professionalization of community development as mandated by stakeholders in initial meetings and consultations that have taken place prior to the summit expressed support of the summit and the establishment of an Association for Community Development as a major milestone for the sector and as a clear recognition of the significance of community development in society. The afore-mentioned support came out clearly from statements made by political heads including the Hon. Minister and the Hon. Deputy Minister of the National Department of Social Development, and the MEC for the Eastern Cape Department of Social Development and Special Programmes. In this regard, the Deputy Minister in her address pronounced the launch of an association for community development as the first step in the professionalisation process. Accordingly, she mentioned that community development has been working in a fragmented manner, and has in the recent past move towards been a cohesive force in the development of communities. Community Development Practitioners are playing a central role in the eradication of poverty and hunger as well as in the delivery of services to the poor and vulnerable. They have been performing this function without having proper recognition and status. Therefore, today, marks a significant milestone in the history of the practice.

1   INTRODUCTION

"People cannot be developed; they can only develop themselves. For while it is possible for an outsider to build a man's [persons] house, an outsider cannot give the man pride and self-confidence in himself as a human being. Those things a man [person] has to create in himself by his own actions. He develops himself by what he does ... by making his own decisions, by increasing his understanding of what he is doing, and why; by his own full participation"

former Tanzanian President Julius Nyerere, 1973 (as quoted by Maistry, 2011:2)

1.1   PURPOSE OF SUMMIT

The purpose of the *Inaugural Summit for the Professionalisation of Community Development* is to create a platform to consult stakeholders within the community development sector inorder to map a process towards the professionalisation of the practice of community development (see Figure 1: Professionalisation Process).
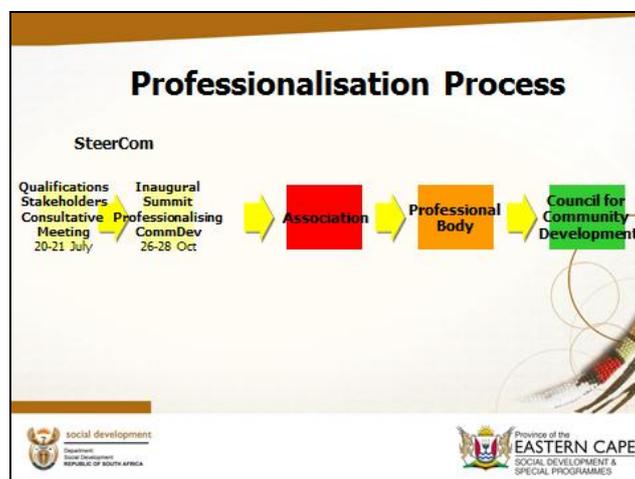
Figure 1: Professionalisation Process

1.1.1 Summit Participants

The three day summit was held at the Vulindlela Village in Coega, Eastern Cape, 26-28 October 2011. The summit was attended by officials, practitioners, academics and experts from across the spectrum of community development. The delegates represented a wide variety of organisations in the sector including the Department of Social Development (DSD), Further Education & Training (FET) Institutions, Higher Education Institutions (HEIs), Sector Education and Training Authorities (SETAs), the South African Qualification Authority (SAQA), other professional bodies, as well as Non-Profit/Non-Governmental Organisations (NPOs/NGOs), Faith Based Organisations (FBOs) and Community Based Organisations (CBOs).

1.2 BACKGROUND TO SUMMIT

This inaugural summit was a follow-up of the the *Community Development Qualifications Stakeholders Consultative Meeting which was* organised by the National Department of Social Development . The Community Development Qualifications Stakeholders Consultative Meeting was held at Birchwood, Johannesburg on 20-21 July 2011.

The purpose of the Consultative meeting was to report to delegates from relevant departments, educational institutions, qualifications authorities, stakeholders and other interested parties from various provinces on the finalisation of National Community Development Qualification NQF Level 5 and Natinal Commu nity Development Qualification NQF Level 8. It was also to request institutions of Higher Learning to mainstream the NQF Level 8 (4 years professional degree) into their curriculum.

During the Consultative meeting, it was proposed that a consultative summit be held to discuss the process of professionalising the practice for community development in South Africa. A Community Development Professionalisation Steering Committee (CDPSC) was established to organise the Summit and the Department of Social Development and the Eastern Cape Department of Social Development and Special Programmes offered to host the event in partnership. The event was held in Port-Elizabeth during the October Month

1.3 THEMES OF SUMMIT

Tthe summit focus on three main themes as highlighted earlier on: specifically endeavoured to achieve consensus around the following three thematic areas as follows:

- Understanding the *practice* of community development in South Africa and internationally;

- Mandate for *professionalisation*, particularly towards the establishment of a future professional body; and

- Understanding professionalization professionalisation, drawing lessons from peer professional bodies.

1.4 STRUCTURE OF SUMMIT

The summit applied a participatory approach so that delegates could share and learn from invited experts and from each other as there were more focus groups to discuss whole range of issues (see Appendix I: Outline of Summit).

Expert Presentations

The thematic areas were introduced through expert presentations over the three days. Each presentation was followed by facilitated panel discussions to ensure maximum knowledge sharing between delegates and presenters. The summary of each presentation as captured in the report need to read in conjunction with presenter's detailed papers and/or accompanying PowerPoint slides (please see Appendix III: Reference to Presentations).

Collaborative Forums

During the two afternoon sessions, the delegates were organised into a series of collaborative group forums around four discussion topics as follows:

- Topic 1: Understanding of community development

- Topic 2: Purpose of community development in the South African context

- Topic 3: Understanding of the professionalisation of community development

- Topic 4: Role of an association in community development

The objective of the group discussion was to obtain a consensus view and specific mandate around each topic from the delegates. These views formed the basis of the way forward.

2   PROFESSIONALISATION OF COMMUNITY DEVELOPMENT

2.1   UNDERSTANDING THE PRACTICE OF COMMUNITY DEVELOPMENT

The first thematic area was dedicated to the *practice of community development*. On this day speakers provided background information around the practice of community development in South Africa and internationally. The key focus was on the current status and history of community development.

The facilitatorintroduced the session by highlighting the importance of community development in South Africa. He noted that 2010 United Nations Human Development Index (HDI)[1], the standard global measure of holistic human development, ranked South Africa at 110th in the world, a steady decline over the last decade.. South Africa's gap between rich and poor as measured by the Gini coefficient is estimated at around 0.68, widely considered the highest in the world, overtaking that of Brazil. Given these trends, the need for community development is critical if this development gap is to be bridged.

The Facilitator further mentioned that that Government had focused on service delivery as a means to address historical backlogs caused by apartheid. He argued that there is an increasing realisation that service delivery on its own can inadvertently disempower communities through provision of services to passive citizenry rather than one of encouraging active participation of citizens in their own development. He cited a table summarising the difference between service delivery and community development and suggested that both are complementary to one other.

Service Delivery To Meet Basic Needs	Community Development To Unlock Potential and Build Assets
▪ Focus on **needs**	▪ Focus on **assets**
▪ Responds to **problems**	▪ Builds from **opportunities**
▪ **Grant oriented**	▪ **Investment oriented**
▪ Emphasis on programmes by **external agencies**	▪ Emphasis on initiatives by **local associations**
▪ Goal is **excellent service delivery by government**	▪ Goal is **community-driven development**
▪ People are **clients and beneficiaries**,	▪ People are **citizens and producers**
▪ **Projects** are the answer	▪ **People** are the answer

Table 1: Service Delivery and Community Development (after Kretzmann & McKnight, 1993)

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[1] The 2011 HDI report, released by the United Nations in November 2011, ranks South Africa at 123rd in the world, representing a drop of 13 places from 2010 relative to other countries.

He posited that there is a growing recognition of the existence of a multitude of assets, even in communities that are regarded as poor and vulnerable as they have potential to to achieve sustainable livelihoods. In support of this view, the facilitator quoted President Jacob Zuma who stated that "*since we are building a developmental and not a welfare state, the social grants will be linked to economic activity and community development, to enable short-term beneficiaries to become self-supporting in the long run*"(2011 State of the Nation Address).

Accordingly, the facilitator indicated that a space exists for professionalised community development practitioners to bridge the development gap by facilitating, coordinating and integrating a holistic approach to development, that focused on empowering people and supporting their institutions to enable communities to better prioritise, access and leverage government programmes and services to drive their own development.

2.1.1 Current Status of Community Development in South Africa – Ms Sadi Luka

Ms Sadi Luka, Chief Director for Community Development at the National Department of Social Development presented a paper on the status of current community development in South Africa. In her paper she articulated the current status of community development and the role of government within community development.

In her address, she mentioned that since the dawn of South Africa's democratic dispensation, the well-being of all South Africans has been the guiding light of government policy captured by the phrase "*a better life for all*". After the launch of the Reconstruction and Development Programme, the new governments' first major programme in addressing the inherent policies of apartheid, the White Paper for Social Welfare of 1997 was tabled. According to Ms Luka, the White Paper provides the overall framework and the instruments needed for the transformation of welfare services in South Africa towards a developmental welfare system that facilitates the development of human capacity and self-reliance within a caring and enabling socio-economic environment. The South African government considers itself constitutionally obliged to facilitate the development of its citizens.

Ms Luka described four perspectives that inform community development policy-making, namely the *basic needs perspective; social exclusion perspective; the income perspective*; and *the sustainable livelihoods perspective*. The *basic needs perspective* is reminiscent of Maslow's hierarchy of needs. It states that the basic needs of a human being such as access to sanitation, clean water, shelter and education, ought to be the first priority in addressing development. This approach

informed various planning approaches such as the Integrated Sustainable Rural Development Programme (ISRDP) and Integrated Development Plans as well as the government's war on poverty campaign. *Social exclusion* sees the lack of integration within society as the main contributor to lack of development. On the other hand, the *incomes perspective* is focussed on the relief of poverty through providing an income. It was the driving philosophy behind various government national programmes such as GEAR, ASGISA, EPWP, Social Assistance and Income Grants. Although useful, this perspective fails to address non-income related poverty i.e. the development of a human's whole being. Finally, the creation of *sustainable livelihoods* explores how communities can identify and leverage their own human, social, physical, financial and environmental assets to the benefit of the community as a whole.

Figure 2: Sustainable Livelihoods Framework (DFID)

The goal of developmental social welfare is, "*to build a humane, peaceful, just and caring society*" (Luka 2011:2). According to Ms Luka, if this goal is to be met, it is imperative that government, in partnership with other stakeholders, incorporate all four of the aforementioned perspectives in their policy outlook. The result of a policy outlook that is integrative of the four perspectives would better meet basic human needs; release people's creative energies; empower people to achieve their aspirations; build human capacity and self-reliance; and ensure full participation in all spheres of social, economic and political life (Luka quoting White Paper).

The first concrete step proposed by Ms Luka, which was also supported by numerous speakers who followed thereafter, was the establishment of a Community Development Association in order to standardise the practice of community development. Furthermore such an association would enable practitioners to operate as a representative collective when dealing with all matters related to the profession. Ms Luka concluded by noting this as one of multiple steps which the

Department of Social Development (DSD) has taken in advancing the course of community development.

2.1.2 History of Community Development in South Africa and Africa – Dr Margie Maistry

These topic was addressed by by Dr Margie Maistry from the University of Fort Hare, Eastern Cape and member of the Community Development Practitioner's Steering Committee for Community Development..

According to Dr Maistry, current notions of community development in Africa began as offshoots of colonial policy brought to the continent. In South Africa, community development was viewed by the apartheid government as a potential opportunity for the orchestration of anti-government activities and was therefore discouraged. As a result, community development was deliberately deprived of funding and instead the practice of social work was strengthened as a means for government to intervene at a low level into the lives of people. This lack of development of the practice of community development has led to a rather unclear definition of the role of practitioners of community development in society.

Stemming from this deliberately undefined role of practitioners as inherited from the apartheid government's policies, as a point of departure Dr Maistry explored the roles of Community Development Practitioners (CDPs) in detail. Currently there is a prevailing perception of CDPs as people who deliver or bring about development to communities. Dr Maistry considers this an incorrect perception as it still perpetuates a the notion of passive citizenry. To understand the origination of this perception it is critical to understand that Community Based Organisations had to take on service delivery initiatives during the apartheid era, for example the establishment of medical clinics. By de facto, NGOs were thrust into service delivery. However, ideally CDPs should merely intervene within existing community processes.

These interventions include a wide array of functions performed by CDPs. For example, Dr Maistry noted that their responsibilities include interacting with individuals, groups and organisations in a community; developing community profiles; assessing community strengths, resources and needs; developing strategic analyses; and facilitating community planning together with community members. These broad activities are further supplemented by supportive activities such as helping to establish, maintain and develop community groups; resolving conflict within and between groups and organisations in the community; collaborating and negotiating with other agencies/role-players and professions; as well as relating effectively to policy-making and implementation, including local politicians; communicating orally and in writing with individuals, groups and organizations.

Clearly the functions of practitioners in community development are varied both in depth and breadth. However because of a current lack of standardisation of the profession, CDPs are normally caught up in specific service delivery issues at the community level instead of a wider engagement with communities around the practice of community development. This suggests a dire need for an association of practitioners to be able to begin to set out the scope of the practice.

The professionalisation of the practice of community development ought to support and enable CDPs to be competent in a wide array of skills. In partnership with community groups, CDPs are required to assist in setting objectives and targets with communities. Thereafter they would facilitate the effective development of such groups to work productively to achieve the agreed upon community goals. CDPs are also expected to be involved in the resolution or management of conflict within and between groups and organisations in the community.

2.2 SUMMARY

Ms Luka presented the policy context of community development in South Africa. By drawing from various policy documents, such as the White Paper on Social Development, she identified the promotion of the practice of community development as a key policy imperative of the developmental state. Dr Maistry provided context to Ms Luka's presentation by laying out the history of community development in South Africa and in particularly noting the important role of community development practitioners can play in helping to strengthen communities in a developmental state. In proposing a way forward in the professionalisation of community development, both Ms Luka and Dr Maistry proposed the establishment of a unified professional body for community development and ultimately an independent national council for community development. Both speakers made a strong case for the formation of an association of community development practitioners as the next key step in the professionalisation of the practice.

2.3 PROFESSIONALISING THE PRACTICE OF COMMUNITY DEVELOPMENT

The second thematic area centred on the *professionalisation* of community development. It became apparent on the second day that the standardisation of the practice of community development as well as the accreditation of community development qualifications and experience is dependent on the professionalisation thereof. This however, can only take place once the process and requirements around professionalisation have been clarified. Discussions around this thematic area provided important background to the professionalisation of community development.

2.3.1 Professionalisation of Community Development Internationally – Dr Love Chile

The keynote speaker Dr Love Chile, Associate Professor and Director of the Institute of Public Policy at the Auckland University of Technology Auckland, New Zealand and member of the Board of Trustees of the International Association for Community Development (IACD) provided background around professionalising the practice of community development in an international context.

In his introduction, Dr Chile argued that the development of communities has evolved over thousands of years. However, it only emerged as a formal practice in the West from the 1940s onwards. In the U.S. for example, community development began as a practice in 1945, while in Australia and New Zealand it was used as a method to primarily assist native peoples. Furthermore the United Kingdom, Australia and New Zealand integrated community development into academia and professionalised the practice thereof in the 1960s and 1970s. However, in the UK while the practice actually became professionalised in the 1950s, yet it was subsequently subsumed as an element of social work. On the other hand in Ireland, community development is an integral part of national policy and as a result, Ireland is considered a best practice in this regard, to the point of the sector being largely resilient in the wake of the global financial crisis. Dr Chile also noted that the practice of community development has become more acceptable to governments and donors alike and has received increased moral and financial support from these sectors in recent years.

Dr Chile located a formal definition for community development in the 2004 Budapest Declaration of the IACD, which at its core seeks the strengthening of civil society through the empowerment of communities. Part of the Budapest Declaration declares that, "*it [community development] strengthens the capacity of people as active citizens through their community groups, organisations and networks; and the capacity of institutions and agencies (public, private and non-governmental) to work*

in dialogue with citizens to shape and determine change in their communities". This definition thus affirms the notion that community development is not done to communities, but rather implemented in partnership with communities. According to Dr Chile, the core of community development can be further simplified into four critical pillars of human rights, namely "*equity*, *fairness*, *empowerment* and *sustainability*". Dr Chile also put forward the notion of transformative community building that goes beyond meeting basic needs and instead focuses on social justice. He reminded delegates that an "*effective community building process requires the effective engagement of all partners in the development process, namely individuals and families who are the primary target of any form of development intervention, governments at all levels, the business or market sector, and the community and philanthropic sector*"(Chile 2011:2).

Dr Chile also acknowledged an ongoing debate around whether the practice of community development should be professionalised. Those against professionalisation argue that professionalisation may make the practice elitist, which is contrary to the very nature and aim of the practice. However he was firmly in favour of the professionalisation of the practice, arguing that standardisation of the practice benefits communities and practitioners alike. In support of this view, Dr Chile drew attention to former President Thabo Mbeki's statement that laid out the South African government's requirement for multi-skilled CDWs to facilitate interaction between government and communities. The former president had stated that there was a need for, "*multi-skilled community development workers (CDWs) who will maintain direct contact with the people where the masses live - so that we sharply improve the quality of the outcomes of public expenditures intended to raise the standards of living of our people*" (Mbeki as quoted by Chile 2011:13). Expanding this context, the establishment of a professional association would thereby introduce a measure of accountability of CDPs to a range of stakeholders beyond the community to include government, funding agencies and the organisations employing these practitioners. This accountability would ground the role and responsibilities of CDPs in ethical and credible practices, according to Dr Chile. He also explained that the Former articulation of the need to have a multi-skilled CDWs to facilitate interaction between the state and communities is a mandate for the professionalization of community development.

He concluded by describing the role of the IACD as an international flagship organisation of the community development practice. Although the IACD is vibrant at the level of individual associations, much work needs to be done in strengthening

regional and national associations. With this statement Dr Chile sought to affirm the professionalisation of community development in South Africa.

2.3.2 Professionalisation of Community Development in South Africa – Prof Frik de Beer

The presentation by Professor Frik de Beer, head of the Department of Development Studies at the University of South Africa, provided information on the challenges and opportunities involved in the process of professionalising the practice of community development.

Prof de Beer outlined the challenges and opportunities encountered within the political context for community development in South Africa where community development has often been viewed as an extension of government's service delivery. In an effort to align themselves with national service delivery goals, CDPs can unwittingly perpetuate a culture of dependency. After apartheid, NGOs initially aligned with government policies and perhaps served as an extension of government agendas in order to support the then new, fledgling democratic transition. However, in supporting this transition, both government and NGOs lost track of the actual role of community development. According to Prof de Beer, the aim of the summit should therefore be to steer the practice of community development back in the right direction, that is of "facilitating community development" as articulated previously by Dr Maistry (2011:8).

In his presentation Prof de Beer eluded to the fact that community development was artificially supported by the apartheid government in an attempt to rid of "*black spots*" [of black people] and relocate people from so-called white South Africa to the "homelands" (de Beer 2011:3). This resulted in negative and incorrect connotations being attached to the concept of community development. However within that period there were those who genuinely understood that community development required a people-orientated approach which demanded of communities to be at the centre of making decisions concerning their own lives. Amongst the active proponents of this view were individuals such as Steve Biko as well as organisations such as the Black Consciousness Movement, various NGOs who later became part of the United Democratic Front (UDF), the Association for Rural Advancement (ARFA) and the Africa Co-operative Action Trust (ACAT). These organisations offered a range of services from assisting communities in their struggle against forced removals to offering early childhood development services.

However in post-apartheid South Africa, community development was still often seen as an extension of government service delivery. This service delivery role was even articulated by former President Thabo Mbeki when he stated that "*among other*

things, these [community development] workers will help to increase the effectiveness of our system of local government, strengthening its awareness of and capacity to respond to the needs of the people at the local level" (Mbeki as quoted by de Beer 2011:4). Subsequently, there is a focus on projects in communities which often cease to function after CDPs withdraw. This is because within this process communities are subjects of development rather than active participants in the lot of their own betterment. However in recent years there has been a shift in understanding of the role of community development to encompass a community centred approach. As such, CDPs would, for example, be engaged in community enterprises that focus on sustainable development beyond the traditional service delivery projects.

Challenges noted by Prof de Beer were the political interference around community development, budgetary constraints and lack of coordination. Regarding the first challenge, it is important that community development be articulated and led by communities, not by government policy-makers and other politicians. Secondly, budgetary constraints emanate from mismatched projects by what government sees as important and what communities need or see as important. In order to address this matter Prof de Beer argued for the establishment of a fund earmarked facilitation of community development. Finally the lack of coordination hampers effective community development. In order to address this challenge it is important that local municipalities, government departments and civil society organisations to be professional community development practitioners who could effectively facilitate development.

Prof de Beer challenged delegates to think beyond the "*motherhood*" interpretation of community development towards one that sees CDPs as facilitators of empowerment. This requires that CDPs ought not view themselves as the "*outsider expert*" but rather rely on the expertise in the community. Instead Prof de Beer spoke of a new professionalism, suggesting that CDPs in the context of a professional body would have to "*blossom into new professionals*" (de Beer 2011:11) wherein it is important to acknowledge development as a human science. As such, the practice should also not be burdened with stringent best practice measures as that may limit the ability of CDPs to be effective in their practice. This is because community development is not passive but rather an active profession whereby CDPs "work as *enablers*, *advocates* and *conduits*, in service of the community; do research, but also take part in activities, and find themselves in a world of poverty which is continuously in flux and where borders constantly shift" (de Beer 2011:10).

While remaining cautious to not "*idealise*" the future of community development, given that "such romanticisation 'should provoke concern and critical commentary

… not wild claims and over reliance on a few good stories' (McCay as quoted by de Beer 2011:1), Prof de Beer expressed hope for the future of community development in South Africa given a strong movement of people at community and NGO levels who understand and practise community development; an acknowledgment by government of the importance of community development, as revealed by the existence of policies and institutions favouring it; and dedicated training for community development with the establishment of the (professional) bachelor of community development degree.

2.3.3 Statutory Requirements for Professionalisation – Mr Jody Cedras

Mr Jody Cedras, Director of Registration and Recognition at the South African Qualifications Authority (SAQA) gave clarity on the process of accreditation and registration of community development qualifications, as well as the process of professionalising.

Mr Cedras provided background on the role of SAQA in the accrediting of professional training within the context of the SAQA Act of 1995 and the National Qualifications Framework (NQF) Act of 2008. His presentation then provided an overview of SAQA policy and criteria for the recognition of professional bodies and registration of professional designations. He stated that a professional body has to be registered with SAQA after fulfilling the processes required by it. The registration of a professional body would also allow for the recognition of Community Development Practitioners.

In this context, Mr Cedras gave an overview of the policy and criteria for recognising a professional body for the purposes of the NQF Act of 2008, defining a "'professional body to mean any body of expert practitioners in an occupational field, and includes an occupational body" (Cedras 2011:9). He then detailed the policy and criteria for registering a professional designation; meaning "a title or status conferred by a professional body in recognition of a person's expertise and right to practice in an occupational field" (Cedras 2011:12).

Mr Cedras informed the delegates on the SAQA pilot process of recognising professional bodies and registering professional designations. Currently the process is at the piloting phase whereby draft policy and criteria have been developed. Out of the 74 applications for pilots submitted to SAQA by 15 August 2011, 10 applications are being piloted from October 2011 to March 2012). He encouraged the delegates to begin the process of organising with a view to become a professional body.

2.4 SUMMARY

Dr Chile echoed the sentiments of Ms Luka and Dr Maistry in that the creation of an association for community development practitioners in South Africa is a necessary step in consolidating, growing and professionalising the practice nationally and internationally. The process is important not only for local and national development, but also for strengthening the international body of community development. Prof de Beer called for caution in the manner of standardising and professionalising the practice. According to him it is important to bear in mind that the practice is a human science and ought to be treated as such. This implies less stringent measures in applying standardisation and resisting the temptation of adopting excessively scientific measures in requiring professionalism, as communities ought to be at the centre and drivers of the process of development. Finally Mr Cedras outlined the process of professionalisation with SAQA, alluding to the processes and standards which aspiring professionals had to fulfil before achieving their professional status.

2.5   LESSONS LEARNT FROM PEER PROFESSIONAL BODIES

The third day's thematic area provided a platform for representatives from peer professional bodies to share their experiences and lessons learnt around the *process* of professionalisation to offer a practical and operational way forward.   It became evident that an association for community development was an important precursor to a future professional body which would ultimately lead to a statutory council for community development. Representatives from three professional bodies in allied sectors were invited to share their experiences in professionalising their respective associations.

2.5.1 South African Board for People Practice – Ms Peta Horn

Ms Peta Horn, Chair of the Learning, Growth and Development Initiative of the South African Board for People Practice (SABPP) shared experiences around the professionalising of community development practice in the human resources sector.

Ms Horn introduced the SABPP as the official professional body of the HR sector. As a professional association it has been in existence since the 1950s but formally became a professional body in 1982, although it is a non-statutory entity at present having only received its Education & Training Quality Assurance (ETQA) status from SAQA in 2002. Horn presented a continuum of professionalism, reflective of SABPP's ongoing process of professionalisation that initially started with a round table group, then moved towards a special interest group, followed by the formation of a professional association, then a non-statutory professional body, with a view towards obtaining a statutory designation. However it has taken SABPP three decades to achieve their present status on this continuum.

According to Ms Horn, for community development to achieve successful professionalisation, it has to take into account a South African context that is beset by "*increased levels of poverty, inequality, unemployment & under-employment; high levels of corruption, fraud, unethical behaviour and poor governance; education and skills crisis impeding economic growth; exodus of professionals to Western and Middle-Eastern countries; and ineffective immigration regulations*" (Horn 2011:5). She then proceeded to outline realities which human resource professionals had to encounter and adapt to in order to achieve professional status. These unique realities include the emergence of industrial democracy during the apartheid era, largely through a strong trade union movement (as evidenced by the fact that South Africa has the highest trade union representation in the world), to political democracy and the journey towards economic democracy.

In an effort to stress the requirements for professional status, Ms Horn quoted Captain Chesley Sullenburger who accredited his amazing feat of landing a passenger airline in distress safely on the Hudson River to effective training (Sullenburger as quoted by Horn 2011:2). By beginning with this story Ms Horn sought to emphasise the point of standardisation and competency. She further supported her statement by quoting Professor Jonathan Jansen who said *"competence is the quality of being adequately or well qualified physically and intellectually. I have not for a long time heard that word used to describe a politician – or any public servant, for that matter. Make competence a respectable word again"* (Jansen as quoted by Horn 2011:4).

Ms Horn noted that the process of professionalising is not easy. It is difficult to govern a profession and working with volunteers and limited resources pose challenges. She emphasised the SAQA criteria for registering a professional body that requires such a body to be well organised with sound governance. However the benefits of becoming a part of a professional community and network are significant. Apart from being the voice of the profession, the professional body sets clear standards of practice and ethics for the profession. This also prevents members from abusing the professional body for their own agendas. In addition, the professional body defines levels of professional registration. Continuous professional development, mentoring, and a research and knowledge base are also critical services that a professional body provides.

Ms Horn concluded by recommending that partnering with other professional bodies and working with universities in developing curriculum and research was particularly helpful. She supported the use of a committee structure to steer projects as a valuable tip. Her final remark was a quotation of Nelson Mandela who said, *"the future of South African business will be evaluated largely on its human resources"* (Mandela as quoted by Horn 2011:34).

2.5.2 South African Higher Education Community Engagement Forum – Rev Craig Rowe

Reverend Craig Rowe, representing the Community Development Task Team of the South Africa Higher Education Community Engagement Forum (SAHECEF), together with Dr John Boughey, SAHECEF Board member, and Professor Allan Femi-Lana, SAHECEF Secretary, shared on their experiences.

SAHECEF is committed to advocating, promoting, supporting, monitoring, and strengthening community engagement at Higher Education Institutions (HEIs) in South Africa. SAHECEF began as a series of exploratory discussions in 2008, which then resulted in a steering committee being formed. A colloquium was held to launch the forum which was well attended by HEIs at which a draft constitution was proposed and working groups set up. SAHECEF seeks to find "*ways to be more relevant regarding social and economic problems*" (Bender as quoted by Rowe 2011:5) and service learning and community engagement were thus introduced to "provide strategies that are positioned to produce powerful transformative effects for learners, teachers, schools, universities, communities and policy-makers (Le Grange as quoted by Rowe 2011:6).

Rev Rowe continued by acknowledging that in South Africa, responsiveness to the needs of individuals and society has become a key theme in Higher Education Institutions' vision and mission statements. It is imperative to create an academic environment that targets the developmental and transformational requirements put to HEIs by government. As such, community engagement and service learning have become important teaching, learning and research processes for HEIs.

Dr Boughey presented a model of service learning that linked universities and students with communities, providing options for engagement ranging from internships to volunteerism. This, he suggested, would bridge the gap between teaching, research and community engagement to the point where they would be integrated and continuously inform each other. This would create curriculum that is learning centred, research focused and community based.

Prof Femi-Lana emphasised the difference between casual relationships and genuine partnerships, with the latter being integrated, participatory and democratic. These partnerships must be structured so that reciprocity has mutual benefits, silos are avoided, and integration in practice creates genuine sharing of knowledge.

Rev Rowe noted the role of passion as a source of success in building a community of practice of HEIs that are committed to a scholarship of engagement. He concluded that SAHECEF have understood that transformation cannot be done alone and partnerships with other key stakeholders in South Africa are essential.

2.5.3 South African Council for Social Service Professions – Ms Iveda Smith

Ms Iveda Smith, Registrar and CEO of the SACSSP, shared experiences around the professionalisation of social work and presented on the mandates of the South African Council for Social Service Professions (SACSSP).

According to Ms Smith, professionalisation is a positive and progressive force which promotes '*general health of the social body*' and fosters social change in ways that minimise social conflict and disintegration. As an instrument of social control, professionalisation stresses the interest of consumer protection, safeguarding against bad practices and well-meaning incompetence. An occupation emerges as a profession by the creation of a single association or council to guide professional growth and development. This also requires an adoption of a code of ethical professional behaviour. The interpretation of the occupation's functioning to the public is critical so as to eliminate any potential confusion regarding when to call upon professionals for assistance. Ms Smith stated that "*to increase our understanding of professionalisation, the starting point should be an acknowledgement that professions have both public and self-interest*" (Gossman as quoted by Smith 2011:7).

As a professional body, the current process for obtaining professional status and recognition from SAQA entails the verification of the professional standards required. The profession is also to have a designated area in which it will be the main authority. In the case of the SACSSP, its mandate arises from the *Social Service Professions Act 110 of 1978, as amended*. In order to further the agenda for professionalisation it is important to meet the requirement of registration for practitioners to practice. The provision for graduate level university-based professional schools and acquiring recognition to accredit their educational programmes will also strengthen the case for professionalisation.

Ms Smith recommended that there be an open dialogue across the different disciplines, civil society and various social services stakeholders, including the SACSSP, the NGO sector and the Department of Social Development, in order to further advance the development of this sector, but also to ensure that the sector has a better understanding of the role of a statutory council that regulates the profession. She countered any perception of the reluctance of the SACSSP to embrace CDPs as professionalised practitioners by noting that such a stance has never been officially communicated by the SACSSP. In closing Ms Smith mentioned that the SACSSP has worked closely with the National Department of Community Development on the journey map for the professionalisation of community development

2.6   SUMMARY

Ms Smith echoed the views of Ms Horn and Rev Rowe that community development was a national priority. Ms Smith and Ms Horn agreed that the formation of an association was a key first step in presenting a credible case for professionalising community development. Rev Rowe and Ms Horn further suggested that partnerships with HEIs would be especially beneficial in supporting the process of standardisation of the practice. In addressing the issue of possible conflicts of interest, for example between social workers and CDPs, Ms Smith went on to state that the professionalisation of an occupation remains the "decision and choice" of the concerned occupational group. Such professionalisation would provide role clarity to recipients at community level as to which services are being rendered. She was of the firm view that recipients are protected when the practice of community development is professionalised. .

3   POLITICAL HEADS STATEMENTS

3.1   REMARKS BY HON. MINISTER OF SOCIAL DEVELOPMENT, BATHABILE DLAMINI

The Honourable Minister of Social Development Ms Bathabile Dlamini in her remarks during the Gala Dinnerhighlighted the importance of community development stating that "*Community Development Workers and Practitioners play a meaningful role in the facilitation of development interventions and the empowerment of our communities*". She acknowledged that, "it is significant to note that community development in a democratic South Africa has come of age."

According to the Minister the inaugural summit is an acknowledgement of this maturation of community development. The Minister provided a contextual framework around community development by locating it within South Africa's ongoing transition into a developmental state. To this end she declared that "*we also acknowledge that to give effect to the important role that community development plays in our developmental state, a process of professionalisation becomes critical in order to standardise the practice.*"

Minister Dlamini said it was necessary for community development to be professionalised as Community Development Workers and Practitioners (CDW/CDPs) are based at the community level, which requires them to have a clear understanding of the challenges and opportunities that exist within the communities they are located in. According to the Minister the role of CDW/CDPs is made more critical by the fact that they are "at the interface between the state and communities." Because of their critical role in that space, they are placed in a position to inform the state on how best to intervene in the lives of people.

The Minister also made it clear that the Department of Social Development is only a champion in this process as it relies and depends on its partners in ensuring that the social contract held in trust between the State and citizens can be realised. Therefore the inaugural summit is the first step of that process. She noted that the Deputy Minister had earlier announced the launch of an association for community development in South Africa. The Minister hoped this would lead to the establishment of a Professional Body followed by an independent National Council for Community Development. She reiterated that this would be an inclusive process, a journey to find a home for community development workers and practitioners; a home where their skills, talents and gifts would be recognised and valued. The message that she brought on that day was to encourage CDW/CDPs to remain focused and not compromise their professional standing and integrity, as they worked diligently in a manner that empowers their communities.

The Minister specifically acknowledged the strong partnership between the National and Provincial Department as well as the various government departments, NGOs and social partners that contributed to making the event a success. She thanked the Steering Committee for working so tirelessly in organising and planning the important event. She went on to thank the delegates for their sterling contributions, as their level of engagement and discussion during the commissions had been extraordinary. Finally, the Honourable Minister appreciated the contribution of representatives from various organisations including the International Association of Community Development as their efforts added value towards the professionalisation of community development in South Africa.

3.2   CLOSING REMARKS BY HON. DEPUTY MINISTER OF SOCIAL DEVELOPMENT, BONGI MARIA NTULI

The Deputy Minister indicated her strong support of the Inaugural Summit for the Professionalisation of Community Development. In reflection, the Deputy Minister said the summit had been one of the most significant days in the history of community development in the country.

The Deputy Minister especially appreciated the fact that delegates shared and discussed opportunities around the professionalisation of community development. She also affirmed her belief that the commitment made in this summit towards the professionalisation of community development would go a long way in changing the life of the poor and vulnerable in the country, in the sense that there will be dedicated and committed cadres of community development practitioners.

The Deputy Minister outlined the three processes towards the professionalisation of community development as follows: the establishment of a Community Development Association, the creation of a Professional Body of Community Development, and the establishment of a Council for Community Development. The outcome of these processes, the Deputy Minister stated, will give community development practitioners and workers a clear professional identity, professional standing, and status similar to other professions with national and international recognition and standing.

According to her, these outcomes had been lacking in the practice of community development prior to the summit. As part of the Department of Social Development's response to this national concern, she formally announced the launch of an association for community development in South Africa. She declared her conviction that the establishment of an association would provide a platform for the exchange of information within the sector, as well as enabling sharing of good practices. This

would be an important foundation in the professionalisation of the sector. She stated however that the journey that had just begun was not an easy one, and collective partnerships between government and civil society and government and the business sector were required. The Deputy Minister concluded by emphasising that this journey had to be undertaken in an integrated and coordinated manner with all the role-players and stakeholders involved in community development.

3.3 REMARKS BY EASTERN CAPE HON. MEC FOR SOCIAL DEVELOPMENT AND SPECIAL PROGRAMMES, DR PENNY MADJODINA

The Honourable MEC deemed it a privilege to be able to be part of a summit working towards the professionalisation of community development. She stated that a professional body for community development needed to strive towards producing a new generation of ethical community development practitioners.

She acknowledged that professionalising an occupation was a dynamic process which required the regulation of educational standards and the identity of the profession itself. She then proceeded to highlight the importance of ethical standards as a co-requisite to professionalisation. The claim to professional status of any field is expressed in the personal commitment of the professional to work according to a code of ethics based on a set of professional values and standards. Furthermore, the submission by professionals to an occupation with its own code of ethics is the only external visible sign that the profession is collectively committed to internal regulation of its members. Therefore, the MEC stated that the adoption of a code of ethics that strives to professionalise community development as an occupation would be the single most important symbol of the professional nature of this sector.

The MEC also indicated that each profession identifies itself through its own specialisations. She alluded to the fact that in the profession of medicine, their essence is the promotion of health, in law it is the pursuit of justice, and in the Church it is the cure of souls. Likewise, as Community Development Practitioners work towards professional status, the essence of their profession must be the facilitation of processes towards the eradication of poverty and inequality, as both have negative consequences on the current and future health and stability of our society. Therefore the CDP's specialisation is that of facilitating development in a holistic and integrated manner that empowers and acknowledges community values and practices. It is this very identification that makes community development a unique profession in the sense that it is both multi-sectoral and multi-disciplinary.

The MEC recognised that globally, the performance of the public sector contributes substantially to how a government is perceived. The success of South Africa depends entirely on how well the government serves its people, as their need for effective, insightful and responsive professional service takes priority. She stated that the government has committed itself to a social contract of giving effect to a developmental state that re-creates, re-imagines and re-dresses the creed of "a better life for all". In the light of this, the MEC made it clear that the quest to professionalise community development should aim for the improvement of socio-economic conditions of the majority of South Africans.

The MEC concurred with the Honourable Minister that community development in democratic South Africa had come of age. She concluded by expressing confidence that the resultant synergy that would emerge from this summit would enable not only the Department of Social Development, but also their social partners to leap from the current state to a higher level of accessible, integrated, quality service delivery.

4 PANEL DISCUSSION/Q&A

Each presentation was followed by facilitated panel discussions to ensure participatory knowledge sharing between delegates and presenters. The key questions and answers are consolidated and summarised below

4.1 COMMUNITY DEVELOPMENT AND PROFESSIONALISATION

How do we define the concept of 'community' and 'community development?'

It is important to define what the word community means in a South African context; for instance, what about new entrants from other countries who become part of an existing community? The process of defining a community must take into account notions of cohesion, interest, practice, etc., all the while endeavouring to maintain an inclusive approach. There must be a convergence to a common understanding of what community development means, given that delegates represented various sectors. Community development is distinguishable by application of a holistic, rather than a sectoral point of view. Community development is not social work, community work, projects, corporate social investments, etc. but rather an intentional attempt at building healthy functioning communities. It thus requires an interdependent relationship between community development, social work/ community work and community engagement.

Why is it important for the community development sector to professionalise its practice?

To practice any human service profession requires skills, knowledge, values and attitudes. This is true of CDPs. There needs to be an education of a new generation of CDPs in South Africa, especially the younger generation, to work ethically and accountably in communities. Also, given that South Africa does not necessarily have a rich body of knowledge that is specific to our context, there needs to be a development of South Africa's body of knowledge. The acquisition of this generation of knowledge is an important component of professionalising a practice.

How do we address tensions between professional and personal ethics in community development?

It is critical for practitioners to respect the values of the community. Even when holding a different point of view, respect for the community is the point of departure. The development of professional ethics in community development is therefore an inclusive process that requires engagement with communities. Whatever form that the community engagement takes, it must be ethically managed to create space for checks and balances and not be a strait jacket.

4.2   COLLABORATION AND PROFESSIONALISATION

How do we address community development across silos in government and deal with the fragmentation and lack of coordination in the sector?

An integrated and intergovernmental approach is important, not only at the local government level, but across all spheres. All stakeholders, including communities must be involved in developing a holistic framework that defines shared interest, clarifies roles, and maps the contexts that make up communities. DSD has taken the lead in this process, simply because as a department it deals with individuals and communities in totality. Previously, there were practitioners in every department from agriculture to education doing community development. There is a need to bring everyone under one umbrella. This also includes FBOs, CBOs and NGOs. There exists a need to forge a common identity, so that when the concept "community development practitioner" is referred to, there is an unequivocal understanding regarding its' meaning. It is now time to find a common home wherein there lies an ability to professionalise the practices in a standardised and ethical manner to the benefit of the communities which CDPs work in.

Will we consider the perspectives of donors as stakeholder in community development?

As donors are considered as stakeholders in community development, their perspectives must also be given consideration. In fact all partners in community development, including communities themselves must collaborate in the process of development if there is to be credible progress.

4.3   CERTIFICATION AND PROFESSIONALISATION

How do we ensure that community development practitioners, who have experience and expertise but may not have formal qualifications, are not excluded in this process of professionalisation?

Recognition of Prior Learning (RPL) is an important component of accreditation. There is a comprehensive SAQA process that explicitly takes this into account. For instance, by linking NQF level 5 with RPL experienced practitioners could be enabled to advance further by helping them bridge gaps in their knowledge base.

How will professionalisation impact upon those with existing certifications, for example such as in Early Childhood Development (ECD)?

It is important to understand that certification is different to professionalisation. Certification refers to the appropriate accreditation of academic knowledge acquired in relation to the profession, while professionalisation implies that there is standardisation i.e. required standards which are expected within the practice, set by the professional body. Professionalising the practice of community development does not mean that one must obtain a new qualification. It simply means that one is engaging in community development, whether their qualification is in agriculture, health, ECD, etc. This overall process is geared towards professionalisation rather than accreditation; thus even though practitioners may not possess certificates, through the adherence to set standards and norms they can be recognised as professionals.

5   GROUP DISCUSSION TOPICS

The summit was uniquely structured to include interactive and collaborative group discussions organised around key topics that would inform the deliberations going forward. These sessions were facilitated by the Steering Committee who circulated prepared questions around each topic and the outputs were consolidated and presented by Ms Cornel Hart, a member of the Steering Committee.

5.1   TOPIC 1: UNDERSTANDING OF COMMUNITY DEVELOPMENT

It is important before moving forward to grasp a clear understanding of what delegates' perceptions were when they speak of community development. In order to address this question this topic was broken down into the following questions:

- What are delegates understanding of community development?

- What is it that they do in community development in relation to what they see community development to be?

- What is the current environment in which they find themselves doing community development?

- What is conducive in their environment for community development?

- What informs/where did they get their understanding of community development?

5.1.1   Outcomes

The understanding that emerged was that community development entailed bringing positive change as well as improving the well-being of people economically, socially and politically. Skills transfer, advocacy, lobbying, education and training, and infrastructure development are also required to empower communities. These are to be supplemented by needs and asset analysis, mobilising of resources, and financial support. Finally community profiling would provide the evidence that needed to be shared for planning community engagements.

5.2 TOPIC 2: PURPOSE OF COMMUNITY DEVELOPMENT

The second topic dealt with the purpose of community development in the South African context. Furthermore in asking what did and what did not work, the stakeholders were encouraged to explicitly state what community development entailed. The following specific questions were asked:

- From the work that you do; what is your understanding of 'community' in the South African context?

- Within the context of the Constitution and human rights what do you think the purpose of community development should be?

- What processes do you follow to achieve the above-mentioned purpose of community development?

- What worked during your process towards achieving the said purpose?

- What were the lessons learnt from your process towards achieving community development?

- What is NOT and what IS community development?

- What principles do you apply in your practice of community development?

- How enabling is your environment to apply your principles?

5.2.1 Outcomes

After group discussions stakeholders came to the conclusion that within a development mind-set, it is important to acknowledge that a community is a system made up of different elements with a common thread that binds them together, for example business, community, religion, etc. Community development is visible through vibrant, healthy communities which are self-sustainable, self-reliant and socially cohesive. Community development should also foster respect for human life, core values, equal rights and human dignity. Community development also tends to create a heighted sense of awareness that leads to an increased accountability for resources utilised and a commensurate protection of the environment. Finally the delegates considered that asset based community development and asset mapping are good instruments of driving development, beginning with the stakeholders' capabilities and goods. Welfare breeds a dependency syndrome, which perpetuates the absence of a community vision.

5.3 TOPIC 3: UNDERSTANDING THE MEANING OF PROFESSIONALISATION

Delegates pondered upon their understanding of professionalisation, the purpose thereof, and the "cost benefit" analysis for CBOs, FBOs, NPOs, NGOs, and other stakeholders to become members of a community development association. Questions considered included:

- What is your understanding of professionalisation?

- What do you think is the purpose of professionalisation?

- What benefits do you think will come from professionalisation?

- What do you think will be the 'cost' benefits for CBOs , FBOs, NPOs, NGOs, etc. to become members of a community development association?

5.3.1 Outcomes

The consensus was that professionalisation would establish a set of ethics and standards for the practice of community development and promote a sense of excellence and accountability. In addition a body of knowledge and expertise would be generated and shared. The process of professionalisation would also help regulate the practice, ensuring that the rights of communities and practitioners alike are protected. Professionalisation would ensure that practitioners are recognised as professionals, and their qualifications, experience and expertise could be accredited through a process of quality assurance which would help them in career pathing and promotions.

5.4 TOPIC 4: ROLE OF ASSOCIATION FOR COMMUNITY DEVELOPMENT

The following questions guided the thinking around the role of a community development association:

- What is the purpose of the association?

- What should the objectives of the association be?

- Who should be members of the association?

- What do you think should be the roles and responsibilities of an association?

5.4.1 Outcomes

The purpose of the association, among other things, ought to be capacity building of members, representation and maintenance of members' shared interests, providing the mission and vision, regulatory framework, and bringing all relevant stakeholders into the body. This ought to be supplemented by relevant objectives for the association. These have been identified as the promotion and creation of professionalism within the profession. Furthermore, the association should aim to set norms and standards, provide oversight of the profession, and finally to advocate for and protect members. The association should include a wide range of people interested and involved in community development including CDPs, academics and representatives of development agencies and organisations.

6   PART E: KEY RESOLUTIONS AND WAY FORWARD

6.1   KEY RESOLUTIONS

Key resolutions which emerged from the summit are summarised as follows:

- There was a clear mandate from the delegates of the need to form an association for community development, followed by the establishment of a unified professional body and finally the formation of an independent statutory council for community development.

- The Department of Social Development expressed support of the summit as a response to the recognition of the significance of community development. In response to the initiatives of practitioners and stakeholders, the Hon. Deputy Minister of Social Development formally pronounced the launch of the association for community development.

- The delegates acknowledged the collaborative nature of this summit and committed to fully participating in the process of professionalising the practice of community development.

6.2   WAY FORWARD

Ms Cornel Hart, in her capacity as a member of the Steering Committee, concluded the deliberations of the Inaugural Summit. She reminded delegates of the work done to date in formulating the NQF levels 4, 5 and 8 in community development. She reiterated the fact that the process of professionalisation required an association of community development practitioners to be formed, leading towards a professional body and ultimately a council for community development. Given that community development is a collective, holistic and integrative process towards sustainable well-being, Hart took the opportunity to propose a community well-being model that measures five dimensions, i.e. social, economic, cultural, ecological and infrastructural.

6.2.1 Pre-Summit Survey

Ms Hart presented the outcomes of a survey of invited delegates conducted prior to the summit in which 96% of respondents indicated that community development should be professionalised and 92% of respondents indicated that community development should have its own independent status.

6.2.2 Next Steps

On behalf of the Steering Committee, the following commitments were made to:

- consolidate all group reports;

- prepare a draft Terms of Reference for the Association for dissemination;

- establish the Association by early 2012;

- continue remaining tasks from the July meeting workshop;

- conduct an RPL pilot with SAQA; and

- continuously communicate and report back to delegates.

7   CONCLUSION

This report documents the outcomes of the Inaugural Summit on the Professionalisation of Community Development.

The summit could not have happened without the hard work of the Steering Committee together with dedicated officials at the National Department of Social Development and the Eastern Cape Department of Social Development and Special Programmes. The success of the summit was due to the enthusiastic participation and committed engagement of all delegates.

There was an overwhelming mandate by the delegates to professionalise the practice of community development. The announcement of the launch of the association of community development practitioners by the Honourable Deputy Minister of Social Development, as a champion of the process, is an important first step in that direction. The real test of the success of this venture will be for all stakeholders in the sector to take ownership of the process.

8   APPENDIX I: OUTLINE OF SUMMIT

DAY 1	PRESENTATION	PRESENTER/FACILITATOR	ORGANISATION
AM	Development Situation in South Africa	Ms Sadi Luka	National Department of Social Development
	The Challenges and Lessons Learnt for Community Development in the African And South African Contexts: The Need to Professionalise	Dr Margie Maistry	University of Fort Hare
PM	Group Discussion Areas: • 1. Understanding of Community Development • 2. Purpose of Community Development in South African context Report Back	Steering Committee Members	National Department of Social Development
	Community Development in the African Context: Lessons and Challenges. Experiences in the professionalisation of Community Development (IACD) and lessons for South Africa	Dr Love Chile	Auckland University of Technology, New Zealand
DAY2			
AM	Community Development: Challenges to Address for Successful Professionalisation	Prof Frik de Beer	University of South Africa
	SAQA Requirements for Professionalisation	Mr Jody Cedras	SA Qualifications Authority
	Remarks and introduction of the Deputy Minister	Hon. MEC: Dr Penny Majodina	Eastern Cape Department of Social Development and Special Programmes
	Keynote Address	Hon. Deputy Minister Bongi Maria Ntuli	National Department of Social Development
PM	Group Discussion Areas: • 3. Understanding of Professionalisation of Community Development • 4. Role of an Association in Community Development Report Back	Steering Committee Members	National Department of Social Development
	Keynote Address (Gala Dinner)	Hon. Minister Bathabile Dlamini	National Department of Social Development
Day 3			
AM	The Challenges and Lessons Learnt for Community Development in the African Context and whether there is a Need for Professionalisation	Ms Peta Horn	SA Board for Personnel Practice
	South African Higher Education: Community Engagement Forum	Rev Craig Rowe	SA Higher Education Community Engagement Forum
	Lessons for Community Development Professionalisation	Ms Iveda Smith	SA Council for Social Service Practitioners
	Summit Consolidation & Final Resolutions	Ms Cornel Hart	Steering Committee
	Closing Remarks	Hon. Deputy Minister Bongi Maria Ntuli	National Department of Social Development

Table 1: Outline of Summit

9 APPENDIX II: COMMUNITY DEVELOPMENT PROFESSIONALISATION STEERING COMMITTEE (CDPSC)

CDPSC Members	Organization
1. Ms Sadi Luka (CDPSC Chair)	Department of Social Development (DSD): Chief Director for Community Development
2. Mrs Gisela Welgemoed (CDPSC Secretariat)	DSD
3. Mr Mbulaheni Mulaudzi	DSD
4. Ms Mpontseng Kumeke	DSD
5. Mr Wandile Ncapai	DSD: Eastern Cape
6. Ms Edwina Macmaster	DSD: Gauteng Province
7. Mr Daniel Makhetha	Department for Public Service Administration
8. Dr Margie Maistry	Fort Hare University (SAQA Task Team; NQF 8)
9. Prof Frik de Beer	University of South Africa (SAQA Task Team; NQF 8)
10. Ms Bernadette Perumal	BP Development & Associates (SAQA Task Team; NQF 4 & 5)
11. Ms Cornel Hart	Continuing Education for South Africa (CEFA) /University of the Western Cape (SAQA Task Team; NQF 5 & 8)
12. Ms Josie Singaram	Education, Training and Development Practices Sector Education and Training Authority (ETDPSETA)
13. Rev Craig Rowe	South African Higher Education Community Engagement Forum (SAHECEF)
TOTAL	**13**

10   APPENDIX III: REFERENCES TO PRESENTATIONS

Cedras, J. "SAQA Requirements for Professionalisation." 2011 October. Presented at *Inaugural Summit for the Professionalisation of Community Development: "Building sustainable, equitable and vibrant communities*".

Chile, L. "Community Development in the African Context: Lessons and Challenges. Experiences in the professionalisation of Community Development (IACD) and lessons for South Africa." 2011 October. Presented at *Inaugural Summit for the Professionalisation of Community Development: "Building sustainable, equitable and vibrant communities*".

De Beer, F. "Community Development: Challenges to Address for Successful Professionalisation." 2011 October. Presented at *Inaugural Summit for the Professionalisation of Community Development: "Building sustainable, equitable and vibrant communities".*

Horn, P. "The Challenges and Lessons Learnt for Community Development in the African Context and whether there is a Need for Professionalisation." 2011 October. Presented at *Inaugural Summit for the Professionalisation of Community Development: "Building sustainable, equitable and vibrant communities".*

Luka, S. "Development Situation in South Africa". 2011 October. Presented at *Inaugural Summit for the Professionalisation of Community Development: "Building sustainable, equitable and vibrant communities".*

Maistry, M. "The Challenges and Lessons Learnt for Community Development in the African and South African Contexts: The Need to Professionalise" 2011 October. Presented at *Inaugural Summit for the Professionalisation of Community Development: "Building sustainable, equitable and vibrant communities*".

Rowe, C. "South African Higher Education: Community Engagement Forum." 2011 October. Presented at *Inaugural Summit for the Professionalisation of Community Development: "Building sustainable, equitable and vibrant communities*".

Smith, I. "Lessons for Community Development Professionalisation." 2011 October. Presented at *Inaugural Summit for the Professionalisation of Community Development: "Building sustainable, equitable and vibrant communities".*