**Introduction**

Community development is not is a concept which could be defined in two or three lines. It is a philosophy to be followed in an integrated fashion. Community development can be achieved through an integrated approach towards development. It is to mobilize people to start thinking for their own best economic, social and psychological interest in a collective way. It is to develop socially, psychologically and economically but it is not to develop just one person rather it is to work together develop everyone.

It is not an easy task. It can take decades, or even the generations. But remember nothing remains constant. Only the “change” is constant, so be hopeful that things will change, even if they take a longer time than expected.

For community development one has must be patient, honest and transparent in one’s action. If you can able to listen, wait and fast you will certainly become a good community development worker. Then the task is not only beneficial for your personality but also for people and as the Prophet (PBUH) says “love is only for those who love mankind” you will also be loved if you are spreading love and affection for people.

One of the slogans we used in management training is “if you do not know where you are going, then any road will do” (See “Slogans”) This applies to you too, in preparing for mobilizing—it is easy to run around, looking busy, arranging meetings, getting latrines constructed, taking to community leaders, moving advocacy groupsstimulating action, without moving forward in accomplishing genuine community strengthening. You need to clarify your goals, first to yourself, then on paper, then to those around you.

Hence, you should begin writing in your journal, or the select of it you have set aside goals and concepts—You must set them as your own goal, not think of them merely as a list of someone else’s ideas.

The goals of mobilization to develop a community many vary from person to person, community to community. Nevertheless, there are common elements. These include poverty, eradication, good governance, change in social organization, community capacity building, empowering low income and marginalized people, and gender balance.

As you go along, reading this hand book, engaging in mobilization, you will see that each of these goals become more interesting and challenging, the more you know—Go back to your journal often to update, refine, and add details to all these goals.

Poverty reduction, for example, is more complex and challenging when you work with it, in contrast to just listing it. We learn to avoid “poverty alleviation” because that merely temporarily alleviates the pain and discomfort, and does not lead to a durable solution—Poverty is not merely the absence of money(as you will see later these handbooks) and attacking the causes of poverty means fighting apathy, ignorance, disease, and dishonesty. That is only one example where your understanding of the goal expands through experiences.

Similarly, good governance does not simply mean strong leadership and efficient administration. It also mean transparency, people’s involvement, trust, honesty, and a vision for the future—you will learn, also, that you can hardly expect community leaders to be(or become) transparent in their use of community resources if you yourself are not transparent in your community activities.

**Knowing You Target Community**

**Who Benefits from Your Actions?**

Being a social researcher and analyst;

“A good potter must know the characteristics of the clay”

Another proverb that we use in community development is “the potter must know her/his clay”. Your clay is the community. You want to mould it, develop it into something strong—to do so, you must know a lot about the community(and about the nature of communities in general). You must know as much as possible about its social organization, economy, languages, layout(map) problems, politics and ecology.

Your research should not be merely to get a list of unrelated facts; you need to analyze them to understand the nature of community as a social system (See What is Community? and Social Research )—think about how the different elements are related.

A good start is to make a map. Where do people live? What facilities are is the community?(e.g. roads, paths, water supply, clinic, school, sanitation, market and other communal facilities and services)—Later, when you lead community members through an assessment of the community situation(resources, needs, opportunity, problems); you will guide them in making a community map. Doing one now for yourself will help you to prepare for that participatory activity later.

Put you notes into your journal. Make observations about the community’s: social organization, economy, language(s), politics, shared values, traditions and its relationship to the physical environment(ecology)—Continue to analyze how the different relate to one another.

You will learn that a community is not merely a collection of individuals, but a system that transcends those individuals. As a system it has various dimensions, technological, economic, political, institutional, ideological and conceptual. People come in and go out of the community, by birth, death and migration, yet the system persists. And it is always changing.—your job is to understand that system so you can nudge that ongoing change in certain directions(as indicated in your goals we discussed earlier).

There is a lot you can learn about your target community, and you should never stop.

**Know the Basic Concepts**

**Principles and Reasoning Behind the Skills**

The concepts and principles that a community development worker must understand

You must know what is:

* Development
* Community development
* Community participation
* Poverty
* Community
* Empowerment
* Transparency
* Sustainability

To be successful community development worker, you need more than a few technical skills in public dialogue and organizing groups for action—you need to know why to use those skills. You need to know principles.

If your target is a community, then you should know some sociological concepts about the nature of communities and the nature of social change(including development) of communities. This means that you need some understanding of social organization, the subject matter of sociology, anthropology, economics, politics, and the forces and processes that belong to those principles.

If you want to strengthen (empower) a low income community, you must understand the enemy, which is the dependency syndrome.

If your aim is the removal or eradication of poverty, you need to know more than the symptoms and results of poverty. You also need to understand the causes of poverty, in order to support and promote to changes that will counter act those causes—you must see that poverty alleviation merely redused the pain, temporarily , but does not contribute to poverty eradication. Poverty is not merely a question of money, and money alone will not eradicate poverty.

If you look in “key words” you will find a fairly comprehensive list of basic concepts for the community worker—with each you will not find a dictionary definition; you will find a few notes relevant to the purposes of this hand book. How to be a community development worker.

Do not memorize those notes. Think about each concept. Write about them in your journal. Discuss them with colleagues at meetings, conferences, workshops—during your relaxing times, after work with friends, take a little time away from discussing scores to take about one or two of these concepts.

Typing to learn “once and for all” is like typing to eat “once and for all” – learning like community development, should never end. When you stop learning, you are dead.