



ABRAHAM PAISS & ASSOCIATES

Supporting Sustainable Solutions

APA List of Educational Trainings & Workshops

Workshops for Multi-Generational Communities

1. The Cohousing Development Process – The creation of a multi-million dollar residential real estate project can be a daunting task. This weekend workshop provides participants with an essential overview of the financial, political, construction, and community elements of the cohousing development process. The training includes interactive group elements, an A/V presentation and 170-page workbook containing material from cohousing groups collected over a 15-year period. (The workbook can also be purchased separately.)

Benefits: Participants will gain an understanding of how planned unit development (PUD) happens and the unique partnership between the future resident group and the professional development team. This is an important core training to help cohousing projects be successful – the knowledge of process, timeline, roles and responsibilities will help group members know what to expect in the years ahead and how their participation can best support the efficient creation of their community.

Presenter: Zev Paiss

2. Creating a Vision Statement – The community Vision Statement lays an important foundation for the physical creation of your neighborhood. Through individual, small and large group work we will assist community members to draft a concise and informative Vision Statement that is reflective your group's mission and intent.

Benefits: A well-formulated Vision Statement serves as an ongoing guiding document for your project that can be referred to during business meetings when making critical decisions and it will serve to attract like-minded group members to your community (and let others know they might not be a good fit.)

Presenter: Zev Paiss or Neshama Abraham Paiss

3. Facilitating Effective Meetings – Imagine learning how to facilitate meetings where the participants feel energized at the end of each meeting and ready to move forward with clear direction. This workshop helps group members learn the skills to produce solid well thought-through decisions and run efficient and successful meetings.

Benefits: Since cohousing development is a participatory process, groups will regularly be attending community business meetings. Strong meeting facilitation will become an invaluable skill during the development process, both in attracting and retaining community members, and for years after you move into your neighborhood. The Running Effective Meetings training is best done by members of the Process or Communications team (3-6 members) to help to ensure the work gets done efficiently and people communicate clearly and respectfully during meetings.

Presenter: Zev Paiss

4. Learning Consensus Decision-Making – Consensus is a Native American decision-making tool which respects the wisdom of each member of the group. Consensus is also a proven method used by the majority of cohousing communities in the U.S. to help the community arrive at solid and lasting decisions.

Benefits: Mastering a collaborative decision-making process builds trust and confidence among members and allows the community to move through complicated and challenging decisions in a timely and graceful manner.

Presenter: Zev Paiss



ABRAHAM PAISS & ASSOCIATES

Supporting Sustainable Solutions

5. Effective Communication & Conflict Resolution – People may use similar words but they don't mean the same thing. Some people can make a decision right away and others need a few days to process the information. This interactive workshop covers individual personality types, helps clarify each member's individual communication preferences, explores the best ways to elicit cooperation and understanding, and offers an initial process for conflict resolution.

Benefits: By the end of this training, group members will have a deeper understanding of differing personalities and each other, and the best ways to communicate effectively and work through differences of opinion to help move the project forward. Conflicts are bound to come up, and it is wise to have a process in place that allows community members to respectfully work through their differences.

Presenter: Kate deLaGrange

6. Grassroots Marketing & PR– Finding your future residents is sometimes a long and challenging process. We will help your group to develop and/or evaluate your existing marketing plan. The workshop will discuss specific marketing and PR tools to get the word out about your project, including spokespersons for the media, and the six steps to connecting with and retaining group members.

Benefits: By creating a systematic and customized plan of action you will be increasingly effective in attracting strong, committed future members prior to construction. Early commitments to the project can reduce the added expenses of marketing and sales commissions that might be required at the end of the construction process. Specific marketing roles and responsibilities will be assigned to group members so key tasks are covered and fairly divided to prevent burn out from “burning soul” members.

Presenter: Zev Paiss or Neshama Abraham Paiss

Workshops for Active Adult Communities

In addition to the workshops listed below which we recommend for all cohousing groups, we offer a variety of additional trainings to meet the specific needs of elder or senior cohousing communities whose members are age 50 and above.

7. Establishing Co-Care Agreements – Determining what members are and are not willing to do for one other as the body and mind changes is a critical conversation for a group which will age in community together. In this important training, members discuss in advance and make clear agreements with one another about what to expect from cohousing residents, friends and family in the extended community, and what needs would be best hired out by health care professionals.

Benefits: This training is essential in an active adult community to establish clear direction and expectations so the community is not burdened by excessive demands and the individual member's needs and wishes can be fulfilled once you are all living together.

Presenter: Neshama Abraham Paiss

8. Completing the Five Wishes – This retreat provides a facilitated discussion of the Five Wishes document, a well organized planning tool for the last days of your life. The Five Wishes is a legal document in most U.S. states and allows a person to state clearly in advance what they wish to have carried out, covering both physical and spiritual requests. Copies of the Five Wishes video and documents for each community member will be provided.



ABRAHAM PAISS & ASSOCIATES

Supporting Sustainable Solutions

Benefits: The community engages together in a deeply personal and bonding process of discussing issues around death and dying. The workshop helps ensure that important desires around care at the end of one's life are known in advance and prevents the community from being burdened by making sure each member's needs and desires are openly known. This process is the antidote to denial around one's own death and draws the community together in a profound way as only issues of life and death can. Members will leave with a customized end-of-life document which can be referred to when needed.

Presenter: Neshama Abraham Paiss

9. Wellness Retreat – This Wellness Workshop is for all ages but may be more applicable for an active adult cohousing group that is interested in maintaining wellness as a community. This experiential training provides participants with gentle Yoga postures and traditional stretches from Chinese Medicine designed to keep the joints supple and the internal organs functioning efficiently. Members will learn simple yet profound breathing techniques for calming and centering, and meditation practices to obtain higher states of clarity and consciousness.

Benefits: The benefits of regular exercise, breathing techniques and meditation for staying healthy are well documented. It is also known that doing wellness and spiritual practices with others builds a “group field” which increases the effectiveness and likelihood of regular practice. By the end of this workshop, members will know proven techniques for one's personal home practice and techniques that can be done in a group setting for the whole community to enjoy together. These techniques can be done by the group prior to meetings to bring people into a relaxed and focused state and can be offered in the Common House after move in as a group experience.

Presenter: Neshama Abraham Paiss (certified Yoga teacher and certified QiGong practitioner.)

How we Charge:

All of our Trainings can be customized to match the needs of each individual group. These workshops can be offered as half day to full weekend experiences. We charge a daily rate of \$1,500 per presenter, plus travel expenses. The expenses include roundtrip coach airfare from Denver, all meals while with your group, and if necessary, lodging and car rental. Rather than undergo unnecessary expenses, we prefer to be picked up at the airport and stay with a group member in a home.

In addition to the workshops listed above, we offer a variety of customized trainings depending on the needs of more established cohousing groups after move in and businesses. We welcome hearing from you if you are interested in any of these educational trainings to create more sustainable communities in the U.S.

Please contact us at **(413) 413-8066** or Zev@AbrahamPaiss.com.