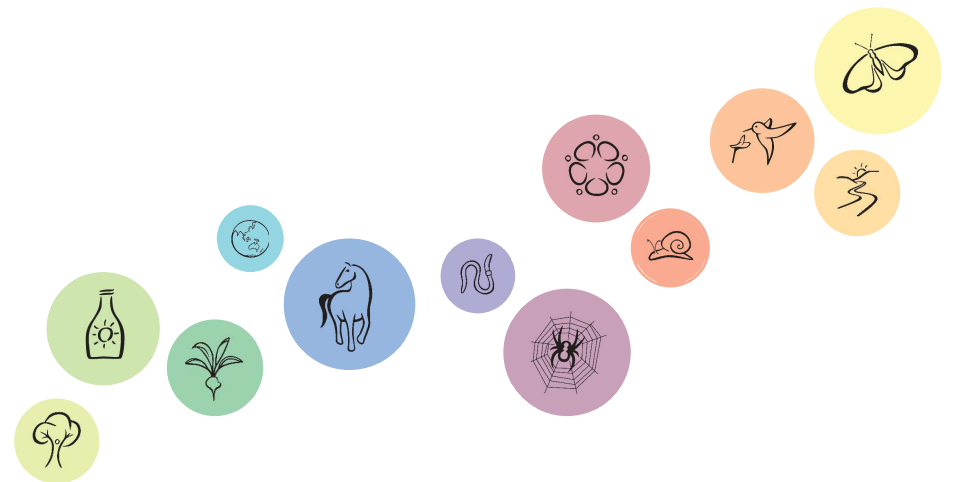


Transition in action

- Permaculture Boardgame -

Book of Challenges & Solutions

Throw the dice & find which challenge you get this time



Co-funded by
the European Union



Challenge

Sewage flooding in the town square!

The weather is getting more extreme and we have been having heavy rains recently. We have a combined sewage system for rainwater and sewage, which is especially unfortunate when it gets full and overflows into the street and over the town square!

Solutions

**Raingarden***

- ◆ Make an opening in the curb in the flooded area and lead the contaminated water to the unused area.
- ◆ Construct a raingarden* there, to filter, clean & infiltrate the water.
- ◆ Wetlands are great for biodiversity, and it will reduce heat island effect in our town on hot days.

ethical work tasks to implement

earth care	<input type="radio"/> <input type="radio"/> <input type="radio"/>
people care	<input type="radio"/>
fair shares	<input type="radio"/>

* Raingardens are constructed as a depression in the landscape with porous materials and plants that soak up and filter the water, they're effective in removing nutrients, chemicals and sediments from rainwater runoff. They also allow longer time for infiltration to the groundwater.

Inhabitants treat their grey- and rainwater*

- ◆ Introduce a project where inhabitants get reduced property taxes if they treat their greywater & rainwater* within their own property.
- ◆ Hire a experienced person to hold hands-on courses about diverting greywater from the town's system, filtration of greywater, effective irrigation and raingardens.

ethical work tasks to implement

earth care	<input type="radio"/> <input type="radio"/>
people care	<input type="radio"/> <input type="radio"/>
fair shares	<input type="radio"/>

* Greywater has been used in the household, but not from toilets. Can be used for irrigation after simple filtration. Rainwater is in this case runoff from roofs, drainage around the building and rain that falls on other parts of the property. Can be collected for watering or infiltrated in a raingarden.

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed

- 1 The current leader decides
- 1 how much of each

Challenge

Elderly people are not participating!

Diverse people in town are participating in the activities, courses and projects we have started since we began this Transition journey, but we have noticed that elderly people are usually not taking part. We would like to make sure that they are included and feel welcome to participate.

Solutions

**Transition presentation & discussions**

- ◆ Hold a presentation at the elderly activity center about the Transition Movement and how you think this will be good for the town.
- ◆ Open discussions at the end of the presentation where they are encouraged to share their ideas about how this can be implemented and how elderly people can be a part of the movement.
- ◆ Advertise with posters in the elderly housing and doorknocking on other houses in town where elderly are living.

ethical work tasks to implement

earth care	<input type="radio"/>
people care	<input type="radio"/>
fair shares	<input type="radio"/>

Activities that elderly are interested in

- ◆ Make a list of activities that are common within the Transition movement.
- ◆ Invite each of the inhabitants in the elderly housing for a chat and ask them: "Which of these activities would you be interested in attending?" and "What has been stopping you from participating so far?"
- ◆ Collect the answers and find the 4 most interesting activities. Make sure they happen over the next year.
- ◆ Adjust how activities are planned according to what has been stopping the elderly people

ethical work tasks to implement

earth care	<input type="radio"/>
people care	<input type="radio"/> <input type="radio"/>
fair shares	<input type="radio"/> <input type="radio"/>

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed

The current leader decides how much of each

Challenge

We're stuck in traffic jam each morning!

Lots of people are stuck in a traffic jam each morning on their way to work, and the traffic is quite slow in the afternoon too. We know that adding car lanes increases driving and we would end up with a traffic jam soon again. Can we support folks in using other transport options?

Solutions

Carpooling platform

- ◆ Visit one of the offices in town and hire a designer to develop a simple and effective way for the people in town to share a car when going the same direction around the same time. Document the routes people use to work and back to see travel patterns that fit together.
- ◆ Advertise well and speak to people in person, explaining the initiative and invite them to register their travel patterns.
- ◆ Uncertain that travel routes and timings will fit

ethical work tasks to implement

earth care ○
people care ○○
fair shares ○○

Bus lane & bike lane

- ◆ Change the structure of the street to make public transport and biking fast and effective.
- ◆ Bus running more frequently in the morning & afternoon
- ◆ It will be possible to get to work fast.
- ◆ One of the car lanes turned into a bus lane, remove parking alongside the road to make space for a bike lane, with a vegetation buffer zone.
- ◆ School kids and elderly can also use these transport options.

ethical work tasks to implement

earth care ○○○
people care ○
fair shares ○

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
The current leader decides
how much of each

6•4 BUA "library" for outdoors equipment.....



Use & value renewable
resources & services



Produce
no waste



Design from
patterns to details

6•4 Pumpipumpe borrowing from neighbours



Apply self-regulation
& accept feedback



Produce
no waste



Use small and
slow solutions

6•4 Make a solution.....



Obtain
a yield



Use & value renewable
resources & services



Produce
no waste

6•5 Transition Streets.....



Use & value renewable
resources & services



Catch &
store energy



Integrate rather
than segregate

6•5 Gift economy Skillshare webpage



Use & value renewable
resources & services



Use small and
slow solutions

6•5 Make a solution



Use & value renewable
resources & services



Produce
no waste



Use small and
slow solutions

6•6 Active Hope support group.....



Integrate rather
than segregate



Creatively use and
respond to change

6•6 Cultural emergence course.....



Obtain
a yield



Design from
patterns to details



Use and
value diversity

6•6 Make a solution.....



Catch &
store energy



Integrate rather
than segregate



Creatively use and
respond to change

6•1 Co-housing introduction & matchmaking



Design from
patterns to details



Integrate rather
than segregate



Use edges &
value the marginal

6•1 Spaces for Tiny houses



Obtain
a yield



Use small and
slow solutions



Use and
value diversity

6•1 Make a solution



Apply self-regulation
& accept feedback



Design from
patterns to details



Creatively use and
respond to change

6•2 Protect areas for indigenous people



Apply self-regulation
& accept feedback



Use and
value diversity



Use edges &
value the marginal

6•2 Inhabitants get to know the indigenous



Apply self-regulation
& accept feedback



Use small and
slow solutions



Use edges &
value the marginal

6•2 Make a solution



Apply self-regulation
& accept feedback



Use edges &
value the marginal



Creatively use and
respond to change

6•3 Education about queerness in the school



Obtain
a yield



Integrate rather
than segregate



Use and
value diversity

6•3 Representation of queer folks



Design from
patterns to details



Integrate rather
than segregate



Use edges &
value the marginal

6•3 Make a solution



Catch &
store energy



Use and
value diversity



Use edges &
value the marginal

1•4

Challenge

Folks in town eat almost no locally produced food!

We have some local food producers nearby, but their food is not sold in the local supermarket. Most of what they are producing is monoculture of crops that are transported away for processing. Lots of people in town are interested in eating local foods, it's just not available!

Solutions

Community Supported Agriculture (CSA)*

- ◆ Find an unused area, grass or flat roof to offer without cost to a CSA*.
- ◆ Invite to an event in this location. Introduce what a CSA* is and announce the possibility to start a CSA* with support from the town, covering partly the salaries for an urban farmer for the first 2 years.
- ◆ Memberships would be open for anyone in town
- ◆ It might be difficult to find a farmer

ethical work tasks to implement

earth care ○○
people care ○○
fair shares ○

* CSA is agriculture in a organisation, members have a say in how and what is grown and get their share of the harvest

Local food box scheme

- ◆ Find a location in town where local products can be gathered, sorted into boxes and picked up.
- ◆ Gather local food producers for a meeting in this location and introduce to them how they could start a food box scheme.
- ◆ Offer covering the costs for housing the first year.
- ◆ Many households need to sign up, offer assistance with spreading the word.
- ◆ This will encourage the local farmers to produce more diversity of foods.

ethical work tasks to implement

earth care ○
people care ○○○
fair shares ○

* Food box scheme, subscriptions for getting a box of food regularly. The contents vary by seasonality and availability.

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed

The current leader decides how much of each

1•5

Challenge

Kids are detached from where food comes from!

A teacher at the school came to our office sharing their worries. Kids in town can't name vegetables, let alone know how they grow. They are not interested in healthy food because they lack connection with food being nutrition and that we need to grow or forage food to survive.

Solutions

Vegetable growing at the school

- ◆ Construct vegetable beds by the school.
- ◆ Hire a permaculture educator to assist during the first growing season and to train the school staff.
- ◆ Teacher and permaculture educator collaborate in making session plans for teaching food growing.
- ◆ All kids get access to food growing skills.
- ◆ Vulnerable initiative because it depends on the teacher's enthusiasm and knowledge.

ethical work tasks to implement

earth care	○
people care	○ ○ ○
fair shares	○

Food production workshops

- ◆ Location for this solution is "neighbourhood".
- ◆ Invite 5 families in town to host a workshop, get free spots in that workshop, costs covered and help setting up the food production covered in that workshop.
- ◆ 1st - keeping hens in your garden, 2nd - fruit trees, 3rd - berry bushes, 4th - growing vegetables, 5th - greenhouse from recycled materials.
- ◆ Only kids that have a family member with interest in food production get access to food growing skills.

ethical work tasks to implement

earth care	○ ○
people care	○ ○
fair shares	○

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
The current leader decides
how much of each

5•4 Hands on linseed oil painting workshop.....



Use & value renewable resources & services



Integrate rather than segregate



Creatively use and respond to change

5•4 Subsidise linseed oil paint for 2 years



Apply self-regulation & accept feedback



Use small and slow solutions



Creatively use and respond to change

5•4 Make a solution.....



Use & value renewable resources & services



Produce no waste



Use edges & value the marginal

5•5 Rainwater harvesting from public buildings.....



Catch & store energy



Obtain a yield



Design from patterns to details

5•5 Introduction to rainwater harvesting.....



Catch & store energy



Integrate rather than segregate



Use and value diversity

5•5 Make a solution



Catch & store energy



Integrate rather than segregate



Design from patterns to details

5•6 Water resilience course.....



Obtain a yield



Use and value diversity



Use edges & value the marginal

5•6 Professional greywater irrigation.....



Produce no waste



Apply self-regulation & accept feedback



Use edges & value the marginal

5•6 Make a solution.....



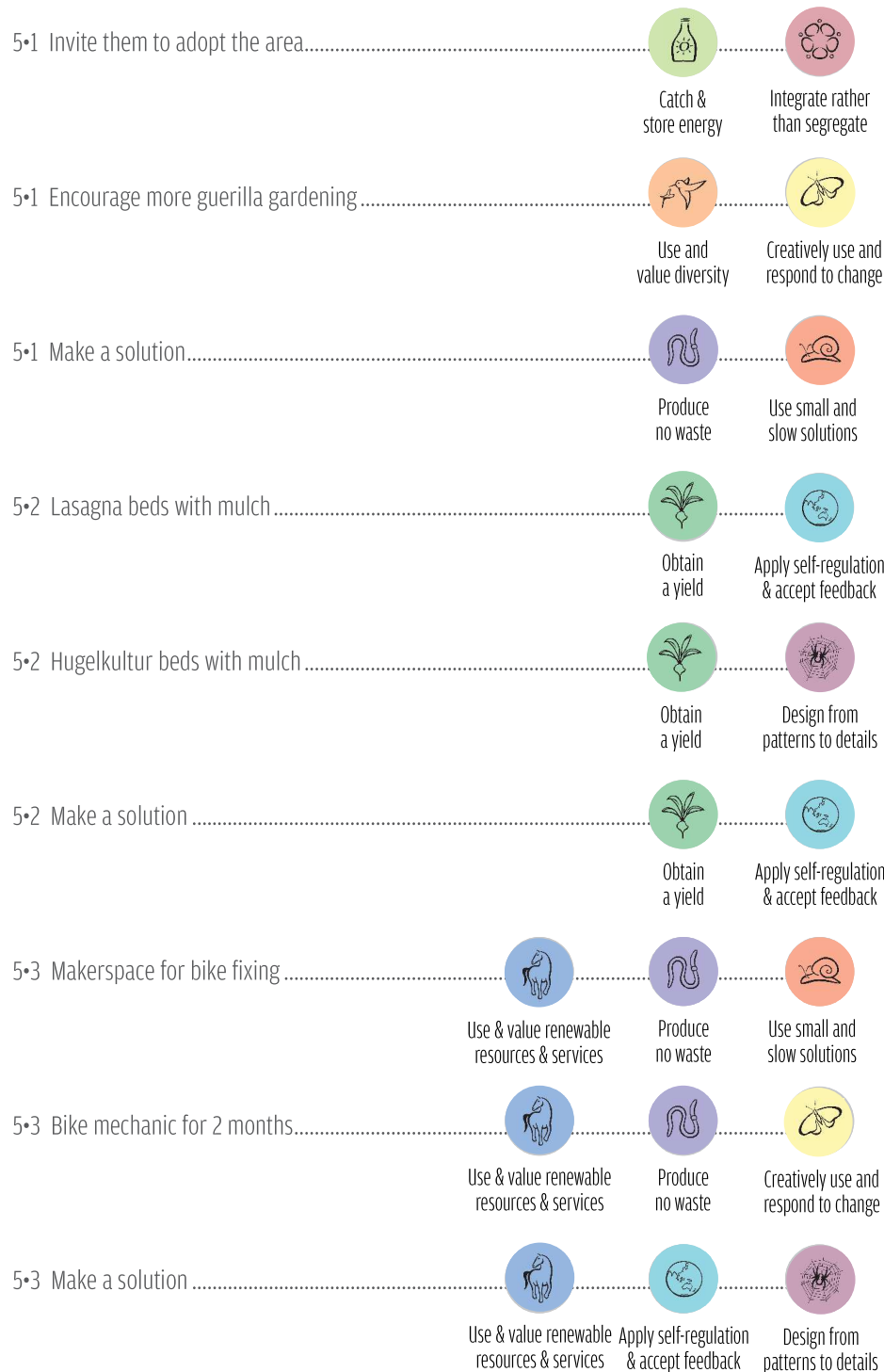
Catch & store energy



Use and value diversity



Creatively use and respond to change



1•6

Challenge

Complains about lack of access to package free food!

Group of people in town have expressed that the excessive packaging on most food available in town is deeply troubling to them. They are sure that if there were other options, more people in town would gladly buy package free food and bring their own containers.

Solutions

Supermarket with package free options

- ◆ Do some research regarding solutions for selling package free goods at supermarkets.
- ◆ Bring together the owners of the local supermarket and the folks that are wanting package free food.
- ◆ Encourage the local supermarket to do a trial of 20 package free foods. The group of people that made the complaint can assist by making a list of foods they would for sure buy in bigger quantities.
- ◆ The town will contribute by buying silo dispensers* if needed for some of the foods.

ethical work tasks to implement

earth care ○
people care ○○○
fair shares ○

* Silo dispensers store dry foods, a container is placed below the silo and when a handle is pulled, food flows into the container.

Consumers co-op for bulk food orders

- ◆ Find a space in town where a co-op can store bulk food and meet regularly to distribute the food to the members.
- ◆ Invite this group of motivated people to the space and introduce them to the idea of starting a consumers co-operative where they can order food in bulk collectively.
- ◆ The town will cover the housing, first two years.
- ◆ Folks have to be up for doing some work in ordering and distributing.

ethical work tasks to implement

earth care ○
people care ○○
fair shares ○○

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
The current leader decides how much of each

Challenge

Folks in town can't get their shoes fixed!

Folks in town complain about not having any way to get their shoes fixed. Even when the shoes only need fresh soles or a new zipper they need to buy new shoes. They want to contribute to their shoes lasting longer by getting them fixed.

Solutions

Makerspace* with shoemaker tools

- ◆ Figure out where to set up the makerspace*
- ◆ Buy basic tools and materials for shoefixing
- ◆ Hold workshops with a shoemaker, assisting and teaching people how to do some basic shoe fixing.
- ◆ Long term cost regarding staff & housing?
- ◆ Opportunities to learn new skills and get insight into the work behind making and fixing shoes.

ethical work tasks to implement

earth care	○
people care	○○
fair shares	○○

* Makerspace is often within a library or a school. Available to kids, adults and entrepreneurs. They include tools for using, learning and exploring - each makerspace can have their unique set of tools.

Collective shoe fixing package

- ◆ Find a location for gathering shoes that need fixing.
- ◆ Once a month all the shoes will be sent to the nearest shoemaker.
- ◆ Fixed shoes delivered to the same location 2 weeks later.
- ◆ Someone will have to take care of the logistics of collecting, sending shoes and keeping in touch with the shoemaker.
- ◆ Little time & cost invested.

ethical work tasks to implement

earth care	○○
people care	○○
fair shares	○

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

- ◆ 5 Ethical work tasks needed
- ◆ The current leader decides how much of each

4•4 Home scale wind turbine workshops.....



Obtain a yield



Use small and slow solutions



Use edges & value the marginal

4•4 Solar panels over the parking area



Catch & store energy



Integrate rather than segregate



Use edges & value the marginal

4•4 Make a solution.....



Catch & store energy



Use & value renewable resources & services



Use and value diversity

4•5 Turn off the streetlights 00:00 - 7:00



Apply self-regulation & accept feedback



Use small and slow solutions

4•5 Improving insulation & green roofs



Use & value renewable resources & services



Design from patterns to details



Use and value diversity

4•5 Make a solution.....



Use & value renewable resources & services



Design from patterns to details



Use edges & value the marginal

4•6 NVC courses & mediation.....



Catch & store energy



Obtain a yield



Creatively use and respond to change

4•6 Transition to a democratic NVC school



Obtain a yield



Use & value renewable resources & services



Integrate rather than segregate

4•6 Make a solution.....



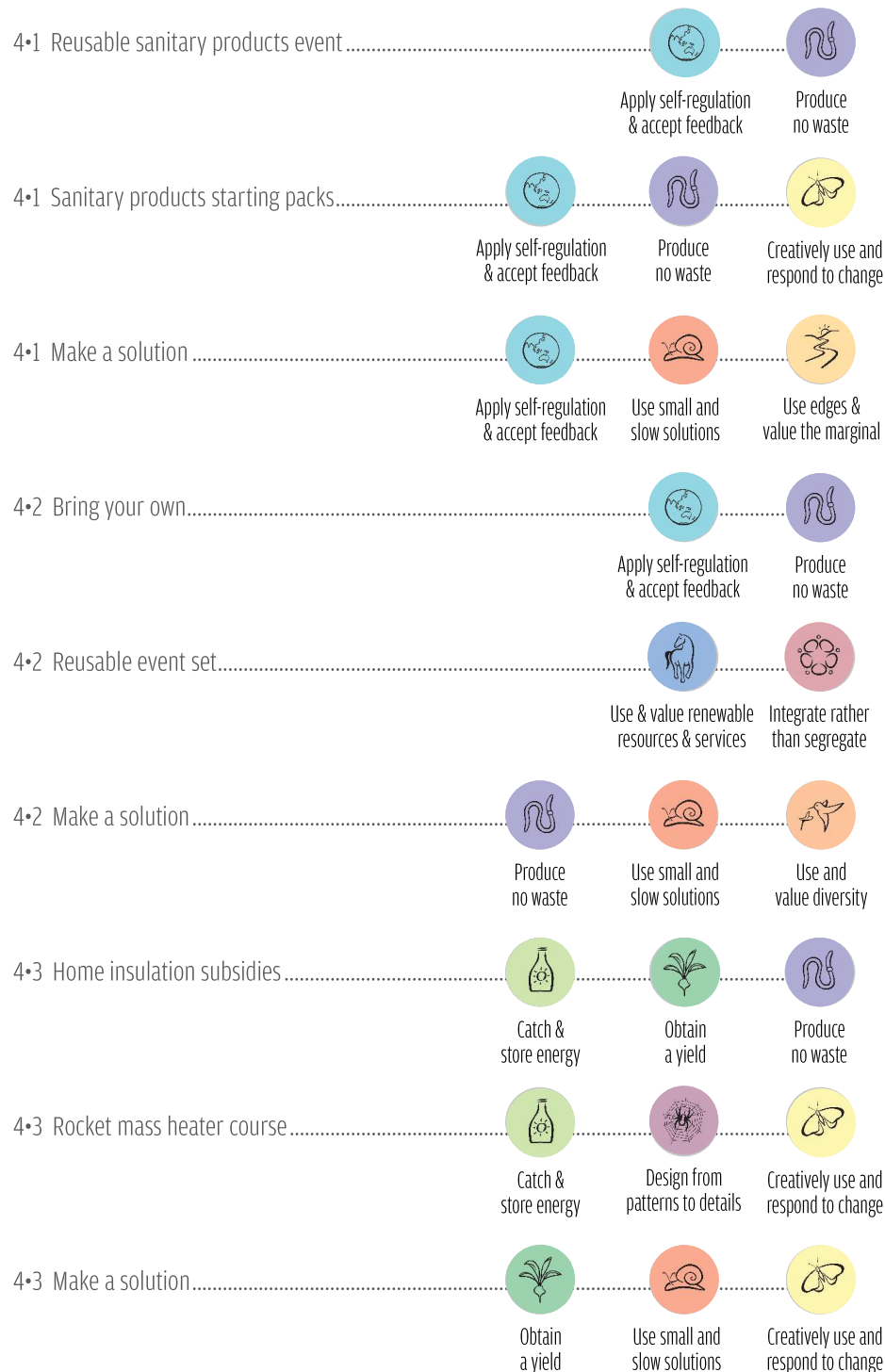
Design from patterns to details



Integrate rather than segregate



Use and value diversity



2•2

Challenge

Furniture has been piling up at the recycling facilities!

The staff at the recycling facility report that a lot of used furniture end up there. Often in good state, needing minor fixes. They ask us to come up with a solution where these furniture could be fixed and used for longer, instead of becoming waste.

Solutions

Makerspace* for furniture fixing

- ◆ Figure out where to set up the makerspace*.
- ◆ Buy tools and materials for fixing furniture.
- ◆ Hold workshops with someone experienced, assisting and teaching people furniture fixing techniques.
- ◆ Long term cost regarding staff & housing?
- ◆ Opportunities to learn new skills and get insight into the work behind fixing furniture.

ethical work tasks to implement

earth care	○
people care	○○
fair shares	○○

* Makerspace is often within a library or a school. Available to kids, adults and entrepreneurs. They include tools for using, learning and exploring - each makerspace can have their unique set of tools.

Supported workplace for furniture fixing

- ◆ Elderly people and other people without a workplace can attend when they are able.
- ◆ Rent a space & buy tools.
- ◆ Hire someone to supervise and assist with furniture fixing.
- ◆ Long term cost regarding staff & housing.
- ◆ Possible to integrate school kids learning too.
- ◆ Some inhabitants might find purpose.

ethical work tasks to implement

earth care	○○
people care	○○
fair shares	○

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed

The current leader decides how much of each

2•3

Challenge

Stressed parents driving their kids to school & activities!

Parents have greatly reduced free time and often feel frustrated, irritated and stressed. Kids are not independent regarding getting between places and spend less time outside. There's often a cloud of pollution over the school garden at the start of the day.

Solutions

Walk & bike to school campaign

- ◆ Visit the school & introduce the challenge to the kids.
- ◆ Use the kid's ideas and have them participating in preparing the campaign.
- ◆ Some ideas might need funding - likely a low cost solution.
- ◆ When it snows, walkpaths and pavements are cleared first in the morning, before clearing the roads.

ethical work tasks to implement

earth care ○
people care ○
fair shares ○

Free schoolbus

- ◆ Hire a busdriver with a bus.
- ◆ Plan a busroute through the whole school district.
- ◆ Bus will drive in the morning and after school.
- ◆ Kids finish school at different hours.
- ◆ Kid's activities are in different hours.
- ◆ High cost.

ethical work tasks to implement

earth care ○
people care ○○
fair shares ○○

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
The current leader decides
how much of each

3•4 No pesticide municipality



Apply self-regulation
& accept feedback



Use and
value diversity



Use edges &
value the marginal

3•4 Insect habitat building



Apply self-regulation
& accept feedback



Integrate rather
than segregate



Creatively use and
respond to change

3•4 Make a solution



Apply self-regulation
& accept feedback



Use small and
slow solutions



Use and
value diversity

3•5 Planting in the square



Obtain
a yield



Produce
no waste



Use small and
slow solutions

3•5 Make a public park



Produce
no waste



Use and
value diversity



Use edges &
value the marginal

3•5 Make a solution



Catch &
store energy



Apply self-regulation
& accept feedback



Creatively use and
respond to change

3•6 Modify entrances



Apply self-regulation
& accept feedback



Design from
patterns to details



Creatively use and
respond to change

3•6 The wheelchair user as expert



Catch &
store energy



Integrate rather
than segregate



Design from
patterns to details

3•6 Make a solution



Use & value renewable
resources & services



Integrate rather
than segregate



Design from
patterns to details

3•1 Library borrows play equipment



Obtain
a yield



Produce
no waste



Use and
value diversity

3•1 Starting scouts



Use & value renewable
resources & services



Use small and
slow solutions



Use edges &
value the marginal

3•1 Make a solution



Catch &
store energy



Design from
patterns to details



Use small and
slow solutions

3•2 Schoolkids integrate elderly people



Integrate rather
than segregate



Use and
value diversity



Creatively use and
respond to change

3•2 Extra grandparents



Obtain
a yield



Use edges &
value the marginal

3•2 Make a solution



Use & value renewable
resources & services



Use small and
slow solutions



Use edges &
value the marginal

3•3 Goats for trimming forests



Catch &
store energy



Use & value renewable
resources & services

3•3 Neighbours fire prevention plan



Design from
patterns to details



Integrate rather
than segregate



Creatively use and
respond to change

3•3 Make a solution



Catch &
store energy



Obtain
a yield



Produce
no waste

2•4

Challenge

One inhabitant has applied for having a composting toilet!

We need to figure out a long term solution. How we handle this will make a precedent for how future applications about composting toilets will be handled. Inhabitants are getting more curious about sustainable solutions and it's likely that others will also want composting toilets.

Solutions

Municipal humanure barrel system

- ◆ Only allow composting toilets* with a barrel system.
- ◆ When full, the barrel will be detached from the toilet and collected by the our staff.
- ◆ Train the staff at the recycling facility.
- ◆ Set up a humanure composting system, the compost will be used as fertiliser in controlled places.
- ◆ No access to humanure compost for fertilising gardens.
- ◆ Easy and little work for inhabitants.

ethical work tasks to implement

earth care	○
people care	○○
fair shares	○○

* Composting toilets. Not connected to municipal sewage pipes & don't flush. Humanure is collected and composted.

Compost toilet* research project

- ◆ Find a University to collaborate with.
- ◆ Set up a 10 years research project.
- ◆ Inhabitants that want a composting toilet will have to apply and describe thoroughly the composting toilet solution they will implement.
- ◆ Testing twice a year, results collected for clear data that municipalities can use when making their policies regarding composting toilets*.
- ◆ Freedom to try whichever composting toilet* system folks are interested in.

ethical work tasks to implement

earth care	○○
people care	○
fair shares	○○

* Composting toilets. Not connected to municipal sewage pipes & don't flush. Humanure is collected and composted.

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed

The current leader decides how much of each

Our organic waste is creating pollution in landfills!

We have until now been sending organic waste to landfills. We are now seeing that as ridiculous, turning natural fertiliser into lots of pollution and greenhouse gases. The municipality is really motivated to implement a circular economy solution.

Neighbourhood composting

- ◆ Meeting with inhabitants about a possibility to start a neighbourhood composting project.
- ◆ Provide materials needed to make an effective composting area in the neighbourhood.
- ◆ All the households in that neighbourhood bring their organic waste to the composting area.
- ◆ Two neighbours get paid for caring for the compost and take courses about composting & bokashi.
- ◆ Reductions in landfill costs balance out costs.

ethical work tasks to implement

earth care	○ ○ ○
people care	○
fair shares	○

Composting in the recycling facility

- ◆ Composting placed at the recycling facility.
- ◆ The curbside bin previously used for mixed waste will be for organic, inhabitants bring mixed waste to the recycling facility themselves.
- ◆ Inhabitants informed well & bins labelled clearly.
- ◆ Each bin will be controlled before collecting, making sure it only contains organic waste.
- ◆ Encourages recycling & composting.

ethical work tasks to implement

earth care	○ ○
people care	○
fair shares	○ ○

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
The current leader decides
how much of each

2•4 Municipal humanure barrel system

Observe
& interactCatch &
store energyProduce
no waste

2•4 Compost toilet research project

Catch &
store energyDesign from
patterns to detailsIntegrate rather
than segregate

2•4 Make a solution

Apply self-regulation
& accept feedbackUse small and
slow solutionsCreatively use and
respond to change

2•5 Neighbourhood composting

Obtain
a yieldUse & value renewable
resources & servicesUse edges &
value the marginal

2•5 Composting in the recycling facility

Observe
& interactApply self-regulation
& accept feedbackProduce
no waste

2•5 Make a solution

Design from
patterns to detailsUse and
value diversityCreatively use and
respond to change

2•6 Mending workshops

Catch &
store energyObtain
a yieldUse small and
slow solutions

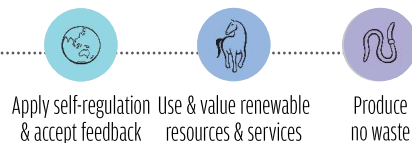
2•6 Clothes Swap

Obtain
a yieldIntegrate rather
than segregate

2•6 Make a solution

Apply self-regulation
& accept feedbackUse and
value diversityUse edges &
value the marginal

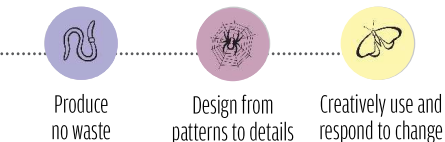
2•1 Makerspace with shoemaker tools



2•1 Collective shoefixing package.....



2•1 Make a solution.....



2•2 Makerspace for furniture fixing



2•2 Supported workplace for furniture fixing



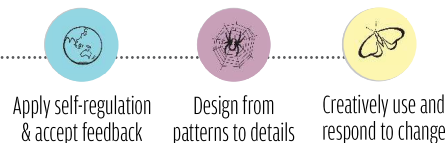
2•2 Make a solution



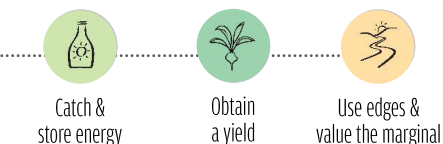
2•3 Walk & bike to school campaign



2•3 Free schoolbus.....



2•3 Make a solution



2•6

Challenge

The second hand store won't accept more clothes!

The staff at the second hand store report that they are drowning in clothes. They were pretty mad, talking about people and nature in the global south being exploited for fast fashion and saying it's clear that the inhabitants are buying way more clothes than they need.

Solutions

Mending* workshops

- ◆ Workshops once a month for the next 6 months.
- ◆ Hire different facilitator for each workshop to show different kinds of mending* and visible mending styles.
- ◆ No need for new clothes if all clothes get mended*!
- ◆ Creative and empowering.
- ◆ Cost of facilitators for first 6 workshops.
- ◆ Consult facilitators regarding what to buy as a starting kit of tools & materials.

ethical work tasks to implement

earth care ○○
people care ○
fair shares ○○

* Mending means fixing clothes, adding patches over or under a hole, stitching in a hole, covering stains ...

Clothes Swap

- ◆ Clothes Swap events every third month.
- ◆ Have tables and hangers ready & let the participants self organise the space when they arrive.
- ◆ No limits on how many clothing items are brought to the event or taken home.
- ◆ Keeps the clothes in circulation in the community.
- ◆ Inhabitants can change out clothes that are not fitting or not in use, and get others that fit their needs better.

ethical work tasks to implement

earth care ○
people care ○
fair shares ○

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
The current leader decides how much of each

3•1

Challenge

Kids in town are disconnected from nature!

They are spending a lot of time inside, playing video games, watching television or just because it's more comfortable. Spending time outside is important for children's physical- and mental health and opens up for understanding the value of nature.

Solutions

Library borrows play equipment

- ◆ Buy outdoor games and sport equipment.
- ◆ Adjust the library space to display the new equipment.
- ◆ Make a complimentary borrowing system for other things than books.
- ◆ Folks can borrow the equipment for a week with their standard library card.
- ◆ Kids can have more varied outdoors experiences and gain new skills.

ethical work tasks to implement

earth care ○
people care ○○○
fair shares ○

Starting scouts*

- ◆ Hold an open meeting in the forest - introduce scouts* and the municipality's assistance.
- ◆ Provide funding the first two years, for materials and administration staff cost.
- ◆ Find out if any people in town have scouts experience - check if they would like to lead scouts activities.
- ◆ Invite the scouts to use the local forest for activities
- ◆ Activating kids & possibility for friends for life.

ethical work tasks to implement

earth care ○○
people care ○○
fair shares ○

* Scouts activate kids to join activities in nature. Camping, building shelter, pathfinding, campfires, climbing ...

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
The current leader decides how much of each

1•4 Community Supported Agriculture.....



Obtain a yield



Integrate rather than segregate



Use and value diversity

1•4 Local food box scheme



Design from patterns to details



Integrate rather than segregate



Use and value diversity

1•4 Make a solution



Obtain a yield



Use and value diversity



Use edges & value the marginal

1•5 Vegetable growing at school



Catch & store energy



Integrate rather than segregate



Use small and slow solutions

1•5 Food production workshops



Obtain a yield



Use and value diversity



Use small and slow solutions

1•5 Make a solution.....



Use & value renewable resources & services



Design from patterns to details



Creatively use and respond to change

1•6 Supermarket with package free options.....



Apply self-regulation & accept feedback



Produce no waste



Use small and slow solutions

1•6 Consumers co-op for bulk food orders.....



Obtain a yield



Produce no waste



Creatively use and respond to change

1•6 Make a solution



Use & value renewable resources & services



Produce no waste



Use edges & value the marginal

1•1 Raingarden



Apply self-regulation
& accept feedback



Use edges &
value the marginal



Creatively use and
respond to change

1•1 Inhabitants treat grey- and rainwater



Catch &
store energy



Produce
no waste



Creatively use and
respond to change

1•1 Make a solution



Catch &
store energy



Design from
patterns to details



Use small and
slow solutions

1•2 Transition presentation & discussions



Obtain
a yield



Integrate rather
than segregate

1•2 Activities elderly are interested in



Apply self-regulation
& accept feedback



Integrate rather
than segregate



Use edges &
value the marginal

1•2 Make a solution



Produce
no waste



Use and
value diversity



Use edges &
value the marginal

1•3 Carpooling platform



Catch &
store energy



Apply self-regulation
& accept feedback



Design from
patterns to details

1•3 Buslane & bikelane



Use & value renewable
resources & services



Use small and
slow solutions



Creatively use and
respond to change

1•3 Make a solution



Catch &
store energy



Use & value renewable
resources & services



Design from
patterns to details

3•2

Challenge

Most of the elderly people in town are depressed!

Mental health worker in town reports that there is a serious issue with loneliness in the elderly population in town, sense of isolation and depression is common. Traditionally elderly people were integrated in the community, their wisdom and time appreciated.

Solutions

Schoolkids integrate elderly people

- ◆ Facilitate brainstorming activities in the school with kids in different ages about how elderly people can be integrated in their school or afterschool activities in a fun way.
- ◆ The school staff will implement some of the ideas the kids come up with.
- ◆ Potential for new friendships across age.
- ◆ Activating kid's creativity and ownership of the project.

ethical work tasks to implement

earth care ○
people care ○○
fair shares ○○

Extra grandparents

- ◆ Make a matchmaking event at the elderly activity centre, where families with kids can meet and chat with elderly people with the hope to form "extra grandparent" connections.
- ◆ Potential for elderly people to visit the family regularly to help with homework, reading for the children or babysit.
- ◆ Potential for kids to visit the elderly people for part of the day when wanted / needed.
- ◆ Parents get the support they are needing.

ethical work tasks to implement

earth care ○
people care ○
fair shares ○

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed

The current leader decides how much of each

3•3

Challenge

Fire danger!

We had some serious trouble with fires in the district last summer. If we want to stay safe with the rising drought and heat we better make a plan for how to be better prepared for the next summer.

Solutions

Goats for trimming forests

- ◆ Check if any of the inhabitants would like to keep goats.
- ◆ Goats can be hearded in the common land in the forest.
- ◆ The goats will keep down the bramble and other shrubby vegetation that will be fireprone in the summer droughts.

ethical work tasks to implement

earth care ○
people care ○
fair shares ○

Neighbours fire prevention plan

- ◆ Hold a neighbourhood meeting and invite the inhabitants to make a fire prevention & fire fighting plan.
- ◆ The plan could include: making ponds, tree pruning, removing dead trees / bushes, keeping goats, planting a fire break, installing sprinklers on buildings, water collection from roofs, keeping gutters clean and full of water on fire risk days ...
- ◆ Explain how much funds the municipality can contribute with if needed to implement.

ethical work tasks to implement

earth care ○
people care ○○○
fair shares ○

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
The current leader decides
how much of each

6•6

Challenge

Folks in town feel powerless and disheartened!

There is a sense of overwhelm, both within the Transition Town core group and folks in town generally. We want to support them in the inner transition, to feel empowered and hopeful, find their role in creating a society built on honesty, integrity, care and love.

Solutions

*Active Hope support group

- ◆ Participants will either enroll in a free online course in Active Hope* or reading the book over a period of 7 weeks.
- ◆ Find a fitting location for weekly support group meetings to discuss, support each other and do the practices together.
- ◆ This program increases meaningfulness and sense of community.

ethical work tasks to implement

earth care ○
people care ○
fair shares ○

* Active Hope - book by Joanna Macy & Chris Johnstone "Active Hope: How to Face the Mess We're in with unexpected Resilience & Creative Power". Access to the course at www.ActiveHope.Training

*Cultural emergence course

- ◆ Find a location to hold a in-person *Cultural Emergence course and contact Looby Macnamara to find a skilled fasilitator.
- ◆ Support financially to lower the course fees, make the course asseccible to all that want to enroll.
- ◆ Invite two of the course participants full financial support to take Cultural Emergence Leadership Training, with the hope that they will feel confident to fasilitate spaces for cultural emergence in our town afterwards.

ethical work tasks to implement

earth care ○
people care ○○○
fair shares ○

* Cultural emergence by Looby Macnamara, creates cultural shifts personally and on community level

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
The current leader decides
how much of each

6•5

Challenge

We don't know our neighbours!

Social interactions within our town have increased since we became a part of the Transition Movement. Still, most of us keep to our usual circles and barely know our neighbours. We want to support folks in town in building a stronger community and getting to know each other.

Solutions

Transition Streets*

- ◆ Find a location for an event to introduce the folks in town to the *Transition Streets program
- ◆ Group of neighbours meet up 7 times, discussing and supporting each other in making changes within their home and actions, with the support of a workbook.
- ◆ Train up a person for facilitating the first meeting for each new group & check if the workbook needs adjustments to fit for this location.

ethical work tasks to implement

earth care	<input type="radio"/>
people care	<input type="radio"/> <input type="radio"/> <input type="radio"/>
fair shares	<input type="radio"/>

* Transition Streets info:
www.transitionstreets.org.uk/

Workbook for Transition Streets meetings: www.linkcuts.com/transitionstreets

Gift economy Skillshare* webpage

- ◆ Go to the office housing in town and hire a designer to make a skillshare webpage.
- ◆ People can list skills they are willing to share, what they would like to learn & contact information.
- ◆ On the town's event page, add "Skillshare" filter
- ◆ Skillshares are within gift economy, without expectation of receiving anything in return.
- ◆ Effectively building connections and community when people reach out and plan to meet up for some skillsharing.

ethical work tasks to implement

earth care	<input type="radio"/>
people care	<input type="radio"/>
fair shares	<input type="radio"/>

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
 The current leader decides
 how much of each

Transition in action

3•4

Challenge

We're losing insects & biodiversity!

A study* from 2019 shows that in some areas, more than 40% of insect species are declining. What can we do to help the insects?

* Worldwide decline of the entomofauna: A review of its drivers (2019) Francisco Sánchez-Bayo & Kris A.G. Wyckhuys

Solutions

No pesticide municipality

- ◆ Support farmers in transitioning to farming practices without pesticides, preferably including areas with wild vegetation spread through the farmland.
- ◆ Courses & some financial support for farmers.
- ◆ No pesticides used in the municipality's greenery management.
- ◆ Hold community meetings to introduce this mission and show alternative methods, like mixed planting, companion planting, wildlife plantings, mulch ...

ethical work tasks to implement

earth care	<input type="radio"/> <input type="radio"/> <input type="radio"/>
people care	<input type="radio"/>
fair shares	<input type="radio"/>

Insect habitat building

- ◆ Riparian planting by the lake.
- ◆ Workshops on making insect hotels, then encourage folks to place them in their gardens and public spaces.
- ◆ Campaign for "Don't mow me" month, where inhabitants are encouraged to not mow their gardens and if they are willing, to seed flowering meadow plants and only mow in the autumn.
- ◆ Offer mixed wild flowers seeds for free.

ethical work tasks to implement

earth care	<input type="radio"/> <input type="radio"/> <input type="radio"/>
people care	<input type="radio"/>
fair shares	<input type="radio"/>

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
 The current leader decides
 how much of each

Transition in action

3•5

Challenge

Elderly people are fainting in the streets!

Climate change is making our climate unstable. During heat waves streets, pavements and squares capture heat and create “heat island-effect”. Plants can lower air temperatures by up to 10°C, by evapotranspiration and providing shade.

Solutions

Planting in the square

- ◆ Make a design to improve our super hot square with both tall trees for shade and beds with various other plants.
- ◆ Buy plants and hire a company to implement.
- ◆ Invite inhabitants to volunteer in the planting mission.
- ◆ Aim for diverse plant compositions for biodiversity.
- ◆ Lowers the temperature, removes air pollutants from the road and adds beauty.

ethical work tasks to implement

earth care	○ ○
people care	○ ○
fair shares	○

Make a public park

- ◆ Convert either the big parking area / parking area + square / unused area into a lush public park.
- ◆ Parks are very effective in lowering heat in the surrounding areas, the bigger the park - the bigger zone around it will be cooler.
- ◆ Parks are a refuge in the warm days and a great community space all year round.
- ◆ Plan for lots of trees and plant species diversity for optimal cooling effect.

ethical work tasks to implement

earth care	○ ○
people care	○ ○
fair shares	○

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
The current leader decides
how much of each

6•4

Challenge

Kids have unequal access to being active outdoors!

Financial status is affecting how much folks in town are active outside and spending time in nature. Meanwhile some homes have storages full of stuff they don't want to throw away, but barely ever use. We want to encourage our inhabitants to participate in gift economy.

Solutions

BUA* “library” for outdoors equipment

- ◆ Find a location with good access and a big storage for equipment such as: skis, sleeping bags, tents, boots, kanos, backpacks, yoga mats, slack line, SUPs, bikes, skateboards, cooking equipment ...
- ◆ Advertise the initiative and the possibility to support with a donation or second hand equipment.
- ◆ Contact BUA Norge for advice & support
- ◆ Make a plan for covering opening hours and costs.

ethical work tasks to implement

earth care	○
people care	○ ○
fair shares	○ ○

* BUA is a “library” with outdoors equipment that can be borrowed, for free, up to a week. BUA stations all over Norway ensure that anyone can be active and spend time outdoors. www.bua.no

Pumpipumpe* borrowing from neighbours

- ◆ Find a location for an event to introduce how gift economy can enrich our community and the lives of the people living here.
- ◆ During the event, introduce the Pumpipumpe* webpage and encourage folks in town to register outdoors equipment and other equipment they have and are willing to borrow.

ethical work tasks to implement

earth care	○
people care	○
fair shares	○ ○ ○

* Pumpipumpe is a platform to easily share your everyday items with your neighbours for a conscious use of resources and a lively neighbourhood! www.pumpipumpe.ch/en/map-en/

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
The current leader decides
how much of each

6•3

Challenge

Queer kids don't feel safe!

The school leader told us that there have been recent cases of queer kids being bullied at school, after discussing this in the town council we realize that a lot of people know very little about queerness and the grownups are likely contributing to their kids being very of queerness.

Solutions

Education about queerness* in the school

- ◆ Find a queer* person with experience in educating young people about queerness
- ◆ Plan with the school how each class at school can have a session about queerness, fitting for that age group. Make sure to include discussions about different family structures, showing consideration and celebrating that each person is unique.
- ◆ The school's youth center reserves a certain timeslot each week as queer* safe space, only for queer* youngsters.

ethical work tasks to implement

earth care	○
people care	○ ○ ○
fair shares	○

* Queer is an umbrella term for sexual and gender identities other than straight and cisgender

Representation of queer folks

- ◆ Go to one of the offices in town and find a queer friendly designer that can go through all materials that the town makes and make sure it's inclusive and including trans people, gender queer people, polyamorous people, lesbians, gay, bisexuals and other queer folks, as well as various family structures.
- ◆ The designer also cooperates with queer folks in town in making informational materials, f.ex. posters and videos to explain different queerness.

ethical work tasks to implement

earth care	○
people care	○ ○
fair shares	○ ○

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
The current leader decides
how much of each

Transition in action

3•6

Challenge

Wheelchair users are excluded!

A wheelchair user sent in a complaint explaining that some of the public buildings and buildings with services in town are inaccessible to wheelchair users. They are in fact physically excluded from taking part in events and getting the service that is available to others.

Solutions

Modify entrances

- ◆ In the office housing, find a landscape architect to design & a company to implement.
- ◆ Reconstruct or adjust public building entrances to be fully accessible to wheelchair users.
- ◆ Aim for adjusting the height of the sidewalk by buildings with shops and other service.
- ◆ Check if there is access to an elevator in multi-floor public buildings.

ethical work tasks to implement

earth care	○
people care	○
fair shares	○ ○ ○

The wheelchair user as expert

- ◆ Ask the wheelchair user that sent in the complaint if they would like to participate in planning how the town can become wheelchair accessible.
- ◆ If they are willing, evaluate together the situation on the troublesome locations.
- ◆ If they don't want to take part, look for another person that uses wheelchair to advice.
- ◆ In the office housing, find a landscape architect to design the solutions, starting on locations that wheelchair users say are needed the most.

ethical work tasks to implement

earth care	○
people care	○ ○
fair shares	○ ○

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
The current leader decides
how much of each

Transition in action

4•1

Challenge

Our mixed waste is overflowing with diapers and pads!

We're already sorting the waste to be able to recycle as much as possible. There's still a lot of mixed waste, we did some research to find out why. Shockingly, most of the mixed household waste was single use children's diapers, menstrual pads, incontinence pads and adult diapers.

Solutions

Reusable sanitary products event

- ◆ Hold an fun event to introduce and display different reusable alternatives,
- ◆ Include music and other fun elements - maybe the school choir can sing?
- ◆ This topic touches everyone; half of the community bleeds monthly, many have children or grandchildren, when you get older it's likely that you will need incontinence pads or adult diapers
- ◆ Eco-stores and producers can show their varied reusable options

ethical work tasks to implement

earth care	○
people care	○
fair shares	○

Sanitary products starting packs

- ◆ Advertise the option of getting a starting pack, available for all that want to explore reusable options
- ◆ Starting packet for infants with reusable diapers
- ◆ Starting packet for babies with reusable diapers
- ◆ Menstruating people have different options: menstrual panties / pads / menstrual cup
- ◆ People with incontinence also have different options: panties with high absorbance / thinner absorbent panties / pads

ethical work tasks to implement

earth care	○○
people care	○○
fair shares	○

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
The current leader decides
how much of each

Transition in action

6•2

Challenge

Our building plans are disturbing sacred land!

We have been preparing for building a windmill on the hill in the forest to increase our energy resilience and to produce our energy locally. A group of indigenous* people got worried when they saw building materials there, because this is a sacred land.

Solutions

Protect areas for indigenous* people

- ◆ Cancel the building plans and rethink our plans for energy resilience.
- ◆ Find a location for a meeting with the group of indigenous people. Listen to them & aim to understand their needs.
- ◆ Cooperate with the indigenous* people in mapping both sacred land and other areas that are important to them.
- ◆ Mark these areas as protected in the next areal plan for the town.

ethical work tasks to implement

earth care	○
people care	○
fair shares	○○○

* Indigenous people have ancestors that were living in the area before it was colonised.

Inhabitants get to know the indigenous*

- ◆ Stop the construction of the windmill.
- ◆ Find a fitting location for a event where you can invite the indigenous* people to introduce themselves and their culture to the people in the community.
- ◆ The last part of the event can be facilitated sharing circle for everyone in the event.
- ◆ Have a follow up meeting with the indigenous* group, to plan actions that ensure that their needs are taken into account in how we run the town.

ethical work tasks to implement

earth care	○
people care	○○○
fair shares	○

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
The current leader decides
how much of each

Transition in action

6•1

Challenge

Serious lack of housing for young people!

We have way fewer inhabitants now than 20 years ago, still there's barely any houses that are standing empty. Since we began our Transition Town journey young people have been showing interest in living in our town, but at the moment there's barely any housing for sale or rent.

Solutions

Cohousing* introduction & matchmaking

- ◆ First event will be an introduction to different cohousing* options, benefits and challenges. Have the information available through the internet afterwards.
- ◆ For a month the word will hopefully reach to all that have available rooms and they can contemplate on whether this is a good option for them.
- ◆ Then a second event where people with available rooms and people looking for housing can socialise and see if there's a match.

ethical work tasks to implement

earth care	○
people care	○ ○ ○
fair shares	○

* Cohousing is intentionally living in other structures than nuclear family or couples, and having shared spaces.

Spaces for Tiny Houses*

- ◆ Find a location in town that can be split up into many plots for tiny houses.
- ◆ Make sure each plot has the possibility to connect to water and electricity.
- ◆ Hire a carpenter and architect in town to collaborate in making couple of tinyhouse designs that are energy efficient, space efficient and easy to build.
- ◆ Inhabitants that want to build Tiny Houses* can use these designs free of charge.

ethical work tasks to implement

earth care	○
people care	○ ○ ○
fair shares	○

* Tiny house is a unusually small residential home, often smaller than 37m². Some are on wheels.

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
The current leader decides
how much of each

4•2

Challenge

Each year the Spring Gathering creates piles of waste!

We are planning our annual spring gathering at the square, but usually there's a lot of garbage accumulation during these events, mostly single use cups, plates and cutlery. How can we do it differently this year?

Solutions

Bring your own

- ◆ Advertise well in advance that we will be making this important change to follow the "produce no waste" permaculture principle
- ◆ Mention on all posters and other media: "Remember to bring your own plate, cup & cutlery - the Spring Gathering is transitioning too"
- ◆ Ask people to bring reusable plates, cups and cutlery, not single use ones, to support our transition & waste reduction efforts
- ◆ Square is a good location for this solution

ethical work tasks to implement

earth care	○
people care	○
fair shares	○

Reusable event set

- ◆ Thrift enough plates, cups and cutlery for everyone participating in the Spring Gathering
- ◆ Clean & pack after the event
- ◆ The reusable event set can be stored in boxes at the library
- ◆ The event set can be used for other town events too
- ◆ Folks in town can borrow a box of event set with their library card for private events like birthday parties and rites of passage

ethical work tasks to implement

earth care	○
people care	○
fair shares	○

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

3 Ethical work tasks needed
1x earth care, 1x people care
& 1x fair shares

4•3

Challenge

We feel cold and miserable in the wintertime!

Inhabitants are concerned about rising energy prices. They can't afford to keep their homes with comfortable temperatures during the coldest months. Some inhabitants are resulting to burning trash in their inefficient wood burners and sometimes there's a cloud of pollution over the town.

Solutions

Home insulation subsidies

- ◆ Find a location for a community meeting to introduce support for those that want to insulate their property
- ◆ Unsure if the people that are renting a property will have a possibility to get an insulated home. This might only help those that own their own houses.

ethical work tasks to implement

earth care	○
people care	○ ○ ○
fair shares	○

* Insulation - poorly insulated houses lose heat

Rocket mass heater* course

- ◆ Find a skilled facilitator to teach a hands-on course where a rocket mass heater* is built from mostly upcycled and natural materials
- ◆ Pay for part of the course-fees
- ◆ Advertise for a household to get a mass heating stove by housing a 3 day course
- ◆ Arrange for more courses if there's interest

ethical work tasks to implement

earth care	○
people care	○ ○
fair shares	○ ○

* Rocket mass heaters burn wood very efficiently, needing far less wood. They burn the gases in the smoke too. The heated air travels through thermal mass that stores the heat and transfers heat into the surrounding space for a long time after the fire is out.

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
The current leader decides
how much of each

Transition in action

5•6

Challenge

The vegetable gardens in town will dry out!

In recent years we have been experiencing draughts and have resulted to forbidding people to water plants. Folks in town are furious about this, they want to contribute to community resilience by growing food in their gardens and they are worried about fire risk from dry vegetation.

Solutions

Water resilience course

- ◆ Find a place in town where you can hold a course in building water resilience for your garden.
- ◆ Cover in detail topics such as drip irrigation*, greywater** for irrigation, limiting evaporation from vegetable beds & draught tolerant plants.
- ◆ Hire an expert with experience in implementation of these solutions, to present the information, facilitate discussions and answer questions.

ethical work tasks to implement

earth care	○ ○
people care	○ ○
fair shares	○

* drip irrigation uses hoses that are permanently lying on the beds, when irrigating the water drips out through holes or seeps out through permeable surface.

Professional graywater irrigation**

- ◆ Pilot project where 10 homes can get support in the form of professionals implementing the piping and other work needed to use their greywater* in the garden.
- ◆ Inhabitants pay only a pre-set price for materials
- ◆ Invite inhabitants to apply, 10 homes randomly chosen.
- ◆ On the solutions card fill in "Neighbourhood" as the location.

ethical work tasks to implement

earth care	○ ○
people care	○ ○
fair shares	○

** graywater has been used in washing mashines, sinks, showers, bathtubs and dishwashing mashines.

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
The current leader decides
how much of each

Transition in action

5•5

Challenge

We are lacking water in the summer draughts!

We have had serious draughts in the recent years. We have had to ask inhabitants to use less water to make sure that we can still cover the basic needs for drinking water. We want to find a more resilient solution, especially now that the weather is getting so extreme.

Solutions

Rainwater harvesting from public buildings

- ◆ Harvest rainwater from the roof of all public buildings in town.
- ◆ Rainwater collected into sisterns and run through filtration before usage within that building.
- ◆ Setting a good example and showing how it works in practice.
- ◆ On the solution card, fill in the location of the first public building to get the water harvesting system.

ethical work tasks to implement

earth care	○ ○ ○
people care	○
fair shares	○

Introduction to rainwater harvesting

- ◆ Introductory event to teach about rainwater harvesting for use within a home.
- ◆ Introduce a subsidy program to support those that set up rainwater harvesting systems for their home.
- ◆ Subsidies for two years for those that install water harvesting system collecting enough to cover most of their needs for water.
- ◆ On the solution card, fill in the location where you will hold that event.

ethical work tasks to implement

earth care	○ ○
people care	○
fair shares	○ ○

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
The current leader decides
how much of each

Transition in action

4•4

Challenge

We feel overwhelmed by renewable energy options!

The town has been looking at different ways to produce renewable energy locally and working on a long term plan. In the town's budget we'll prioritize having funding for one renewable energy project per year. There are so many feasible options, we don't know where to start.

Solutions

Home scale wind turbine workshops

- ◆ Find a workshop instructor
- ◆ Gather recycled materials and tools needed
- ◆ Teach workshops where all participants make their own wind turbine and get assistance setting it up
- ◆ Charge only for the materials used, use the town's funding for other costs
- ◆ Empowering and affordable
- ◆ Participants will be able to build more wind turbines on their own after the workshop

ethical work tasks to implement

earth care	○
people care	○ ○
fair shares	○ ○

* [OpenSourceLowTech.org](https://opensource.lowtech.org/) for free instructions for DIY wind turbine from affordable materials

Solar panels over the parking area

- ◆ Buy solar panels and hire a company to set them up
- ◆ Shading out the parking area on hot days
- ◆ The energy can be used in the school and library
- ◆ Costly & there's environmental impact from producing them
- ◆ Produce a good amount of energy
- ◆ Shading out the parking area on hot days
- ◆ Uncertainty regarding recycling options when, at some point, they will not be functional anymore

ethical work tasks to implement

earth care	○ ○
people care	○ ○
fair shares	○

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
The current leader decides
how much of each

Transition in action

4•5

Challenge

We want to reduce energy consumption!

The town has made a commitment to specific goals in reduction of energy consumption for the next 5 years to minimise our ecological footprint. There are many ways to reduce energy use and we would like to start with something that will have a proper impact.

Solutions

Turn off the streetlights 00:00 - 7:00

- ◆ Set a date for when this will be implemented
- ◆ Find a location for a community meeting
- ◆ In the meeting introduce to the inhabitants our ambitious goals to reduce our energy usage in the next 5 years and that turning off the streetlights between 0:00 and 7:00 will be the first action
- ◆ Invite inhabitants to brainstorm ideas for next steps in reducing energy consumption
- ◆ Set the timer for when the streetlights will be on

ethical work tasks to implement

earth care	○
people care	○
fair shares	○

Improving insulation & green roofs

- ◆ Make a plan for how all public buildings can have improved insulation and all public flat roofs turned into green roofs
- ◆ Advetice that folks can apply for funding for half of the material costs when improving insulation and/or constructing green roofs on their buildings
- ◆ Insulation & green roofs will greatly reduce energy consumption for heating and cooling the buildings

ethical work tasks to implement

earth care	○○
people care	○○
fair shares	○

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
The current leader decides
how much of each

5•4

Challenge

Kids shocked by all the plastic pollution from paint!

Couple of kids playing outside discovered a colourful stream coming from a neighbour house and found a person cleaning their equipment after painting their house with plastic paint. The kids also saw scraped off plastic paint all over the street around the house and in the garden!

Solutions

Hands-on linseed oil painting* workshop

- ◆ Workshop where participants learn how to prepare for painting with linseed oil paint* and try painting different materials with the paint.
- ◆ Participants can also use the paint for making art.
- ◆ As a location, choose a public building that will be painted during the workshop. Or choose the location "neighbourhood" and invite someone to host the workshop and get help painting their house.

ethical work tasks to implement

earth care	○○
people care	○○
fair shares	○

* Linseed oil paint containing only linseed oil and natural pigments, protects wood from rotting and metal from rusting. Really durable! The paint can be refreshed by applying linseed oil.

Subsidise linseed oil paint* for 2 years

- ◆ For 2 years the local hardware store will lower the price of linseed oil paint* by a percentage that makes it a somewhat cheaper option than plastic paint. The town will get the bill for the difference.
- ◆ Encouraging people to try linseed oil paint* in the next two years and create a new culture around what's normal with painting.
- ◆ Attention! Linseedoil paint is in fact not more expansive than plastic paint, because it covers better and you need less paint.

ethical work tasks to implement

earth care	○
people care	○
fair shares	○○○

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
The current leader decides
how much of each

5•3

Challenge

Sheds in town are full of bikes that can't be used!!

We constructed bike lanes and bike parking to encourage biking. Folks in town are still not biking, we wondered why and did a survey. It turns out that there's no lack of bikes in town, the sheds are full of them. The bikes just need a bit of maintenance before they can be used.

Solutions

Makerspace* for bike fixing

- ◆ Figure out where to set up the makerspace*
- ◆ Buy tools and basic materials for bikefixing
- ◆ Hold workshops with a bike mechanic, assisting and teaching people in doing some basic bike fixing.
- ◆ Long term cost regarding staff & housing?
- ◆ Opportunities to learn new skills and get inspired to maintain and fix bikes.

ethical work tasks to implement

earth care	○
people care	○○
fair shares	○○

* Makerspace is often within a library or a school. Available to kids, adults and entrepreneurs. They include tools for using, learning and exploring - each makerspace can have their unique set of tools.

Bike mechanic for 2 months

- ◆ Find a location for a temporary bike mechanic workplace.
- ◆ Hire in a bike mechanic for two months and pay for any spare parts he needs during these 2 months.
- ◆ The bike mechanic will fix as many bikes as he can during these 2 months timespan.
- ◆ During this time, someone in town will get inspired to start a bike maintainance shop or the bike mechanic will want to move here for long term?
- ◆ We'll end up with lot's of functioning bikes!

ethical work tasks to implement

earth care	○○
people care	○
fair shares	○○

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
The current leader decides
how much of each

Transition in action

4•6

Challenge

The school's staff is reaching a breaking point!

The school minister came in to the town's office, devastated. Saying that there's numerous conflicts within the school staff and it's been going on for a while already. None of her efforts so far have helped and she's worried that folks will burn out or quit.

Solutions

NVC* courses & mediation

- ◆ Find a skilled Non Violent Communication* educator and mediator
- ◆ Prepare 2 staff days with facilitated mediation meetings and NVC* courses for the staff
- ◆ Additional shorter courses in the next months to support active use of NVC*

ethical work tasks to implement

earth care	○
people care	○○○
fair shares	○

* NVC / Non Violent Communication is a philosophy and communication techniques that are based on empathy, active listening and authentic connection. Opening up for creative problem solving and win-win solutions.

Transition to a democratic NVC* school**

- ◆ Contact other democratic** NVC* schools to get support and advice regarding the transition
- ◆ Find NVC* facilitators with experience within schools
- ◆ Start with NVC* courses for staff, then for learners and finally for parents
- ◆ Introduce & integrate democratic processes

ethical work tasks to implement

earth care	○
people care	○○
fair shares	○○

** Democratic schools have a flat organisational structure, empowering the learners to take active part in running the school. In regular meetings, learners and staff share their thoughts and vote on matters regarding the school. Teachers cooperate with the learners to support them in learning.

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

5 Ethical work tasks needed
The current leader decides
how much of each

Transition in action

5•1

Challenge

Some folks have planted without permission!

It is obvious that some work is happening in the unused area. The stuff that was laying around has been moved aside and some vegetable beds have been set up. The town hasn't received any applications or requests, so this is obviously guerilla* gardening.

Solutions

Invite them to adopt the area

- ◆ Leave a note in the unused area, inviting them to contact the town and to become caretakers for this area
- ◆ Listen to their reasons and hopes for the initiative
- ◆ Offering to bring some loads of organic materials for mulch and supplying some tools if needed

ethical work tasks to implement

- earth care ☐
- people care ☐
- fair shares ☐

* Guerilla gardening is growing food or other plants in neglected public or private places, without permission. Folks doing guerilla gardening want to improve the quality of life in the neighbourhood, fight for food justice or protest against land-use or policies.

Encourage more guerilla* gardening

- ◆ Use the momentum and put up little signs by diverse smaller and bigger spaces in town saying: "open for guerilla gardening - no need to apply for anything - just get growing"
- ◆ This initiative will be all around town, choose a location where you would put one of the signs

ethical work tasks to implement

- earth care ☐
- people care ☐
- fair shares ☐

* Guerilla gardening is growing food or other plants in neglected public or private places, without permission. Folks doing guerilla gardening want to improve the quality of life in the neighbourhood, fight for food justice or protest against land-use or policies.

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

3 Ethical work tasks needed

- 1x earth care, 1x people care & 1x fair shares

Transition in action

5•2

Challenge

Frustrated parents need soil help!

The Kindergarten's parents association donated time to make them a vegetable garden and took turns weeding during the summer vacation. Since the vegetables barely grow and the soil is dry and cracking even when they water, they beg the gardening department for advice.

Solutions

Lasagna beds* with mulch**

- ◆ Explain that soil needs to be covered with mulch and that increasing the content of organic material in the soil is a great way to improve soil life, plant health and moisture balance.
- ◆ Assist with finding organic materials that can be used to make the bed.

ethical work tasks to implement

- earth care ☐
- people care ☐
- fair shares ☐

** Mulch = layer of organic material on top of the soil

* Lasagna bed = put thin layers of various organic materials on top of the area. Keep a good carbon / nitrogen balance to aid composting. The bed can be planted straight after making, but will function even better when the organic materials have composted well.

Hugelkultur* beds with mulch****

- ◆ Explain that soil needs to be covered with mulch and that hugelkultur*** beds will keep the bed moist & fertilised.
- ◆ Assist with finding organic materials, tree trunks and branches that can be used to make the bed.

ethical work tasks to implement

- earth care ☐
- people care ☐
- fair shares ☐

** Mulch = layer of organic material on top of the soil

*** Hugelkultur = put the soil top layer aside, lay branches & tree trunks in the bottom, then various organic materials, the soil on top of that and end with mulch. The woody materials in the bottom will act like a sponge, sucking in water when it is in abundance and giving moisture when it's dry. They will also slowly decompose and fertilise the bed.

Make a solution

Can you think of another solution with focus on Earth Care, People Care and Fair Shares, that you all agree with?

3 Ethical work tasks needed

- 1x earth care, 1x people care & 1x fair shares

Transition in action