

# HEAVY, MEDIUM, LIGHT

How involved are your network members on a given initiative?

Participation by network members increases and decreases over time and for any given initiative. A network facilitator needs to find ways to adapt to a changing and evolving membership. One tool to do this is Heavy, Medium, Light.

To use this tool ask network members periodically (typically every six months or so) where they see themselves in the initiative over the next several months. Who participates at what level will likely change over the course of the initiative, this tool helps the network facilitator to understand what they can expect from whom and when.



Definitions for heavy medium and light can be adapted to fit the particular initiative:

Heavy	Medium	Light
<p>Involvement in moving the initiative forward by participating in key planning activities:</p> <p>Meet regularly (at least once a month)</p> <p>Help design evaluation</p> <p>Help plan network meetings, reflection sessions etc</p> <p>Lead one key initiative activity</p>	<p>Involvement in specific activities related to the initiative</p> <p>Participate in network meetings</p> <p>Participate in evaluation and learning reflections</p> <p>Participate in at least one initiative activity</p>	<p>Involvement peripherally in the initiative</p> <p>Receive and disseminate information about the initiative</p> <p>Participate in meetings or activities if and when they align with interest or mandate</p>

We hope you find these tools useful in continuing the momentum to build on local strengths, facilitated collaborative processes and learn together. Catalysts' Circle offers workshops, coaching and strategy design services that can further help you dig deeply into these keys and explore the others that can help you make a truly Connected Community.



Catalysts' Circle can be found at [www.connectedcommunities.ca](http://www.connectedcommunities.ca) or email [agloger@connectedcommunities.ca](mailto:agloger@connectedcommunities.ca) for more information