

Celebrating 2021

Snow in Switzerland - By Véronique Sikora-Gasser

PIAC Annual Report

Social Enterprise Community Interest Company (CIC)

29th January 2021 to 31st January 2022

Executive Summary

In PIAC's third year as a social enterprise it furthered its mission to support people to thrive and build regenerative relationships everywhere they are, by extending its services and opening up even more receptive spaces to resource its members, clients and the wider world.

We supported clients, in our unique way using the P6 Constellation™, to meet the demands of working under increasingly stressful and changing situations living alongside the consequences of COVID; and we offered more opportunities to the public to flow into spaces where they could take time to pause, consider and meet themselves.



Stock image credit - Unsplash

Our Presence In Action Apprenticeship Learning Ecosystem (PALE) came into being (see Appendix 1) which clarifies how we support members to safeguard their own trustworthiness in relation to our clients and the integrity of our praxis.

Though we now have an integrated, evolving learning system for members and have developed ways to support members wherever they are, we are still discovering ways for organisations to engage with us. Finding ways to communicate what we can do with them is an ongoing and inspiring challenge. It is our belief that, because what we offer is so different and calls for individuals to embrace their own personal responsibility, it is not a simple sell.

We reaped the benefits of winning 5 new contracts in the previous year which we delivered on. There have been fewer new contracts this year however we embedded new opportunities to learn for our members which we anticipate will sustain us in years to come.

New client work has therefore not fulfilled our expectations for growth this year.

The consequence is that there has been insufficient revenue to cover all Directors fees. The directors have agreed to write-off the Director's loan that has accrued. This, we believe, will support PIAC to establish a more stable foundation in the coming years.

The monthly membership revenue covers administrative costs and provides opportunities for the members to attend to themselves and their relationships.

Please join us as we celebrate and acknowledge what we co-created consciously in 2021!

I'm believing

Major Milestones

We honed our response-ability to work in a hybrid way for our members and started to work in person again with clients. Here is a summary of our activity in 2021.

Our Members

- Number of members grew by 21 to 29.
- 40hrs of POPIA training for six participants and two Practice Partners.
- 12 IoC members participated in EPIA with two Practice Partners.
- We offered 4 CiP Gatherings for 52 attending members.
- We added a new Reflexive Integration half day after each CIP gathering, to deepen our learning which was attended by 13 members.
- We hosted over 40 Meeting Myself sessions on a Monday morning to support members transitioning into the week ahead.
- The directors dedicated a total of 172hrs of their time to explore ways to better serve our members and clients.
- We invited PIAC Community members to 40 opportunities to co-create future activities and how community might serve them.
- We hosted 4 PIAC members-only Co-creating Consciously Conversations events.
- Our learning partner Potent6 offered PIAC members an additional 40hrs of Practice Partner learning opportunities.
- POPIA graduates were offered 5hrs of 1:1 hosting by PIA Practitioners.
- We created ways to celebrate being in community through daytime and evening social events.

"I'd honestly recommend it to everyone that has the opportunity to be part of the programme. I believe that if people are open to the process, everyone could learn something to help make their life less of a struggle. It's been a great learning experience which has given me more awareness of my own mind and I believe as a result I am now a better version of myself." - Dr. Ballantyne Roslin Institute

Our Clients / Beneficiaries

- We delivered a 6hr online workshop 'Fake news? Feedback? What is the difference?' to a new multinational client Cello.
- We provided 3hrs of team development to 12 teachers at Edinburgh Mary Erskine Stewart Melville School and Practice partnering for 2 members.
- 18hrs of 1:1 hosting to 4 staff at School of Biological Sciences, University of Edinburgh.
- 9hrs of 1:1 hosting for University of Edinburgh PhD students in Computer Sciences.
- 3 PIA Practitioners delivered a total of 46hrs of input to 7 Roslin Institute researchers.
- We worked directly with 40 clients from different sectors in their workplace or through open events.
- We provided an introduction to Presence in Action to 12 members from Initiatives of Change.

"If I stressed out with issues, these emotion cards helped me to identify my current state of mind. That helps me a lot in my life, work as well as relationships." **Dr Panda**

"It was really useful having the mix of individual and group sessions. Individually, it was good to focus on myself, and how I manage/respond to things, and to work out what my strengths are. For the group work, it was really touching to hear other peoples experiences and thoughts and to share. Some of our group were so eloquent. It would be great if this programme could be available to more people, I think it makes a real difference to how you manage things, and also how you view and interact with your colleagues." **Dr Macrae**

Our Wider World (Public Events)

- We held four Co-Creating Consciously Conversations for the general public.
- We offered 20hrs of PIA meditation on-line.
- We supported an intern from Computer Science at Edinburgh Napier university.
- We hosted our first celebratory evening Cocktails, Canapes and PIA Conversations with clients and friends in Scotland.
- We delivered 8hrs of hosting a space to introduce Presence in Action through EPIA online.



Noticing Patterns



Is this to protect me or prove I am enough?

Our Intention as a CIC

We are a social enterprise who seek to make profit to reinvest in the wider PIAC community including external beneficiaries in organisations as well as individuals.

We provide opportunities to people of all ages, in diverse cultural, social and professional contexts.

Our purpose is to regenerate personal and social learning, relationships and well-being.

Our vision is of thriving, inclusive, regenerative relationships everywhere... across all communities.

We do this by sourcing PIAC members to deliver creative community projects to inspire, engage and equip those who often have least access to such personal, social and professional development opportunities.

We work on the basis that as contributors 'Enough equals Enough' (E=E:Cos). This conveys the essence of the 'sufficiency principle' that underpins the way we do business. Clients (beneficiaries) and PIA practitioners are contributors – each benefiting each other and also those we support beyond the financial transactions that flow between us.

25% of every contract supported the running of PIAC which in turn served our member base.

*Our vision is of thriving,
inclusive, regenerative
relationships everywhere...
across all communities.*



Stock image credit - Unsplash

I am meeting myself...

Activities

Activities for our PIAC Members

All our members are trained and have varying levels of experience at self-centering using our praxis which is, in part, informed by the P6 Constellation™. Our behaviours are guided by our 'Principles of My Practice' document, which includes our symmathesic agency behaviors and aphorisms of nature's way, which we now call PIA Koans.

In 2021 our members were therefore resourced, in varying degrees, to attend to themselves, anytime and in any place. This is the foundation of our offering to our Members.

Building on this, we support each other, knowing that at any time, anyone can reach out to a fellow member trained in hosting others. This provides the person being hosted with the opportunity to deepen their understanding of themselves, thereby resourcing them to meet whatever is showing up in themselves and/or in relation to others. It also provides the hosts the opportunity to continue their learning of our praxis and themselves. This continued to be part of our PIAC Apprenticeship Learning Ecosystem (PALE - please see Appendix 1).



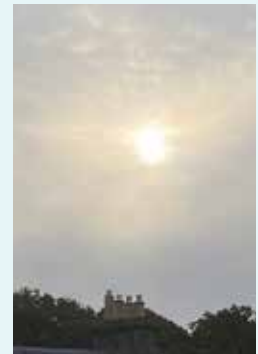
Hybrid CiP -
December 2021



Hybrid CiP - December 2021



Celebrating Louie our Doctor
at CiP - December 2021



Meeting Myself -
October 2021

Image credits - Various PIAC Members

We delivered our March, June and September Community in Practice days on-line and started offering a hybrid CiP Gathering in December with a total of 52 members attending across the year. This is a space for our members to practice in community, as well as a space, place and time to attend to PIAC. In 2021, we collaborated with our training provider Potent6, and introduced a Reflexive Integration half day that takes place after the CiP Gathering. This is an opportunity to attend to ourselves and process anything that comes up in the CiP day collectively. It not only serves our members but enables us to expand our capacity as a community. We offered two, one in September and December, with a total of 13 members attending.

We continued hosting our Monday morning session called Meeting Myself. This provided a space for our members to attend to themselves and transition into the working week more conscious of what was current in them. It has also become a place where members can step into the practice of hosting a group. This provides another opportunity for members to grow and learn as part of our PALE.

We offered numerous apprenticeship learning opportunities some of which were with our learning partner Potent6, including EPIA, POPIA, CAP1:1 and our Co-Creating Consciously events.

We hosted 4 Co-creating consciously conversations hosted by members for members including:

- Hello conversation by Matt, Ro, Veronique and Erin in April
- Words Matter by Louie in May
- Instrument of my practice by Laura in September
- Our response-ability to our wider world by Sam, Sandra and Laura in November.

We celebrated our community and friends at Ro's cottage with drinks and laughter in December.



Ro's Cottage - December 2021



Image credits - Various PIAC Members who attended

Activities with our Clients/Beneficiaries

We submitted proposals to 5 organisations. We won 2 pieces of new work and continued our coaching contract with University of Edinburgh.

One Presence in Action training (POPIA) was delivered by our training partner Potent with 6 new participants. Their fees include first-year membership to PIAC which affords supported entry and continuity in practising PIA. We also added that new members would be offered 5 sessions of 1:1 hosting by Practice Partners so that they could continue to experience the power of presence in action for themselves after the initial training.

We worked with the following clients:

- ESMS workshop on-line
- CELLO Fakenews? Feedback?
- University of Edinburgh school of Biological Sciences - Career Coaching
- University of Edinburgh - Computer Sciences CDT in AI
- University of Edinburgh Roslin Institute - Coaching through Covid
- ESMS - team development

This meant we directly worked with at least 50 individuals across our PIAC clients. This does not include the reach and impact of all our practitioners who touch the lives directly or indirectly of their families, friends as well as those with whom they work.

I'm remembering



UoE Biological Sciences place for processing



Self Centering crew - February 2021



Creative Bravery Festival - October 2021



Bonnie & Wild - November 2021

Activities we opened up to our wider world

Two members continued to host a Meditation space every second Saturday for 1 hr. which was offered to PIAC Members and the public.

We hosted 5 Co-creating Consciously conversations giving 7hrs to the public:

- Self-centering as part of the Fire Starter Festival in February
- Fakenews? Feedback? What else? in May
- Facing disruption together! An inclusive organisational response in June
- Changing the world one hit at a time - European Day for Sustainable Communities Celebration in September
- Resourcing our greatest resource, our teachers as part of the Creative Bravery Festival in October

We celebrated our wider community with a Cocktails and Canapes evening in November at Bonnie & Wild with four PIAC members including Sandra Cunningham, Sam Pringle, Louie Gardiner and Laura Kinsler along with seven friends of PIAC.

We continued to update our wider world of our various activities through social media as well as with our Friends of PIAC Newsletter.

Is it a fact or a fiction?

Image credits - Various images across events by PIAC Members

Diversity

We have members from the UK, Ireland and Switzerland of various ethnic backgrounds.

Our client workshops and public workshops meant we connected with people across the globe including USA, Australia, India, Sri Lanka, across the UK, and mainland Europe.

We provide support to parents through our members who then support their families.

Our work with UoE has a focus on Diversity and inclusion by supporting women in science, parents, carers and those who are neurodivergent.



Processing Piece - By Ro Lavender, PIAC Member

I'm noticing

Bursaries

We are a social enterprise providing learning and development opportunities to fee-paying clients, enabling us to work with charities, groups and communities, which do not have the same access to such learning and development opportunities. We are therefore always looking at ways to create opportunities for people, whether in the form of discounts or full bursaries, to access our support.

Wider World

Here are some of the ways we did this in 2021:

- We offered members discounts and in some occasions full membership bursaries.
- We gave £100 discounts to Initiative of Change volunteers.
- 40hrs of FREE Meditation.
- Alongside our training partner Potent 6 we delivered 6hrs of free consultancy to a charitable school.

Financials

Key Revenue:

CiP membership Revenue	£6,181.00
PIAC Projects and events	£24,981.00
Donation income	£600.00
TOTAL	£31,762.00

Key costs:

Running costs	£4,568.00
Paying Consultants delivering work	£19,219.00
Accountant	£1,020.00
Director fees	£21,000.00
Directors loan	(£42,000.00) ¹
Registration of CIC	£28.00
Fees actually paid to Directors	£3,000.00
TOTAL	£6,835.00

Profit: **£24,927.00**

¹ This includes 2 years of Directors fees that were not paid. It was agreed to write these off.



Image credit - PIAC Member

Impact of our work

Our Members

The following is feedback from our members across 2021.

“The opportunity to practice my agility and acuity. The opportunity to hear the voices and see the faces of members of my community in practice. The opportunity to witness someone on the mat, host someone on the mat and be held on the mat. I had the opportunity to use my voice and speak even though I felt fear. I feel satisfied, I almost didn’t attend and I am so grateful that I gave myself the time to be here today in my community. The opportunity to learn more from others in the space and to acknowledge my own knowing and to listen to it and speak it.” Nicolette Macleod CiP March

“Expected to connect with PIA community and meet some new people, maybe get emotional in a triad (I did!). Didn’t expect a lot of theory to wrap my head round but it was interesting and inspired me to make the time to do the Deep Fold and be more active in looking at what else I can be involved with as part of this community, logistics allowing. I enjoyed my first CiP, thank you :)” Sally Bignall CiP June

“What I got from today that I expected - connection, gaining new learning (each time another thing comes to within my reach), feeling of peace and contentment, gratitude for being part of our community. What I got that I did not expect - my first go at stream of consciousness writing, a feeling of being energised despite sitting at the screen for the day.” Jo Mitchell CiP September



Knots - By Su Riddell, PIAC Member

Our Clients / Beneficiaries

The following is feedback from our clients across 2021.

“A safe group and very inspiring organisers. It felt more like a therapy group than the standard workshops that I have previously attended in the business. I really liked it because it did not attempt to provide ‘quick fixes’ (like it often happens in the workplace), but rather a more self-reflective approach to give and receive feedback.” **Attendee of Feedback? Fake news? workshop March 2021 for CELLO Health.**

“I thought it was really valuable to hear others thoughts/ experiences – particularly during the last exercise where everyone had such a different interpretation of what was going on.” **Attendee of Feedback? Fake news? workshop March 2021 for CELLO Health.**

“It was really useful having the mix of individual and group sessions. Individually, it was good to focus on myself, and how I manage/respond to things, and to work out what my strengths are. For the group work, it was really touching to hear other people’s experiences and thoughts and to share. Some of our group were so eloquent. It would be great if this programme could be available to more people, I think it makes a real difference to how you manage things, and also how you view and interact with your colleagues.” **Dr Macrae, UoE, Coaching Through Covid programme participant.**

“I definitely recommend joining this exciting learning programme to my colleagues.” **Dr Panda Roslin Institute**

Our Wider World

The following is feedback from our public events across 2021.

“I believe this is a safe space. I’ve enjoyed and am humbled seeing other faces and experiences.”
Firestarter Festival - Self Centering Participant Feb 2021

“As the session comes to an end I feel anxious about leaving the sanctuary of the group.”
Firestarter Festival - Self Centering Participant Feb 2021

“Also noticing that normally in meetings I am uncomfortable with the silence Zoom creates but this is the first meeting I don’t feel uncomfortable/awkward but instead calm and reflective.”
Participant from Creative Bravery Festival, Resourcing our greatest resource October 2021.

Operational Outputs

- We switched all our activity online via Zoom in March 2021 in response to the pandemic.
- We worked with a Napier University Intern who helped us evolve our website and social media offering.
- Held Director's meetings 1 day a month, Community Calls one hour a month and regular updates regarding administration with Judith Keys
- We held a Director's day in June working through our offering with respect to the PIAC Apprenticeship Learning Ecosystem. This culminated in a diagram which is in the Appendix and continues to evolve.
- We built our client database by updating it with GDPR approved names after each event.
- We developed our newsletter calling it the Friends of PIAC newsletter. We sent out four in 2021 - January, April, September and October.

Our Plans

2022 Plans – Members

- Continue offering Meeting Myself every Monday for 45min to our members.
- Continue offering our free Saturday Morning meditation practice to the public.
- Continue offering hybrid Community Gatherings offering spaces for people on-line AND in person.
- Continue Reflexive Integration half days after gatherings hosted by Potent6 at all CiP days.
- Continue offering and expanding our PIA Apprenticeship training opportunities.
- Deeper learning opportunities with our partner Potent6 including a Learning Retreat in June 2022 and monthly Koan + poems session to make more of Dr Gardiners PhD.
- Hosting Co-creating Consciously Conversations for the public and members as topics emerge throughout the year.

2022-23 Plans – Clients/Beneficiaries

- University of Edinburgh - CDT PhD students & School of Biological Sciences continue.
- ESMS - growing their learning ecosystem supporting staff on-site within their inset days

2022 Plans – Widerworld

- FREE Firestarter Festival event in February on Self Centering.
- Co-creating consciously conversations x 3 including Fakenews? Feedback? in May; Non-conscious bias in September and Reflecting on Covid in November.

Is this a rational decision or reactive?

Poems & Fables



Shells noticing what we notice - By Su Riddell, PIAC Member

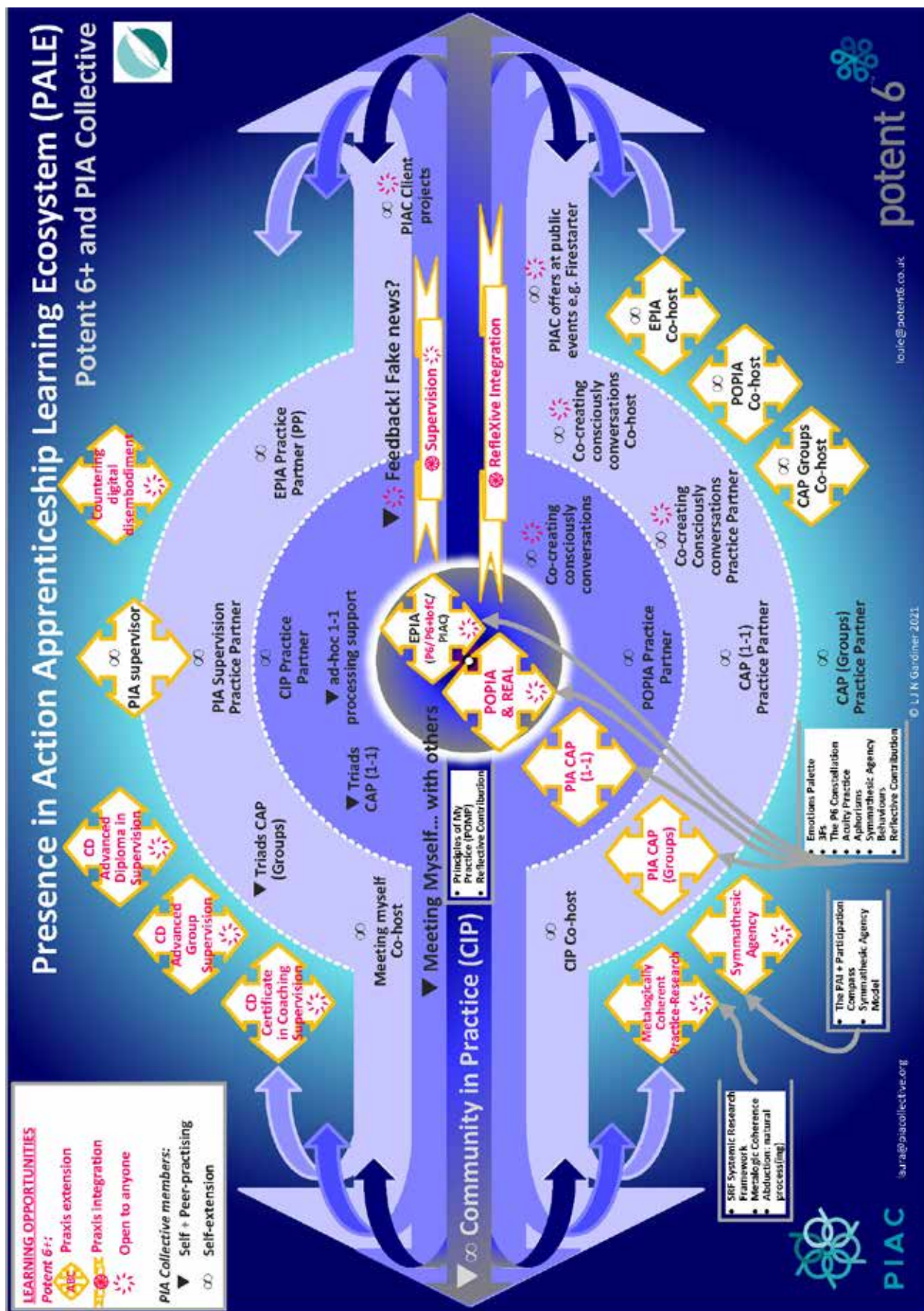
Ma-favourite-rug - By Erin (PIAC Member)

https://soundcloud.com/user-129049006/ma-favourite-rug?si=7f6c0ab77d074b30b595c37c719334c1&utm_source=clipboard&utm_medium=text&utm_campaign=social_sharing

Untitled - A Fable by Matt

There was once a small wood, made up of many trees of different names and varieties. Some immersed their being in the community of the wood more than others. Some behaved with a self centred status that disrupted the receptive continuity of the wood. There was a small tree called radical who stood tall in contrast to larger trees named power, privilege and rank who encircled the wood and helped bring shelter to the entire community of trees. Radical looked at the trees nearby and could not escape thoughts of not being like them. The network messaged radical and enquired as to their well being. What's running in you? We're fine radical responded. The network invited radical to centre. Attend to yourself and do not worry about the measurements of your foliage; your roots have the potential to service the entire connectedness of our community. Radical struggled with fictions around being different and lost practice of rootedness. This practice gap meant that the network was under developed where radical's gift in the community had the potential to mediate anchoring and strength in the network. The network again prompted radical to attend to self. A north wind arrived one dark winters night and a whole section of the collective was suffering as many families of tree had fallen. As the network assessed the impact of the storm and who had been lost, power and rank had been felled, it became clear that radical was at the heart of the insecurity. In attending to self we are attending to our community.

Appendix 1



*Directors at our annual Directors meeting
in Dodd Mills, Scotland - By Sam Pringle*



This years annual report is dedicated to our AWESOME director Laura.

She was doing this role before she even realised she was a director and her addition created our 'dream team'. Without Laura we wouldn't have an Annual Report or the outputs and activities this wee community delivers. Her creative flare is infectious and though she is stepping down from the Director role we would like to acknowledge the gratitude we feel for all that Laura has contributed over the previous 3 years and we hope for many more years to come.



Stay connected with our progress by following us on:

www.piacollective.org

