



# **Network Meeting**

**Tuesday 21st September 2021**

# Check in: *How are you arriving?*

## People in the group were:

- enjoying the September sunshine
- warm and comfortable
- relaxed and ready for the day ahead
- curious
- 'buzzy' with interest
- ready to hear some updates



# What is York MCN

York MCN is a **programme of activity** exploring the question of how we **change the systems** that perpetuate multiple complex needs in York.

# What is York MCN Network?

York Multiple Complex Needs (MCN) Network is an alliance of like-minded people, learning together and sharing wisdom. Their aim is to alter the system in York so it can better support people experiencing multiple and complex needs.



The Network is a cross-sector, multi-agency collaboration seeking system change.

It's made up of strategic leaders, commissioners, providers, community and voluntary sector **groups**, and **people** with direct experience of multiple complex needs. They work across multiple organisations and agenda areas.

# 1. Connecting activity across York MCN



# Connected Activity

## York Cultural Values



On the 13<sup>th</sup> and 14<sup>th</sup> September Stage 4 of the York Cultural Values process was completed. The workshops included coming together to vote on what was most urgent when choosing where to focus next.

**The group came up with three areas where focus will now be placed:**

- Sharing Learning and Communications widely
- Creation of a toolkit to share the cultural values processes
- Encouraging system leadership to act and implement change

Read more [here](#).

Watch the new animation on Youtube: <https://youtu.be/7rU4T0jEnQ0>

# Connected Activity

## Together with Young People

- An update from Mike Benson



This group has had a break over the summer and has done a lot of work **gathering themes** and looking at what's going on across the entire York area. Now that funding is coming to an end, they're thinking more about **how they can continue to work together** and not end up in silos.

Read more [here](#).

Watch the new Together with Young People video on Youtube:

[https://youtu.be/fG8jTsxCM\\_8](https://youtu.be/fG8jTsxCM_8)

# Connected Activity



## Poverty Truth Commission:

There are two events in October hoping to bring VCSE sector organisations in York together to discuss a Truth Commission for the city.

- 12th October, 2pm to 5pm (in-person)
- 20th October, 5.30pm to 8pm (online)

**Sign up for in-person event: [bit.ly/3uvETcl](https://bit.ly/3uvETcl)**

**Sign up for online event: [bit.ly/3kBOll4](https://bit.ly/3kBOll4)**

<https://povertytruthnetwork.org/>

# Connected Activity

## Deep Democracy Training



This training is available again and is available to all.

For more information or to sign up, email:

[catherine.scott@yorkcvs.org.uk](mailto:catherine.scott@yorkcvs.org.uk)

# Connected Activity



**We have a new Facebook page.**

It's hoped that this will be a space where we can more regularly connect and share what's happening across the system in real time.

**Please follow us!**

**[Facebook.com/Yorkmcn](https://www.facebook.com/Yorkmcn)**



# Connected Activity

## Deciding Together

- An update from Ali Spaul



We've had an incredible response to Deciding together, with loads of brilliant ideas and proposals. We're not able to share what has come in at this stage so that we can keep decision making as transparent as possible as things move forwards.

Decision making is taking place in October, with at least **three panels** and some conversations between applicants and the people who designed the fund.

We aim to inform everyone of the outcome in **early November**.

Having the privilege of working through the applications shows the positive energy, enthusiasm and readiness in York to make change – it's been an honour to work on it.

If anyone has any questions, please don't hesitate to get in touch with me ([aspaul@tworidingscf.org.uk](mailto:aspaul@tworidingscf.org.uk)).

[yorkmcn.org/deciding-together](http://yorkmcn.org/deciding-together)

# Connected Activity



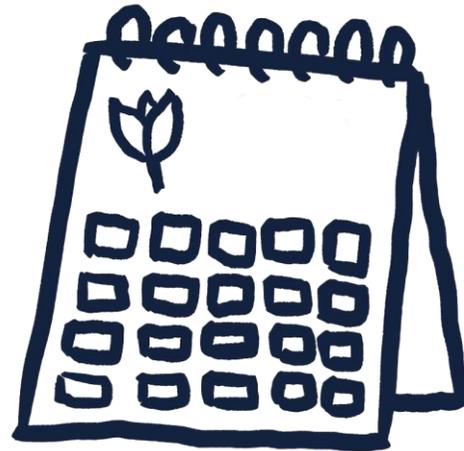
## Creative Action

Over summer the group discussed their reactions to the poem '**Trees Can Hear You**'. This poem beautifully puts in to words the experience of having Locked In Syndrome. You can read it, [here](#).

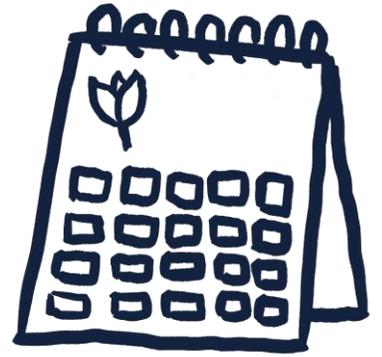
As a result of this discussion, Andrew Martyn Sugars created a film to put visuals to the text. The film won in the **Best Experimental Film and Outstanding Achievement** category at the '[Beyond the Curve International Film Festival](#)' in Paris. An absolutely amazing accomplishment.

Watch the film, [here](#).

## 2. Key dates to remember



# Key dates to remember



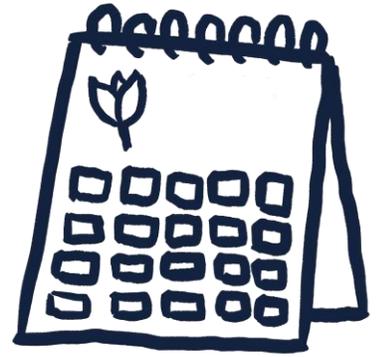
## Deciding Together (Participatory Funding)

**Stage 1** - Decision Making Sessions  
- 11th October

- **Stage 2** - Decision Making Sessions (*applications over £10,000 invited to share more*)  
- 18th October

- Decisions around applications confirmed  
- 8th November

# Key dates to remember



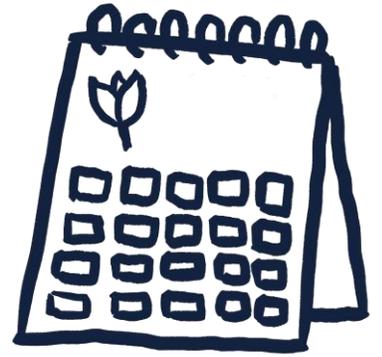
## York Challenge Poverty: Talk Money Month

**11th October – 12th November**

This is a month of positive action and events is to getting us all talking money and let people know about the support available and where to get help online and across the city. contact me for more info if you would like to get involved.

To get involved, email Susan Wood: [Susan.Wood@york.gov.uk](mailto:Susan.Wood@york.gov.uk)

# Key dates to remember



## York Cultural Values:

30th November, 1pm to 4pm

## Creative Action:

4th November, 1pm -2.30pm

## Co-commissioning:

3rd November, 2pm – 3.30pm

## York Design Week:

20th to 26th October

## York MCN Network Meeting:

8th December, 10am to 12.30pm

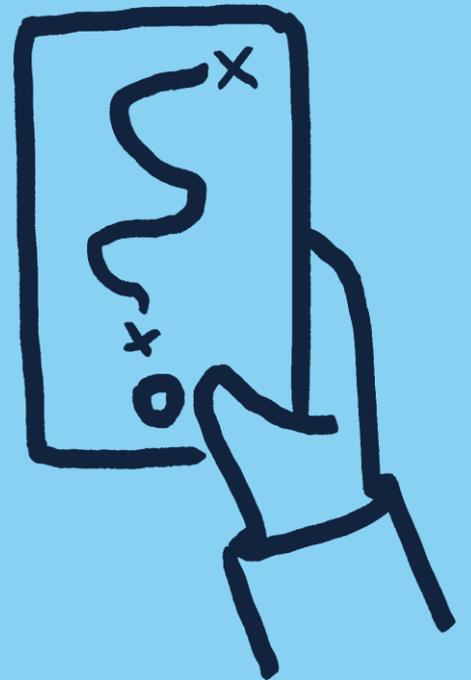
Everyone's invited to join - email [info@yorkmcn.org](mailto:info@yorkmcn.org) to receive an invitation.

# 3. Where do we go next?

## Discussing Governance...

### **What is 'Governance'?**

- *It makes up the structures and processes for decision-making and accountability.*
- *It helps make clear how things are organised, and how parts work and interact together.*



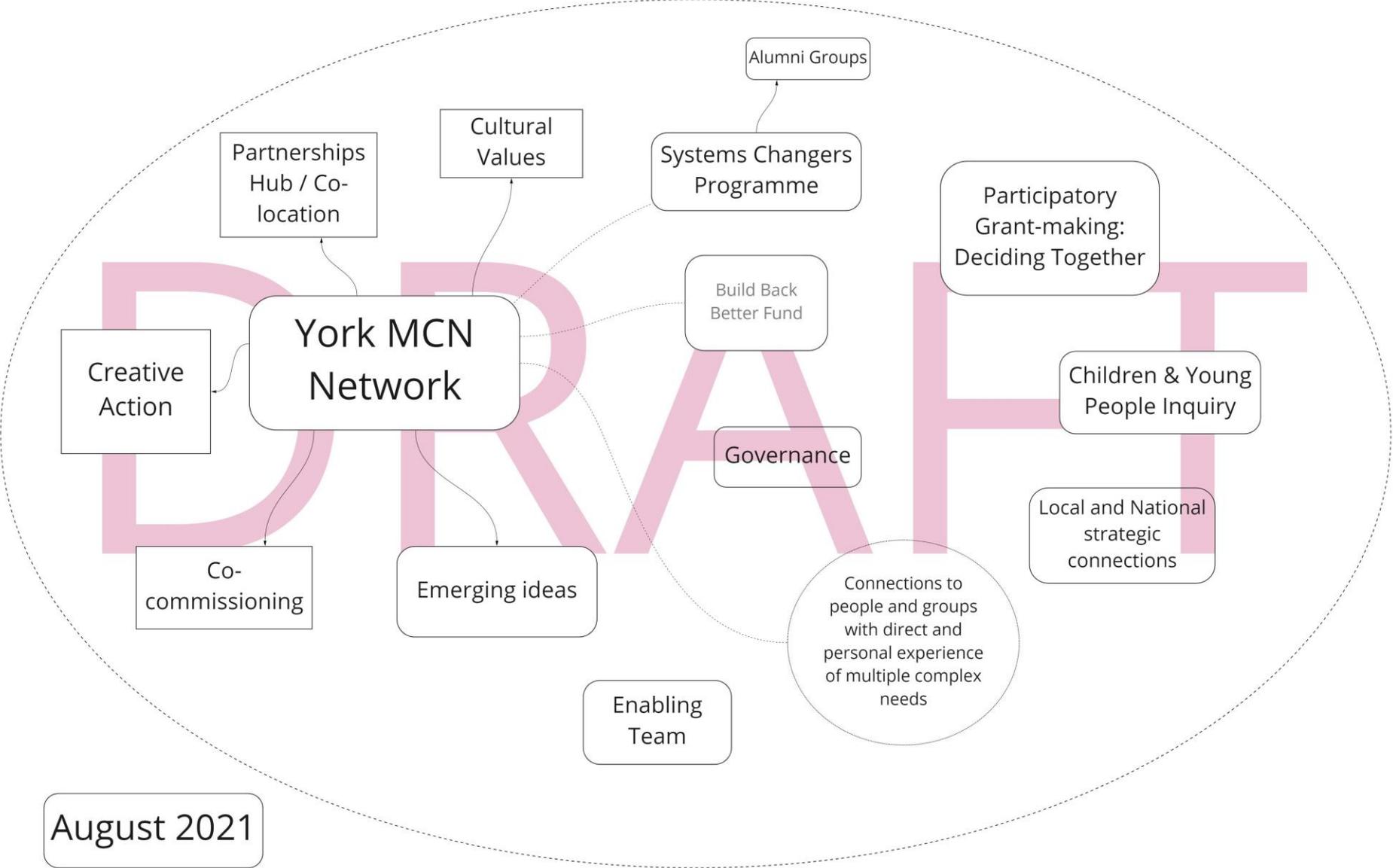
# Our current shape and structure

The diagram in the next slide shows the **current activity** happening across York MCN as of September 2021.

Everything is interconnected and interrelated - and it's very hard to show this in a static 2D diagram, but we're working on how we represent it on the website.



# Our current shape and structure



# Existing Structures and Governance

**York MCN Enabling Team Role:** supports the system, convenes and holds spaces, connects, communicates, gathers and reflects learning.

**York MCN Network:** A group of people regularly coming together to collaborate, share experience and learning.

**York MCN:** a non-formal movement or network.

- different component parts
- implicit governance arrangements

Our governance structures are implicit.

Implicit, informal governance arrangements can be confusing.



# Existing Structures and Governance

An informal set up was great at the start, allowing York MCN to exist outside of current system structures, hierarchies and bureaucracies. It gave us flexibility to organise and act outside of traditional 'boundaries'.

**But current governance structures might perpetuate:**

- Lack of transparency
  - Lack of clarity
- Potential of power 'hoarding' in one place
- Make it harder for others to get involved

Ultimately, informal structures no longer demonstrates the way we want to be.



# Why change things now?

York MCN has developed and grown over the years. There is now a need for more **explicit, formal co-designed governance** and accountability structures.

## This will:

- allow greater local **ownership** of this work
- create clarity and **sustainability** for the future



# How can we change our structure?

There's an opportunity to co-design governance and accountability structures that move **beyond the status quo**, and are more **fit for purpose** to support the change we want to see.

In order to do this we could work alongside [Dark Matter Labs.](#)



**4.**



# **York Cultural Values**

**Our foundation  
for the future.**

A learning process to better understand the culture and health of the systems and services which respond to those experiencing multiple complex needs.

The Cultural Values Survey ran throughout August 2020 in the midst of the pandemic, and asked people about their **personal** values. It asked what motivates them, what is and isn't working in the current culture/environment.

It also asked about their **desired culture**, and what would be essential for the system in York to reach its highest potential.

# York MCN Cultural Values Survey: Results

**Personal  
Values**

**Current  
Culture**

**Desired  
Culture**

# York MCN Cultural Values Survey: Results

**Purpose**  
**Passion**  
**Compassion**  
**Relationships**  
**Caring**

**Control**  
**Competition**  
**Change averse**  
**Lack of resource**  
**Blame**

**Learning**  
**Adaptation**  
**Community**  
**Holistic**  
**Inclusive**

During lockdown (when physical freedoms were limited) adaptability and freedom were enabled.

# What we're all aiming for...

What people want in a 'desired' culture:

- Values focused on **learning, adaptation** and development of the **community** as a whole.
- **Relationships** were seen as integral to a good system culture.
- Greater involvement from a more **diverse range of people**.
- **Genuine collaboration**. There is acceptance that this will require adaptation across the board.
- A more **holistic** and **inclusive** system, designed around principles of accountability and information sharing.

# What we're all aiming for...

A positive that came out of the survey was that one commonality between the personal, current and desired culture was an **energy for change**.

This energy is limited by factors such as uncertainty about the future, caution, lack of resources and short-term focus.

**BUT** there are common values across all areas: including **community involvement, cross-group collaboration** and **adaptability**.

We began a collaborative sense-making process at the end of April 2021 to explore the results together and uncover clear learning outcomes which can be used to inform future conversations and decision making, as well as developing relationships across the system.

**“What we practice at the small scale sets the patterns for the whole system”**

*Emergent Strategy: Shaping Change, Changing Worlds,  
by Adrienne Maree Brown*

# You might be thinking: Why and how is the Cultural Values Survey relevant to York MCN governance?

By doing work at the relationship level, understanding the context in which people are working and trying to access support, we could start to create the conditions for **governance development** that would be going ‘beyond the rules’.

When we all work to create the conditions for ourselves and others to live out their values, we start to create different cultures of ourselves, our teams and our organisations. This has a ripple effect that can change the culture of the wider system – from the inside out.

# So, now what?

**Would York MCN like to go through a governance co-design process?**

Within the meeting people said they liked the idea of spreading the load and creating a ripple effect through positive work.

It was also said that clarifying governance structures was appealing.

Email [info@yorkmcn.org](mailto:info@yorkmcn.org) to tell us your thoughts.

# 5. Connecting to each other and AOB



# Connecting to each other

The group came together to talk in break out rooms.

## Feedback from break-out rooms:

- “A clear vision on mental health partnership has inspired a lot of people. The right to be open and available is transformative.”
- “Coming into from outside York I’ve felt very welcomed by other services. This is a credit to MCN Network. Free flowing invites make it easy to join.”
- “This has been an easy way to jump in. There’s been no ego, no agenda, and it’s helped no end in getting up to speed.”
- “It’s been nice meeting everyone.”



# Any other business

- **Yorkshire Energy Doctor** has joined the Network. Read more about their work in the document attached.
- The **One City Festival** will take place in March next year. It aims to reflect all communities across York. Read more in the documents attached or email Lauren Frost for more information - [Lauren@mudstresscoffee.com](mailto:Lauren@mudstresscoffee.com).
- Jack Woodhams works in mental health rehab and with those who've faced eating disorders. He's the new **co-production coordinator** at York CVS and wants to hear every voice. If you know anyone who'd be willing to talk about their own experience, please email [jack.woodhams@yorkcvs.org.uk](mailto:jack.woodhams@yorkcvs.org.uk).

