

# CED Network Community of Practice Charter

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## Savings Groups Community of Practice

*This document will be shared with any interested CoP members, with the steering committee and excerpts from it may be used on the CED network website to share about the CoP. Revised September 2022.*

### **Purpose:**

The CED Savings Group Community of Practice (CoP) is a group of individuals who have shared interests in **savings group implementation**.

Each CoP will focus on:

- Organizing discussions to promote learning and collaboration across different organizations
- Capturing and sharing experiences, best practices, and lessons learned
- Collecting and sharing information that contributes to the common body of knowledge and professional development

### **Area of focus: Savings group implementation**

*Potential Sub-Themes:*

- Digital SGs and other digital SG innovations
- Youth programming and SGs
- Linkages to formal finance
- Trauma healing / peace building
- Research, monitoring and evaluation
- Integral mission
- Gender
- Savings group interaction with other broader economic development topics such as: livelihoods, vocational training and value chain development.

### **Benefits of participating in a CoP:**

- Learn from others who have relevant experience
- Share your experience to benefit other colleagues and organizations
- Receive access to knowledge, best practices, resources, tools, and expertise
- Harness power of team's diversity to find solutions to problems or challenges faced on the field
- Enhance one's professional growth.
- Enjoy greater job satisfaction by collaborating with likeminded individuals

### **Who should join this CoP?**

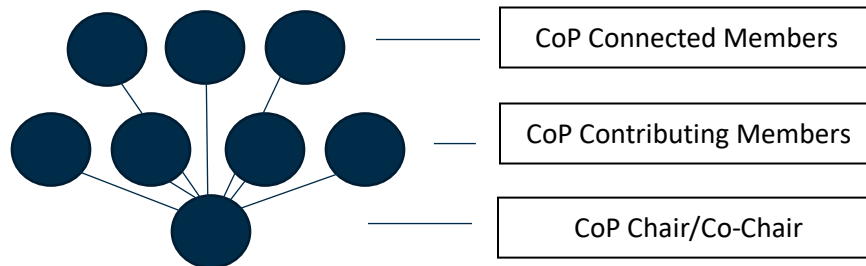
CoPs create space for practitioners and leaders in a particular industry to go deeper by learning and sharing together. This group is for:

- Current practitioners of savings groups
- Leaders of savings group implementing teams or organizations

CoP may offer varying levels of engagement that align with participants' preferences, see CoP structure.

**CoP Structure:**

While the structure of each CoP may vary over time. A general organization of a CoP may look like the following.



Role	Description	Participation level
CoP Connected Members	These are CED Members who may not have a direct role with savings groups but are interested to learn more.	Low: May choose to listen in on calls but are not expected to significantly contribute to discussion. Will receive CoP emails.
CoP Contributing Members	These are CED Members whose main role is within savings group implementation.	High: Expected to actively participate on CoP discussions on calls or on Teams chat. May present research or relevant experience to group. May be asked to lead group discussions.
CoP Chair/Co-Chair	The CoP Chair is a CED Steering Committee member responsible for leading the CoP, and the Co-Chair will assist that SC member. The Chair/Co-Chair help manage the CoP by organizing and leading meetings, listening to members about topics to discuss, and setting meeting agendas.	High: The Chair/Co-Chair should not present or lecture on every CoP meeting but will be integral to setting up and facilitating the CoP discussions.  If you are interested in learning more about serving as a CED Steering Committee member, email <a href="mailto:admin@cednetwork.org">admin@cednetwork.org</a> .

**Member Responsibilities:**

A CoP is only as valuable as the engagement of its member. As a member of the community, COPs are responsible to:

- Post/share learnings from activities, and events with rich content (e.g. share learnings from a workshop you conducted or attended).
- Maintain regular communications by asking questions via Zoom chat, LinkedIn connections, or through sharing your experience.
- Share ideas and resources (e.g. material, tools, guidelines etc.).
- Present suggestions for CoP discussion agenda from community/implementation feedback.
- Integrate learnings into daily work.

**CoP Activities:**

The following are examples of what CoP activities may include:

- Facilitate information/knowledge sharing on new initiatives.
- Facilitate sharing of successful experiences, best practices, and lesson learned
- Use evolving body of knowledge to provide a system of support and ongoing capacity building for individuals in their core domain areas and interests.
- Foster collaborative culture to co-create resources on problem/solution finding approaches, project/program management processes, tools and techniques, experience-based stories.
- Discuss relevant topics at regular meetings with CoP members.
- Provide encouragement and a sense of “team” across organizations
- Engage in cohort learning over a defined period of time
- Listening to CoP members to improve CED programming

**Mode of Communication and Frequency**

The CoP will meet at least quarterly to discuss relevant topics. We will meet using Zoom and use stay in touch between calls with opt-in contact sharing and networking.

**CoP Values:**

The following core values are applicable to all CoP members:

- **Respect:** treat everyone with respect and dignity, everyone brings value even if their ideas are different, work for the greater good of the industry.
- **Engage:** be inclusive, participate fully, breakdown silos – we are one team.
- **Efficiency:** learn from others to improve processes and implementation.
- **Kingdom focus:** Sharing for the benefit of other and to advance the Kingdom of God

**Evaluation**

Each CoP charter will be reviewed by the CED steering committee CoP leader every two years and shared with the CED steering committee.

Effectiveness of the CoP will be evaluated by the designated lead. Feedback may also be collected from the group via survey, listening calls, etc. The following will be assessed:

- If CoP assists members through the sharing of best practices and resources.
- If the level of participation of the members is adequate and appropriate.
- Member satisfaction with the CoP and the perceived value over the stated period.