

21 May 2020: Long Format (make a decision without an existing proposal). See Chapter 5 of the Facilitator Handbook for more details and Page 5 of the Circle Meeting Process Guide for a handy reference.

1. Picture Forming
 - a. Identify the decision to be made - what is the question or dilemma?
 - b. Collect a list of criteria for the decision / needs to be met by the decision. Start with rounds. One need / criteria per person per round to keep the process moving.
 - c. Consent to the completeness of this list (may be implicit).
2. Proposal Shaping
 - a. Collect concrete strategies / proposal ideas to satisfy the needs collected during Picture Forming. One strategy / proposal idea per person per round to keep the process moving.
 - b. Organize proposal ideas and shape the proposal - bridge strategies and “tune up” the proposal.
 - c. Confirm that the proposal addresses all criteria / needs identified in Picture Forming.
3. Make Decision
 - a. State final wording of proposal.
 - b. Consent Round: Check for objections to the proposal and resolve them if they are present.
 - c. Celebrate the decision!

Semi-simulated Facilitation Practice: Charlotte

Decision to be made: *What do we do about the team structure and the relationship of these teams to other structures e.g. Board?*

Picture Forming - *What needs / qualities do we want to satisfy?*

- Contribution
- Communication
- Collaboration
- Connection
- Fun
- Sustainability
- Commitment to community
- Effectiveness
- Spirituality
- Contribution
- (Identify goals and work together)
- Clarity
- Connection
- Shared understanding - same view of what we're doing
- Appreciation
- Valuing contributions
- (read book together)
- Cultivate culture of celebration

Proposal Shaping - *What are some concrete strategies / proposal ideas to satisfy the needs listed above?*

- Read book together
- Team building exercise
- Team worship - small group worship
- Bring some teams together, fewer teams with more people to create more connection and engagement
- Collect a "master list" of functions and tasks and assess structure from that perspective

- 2-way communication between teams and board
- Board member liaison to each team
- Board retreat
- Get clarity about what the aims are - what are we providing to the congregation?
- Come together in monthly meetings for mutual support and connection
- Spiritual direction
- Prayer time together
- Meeting structure of connection - prayer - lesson - team reports
- Make decisions by consent

Feedback - *What did you experience?*

- A little confused about process, not sure what the decision was going to be.
- Effective tracking of practice and people.
- Feeling overwhelmed and tired imagining this situation.
- Never got the “heart” part of the work - needed more clarity / examples to be prepared.
- Lots of words without a calling to express something.
- Experienced inclusion - rounds provided opportunity to share input or pass
- Felt stiff about process, not sure how to make it less “stiff.”
- Effective tracking of process and people. Effective practice and learning session.

Semi-simulated Facilitation Practice: Brian

Decision to be made: *What do we do since we can't have an in-person camp?*

Picture Forming - *What needs / qualities do we want to satisfy?*

- Connection
- Mutual support
- Delight
- Courage - try new things
- Continuity - continue culture of FHC
- Supportive resources
- Fun
- Playfulness
- Collaboration
- Experiential - kids can participate
- Inclusion - for all ages
- Appreciation for each other
- Learning
- Communication
- Sustainability for organizers and participants
- Innovative
- Financial feasibility / sustainability

Proposal Shaping - *What are some concrete strategies / proposal ideas to satisfy the needs listed above?*

- Design hybrid activity with some things done online on their own, also connection groups to bring together
- Be outdoors together at least once - safe distance
- Family fundraising - online that everyone can join
- Geo treasure hunt (geo tracking?)
- Invite young people to be on team to create this offering
- Offerings attractive to parents, accessible online, offered by CT's
- Connection opportunities before the event

- Self-video and upload to camp YouTube channel
- Look at Dutch model of group activities with social distancing
- Art projects and share the art
- Something crazy like Ultimate Frisbee on Zoom

Feedback - *What did you experience?*

- Effective flow despite technical difficulties
- Hard to participate fully without more understanding of context / organization
- More of the flow of the process. Gaining clarity on topic from process.
- Technical question: what if you think of a need / criterion during proposal shaping? Check whti
- Better picture of the process, more a part of the conversation. More engaged in process and could identify the stages more easily.
- Effective facilitation - realized it's not necessarily a linear process - ideas pop into your head spontaneously.
- Effective tracking and process management.
- Learning curve - getting easier / more familiar.
- Excitement of flow and ideas arising - more enjoyable - became more relaxed as the process progressed.
- Enjoyed predictability and safety of rounds - everyone's voices heard. Not as complicated as it seemed.