

White Board for Intro to Sociocratic Circle Meetings

25 May 2020: Short Format (consent to an existing proposal). See Chapter 3 of the Facilitator Handbook for more details and Page 4 of the Circle Meeting Process Guide for a handy reference.

1. Present the Proposal
 - a. Send out a written proposal before the meeting.
 - b. In the meeting, review the main points of the proposal.
2. Clarification Round
 - a. Respond in a round to the question, “Is the proposal clear as presented?”
 - b. Option 1: Facilitator / proposal author responds to clarifying questions one by one.
 - c. Option 2: Facilitator / proposal author waits until the end of the clarifying round to respond to clarifying questions.
3. Reaction / Response Round
 - a. Respond in a round to the question, “What needs to be added or changed?”
 - b. Can also offer a “gut reaction” or response to the proposal.
4. Consent Round
 - a. Recorder reads the proposal as amended during the previous two steps.
 - b. Check for objections to the amended proposal and resolve them if they are present.
5. Celebrate the decision!

Semi-simulated Facilitation Practice: Candace

Proposal for Church Opening; we are the acting as Board of Trustees

The church will open June 7, 2020, to provide connection for those who need a group connection. Church has been sanitized by a professional cleaning company.

Sunday Service held inside the Church. Families sit together separated six feet apart / others sit solo with six feet separation. Skipping every other row with two rows in between

Two services of the prerecorded Lesson to be viewed at each service on-screen monitor in Sanctuary for group discussion. The same service will be posted on Facebook Live and YouTube for viewing for members who chose not to attend.

Maximum attendance: Forty People in the sanctuary at one time.

The Love Offering will be dropped in baskets as congregants leave Sanctuary. Ushers will attend to Love Offering with gloves and masks.

All attendees will wear Mask and Gloves to service for which gloves will be removed as they leave the church service. Mask and Gloves will be provided for anyone who needs them.

Clarifying Round - *Is the proposal clear as presented?*

- Confusion about message - live service with pre-recorded message?
YES.

Reaction Round - *What needs to be added or changed / what is your first reaction?*

- How do we handle more than 40 people coming to the service? Could ask for reservations to track attendees - online, so people know when the limit is reached.
- Will people have temperature taken before entering sanctuary? YES. Are we tracking who is there for contact tracing? Sign-in sheet. Limit attendees to current membership. Explicit request not to attend if sick, URI.
- How do we relate with someone who refuses to comply with masks and gloves policy? Offer other options - pre-recorded, etc. Make consent to masks and gloves part of registration.
- Will ushers have special training? Yes.

Consent Round - *Do you object to the proposal?*

- Deb: Objection - concerned about safety of ushers and general population.
- Charlotte: Objection?
- Carla: Objection?
- Gregory: Objection

Feedback - *What did you experience?*

- Tracking complexity, stayed on top of process. Q: Is it part of process to respond to questions immediately? A: It depends. Sometimes a short answer can be effective, other times it can distract from the flow of the process. Be aware of influence of your opinion as facilitator, minister, other person in a role of influence.
- Felt very real!
- Good tracking and review of where we are in process.
- Real experience, good for us to be looking at. Got clarity about personal context.
- Real-ness of process, brought up personal reactions. Lots of learning. Importance of precision of process. Imagine it works well when people understand process well.

- Took some time to understand source of proposal. Had notes but locked into Long Format mindset - expecting “brainstorming.” Took effort to stay in process.
- **Pay attention to use of the word “discussion.” This is a decision-making process, not a discussion-making process.**

Semi-simulated Facilitation Practice: Cynthia

Scenario: We are the leadership team of an organization, with each of serving as team leads for different aspects of the business. We have been exploring ways to build greater inclusivity, engagement, empowerment and resiliency and have taken this course with Gregory Rouillard as part of that exploration. The Sociocratic Circles have been meaningful and we are ready to make a decision about bringing this methodology into the organization as a whole.

Proposal: To integrate this work into the organization we will:

1. Conduct research, including reading John Buck's book and determining budget for implementation. Find other organizations with experience with Sociocracy. Have a conversation with Gregory about how to move forward.
2. Utilize the Circle Meetings for our Leadership Meetings obtaining guidance/coaching from Gregory as needed. We will rotate facilitation to ensure that all of us can lead meetings in this way with grace and ease.
3. Once the leadership feels comfortable with their facilitation skills (estimate this will take 3 months), we will begin using it for our individual team meetings.
4. To prepare the organization for this change we will begin sharing our experience with this training and the principles underlying this process throughout the organization. We will also create a "pilot group" to demonstrate further implementation of Sociocracy.
5. We will also begin reading John Buck's book, *We the People*, as a leadership team to determine if Sociocracy is a viable governance structure for our organization.
6. Should we decide to fully engage Sociocracy, we will bring Gregory in as a consultant to train everyone and to assist us in working through the culture change that this would entail.

Clarifying Round - *Is the proposal clear as presented?*

- What is “organization wide?” *All units at all levels, at least for Circle Meeting format.*
- Will everyone be trained by Gregory before moving into new DM structure? *Yes.*
- What is vehicle for sharing experience in Step 3? *Define more clearly in RR.*

Reaction Round - *What needs to be added or changed / what is your first reaction?*

- Define criteria for decision to jump from circle meetings to Sociocratic governance. *Timeline.*
- Exciting!
- Are there other organizations we can look at to see how they have adopted Sociocracy?
- Option: prototype implementation in one circle (e.g. Leadership Team) rather than moving into broad circle meeting implementation right away.
- Have a conversation with Gregory about next steps.
- Where does the budget conversation come in?

Consent Round - *Do you object to the proposal?*

No objections!

Feedback - *What did you experience?*

- Good flow, suggested changes to proposal were helpful.
- Very clarifying, having proposal and clarity, structure and process. Very helpful experience.
- Clarity and precision raised comfort level with the process. Q: when do you spend time refining a proposal and when do you hand it off to a small group? A: It depends on the time available and the urgency of finishing the proposal.
- A little disjointed, new format, saw lots of benefit in following process.