

# Landscape Team Meeting Flow

## PREFACE

If you want to start organizing with other people in your landscape and need some help knowing where to begin, you can use this flow as a guide. Remember that you are gathering to listen to the land and each other. Don't allow urgency to crowd out delight, creativity, or relationship building—these aspects are key to resilient groups. Move at the pace of nature.

**It may take you more than one meeting to move through each of these stages, and that's okay! You are already doing the work just by showing up together.**

## PURPOSE

In coming together as a landscape team, you will begin to discover a shared purpose. As you start in this informal setting, the sky is the limit! You all care deeply for the landscape, so what can you do together to further those goals?

Once you feel like you have directionality as a group and need funding to further your vision, Regenerate Cascadia offers a number of options of how you can nest under their nonprofit umbrella so you don't need to go through the effort of forming a nonprofit yourself, at least initially. For more information about this, please email

[LearningJourney@RegenerateCascadia.org](mailto:LearningJourney@RegenerateCascadia.org).

If group members already have a nonprofit that is willing to caretake and sponsor this work, that's great! Just make sure to be mindful of decision-making structures and do everything you can to help this newly formed team operate autonomously from the greater nonprofit structure.

## CULTURE BUILDING

From the beginning, work to create an environment where everyone feels comfortable speaking their minds while practicing conversational turn-taking. **Be mindful of how much you are speaking in comparison to others.** Do you have more to offer? Do you need to stand aside to let someone else bring in their perspective? Diversity of thought is part of how we foster biodiversity in the landscape.

Questions to ask yourself:

- Do I feel like I need to respond to everything said? Why? Can I allow silence between my responses?
- Are there things I'm not saying? What would make me feel more comfortable bringing that into the space?
- Are we allowing time and space for creativity? How can we bring art and play into our meetings?
- Are we bringing in group harmonization practices such as collective deep breaths or grounding exercises?

## PRE-MEETING PREP

1. **Suggest that everyone read this document** to understand the plan and talk about if they would like to stick to this plan or try something else.
2. **Decide on someone to be the facilitator for the first meeting.** For the first meeting, this person is just there to help make sure that everyone gets a chance to speak and introduce themselves at the first meeting.
3. Email [LearningJourney@RegenerateCascadia.org](mailto:LearningJourney@RegenerateCascadia.org) to **notify the Community Steward of your meeting.** If available, they will attend the meeting to answer questions, if needed, and offer encouragement. **Please note that they will not facilitate the meeting.**
4. **Post your event** on the [Regenerate Cascadia website](#) so others in your landscape can join!
5. **Get your event on the Regenerate Cascadia newsletter** by emailing [Brandon@RegenerateCascadia.org](mailto:Brandon@RegenerateCascadia.org)

## FIRST MEETING

Meeting either in person or over Zoom is great! If you meet in person, consider meeting outdoors so the landscape can be an active part of your conversation. We gently suggest against trying to do a hybrid meeting (in-person and virtual simultaneously) unless you have someone who is very experienced in navigating the technology for such a meeting.

**Focus on relationship building and getting to know each other. Seek a shared purpose or interest.**

Ask yourself the following questions and go around to make sure everyone has a chance to answer:

- Why am I coming into this work?
- What organizations am I affiliated with that would be interested in supporting this work?  
What resources are available?
- What skills am I excited to share with the group?

- What excites me about bioregional organizing?
- Do I have experience/interest in facilitating meetings? (We suggest rotating facilitation if at all possible to help each person develop this skillset.)

Invite interested people to complete the “homework” listed below. **Ask for volunteers to be facilitator, notetaker, timekeeper, and Regenerate Cascadia liaison** for the next meeting (these roles can rotate).

*Note: Regenerate Cascadia requests that you “reportback” about your meetings so that we can show the work being done in the landscape. This helps us apply for grants and other types of funding to help support you in this work! Help us help you by assigning someone to write up a summary of how the meeting went each time (or monthly).*

## POST MEETING “HOMEWORK”

Allow each person to contribute in the way that feels good to them. We suggest against having strict requirements for group members that might overwhelm people or turn them away from bioregional organizing. Each person comes with a unique skillset and ability to work—embrace that diversity!

With that in mind, here are some suggestions for what your group can do after your first meeting:

- Invite each group member to make a copy of [this questionnaire](#) and fill out the questions for themselves to discuss at the next meeting.
  - You might make a shared Google Drive folder where everyone can share their responses.
- Invite each group member (but especially the facilitator) to review the [sociocratic meeting facilitation document](#). There is also a sample agenda there that you can use if it is helpful. You do not have to use this format exactly—this is just an option. Modify the template as fits your group.
- Send a meeting summary and/or blog post to [LearningJourney@RegenerateCascadia.org](mailto:LearningJourney@RegenerateCascadia.org)

## SECOND MEETING

Note that these are only suggestions! If your group has excitement around something else, do that! You have all the agency here. This is just a guide.

**Suggested agenda** (We have found that 90-minute meetings work well, but feel free to adapt to the group’s energy and bandwidth):

1. Grounding exercise
2. Check-in as human beings (~1 minute each)

- a. What kind of energy are you bringing into the meeting today?
3. Consent to the agenda
  - a. Does anyone need to leave early? Do you want to reorder what we have planned?
4. Review action items (if relevant)
  - a. Are there any barriers to getting these things done?
5. Go through “Shared Purpose” questions at the beginning of the [bioregional team formation questionnaire](#).
  - a. Allow everyone 1-2 minutes to respond each, going in a round. One person speaking can call on the next person to speak and so on.
6. Read back any action items.
  - a. Who will send a summary of the meeting to LearningJourney@RegenerateCascadia.org?
7. Decide when your next meeting will be.
8. Decide facilitator, notetaker, timekeeper, and Regenerate Cascadia liaison for next time.
9. Do a round of meeting feedback (~30 seconds each).
  - a. Offer constructive criticism and gratitude to the facilitator.
  - b. Make suggestions for future meetings.
  - c. Let everyone share how they are feeling!
10. Deep collective breath to closeout.

## SUBSEQUENT MEETINGS

Continue going through the questionnaire until it becomes clear that you have group alignment and a shared purpose. Make sure everyone is on board with shifting into a new agenda style and plan. Start working toward that goal!

As you make group decisions, keep track of them in a document (maybe a spreadsheet) and make sure to revisit them and talk about if they are still serving the group (maybe on a quarterly, six-month, or yearly cadence).

If you have a large group (10 or more people), you might consider breaking into sub-circles around a shared purpose. Consider sociocratic circles for this purpose. For more help with this, contact [LearningJourney@RegenerateCascadia.org](mailto:LearningJourney@RegenerateCascadia.org)

Down the road, **other suggestions for meeting focuses may include the following:**

- Creating a directory and/or calendar of known projects in the area, beginning to develop relationships with them
- Identifying funding sources that could support this project (grants, private donors, etc.)
- Forming a study group circle to do regular collective learning together

- Designing a “design immersion” or “ecoregional tour” to generate some excitement and awareness about projects in the region
- Holding a community event to identify existing leaders in the region and have everyone imagine into what a regenerative future might look like. How would you all prioritize projects?
- Finding a way for the group to actively get hands in the soil as a way to reconnect to the land (having a hands-on project can be a good way to invite in the general public and have a tangible outcome on work)

## FUNDING, WEBSITE, AND NONPROFIT STATUS

There is an application process for coming under the Regenerate Cascadia umbrella, which will give you access to your own bank account, email address, webpage, and more! We have a small amount of funding to support groups in these efforts. For more information, email [LearningJourney@RegenerateCascadia.org](mailto:LearningJourney@RegenerateCascadia.org).