

15:59:42 From Barb Rodman she, her O'odham lands to Everyone:



Welcome! Please introduce yourself in the chat with your Name, Pronouns, congregation and land acknowledgement

16:00:24 From Emily Montan She/her to Everyone:

Emily Montan she/her UU Fellowship of Northern Nevada

16:00:25 From Cal Ball (he/him) on Ohlone land to Everyone:

Welcome - So good to see you here! Introduce yourself! Please put your name, preferred pronouns, location and land acknowledgement if known, in the chat.

16:00:36 From Linda Doro to Everyone:

Doro, reno nv, UUFNV,

16:00:45 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:

Hi all! Rev. Cathy, they/them, on Nanticoke lands of coastal Delaware. Side with Love staff & co-faciliator today.

16:00:57 From Patty Wiley to Everyone:

Patty Wiley, she/her, Ute lands, Colorado Springs, CO

16:00:59 From Susan Moseley to Everyone:

Hi. I am Susan Moseley, she, her hers. I am the minister for the UU Fellowship of the Rappahannock in White Stone Va

16:01:01 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:

Welcome Emily! Welcome Linda!

16:01:05 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:

Welome Patty & Susan!

16:01:05 From Emily Montan She/her to Everyone:

Hi D'oro Long time and Hi right back at you Cathy !

16:01:07 From Wendy Weirick to Everyone:

Wendy in Chattanooga of CLF

16:01:13 From Nancy Piedra to Everyone:

Nancy Piedra she/her, Weston, MA

16:01:14 From Skyler Malan to Everyone:

Skyler Malan, They/Them, Evergreen UU Fellowship, Land acknowledgment: Snohomish, Tulalip and Stillaguamish

16:01:14 From Carol Antoniewicz, she/her to Everyone:

Carol Antoniewicz, she/her, unceded land of the Piscataway, Frederick MD

16:01:24 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:

Hello Nancy! Hi Skyler, Hello Carol!

16:01:29 From Kamila Barzykowski to Everyone:

Kamila Barzykowski, she/her, Warwick RI, Wampanoag and Narragansett.

16:01:32 From Emily Montan She/her to Everyone:

Paiute here

16:01:34 From France Giddings she/her Duwamish to Everyone:

She/her Northshore UU, Kirkland, Washington, Duwamish

16:01:35 From Beth Posner-Waldron (she/her) on Nipmuc Land to Everyone:

Greetings from Charlton, MA and UU Church of Worcester, MA.....so happy to be with you all again!

16:01:38 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:

Welcome Kamila and France

16:01:39 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:

Hello Beth

16:01:53 From Paul V V He Him His to Everyone:

Paul Van Valkenburg he/him/his UU Fellowship of Athens Georgia

16:01:58 From bill maxwell to Everyone:

Bill Maxwell he/him

16:02:01 From Erika Cohen Maddaluno to Everyone:

Hi, all! My name is Erika (she/her/hers) in Haverhill, MA. Land acknowledgement to the abenaki people, member of North Parish in North Andover, MA

16:02:04 From Ahmie Yeung (name/any) to Everyone:

Ahmie (pronounced AH-me), name/any pronouns, UU Akron (Ohio). Dyslexic, can't spell names of the ancestral lands sorry!

16:02:08 From Denise Hartsough she/her to Everyone:

Denise Hartsough, she/her, People's Church Kalamazoo, on the land of the Match-E-Be-Nash-She-Wish Band of Pottawatomi.

16:02:12 From Ruth Mohr to Everyone:

Hello from sunny Ann Arbor MI (she/her/hers) Anishinaabe

16:02:16 From Melanie Curtis to Everyone:

melanie Curtis, she/her, First UU Church, springfield mo

16:02:17 From UU Concord, NH to Everyone:

There are six of us here in Concord, NH - Craig (he); Lyn (she); Jeff (they); Kelly (she); Roger (he); Jim (he)

16:02:18 From Cal Ball (he/him) on Ohlone land to Everyone:

Welcome - So good to see you here! Introduce yourself! Please put your name, preferred pronouns, location and land acknowledgement if known, in the chat.

16:02:18 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:

Hi Paul, Erika & Ahmie!

16:02:21 From Cindy Wright to Everyone:

I'm Cindy Wright from Casper, Wyoming. I'm loving the Tracy Chapman music!

16:02:22 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:

Hello Denise, Ruth & Melanie

16:02:24 From Tim Jacoby to Everyone:

Tim Jacoby (he/him) First Parish Lexington MA

16:02:24 From bill maxwell to Everyone:

First UU Church - Dallas

16:02:25 From Emily Montan She/her to Everyone:

Tracy!!!!

16:02:26 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:

Yay for a TEAM in Concord!

16:02:28 From mary cummings to Everyone:

Mary Cummings Arlington MA  
16:02:43 From Ellen Isley to Everyone:  
Hi All. Ellen from Scituate MA  
16:02:44 From Beth Posner-Waldron (she/her) on Nipmuc Land to Everyone:  
Reacted to "Hi All. Ellen from ..." with 🙌  
16:02:48 From Ann Sabin (she/her) to Everyone:  
Hi! Ann Sabin (she/her) Boise ID  
16:02:53 From AJ Fox (they/them) to Everyone:  
Hello! AJ Fox \*They/Them\*, DRE at First Unitarian Universalist of Springfield Missouri.  
Pale freckled person with red hair. On the land of the Osage.  
16:02:53 From Sheila Tarbet-EI Cerrito, CA to Everyone:  
Hello from EI Cerrito, CA, and UU Church of Berkeley.  
16:02:53 From Connie Spearing to Everyone:  
Hello everyone, Connie, she/her, on land of the Duwamish of the Coast Salish People of  
Puget Sound. The Northlake UU Church.  
16:02:54 From Rev. Dr. Maria Cristina Vlassidis Burgoa to Everyone:  
Hola from Bellevue, WA, Coast Salish Peoples territory  
16:02:55 From Sally Hirsh-Dickinson to Everyone:  
Greetings from Concord, NH!  
16:02:57 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:  
Hello all!  
16:02:57 From Suzanne Zilber to Everyone:  
Suzanne from Cleveland Ohio, land of Onondaga, Cayuga, and Ho de no sau nea  
16:03:02 From karen steele to Everyone:  
Karen Steele, she/her, All Souls NYC, ancestral land of the Munsee Lenape and  
Canarsie  
16:03:03 From David Horton to Everyone:  
Dave Horton, First Parish, Lexington, MA  
16:03:10 From Lauraine Marcus to Everyone:  
Lauraine Marcus UUAmarherst Williamsville, NY  
16:03:12 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:  
Hello MariCris! Hello Sally, Suzanne & Karen!  
16:03:15 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:  
Hello all!  
16:03:21 From Judy Foster (she, her), St. Cloud (MN) UU Fellowship to Everyone:  
Greetings from the traditional land of the Anishinaabe and Dakota people.  
16:03:37 From William Sasso to Everyone:  
Bill Sasso (he/him/his) Carbondale, IL, an area that many nations lived in and travelled  
through, including the Kaskaskia and Miamia.  
16:03:43 From Jean Powers to Everyone:  
Jean Powers, UCCWC in Hillsboro, OR, Atfalati territory  
16:03:44 From Fawn Rost (s/her) All Souls, MI to Everyone:  
Fawn Rost (she/her) from All Souls in Grand Rapids, MI  
16:03:44 From Ahmie Yeung (name/any) to Everyone:

My firstborn William may be joining me on camera, putting laundry away currently. Any pronouns for my kid as well, usually he/him. William is 18 and on the Board of Trustees of UU Akron.

16:03:52 From Andrea Harding to Everyone:

Hello, Andrea, she/ her, Dre at UUFN, Newark, DE

16:03:55 From Cindy Wood she/her to Everyone:

Hi everyone I'm Cindy Wood she/her with the First Unitarian Universalist Church of Nashville TN, Beloved Community Committee glad to be with you all.

16:03:57 From Rev. AJ van Tine (he/him) | Rochester, NY to Everyone:

Greetings from the ancestral and contemporary lands of the Seneca Nation of the Haudenosaunee -- Rev. AJ (he/him) from First Unitarian Rochester, NY!

16:04:04 From Joan Gregory to Everyone:

Joan M Gregory (she/they), First Unitarian Church of SLC, UT. I live and work on the ancestral and unceded lands of the Ute, Goshute, Paiute, and Shoshone Peoples.

16:04:15 From Kristin Cleveland to Everyone:

Kristin, she/her, UU Society of Schenectady (NY), on the traditional lands of the Kanien'keha:ka (Mohawk) and the Muh-he-con-neok (Mohican) Peoples

16:04:32 From Lisa Lusby (she/her) to Everyone:

Hi! My name is Lisa Lusby (she/her) from the Unitarian Universalist Church of Indianapolis, on the land of Kaskaskia, Myaamia, and Kiikaapoi (Kickapoo).

16:04:51 From Stephen Kraynak to Everyone:

Greetings from the Sonoran Desert of Tucson, and southern Arizona, traditional homes of the Tohono O'odham, Pascua Yaqui and Apache Nations.

16:04:52 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:

Shout out to the Squad volunteers today! Put some appreciation in the chat for them

16:05:21 From Nancy Piedra to Everyone:

Thank you Squad volunteers for making this happen!

16:05:24 From Beth Posner-Waldron (she/her) on Nipmuc Land to Everyone:

Eternal gratitude for stepping up today and contributing so that the rest of us can relax and just join in.


16:05:26 From Emily Montan She/her to Everyone:

Thanks to the UU squad!

16:05:28 From Evelyn Studer (she/her) to Everyone:

Evelyn Studer (she/her), Eno River UU Fellowship, Durham, NC, ancestral lands of the Saponi and Saxapahaw people

16:05:42 From Barb Rodman she, her O'odham lands to Everyone:

 This is how we want to treat each other in this space and on this team:

Respect our facilitators by letting them lead.

Bring your full self - with your questions, curiosity, & energy (or lack thereof - come on video if you can, stay off if you prefer)

Put your questions in the chat rather than interrupting off mute.

Keep the chat focused and save tangential conversations for another time.

Share the air: share our space together equitably and compassionately.

Speak for yourself and your personal experiences by using “I” statements.

Notice and take responsibility when your actions or behaviors impact others differently than intended

Minimize use of jargon and explain terms when you speak

We are all worthy now just as we are. We are enough. Gathering to learn and act in community today brings us closer to the goal of collective liberation.

16:06:19 From Barb Rodman she, her O'odham lands to Everyone:

    Today's Agenda:

Fun & Spiritual grounding

Training

Practice in breakouts

Invitation to engage with squads and closing

16:06:36 From Cindy Wood she/her to Everyone:

Nashville TN is on the lands stolen from the Cherokee, Shawnee natipopns

16:07:01 From Maury Edwards to Everyone:

Maury Edwards, Bellevue, WA, East Shore Unitarian Church, on the land of Coast Salish.

16:07:06 From Carol Martin, she, her to Everyone:

Carol Martin, (she her) Eno River UU Fellowship, Durham, NC, ancestral lands of the Sapony and Saxapahaw people

16:07:14 From Dana Ashrawi to Everyone:

Dana Fisher Ashrawi, she/her, occupied Sana land in Houston TX; president of UJME (UUs for Justice in the Middle East)

16:07:45 From Julie Huddle to Everyone:

Julie Huddle, (she/her/hers) Tree of Life UUC, McHenry, IL

16:07:59 From Jim Norris to Everyone:

Hi I'm Jim Norris from the Unitarian Universalist Fellowship of Winston-Salem, N.C.

16:08:23 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:

Welcome all! So glad to be here with you today

16:08:39 From Ida Jones to Everyone:

Ida Jones from Unitarian Universalist Church of Fresno, CA

16:09:06 From Sally Snodgrass to Everyone:

Yeah Lora! Sally from UU Frederick




16:12:59 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:

Put yourselves in gallery view!

16:18:34 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:

Yes!!!

16:23:53 From Barb Rodman she, her O'odham lands to Everyone:

    link to today's slides:

<https://docs.google.com/presentation/d/13hoVO1vVODEhKTG3dwwwrMYVd7YbvHO43dy9jBGnA3s/edit?usp=sharing>

16:26:33 From Emily Montan She/her to Everyone:

Thanks Bara

16:26:38 From Emily Montan She/her to Everyone:

Barb

16:27:53 From Jennifer Ratcliffe she/her to Everyone:

2

16:27:55 From Denise Hartsough she/her to Everyone:

2

16:27:56 From Carol Antoniewicz, she/her to Everyone:

2

16:27:56 From Carol Martin, she, her to Everyone:

#2

16:27:57 From Shelley Stephenson to Everyone:

2

16:27:57 From Lynn Kinsman she/her Rochester NY First Unitarian to Everyone:

#2

16:27:57 From Kristin Cleveland, she/her to Everyone:

2

16:27:57 From Emily Montan She/her to Everyone:

1

16:27:58 From Mary Fulton to Everyone:

1

16:27:58 From Patty Wiley to Everyone:

1

16:27:59 From Cal Ball (he/him) on Ohlone land to Everyone:

2!

16:27:59 From Linda Anderson to Everyone:

2

16:28:00 From karen steele to Everyone:

2

16:28:00 From Michelle Scott Huffman to Everyone:

1

16:28:00 From Joan Gregory to Everyone:

2

16:28:01 From Cindy Wood she/her to Everyone:

2

16:28:01 From France Giddings she/her Duwamish to Everyone:

2

16:28:01 From Fawn Rost (s/her) All Souls, MI to Everyone:

1

16:28:01 From Lynda Davis she/her to Everyone:  
2

16:28:01 From JOAN WARD to Everyone:  
2

16:28:01 From Carrie Davis she/her/hers to Everyone:  
2

16:28:01 From Connie Spearing to Everyone:  
#2

16:28:02 From Skyler Malan to Everyone:  
1

16:28:02 From Sheila Tarbet-El Cerrito, CA to Everyone:  
2

16:28:02 From Beth Posner-Waldron (she/her) on Nipmuc Land to Everyone:  
2

16:28:02 From Debra Morris to Everyone:  
3

16:28:02 From Ben Robins (he/him) to Everyone:  
1

16:28:03 From Susan Moseley to Everyone:  
2

16:28:03 From Tim Jacoby to Everyone:  
2

16:28:03 From mary cummings to Everyone:  
1

16:28:04 From Allyson Rosemore to Everyone:  
2

16:28:04 From Caroline Hadley to Everyone:  
2

16:28:04 From Paul V V He Him His to Everyone:  
1

16:28:05 From Jean Powers to Everyone:  
3

16:28:05 From Judy Foster (she, her), St. Cloud (MN) UU Fellowship to Everyone:  
2

16:28:05 From caro to Everyone:  
3

16:28:06 From Malinda Foy to Everyone:  
TWO!!

16:28:06 From Elisse Ghitelman (she, her) to Everyone:  
2

16:28:06 From Laurie Albright she/her UU Cong of Cleveland to Everyone:  
2

16:28:06 From Evelyn Studer (she/her) to Everyone:  
2

16:28:06 From Erika Cohen Maddaluno to Everyone:  
2

16:28:06 From Nancy Piedra to Everyone:  
3

16:28:06 From Sherri Casterline to Everyone:  
2

16:28:07 From Wendy Weirick to Everyone:  
3

16:28:08 From Marcia Woodward to Everyone:  
2

16:28:08 From Julie Huddle to Everyone:  
2

16:28:09 From Cindy Wright to Everyone:  
2 but I'm guilty of being that person!

16:28:10 From Barbara Buehring to Everyone:  
2

16:28:10 From Tom Perry (he, him) to Everyone:  
3

16:28:11 From Jo Anne Hennigan to Everyone:  
1

16:28:12 From Ellen Isley to Everyone:  
1

16:28:13 From Jim Norris to Everyone:  
1

16:28:15 From Roseanna Almaee Nejadi-QUUF, Port Townsend, wA to Everyone:  
1

16:28:15 From Jan Austin to Everyone:  
2

16:28:15 From Ida Jones to Everyone:  
1

16:28:16 From Susan Skagen to Everyone:  
2

16:28:17 From Rev. AJ van Tine (he/him) | Rochester, NY to Everyone:  
2 - except it's usually me XD

16:28:17 From Peg kirkpatrick to Everyone:  
2

16:28:20 From Ruth Mohr to Everyone:  
2

16:28:21 From Linda Doro to Everyone:  
1

16:28:21 From Beth Posner-Waldron (she/her) on Nipmuc Land to Everyone:  
1 would be good if people would read their emails

16:28:22 From Ann Sabin (she/her) to Everyone:  
3



16:28:23 From Andrea Harding to Everyone:  
2

16:28:24 From Sally Snodgrass to Everyone:  
3

16:28:25 From Ahmie Yeung (name/any) to Everyone:  
Ahmie 1 William 2 (Ahmie feels personally targeted by that)

16:28:30 From Emily Beals to Everyone:  
1

16:28:35 From bill maxwell to Everyone:  
3

16:28:41 From Barbara Meyers to Everyone:  
1

16:28:47 From Sarah hair olson to Everyone:  
3

16:29:22 From Cindy Wood she/her to Everyone:  
2

16:29:24 From Melissa Smith to Everyone:  
2

16:29:27 From Emily Montan She/her to Everyone:  
Let's use our emails folx!

16:29:28 From Debra Morris to Everyone:  
222222

16:29:49 From Gene Ramsbottom to Everyone:  
2

16:31:44 From Barb Rodman she, her O'odham lands to Everyone:  
 Think of the last gathering or meeting you attended where you sensed the whole group felt engaged, actively involved & safe being themselves. What made that possible?

16:33:59 From Ben Robins (he/him) to Everyone:  
Please put me in another room

16:34:14 From karen steele to Everyone:  
I need another room also

16:34:17 From Ben Robins (he/him) to Everyone:  
(nobody else was in room 25)

16:34:49 From Dolores Wood to Everyone:  
I got booted out of zoom

16:34:59 From Erika Cohen Maddaluno to Everyone:  
I don't want to be in a room. I have to take care of something real quick. I was the only one in my room (room 45)

16:35:14 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:  
That's fine Erika.

16:35:21 From Laurie Albright she/her UU Cong of Cleveland to Everyone:  
No one else showed up in my room

16:35:48 From Wendy Weirick to Everyone:

Think of the last gathering or meeting you attended where you sensed the whole group felt engaged, actively involved & safe being themselves. What made that possible?

16:36:22 From Elisse Ghitelman (she, her) to Everyone:

Put your answers in the chat

16:37:49 From Paige (she/her) on Piscataway-Conoy land to Everyone:

stayed on agenda

16:37:57 From Laurie Albright she/her UU Cong of Cleveland to Everyone:

I am in a number of meetings at UUCC, and community organizing meetings. Generally are well run, participatory meetings. Clear agendas, work done between meetings, since of forward movement/accomplishment, respect for each other, lots of laughing.

16:38:14 From Paige (she/her) on Piscataway-Conoy land to Everyone:

same goal





16:38:22 From Paige (she/her) on Piscataway-Conoy land to Everyone:

task was clae

16:38:28 From Elisse Ghitelman (she, her) to Everyone:

As you return, put your answers in the chat

16:38:45 From Barb Rodman she, her O'odham lands to Everyone:

    Think of the last gathering or meeting you attended where you sensed the whole group felt engaged, actively involved & safe being themselves. What made that possible?

16:38:48 From Paige (she/her) on Piscataway-Conoy land to Everyone:

people listened

16:39:18 From Ann Sabin (she/her) to Everyone:

Covenants and agendas.

16:39:23 From Lynn Kinsman she/her Rochester NY First Unitarian to Everyone:

I heard that someone really appreciated a meeting leader being a calm and steady presences and unrushed.

16:39:28 From Barb Rodman she, her O'odham lands to Everyone:

As you return, put your answers in the chat

16:39:35 From Patty Wiley to Everyone:

Trust among the attendees.

16:39:42 From Roseanna Almaee Nejadi-QUUF, Port Townsend, wA to Everyone:

Good meetings happen when folks come prepared - having read materials before hand and come ready to discuss. It saves so much time.

16:39:42 From Evelyn Studer (she/her) to Everyone:

Lots of participation.

16:39:56 From Jean Powers to Everyone:

Feeling of safety among all participants

16:40:04 From Gail Lehman to Everyone:

Question about check-ins. People going on and on. Focused checkin with a topic, or open-ended?

16:40:11 From Barbara Meyers to Everyone:

At an anti-racism meeting we shared our analysis of Widening the Circle of Concern and decided on some actions for the year. Great meeting!

16:40:16 From Connie Spearing to Everyone:  
An emphasis on developing relationships in addition to getting things done.

16:40:19 From Emily Montan She/her to Everyone:  
People listened and felt safe; started and ended with clear tasks

16:40:29 From Lynn Kinsman she/her Rochester NY First Unitarian to Everyone:  
Welcoming diverse backgrounds of participants. Attending to things as they come up and being flexible.

16:40:31 From Sandi E to Everyone:  
paying attention to the raised hands

16:40:37 From karen steele to Everyone:  
We had an agenda and work that needed to be done - we listened to each other because we needed to know what each person knew. No one talked over anyone else, and we followed up with the draft of what we had discussed for each person to review.

16:40:37 From Ahmie Yeung (name/any) to Everyone:  
Having access to everything that was going to be discussed ahead of time so we could be prepared if we needed extra processing time for accessibility.

16:40:38 From Beth Posner-Waldron (she/her) on Nipmuc Land to Everyone:  
attendees know each other well, clear agenda; time for check in

16:40:40 From Carol Martin, she, her to Everyone:  
We discussed how much more efficient meetings are when everyone has done their homework for it

16:40:42 From Cindy Wright to Everyone:  
High-stakes meetings and changes definitely encourage participation and engagement

16:40:49 From Tim Jacoby to Everyone:  
Being on time.

16:40:52 From Tim Jacoby to Everyone:  
listening

16:41:00 From Lisa Lusby (she/her) to Everyone:  
Having an agenda and established relationship with the team members (have previously developed mutual respect and trust)

16:41:10 From Meghan Garvey (they/she) to Everyone:  
Reacted to "Welcoming diverse ba..." with ❤️

16:41:13 From Sheila Tarbet-El Cerrito, CA to Everyone:  
prior agreements to listen and not talk too much

16:41:14 From Carrie Davis she/her/hers to Everyone:  
Group members actively DOING together

16:41:16 From Jo Anne Hennigan to Everyone:  
Clear purpose for meeting, pointed agenda

16:41:17 From Denise Hartsough she/her to Everyone:  
Every anti-racism task force meeting starts with a profound question that we discuss in dyads for a few minutes. Builds relationships and focuses attention.

16:41:26 From Sherri Casterline to Everyone:  
Letting the participants determine the course of the meeting regardless of what we had planned.

16:41:31 From Emily Beals to Everyone:

Careful listening, belief that every opinion counts

16:41:33 From Paul V V He Him His to Everyone:

paying attention to the silent folks

16:41:48 From Judy Foster (she, her), St. Cloud (MN) UU Fellowship to Everyone:

Good preparation, dynamic speaker, smooth technology, excellent content, topic well targeted to audience.





16:42:01 From Sally Snodgrass to Everyone:

Not validating what a member has to say shuts them down - not good for the meeting

16:42:06 From Cindy Wright to Everyone:

We use a "talking bowl," like a talking stick, but it's a bowl.

16:44:53 From Barb Rodman she, her O'odham lands to Everyone:

    What have you noticed about how we've incorporated these?

16:45:03 From Sheila Tarbet-EI Cerrito, CA to Everyone:

There is a distinction between facilitator and meeting / group chair. Chair is expected to have opinions, right?

16:46:12 From Emily Parker (she/her) to Everyone:

Bodies: Starting with an "energy break," warmup

16:47:06 From Ahmie Yeung (name/any) to Everyone:

Speaking of captions they still don't work in breakout rooms from the look of things

16:47:49 From Barb Rodman she, her O'odham lands to Everyone:

To use captions, refuse invitation to small groups and stay in main room.

16:47:50 From Barbara Meyers to Everyone:

Captions do work in breakrooms in the latest Zoom improvements.

16:47:50 From Linda Anderson to Everyone:



16:47:58 From Erika Cohen Maddaluno to Everyone:



16:49:32 From Barbara Meyers to Everyone:

I just used captions in the breakout room in this meeting. You may need to update Zoom if they don't work for you.

16:50:08 From Nannette Bartels to Everyone:

When I 1st became a facilitator I created Community Rules for meetings. It was after many years that I learned to include the groups in co-creating the norms.

16:51:16 From Nannette Bartels to Everyone:

The question I learned to ask was, "What do you all need to make this work successful.

16:51:35 From Sherri Casterline to Everyone:

How useful is a review of our team's covenant?

16:52:01 From Ahmie Yeung (name/any) to Everyone:

Hosts could you please share the slides link in here? I'm struggling to visually process text via screenshare.

16:52:23 From Barb Rodman she, her O'odham lands to Everyone:



link to today's slides:

<https://docs.google.com/presentation/d/13hoVO1vVODEhKTG3dwwwrMYVd7YbvHO43dy9jBGnA3s/edit?usp=sharing>

16:52:46 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:

@sherri: absolutely useful! whatever keeps it alive!

16:53:15 From Sheila Tarbet-EI Cerrito, CA to Everyone:

Will you send us this link to the slides too? would be very helpful. thanks.

16:53:38 From Barb Rodman she, her O'odham lands to Everyone:

Link to slides will be sent out after meeting also.

16:53:49 From Sheila Tarbet-EI Cerrito, CA to Everyone:

Thanks.

16:55:26 From France Giddings she/her Duwamish to Everyone:

I find it too difficult to read chat and listen deeply

16:55:51 From Barb Rodman she, her O'odham lands to Everyone:

It's always okay to minimize chat and ignore it.

17:00:39 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:

The setup: The Social Action committee is meeting to decide who the "share the plate offerings" will go to next church year. The chair has invited everyone to bring their suggestions. The morning before the meeting, they call to tell you they can't be there and could you please run this meeting. They have been the chair for a long time and run the meeting by the seat of their pants, but have a lot of "respect" from people. You are relatively new to this church and younger than many folks on the committee.

1 Introduce yourselves.

2 Take 5 minutes to talk about what could make this meeting challenging to run.

3 Spend the rest of the time coming up with strategies that might make for a more successful, less stressful meeting where everyone feels heard and you make some progress.

4 \*Meta View: Notice your own breakout group dynamics\*

17:03:10 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:

I'm going to take a brief body break myself. brb.

17:05:48 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:

My dog is barking - can someone help Bobbi?

17:07:38 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:



link to today's slides:

<https://docs.google.com/presentation/d/13hoVO1vVODEhKTG3dwwwrMYVd7YbvHO43dy9jBGnA3s/edit?usp=sharing>

17:20:06 From Beth Posner-Waldron (she/her) on Nipmuc Land to Everyone:

Set expectation that was chosen out of trust that could facilitate the meeting

17:20:19 From Barb Rodman she, her O'odham lands to Everyone:

Put a strategy you like into the chat.

17:20:20 From Barbara Buehring to Everyone:

when we introduced ourselves we established commonalities

17:20:38 From Denise Hartsough to Everyone:

Focus on hearing from all and making progress, not necessarily finishing the task.

17:20:44 From Evelyn Studer (she/her) to Everyone:  
Have an application form for charities that will clear up eligibility status, etc. to avoid having to figure that out during the meeting.

17:20:45 From Roseanna Almaee Nejadi-QUUF, Port Townsend, WA to Everyone:  
Mutual sharing

17:20:46 From Tim Jacoby to Everyone:  
Suggest a democratic process.

17:20:52 From Pete Tasker to Everyone:  
Make sure you introduce yourself as the last minute assigned facilitator

17:21:04 From Carrie Davis she/her/hers to Everyone:  
Encourage participants to come from a heart-centered place

17:21:05 From Wendy Weirick to Everyone:  
Sociocracy!

17:21:11 From Lynn Kinsman she/her Rochester NY First Unitarian to Everyone:  
New person can act as neutral facilitator since they are new and doesn't know everyone.  
Plan agenda and set norms together as a group at the start of the meeting.

17:21:20 From Carrie Davis she/her/hers to Everyone:  
Clarity of expectations

17:21:22 From UU Concord, NH to Everyone:  
Use of timer, multi-voting and/or rank choice

17:21:25 From Pete Tasker to Everyone:  
Maybe say something about your style of facilitation.

17:21:44 From Gail Lehman to Everyone:  
Have original facilitator contact participants asking them to support the new one.

17:21:55 From Lisa Lusby (she/her) to Everyone:  
There's so many awesome people on this call ❤️

17:21:57 From Sandi E to Everyone:  
took us a while to get going

17:22:00 From Marcia Woodward to Everyone:  
It's worth taking the time to make sure everyone on a zoom meeting knows how to raise their hand (icon)

17:22:07 From Ida Jones to Everyone:  
good

17:22:08 From Laurie Albright she/her UU Cong of Cleveland to Everyone:  
Ask the group how the process to decide went last year, and what do you want to keep for this year, and what to leave behind?

17:22:08 From Sally Hirsh-Dickinson to Everyone:  
Those are my peeps!

17:22:13 From Sheila Tarbet-El Cerrito, CA to Everyone:  
Awesome people in my group.

17:22:22 From William Sasso to Everyone:  
Check with the group participants about how this decision has been made in previous years

17:22:28 From Randall Edwards to Everyone:

Ask for a co-facilitator

17:22:30 From Wendy Weirick to Everyone:  
center from the heart

17:22:32 From Barbara Meyers to Everyone:  
👍

17:22:32 From Shelley Stephenson to Everyone:  
Use productive silence

17:22:33 From Carrie Davis she/her/hers to Everyone:  
Having humility as a leader

17:22:39 From Beth Posner-Waldron (she/her) on Nipmuc Land to Everyone:  
Allow 5 minutes for folks to reflect and then come back and share their ideas

17:22:42 From karen steele to Everyone:  
acknowledge those who are reluctant to change - get the history

17:22:42 From Ida Jones to Everyone:  
asking for a cofacilitator

17:22:43 From Sandi E to Everyone:  
secret paper ballots

17:22:43 From Julie Huddle to Everyone:  
notetaker

17:22:43 From Jennifer Ratcliffe she/her to Everyone:  
Check in with your allies before the meeting

17:22:45 From Pete Tasker to Everyone:  
Review your covenant for the meeting; will also help with dealing with a norm-breaking

17:22:46 From Ann Sabin (she/her) to Everyone:  
Checking in with people's expectations

17:22:47 From Emily Parker (she/her) to Everyone:  
Going into the meeting with a plan, structure, to guide the decision-making process &  
narrow it down

17:22:47 From Jean Powers to Everyone:  
be aware of closely held traditions

17:22:48 From Malinda Foy to Everyone:  
Recruit a co-facilitator

17:22:53 From pegkirk to Everyone:  
Inquire what the norms were prior to support this task

17:22:53 From Jim Norris to Everyone:  
try to get all involved

17:22:55 From Tim Jacoby to Everyone:  
Have each person talk about how their shared plate idea is meaningful to them

17:22:56 From Paul V V He Him His to Everyone:  
Set up the structure for a meeting and get agreement at beginning of meeting.

17:22:57 From Fawn Rost (s/her) All Souls, MI to Everyone:  
Start with chalice lighting and reading for focus then move to introductions

17:22:58 From Bobbi Schaeffer to Everyone:  
Make sure a clear agenda

17:22:58 From Debra Morris to Everyone:  
New facilitator acknowledges newness

17:23:06 From Barbara Lubin, she/her, Tamworth NH, Wabanaki to Everyone:  
Find out ahead of time what original leader planned & something about the group

17:23:10 From Lynn Kinsman she/her Rochester NY First Unitarian to Everyone:  
Share how the process has worked in the past and then give pros and cons of how those things worked. then decide as a group how you want to do the decisions this year.

17:23:12 From Carol Martin, she, her to Everyone:  
Find out from members how the task has been done in the past

17:23:16 From pegkirk to Everyone:  
Naming the change and the person's newness to the community

17:23:24 From Wendy Weirick to Everyone:  
<https://www.sociocracyforall.org>

17:23:25 From Ruth Mohr to Everyone:  
Get clarification of why I (as new person) is being asked to do this.

17:23:29 From Ahmie Yeung (name/any) to Everyone:  
Make sure that background information is known for fairness/equity in what has been done before.





17:23:30 From UU Concord, NH to Everyone:  
Multi-voting - rank choice idea

17:23:36 From Melissa Smith to Everyone:  
transitiominfgg back qfgsd





17:23:51 From Sally Hirsh-Dickinson to Everyone:  
Have the new facilitator state that they have been asked to run the meeting so group hears/recognizes their authority.

17:23:57 From Cindy Wright to Everyone:  
Limit offering for ideas to a smaller number, since some people will bring a lot.

17:24:15 From Sally Hirsh-Dickinson to Everyone:  
Have a notetaker and a timer.


17:24:53 From Barb Rodman she, her O'odham lands to Everyone:  
    Sign up for more at <https://sidewithlove.org/events>

17:25:06 From Barb Rodman she, her O'odham lands to Everyone:  
Faithful Grounding this Thursday - sign up:  
<https://secure.everyaction.com/JUB7tKGxO0GIZ9WI4RuZnQ2>

17:25:21 From Barb Rodman she, her O'odham lands to Everyone:  
    Join a Squad: <https://sidewithlove.org/volunteer>

17:25:25 From Evelyn Studer (she/her) to Everyone:  
Acknowledge that it's hard to pick from charities that folks feel very strongly about. It's like running a political campaign!

17:25:35 From Ellen Isley to Everyone:  
Don't worry, today's meeting flew by!


17:25:45 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:  
 Yay Ellen!

17:26:02 From Barb Rodman she, her O'odham lands to Everyone:





Slides and copy of chat will be sent to all participants.

17:27:55 From Rev. Dr. Maria Cristina Vlassidis Burgoa to Everyone:  
Thank you so much for this wonderful teaching!

17:28:03 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:  


17:28:47 From Pete Tasker to Everyone:  
If Zoom, use the raise-hand function to help even out sharing.

17:29:08 From Rev. Dr. Maria Cristina Vlassidis Burgoa to Everyone:  


17:29:28 From Linda Doro to Everyone:  


17:29:57 From Denise Hartsough to Everyone:  
Great workshop! The breakouts worked well! Thank you very much!

17:30:00 From Sherri Casterline to Everyone:  
This has changed my perspective! Many thanks for all for your hard work in putting this together.

17:30:08 From Judy Foster to Everyone:  
Late question: How do you keep everyone from talking at the same time, esp. on Zoom?

17:30:15 From Jennifer Ratcliffe she/her to Everyone:  
Thank you for valuing our time by ending on time

17:30:20 From Dana Ashrawi to Everyone:  
Thanks!

17:30:31 From Cindy Wright to Everyone:  
Raising hands, and call on one another, Judy

17:31:04 From Joan Gregory to Everyone:  
Thank you.

17:31:14 From Bobbi Schaeffer to Everyone:  
Thank you

17:31:16 From Carrie Davis she/her/hers to Everyone:  
Thank you so much!!

17:31:27 From Patty Wiley to Everyone:  
Thank you!

17:31:28 From Debra Morris to Everyone:  
Thank you. Good energy and I especially appreciate the practice.

17:31:50 From Ellen Isley to Everyone:  
thank you!

17:32:03 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:  
Feedback welcome! [cristarr@uua.org](mailto:cristarr@uua.org)

17:32:35 From UU Concord, NH to Everyone:  
Concord UU says Hi Sally!!

17:32:42 From Paige (she/her) on Piscataway-Conoy land to Everyone:  
Yay New Hampshire

17:32:54 From Rev. Cathy Rion Starr, Staff, they/them to Everyone:  
Wendy: music to close us out? :)

17:34:01 From Ahmie Yeung (name/any) to Everyone:

A phrase that my congregation & family seems to appreciate as closing "the goal is progress, not perfection."

17:34:03 From Beth Posner-Waldron (she/her) on Nipmuc Land to Everyone:

Nice job everyone :)

17:34:18 From Sally Hirsh-Dickinson to Everyone:

Go, Concord! Get groovy!

17:35:17 From David Oaks to Everyone:

Reacted to "Nice job everyone :)" with 👍

17:35:53 From David Oaks to Everyone:

Reacted to "Nice job everyone :)" with 🌍