

UNDERSTANDINGS FOR CONFLICT WORKSHOPS

Feb. 21 and April 4, 2015

Since there has been ongoing conflict on several issues in Meeting, two workshops were held to discuss and air the issues. Over fifty-five people came for the two workshops. We agreed upon the Assumptions, Outcomes, and Communication Norms listed below. The participants in February identified the list of issues of concern. In February, we discussed the building use policy which by definition included the Peace Center's use of the building. In April we discussed the Toward Right Relationships Project and Committees. In the process, we considered improving communication in meeting which participants thought the Communication Norms below helped address.

Synthesis of the discussion on Building Use and TRR are included in this Miscellany. We agreed that the Clerk and Committees would look at the information to guide them in their work: process and content.

ASSUMPTIONS/COMMONALITIES

1. We care about our sacred home.
2. We want a strong community of commonalities and differences.
3. We are operating in good faith.
4. We draw on our own experience and spiritual guidance.
5. This workshop is not for decision making but for clarity, healing, suggestions.

OUTCOMES

1. Hear accurately.
2. Reduce agitation; increase trust.
3. Generate multiple strategies to meet needs.
4. Feedback for future decision-making.
5. More constructive conflict in the future.

COMMUNICATION NORMS

1. Speak for yourself.
2. Identify your interests/needs.
3. Help each other identify needs.
4. Be clear about your preferred strategies.
5. Be open to new strategies.
6. Ask yourself if you can live with strategies to meet needs.
7. Monitor repetition.

8. Let group know if you are not being heard.
9. Thoroughness more than speed.
10. Paraphrase others to understand needs. Guess others' needs and check out.
11. Stories ≠ facts & emotions. Describe what you are observing first. 12. Provide silence for thinking / sharing.
13. Confidentiality.
14. OK to speak from multiple perspectives.
15. Be gentle. (does not mean avoiding conflict).
16. Willingness to be vulnerable / listen with open heart.
17. Full participation.

ISSUES IDENTIFIED

1. Building use policy and peace center.
2. Committees and relationship to business meetings.
3. Toward right relationship project.
4. Classism & Impact: Financial, Education, Socioeconomic, Age 5. Israel & Palestine □ program planned.
6. Meeting budget: Aid inside meeting, How money spent. 7. Meeting engagement with outside community: How? Where? How much? 8. Dealing with difficult people.
9. Improving communication in meeting.