



Loving Cohousing

February 19

9am-3pm Pac 12-6pm East

How Sociocracy Supports Care, Connection and Relationships Transcript

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So here we go, so welcome everyone welcome back hope your day's going well so far.

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This session. how sociocracy supports Karen connection and relationship to with Dr.

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Patty Woodwin. Patty has lived and worked in Canada.

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The Us. Nicaragua in various forms of community.

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At present she is a member of Kartha Commons, cohousing a forming group in Peterborough, Ontario, about 90 min northeast of Toronto.

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Welcome, Patty, thank you Neil i'm very glad to be presenting at the end day, because I recognize so many of you.

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I feel like I'm presenting to friends which is nice because I have challenged myself by learning a whole bunch of new technology starting with sharing screen.

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And so it'll be much nice to present to friends with this challenge. I'm going to start by sharing screen.

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I think it worked. It says I am screen sharing and we see we see a whole list of things.

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Yes, okay. So i'm going to stop sharing now I wanted to make sure it would work.

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I'll come back to that when I think about loving community.

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I think about both living in a loving community and loving to live in community.

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So in this talk i'll address how sociology makes a community more loving.

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How sociocracy helps me. love community since i'm a visual learner myself.

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I've made some line drawings to illustrate a few of my points.

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That's the list You saw will also present a very brief video. There will be time at the end for questions for a critique of my line drawings.

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I begin with the story of my search for sociology and community.

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My mom had a lot of children, so we were a community, but we could not be relied upon to communicate nonviolently.

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We tended to dominate, boss each other around, argue and yell.

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But what we did well together was play. When I was about 8 years old my mother taught us to play monopoly.

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It was fun until someone lost all their money and had to leave the game.

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That was awful wanted equity, although I didn't know the word at the time.

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I want all of us to keep playing together and if winning meant someone had to go away.

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I didn't want winning to be part of the game I had been playing outdoor games like tag and hide and seek where people take turns being it.

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They. I had played skipping and jump road, the where people took turns taking the end of the rope.

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This monopoly was only fun as long as everyone could do well.

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So we reorganized the rules so that we shared all the properties, and that way we could play for days and days.

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My next for a into what works better than what we already have was in high school.

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When my history teacher challenge to the class to choose to excuse me, choose the best form of governance, and write an essay about why it was the best.

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I was looking for a method that promoted wellness for all, and that was immune to corruption.

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The closest I could get with democracy. but even as a teenager I can see that at least only going to be as moral as the individuals who are participating.

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My conclusion was that the governance system I wanted did not exist.

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With the idea that any system depends on the moral and emotional wellness of its participants.

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I gave up on governance, gave up on becoming Prime Minister, and I became a psychologist.

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Few more steps later I joined a co- housing group that was just beginning to form, and we discovered sociocracy in Amherst, Massachusetts, at a co housing conference that was on there where there was session on

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sociocracy. so my colleagues brought it back, introduced it to our community, and we immediately began to take the training offered by sociocracy for all the empowered learning circles which i'll talk about a little more

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later. It seems to be a system that works for anyone here who might not be familiar with sociography.

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It's a governance method that relies on consent rather than majority rule or consensus in majority rule.

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We have the tyranny of the 51% which means some people don't get what they want.

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Oh, i'm not sharing I need to share did things backwards now.

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I'm going to do them forwards so first share Okay, so here's majority rule.

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There are some winners and some losers who sometimes aren't very happy.

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I don't love this sort of community even when i'm in the majority.

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It does not feel like a loving community. We use consensus.

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It works very well when everybody wants the same thing. but if one person has a different preference, decision-making can grind to a halt.

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I do not love being the person to grind my community to a halt.

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Now, nor do I enjoy being part of the community that is being halted in sociography.

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We make decisions by consent here's How it works all of our decisions are made in circles that have 5 to 8 people.

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Think of a circle as a decision-making committee.

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Each circle has a well-defined aim.

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The purpose of the circle. Imagine your community has a circle whose aim is to keep the community grounds clean and tidy.

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Your circle is the clean and tidy circle which is a sub circle of the building and maintenance.

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Circle. Your circle makes all policy and operations decisions about lawn mowing litter, the schedule for cleaning the common house, getting the garbage and recycling up to the curve at the right time Now Imagine that

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your community has been picking up garbage and recycling on the same day every week.

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The members of your community. Each take turns doing this, chore, and since there are 58 people in your community, each person takes the garbage out about once a year, the municipality has just announced that that they will be changing the

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pickup day for recyclables to a different day from garbage pickup.

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Your circle has to decide how the recyclables will get to the curve for pickup.

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Your circles. Facilitator who runs the meeting asks for a quick reaction.

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Round around consists of each person talking in turn, saying what they want to say. Staying on topic.

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A quick reaction round each person offers a reaction to the question at hand.

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The facilitator announces the round and the sequence for speaking.

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That might sound like, Okay, let's have a quick reaction round starting with Lena and moving counterclockwise around the circle.

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You might hear things like think. Whoever has the job of taking the garbage out should do the recycling.

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On the other day, After all, they would have taken the recycling out on the garbage day.

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It's the same amount of work just on a different day The next person might say, I think our community might think it's too much to ask someone to get up that early 2 days in one week i'd like, to see a second person

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take out the recycling a third person might say Why don't we just do the recycling once a month?

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We don't have that much, anyway. we could even take it to the recycling center did you know the recycling center is open 24 over 7, and it's right next to a great coffee shop that's a whole lot better

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than Starbucks. it's less expensive too, if this person continues talking about the coffee shop.

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You might hear the facilitators Say something. like let's chat about that coffee shop after the meeting, And right now would you help us keep to time by staying on topic?

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Is there anything more you'd like to say about recycling pickup in some other circles?

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I've been in. Yes, I don't know if you can but I hate to bring up a technological thing, but we we see your list of topics, and we have a small window where we see your drawing.

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Oh, you don't see the drawing big no we don't All right. At least, I don't.

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Yeah, okay, does it do you Now no it's just a little box on one side.

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And then we see the list of slides you know very yeah We're seeing a preview to the right of your list.

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If you put your can you put your cursor on on the vertical line just to the left of your preview?

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Yes, cure all the way to the right i'm just curious if the if they' the laughter to the right i'm curious if the preview area could be widened and the column with the name of the file made

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smaller. if you go to your little your picture, and note the line to the left of your of your drawing, that's what we see.

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Yeah like right? there, where you're pointing out is there can you Is there a way to move that bigger? No, I can make the whole thing bigger?

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Maybe, but I can't know I can't do that you slide the list to the left to get rid of it like put.

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Maybe like That No, that's that's an improvement Don't you think folks how about double clicking, Can you? Does it, Camp?

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If you click a couple of times, and you're drawing does that make it bigger?

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Okay, i've done that and it's bigger on my screen Is it not bigger on yours?

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No, the double clicking. Jerry might make it more challenging for her to navigate each slide.

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Yeah. but do you have more than one screen? Because if you have more than one screen, you need to share the screen where the picture is on I do not have more than one screen?

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That I can use lessons. gosh we can't go together it's better.

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It was fine. but now it's cut off it's okay, so you can't read that it was fine.

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But now it's cut off would you please tell me what you are seeing right now. All right. i'm seeing a bunch of dates on the left.

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You're seeing the , mostly the times it's just about all that's showing greatly.

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And then on the right is the cartoon. Okay?

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So I have before my eyes the in large cartoon is there anybody here who's very technologically savvy, who can guide me through this?

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Otherwise we'll just work with little cartoons whatever you had before was, I think, what you wanted to show what you want like that here. it's back. Yes, Yeah, we don't need to see most of that though

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Carol. what we have all I really want you to I would go back. Yeah, that's true.

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We don't need all of it. Yeah, I would go back to what you were just doing, Patty, shifting it to the left.

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Yeah. Okay, I need to see that much of it , and I know that I can't make it big for you.

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Yeah, this is good. Okay, So we are coming back to

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The long talker. Okay. So some of the meetings i've been in we have long talkers.

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There are some people who tend to get bored, and there are some people who tend to get frustrated or impatient with that.

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So let me find where I am. okay. I sometimes thought that decisions get made in that sort of meeting just to get the meeting done.

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So i'm going back to sociocratic facilitation as we.

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It does come up for me, i'm sorry it doesn't for you but since we don't need it to come up for you anymore, because it won't anyway, i'm just gonna stay with that so sociocratic

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facilitation of meetings. Everybody have their turn to speak, and prevents people from talking off topic.

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High quality facilitation contributes to loving community by making meetings easy and even fun.

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When I know i'll get my turn to talk it's easy for me to listen.

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Can listen with an open heart i'm not competing to be heard. so it's easy for me to care about what others think, and how they feel.

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I know when it's my turn to talk they'll listen to me, too.

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So back to our recycling decision. The fourth person might say, I like what Lena said about just having the same person do both.

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We could try that for 3 months and see how the community feels about it.

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I think we should make the announcement. Ask people to give it a try for 3 months, and evaluate the decision.

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After that the fifth person might say, And this is the facilitator.

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I like that, and I hear that Phil thinks it's too much to ask.

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But I'm going to propose that we consent to it just for 3 months, because Paul suggested and evaluated the next meeting.

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Fill is that within your sphere of tolerance here's why the facilitator is asking Phil if it's within his sphere of tolerance.

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Each individual's preference is a pretty small sphere but in our sphere of tolerance is much larger.

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We can make a decision that's good enough for now. and safe enough to try, because we've set a time to evaluate the decision, and we'll be getting feedback from the community.

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Phil might say, Okay, knowing that if the recycling doesn't get out a few times, it won't be a big deal or film might object the usual sense of the word objections might look like this.

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We tend to think of people who are objecting as being disagreeable, or at least disagreeing.

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But in sociocracy, remember, an objection is based on serving the aim of the circle, a circle meeting.

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We're not there to serve our own preferences, and so objections are not about our preferences.

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We're there to make decisions that serve the aim of the circle in this case, to keep our community clean and tidy.

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So the person who makes an objection points out how the proposal might subvert or undermine the aim to keep the community clean and tidy.

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Phil says i'm going to object to this even for 3 months you know I've been designated to keep track to ensure the garbage.

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Can recycling goes out and it seems to be working because it's getting out.

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But i've been having to remind people and Sometimes people are complaining about having to do it at all.

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Few people seem to think that only members of this circle should be putting out the garbage and the recycling.

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My concern is that changing the task will make it an issue when it doesn't have to be that could lead to our garbage system falling apart, I think we should put something out to the community sharing the information about the change of day

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and asking them to change their opinions. I mean so I share their opinions.

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Before we commit to anything suggest. We put out a Google poll It's soon as we can, and at the top of the Google Pool we say that just until we get feedback from everyone we're asking those who are taking out the

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garbage to also do the recycling on the other day.

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That way, even if there's a bit of grumbling they know we're listening.

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The facilitator's response to this might be something like Ok.

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Let's have another quick reaction round to what Phil has said Now everyone agrees.

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So the proposal is adjusted, and we have a consent route.

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A formal consent round each person consents verbally but what you'll often see is the facilitator says, Do we have consent?

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And everyone gives a thumbs up. At this point the facilitator asks for someone to commit to getting the Google poll done a sociocratic meeting agenda.

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We have a list of action items, tasks that were consented to had a prior meeting.

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Oh, I wish you could see this one. My guess is that you cannot.

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I can. So what the agenda says is this is opening round, admin what admin stands for is attendance.

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The duration of the meeting, the the minutes of the last meeting, information which is actually announcements.

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But we like admin rather than add man and and is for next meeting.

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So we have the meeting, date and time set for the next meeting before we even begin our agenda. this right here that you cannot see.

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But I can is consent to agenda. It is important in sociocracy that people consent to the agenda that way.

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The meeting goes much more smoothly, and these are just items.

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And then here we have action items. Then we have a closing round.

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I'll come back to this in a few minutes beside Each task is the name of the person who agreed to it.

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This proves accountability and accountability helps me love community.

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When someone commits to doing a task, it either gets done or the not doing gets discussed.

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Communities that use sociocracy. We often also use nonviolent communication.

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So discussion of tasks that are not done does not look like this.

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I hope you can see this. This is a group of people pointing angrily and judging and criticizing.

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This does not happen in my community. judgment, criticism, and fault finding.

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Do not help me love living in community when I have not completed a task.

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My circle colleagues what support I need to get it done.

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One time I had to say I just couldn't do it regardless how much support I received.

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I had taken on a task, and I then learned I wasn't equipped to do it because it was reassigned to another circle member in another circle.

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I've had a task incomplete for several months. but it's low priority, and i've told my circle members.

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I've set it to a low priority and ask them if they needed higher priority to reassign it to another person.

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Another thing on the agenda of every sociocratic meeting is an opening round and closing round.

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I'm not going to show you the agenda again it's not seable.

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The opening round allows people to come together before the business of the meeting begins.

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Each person lets the group know anything significant that has happened in their lives, as well as how their feeling as they arrive in the meeting.

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Oh, it looks like it looks like i'm not completely sharing my screen!

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Oh, I am screen sharing. Yep: So we can see.

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Okay, Okay, So each person lets the group know anything significant that has happened in their lives as well as how they're feeling as they arrive in the meeting this way and others.

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The structure is sociocracy contributes to valuing relationships so contributes to a loving community.

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You may not be able to see this very clearly, but the person standing is not well.

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Nobody is looking at her. nobody is noticing if I can make this bigger.

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Oh, somebody had that brilliant idea earlier, and I cannot make it bigger.

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So in non-socialcratic meetings i've sometimes become aware.

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During the meeting someone's feeling unwell or they're in some way unhappy or bursting with news. but the business of the meeting often seems to be more important than the state of the participants.

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My world people tend to matter more than tasks, so opening and closing rounds the helps me love living in community with any round.

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The facilitator starts by announcing the round and the sequence that might sound like let's do an opening round moving clockwise from Phil, and you might hear things like i've had a nice day lots of exercise walking in the

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sun i'm ready for the meeting i'm glad to see you well, or I have a headache.

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I may need to duck out. Usually opening round. comments are pretty short unless something big has happened.

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Closing rounds can contribute to loving community in a different way.

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We want to hear how everyone in the community is doing at the end of the meeting, and we also want to hear what went well and what could be improved.

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The meeting that included the recycling question. Someone might say, I feel good, and I like the decision we made.

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Thank you for facilitating. I appreciated that. you kept us on track, nothing to improve.

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Notice the nothing to improve what we want to do in feedback sessions.

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At the end both comment on what went well and what could be improved.

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You might also hear. Yes, I appreciate your keeping us focused.

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I might like an interruption sooner when people go off track.

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And someone might say, Yeah, good meeting. Sorry. I went off track about that coffee shop this way.

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The facilitator receives gentle ongoing feedback about how people feel about the facilitation of the meetings.

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The feedback all points in one direction. that's really useful information. for example, if everyone in the meeting says they wish to facilitator had interrupted sooner, that's like a request for change.

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Nobody says that. then the interruption was well timed.

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Notice that the person who got into interrupted notes they're off track talking in this way, the whole group participates in taking responsibility to the meeting, running well, not leaving all responsibility on the shoulders of the facilitator Now, this

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will be challenging because i'm going to show you something that has a lot in it.

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So I will use my arrow to point to what I can point to, and hope you can see it as well as you can.

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Beyond consent and meetings is the structure of associocratic organization.

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The circle that keeps the community clean and tidy is part of the community, which also has other tasks, are handled by other circles.

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This is a full circle, and I wish I could make it bigger.

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The largest circle is the whole community. In the center.

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You see the coordinating circle. their task is to coordinate all the policies and operations of the community.

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They make very few decisions in my own community. The decision that is usually made by the coordinating circle is which circle should handle this question or this issue or this task.

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Think of the coordinating circle as the parent to the 4 circles it's attached to admin building and grounds community living, and this is the mission circle.

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Each of these 4, his parent to their own smaller circles.

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So here is to clean and tidy circle. Every circle is double linked.

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You can, might be able to see these double links to its parent and child circle, which may be called upper and lower, or anything that denotes the relationships among the circles.

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The term can be a bit misleading upper or parent circles don't really have that kind of hierarchical power.

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I'll give an example of that in a few minutes if you look at building and grounds.

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You can see there are 2 links to coordinating circle, and 2 links to each of garden magnets, and clean and tidy the arrow from the parent circle to the child circle.

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Represent a person from the parent circle who's a member of both circles.

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This task is to bring the vision from the parent circle into the child's circle.

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This person is the leader of the child circle. The leader is not the same as the facilitator, although sometimes one person does both tasks.

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The leader carries information and guidance from the parent circle to the child circle.

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So the leader of the clean and tidy circle pretends both clean and tidy meetings and building and grounds meetings.

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The delegate, also a member of both circles, carries information in the other direction, letting the parents circle know what the child circle is doing.

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So there are 2 people from every circle that attend both the parent and child circles.

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This is a way of keeping information flow clear, comprehensive.

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I, as delegate, forget to include something or get information modeled.

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The leader is also present to clarify. The double linking helps me love living in community because it strengthens trust.

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When someone is reporting from an upper or lower circle, I feel I can rely on the information.

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It also helps create a loving community, because information flow is open and reliable.

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Few minutes ago, I said, i'd get to how parent circles upper circles don't really have hierarchical power over child circles, although the leader carries the vision from the parent circle.

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The child circle makes its own policy and operational decisions here's an example from my own community.

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I'm in the community supports circle which is up here it's parent circle is community living here's membership.

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When a person left our community, our parents circle asked us to do some follow-up with the person who had left while doing a few reaction rounds in the Community support circle.

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About this it became apparent that we had no idea whether there had been any conflict or any issue of any sort.

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We didn't know why the person had left so we kicked it back up to Clc.

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Community living circle with the suggestion, that membership circle in initiate the follow-up, and if it turned out to involve conflict or some kind of issue, we'd follow up to function well sociocracy relies on

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feedback this way. Sociocracy is like a chair and the person sitting on a chair.

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I think this one's clear, the chair is made of solid stuff, and the joints are all secure.

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Sitting in the chair feels good. but if the seat is sinking where the joints are loose, the way, we notice that is, through our bodies giving us a sense of insecure seatedness, that's feedback in the same

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way. If a facilitator doesn't intervene in meandering chat, or if a note taker takes vague notes, or if you don't consent to the agenda and have double lakes

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well-defined aims for your circles.

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The sociocratic process doesn't work well just like a chair.

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All the parts need to be working well. Here are parts of a chair that needs to be built.

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A chair is not going to function well unless all of its parts are working together.

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The seat without the legs won't work well neither will the rungs of the back work well without their support.

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It will take some effort to build a chair when it's built.

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Well, you can rest easy in it. My own community learns sociocracy by taking the online Elc training.

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Had sociocracy for all elc means empowered learning circles, since there are so many parts to learn, and a few things are opposite to what we've been practicing for so many years.

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These trainings help a lot. We require sociography training as part of our orientation process.

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We research completed Elc. training for a new group of explorers, and I asked them to share with you what delights them about sociology?

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The Elc training is done in 4 meetings 2 h each, and this was the end of the last meeting.

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I'm hoping you can see this video did it come up all black.

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Not yet it's all black but is it big or is it it's he bitsy it's it's the same size as the cartoons. Well, you'll be able to hear it Anyway, so having just completed

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the last Elst class. Please tell me something that Delights you about sociocracy.

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We'll start with jennifer and go to Phil and America we I don't see anything.

00:35:04.000 --> 00:35:09.000

Wow! I think the key thing that's really struck me through our training.

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Okay, I heard someone say, I don't see anything I just see a black black box.

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There's no video, Neil, What can you see a black box, but I was focusing on listening without meeting.

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So if you distract me i'm gonna have to ask everybody to focus on listening when I ran this through for someone else. last night it seemed to work very well, and i'm sorry that it's not working as well, right now

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but the words here are the key thing and i'll start over so it's fine in the last el C class.

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Please tell me something that delights you about sociocracy We'll start with Jennifer and go to Phil and Paracom.

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Hi! thanks, Petty. I think the key thing that's really struck me through our training, and with the design of sociocracy rounds is that every every person really does have a voice so often people who are less that's pushy I I have more of a

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fishy one. So my voice is usually heard but it worry about people who aren't as forwards, teaching their comments.

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This is a way for every equal opportunity to make those comments ask for those questions.

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And thank you. Jennifer. Phil. America and Chris Buckhart.

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Yeah, I think the the idea of consent really delights me That's It's right that everyone's voice can be heard.

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But then everybody's voice is included so you're not overruling anyone.

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It's not like we just have to get a majority we get this thing through.

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Actually have to change your decision in order to make it acceptable to everyone.

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So I think that is one of the most amazing things are you competing on?

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Thank you and and Chris what I like like me most vote clarity.

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You know things, we problems and the routine and the minimum used to the effective use.

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I, Chris, and then I know, like quite a few that really delighted me is the same Move not more consensus robbery down proposal. and I guess that you know wonderful people who work.

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For, and then still learning the process, then to get there and planning a quick conflicts.

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So theocracy is one. Thank you, Chris.

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Anna, I I really appreciate and value philosophical kind of mechanism, democracy.

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It's still on and that it allows for you know a community of people to come together where there is a idea that everybody's voice matters, and you know that seems to be such an important and timely system and it's so

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different than what we're seeing in the world right now. so in contrast, it makes it feel even more

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It takes a lot of time to do this, and and you know it takes a lot of focus and attention and willingness.

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And yet, you know, I can see how it can for an opportunity for us to come together.

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So much more are I guess. authentic again. hopeful ways of being in community.

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Thank you, Anna. all very much. part of what I love about living.

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Socioeconomically in community. the power is decentralized.

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It resides in the circles. A circle that has responsibility for maintenance also has the power to set policies for maintenance consent.

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We don't make decisions based on personal preference but on how well a proposal serves the purpose of a circle within a sphere of what's tolerable for everyone in the circle consent includes setting

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a time limit, whether it's consent to a policy or who's going to be facilitator rounds because every voice matters in serving the purpose of the circle rather than each voice serving a personal agenda the egos tend

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to stay away from the Circle meeting. transparency, double linking contributes to transparency, and all policies are open to all members.

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Since I love transparency it's that helps me love community, constant improvement.

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Any community is a work in progress. Policies sometimes need to be updated.

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We develop and evolve, and so do our communities. Sociocracy is designed for work in progress.

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When any decision is made whether it's a policy or a selection of a leader, or how to do a task, it's made with a date set for evaluation, everything has a term everything is evaluated can

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this process provides constant improvement. good enough for now enough to try when we're consenting to a proposal whether it's about tasks or policy.

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We don't waste time getting every word and semicolon perfect.

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We do the best we can in the moment set a date for evaluation, and see how it works.

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If it affects the whole community. we ask for feedback before we create the proposal or the policy, or decide how to do task.

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Arguing about semicolons makes me want to tear my hair out.

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But good enough for now safe enough to try makes me love community and i'm open for questions, and I wanted to give you the website where the empowered learning circles are available.

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So I'm going to stop sharing screen and I think we have 10 or 15 min for questions.

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Have I stopped sharing. You have stop sharing? Yes, thank you for all the sharing you did.

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And yes, we do have. Yeah, we have 10 min a good, solid 10 min.

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Questions, comments, Anything you have for patty carol I see your hand up.

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So i'm gonna help you navigate this process Okay, Patty, Thank you.

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Yes, I appreciate all the help I can get. So, Carol, go ahead.

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You need to unmute yourself. And then, Sarah, you can go next and followed by Susan.

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Yeah, it was a group of us said a number of years ago, studied sociocracy.

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We had some speakers come here and sociocracy.

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We were very much in favor of it. they were you know it's hard to say how many people but there were enough people in the community who were very down on the idea of sociocracy.

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There has been this feeling ever since that we can't even reintroduce it.

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It's probably been about 7 6 7 8 years since we tried, and this presentation was wonderful.

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Maybe if we had had a simple presentation like this, it was straightforward.

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It was clear, very clear, much clearer than anything that we presented, and maybe that's the problem.

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But I can't even get the people who were in favor of it to risk going to the community again with a proposal.

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Any suggestions. Wow! what a problem! we had! A few people in our community who were opposed to it.

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But the overwhelming majority we're in favor, and so we trumped them, so to speak.

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But I understand the problem with going back again when there's been such opposition to it.

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I think when I would want to do if I were in your community and wanted sociology is, i'd probably get a consultation with with sociocracy, for all they do consultations.

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That's what I would do. Yeah, I mean the problem really is that we had people before come from outside.

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And Yeah. Sorry to interrupt you carol I'm not suggesting you get somebody to come.

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I'm suggesting that those who are really committed to sociology get on zoom with Jerry Ortad from sociocracy for all, and have a chat with them, or Yeah, I that's the best

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I can I can say Jeff, and jerry's right here, Jerry, do you have a suggestion for Carol?

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Does anything come to mind? Yeah, Well, having worked with your community and knowing he issues, I, you know it's got hard hard path ahead.

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This is somebody. somebody earlier today said it's so easy to adopt sociography from the beginning, and so hard to change an existing community to sociocracy because you've already got your patterns in place and people are attached and

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so on. But what Patty was just saying is that I think the best thing to do is get the small group or a smaller group of people who are really interested to to learn more and learn it well, and then model it within you don't have to call

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it sociocracy just model good good systems you know let's do rounds.

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Let's let's have a clear agenda Let's let's have a consent to the agenda.

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You can do all the parts of sociography without calling it that because a lot socioeconomic is just a collection of things that make sense to support.

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You know egalitarian governance, so do the do.

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Whatever laws of the collection you can pull off without calling it sociocracy.

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We we have sort of done by Well, I don't know people want to get into that.

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But that's good, Jerry the we have gotten into circles and subgroups.

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We managed to do that. But if we could run the meetings this way, maybe maybe talk with the facilitators about starting out with around.

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That's an idea, because the facilities were in favor airline.

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Sorry to interrupt you, but I see we have 2 more people who want to ask questions.

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So i'm going to suggest that you come to the room that will be open for sociography in the open discussion, and i'm guessing that Mary will be there.

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And I Sarah did you have a question yeah so the community that i'm part of does a lot of what you've described.

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I don't think we would say that we're using sociocracy.

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I don't know what we would say but the question I have around is, and we're a smaller community where 18 units.

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So we're not massive, Are there ever any any decisions that are made by the whole group, or is everything made in smaller circles.

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We have had very few decisions made by the whole group since we adopted sociography.

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I think the only one we have had made was the adoption of our new governance document.

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That was done by the whole community. However, it was a helping circle who wrote the document, and the helping circle was composed of people, 2 people from sociology to be the sociocracy implementation circle and 2 people from our governance.

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Circle. they were separate circles. So it was actually written by a small circle.

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Then it was posted to the whole community. It was like something like 28 pages long and very dry, and we invited comments, and then we passed it in a meeting.

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So if you send out something long and dry, the only people who are going to read it carefully, or likely to be, we are very interested in it.

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So we had very few comments. Esther Okay, so my question is what if?

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And I don't know if this never happens in a sociocracy.

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But what if there is a power graph by someone for an issue that maybe their agenda is not so loving?

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That I can't imagine how that could happen I wouldn't consent to that agenda.

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I. Can you tell me how it happens? Well, this this gets very, very complicated.

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But oh, yes, sir, thank you for that. warning because we have very little time.

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I'm going to ask you to take it to the open discussion.

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The sociocracy room in the open discussion. Okay, sounds really interesting.

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I want to hear about it, Kathleen, you have a question.

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Does your community have a mission circle patty yeah because in our community?

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We don't have a mission circle and there's sort of a sense that the little circle everybody is in charge of certain decision decisions like values or long-term planning.

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So does your emission circle establish those kind of more philosophical or larger parameters?

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Yes, they do, and so far there hasn't been any disagreement with them.

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If there were disagreement, then the socioeconomic process we've adopted would be that whoever disagrees would go to that mission circle and be able to talk for 15 min at the beginning of a meeting any more

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questions a couple actually real quick, Patty, on behalf of folks in the chat window, and I missed them earlier.

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Sorry, Esther and Judith, but yeah I mean We've got 3, 4, 5 min, and must one use Nvc.

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Ester asks there aren't any there aren't very many musts and sociocracy and I would say no.

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Our community members of our community take Nvc. training on a voluntary basis.

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Elc is not voluntary. We require it as part of our orientation.

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We, but the Nvc. is voluntary, and using it is also voluntary, even if you've been trained, and we do rely very much on feedback.

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So if you're not happy with somebody, how somebody is communicating, then we, and as a member of the community support circle, we invite you to speak directly to that person, you had you said, you had a couple of questions.

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Neil. Yeah, I hear your all-time favorite. Judith wants to know.

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How do you get everyone to participate? Some people have very low participation.

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We do require as part of living Well, we're not living in community as part of being a member of our community.

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We do require participation in a circle and we haven't had anybody not do that yet.

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We've been a community for 3 years we don't have a building yet, but we are a community, and I guess I don't know.

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Maybe we're just a very compliant community actually that has not been true, as I think about it.

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But we do require participation in a circle. I can just add, from my experience, you know, Pioneer Valley Co Housing community known that everybody is in a circle.

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Everybody. Everybody works, you know, because we've got an agreement you know you cook meals, do dishes no launch, or whatever it is.

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You do the work, but you don't have to be in a circle.

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Thank you, Jerry No more questions. we're done thank you everybody thank you for tolerating my mysterious technological problem.

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I will take it to the technological people in my community and they will probably be mystified.

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That's what usually happens with my problems. i'll happily contribute to supporting you around tech things.

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If you want penny. Thank you, Neil. thanks, Patty.

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Thanks, everyone. we're. ending our session now, and just reminding you that right 5 min from now we're kind of doing a closing circle.

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In the ballroom just sharing tankaways and letting likely Karin and Trish send us off for the day, and we also have, as has been mentioned several times here, open discussion where they'll there's a room

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dedicated to sociocracy, where our friends, Patty and Jerry, will be waiting to hear to see you.

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So, anyway. Thanks again. And see you in the ballroom. Hi!

Chat & Links

03:09:41 Rm2 Host (Neil): Thank you all for staying on mute ❤️

03:14:40 judith lienhard, cascadia commons portland: We only see a small picture, please share the large one

03:15:40 Kathleen Walsh: If you minimize your gallery view and move it to the side, the small image is not blocked and the visual is adequate.

03:16:37 Marjerie she/her: I see a folder and a small picture to the right.

03:17:39 Kathleen Walsh: That is what everyone is seeing...I don't think Pati will read our messages and address this situation...her words are what is really informing us.

03:21:18 Kathleen Walsh: It's all good, Pati...

03:21:32 Ann Lehman: Don't you just double click on file?

03:21:43 Rm2 Host (Neil): Thanks Jerry, Anne and Carol!

03:31:18 Esther Erman: Must one use NVC? (ugh)

03:45:46 Kathleen Walsh: please, everyone mute themselves so we can hear the dialogue...thanks so much.

03:46:04 judith lienhard, cascadia commons portland: How do you get everyone to participate?

03:51:01 Rm2 Host (Neil): <https://www.sociocracyforall.org/>

03:51:20 Kirsten Prairie Sky (She/Her): Thank you!

03:51:21 Christie's iPad: Best presentation I've ever heard! Thank you.

03:52:33 Susan (she/her) Fair Oaks Ecohousing: Great presentation!

03:52:54 Debi Pais: Great presentation! If you can share your notes from the last part of the presentation that gave why you like sociocracy, that would be very helpful. We are looking at sociocracy in our community.

03:53:39 Jerry Koch-Gonzalez: If you want to talk more about sociocracy, there will be a room open during the Open Discussion.

04:00:22 Evelyn LaTorre: What does NVC stand for?

04:00:38 kate: Non Voilent Communication

04:00:49 Evelyn LaTorre: Thanks.

04:01:49 Jennie Lindberg: Thanks very much! Very helpful!

04:01:56 kristinamuten: Thank you Pati!