

COLLECTIVE IMPACT CORE

6/7/2023

COMMON AGENDA

To become a more trauma-informed and resilient community where:

Everyone has what they need to be well.

Everyone understands trauma and its impact.

Everyone has what they need to support themselves and each other.



Take Attendance

Do we have a quorum for today's meeting?

50% + 1 of total membership (9) AND at least one representative from each work group. For this process, the backbone will function as a work group.

Cradle to Career	Tim Kelly		Kelly McNicol				
Lenawee Essential Needs Council	Linda Needham / Lisa Millyard		De'Angelo Boone		Laura Schultz-Pipis		Vickie Pfeifer
Lenawee Financial Stability Coalition	Clint Brugger		Ashley Vandenbusche		Angie Shepherd		
Lenawee Health Network	Frank Nagle						
OneLenawee	Chris Miller		Bronna Kahle				
Backbone	Kathryn Szewczuk		Jackie Bradley		Madeline DeMarco		

DECISION

Informal Consensus

State the proposal. Check for objections. If no objections, the proposal is approved as presented. If there are objections, open discussion to revise the proposal. Repeat as needed.



Proposal: Approve 6/7/2023 Agenda, 5/3/2023 Minutes, 4/5/2023 Minutes, & 3/1/2023 Minutes as written

Objections?

Yes

No

Discussion (if needed):

Result:

Approved, as written

Approved, as revised

Not approved

DECISION

Formal Consensus

*State the proposal. Take a position poll. If everyone Agrees, move forward with the proposal.
If there are any other positions, open discussion to revise the proposal. Repeat as needed.*



Proposal: Approve the Core Membership Agreement & Shared Understandings, as written.

Position Poll #1

State the proposal. Take a position poll. If everyone Agrees, move forward with the proposal. If there are any other positions, open discussion to revise the proposal. Repeat as needed.

Agree	Reservations	Stand Aside	Block
"I support the proposal and will help implement it."	"I have some concerns with the proposal, but will help implement it, if that's what the group decides."	"I will not participate in implementing this proposal."	"I fundamentally disagree with the proposal and the group cannot move forward."



Proposal:

Discussion

State the proposal. Take a position poll. If everyone Agrees, move forward with the proposal. If there are any other positions, open discussion to revise the proposal. Repeat as needed.



Proposal:

Position Poll #2

State the proposal. Take a position poll. If everyone Agrees, move forward with the proposal. If there are any other positions, open discussion to revise the proposal. Repeat as needed.

Agree	Reservations	Stand Aside	Block
"I support the proposal and will help implement it."	"I have some concerns with the proposal, but will help implement it, if that's what the group decides."	"I will not participate in implementing this proposal."	"I fundamentally disagree with the proposal and the group cannot move forward."

VALUES CHECK-IN

Attendance & Participation



What are our values? How do we practice those values?

Community

We gather in a shared space and strive towards fellowship.

- Engage residents from across the community at all levels
- Make mission-driven decisions
- Create opportunities to build connections and relationships within the meeting
- Pair all strategies with education about why they're important
- Build in feedback opportunities from both Core members and people outside the Core
- Share the work with people outside the Core



What are our values? How do we practice those values?

Collective Enoughness

When we share power and work together, we have everything we need.

- Do not duplicate efforts
- Share resources (time, people, funding, materials, knowledge, etc.)
- Have membership from many organizations and communities
- Trust in partnership and accountability
- Use asset-based framing
- Take the time necessary to build and nurture relationships
- Share ownership of initiatives and programs
- Engage in open communication regarding both needs and strengths / resources



What are our values? How do we practice those values?

Diversity, Equity, and Inclusion

We reflect the community we serve, in all its complexities, and every member has what they need to participate in this work.

- Expect that all of our work groups adopt this value and engage in practices that reflect it
- Recruit members who reflect our community
- Know and talk about what identities are represented
- Actively create policies and practices that support people in this work
- Acknowledge intentional and unintentional harms created by previous policies and practices
- Educate ourselves about other identities, best practices, etc.
- Create a welcoming environment for everyone
- Name and actively work to address power dynamics
- Use consensus decision making
- Use inclusive language (pronouns, etc.)
- Share power and meeting space (not talking over each other, etc.)
- Disaggregate data and design interventions that address inequalities



What are our values? How do we practice those values?

Constant Learning

There is always more to learn; we will seek it out and change our behavior.

- Stay up to date on the literature
- Share training opportunities with one another
- Evaluate our outcomes
- Assess our ongoing need for new skills and knowledge
- Create an expectation of experimentation and failure
- Seeking out opportunities for growth
- Share what we learn with our work groups and the community



What are our values? How do we practice those values?

Transparency & Accountability

We share information openly and honestly. We take ownership over our actions and their impacts on each other, the common agenda, and the community.

- Do what you say you're going to do
- Address and support people through completing tasks
- Make sure people have what they need to be successful
- Request and accept support to fulfill expectations
- Follow our values and acknowledge when we stray
- Explicitly state harm caused when expectations aren't met
- Limit distractions during meetings
- Be transparent about what work has – and has not – been completed
- Be willing to ask and answer questions
- Use a variety of facilitation strategies to engage members at different levels
- Publish information somewhere that's publically accessible
- Use a quorum when making decisions



Why are we having this conversation?

Our standard for quorum is 50% + 1 of members in attendance and all workgroups represented.

We only make decisions with a quorum.

We expect members to attend 75% of scheduled meetings in a calendar year.

We last had a quorum in March.

Our final governance documents were ready for decision-making in April.

We introduced our new meeting agenda in May, but postponed launch due to 1/3 of Work Group Representative attendance.

We have Work Group Representatives who will not be able to achieve our expectation of 75% meeting attendance.

As a group, we have not been in alignment with our values and we can re-align at any time.



What do we need to know before we have this conversation?

As far as our brains are concerned:

Threats to our Values
Threats to our Identity
Threats to our Physical Well-Being

=

Threats

And our brains respond to threats in predictable ways.

Fight

Flight

Freeze

Annihilate



What do we need to know?

So...

the more closely your personal values align with our group values, the more challenging this conversation will probably be, and

the more closely your personal identity aligns with our group identity, the more challenging this conversation will probably be.



What do we need to know?

Help Now Strategies

<p><u>Walk</u> Feel the sensations in your body as it moves. Feel your feet pressing into the ground.</p>	<p><u>Count backwards</u> Count backwards from 20 while walking around.</p>	<p><u>Drink a beverage</u> Feel the sensations in your mouth, throat, and stomach.</p>
<p><u>Feel the temperature</u> Notice the temperatures on different parts of your body.</p>	<p><u>Listen for sounds</u> Name all the sounds you can hear around you.</p>	<p><u>Push against a wall</u> Focus on the sensations of your muscles pushing.</p>
<p><u>Look for colors or shapes</u> Name 6 or more colors or shapes that you can see.</p>	<p><u>Notice</u> Look at everything around you and name the objects which catch your attention.</p>	<p><u>Touch objects</u> Describe the different textures and sensations</p>



What is your understanding of the current situation? What is its impact on you?



What would a good outcome to the current situation be like?

1 – 2 – 4 – All

1 minute on your own

2 minutes in pairs (breakout room)

- Share your answers

4 minutes in groups of four (breakout room)

- What can we agree on?
- If there's anything we can't agree on – Are we willing to let it go?

All



What would a good outcome to the current situation be like?

What can we agree on?

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What would a good outcome to the current situation be like?

What can we *not* agree on and are *not* willing to let go?



What would people need to know/feel/believe to reach that good outcome?

Outcome

Conditions

--	--



What actions help people know/feel/believe those things?

Conditions

Actions

--	--



What would we need to take those actions?

Actions

Needs

--	--



Who has those things?

Needs

People who can help

--	--



What are our next steps?

What do we need to do?

Who will do it?

By when?

ACTION PLANNING

Step 1: Complete an assessment to determine work groups' current states
re: being Trauma Informed



Complete an assessment to determine work groups' current states re: being Trauma-Informed

What happened since our last meeting?

- We will try again (common sense approach a la Hunger Free Lenawee)
 - set aside time in meeting to complete temperature check
 - send out link afterwards for people who weren't present
- Share the results with the work group members & ask them for their thoughts on next steps & set aside time to do it again
 - We will talk about it here in June



Temperature Check Responses

	# of Responses		
	(Jan-Mar)	(Apr – Jun)	Total
Cradle to Career	0	0	0
Hunger Free Lenawee	17	0	17
Transportation Task Force	0	0	0
Continuum of Care	7	0	7
Lenawee Financial Stability Coalition	3	0	3
Lenawee Health Network	6	5	11
OneLenawee	5	0	5
Total	38	5	43

Hunger Free Lenawee (17 responses)

Trauma Aware

Recognition & Awareness	
1	At least one work group member understands the need for TIC and is a champion
1	A group of members understand the need for TIC and are champions
0	A majority of members understand and can speak about the needs for TIC
0.18	Work group uses data to validate the need for TIC

Trauma Sensitive

Foundational Knowledge		Work Group Readiness		Process & Infrastructure	
1	A few work group members have attended foundational training about TIC	0.65	Work group has stable funding and a low level of chaos	0	A dedicated group within the work group is identified as TIC change agents
0	Most members have attended foundational training about TIC	0.59	Work group leadership is committed to TIC	0	TIC change agents include people with lived experience in the work group's priority area
0	Most members have knowledge about TIC	0.71	A majority of work group members are committed to TIC	0	A process of communication and info sharing is established
0.24	TIC knowledge is exchanged among members as part of the work group culture	0.24	Resources are directed to TIC efforts	0	TIC change agents are able to infuse TIC knowledge to other members
0.47	A group of members can apply TIC knowledge and skills	0.29	TIC is a work group priority	0	TIC change agents are empowered to call into question non-trauma informed policy and practice, including power structures
		0.53	Work group leaders model TIC		
		0.47	Work group leaders embody TIC		

Trauma Responsive

Gather Information		Prioritize & Create Plan	
0	TIC Change Agents use a process for gathering info about TIC opportunities	0	TIC change agents have developed a method to prioritize TIC opportunities
0	TIC Change Agents have reviewed policies, practices, and environment with a trauma lens	0	TIC change agents have created a work plan
0.41	The work group has a process for input and feedback from members and people impacted	0	TIC change agents monitor the work plan and use it to feed implementation efforts
0.06	The work group uses other data to identify opportunities for TIC		

Trauma Informed

Implement & Monitor		Adopt Policy & Practice	
0.47	A change to policy, practice, or environment has been initiated	0.12	A change to policy, practice, or environment has been adopted
0.12	The change is reviewed and monitored	0.12	A change to policy, practice, or environment has been institutionalized
0.12	Most changes to policy, practice, or environment have been initiated	0.12	Most changes to policy, practice, or environment have been institutionalized

Lenawee Health Network (11 responses)

Trauma Aware

Recognition & Awareness	
1	At least one work group member understands the need for TIC and is a champion
1	A group of members understand the need for TIC and are champions
0	A majority of members understand and can speak about the needs for TIC
0.64	Work group uses data to validate the need for TIC

Trauma Sensitive

Foundational Knowledge		Work Group Readiness		Process & Infrastructure	
1	A few work group members have attended foundational training about TIC	0.45	Work group has stable funding and a low level of chaos	0.36	A dedicated group within the work group is identified as TIC change agents
1	Most members have attended foundational training about TIC	0.91	Work group leadership is committed to TIC	0.09	TIC change agents include people with lived experience in the work group's priority area
0	Most members have knowledge about TIC	0.91	A majority of work group members are committed to TIC	0.36	A process of communication and info sharing is established
0.91	TIC knowledge is exchanged among members as part of the work group culture	0.45	Resources are directed to TIC efforts	0.36	TIC change agents are able to infuse TIC knowledge to other members
0.73	A group of members can apply TIC knowledge and skills	0.91	TIC is a work group priority	0.09	TIC change agents are empowered to call into question non-trauma informed policy and practice, including power structures
		0.73	Work group leaders model TIC		
		0.64	Work group leaders embody TIC		

Trauma Responsive

Gather Information		Prioritize & Create Plan	
0.36	TIC Change Agents use a process for gathering info about TIC opportunities	0.18	TIC change agents have developed a method to prioritize TIC opportunities
0.18	TIC Change Agents have reviewed policies, practices, and environment with a trauma lens	0.09	TIC change agents have created a work plan
0.82	The work group has a process for input and feedback from members and people impacted	0.09	TIC change agents monitor the work plan and use it to feed implementation efforts
0.64	The work group uses other data to identify opportunities for TIC		

Trauma Informed

Implement & Monitor		Adopt Policy & Practice	
0.64	A change to policy, practice, or environment has been initiated	0.36	A change to policy, practice, or environment has been adopted
0.36	The change is reviewed and monitored	0.27	A change to policy, practice, or environment has been institutionalized
0.45	Most changes to policy, practice, or environment have been initiated	0.27	Most changes to policy, practice, or environment have been institutionalized



**Complete an assessment to determine work groups' current states re:
being Trauma-Informed**

What did we learn?

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**Complete an assessment to determine work groups' current states re:
being Trauma-Informed**

What needs to happen next?

ONGOING STRATEGIES



Address the Common Agenda in all Work Groups

What happened since our last meeting?

- Everyone will present the continue to present the Principles of Trauma-Informed Care at their upcoming work group meetings



Address the Common Agenda in all Work Groups

What have we learned?

	C2C	LENC			LFSC	LHN	OL
		CoC	Hunger	Transp.			
Safety		X	X	X	X	X	X
Trust & Transparency		X	X	X	X	X	X
Peer Support & Mutual Self-Help		X	X		X	X	X
Collaboration & Mutuality			X		X	X	X
Empowerment, Voice, & Choice					X	X	
Cultural, Historical, & Gender Issues						X	



Address the Common Agenda in all Work Groups

Successes

LHN

- someone who is not Core member said “wow! good conversation”
- Frank received an email from LHN member linking topic to content of meeting
- group warmed up after the first one; great engagement!
- snowball effect; generating great engagement
- some members are getting together to talk about ACEs training & access

CoC

- safety came up in discussion naturally, very powerful – discussion provoked action

OneLenawee

- great conversation, resulted in action within meeting

LFSC

- someone who isn't a member of the Core brought up the importance of trauma-informed practices in relation to financial empowerment seminars

Hunger Free Lenawee

- Presented first principle, got lots of great examples (from ~9 of 13 people)
- A member asked for some more practical examples of how to implement the principles
- Members are talking about how to implement the principles into their work outside of the group



Address the Common Agenda in all Work Groups

Lessons Learned

- Asked leadership to prep examples in advance to get conversation going
- Asked members to be specific re: examples in their sphere
- Extra support available from Jackie & Madeline
- Working with work group reps to figure out who will present
- How to keep momentum up?
 - integrate trauma into each goal
 - how do our goals reflect the principles of trauma-informed care?
 - how can we use this knowledge in the work that's already happening?
- Everything is connected!



Address the Common Agenda in all Work Groups

What needs to happen next?

- Everyone will continue to present the Principles of Trauma-Informed Care at their upcoming work group meetings



Develop a Collaborative Governance Agreement

What happened since our last meeting?

- We will decide on the recommended governance documents
- Jackie and Madeline will re-design our meeting agendas to keep the agreements front-and-center



Develop a Collaborative Governance Agreement

What have we learned?



Develop a Collaborative Governance Agreement

What needs to happen next?

EMERGING ISSUES



Quarterly In-Person Meetings

What happened since our last meeting?

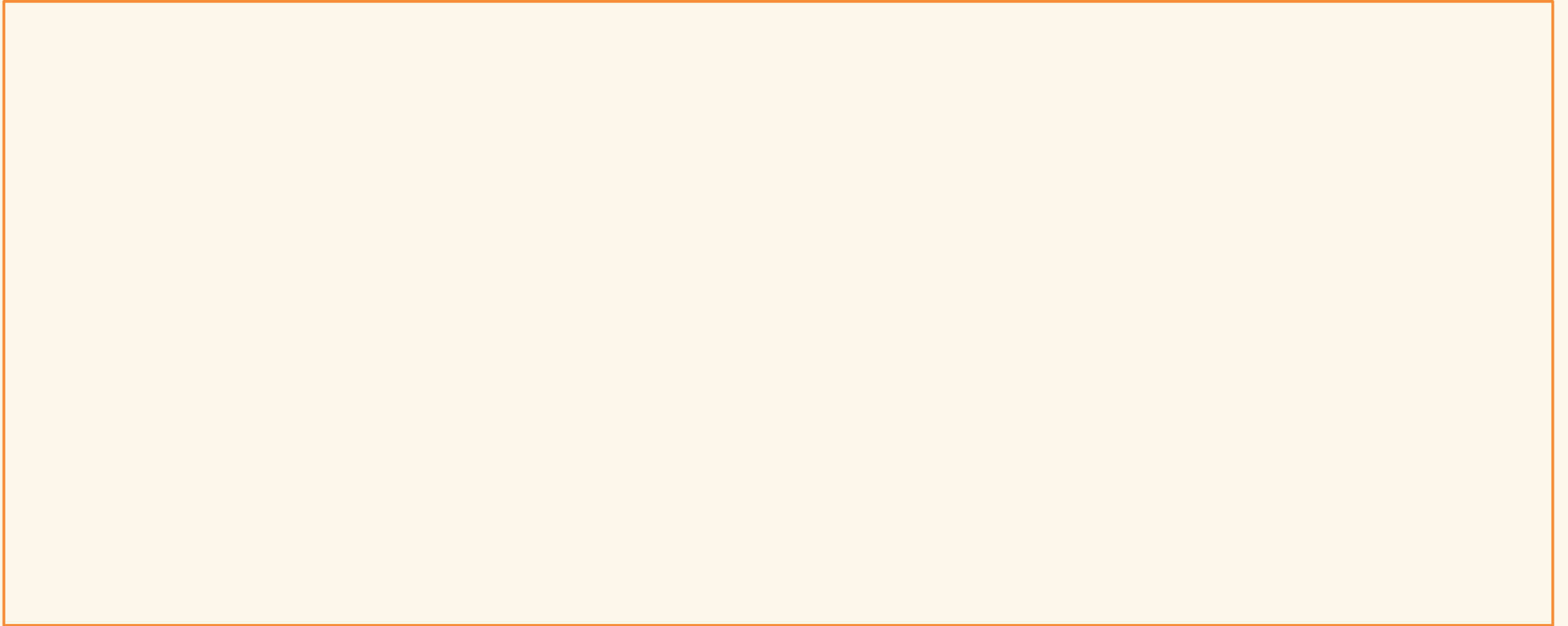
- We met in-person in May

What have we learned?

What needs to happen next?



Riverview Terrace





Core Website

Website: www.LenaweeCollectiveImpact.org

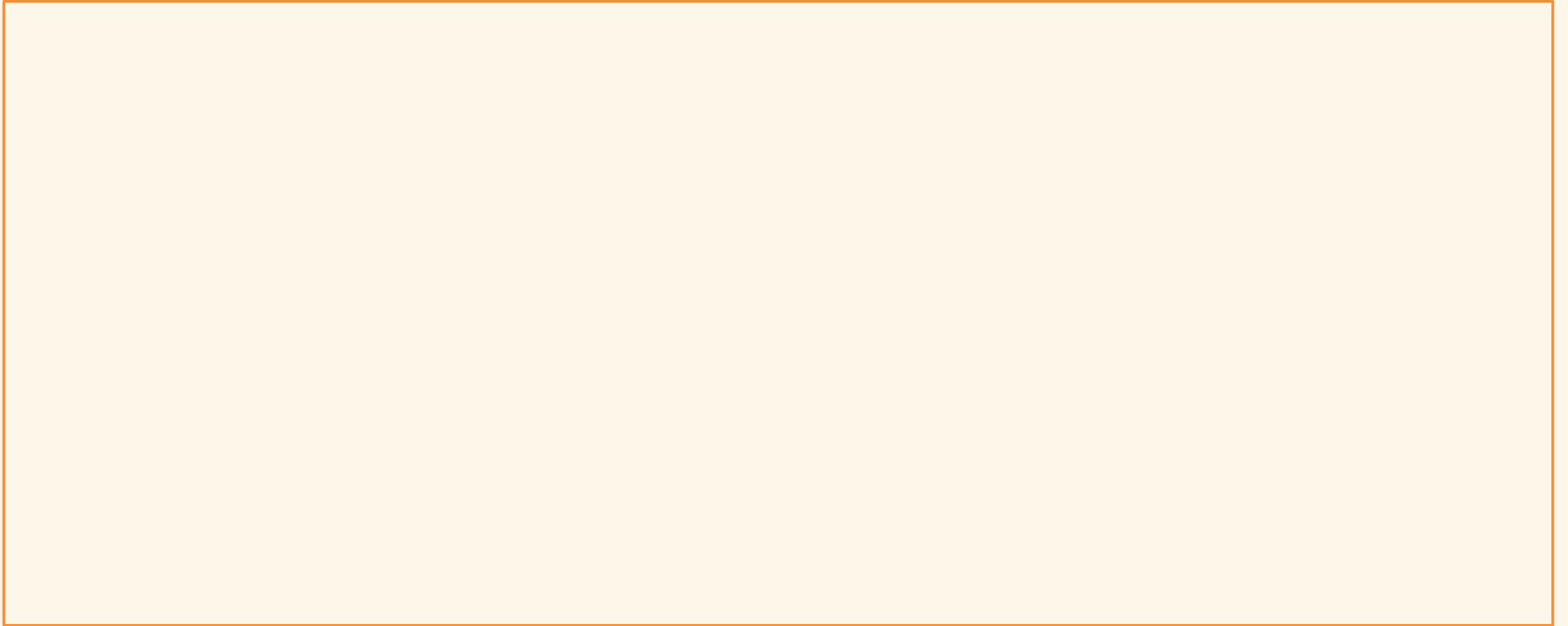
Email Address: LenaweeCollectiveImpact@gmail.com

What's happened since our last meeting?

What have we learned?



Other emerging issues



NEW MEETING AGENDA



How did we create the new meeting agenda?



What will our meeting look like?

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What do we need to be ready to participate in our next meeting?

MEETING CHECK-OUT



What action will be taken before our next meeting? By who?



What needs to be added to next month's agenda? Any new activities we should consider?

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What feedback do you have about today's meeting?

NEXT MEETING

????? from 10:00 – 11:30 am



Proposal:

Position Poll #1

State the proposal. Take a position poll. If everyone Agrees, move forward with the proposal. If there are any other positions, open discussion to revise the proposal. Repeat as needed.

Agree	Reservations	Stand Aside	Block
"I support the proposal and will help implement it."	"I have some concerns with the proposal, but will help implement it, if that's what the group decides."	"I will not participate in implementing this proposal."	"I fundamentally disagree with the proposal and the group cannot move forward."



Proposal:

Discussion

State the proposal. Take a position poll. If everyone Agrees, move forward with the proposal. If there are any other positions, open discussion to revise the proposal. Repeat as needed.



Proposal:

Position Poll #2

State the proposal. Take a position poll. If everyone Agrees, move forward with the proposal. If there are any other positions, open discussion to revise the proposal. Repeat as needed.

Agree	Reservations	Stand Aside	Block
"I support the proposal and will help implement it."	"I have some concerns with the proposal, but will help implement it, if that's what the group decides."	"I will not participate in implementing this proposal."	"I fundamentally disagree with the proposal and the group cannot move forward."