

Group Meeting Ground Rules

- **Pray!** We'll start and end each group meeting with prayer
- **Be polite.** Only one person speaks at a time; no one will interrupt while someone else is speaking.
- **Own your own feedback.** Each person expresses their own views, rather than speaking for others or attributing motives or emotions to them.
- **Be additive not repetitive.** Avoid grandstanding (i.e., extended comments/speaking), so that everyone has a fair chance to speak.
- **No personal attacks.** Challenge ideas, not people
- **Be on-time and focused.** Everybody agrees to make a concerted effort to stay on track with the agenda.
- **Be considerate of others opinions.** Everybody will seek to focus on the merits of what is being said, making a good faith effort to understand the concerns of others. Questions for clarification are encouraged. Disparaging comments are discouraged.
- **No surprises.** Everybody will follow the "no surprises" rule. Concerns should be voiced when they arise, not later in the discussion when a "surprise" objection or comment is raised.
- **Build to consensus.** Each person will seek to identify options or proposals that represent shared interests, without minimizing legitimate disagreements. Each person agrees to do their best to take into account the interests of the group as a whole.
- **Be appropriately confrontational.** Each person reserves the right to disagree with any proposal and accepts responsibility for offering alternatives that accommodate their interests and the interests of others in the small group.
- **Keep confidentiality.** What is said in the small group stays in the small group.
- **Have Fun!**