

Healthy Teams

Resources for you and your team. From starting off, to resolving issues to the best practices we have for building and maintaining healthy teams.

- [Organising your meetings](#)
- [Regenerative Cultures Reminders / Intention Statements](#)
- [Self-Administered Team Health Check](#)
- [Exit Process](#)

Organising your meetings

These guidelines and resources are designed to help you organise your meetings and keep a record of decisions and action points. They may help you establish a routine where, at the end of each meeting, you have a set of minutes ready to go for the next meeting... because, who likes to write up minutes after a meeting?!

The guidelines include

- a suggested agenda structure for your meetings
- notes on each point in the structure
- a [template that you can copy](#) and adapt for your own use

Agenda structure

Title

Usually your Circle/Team name and the date

Quick links

Make it easy for team members to find the links they will need most frequently:

- Time, date and zoom/teleconference link for regular meeting
- Link to Comms Hub page -- so it's easy for everyone to find the team's mandate, role descriptions etc
- Review dates for role elections and policies
- Link to team's agenda template, so it is easy to copy for each meeting -- some teams put it at the bottom of the minutes document.
- Archived minutes -- if you keep the current minutes document under 50 pages it should still run quite quickly (longer documents are slow to load and scroll).

Some teams keep their quick links on a single linked page, using start.me or similar services.

Here's the [SOS team links](#) for example.

A. Assign facilitator & minute-taker

It's best to name the facilitator at the end of the previous meeting so the facilitator has ample time to prepare. Reviewing the context from the last meeting may inform how the new meeting runs. If

this hasn't been possible then before the new meeting starts, make sure that you have chosen a facilitator and a minute-taker.

It's better if the minute-taker is on a PC/Mac for ease of access rather than a phone or tablet.

If you are the minute-taker, please type into your team's minutes document.

First, record who took which roles at the meeting:

Minutes:

Facilitator:

Present:

B. Check-ins

Everyone present checks in by saying how they are feeling, or what would make it easier for them to be present in this meeting today. This could also include any barriers/things that stop people from being fully present and therefore able to absorb everything including neurodiversity, sensory or physical impairment.

If not everyone knows each other, the facilitator may remind them to state their name and preferred pronouns.

Sometimes check-ins may include each participant mentioning one thing they're grateful for.

Check-ins helps to enrich the culture, build trust, deepen relationships and prepare the ground for richer, respectful meetings.

C. Culture Reminders

As collective preparation for the meeting ahead, we generally have a reminder of how we aspire to treat ourselves and each other in our work and relationships. We have a series of reminder texts:

- [Regenerative Cultures Reminders](#)
- [Vision Reminder](#)
- empowerment reminder.

These are included in the [meeting template](#). Please decide within your team which you would like to use. Some teams use this space to do short guided meditations or other regenerative exercises.

The facilitator of the meeting asks someone to read out the reminder or lead the experience.

D. Name the purpose of the meeting

The facilitator checks for broad consent on the purpose of the meeting:

- to go through as many agenda items as possible?
- Or get deep into one?
- Or maybe team connection is more important today?
- Or reviewing the way the circle is working?
- Or what?

E. Actions Review of the Minutes of the last meeting

To check that all outstanding action points are in hand and identify steps to deal with any that are not.

This should not develop into a discussion. The facilitator may propose that an agenda item is added for action points that are stuck and defy a quick solution, but then move on, rather than searching for a solution.

The minute-maker may strike through action points that have been resolved -- to do this quickly, select the Action Point and then (PC) press Shift+Alt+5, or (Mac) Command+Shift+X.

F. Feedback from external coordinator on wider circle meetings

To pass on anything relevant to the group's mandate that has come up at other meetings the External Coordinator has attended.

To save meeting time, the External Coordinator may write a short update into the minutes document before the meeting starts.

The the discussion need only cover any clarifications or reactions to this update. If there are none, the update is noted and the meeting moves on.

G. Feedback from link roles

Some teams have roles with a mandate to link to other teams whose work is frequently related to this team's purpose.

As with (F), the Link Roles may write a short update into the minutes document before the meeting starts, to save meeting time.

H. Project updates and reports from subgroups

Again this is not a discussion. Nor is it an opportunity to explain what's been keeping them busy -- *unless*

- they have been stuck with an issue or tension that the team may be able to help with (this issue may be added to the agenda if it cannot be resolved on the spot) or
- the project is likely to have an impact on others in the team.

Again short written project updates in advance of the meeting can help make the most of meeting time.

I. Build and work through the Agenda

In line with the purpose of the meeting (see D above), the facilitator supports the meeting in integrating and prioritising agenda items

- left over from previous meetings,
- added by participants before the meeting, and/or
- arising from E, F, G or H above.

Items can be prioritised on a scale from 1 (most urgent) to 4 (least). Normally priority 1 & 2 items need to be resolved today; priority 3 & 4 items may be held over to a future meeting without harm.

The name of the person who proposes an item for the agenda needs to be added next to their agenda item.

It really helps if the person bringing an agenda item is clear whether they are just sharing information, looking for feedback or suggestions, or asking the group to make a decision.

The facilitator may request that each agenda item is 'time-boxed', e.g. 10 mins - to avoid one item dominating the meeting. Time-boxing gives everyone an indication of whether something is taking too long in the context of the limited time available for the meeting.

As the meeting works through the agenda, the minute-taker needs to type in a summary of the discussion under each of the Agenda points. (This can be rough at first and cleaned up afterwards).

The minute-taker can stop the discussion and ask for clarification if they need to.

J. Date and time of next meeting

Before you close the meeting, always set the date and time of the next meeting and ask for a volunteer to facilitate the next meeting. This allows for ongoing group continuity. The internal coordinator of the group will set up the next meeting and inform/remind the group via Mattermost (and if still using them - Signal/WhatsApp/Telegram group chats, Basecamp etc.), and this will also inform any absent team members when the next meeting will be held. If you have a Telegram group, you can schedule messages so the reminder can be composed right after the meeting and sent later. Just hold down the send button and the option will appear.

K. Culture reminders

As with C above, the facilitator asks someone to read one of the reminder texts, included in the [meeting template](#), to bring the meeting to a close .

L. Closing round

Closing round sharing gratitude for something that has happened in the meeting. (This can just be 1-2 words if time is short.)

M. Preparing for the next meeting

It's helpful if the minute-taker can set up the template for the next meeting. This might include

- collating the action points from the meeting into a list
- copying the blank agenda template and writing in the next meeting date in the title area
- copying the list of action points into section E
- copying any agenda items not discussed into section I

Regenerative Cultures Reminders / Intention Statements

Link to [original doc](#)

Regenerative Cultures Reminders

This collection of intention statements / regen reminders can be helpful for the start or end of sessions. Please continue to add additional ideas at the end of the document

Choose an invitation: pause, breathe, close eyes and share:

The [Vision Reminder](#) (also known as the Solemn Intention Statement), is often read out at the end of an XR meeting/event.

1) Transitioning towards regenerative cultures

We are transitioning towards regenerative cultures. These are cultures of respect and listening, in which people deal with conflicts when they arise, using short feedback loops to talk about disagreements and issues without blaming and shaming. They are cultures in which we cultivate healthy boundaries by slowing down our 'yes' and returning tasks when we are unable to follow through. They are healthy resilient cultures built on care and support, where people arrive on time for commitments. We are all crew.

2) Online sessions

Let us take a moment to be present with each other, despite the physical distance we have to maintain. Let's remember that we are transitioning to regenerative cultures. These are cultures of respect, understanding, inclusivity and listening where we arrive on time for commitments, slow down our yes, return tasks we cannot complete, where we do not blame and shame. We deal with issues and conflicts as they arise, using short feedback loops to talk about disagreements and issues without blaming and shaming. These are also cultures where we understand and celebrate that we are all deeply connected to the natural systems that sustain us, and that what affects us in one time and place will come to affect all of us. We are a part of nature, a part of each other, never apart. Let us embrace this time of isolation and reflection as an opportunity to revisit our principles

and values. Let's use the time and space as a cocoon in which we transform, ready to continue our rebellion in new beautiful and creative ways when we reemerge. We are all crew.

3) Howard Zinn (1997)

Howard Zinn (1997) "You can't be neutral on a moving train... the world is already moving in certain directions - many of them are horrifying. Children are going hungry, people are dying in wars. To be neutral in such a situation is to collaborate with what is going on." We will not collaborate and choose instead to rebel.

4) Arundhati Roy

"Our strategy should be not only to confront empire, but to lay siege to it. To deprive it of oxygen. To shame it. To mock it. With our art, our music, our literature, our stubbornness, our joy, our brilliance, our sheer relentlessness - and our ability to tell our own stories. Stories that are different from the ones we're being brainwashed to believe.

The corporate revolution will collapse if we refuse to buy what they are selling - their ideas, their version of history, their wars, their weapons, their notion of inevitability.

Remember this: We are many, and there are few. They need us more than we need them.

Another world is not only possible, she is on her way. On a quiet day, I can hear her breathing." — Arundhati Roy

5) We come from a world which makes us weary

If you would like to close your eyes or lower your gaze..... We come from a world which makes us weary. And we have volunteered to be wearier. We know that by fighting for this planet we will be poorer, more tired, and more stressed than the versions of ourselves who did not do this. Thank you all. We have put ourselves at risk for others. But whilst we fight for a different world, let us each take a moment now to decide a way that we will enjoy a glimpse of that world. Decide now how you might take a day, or an afternoon, or even an hour. To enjoy the qualitative over the quantitative, the odd over the one-size-fits-all, the joyful over the productive, the community over the individualist. In some small way which is meaningful to you, commit to it, to keep you going, through all the amazing work that you do.

6) XR Youth grounding

We have the right to self sooth, To take care of ourselves throughout the day,

We have the right to self care, To make our lives ones in which we can find enjoyment,

We have the right to community care, To be a part of networks who look after one another,

We have the right to structural change, To live lives in which we are not exploited and are not required to exploit others

We have the right to a planet all life is able to thrive on

Let us make this meeting one which is understanding of the need for each of these things,

That they look different to each to us,

That we don't always get it right,

And that we need each other to make it happen.

7) Think from the gut

Think from the gut

Follow from the heart

Act with the brain

Do what's right for the self

The planet will not thank you for worrying about it, unless the self is at peace.

XR is an intra capitalist organisation.

It needs warriors at peace within, not burnt out individuals. Nothing is worth that.

Especially not extinction.

It's not going away. Step back: take time to observe the self especially when quiet!

Now is all you have. Get peace now and the future will take care of itself.

And enjoy lots of clever, interesting books on how.

Liam Geary Baulch

8) A poem by Becky Hemsley

"She sat at the back and they said she was shy.

She led from the front and they hated her pride.

They asked her advice and then questioned her guidance.

They branded her loud, then were shocked by her silence.

When she shared no ambition they said it was sad.

So she told them her dreams and they said she was mad.

They told her they'd listen, then covered their ears,

And gave her a hug while they laughed at her fears,

And she listened to all of it thinking she should,

Be the girl they told her to be best as she could.

But one day she asked what was best for herself,

Instead of trying to please everyone else,

So she walked to the forest and stood with the trees,

She heard the wind whisper and dance with the leaves.

She spoke to the willow, the elm and the pine,

And she told them what she'd been told time after time.

She told them she felt she was never enough,

She was either too little or far far too much,

Too loud or too quiet, too fierce or too weak,

Too wise or too foolish, too bold or too meek,

Then she found a small clearing surrounded by firs,

And she stopped...and she heard what the trees said to her.

And she sat there for hours not wanting to leave. For the forest said nothing, it just let her breathe."

Becky Hemsley

9) Quick Quotes

"Go where the energy is." - Kate Rayworth

"Let this radicalise you, rather than lead you to despair" - Mariame Kaba

"In our struggle for freedom, truth is the only weapon we possess." - Dalai Lama

"Enthusiasm is common. Endurance is rare"- Angela Duckworth

“Turn your face to the sun and the shadows fall behind you”. – Maori proverb

“Take into account that great love and great achievements involve great risk.” — Dalai Lama

“Courage doesn't always roar. Sometimes courage is the quiet voice at the end of the day saying 'I will try again tomorrow.'” - Mary Anne Radmacher

“Compassion is the radicalism of our time.” — Dalai Lama

“What surprises me most is “Man”, because he sacrifices his health in order to make money. Then he sacrifices money to recuperate his health. And then he is so anxious about the future that he doesn't enjoy the present; The result being he doesn't live in the present or the future; He lives as if he's never going to die, and then he dies having never really lived.” - Dalai Lama

“Whether one is rich or poor, educated or illiterate, religious or non-believing, man or woman, black, white, or brown, we are all the same. Physically, emotionally, and mentally, we are all equal. We all share basic needs for food, shelter, safety, and love. We all aspire to happiness and we all shun suffering. Each of us has hopes, worries, fears, and dreams. Each of us wants the best for our family and loved ones. We all experience pain when we suffer loss and joy when we achieve what we seek. On this fundamental level, religion, ethnicity, culture, and language make no difference.”
- Dalai Lama

10) Rediscovering Our Belonging (Joanna Macy).

We belong to the living body of Earth and nothing can ever separate us.

Being fully present to fear, to gratitude, to all that is, we rediscover that we belong. We can develop a practice of mutual belonging and find ways to remember, celebrate, and affirm this deep knowing of our inter-existence. We belong to each other. We belong to the living body of Earth and nothing can ever separate us. We are already home. The practice of mutual belonging is the medicine for the sickness of the self-isolated ego and will accompany us through the hard times upon us. The field of belonging is rooted in the living body of Earth, in the flows of time and relationship that form our bodies and communities, our land and climate.

11) We hear history calling

“We hear history calling to us from the future. We catch glimpses of a new world of love, respect and regeneration, where we have restored the intricate web of all life.

It's a future that's inside us all - located in the fierce love we carry for our children, in our urge to help a stranger in distress, in our wish to forgive, even when that seems too much to ask. And so we rebel for this, calling in joy, creativity and beauty.

We rise in the name of truth and withdraw our consent for ecocide, oppression and patriarchy.

We rise up for a world where power is shared for regeneration, repair and reconciliation.

We rise for love in its ultimate wisdom.

Our vision stretches beyond our own lifespan, to a horizon dedicated to future generations and the restoration of our planet's integrity."

12) Anti-Regen Reminder?

We refuse to wait any longer

We have been chosen by time

When we see injustice

We must speak out

There is no room for silence

When we feel defeated

We must stand tall

There is no time for despair

No place for self pity

No time to grieve

No time to rest

When confronted

We must challenge

We must push as hard as they push

And then push harder

When we feel anger

ACT!

Act with audacity

Relentless audacity

We are a movement

An unstoppable movement

The need for protest will never end

Either we all live in a decent world or nobody does!

When the history of our time is written

We will be the heroes

13) From Joanna Macy

Out of this darkness a new world can arise, not to be constructed by our minds so much as to emerge from our dreams. Even though we cannot see clearly how it's going to turn out, we are still called to let the future into our imagination. We will never be able to build what we have not first cherished in our hearts."

"The biggest gift you can give is to be absolutely present, and when you're worrying about whether you're hopeful or hopeless or pessimistic or optimistic, who cares? The main thing is that you're showing up, that you're here and that you're finding ever more capacity to love this world because it will not be healed without that. That is what is going to unleash our intelligence and our ingenuity and our solidarity for the healing of our world."

14) Active Hope is not wishful thinking

"Active Hope is not wishful thinking.

Active Hope is not waiting to be rescuedby some saviour.

Active Hope is waking up to the beauty of life on whose behalf we can act.

We belong to this world.

The web of life is calling us forth at this time.

We've come a long way and are here to play our part.

With Active Hope we realise that there are adventures in store, strengths to discover, and comrades to link arms with.

Active Hope is a readiness to discover the strengths in ourselves and in others; a readiness to discover the reasons for hope and the occasions for love.

A readiness to discover the size and strength of our hearts,our quickness of mind, our steadiness of purpose, our own authority, our love for life, the liveliness of our curiosity, the unsuspected deep well of patience and diligence, the keenness of our senses, and our capacity to lead.

None of these can be discovered in an armchair or without risk."

15) The Three Beings

The Three Beings

"We call first on the beings of the past: Be with us now, all you who have gone before. You, our ancestors and teachers, who walked and loved and faithfully tended this Earth, be present to us now so that we may carry on the legacy you bequeathed us. Aloud and silently in our hearts we say your names and see your faces...

"We call also on the beings of the present: All you with whom we live and work on this endangered planet, all you with whom we share this brink of time, be with us now. Fellow humans and brothers and sisters of other species, help us open to our collective will and wisdom. Aloud and silently we say your names and picture your faces...

"Lastly we call on the beings of the future: All you who will come after us on this Earth, be with us now. All you who are waiting to be born in the ages to come, it is for your sakes too that we work to heal our world. We cannot picture your faces or say your names — you have none yet — but we feel the reality of your claim on life. It helps us to be faithful in the task that must be done, so that there will be for you, as there was for our ancestors: blue sky, fruitful land, clear waters."

— World as Lover, World as Self

16) Roots by Steve Turner

It's a quiet job being a root No one hugs you, climbs you or praises your intricate ways. Roots work in the dark. And it's hard work tunnelling, travelling, finding nutrition. But when the storms come it's our fingers which cling. When the drought comes it's our lips that drink. Without us the ground would crumble. Without us life would fall. Everyone needs roots.

17) standing on a precipice

Facing the reality that we're standing on a precipice right now, as a species and as a whole planet, is sobering, to say the least. But facing what is real opens the heart to grief, which somehow opens the heart to love even more deeply... When you reconnect with the alive world in a more compassionate way, and when you realise that the whole world is a living system that can only thrive when death makes room for new life, you may feel a calm settle inside you. You may find yourself with the energy that comes from love to embrace the whole story including the necessary emptiness and loss... When we look toward what has been lost with the climate crisis or other ecological damage that our species has inflicted, we do still need to strive toward repair, but the cure is in our own mentality. The mentality that love really is as strong as death compels us to regard those of us who remain - forests, polar bears, wilderness, people - with fierce love, looking toward how we can all live our highest quality of life together as a beloved community, no matter what We don't need to minimise or overlook the pain and tragedy we encounter as we live in this time of interwoven crises. Eventually, when we recognise that the pain is directly connected with our love, we can embrace it. We can move into actions of restoration that are firmly planted in love. From "Church of the Wild: How Nature invites Us into the Sacred" Broadleaf Books 2021

18) The Peace of Wild Things

By Wendell Berry

When despair for the world grows in me and I wake in the night at the least sound in fear of what my life and my children's lives may be, I go and lie down where the wood drake rests in his beauty on the water, and the great heron feeds. I come into the peace of wild things who do not tax their lives with forethought of grief. I come into the presence of still water. And I feel above me the day-blind stars waiting with their light. For a time I rest in the grace of the world, and am free.

19) The emancipation of the proletariat

"The emancipation of the proletariat is not a labour of small account and of little people; only they who can keep their heart strong and their will as sharp as a sword when the general disillusionment is at its worst can be regarded as fighters for the working class or called revolutionaries."

(Antonio Gramsci, Selections from Political Writings 1910-20, p.349)

20) Thankful to our Mother, the Earth

"We are thankful to our Mother, the Earth, for she gives us everything that we need for life. She supports our feet as we walk upon her. It gives us joy that she still continues to care for us, just as she has from the beginning of time. To our Mother, we send thanksgiving, love and respect. Now our minds are one!

Intention Setting Statement At a foundational level, regeneration requires us to RESIST. We are in resistance. We ARE the resistance. Resistance against a failing government
Resistance against corporate greed
Resistance against a system that is killing us

In resistance we need to reframe how to fully show up in our humanity, at this, the most critical point in human history. We refuse to wait any longer We have been chosen by time And we must do what is necessary

The task at hand, our great calling is to ACT When we feel anger ACT When we feel love ACT When we are alone ACT

We cannot treat social injustices and ecological crises as separate. When we see injustice We must speak out There is no room for silence

The need for protest will never end Either we all live in a decent world or nobody does!

When we feel defeated We must stand tall When confronted We must challenge We must push as hard as they push And then push harder

There is no time to waste on projects that make us feel good but lack deeper impact There is no time for despair or distraction There is no time for infighting or division There is no time for navel gazing, self pity and E-GO

There is no time... There is. NO. TIME. All we have is now!

21) The Seasons

May you all enjoy the beautiful colours of spring, the fragrant Summer breeze and glowing sun, the gold and crimson leaves of autumn, and the cool, beautiful light of winter. May you remember also that every being with whom we share this beautiful planet is also a precious gem. May you enjoy everyone around you and not wait until it is too late, until everything is nothing more than a dream. Sister Chân Không (Cao Ngọc Phượng)

22) XR Intention

"If you would like to close your eyes or lower your gaze.

Let us take a moment to consider why we are here. We are all here out of a sincere love for the Earth, who is still sustaining us and nourishing us after all the hurt that has been inflicted on her. Even as she burns, she is still feeding us. Sometimes this feels like too much to bear. We are all here because something deep inside each of us compels us to action. Call it conscience or courage, maybe even fear, or just love. We are all propelled by the same wish to protect our Mother and all our fellow beings who she gives life. Today, let's take a little extra time to show love and compassion to ourselves and to each other as we walk this difficult path together. Choose the generous word over the snarky one, choose the act of self care over the act of self criticism. Remember that, different as we all are, we are all joined in the most important work that has ever been. Let's take a moment to cherish each other. We are XR, and you are us."

23) Blaming Never Helps

Blaming Never Helps (Thich Nhat Hanh) When you plant a lettuce, if it doesn't grow well, you don't blame the lettuce. You look into the reasons it is not doing well. It may need more nutrients, more water or less sun. You never blame the lettuce. Yet if we have problems with our friends or our family, we blame the other person. But if we know how to take care of them, they will grow well, like the lettuce.

Blaming has no positive effect at all, nor does trying to persuade using reason and arguments. That is my experience. No blame, no reasoning, no arguments, just understanding. If you understand, and you show that you understand, you can love, and the situation will change.

One day in Paris, I had a lecture about not blaming the lettuce. After the talk, I was doing walking meditation by myself and when I turned the corner of the building, I overheard an eight year old girl telling her mother, "Mommy remember to water me. I am your lettuce." I was so pleased that she had understood my point completely. The I heard her mother reply, "Yes my daughter, and I am your lettuce also. So please don't forget to water me too." Mother and daughter practising together, it was very beautiful.

24) The Fragrance of the I am She

The Fragrance of the I am She

When the Fragrance of the I am She is upon the Wind
The Bee of the Heart Finds the Flower of it's
choice And nestles there, caring for no other thing

25) Starhawk from The Earth Path

“We give thanks for all those who are moved, in their lives, to heal and protect the earth, in small ways and large. Blessings on the composters, the gardeners, the breeders of worms and mushrooms, the soil builders, those who cleanse the waters and purify the air, all those who clean up the messes others have made. “Blessings on those who defend trees and who plant trees, who guard the forests and who renew the forests. Blessings on those who heal the grasslands and renew the streams, on those who prevent erosion, who restore the salmon and the fisheries, who guard the healing herbs and who know the lore of the wild plants. “Blessings on those who heal the cities and bring them alive again with excitement and creativity and love. Gratitude and blessings to all who stand against greed, who risk themselves, to those who have bled and been wounded, and to those who have given their lives in service of the earth. “May all the healers of the earth find their own healing. May they be fueled by passionate love for the earth. May they know their fear but not be stopped by fear. May they feel their anger and yet not be ruled by rage. May they honor their grief but not be paralyzed by sorrow. May they transform fear, rage, and grief into compassion and the inspiration to act in service of what they love. “May they find the help, the resources, the courage, the luck, the strength, the love, the health, the joy that they need to do the work. May they all be on the right place, at the right time, in the right way. “May they bring alive a great awakening, open a listening ear to hear the earth’s voice, transform imbalance to balance, hate and greed to love. Blessed be the healers of the earth.”

~Starhawk from The Earth Path

26) Just show up, as you are.

"Just show up, as you are. You don't have to look or feel great. You don't have to be prepared for each challenge or know all the hows of every situation. You don't have to be fearless, or have all the answers, or be 100% ready. Nobody is any of those things. Nobody ever was. It's not about being perfect, at all. You just have to show up, as you are, despite all the objections and insecurities in your mind, despite each and every fear that threatens to hold you back, despite the limitations and criticisms others will place in you. To hell with it all. This is your life, your journey, your adventure, and all it's asking is to show up for it, as you are. That's enough, That's more than enough. That's everything."

Unknown of Facebook

27) All we can do in a crisis is try

The human spirit is an unwavering force that shines brightest in the face of adversity. When crisis strikes, it is our innate resilience that propels us forward. Despite the overwhelming challenges that may surround us, we find the strength within ourselves to persevere and adapt. It's in these moments that we discover the extent of our capabilities, fueled by an unyielding determination to overcome. Though the road ahead may seem uncertain, the human spirit reminds us that all we can do is try. In the midst of chaos, we rise above, forging connections, offering support, and

demonstrating the remarkable power of our collective will to endure and emerge stronger on the other side.

Ned Evans

28) Hold onto Hope

Amidst the challenges of the climate and ecological crisis, let's hold onto hope. Humanity has a remarkable history of overcoming adversity and finding solutions. By working together, embracing innovation, and fostering a deep connection with nature, we can forge a path toward a more harmonious and sustainable world. Every step we take today, no matter how small, brings us closer to a future where nature thrives, and generations to come will be grateful for our unwavering determination.

Ned Evans

29) Gratitude

Looking into mental health and wellness this week, I found out more about Gratitude as a practice. I found out that by expressing Gratitude, it allows us to recognise something which we shouldn't take for granted. (It helps us build resilience and not feel bad when something is taken from us, as it wasn't ours by right.) I also found out that Gratitude is best done in detail, really saying what I'm grateful for, so not just "the flowers, my latest book, the sunset ...".

So here is what I'm grateful for today: I'm grateful for the space we make when we come together in XR communities. I'm grateful for the way we build and make bridges in our work, carrying out a purpose, and strengthening our bonds. I'm grateful that working together helps me overcome "I might do this wrong, I'm afraid to start". I'm grateful for the love and respect I am encouraged to show, and that I receive.

Mariah Huff

30) Fear Nothing

You're a ghost driving a meat-coated skeleton made from stardust, riding a rock, hurtling through space.

Fear Nothing

Boaty Jim

31) Pessimistic or Optimistic

When asked if I am pessimistic or optimistic about the future, my answer is always the same: If you look at the science about what is happening on earth and aren't pessimistic, you don't understand data. But if you meet the people who are working to restore this earth and the lives of the poor, and you aren't optimistic, you haven't got a pulse. What I see everywhere in the world are ordinary

people willing to confront despair, power, and incalculable odds in order to restore some semblance of grace, justice, and beauty to this world.

Paul Hawken

32) A love like that...lights the whole sky (poem by Hafiz)

Even after all this time

The sun never says to the earth,

“You owe Me.”

Look what happens with

A love like that,

It lights the Whole Sky.

Self-Administered Team Health Check

This workshop is designed to be used as a tool by any team that wants to run a health check on the way their team is functioning.

It focusses on both task and maintenance. Task means getting stuff done. Do you achieve your goals? Maintenance means how you get stuff done eg looking after the team, the people in it and the systems and processes that keep the team alive and developing. Is everyone on board with the Principles and Values? Do they understand where the team fits in the whole movement and where they fit in the team? Are they comfortable enough and enabled to be brave and step out of their comfort zone? Are there any issues under the surface that need to be addressed?

The workshop is designed to be flexible. It can be done as a whole at one sitting or it can be broken up into several different activities which can stand alone. It can be done in a face-to-face setting or online. One or two team members can facilitate. Someone should take notes. A follow-up meeting may be needed to decide on actions arising from the workshop.

Facilitators may need to have available XR Principles and Values and relevant team documents such as mandate, agreed strategy, and designated roles.

1. Welcome to the Workshop

Regenerative Culture Reminder, Lighting the Children's Fire,

Check-in go round: (Names, pronouns, roles, a word or animal that conveys how each person is feeling)

Is there anything anyone needs to help them participate?

Benefits: gives everyone a chance to become present, remember what is important and ask for anything they need, establishes a brave space.

2. Purpose of the Workshop

A time to pause and reflect together, review how it is going, check if there is anything you need to change. It looks at group maintenance as well as task performance. It gives everyone an opportunity to share their thoughts and feelings about your team working, identify team strengths, weaknesses and blind spots, issues to be addressed in the future.

Benefits: clarifies that this workshop is for everyone to contribute to improving team working, identifying rather than solving any problems (this is done as a follow up).

3. Individual extended Check-In: Life-story in 3 minutes: “How I got to this point”

A facilitator demonstrates the process, picking out key factors that led to them being in this team at this time. Strictly timed.

Breakout rooms. Small groups so that everyone gets three minutes to tell their story.

Feedback to full meeting: respect confidentiality, feedback on how that exercise was for you, what did you learn about yourself, any insights or discomfort. No note-taking.

Benefits: everyone is valued equally, gives a chance to get to know others as people with lives and history outside XR, reminds individuals of their own motivation, what they believe is important, why they are in this team.

4. Principles and Values

Facilitator displays or shares copy of XR Principles and Values

- Which ones shine through in this team?
- Which ones get overlooked?

Responses are recorded eg in the meeting chat.

Benefits: reminder of XR Principles and Values and their relevance to healthy team working. In every team there will be differences of opinions, views, styles, personalities, energy etc. That is healthy. Principles and Values are different. Shared values play a major part in holding a team together.

5. Mandate and Strategy

Facilitator displays the team’s mandate or purpose, agreed strategy and the designated roles within the team.

Discussion: Have you looked at this recently? (*wavy hand responses*) How does this fit together? Are there gaps?

- Everyone considers what they bring to the team and how that contributes to the team’s performance of its task.
- What are the team’s current priorities?
- Does anything need updating?

Responses to these questions are recorded.

Benefit: reminder of team's responsibilities in the Self Organising System, opportunity to review how well the written purpose fits with team members' sense of direction and commitment.

6. Successes

Where has the team done well, either in tasks or in team maintenance?

Brainstorm all the successes, big and small.

Responses are recorded. We use a copy of this [Gathering Successes Document](#).

Benefits: recalling occasions when the team did well brings gratitude, joy and hope and increases motivation to work together.

7. Issues

What has not gone so well? No team is perfect. It's normal to have some slips and failings. If they are noted everyone can learn from them.

Give everyone an opportunity to share their thoughts and feelings citing specific examples and using the framework:

- I observed or I noticed....
- I felt.....
- I needed.....

This is not a time (yet) for answering or problem solving.

Responses are noted

Benefits: everyone is listened to equally, gives an opportunity for any disappointment or dissatisfaction to be voiced in a non-violent way and acknowledged without blaming.

8. Identifying the roots of issues and next steps

Discussion: Think about what these issues mean about the way the team works. Are there themes or common threads?

Looking at the successes and issues, the Principles and Values and the documented purpose of the team, where are the strengths and where are the gaps, blind-spots or weaknesses?

- What does the team need to work on?
- Think about what you might do differently as a result of the learning from this workshop.
- How will you go about making this shift?
- What help and support do you need and where will you find it?

Next steps: who will take the lead in moving forward? When? How?

9.Closing

Check-out go round

- Say one thing you are taking away from this workshop.

Extinguish the Children's Fire.

Exit Process

Emergency Summary

Help I need to step back!

Step 1 Tell your Coordinator.

Step 2 Fill out [This Doc](#) to help your team pick up where you left off.

Step 3 Breathe.

We are all volunteers in XR. This comes with some benefits and also some drawbacks. The benefits are clear and include the ability for us to step up when we have time and step back when our circumstances change. We can tailor the time we give to suit our lives, give the things we want to give, and hold back as much as we need for ourselves. There are a lot of aspects to our volunteer structure that are inherently regenerative in nature: after all, we are all crew, we are a family.

However, sometimes we will offer to do things that take much longer than we had expected, or our other responsibilities change after we step up to be a part of a project. There are often conflicting responsibilities for volunteer teams, and this can mean that the team membership changes a lot, or that there are some months where the team just doesn't have the capacity to meet its goals.

We never want to blame our individual volunteers for this. It is not our fault when our situations change. However, we want to make sure that we can change our commitment to XR with the least impact on our teams.

Below are two suggested processes to guide Rebels in stepping back smoothly.

The Gradual Change of Focus

We often step into a team or role in XR to work on a specific project or for a fixed term. As the project or term ends, we may want to change what we are working on or move to another project. We don't want to leave the role suddenly but we do want to transition our attentions to elsewhere.

1. **Let your Coordinators know you plan to change focus.** It is useful to give as much warning as possible if you plan to move from your team, because they can then redistribute tasks in your absence. But also make a firm end date for yourself - it is all too common for there to be that one last thing to clear up and it could take months for a clean separation! Don't be afraid to leave some things unfinished.
2. **Find your new home!** If you don't already know what you want to dive into next then check out the Volunteer Website. You may have used this when you joined XR but it is also a great way to see where help is needed in different parts of the movement.

3. **Find your replacement if necessary.** If your team or project is continuing without you, it would really help if you can help to find someone to replace you. This may mean holding an election for your role or onboarding a new Rebel. Don't be daunted by finding someone new - we can help!

5 Steps to finding a New Rebel:

1. Write up a short role/project description.
2. Ask your integrator or IC to post it on the Volunteer Website.
3. Once you get a response, reach out to them for a chat, send them the [Rebel Starter Pack](#) and give them a run down of the project.
4. Introduce the new Rebel to your team and let them shadow you for a week or two so then can slowly pick up the role.
5. Make sure you step back at the date you had planned. If possible, stay in contact with your replacement when they need help but make sure they know that the role is now theirs and they should fly!

4. **Wrap up your loose ends.** Take an hour or so to track down the loose ends that you will leave to your team (or teams). This will not only help your team in picking up where you left off but it will also give you a sense of rounding off so that you don't have to worry while your mind is needed elsewhere.

Consider:

- Making note of conversations you were having;
- Linking to any documents you were working on;
- Copying over your to do list and any unfinished action points or to-dos;
- Adding a couple of sentences on what your goal for the next few weeks was going to be.

This [template loose-ends document](#) may be useful.

5. **Say goodbye to your team.** Plan a small social or activity for your team to round off your time with them. We recommend Kumospace to bring larger teams together in a natural mingling way, or an intimate Zoom drinks party. Or you can host an activity, play a game or a gratitude sharing space.
6. **Stay in contact.** XR works due to our interconnectivity. In your new role you won't only bring yourself but you'll also bring your experience and knowledge of your previous teams. Use it! Make connections, start collaborations and most of all have fun!

The Swift Retreat

Sometimes the need to step back comes quickly and unexpectedly due to family responsibilities, mental health, job applications or many other things. Here is a roadmap for a swift exit which doesn't leave your team in the lurch.

1. **Let your Coordinators know that you need to step back.** Ideally give them a date (end of the week, after the next meeting etc.) but, if you need to go instantly, that is also okay. The important thing is that your team knows to not expect you to continue doing the work you had been.
2. **Compile your loose ends.** Take an hour or so to track down the loose ends that you will leave to your team (or teams). This will not only help your team in picking up where you left off but it will also give you a sense of rounding off so that you don't have to worry while your mind is needed elsewhere.

Consider:

- Making note of conversations you were having;
- Linking to any documents you were working on;
- Copying over your to do list and any unfinished action points or to-dos;
- Adding a couple of sentences on what your goal for the next few weeks was going to be.

This [template loose-ends document](#) may be useful.

3. **Set up auto replies.** On your Mattermost or your XR email address set up an auto reply saying that you have stepped back and who to contact instead. This will allow any contacts to connect with your team once you've gone. Consider writing a short message in a document that you can copy into your texts or emails if someone contacts you from XR but you cannot set up a generic auto reply for that account. For example:

Hi Rebel,
I'm sorry but I have had to step back from my XR work for the time being. If your question is about X please forward it to rebel1@example.com and if it is about Y then connect to rebel2@example.com.
Love & Rage,
Rebellina

4. **Take a breath.** You have now done everything to help your team continue the work without you. Thank you! Take a moment to yourself to reflect on the amazing things you have done with XR and don't be surprised if a few Rebels reach out in the coming days to say thank you! Come back when you are ready or good luck in the next adventure!