

Drawing on Quaker practices and testimonies within secular organizations

Preliminary suggestions; Michael Bischoff, March 1, 2009

Listening and discernment

- Be faithful to what you are personally called to do within the organization.
- Listen for where the organization is called, inwardly and in listening to others. Find ways to tell others about what you here. Ask others where they feel the organization is called.
- Ask others in the organization about where they find wisdom and strength. Ask what that wisdom might apply to issues that the organization is facing.
- Incorporate silence, check-ins, poetry, and art as a part of meetings within the organization.
- Apply clerking skills to meetings in the organization, even if the meeting is using Robert's Rules of Order and you aren't facilitating the meeting.
- Find ways for the organization (or a part of it) to collectively identify the values it wants to guide the organization, and keep returning to those values to test decisions.
- Use a variation of a clearness committee to support the discernment of individuals in the organizations.
- Request that trusted friends hold you and the group in prayer as you do work that stretches you or the group.

Simplicity

- Say "yes" and "no" to what you are able to do in the organization from a clear center, not taking on more or less than you are called to.

Equality

- Notice who is most on the margins of the organization, listen to their stories and perspectives, and incorporate those perspectives in decision-making.

Community

- Describe the organizational culture and climate as you experience it. Ask others how they experience it.
- Hold the organization and the people in it in the Light.
- Build trusting relationships and a caring community, which makes collective discernment more possible.

Integrity

- Withdraw your support and cooperation from harmful patterns in the organization.

Peace

- Develop processes for using mediation and restorative justice to deal with conflicts within the organization.
- Cultivate shared power in decision-making.