# Building Sacred Community
## with a Culture of Belonging

- **Give people responsibility**
  - When people "own" a part of the work, they show up, they stay invested
  - Jobs can be small, but not useless
  - Careful not to give too much responsibility to any one person
- **Make time to check in "before we get started"**
  - "Before we get started" disarms people, creates a relaxed space that is not part of the meeting
  - Check in with folks, do it in different ways each time so it doesn't become meaningless
  - Checking in gives us context for a person when we are interacting with them as part of our team
- **Create a group covenant**
  - Use positive language (avoid "don't" and "never")
  - Keep it simple
  - Have people sign it
  - Come back to it regularly: does it need editing? how have you been doing on your commitments?
  - What if someone breaks the covenant? Talk about the procedure before it happens
- **Continuously get to know one another personally**
  - Beyond just checking in, we need to know about each other
  - Once in a while make time (avoid trying to "find time" for things, time can be hard to find) to spend time learning about each other
- **Engage in Challenges as a team**
  - Frame some of your tasks as Challenges
  - Challenge vs challenge: Challenge is a fairly short exercise that involves the whole group working together to accomplish a goal, challenge is hard and unenjoyable yet sometimes unavoidable
- **Reflect on and Debrief Challenges**
  - Reflect on accomplished tasks and the process it took to get there, what went well? where are your growing edges?
  - Debrief with your team - how did each person feel during the process?
- **Hold others accountable lovingly**
  - You made a covenant, now use it!
  - Use I statements
  - Choose the right time to approach someone
- **Express genuine gratitude**
  - Say the person's name
  - Describe the contribution they made
  - Add in how it helped you/made you feel/affected you
  - Say it often and mean it
  - Yes, we should even express gratitude when someone "just does their job"

Notes and Doodles (both are helpful, trust us)

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