

Note: Revision text in **green** indicates moved text. Revision text in **red** indicates new text.

Original:

**Decision Making and Meetings Agreement
WORKING WITH TOPICS AND MAKING DECISIONS**

All voting members are given an opportunity to comment and/or express concerns on a topic.
Intellectual and emotional input are both welcome.
Decisions are to be made from the community's perspective.

Major concerns with a proposal are concerns that a voting member considers significant enough to warrant having the community or team work to resolve.

Revision:

**Decision Making and Meetings Agreement
WORKING WITH TOPICS AND MAKING DECISIONS**

All voting members are given an opportunity to comment and/or express concerns on a topic.
Intellectual and emotional input are both welcome.
Decisions are to be made from the community's perspective. **A voting member may choose to red card or Stand in the Way of a decision when s/he believes that the decision would be seriously wrong for the group, not because s/he personally disagrees with it. A voting member may also choose to Stand Aside in making a decision, which means that s/he personally doesn't agree with the decision but doesn't see it as contrary to the stated values of the community.**

Major concerns with a proposal are concerns that a voting member considers significant enough to warrant having the community or team work to resolve. **A major**

Major concerns are listed indicating who has concerns and what the concerns are. Each major concern is discussed until the person(s) holding the concern feels that the concern has been satisfactorily addressed. Proposals at Community Meetings may not be modified and consensed at the same meeting, however, because of the need to allow for Absentee Voting (doesn't apply to Team Meetings). A consensus decision is made once there are no major unresolved concerns remaining.

A voting member may choose to Stand Aside in making a decision, which means that they personally don't agree with the decision, but don't see it as contrary to the stated values of the community.

A voting member may choose to Stand in the Way of a Decision when they believe that the decision would be

concern is indicated by a red card that stops the process in a straw poll or consensus "vote."

Major concerns are **recorded**, indicating who has concerns and what the concerns are. Each major concern is discussed until the person(s) holding the concern feels that the concern has been satisfactorily addressed.

seriously wrong for the group, not because they personally disagree with it. The decision to Stand in the Way must be consistent with our stated values and previous decisions found in our Book of Agreements. It is the dissenting member's responsibility to demonstrate this. They must try to clearly explain their understandings and opinions. It is the community or team's responsibility to work to help them find clarity and to seek understanding of their concerns and opinions.

Because a red card stops the process until it is resolved, it is important to remember that a red card presents an opportunity to explore and understand more fully any issues with a proposal. How the community works with a red card has the potential to increase cooperation and connection within the group. Both the red card holder and the community must explore the red card concern with full seriousness and respect, in a spirit of mutuality.

A red card must meet three criteria in order to pass a validity test:

- The red card holder has the responsibility to demonstrate how the proposal directly conflicts with a stated community value, decision, or agreement (as found in our Agreements).
- The red card holder must be able to clearly describe how the proposal is not in the best interest of the community.
- The red card holder must be willing to work with

the team/community and to commit whatever time and energy is needed to resolve the concern. He or she must try to clearly explain his or her understandings and opinions. It is the community's or team's responsibility to work to help the red card holder to find clarity and to seek understanding of their concerns and opinions.

When a red card is raised, whether in a community meeting or on the chat via posted decision, it is the red card holder's responsibility to state how his or her red card concern meets these criteria. Any red card raised is considered valid unless the Steering Team (ST) deems it to be invalid based on the criteria listed above. Any member can request the ST to decide on the validity of a red card concern, and the ST should respond with a validity decision at the earliest opportunity. The ST may request the red card holder to attend the ST's meeting in order for the team to better understand the red card holder's thinking and to work with that individual to assist in resolving the concern. If

the situation changes (such as the red card holder becomes unwilling to work on the concern), the ST may change the decision on validity. If a red card is determined by the ST to not pass the validity test, the red card becomes an orange card.

Proposals at Community Meetings may not be modified and consensed upon at the same meeting because of the need to allow for Absentee Voting (doesn't apply to Team Meetings). A consensus decision is made once there are no major unresolved concerns remaining.