

My action last night was guided by the following beliefs about what our norms as a group should be. I plan to continue to act in accordance with these beliefs (and would love it if others helped to evaluate me on whether/how I met them) unless and until we can come up with different or better ones as a board.

- 1 We should share our Ideas, our fervent beliefs.
- 2 We should disagree with other people's ideas and fervent beliefs.
- 3 We should ask questions if we are unclear about other people's ideas or fervent beliefs.
- 4 We should ask questions if we want to understand underlying assumptions or motivations.
- 5 We should challenge underlying assumptions if we think they are incorrect or ask for fact-finding if we are not sure they are correct.
- 6 We should NOT evaluate other people's actions, except maybe to describe how the action made them feel personally ("I feel... when you... because....").
- 7 We should NOT assume other people's motives or motivations.
- 8 We should NOT cut people off, except 1) if they monopolize time or 2) if they violate #6 and #7 above.

And finally, in light of all of this and after having the benefit of a night's sleep, I am respectfully requesting that we consider discussing my list above – editing and changing as the group desires, or even starting with a totally new one as you wish - under an agenda item, the purpose of which is to agree on guiding principles and behavior norms for meetings moving forward. I would also suggest that we make time at the end of every meeting to evaluate ourselves on our meeting behavior. I know the Waterbury-Duxbury board does a board self-evaluation after all (or most?) meetings.