

## **CMG PROCESS OF RECONCILIATION**

by California Men's Gatherings (The CMG) on Wednesday, March 28, 2012 at 10:13pm .

Proposal from some CMG men and adopted by the Board of Directors

This document outlines a process that the CMG can use as an ongoing and lasting foundational template for dialog and conflict resolution. This process asks a great deal from everyone in order to be successful.

This process requires patience, openness, honesty and accountability from every man. This process also requires agreement to endeavor for true reconciliation and the recreation of a safe environment for both individual men and the CMG as a whole.

As an organization, the CMG must remain committed to the ongoing growth and development of each of us. That includes an acknowledgment that we all have more to learn and farther to go in our personal development as men. This process can be very powerful and greatly beneficial. But it can only work if everyone involved is open to seeing things differently. Healing and reconciliation do not come from convincing people that you are right. Personal growth and cooperation come from listening and mutual understanding, curiosity and humility, respect and compassion.

All of the men who have been involved in this conflict have been hurt in some way. This process will ask us all to stretch and grow, because we are capable of that and it will be worth it.

This process is envisioned as beginning with four distinct events. The first event is a TRIBAL COUNCIL. The second event is a COMMUNITY FORUM. The third event is a HEART CIRCLE, and the fourth event is a permanent ONGOING CIRCLE OF CONCERNS.

### TRIBAL COUNCIL:

This TRIBAL COUNCIL will convene Saturday, March 31, 2012 at Plummer Park in rooms 1 and 2 at 10:00AM. The purpose is to have a full and open airing between the parties of the most recent conflict between an individual and the Board of Directors and holds reconciliation as the highest of possible outcomes. Since the individual is represented by counsel in this conflict, his invitation will be sent to his counsel.

Community healing is important and, as a FIRST STEP, there must be a process of reconciliation among the principles in this conflict. We recognize the need for transparency and that the

issues around exclusion may be exacerbated if men who wish to witness this process were not able to do so. In the interests of transparency, the TRIBAL COUNCIL will be open to the public on a space available basis.

True reconciliation is a process where the moderators direct dialog between the parties to state positions and feelings and gradually rebuild trust and understanding. This process is not an easy one and would be impossible in the context of an emotionally charged atmosphere of crowd sentiment. In that spirit, observers are asked to bring an intention of true reconciliation. Once reconciliation between the principles is underway, the NEXT step of Community Forum can productively take place where all members of the community are welcome as full participants.

The TRIBAL COUNCIL will have the following objectives:

1. Acknowledge again that exclusion as a concept is off the table and acknowledge the pain this concept has caused to all involved.
2. Create a fair and transparent foundation for conflict resolution.
3. Acknowledge that harm has been caused and that the actions causing it will cease.
4. Allow for each party to fully express their point of view and their pain from the conflict.
5. Acknowledge the contribution each party has made to the CMG.
6. Re-humanize all parties and put an end the objectification and accusations of ill will.
7. Any result will be a written, signed and mutually ratified agreement of accountability.
8. Complete the reconciliation process so that further rehash, re-argue, campaign or sanction is acknowledged by all parties to be unnecessary and inappropriate.
9. Prepare all parties present for responsible participation in the forthcoming Community Forum.

The TRIBAL COUNCIL should conclude in under three hours, but may take as many as five. There is a commitment to the process; so should the objectives not be reached in this allotted time, there is the possibility for continuation should resolution not be reached by 3:00PM. This council will consist of 21 men. Decisions will be made by consensus of all the Men of the Tribal Council, including the moderators.

The Men of the Tribal Council will be arranged in the following round table configuration:

1. The individual and two representatives of his choosing, preferably CMG Men.
2. BOD will be represented by the CMG president and two members of the board of his choosing.
3. This panel will be moderated by Chuck Allen and one other moderator yet to be named.

4. Three Elders will be chosen by the moderators and their roles are to hold space and decorum. An elder may interrupt anyone at any time to object, ask for clarification or pose a question to any man present.
5. Five CMG Men of the individual's choosing will attend as witnesses of the Tribal Council. These men may speak only if asked a direct question pertaining to a subject of which they have first-hand knowledge. Otherwise, they are simply Men of the Tribal Council.
6. Five CMG Men of the BOD's choosing will attend as witnesses of the Tribal Council. These men may speak only if asked a direct question pertaining to a subject of which they have first-hand knowledge. Otherwise, they are simply Men of the Tribal Council.

The Tribal Council will be convened at 10:00AM by the moderators, who will outline the objectives, the method, and the ground rules of the Tribal Council. The moderators will introduce every member of the Tribal Council and state their role.

The CMG president, along with his two representatives, will have a total of 12 minutes to present the position of the BOD.

The individual, along with his two representatives, will then have a total of 12 minutes to present his position.

The moderators will lead the Tribal Council through a structured dialogue fairly representing each position and then moderate a process to determine the course of reconciliation. This process includes, and is not limited to, questions posed by both sides and time allocated for complete answers.

The CMG president will have the opportunity to present, if he so chooses, a proposal before the Tribal Council for ratification. If he knows before the Tribal Council the form this proposal will take, he will include this in his opening statement. This up-front statement of intentions will support the objectives of safety and transparency. The moderators will lead the Tribal Council through discussion of the question and a decision.

The individual will have the opportunity to present, if he so chooses, a question or proposal before the Tribal Council for ratification. If he knows before the council meeting the form this question will take, he will include this in his opening statement. This up-front statement of intentions will support the objectives of safety and transparency. Moderators will lead the council through discussion of the question and a decision.

Agreements, settlements and other outcomes shall be written, signed by the principle parties and ratified by the Board of Directors before becoming effective.

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