Resilient Yolo Community Meeting November 13, 2020 11am-12:00pm Via Zoom Minutes

<u>Attendance:</u> Susan Jones (Creative Behavior Systems), Bianca Solorio (YCOE), Sharon Tafolla (UCD POD), Kim Porter (CommuniCare), Gail Kennedy (Cal ACEs), Lynn Arner (Early Years Childcare Services), Lori Ross (United Way), Casanya Ursery (Unite Us), Tessa Smith (YCHHS), Lori Chelius (Orgins Training), Jennifer Phipps (UCD POD), Melina Ortigas (First 5), Bonnie Berman (Yolo CASA)

Guests/ Contact info:

Casanya Ursery

Email: casanya.ursery@uniteus.com

Community Engagement Manager from Unite Us

Sharon Tafoya

Email: staffola@ucdavis.edu

POD Center Coordinator, UC Davis Perinatal Origins of Disparities

Meeting Roles Resilient Yolo Principles:

Facilitator: Lucy Roberts and Susan Jones Listen deeply Respect confidentiality

Speak your truth Have grace

Note Taker: Bonnie Berman

Turn to wonder

Fully participate

Hold ourselves accountable

Meeting Recording: Contact Bonnieb@yolocasa.org for copy

Agenda:	Notes/Questions/Action Plan:	<u>Deliverables:</u>
Opening Mindful moment	Mindful moment: -Susan Jones	
Meeting Roles and Norms Review	Roles and Norms: -Susan Jones	
Introduction of Guest Speaker	Introduction of 1 st Guest Speaker: -Gail Kennedy Casanya Ursery, Community Engagement Manager Unite Us	

<u>Background:</u> The Greater Sacramento Community Network is a coordinated care network that connects social service organizations, government agencies, and health care providers to deliver integrated whole person care through a shared technology platform provided by <u>Unite Us</u>. Thanks to Unite Us' funding partners, Kaiser Permanente and Blue Shield of California, this network is free for community-based organizations and most community health centers in Sacramento, Yolo, Placer and El Dorado Counties and more.

Review of Last Meeting Minutes and Deliverables

<u>Presentation:</u> Unite Us is a software company. Open in Fresno and Sacramento, then Yolo and expanding to Placer and neighboring areas. Connects clients, with their concent, to additional services and resourses as referrals via the software. Additional protections are available for those experiencing sexual abuse and homelessness. We know this is successful because our data shows connections within the community are increasing dramatically, especially during COVID-19. Process is HIPAA, etc. compliant. Organizations have access to the data, it is not owned by Unite Us.

Cananya demonstrated the software. There are 170 services types to choose from. It allows a low barrier on information for clients, and with only an address the software shows resources in the area in visual form. It's easy to add services and configure by accessabilty, language, etc. It's also able to track community wide data on what services are being provided across the network, as well as track what types of outcomes, and the software can export for specific organizations or netwroks. Because of a partnership with BlueShield and Kaiser this software is forever FREE. And provides lots of staff training options available.

Unite Us would like to know what our community needs. A suggestion is to imbed a marker for trama informed provider organizations so we can refer to these specific organizations if we choose.

Introduction of 2nd Guest Speaker:

-Susan Jones

Sharon Tafolla with POD gave update on focus group work progress. Took action on feeback to include breakout sessions. First session is Spanish started last Friday and was really good. Worked with family Hui and will work with Help Me Grow.

They will look at doing more groups for Jan or Feb.

Review of Last Meeting Minutes and Deliverables:

Lynn Arner- presented the condensed Values work and related feedback.

Here are both the short and expanded Values for review and approval by RY.

SHORT VALUES

We value the importance of:

- Teamwork/collaboration/connecting with others
- Continuous learning/openness to change
- · Diversity, equity, and justice
- Respect and open communication
- Integrity and accountability

EXPANDED VALUES

Evidence-based research guides our work to be trauma and healing informed and protects the integrity of our work making us accountable to others.

Valuing respect for our differences, including our diverse backgrounds, experiences, and perspectives allows us to keep equity and justice at the center of our work.

Continuous learning and reflection are necessary to interact with others with a humble and inquisitive mindset. This occurs through collaborating and connecting with each other using respectful, open and nonjudgmental communication.

Lucy Roberts- Following a request for additional feedback about our Principles (there was none) they have been incorporated into our meeting materials at the

Bonnie- Will send out both short and expanded values for review and approval by RY.

All Resilient Yolo members-

Please review both the short and expanded values and send feedback to Bonnieb@yolocasa.org

top of this agenda.

Susan, Bonnie- Presented a draft Leadership position framework We invite discussion about this draft Leadership position and welcome feedback. Everyone is encouraged to review and share comments within the next 2 weeks. During the 3rd week the draft will be revamped to incorporate your feedback and sent out before the next meeting so there can be an informed discussion.

DRAFT CO-LEADERSHIP POSITION DESCRIPTION



Resilient Yolo
Applicant description:
Co-Leadership Role

DESCRIPTION

Resilient Yolo is a collaboration of supportive member organizations and individuals throughout Yolo County. Our purpose is to educate people about ACEs. Our mission is that Resilient Yolo support and promote partnerships between its membership and the larger community, actively and intentionally prevent and address the traumas associated with ACEs, including those particular to marginalized minority populations, in its outreach, education and programming.

DISTINGUISHING CHARACTERISCS

Bonnie-will send out the draft version inviting feedback and edits due within 2 weeks time (Nov 30th) Revamped version incorporating edits will be sent out before the Dec meeting

All Resilient Yolo members-

Please review this draft position description and send feedback to Bonnieb@yolocasa.org before Monday, Dec 30th

This volunteer position functions to facilitate effective collaboration and effective engagement with all members, while maintaining the integrity of Resilient Yolo's mission, values and principles. The Co-Leadership position shares responsibilities between two people.

ESSENTIAL FUNCTIONS:

- Represents Resilient Yolo officially within the greater community
- Acts as spokesperson at external events, meetings, outreach
- Directs, in coordination with membership, our focus and effort
- Encourages and supports internal leadership via check-ins and meetings
- Sets the agenda in dialogue with other members
- Understands general administration of Resilient Yolo related to communication, ie; email lists & social media, and how this is maintained
- Practices collaboration and transparency
- Employs good communication skills

POSITION TERM: 2 years

AmeriCorp Vista may be a candidate for this position.

Gail Kennedy encouraged attendance at the Cool Davis Climate presentation and community discussion on Wedneday, Nov 18th at 5PM.

Lori -will look at how an AmeriCorp Vista candidate might fill one of the Co-Leadership roles.

Bonnie- will post Cool

		Davis event to RY website a 2 nd time Bonnie- will post our Mission, Vision to the RY website
Follow-Up Focus Work:		
ClosingReview ofDeliverables andDates	Review of Deliverables Assigned and Dates: -Susan/Bonnie (Bonnie- brief overview of meeting notes and review deliverables)	

Resilient Yolo Community Meeting October 9, 2020 11am-12:00pm Via Zoom Agenda

Attendance: Lucy Roberts (Family Hui), Lynn Arner (Early Childhood expert), Celina Alveraz (Empower Yolo), Sharon Tafolla (POD Center), Bianca Solorio (Yolo County Office of Ed), Lori Ross (United Way Capital Region), Theresa Hioki (Yuba County Office of Education resaerching building an ACEs initiative in Yuba County), Jacquenette Michael (Stanford Sierra Youth and Families), Jennifer Phipps (POD Center), Bonnie Berman (Yolo CASA), Adriane Miles (Washington Unified social worker), Alison Rodriguez (CommuniCare), Jennifer Travis (Help Me Grow Yolo County), Martha Lopez, Gail Kennedy (ACEs Connection), Mark Fink (Yolo County Library)

Guests/ Contact info:

Sharon Tafolla
UC Davis PODCenter

Email: staffola@ucdavis.edu https://pod.ucdavis.edu

Meeting Roles

Facilitator: Lucy Roberts and Susan Jones

Note Taker: Bonnie Berman

Time Keeper:

Process Checker:

Meeting Norms:

Honor Time Agreements

Respect Contextual Confidentiality Expect and Accept Non-Closure

Discomfort

Limit Distractions (electronics and otherwise)

Stay Engaged Experience

Speak Your Truth

Agenda:	Notes/Questions/Action Plan:	<u>Deliverables:</u>
Opening	Opening: -Lucy Roberts	
Mindful moment:	Mindful moment: -Lucy Roberts	
Meeting Roles and Norms Review:	Roles and Norms: -Susan	
Introduction of Guest Speaker:	Introduction of Guest Speaker: -Lucy Sharon Tafolla Email: staffola@ucdavis.edu POD Center Coordinator, UC Davis Perinatal Origins of Disparities Outlined POD (Perinatal Origins of Disparities) project on connecting with Yolo County community members. Process includes asking community members their priorities in many areas, ie. family, child, maternity health, education, mental health, etc. Then prioritize these areas, followed by identifying what progress in	

these areas would look like. Ask how can we engage these communities in the future. Outreach involves 60-90 min zoom meetings with breakout groups. The timeline starts with getting feedback on the process followed by scheduling in Nov, then hosting in Dec-Jan. Advertising last call for focus groups in the public in Jan-Feb. Eligibility: Must have child 0-18yrs, must have phone or zoom access, and be willing to talk about services they use. Looking for mixed participant groups in Feb-Mar.

Partnership opportunities for RY organizations: Advertise and promote, or Advertise and host.

Feedback needed from RY organizations: dates and times that do or don't work, zoom experiences and recommendations on this process. Looking for bilingual Spanish speaking staff to co-facilitate.

Lori Ross is doing similar work and looking for gaps in United Way services. Very willing to share feedback and data. Lori is willing to present her findings to RY. Celina volunteers a Mandarin speaker to assist with accessing community members. Lynn will offer child care provider participant access.

Review of Last Meeting Minutes and Deliverables

Review of Last Meeting Minutes and Deliverables:

Gail or Jacquenette- will present on the Principles as they relate to "Meeting Norms" in the TIPS format

Values are a foundation and Principles come from values. Find our themes and condense them, and principles would flow from those.

Proposed Principles:

- 1. Listen deeply
- 2. Speak our truth
- 3. Turn to wonder
- 4. Fully participate
- 5. Respect confidentiality
- 6. Have grace
- 7. Hold ourselves accountable

Bonnie will distribute revised Principles list for feedback.

Lynn will schedule

	Lynn Arner- will present on her subcommittees work on Values for the foundational document. The team did edit work but not deep discussion. 12 is too many and there is overlap and disparity in level of importance. We'll ask a team to whiddle these down to top 5-6 values and share with RY for feedback and discussion at next meeting,	meeting with Mark, Jennifer, Lori Chelius, Natalie, and Lucy to whiddle down Values to top 5-6. Lynn or Lucy will send Value short list to Bonnie to distribute for fedback
	Gail Kennedy- will present on ACEs Aware Network. ACEs Aware is supporting primary care and pediatrics to screen for ACEs and there are a lot of opportunities, trainings, webinares, learning colaboratives,. Gail is trying to capture a way to make this easy for people to find. Calendar on ACEs Action site with all the opportunities is coming soon. Gail will bring up at next meeting.	Bonnie will send out a link to the site/calendar when it's ready and ask if anything should be added
	Lucy Roberts- will present on next steps -We need to define leadership. Lucy will talk with Tracy to get her thoughts tooFamily Hui is partnering wth CalWORKS and presenting a workshop on Resources Home Learning during Covid-19. YCOE and Yolo County Library will participate. Wrokshop is for children learning from home looking for ideas to improve their home learning situation Lori Ross suggested we advocate for a RY staff person at the county level with funding coming from the county budget.	
Follow-Up		

Focus Work:		
Closing • Review of Deliverables and Dates	Review of Deliverables Assigned and Dates: -Susan/Bonnie (Bonnie brief overview of meeting notes/Susan review deliverables)	

Resilient Yolo Community Meeting September 11, 2020 11am-12:30pm Via Zoom Agenda

In Attendance: Lucy Roberts-Family Hui, Susan Jones-Creative Behavior Systems, Angelica Nemani-AmeriCore Vista United Way, Jayne Williams-ALMS, Dr. Jennifer Phipps-UCD POD, Shelly Keeble-Stanford Sierra Youth and Families, Allison Rodriguez-CommuniCare, Lori Chelius-Origins Consulting, Lori Ross-United Way, Tessa Smith-Yolo Mental Health Services, MaryAnn Candela-Creative Behavior Systems, Jacquenettte Michael-Standford Sierra Youth and Families, Gail Allison-ACEs Connection

Guests/ Contact info:

Jennifer Phipps, PhD Associate Project Scientist POD Center Coordinator, Perinatal Origins of Disparities Email: jephipps@ucdavis.edu

Meeting Roles	Meeting Norms	
Facilitator(s): Lucy Roberts and Susan Jones		
	Honor Time Agreements	Speak Your Truth
Note Taker: Bonnie Berman	Respect Contextual Confidentiality	Stay Engaged
	Expect and Accept Non-Closure	Experience
Time Keeper:	Discomfort	
	Limit Distractions (electronics and otherw	ise)
Process Checker:		

Agenda:	Notes/Questions/Action Plan:	<u>Deliverables:</u>
Opening	Opening:	
	-Lucy Roberts	
Mindful moment:	Mindful moment:	
	-Lucy Roberts	
	Check In and Brief Introduction of attendees:	
	-Lucy Roberts	
Meeting Roles and	Roles and Norms:	
Norms Review:	-Susan	
	(Team Implemented Planning System (TIPS) meeting system descrition)	
Introduction of Guest	Introduction of Guest Speaker:	
Speaker:	-Lucy	
•	Jennifer Phipps, PhD	
	Email: jephipps@ucdavis.edu	
	Associate Project Scientist	
	POD Center Coordinator, Perinatal Origins of Disparities	
	Shared powerpoint. Jennifer talked about POD Center and how it is getting more	
	engaged in the Yolo community: Began 1.5 yrs ago. Focused on child baring	
	women through age 8yrs children. 10 faculty cover a broad range of disparities in	

US and globally. Ex. wildfire smoke effects on women, genetics, biological, social behaviors, etc. They have 5 yrs of funding.

POD is looking at local data and how it can inform our initiative in how we do research. Looks at all sources of data (Demographic, general health and child health exposures, social determinants, geographic variables, relationships, Dad/male partner exposures, COVID-19 & digital divide, etc). Students look at where this data exists and see what is missing. Sources were federal, non-profit, state sources, yolo orgs, and per city, etc. Gaps found in data within the different cities (though lots of county wide data), tribal health, dad/male exposures, perinatal exposures, family relationships, stress/discrimination all had lots of missing data. COVID-19 specifically; Child care for essential workers data was missing. Fortunately, they do have data on food insecurity, unemployment, general childcare, infection rates, etc.)

Next steps for POD: mapping community services in Yolo and how to access them. There is a plan to have community focus groups. 60-90 minute virtual sessions and ask about favorite programs, gaps in services, prioritize issues/topics, insure trust. POD needs RYs help to promote sessions and identify future study participants. Will offer \$20 gift cards to participants. Also, POD want to create 2 data dashboards. One with all the collected data and one for available services. Ideal for grant writers.

Events: POD is planning a Town Hall on health disparities. Also, opportunity for guest speakers that would support both our agencies. Like to think about evaluations of programs???

**Q/A time for Guest Speaker?

1) Marianne: Do you have data for queer people who are having babies? Couples who have IDF or a donor?

Jennifer: Looked at that topic and may have data but not on hand.

2) Tessa: Would have liked racism front and center as a public health crisis. What specificity about race was built into these data searches? I encourage a social community context. Also, make sure Clarksburg is addressed. There is huge

disparity between vineyard owners and migrant laborers in this small town.

Jennifer: Did look at racism and discrimination, like your emphasis to look at the other factors. It plays into all the other things. Would like to talk with her more.

3) Susan: Are you including the ACEs assessment with the people you are interviewing? Can we organize our work and efforts with you?

Jennifer: YES!

4) Gail: Sees overlaps and how to better digest this data.

Jennifer: Put all the variables separate in a very large spreadsheet of data which she will share. And we can offer feedback about combining some variables together.

Review of Last Meeting Minutes and Deliverables:

Last Meeting Review Minutes and Deliverables:

-Susan Jones

- 1. Lucy to update partnership with POD Center at UCD (also todays speaker).
- 2. **Bonnie** emailed Cherie Porters foundational documents and Survey and Assssment to all RY.
- 3. Lynn reach out to Mark and Jennifer and Celina.
- 4. Defining Documents Subcommittee Presentations (Susan)
- Mission/Vision
- Values
- Principles

Defining Documents Discussion

- · How do they flow together
- Anything missing?
- How can we polish it so they flow and fit?

(ACES embedded?)

A. Mission and Vision (Tessa, Susan, Allision and Jayne)

MISSION:

That Resilient Yolo support and promote partnerships between its membership and the larger community, actively and intentionally prevent and address the traumas associated with Adverse Childhood Experiences and Adverse Community Experiences (ACEs), including those particular to marginalized minority populations, in its outreach, education and programming.

VISION:

To create a more resilient community in which all can thrive by taking a trauma-informed, culturally responsive approach to preventing and reducing the impact of Adverse Childhood Experiences and Adverse Community Environments (ACEs) on our diverse population by creating safety, stability and nurturing relationships and environments.

Motion approved with 2 minor edits: Seconded

B. Principles (Jaquenette)

Our Principles:

- 1. All voices matter. 2. We are all connected. In what way? OR Do we want everyone to feel connected? 3. Give and receive welcome. What does this mean?
- 4. Be present as fully as possible. 5. Listen deeply. 6. Turn to wonder. 7. Speak your truth in ways that recognize and respect other people's truth. 8. Pay attention to your own inner reactions and responses in order to learn. 9. Practice doing less and slowing down. #4, #5, and #9 are all similar. Do we need all 3?

Principles are "How do we treat each other?" Reference Susan's Meeting Norms at the top of this TIPS document. These norms are principles.

No motion.

Note: Lori has offered to join this team

C. Values (Lynn) **Our Values:** Change is a positive force. Collaborating is a way to work towards shared goals. Communication is open and non-judgmental, utilizing open-ended inquiry and implicit acceptance. Connecting with others strengthens families and communities and builds resilience. Reflection is utilized as a tool to understand. Diversity is essential because differences strengthen our work. Evidence-based research guides our work to be trauma and healing informed. Hope will help us achieve our vision. Integrity is foundational to our work and makes us accountable to others. Continuous Learning is necessary to interact with others with a humble and inquisitive mindset. Respect for different backgrounds, experiences, and perspectives keeps us openminded. Resilience is a core belief and value; we all have the capacity to change, grow and thrive. Tabled for discussion at next meeting

Follow-Up Items:		
Focus Work:	Focus Work:	
Review of Deliverables	Pavious of Deliverables Assigned and Dates	
Assigned and Dates:	Review of Deliverables Assigned and Dates: -Susan/Bonnie (Bonnie brief overview of meeting notes/Susan review	Tessa: will send HHS
Assigned and Dates.	deliverables)	powerpoint to Board of Supervisors presentation to Jennifer and RY
		Bonnie: will collect questions from within RY and submit batch to Jennifer to respond, and copy RY group so they see what is submitted.
		Lucy: sending a list of vocabulary that might be helpful.
		Jennifer: will share her spreadsheet of data.
		Bonnie: will email Mission and Vision to RY with 1 week window to respond yea or nay.
Closing:	Closing:	Lori C., Gail and Jacquenette: will synthesize TIPS meeting norms with the Principles.
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	-Lucy			
	Resilient Yolo Cor			
	August 14, 2020 11:			
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In Attendance:				
	r, Susan Jones, Lynn Arner, Bonnie Berman	, Jayne Williams, Allison Rodriguez, Gail Ke	nnedy, Lori Ross,	
Jacquenette Michael, Mar	Jacquenette Michael, Mariah Ernst-Collins			
Guests/ Contact info:				
	oday's meeting. She is an internationally red	cognized professional consultant on non-pi	rofits with extensive	
experience.				
Cherie Porter				
portercheriel@gmail.com				
	Meeting Roles Meeting Norms			

Facilitator: (Guest) Cherie Porter

Note Taker: Bonnie Berman

Time Keeper: Unassigned

Process Checker: Unassigned

Honor Time Agreements
Respect Contextual Confidentiality
Expect and Accept Non-Closure
Discomfort

Limit Distractions (electronics and otherwise)

Speak Your Truth Stay Engaged Experience

Agenda:	Notes/Questions/Action Plan:	<u>Deliverables:</u>
Opening		
Meditation/Celebration	Meditation:	
S	-Led by Cherie Porter	
	Meditation on power of words, hospitality, listening, and importance of stepping	
	closer to the fringe to make meaningful change.	
	Check In Personal and/or Organizational:	
	-Everyone feeling sunny.	
	Some feeling short on time but making space for this important work.	Lucy to update
	Lucy : Resilient Yolo is working in partnership with the POD Center at UCDavis.	partnership with POD
	More information to come. Tafoya Elementary is planning to adopt Be the One into their school programming.	Center at UCD.
Meeting Roles and Norms Review:	Roles and Norms: Unassigned	
	Last Meeting Review Minutes and Deliverables: Unassigned	

Review of Last Meeting		
Minutes and		
Deliverables:		
Deliverables.		
Follow-Up Items:		
Focus Work:	Focus Work:	
FOCUS WORK:		
	Statement : Though COVID has disrupted our lives and the MeToo and BLM movements has disrupted our hearts, RY's responsibility to the community has not	
	lessened. However, due to the many changes we are all experiencing, RY has not	
	been able to be as active or as responsive as we had hoped. This is why now, we	
	feel it is an appropriate step to ascertain where we each think the organization is	
	today, and what we each believe should be our organizational priorities going	
	forward.	
	Review: Brief discussing of existing foundational documents and a survey, both of	
	which will be sent to everyone associated with RY for their comments and their	
	assessment of the organization.	Bonnie emailing of
		foundational documents
	Cherie posed the question: "What is the purpose of Resilient Yolo?"	from Cherie , survey and
		assessment from Allison

Person 1: We need to define who we are as an organization. We know we can build resilience. The way we get there is through trauma informed practices, etc. in individuals, orgs, and communities. **We are a support group.**

and Susan.

Person 2: We have things and people who aren't functioning well. We need to build protective factors. People don't have beginning vocabulary...we need to start at the ground and build up. Awareness is key!

Person 3: Utilize role at a health center to impact community. Utilize RY team to expand upon that. Represent community more; <u>action steps, plans</u>, etc. We need <u>shared goals</u>.

Person 4: <u>Mission</u> is too similar to every other org. Are we an information hub? A collaborative providing resources? Provides awareness? Works on issues with community?

Person 5: This group could step in and make a difference. We need to get into the community.

Person 6: ACEs science/BTO campaign were stellar. We have a product but we need <u>deliverables</u>, <u>workgroups</u> on specializations, <u>action items</u>. Building some workgroups will inspire more to do this work in their areas.

Person 7: Liked the existence of a group of like-minded people.*** Lots of people said this.

Person 8: We solve problems within community. Off shoot of ACEs connections. Educating people with goal of trauma informed systems. Judicial system, Education, etc.

Person 9: We needed to <u>document</u> what we were doing, so we know what we did and <u>recognize</u> what we are doing. Find and document all the places Tracy presented!

Cherie's comments: We need to answer "This is why we matter...! This is why I'm defending this organization". You are talking to each other, a close-knit group, not to the broader community. Need to look to Facebook, <u>social media</u>. Need to set

	up systems with people tied to specific roles. This leads to an action plan with strategic vision. Start by identifying the groups needed; Foundational document group, leadership transition group, group to brainstorm the issue of needing to connect AND told to stay at home. Everyone signs up for one group, honor the work, create something polished and more relevant, and send to the broader group. Process could be to announce these pods/groups and invite others to help.	
Review of Deliverables Assigned and Dates:	Review of Deliverables Assigned and Dates: Action/commitments from this meeting formed the following workgroups Mission & Vision: Allison, Susan, Jayne, Tessa Principles (How we treat each other): Jacquenette	Mission & Vision: Allison, Susan, Jayne, Tessa
	Values: Lynn Lynn will reach out to Mark Fink and Jennifer Travis because they are doers. We should also bring in Celina.	Principles (How we treat each other): Jacquenette Values: Lynn
Closing:	Closing: Unassigned	Lynn will reach out to Mark Fink and Jennifer Travis, Celina

Blank TIPS Agenda:

Attendance: (cross out if	absent & write time if arrived late or leaving	g early)					
Cuarta / Cantact info							
Guests/ Contact info:							
Meeting Roles		Meeting Norms:					
Facilitator:		Honor Time Agreements	Speak Your Truth				
		Respect Contextual Confidentiality	Stay Engaged				
Note Taker:		Expect and Accept Non-Closure Discomfort	Experience				
Time Keeper:		Limit Distractions (electronics and otherwise)					
		(5.55)	,				
Process Checker:							
Agenda:	Notes/Question	 ns/Action Plan:	Deliverables:				
Opening		<u> </u>					
Meeting Roles and							
Norms Review							
Review of Last							
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Follow-Up							
Focus Work:							

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