

GROUP BUILDING PROCESS



TIMING: Friday afternoon, immediately following the first Check In and “What Brings You Here”

EXPECTATION: All parts of the process are fully memorized. Group Building Coordinator may have one note card to use in an emergency

PURPOSE: To build a safe container and to show that we are all alike

ENERGY: Focused and calm

INSIDE SET-UP: See Inside Setup Guide: “Before Group Building”

EXPECTATIONS FOR MODELS

The women who model these exercises must prepare their statements. You must be approved by the Group Building Coordinator prior to the Weekend. ***The Models will:***

- Come up with 6 or 7 examples for your part.
- Know these by heart and from the heart. You may not use notes.
- Be authentic and open. Your goal here is to step off the cliff and model for the women that it’s okay to take risks and share the truth about yourself, your brokenness, your failings, etc.
- Avoid being too religious. This means not ONLY focusing mainly on spiritual things like, “I hide by not reading the Bible or not praying.”
- Go deep. Come up with examples that are *real* and *honest*; don’t stay surface level on these. You must share the tough stuff about your life.
- For the woman doing the intimacy part, consider adding an example of how you might hide from sex if this is appropriate. Intimacy DOES NOT equal sex, however. These statements should be well rounded to include husband, friends, potential friends, other family members, etc.

SETTING UP THE PROCESS

- Group Building Coordinator has Attendees count off by 1’s and 2’s and forms two concentric circles with the inner circle facing the outer circle. If the Attendees are an odd number, a staff member will need to join one of the circles. She will participate with the Attendees and do what the Attendees are doing.
- Group Building Coordinator and three facilitators will be positioned at the four corners of an imaginary square surrounding the circles in the following clockwise order:
 1. Group Building Coordinator (Eye-to-Eye)
 2. “I hide from women by...”
 3. “I hide from God by...”
 4. “I hide from intimacy by...”

ROUND ONE: Eye-To-Eye Contact and Debrief

Facilitator: Group Building Coordinator

Movement: If there are less than 20 Attendees on the weekend, they will each move until they have stood in front of each woman in the inner circle one time. Pay attention to where the circles started and how many times they will move (i.e. if there are 16 attendees, they will move 8 times).

NOTE: When there are 20 or more Attendees, ONLY move outer women TEN times.

- Group Building Coordinator says, *“Ladies, look into the eyes of the woman in front of you until I tell you to stop.”* (Go for 20 seconds)
- After 20 seconds say, *“Outer circle, please step to the right to the next woman.”* (Go for 20 seconds each time.)
- From then on simply say, *“Outside circle step to the right.”*
- When the women have looked at everyone in the circle, or you have moved 10 times, have them widen the circle and sit down where they are standing. (Be aware of attendees with limited mobility. You may need to bring in a chair for a woman to sit on. If you bring in a chair, bring an additional chair for rounds 2-4 for the woman across from her to sit on.)

ROUND ONE DEBRIEF

Debrief the process with the following questions:

- *“What was that like for you?”*
- *“What did it bring up for you?”*
- *“What did you experience from the other women?”*

Use the following tools to keep momentum going during the debrief

- *“Tell us more about that.”*
- *“Someone who hasn’t spoken yet.”*
- **Repeat** what the women say so everyone can hear.
- Be inquisitive, welcome humor, make this interesting.

During the ROUND ONE DEBRIEF, the following things must be said:

Building Awareness: In the beginning of this debrief, say, *“Whenever a woman says something that you identify with, go ahead and raise your hand so that she knows she is not alone.”* (**Model this for them throughout the process**)

Using “I” Statements: After a woman starts sharing saying “you” when it is clear that she is talking about herself, introduce this concept, *“On the weekend we encourage you to own your thoughts, feelings, and experiences. Oftentimes, we say ‘you’ when what we mean is ‘I’. We encourage you to use ‘I Statements.’” (Show the woman how to do this.)*

After about **three minutes** of debriefing, *“Good work. Stay seated and the outer circle move one woman to the right, and both circles turn back towards one another.” (At this point, bring in an additional chair if needed for anyone with mobility issues to be able to have their partner sit in a chair across from them and not sit on the floor.)*

NOTE FOR ROUNDS TWO, THREE, and FOUR: It is the job of the Group Building Coordinator to back-up the Facilitators and Models and **keep momentum going** in the next rounds.

- If she feels that the staff has not been as open as they need to be, then she must model by sharing things about her life.
- *She will intervene if a Facilitator is allowing a debrief to go on too long.*

ROUND TWO: "I hide from women by..."

Facilitator: _____

Model: _____

- Facilitator says, "We are going to model what we want you to do next. (Model) is going to tell you how she hides from other women."
- Model shares her six to seven statements starting each statement with "I hide from women by..."
- Facilitator says, "Now, inside circle to outside circle 'I hide from women by...'"
- After 1 minute, or if the sharing has gone quiet, say, "Stop, now outside circle to inside circle 'I hide from women by...'"
- After 1 minute, or if the sharing has gone quiet, say, "Outside circle move one woman to the right."
- DO NOT DEBRIEF NOW

ROUND THREE: "I hide from God by..."

Facilitator: _____

Model: _____

- Facilitator says, "Now we are going to talk about how we hide from God. (Model) is going to tell you how she hides from God."
- Model shares her six to seven statements starting each statement with "I hide from God by..."
- Facilitator says, "Now, inside circle to outside circle 'I hide from God by...'"
- After 1 minute, or if the sharing has gone quiet, say, "Stop, now outside circle to inside circle 'I hide from God by...'"
- After 1 minute, or if the sharing has gone quiet, say, "Outside circle move one to the right."
- DO NOT DEBRIEF NOW

ROUND FOUR: "I hide from intimacy by..."

Facilitator: _____

Model: _____

- Facilitator says, "Now we are going to talk about how we hide from intimacy. (Model) is going to tell you how she hides from intimacy."
- Model shares her six to seven statements starting each statement with "I hide from intimacy by..."
- Facilitator says, "Now, inside circle to outside circle 'I hide from intimacy by...'"
- After 1 minute or if the sharing has gone quiet say, "Stop, now outside circle to inside circle 'I hide from intimacy by...'"
- Wrap up after 1 minute, or if the sharing has gone quiet. "Okay, ladies, thank you, you can stop now."
- DO NOT DEBRIEF NOW

DEBRIEF: ROUNDS TWO, THREE and FOUR

All facilitators, use the following tools to *keep momentum going* during the debrief:

- *“Tell us more about that.”*
- *“Someone who hasn’t spoken yet.”*
- **Repeat** what the women say so everyone can hear.
- Be inquisitive, welcome humor, make this interesting. **Keep your energy up.**
- Remind them when opportunity presents about raising their hands to identify with a woman. **(Raise your hand to model that.)**
- Remind about “I statements” when opportunity presents itself
- Sometimes a woman will make a statement like “It was hard” or “I felt embarrassed.” Whenever an Attendee makes a general statement like that, follow up with *“What was hard about it?”* or *“What was embarrassing about it?”* Ask the question that will help them to go deeper and unpack what they said.
- Don’t process their answer too deep though. **Leaving some things unsaid is appropriate in this exercise.**
- **Limit the sharing to 4-5 women sharing per round. Keep it moving.**

ROUND TWO Debrief: “I Hide from Women”

Debrief the process with the following questions

- *“What were some of the things you said about how you hide from women?”*
- *“What came up for you when you were sharing?”*

ROUND THREE Debrief: “I Hide from God”

Debrief the process with the following questions

- *“What were some of the things you said about how you hide from God?”*
- *“What came up for you when you were sharing?”*

ROUND FOUR Debrief: “I Hide from Intimacy”

Debrief the process with the following questions

- *“What were some of the things you said about how you hide from intimacy?”*
- *“What came up for you when you were sharing?”*
- **Final Question:** *“What are you aware of after doing this exercise?”*

REMINDER TO FOCUS ON SELF

In closing, Group Building Coordinator says,

*“We want to remind you to focus on yourself this weekend and not carry other women’s pain or hurt. We even ask you to not offer a woman a tissue or to comfort another woman. Please allow the staff to attend to your needs. What can happen when you offer comfort or a tissue to someone who is crying?” **(let them respond)** I.e., it can send the message that they need to stop crying and it can shut the woman down.*

This weekend is about creating space for whatever comes up within you. Creating this space for you is why we asked for your cell phones and we gave you an emergency number so that you don’t have to carry the outside world and you can be present here.”

BREAK

Tell them that we are now going to take a break, and give them the following information:

- Tell them where the bathrooms are.
- There are snacks available on the snack table.
- Remind them to drink water on the weekend. (Important for Colorado)
- Remind them about the drum and getting back right away.
- **DO NOT REMIND WOMEN ABOUT THEIR ROCKS!** Let them forget them.