

Time	Activity	Who ?	Purpose	Description/Script	Objective	Shape	Level	Materials
10:15	Welcome & Orientation to the Day	Adela	Manage expectation	The format of the day, the way we'll get to the outcomes, what we can reasonably expect to accomplish		Big group, people sitting where they choose		
	Blessing/Dvar Torah –	Rabbi Benjamin	Jewish context	Reflection on learning from success and learning from failure		Big group		
	Opening – Driving and sustaining cultural change	Shelley	Refresher of how we got here	What is Gesher? What has your experience been with the Gesher changes? What have you learned from what didn't work? What questions do you still have?	1	Big group		2018 retreat summaries
	Fishbowl	Shelley, 3 or 4 Gesher team members	Gesher members model responding to homework	Why am I here? What do I want to learn? What does the Gesher team need to learn?	1,2,3	Individual, Big group	Individual	
	Lead in to I Believe		Putting on the big shul glasses:	Acknowledge the challenge and see how we rise to it: How do we create intimacy inside a large organization? How do we stay Havurah Shalom? What behaviors are required? What is the role of leaders in managing the tension? What is our individual and collective role in creating our covenant	1,2	Big group/dyads/big group		

				and supporting participatory community? Relationships make us different and working together is how we build relationship				
	I Believe		Getting voices into the room, expressing worries and concerns unfiltered	What do you believe about big shuls and intimate communities? (example: big shuls are run by staff, big shuls are impersonal) Individuals write and Gesher team posts, find themes, rearrange, report out	1,2,3	Individual, Big group	Individual	Postits, pens, Chart pak, markers, tape
	Clusters share out their pre-work top 3 learnings. 5 minutes per cluster		Getting voices into the room	What have we learned out about our community and programming this year? What would we do again? What would we not want to repeat? What process improvements do we want to make? What suggestions can we offer to other clusters?	1,2,3	Big group	Cluster	Chart pak, markers, tape
	Working Lunch		Get lunch, re seated by cluster					
	Budget Nuts and Bolts	Julia, Ken, Karen W.	Share information and generate assumptions:	<ol style="list-style-type: none"> 1. Present budget information 2. implications for planning, 	1,3,4	Big group seated by cluster	Cluster	Finance handouts?

				3. what questions does this raise for you/your cluster?				Chart pak, markers, tape
	Cluster break out	Gesher team + steering member with each cluster	Review values, consider activities, the budgetary implications, the calendar, who else might need to be involved	Refer to the goals of other clusters in your packet	1,2,3,5	Small Group	Cluster/Cross-cluster	Time line of year with known dates, Blank forms for planning
	Break for individual reflection, wine and chocolate						Individual	
	Cross-cluster Collaboration		Cluster members visit other clusters, potential events posted to time line	Expectation that you try out and experience potential collaborations. Two options: 1. Cluster group splits, one stays at the table, one travels with proposed activities to other clusters 2. Each individual cluster member meets with someone from another cluster,	1,2,3,5,6		Cluster/Cross-cluster	Markers

				both review worksheets to determine overlap.				
	Close		Recap the day	Reminder of what we said we could accomplish, what actually happened. What was the thing you wanted to learn? Did you learn that? Anything else?	1			

Meeting objectives:

1. Extend our Gesher practices of collaboration
2. Build and deepen relationships
3. Continue to build communication processes
4. Understand the context and implications for increased fiscal restraint in FY 2019-2020
5. Build out programming calendar for FY 2019-2020
6. Increase cross-cluster engagement and planning

Role of Gesher team: During the retreat, to ask leading questions, remind of the higher purposes, lead activities and model activities. At the cluster tables, keep discussion focused at value level, remind about inclusion, transparency, and collaboration. Take notes

Retreat packet contents:

- Higher purposes and goals from last year
- Cluster responses to pre work
- Color coded name tags for committee and cluster ID
- Gesher principles
- Cluster map
- Agenda

Pre-work:

Pre -work at the Cluster level:

When you meet to get ready for the retreat, please discuss these things:

1. Review last year's higher purposes and cluster goals as you discuss the year's activities.
2. Were the activities consistent with the cluster goals?
3. What role did collaboration play?
4. What role did communication play?
5. What were your success and challenges?
6. What enabled the successes? What was missing in the challenging places?
7. What did you learn?

Return your learnings in writing by 1/14 so that we can include them in the retreat packet.

Be ready to make a 5 minute presentation at the retreat, covering the following top 3 learnings:

1. What situations and circumstances enabled your successes?
2. What would you repeat from those this year?
3. What did you learn from the things that didn't work?

Send to clusters by next steering (12/11)

Pre-work at the Individual level:

As you get ready for the leadership retreat, consider these questions:

1. What do I want to learn?
2. What does our cluster need to learn?
3. What do all of us in leadership need to learn about the practice of cross-cluster collaboration?

Send to meeting participants (possibly with participatory governance article), retreat objectives and agenda 1/20