



# DHS' Faith-Based Initiative's Working Group Meeting, August 8, 2017

## *How We Work Together:*

We gather together in the Ethic of Reciprocity, aka. Golden Rule found in all World Religions:

*We treat others at this table the way we wish to be treated ourselves.*

We stretch each other at this table the way we wish to be stretched ourselves.

We hear each other, We challenge each other with nuance, We honor each other as fellow servants,

We speak truth in love to each other, We hold everyone and everything as possibility with each other,

We hold each other's stories as sacred for each other, We are grateful for each other,

We understand each other... as we wish to be understood.

## Overview

Foci of the second meeting of the San Antonio Faith-Based Initiative's Working Group were:

- Continue strengthening relationship between members,
- Update with insights from the developing Action Teams,
- Background and applicable skillsets of Working Group Members,
- Sorting future Working Group logistics with emphasis on 1-Thing!

## Preparation

Process was developed via Mission Minutes (*the link between the perceived mission of their Action Team with the overall Faith-Based Initiative's mission*) in order to:

- Strengthen relationship through shared knowledge, work and commitment,
- Help bring focus to each Action Team's 1-Thing for FY2018,
- Provide a potential tool for utilization among Action Teams,
- Nurture common language.

Relational coordination researched resource (*see back*) prepared and provided in order to:

- Enhance coordination and collaboration
- Enhance communications and trust within Working Group/Action Teams

## Meeting

At the August 8<sup>th</sup> meeting, Working Group members:

- Shared their prepared Mission Minute between their specific Action Team and the overall Initiative. The following commonalities occurred within the 16 attendees:
  - 81%** Importance of Relationship/community/gatherings
  - 44%** Ethic of Reciprocity/aka. Golden Rule
  - 31% each** – Listening/hearing, Improving lives/serving others, Efficiency/effectiveness, Discover/develop, Active partnering/collaboration, Healing/transformation
  - 25%** Adaptive/strong leadership
  - 13% each** – Skills/resource utilization, Communications/conversations

One-liners shared as effective communications in line with F-BI Mission:

- ***We're creating a larger community to help the Larger Community!***
- ***We're in the City for good!***

## Moving Forward

Upcoming mutually discerned agreements:

- Monthly Working Group meetings to always occur on the ***last Tuesday*** of each month,
- Action Teams are planned to be formed and have met at least once by next meeting,
- Mission focus and discussions around their 1-Thing would begin within upcoming Action Team meetings with feedback at next meeting,
- Action Team Members will be invited to an upcoming Working Group meeting so as to see and learn,
- **Next Working Group meeting is Tuesday, September 26<sup>th</sup>, 1:30-3:30 pm.**

Summary of *Transforming Relationships for High Performance* by Dr. Jody Hoffer Gittel

Key definitions (gathered from article):

- **Relational competence**-the capacity to develop shared goals/knowledge & mutual respect
- **Relational coordination**- communication designed to improve task integration, performance, & client/worker morale
- **Relational coproduction**- extension of shared goals/knowledge & mutual respect to customers to optimize
- **Relational interventions**- methods to disrupt/transform existing relationship patterns
- **Relational leadership**- creating shared goals/knowledge & mutual respect with/among others
- **Relational space**- a space in which it is safe to admit what you don't know & learn from others

Dr. Gittel argues that **relational coordination**, **relational coproduction**, and **relational leadership** “mutually support” optimal performance in a world that expects more with less resources.

Dr. Gittel explains the “Relational Model of Organizational Change,” where **relational interventions**, **work process interventions**, and **structural interventions** are executed simultaneously. She notes that there are obstacles to transformation, primarily involving workers, leaders, and/or change agents not engaging in teamwork because of a possible threat to power or identity. Implementing shared accountability early on would help all parties understand how their roles are connected.

She then goes into how **relational coordination** feeds into higher performance. Going against traditional “bureaucratic legacy,” she argues that relational coordination increases the “adaptive capacity” to thrive on changing work environments. She recommends transparency and establishing a collective identity.

When instigating **relational coproduction**, Dr. Gittel warns of objectivity and emotional detachment; these characteristics do not foster great communication. She says that it is important to note that with better information coming from both worker/client ends, there is better opportunity for learning and shared decision making.

With **relational leadership**, Dr. Gittel found better results in areas where supervisors were responsible for less people: more time could be spent with workers to improve the environment. She finds two skills required for relational leadership: empowering others and empowering oneself. Inclusivity is also crucial because it invites diverse perspectives and encouraging shared goals and understanding. She also recommends “shared information systems,” which utilize face-to-face communications.

Lastly, she explains that a company cannot just rely on personal relationships: these only function well when the relationship exists, and because people tend to be temporary, coordination and stability across a variety of people is limited. **Relational coordination** works towards creating an effective and positive work environment in which people can work with whomever and get the job done.

7 Dimensions of Relational Coordination:

1. **Frequent communication**
2. **Timely communication**
3. **Accurate communication**
4. **Problem-solving communication**
5. **Shared goals**
6. **Shared knowledge**
7. **Mutual respect**

Organization Member represents	Type of Organization	WORKING GROUP* MEMBER	Action Team Working Group Member Leads – times met as of 9.26.17
<b>Bridging the Gap</b>	Westside Interfaith Collaborative	Pastor Jimmy Robles	Strategy & Scalability <b>3X</b>
<b>Chaplain Services, South TX VA</b>	Military	Chaplain Jesse Howard	Mental Health <b>1X</b>
<b>Community of Churches for Social Action</b>	Interfaith Coalition/Eastside	Howard Anderson	Generational Poverty <b>1X info meeting</b>
<b>Dialogue Institute of the Southwest</b>	Muslim/Interfaith Coalition	Mehmet Oguz	Communications & PR
<b>Episcopal Diocese of West Texas</b>	Judicatory of Episcopal Church	Rev. Jennifer Brooke-Davidson (Rev. Jason Roberts)	<i>To be determined</i>
<b>San Antonio Mennonite Church</b>	Historic Peace Church in San Antonio	Pastor John Garland	Immigration & Refugees <b>3X</b>
<b>Interfaith Welcome Coalition</b>	Interfaith Coalition	Lenna Baxter	Immigration & Refugees 3X
<b>Inter-Religious Council of San Antonio</b>	Interfaith Coalition	Rajam Ramamurthy	Public Health <b>1X</b>
<b>Jewish Federation of San Antonio</b>	Community Relations Council	Ellen Ollervidez	Literacy <b>1X</b>
<b>Rio Texas Conference of the United Methodist Church</b>	Methodist Judicatory Office	Rev. Diana Phillips	Children & Foster Care <b>1X</b>
<b>The Church of Jesus Christ of Latter-Day Saints</b>	Main Offices of LDS Church	Bruce Baillio	Technology <b>1X plus</b>
<b>Mission Presbytery of The Presbyterian Church USA</b>	Presbyterian Judicatory Office	Rev. Tom Heger	Convenings & Conversations <b>1X</b>
<b>Roman Catholic Archdiocese of San Antonio</b>	Catholic Judicatory Office	Sr. Jane Ann Slater	Compassionate San Antonio <b>2X</b>
<b>San Antonio Baptists</b>	Association	Rev. Garrett Vickrey	<i>To be determined</i>
<b>San Antonio Peace Center</b>	Interfaith Network – Compassionate SA roots	Jonathan Hardy (Bob Wilhelm)	Homelessness & Hunger <b>3X</b>
<b>San Antonio Sponsoring Committee</b>	Interfaith Social Justice Collaborative	Rev. Robert Woody	Immigration <b>3X</b>
<b>Southwestern Texas Synod of the Evangelical Lutheran Church of America</b>	Lutheran Judicatory Office	Rev. Anna Montgomery	Religious Discrimination

\*The above is a *sampling* of faith communities and religions that make up San Antonio's faith diversity and leadership. Parameters of Working Group selections: Size and longevity of presence in San Antonio and/or interfaith networking.

September 26, 2017