

Northstar Network Meeting
Date: December 10-12, 2018
Location: Oakland, California

Goals:

- Come to agreement about what transformational opportunities means for the network-- beyond what it means for individual orgs--what level (of analysis and action) that this network is focusing on? Engage in thought experiments with each other about what we could do together related to Transformational Opportunities.
- Gut check proposed North Stars and propose indicators that could be unifying factors for the network.
- Design emergent collaborative experiments.
- Build new and strengthen existing relationships amongst participants.
- Be explicit about role of inner work in long term power building and how that can keep us grounded.

Working Agreements:

- **Take care of yourselves (+ each other).** Bathrooms, food , drink, community care.
- **Gift of time.** Be present with each other. We invite you to be present as possible, this could mean not working breaks or lunch, being as unplugged as possible as a respite.
- **Tender transparency.** Photography, experimenting with audio. Flattering photos only. Plan is to share on our website. Be explicit if you want something to stay in the space.

High Level Agenda Day 1:

Welcome / Introductions / Framing

Deepening how we're practicing our shared values.

- Connection to each other (interdependence) and belief in a systems approach
- Practice of how we bring a race equity analysis to all our work and collaborations; relationality and intersectionality. This also includes gender equity.

[Radical Gratitude Spell](#)

Appreciate work people are doing under harsh conditions. So space to share what they are doing and feel cared for and lifted up. Creating a space where folks can share all the great work they're doing, feel cared for and lifted up. And that we're building up to something larger.

Grounding in our Northstars and Transformational Opportunities

- Get to know each other in trios (6 groups)
- Acknowledge the Northstars
- Deepen what TOs are drawing them in and discuss in small group

- Step back and see themes across TOs in terms of energy/excitement

High Level Agenda Day 2:

Group Mindmap: *What is shaping your current sense of catalytic and inspiring motions/actions/projects and limitations in current political and social context?*

Innerwork: Hand on Heart exercise with Miya

Theory of Change Speed Dating: sharing your organization's Theory of Change

Design Experiments through Emergent Learning Maps

High Level Agenda Day 3:

Mindmap: Going deeper into Authoritarianism and White Nationalism

Land Experiments: Wakanda 4 ALL, Best Green New Deal EVAH, Political Education and Meshworks

Reflecting & Looking forward: Judith leads us in appreciation circle

Design Team Meeting