

# PROMETHEUS LEADERSHIP RETREAT 2021

## Small Circle Summary

**COMPLETE THIS FORM (PLEASE PRINT) AND SUBMIT BEFORE LEAVING THE RETREAT.**  
**You make use file as a template and e-mail to PTroy@nextwavegroup.net.**

**SESSION DATE: FRIDAY**

**SESSION #: 1**

**TITLE OF SMALL CIRCLE: WHEN STAFF POLITICAL OUTLOOK DIFFERS FROM MEMBERSHIP**

**SCRIBE: Norman Fortenberry**

**CONVENER: Nathan Monell**

**ATTENDED BY: Nathan, Norman, Susan, Katrina, Lori, Robert, Ashley, Andrea, Mary**

### **KEY DISCUSSION POINTS:**

- **SITUATION 1: While membership tends to be liberal, staff tend to be even more liberal. Comes up particularly with regard to some public policy positions. Current area of contention is work around anti-racism.**
- **SITUATION 2: CEO is very progressive but moves to take the helm in a much more conservative area.**
- **How are others addressing?**
  - **Context: Policy for staff (but maybe not for members) is not mixing organizational politics with personal politics (e.g., no bumper stickers in the parking lot because it might be read as an organizational position).**
  - **Sometimes differences between trade associations and membership associations. In trade associations, the appointed CEO may be more out front in taking positions if hired to be a national thought leader, but with a membership association, would expect board to be more out front.**
  - **Many trade associations have very diverse set of organizational members, therefore, tend not to take strong positions so as not to alienate any segment of membership.**
  - **In organizations with widely divergent leanings, then tend to suppress all political discussion to avoid contention.**
  - **Useful to make clear/direct connections between social justice issue organizations mission.**
  - **Process framework guidelines for issuing policy statements can be useful (e.g., Does the topic relate to our mission? Is there a way to address the issue without alienating a portion of our membership? Can we as an organization do something to move the conversation forward? Etc.)**
  - **Creating space for conversations (within Board, among Members, and among Staff) is important.**
  - **Useful to try to meet people where they are and try to bring them along rather than writing them off.**
  - **“You have to fix your own bubble first, before you can help others”**

**AH-HAHS:**

- Useful to make clear/direct connections between social justice issue organizations mission.
- Process framework guidelines for issuing policy statements can be useful (e.g., Does the topic relate to our mission? Is there a way to address the issue without alienating a portion of our membership? Can we as an organization do something to move the conversation forward? Etc.)
- “You have to fix your own bubble first, before you can help others”
- 

**CONCLUSIONS:**

**RECOMMENDED REFERENCES/RESOURCES:**