



**January Mid-Year Retreat Chat
January 8 – 9, 2021
Leadership Quest Class of 2021**

Friday, January 8th Zoom Session 1: Power of Words

- 11:06:44 From Patricia Bradby : Describe a time when you felt seen, heard, and respected
- 11:07:15 From Patricia Bradby : Responses: Tell me more or what else.
- 11:07:27 From Patricia Bradby : Each person will speak for 5 minutes.
- 11:24:24 From Patricia Bradby : Go to www.menti.com and use the code 8240066
- 11:28:39 From Cindy Blanton : what is snowflake ? it's the name of a database tool we use so I would like to understand the trigger
- 11:29:13 From Gena Reeder : A person that falls apart emotionally
- 11:29:49 From Cindy Blanton : thanks Gena
- 11:29:49 From Cathy Vrentas : yeah, generally an insult on social media for someone who is perceived to easily "melt"
- 11:31:18 From Patricia Bradby : <https://docs.google.com/spreadsheets/d/1UH2f7paZGycN-zniD8gnKXT9aUyMeIWLIPWZkOsZtEk/edit#gid=0>
- 11:56:05 From Jerry Howard : I agree with Anna, didn't realize that many of those were triggers
- 11:58:10 From Cindy Blanton : young lady can trigger me because I'm not young. so i think the trigger is that you can't be honest with me. Of course, you don't need to say old lady - simple m'am will suffice. :)
- 11:58:47 From Jerry Howard : Agreed, as a Marine vet, I've always considered myself a Patriot, but now it seems that has unfortunately been stolen by unlawful people
- 11:59:56 From Kenneth Ragland : words can of course trigger certain emotions, however tone also plays a significant part in how words are perceived.
- 12:00:03 From Andrew Town : possible alternative to bias = curiosity?
- 12:00:45 From Cathy Vrentas : yes Kenneth had a great set of comments related to tone in our discussion

Friday, January 8th Zoom Session 2: Improv Workshop

- 12:54:21 From Elizabeth Byland : This is the energy we are bringing today my friends!!!! Katy Perry gets us hyped!
- 12:54:40 From Bob Nickles : I hope everyone ate rainbows and sunshine for lunch -- I know I did!

12:58:07 From Bob Nickles : THREE MINUTES TO GO PEEPS CANT WAIT CANT WAIT

12:58:12 From LaShawanda Moore : Love it, Elizabeth!

12:58:30 From LaShawanda Moore : What's the name of this song? I love this!

12:58:39 From Bob Nickles : me too, same q!

12:58:43 From Elizabeth Byland : I'm vibing!!!!

12:58:48 From LaShawanda Moore : My favorite colors?

13:01:19 From Natisha Knight : <https://www.youtube.com/watch?v=0G383538qzQ>

13:01:28 From Natisha Knight : Black Pumas - Colors

13:01:33 From Bob Nickles : <3

13:01:34 From LaShawanda Moore : Thank you, Natisha!

13:01:38 From LaShawanda Moore : Loving this so much

13:02:16 From Natisha Knight : Same here!

13:04:12 From Bob Nickles : HISTORIC

13:04:23 From Jerry Howard : Great positivity Eric! Also, I'm a stay at home Dad masquerading as a business owner myself!

13:04:26 From Roberta Oster : yeah DAVE!!!

13:05:13 From Jerry Howard : words of affirmation is my love language so keep it coming!

13:05:16 From LaShawanda Moore : I agree!!!

13:10:14 From Cindy Blanton : yes and

13:10:16 From Kristen Williams : unscripted

13:10:17 From LaShawanda Moore : Impromptu entertainment

13:10:18 From Frances Sterling : spontaneous

13:10:18 From shannon wray : spontenaiety

13:10:19 From Bryan Wallace : Yes, and

13:10:22 From Jacque Vaughan : On the fly

13:10:22 From Jerry Howard : getting in the flow of convo

13:10:22 From Drew Melson : Spotaneous

13:10:22 From Sue Davies : In the moment

13:10:23 From Amy Singleton : spontaneous

13:10:24 From Kelly, Ashley W. : performance without prep

13:10:24 From Korinn Carter : Who's Line Is It Anyway

13:10:24 From aalexander : Freestyle

13:10:25 From Eric M. Shoenfeld : fun and entertaining

13:10:25 From Anna Strahs Watts : on the fly

13:10:25 From Cathy Vrentas : spontaneous speech or theater

13:10:27 From Cassandra Reynolds : Thinking on your feet

13:10:28 From Theo : Free

13:10:28 From Nathan Hatfield : on the fly

13:10:28 From Paul Drumwright : spontaneous

13:10:28 From Kenneth Ragland : unscripted

13:10:29 From Gena Reeder : anxiety

13:10:32 From Frances Sterling : Riffing of others

13:10:33 From Natisha Knight : off the cuff entertainment

13:10:33 From Korinn Carter : comedy

13:10:35 From Yewande Austin : Spontaneous

13:10:37 From Chris Kantner : a break from the worlds problems

13:10:42 From EricSteigleder : comedy troupes

13:10:43 From Dcn. Peter McCourt : fun to WATCH

13:10:49 From Adrienne Wright : Amazing

13:10:51 From Roberta Oster : smartass

13:11:35 From Elizabeth Byland (she/her) : "A system of observing, connecting, and responding"

13:15:44 From Korinn Carter : Okay LaShawanda I see you! lol

13:16:06 From Chris Kantner : I have noooooo rythm

13:16:18 From LaShawanda Moore : lol Korinn!

13:16:25 From Bob Nickles : All good Chris! I bet your counting was golden!

13:16:25 From LaShawanda Moore : I couldn't help myself! LOL

13:16:29 From Kate Faina : I have no balance

13:18:18 From Bob Nickles : You all did GREAT

13:19:32 From Natisha Knight : Patricia's face!!!!!!

13:20:24 From Chris Kantner : that is great

13:20:33 From LaShawanda Moore : That was hard

13:20:36 From Bob Nickles : I can't believe we all came back more or less at the same time. :)

13:21:02 From Bob Nickles : so true

13:21:24 From Bob Nickles : Thanks for being brave and going first, Jacque and Eric!!!

13:21:36 From Elizabeth Byland (she/her) : YESSS Thank YOU!!!!

13:22:06 From Bob Nickles : "logistical hiccup" -- that's going to be a new part of my vocab, Geena

13:22:28 From Elizabeth Byland (she/her) : If it involves chocolate or peanut butter... IT IS NOT CHEATING.

13:22:35 From Bob Nickles : SO SAY WE ALL

13:22:55 From Eric Steigleder (He/Him) : Someone is a Battlestar Galactica fan... :)

13:22:56 From Roberta Oster : true. peanut butter and chocolate is the perfect food

13:23:11 From Bob Nickles : #feelingseen

13:23:12 From Nathan Hatfield : Now I want a Reese's

13:24:03 From Eric Steigleder (He/Him) : Now I want to watch Admiral Adama being awesome.

13:24:10 From Jerry Howard : wednesday

13:24:21 From LaShawanda Moore : It was hard because I had to think about it. Once I picked a theme, though, it was easier. The theme was food, in which i'm passionate about...unfortunately! LOL

13:24:54 From Frances Sterling : Me too LaShawanda - ended up naming everything as vegetables...

13:25:11 From Bob Nickles : That's so needlepoint... no mistakes

13:25:27 From Jerry Howard : good then, I like to use my face to stretch my hands

13:25:43 From Kenneth Ragland : My staff is going to think I've lost my mind LOL

13:26:05 From Adrienne Wright : @Kenneth Lol

13:26:11 From Kim Range : Lol.

13:26:12 From Cathy Vrentas : LOL

13:27:28 From Jerry Howard : calling my lawyer

13:27:31 From Frances Sterling : Anyone screenshotting this?

13:27:45 From Rebecca Ivins - Hourigan Construction : Jerry - call mine too

13:28:04 From Jerry Howard : fo sho

13:28:17 From Adrienne Wright : Please don't do us like that @Frances

13:28:47 From Frances Sterling : No chance

13:29:39 From Rebecca Ivins - Hourigan Construction : AMY WINS

13:30:06 From Natisha Knight : I hope there are screenshots Frances!

13:30:10 From Vikki Keszey : oh...there are screen shots... ;-P

13:30:22 From Natisha Knight : Thanks Vikki!

13:30:30 From Patricia Bradby : For archival purposes. Not for social media. Fear not.

13:30:30 From Eric Steigleder (He/Him) : Going to add that screenshot to my resume.

13:30:51 From Gena Reeder : Everyone needs to find their REAL 2nd grade picture and put it on their MilaNote board

13:31:01 From Patricia Bradby : Yes @Genal!!!

13:31:10 From Adrienne Wright : Yas!

13:51:16 From 6 Jerry me/you : I see that EB has perfect teeth

13:51:31 From 6 Jerry me/you : nice!

13:52:09 From 5 Gena Reeder (she/her) : And she wore her retainer...!! It paid off!

13:52:26 From Jacque Vaughan : We all need more PLAY!

13:52:35 From Roberta Oster 3 : yes yes

13:52:49 From 9 Adrienne Wright (she/her) : Yes— More Play!

13:53:39 From 11 - Cindy Blanton (she/her) : deliberate actions

13:53:57 From 6 Jerry me/you : youre so affirming Bob

14:12:31 From 11 Meg Garner : the more you play the easier it gets!

14:12:52 From 6 Jerry me/you : I miss snow

14:13:12 From Yewande Austin 5 : It taught me to trust my heart.

14:14:17 From Elizabeth Byland (she/her) : "We already have the answers, but we doubt ourselves... this taught me to stop editing myself..."

14:14:24 From Elizabeth Byland (she/her) : Thank you Yewande!!!!!!

14:14:40 From 5 Gena Reeder (she/her) : Yes Yewande....this has been a constant narrative in my head since I was young

14:14:58 From 8 Takiyah Lee-Allen : "Record that on a stone tablet!" Hahahaha. I love it!

14:15:09 From 8 Kate Faina she/her : Woo hoo social workers rock!

14:16:50 From Elizabeth Byland (she/her) : "Listening is what we do when we allow someone else to change us."

14:17:12 From Elizabeth Byland (she/her) : "Trust someone else to impact you."

14:17:41 From 12. Eric Steigleder (He/Him) : It also required those of us who enjoy or seek out attention to take a step back and let other folks be creative, invent and respond to them instead of being responded to.

14:17:49 From 6-Bryan (He/Him) : That was great point.. at the core we all want to be heard.. understanding what it means to listen is huge and can have profound impact.

14:43:00 From Bob Nickles, he/him : Wow, strong comparison, Eric. Things really changed in my groups, too.

14:43:33 From 13 Sandy Reynolds (she) : It's great that nothing was off the table.

14:43:53 From 9 Cathy Vrentas (she/her) : some games were harder than others...probably varies a lot between people. the ad game was the hardest for me

14:44:05 From 9 Cathy Vrentas (she/her) : I liked the story games the best

14:44:44 From 4 Korinn Y. Carter : Great engagement during the breakout rooms!

14:44:51 From Roberta Oster 3 : super fun

14:45:13 From LaShawanda Moore, 13 : I have chills!!

14:45:15 From 12. Eric Steigleder (He/Him) : Is EB available for hire as a hype person? I need that level of positive affirmation.

14:45:55 From 4 Korinn Y. Carter : Yes! Her personality is so infectious. Turned my "Gray" color to more of a "lavender" :)

14:45:57 From Cindy Blanton : EB - group 3 fixed Melvin's audio issue during our scene painting

14:46:09 From LaShawanda Moore, 13 : That's awesome, Korinn!!

14:46:54 From 6 Jerry me/you : so true Bob, it takes effort to actually NOT connect

14:46:58 From Elizabeth Byland (she/her) : YAY!!!! Melvin!!!! And @Eric- I'm your biggest hype squad!!!

14:47:34 From 15 Rebecca Ivins - Hourigan Construction : Bless you, Ryan

14:47:38 From Elizabeth Byland (she/her) : "Intent to listen... means that we can move forward"

14:47:42 From 6 Jerry me/you : EB I actually hire guest speakers for our sales people, do you have a rate sheet or price list?

14:48:13 From 5 Gena Reeder (she/her) : It's possible to connect in spite of a pandemic. Yay for the Resilient Class of 2021!

14:48:20 From Bob Nickles, he/him : Options: I like.../I learned../Whatif...?

14:48:20 From 18 Ryan Melcher (He/Him) : What if all conversation had to be structured in this way

14:48:21 From 1 shannon wray she/her : I learned to let go

14:48:23 From LaShawanda Moore, 13 : I like the freedom I felt during this session

14:48:24 From 17. Jordan Coles (she/her) : What if everyone knocked down their creative barriers?

14:48:27 From Roberta Oster 3 : what if I let myself play every day

14:48:27 From 16 John Bolton - he/him : I like not being serious

14:48:28 From 11 Meg Garner : What if everyone sought more clarity vs certainty?

14:48:28 From 8 Kate Faina she/her : I liked the creativity.

14:48:29 From 4 Korinn Y. Carter : I like the chance to dream with my breakout group.

14:48:30 From Amy Singleton 2 : I learned that we work well together!

14:48:30 From Nathan Hatfield : What if we all played every day?

14:48:31 From 13 Chris Kantner (he/him) : I learned that humor makes things easier

14:48:31 From 14 - Drew Melson (He/Him) : What if everyone was so affirming in the workplace on a daily basis?

14:48:32 From 7 Peter McCourt : What if Congress did these activities together?

14:48:33 From 10 Joe Piacentino : What if we could play more?

14:48:35 From Frances Wilkinson : I liked being creative today

14:48:35 From 17. Keesha (she/her) : I liked the creativity

14:48:35 From Cindy Blanton : I learned that listening can lead to growth

14:48:36 From 2. Walter Crenshaw he/him : i liked really focusing on what others were saying

14:48:36 From Christa Donohue - 6 : I liked time to be playful

14:48:36 From Roberta Oster 3 : what if we did these games at work

14:48:37 From Valaryee Mitchell Richmond VA : What if we planned tossing the deficit model out the window

14:48:37 From 6 Jerry me/you : I like that Eric took our painting into the creative space by using a guitar for flotation

14:48:38 From 16- Ashley Kelly (she/her) : i liked all of the smiles and laughs

14:48:38 From 9 Cathy Vrentas (she/her) : I learned how improv activities can achieve a range of goals

14:48:38 From Andy Town - 12 : I liked the contagious energy you all model

14:48:39 From 12 Jimmy (He/Him) : I like the game we played with the expressions

14:48:39 From 10 Kristen Williams she/her : What if everyone listened with such genuine interest

14:48:39 From 9 Adrienne Wright (she/her) : What if games like this were required to do at the beginning of each work day with teams

14:48:40 From 2 Frances Sterling (she/her) : I learned I can use these exercises for my team, learning to listen without preaching was a gift today

14:48:43 From 14. Eric M. Shoenfeld (he / him) : what if we approached all of life this free?

14:48:44 From 12. Eric Steigleder (He/Him) : What if we used these skills in a professional setting and things got better as a result?

14:48:44 From 7 Aesha Mehta (she/her) : I learned that we can feel connected even virtually

14:48:47 From Theo-14 : I like to let myself go and have fun

14:48:48 From 13 Sandy Reynolds (she) : What if everyone could interact routinely in this way.

14:48:48 From 3, Jenn O'Rourke (she/her) : What if everyone listened to allow change?

14:48:49 From 16 Anna Strahs Watts (she/her) : What if we taught this in elementary school? And also middle and high school?

14:48:49 From Jacque Vaughan --10-- : What is we allowed listening to others to change our hearts

14:48:50 From 5 Gena Reeder (she/her) : I learned to lean in

14:48:51 From 8 Takiyah Lee-Allen : I liked the constant engagement and fun that we all had today—it was a breath of fresh air. Fun on Zoom!

14:48:52 From Roberta Oster 3 : connection

14:48:54 From Roberta Oster 3 : caring

14:48:54 From #18 Melvin Carter (He/Him) : i like the groups ability to build from scratch

14:48:56 From Roberta Oster 3 : creativity

14:48:56 From 4. Kenneth Ragland (he/him) : I like the ability to just exhale and play

14:48:56 From 11 Paul Drumwright : I liked the creativity and imagination

14:48:57 From 8 Sue Davies she/her/hers : What if we used this for virtual teams

14:49:06 From 1 Dawn DeBoer : I liked how everyone truly engaged

14:49:08 From Roberta Oster 3 : thank you to our spirit teachers

14:49:08 From 1 shannon wray she/her : this was fantastic!!!

14:49:20 From 6-Bryan (He/Him) : What if listening and playing were mandatory daily?

14:49:21 From 6 Jerry me/you : And Nate saved the drink!

14:49:33 From 6-Bryan (He/Him) : Thank you!! great session!

14:49:33 From 12. Eric Steigleder (He/Him) : Thank you so so much! And shout out to EB for the consistent hypage!

14:49:35 From Mariya Vysotskaya : I really liked this session! thank you

14:49:36 From Elizabeth Byland (she/her) : You all are brilliant! Keep saying YES! YES to others! YES to being effected.

14:49:46 From Bob Nickles, he/him : So much love for each and all of you!

14:49:48 From 7 Ted Lansing : Thank you for making us have fun

14:49:48 From 3, Jenn O'Rourke (she/her) : Thank you! This was a fun learning experience and very engaging!

14:49:49 From 8 Sue Davies she/her/hers : Thanks so much EB, Dave and Bob

14:50:09 From 15 Aaron Alexander : Thank you all!!!!

Friday, January 8th Zoom Session 3: The Practice of Diversity

15:24:59 From Virginia Interfaith Center for Public Policy : still cant see older woman

15:25:10 From Bryan Wallace : zoom in..

15:25:10 From Frances Sterling : OMG wierd!

15:25:15 From Carlyle Powell : ah - this is nuts - cannot see the younger woman!

15:25:25 From Aaron Alexander : the older woman has a larger facial image than the younger woman

15:25:41 From Roberta Oster : yes thank you

15:25:44 From Cassandra Reynolds : I literally had to shift in my chair to get a different view before I saw the younger woman.

15:25:45 From Korinn Carter : Now I see the younger woman!

15:26:04 From Frances Sterling : I have to really concentrate to see the older woman

15:26:41 From Carlyle Powell : FINALLY - had to move my chair!

15:26:50 From Cindy Blanton : whew. young at heart

15:27:00 From Cindy Blanton : or working with younger people

15:27:12 From Cindy Blanton : because I'm old and still can't see the old lady today

15:30:40 From Bryan Wallace : 6

15:30:44 From Eric M. Shoenfeld (he / him) : 80+

15:30:46 From Cindy Blanton : 80

15:30:47 From Sue Davies : 50%

15:30:47 From Andy Town : 75

15:30:48 From Joe Piacentino : <10%

15:30:48 From Shannon Wray : 10

15:30:48 From Natisha Knight : 85%

15:30:49 From Kenneth Ragland : 45%

15:30:49 From Susan Winiecki : 90

15:30:50 From Adrienne Wright : 75%

15:30:50 From Cathy Vrentas (she/her) : 90

15:30:51 From Keesha Trim : 60

15:30:52 From Korinn Carter : 40%

15:32:46 From Andy Town : english

15:32:47 From Cathy Vrentas (she/her) : british

15:32:47 From Shannon Wray : british

15:32:48 From Kate Faina : British

15:32:48 From Carlyle Powell : british

15:32:48 From Ryan Melcher : English

15:32:49 From Keesha Trim : British

15:32:49 From Cindy Blanton : british

15:32:49 From Natisha Knight : british

15:32:50 From Frances Sterling : british

15:33:07 From Jerry Howard : that's some crazy marketing

15:34:07 From Gena Reeder : In our class that is true (Frances & Sue)

15:34:38 From Frances Sterling : I'm weirded out

15:34:42 From Roberta Oster : horrific

15:34:51 From Jerry Howard : I may have missed it, who were the editors?

15:34:58 From Roberta Oster : attorneys

15:35:06 From Jerry Howard : figures, lol

15:35:22 From Cathy Vrentas (she/her) : when i have reviewed for federal grants they have us review some of these bias statistics--since the goal is to try to improve fair review of grants. i know there are other studies in academia showing bias in across a wide range of fields

15:36:21 From Frances Sterling : shy

15:36:22 From Ryan Melcher : Red flag

15:36:23 From Ashley Kelly : sketchy

15:36:24 From Frances Sterling : insecure

15:36:25 From Korinn Carter : lying

15:36:26 From Carlyle Powell : rude

15:36:27 From Roberta Oster : not trustworthy

15:36:27 From Cindy Blanton : not interested

15:36:35 From Korinn Carter : distracted

15:36:35 From Yewande Austin : They don't want to acknowledge me.

15:36:41 From Eric M. Shoenfeld (he / him) : insecure, nervous

15:36:44 From Bryan Wallace : respectful

15:36:49 From Jacque Vaughan : In Japan eye contact is seen so differently

15:37:08 From Cindy Blanton : yuck

15:37:09 From Frances Sterling : True @jacque

15:37:10 From Joe Piacentino : weak

15:37:13 From Shannon Wray : weak

15:37:13 From Cassandra Reynolds : They don't want to touch me

15:37:15 From Yewande Austin : I don't trust you.

15:37:15 From Jacque Vaughan : That person doesn't want to touch me

15:37:16 From Ryan Melcher : Not assertive

15:37:17 From Susan Winiecki : Not happy to meet you

15:37:23 From Eric M. Shoenfeld (he / him) : may have a health issue at best, weird otherwise

15:37:24 From Jimmy (He/Him) : soft

15:37:54 From Cindy Blanton : sometimes i perceive the limp handshake as condescending

15:37:56 From Cassandra Reynolds : But I was always told that it was important to have a firm handshake

15:38:01 From Eric M. Shoenfeld (he / him) : not that i'm, advocating that it's good to have a health issue

15:40:42 From Patricia Bradby : <https://lmronline.org/wp-content/uploads/2021/01/Midyear-Retreat-Suzanne-Breakout-Slide.pdf>

16:03:23 From Kim Range : Thank you for sharing Takiyah

16:03:28 From Eric Steigleder (He/Him) : Thank you for sharing that, @Takiyah

16:04:00 From Cathy Vrentas (she/her) : yes, that was a powerful message in terms of what you have had to face

16:04:15 From Gena Reeder : I heard you Takiyah!!

16:04:19 From Roberta Oster : thank you Takiyan and Sandra

16:05:49 From Takiyah Lee Allen : Thanks Everyone for your support! :)

16:06:15 From Cathy Vrentas (she/her) : i think it relates to the idea of how "executive presence" is a very biased view of what a leader might look like based on historical experience but not necessarily what an executive COULD look like as a person

16:06:37 From Frances Sterling : agree

16:07:45 From Adrienne Wright : Spot on Cathy

16:14:39 From Leadership Metro Richmond : The Mayor is creating an ad hoc Homeless Advisory Council. He would like to have representation from individuals who have experienced homelessness in Richmond within the past five years and/or individuals who currently have family members who are experiencing homelessness in Richmond right now. If you have any names, please forward them to me with contact information for consideration.

16:19:58 From Jerry Howard : Speaking of challenging, I think its valuable to challenge the white privilege concept, accepting that narrative disregards the hard work and perseverance of all those of varying skin tones...

16:25:27 From Cathy Vrentas (she/her) : there is no denying that there are capable and qualified people of all skin tones with accomplishments tied to hard work. it is also true that inherent ease in our society comes from the ability to live without, as the speaker noted, being white and not having to think about your skin tone all the time. that doesn't mean that everyone with a white skin tone is privileged in all other ways. but it is one form of privilege. all of the above can be true

16:25:59 From Jerry Howard : do other skin tones not have privilege?

16:27:08 From Jerry Howard : people have biases, but any attempt to insist that all skin tones have any bias collectively is negates everything below the waterline on each of them

16:27:30 From Eric Steigleder (He/Him) : Here in the U.S. with our specific history? The scales tip on the side of whiteness being valued above most.

16:27:56 From Patricia Bradby : Iceberg slide for your reference: <https://lmronline.org/wp-content/uploads/2021/01/Midyear-Retreat-Melodie-Breakout-Slide.pdf>

16:28:22 From Gena Reeder : There's skin tone bias in the Asian Culture - lighter being considered more desirable. There has to be some brain science behind that that hard-wired.

16:28:22 From Cathy Vrentas (she/her) : every person could have different types of privilege but there is inherent privilege for white individuals and this is supported by research literature on bias, such as some of the studies in the slides today. yes, some people could concurrently have less privilege due to gender, sexual orientation, financial status and so forth but scientific studies show significant biases associated with race in particular AND it is above the iceberg

16:43:56 From Cindy Blanton : user error - picked the wrong button ;)

16:52:44 From Meg Garner : have done this before and it's much harder in a virtual setting.

16:52:51 From Roberta Oster : agreed.

16:52:54 From Adrienne Wright : same

16:52:57 From Cindy Blanton : the exercise raised a trigger word for me. Similar to the conversation about "patriot" being hijacked, "Christian" has been hijacked for me

16:53:40 From Cindy Blanton : yes, the exercise is not as effective virtual because I couldn't see everyone

16:53:46 From Jerry Howard : agreed, I almost switched to Jesus follower, but then figured it didn't matter

16:54:02 From Frances Sterling : A bit nervous

16:54:07 From Cindy Blanton : proud

16:54:19 From Bryan Wallace : like I was pulling things above the line

16:59:01 From Kim Range : Thank you Joe!

16:59:07 From Jerry Howard : thanks Joe!

17:01:41 From Roberta Oster : thank you Yewande! yes. it is a gift to be able to have these conversations.

17:01:43 From Eric Steigleder (He/Him) : Yewande always knocks it out of the park.

17:06:06 From Yewande Austin : That's very sweet, but this is real talk. This country is going through some real "ish" right now. We can either come out on the other side of this transition wounded and bitter or empowered. These classes are helping us to find our strengths and help others to find their own voice out of the darkness of the past 4 years in this country. Class is in session (smiles).

17:07:18 From Cathy Vrentas (she/her) : that is a great example...caregiving can be very hidden

17:08:12 From Cathy Vrentas (she/her) : especially for folks caring for family members with disabilities or dementia....can be very hidden

17:08:25 From Gena Reeder : Was that at Monacan? My daughter goes there:-)

17:08:33 From Frances Sterling : And you often only find out when things have become really really tough for them

17:08:37 From Christina Bullock : Hermitage :-)

17:09:06 From Drew Melson : Hermitage Humanities Center '03 here :)

17:09:47 From Cathy Vrentas (she/her) : I agree, Frances. and it's not always as accepted in our systems in terms of helping others at work who might have this additional caregiving time when they are caring for adults, at least from what ive observed for friends facing this

17:10:13 From Eric Steigleder (He/Him) : We were Humanities Center '06? Yikes!

17:11:08 From Frances Sterling : True @ Cathy - support for families in this way isn't part of any workplace culture I've experienced

17:11:20 From Rebecca Ivins - Hourigan Construction : I love that Melodie... YES

17:11:55 From Gena Reeder : Dry January -- :-(

17:13:10 From Cindy Blanton : yes, Frances and Cathy - I agree. the support for caregiving is for children. I get why that is. I'm fortunate in that I have enough tenure and hutzpah to ask for what I need from my employer.

17:17:15 From Frances Sterling : We need to learn from you Cindy :-)

17:18:44 From Roberta Oster : Victor Frankl is a Holocaust survivor who wrote "Man's Search for Meaning" - one of the most brilliant books I've read

17:19:07 From Patricia Bradby : Roberta please add that to the book list on Slack

17:19:09 From Andy Town - 12 : agreed w/ Roberta @ that book

17:20:36 From Frances Sterling : Key learning: intent to listen means I can move forward. Commitment, to play those improv games with my team

17:22:23 From Peter McCourt : respect the space between the stimulus and the response: Pause

17:22:42 From Gena Reeder : All of you are fascinating people and my commitment is to develop a personal relationship with each of you.

17:23:14 From LaShawanda Moore : My one word focus for 2021 is Kindness. I can see how today's work can help me exemplify kindness in my interactions...Listening more talking less.

17:26:21 From Susan Winiecki : Learning: Understanding your own background helps you be aware of what you are missing. Commitment: do that exercise with our board and use it when I advocate for affordable housing in Powhatan.

17:27:47 From Roberta Oster : thank you Melodie!

17:27:55 From Gena Reeder : AND one of RTD persons of the Year!!

17:28:19 From Cassandra Reynolds : Thank you ladies! It was awesome.

17:28:22 From Eric Steigleder (He/Him) : Thank you all!

17:28:26 From Carlyle Powell : Great session!

17:28:28 From Frances Sterling : Thank you all!

17:28:37 From Takiyah Lee Allen : Thank you!!! Awesome sessions today.
17:28:44 From Korinn Carter : Really great day!
17:28:45 From Susan Winiecki : It's 30 questions!
17:29:58 From Vikki Keszey : Immersion Team Meeting Schedule Form:
17:30:02 From Vikki Keszey :
https://lmonline.formstack.com/forms/lq2021_immersion_team_meeting_schedules

Saturday, January 9th Zoom Session 1: Exploring Ethics and Worldviews + Individual Choice and Systemic Barriers

08:21:51 From LaShawanda Moore : Loving this song. Who is this by? Title "I am light"?
08:22:20 From Leadership Metro Richmond : I believe it's India Arie
08:23:23 From LaShawanda Moore : Love India Arie! I forget about her!!
08:23:40 From Vikki Keszey : right? I just made a mental note for this afternoon's playlist :)
08:26:44 From Patricia Bradby : Yes "I Am Light" is by India.Arie :)
08:39:17 From Cindy Blanton : Cathy - loving your cat
08:39:34 From Cathy Vrentas (she/her) : she's drawn like a moth to the flame to Zoom calls
08:39:44 From Adrienne Wright : hahaha
08:46:05 From Jerry Howard : relatively absolute
08:47:42 From Bryan Wallace : Morning everyone.. having some connection issues but will try to be as active
08:48:18 From Jerry Howard : @bryan computer coffee should be a thing
08:48:41 From 12. Eric Steigleder (He/Him) : Agreed, @Jerry. Completely agree.
08:48:47 From Bryan Wallace : @jerry lol, Agreed!
08:48:53 From Jerry Howard : ;)
08:48:56 From LaShawanda Moore : Good to know it was ok to go back and think through my answers.
08:49:01 From Bryan Wallace : that would be gamechanger!
08:57:03 From Susan Winiecki : I really cringed when I found out my highest score was for calculator — the label initially made me go right to calculating. But now I feel a bit better with the explanation.
08:57:22 From FRANCES WILKINSON : Me, too @Susan
08:57:58 From Cindy Blanton : Susan and Frances W - my highest score is calculator too

08:58:15 From Andy Town - 12 : @Susan & Frances, me too. Calculator and Individualist combo made me feel like I'm a bit chilly :)

08:58:23 From Theo Appiah-Acheampong : I'm in good company - Me too

08:58:42 From Kenneth Ragland : @Susan.....no worries I am a Calculator as well.

08:59:56 From 12. Eric Steigleder (He/Him) : It's actually nice to see so many "Calculators" because I scored low there and its good to see a variety of types - important to have calculators in every group making a decision.

09:00:03 From Rebecca Ivins - Hourigan Construction : ----Relationist here. Interesting to hear the descriptions. Second highest: Individualist

09:00:33 From Jerry Howard : I have one 28, two 26's and a 24... just like the bird thing, all over the map! lol

09:00:47 From Cindy Blanton : situationalist is my lowest

09:00:47 From Eric M. Shoenfeld : I came in strong calculator but weak on every other item. Wonder what that says, ha ha.

09:00:55 From Shannon Wray : Just means you're balanced Jerry!

09:01:27 From Jerry Howard : @shannon... that's comforting actually!

09:01:44 From Frances Sterling : In my first go I had 5 tied - have been going back to try and get some variance!

09:01:53 From Kenneth Ragland : Calculator & Applier!!!

09:02:04 From Shannon Wray : Me too @Kenny

09:02:59 From Cassandra Reynolds : Applier and Situationalist are weak but within 3 points of each other. The other four are within three points of each other but all moderate.

09:04:01 From Jerry Howard : this really speaks to the value of leadership teams and boards, committees, etc.

09:06:16 From Korinn Carter : Calculator was my highest, and Individualist next

09:06:23 From John Bolton : Hi/Lo - Calculator 22/ Situationalist 6

09:06:45 From Valaryee Mitchell Richmond VA : @Korrin me too

09:07:12 From Cindy Blanton : funny John - those are my high / low too but my scores are 29 /10

09:07:52 From Sue Davies : Me too 27 / 14

09:08:58 From Jerry Howard : not pretentious, you are always first mentally who you aspire to be ultimately

09:09:07 From Jerry Howard : @haywood

09:14:20 From Patricia Bradby : Breakout 1 instructions: <https://lmronline.org/wp-content/uploads/2021/01/Ethics-Breakout-1.pdf>

09:42:05 From Jerry Howard : @haywood... that professional training comment makes sense, I THOUGHT I was a situationalist, but I've also leaned into my faith more in the last 15 years, so that is likely why I scored higher in the individualist category

09:47:52 From Adrienne Wright : @jenn love your fur baby!

09:57:38 From Patricia Bradby : Breakout 2 instructions: <https://lmronline.org/wp-content/uploads/2021/01/Ethics-Breakout-2.pdf>

09:59:46 From Ryan Bouldin : I haven't been sent to a breakout

10:24:20 From Bryan Wallace : thanks Andy!

10:25:13 From Andy Town : You're welcome Bryan!

10:25:24 From Bryan Wallace : Great movie!

10:26:39 From Gena Reeder : I'm seeing trends in our group discussions: access, equal opportunity, and education, education, education...

10:28:11 From Peter McCourt : A JEDI society-love that

10:28:31 From Jerry Howard : Agreed @Gena and celebration of those individual characteristics that those needs when met foster

10:28:35 From Gena Reeder : Thank you so much Haywood!

10:29:27 From Roberta Oster : thank you Haywood

10:31:08 From Sue Davies : Thanks so much Haywood

10:31:16 From Frances Sterling : Thank you Haywood

10:31:28 From Theo Appiah-Acheampong : Thank you Haywood! Great discussion

10:31:32 From Jerry Howard : flexibility is a value

10:31:36 From Rebecca Ivins - Hourigan Construction : stay in this zoom then?

10:31:38 From Jerry Howard : thanks haywood

10:36:21 From LaShawanda Moore : Go Eagles!

10:38:04 From Nathan Hatfield : Looking forward to seeing 2nd Grade Kenneth

10:39:11 From Patricia Bradby : Discussion questions: <https://lmronline.org/wp-content/uploads/2021/01/Personal-Choice-and-Systemic-Barriers.pdf>

10:57:38 From Rebecca Ivins - Hourigan Construction : Is the survey going to be put here

10:57:49 From Rebecca Ivins - Hourigan Construction : in chat I mean....

10:57:53 From Vikki Keszey : Winter Retreat Evaluation: https://lmronline.formstack.com/forms/lq21_january_winter_retreat_evaluation

10:58:12 From Vikki Keszey : It's also been posted to the #midyear_retreat slack channel

10:59:03 From Nathan Hatfield : Today's session isn't in LMS as an item to check "complete"

10:59:38 From Patricia Bradby : Thank you Nathan for letting me know. I will be sure to add that when I upload the reflection questions slide.

11:00:09 From Colleen : Immersion Team Interviews Form:
https://lmonline.formstack.com/forms/lq2021_immersion_team_meeting_schedules

11:00:52 From Jerry Howard : likewise myra!!

11:01:23 From Gena Reeder : I don't want to leave!

11:02:04 From Jerry Howard : this has been a great retreat! full of great diversity of thought... love it!!

11:02:35 From 12. Eric Steigleder (He/Him) : Thanks everyone for making this happen, and for the LMR staff for making everything work during a challenging time.

11:02:42 From Rebecca Ivins - Hourigan Construction : GREAT retreat. Best one, in my opinion

11:02:44 From Roberta Oster : thanks to everyone

11:02:44 From Mariya Vysotskaya : thank you!!!!

11:02:50 From takiyahleeallen@gmail.com : Thank you! :)

11:02:52 From Theo Appiah-Acheampong : Thank you!

11:02:53 From Sue Davies : Thanks everyone

11:02:54 From Ashley Kelly : thank yoU!

11:02:54 From Sandy Reynolds : Thanks! See you all next month!

11:02:56 From Paul Drumwright : Thank you

11:03:01 From Aaron Alexander : Thank you everyone!!

11:03:01 From Shannon Wray : Thanks everyone! Stay safe and healthy!

11:03:02 From Kim Range : Thanks for a great session

11:03:05 From Ryan Bouldin : Thanks everyone!!!

11:03:08 From Adrienne Wright : Thank you! See you next month!

11:03:10 From Andy Town : Have a great weekend everyone

11:03:23 From Susan Winiecki : Go Bills!