

DISCERNMENT TRIAGE EXAMPLES

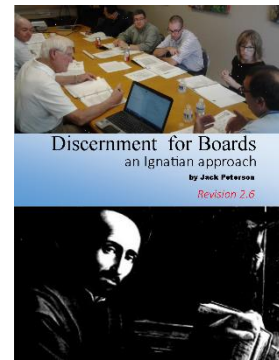
The following is an excerpt from:

Discernment for Boards: an Ignatian approach

Pages 103-104

By Jack Peterson (jackpeterson@managingformission.com)

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<http://www.managingformission.com/publications/4574830335>

To guide you in in triaging the level of group discernment required, seven examples requiring different levels are described below, showing how the 6 components of group discernment might be addressed for each. You may find that the issue for discernment which you are triaging will require different levels for different components.

Level	Determining discernment level	Background Info	Individual Reflection	Group Discussion	Making the Decision	Implementation	Examples
1	Whoever proposes Agenda item considers and proposes the level of discernment needed. The proposed level is assumed unless challenged	No additional background information is needed	Board members are aware the item will be discussed because it is included in the agenda sent in advance of the meeting	A vote is called with no discussion unless requested by a member	Voice vote, majority rules	The board trusts that the decision will be carried out once it is made	Approval of Minutes
2	Whoever proposes agenda item considers and proposes the level of discernment needed. The proposed level is confirmed by the board when it votes on the item.	Research is done as needed and background information compiled	Background materials are sent out in advance for board members to review	Board members are invited to discuss the issue prior to a vote	Voice Vote, majority rules	Board identifies the steps of implementation. Is there <ul style="list-style-type: none"> • Need for an action plan? • Need for measurable outcomes intended? • Need to assign responsibility? • Need to set timeline? • Need to set up an evaluation procedure? 	Renewal of agreement with state inter-scholastic sports governing agency
3	The Chair reviews the item with the president using this Triage Guide to determine the level of discernment needed	Research is done and background information compiled	Agenda & materials are sent out in advance which board members are expected to review.	Board Chair asks each member of the board to speak to the issue prior to a vote	Voice vote, majority rules	Board delegates the decisions about the steps of implementation listed above	Revision of board meeting attendance policy

Level	Determining discernment level	Background Info	Individual Reflection	Group Discussion	Making the Decision	Implementation	Examples
4	The Executive Committee reviews issue with the president using this Triage Guide to determine the level of discernment needed	A board committee goes through a complete or abbreviated discernment process to prepare their recommendation for the board	Agenda & materials sent out. Board members use Individual Reflection Worksheet to prepare for the meeting Time is given at the meeting(s) to review background materials	The board Chair asks each member of the board to speak to the issue prior to a vote	Roll call vote, majority rules	Delegate the decisions about the steps of implementation listed above	Budget approval
5	The Executive Committee reviews with the president using this Triage Guide to determine the level of discernment needed	A special committee is set up to assist the board with its discernment	Agenda materials & Individual Reflection Worksheet sent out. Time is given at the meeting(s) to review background materials & for silent reflection on the issue	The Chair or a facilitator leads board through a structured discussion Framing of Question Naming of alternatives Context of the issue Sharing of experience around the issue	Secret ballot, majority rules	Board approves the steps of implementation	Formulating & approving a Strategic Plan
6	The board reviews a proposal for the level of discernment needed and decides together whether it is adequate	A special committee is set up to assist the board with its discernment. Other individuals or constituent groups participate in a complete or abbreviated discernment process to give their input	Agenda & materials sent out. Time is given at the meeting for board members to review background materials & use the Individual Reflection Worksheet to prepare for the discussion	The Chair or facilitator leads the board through a group discernment process Framing of Question Naming of alternatives Context of the issue Values History People impacted Sharing of experience around the issue Feelings about the issue How do those feeling affect my views? What information do I have that's important? What information do I need? First leaning & reasons Discussion Second leaning & reasons Discussion	Super-majority	Board approves and participates in the steps of implementation	Selecting a new president (in this case, much of the group process may be done by the search committee)

Level	Determining discernment level	Background Info	Individual Reflection	Group Discussion	Making the Decision	Implementation	Examples
7	The board reviews a proposal for the level of discernment needed and decides together whether it is adequate	A special committee is set up to assist the board with its discernment. Other individuals or constituent groups participate in a complete or abbreviated discernment process to give their input	Time is given at the meeting for board members to review background materials & use the Individual Reflection Worksheet to prepare for the discussion	All of level 6, plus the Chair may call for more time for individual & group discernment using: Cross talk Flipping positions Pros and cons Recess of an hour to several days Murmuratio Bringing decision to the Cross	Reach consensus	Board approves and participates in the steps of implementation	Revision of school Mission Statement

More information on group discernment and other issues for faith-based schools, including [books](#), free [videos](#) and [downloads](#), is available at www.managingformission.com.