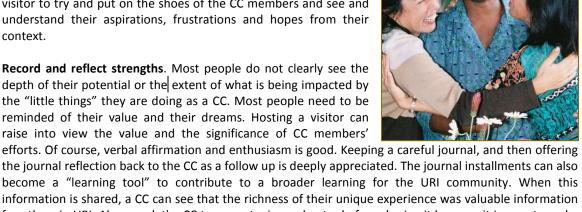


By Sally Mahé **Director of Organizational Development**

Experience is teaching that CC visits prove valuable. Visits can be CC to CC, GC Trustee to CCs, or Staff to CCs.

Practical suggestions for what makes a good CC visit:

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- 3. "Walk with" the CC members. URI embraces an appreciative approach and this means there is a deeply shared belief that people have the capacity to touch their own creative source and find answers within themselves. Listening to different perspectives and sharing experiences with CC members should be a key part of a visit. A visit is a time to sit together and a time to listen—for the visitor to try and put on the shoes of the CC members and see and understand their aspirations, frustrations and hopes from their context.
- 4. Record and reflect strengths. Most people do not clearly see the depth of their potential or the extent of what is being impacted by the "little things" they are doing as a CC. Most people need to be reminded of their value and their dreams. Hosting a visitor can raise into view the value and the significance of CC members'



- the journal reflection back to the CC as a follow up is deeply appreciated. The journal installments can also become a "learning tool" to contribute to a broader learning for the URI community. When this information is shared, a CC can see that the richness of their unique experience was valuable information for others in URI. Always ask the CC to correct a journal entry before sharing it because it is easy to make mistakes.
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- 6. Help. Usually CCs are facing an issue or have questions they may need help answering. On one trip to visit CCs in Europe, things came up such as: how to shift focus (getting to know one other) to another CC priority (getting more active in the community); improving internal CC communication; improving CC and regional/global URI communication; how to manage changes in leadership; how to choose an appropriate

action plan given the constraints of CC members; how to distribute responsibility in a CC so that one or two people don't do most of the work; how to introduce interfaith where people are wary of religions and inter-religious cooperation. When asked for help - a visitor can ask more questions to understand the situation more fully; offer practical suggestions; share what other CCs have done; offer to connect CC leader with another CC in similar situation; offer to think about request and get back to CC with resources, etc. The visitor should keep note of the issues CCs are facing and set a date to call back for a follow up conversation.

- 7. Appreciate unique nature of URI's committed people. Learning people's unique backgrounds and what led them to commit to this work is impressive. Visitors are introduced in a personal way to CC members the "social capital treasures" of URI. This knowledge can be elicited more deeply and shared more effectively by people who visit CCs.
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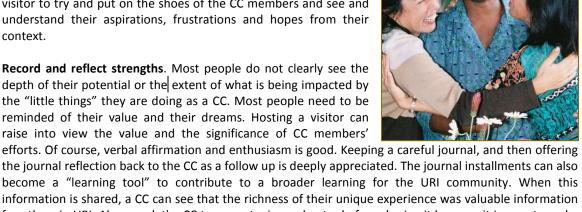


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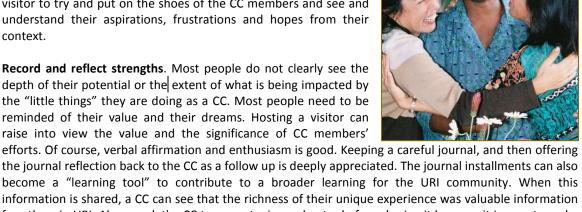


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