



(473k)

A BELONGING EXPERIENCE





# Sense of Belonging: Measurements of Success

**I matter**

**I belong**

**I'm  
committed**

**I trust**

**I'm proud**

# Being part of a community is to feel...

- **I Matter – Meaningfulness:** “I have an important role here.” The feeling members have for being recognized by the group as an important asset.
- **I Belong – Ownership:** “I feel part of.” To feel a sense of ownership of the existence of the group.
- **I Am Committed – Responsibility:** “I care.” To act from concern for other members and the common goal.
- **I Trust – Faith:** “I know that they will be there for me.” Members deep belief that in their community or group, people help each other.
- **I’m Proud - Identification :** “This community is a part of who I am.” Belonging to the community is part of self identity.

# The world rests on three pillars:

■ Torah

■ Avodah

■ G'milut Hasadim

(Pirkei Avot 1:18)

# Components of Bonded Community Groups



# Bonded Community Group

- Torah: **Common Vision** – Each person's values and beliefs contribute to creating shared vision.
- Avodah: Creating **communal relationships** among the individuals in the group.
- G'milut Hasadim: **Shared actions**, the actual work we do together, manifesting our common vision and communal relationships. "We walk the talk."

# Communal Relationships:

- **Multi-dimensional:** Individuals share many aspects of themselves.
- **Multi-Aspect:** The group's interaction is not limited to simply one context.
- **Face to face interaction**
- **Structures and roles**
- **Live on (beyond specific individuals)**

# Bonded Community Groups' Meeting Structure

1. *Shacharit*/opening ritual
2. Heart of the meeting: centered around our shared action/work
3. Makeover/First aid: Supporting each other in our challenges
4. *Arvit*/closing ritual

# “Moments of Truth”

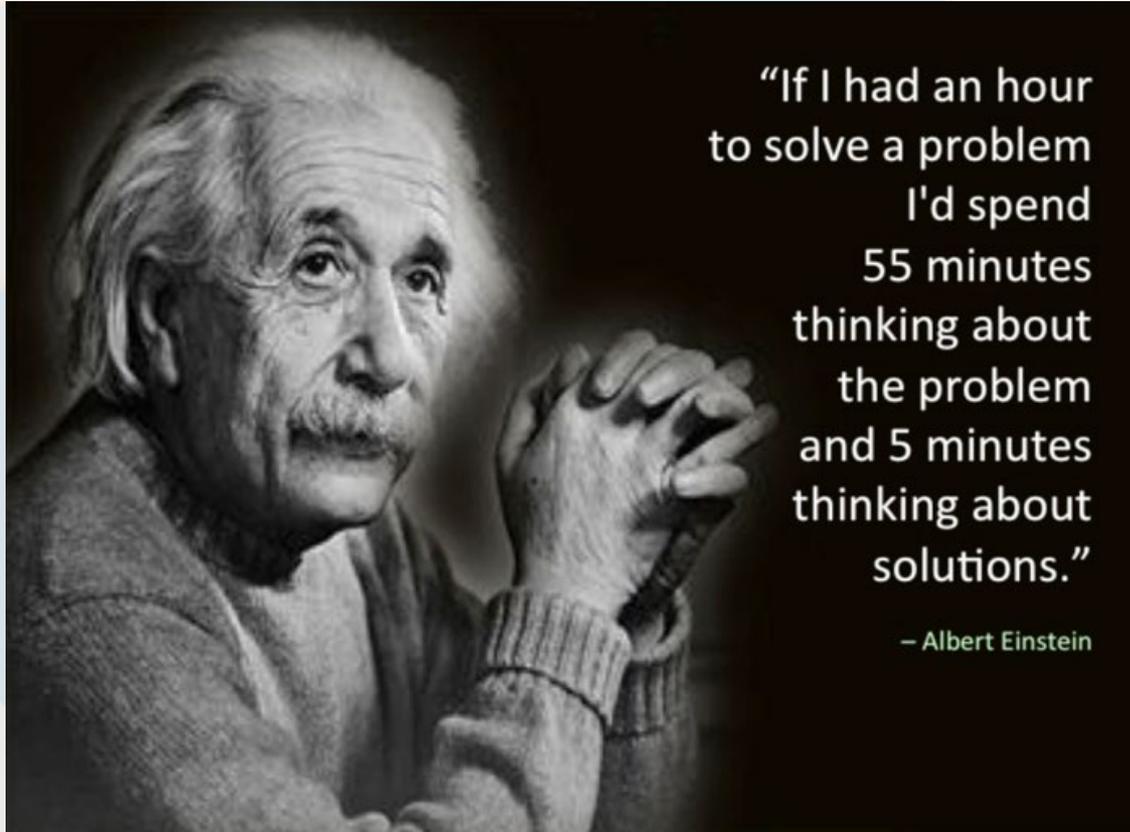
An experience in the group that gives a deep sense of belonging.

Bonded Community Groups are the means for providing moments of truth.

# “The Community”

The individuals belonging to the community complement one another existentially. Each individual possesses something unique, rare, which is unknown to others; each individual has a unique message to communicate, a special color to add to the communal spectrum. Hence, when a lonely person joins the community, they add a new dimension to the community awareness. They contribute something which no one else could have contributed. They enrich the community existentially; they are irreplaceable.

Rabbi Joseph B. Soloveitchik



“If I had an hour  
to solve a problem  
I'd spend  
55 minutes  
thinking about  
the problem  
and 5 minutes  
thinking about  
solutions.”

– Albert Einstein

# Step by Step – Makeover Guide (aka “First Aid”)

Mins

3

The presenter gives an overview of the situation / dilemma.

3

The group asks **clarifying questions** of the presenter; questions with brief, factual answers!

4

The group asks **probing questions** to expand thinking and perspective.

5

The group **talks about the situation** – refrain from solutions! (Presenter goes to “balcony”)

7

**Redesign** – Keeping the 10 Principles in mind, and the learnings of BCGs, share ideas to redesign a gathering of this group. (Presenter in balcony)

3

The presenter rejoins the circle and **reflects back**: How do you feel? Share one thing you heard that was eye-opening.

# Presenting the situation / dilemma

3  
Mins

The presenter gives an overview of their selected group and its dilemma/challenges

- The overview should provide as much background information as possible:
  - Describe the situation - What's the group and what is their role? Why are they important?
  - What are your goals for this group?
  - What's the current situation?
  - What is the desired outcome for this group?
  - What's preventing you from getting there?
  - How do they impact the organization?

# Clarifying Questions

Clarifying questions are questions with brief, factual answers!

**3** Mins

The group asks **clarifying questions** of the presenter

- Is this what you said...?
- Did I hear you say...?
- Did I understand you when you said...?
- Did I paraphrase what you said correctly?
- I'd be interested in hearing more about...
- If you'd give me an example of...so I can be sure I understand?
- So, are you suggesting that...?
- Tell me what you mean when you say...

# Probing Questions – Examples

4 Mins

These questions are designed to help the presenter clarify and expand their thinking about the dilemma, to gain insights.

The group asks **probing questions** to expand thinking and perspective

- Why do you think this is the case?
- What would you have to change in order for...?
- What do you feel is right in your heart?
- What do you wish...?
- What's another way you might...?
- How was... different from...?
- What was your decision-making process?
- If you were \_\_\_\_\_, how would you see this situation?
- What if time, money, etc. were not an Issue?
- What is the best outcome in this situation?
- When have you done/experienced something like this before? What happened then?
- What do you assume to be true about...?

# Possible questions to frame the discussion:

The group (**without presenter**) talks about the dilemma presented – refrain from solutions!

**5** Mins

- What did we hear?
- What didn't we hear that might be relevant?
- What assumptions seem to be operating?
- What questions does the dilemma raise for us?
- What do we think about the dilemma?
- What might we do or try if faced with a similar dilemma?
- What have we done in similar situations?

# Reflect and Redesign

Share ideas – what might you do to **redesign** a regular gathering (meeting, program, event, other activity) of this group so that it is on a path toward becoming a BCG?

7  
Mins

Redesign – Keeping the 10 Principles in mind, and what we've learned about Bonded Community Groups, share ideas to redesign a regular gathering of this group.

# Next Steps

The presenter **reflects back and shares** their thoughts and any next steps they may take

3  
Mins