

Tree Bressen
Group Facilitation and Teaching
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EXPERIENCE
HIGHLIGHTS
Facilitation

Community Facilitator Intensive Series in Northern California, 2005-2007.

Quarterly workshops designed for regional capacity-building. Students learn through facilitating real meetings on tough issues of the host communities, with coaching.

Metamedia Cooperation, 2005 & 2006. Process designer and facilitator for unique multimedia “happening” bringing together artists, activists, scientists and intellectuals for an interdisciplinary exploration into complexity theory, social change, and the nature of collaboration (via physics, visual arts, music, psychology, city planning, business, and more).

Safe & Sound Collaborative, 2005. Facilitation of retreat for about two dozen staff and directors from 8 agencies that operate together to serve homeless and runaway youth in Lane County. Included networking activities, historical retrospective, and brainstorm & multivoting process to generate ideas for the future.

smartMeme, 2005. Facilitation of 2+ day retreat for activist strategy and messaging collective, resulting in substantial organizational shift.

Building Bridges, 2004. Lead process designer and facilitator for full-day event supporting collaboration among human service providers in Lane County. Attended by 160 people representing over 70 agencies.

Public Interest Environmental Law Conference, University of Oregon, 2003. Organized first ever World Café at major annual gathering of environmental activists. Specifically designed as a dialogue intervention at an event otherwise focused on expert knowledge.

Fellowship for Intentional Community (FIC), 1996-2003. Served on facilitation and agenda planning teams as well as board of directors at semi-annual meetings of broad intentional communities movement organization. FIC is known for the high quality of its consensus meetings and facilitation.

Green Party National Convention, 2000. Core facilitation team member for 320-delegate national event (plus hundreds of observers and media). Wrote official Procedural Guidelines for the convention. Lead facilitator for Platform Committee meeting, which successfully dealt with over 80 items of business—in less than 6 hours.

Ecovillage Network of the Americas (ENA), 1999. Co-facilitator with Caroline Estes for the inaugural Council meeting of more than 30 representatives from 10 countries. Helped guide network through decisions on new organizational structure and other topics.

Acorn Community, 1994-99. Frequent facilitator during membership at 20-person income-sharing intentional community. Particularly called upon to step in during meetings that were challenged by conflict, emotions, or lack of clarity about process. Also served as main agenda planner for four years of meetings 2-3 times/week.

Twin Oaks Communities Conference, Open Space, 1998. Led the process for roughly 200 participants to self-organize, in one hour, half a day of workshops. Dozens of sessions were set up for meetings of 3-30 people in varied locations on a bevy of topics.

Teaching

Workshops have ranged from one hour to three days, covering topics such as consensus, facilitation, conflict resolution, agenda planning, community-building, and more. Practice is an essential part of the teaching time, leading to improvements in skill level and confidence. Co-presenters have included Caroline Estes, Laird Schaub, Shari Leach, and others. Sample organizations include:

- Apex Belltown Co-op, Seattle, WA
- Creating Change (Nat'l Lesbian & Gay Task Force), national conference
- Cohousing Association of the United States, national conferences
- Eugene Permaculture Guild, Eugene, OR
- Growers Market Food Cooperative, Eugene, OR
- Heathcote Community, Freeland, MD
- International Association for Public Participation (IAP2), national conference
- Los Angeles Eco-Village, Los Angeles, CA
- Lost Valley Educational Center, Dexter, OR
- Love+Politics, Oakland, CA
- NASCO Institute (North American Students of Cooperation), Ann Arbor, MI
- National Coalition for Dialogue & Deliberation, national conference
- Network for a New Culture Summer Camp, Glendale, OR
- Network for Reproductive Options, Eugene, OR
- Northwest Co-Opportunities Conference, Seattle, WA
- Shannon Farm Land Trust, Afton, VA
- Swan's Market Cohousing, Oakland, CA
- Univ. of Oregon (Dept. of Planning, Public Policy & Management), Eugene, OR
- Wellsprings Friends School, Eugene, OR
- Women Defending Ourselves, San Francisco, CA

PROFESSIONAL ACTIVITIES

Sunrise Facilitation Collective, 2000-present. Regular meetings with local facilitators' group. Team jobs and mutual evaluation for improvement.

Co-Intelligence Institute - Associate, 2003-present.

International Association of Facilitators Annual Meeting, 1999.

Publications

"Consensus Decision-Making" chapter in *The Change Handbook* (Holman, Devane, Cady, eds. 2nd edition, 2006), Berrett-Koehler, San Francisco, CA.

"Consensus Basics" article in *Communities Directory 2000*, Fellowship for Intentional Community, Rutledge, MO.

***Communities* magazine.** Over a dozen articles, including: "Ask the Experts" column; "When Meetings Aren't Just One Big Circle" (2005); "Working on Your Issues with Someone—Whether or Not They Join In" (2004); "The Special Place of Blocking in Consensus" (2004); "Moderating the Vocal, Encouraging the Shy: Workable Ways to Equalize Participation in Meetings" (2001)

EDUCATION

BA with Honors, Rutgers University, New Brunswick, NJ, 1993.

Major: Communication. Minors: Psychology, Religion, Women's Studies.

University of Sussex, Brighton, England—Cultural & Community Studies, 1991-92.

Alpha Institute, 6-day intensive course with Caroline Estes & Lysbeth Borie, 1998.

Jim Rough, 4-day training in Dynamic Facilitation, 2000; advanced training, 2001.

Marshall Rosenberg, Non-Violent Communication, 2-day training, 2001.

Worldwork Institute—8 days of Process Work with Arny Mindell and two hundred people from 27 countries, 2004.

Workshops by Sam Kaner, Laird Schaub, CT Butler, Barb MacKay, and others, 1993-present.

References Available Upon Request