Positive* Negative* Tense* Open* Other* Other is selected above - Please elaborate	7:25 PM		
Positive* Negative* Negative* Open* Other* Other is selected above - Please elaborate Tense to the meeting day End of the meeting day End of the meeting day Before a vote After a vote When there is tension in the room	hen did you finis	n observing?*	
Negative* Tense* Open* Other* Other is selected above - Please elaborate When does the committee turn to prayer?* Beginning of the meeting day End of the meeting day Before a vote After a vote When there is tension in the room	8:25 PM		
Negative* Tense* Open* Other* Other is selected above - Please elaborate When does the committee turn to prayer?* Beginning of the meeting day End of the meeting day Before a vote After a vote When there is tension in the room	he tone of the me	eting is (during your observation)	
Tense* Open* Other* The selected above - Please elaborate When does the committee turn to prayer?* Beginning of the meeting day End of the meeting day Before a vote After a vote When there is tension in the room	Positive*	▼	
Open* Other* Other is selected above - Please elaborate When does the committee turn to prayer?* Beginning of the meeting day End of the meeting day Before a vote After a vote When there is tension in the room	Negative*	▼	
Other* Other is selected above - Please elaborate When does the committee turn to prayer?* Beginning of the meeting day End of the meeting day Before a vote After a vote When there is tension in the room	Tense*	▼	
When does the committee turn to prayer?* Beginning of the meeting day End of the meeting day Before a vote After a vote When there is tension in the room	Open*	 ▼	
End of the meeting day Before a vote After a vote When there is tension in the room	Other*		
Beginning of the meeting day End of the meeting day Before a vote After a vote When there is tension in the room			
End of the meeting day Before a vote After a vote When there is tension in the room			
Before a vote After a vote When there is tension in the room	When does the cor	nmittee turn to prayer?*	
After a vote When there is tension in the room	Beginning of the	meeting day	
When there is tension in the room	Beginning of the End of the meeti	meeting day	
	Beginning of the End of the meetil Before a vote	meeting day	
Other	Beginning of the End of the meetil Before a vote After a vote	meeting day ng day	
	Beginning of the End of the meetin Before a vote After a vote When there is tel	meeting day ng day	

Vorship and Worship	oful Work*
A diversity of voices	s are evident in leadership
Any tensions are ma	anaged well
☐ The commitee work	s toward common goal
Commissioners and	Advisory delegates listen well to one another
☐ Commissioners and	Advisory delegates interact with respect for one another
Worship is appropri	ate
Opportunities to buil	ld community are taken
What methods were ι	used to make decisions?
Consensus*	
Robert's Rules of Order*	
Committee of the Whole*	v
Other*	
If Other is selected at	pove - Please elaborate

■ To control the room	
For efficiency	
☐ There is disagreement	
A vote needs to be recorded	
To speed up decision making	
For discernment	
Other	
If Other is selected above - Please elaborate	
Other is selected above - Flease elaborate	
When are other processes used for decision-making?* To protect minority voices To control the room	
 To protect minority voices To control the room For efficiency There is disagreement 	
 To protect minority voices To control the room For efficiency There is disagreement A vote needs to be recorded 	
 To protect minority voices To control the room For efficiency There is disagreement A vote needs to be recorded To speed up decision making 	
 To protect minority voices To control the room For efficiency There is disagreement A vote needs to be recorded To speed up decision making For discernment 	
 To protect minority voices To control the room For efficiency There is disagreement A vote needs to be recorded To speed up decision making 	
 To protect minority voices To control the room For efficiency There is disagreement A vote needs to be recorded To speed up decision making For discernment Other 	
To protect minority voices To control the room For efficiency There is disagreement A vote needs to be recorded To speed up decision making For discernment Other	
To protect minority voices To control the room For efficiency There is disagreement A vote needs to be recorded To speed up decision making For discernment Other	
To protect minority voices To control the room For efficiency There is disagreement A vote needs to be recorded To speed up decision making For discernment Other	
 To protect minority voices To control the room For efficiency There is disagreement A vote needs to be recorded To speed up decision making For discernment Other 	
 To protect minority voices To control the room For efficiency There is disagreement A vote needs to be recorded To speed up decision making For discernment Other 	
 To protect minority voices To control the room For efficiency There is disagreement A vote needs to be recorded To speed up decision making For discernment Other 	
 To control the room For efficiency There is disagreement A vote needs to be recorded To speed up decision making For discernment 	
 To protect minority voices To control the room For efficiency There is disagreement A vote needs to be recorded To speed up decision making For discernment Other 	

Women*		•	
Men*		•	
Younger persons (under 45)*		•	
Persons over 65*		•	
Asian/Pacific			
Islander/Native		_	
Hawaiian		▼	
Persons*			
Black/African			
American/African		▼	
Persons*			J
Hispanic/Latinx			
Persons*		▼	
Native			
American/Indigenou	is,		
Middle Eastern, or			V
Multicultural Persons*			
Persons			
White/Euro-			
American		▼	
Persons*)
What patterns of partic	cipation do you notice?	?	
Ruling Elders			
(REC)*		▼	J
Teaching Elders			
(TEC)*		▼	
Young Adult			
Advisory Delegates		▼	
(YAAD)*			J
Other advisory delegates (TSAD,		▼	
MAD, EAD)*		•	J
Who speaks more?*			

Women	
■ White persons	
Persons of color	
☐ Younger persons	
☐ Middle aged persons	
Older persons	
☐ Teaching Elder Commissioners	
Ruling Elder Commissioners	
Advisory Delegates	
Committee Leadership	
Resource persons	
Other	
If Other is selected above - Please specify	
Who speaks less?*	
Who speaks less?* ■ Men	
Men Men	
Men Women	
Men Women White persons	
Men Women White persons Persons of color	
MenWomenWhite personsPersons of colorYounger persons	
 Men Women White persons Persons of color Younger persons Middle aged persons 	
 Men Women White persons Persons of color Younger persons Middle aged persons Older persons 	
Men Women White persons Persons of color Younger persons Middle aged persons Older persons Teaching Elder Commissioners	
 Men Women White persons Persons of color Younger persons Middle aged persons Older persons Teaching Elder Commissioners Ruling Elder Commissioners 	
 Women White persons Persons of color Younger persons Middle aged persons Older persons Teaching Elder Commissioners Ruling Elder Commissioners Advisory Delegates 	
 Men Women White persons Persons of color Younger persons Middle aged persons Older persons Teaching Elder Commissioners Ruling Elder Commissioners Advisory Delegates Committee leadership 	

f Other is selected above - Please specify	
Oo you notice non-verbal communication (particularly bod	ly language) effecting communication?*
Does non-verbal communication affect committee operation	ons and participation?*
low is non-verbal communication affecting participation?	*
Shortened discussion	
Lengthen discussion	
Lightened the mood Contributed to conflict	
Had no affect that I noticed	
Other	
Other is selected above - Please elaborate	
Vho participates MORE in committee and work and discus	ssion?
Male TEC*	
Famala TFOt	
Female TEC*	

Male REC*		•
Female REC*		•
Male YAAD*		•
Female YAAD*		•
TSAD*		•
MAD/EAD*		•
If Other is selected abo	ove - Please elaborate	
Whose voices are MOS	ST influential by race?*	▼
Whose voices are MO	ST influential by age?*	
		▼
Whose voices are MOS	ST influential by gender a	and role?*
		•
Where were frequent p	participators sitting in rela	ation to the Committee Moderator?
Front Row*		
Middle Row (if applicable)*	_	
Back Row*	V	

w does the committee generally make decisions? Hand Vote raising hands)* Voice Vote* Paper Ballot* Pads* The selected above - Please elaborate							
w attentive are members to the business before committee and to one another?* Other is selected above - Please elaborate w does the committee generally make decisions? Hand Vote raising hands)* Voice Vote* Paper Ballot* Paper Ballot* Acclimation*	Other is selected at	oove - Please el	aborate				
w does the committee generally make decisions? Hand Vote raising hands)* Voice Vote* Paper Ballot* Cacclimation* Acclimation*		1 10000 01					
w does the committee generally make decisions? Hand Vote raising hands)* Voice Vote* Paper Ballot* Pacelimation* Acclimation*							
w does the committee generally make decisions? Hand Vote raising hands)* Voice Vote* Paper Ballot* Pacelimation* Acclimation*							
w does the committee generally make decisions? Hand Vote raising hands)* Voice Vote* Paper Ballot* Pacelimation* Acclimation*							
w does the committee generally make decisions? Hand Vote raising hands)* Voice Vote* Paper Ballot* Pacelimation* Acclimation*							
(raising hands)* Voice Vote* Paper Ballot* Electronic Voting Pads* Acclimation*							
Dither is selected above - Please elaborate w does the committee generally make decisions? Hand Vote (raising hands)* Voice Vote* Paper Ballot* Paper Ballot* Acclimation*							
Dither is selected above - Please elaborate w does the committee generally make decisions? Hand Vote (raising hands)* Voice Vote* Paper Ballot* Paper Ballot* Acclimation*							
Dither is selected above - Please elaborate w does the committee generally make decisions? Hand Vote (raising hands)* Voice Vote* Paper Ballot* Paper Ballot* Acclimation*							
Dither is selected above - Please elaborate w does the committee generally make decisions? Hand Vote (raising hands)* Voice Vote* Paper Ballot* V Celectronic Voting Pads* Acclimation*			ainaaa bafana			-4h0*	
w does the committee generally make decisions? Hand Vote raising hands)* Voice Vote* Paper Ballot* Vacclimation* Vacclimation*	w attentive are me	mbers to the bu	siness before (committee ar	nd to one an	otner?"	
w does the committee generally make decisions? Hand Vote raising hands)* Voice Vote* Paper Ballot* Clectronic Voting Pads* Acclimation*							
w does the committee generally make decisions? Hand Vote (raising hands)* Voice Vote* Paper Ballot* Celectronic Voting Pads* Acclimation*							
Hand Vote (raising hands)* Voice Vote* Paper Ballot* Electronic Voting Pads* Acclimation*	Other is selected at	oove - Please el	aborate				
Hand Vote (raising hands)* Voice Vote* Paper Ballot* Electronic Voting Pads* Acclimation*							
Hand Vote (raising hands)* Voice Vote* Paper Ballot* Electronic Voting Pads* Acclimation*							
Hand Vote (raising hands)* Voice Vote* Paper Ballot* Electronic Voting Pads* Acclimation*							
Hand Vote (raising hands)* Voice Vote* Paper Ballot* Electronic Voting Pads* Acclimation*							
Hand Vote (raising hands)* Voice Vote* Paper Ballot* Electronic Voting Pads* Acclimation*							
Hand Vote (raising hands)* Voice Vote* Paper Ballot* Electronic Voting Pads* Acclimation*							
Hand Vote (raising hands)* Voice Vote* Paper Ballot* Electronic Voting Pads* Acclimation*							
Hand Vote (raising hands)* Voice Vote* Paper Ballot* Electronic Voting Pads* Acclimation*							
Hand Vote (raising hands)* Voice Vote* Paper Ballot* Electronic Voting Pads* Acclimation*							
Hand Vote (raising hands)* Voice Vote* Paper Ballot* Electronic Voting Pads* Acclimation*							
Hand Vote (raising hands)* Voice Vote* Paper Ballot* Electronic Voting Pads* Acclimation*							
Hand Vote (raising hands)* Voice Vote* Paper Ballot* Electronic Voting Pads* Acclimation*							
raising hands)* Voice Vote* Paper Ballot* Electronic Voting Pads* Acclimation*							
raising hands)* Voice Vote* Paper Ballot* Electronic Voting Pads* Acclimation*	w does the commi	ttee generally n	ake decisions?	?			
Paper Ballot* Electronic Voting Pads* Acclimation*		ttee generally n	ake decisions?	?			
Paper Ballot* Electronic Voting Pads* Acclimation*	Hand Vote	ttee generally m		?			
Paper Ballot* Electronic Voting Pads* Acclimation*	Hand Vote	ttee generally n		?			
Electronic Voting Pads* Acclimation*	Hand Vote raising hands)*	ttee generally m	v	?			
Electronic Voting Pads* Acclimation*	Hand Vote (raising hands)*	ttee generally m	v	?			
Pads* Acclimation*	Hand Vote (raising hands)* Voice Vote*	ttee generally m	v	?			
Pads* Acclimation*	Hand Vote (raising hands)* Voice Vote*	ttee generally n	v	?			
Δcclimation*	Hand Vote (raising hands)* Voice Vote* Paper Ballot*	ttee generally m	v	?			
Acclimation*	Hand Vote (raising hands)* Voice Vote* Paper Ballot* Electronic Voting	ttee generally n	v	?			
	Hand Vote (raising hands)* Voice Vote* Paper Ballot* Electronic Voting	ttee generally m	v	?			
	Hand Vote (raising hands)* Voice Vote* Paper Ballot* Electronic Voting Pads*	ttee generally m	v v v	?			

Other*	v	
If Other is selected at	oove - Please elaborat	te
Influence of Individua	le' Participation	
initidence of marvidua	is Faiticipation	
White men*		•
Men of Color*		
Men or Color		•
White women*		▼
Women of color*		▼
Younger white		
persons*		
Younger POCs*		•
Older white persons*		•
Older POCs*		▼
Impact of Individuals'	Participation	
White men*		
wnite men"	▼	
Men of Color*	_	
White women*	v	

Younger white persons*	 ▼				
Younger POCs*	▼				
Older white persons*	v				
Older POCs*	v				
Did you notice side co	onversation?*				
					▼
The Side Conversation	ns are:*				
effectively breaking t	tension				
keeping committee r	nembers engaged				
minimal and/or nond	listracting				
entertaining and/or f	unny				
gnored by most					
disruptive					
demanding interrupt	ion by Moderator				
Other					
f Other is selected ab	ove - Please elabor	ate			
Which advisory delega	ate groups have the	most side o	conversatio	1?	
Vhich advisory deleg	ate groups have the	most side (conversation	1?	
Which advisory delega Male YAAD*	ate groups have the	most side o	conversation	1?	
	ate groups have the		conversation	1?	

Delegates*		
f there are more than	one - please specify	
Which commissioners	s groups have the most side	conversation
Male TEC*		
Male 120		<u>*</u>
Female TEC*		
remaie 120		•
Mala DEC*		
Male REC*		•
Famala DEO*		
Female REC*		▼
(f. 4)		
t there are more than	one - please specify	
		Li Li
How did the committe	ee rely on its designated lead	ders and/or support team?
	,	
Moderator*	_	
Vice Moderator*		
Parliamentarian *	v	

Committee	_	
Assistant*		
Resource	_	
Coordinator*		
Recorder/Transcrip	otionist*	▼
How often did the co	mmittee use it's Res	source Persons?
ACC Members*		
Add Mellibers		v
GA Standing		
Committee		▼
Members*		
Special		
Committee/Task		▼
Force Members*		
Staff - PCUSA		▼
Members*		
2 (1 #		
Others*		▼
If there are others, pl	ease specify	
_		
		10
When a Resource Pe	rson was engaged	they answered the question(s)
	room mae emgagea,	ano, ano non que con en (e) m
ACC Member*		
Add Mellibel		▼
GA Standing		
Committee		▼
Members*		
Staff - PCUSA		▼
Members*		

f there are others,	please specify	
What else did you r	notice about the PROCESS of the committee and its effect on participation?)
Are there acknowle	edged persons with disabilities in this committee?*	
Are there acknowle	edged persons with disabilities in this committee?*	
observed persons	edged persons with disabilities in this committee?* s with the following disabilities in this committee:*	
observed persons Other	s with the following disabilities in this committee:*	
observed persons Other Requiring accomi		
observed persons Other Requiring accomi	s with the following disabilities in this committee:*	
observed persons Other Requiring accomm Mobility issues Blindness	s with the following disabilities in this committee:* modation, having assistance	
observed persons Other Requiring accommodility issues Blindness Hearing impairment	s with the following disabilities in this committee:* modation, having assistance ent	
observed persons Other Requiring accomm Mobility issues Blindness Hearing impairme Requiring accomm	s with the following disabilities in this committee:* modation, having assistance ent modation, not receiving assistance	
Other Requiring accommoditive issues Blindness Hearing impairment	s with the following disabilities in this committee:* modation, having assistance ent modation, not receiving assistance	
Other Requiring accommodition Mobility issues Blindness Hearing impairmed Requiring accommodition Limited visual cap	s with the following disabilities in this committee:* modation, having assistance ent modation, not receiving assistance	
Other Requiring accommodition Mobility issues Blindness Hearing impairmed Requiring accommodition Limited visual cap Deafness N/A	s with the following disabilities in this committee:* modation, having assistance ent modation, not receiving assistance	

hen I observed interpreta	tion assistance being	g provided, it	was*		
Spanish					
Korean					
American Sign Language					
Other					
No Interpretation					
Other is selected above -	Please elaborate				
dequate time was given fo	or the committee mer	mber (using a	ı interpreter)) to participa	ıte*
dequate time was given fo	or the committee mer	mber (using a	ı interpreter)) to participa	ite*
dequate time was given fo	or the committee mer	mber (using a	ı interpreter)) to participa	ıte*
		mber (using a	ı interpreter)) to participa	ıte*
		mber (using a	ı interpreter)) to participa	ite*
		mber (using a	interpreter)) to participa	ite*
		mber (using a	ı interpreter)) to participa	ite*
		nber (using a	ı interpreter)) to participa	ite*
		mber (using a	ı interpreter)) to participa	ite*
dequate time was given fo		mber (using a	interpreter)) to participa	ite*
		mber (using a	ı interpreter)) to participa	ite*
		mber (using a	interpreter)) to participa	ite*