Evolve Zoomversation Chat 8.23.22

10:57:11 From Courtney Hoekstra they|them to Everyone: [**Presbyterian Mission Agency 6 Core Values**](https://pcusactr-my.sharepoint.com/:w:/g/personal/courtney_hoekstra_pcusa_org/EY_qqNZaf01AtoLQOVT2t4QBJgBYGotHEYnxwTEuLj1rvQ)

10:58:22 From Courtney Hoekstra they|them to Everyone: [**Attitudinal Evolution**](https://pcusactr-my.sharepoint.com/:w:/g/personal/courtney_hoekstra_pcusa_org/EaotVNqG59hMpx_T2nSzUawBjh4pT3yRwtPzgi5aAGZwoQ)

11:08:42 From Mary C. Nebelsick to Everyone:

**Is the question: Where do we see our core values when we are at our best?**

11:09:20 From Corey Schlosser-Hall he|him to Everyone:

**Yes Mary! How do you see PMAers embody our positive values and attitudes when at our best?**

11:10:54 From Rebecca Barnes (she/her), Presbyterian Hunger Program to Everyone:

**I'm reading our 100-ish grant proposals for Presbyterian Hunger Program right now, and it's just so beautiful to see the community work being done all around the world to make the world a better place. I think, when we do it well, we engage in the values of justice, creativity, humility and mutuality really well in our grant process and relationships with grant partners, where they feel respected and empowered and we get to learn from/with and walk alongside them to ourselves grow and learn.**

11:11:38 From Denise Anderson (she/her) to Everyone:

**Attitudinal adjustment 5: I see that a lot more of late. Diane is good about shouting out the ways colleagues show up in our life together. I've seen managers get complemented on something their team did and the managers turn around and credit specific people on the team for their contributions.**

11:12:36 From Mike Ferguson to Everyone:

**During this extended time working from home, I'm thrilled when mutuality is possible with highly valued colleagues in OGA and ASG. It's life-giving.**

11:12:38 From Catherine Gordon to Everyone:

**When we are working across ministry areas and with our partners around the world on a specific goal - webinars, advocacy events, that lift up the voices of the most impacted.**

11:12:47 From Jose Manuel Capella-Pratts to Everyone:

**I recently saw my area coordinator (PWM) helping a bus driver loading and unloading everyone's bags in/out the bus. That speaks loud and clear about humility.**

11:12:51 From Tamron Keith to Everyone:

**When the PMA is at its best, it is always asking the question, "Who's not at the table (for this conversation or decision) and needs to be?"**

11:14:14 From Nikki Collins (she/her) to Everyone:

**Meetingless Monday - 1st Monday of each month**

11:14:14 From Simone Adams to Everyone:

**Meetingless Monday's**

11:14:31 From Doug Tilton (he/him) to Everyone:

**I have seen all of these -- perhaps especially mutuality -- in mission networks that are working to center the voices of partners in both interpretation and decision-making**

11:14:40 From David Barnhart he/him to Everyone:

**When our work is firmly rooted in relationships and listening first**

11:15:06 From Corey Schlosser-Hall he|him to Everyone:

**Such excellent comments...thanks Rebecca et al!!**

11:15:22 From Jennifer Evans - she/her(s) to Everyone:

**When we are working in collaboration with other ministries and with our grant partners.**

11:15:25 From donnafrischknechtjackson to Everyone:

**Amen! I saved that very article. Good points were made.**

11:15:27 From Mari | she/hers to Everyone:

**At the ad agency I came from, we had Wednesday afternoons blocked from meetings which was such a treat.**

11:15:52 From andrew kang bartlett (they/he) to Everyone:

**What David said!**

11:15:54 From donnafrischknechtjackson to Everyone:

**That is a wonderful idea.**

11:16:42 From Jessica Maudlin (She/Hers) to Everyone:

**I think that I've seen that in the past when we have are collectively staffing large events (GA/CPJ Days/PW Gatherings, etc) and staff check in on each other, encourage each other, offer coverage, coffee, drinks, etc. It does create community and makes long difficult days easier to manage.**

11:19:13 From Jenny, PHP (she) to Everyone:

**I think IT's quick work at changing our systems so we can easily access them from home has been awesome, and is one form of creativity!**

11:20:02 From Rich Copley (he/him) Presbyterian Mission Agency to Everyone:

**We are in the midst of such change in Communications, autopsies without blame is really welcome, because we are experiencing a lot of lessons learned. Viewing them as lessons to learn as opposed to failures ultimately leads to growth.**

11:20:35 From Mel to Everyone:

**I've seen the change in communications and am so grateful. These folks are such a joy to work with right now.**

11:20:50 From Nikki Collins (she/her) to Everyone:

**I second that!**

11:20:55 From Alexandra (She/Ella) to Everyone:

**AMEN**

11:20:58 From Denise Anderson (she/her) to Everyone:

**Third that**

11:21:34 From Carlton Johnson to Everyone:

**The Communications Team is modeling something AMAZING. Love what you are doing. Thanks to you and your team Rich!!!**

11:22:49 From Melody Smith to Everyone:

**Thanks everyone. Dee is off today but I will make sure she sees all this gratitude. We are grateful for you and your gifts.**

11:23:31 From Tamron Keith to Everyone:

**Did Corey freeze or is it me?**

11:23:36 From Denise Anderson (she/her) to Everyone:

**It's not just you**

11:25:16 From Emily Odom to Everyone:

**Echoing what Melody Smith said, we are grateful for the fruitful partnerships that we share with each of you, our siblings across the organization!**

11:34:17 From Jessica Maudlin (She/Hers) to Everyone:

**Does that include perceptions of negativity from others or things we actually see as negative?**

11:35:04 From Courtney Hoekstra they|them to Everyone:

**I think hearing both could be helpful, Jessica!**

11:35:18 From Melody M (sister) to Everyone:

**This is Melody Medley, we here all of the time when we get callers that we must not work because no one every answers their phones or responses when message are left. This is nothing new except it seem like it has gotten worse since Covid.**

11:35:59 From Alexandra (She/Ella) to Everyone:

**I've prayed for/with leaders on the phone and then been told, "no one from 'there' has ever done that before..."**

11:38:09 From Melody M (sister) to Everyone:

**Very true Emily**

11:44:21 From Mary C. Nebelsick to Everyone:

**I hear that a lot, whenever I talk with someone. Older people don't go to the website. They call.**

11:44:34 From Jenny, PHP (she) to Everyone:

**PresbyTel is amazing! And so willing to help.**

11:45:08 From Rebecca Barnes (she/her), Presbyterian Hunger Program to Everyone:

**I have heard that repeatedly (about PMA not being responsive) but it doesn't resonate at all with my experience and the way I/the team I'm on/the people I know are constantly responsive to calls and emails. So I'm not sure about the disconnect or what we could do better.**

11:45:47 From Cameron Stevens (she/her) to Everyone:

**When I hear comments like Melody’s, I can't help but think there must be a REASON the person cannot get back with the caller, and how can we support staff to ensure they have a reasonable workload?**

11:46:02 From Denise Anderson (she/her) to Everyone:

**Part of our system is that many of us could use admin help to be more responsive because the demands of our work prevents it.**

11:46:16 From Cameron Stevens (she/her) to Everyone:

**Amen, Denise**

11:46:22 From Rachel Anderson she|her to Everyone:

**@Cameron - very good point**

11:46:33 From Rich Copley (he/him) Presbyterian Mission Agency to Everyone:

**Since the pandemic started, I have had a few occasions in which I have gone into the office and found messages on my office voice mail, even though my phone is theoretically forwarded. Only a couple have been from outside PMA, but occasionally it is a tech glitch.**

11:46:40 From Denise Anderson (she/her) to Everyone:

**Something about lots of meetings. ;-)**

11:46:57 From Mary C. Nebelsick to Everyone:

**Thanks Corey, its in the chat!**

11:46:59 From Shawn Kang (he/him) to Everyone:

**sparrow..**

11:47:00 From Emily Odom to Everyone:

**What could help is a more standardized out-of-office message that lists several people with phone numbers/extensions who might respond while that staff person is away**

11:47:04 From Jessica Maudlin (She/Hers) to Everyone:

**Yes, the tech glitches do contribute to that as well.**

11:47:56 From Emily Odom to Everyone:

**Additionally, when people say that we're not responsive, sometimes it means that they're not getting the answers that they want!**

11:48:06 From Jessica Maudlin (She/Hers) to Everyone:

**Yes. That.**

11:49:51 From Jose Manuel Capella-Pratts to Everyone:

**We assume everyone is tech savvy.**

11:52:06 From Corey Schlosser-Hall he|him to Everyone:

**corey.schlosserhall@pcusa.org**

11:54:35 From Melody M (sister) to Everyone:

**It would help us greatly if anyone that has a cell phone that we need to using to reach you, would drop me a note so that I can add it to our information database.**

11:54:35 From Rich Copley (he/him) Presbyterian Mission Agency to Everyone:

**True, Jose. And we assume everyone has access to technology.**

11:55:27 From Jenny Bent y Mark Hare to Everyone:

**Will something we create actually be supported by the hierarchy?**

11:56:08 From Mike Ferguson to Everyone:

**A code implies secrecy. Maybe the PMA Culture Cannon?**

11:56:16 From Mari | she/hers to Everyone:

**Brown Forman has a really good one, but it's more directed to DEI:**

[**https://www.brown-forman.com/sites/default/files/team\_resources/2022-07/Many%20Spirits%2C%20One%20Brown-Forman%20Combined%20Editions%20for%20Website.pdf**](https://www.brown-forman.com/sites/default/files/team_resources/2022-07/Many%20Spirits%2C%20One%20Brown-Forman%20Combined%20Editions%20for%20Website.pdf)

11:56:28 From Mari | she/hers to Everyone:

**it's a long read, but I come back to this time and time again**

11:56:36 From Stephanie Fritz to Everyone:

**I usually here it as Culture Deck**

11:56:50 From Jenny, PHP (she) to Everyone:

**Great, Melody! I assume you mean you need the cell numbers for PresbyTel.**

11:57:14 From Mel to Everyone:

**Culture Cannoli? Full of delicious filling?**

11:57:24 From Emily Odom to Everyone:

**Claudio Carvalhaes!**

11:57:29 From Corey Schlosser-Hall he|him to Everyone:

**Thank you for the insightful conversation today!**

11:59:09 From Ray Jones (he/him) to Everyone:

**Amen!**

11:59:09 From So Jung Kim to Everyone:

**THANK YOU**

11:59:11 From Louisa (she/her) to Everyone:

**Amen, thank you!**

11:59:12 From Nikki Collins (she/her) to Everyone:

**Thank you, Princeton.**

11:59:12 From Sara Lisherness PCUSA to Everyone:

**thanks Corey!**

11:59:16 From Samuel Son (he/him) to Everyone:

**thank you Corey!**

11:59:16 From Nikki Collins (she/her) to Everyone:

**and Corey**

11:59:21 From Jed Koball to Everyone:

**Thank you Corey!!**

11:59:25 From Jose Manuel Capella-Pratts to Everyone:

**Thanks! Blessings to all!**

11:59:28 From Carlton Johnson to Everyone:

**Thank you Corey and everyone**

11:59:29 From leodorsey to Everyone:

**Thanks all 🙂**

11:59:31 From Mel to Everyone:

**Have a great day everyone!**

11:59:41 From Vilmarie Cintrón-Olivieri to Everyone:

**Grateful for this conversation. Paz.**

11:59:42 From Doug Tilton (he/him) to Everyone:

**Thank you Corey and all!**

11:59:49 From Mary C. Nebelsick to Everyone:

**Thanks be to God!**