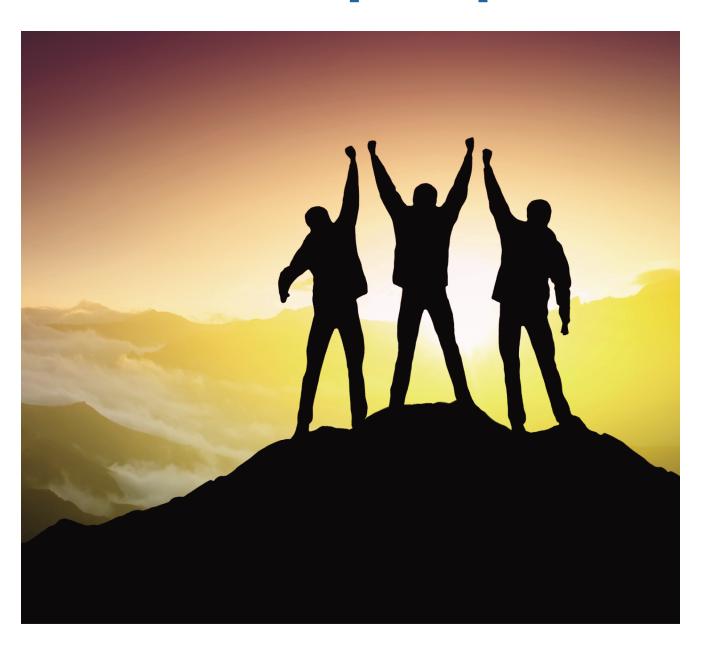
# MKP USA Men's Group/I-Group Tool Kit



(c)2016, 2018, 2020, 2021 The ManKind Project USA.

This Men's Group/I-Group Tool Kit may be freely reproduced for use in ManKind Project USA Affiliated Men's Groups and I-Groups, Communities and Areas. No portion of the Tool Kit may be reproduced or repurposed for commercial use without express written permission from the ManKind Project USA.

# Contents

The Men's Group/I-Group Tool Kit is a collection of resources, tips, and information for MKP USA Men's Group/I-Group Tools. We strongly encourage all Groups to have a copy present at their meetings so that it is available for reference.

We want to acknowledge Rick Morgenstern (MKP Indiana) and Todd Phillips (MKP Greater Carolinas) and all the men of the I-Group Steering Committee for the work they put into creating the initial tool. The 2021 version replaces the word I-Group with Men's Group/I-Group to acknowledge and make room for many types of MKP Men's Groups in addition to I-Groups such as open, virtual, elder, young warrior, topic specific, to name a few.

For more information contact the current MKP USA National I-Group Council Chairman at <a href="mailto:igroupcouncil@mkpusa.org">igroupcouncil@mkpusa.org</a>

#### **Important Basics to know**

Section 1 - What is an MKP USA Men's Group/I- Group?

Section 2 - I-Group Fundamentals

Section 3 - Safety, Suicide Prevention, and the Rights of I-Group Participants

Section 4 - Prohibited Activities & Insurance

Section 5 - I-Group Rep: A Link to the Community and the Organization

#### New Considerations and Vision for MKP USA Men's Group/I-Group Tools

Section 6 - Bringing Mission Deeper into Men's Groups

Section 7 - Open Men's Groups and Open I-Groups

Section 8 - MKP Men's Group/I-Group and Community

Section 9 - Membership: Raise Your Hand

#### **Best Practices**

Section 10 - Proven Men's Group/I-Group Practices for Vibrancy and Growth

Section 11 - MKPConnect.org and Additional Resources

# What is an MKP Men's Group/I-Group?

Just because a Group has men that are NWTA grads in it does not make it an MKP Men's Group or I-Group. This is a choice for each Group to make for itself. To be an MKP USA Men's Group and be covered by insurance we have some basic requirements.

### Basic Requirements for being an MKP USA Men's Group/I-Group

- The Group is aligned with MKP USA's Mission, Vision, & Values (Listed Below)
- The Group is accurately listed in MKP Connect.
- The Group has a designated Rep who maintains the relationship between the Group and the larger MKP community and organization
- The Group follows MKP USA Policies (especially <u>Section 4 Prohibited Activities</u>), is aware of best practices covered in this tool kit, and gets support from available resources as needed.

### MKP USA Mission, Vision, and Values

Our Values, Vision, and Mission are powerful tools to use in our Groups. They are the cornerstone of what we are about and guide us in all that we do. We encourage Men's Groups/I-Groups to read them at the start of each group. Also we invite you to refer to them in times of disagreement or lack of clarity.

#### **MKP USA Mission**

MKP USA creates a world where men act on their individual and shared responsibility for the future of humanity by initiating and supporting men on a path of emotional maturity, spiritual awareness and deepening community.

#### MKP USA Vision

Our vision is a safe world where all men are brothers, in relationship with one another...

- ... a world where conflicts are resolved peacefully; where torture, genocide, domestic violence and senseless war are only entries in the history books ...
- ... where men are fully accountable and take responsibility for their decisions ...
- ... where men stand tall and proud to be men, secure in their role and deeply committed to nurturing one another, their families, their communities and their planet.

#### MKP Core Values

Accountability
 Authenticity
 Compassion
 Generosity
 Integrity
 Intercultural Awareness
 Leadership
 Respect

# **I-Group Fundamentals**

### I-Group Quick Reference Guide

Here is a link to the <u>I-Group Quick Reference Guide</u>.

- An update to the I-Group Quick Reference Guide will be coming out later in 2021. The new 2021 Quick reference guide will have several updates and changes including...
- Updates to all key I-Group Processes including Clearing, Bucketing, and Accountability
- A variety of ways to set a container
- New Honoring of the directions to account for cultural appropriation, choices around words, awareness of invitation around various words and beliefs vs orthodoxy and a change in aligning the sage/magician/elder to the north and leadership/king/chief to the west.
- We understand these changes may be very different than those taught in the 1990's. We honor those teachings from the past.

### Men's Group/I-Group Agreements

Agreements are one of the most powerful tools we have for creating and maintaining a healthy Group. We recommend having the Men's Group/I-Group agreements accessible to each of the members. Groups often review the agreements at the beginning of the meeting.

In general, Men's Group/I-Group agreements contain provisions for how the group chooses to address safety, confidentiality, punctuality, financial commitment (if any), visitors, substance use, participation, joining the group, and leadership.

Below are the basic MKP USA Men's Group/I-Group agreements. Your group is highly encouraged to update agreements on a routine basis.

**Confidentiality** - What I say here is confidential. Outside this Men's Group/I-Group, I will not share another man's words or actions. I will only speak of my own experience and personal insights. Mandatory Reporting / Duty to Warn - Confidentiality does not apply in situations of abuse or neglect of children and the elderly and/or threat to harm self or others. If someone's life is in immediate danger, action may be required.

**Punctuality** - The group will begin on time and end on time. I will arrive on time and ready to participate. If I am going to be late I agree to be in communication with the group before the beginning of the meeting (if I can safely do so). If I am late I will not interrupt the flow of the group.

#### MKP USA Men's Group/I-Group Tool Kit

**Ethical Relationships** - Members of the ManKind Project agree to not participate in any financial, business, therapeutic, or sexual relationship that a reasonable person would consider to be exploitative. This is not a business group. No solicitations.

**Non-Violence** - Violence can be physical, verbal, emotional, spiritual ... I acknowledge that my words and actions have an impact on those around me. I take responsibility for my words and actions.

**No Drugs or Alcohol** - I will not attend the group while under the influence of alcohol or recreational drugs. If I break this agreement I will tell the group and accept the choice of the group in handling this to create a safe container.

#### **Participation**

- I will speak openly and truthfully in "I" statements.
- Any man may pass at any time. Any man may STOP a process in the service of maintaining safety.
- I am not here to give advice. If I want advice, I will ask for it specifically. I will ask permission before offering feedback.
- I am responsible for taking care of myself. If I need something, I will ask for it.
- Everyone is responsible for safety. If you see or think there is something unsafe emotionally or physically say stop or safety and insist the group check into it.

### Build a Binder

Does your I-Group simply rely on tradition to know what to do? Or maybe there are some loose papers in a drawer? Creating a sustainable I-Group means more than relying on memory to stay organized and sharp. In combination with the most recent I-Group Quick Reference Guide, a good binder provides resources for the group. It sets an intention to prepare for leading I-Groups with confidence and consistency.

#### **Recommended Documents to Include:**

- 1. Men's Group and I-Group Tool Kit
- 2. I-Group Quick Reference Guide
- 3. Group Roster
- 4. I-Group Agreements (In addition to the core agreements above)
- 5. Safer Circle and Communities Resources
- 6. <u>Safe Space, Brave Space and Unsafe Space</u>
- 7. Supplemental processes from the <u>I-Group Process Library</u>
- 8. Stretch Logs (optional)

# The Importance of Safety

### Who is responsible for Safety? We all are!

We are all responsible for creating a Men's Group/I-Group that is physically, emotionally, and psychically safe enough for the men who attend. Our first priority is to know the limitations of our scope: Our Groups are not group therapy and they are not the New Warrior Training Adventure. Our Groups are a place for men to support, connect, play and challenge one another, and to practice deepening self-awareness and commitment to our accountability, integrity, authenticity, and emotional literacy.

### The Rights of Men's Group and I-Group Participants

- 1. I have the right to say "no" to any process. I may pass at any time. I may be challenged on my choice, but it remains my choice and I can choose what is right for me in the moment.
- 2. I have the right to request feedback, to ask for feedback from only certain men, or to ask for no feedback at all. If feedback is offered to me unsolicited, I have the right to refuse it. A good way to refuse feedback is to interrupt and say, "Thank you, but I really don't want any feedback right now."
- 3. I have the right to define how I want my process facilitated. I am aware at all times that it is my process. I decide who will facilitate. I decide whether or not others can help facilitate and how I would like them to interact with my chosen facilitator(s). My I-Group brothers will respect my choices.
- 4. I have the right to physical safety. If, at any point, during any process (mine or another man's) I believe physical safety is compromised or might be compromised I have the right to stop the process. I will use our I-Group's designated signal. "Stop" or "Safety" are commonly used.
- 5. I have the right to disagree with the outcome of the facilitation or the group if I sense that I am being led in a direction that I don't want to go. I may stop my process at any time and change direction.
- 6. If a man clears an issue with me, I have the right to not own the issue as my issue. While what the man says may contain truth(s) about me, I know the purpose of a clearing is to free that man of any emotional charge that I might have triggered in him, and not for me to own some or all of his beliefs about that issue, whether they may be true or not.
- 7. If a man wants to address and ask me to account about an issue, I have the right to (1) not agree with the data and (2) not let an accountability process digress into a clearing.

#### Safer Circles and Communities

The Mankind Project has created the <u>Safer Circles and Communities Resource Page</u> to share important information and policies pertaining to safety in MKP groups and communities. It has useful information about the differences among safe space, brave space, and unsafe space, the importance of challenging disruptive, mean, or offensive behavior, links to our ethics and safety policies and how to ask for help or report a concern. We ask I-Groups to review these guidelines annually, especially the section on <u>Safe Space</u>, <u>Brave Space and Unsafe Space</u>.

#### **Mental Health Resource Team**

The ManKind Project USA maintains a team of licensed professionals who can answer questions and concerns for ManKind Project members and Groups. Contact the MHRT by emailing <a href="maintain-mhrt@mkp.org">mhrt@mkp.org</a> or call 301-502-1777.

### ManKind Project Declaration on Mental Health

The ManKind Project, its affiliated trainings, and any men's group associated with it do not constitute professional mental health care nor are they a substitute for it.

These trainings and groups are for the purpose of self-exploration and peer-support, and are presented, facilitated, and attended by men varying in ability to support others in need and who, in most cases, do not hold credentials in the helping professions.

No one should ever forgo or suspend the active pursuit of treatment for conditions such as addictions, depression, relationship issues, or any other condition in order to participate in an MKP activity. It is inappropriate and potentially dangerous for individuals needing mental health care to attend a men's group in lieu of professional treatment.

### When MKP Participation may be Contraindicated

A man's participation in a Men's Group/I-Group may be contraindicated unless he also gets mental health support for the following:

- Active addiction: alcohol, drugs, sex, gambling, etc.
- Active suicidal (or homicidal) behavior
- Active mental illness: schizophrenia, bipolar disorder, etc.
- Active domestic violence ... either as victim or perpetrator
- Active abuse or neglect of a child, elderly or handicapped person

In these cases the man must access professional mental health resources as his primary approach to the issue. A Group can only be a secondary resource to support the formal treatment of these conditions. Ongoing Men's Group/I-Group participation may actually be detrimental if it becomes a means for the man to avoid receiving formal help. Supporting a man with these issues is difficult and can be disruptive to a Group.

#### What to do ...

- Contact local warriors with mental health expertise (therapist, psychologist, psychiatrist, etc.) for advice and guidance.
- Contact the Mental Health Resource Team (MHRT) mhrt@mkp.org or call 301-502-1777.

## Suicide Prevention -Have the conversation in your I-Group.

- Know the Suicide Prevention Hotline: 1 (800) 273-8255
- Create clear NO HARM agreements among I-Group Members. Example here: http://www.suicide.org/no-suicide-contract-form.html This can be done verbally as well.
- Know about and take the QPR (Question, Persuade, Refer) training. <a href="www.qprinstitute.com">www.qprinstitute.com</a>
  currently free to MKP USA members
- Be prepared to act. If a man alludes to harming himself or shows warning signs be prepared to ask the question. Seek help if needed from the suicide prevention hotline, police, or MKP's Mental Helath Team.
- Use the Process for Suicide Prevention, Intervention and Follow Up In MKP Connect http://mkpconnect.org/suicide-prevention
- Get support: If a man in your Men's Group/I-Group or Community completes a suicide Contact MHRT at <a href="mailto:mhrt@mkp.org">mhrt@mkp.org</a> or call 301-502-1777.

### Know the warning signs and symptoms of suicidal risk:

- 1. Expressions of hopelessness ("what's the use," "maybe it's not worth it," "no one can help")
- 2. Depression (including poor or irregular sleep patterns, low energy, withdrawing from participation)
- 3. Giving away prized possessions
- 4. Talking about suicide
- 5. Securing lethal means
- 6. Know what to do if you see signs and symptoms:
  - a. DON'T process the risk as part of the Men's Group/I-Group
  - b. Ask him if he's willing to let the group support him in getting help
  - c. Follow the QPR process: Question, Persuade, Refer. Don't be afraid to ask the hard questions is he thinking about hurting himself, does he have a plan, does he have a date/time in mind? Persuade him to hold off delay his action, make a no-harm agreement with the group, have someone with him until he obtains support.
  - d. As part of your I-Group materials, know what resources are available locally and also know about the Suicide Prevention Hotline, 1.800.273.8255, a 24/7 facility. For more information see <a href="https://www.suicidepreventionlifeline.org">www.suicidepreventionlifeline.org</a>

### **Prohibited Activities & Insurance**

One of the major benefits of MKP USA to Men's Groups is liability insurance coverage for activities. With that coverage, a degree of protection is provided to Men's Group/I-Group members and the owners of property where activities are held. The summary and explanation of our insurance coverage can be found here: <a href="http://mkpconnect.org/insurance">http://mkpconnect.org/insurance</a>. Our liability guidelines cover MKP USA work which falls "under the normal scope of MKP USA operations." Coverage includes MKP USA Groups that are listed on MKPConnect.org and facilitated according to the guidelines referenced here, the PIT manual, IGFT, and the I-Group Process Library.

It's important to point out that there is no guarantee that insurance coverage will cover anything in the event of a claim. Nonetheless, these guidelines are provided to help in Area/Community and Center planning. It's always true that safety is every man's responsibility and no insurance policy replaces common sense and good judgment.

#### MKP USA Prohibited Activities

An MKP USA Men's Group/I-Group may not engage in the following activities.

- Athletic activities
- Water-related activities.
- Lodge Ceremonies / "Sweats" (except for P&R ceremonies on the NWTA weekends or as a LKS Training Event - See full policy adopted by LKSI)
- Trainings or Groups that are mixed gender or include children that have not attained the age of majority in the state where the event, training or activity is held.
- Activities related to the treatment of mental health issues or treatment of addictions.
- High risk activities of any kind, e.g., fire walks, bungee jumping etc.
- Alcohol (except if special alcohol event insurance is obtained).
- Any activity prohibited by state or federal law.

**Note:** A group of men from a Men's Group/I-Group may create their own event independent from an MKP Activity . *However, it must be made clear that it is not a MKP USA sponsored activity.* 

Areas and Communities may support an organization or person with the promotion of one of these types of activities provided it is made clear it is a non-MKP USA Sponsored Event and is being hosted by an individual or a separate organization.

**Women and Children are welcome at social events.** Women and Children are welcome to attend social events sponsored by a Men's Group/I-Group, Community and/or Area. <u>However, they may not attend a support Group, Open Men's Group, or P&R Ceremony or Training (except for those approved by curriculum such as the I&I. Integral Mondo Zen, Next Step, and Couples Weekend Training.</u>

# I-Group/Men's Group Rep: A link to the Community and Organization

The following points are recommended responsibilities of an I-Group/Men's Group Representative. Use them as starting points for creating or updating your I-Group/Men's Group's customized job description.

- **1. Period of Service** Serve a one-year term with option to serve beyond one year, per support of I-Group/Men's Group. Term of service to begin at discretion of Group. At the end of the Rep's term he will mentor the new Rep in these responsibilities.
- **2. Group attendance** Attend group meetings on a regular basis and be actively involved in discussions pertaining to group organization and activities.
- **3. Role in group** Serve as liaison between your group and your Area's I-Group/Men's Group Coordinator.
- **4. Website familiarity and editing** Be familiar with and capable of editing MKPConnect.org and keep the current membership and profile information for your I-Group/Men's Group (<u>See Section 11</u>, below). Be capable of informing I-Group/Men's Group members where to find information they need.
- 5. I-Group/Men's Group Rep Meetings Participate in meetings with other Reps in your Area and with your Area I-Group/Men's Group Coordinator. The means may be through face-to-face, phone or internet video. If you are not able to participate, arrange for another member of your I-Group/Men's Group to do so. Report back to I-Group/Men's Group as appropriate on items covered. Use your I-Group/Men's Group's MKPConnect.org Email List for email communications as a single address for all I-Group/Men's Group emails.
- **6. Annual I-Group/Men's Group Assessment** Conduct a periodic assessment of your I-Group/Men's Group meetings.
- **7. Trainings** Invite / Encourage men to participate in trainings
  - PIT (Primary Integration Training).
  - I-Group/Men's Group Leadership and Skills Training
  - Conflict Resolution
  - MKP Multicultural Trainings
  - IGFT (I-Group Facilitation Training), 'GUTS' Training, Shadow Work Training
  - LT 1,2,3 (Leadership Trainings)
  - ST1 and ST2 Staff Trainings
  - Staffing NWTA weekends. Encourage men in your I-Group/Men's Group to take these trainings as a group.
  - For a complete list of current offerings see the MKPUSA Training Catalog
- **8. Processes** Encourage men to bring new processes to the group. See the I-Group Process Library at <a href="https://mkpconnect.org/iginfo/process">https://mkpconnect.org/iginfo/process</a>. Have the PIT Manual on hand; it is available on the I-Group Resource page <a href="https://mkpconnect.org/iginfo/ighome">https://mkpconnect.org/iginfo/ighome</a>

**9. Agreements** – Encourage your I-Group/Men's Group to keep track of any additional agreements for your Group in your binder.

# Section 6

# Mission and Men's Group/I-Group

The Mission of MKP USA is to create a world where men act on their individual and collective responsibility for the future of humanity by initiating and supporting men on a path of emotional maturity, spiritual awareness, and deepening community.

I-Groups provide a place for deep healing, and also provide support for my mission of service. The I-Group experience can be richer and more fulfilling when we take what we learn in I-Group and other MKP experiences and put it into our lives in service to ourselves, communities, and the world.

Growth work and mission serve each other. The more we heal and integrate, the more effective we may be as we pursue our mission. By pursuing a mission, we can "test-drive" our healing and growth. By doing this, we may discover more work to do. Integrating personal work and acts of mission and service can lead to a richer and more productive improvement of ourselves and our world.

### Ways to support Mission as an I-Group

**Men's Group/I-Group Activities:** Anything that strengthens your container and bonds members of the I-Group together strengthens the I-Group and can serve as a launch pad for mission.

- Have some fun (BBQs, sports days, attending plays, performances, etc.)
- Serve in MKP (MOS, sponsoring Group of Men or PITs, staffing the NWTA, etc.)
- Participate in trainings together (Next Step, IGFT, LT-1, etc.)
- Serve in the community (volunteering with another organization such as a shelter, clean-up, or mentoring organization)
- Create and pursue projects and acts of service
- Help an I-Group member with his mission project

Logistics Round: Check in around mission activities and invite the I-Group to participate.

Lover Round: Include mission statements and how we feel about them in check-ins.

King & Warrior Rounds: Make mission stretches in the King Round; report in the Warrior Round.

**Magician Round**: To clarify mission, ask, "what do you most want in life? How are you already giving it to others?" Put these together into a vision+action mission statement. When working with blocks to mission, using parts work (Voice Dialogue, Look Who's Talking) to directly address the part of me who resists my mission is particularly effective.

**Micro-Mission Projects:** Create mission projects that can be completed by 2-4 men in 2-4 hours and invite the I-Group to participate. Consider spending an I-Group session where each man creates a micro-mission project based on his mission statement and invites others to join him as a way to

make micro-mission projects normal. Consider connection as a form of mission - activities of doing things together like MOS, Staffing, Attending and Creating events = more joy in the world.

# Section 7

# **Open Men's Group and Guest Policy**

**Men's Group/I-Group Guest Policy**: Your Group may choose to allow guests who have not completed the NWTA to visit your group. In this case, Group Members may invite someone they know to attend the Group. The member of the Group inviting the man needs to:

- Properly orient the guest as to what will be happening in the Group
- Be present when the man attends the Group
- Follow up with the man afterwards to assist with answering questions

The Group should calibrate what is done in the group to be mindful of a guest.

**Open Men's Groups:** These are Groups that are specifically designed for introducing men to sitting in circle. They follow an approved protocol that eliminates much of the "warrior" jargon and they are run by MKP trained and approved facilitators. These circles are designed to have men come from referral sources like meetup.com, facebook, and word of mouth.

#### The requirement to be an Open Men's Group include:

- Register with MKP USA
- A designated leader for the Open Men's Group needs to
  - Be blessed by the Area I-Group Coordinator
  - Complete a free 1 hour training session
  - Complete a free 30 minute online suicide prevention course
  - Agree to teach other facilitators the protocols and monitor the group for compliance.

Can our I-Group be an Open Men's Group too? Yes! Many groups reserve 1-2 nights a month to be an Open Men's Group. If your group wants to learn how to do this, designate a leader for the I-Group for the Open Nights to Register with MKP USA.

# MKP Men's Group/I-Group and Community

I-Groups play a critical role as a foundation for growing a strong local Community and Area. The term Community is used here to describe either the MKP community in a locality, consisting of all the I-Groups there or even larger constituencies, perhaps including ungrouped brothers or the broader public. Here are some great ways for I-Groups to support their missions by taking their gold into the world and connecting with other men in the community. An I-Group, as an intimate Men's Group/I-Group of initiated men, leans into its collective responsibility to take action for the sake of humanity. When men go into the world to give their gold, they also receive much in return.

- Host a fun event for the community: a picnic, party, movie night, drum circle, etc.
- Organize a public screening for a movie that connects to our work: The Mask You Live In, The Work, Finding Joe, Out of Our Heads, Tough Guise, Mythic Journeys ... or others.
- Organize a community mission of service activity Support a cause, organize a good-will action or activity: violence prevention, homelessness, food programs, clean-ups ... or others.
- Attend community events both within MKP and outside, as a group.
- Attend or create a gathering of I-Groups
- Host an Open Men's Group/I-Group event.
- Host a New Brother Welcome Home Party
- Have your I-Group honor a man in the community
- Sponsor an MKP booth at a local fair

Note: Consult the <u>Section 4 Prohibited Activities</u> list when planning your event. If any activity you are organizing is listed there be sure to let people know it is not an MKP event.

# Section 9

# **Membership: Raise Your Hand**

We invite I-Groups to do a round with each man speaking his truth about membership.

### Are you a Member?

If you are a Member, share why! What do you get out of participation in the ManKind Project and your I-Group? Explore the gold: progress, growth, relationships that MKP supports for you. What do you value about our organization? What do you envision for the future?

### If you are not a Member, why not?

What is the truth about what is holding you back? Explore the shadows: beliefs, hurt, fear, mistrust that gets in the way. What would have to happen? What do you need? Sharing our truth is what we do in I-Groups. Our organization needs these truths. It is how we evolve to create a new way of being for men.

Our Want: 100% of all men in MKP USA I-Groups support Membership through monthly or yearly contributions. If not you, then who? Consider...

- I-Groups are the grassroots foundation of our organization. The work we do in I-Group is valuable, and participation is usually free.
- Nonprofit organizations are built on the commitment of their supporting Members.
- Any contribution qualifies for membership. We practice inclusivity. Stretch and give what you can but do not hurt yourself.
- 50% of the ManKind Project USA budget is charitable donations. Without Membership, the ManKind Project USA as we know it would cease to exist.

**Stand up and be recognized.** If you get value from being in an I-Group - support the Men's Group/I-Group that is supporting you. **Your contribution to support the work is essential**. **Keep your membership current each year.** 

MKP USA Membership is open to all; men and women, initiated and uninitiated. Donations to the ManKind Project USA are fully tax-deductible. Fifty percent of Membership contributions go directly to your local Area's budget to support scholarships and cover essential operational needs.

To raise your hand, go to: <a href="http://mkpusa.org/membership">http://mkpusa.org/membership</a>

# Section 10

# **Proven I-Group Best Practices**

While there is no one formula for I-Group success, the following steps have proven to support vibrant and sustainable I-Groups. Make time to discuss the following ideas with your I-Group.

#### New members & visitors:

- Invite uninitiated men to visit the Men's Group/I-Group on a regular and consistent basis.
- Have an agreement about ground-rules for such invitations, including expectations about informing the group of visitors.
- Urge new brothers to attend a "homecoming" or "graduation."
- Urge new brothers to attend a Primary Integration Training (PIT).

### I-Group Representative:

- Have an I-Group Rep who actively and regularly participates in periodic meetings with other Reps and communicates back to the group.
- Create and periodically review a Job Description for I-Group Reps (see Section 5).

### Preparation for meetings:

- Have the leader of the next I-Group meeting send an email with words of encouragement or inspiration a day or two before the meeting.
- Have an I-Group binder for the leaders to better prepare and record stretches and other data for better accountability. See <u>Build a Binder</u> in Section 2.
- Create and hold each other accountable for I-Group Agreements. When a visitor or guest attends make sure to read the Agreements aloud.

### Conducting meetings – General Considerations:

- Rotate leadership, either for the whole meeting or for each round. Challenge and support newer members to lead (having a binder of the full process helps).
- Invite a "visiting King" to demonstrate a different style of leadership.
- Invite a "visiting Magician", to facilitate in the Work Round.
- Encourage members to visit other I-Groups and report back on their experience.
- Hold multi-group gatherings to see how other I-Groups operate.

#### Attendance

- Include in your group's agreements an expectation that members will phone, text, or email if a member will not be present for the I-Group.
- Conduct an annual (or other periodic) "hot seat" to recommit to the I-Group for the upcoming year.

#### Process work

- Focus on mission, supporting men in their missions through the accountability process.
- Invite every man to make a work statement during an I-Group meeting, even if he decides not to work. For example, each man completes this sentence: "If I were to work tonight, it would be about ..."
- Do process work in the Magician Round (e.g., Shadow Work, PIT Manual processes, I-Group Facilitator Training processes).
- Create space to debrief during the round. Speak not about the content of a man's work, but to help each other improve facilitation and learn skills.
- Introduce new processes periodically. See <a href="https://mkpconnect.org/iginfo/process">https://mkpconnect.org/iginfo/process</a>
- Be bold (and still safe) in process work. Deal with tough subjects: God, Sex, Money.

### Trainings and Meetings - build your skills

- Meet weekly. Weekly meetings provide more continuity, leadership opportunities, and practice in facilitation.
- Hold trainings about Magician round processes at times different from meeting nights.
- Encourage NWTA staffing, PITs, and participating in other trainings, e.g., IGFT, LT1, 2, 3, I&I. Doing these trainings as a group can strengthen ties among group members.
- Attend your Area/Center Annual Meeting. Get connected to the entire community of men.

## Community, Service, and Social Gatherings

- Takeon I-Group Service Projects, with action plans to be fulfilled.
- Plan regular social meetings for birthdays, breakfasts, dinners, and to have fun together as a group and with families.
- Stay connected with your MKP Community and Area through regular communication and by being active on Area V-Groups.
- Host and attend local community events stretch your I-Group to attend events that will create intercultural dialog.

# **MKPConnect.org and Additional Resources**

Among the most essential tools for I-Group Reps is MKPConnect.org. MKPConnect.org is the single source for continuously updated information on every aspect of the MKP community. It's a password protected system. Knowing how to login to MKPConnect.org is an essential skill. If you don't know your password for MKPConnect.org, use the "Reset Password" link on the login screen. More detailed instructions are HERE. If you have additional trouble email help@mkp.org

Make sure your I-Group profile and I-Group members' profile information are up-to-date and that all initiated members of your I-Group are listed. See a <u>video tutorial for Reps</u> (login required).

### **Key features for I-Group Reps and Members include**

- I-Group Resource Page: <a href="https://mkpconnect.org/iginfo/ighome">https://mkpconnect.org/iginfo/ighome</a>
  Everything in this Tool Kit is available on the I-Group Resource Page.
- Finding New Warriors : https://mkpconnect.org/warriorsearch
- Finding I-Groups : https://mkpconnect.org/iginfo/search
- Finding V-Groups : <a href="https://mkpconnect.org/groupsearch">https://mkpconnect.org/groupsearch</a>

•

### Trainings offered by MKP USA

Increase the skill level in your I-Group by taking additional trainings.

- The full MKP training catalog is here: https://mkpusa.org/training-catalog/
- The schedule for upcoming trainings is here: <a href="https://mkpconnect.org/nl">https://mkpconnect.org/nl</a> ops