

Process Team Steering Committee
Meeting Notes by Jim Fladmark
Saturday March 30, 2019

Present: **Martin Ramstedt** (convener), Suzann Duquette, LaDawn Haglund, Lisa Piemont, Dian Marie Hosking, Deborah Marshall, Jim Fladmark (note taker), Fred Meyer– (2nd half)

Not Present: Paul Kelwey, David Marshall, Susan Skjei, Fred Meyer- (missed 1st half)

Resigned: Jose Tomas Ruano sent an email resigning from the SC – 3/30/19

Personal check-in (10 ms)

Housekeeping (approving notes from past calls, note taking for this call, reviewing agenda for today) (5ms)

Those not present can write a note approving Martin's notes from last week. Stated that those who report during the SC meeting need to review and approve the minutes before they're published.

Announcements

Letter from PT to Shambhala Community coming out April 3 – delayed due to current load on translators.

RE translation: European coordinator group uses software to translate documents in English. Auto-translation is available on PT website

Many emails are going out globally from many groups – people are getting email fatigue. Consider global zoom Q&A check-in meetings and other ways to be in communication and to be transparent.

Acknowledgements – Feel it's important to acknowledge a few people's situation:

Charlene Leung's absence (her husband Bob fell and was in ICU); **Action** –LaDawn will write letter on behalf of SC. **Action** --Suzann will send link to caring bridge website.

Jose Tomas' resignation – Unable to participate due to new responsibilities with his job. He will still offer what he can to support the sangha. Is it possible to bring another rep onto PT from South America?
Action: LaDawn will write a letter from SC.

Thematic Issues

Topic 1: Stress, Cultural Differences and Allowing Space

A variety of viewpoints were expressed about:

- 1) stress – this work is deeply personal; self-care is essential
- 2) conscious of cultural and language differences
- 3) Burn out and dependency on volunteers
- 4) Using practice to bring space to what we are doing

Suggestion that Healing and Learning WG look at writing something about how we care for ourselves and each other in doing this work on PT. **Action:** Lisa and Deborah will connect on this.

Topic 2: INCLUSION and Regional Representation (continuing discussion from last week)

A variety of viewpoints were expressed about:

1) Regional Representation

- a. Concern about creating a conceptual version of community instead of relating directly.
 - b. Use of existing structures to connect with center directors and community. Can we state what isn't working and build on or revise the existing database and way of communicating?
 - c. What do we mean when we say 'regional representation'? What about other areas needing representation?
 - d. We're sharing a ground. What is missing in what we're doing? Why is it beneficial to have a vision from the outset that is inclusionary? Need to include different groups and languages that are not going through their center directors.
- 2) **Overarching methodology** would involve the whole sangha – through multiple methods.
 - 3) **Overlaps with culture change.** We need to look at what is exclusionary in how Shambhala is organized.
 - 4) **Inclusion also has symbolic value,** even if it's not fulfilling a function. A spectrum of inclusion does have a symbolic value of legitimacy.

The different ways of talking about a network of representation speaks to the need to continue to have these conversations. We need all other voices beyond the PT. The process needs to be multi-dimensional.

Regional Representation group needs another name. **Action:** LaDawn will contact them.

Other aspects to help prioritize the direction of the process:

1. Be in touch with constituencies – People Of Color, Kasung, key leaders, etc. create ongoing communication with various groups.
2. Possible approach to land PT might be to go with the **Code of Ethics**, which needs total buy in. Through emails from the Interim Board, the Code of Ethics is now in the hands of every community member.

----- short BREAK -----

Code of Ethics: There needs to be a process around adopting the Code of Ethics – it's not just a document, but a process. That process is beginning – next steps around Code of Ethics are emerging. The Code of Ethics is not universally embraced – need for more conversations.

Topic 3: PT zoom call

Idea to connect the Code of Ethics with the all-PT zoom call. Code of Ethics is a process and looking at the values underpinning the code of ethics will invite a discussion about what is working and what isn't working. Starting a process to link the whole thing together. **Action:** Add full PT zoom call to SC meeting for discussion – (Jim will move this forward)

Topic 4

Update from the Working Groups (55 ms)

- a. **Communication & Technology** – Community letter from PT coming out on April 3.

- b. **Processes (Pre-steps) and Governance** – Pre-steps is dissolving around ‘mandate’. Been a process of working out how we’re going to work together – between dialogue and sociocracy. A lot of people and a lot of groups, so it takes a lot of time to figure out how to do this. Have arranged to have two of the groups be together: Dialogic methods and synthesis groups are doing that meeting together. Thinking about obstacles to progress is – a lot of voices, with not much listening (not a lot of dialogue). Transformative change work involves training, so we’ll start off with training. Time to get to know each other, learn to reflect on process, and practice dialogue work about what the subgroups are doing.
- c. **Community Building** – two groups
 - a. **Center and Group Support WG**– in process of creating a platform for center leaders to communicate with one another and to the PT to share feedback; Connecting with Cynthia McKay on Thursday as next step to publicize that.
 - b. **Offerings** – have split into four projects of practice offerings. Questions are: who are the major stake holders, what is it we’re asking, whom does it affect? Potential overlap with with Lodro Dorje and David Rome and with ‘History Group’
- d. **Healing & Learning** – Concerned leaders are very busy. Would like to move conversation out beyond H&L group with possibility of Code of Ethics being part of the PT call. Will link with the Restorative Justice alternate resolution conversation that Deborah and LaDawn will have with Fleet Maull. Request: Input from SC about work in Healing and Learning group – **Action:** put on SC agenda for future discussion.
- e. **Culture Change** – The next meeting will be on April 3 As only person of color on SC, it feels like it could be a set up to be a target. Concern of being responsible for this group, and these topics were getting in the way of taking the next steps.

Next meeting – not yet on calendar;

Action: Martin will contact Paul about putting next meeting on the calendar. Would like it an hour earlier.