

Process Team Steering Committee

Meeting Notes

May 19, 2019

Present: Paul Kelway, Jim Fladmark, David Marshall, LaDawn Haglund, Deborah Marshall, Martin Ramstad, Lisa Piemont, Fred Meyer

Absent: Susan Skjei

1. Announcements: Minutes from may 5th meeting approved. Planning to spend more time on check ins today. Lisa will take notes today.

2. Check-Ins

THEMATIC ISSUES/WORKING GROUPS

3. Team/Topical Group Report

- a. Communications:
 - i. Several SC members have been helping out with Comms. It is vital to have WG reports in by the 20th of every month.
- b. Community Building
 - i. The Offerings subgroup had a very productive meeting – identifying stakeholders in P&E and identifying several questions that will be helpful to ask the community and to capture the scope of issues related to P&E.
 - ii. Center and Group Support has been in a hiatus period while other group projects develop.
 - iii. Finance and Legal sub-group is being convened by a PT member and there is relevant process happening there.
- c. Healing, Learning and Protection
 - i. There are several initiatives being worked on – Trauma-Informed Care Trainings for Office Holders is the next focus of attention.
 - ii. Dorje Kasung Group has met several times and are defining their work
- d. Code of Ethics
 - i. Jim met with members of the IB to discuss process forward. The subgroup members intend to revise the Code of Ethics as primarily a value statement and work on the grievance procedure as a second project. There hasn't been a judiciary in Shambhala. The questions is: how do we hold each other accountable; are we "walking the walk"?
- e. Culture Change
 - i. There has been discord in the group with sharp differences of opinion. The group continues to attempt to resolve these differences but it may be necessary to separate the participants into two groups so that work can move forward along the divergent lines folks have expressed interest in.
- f. Governance
 - i. There is a felt gap between the content underway in the Governance Group and the efforts being made in Centers to adopt new forms of governance. In one Center, there is an exploration of the Quakers' approach to governance, in another Center, the model of Pillars was dissolved. It was agreed that

there could be an invitation to center Leadership to post their experiences and experiments on the PT website to be shared.

- g. Process Design and Process Synthesis
 - i. The Process Synthesis group will dissolve shortly as their work project has come to a conclusion. (More on Process Design group below.)
- h. PT Charter Group – close to finalizing the vision and mission statement to share with the PT.

4. Additional/New Topics

Processes Working Group has designed a path and strategy for working with Shambhala on organizational change. Dialogic Processes such as Appreciative Inquiry will be considered inner practices; Theory U is the selected outer practice. If Building Beloved Community is used, we will need to check with its authors about modifying it.

Concerns were expressed about the inclusivity of working with Theory U – is it too intellectual when people are working with sensitive emotions? Is it too academic and seeming unapproachable for some? It was suggested that we ask Arawana Hayashi if she would make a little video for the website that tells people about Theory U, it's applications and outcomes.

The view was expressed that Process Design should relate closely with Communications – e.g. providing timeline, so information can be provided in a clear and deliberate manner.

It will be necessary to train facilitators for these activities. These can be offered to the PT.

There was discussion of how to best communicate our support for the Process Plan to the WG members. David will develop a statement and submit for comment.

5. Discussion summary

The work of several groups has reached launch status. In some groups, there is momentum on subgroup initiatives. It is felt that the Theory U project will liberate new energies and interests to move the work of the group forward.

6. Summary of decisions taken:

- SC support of Process Design will be communicated to the group members on Tuesday
- Process Design will coordinate with Communications Committee
- Plans to provide trainings for facilitators will be formalized

NEXT STEPS

7. Action Items, responsible party, and target date

- a. All working group updates are to be submitted by 5/20. -- All
- b. Process design to move forward –5/21 – David
- c. Reach out to Arawana re: video for Theory U – David or Susan? – date?
- d. Collect Stories from centers about experiments in governance design and post to a shared space on the website – Fred? – date?

Next meeting: May 25, 2019, noon to 2:00 EST