

Process Team Steering Committee

Meeting Notes

June 16, 2019

Present: Deborah Marshall, dian marie hosking, Fred Meyer, Jim Fladmark, Susan Skjei, Paul Kelway (convenor), David Marshall (note taker)

Regrets: LaDawn Haglund, Lisa Piemont, Martin Ramstedt

1. Announcements/Housekeeping: Minutes of the June 8th meeting under revision for approval later.
2. Check-Ins
3. Working Group Updates

Dialogic Methods and Process Design: work completed; group meetings suspended. Body movement and storytelling dialogic methods will be posted to the PT website within a few weeks. Theory U chosen as the transformational framework; responsibility for project implementation has been turned over to a new project planning team.

Culture Change: has not met in the past two weeks; the next meeting will be June 26th. Most members of the group are not interested in working on the intended topics of marginalization, inclusivity, and diversity. Other ways of working with these issues are under exploration, including involving non-PT community members with interest in them. Individual efforts to connect with and involve people are underway in the areas of racial diversity, white awareness, and environmental action.

Code of Conduct: Using a framework of view, path, action and result, work is underway on drafting a new approach that separates grievance procedures from a code of conduct. A draft for consideration by the PT and then the community is anticipated within 4-6 weeks.

Offerings: A history of practices in Shambhala is nearing completion. The document is intended as a resource for the PT and community.

Center and Group Support: The group is currently not active, but anticipates being involved in communicating with centers and groups as part of the Theory U project.

Communications: This working group needs coverage of the feedback from the PT website in LaDawn's absence, reading and replying where necessary. David will cover until June 19th; Fred will cover from June 19th through July 6th. The PT website is not being seen or used by many in the community yet; we need to raise awareness of its existence in as many ways as we can. We also need to install a web traffic tracker.

Charter: Draft Vision and Mission statements have been posted to the PT website for comment. So far, only one PT member has commented. Comments will be accepted until the group meeting on June 20th, the comments will be considered, then the revised

statements posted to the PT website. Standard definitions of Aims, Goals and Objectives have been circulated to the group for reflection. The group will next be considering how to solicit each working group to provide their specific aims etc. for inclusion in the Charter.

The Finance and Legal, Governance Models, and Survey Team groups continue to work, with progress being monitored by SC members.

4. Discussion of how to respond to recent messages to the PT (from the Website and forwarded from the Shambhala Help Desk). Decision: Include a section in the monthly letter to the sangha addressing the main issues raised in the messages in general, rather than responding to individual messages.
5. Update on the work of the Theory U project planning team: the all-PT Zoom call on June 22nd (scheduled for 2:00 – 4:00 PM Eastern; note time change) will be primarily used to introduce Theory U to the PT. A short announcement of Theory U for the PT and community is being prepared, framing Theory U within our Shambhala context to show their natural alignment in view and process. Our intention is to use Theory U as a common language for transformational change. The planning team anticipates a three-level approach to using Theory U: a) Inviting the entire PT to take the 90-minute online short course; also informing the community of this course this summer. b) Working group representatives and other PT members interested in going further will be offered a series of five classes this summer to fall that further explore the intersection of Shambhala with Theory U. Acharya Hayashi has indicated her interest in contributing to these classes, which will likely be a series of recorded videos for viewing at any time. Simultaneously, Shambhala centers and groups will be contacted and asked if they would like to name a representative to take these classes. The role of these representatives would be to help their local sanghas “map” where they are in relation to the Theory U process, and choose methods to help their sanghas move forward. c) Those interested in full Theory U training will be invited to participate in the online 14-week societal lab (“MOOC”) that will begin this Fall. The Theory U rollout will culminate in a series of regional gatherings through next Spring.

Details for all of these elements need to be worked out, including the need for coordinating the training and feedback from the PT and the community center and group Theory U representatives, and how to gather and synthesize information from community meetings. The view of the PT work is that it will proceed on two levels: continue topic area work to help inform the community of viable options e.g. governance models, healing approaches for working with trauma, addressing inclusivity, etc.; and PT members training to be “generalists” to facilitate local conversations on all topics.

6. Discussion of how and when to communicate with the Sakyong: Any communication will of course depend on his willingness and availability to participate. The SC decided to inform the IB of our intention to initiate contact, and begin by sending our condolences to the Sakyong on the passing of his mother, Lady Konchok. We may then send a brief letter of introduction and explanation of our role and intentions, and invite him to communicate. Because of his retreat schedule, we do not expect any reply from him for some weeks or months.

7. Action items, responsible party, and target date:

Susan will complete the notes from the June 8th meeting and post for SC approval within a few days.

Dian marie has drafted the note to the IB. It will be sent to the IB after SC review, with a 24-hour response time.

Jim will draft a letter of condolence to the Sakyong. It will be sent to him after SC review, with a 24-hour response time.

The SC will clarify, where needed, the lines of communication between PT members and office-holders in Shambhala, whether on the IB or in Shambhala Global Services (e.g. Charlie Goetzl, Head of P.&E.). The precise route is situational. We seek to strike a balance between the accessibility needed for the PT to conduct their work, and sensitivity to the very demanding workloads of the office-holders.

Next SC meeting: A one-hour meeting before the all-PT call will be held on Saturday, June 22nd, Noon – 1:00 PM Eastern, via Zoom.