

Process Team Steering Committee

Meeting Notes

August 11, 2019

Present: Deborah Marshall, dian marie hosking, Fred Meyer, Jim Fladmark, Lisa Piemont, Susan Skjei (convener), David Marshall (note taker)

Away: Martin Ramstedt, Paul Kelway, LaDawn Haglund

1. Check-ins

2. Restorative Justice: Report by Deborah on her conversation with Fleet Maull, followed by SC discussion.

Fleet suggested creating four different training tracks: Way of Council, Theory U, Nonviolent Communication, and Restorative Justice. He proposed that all Shambhalians train in one of these four methods, either online and/or in person at a program. He could deliver teachings on two or three of the four tracks. This training should be seen as integrated, ongoing, and internalized as part of every Shambhalian's set of skillful means.

SC Discussion

This highlights the need in Shambhala for a justice system. Restorative justice is a good starting point; it could be used as a means of implementing the revised code of ethics/code of conduct.

We need a broader exploration of methods, including the "Art of Hosting" and "Building Beloved Community". Yes, we need training, and we need a community-based approach independent of the Sakyong's choice to participate or not.

3. Generative Dialogue on "What does Shambhala need right now?"

We need a process focused on relationships within the sangha, where everyone feels they have a voice, and feels safe enough to share it. This is essentially a peace and reconciliation process. We need a process for creating a common ground, easing our divisions.

To address the power dynamics based on gender, patriarchy, racism etc. we need to name the ongoing shift from a hierarchy with one person in charge, to a more collective responsibility of who, what, and how we are together. Too much reliance on the leader to establish enlightened society has led to much of the difficulty we are in. We need to explore how to get all of us to take on more individual responsibility to establish enlightened society.

We need to find a process that accommodates the complexity of the different orientations that people have towards the Sakyong; we also need to explore systemic issues, e.g., what the Sakyong will have authority over and responsibility for.

For now, the SC will continue to "hold" and engage in generative dialogue on these key questions: What does Shambhala need right now (a restorative justice process, etc.)? Why are we here? What's our job? What kind of community do we want to be? What wants mending? What wants to

let go? What wants to heal? At some point, it will become clear when it is time to form a working group to take this further, and who should be invited to join it.

4. Revised Code of Conduct: Report by Lisa on progress. Discussion by SC on next steps.

5. Update on participation in Theory U trainings

6. Action Items, responsible party, and target date

- The SC will review the revised Code of Conduct documents, and provide feedback to Lisa by August 25th.

Next SC meeting: Sunday, August 25th, 12:00 – 2:00 PM Eastern, via Zoom.