

Process Team Steering Committee

Meeting Notes

August 25, 2019

Present: Deborah Marshall, dian marie hosking, Fred Meyer, Jim Fladmark, Susan Skjei, David Marshall, Martin Ramstedt, Paul Kelway (convener), LaDawn Haglund (note taker)

Away: Lisa Piemont

1. Check-ins

2. How are things going with the PT and Theory U?

- It is challenging to get everyone into the mode of “listening.” We need to practice generosity and patience as we engage the community; the U.Lab experience can help. The coaching circles, in particular, could be helpful – bringing people to a common format so they can talk. Language can be a barrier, even for those who speak English fluently, especially in difficult conversations. The E. European meeting that is scheduled in the future could help establish common ground.
- There are hopeful signs with the Shambhala u.lab hub - of who is joining and their comments: Latin Americans, E. Europeans, more young people - even old dogs who are familiar with Theory U and saying, “maybe this will finally lead to some *real* healing in the community.”
- The Theory U Q&A calls were both really good. We need to figure out how hubs relate to PT WGs so what was generated goes out into the community without loss or overlap.
- Appreciative inquiry could be brought in during the spring to do a large-scale check in with the whole sangha.

3. Gathering information from the hubs: Where are we now? Where do we want to go to be the best Shambhala we’d like to be? What are the steps to get there?

- What we need is enough talking and listening that we are building shared understandings across constituencies. There are many viewpoints on what we are trying to maintain. Is it the teachings of CTR? Is it enlightened society and focusing on the issues of this dark age? How big of a container can we create? The whole situation is evolving and changing.
- We want to create space for the community to answer the questions above for themselves, and provide a mirror to reflect the responses back to the community. Then we can make recommendations to the IB about how to include the third jewel in working together. We’ve learned a lot so far this year, and we should revisit what will make our journey complete.
- The charter group has just sent out guidelines for how the WGs can come up with their own aims. That would be a great way to focus our work, create cohesion, identify what’s missing, etc. Can the PT Charter group connect organizing WG aims to opening outward via the U.Lab? It could be a conversation about how the work can be opened up to the community. What are the key questions? Who are the people with common purpose around those questions? What has each WG generated that will be helpful as we move into working with the community?

4. How do we see our role as the SC evolving in the coming months as we move into the U.Lab? Are there any changes that are needed?

- The Presencing institute recommends bottom up, self-organizing hubs, and people have responded positively to being invited to do this. Nancy has already put together a list of people who can act as liaisons, and we can come in with some suggested content from the PTSC.
- We can help the bottom-up processes by contributing structure to an appreciative inquiry process with some guiding questions like the three above (Where are we now regarding X? Where do we want X to go? What are the steps to get there?)
- Caveat: let's try to avoid the hubs becoming big, chaotic, aggressive open spaces for everyone to dump every word they've wanted to say for the last year and a half.
- We need to take our seat by owning the decision we've made to host this Theory U engagement. This is a wonderful opportunity to engage more deeply with the community.
- There are also other real leaders that have stepped up in the PT beyond the SC, including Nancy and others. How can we empower others but still have a clear sense of structure?
- An all-PT call where we outline the process that Charter WG just started could be helpful.

Decision: We will discuss all-PT call at the next PTSC meeting: what is the content? What is the relationship with the Charter Group inquiry? When will it be? (Probably after September U.Lab begins)

5. Action Items, responsible party, and target date

- Revise community letter and send by Monday to translators.

Next SC meeting: Saturday, August 31, 12:00 – 2:00 PM Eastern, via Zoom.