

Process Team Steering Committee Meeting 9-28-19

Present: Paul Kelway, LaDawn Haglund, Jim Fladmark, Lisa Piemont, David Marshall, Fred Meyer, Susan Skjei

Not Present: Dian Marie Hosking, Martin Ramstedt, Deborah Marshall

Note Taker: Susan Skjei

Updates

- 1) Communication team: It is fairly quiet since the meeting with the Board.
- 2) Code of Conduct: They turned in the policy to the Board. They will meet with them and the C&C panel and task force this Thursday. There are many systemic issues that are beyond C&C that emerged in the process. How can we help the Board land this in Shambhala? Now we have a topic to really bring into the community as a conversation.
- 3) Offerings: They are working with strategic aims, linking it to Theory U and wanting to actually do some work. How does work happen in the community? How to bring this down to earth? They will create a U lab hub for anyone interested in practice path to connect to the community. They are aiming for 3-5 teams for various sub-topics.
- 4) Atlantic Region: They will do their regional event soon and will send their harvest to David Marshall. They are trying to link with what the process team is doing.
- 5) Healing and learning: 4 people attended meeting last week. They decided to suspend the Working Group during the Fall and to continue with Theory U training. They will reconvene in January. Sybren started a group in the U lab with 24 people and will possibly encourage them to get into subgroups. He is also involved with 2 communities that are doing coaching circles.
- 6) Theory U: Southwest group is also a coaching circle and will be meeting next Tuesday. Coaching circles are the general training ground and should only be 5-6 people and take 75 minutes with case clinic protocol. The hubs focus on applying all of this to specific topics. They can be just a chat room or they can happen in person and would also involve practice. Serious problem with the Presencing platform that keeps crashing. People are unable to access hubs or create new ones. Concerned about the feasibility of using this for us. If it is an ongoing problem, we will need to come up with alternatives. Great lakes group will do coaching call. Eco Dharma Hub: David Takahashi, Nancy and David M will form a hub that they hope will continue beyond the PT mandated term.
- 7) PT Working Group Conveners: Meeting on Oct 30 will be co-sensing of the conveners. They wonder what the connection is between the PT and Board. The PTSC conveners do meet with the Board bi-monthly but are still exploring the relationship. What is the current health of the PT? How many people etc. Do we have an idea of everything that is happening and how people are engaged?
- 8) Charter Group: They have received strategic aims from 4 groups and they will send all of them to other groups at end of October to encourage them to also create their strategic aims. Then there will be a mirror of what the PT is actually doing. There is also a request for Steering

Committee to do this. Some have the perception is that the PT is ending because everything is moving into U lab. No, the PT is hosting Theory U as a way to get trained but is not fundamentally ending.

- 9) Dorje Kasung: They have created strategic aims. LaDawn will follow up about getting them to Charter Group.
- 10) Transitional Justice: LaDawn has a colleague who works in TJ with whom she can brainstorm more about how this might be applied to Shambhala. We need to get through Theory U training first.
- 11) Right Use of Power: Susan and Sara Lewis are exploring the possibility of four 1-hour trainings that will be delivered through Shambhala online for “office holders”
- 12) PTSC: Some steering committee members will likely conclude their involvement at the end of the PT commitment year.

Dialogue on using Theory U in the Steering Team:

Framing questions: What does it mean to go on a co-sensing journey? Who do we need to listen to? Who are we? What is emerging and crystalizing for the steering team? Some of the questions we considered in our dialogue:

TWO MAIN QUESTIONS:

1. What can the PTSC do now to support the PT fulfilling its mandate?
2. What’s the PTSC role in guiding the evolution of the PT in preparing for the transition to the 2nd year? What can we do before February?

Another questions: What is the relationship between the PT and the Board? “Relationship,” meaning - what is the quality of trust?

Next steps:

1. Schedule meeting with Board (discuss code of conduct, clarify our relationship)
2. Work on our SC strategic aims (next meeting)
3. Focus on what explicitly we are doing between now and February and what happens after that (overarching approach to how we work with Theory U). Susan write up a framework for how we can enact it in the SC
4. Next week determine what sensing journeys we want to go on. Flag the 3 SC members who are not on the call and ask them to prepare for that conversation.
5. Send a summary on what as a steering committee will we do in the next 4 months; we want to focus on sensing journeys.
6. Summarize the questions and the learning journeys.