

# Process Team Steering Committee

## Meeting Notes

November 17, 2019

Present: Fred Meyer, Dian Marie Hosking, Jim Fladmark, Susan Skjei (Note Taker) Lisa Piemont, Deborah Marshall, LaDawn Haglund, Paul Kelway

Not Present: Martin Ramstedt (Martin has resigned from the SC), David Marshall

Minutes from Nov 10 were approved. Minutes from Nov 3 will be approved in 24 hours.

Agenda:

Updates

- Deborah acknowledged Martin's departure and asked if Dian Marie would take on his convener role. She agreed.
- Jim mentioned that they have not yet heard from the board on their review of the Code of Conduct
- Fred talked with Nancy KapLon and it seems important to involve her on next steps on Theory U
- LaDawn is going through Theory U but not involved in the hubs. She is finding it to be useful in her own classes. The community letter went out late and we are not quite sure why.
- Lisa said that there is a group that is developing a Trauma Informed Care recommendation. Now they want to wait for the person who will be hired to work on C&C. The working group is working on communication. Sybren Post stepped forward to help with the hubs, and maybe he will continue as a leader.
- Susan said Karne Choling asked for a sangha retreat in Sept and she wants to coordinate with other land centers to do some regional gatherings.
- Dian Marie has been asked to develop a regional meeting in the Spring in Europe. We will coordinate together to do something more strategic related to Theory U. They did a Shambhala Hub meeting with 60 people. Peter Rost on team created word clouds and surveys. Second call is this evening. Otto and Arawana will join on Nov 25.
- Paul will be starting a new job and moving in Jan. He wants to see it through to Shambhala day. Charter Group will review and finalize strategic aims.
- Governance model—they want to recommend one, but how do we prototype it in a more hands-on way. Can they use theory U? Want to make sure it is grounded.
- Dian Marie has been serving as a liaison to the board as a convener along with Susan and Paul. Board call with us will be next weekend on Nov 23.

Dialogue:

## The Sakyong and the Community

We have heard that the Sakyong is teaching. What is the impact on the wider community? People have different ways of wanting to move forward. As a steering committee we need to try to keep the perspective of the whole. We thought the board was going to bring some groups together to discuss this. Some had a negative reaction to hearing about the meeting that took place in the Netherlands. There is also a pilgrimage to Nepal in March. We are concerned that actions are happening before trust has been reestablished with the community and that communication is transparent. What is our role? It would be good to acknowledge that we are aware of what is happening, however we still don't have a process related to restorative justice and it is difficult to move forward under these circumstances. It is difficult to be effective, but we should recommend a process to move forward.

The board has been highly competent, but they also seems a bit overwhelmed since they have lost two people. How can we work with them to help restore trust? We will discuss with them when we meet. How can we prototype the next steps? Can we present the code of conduct to the community as a way of modeling a new approach to governance? We are testing the vertical being the board and sakyong and the horizontal being the PT. Is this a prototype of how we might work together? As we move into the community with C&C there are crucial tests of how we actually see ourselves as peer to the board.

Updates:

1. Telling our Story: How was process team formed, what happened, what did we learn? This could be an outline for a report that we write. We also want to invite comments in from the PT. Could we have an all-PT call? It is not a personal story, it is more like an annual report—with warmth. We are not starting from scratch. Using what we have on the website. Somebody could sit down and read through it all and develop an outline. The purpose is to give the community a sense of movement. It is a report that has skillful storytelling woven into it. Maybe it is really just a description of our learning journey description.

Action: Lisa will create a timeline and pass it off to Jim and Deborah for tone and then we would have a shared draft to bring to the meeting after next.

2. Theory U Lab 2x: Anyone who wants to move forward should have a prototype idea they want to move forward. Wouldn't it be great to use the theory U folks to do some work with the whole community. There were 8 suggestions offered on a call that we could consider. A prototype is something you do that generates feedback around a core topic you want to explore. Some examples could be:
  - a. How to bring revised C&C into local contexts
  - b. Explore how practices could be brought into Shambhala
  - c. How to govern
  - d. Continued sensing of web based platforms
  - e. Continued sensing about diversity

- f. Explore AI or theory U as a way to work with the whole sangha regionally or on line
- g. Translate U lab into Shambhala training and language.
- h. Focus on how Shambhala Centers would work on helping their centers thrive.

Action: The SC will discuss if they want to create a 2.0 group. The hub host group will continue to support 1.0 and encourage people to sign up for 2.0.