

## Process Team Steering Committee

Meeting Notes

December 28, 2019

Present: Paul Kelway (facilitator), Jim Fladmark, Deborah Marshall, Fred Meyer

Not present: Susan Skjei, LaDawn Haglund, David Marshall, Dian Marie Hosking

### 1. Personal Check-in

### 2. Housekeeping

- a. Notetaker: Jim Fladmark
- b. Approve previous minutes from last week – asynchronously in 24 hours

NOTE: This agenda has been organized to reflect the main points of the 'Telling Our Story' document, which will serve as the basis for a report from the PT to the Shambhala Board and the community by Shambhala Day 2020. The elements of that document include a) a report on the work of the PT in 2019, b) the strategy for recommendations of initiatives in 2020, c) practical elements for "spaces that work" and d) recommendations for structures to carry out the upcoming initiatives.

### 3. Year 1 Reporting/Year 2 Planning (Telling Our Story document)

#### a. Part 1: Introduction and **Review of work in 2019**

Along with contributions from all SC members, LaDawn is taking the lead to summarize the work that has been done by the PT in 2019. She has sent her revision of Lisa's prior summary to SC members.

Action: Paul will ask LaDawn if she would be willing to hold the overall management of the 'Telling Our Story' document.

#### b. Part 2: Year 2 recommendations and **strategy**

Discussion on how strategy informs structure and the PT relationship to the Board. Integrate these recommendations and strategies for 2020 with Board, and also discuss them with Charlene, Suzann and Arawana – who were our TTF liaisons.

Action: Fred – to email Suzann, Charlene and Arawana to invite them to join a SC meeting in January.

The SC conveners will invite Board members to join a meeting with the S.C. to report on recommendations for year 2. The report to the Board will be a preliminary to a Report to the Community on Shambhala Day.

These are the proposed initiatives for 2020:

- i. Theory U next steps (Dian Marie and Susan's document from 12/21) – elements of their rollout – this is an umbrella document for this section – see their document attached to Dian Marie's email on 12/21

- ii. Code of Conduct / process for restoring trust

This is part of above, but also goes beyond the Theory U initiative.

Action – Jim will invite Dian Marie and Susan to connect with the Code of Conduct Support Group to coordinate this aspect of the 2020 initiatives.

Discussion about how to begin a real conversation about Restorative Justice (RJ). What are we hoping to achieve in order to make a recommendation on the RJ process? We need a dedicated meeting in the coming weeks to explore RJ. To craft a RJ process will need the participation of Board and Potrang. SC is not in a position to give more specificity to RJ in this meeting.

Community may use a combination of other dialogic methods in the tool bag to help repair and restore trust. RJ and healing will need an exploration with the leaders – the Board, the Acharyas, and P&E – and with the community. The SC doesn't have the bandwidth to carry this out, but will need to recruit a dedicated team, so it is a joint effort across leadership in Shambhala, creating a common purpose.

Does the 'year-end' report need to add a section that suggests what happens next with the RJ process?

Action for facilitator: Include in a future agenda – a further discussion about RJ.

iii. **Working Group aims and objectives**

Report from year one – strategic aims for year two

1. **WG Conveners Circle** – meets Jan 9 at 1:30EST

David has been facilitating this call. This could be an opportunity to check in with several WG and see how their WG reports connect to our overall report from the PT, and to harvest learning and insights. Do conveners have a sense of how many people from PT are planning to continue to year 2?

2. **All PT Calls** – another aspect of WG reports and harvesting

Two calls organized by Nancy Kaplon, Ron Vine and Peter Novak

**Jan 4, 12pm-2pm EST** All-PT #1, zoom 371 078 147

**Jan 12 3-5pm EST** All-PT #2, zoom 511 615 706

This is an opportunity for PT members to share what is arising from PT members now (sensing). [PT members only attend one of these calls.]

**Jan 18 SC All-PT call** – LaDawn and Susan and Fred?

To build on and crystallize next steps. What questions to ask? How will PT continue in 2020? In order to be transparent, SC needs to discuss what the process is for inviting new PT members? Currently some groups may already be adding new people to their WG.

c. **Part 3: Creating Spaces that work** - Fred

Asking SC members to reflect on what has worked well and what has not worked well. Will synthesize this info into statements about what is needed to create effective projects, i.e. spaces that work. Fred will complete the first draft by Jan 1. He will then incorporate input from broader PT before submitting final draft by Feb 1. This synthesis is to help us design structures to take us forward – it will give us a sense a what these structures need to be.

Action: Fred will contact previous SC members Martin Ramstedt and Lisa Piemont to get their input for this report.

d. Part 4: **Recommended structure** for Year 2 initiatives / recommendations

Main questions:

Is there a SC? A PT?

Does PT morph and transition to existing bodies?

What is community and mandala trying to achieve?

**Linking with existing mandala structure**

This section is key to widening our gaze to include any initiatives in Shambhala beyond the work of the PT. How does the PT connect to different aspects of global services and to the various people already serving roles in Shambhala – Director of Operations, Director of Care & Conduct? Helpful to think of synergy of these existing elements of the mandala, so people can see how all of the initiatives are integrated into the community.

**DISCUSSION OF ROLE OF COMMUNITY AS PART OF THE STRUCTURE AND WORK OF THE MANDALA ITSELF.**

How does the community see the PT? How does the PT fit with the other aspects of what the community is doing? Integrating all initiatives creates an avenue for PT to contribute to health and well-being of our Shambhala community.

This underscores some essential problems of Shambhala – being under resourced and not having clarity on how roles are integrated, of who reports to whom. One of the things that has been lacking is a process of checks and balances – many departments (or Center directors) don't report to anyone. Where does the 'authority' of people in their roles come from? What does it look like to bind us at a local level? Can the teachings serve as the sun or nutrients for warriors to flourish on a ground level? What does this look like on a community level? We need better ways to dialogue or to come together on core issues.

There is a sense of push/pull with staff members in positions of leadership -- they feel overwhelmed and need more help, but more help makes more work for them. In Shambhala we have a really high view – all people can be enlightened. If the work isn't empowering us or in harmony with our view, we can't do it. At the same time, we don't have the skill to activate that work – how to hold a meeting, how to do a plan a calendar, etc.

We need to explore again Shambhala Congress (as previously implemented by Richard Reoch). That work hasn't been unpacked and has real value. Is there an equivalent in the PT? Can any community member can sign up to participate in topics important to them?

**4. Date of next meeting**

Next SC meeting Jan 5

Action: Fred will confirm January 18 date for All-PT call with SC

**6. Any other business**

What happened to SC communication with Gov Models group about their intentions to send their letter to the Sakyong? This needs follow up to discuss the linkage between SC and WGs so SC can be more integrated with the PT.