

Embodydance Community Meeting, April 18, 2010

Special annotation: *Two members of the community refuse to approve these minutes. One sent a correction but said that even with the correction they would not approve the minutes. The other refused to approve them and offered no information to correct the minutes but commented that they are not in the usual format and that the format of the Community Meeting consensed by the community at previous meetings was changed. Since this allows no way to get correct minutes to the community, the Executive Committee has decided that they must be published with this annotation.*

In attendance: Tracy, Sea', Lloyd, Denny, Doug, Samuel, Caryn, Ishwari, John , Neil, Poki, Guthrie, Alec, Ruth, Anangua, Francesca, Gracie, Alexandra, Lawrence, Scott N. and Scott S., Tracy's mother, Anthony C. (video producer) and Richard.

Sea' facilitated, Scott was Vibes Monitor, Alec was Timekeeper and ambiance Music. Caryn took minutes.

[Tracy Collins has requested that the following editorial comment be inserted: *“Might it not be time now, and in the interest of the community as a whole, to have our minutes taken by an impartial secretary appointed for this task? These vitally important notes need to be fair and unbiased. Wouldn't the community be better served if this person was agreed to by all involved?”*]

The Executive committee made the decision to change the format of this community meeting. Our intent was to update everyone on the last two months, gather input and information on pending decisions and community vision, and provide an alternative format that we hope will be more productive and efficient. We chose not to have an “open forum” for discussion nor to practice taking turns around the circle for comments and input on each agenda item.

EC proposed Agenda:

- 1.) A quick review of the history leading to the Executive Committee and how you can engage with the EC. (20 min)
- 2.) Community input on the Community's priorities (30 min)
- 3.) Producing a Legacy Video (20 min.)
- 4.) Brainstorming issues and agenda items for upcoming Executive Committee meetings (15 min.)
- 5.) EC Compensation (10 min)
- 6.) Announcements (5 min)
- 7.) Closing circle (5 min)

Agenda Item One: A quick review of the history leading to the establishment of the Executive Committee (EC) as the new consensus decision-making structure of ED. The history leading to the establishment of the EC does not erase the Creative Director's instrumental initial and continued supportive efforts in this direction.

- In March 2009, Tracy C. proposed an expansive vision for the Embodyspace community. Her presentation was through the image of a large sun with rainbow flames of activities emanating from the center which was labeled "community" with the saying "Yes, We Can" as it's heading. With the goal of running our business the way we dance... "from the inside-out," Tracy stepped forward to serve as Creative Director, spearheading the movement towards re-structuring our organization accordingly. (Please see Archival minutes.) In March 2009, 22 ED Community members met and reached a consensus we needed an updated vision.
- In June 2009, Tracy C. personally selected and invited 12 people to come to a meeting with a professional Strategic Planner she interviewed and hired to plan an "Envisioning Day" for the ED community in July. This meeting was to assist the facilitator in preparing for the event by getting some insight into our community's needs.
- In July 2009, 20 (plus) ED Community members participated in the "Envisioning Day" resulting in a decisions to create the:
 - Sacred Space Committee (6 volunteered and participated)
 - Structural Committee (6 volunteered and participated)
- In November 2009, after the adoption of "consensus minus one" as a way to make Community Meetings more productive, 11 people reached a consensus at that ED Community Meeting to implement the recommendations of the Structural Committee and create an Executive Committee (ultimately 6 people plus the GM).
- In February 2010, 68 ED Community members participated in electing the EC.
- In March 2010, the EC began making consensus decisions as representatives of the ED Community.

The Role of the Executive Committee:

- The EC's role as defined is to listen at Community Meetings, to hear our voice and have the community inform our decision making as representatives of the greater ED community. This does not indicate anything about editorializing or making comments on what is said by the members.
- To participate in effective, consistent and efficient ED consensus decision-making meetings, empowered as your community representatives.

- Hire a General Manager to support the day-to-day management of ED.
- Set the agenda for the Community Meetings.
- To listen and respond to your ideas, needs, and concerns.

[Tracy Collins has asked that the following editorial material be inserted at this point:

“I did not find this to be the case throughout this meeting. I also do not understand how the ‘voice’ of the community can truly be heard without an ‘open forum’ for discussion. The very nature of being heard honors the circle.

**** Who is in charge of making approvals for new projects and initiatives? Who has the ultimate say on policies? Will the GM be ultimately ‘in charge’ / the one to sign off on projects?***

**** How is the Agenda set? Who is responsible for deciding what the priorities are?***

**** Our ‘ideas, needs and concerns’ will be responded to. Are only the ones that have been submitted on APF’s candidates for agenda items? Or is there a mechanism in place to assure the accommodation of issues into the community meetings?’]***

Ruth had two questions:

1. Does this mean the EC has replaced the community meetings as the consensus decision-making group?
Answer: Yes, it was consensed by the community at the November 2009 Community Meeting that “The EC will be entrusted by the Community to handle much of the business and decision-making necessary for the operation of Embodysdance.” (for at least six months).
2. How does the Community get recourse if they do not feel the EC decisions are right or fair?
Answer: We are currently working on the “Recourse Policy” and will discuss this in our next agenda item.

Guthrie asked:

1. The Board sent a question to the EC regarding the makeup of the EC and did not hear a response?
Answer: The EC (lead by Neil) did send a written response to the board (via email) within a week of the request and did not hear another concern from the Board.

Community member A. challenged:

That is not true, they had voiced their concerns directly to Neil in response to the EC's response to the board.

Response: Neil apologized to Community member A. for mis-speaking. There has been no formal Board response or request to the EC at this time. The new ED Board Members were identified and those present, Anangua, Guthrie and Lloyd, were introduced. Not present were Lyric Kali and Tom Nunes, the other members of the 5-member Board. If more action from the EC is required it is requested that the Board submit an "agenda form" with a clear statement of recommendation or need for clarity.

Summary: This is the first Community Meeting where the EC was responsible to set the agenda and we are confident that we are moving toward achieving our desired results: an engaged, efficient and joyous Community Meeting structure, resulting in an increase in the number of people participating (total of 28, from a previous average of 7).

The Executive Committee now represents the ED Community in consensus decision-making. This new form of decision-making replaces the broader Community consensus format (at least for six months, at which time the EC is to be reviewed by the ED Community: September 2010). The EC hopes this will utilize the community members' time and resources wisely, respond to community requests and concerns regarding EC decisions; and provide opportunities for faster and more graceful interaction between the Executive Committee and the Community.

Community member A. expressed concern that we were not using the "circle format" throughout each time we asked for questions.

Response: Much of this meeting was a presentation by the EC. With 28 people, it is not a good use of the Community's time to require going around a circle for discussion on each topic. Although this was a process consensed to be used at Community Meetings, that was when the Community Meetings had a different function. The EC is now responsible for setting the agenda for the Community Meetings and would like to use some professional meeting management tools to increase the engagement, fun and input throughout the process. **The EC does use the circle format in our meetings.**

Presentation: How is the EC and its transparency accessible to you?

First, EC's minutes are always posted on the ED website within 5 days of our meetings.

Second, we have established four ways to insure your voices and concerns are addressed, including ways to get your issues on our agenda and a process to reconsider our decisions:

1. Talk to any one of us, call us, or send an email, we represent you. Our contact info is on the web page and we represent your concerns, voice, and ideas at the EC meetings. The GM will also be a very important ear and receiver of operational issues. **[Tracy Collins has asked that the following editorial material be inserted at this point: "...How will concerns raised in this manner be made publicly available? What is the structure in place for disseminating these issues/concerns in light of the EC's transparency goals?"]**

2. Agenda Proposal Forms (APF): When you have an idea, special project or significant change request, please submit an APF form. These forms ensure your ideas are addressed and give you the opportunity to present your thoughts and concerns. (They can also be used if you are not satisfied that by talking to us personally your issue is getting the priority it deserves.) Our commitment is to respond to all formally submitted APFs within 30 days. APFs ensure that everyone has a voice, provides documentation, and alleviates any concerns that someone will not be heard. Please, if at all possible, submit your APF online (form is available on ED Web Page under Community tab).

3. Each ED Community Meeting (every two months) will include an opportunity to brainstorm unresolved issues and bring up agenda items for the attention of the EC. We will begin tonight (see fourth agenda item).

4. We are finalizing a policy and process of recourse, when 8 or more dancers feel the need to revisit an EC decision, to ensure they are heard.

Ruth asked how the number 8 was selected as the number of people required to bring recourse for an EC decision.

Answer: It was discussed that having any one individual block progress and bring recourse would be unworkable and unreasonable to expect the EC to respond to. If that individual cannot find at least 7 other members who feel the same way, their grievance probably does not represent a consensus of the Community. Ishwari explained she recommended the 8 people by reviewing the Community Meeting minutes over the last six months and averaging the number of people who attended. Eight was just over half of the average attendance.

We, as a community, have chosen, through the Envisioning Day, the Structural Committee, and the consensus at ED Community meetings, to shift our decision-making structure from relying on whoever is present at a given Community Meeting, to streamlining decision-making through using a consistent, elected and committed Executive Committee who represents the Community's voice.

The EC is empowered to make decisions in a transparent and consistent way.

Ruth said although she was at the Community Meeting that reached a consensus to implement the recommendation of the Structural Committee, she was uncomfortable with it then and left the meeting early as a result.

Community member "A." expressed dissatisfaction with not being heard, feels that they were interrupted by the Facilitator and believes that, even though they made appropriate requests a number of times to have the opportunity to complete a point, requests were denied repeatedly.

Community member "A." is concerned about the EC changing the structure for making decisions without community consensus; not having the required mix of participants on the EC; not using the circle method; and potential profiteering from the unauthorized use of the ED logo and website. Community member A. strongly protested that they were not being given the opportunity to speak (others agreed that wanted this

opportunity). Sea responded that this was not the appropriate time for open discussion. She also stated that many of these issues have been addressed at previous community meetings. She invited everyone to review the minutes of Community and Executive Committee meetings (posted at <http://www.embodysantafe.org/community.html>).

Response: The Community requested we move forward.

Second Agenda Item: What are the Community's priorities for using/investing ED's financial resources? (Brainstorm list with multi-votes)

- 1) Fundraising and grants (11)
- 2) Community library of music (10)
- 3) Video (9)
- 4) Bring in teachers/workshops (9)
- 5) Retreats and workshops (8)
- 6) Scholarships (7)
- 7) Continue Tuesday nights (6)
- 8) Annual strategic planning (6)
- 9) Expand into youth (6)
- 10) Scholarships for our facilitators (4)
- 11) Give back to the Railyard (4)
- 12) Develop web site (4)
- 13) DJ Techniques (3)
- 14) Emergency fund for our dancers (3)
- 15) More parties (3)
- 16) Give back to the community (3)
- 17) Fix the urinal at the Railyard (3)
- 18) Pay for parking (2)
- 19) Web master compensation (2)
- 20) Hire a marketing director (1)
- 21) Become culturally diversified (1)
- 22) Attract other dancers to SF (1)
- 23) Sponsor non-dance related events (1)
- 24) Seeding other E communities (0)
- 25) Create more venues for community networking (0)

Discussion:

- We realize you may not have enough information to make informed decisions, and there is not a specific figure of how much ED has to use or invest at this moment, so **we are not making decisions** tonight, we are listening for priorities.
- The EC is simply inviting you to express your priorities so that the EC can appreciate what is most important to our Community.

Third Agenda Item: Producing a Legacy Video

- John presented the history leading up to the Legacy Video being brought back to the Community Meeting (the Community had consensed that the EC receive a “budget for a video” and the EC’s perspective was that producing a video was not a priority at this time within ED and not necessarily a reasonable use of ED’s funds. The agenda item is being brought back to the ED Community Meeting to hear the pulse of a larger group of ED members and let that inform the EC decision.

Anthony presented his vision for the scope and the value of the video for marketing and invitation to the dance; and to provide a historical document celebrating 10 memorable years of this dance community. Anthony also presented and explained a budget proposal for the Legacy Video. He made clear that this amount would cover only production costs; and at a bargain rate. He would not receive any payment for his time and that he would not be making any profits. He would be donating images from his own extensive collection to well. Through a show of hands 19 of 23 people expressed support with 3 qualifying this by stating they were giving a half vote in support of the video.

Tracy asked why we didn’t use consensus decision making to make the decision.

Answer: This was not a vote or a decision to be made in this meeting but a request by the Executive Committee for more information from the community and the filmmaker to help the EC make the decision. So consensus was not necessary on this topic. The EC is working with different ways of hearing the voice and feeling the pulse at Community Meetings. Denny also expressed the video may not have had a consensus and others seemed to respond similarly.

The EC thanked the community for their willingness to let them know what is important to the community and will make a decision, reflecting your desires, at the next EC meeting.

Agenda item Four: Brainstorm on issues for upcoming EC Meetings

The purpose of this agenda item is to simply get issues out that need to be addressed. Names represent who to talk to for clarification of the issue.

- Managing and developing our Volunteer Coordinators (Donna)
- Structure to train, develop new facilitators (Donna & John)
- Hiring the GM (Ruth)
- Retaining the Creative Director (Tracy)
- Requiring the use of a circle technique at our community meetings. (Community member A.)
- BOD has not approved the minutes (of the EC?) (Lloyd)
- Create a budget for ED. (Ruth)
- The use of voting (within a Community Meeting) to hear the pulse of the community. (Ruth)
- Is the EC now representing the community? (Tracy)
- Was the EC vote fair (because only 68 people participated and the message did not get out to everyone who has danced with us and there were no paper ballots) (Ruth)

- Did the community consensus require that the EC have a representative from the BOD, coordinator and a facilitator? (Community member A.)
- How large (and why) do we want to grow/should we start limiting the number of people who attend? (Denny)
- Do we need to redefine the role of the ED Board? (Samuel)
- The use of the ED Logo for personal business (Community member A.)
- Community member A. did not feel the meeting structure supported her feeling heard at the meeting. (Community member A. and Ruth)
- Community member A. reported feeling attacked on the dance floor (Community member A.)
- We still do not have full agreement on the structure of the EC as the ED decision-making body. (Community member A.)
- The E-mail list is not comprehensive. (Lloyd)

Agenda Item Five: EC Compensation

Ishwari presented that the EC was anticipated to, and still intends to, meet once a month. (However, similar to what happened with the Structural Committee, the EC has met 8 hours in the first month).

Work has included: clarification of the EC role, recommendation for a new dance facility and continuation of Tuesday night, examining and modifying the budget for the 10th Anniversary party, discussion of how to engage the ED Community in deciding if we want to create a Legacy Video, and preparations to hire a General Manager. For the next three months or until the GM is hired and oriented (we hope to be ready to receive GM applications in approximately 30 days.), we anticipate meeting approximately weekly for 2 hours. This represents an 8-hour commitment per month on each EC member's part.

[Tracy Collins has asked that the following editorial content be inserted here:

"The new dance facility was found and negotiated by Tracy C. (This correction was made during the meeting). The continuation of Tuesdays had already been consensed at the Feb. community meeting. The budget for the 10th Anniversary party was not done by the EC, but by Tracy C.

The Ed community had already consensed on the Legacy Video at the Feb community meeting. The EC looked at it, brought it back to community who again showed it's overwhelming favor of it...only to return to the EC. How has this made the process 'more efficient'?"

EC compensation has already been consensed to at a rate of one free dance or the monetary equivalent (\$10) for each meeting hour worked. (Three of the current EC members already receive free dances for work they were doing prior to being on the EC, so will ask for payment. The other three EC members will receive compensation in the form of dance passes commensurate with meeting hours worked.)

There were no pressing objections (after a circle discussion) to compensate the EC for the time they are investing in meetings.

Agenda Item Six: Community Party update.

The EC had already consensed on a budget, after minor spending modifications, that Tracy had prepared for the Party. Gracie had already agreed to get local businesses to donate to the silent auction. Gracie announced the raffle Grand Prize a one-year free dance pass. The party committee still needs about 10 volunteers including someone to do the altar installation and cater the food. **The next meeting is scheduled on Sunday May 9, at Scott Shuker's home, 1616 Paseo de la Conquistadora, at 1pm.**

Legacy Book update: Tracy is coordinating with the founders of ED including those who originated the concept for the dance prior to Gabriel Roth, Gabriel Roth and our founders, to document the history of ED. She reports that John is helping her with the costing and it may be just as expensive to have 100 books printed as 500. Tracy needs support with pictures, stories, validating and editing. Samuel suggested that Tracy be very clear in getting permission to use 5 Rhythms and Body Choir in a published book.

Closing Circle: Consistent with the way we close our dances, a Sacred Circle was used. People shared their "burning shares," there was appreciation for the new format, the ease and preparation within the structure and a recognition that this is a big change for ED and that we need to hold space for those who are still not comfortable with the change.