

VISIONING WORKSHOP SUMMARY

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Embodydance Santa Fe
Visioning Workshop
July 11, 2009

ACTION PLAN

TASK (What?)	OWNERSHIP (Who?)	DEADLINE (by when?)
Recruit participants for Organizational Structure and Sacred Space Committees (organize all facets of recruiting process)	John & Donna	8/6/09
Present potential committee names & structures for ratification at community meeting.	John & Donna	8/9/09
Create team for proposing additional offerings/short workshops for deepening the dance experience	Tracy & Gay	10/1/09
Revise Mission Statement and present proposed revised statements for ratification at community meeting.	Tricia Tracy Doug	8/9/09
Define objectives and create agenda for next community meeting. (What do we need to accomplish?)	Meeting facilitator with temporary Advisory Board	8/5/09
Make decisions with Creative Director between community meetings	Temp Advisory Board – Ruth, Doug & Sea	Thru August or until organization structure is in place

SHORT-TERM GOALS

The details of what you offer and how you grow is in the goals, not the Mission Statement.

1. **CREATE AN EFFECTIVE ORGANIZATIONAL STRUCTURE**

1. create organizational structure committee to:
2. create Embodydance organizational structure
3. establish roles & responsibilities
 - *define role of Board of Directors*
 - *do we need a separate Advisory Board?*
 - *Creative Director vs. Exec Director?*
 - *define roles for facilitators, paid & unpaid staff*
 - *outline tenants of "service orientation" for leadership roles*
4. review consensus decision-making model
5. create effective communication protocol
6. define purpose of & plan future meetings

2. **ENHANCE DELIBERATE CREATION OF SACRED SPACE**

7. create sacred space committee to:
 - ◆ redesign dance opening to reflect intentions of mission statement
 - ◆ determine how to use mission statement during opening
 - ◆ design strategy to improve boundary awareness
 - ◆ create process to effectively handle newcomers during sign-up

3. **CREATE SHORT WORKSHOPS TO DEEPEN DANCE EXPERIENCE**

- ◆ facilitators to create/propose potential workshops to community, ie:
 - *pre-dance orientation for newcomers*
 - *children oriented events*
 - *outside dancing/live drumming*
8. assess financial feasibility of proposed workshops
9. offer workshops with appropriate value proposition (ie: financially self-supporting)

4. **INCREASE COMMUNITY PARTICIPATION FOR EVENT PLANNING**

- ◆ make use of teams & committees
- ◆ implement action planning – WHO is doing WHAT by WHEN?

MID & LONG-TERM GOALS

The details of what you offer and how you grow is in the goals, not the Mission Statement.

The following were identified as possible mid and long-term goals for the organization. They were gathered from the group but not prioritized. These should be revisited once short-term goals and an organizational structure is in place.

1. Create a Community Growth Committee
 - ◆ to brainstorm and implement ideas for building of the community
2. Create a Fundraising Committee
3. Offer a variety of movement oriented experiences per week
4. Secure a dedicated space for dance & events
5. Create a deepened presence in the Santa Fe community
6. Own or have access to a moveable structure. ie: dance tent
7. Buy or own a building for a multi-purpose community center

MISSION STATEMENT

A team to create choices for an enhanced Mission statement was formed and will incorporate the feedback from the workshop to propose back to the community.

Elements that were suggested to expand the Mission Statement:

- ◆ the word dance
- ◆ creating and building a community
- ◆ holding a space of self-respect and respect for others

Your mission statement should answer the following:

- ◆ What are we truly in business to do?
- ◆ Who is our target audience?
- ◆ What value do we want to create for our target audience?
- ◆ How do we create that value?

A Mission statement is what the organization can reasonably achieve. It talks about what the organization is NOW, in the present. It lists the broad goals for which the company is formed. Keep the mission statement general enough to be able to achieve it no matter how the vision may change.

In contrast, the Vision statement is something the organization strives for, (and maybe never reaches). It's more like the North Star to provide overall guidance. It talks about what the organization wants TO BE, in the future. It will describe where the organization sees itself some years from now.

Current Mission Statement: The purpose of Embodydance Santa Fe is to hold gatherings every week for sacred practice where members may, through movement, have inner experiences that encourage awareness of self and community, connection with spirit, and inspiration in daily life.

(Sample) Potential Enhanced Mission Statement: The purpose of Embodydance Santa Fe is to hold **weekly dance** gatherings for sacred practice where members may, through movement, have inner experiences that encourage awareness **& growth** of self and community, connection with spirit, **a space of respect for self and others**, and inspiration in daily life.

VISION STATEMENT

A specific Vision statement was not crafted during the workshop, however the group worked to clarify and define their vision. There was not consensus, but several themes raised by participants were most prominent during the process.

Prominent Visionary Themes:

- ◆ We have a healthy and effective organizational structure.
- ◆ We provide an intentional sacred setting to achieve our mission.
- ◆ We have a variety of offerings that meet the diverse needs of the community.
- ◆ We have a vibrant and active community with a strong presence in Santa Fe.
- ◆ We have a dedicated space/multi-purpose community building that provides a sacred space for personal and community growth.

The Vision statement is a vivid, idealized description for your desired outcome - something the organization strives for, (and maybe never reaches). It's more like the North Star to provide overall guidance for the strategic planning. It talks about what the organization wants TO BE, in the future, describing where the organization sees itself some years from now.

The purpose of the vision statement is to inspire, energize, motivate, and stimulate your creativity, not to serve as a measurement of success; that is the job of your objectives and goals.

Your Vision statement should answer some of the following:

- ◆ What do we want to do or be going forward?
- ◆ When and how do we want to do it?
- ◆ What is the underlying human value in our mission?
- ◆ What do we value most about how we achieve our mission?
- ◆ What is a clear and vivid description of the organization once we've met our goals and effectively carry out our operations?

To refine and write the actual Vision statement, it would be best to also create a committee who can work up options and present them back to the community for feedback. Since you are already an established organization, it might be best to finalize your Mission statement and use that to guide the Vision statement and the rest of your strategic planning for the future.

You may want two Vision Statements that will both inspire and motivate the community - one for short-term (What do we want to be in one year?), one for long-term vision (What do we want to be in 5 years?). Review and revise as needed on at least a quarterly basis to make sure it still matches where you're heading as you shift and grow.

MEETING GUIDELINES

The participants we polled on what elements of the day helped to make the workshop most effective, and what could have been improved. These are elements that would be best when possible to apply to future meetings and retreats.

Elements for effective Embodance meetings:

- ◆ Having a facilitator
- ◆ Employing ground rules for meeting behavior
- ◆ Multi-voting for decision-making
- ◆ Small group breakouts (working sessions)
- ◆ Following an agenda and timeline
- ◆ Having specific meeting objectives
- ◆ Being inclusive
- ◆ Allowing sufficient time to accomplish objectives
- ◆ Including an Action-Planning segment
- ◆ Defining objectives in advance (pre-meeting)
- ◆ Limiting the commentary
- ◆ Having a vibes keeper

Potential Ground Rules:

- ◆ Stay on Topic
- ◆ Cell Phones Off
- ◆ Speak from the "I" rather than the "You"
- ◆ No Side Conversations
- ◆ No Interrupting
- ◆ Seek first to Understand, then be Understood
- ◆ Respect Each Other
- ◆ Put away the Ego, Personal Agendas, Emotional Issues
- ◆ Trust the Process
- ◆ Limit sharing of Opinions to when it's needed to meet the goals

I would recommend that you create a format for your community meetings that would provide a regular agenda – an outline that you can reuse. Look at the main headings for topics that need to be discussed each month and use those as segments for the overall agenda. On a monthly basis determine the objective of each segment, allot a time period for it and decide how you will reach the objective in that period of time. (*ie: is it something to be announced - who will announce it and how long should that take?, is it something to be decided, will we use multi-voting?, is it something to be created, will we break into pairs or small groups and then reconvene?*)

For your larger meetings, retreats, etc you must do pre-planning work so to insure they are effective. Once your organizational structure is set, you can create planning teams to determine objectives and plan those events. You may want to have a small team plan your monthly meetings as well.