**Baltimore Shambhala Meditation Center Governing CouncilMinutes**

*April 13, 2015*

*7 PM to 9 PM*

I.                 Executive Committee

A.               The Governing Council appointed Robin Williams and Tom Abrams to serve as Co-Chairs of the Executive Committee. They also will serve on the Governing Council.

B.               Robin and Tom are empowered to recruit initial members to serve on the Executive Committee. These will include representatives from Practice and Education, Membership, Finance, Public Relations, and Audio-visual.

II.               Shambhala Household Text by the Sakyong

A.               The Sakyong has invited Baltimore Shambhala Center leadership to engage with a recent text he has created, Shambhala Household, specifically from the perspective of what it says about leadership.

B.               The lung for this text will occur at 1 PM on May 2.

C.               Governing Council members with scheduling conflicts are trying to resolve those. Chris will investigate if there are alternatives for engagement for those who cannot resolve their scheduling conflicts.

D.               Chris will invite the Shastris.

E.               Robin and Tom will invite Executive Committee leaders.

F.                Everyone who plans to be involved should email Chris with their intention, since we will be giving the names to the Sakyong.

III.              Membership

A.               Michael Flinton will be succeeding Ray Robinson as chair of the Membership Committee

B.               The Membership Committee has to find a member as one who commits to their own practice and study, volunteers at the Center, pays a minimum of $5 per month in member dues, and brings Shambhala to the community beyond the Center.

C.               The Membership Committee is in the process of communicating with those who have not been contributing dues regularly.

1.               These individuals will be given an opportunity to continue their status as members by committing to regular dues payments.

2.               Those who fail to respond or who fail to commit to regular dues payments will be transferred to post member status.

3.               Consequently, our roster of members on the Shambhala database will reflect accurately who are actual members are.

4.               This clarification will provide us with an enhanced ability to relate with our members and engage them in the mission of the Shambhala Center.

5.               The dues amounts that people pledge will be entered into QuickBooks accounts receivable, providing us with the opportunity to monitor and control the receipt of pledged to dues.

IV.             Recruitment and on Boarding of New Positions

A.               The Baltimore Shambhala Meditation Center is undergoing several transitions in its volunteer positions.

1.               Ray Robinson is stepping down as Chagdzo, opening this position, which was filled by Beth Strommen

2.               Eric laufe is moving to boulder to study at Naropa University, vacating the position of practice and education.

a)               The Shastris recommended that this position be split into two, Director of Practice and Director of Education.

b)               John Lamoureux has filled the Director of Practice position.

c)                The Director of Education position remains vacant.

3.               John lamoureux has vacated the position of treasurer in order to take on the position of director of practice.

a)               Cristie Cole has taken on the position of Treasurer.

B.               The Governing Council discussed whether there should be a more formal process of recruiting and filling Center positions.

1.               A formal process can help us integrate three important considerations in involving people in Center volunteer activities.

a)               In many cases, mentorship provides an important and significant role in the recruitment, selection, and on-boarding of new positions.

(1)             The Sakyong is developing specific teachings on mentorship as an important component of sacred leadership.

(2)             As we go forward, Shambhala mentorship will be an important practice among the practices that differentiate Shambhala governance and leadership from conventional governance and leadership.

b)               In many cases, the Center Director helps individual members identify where their skills and passions lie and how they can specifically contribute to the Center.

(1)             These discussions can lead to spontaneous connections between people and specific helpful activities

(2)             In recent months, this process has led to qualified people filling positions that no one was willing to fill for a number of years.

c)                We would like to have some process that ensures community members sufficiently know and trust those who take on important Center positions.

2.               By not having a formal process, we run the risk of slighting one or more of these three important considerations.

V.               Finance

A.               John Lamoureux is orienting Cristie Cole as his replacement for Treasurer. They expect the orientation to continue through June.

B.               Scholtes and Associates have completed their preliminary work of cleaning up our financial activities and processes and now are prepared to work with us in a maintenance mode, through which they will provide oversight and critical separation of duties.

C.               Moving our QuickBooks files to Scholtes’ file server. This will give multiple people access to our files: the treasurer, Chagdzo, Center director, and finance committee members.

D.               We have moved our Center's QuickBooks files to Scholtes' file server. Housing our files in this way, rather than on a laptop at the Center, will provide needed access to our files by our Treasurer, Chagdzo, Center Director and Finance Committee Members, thereby resulting in greater oversight and transparency.