

12/21 December Retreat

Notes

- Notes from TNH Reading
 - Consensus/Agreements?
 - Kasung path.
 - Lisa and Jason had talked about making a document on conflict to share with community, maybe put a draft on the Drive. Letting people know it's okay to have a conflict.
 - We do have a process already laid out for complaints etc.
Communicating that we have this.
 - Interest is continuing the conversation, seeing where we agree. How could we practice what we have in Shambhala in a personal way? If you are putting things into practice, what are you coming up against?
 - Being public in our attempts to practice communication, including when it doesn't work. Loosening our attachment to confirmation.
 - **Agreement** in continuing the conversation on this.
 - Sharing the reading with our teams?
- Director Review
 - What process?
 - Do we have in the budget to spend on the other review?
 - Easiest thing to go forward with what's been developed by the subcommittee. Try the next model next year, or decide to modify the existing model. Wants to add 2 questions: How can you support the Director? Would you like to be in touch with her? Add Jay Stewart to the list if she isn't.
 - Council supports adding the two questions.
 - Adding a step to review the process after it is completed.
 - Then sharing with SI what's been successful.
 - We need to begin the conversation on if we're implementing the 360 review early, not a month before. Wait to decide whether we're implementing it until we've tried out the other process.
 - Wants to make sure that the process is going to be helpful, not just drop bombs. Not about her personality. Often an issue with women in leadership.
 - Add Anna Weinstein to the list?
 - **Broad agreement** to move forward with the subcommittee recommendation.
 - Does the Director/Council see the raw feedback from the responses?

- Subcommittee can “create” conversations by linking people based on the feedback.
- Interested what people would offer based on the question in the survey.
- Expressed concern about having none of the responses be identifiable because it feels like we are shielding people’s responses.
 - Issue of people feeling sensitive about their feedback, violating their trust by sending it out.
- Would Lisa want to receive the raw feedback?
 - L: Because it isn’t a dialogue, it doesn’t feel like it would help that much. Wants specifics, not necessarily just broad reviews if she’s doing good or bad.
- Anonymity exists typically to protect a person giving feedback because the person they are giving feedback typically has power.
- Comes down to an issue of trust, if the Director was potentially going to retaliate, then we have a larger issue.
- Thought that connections could be made if specific feedback could be shared with Director.
- So much of the impact and possible value of this happens afterwards. Subcommittee will articulate any concerns coming into the group, including concerns for Council.
 - We still need to talk about the “After” part.
- Concern about Abbey?
 - Subcommittee will offer an interview.
 - Michaela would like the subcommittee to put more thought into Abbey’s situation.
- Capture this discussion in the blog post that goes out with the survey.
- What is the subcommittee going to do if we don’t receive a lot of responses?
 - Having names we can see who’s responded, and can remind them.
 - identify potential conversations with the director.
- **Broad agreement** to strike the language on anonymity, people can choose to make their name not be shared to the Council and Director.
- Leadership feedback
 - Council commits to seeking feedback from the community in a separate process.
 - **Broad agreement**
- Who does it go out to?
 - Only concern is how much time the subcommittee has to synthesize these responses.

- CA: How are we communicating this vision of practice of community? How are we sharing this, even with just communicating with our volunteers on how to view their roles as practice?
- LS: How are we sharing the view more broadly.
- Themes Lisa captured:
 - Communicating Vision
 - Talking about money
 - Volunteers
 - Communication/Conflict Resolution
- Budget 2015
 - AP: Currently we are running at a loss (around 1600) assuming our fundraising stays the same. There are a few ways this can be covered- a few placeholder classes that are in the calendar can be filled, more fundraising, more members.
 - LS: Doesn't give us a projected overage, but thinks it is a workable sum, and gives us space to add programming.
 - AP: This assumes a 4.5% SI donation.
 - AP: Important to having a budget that is going for break even.
 - LS: Doesn't have to all be resolved with programming. Remember that we are doing more membership activities, might see more membership growth, and more work with fundraising activities. Should look at our growth from last year in membership and could put that into the budget.
 - MM: Many expenses in income in the classes are uncertain.
 - LS: All of this is unpredictable, but we do need to approve this before January 1st. Means a commitment from all of us to get to where we need to be. What are willing to offer to support this?
 - AP: Alice reduced the office budget to 700 from 1000 this year because of some savings from the last year.
 - LS: Not entirely clearly where the savings came from. Printer saves us some ink.
 - AP: Been some donations.
 - LS: Also doing more bulk ordering for the year to save some money.
 - JDS: Making the unknowns clear, so that we can check in on them every few months and see how we are doing on them.
 - MAM Unknowns
 - Sacred Path Classes - honorarium and travel
 - Gaylon's Wisdom & Compassion: hon, travel, tuition
 - Vow classes & ceremony
 - QD Retreat
 - two 1.5 day progs -- Hon & Travel

- Ashe Mahamudra - Materials & Texts, Honoraria
 - AD Training - hon, travel, materials
- LS: From an accounting standpoint, the overages are year to year? AP: Yes. No way of holding that money to use for the 2015 budget accounting wise, because we are on a cash basis. We can hold this reserve of cash. It will still figure into the budget, and may come out as a net negative, but we will still have the reserve.
- JB: Community budget looks alright.
 - Discussion around the item of potlucks under membership event, whether that is necessary. Jason thinks we can strike it.
- AP: We need to get all of the expenses in before we check in on where we're doing.
 - Proposals on expenses:
 - Governance support for retreats
 - Amount budgeted is 680.
 - LS: Can't afford to attend these retreats. Having the support of this was part of her expectation of this role.
 - Lisa has requested 2400, so 1720 in addition to the amount budgeted.
 - **Approval** for use of the cash reserves, contingent on whether the cash reserves to fund this do exist once the final projections come out. Council works on fundraising if the cash reserves don't fully make it.
 - Salary increases
 - [US Government forecast](#) for inflation is 1.7%
 - **Approval** for a 2% salary increase
- AP: Current projection of this year's reserve is around 2600, before we pay for bookstore purchases.
- 3 months of rent, which is what we want to keep in reserve, is 17,200 adjusted for our new rent. We should have more than that amount in our reserves.
 - LS: Propose having the 1720 for the Monarch retreat come out of the cash reserves as a one time expense.
- With approval of these three commitments, we are around at a 4500 loss. We all need to commit to be involved in fundraising.
- AP: How do we want to spread out these three increases amongst our streams of income? Split evenly, it would be around 1500 in each of the three areas.
 - **Broad agreement** for this arrangement.
- Next steps: Alice will update the file and re-send it, so that we have a final version.
- Strategic Planning: Goals

- Reviewed Center Development Review Goals
 - LS: Separating the big level goals from some of the action items on this list. We take the broader thing and then start to work out action items from it, how would that look.
- Search for a new space
 - Is this a goal for us?
 - JB: What obstacle is there currently is there looking for a new center?
 - LS: Just haven't heard us have a full commitment to starting this process.
 - JDS: A lot of recruitment work to be done here. Mentioned John Fox in Vancouver digging in to what the uses of a new center. Is there legs to help support this? Can't just be another thing on Lisa's plate.
 - LS: If we're all in agreement to start a process, we should form a subcommittee, let that group do the legwork- talking about how the process would work, what are the steps, coming back to Council with recommendation. Part of the subcommittee's duties to recruit people. Mentions that there has been expressed interest.
 - Bettina and Lisa want to be part of the subcommittee. Jason would like to have some involvement, maybe not full inclusion in the subcommittee. Jack would like to be involved at least in the initial conversations on it, needs to see if he will be able to be involved on an ongoing basis.
 - **Broad agreement** to move forward with this proposal.
- Practice of Community
 - JDS: We as Council/Community are committed to supporting affinity groups like Queer Dharma, Young Meditators, No Longer Alone, Aging, etc. Announce that as an umbrella thing we're committed to so that if other things come along we can support. Do what we're doing, do it well, and do it in a consistent way. Can be one action item.
 - Kind of both Practice of Community and Diversity.
- Diversity
 - CP: Have to have agents in the community who are part of these groups and can help bring them in.
 - MM: The reality is we do see people who are different from other people in the center as other, term Diversity is useful in that this is something we need to face.
 - Inclusivity.
 - CA: Bringing out what we're not seeing.

- A group working to bring things out in Diversity? Some other voices that are not on Council to help Michaela see things she is not seeing as well.
 - MM: Conversations happening from the Shambhala Principle weekend and Diversity class of people who are looking to get engaged.
 - LS: Making it easier for people to see how they can get involved.
 - Jack: Promoting a sense of overall community, people identifying with a particular group and not Shambhala overall.
 - JB: Finding that a huge number of participants in programs come from the affinity groups.
 - JDS: Suggest affinity groups at the end of programs, being systematic about this. Here's what we offer.
 - CA: Need to make ourselves attractive to these people as hosts. Not necessarily trying to push it on them, could be backlash.
 - LS: Affinity group model from Being Brave. Starting with the affinity groups and spreading outwards. People getting involved because of like-mindedness if they want to get involved.
- Outreach
 - Complementary with Diversity.
- JB: These are things we're already engaged in, to the extent we have the energy to put behind it. Acknowledging the energy that's already there.
- LS: Identifying items that fit into all spheres. We could have working groups that takes up these issues, but this informs all spheres.
- JDS: Working within our energy/means as a meta-goal? When we talk about these goals, we can look at the things we're doing, the things that would make sense, and then see if anyone is interested.
 - How do we advertise these ideas and gather the energy? Communicating the in Town Hall?
- Communication
 - Council being more directly engaged in conversations with community. Town Hall being one of the format.
 - CA: Interested in creating a regular process of communication/team building work in the Council, and then communicating outward communications teaching to the community.
 - Corey will hold these, and organizing a Town Hall practice.
- Wealth/Money
- Culture of Kindness, Simplicity
 - Group that convenes that talks about burnout at our center.
 - Where's the Lungta?

- LS: Do we have enough resources and energy? What can we hold?
- LS: Post meeting we can do contemplation of what we might want to take on and make some commitment to? We can't accomplish it all, but we can commit to accomplish a piece. If one of us can't hold it, we could make a commitment to help find someone in the community for that.
 - JDS: Could people hold specific areas or be the advocates for an area?
 - Come back in our January Council Meeting with some commitments or expressing some interests.
 - JB: Keep it simple.
 - We can offer just that we are interested in having conversations, even if we can't add more to our plate. What can I feasibly offer, and what's needed? Who could I invite? What help do I need from others? Can be as much as sharing an idea.
 - **Broad agreement** to look at these areas and bring in to our January Council meeting what can we/do we want to offer to these areas?
 - Acknowledging that we have a lot to do, including meeting a larger gap in the budget. But that more money doesn't always mean more work.
- Leadership Calendar Discussion- 1Q
 - Setting 1Q Council Retreat Date
 - **Secretarial Note:** Set up a doodle
 - Shambhala Day
 - CP: Bunch of separate packages, takes one person to knit them together. We can kind of split up these parts.
 - LS: Ideally have a coordinator, and they can seek what they need. Bettina and Abbey will help recruit a coordinator.
 - JB: No one has been stepping forward to be coordinator, so maybe we need to somehow make this more clear, easy for people to step in.
 - Jack: Create a template from previous years materials.
 - LS: Part of the ambiguity is lack of clarity from SI.
 - CA: Volunteers to help work with Bettina and Jason to help develop a template, and potentially coordinate the event.
 - Fill in the details for each Quarter as they get closer.