

Embodydance Community Council Meeting — 6/5/13

Attending: Alec, Patrick, Tom, Ana, Lyric

Notes by: Lyric

Meeting commenced at 10:10

Consensus statement read by Ana

1. Acknowledgment of Deanna's departure from the CC

- a. address at next community meeting: asking for more suggestions on what we should do if we hit a critical point; if anyone else departs
- b. we need to walk through the CC election process
- c. the idea is that the CC represents the community
- d. our meetings are really functional and we are looking to the highest and best for Embodydance

2. Event Checklist – ACTION ITEM: Lyric to create a master doc

3. Cabinet is now locked.

- a. **Elise may be changing the locks for the building.** She will keep in touch with Ana about that.

4. Meeting with Coordinators:

- a. Ana and Patrick are working on an agenda for this meeting. Important to add the statement as an upcoming thing coming down the pike
- b. Still working on Coordinator meeting time.
- c. Write sample 'coordinator' statement about being in the space
- d. John has a good way of communicating what a shared safety vision each time he speaks as a facilitator

5. Facebook Administration: PENDING ITEM: Lyric to get with Tracy

6. Special Saturdays

- July 20
- Time:
 - Set-up 7:00-7:30
 - warm-up begins at 7:30.
 - First wave begins 8:00-9:15
 - 10 minute break
 - Second wave begins 9:30 – 10:45
 - Tear down: 11:00-11:30
- Warm-up: 30 min

- Waves: two 1.15 waves
- \$15 entry fee w/ stamped hand
- **Facilitators: Alec, John, and Ana - we will have 2 waves and a warm up**
- **Special Saturday Theme: Shadow Dance (pending)**
- **Advertising: Outline advertising options theme and facilitators are chosen with Bring your own water bottle** Paso Tiempo, SantaFe.com, Facebook, Community announcement on bandstand (Tom)
- 2 Coordinators: \$100 for night. **Currently have a couple of "maybes" - will be in place by June 19**
- 2 Facilitators: \$300 for night. Extra compensation for the warm-up? \$50 for that is within the numbers
- Space: \$200 for night
- Paid greeter: \$60 for night with focused attention on the table/greeting (i.e. this is a job). 7:00 set-up to 11:30 ish. **Ask Deanna to be a paid greeter - ACTION ITEM: Ana**
- Installation / Altar: \$50 budget Invite 2 people from community to collaborate and they receive a free dance for the night for their contribution **Ask Amina and Lisa ACTION ITEM: Lyric**
- Budget/Projection: \$750 with 50 people is our breakeven point
- Goal: Embodydance marketing and grow regular attendance

7. Tia's APF: Rhythm Sanctuary guesting for a theme night

a. Name: Tia Panagos

Email: tiakimberly@hotmail.com

Subject: Event Idea

Comments: Before moving to Santa Fe, I danced for years with an ecstatic dance community in Denver (www.rhythmsanctuary.com). I still connect with my tribe there and we have talked about having Embody Dance host a Rhythm Sanctuary (RS) night in Santa Fe. Tracy has express interest in this, as well. Their dance night is Thursday night, too, so we would need to bring this event to a new night. Maybe a Saturday? RS rotates its djs and one would certainly come with their medicine. RS also is highly aesthetically pleasing, with fabrics and elaborate altars. They are used to a space about four times the size as ours and over 200 dancers each night. Finger food is brought, infused on an altar during the dance, and shared around the circle after personal shares. Is this allowed in our space? They do a warm up like we do, pause for facilitation, and then a wave similar to ours. During the slower music at the end, the light dim significantly and dancers bring altar items to the center!

o create a new altar in the center of the room. It is an amazingly deep process. They go from 7-9:30. Are we interested in embracing something like this for a night for our dance community and beyond?

- b. great suggestion, put it in the mix for a special saturday. Next time would be in October and that would be enough lead time to make it happen
- c. next step logistically is to make direct contact with people within that organization to see if that community wishes to 'guest'
- d. Our CC needs to talk to their CC.
- e. Find out who we need to speak with in that organization **ACTION ITEM: Alec to contact Tia to find out who to speak with in Rhythm Sanctuary**

8. **Insurance:** switched insurance and we are now fully insured properly. The only question on the table, is that we've been offered an additional rider to insure equipment, but there is a \$500 deductible. Total Equipment value currently: \$3,000-4,000. **ACTION ITEM: Patrick to obtain premium increase from Ruth - playing phone tag**

9. **Facilitator honorarium increase**

- a. Reading of initial email from Tracy Collins

Hi Ana. . .

I just have to say; I never got ANY eads up that there was going to be a discussion regarding facilitator pay. I saw an Agenda item about increasing the donation of the dance (and. . .what was the verdict on that?) Anyway. . . I would like to be included in that discussion and od not feel resovled about this unilateral decision that goes sweeps across the board regardless of seniority. I plan on re-opening this subject that was NEVER discussed with the community as far as I know.

Tracy

b. APF from Tracy

Name: Tracy Collins

Email: tracy@embodydancesantafe.org

Subject: Agenda Proposal

Comments: First of all. I would like to commend the you all in the CC for stepping up your pace of service by working so effectively together and accomplishing so much recently. From this new user - friendly website to the action items being followed thru on; to the strategic planning occurring. The energy is palpable and I feel it is invigorating our organization .Wow...Bravo!

I do have dire concern that in the enthusiasm and haste to "Git her dun" ; some deeper considerations have gone out the window when it comes to the recent decision you made regarding facilitator pay

increase.

Here is my thought through proposal as a basis for discussion. I believe a multi-level payment structure makes more sense. Built into this system is an acknowledgement of the facilitators' years of devotion and honoring of seniority in our community.

As in any profession; there is entry level and senior level. One born out of the desire to learn and grow in the field and the other imbued with experience, knowledge and wisdom.

Tier One : 1 to 5 years (of which there are 3 new facilitators in ED) \$150.-
Tier Two: 5 to 10 years (of which there are currently 3 facilitators) \$185.-
Tier Three: 10 - 15 years (of which there is at this time one facilitator) \$250.-

I do hold the vision of within a couple years moving to:

Tier 1: \$185.-

Tier 2: \$225.-

Tier 3: \$275.-

Notes;

You should know I will be giving schedule preference to entry level; giving them more times a month and tapering down on senior level. Guest Facilitators would continue to receive \$150.- until the next increase. Wave "splits" for last few Training sessions would continue to be based on \$150.- per.

Thank You for your sincere consideration.
In alignment with the highest good of all.
Your Always;
Tracy

- c. Feedback from another facilitator with experience says, "NO!" I have been holding the space as well and should be paid the same as Tracy. New facilitators should get less
- d. The issue is that 'personal vision' and an "agenda" seems to be the focus. We have discussed real numbers with regards to the budget. We have not made unilateral determinations; we have clearly looked at what we can afford.
- e. there is no provision in the by-law for personal agenda nor is there a 'position' in this community for a director
- f. Question: if someone receives \$250 - would we have to increase the entry donation if that facilitator is spinning?

- g. New facilitators have gone through training that they paid for; once they graduate they should be treated as equals. This seniority discussion in a consensus community doesn't ring true. If seniority is seniority and that allows people to let things slide; there are repeated waves by "senior" people which is fine, but with all due respect don't present it as something new or different
- h. Budget was reviewed and we gave as much as we could safely with budget projects. With the idea that another increase could happen at the end of the year
- i. Senior people, if they are getting more money, then need to consistently "bring it" and that has not been the case over the last year and a half.
- j. Community-wide Meeting consensed to keep dancer fees lows; the CC mentioned that we were looking to a facilitator increase. The community said we should discuss and handle it. The CC is clear the facilitator monies is an honorarium. The CC offered an increase in the honorarium to what the budget can handle; based on the Community-wide decision to keep the dance entry donation at \$10
- k. We are a consensus based organization so the idea of seniority is antithesis to this vision
- l. When someone presents an idea that places them and them alone at the top of a hierarchy - there is an issue here.
- m. The CC needs to review the written training protocol approved by the CC about a year ago
- n. As was stated at the community-wide meeting: this is about The Dance. And supporting the dance. We do not cover Sundays at all. We do not have the financial depth or breadth or growth potential in a city of this size to support another sump.
- o. Consensus: Leaving "house" facilitator pay at \$175**
- p. Consensus: Leaving "guest" facilitator pay at \$150**
- q. House facilitators are identified as: Tracy, Kat, Alec, Marianna
- r. House facilitators in training are identified as: John, Ana, and Vie
- s. Guest facilitators are identified as: Elizabeth (from ABQ) or anyone else not identified as a "house" facilitators
- t. We do need to address the training split and what the amount is -
CONSENSUS: it is the split of \$175
- u. **Are the facilitators being paid?** No. This is an honorarium, we know it does not reflect the time and energy put in. Facilitators do not do this because they have a job; they do this because they want to be in service. The community provides an honorarium because we want to honor the space being held by facilitators each wave.

10. Fundraising Options

- a. See if someone in the community has fundraising experience and willing to hold that space and create a plan with CC input and implement it. Report to CC and a sometimes participatory attendee. They would head a committee which could include CC members. **ACTION ITEM: Patrick engaged one person who is too busy. The other person may be interested in coming to give suggestions. He will be following up.**
- b. Lifetime pass: \$5,000 offered for a limited time and must be paid upfront. introduced in 2014. non-transferable
- c. Yearly pass: discuss numbers for implementation first of year. introduced in 2014. non-transferable A year of dances is \$1040. Discount we already offer is the cards at \$936 per year. Year pass at \$850 paid up front and in full. **ACTION ITEM: Discuss again**
- d. End of year letter:
- e. Accepting donations

11. More retreats/workshops

- a. If funded/sponsored by Embodysdance they never pay for themselves
- b. Sunday dance never pays for itself
- c. Invite community or facilitators to produce retreats/workshops
- d. We do not have a budget to financially support this at this time
- e. Do a dance all day event? Or an overnight at someone's house -- do something that is more affordable and more informal. Do one at Guthries? **ACTION ITEM: ANA**
- f. Where are the volunteers? The community has to get involved if they want to see this done.

12. What is expectation of community?

- a. this is a dance community - the community is about us dancing
- b. we cannot force bonds or have deep expectations of what someone is going to do
- c. friends and acquaintances clarity
- d. we used to do exercises - - - partnering and pairing up would send the community deeper. A lot of these are based on the 5 Rhythms methods and we are not a 5 Rhythms dance.
- e. A lot of people just really want to dance. Exercises could happen during workshops; but we never have the numbers like we do at a Thursday dance.
- f. Time is a limiting factor. Time sucks.
- g. Dancing as an individual within a group

Meeting adjourned at Noon