

August 28, 2013

Embodydance Community Council Meeting

- Attending: Ana, Alec, Patrick, Tom, Lyric Arrive 11:30: Tracy, Guthrie and Janice
 - Minutes taken by Lyric
 - Meeting began at 10:00 am
 - Consensus Statement read by Ana
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1. Joanna Incident Report: Patrick been in contact and working with insurance agent. Joanna had not heard from insurance agent. Patrick followed up with agent to request that they move on this. Informed at Board meeting—Joanna has been connected to a specialist gratis via John. The specialist did a treatment and Joanna's hearing improved 60% immediately. Will follow-up with Joanna in next 2 weeks.
 2. Insurance Policy: There is \$5,000 immediate coverage medical liability on the policy. Also a \$100,000 medical rider. We have good coverage per Tom
 3. Special Saturday: Either October 12 or 19—**ANA EMAILING ELISE**
 4. Free Access to Dance: Facilitators, Coordinators, Volunteers, Community Council. Board Members are still expected to make the donation. Facilitators in training?
 - a. Facilitators do not consider themselves under the governance of the Embodydance community. They consider themselves independent contractors via email string leading up to the meeting.
 - b. In Training Facilitators receive that so that money isn't an issue during training, because they need to be at dance to experience the waves.
 - c. Post Meeting (via email string mentioned above): The Rhythm is the "key"—John communicating Kathleen's notes to the group. Concern raised that Facilitator's thinking is not focused on the dancers, but on the music program as being the most important thing. Where is the integration or the holding hands facilitators/dancers? There are people in the community that have a lot of experience in facilitating ecstatic dance. Revisit.
 - d. *Facilitator Meeting Notes attached as Addendum A*
 5. Insurance: Equipment List—**PATRICK WORKING ON THIS**
 6. Amplifier and Speakers sale on Ebay or to community member: **ALEC WORKING ON THIS**
 7. Business Cards: New ones ordered. Get rid of old ones **ALEC WILL DO**

8. Coordinator Meeting Wrap-Up

- a. Efficient, great energy. Coordinators happy to see new checklist and concrete list of responsibilities. Check-list presented by Sandy and finalizing it is in the works. Once final—it will be included in the minutes and put on the website.
- b. Incident Reporting was a big discussion and appreciated that duties for that have become clear
- c. Sign-In Sheet: EVERY person must sign in for insurance liability and financial tracking
- d. Coordinator Guideline Intro—first time was on Sunday, 8/25—it was cool! Finalizing the list of what to say to the community. Samwell was the first and he provided feedback that a few people in the dance came up to him to ask questions or deal with things.
- e. *Meeting Minutes from the Coordinators Meeting attached as Addendum B*

9. Tia's APF: Rhythm Sanctuary guest for a theme night **ANA TO CONNECT WITH TIA**

10. Facilitator Training Process: the Facilitator meeting is that we are going to put the process in writing.

- a. Acknowledge that the money movement is a big hassle. Training is a tuition situation. And needs to be on the up and up and fiscally responsible.
- b. A current facilitator trainee is in drastic arrears in paying for the training they're receiving. The Board decided that checks will not be cut to that individual for their program until they're current in paying for their training. The Trainer though is still training this person and being paid for the training the person. Shouldn't the trainee stop being trained until they are in financial good standing with Embodysdance. Add to SEPTEMBER Community Meeting agenda
- c. Patrick was told "NO" in attending the Facilitators Meeting. If this is a transparent community process—then how can any person be told "no" in attending a meeting. True that they may simply coming as a witness rather than a participant.
- d. Subcontractors vs Honorariums—a conversation between Facilitators and the CC/Board needs to happen. A Community focus vs. legal focus. In the organization and according to the by-laws of this organization the community and the community members have the right to tell the facilitators and the coordinators "what to do" on some level.
 - i. Subcontractors have specific deliverables
 - ii. Honorarium is given to people volunteering to provide a service to a community that is typically not paid for.
 - iii. Ask Ruth to look up tax ramifications for Embodysdance for 1099s or honorariums
PATRICK
 - iv. ACTION ITEM: Schedule a CC/Facilitator meeting about subcontractor/honorariums
 - v. Does this subcontractor/honorariums also apply to Coordinators. Perhaps coordinators aren't "subcontractors" either—perhaps they're honorariums as well—with the benefit of the donation 'covered' by ED.

11. AFP Request:

Name: Tracy Collins

Email: greatindoors@earthlink.net

Subject: Meeting Agenda Item

Comments: I would like to request audience with the CC (for approx 20 mins) at the beginning of your next meeting on Wednesday Aug 28th @ 10 am to address the minutes from your June 5th/2013 meeting. I might or might not have a couple ED folks with me in support. Thank you!

Tracy wishes that certain items in the June 5 meeting minutes be redacted. Presentation of June 5 minutes with highlighted items that Tracy wishes to be removed.

Discussion: What is your consideration of transparency to the community when items are discussed in meetings. The minutes should reflect the conversation but shouldn't be mean-spirited. Patrick indicates that most of the items that Tracy wishes to have removed were said by him. He states that they are his opinion. Tracy says, it is too general and appears as if it is a collective opinion.

Tracy says it is about being friends in the dance and not about personality

{vibes check}

Patrick indicates that he has been also in a place of so-called "mean-spiritedness" in email threads. I can publish the email and put that out.

There are 2 separate incidences. Patrick's response: Tracy wishes me to retract statements in CC minutes on the basis that they are mean-spirited. Tracy is claiming that "mean-spiritedness" is the basis for retraction

Tracy says she feel the statements are unnecessary.

Patrick states, Lyric takes the minutes routinely. We have open discussion and our minutes reflect what we discuss.

Guthrie states that Tracy has contributed a lot and has a lot of history in ED. I want to acknowledge and appreciate Tracy for her contribution. It appears to me that there is some tight energy and I can see people's pain and process.

Ana: What is happening in the evolution of ED. Tracy has done it and with others. Now we have legal and fiscal structures that we now interface with. Now we have really amazing people involved that want to hold the container. Now, we have an opportunity to embrace the Board and the CC and be in the spirit of the dance.

Tracy: I want to see the structure work better

Patrick: I think the structure works very well. We've had an amazing summer

Guthrie: Tracy participates in that as well. She has the generosity and spirit

Tracy: In the line where I'm being accused of not "bringing it" I have had the community participate in 3 global dance waves. I don't like it broadcasted to the world—one person's opinion—about that

Lyric: That statement in particular wasn't necessarily about you Tracy. It was a general discussion about the entire process of facilitation. We did not include names on purpose so no one was being "accused" of anything—but we were having a more holistic discussion

Patrick: There is a basis to the conversation. It did take extended process, thought, and discussion. We're having real discussion to improve the dance for those people in it and for the new person entering off the street and entering the pool for the first time.

Alec: My experience as a facilitator—sometimes the program is edgier than someone can deal with. And they might leave. Numbers don't necessarily hold the whole story of the program itself. It isn't always reflective. There is a lot of different factors.

Tracy: I'm with you. There are a lot of cliques that also have their own thing.

Ana: When new people come and they come to 2 or 3 dances and they don't come again—that is a concern. We need new people and captivate them. Kat said on Sunday, "we need an old fogies dance"—The Sunday's wave was different and perhaps might not have been understood by everyone. We're trying to tap into it and make it alive and all of our presence into it.

Tracy: The facilitators process is very much alive. Focusing and separating the wheat from the chaff and keeping their fingers on the pulse on the community

Janice: What is it that you really need Tracy to make this better for you? Is it really about removing some words?

Tracy: I think that Patrick and I have an issue. How do this work this out?

Patrick: I am trying to understand the relationship between the governing body, the community and you (Tracy). But I feel that you come to the engagement with ED operating in a specific way and yet as a board member that some of those ways aren't right according to the bylaws of the community. And I'm looking for discussion about that and movement towards those. I feel that you've stepped into an oppositional space with me over that 3 separate times.

Janice: Can you clarify that?

Patrick: The status within the community of the facilitators. It is not defined clearly what they consider themselves to be in relationship to the community. It needs to be brought to the community and asked openly.

Tracy: I welcome you to the meeting

Patrick: I'm trying to move forward in process of this organization within the bylaws and group consensus and I feel that I'm being called to task by one individual. I see that as a hierarchical control thing. Tracy doesn't want to join the council or the board and be a part of the consensus discussion and agreement

Tracy: I have been doing that for 13 years within community meetings. I feel my role is defined in a different definition than the CC or the Board. I want to work with the CC and Board

Patrick: But you're not doing that. You presented us with an APF that bracketed years of experience in such a way that you were the only one in the top bracket. You could have framed it differently.

Tracy: I'm way above and beyond. I have 20 years experience. I have trained every single person.

Patrick: I know 2 other people in ED that have 20 year's experience, but they haven't been trained in your way.

Tracy: Really? They have 20 years experience? In real communities we embrace the diversity and we embrace the newbies. I'm talking about real substantial honoring for elders. I said that the APF was a basis of discussion. This was discussed by 5 people behind a closed door

Patrick: We do not have a closed door. We've followed process, open discussion.

[vibes check]

Tracy: I feel not understood at all

Patrick: Is it that you do not feel you're not being honored

Guthrie: Elders are honored in a lot of communities—it is a valid tradition of communities.

Janice: Tracy brought an idea to the Council to be considered.

Ana: we did consider it, but she hasn't been happy with the results

Tom: We looked at it financially. We would have to increase the price at the door. You can't make money out of nowhere; it had to come from someplace. We had to ensure that ED was healthy

Lyric: open talk about her perspective on what we discussed

Guthrie: Should all facilitators be paid the same or should it be tiered. Do you want to honor the people that have been with the organization for a long time

Patrick: I do support meritocracy. It is the decision of hierarchy or placement based not on years of service, but based on merit. But from an artistic point of view that there is an equal and valid argument that the person directly out of art school producing amazing artwork gets the same.

Janice: who decides that? how do you assess that?

Patrick: that is just my mechanism of observation

Janice: this needs to be as simple a procedure as possible. the basis of what we are as a community that we operate on consensus. Yes we do have a Board. Yes we do have people addressing issues that are raised. This is not a hierarchy. this is not that type of the hierarchy.

Patrick: to clarify the board isn't part of the governance of this organization

Lyric: The Board deals legal and fiscal issues. CC is the subcommittee of the community who is the governing body.

Ana: reads one of the things that Tracy wants removed. . . the seniority discussion. Why would we then create strata in our pay realm if seniority isn't part of the consensus based organization

Tracy: It's a nod

Ana: and you want it to be in payment

Tracy: New people are getting more than anyone has in all of our years and it feels disrespectful

Ana: the new people are paying you to receive training. I pay whoever trains me and I pay on time.

Janice: Would you be willing to write an addendum to include in the minutes that explained your position and that you're understood?

Tracy: I will consider it. What is born in unity in a discussion by all would be better reflected

Ana: The CC asked today to put together a Facilitator and CC meeting to talk about some of these issues and some others.

Janice: What is the heart of the issue?

Tracy: I think it is about who are you and what are you in this organization. I do get called when things need done. I asked the community what do they want and the general manager came to be and the CC came to be.

Patrick: I honor that Guthrie has been around a lot. As a new member, I don't think I have to learn the history and step "in line" I joined this community as a consensus-based and open community. I have

fully participated. And I feel like I'm being met by an embedded old member with resistance to my participation.

Guthrie: I'm an elder in the community.

Lyric: review of what the CC process is

Ana; we do provide a management fee for you to do the management of the organization. So perhaps there is another avenue for that.

Tracy: its less than \$250 a quarter. I have no resistance to you participating. I'm thrilled that you have the energy to bring to the service of this dance. I'm happy you're here and I hope we can find a way that we can work together and be effective. That my involvement needs to be defined.

Group consensus to end this discussion

12. APF Request: Equipment Usage

Name: Tracy Collins

Email: greatindoors@earthlink.net

Subject: Agenda Proposal

Comments: I would like to ask permission to use our (music) equipment on September 16 fro 3-5 for a private event I am involved in. Elise is allowing the equipment to remain set-up overnight from ED on Sunday the 15th.I would be responsible for it (and putting it away in readiness for Thursday's Dance).Thank You

Of course you can use the equipment. We currently do not have an equipment rider on the insurance so please tear down as usual and re set up on Monday. We just want to ensure the safety of equipment and anyone else in the space.

13. APF: John Mead—light usage—Tom to get signed statement on using light system

ADDENDUM A

Facilitators Meeting notes

- \$\$\$ between trainees/facilitators and ED was like a shell game...much ado about little!!! Need to streamline!
- All Facilitators MUST sign in upon entering the dance space unless already at the top of the sheet (working that dance)
- If a Coordinator is occupied with an incident report, the Facilitator must be aware of the space and proceed with closing duties.
- Be consistent in times that the music begins and ends please!!! Our dancers depend on our being there!
- how essential it is to be timely with paying for training...being financially responsible to ED
- Coordinators are more than happy and have been asked to presence themselves by reciting the guidelines and being introduced by the Facilitator after the warm-up.

notes submitted by Ana G Biele'

ADDENDUM B

Coordinators Meeting Minutes

Convened 5:30 pm On the patio of Railyard Dance Space August 22, 2013

In Attendance: Patrick from the Board, Ana from the CC (notetaker)

Sandi, Doug, Scott, Samuel...(unfortunately we forgot to notify Scott Norris but he is being included in all emails pertaining to this meeting)

Most importantly, INCIDENT REPORTS are essential...when anything out of the ordinary happens. Coordinators need to be aware of filling out a report when anything occurs before, during or after the dance. The forms can be found in our book...mostly a who, what, where, when and how...and witnesses names and contacts. If busy collecting these facts at end of dance VERY IMPORTANT TO ASK another coordinator or the Facilitator to complete the closing of the space.

Related to the insurance and liability issues are the fact that EVERYONE (including facilitators, coordinators etc.) who walks onto the dance floor MUST sign in...as it is a record of attendance...for future reference and insurance compliance.

Culture of Volunteerism ~ Please be most conscious when speaking about how to help and participate in our dance...let's use Conscious Languageing...for instance: "A great way to be more a part of our dance community is to sign up to be here 1/2 hour before and after the dance have fun with us creating this amazing space" Simple! We want it to be in the spirit of donation of time to benefit the whole!

The CC has brainstormed a way for all dancers to be more aware of the coordinators...by having the coordinator of the dance recite the guidelines. That way the facilitator can concentrate on the intent of the WAVE. All in agreement and excited to do it.

A check off list for coordinators has been circulated and it will be refined within a few weeks to become part of training and assuring all duties are completed each dance in order to have no glitches in the future!

Very important to have consistent ending times for the music (8:15 Thursdays and 4:45 Sundays)

Thanks All!
EmbodyDance Community
We Rock!