

**Embodydance Community Council Meeting
May 1, 2014**

Attending: Lyric, Ana, Neil, Raphael, and M Minutes taken by Lyric

Consensus statement read by Ana

Facilitator Training Protocol:

- Two new trainees: Ben and Isabel
- Training provided by Mariana
- Someone didn't pay their training fee in a timely manner and so Ruth did not deliver payment for training to Mariana. Mariana upset. Isabel didn't understand she needed to pay for training.
- As a facilitator and someone who trained, I believe that the current training protocol needs to be revised, because it is an accounting nightmare. The protocol overall was designed to get people up to facilitation speed and get them being paid for 1/2 a wave. Technically this means that the trainees are receiving half of their training fee back.
- There seems to be two issues: training and protocol and how it is meant to work and the other is the bookkeeping and how that is to work.
- Trainers should know the protocols. Trainees need to know the protocols. Ruth's job is to know the bookkeeping piece.
- Is it possible for me as a "trainee" to pay the facilitator directly? or does it have to go through Embodydance
- The way the protocol is written, it goes through ED.
- The current training schedule started without anybody else in ED being notified. Yet, somehow this is ED's fault? Also, the current protocol is terribly convoluted. Trainees should pay the Trainer directly. ED should be informed when the Trainee is ready to spin publically—Tracy will then add them to the "payroll" schedule.
- I feel that ED should be overseeing this, because eventually the trainee will be spinning for ED. If the protocols are lacking, then we need to have agreements. I don't like the idea of it being one-on-one, because there is even less oversight. The protocols need to be updated. My thinking is that it needs to be under the Aegis of ED. If someone is going to be a trainer then they need to know the protocol. I think there needs to be some agreement or contract because there is an exchange of money. If the trainee doesn't pay then they shouldn't be trained
- I volunteer to be the manager for this, because I see the need for an agreement and a payment schedule. And to keep track of the dollars. I feel like it is part of preparing a facilitator to hold space and be responsible.
- The more new blood we have coming into spin, the better the health of ED
- I agree that it would be good to have a coordinator for this. I also agree we need to update protocols. But I also feel that the trainees should pay the trainer directly.
- It might get easier if there is a "manager" of the protocol.
- I also recommend that Mariana get familiar with the protocol. ED has the funds to do this.

- It sounds as if Ana is willing to coordinate—and I'm for trying this experiment—then come back and tell us how it is working
- I would also like to, for the record, state why this training thing happened all of a sudden. A lot of it is that Mariana saw the need and she wanted to train. Tracy didn't see the need and doesn't want to train. We have 2 veteran ED people holding the space who have a difficult time even speaking to each other—this has been going on for years.
- It seems to me that training is not something that happens without anyone knowing. It seems to me that I would connect with ED CC and learn what is needed.
- I don't think that more protocol, agreements, contracts, rules will work here. It never has and it never will—ED has a different flow and it has nothing to do with contracts or rules. I think the trainees should pay the trainers directly. I believe the trainers will NOT let a trainee on the floor until they're ready.
- I still think we need a clear protocol—and it can be simple. I think it is a good idea to make it something very clear. I don't think the protocol is the issue; I think it is the personalities
- I agree that we need to review the protocol.
- It seems like the CC should be notified that a Trainer is going to train someone. I think we should have the very minimum. Let's do direct pay, fewer steps the better.
- I like the idea of direct payment. I operate on a cash basis mostly. And I like being able to pay the trainer in person.
- **Ana will be the liaison and will revamp the protocol. Lyric will work on the revamp as well. Will bring to CC and Facilitators. This revamp will be brought to the next CC meeting.**

ED Birthday Party

- Saturday, May 10, 6:30–10 pm (setup at 5 pm)
- Scott Norris and Scott Schuker are organizing this event with M
- Potluck—contact Scott Norris for categories
- There will be Birthday Cake
- Volunteer DJs for 30–45 minutes. Please see “M”
- Need CC members to oversee set-up and tear-down
- Jay will probably volunteer—M to check in with him
- More of a party atmosphere
- Need an Altar volunteer
- Bring Christmas lights to light up the space
- Lyric to send ED email missive

Independent Contractor Agreements

- Simple and to the point for both Facilitators and Coordinators regarding services and payment and terms
- Includes the Mission Statement
- W-9

Official Notice to Ruth regarding CRS inclusion for IC payments send May 1, 2014

Dear Ruth,

As of May 1, 2014, please include CRS tax on top of Facilitator and Coordinator base payments for their services.

\$175 + current CRS rate = Total paid to Facilitator

\$50 + current CRS rate = Total paid to Coordinator

Effectively immediately.

Thank you for your continued efforts and care towards Embodysdance.

Best,

Ana, Neil, M, Raphael, and Lyric
ED Community Council

Finance Review—via Report from Ruth

- Cash Balance: \$5,755
- Every dance costs us \$310: rent, facilitator, coordinator
- Most Sunday's are dance card passes—so it appears to not be a breakeven point or sustainable amount. Sunday is always our weak link. Over the two days we make money to cover the week
- As long as we have 31 or more people paying then we break even.
- \$50 to Angel Fund to be put into the jar the 15th of every month. Raphael to ensure this happens every month. To be pulled from cash box
- Expenditures this year: The Numark Quad, the water filtration system, laser lights. Website (John) Administrative (Scott & Tracy), Accounting (Ruth and Francesca)
- What is our Fiscal Year? Email to Ruth sent 5/1
- Ruth likes to have a 3 month operating about \$3,000 a month to be in operation

Special Saturday Dates

- June 14: Mariana and Kat are up, but have not been confirmed. **Ana to email Mariana and Kat**
- August 16:
- Hours for both: 7:30–10:30. Set-up at 7 pm. Tear down at 10:30 pm

Coordinator Meeting Review

- Coordinators meet in April at Scott Schuker's invitation
- Attending: Scott, Samwell, Sandy were present (eventually Doug joined)
- First Issue: Feelings of disrespect during dance session—coordinators acting like coordinators when they are not “on” for the evening.

- Second Issue: Change management issues
- Third Issues: Lack of ongoing communication
- One of the coordinators came to the meeting inebriated. Another coordinator called the inebriated person on it. Argument ensued
- Bottom line: the airing out of “the shit” was vital to the health of the coordinator group. Every single one of the coordinators said they had not been trained. Apparently they're all doing the deal different.
- There was a meeting last year where all received a list of coordinator responsibilities on paper.
- What I found was remarkable that they could all just say what they had to say and bring it to each other
- Another meeting is to be scheduled in May with review of coordinator protocol document
- Also to bring up that one or two more people need to be trained as coordinators—trained by the CC/one coordinator and have them do Special Saturdays

Mindset

- We have an old fruit tree that has a lot of dead branches and needs to be pruned

Community Meetings

- Trying to have meetings after Thursday dances is not working—people are not attending.
- Are we committed to having a Community Meeting?
- What are Alternatives to after dance on Thursdays
- The one we had the best attendance was when we had nominations for the council
- We have been having the Thursdays be a CC meeting in the evening to have it be a community meeting as well
- Communication: website, facebook, newsletter
- I'd prefer every quarter. I live in Cieneguita and there is a community building where we could have the meetings there. Raphael will check into the space
- Potluck after dance on Sunday was the standard for years—a lot of personal processing—so this model was shelved
- ***Proposal: Have community meeting once a quarter, during the time of our regular community council meeting with coffee/juice and muffins or such (Consensed)***

Next CC Meeting: Thursday, May 15 at 9 am. Location 1110 Tano del Este (Ana's home)