

**Embodydance Community Council Meeting**  
**May 27, 2014**

**Attending: Lyric, Ana, Neil, Raphael, M, and Guthrie Minutes taken by Lyric**  
**Consensus statement read by group**

**Tim Nelson issue:** sent a letter to CC and wishes that it be shared with Doug. Preference is that Doug and Tim work this out themselves. Inappropriate behavior by Doug pushing Tim into some women he was greeting at dance. This is consistent with previous behavior of "edgy teasing." Tim did react to Doug's behavior. Ana will forward the message from Tim to the CC.

- This is the 3rd time I've been at the table with a complaint of this nature regarding Doug
- Tim did wish to find a way to apologize for his behavior at ED proper
- I would like to forward this letter to Doug, have him reflect, and write his response. Then we need to deal with this as a Council.
- I've been on the council for 3 years and it has consistently been Doug who hasn't completed tasks or follow-up on complaints. It's just been running. Perhaps we need to put Doug on a time-out from working the dance.
- I agree there should be a meeting between the CC and the two of them.
- I agree that we should have them come to the table to be heard and to share—mediation
- I think that CC are not mediators. I'm not game with things that are a bigger issue if I have to be a mediator. I can't go there. I'm not going to spend my time that way. I will remove myself from that meeting. If that is what you all decide.
- I think you're right, rather than spending time on each individual. if Doug writes back then we have both sides that we need to consider. I wonder if Paul Z could take this on. I don't think we should take on the role of mediating between them. I think we need to have a professional. I think we need to wait until Doug responds and then offer mediation as one of the options if they cannot work it out. I think it was expressed during the Gay incident that we make mediation available or at least recommend.
- It seems as if Doug was out of bounds in some way. It is like an immature high school around women—lack of sensitivity. It seems to be a feeling that it needs to be corrected.
- My experience with Doug is that he is condescending towards women and men. And also, for women of Doug's preferred bodytype - he's overtly sexual towards them even if they are unreceptive.
- What is it that thing at Embodydance where people don't feel comfortable.
- It is the lack of respect vibe. It isn't the sex vibe.
- Doug doesn't think any changes or suggestions for behavior to change applies to him
- We've had 2 incidences of anger that hasn't been appropriate between males of the community. Any kind of violence and anger that people need to take responsibility for it. Tim has expressed his regret, but still there has to be some level of self-control.
- Forward Tim's letter to Doug requesting a review, reflection, and a thoughtful response.

- Proposal: Suspend Doug from being a Coordinator indefinitely because of consistent inappropriate and disrespectful behaviors towards other dancers. Resuming service to is dependent upon Doug what new behavior and performance expectations are.
- I don't think bringing in old information is fair
- I do, Doug is well aware of the issues, but consistently refuses to change his behavior. His behavior affects the health and well-being of Embodysdance. People, women in particular, refuse to return to ED because of Doug.
- Perhaps we give Doug 2 weeks to respond to Tim's letter and also we are putting Doug on notice that his latest behavior has sparked us to fully address this issue and considering a suspension.
- We need to send an email to Doug and hand him a paper copy.
- Neal will be the contact for Doug.
- Ana will forward the letter to Doug with an intro/explanation from the CC - signed by the entire CC
- Should we have back-up by the Board.
- I don't think so at this stage
- This does have some potential legal stuff. The board does need to be on board generally. I don't anticipate it blowing up, but it could.
- Reminder of Mindset from last meeting minutes: We have an old fruit tree that have a lot of dead branches and needs pruned
- Tracy is currently working on the schedule. And I don't want him working in June
- I see no problem in removing Doug from the schedule for June. With a follow-up from Neal regarding the future. **Consensus reached**
- **Ana will contact Tracy to remove Doug from the schedule. Doug will also be informed of this and Neal will be the liaison from the CC**

### Independent Contractor Agreements

- They are in place, but not completely signed
- **Checks will be ready this Thursday. Ana, as liaison, will inform everyone to provide an invoice to receive payment as they are independent contractor.**
- **All parties need to sign the IC agreement to receive their check**

### Special Saturday

- June 14: Marianna and Ben are confirmed. **Theme is FIRE**
- Altar builder is to be asked by the Facilitators (confirmed to be Lisa de St. Croix)
- Hours for both: 7:30-10:30. Set-up at 7:00 pm. Tear down at 10:30 pm
- **Money / Greeter:**
  - Lyric: 7:00-8:30
  - Neal: 8:30-10:30
- **Set-Up/Tear down:** Ana and M
- **Coordinators:** Sandy and Scott
- Next Special Saturday is August 16

- **Lyric to do event invitation, missive to community, etc. Marianna will provide a promo pic**

### **Angel Fund**

- I agreed to put in the \$50 from the til around the 15th of the month. I'm suggesting that, when there is plenty of money in the fund, that there is no need to put in until it starts to get low.
- The fund isn't being used a lot.
- I recommend that the person pulls the balance from the Fund if they have, say, \$5. **Consensus reached**

### **Community Council**

- I thought we still have one slot for the CC
- At a recent dance, Ana asked for 2 more people to step. No one has come forward right now.
- So there are 7 spots, 6 CC members plus the liaison from the Board from the originally paperwork.
- There has never been a legal adjustment to the Articles of Incorporation or Bylaws of the organization
- I like the idea of 8 people total in this body
- Put a call out for two CC members - nominations by June 12
- **Next Community Meeting is Thursday, June 26 after dance for consensing new CC members**
- Ana will reserve railyard
- Lyric will do missive to community, etc

### **APF: Volunteering at ED and the CC**

**Name:** Ana

**Email:** [agbiele@gmail.com](mailto:agbiele@gmail.com)

**Subject:** Agenda Proposal

**Comments:** Due to the lack of warm bodies to create structure/ease for set up at our gatherings, the members of the CC have stepped in and completed. As the CC already is awarded free dances for their service...it shall be consensed by those present to be paid in cash...\$10 for such "bandaid" activities above and beyond the "service" of being CC.

- I am completely against this. However, I would like to take this opportunity to put volunteer position sign-ups on the website - only
- Can we still do paper?
- There is an extra step by having both and no one can consistently deal with that. Let's try electronic only
- I don't like the idea of pulling the paper yet.
- I agree. I would be willing to pick up the sign-up sheet and post it to the website (Raphael)
- Lyric coordinate with John to build the online sign-ups
- Facebook: new group Facebook page - with open administration for the CC. Due to closed administration issues, we're unsearchable - so we're creating a new group.
- I like the idea of putting a new Facebook account

- We could incorporate online sign-ups
- Page vs. a Group? What are the pros and cons of each? What is the best choice for ED future.  
**Lyric work with John - recommendations**

### **Coordinator Meeting Review**

- Another meeting is to be scheduled in May with review of coordinator protocol document. This meeting did not occur. **Neal to try and schedule for June - shoot for June 5 before dance at 5:00 pm**
- 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 until they could slide into the regular schedule.
- Once the coordinator meeting happens and there is "buy-in" then we can put it out to the community - who wishes to train to be a coordinator

### **Decibal Meter:**

- Put a note on the decibel meter - do not go over 85 (Raphael to do)
- Lyric made an announcement about decibel meeting in announcements after Sunday's dance and there was really positive feedback from those in circle
- **Send out FB announcement and Email Missive (Lyric)**

### **Board of Directors Annual Meeting (review from Guthrie)**

- no one from the community showed up
- financially we're breaking even
- there was some question if everyone who was eligible could put in for continuing training. There is a \$200 stipend that is available to facilitators to engage continuing education. No one used this in 2013. Keep this or eliminate it? I'd rather see a stipend to facilitators to get new music.
- All current members continue to serve: Dulce, John Meade, Ruth, Francesca and Guthrie

### **New Music Reimbursement Program**

- Proposal: Eliminate \$200 continuing education stipend for facilitators **Consented by group**
- Proposal: Offer a up to \$20 a month new music reimbursement for any full-time Facilitator (does not include trainees or guest facilitators). Receipts for music must be attached to the Facilitator monthly invoice and added to the total amount of the invoice (after GRT). **Consented by group**
- **Details of Music Reimbursement Program**
  - **For full-time facilitator (does not include trainees or guest facilitators)**
  - **For facilitators that need monetary assistance in purchasing new music for use in Embodysdance programs**
  - **Up to \$20 per month per participating Facilitator will be reimbursed by Embodysdance to the Facilitator**
    - **Reimbursed amount must be included on monthly invoice (after GRT) - see appendix A**

- **Receipts of music purchases must be attached to monthly invoice**
- **Music must be purchased within the month that is being reimbursed, for example the July 2014 invoice can only include music purchased in July.**
- **Invoices/Receipts will be sent to accountant, Ruth**
- **Ana to communicate to Facilitators - Lyric to offer example support, etc.**

**Next CC Meeting:** Tuesday, June 10 at 9 am. Location 1110 Tano del Este (Ana's home)

*Meeting adjourned at 11:15 am*