

Embodydance Community Council Meeting
June 10, 2014

Attending: Lyric, Ana, Neil, M,
Consensus statement read by Ana

Minutes taken by Lyric

Doug Issue:

- The letter reminded me of an 11 year old boy, “I want this and I want that.”
- We aren’t a community—that is the reality. We run around saying it, but people don’t participate as a community would.
- Everyone keeps saying quite being “top down” but no one shows up
- It did change when the EC first came in—the participation with the community drastically drop-off, we assume it is because they figured someone else would take care of business
- But that was a community driven initiative
- So there is this paradox of the community ceded these decisions to us and then complaining when we make a decision. But as you say there is a lack of participation, a lack of seeking, a lack of volunteers
- I realized that part of that for me is “I’ve so busy and everyone’s so busy and we’re slammed and its intense.” I participate in a workshop yesterday that helped me expand
- The community meetings then generated this idea for our committee. If you examine Doug’s letter and the process we’ve gone through with him—that is what community meetings were like.
- Who wants to subject the dancers at large to neurosis. When actually we just wish to dance. It was interested to be accused of doing exactly what we didn’t do which is to be judge and jury
- To paraphrase Anne LaMott, “If peopled wanted you to write warmly about them then they should have behaved better.”
- Scott cannot even speak about talk without going to tears
- It is an energetic thing honestly—the women are the inside of the circle, but men hold the perimeter and there is a balance in that
- I would like to divert this conversation from this issue to Independent Contractor Agreements

Independent Contractor Agreements

- Scott says he wishes to talk about this at the community wide meeting re: IC vs. Employees
- I have consulted an attorney who deals with these matters. I will outline what we do and he will respond in writing with the law
- This shouldn’t even be on the table any more. The reason it is—is because members of ED do not honor the knowledge and experience of members of this community. I have consistently worked through contracts for years and even though I can say with authority that we are contract based—no one listens. So it is unfortunate that I had to go find legal counsel. My personal opinion on this legal counsel is that it is another stage of ridiculousness in ED.

- Did everyone sign a contractor agreement?
- John signed it. Ruth did not add GRT in May. She also brought the checks over and waited around and gave them out even though the agreement was to have contracts signed
- ED cannot afford employees. Which means social security, FICA, unemployment , workman's comp, etc. If there were employees, it would drastically reduce the number of people that could be employed. For example, if there are 5 coordinators, we could probably only employ 2. And something similar would be true for facilitators.
- I don't think that is a road we want to go down. ED is benefitted by diversity of what both coordinators and facilitators bring.
- We are aware that ED has functioned okay for 14 years without this discussion, but it is time to bring this 501c3 in line with laws of the land and hope nothing untoward happens.
- This discussion came to the table when Tracy came to the CC with regards to Gross Receipts tax
- If we look at the reality of what we're doing with our money and our policies then we need to make a change to be in line with the legalities
- The contracts currently are too loose—they should have deliverables for Facilitators and Coordinators so expectations are clear. **Ana will put the information in. Lyric will review.**
- **To be completed by Community Meeting on June 26**
- The board is not responding this to issue at all. I have contacted Ruth 5 times.
- The GRT is based on where the work is done, not based on where the contractor lives, because the Facilitator works in both places (wherever they build the wave and then doing the wave—it is easiest to say the work is done in the City of Santa Fe).
- It appears that Ruth is busy and my projection is that she doesn't see ED as a viable client. I would like to propose that we actually change bookkeepers. Someone who is less emotionally involved.
- There was a comment made by one of the dancers, Ruth has been doing this for so long—has anyone ever validated her work.
- I feel that we're doing it okay. I just wonder if she's tired of it. I could talk to Ruth and ask her if she feels it is time to pass the baton. I feel ignored and invalidated due to her consistent lack of response. If she feels too pressed to do the work that needs to be done, then we need to move on. Ruth says she is giving us a deal.
- We did give Ruth a raise within the last year and she still says she "giving us a deal." Is she being paid her full hourly fee at this point?
- Honestly, my experience in business here is that EVERYONE wants their "deal" here. I find that service is consistent with that deal—you become last on the list, lack of connect, lack of respect. I'm interested in paying fee for service. That way, you have clout as a client.

Doug Issue redux

- Doug wrote a letter to the CC. As a courtesy, like with Tim's letter, we will not be publishing it in the minutes
- The CC is verbally going over Doug's letter and drafting a response that will also not be published in the minutes as a courtesy to Doug's privacy.

- On the table: Doug has asked that the suspension be lifted for the month of June. The CC reviewed the letter and is in consensus that the suspension for the month of June stays in effect while requesting Doug to continue to reflect upon the issue of suspension—which is a result of a consistent behavioral issue.

Boundaries in the Dance Space

- I was there last Thursday and after dance a person came up and was nasty with Ana, because Ana didn't give her a hug on the dance floor
- Really? I mean for the love of God, can't we have a dance on our own terms and in our own process? We can hug and love on each other after the dance. Whomever that was should have just come up and hugged you and said hello. How can we talk about boundaries when people are abused later, because they're in their own process.
- People who don't know themselves don't have good boundaries. How do we help people understand their boundaries in good way
- 5 Rhythms does this well
- I don't think so—my experience with Amara Pagano, Sarah Pagano, and Adam Barley – there was always coupled or group work that I really didn't want to do. I don't think their boundaries are good at all.
- 5 rhythms is an exercise
- ED has this hook-up thing going on
- My experience is that boundaries are predominately honored. The exceptions matter, but the majority of the time people honor it. That said, it is an experimental space—and so my own experience is to experiment with boundaries and space. I play with being assertive and not. I watch how other people approach each other. For some it is an experimental space that is conscious. One of the tests if we have a community is working well is the container. Do we have a tight container. We have a ritual that we use to establish a circle of containment and part of that is breaking the container at the end. How many people are capable of being different inside or outside the container. If I have an intimate dance with you in the container; do I have the right to have an intimate experience with you out on the sidewalk in front of the cowgirl.
- Socializing versus not socializing afterwards. How does dance work in the space and outside the space
- What happens on the dance floor, stays on the dance floor—in the sense that if I have a lively or erotic dance with you once, it doesn't mean that I'm "into you" or "want you" or even wish to engage in that way off the dance floor.
- The facilitators could get together and figure out how to help the dancers with their containers. Perhaps we could come up with some thoughts for the facilitators to think about how to speak between how we speak between warm-ups and waves.
- Are we capable of being inside and outside the container.
- Look at the kinds of facilitators—Thursday night dance that Tracy did was a very external dance. It wasn't designed to go within. Whereas Sundays can be more internal. I still think this should go under a facilitator meeting.

- My experience is really internal—pretty much all the time. I usually have no idea what the music was or is playing—I’m on my internal landscape doing my work. Sometimes people are a part of that as they dance in my external—they become part of the internal process, but typically I do my own thing.
- I would love to take an excerpt from these meetings and have a facilitators meeting
- John constantly speaks to gratuitous music and music that offers a deeper fabric.. A happy medium needs to happen.
- Discussion about “When I come to dance this is what I do/how I am. . . A bid to celebrating our diversity”—put that on the next Community Wide meeting.
- When the community recognizes the interconnectedness or the disconnectedness to the community.
- I would love to see that question answered on the blog
- It would be better for the Facilitators and everyone to understand that better
- Bring it more consciously back into the space, into the arena
- With that, I want people to recognize, maybe we can preface that with—this is how I am today.
- It is a gathering of themes—I think it belongs on the blog, because people who are scoping us out can find out what is happening on that floor
- Clearly we’re having widely different experiences and needs to be brought to an awareness to reinforce and create the container in a healthier way.

Resignation from CC

- Lyric wishes to resign—effective after she provides the legal information on the independent contractor agreements and passes credential information over for mailchimp and trains Ana on the system; creates coordinator training document and any other items that were on her todo list.
 - I have been breaking my own rule of “Figure out what it is you don’t want to do and don’t do it.” The problems we’ve been discussing have been consistent over the 6 years I’ve been participating and I’m tired. I’m uninspired to continue, because there are things I’d rather be doing and I’m going to do those things."
- This current situation has been emotionally draining and energetically taxing. There is no community to truly appreciate what we do. Mostly we are given shit about what we do. It is sad really.

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:**
 - Ana: 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

Coordinator Meeting

- Coordinators met
- More communication between CC and the coordinators—was a direct request from the coordinators
- Contracts need to be signed
- A list of what needs to be done to train to become a coordinator—Lyric agreed to do this

Next CC Meeting: Thursday, June 26 at 9 pm in coordination as a community wide meeting. Location Railyard Performance Center

Are we a community?

- Honestly, I'd say no. The subtle is more powerful—we have chosen not to be a community on the subtle and overt planes, regardless of lip service
- The “community” keeps having the same conversations over and over without movement. Embodyspace's shadow doesn't clear into the light and we don't move on to deeper things.
- Things just continue to loop back over and over, like this situation with Doug. It is another piece of evidence that we are not a community—a true community would have embraced it and cleansed it
- Things keep happening because very few participate. There is no collective connection over time except in the realm of “this happened 5 years ago and I'm hanging on it so tight that it will happen again. And so each time it loops it feels fresh—even though it is old. We don't have a common knowledge of the community.
- If we do have common knowledge we choose to be stuck in our roles. And you cannot move someone from their choice.
- People from the west coast who have dance communities say the dances aren't as good as they are here.
- I've been to various dances and have had a depth of a time whenever I'm on the dance floor, why? Because the Ecstatic Experience is coming from within me. It is not applied onto me. I'm responsible for my experience.
- If we're honest about what we are and what we offer—we provide an ecstatic dance experience—pay your money and have your experience

Meeting adjourned at 11:15 am