

EMBODYDANCE STAFF MEETING

March 25, 2018

Facilitator: Duija Note Taker: Ana

Members present: Chris H., Duija, Persten, Doug, Tracy C., Alec, Steve D., Jay J., Tracy J., Ana, Francesca, Samwell, Jay L.

4:16 approval of agenda

Meditation to gather ourselves and hearts to EMBODYDANCE best interests

4:20 meeting begins

BOARD REPORT: Steve D. and Francesca spoke as members of the board and named John M., Julie G., as other members.

Bank Balance is healthy, putting Sunday on pause helping stop the loss we experienced over the past several years.

JOHN MEADE has been addressing legal requirements and all is up to date.

There must be a legal board, but we may call ours the Community Council and have only one governing body, meaning no separate Board (which seems to be the direction this is headed). Also, the only way to legally empower the Community and give any rights is via membership, which is now clearly consensed and answered beyond the point of a maybe. The current board would need to ratify the re-stated Articles and Bylaws after consensus is reached on their content. And the current board would fill vacant board seats with current CC members to fill the board and thus maintain continuity before some of the current board members resign.

The CC and Board minutes have been regularly and timely posted on the website for a long time now, and that will not change. What will be added are notices of meetings, the posting of agendas (which was recently added), and the availability of the current legal docs, all to comply with legal requirements already in place and to be better defined in the new bylaws.

COORDINATOR's REPORT: Samwell, Doug and Jay J.

continuing on in taking care of dancers, facilitator's needs and the space requirements.

MOST importantly, sub-woofer is not working properly ~ Jay Jackson and Ana will take it to Candyman on Monday Doug will interface with Randy Mualli who's their off-site tech guy.

Jay J. spoke to each and every event being a red carpet experience for the leader of the energy of the dance: the facilitator. All our dance happens around that energy and music creation. All variances are to be upheld by Facilitator of particular dance.

We also re-affirmed the established chain of command at Dance (which is only really important when something unusual happens or in an emergency), being that the Facilitator is the captain and the Coordinator is the Executive Officer, passing communications to the Facilitator from everybody else and protecting the Facilitator's clear space to do their job. But this means the Coordinator doesn't make an important decision without consulting the Facilitator and ultimately takes direction only from the Facilitator.

FACILITATOR REPORT: Tracy C., Ana and Alec
Summer Schedule anticipation of “subs” and new trainees
Trainees possible: Persten, Jyn, Hannah, Alyse, Scott V.
Training is needed of new facilitators including helping Tracy C get onto a DJ program
Discussion of training rate at \$40 per hour.

Tracy C, Persten and Ana agreed to revisit the protocol to make it clear and easy for all to understand.

Reinstatement of training schedule to clearly illustrate protocols that are concrete, including that trainees pay for training, an understanding that all trainees are invested, both philosophically and financially, in the ED process. And it sounds as if we may need to take the question of who is taking lead on training back to the CC for more process if there isn't clarity and accord between Ana and Tracy on this after the agreed collaboration of revisiting the protocols by "Tracy C, Persten and Ana". Or maybe there should be a Training Committee formed that requires collaboration of the training stake-holders (principally Tracy and Ana)?

There was discussion about following protocol for Facilitators under “Duties and Responsibilities” while certainly allowing for artistic expression...with a reminder that we are creating RITUAL and SAFETY for our dancers....while respecting the mood that the Facilitator is creating.

There are lots of documents that are in the process of being reviewed and an operational manual will be compiled by our new manager, Chris and those experienced in the flow.

There is a request from those training the new facilitators that community feedback be given to the person TRAINING not to the new person training. The new people are in a very vulnerable position and need to be “seasoned” gradually.

CC REPORT:

There was a deep expression of gratitude to the Facilitators for agreeing to take less money for their services during the time that accounts were low, and a recognition of the commitment that exists to our dance community.

It was brought to the attention of the CC that operational ways were not congruent with by-laws and legal documents. Upon review, Chris (now our manager of such things concrete and legal) found many variances from the beginning intentions as well as conforming to legal issues. The original docs were fundamentally flawed; then actions since were completely at odds. He is working with a lawyer (one that is “green” so obviously not completely happy with results so far). State requirements must be upheld to remain a non-profit 501(c)
Attempts are being made to bring legal documents forward with intent to legal functioning. There are possible solutions being explored...and Doug also recommended a legal counsel that may be more capable to deal with the intricacies involved.

Questions/options were discussed: May the Board be compensated? Suppose we simply combine Board with CC? or do away with Board altogether? Shall we create membership to EMBODYDANCE via website? Define officer's positions and the current Board would have to sign off on new definitions. The current Board would appoint new CC.

From Chris: regarding the question of board compensation (and I'm using "board" here to mean legal board, whether we're speaking of the current "Board of Directors" or of the new "Community Council" board). Because dance entry is by "donation", not prescribed fee, simply allowing board members to not pay (as we technically must allow anyone to not pay), could not be considered compensation. So if that's the only place where "compensation" is in play, then it's a non-issue - and I think we should immediately consense this change in perception (with no actual change in policy), so that all current board members may enjoy the benefit. The only place compensation is being made is in the secondary jobs, where board members will hold dual office (board and Facilitator, board and manager, etc.), and so offering no compensation for simply filling a board seat can continue.

MORE QUESTIONS: Exposure financially or legally for new CC? Independent Contractor vs. Employee status? Who's liable in case of injury? Will waivers be upheld? Tom Nunes was mentioned as a possible consultant on insurance issues.
LOTS of details to be answered! (thank God we have a manager on the task)!!!!

WEBSITE updates: Agenda Proposal Form has been added to website
there are legal documents posted for people to review, along with meeting minutes and anything relating to the order and structure of our dance.
The website has a new host provider with plugins for more functionality.

The meeting ended with much GRATITUDE, UNITY and wishes for ABUNDANCE for SACRED PRACTICE in dance, gathering and sharing of food with the ability to speak with each other and share our HEART SPACE.