

2019 EmbodyDance Annual Meeting Minutes

1. Welcome, ED and CC Introduction, read Consensus Statement. (Duija)
 - a. Welcome
 - b. We're going to work down a quick agenda and then open to a dialogue facilitated by Alec, so please hold your questions until then so we can get this all done.
 - c. This Dance Community was founded in the year 2000 as Body Choir, so this is our 19th year celebration.
 - d. Founders included Tracy Collins, and many members who are still with us today.
 - e. In 2005 we became EmbodyDance, a 501(c)(3) non-profit organization.
 - f. EmbodyDance is member-owned and volunteer-operated. It takes the whole community for this all to work.
 - g. Its Board of Directors is called the Community Council, and it manages the business and makes decisions about the organization.
 - h. The CC members continuing for another term are: Duija, Alec, Christopher and Allan.
 - i. We strive to keep continuity and respect the founding vision and values, while adapting to present realities and calls for change.
 - j. The CC is accessible to members for all input and on all matters.
 - k. The CC operates on a Consensus decision-making model... (read Statement)
2. Thank-you to retiring CC members Francesca, John, Julie, Steve, and Persten. (Duija)
(Runner gave out candles)
3. Recognitions of Contribution: (Christopher) (Runner gave out candles)
 - a. Many people have served in many roles throughout our history, and we are grateful to them all for carrying us forward to today. It is, of course, difficult to single out any individuals for special recognition, but we wanted to begin a tradition of thanking a few who have rendered exceptional service – and it may take us a few years to catch up with all those deserving. Today, we wish to recognize:
 - b. **Tracy Juechter:** Joined within the first year; after participating only as a dancer for over a decade, Tracy jumped in the deep end and served 3 years on the CC; worked on fund-raising for several years; and on her own volunteer initiative, became the self-described EmbodyDance historian, organizing the historical records and meeting notes, scanning in our important documents, gathering all the consensed decisions into an accessible form which the current CC has relied on heavily to continue what she started.
 - c. **Guthrie Miller:** (Won't be here until later). Started in about 2002. He was involved in and hosted community meetings at his home, served on the Executive Committee, Community Council and Board, and I understand has been a significant financial contributor. In the summer of 2017, Guthrie made an extraordinary effort to save our Sunday dance, which was loved by many but ultimately not by enough, and Guthrie contributed himself and even subsidized the costs for several months to keeping Sundays going. I was a leading voice in the CC for the necessity of ending

Sundays, which put me at odds with Guthrie, and I was hoping to apologize to him and the community tonight for any injury I may have caused. (Seek out and thank.)

- d. **Tracy Collins:** Tracy's contribution to EmbodyDance can hardly be exaggerated, and we almost certainly would not be here today without her. After co-founding the original Body Choir, her presence and service has been a steadfast constant. In addition to being a Facilitator throughout, she has also served at the Creative Director, Program Manager, Facilitator Training leader, Chief Fundraiser, and in countless other capacities which I would be at a loss to even name. Instead of holding onto her ideas and creative energy, she has given them to the community so that all of us may have the opportunity to learn and grow in serving this co-creation. It is my personal hope that, for as long as she wants it, Tracy will continue to bring her boundless enthusiasm and passionate love for this Dance as it evolves and matures as a reflection of all of us in our evolution and maturity. And I hope that the EmbodyDance community collective and the individuals that comprise it will recognize, support and nurture you in your evolution. You are a blessing to this community and greatly loved and appreciated. May you come to know that in your bones and trust that you are seen. I see you. I'm sorry. Please forgive me. Thank you. I love you.
4. Brief explanation of structural changes and election/appointment process (Christopher)
 - a. Through 2018 and continuing into this year, the CC has worked to collect up the record of our consensed Community Agreements and review and integrate them, then form them into a comprehensive Operating Manual, and then into a new set of legal documents to bring everything in the organization congruent and conforming to law. Anyone interested in the excruciating details of this should please speak to me privately at another time, as there is far too much to cover here and now.
 - b. The biggest change is that we are formally becoming a membership organization. Learn more about this on our website.
 - c. With respect to the question of elections, however, let me briefly explain what happened this year: there were fewer candidates for the CC than open seats, therefore no competition for those seats, and therefore no need for an election. The CC has followed established protocols for filling vacant seats by appointment, and that has been done by consensus, yielding the current slate of CC members.
 5. Introduction and welcome to Scott Shuker and Vicki Glow (Duija)
 6. 2018 Accomplishments and Financial Summary: (Allan)
 - a. In 2018, our net loss was \$23 on a gross of \$34,650:
 - i. We held 52 Thursday and several special event dances,
 - ii. We spent heavily on a lot of catch-up work and deferred maintenance,
 - iii. We reinstated first-dance-free policy,
 - iv. We eliminated payment by Facilitator trainees,
 - v. We restored "staff" contractor pay to previous levels,
 - vi. We held a first-ever "full staff meeting",

- vii. We relaxed our grip with contractors and asked them to do more,
 - viii. We reorganized and better secured our records and documents,
 - ix. We upgraded our communications, marketing and platforms,
 - x. We advertised on platforms such as Meetup and refreshed our membership with lots of young energy,
 - xi. We secured our web domains and communications archives,
 - xii. We brought our organizational structure and practices into alignment with both law and our evolved community intentions and mission,
 - xiii. Following legal advice, we became a membership organization
 - xiv. We moved our banking to a local credit union and cleaned up our accounting,
 - xv. We were generous with community allies
 - xvi. And we did not hold a fundraiser or lose a CC member to burn-out.
- b. Statistical tracking in the fourth quarter also shows stable and sustainable numbers overall with average donation of about \$11.25 from an average of 60 EmbodyDancers.
 - c. We have over \$11,000 in the bank (as of January 5), up from under \$3,000 and dropping fast two years ago. This is a comfortable and necessary reserve to cover equipment failures and upgrades, unforeseen contingencies, completion of major projects, special events, etc.
 - d. The bottom line: we're in good shape.
7. 2019 CC Goals include:
- a. a budget & marketing plan;
 - b. implement revisions of our guidelines and how we communicate them, adding safety and inclusivity as prominent intentions to our Community Agreements
 - c. improving our sound system and speaker placement to optimize sound quality and to be able to turn the volume down;
 - d. finish our Operating Manual
 - e. ratify and file our revised Articles and Bylaws;
 - f. finish clean-up of our working records and archives;
 - g. hold a 2nd annual full staff meeting this spring;
 - h. update Community Council, Officer, Facilitator, Coordinator, Business Manager and other contractor job descriptions; and
 - i. work on improving Community Council, Facilitator, and Coordinator relationships.
 - j. Please tell us in person or by using our online Agenda Proposal Form what else you would like us to work on improving.
8. Question and Answer: (Alec)
- a. The time is _____, which means we have _____ minutes before our committed end time of 7:30. At 7:30, we can either consense to continue in 5-minute increments if there is an active dialogue, or I will decide to end if no consensus is present.

- b. I will be facilitating this question and answer, which means I will call on you if you indicate you wish to speak.
 - c. Please remember the Consensus Statement intentions, speaking one at a time and waiting for silence.
 - d. Duija will be taking notes, and any issue or question that we cannot resolve here and now will be carried forward to another time and place with the CC. If I sense that a question or issue cannot be fully addressed tonight, I may interrupt and ask that we hold it so we can also hear from others.
 - e. A few questions were asked to clarify some of the history and financial information, but nothing major was raised as a concern.
 - f. We consented to end after one short extension.
9. Conclusion
- a. No new business, motions, objections, or other actions were taken.
 - b. No decisions were taken at the meeting by consensus or otherwise.
 - c. There was a general sense of success and contentment with no follow-up approaches to any individual of the CC or the CC as a body.