

Meeting Minutes

Meeting Title	Shambhala Board Meeting
Date/Time Start	May 14, 2019 at 7:00 PM
Date/Time Stop	May 14, 2019 at 8:30 PM
Location	Boston Shambhala Center
Attendees	John Ranco, Judy Vreeland, Mary Lang, Max Roberts-Zirker, Sarah Kimball
Minutes by	Judy Vreeland

Topic: 1.0 - Board nomination process

1.1 -

Ideas were discussed for creating an inclusive structure for selecting new board members.

The process approved by the board:

Seek volunteers from the community willing to review applications and provide individual input on a form to be developed. The board would then use this feedback to select new board members. The review form will be based on the qualifications previously shared with the community, plus three additional qualities adopted from the Interim Board selection process (see below). There will be no selection process for volunteers; all members of the Shambhala community would be welcome to participate in this review except those interested in applying to join the board.

Discussion of what should be included in board applications:

- resume or narrative summary of professional background
- why you are interested in joining the board
- what you believe you have to offer

The board reviewed the selection process used for the Shambhala Interim Board and decided to add these personal qualities to our qualifications:

- Ability and willingness to listen
- Open minded without bias or fixed agenda
- Ability to collaborate with others (team player)

Next step:

A draft of this process will be written and shared with the community for feedback

Topic: 2.0 - Community Communication

2.1 -

It was agreed that the listening circles and a series of community meetings provided opportunities for community members to share their ideas, hopes and concerns, and for the board to share how we have formed as a group and what we see as priorities through this year.

Blogposts on the website have provided additional information and detailed summaries of community meetings, but it was agreed we need to do a better job of keeping community members informed of our ongoing work.

From this point on, board minutes will be shared with the community

The board will seek to use multiple communication channels to ensure community members are receiving information

Topic: 3.0 - Finance review/Capacity Building

3.1 -

Revenue is down but expenses are down significantly as well. As a result, the first quarter shows a very small net surplus.

We are getting almost no program revenue. With no support staff and almost no volunteers to organize and coordinate programs, and with no wide scale marketing to attract participants, it is impossible to run programs as we have in the past. It was agreed that the focus over the next 6 months needs to be on capacity building.

The work underway to establish committees is a step toward this

We need to share this financial challenge and our strategies for tackling it more broadly with the community and seek additional financial support over the next 6 months

Next step:

John and Max will determine how much is needed on a monthly basis and we will then share this with the community to seek support

Topic: 4.0 - Committee activity/forming committees

4.1 -

Committees were identified and leadership volunteers sought at the April community meeting. This was shared in the blogpost summary of that meeting but more broad follow up is needed to ensure members are sought for each committee and committees begin their work.

Next step: Max will reach out to the committee leaders

Topic: 5.0 - Reaching out to those who left

5.1 -

This was tabled until next month due to time constraints.

Topic: 6.0 - Trauma training

6.1 -

There has been discussion about how to assist leaders in developing a basic understanding of the impact of trauma, perhaps within the broader context of leadership development.

Further discussion of this was tabled until next month due to time constraints.

Topic: 7.0 - Accountability document

7.1 -

A draft document regarding expectations of leadership accountability when responding to complaints of harm was reviewed and approved by the board. This will be shared with the community.

It was also agreed that all leaders should sign the Shambhala International code of conduct. This will be shared with leaders this summer.

Topic: 8.0 - Timetable for hiring ED & developing mission statement

8.1 -

The board continued to discuss the best sequence for these tasks - develop mission then hire ED or hire ED to then lead the process for developing a mission. Decision has not yet been made.

Clarifying our values and our mission:

A facilitator who is also a Shambhala member has assisted another center in this work. Mary has had a discussion with him about possibly coming to Boston to work with our community.

Next step: Sarah will also have a discussion with him and this will then be addressed at the next board meeting.