

Phoenix Shambhala Meditation Center  
Community Meeting  
17 November 2019

### Present

Chris, Muffie, Jim, Lynn, Barbara, Whitney, Michelle, LaDawn, Alan, Andre on Zoom

### Review Consent Model

- LaDawn reviewed the model we agreed on at a previous meeting:
  - Our view is Great Eastern Sun, mindful speech, six paramitas.
  - Consent model comes in when decisions need to be made.
    - First, discussion.
    - Decide on a statement; for example, “We will hold salons once a month.”
    - Thumbs up = I agree. Thumbs sideways = I can live with it but I have concerns. Thumbs down = I can’t live with it and can discuss my issues.
    - Further discussion to address any thumbs down or sideways.
    - Repeat until everyone is thumbs up or sideways.
  - Note this is not a “vote.” A thumbs down is not rejecting the decision for everyone but rather an invitation for further discussion to address issues.
  - People should be present so they can discuss their issues. If people have serious issues and can’t attend a meeting, we should reschedule.
- LaDawn will send this to Michelle for posting on the [Leadership Team page](#) so we can consult it in the future.

### Finance Review

- Andre gave a brief update on finances. He’s still working on a more thorough quarterly analysis.
  - We have a specific concern about membership dues; we brought in under \$1000 for October, the first time it’s dropped under \$1000 in several years.
  - Two members have moved, accounting for most of the reduction. Also, some members have reduced contributions.
    - Lynn reminded us that in the past, we would contact members who didn’t pay or paid less to reach out, ask how they’re doing, give a reminder, express appreciation. The membership team will discuss this more.
    - Is Pavel still membership coordinator? He left this unanswered when he left as he wasn’t sure what kind of communication he’d have available. Chris will try to check with him about whether he’s remaining in his post.
  - We’ve dropped to about 25 members from 30 at the start of the year.
  - We received \$425 in October from Kunzang Choling for their increased use of the Center, which is a great help.
  - We had good attendance at MIEL, helped by the phone calls/emails to potential students.
  - Gas line item on the budget: what is this recurring charge? Is the heat on now? Has it been on all summer? Andre will investigate. We will also need to make

sure to turn the gas off next spring.

### Report from the Practice & Education team

- Upcoming events:
  - Lojong first weekend in December. 2 people are registered so far.
  - Level II in December. 5 registered.
  - December 22: Half-Daythun.
  - We're looking to schedule CIEL in January.
  - Adam Lobel is coming in February, in a visit that includes a public talk at ASU. Details to come. He will discuss any questions we want to ask him; forward any questions you have to LaDawn. Michelle will set up a web form and invite the sangha to contribute.

[Note: The Adam Lobel event is now confirmed. See [this page to register](#). See [this page to submit a question](#).]

- Next P&E meeting: Thursday, December 19 at 7 pm.
  - A topic for P&E team: Should we call the Levels something else? Does “Level” imply a credential or hierarchy? Use “Weekend 1” or “Number 1?” The team will discuss.

### Presentation of a process for changing team leads

- Review of discussion and consent decisions from [March meeting](#):
  - The group decided that we would formalize a process at a later meeting, with “spontaneous arising” being a potential way to choose a team lead.
  - In the [April meeting](#) several team leads were announced, likely having been selected by this spontaneous arising, with further discussion to follow regarding the P&E team.
- Suggestion for changing team leads:
  - The Leadership Team suggests formalizing the following process: Teams will select their own lead, either at a community meeting or a team meeting where as many interested people as possible are in attendance, using spontaneous arising, decision by consent model, or whatever method is appropriate for the team by their own agreement.
- Discussion regarding changing team leads: Is this too loose? Do people want more predictability? Are some of the teams too small? Would it be better to choose team leaders at a community meeting, where more people can be involved? Or will this mean that people who aren't on a team are making decisions for that team? In the event someone with no experience with a team wants to be team leader, can they be encouraged to join the team for a while first? Should we have “term limits” so a person can't hold the same team lead indefinitely? Should team leads “re-up” every year?

- New proposal: When a team lead opening arises, email should go out to notify the sangha. Then the team members would be encouraged to attend the next community meeting and a consent decision will be made there. If more than half the team can't attend, the meeting (or this agenda item) should be rescheduled, unless those who can't attend agree to accept the attendees' decision.
  - The group agreed to this process by consent process.
- Using this process, we determined that a majority of the Space & Operations was in attendance and we used a consent process to decide on a new team lead.
  - Muffie Noble-Power was chosen as lead of the Space & Operations team.
- Table the term limit discussion for the next meeting.

### Lineage photos in the shrine room

- Review of decisions from [September 2018](#) meeting:
  - “We will move all photos from both shrine rooms to a new shrine/practice space with the understanding that we will revisit the decision in a future community meeting (Date TBD).”
  - Open space sharing of thoughts and feelings regarding returning the lineage photos to our shrine room.
  - Next steps: We are not ready to discuss the Sakyong any further at this time, but we would like to discuss Chogyam Trungpa's photo. We will put this on the agenda for the next meeting.

Next meeting: Monday, December 23 at 6:30 pm. (Ocean of Dharma will be cancelled or rescheduled for this week.)

### December Agenda

- Discuss the possibility of term limits for team leads and how this would be handled.
- Discuss the possibility of returning a photo of Chogyam Trungpa to a public area (community room, shrine room, and/or shrine).