Steering Committee Call
Minutes
10/14/17 11:05am Pacific

Present: Ari, Ealasaid, John, Nancy, Ryan
Facilitator: Ryan
Notes: Ealasaid

Minutes:

1. Facilitator leads everyone in taking a breath together and reciting the Holy Mother prayer
2. Approve minutes from previous meeting
   a. Amendment: When John said that Thorn said "go forth and teach" she was only talking about introductory material. Ealasaid will do.
3. Updates on action items from the previous meeting
   a. Ari: Get in touch with Laura and discuss drafting a norms document. Did so.
   b. Ealasaid:
      i. Write up Morningstar application process and send to Teaching/Steering
         1. Done, needs amending. Will do amending and send around for approval via email.
            1. The amendment: teacher invite not necessary, anybody who has completed the Elements course can apply.
      ii. Dig up description of what the school actually IS, for disseminating to potential candidates from Elementals – yep, sent out with subject line MMS Description
      iii. Ping Jenn and Starr for input around communication
         1. Did so.
   c. John: Put out call for treasurer, call for people to join Steering
      i. Posted to Moodle and Facebook, zero response.
      ii. Nancy: we need to have a really discussion about what it means to join Steering and what it means nobody is volunteering.
   d. Nancy: Talk with Thorn and ask questions
      i. Did so.
      ii. Thorn: "I have cut my cords w/the school" energetically and as a teacher. Continues financial support and website support as a transitory thing. If we want our own site, she'll replace her stuff with a link. She doesn't want people using her name to lend authority, but we can say we are students of hers. She's still part6 of the FB group but will leave if we want. It's offering her a way to communicate with the school. Hasn't been on Moodle in months, planning to end her thing. Hasn't traveled to temple in months. Still blesses us at the full

moon, we still have connection with Lux. She also pointed out that teaching a single workshop at an event is really different than teaching in an ongoing way. Willing to meet with Steering only for a specific purpose negotiated ahead of time.

   iii. Nancy: she cares about us, but has no intent to be involved. Only concern is around people teaching in her name or something similar.
   iv. Ealasaid: yes. I think we should have a contact person for her rather than her posting to Facebook to reach Mstar folks.
   v. Nancy will email notes to Ealasaid, E will attach to minutes.
   vi. We will discuss having a liaison for her in the future.
   e. Ryan:
   i. Re-keying temple; will aim to do it by Samhain. [more discussion below]
   ii. Teaching Pillar: Set up new schedule and post new call for teachers – will talk about in the Pillar report
   iii. Teaching Pillar: Will approve and publish process around advanced classes – will talk about in the Pillar report
   f. Starr: Send info on folks interested in joining pillars to the pillar anchors – said she did that.
4. Pillar and other standing reports
   a. Research and Alumni: they're not here.
   b. Teaching and Curriculum (Ryan)
   i. Pillar met!
   ii. Had a plan to teach a series of intro classes and then Elements, but that hasn't come through.
   iii. Ryan thinks we needed to have the retreat and some time to process that to see how the school is continuing, maybe now has been long enough.
   iv. Pushing things out won't work because calendar will get too tight. So, will do the classes but not worry about a fixed schedule. Rolling application process to teach, not try to get a fixed schedule and pull people in.
   v. Going to try an online elements class starting next summer, folks can teach it if they want.
   vi. IT infrastructure: intent is that Elemental students will be able to communicate with each other via Moodle and Zoom calls, but no expectation that they'll be in the same place in the work at the same time.
   vii. If local teachers doing MMS classes want to use the Moodle, we can set up a private forum for them, but it's optional. Does put requirements on Temple and Tech, but creating a new Moodle is apparently pretty straightforward.
   viii. Some concern around teacher review process, something needs to be put together around that. We need to be able to keep databases w/info on who are students and who are teachers. Teaching pillar will be reviewing.
5. INTERRUPTION, lost Ryan and Ari to a power flicker and computer reboot. The rest of

the committee waited for them to return before continuing.

  i. Teacher review process currently has all the reviews go through the teacher. Would rather have people fill out survey and have the pillar anonymize and send to teacher. Documents already include the survey format, it's just how they get handled that needs work. Posted everything in call for teachers.
  ii. Process for people coming in to the school from Elements is moving along, Ryan will send the steering-approved version to pillar.
  iii. Advanced courses: haven't formalized how that will work, ran out of time.
  iv. Two big asks right now for teaching pillar:
      1. We need to look at how we track who's teaching what and so on. Currently don't have good records. This feeds into the teacher review process. Need database support.
      2. Need info management support. Right now things get posted in Moodle and basically lost, this is not okay. We need a doc repository

b. Temple and Tech (Ari)
  i. Did have a meeting, have another one tomorrow.
  ii. Last meeting, talked about the website and getting a scope of requirements and work with Pillars. Sarah will be contact for Thorn about website
  iii. Temple re- keying, other temple stuff is under discussion, how to organize that.
  iv. We need to decide what the keys are, when/where/how/who will do the re-keying. How to pass new keys out to people.
  v. Currently under discussion, need to get things finalized.
  vi. Sarah is the person with the most astral tech knowledge around the temple, so will be coordinating with her.
  vii. New keys will go on the Moodle.
  viii. Nancy raised concerns about people who are on the Moodle but not active, we don't want them to have access to the keys, right?
      1. John: Sarah handles locking people out.
      2. Nancy v. concerned about that. We need to talk about Steering Comm control over membership.
      3. Ryan: Thorn still has control over aspects of things like the website, she's our contact on Solar Cross, who handle our nonprofit status, bank accounts, etc.
      4. We need process around locking people out/deleting their Moodle accounts.
      5. Ryan: diff between power and authority. Sarah has the *power* to lock anybody out, but does she have the authority to lock out someone like Ryan? No.
      6. Nancy: the people who indicated they think the school should close or that they aren't interested, need to contact those folks and see where they stand.
      7. Ari: we also need to define what counts as being "involved" in the school.
      8. We also need to hash out what it means to be alumni (E: I think we DID, not sure when we last talked about this; see also: we need a doc repository)

  ix. Document repository is needed.
 c. Retreat. (Ari)
  i. Jenn has an idea for a vacation house back East
6. 5. Any new business
 a. Communication
  i. E: we really need the document repository and stuff, that will solve a lot of these issues.
  ii. John: Nancy's last point is big – people care and stuff, but don't join the calls, post much, etc.
  iii. Ari: this has always been a problem, for years now.
  iv. Ryan: about Transparency, some of this stuff already is working. Merkabah roles etc. are being sorted out on the Moodle.
  v. Ari: yes, some of the concerns above have been handled.
  vi. Ari: looking at where we do get involvement is interesting – discussion lately around cultural influences etc. has been big. We are getting engagement running, just not across the board.
  vii. Nancy: thinks we (school and steering) are resisting looking at how much energy it takes to maintain an organization vs. how much energy we actually have. At some point we need to decide that we're done with transition and see if we can actually make this work. People signed on to do things like check in on Moodle every month and stuff, but aren't actually doing a lot of it. The five of us on screen right now may be the steering committee for next year (well, four, since John's stepping down). We need to have an honest conversation with the rest of the school. This is the major communication issue we have.
  viii. John: structure we have right now was created to support a school that was growing bigger and bigger. Maybe we don't need that much structure since we're actually shrinking.
  ix. Ari: we're using energy and momentum for things that feel like reinventing/restructuring the wheel. Likes that we're trying to make this a relatively non-hierarchical org, but we keep doing and redoing it. Not sure how much actual forward progress we've made. The same small group is doing a lot of the heavy lifting and that's not sustainable.
  x. Ryan: A big more optimistic. It's very difficult to maintain an online community for an intuitive, embodied practice. This is one reason he's pushed really hard around getting local teaching set up. That could give us local communities that are all connected via Mstar. Just because someone is a local pagan doesn't mean we have common ground. Is also seeing some positive signs around engagement. We lost two people for the Merkabah, but gained *four*. They just stepped up out of the blue. People joined the Pillars when we sent out the call. Things may not be as dismal as they seen. How much bureaucracy do we actually need? What can we cut back on? Also we have two modules running

right now, and there was a demon work module before that. We have students engaged. People don't necessarily like checking in.

   xi. Nancy: but if nobody checks in, we don't know what all is happening. It's a basic form of energy. As far as she's concerned, if people aren't checking in they aren't doing their work.

   xii. Ari: Starr has been looking at ways for people to check in other than writing, since that doesn't work for everybody.

   xiii. Nancy has to go, so let's wrap up.

b. We need a Treasurer
   i. Call went out, but no action.

c. New Steering Members?
   i. Still no action.
   ii. John: technically steering is under Temple & Tech.
   iii. Nancy: how many people are there *available* to volunteer? Do we have enough folks who aren't already on Pillars?
   iv. John: thinks some folks might need to be asked rather than volunteering.
   v.   Nancy: will you send out another call? Tell people that if they need asking, we are asking. STEP UP.
   vi. John: will do so.

7. Go over everyone's action items for next time
a. Ealasaid:
   i. amend previous minutes, see notes. Send out updated copy with today's minutes
   ii. Amend application process and send around for approval.

b. John:
   i. Send out another call for treasurer and steering, emphasizing the need for people to step up

c. Ryan:
   i. Send MMS Application process to Pillar

d. Agenda for next time:
   i. discuss steering comm control over membership (or lack thereof)
   ii. More Communication stuff

8. Facilitator leads breathing and prayer to close

Notes from Nancy's conversation with Thorn on October 5

All the following are comments Thorn made in regard to the Steering Committee inquiry:

She emphasized the following saying: "I have cut my cords from the school" That disconnecting is both energetically and as a teacher. She continues financial support and underwriting the web site. Both done as service for a transitionary period

If we want a separate website, Solar Cross sill just link to it.

She draws the line at people using her name to lend authority to their name. We can say that we were her students

Still part of Face book but willing to leave if desired. Easier to communicate now that she is not on Moodle. She has or will quit Moodle. She has not traveled to the Astral Temple in months.

She still blesses us at full moon and we still have a connection with Lux.

Teaching one workshop is different than teaching in an ongoing fashion

She is willing to meet with the Steering Committee only if a specific purpose is negotiated.

She trusts the School to do what is best for the School.