

# Deep Spring Center

## Board of Directors Meeting

15 DECEMBER 2021 / 10:00 AM - 6:00 PM EST / ZOOM

### Attendees

Isabelle Mook-Jodouin, Tana Dean, Roann Altman, Tavis Taylor, Barbara Brodsky, Patricia Polanski, Colette Simone, Terri McClernon

Guest: George San Facon, Trish Maley

### Aaron's Guidance

My blessings and love to you all. I am Aaron. It touches me deeply to see this group gathered. You have done such amazing work in these past few years. All of you. George, what a joy to see you. George, I remember a sitting in the living room, creating Deep Spring Center. You, the mastermind, helping to create the articles of whatever to make it an organization.

When we named it Deep Spring Center, the name came from encouragement to all who were part of the organization to move into the deep spring within themselves, that place of awakened presence, that place of love. And from that place, to co-create an organization that would encourage others likewise to enter that deep spring. Because we can't do it from here up, it has to be in the heart. Humans have the habit of reverting to from the neck up, to try to figure things out, and not coming into the heart, and into the belly, and into the base chakra that provides Source, that enters the Source. You have to know the Source, you have to be with the Source.

I see this group before me as people who have learned to, I can't say 100%, but when you're not with the Source, when you're not in your heart, you're at least aware you're not in your heart. And then, you do the work to come back to the heart.

I have a strong sense that as we encourage others in the world around us also to live from the deep spring within them, and our deep springs merge, that can, each deep spring touches other deep springs, water is drawn deep, not the shallow, sometimes poisoned surface waters, but the deep heart-waters, this is what our world needs.

So I thank you, from the deep spring within me, to the deep spring within each of you: I thank you for the work you are doing. And I know that it is effective, it is changing things. Thank you. I am Aaron. I will return the body to Barbara.

### Consensus Decision Making

**Comments from Aaron:** I am Aaron. If you're going to teach something, you have to model it. You can't teach something without being authentic about it. For many years, those who served on the Board called it board practice, because the essence was not to come to a meeting and get things done, but literally to practice, and demonstrate, here is an organization that can demonstrate and live what we're teaching. So I just ask people to keep that in mind.

George has outlined what consensus means. The other important thing for me with consensus is that everybody has a say. And everybody is respected. If one person has an idea that's way out there and everybody says (exclamation)! It's still vital that you hear that person. Maybe by the end of your discussion, you will have moved over to that person's view, or that person will have moved over to your view, and maybe not. More important is that there is respect for alternating views and out of that respect, there is a much bigger - imagination is not the right word - a much bigger field of possibility. Instead of it's always been this way, oh, I didn't think of that, opening, expanding.

Because as long as you stay closed, it's been this way, I want it this way, how can you ever see it from this perspective or that perspective? And see the whole field. It has always been important to me that the Board represent, live by, what we're teaching. In the early years when Barbara was the major person helping to decide, Barbara and I, to decide, would this person or that be good for the board? My statement was always, find out if you feel this person can live by what we're teaching. Live with love, even when it's uncomfortable. Live with respect. George, I so appreciated the way you have consolidated this into paper, and shared it with the world. And the way you led us in Deep Spring to understand, thank you for that. Yeshua, do you want to add anything?

**Yeshua:** I am Yeshua. My love to you all. And thank you George, for what you've presented. People looked up to me, put me on a pedestal. It was vital that I keep hopping down from that pedestal, and inviting others. I did not come to Earth 2000 years ago to say, this is how it shall be done, but to invite people to wake up. To the awakened truth in their own hearts, and how to live from that truth, with love and respect, as Aaron said.

When you feel, any of you Board Members, that it should be this way, look at the rigidity of that, but also be willing to stick by your standard if you truly believe this is a better way, to state it as clearly as you can, to make sure you feel heard by others, even if they disagree. If you feel heard and they still disagree, be willing to look clearly at that disagreement, to hear them as you're asking them to hear you. And out of this, consensus will arrive. It does. It may take a while, but it does. Thank you, George. That's all I have to say. I will return the body to Barbara.

**Advice from George:** I have found it very helpful to be curious, assume the best in others. Remember that the other person is doing the best they can with what they've got, and showing up in good faith

**Distinction on what is a major issue needing consensus decision making, and what is a minor issue that can simply be decided.**

**Can do a mini-vote or ask if there are objections, and if none, can proceed.**

**Potential pitfall: people may not realize consensus has been achieved; also, using consensus for very minor issues**

**What if consensus cannot be reached? Can delay the decision for now, and let it "cook"**

**Creativity can arise in that open space**

**Consensus necessarily a unanimous decision: unanimous decision is when all are of the same mind, same opinion. In consensus, people can go with the common decision of the group, if they can support it. Common ground for group to move forward; not first choice for some, but can stand behind it, does not violate their truth**

Can also choose to step aside if all others can support, but still have concerns that they will set aside and support the group decision, with the common ground

Can help, at the end of a meeting, to go around the table, and say, how did we do? And for people to comment on how they thought the process went. One comment apiece. Gives a window into how the meeting went, and how consensus was worked. Would not go into the minutes document.

## Finance Presentation and Discussion

General discussion of the past several years' financial reports.

## Bylaws Amendment

**Present:** The corporation shall have one paid employee, the Managing Director.

**Recommended:** The corporation shall have paid employees, one of which is the Managing Director. Other employees will be determined by the board to facilitate operations of DSC to fulfill the vision and mission when needed.

Did we approve this change? What happened with this?

## Old Business

1. Aaron asked the Board members to do positive manifestation visualization exercise on a daily basis.
2. Barbara to determine which son will take over DSC property in the event of DSC dissolution
3. Zoom team to create an outline of the host's responsibilities, how Q&A works, and other helpful tips and put on Google Drive.
4. Isabelle to keep copy of the passwords encrypted electronically, including BB's. Leslie to help set up shared system
5. Isabelle to look at Lastpass, password management service which Tana has been using for years.
6. Isabelle and Tana to connect to sign up for this service as an organization
7. Isabelle and Colette to work on getting the banner done for the blog section of the new site as a priority
8. Isabelle and Colette to work on finalizing new template for Daily Reflections emails
9. Colette to draft guidelines to be provided to anyone involved in creating graphics
10. Board members to continue to update team duties table for their team as new decisions and processes develop
11. ~~Tana to add disclaimer sentence to home page under Upcoming Programs: "For a complete list of programs, click on program descriptions or year at a glance."~~

## Parking lot list:

1. Isabelle to start brainstorming an approach to invite community participation
2. Tana to write procedure of highlights of video editing process and creating training video
3. Programs rely on live teachers: backup plan for facilitation if there is an emergency/crisis

## Publishing Projects

No change since last time.

## Managing Director

Ad went out to the sangha.

## Teams

### Development

We need a team leader, which will be the new hire.

Victoria Watson spoke with Tavis and Julian, recorded message.

Still need easy access to data surrounding fundraising, donors, etc. and production of reports

Protocol for acknowledging and cultivating donors

Still working on termed mail merging-software recommendation from Linda, data entry started by Emily and Tana

End of year fundraising to include matching donor campaign, email sent out Dec 11

Todd Worsham, Peak to Peak advising, offered to review our IT systems as a volunteer donation, to look at how we can automate some parts of our process

### Curriculum / Retreat / Zoom Teams

The next retreat(s): everything in process right now.

Healing workshop

Beginner retreat in March: Barbara to approach Iris, Nina and Nancy to assess willingness to offer a 1- or 2-day vipassana retreat on Zoom, with special focus for beginners

Emerald Isle

Zoom: Pat and team are designing a process to set up zoom hosts, instructions will eventually be on google drive. All who need Zoom for class/workshop/retreat must coordinate with Zoom team. Need to recruit more hosts

### Classes for 2022

TEP: Vipassana and Pure Awareness, Dharma Path, Mediumship, Evenings with Aaron

Path to the Awakened Heart: The Yoga Sutras of Pantanjali: continuing in January

Applying Vipassana in Daily Life and Seeing Its Progression Along the Path: continuing in January

Newcomers Introduction - Learning to Live from the Awakened Heart: will not continue as a class in January, but small group meetings will continue, most joining Eden project class. Barbara to contact others who may wish to be teachers in this capacity.

New student protocol: Tana to work with Barbara on creating a standard protocol for supporting new students (introduction + links)

Tana and Barbara to record a short introduction about DSC, for Tana to send to students new to the center

Offerings for newcomers next semester: still to be decided, considering a few half-day workshops, also looking at offering a beginner's vipassana class

Weekly Silent Meditation – Celeste Zygmunt

### **Class/event recording distribution**

Host for each class will receive audio from teacher, and send out to the registered students, with disclaimer statement

Transcripts sent out by Barbara to registered class students only, with disclaimer

Video, only edited video links sent to registered class students with disclaimer.

### **Technology**

Isabelle redesigning role.

Tana is only editor right now. Sunsun not helping, No unedited videos sent to students.

### **Archives**

Priority for Isabelle

### **Marketing**

Meeting to be held to look at all marketing for DSC in the new year

Emily to be included in this meeting; Todd (consultant) might also be able to help

Look at Daily Aaron quote template, perhaps adding rotating images; adding new quotes to the list; adding brief information about DSC

Blog, currently on hold

To be reconsidered by the marketing/communications team

Jim Maney willing to continue as an editor

Need paid expertise on this team

### **Volunteer Coordinator**

New-old volunteer to help with transcripts

Need: Volunteer for BB financials, volunteer for BB groceries, AV team needs assist

Need someone to manage the relationships with volunteers, and manage their work, ideally a paid staff member

Folder for volunteer P&P: Need G-Drive folder

### **Manager's Report**

New office assistant, Emily, working with Tana to get database (Big Contacts) up and running

### **Story Board Activity (marketing and fundraising approach)**

Aaron: based on mundane world vs supramundane world

There's a mundane world presentation that will relate to the mundane side of the person, there's also the supramundane, awakened self.

Important to speak from the heart of the awakened self to the other's heart of the awakened self.

Importance of simplifying, but make sure the heart stays at the center.

Good approach for volunteers and donors, not only students.

## Interview

Tana and Tavis to work out a final job description for this interim liaison position, with a salary of \$20 an hour, and if they are both in agreement, they will offer Trish the position.

## Action Items

- 1.
- 2.

## Next Meeting

January 9, 2022, 8PM Eastern