

January 20, 2014

To: Theory U participants, Facilitators, CoT Executive Committee

From: USTA Board of Directors

RE: Theory U meeting #2 in Alicante, Spain

The USTA Board of Directors called a Special Meeting on December 2, 2013 to discuss the proposed second meeting for the Theory U process in Spain in February 2014.

Board members had the following questions, concerns, suggestions and requests (in no particular order of importance), and will provide this list to the CoT Executive and the facilitator(s):

1. Request for specific outcome parameters or goals for meeting #2 that are measurable.
2. Request for more (and ongoing) communication to the community from the prototype groups. Feedback: the face to face meeting has clearly helped to establish trust among the group of 25. The rest of the community needs to be included in the establishment of trust through more direct communication and the invitation to participate with the prototype groups.
3. Concern about the total amount of money which will be spent on the proposed 3 meetings over an 18 month period of time, and wondering if the fee could be reduced.
4. Request for accountability – if there are members of the group of 25 who are not responding to emails, are not actively working with their prototype groups, etc, then these individuals should be asked to step aside.
5. Request for timelines and deadlines and dates for WHEN things will happen.
6. Concern that individual groups within the worldwide Trager community are not supportive of the Theory U process and any potential benefit could be neutralized by their lack of participation and/or support.
7. This Theory U process sounds like it recognizes all of these voices, asks us to explore what binds us together and to put ourselves in that space and from that place, we can ask “what do we all want?”, and we can begin the conversation. This process may have the result of building new kinds of relationships.
8. People who give negative feedback to this process need to be acknowledged and empowered to find a place to be a part of the process.
9. The fact that Trager people are meeting around the world by SKYPE and using the latest technology to do their work is a really important positive result of starting this process. In the same way that a Practitioner doing a Trager session may not feel like a lot is going on

looking at the surface, there are millions of things happening just below the surface in the client's body – and the Practitioner trusts that this is happening.

10. Request for exploring new and effective ways to get Trager out into the world – some suggestions:

- Improved or additional professional training for Class Organizers, Intro Workshop Leaders – provide them with the support they need to promote and host more successful Trager trainings
- Improved or additional professional training for Tutors, Class Organizers and Intro Workshop Leaders to work together as a team to promote classes
- Package the trainings in a way that makes them more interesting and attractive for a greater number of people or a specific population
- Increase the number of Instructors - bring in new Instructors
- Better coordination of Trager trainings

11. Each person touched by this work knows its value and wants to share it and help the problems in the world. Membership fees and training requirements have made sharing the work very expensive for many members. Question: if the organization spent the same \$100,000 on something else and/or something additional besides Theory U, would we have the potential for growth in the world? Other suggestions for use of the Bequest Fund:

- Money could be spent to assist Practitioners to build larger practices. At least a portion of the Bequest Fund should be spent to help Trager grow in the world regardless of the outcomes from the Theory U process.
- Trainings could be subsidized so that they did not have to be cancelled and/or so that our teaching staff could afford to travel and teach
- Former members could be invited to return without paying dues
- Pay every member's dues for a year
- Eliminate Student dues entirely

12. Concern that people who get things for free often do not value these opportunities.

13. There is an assumption that if it cost less, people who have dropped out of the organization would return – this may not be true.

14. Feedback: A review of the feedback from the group of 25 shows more positive than negative responses. It seems the goal is to be more clear in communications, identify the problems and rank them (prioritize), then go deeper and get more direct in communications and build better relationships. There ALSO needs to be specific steps for moving forward for the “action” people.

15. Suggestion: An enduring record of this process and all reports needs to be created – that is searchable as a reference and is located where members can easily access it. This would include the USTA Board questions and responses as well as that from around the world.

After a thoughtful hour-long conversation, the following motion was passed:

MSP#1: December 2, 2013: That the USTA Board of Directors approve the continuation of the Theory U process with a second meeting, and approve the necessary funding to do this. Seconded. Passed by majority vote. Laura Lynn standing aside.