

¶ FRIDAY MORNING • MAY 13 • SESSION ONE

Facilitator: Betty Recorder: Harvey

Board Members Present: Ben Lipman (Alt, Timeweave), Betty Didcoct (Langley, WA), Caroline Estes (Alpha Farm), Dan Questenberry (Shannon Farm), Elph Morgan (Ann Arbor, MI), Harvey Baker (Dunmire Hollow), Laird Schaub (Sandhill Farm), Lois Arkin (Alt, LA Ecovillage), Geoph Kozeny (Community Catalyst Project), Ella Peregrine (Alpha Farm), Chad Fuller (Alt, Haddonfield NJ). **Board Members Absent:** Ira Wallace (Twin Oaks), Tom Starrs (Alt, Green Pastures), Deborah Altus (Alt, Lawrence, KS), SYD Fredricksen (Alt, Seattle, WA)

Others Present: David Reis (Glen Ivy), Diana Christian (Ft Collins, CO), Jenny Upton (Shannon Farm), Jhym Phoenix (Nederland, CO), Loren Schein (Carmel, CA), Lynn Terrell (Timeweave), Paul DeLapa (CA), Shri Estes (Gabriel Farm), Velma Kahn (Denver, CO)

Welcome Circle, Announcements, Orientation (Betty, Jenny)

Betty draws a Tarot card for the day, which will be left unseen till the end of the day.

Introductions, Agenda Review/Approval

Administrative Committee (AC) Report (Laird)

Interim AC Meeting: was held in Yellow Springs in early March. We'd been so focused on the Celebration that we wanted to review where we were at, and where we're going. We're trying to shift how the organization is trying to do its work. With FIC expanding agenda, three days is no longer adequate to cover things in as much detail as we've been able to do in the past. Interim AC meetings allow us to be more prepared for the full Board meeting, but the additional travel costs need to be weighed against the value.

Headquartering: has been with Betty, our administrator, since our move from USI. We need to deal with the issue of multiple addresses, and presenting clear address info in our publications. We need to have a space for our resources documents, etc. that allows them to be used. It was useful to have HQ in Northwest during Celebration. We need to look at whether or not this location is the best option.

Yellow Springs is centrally located, has history of cooperative living and understanding of it; we explored possibility to merge space with Community Services, Inc. Other options include Lawrence, KS; New Harmony, IN; Boulder, CO.

Betty has hired a part time assistant to handle routine mail, freeing up administrator to do project coordination and travel. Fortunately, finances have allowed that.

Mailing Function and Bulk Mail Permit: looked at possibly getting another bulk permit; decided against another at this time.

Paid vs. Volunteer Staff: Relationship of people to organization. We encourage people to enter the organization as volunteers; people who come in as paid staff are not necessarily in decision making role. We try to treat each case individually. Compensation ranges \$5-\$10/hr; still need volunteer work.

Feedback Loops: We're good at thinking up things to do; enthusiasm generated at meetings does not always carry us through at home. We try to find ways folks can plug in and stay connected. We have ongoing managers of projects. We want regular evaluation of managers' work.

Designated Spokespeople: How do we represent FIC to the wider public? We are trying to soften boundaries between communities, without homogenization. It is delicate work; we have 4 people designated to speak for FIC: Betty, Caroline, Laird, Geoph. Others can speak about the organization, not for it.

FIC Membership: What does it mean: AC sees membership as a supporting role which also gives access to information. We have a firm commitment to open meetings and so far we all take part in consensus decisions.

Editorial Policy for CMag: draft to consider later.

AGREED: Board members and alternates get copies of whatever FIC publishes during term of office.

Regional Gatherings: AC decided to cosponsor TIBG with \$100, money has been sent and an offer to trade mailing lists. We get booth space for the \$100.

Indexing FIC Minutes: Twin Oaks will donate an index of our minutes sometime this year.

Electronic Mail (Elph)

We've had requests for our e-mail address; we have now an Internet address that forwards messages to our MCI box. Our address is 5012004@mcimail.com.

TASK: Betty will handle messages sent to FIC InBox, with Harvey as backup.

TASK: Elph will collect e-mail addresses and disperse.

Future Meeting Sites (Geoph)

We try to rotate our meetings around the country to allow local/regional participation. Geoph displayed where we've met over the years (see below). Give suggestions for future sites to Geoph and we'll discuss on Sunday.

Past Sites: (Notes: *Regional rotation began only after the first year. **The Spring/Fall '93 meeting sites were swapped to complement the Celebration.)

<u>West Coast</u>		<u>East Coast</u>	<u>Midwest</u>					
Spr'87	IL	*Stelle	Fal '87	MO	*East Wind	Spr'88	NH	*Grn Pastures
Fal '88	OR	Alpha	Spr'89	VA	Shannon	Fal '89	IN	N. Harmony
Spr'90	OR	Lost Valley	Fal '90	NY	Ganas	Spr'91	OH	The Vale
Fal '91	NM	Lama	Spr'92	NC	Celo	Fal '92	WI	High Wind
Spr'93	MA	**Sirius "	Fal '93	WA	**Songaia	Spr'94	TX	Stonehaven

TASK: Jenny will contact for Koinonia Partners in southwest Georgia re hosting our board meeting next fall.

TASK: Geoph will contact for Miccosukee Land Co-op on the Florida panhandle. He has left messages for them inquiring about their willingness to host the fall meeting, but hasn't heard back from them yet.

Discussion: Is it still our first choice to stay in communities? Lets consider Colorado with the advance time we have. Do we ask for reduced rate from conference site communities? Sunrise Ranch is still very interested; they needed more time this time. No airport near Ananda or Esalen; would require earnest effort to carpool. It's invaluable to meet at communities for the communication and interaction.

TASK: Paul will investigate Esalen as a possibility.

TASK: Jhym will act as contact person for investigating Boulder.

This is the second time we have not met at a community; these facilities are very nice. We could showcase community where we met as favor and added benefit to host community. Consider The Builders in Nevada. Ben says Timeweave could provide meeting space in Boulder. We could meet where there are several communities forming, to provide help to them.

Suggestions for the Fall? Georgia Sea Islands; we could help them survive. Ma and her ashram in Florida (from the fall CSA conference). If neither Koinonia or Miccosukee offers to host the Fall board meeting, these new leads will be explored.

¶ FRIDAY MORNING • MAY 13 • SESSION TWO

Facilitator: Caroline Recorder: Geoph

New Arrivals Brad Mowers (L.A.), Marsha Roberts (Quakerland, Austin), Jeff Tucker (Santa Monica), Jon Kane (Taos, Hanaman Temple)

AC Postscript (Laird)

FIC Publishing Role: Laird has received inquiries from four potential books (Caroline's book is our first choice); right now he's encouraging them and providing tech support, but he's made no new commitment of management energy.

New FIC phone at Sandhill (816)883-5545 reaches Laird directly, now has answering machine and fax(!)

Membership Benefits (Laird)

AC proposes a shift of focus in function of membership (see Attachment A). This has actually not changed since we adopted our new bylaws in 1992, it's merely an affirmation of what we've been doing. The Membership is not officially a decision-making body; the Board invites participation and input, is very careful to listen to all perspectives, and attempts to be as inclusive as possible.

Progression of Relationship to the Fellowship:

1) All are invited to observe a meeting, participate as appropriate, check us out, get involved as a volunteer in appealing projects. Anyone can work on committees or head up a committee.

2) No one is selected to the Board until they've attend at least two meetings and demonstrated active participation. A person can be selected as an Alternate at their first meeting attended.

3) Although pay & paid staff positions have grown out of volunteer work, individuals are advised not to have any expectation.

TASK: Draft of membership benefits referred to the Membership Committee for development.

Membership Outreach (Elph) (see graph - Attachment B)

TASK: The membership committee will be developing a reminder/renewal letter and will be sending out quarterly reminders (also seeking donations). Committee will meet 2pm Saturday; additional people needed to offer new ideas and work on editing of the letter.

Products & Services Catalog (Betty)

We have 90 audio tapes, T-Shirts, magazines, Directories, newsletters, maybe buttons, etc. It's now time to create and distribute a catalog (comprehensive and graphically appealing). Paul does this type of work and is interested; Ben will help while here at Stonehaven. Catalog needs to be ready to go when we do the big pre-release promo push for the Directory. **Committee:** Paul, Loren, Betty, and Ben.

Loan Fund (Harvey)

FIC has now been given the funds from CESCO. Dan gave a brief history of the 98 loans they made since 1952, including Koinonia, East Wind Nut Butters, Twin Oaks Hammocks, Shannon Farm's common house. General guidelines are that these loans have gone to businesses started by communities, or specific projects at communities, and have ranged in size from \$3,000-\$5,000. Usually individual members have been required as co-signers, and the borrowers have been charged 10% interest.

Current assets are \$44,000-\$45,000 of which we have recently received \$35,000 in cash; the balance will be transferred after they wrap up the last of their loose ends and close out existing accounts. Our funds are right now deposited in Whidbey Island Bank, until we determine a better place. We already have \$2,000 CESCO advanced for the Celebration, \$1,200 from Celebration Auction donations, and CESCO had four outstanding loans at the time of the transfer: three are in good standing totaling about \$2,000; one for about \$1300 is in arrears for about 18 months. Harvey/Dan decided to proceed with the transfer anyway, taking on servicing of the loan in arrears as well as the others. Dan estimates that CESCO will spend \$1500 of this balance in closing out the account. **Committee:** Dan, Lois, Jhym, Laird. Harvey will remain as chair until the fall meeting. Committee will caucus at 2pm tomorrow to consider the following: the fund needs a name; advertising (when, where, type); developing literature; developing more assets, soliciting investors; collection scheme (billing, notification); evaluation of applications, and development forms; investment decisions; handling correspondence flow (with backlog of 25 letters over the past two years).

Credit Union (Harvey)

Would need to be a separate organization from FIC, but the membership could be the same. A credit union would have more flexibility in investing funds than the Revolving Loan Fund, and might give us more capital to work with. Some funds could be loaned to members, some invested elsewhere; it will qualify for deposits of "socially responsible investments." Harvey's assessment is that it will be problematic to develop a credit union within existing legal constraints; it's more likely we can join an existing one (but still unlikely); his present recommendation is to put this on the back burner until the Revolving Loan Fund is up and running. This will require a lot of work.

TASK: Francis Forster (Austin) has contacts re: credit unions, and will forward information to Harvey.

Banking is another opportunity for building bridges within the movement, and can provide support services that reach far beyond just the monetary aspect. The business help a movement bank could offer are probably more critical than the actual dollars. We might look at the Mondragon Network for ideas. Our loan fund is not presently large enough to take on community housing loans or large capital projects, but we would like to get to that point. For now, this committee is the same as the committee for the Loan Fund.

Travel Subsidies For Board Members (Harvey)

We already have in place a mechanism for reimbursing travel. Harvey has now developed a form for requesting reimbursement. Typically a meeting costs Board members, alternates, and support people \$2500-\$3000 per meeting in travel costs.

Existing reimbursement mechanism (the Board can override): Each member wanting reimbursement submits a request form. If enough money has been allocated by the Board to meet all requests, then all are paid; if not, funds are divided proportionally. Any request greater than 75% must be approved by the Board.

Betty as Administrator and Diana as CMag editor are exceptions, as their travel is already subsidized through other budgets.

AGREED: \$1,000 allocated to cover said expenses for this meeting, \$1,000 for the fall '94 meeting, and \$1,000 for the past Interim AC meeting at Yellow Springs (\$3,000 total allocation).

Speakers Bureau (Harvey)

Is semi-active. The Speakers Bureau is an information and connections organization. We have recently had a request for a copy of the list. Speakers are asked to be explicit in explaining that they do not represent the views of the FIC (except for FIC designated speakers). Harvey will post a copy of the current speaker list. Speakers agree that 10% of their payment in excess of travel expenses are paid to FIC to support the program. Harvey has drafts of evaluation forms for speakers and for organizations using the service.

¶ FRIDAY AFTERNOON • MAY 13 • SESSION THREE

Facilitator: Ben Recorder: Ella

Communities Magazine Report (Laird)

After a long process of searching for a managing editor, Diana Christian was selected. She began work on October 1, and the first issue she managed entirely (#83) will come out just after this meeting.

Issue #82 was mailed out on Feb. 22, #83 will go out around May 23; Laird is optimistic that we will now be able to maintain a quarterly schedule. This is exciting because the issues released under our management match exactly the schedule we projected when we took over the magazine.

AC worked out a contract with Diana; it's not signed yet, but she is working under those terms. A first draft of her job description was presented and will be finalized by AC. (see Attachment C)

CMag Organizational Chart: FIC board of directors is the publisher of the magazine. Editorial review board is Geoph, Betty, Laird. Laird is the Business manager (handles complaints, bulk accounts, manages distribution, writes checks to individuals who oversee the following segments of the work: Reach, Design & Layout, Distribution, dBase Manager). Note: dBase management has not been paid up to this point. (Note: Guest Editor needs to be added underneath the Managing Editor on the chart presented as shown above.)

The Reach column is under development by Patricia Greene at Renaissance. Lansing Scott is doing design and layout in Seattle, and is noted as a pleasure to work with.

Sandhill is the initial distribution site for subscription and distributor the bulk mailing. All other orders are handled by Twin Oaks and Alpha who send new listings and address updates to Elph via computer disk.

Focus of Upcoming Issues: #84 People who were raised as children in community; #85 Passages —people with long term movement experience, and its effect on their lives. Guest editors gather and arrange articles on a topic/theme established by Diana and Editorial Board.

Diana (Editor's) Report: Diana takes care of some business aspects: sells display and classified ads, develops flyers and brochures for marketing, increases circulation, develops marketing strategy, oversees production with columnists, guest editor, and printer. (see Draft Job Description - Attachment D) She wants to have a board discussion about the range of philosophies on advertising and selling.

Came up with new ad rates based on our distribution which is easier for advertisers. After we have more subscribers, we'll do a demographic survey to find out the interests of our readers (e.g., our readers may be interested in photovoltaic cells, composting toilets, etc.; if so, Diana wants to sell ads to businesses selling those products). She also mails tear sheets and invoices to the advertisers. Diana has doubled ad base, in one issue.

We now have a distributor base of 2000 copies. One distributor has doubled its order from 200 copies to 400 after we placed a \$50 ad in their catalog.

We are developing more columns, with unifying graphics to emphasize that they are ongoing. Diana works with columnists re timeliness, clarity, etc. She also works with guest editors. Diana suggests topics, deadliness, questions, length of articles; plus fills in as an interviewer, and gives editing suggestions as needed.

Two New Columns: Book and video reviews. Diana is looking for a rotating team of regular reviewers and "My Turn" an opportunity for an individual to express an opinion.

AGREED: To approve Laird's proposed (see chart above) staff relationships and organizational structure for CMag production.

Volunteer guest editors make it possible to hold down our magazine production expenses. We may want to eventually pay guest editors and authors. Diana, Patricia, and Lance are our first experience with paid staff. (Note that Guest editor will work with Lance, providing direction/suggestions for cover.)

Draft Editorial Policy (see Attachment E) reflects that CMag is a publication of FIC, and asks for challenging topics and issues — we want to "illuminate the dialog, not eliminate the debate." We'll consider for publication any writing on the topic of cooperative living. A strong desire was expressed to change wording of first paragraph to give it a positive rather than negative slant. "Ecumenical" is perceived as having a particularly religious connotation; Also need to simplify the wording about disassociating.

Our past policy is that not all articles need to relate specifically to the theme of the issue; non-theme articles are included at the discretion of the editorial team. In the past we have had more material than we can use, related in part to the long lead time between issues.

TASK: The Editorial Review Board plus Diana will revise the editorial policy statement.

Budget For A CMag Index: Indexing would be done by the Twin Oaks indexing collective. Selling indexes to libraries could recover much of the expense. Makes set of back issue more useful. A/C recommends proceeding. T.O. gave a \$3000 estimate based on a \$7/hour rate (we'd bear the risk of overruns); they also offered a flat rate of \$3750 (T.O. would bear the risk).

TASK: Frances, an experienced librarian, will talk with Laird about making CMag index attractive to librarians.

.....**AGREED:** The board empowers Laird to pursue negotiations with Twin Oaks Indexing Collectiveregarding this indexing project (within the limits of his publications budget.)

TASK: Laird will create a marketing scheme for distributing the CMag index.

Back Issue Master Copies: Laird would like to make photocopy masters of issues no longer in print, and those almost out of print. It will cost up to \$1000 for the entire set, and is within the publications budget. This would also help sell back issue sets. Question raised about how to bind the copied issues; left to Laird's discretion.

TASK: Laird will pursue CMag master copies within his budget.

¶ FRIDAY AFTERNOON • MAY 13 • SESSION FOUR

Facilitator: Geoph; Recorder: Ella for CMag items, Laird for rest

CMag Philosophy In Respect to Ads: Selling philosophies can range from honest to manipulative. It is a service to get information about products to those who might need or use them. Diana aims toward selling with integrity. Examples of the people we sell ads to in the directory: Lois, Caroline's book, Monique's video. Everything we advertise right now comes from people of the movement. Pages of otherwise solid type can be helped with visually attractive ads.

This as an issue of degree. The whole notion of consumerism needs to be addressed. Would like the magazine to not be overpowered by ads (as are New Age Journal and Utne Reader). How much do we get drawn into consumerist trends? What are we setting up by having Diana's salary partially dependent on selling ads. Does this support or undermine our philosophy?

There were ads in the resources section of the previous directory. Advertising is something our society promotes that some finds intrusive. He'd prefer having a section of ads, yet wants to give access to services and products which we think are good. Perhaps we should look for other funding sources; how critical is advertising to our budget?

Advertising is at the root of some ugly trends in our culture. We need a radical alternative. An advertiser can pull high-price ads to control editorial policy.

Diana's role is to befriend both advertisers and publishers, and keep our promise that the magazine will come out on time. The proportion of advertising income to other sources is low. Is the current amount of advertising acceptable? We need to stay sensitive to the balance. Service drives us, rather than the income.

Could we locate ads in a single place? Can our next issue include an explanation of our philosophy of advertising? Issues to continue looking at:

1. The magazine needs to be on time: advertisers need/expect that.
2. What's appropriate advertising for us: amount, placement, content, etc.?
3. Diana's pay is tied to the amount of advertising; are people comfortable with the present level?
4. Could the Editorial board take this on? Perhaps change it's name to Publications Board? This is reactive, non time-critical, could be reviewed by the AC. We want to make sure this is fair to Diana.

TASK: Editorial Review Board will watch the rate of advertising, the placement of ads, and advertising's relationship to Diana's job, for one year. Concerns should be directed to AC.

Future CMag Issues: Two issues are now in the pipeline; next open slot is Feb 1995. Loren wants to guest edit an issue next year on Love and Sexuality in Community.

For topics, emphasize connecting what's happening with who we are. and the issues facing our society. What can the communities movement offer? Some suggestions added to the growing brainstorm list: People's Stories; How the Law Has Dealt with Communities; EcoVillages; Growing Old in Community; Earth Spirituality; Education in Community; Religious Communities; Land Tenure and Urban Communities; Cohousing,

TASK: Geoph will ask Deborah if and when she'd like to edit an issue on growing old in community

CMag Logo/Masthead (Font) — Lance and Diana suggest considering a different font for the name "Communities" on the magazine's cover. They don't like Peignot.

We want something that is instantly recognizable, comfortable. Some identify with the present font, others dislike it. How important is consistency? Needs to be readable, in whatever font, style, etc. There may be far more readers in the future than there are now; they won't have a connection with the existing font.

There is a difference between aesthetics and communication. What is the criteria? Does the present masthead meet that criteria? We might not lose much by changing it, and a change might symbolize an improved quality; we could retain integrity while improving communication. If we want to communicate a certain style, warmth, friendliness, inclusiveness, accessibility, etc., we could create an image to express that.

AGREED: We will accept suggestions for a new masthead and look at them at the next board meeting.We should aim for a particular issue where we would make the decision.

TASK: Everyone is invited and encouraged to submit ideas for CMag masthead to Diana.

It was suggested that we come up with words describing what we want to convey. Then we can work on how we want to communicate it (functional concerns as well as theoretical). We'll discuss the criteria during dinner, and give suggestions to Lance. Laird is opposed to interim action. Feels that one change is clean; incremental changes undesirable.

TASK: Committee will create a criteria statement of what we want the CMag cover to communicate (to be decided later).

Committee: Diana, Paul, Loren, Laird.

Celebration Finances (Betty) [Laird now recording]

Having trouble wrapping this thing up, there are some recalcitrant loose ends. Nonetheless, the attached report is hopefully the next-to-final report. (see Attachment F). In the final weeks, there were too few people to do too much. Many of the August deposits were not designated (thus the large "Undetermined Deposits" category). It is theoretically possible to go back to source documents and dig out part of the detail, but Betty doesn't believe it's worth the effort.

For registrations in the last of August and onsite, there was no clear designation of amounts we brought in for Evergreen room and board as opposed to Soup kitchen and camping. It would have been nice to be able to check to see if Evergreen income equalled outgo to Evergreen. Overall profit will be around \$12,000.

For a while after the Celebration, we continued to have the tapes copied by the person who recorded at the event. Now we have our own duplicating machine, and we make a higher net per tape.

TASK: Betty should record the lessons learned from the Celebration to be available for future gatherings.

Tarot Cards drawn for today's meetings revealed, Ace of Swords. Focused energy. and the Son of Cups. The quiet inner aspect of the male principle. It points to self-reflection and inner peace.

¶ FRIDAY EVENING • MAY 13 • SESSION FIVE

Moderator: Laird; Recorder: Elph

New people: Tom Hunter, Charlene, and their two sons (Sunrise Ranch, CO), Robert (friend of Stonehaven)

Stonehaven History: Margie & Paméla, the caregivers of Stonehaven, gave a little history of the place.

The owner Geneveve, after living in Italy for 20 years, decided to invest her money in her visions. Stonehaven is an example of a gift economy world. At first everything was free as an aspect of nurturance. The environment you feel around you has been here before. The building was built in 1930. FIC work fits in with the philosophy here—to work together and find better ways of living together. This is primarily a women's space, though this does not mean that men are not welcome. It is nice for women to be able to come into a place that is women's space.

We've touched on all matters of social conscience that you can imagine—lately breast cancer and environmental poisons. We just finished a conference in that vein, and have been very active in nuclear issues. We have another place on Lake Travis. WATER (Women's Elect Resource something) does computer networking and women's communication training. Radio FIRE does peace work from El Salvador. Geneveve does a lot to support women of color. Ana does networking around the world. Beijing, China — Decade of Women 1994. We are truly diverse: age, ethnicity, spirituality.

One of the neat things recently was collecting vitamins and underwear for Bosnia. We've had lots of support from trucking companies and help in town to get it there. We've been teaching women how to do video work so that women's history can be better maintained. We are forming a presence on the Internet. Funding sources are from one woman and income from Stonehaven. Geneveve just puts love out there and hopes that gets it rolling.

Shared Vision of the Future

Tarot card: Seven of discs—represents feeling, growth process, and waiting. There is no hurry. The thinker must wait just as one must wait for pumpkins to ripen. It is a failure of imagination if one fails to wait for what is to come. A second card is drawn representing opportunity which we will look at when finished.

The topic for this evening: describe where we are; speak to what is around us in our culture (see Attachment G - "A Visioning Proposal" which inspired this discussion). What is the context? Not debate, just images — what we witness. THEN we can move into what surfaces for us about what this group can do at this time.

Chad: I see two things, entropy and synergy. Because I'm alive I think it's happening more during my lifetime — that's egocentric. I don't think it's happening any faster than other times.

Jhym: We are a big vegetable garden planted about 30 or 40 years ago. There are so many things in the garden, and we've reached a point of maturity where things are just getting ready to burst. We are ripe — we have experience and connections and networks, we've been building, and now it is time to go forward.

Diana: Biology films show how chromosomes come together and pull apart. I think things are pulling together and falling apart. The nightly news is showing us the fabric of society rotting and tearing—and people are doing wonderful things. I generally dislike black and white, but I think we are at a time of choosing. Its an empowering time for me.

Jon: I see a rapid increase of interest in the spirit of community which includes intentional communities, but other forms as well. I also see the disintegration of our society as well as an increased willingness to collaborate. I see a real teachable moment, particularly for the intentional community movement. Partly because of the vision that catalyzed us 20 years ago. People have taken different routes, but we have the experience and skills of living together. We have gifts, or resources, to give to people that are looking for alternatives. Some need assistance, support, mentoring, to discover that we are all part of one merging network.

Linn: A point was brought up to me recently — if you could visualize the child in each other it is so much easier to work together. I think it will get clearer as time goes on.

Lois: Never before in the history of human kind have so many bad things and good things been happening so fast. I think that the decade of the '80s—our decade of greed, saw the worst in humanity come out everywhere. All the work that so many of us had been doing long before the '80s faded. I think we are poised at the threshold of the "We" decade, and the mainstream is ready to hear from us. Maybe like Toffler's third wave, we are in the turbulence and we have to focus. We have an opportunity.

Ben: From an evolutionary frame, just 150 years ago it was legal to have slaves. In so many ways we are still primitive. So many things are still backed by force. There is a new way of thinking that has been gaining weight, yet the traditional pattern, commodification, is driving a way of looking at wealth that is larger than individuals. It's really a struggle of the larger consciousness versus the large corporate structure. Rationale for violent control and a lot of reasons for dysfunctional habits are starting to fall away, More people are seeing this, but many don't see the big picture.

Geoph: People have been torn asunder, one aspect pulled from another. Others want connection, they want to be reconnected and don't know where to go. There is another group that have had it—leaving their city or their job—they don't know where, but they are heading out.

Shri: There is an urgency. We no longer have the privilege of time. In context of the tarot card is the necessary to hold the feeling that we don't have the answers. To sit with the questions in the unknown, keep moving forward. and keep listening to the voice inside.

Caroline: When we talk about "we" and "us" and "our place" and "our role" and "our good" and "our bad" we reflect an anthropocentric point of view. I don't know what is coming, but we may be waking up to the fact that this is not a point of view that we can hold much longer without adding our species to the endangered list. Whatever it is that is waiting to be born is not necessarily OF us. Whether it comes from the spirit or nature or the universe or whatever — there is something so powerful moving right now that we either ride with it or get out of the way. When we cast ourselves into tomorrow we need to be with everything and nothing. We need to be in a place where it is OK not to know and to know. The form we present to the future must be informed and crafted with much broader form of imagination than in the past. With much help, not human, we may be able to create the world we want our children and grand children to live in. And we must work very hard.

Loren: I have no belief that there is a god. Sometimes I think there is a universal scheme of things, but when I look at how big it is, I think not. We are but grains of sand and everything is just chance. The fact that we are sitting here warm and relatively safe is just chance. In Rwanda they are slaughtering each other. What we can do in a positive way is small — or we can destroy it all pretty fast. This is depressing. When I bring it back down to my family it makes more sense to me to see what influence I can have on my small world. When I met with ZEGG they were talking about a Plan 3000. They want to get together a positive

culture of love. They have about 3000-5000 people, and they are looking for a space, maybe in Portugal on the beach. That is something that I can see putting energy into, as something positive might come out of it. On our cultural level I think we are just rearranging the deck chairs on the Titanic.

Tom H: I have found myself in the "We" consciousness in the last 15 years. I am finding the only place of value to be in is the "I" space. I can't speak of the "We" anymore, not even my own family. It is a challenge for me to be in this space. It is a new place and an exciting space, but I'm lining up with the other "I"s. The Rwandas of the world cause me pain. I am feeling a part of spiritual world—all of these forces flowing through my "I" without my own controls, other than the belief in the spiritual aspect of the world. I want to meet in a community of "I"s — I guess you might say I'm an optimist at heart.

Paul: Something in this room and in the greater container of our world illuminates a need for embodiment, it's an extension of what Tom was saying. It's all analogous: what happens in this "I", in this organism, this body, this room, this organization — applies to how we are going to manifest our awareness and energy, and put it to service. The call is about embodiment.

Harvey: One of the things that gives a sense of how not to feel hopelessness is a profound understanding that we are not acting alone. This organization is an example of that, and we need to keep a connection with that.

Charlene: I think there are enough people that know what is needed to save the world, but I appreciate the sense of the cost. We are standing on a threshold of the flesh and blood of it. I notice people in their 20s are tired of listening to words, but they are willing to watch and see what you are about. I think we have an opportunity to live a way that would be the loudest voice.

Brainstorming possible directions for FIC

being an example	purchase land for FIC
offer models of sustainable living/growth	publicity stunts
living bio-regionalism	change laws to reflect our values. i.e.: zoning laws
realizing/networking our potentials	promote/teach permaculture
abandon cerebral control	influence public policy
teaching consensus/facilitation	work with unrecognized intentional communities - Hispanic
broaden vision/missions	create intentional community training of community
enhance harmony/integration	model of revolving loan fund
take back cities	workshops on Holistic Health
mainstream the radical vision	intentional community to become trendy
run a bank on simple interest	build multi-disciplinary university of community
catalyst	promote barter economies
context for sharing visions	market community products
more public outreach	sell 100,000 new directories
a sitcom and docudrama of our lifestyles	vision on school board
traveling road show	get 4 FIC spokespeople on TV talk shows
CSA (Community Supported Agriculture)	connect frugality movement
education for youth on sexuality	peacefully take over shadow govt.
manifest radically	REALLY promote Speakers Bureau
dialog among intentional communities	establish inner-city demos
consensus in primary schools	purchase/operate radio stations
sci-fi novel on sustainable living	do comic book
get vision to twenty-somethings	guerrilla gardening
promote voluntary simplicity: dignify, validate low consumption, high quality	connect with Oceania, transcend nationalism
find/validate inventor of "the solution"	Geoph's slide show onto video
re atomic waste	national radio show about communities
fast track establishment on establishment of healthy communities	boycotts
	capture inner city youth with our vision
	optimize current system

Tarot card revealed about our opportunity: Five of swords - struggle on the level of mind.

¶ SATURDAY MORNING • MAY 14 • SESSION SIX

Facilitator: Laird; Recorder: Harvey

Present: Laird, Betty, Caroline, Velma, DavidR, Jhym, Jeff, Brad, Chad, Loren, Ella, Paul, Lois, Shri, John, Ben, Francis Forster, Byron Sandford, Tom, Charlene, Lynn, Geoph, Dan, Elph

Laird draws 3 tarot cards; their relevance will be: 1) What we want to hold in view in building our work: the card is The Sun; 2) A card for the session; present in the room but not in view; viewed at the end of the first session; 3) A card for the day.

The facilitation elves have clumped last night's brainstorming session into the categories—1) models, 2) education, 3) media/events, 4) networking, 5) engaging with the mainstream. We break up into 5 groups, each with the charge to pull out the important pieces, convert into actual project format, project both how much time it will take and when it needs to happen.

During the group discussion, focus attention on the special pieces that this organization as a network of communities has to offer in each of these areas. Groups met for 40 minutes.

¶ SATURDAY MORNING • MAY 14 • SESSION SEVEN

Group Reports (see Attachment H - "Five Year Plan Draft" which evolved out of the following group reports)

Group 1 - Education

Community as a vessel, with specific modules appropriate to FIC. The model is a circle with a birth canal. There are 4 important elements we are most prepared to offer: teaching consensus/facilitation, leadership training, community building manual, youth program. It is recommended that we create a training center.

Timeline:

Year 1: infrastructure: site/building, conceptualize;

Year 2: create and test curriculum, build intentional community at the site, network;

Year 3: open door, start trainings;

Year 4 & 5: test out in public, take projects out in world.

The items in the center of the group's drawing are possible projects. We need to pay attention to whole, even while doing discrete projects; we shouldn't lose the fact that we need the long term structure.

Group 2 - Models

This group created an onion metaphor of a multi-layered structure: the outer layer is FIC doing what has to be done continentally, then operate regionally, then locally.

Specific aspects/projects:

Help people in community make the transition from working for other people to being self employed, taking care of themselves.

Put a community directory of products and services in Communities Magazine yearly.

Encourage regional connections; they decrease isolation and increase points of connection.

Identify the regions, and contact people in each region to work with, then provide support. There are specific advantages to both regional and bioregional structuring.

Long term possibilities: bank, health care systems, community supported agriculture.

Group 3 - Networking

1) develop resource-need information system/clearinghouse;

2) Begin dialogue between IC's;

3) identify and link with parallel organizations and specific community-oriented people in them;

4) Specifically, link with cohousing network;

5) Specifically, help create and link with a National Facilitator's Network.

Group 4 - Engageing With Mainstream

We spent time on what it means to engage with the mainstream, and why would we want to? We're convinced that how we live is one answer, that how we live is "normal". We want to bring that to other people.

We should start by redefining what is normal, what is desirable. We choose community because our happiness comes from being in relationship to other people. Get our message in the media. Redefine "family values" beyond the nuclear family to the community around us. Redefine "abundance". Have our home communities be more active in our local communities. Get the buzz words with positive images into our literature and thought processes.

Mainstream means large numbers of people to reach; the mass media are the access points to large numbers of people.

Group 5 - Media

Create a tour of communities open to the public.

Encourage, organize, and publicize open houses at communities every Saturday for a month (Communities Open House Month.)

Put out scores of pamphlets and papers.

Do cooperative advertising with other organizations.

Expand the FIC Speakers Bureau and promote it more widely and effectively.

Put Geoph's slide show on video, edited to different lengths.

Create some community comic strips. Get comic strip artists to focus on intentional communities all at once. Mobilize artists, video folks, etc. interested in community.

Do another conference/celebration within 2-4 years.

¶ SATURDAY AFTERNOON • MAY 14 • SESSION EIGHT

Committee Work Sessions - There were two sessions for committee work. Committees were: Conference, Life-School, Catalog, Community Building Manual, Loan Fund, Clearing House Development, Membership, Communities Tour, and Newsletter.

¶ SATURDAY AFTERNOON • MAY 14 • SESSION NINE

Facilitator: Harvey Recorder: Elph

Networking Announcements

The AC approved being a sponsor of Turtle Island Bioregional Gathering. We get a booth/table. It's an opportunity to peddle the magazine and Directory, tapes, t-shirts, etc. We encourage people to attend. See Laird for details. It will be Aug. 14-21st, near Louisville, KY. **TASK:** No one assigned to operate the TIBG-VI booth.

Twin Oaks will be holding its third annual conference Labor day weekend. We have had a consistent presence at that event. The cost is low; people camp, and the meals are simple. There are workshops on what's going on at different communities. It has the flavor of a community fair; participants can get a flavor of lots of groups. About 200 people attended last year. See Geoph for a flyer.

The International Communal Studies Association (ICSA) is having their conference in Israel next year. It will be May 30 - June 2nd, 1995. If you have an interest in participating, talk to Caroline. It will be held on or near a kibbutz; there may be a tour of other kibbutzim. Further information may be obtained from the ICSA, c/o Yaacov Oved, Yad Tabenkin Institute, Ramat Efal 52 960, Israel.

The third international Eco-cities conference will be held in Yoff, Senegal (West Africa). It will be in Dec. '95. Yoff is a small 500 year old fishing village of about 30,000 people and is the sister city to Ithaca. Attendees will stay in people's houses. **TASK:** Lois will send Eco-cities conference information to Tom Starrs for the newsletter.

Third annual Boulder New Renaissance Festival is on Sept. 3-5th, "Remember the Future." It's a fair with a future orientation. We're expecting 40,000 people. I can provide crash space for those wanting to present ideas on intentional communities. The FIC will have a booth there managed by Diana, which we will share with her "Growing Community" newsletter.

Eurotopia is doing a conference July 19-22nd in Germany.

Zegg is putting on a summer camp, which will be a conference of about 300-500 people. It will cost 40 deutschmarks a day, and be the last week of July, first week of August. See Loren for information.

On Oct. 5-7, the Communal Studies Association (CSA) will hold its annual conference at the Oneida Community Mansion House. Though the CSA is academically oriented, there will be some less formal sessions. Harvey will do one entitled "Community Today." Director Richard Kathmann has tried to make it much more accessible to a wider range of people by offering food, housing, and camping choices; diverse program topics, etc. **TASK:** Harvey will send information about the CSA conference to Tom and Diana.

Oct. 13-16th, National Cohousing Conference. More information later.

Voices of the Earth, July 29-31st. Boulder.

The annual Rainbow Gathering will be somewhere in Wyoming the first week of July.

The New Science Annual Forum will be in Ft. Collins the first week of September. Diana will give presentations about intentional communities. There will also be talks about sustainable agriculture, the Real Truth about the government, new age stuff, alternative farming, inventions that are too radical for us to ever see, healing and health, clairvoyance, Brown's gas, physics, conspiracy, and weird archeology. It's sometimes pretty flaky, and also has good stuff.

The North American Students of Cooperation (NASCO) will hold its annual conference in Ann Arbor in November.

Cohousing (Velma)

There's lots going on with good opportunities for alliance building. Velma is on the board of the Rocky Mountain Cohousing Association. RMCA is one of the strongest of the regional associations; it puts out a newsletter and has an annual gathering. The newsletter has recently gone national. Regional organizations are nearly ready to form a national association. RMCA's gathering this year it will be national for the first time. It will be Oct. 14-16th in Boulder.

RMCA and FIC could do a formal alliance. Maybe we could exchange a board member. We might have an opportunity to write a communities column for the cohousing newsletter (currently about 900 subscribers). It would be interesting to generate a list of what we have to offer them and what they have to offer us.

People looking at cohousing may not have the background in working with groups that community members often have. We could offer skills there and they could offer us a larger audience. The developer of Nyland Cohousing is now interested in intentional community; we may be seeing a shift as people become more aware of all that's involved.

The word "cohousing" has a real specific definition as far as cohousers are concerned, though there is a general usage of the word that is more vague. For cohousers, the concept includes pedestrian access with parking to one side, building the facility themselves, a common house, just creating a good neighborhood (but not necessarily shared values). We could help break the hippie image stereotype and the myth that all communes failed in the past.

Cohousers have to work with bankers and need to represent themselves in a straight manner; this may increase their reluctance to associate themselves with the "alternative" folks. People forming communities could learn a lot from the financing, legal and zoning acumen that cohousers have accumulated. We have a lot of information on sustainable economic and ecological development that cohousers could learn. Most cohousing groups seem to be moving in the direction of market-rate condos. We are just beginning to see the tip of the iceberg of the cohousing movement. Cohousing is more mainstream and it is a type of intentional community.

A proposal to the cohousing folks may be a bit premature. We don't know what the connection looks like yet. When we do it will be easy to write one.

TASK: Velma will facilitate getting an FIC board representatives to the Oct. 14-16th conference, so we can start connections.

Velma reports that there will be a formal proposal to form a national organization at the conference. Some regional groups will be there, others have no interest at this time. Who should we send? Caroline will be in Colorado. Ben will be there. Geoph is unsure.

TASK: Caroline will get an answer back to Velma about attending Cohousing Conference and will also tell the AC.

Would the national cohousing group be interested in an FIC person on their board? We have a tradition of not doing formal exchanges, rather informal exchanges based more on individual people's interests. There is always room for people who are interested in working with our organization.

TASK: AC will work with Velma to flesh out the opportunities for forging a link with the national cohousing group.

TASK: In response to Velma's request for folks who might be interested in writing articles for a cohousing newsletter: Elph, Geoph, Caroline, Betty, and Diana indicated interest.

Ecovillages (EV's) (Lois)

Harvey and Lois recently attended a 5 day conference to design an outline for the creation of the ecovillage training center at the Farm in Tennessee. It would be beneficial for the FIC to look at the outline and see what the interface might be with FIC and all the other movements. It might also be helpful input when we design the FIC's educational facility. Their training center does not want to reinvent the wheel, compete with or duplicate existing facilities. The training center at the Farm is currently seen as regional, with an international focus. The international Ecovillage movement has been getting a very big boost from the Gaia Foundation in Denmark. They had a huge invitational conference 3 years ago. There is a follow-up smaller meeting in Denmark in June. They put a strong emphasis on working with the Russians on the St. Petersburg Ecoville project. Gaia has granted \$40,000 to help develop the Farm training facility. This training center will provide an immersion experience in small community living.

To see what's happening in America, read the 15 month report Lois has. All the ecovillages Lois knows about, have an agreement to do some public interest activities. Not all EVs are in urban areas. The one near Ithaca is 500 acres near the city. They plan to have 8 clustered cohousing units. (They are the main coordinators for the international conference.) Saben community in Portland is a low income inner city EV. There are a lot of other things that are going on that are calling themselves ecovillages or eco-communities.

What will be the interface between FIC and eco-villages movement? To what extent are ecovillages drawing on the experience of other intentional communities? We have something to offer. Is there a particular way we should be looking to build bridges? Albert, Lois and Harvey are doing bridging work. Ecovillages are trying to create a format for intentional community that is mainstreamable. It tries to look at our social, economic and ecological needs in a comprehensive way.

EC's need IC's well-developed teamworking abilities. Communitarians could live in ecovillages for 6 months to 2 years, to be models for others. This is a way that the FIC could help create an urban IC that is sustainable.

One thing FIC will be able to learn from the ecovillage movement is that they will be working intentionally to integrate the physical, social and economic parts of the community.

TASK for open house committee: What about including ecovillages and cohousing in our open house idea? There is a good understanding that they are part of the IC movement.

¶ SATURDAY EVENING • MAY 14 • SESSION TEN

Moderator: Lois Recorder: Harvey

Facilitation Guild (Betty)

Early in FIC history, FIC made a decision to operate by consensus. We had a strong policy of fostering inclusivity with our process. Many of us on the board have been trained in consensus and facilitation by Caroline, who's been training since 1986. There has been pressure to create a guild in a world where people are using consensus in an unskilled way. There has been a reluctance to attach accreditation to anything about consensus because there are many schools. How do we do this without alienating others? The pressure to do a guild has increased since Caroline has been out doing more training. We've been trying to keep facilitation and the FIC at least slightly separate; it's hard to do with so much overlap.

Discussion: This is not the first time this idea has come up. Now it's framed in a different way, with different pressures and opportunities. There is a new sense of immediacy. Four board members are trained professionals: Betty, Laird, Caroline, Geoph; 2 others are trained: Harvey and Ella.

We have some resistance to advocating consensus as "the way".

Earlier we were hesitant to set ourselves up as judges of facilitators. Now we have the confidence and skills to establish guidelines for accreditation.

One example a need: A forest coalition called Caroline who was not available; she could refer certain people. With accreditation, her personal recommendation would have carried more weight.

There are people out there doing consensus work in various ways. We have something unique; how do we protect it? It's being called for more and more; it could be compromised if there is no way to certify trained people.

If this were an FIC thing, how would it look? We've talked about this, but we don't have it nailed down, though Caroline has a lot of ideas about it, as do Laird and Betty. Possibilities include getting training, work to get experience in groups of many sizes, video tape two sessions for evaluation. Caroline is very uncomfortable doing the whole judging process herself.

This could be a money making proposition.

How does this facilitation guild relate to CanBridge? What is the overlap?

There is no question that there needs to be a guild; the question is whether it should be part of FIC. The way we make decisions may already be somewhat of a barrier to greater participation from non-consensus communities. If we make a consensus facilitation guild instead of a generic facilitation guild, are we proselytizing at that time? Will bridge building be harder?

We should also address the question of whether we are creating problems of inclusivity in the other direction, with people who want to be in the guild, but have no connection with or interest in intentional communities.

Dan is very eager to see this wing of the movement allied with consensus, as an essential ingredient for community building.

Who might we put off by endorsing consensus in this way?

Laird has have a sense of the fragility of the connections; He don't know the consequences. Typical examples are groups with strong spiritual leaders.

Process is community's most important product. This organization has a clearinghouse role on process in general. The guild information would be one part in the mix of process documents created by all types of community experience.

People on the board have made a commitment to consensus in all aspects of life. Ella is uncomfortable with the idea that the guild would "belong" to the Fellowship.

Lois feels the trend is toward decentralization and participation, and folks don't know how to do it. The most commonly criticized communities are the authoritarian groups, who are the most likely to be offended.

David admires this group's clarity of purpose and cleanness. To officially state that consensus is the preferred method of decision making muddies the water, and reduces the cleanness and clarity. Why do this? Keeping it separate from FIC allows both organizations to be clean and clear. If we espouse consensus too strongly, it would cloud that value of choice.

Velma would not like to see FIC lose its wider appeal.

Would it be possible to broaden the choices beyond consensus for the guild's offering? There may be more openness to a facilitation guild than a consensus facilitation guild.

There are a bunch of facilitation guilds out there. There IS a difference! Yes, we could teach all sorts of stuff; what we really have is consensus facilitation that is totally inclusive.

Geoff feels the guild should not be under the FIC. Practical consideration: we would have to use meeting time every time to administer the guild.

Paul: FIC is all the communities we strive to connect. If we really believe in our three purposes, we have to embrace all the ideologies of the groups we represent. From that position, he cannot endorse the guild being an FIC thing.

Is there a general consensus that there should be a guild, but not directly under the FIC?

This is an extremely important discussion; we shouldn't rush to a proposal. Laird feels that there is another piece. He's no longer sure if working from within the communities would say that proselytizing the process is more important than connections between the groups. The question is why affiliate the guild with the FIC?

Caroline thinks that we are on an edge culturally, and one of the answers that will carry us over so we won't totally lose it is community. Given what is ahead of us, we're not going to get through it by vote, or by part. Consensus and community are interlocked as solutions; we better have these together for this species to make it. We've got to reach the whole. In general, consensus is not being correctly used. The best people to model this combination are the ones in community. It is okay if FIC doesn't do this, but we are shortchanging a lot of people if we don't marry community and consensus.

Sunrise Ranch did community for 50 years (without consensus), but that wasn't enough. To get through another door, they had to go to consensus.

One reason to offer other types of facilitation is to meet face to face with folks who don't yet know your favorite process. You could talk about it as a better way.

Would putting the two (guild and FIC) together limit both?

Geoph is enthusiastic about a guild, and unenthusiastic about it being under the FIC.

Tom does not make the link between using the process and espousing it, and favors a link so there is not this muddy water.

Shannon has had consensus since the beginning, with a big stick in the closet, namely a backup vote. Dan is interested in a high profile symbol that tells the rest of the world that we do have more to offer than the authoritarian groups show the world.

Paul feels the mission of the FIC would have to be changed to proceed jointly with the guild.

Elph feels like it serves both groups to be separate.

Laird spoke of his pain and fear of a separation; Of not having seen what Caroline has seen. He cannot join at this point. Part of it goes back to the vision we spoke of.

Caroline is not attached to a particular outcome. She does not see either/or, and has been saying "I don't know" for three months. Neither of us is right or wrong. This has been a great exercise.

Betty does not understand exactly why FIC should be the vessel for the guild. Community and consensus are parts of the whole in the work we do. She is totally for the guild; yet doesn't see why it's important to link the FIC and the guild. She sees a linkage for the guild.

Harvey is not ready to risk compromising the vision he has helped to build in FIC.

Shri: These are new times: we are all being asked to take risks. I am not sure it is time for FIC to take this risk.

The FIC and the guild are different facets of one vision; they are married in the individuals.

Laird feels the most important issue is how we deal with emotional input. This group has mixed experience with it, and different agreements on what is comfortable and appropriate.

There seems to be interest in forming a Guild, but not to connect FIC and the guild at this time.

The tarot card drawn this morning is displayed; it is the three of disks. This is a building card; synthesis; a triangle, a group of activity. It symbolizes work done together building community.

¶ SUNDAY MORNING • MAY 15 • SESSION ELEVEN

Facilitator: Ella Recorder: Laird

Present: Ella, Jhym, Ben, David, Lois, Shri, Velma, Diana, Caroline, John, Harvey, Charlene, Tom, Lynn, Paul, Loren, Betty, Elph, Laird

Ella pulled the day's Tarot cards, the first on the theme of our presence here and the second on how we will carry forward. The first card, a major arcana: the Chariot. The second, Two of Wands.

Consensus Facilitators Network Proposal (Jhym)

The proposal (see Attachment I) arose from a series of consensus and facilitation trainings done with Caroline in Boulder and environs in the last few months. Strong transformational energy surfaced and there is a desire to carry that forward through a structure. Their concept includes an office and a monthly newsletter. The office will serve a clearinghouse function, describing what is available and who can help provide trainings and facilitation services. It seemed desirable to this Colorado group that the FIC be invited to help develop a continental version of this network, because of our apparent focus on linking community and consensus. Jhym reported that the CO group intends to go forward with building a regional network whether the Board funds the proposal or not.

So far this year there have been about 50 people trained in the Boulder area. About 12 of these were initially involved in creating this proposal, with the rest invited to take part. Shri, David, Diana, and Jhym are part of the 12.

Planning at this stage does not extend beyond the initial year. The proposal asks for \$3,750 in salary funding for 5 hour/week, @ \$15/hour, for one year. This is essentially for administrative functions, not clerical (thus justifying the \$15/hour wage). Jhym reported that this rate was necessary for him to be the staff person.

Concern was expressed about whether the network planned to be financially self-sustaining beyond the first year or dependent on continued subsidies.

The proposed network membership fee is set at \$20/year. It is expected to attract a range of supporters: from active facilitators to those simply interested in getting the newsletter.

There is no FIC policy or precedent for giving grants; we have never before had a proposal for one (and have only recently had the money to be in a position to do something like this). As a 501(c)(3) organization we are limited to financing activities in line with our approved charter. This proposal seems to fall within that framework.

Through his work on the loan fund, Harvey has become aware of the value of advice on sound financial planning and business advice in conjunction with the money itself. He wondered if business advice would be valuable to the proposed Colorado regional network. For example, taking advantage of what we know about leveraging dollars, he felt that the funding could be cut in half without jeopardizing the mission. He also wondered if a loan might not work if a grant is not forthcoming.

Jhym feels that ties with FIC would be weaker if funding were not approved, yet it's difficult to pin down the consequences specifically.

Concerns were expressed about safeguarding the appropriate use of the FIC logo and name. A grant implies an endorsement, the very thing that was not supported in the previous night's discussion. Have other possible resources been explored? Possibly the Loan Fund Committee could make a 5-year interest-free loan of up to \$3,750.

There was discomfort that the proposal is tied to an administrator salary that exceeds our top compensation rate and with moving into granting without a more thorough deliberation.

There was concern that loan fund policies are not in place and this proposal pushes action before the digestion has taken place. There was support for the rising energy for the network, yet some concern that others who have been active in thinking about a facilitation network have not yet been included in the discussion.

There was one suggestion that FIC consider a mix of loan and grant; that it is time for FIC to make the jump to supporting consensus facilitation in this way.

We're mixing two things that are better separated: the continental and the specific Colorado proposal. We laid aside the idea of an FIC-affiliated continental network last night. Nonetheless, a leap has taken place on the regional level in Colorado; do we support that? It appears that it is too soon to act on this given the reservations.

There is considerable energy for helping this network develop, though no clarity about the best form that should take.

AGREED: to empower the AC to make a decision on this — either as a loan or a grant —including .funding up to the full amount, before the next Board meeting.

¶ SUNDAY MORNING • MAY 15 • SESSION TWELVE

Facilitator: Caroline Recorder: Ella

Communities Directory (Laird) (see Attachment J - "Publications Financial Statement")

Less than 50 copies are left of the current edition (version 1.3). Release date for the new edition (version 2.1) is now projected for September. We are now in the final stages of this work, yet it is still possible to offer assistance. If you have computer graphics or layout skills, along with time and interest, see Geoph.

Directory 2.1 will list 450-500 North American communities, plus 100 international. This is a big jump from 1.3, which only lists 375 North American, plus 55 off-continent.

As has been said at past meetings, Laird intends to see 2.1 through to completion, but is not willing to be considered for filling that role for 3.1, which might be looked for in 1997 or 1998. No person has surfaced as a likely candidate for this future role and no one is being trained in this capacity at this time. For now, Laird is willing to have Sandhill continue to serve as a focal point for receiving updates of listing information, including new leads. It is highly desirable to have a stable address for this function.

We have a recent directory of communities focused principally in Europe, printed in German. Laird requested leads for possible translators. **TASK:** Lois and Caroline will give Laird names and addresses for possible directory translators.

We want to have *Communities* magazine searched for significant information/stories about communities that will be listed in Directory 2.1. Laird has a complete back issue set, and can send any missing issues to someone willing to take this task on. The job shouldn't take a huge amount of time, but it needs to be done right away. Betty is working on getting the Celebration audio tapes searched for the same kind of information. That also will be part of listings info in 2.1.

TASK: Paul will get together with Laird about getting the *Communities* search done.

TASK: Betty will see to it that the tape search is completed and sent to Laird.

Feedback About Communities Listed in Directory (Laird)

How should we handle negative feedback about communities? Generally comments about communities have been positive. Nonetheless, *some* misunderstandings and complaints have been received. Occasionally we've received claims of serious misrepresentation, even fraud and endangerment. We've handled perhaps six such cases in the past four years. What is our proper role? How far should we explore these situations? Should we mediate disputes? Report them to other inquirers?

The AC recommended creating feedback files, and announcing their existence in the Directory (see Attachments K, L, and M, for details about the proposed approach). We won't be indicating possession of critical feedback about any particular community. Before placing any criticism in a file, we will try to have dialog with the community in question, and attempt to resolve the differences to everyone's satisfaction .

While we don't intend to publish critical information in the Directory, we are open to the possibility of the magazine printing articles and letters to the editor that engage in critical commentary. For example, the magazine has already done this in regard to Cerro Gordo, and we get a lot of back issue requests for this information.

A part of this proposal that Laird has suggested is to charge \$1 per community for file requests, regardless of whether there was anything in the file or not. The charge would cut down on casual inquiries while making information accessible to anyone seriously exploring a given place. The income would also defray the administrative expenses of building careful files. This service could be fully and prominently displayed in the Directory. Some advocated frequent mention of this service throughout the listings; others were worried that frequent display would create an inappropriate negative energy.

Making a file available about written complaints could fuel negative attacks on communities, including adverse media coverage. In this sense, written complaints are potential loose cannons. Recent cases of challenging written recommendations suggests there may be more legal liability in this area than we suspect.

Is it enough to simply print a disclaimer about the accuracy of listings? Maybe we should print advice about the right questions to ask, to reduce the likelihood of people making precipitous investments.

This area offers conflict, and opportunity: groups we receive complaints about are likely in need of help with internal dynamics.

TASK for AC: take the input from communities feedback discussion and make a decision about how to handle it, so that the approach can be used in Directory 2.1

Agreed

Publications On-line (Elph)

In his explorations of Internet, Elph has found two appropriate places for community information to fit into information networks. We could put the Directory on line. He could do the work necessary in about a week. There would be no cost for doing this, and also no way to charge people for accessing the information. Elph advocates putting the Directory on line. People questioned the effect this would have on sales. It would be extremely tedious to download the entire book and far cheaper to buy a copy if they wanted the works. By seeing first-hand what it contained, he felt sales would be stimulated rather than depressed.

Another opportunity is the Electronic Newstand. There are approximately 100-200 magazines available on Internet right now. Usually only a portion of an issue is available: the cover, the table of contents, a few selected articles, and an index of back issues. It's a tease to get people to subscribe, rather than a substitute for subscribing. Putting *Communities* on line would be different than the Directory, and there would be a charge to us for getting it up, but no charge to the user. Typically there is subscription info provided in the net and a \$2 handling fee that we'd pay for each subscriber brought in. Electronic Newsstand folks have information to share about the subscription sales brought in through participation. Elph doesn't know what that is at this point.

Internet has no governing entity. It is a cooperative enterprise/experience that has been unfolding organically for about 20 years. At university sites (Elph has access through the Univ. of Michigan) access is free to members of the institution. Elph predicted that Internet access would remain free for 2-3 more years before it is coopted by service orientation providers. Department of defense initiated this to protect web of communications, with nodes not making others vulnerable.

AGREED: Defer decision to AC about putting old and new directory online.

1994 Proposed Budget (Betty) (see Attachment N)

Although there are ambiguities in the numbers, there is appreciation that the totals keep getting larger year to year, and we always operate in the black. Currently, financial decisions are made at the Board level, the AC level, and the Treasurer level. Betty proposed striking a Finance Committee, perhaps of 3 people, to broaden the responsibility for decisions now being handled by the Treasurer, and lighten some of the burden handled by the AC. Obligations of the committee would include being available for phone consultation and decision making, and to help develop and review budgets.

AGREED: To strike a Finance Committee, as outlined above. **Committee:** Betty, Elph and 2 other AC members.

AGREED: To budget \$5,000 as a Contingency Fund, for expenses which come up through the year. Approval for spending would come through the Finance Committee and approved by AC.

Crisis Response (Dan)

It has been Dan's aspiration to develop a crisis response capability where FIC could play a role in on-site mediation and media representation whenever an intentional community got into high-profile negative scrutiny like Jonestown in Guyana, or the Branch Davidians in Waco. Perhaps we could team up with some representatives from CSA and be on-call for such situations.

Media people are interested in having on file a sense of who can supply expert commentary on fast breaking events. We might be well served to have this possibility in view when we select spokespeople for FIC and when we develop media packets. If the press knows about us, we're likely to get a lot more calls for background and comment.

While concern is shared for the tension, dangers, and gulf of misunderstanding that often prevails in crisis situations, there is considerable reservation in the Board for taking on any unsolicited on-site role in a crisis. Individuals associated with the FIC may have that ability and interest, but doing so as an official FIC representative appears to be a dubious prospect at this time.

There is support for developing a stronger presence with the media about framing the range of dynamics occurring in intentional communities. There is considerable reservation, however, about accepting a rescuing role in times of crisis. No Board action is taken on this item. **TASK:** Everyone is directed to funnel ideas about crisis intervention to Dan, and he'll develop a proposal for further Board consideration.

Products/Skills Exchange (Ben)

Ben will be taking out an ad in Directory 2.1 announcing his interest in building an alternative economic network. Please connect with Ben if you have information or interest in discussing barter economies (something on this is already under way in both Ithaca and Boulder). This could be another way for communities to help each other, and possibly promote some very unusual and valuable products and services.

Future Meeting Sites (Geoph)

We developed a list of possible sites, and identified a contact person for exploring them:

Fall 1994: Southeast

Koinonia (Jenny)
Miccosukkee (Geoph)
Ma's Ashram (Shri & Jon)
Twin Oaks (Laird)

Spring 1995: West Coast

LA Ecovillage (Lois)
Glen Ivy (David)
Esalen (Paul)
Center for Regenerative Studies (Lois)
Ananda
Builders

Fall 1995: Midwest

Sunrise Ranch (Tom & Charlene)
Timeweave (Ben)

TASK: People designated will report to the AC about the possibilities and conditions for hosting an FIC Board meeting during the designated time slot.

It was noted that these dates reflect a 6-month cycle, but this may not be the best timing. In each of the past two years an interim AC meeting was held during the winter. Because of this it was useful to have a longer interval going from the fall Board meeting

to the spring one, and a shorter gap over the summer. So the question of optimum timing depends on what the AC decides about how often it should meet. Because this remains an open question, it seemed best to go with the six-month cycles for now.

AGREED: Preferences for fall 94 Board meeting dates are: 1) Nov 4-6; 2) Nov 11-13;
3) Oct 28-30.

Feedback about the process of introducing meeting locations early in the Board meeting and making decision at the end: would be better to allowed more time early to fully identify what information is needed for firm decisions.

¶ SUNDAY AFTERNOON • MAY 15 • SESSION THIRTEEN

Facilitator: Ella Recorder: Betty

Working Committee Reports

Catalog Committee: Betty, Diana, Paul, Loren, Ben

It is highly desirable to create a product catalog, to be available no later than a month before the new Directory is released. There will be a big promotional mailing done in conjunction with the completion of Directory 2.1, and we want to have the catalog done in time to be a part of that. In discussing what image we wanted the catalog to convey, the committee realized this same work needed to be applied to the introductory FIC brochure and the CMag promotional literature we are also creating right now.

TASK: Catalog committee will develop (ASAP) draft graphic guidelines for completing these projects with consistent, complementary, and appropriate communication objectives. Betty will head the committee and Paul will take the lead on drafting initial, proposed guidelines and image.

Community Building Manual Committee: Ben, Diana, Laird (in an advisory capacity)

TASK: Ben & Diana will use e-mail to request copies of existing materials developed by communities in our network, and they will collate what we get and organize it into a loose-leaf notebook. Once that's done, the committee will identify the holes in the information, and develop a plan for getting the missing pieces. Work will start in June. Copies of requests and descriptions of what has been gathered will be sent to Laird and Betty.

Communities Tour Committee: Geoph, Jhym, Lynn, Loren, Ben, Laird

The committee proposes to coordinate and promote communities around the continent opening their doors to the wider local community, at approximately the same time. We could proclaim June as "Community Month," just as May is now known as Co-op Month.

The premise here is that more familiarity with intentional communities will help break down stereotypes and help flow of information and contact between communities and the wider culture, which is a main FIC mission. By coordinating this to take place during one month provides a continental media opportunity. Stories about what individual communities experience — and we already know that open houses have been a positive event at many communities — can be collected and make great stories afterwards. It might even be a theme issue for *Communities*. It may take a few years to become solidly established, but it would be worthwhile even if only a few communities did it at first. With this vision we could have this coordinated to take place as soon as June, 1995.

Starting with the communities we know to be active in networking with us, we can solicit their willingness to participate in this initiative, as well as their ideas about how to proceed. Communities which have already done something like this on their own may provide materials they've used in the past for publicizing, scheduling, preparing, organizing, etc. It isn't necessary for all communities to take part, we only need some. The flexibility of this concept is that communities participate in whatever manner they feel comfortable.

TASK: Lynn and Ben volunteer to have Timeweave (pending approval at home) coordinate the information gathering and dissemination stages.

Ben proposed establishing regional nodes to act as an intermediary link between individual communities. PR drive could be handled by Langley office. Promotional literature/flyers on this could be included as handouts with Directories, much as Celebration flyers were with the first edition.

TASK: AC will oversee the communities tour /open house materials for each stage before anything is sent out.

We have talked about putting together a press packet to give to communities which would include info about how to reach out to their local communities and this project will help that along. Drafts of materials to be handed out can be put up on e-mail for review and comment.

TASK: Jhym is willing to go to Real Goods to get ideas from them about their successful role in coordinating/establishing a national solar house tour.

AGREED: committee is empowered to proceed with this, with the understanding that AC will have to approve materials for each step before they're mailed out.

TASK: The Communities Tour Committee will first draft a letter expressing our interest in this project and our reasons for it; and ask communities if they're interested in participating and if they have information which might be shared. We will ask for input on the best timing (June?).

TASK: Communities Tour Committee will develop a full plan for the work and submit it to the AC along with the draft letter mentioned above. This plan will include identification of all the tasks needed to bring this project off, who will do them, and a schedule for when each step will be completed.

Conference Committee: Caroline, Loren, Ella(?), Betty(?)

The committee recommends that FIC concentrate on continental gatherings and not regional ones. We can play a role in assisting regional events, but the main energy for those properly resides with the regional groups themselves. The committee advocated hosting another continental gathering within the next 2-4 years to be held during the summer months. We need a minimum of two years lead time. Colorado might be a good site because of the surge in community energy there right now.

We might consider having themes for the next event that would focus energy in particular areas of Fellowship interest. That way the resources going into the event would not necessarily come at the expense of advancing other projects of interest. Most of the committee preferred targeting 1997 as the earliest date, but Loren wanted to see one in two years — even if not as big as 93 Celebration — to keep the pot stirred for community interest and visibility. One attractive marketing idea was aiming for June, 1998 and using "98.6" to link the date with the idea of community being such a normal and healthy choice. Some felt that three years was probably a more realistic minimum timeline for carrying out a gathering from start to finish.

TASK: Conference Committee will look at all the factors in hosting another continental event and make specific recommendations about it at the fall Board mtg. Among the facets to be considered are focus of the event, scale, location, timing, and a rough outline of resources needed.

TASK: Betty and Ella are requested to write (by the end of the summer) a detailed summary of the lessons they learned about coordinating and managing a continental gathering.

Loan Fund Committee: Frances, Byron, Charlene, Dan, Betty, Ella, Harvey

Committee has a long list of things to consider, and during this Board meeting focused only on loan criteria.

AGREED: the following are approved as initial loan criteria:

- FIC needs to be (or become) familiar with the group applying, and have an analysis of the physical, social, and economic situation.
- Applicant needs to offer a business plan which will show how the loan will be paid back.
- Loans initially will be limited to business loans for cooperatives or communities. This may be expanded in the future to include capital acquisition and land purchases, but these purposes are not well matched to a fund with \$40,000 in assets. Loans are limited by our 501(c)(3) status to purposes in line with our corporate charter.
- Three people will be required to individually guarantee each loan.
- After assessing the business and guarantors, we may also require collateral and other evidence of ability to repay.
- We will generally loan only to communities/groups which have been in existence for one year or more.
- We want to start with a loan limit of \$5,000 or 10% of the fund (whichever is higher) to any one group.
- Other things being equal, we prefer to loan to groups which have not already borrowed from us over those that have.
- We will emphasize loaning to groups which have difficulty in obtaining loans from traditional sources.
- A strong part of the loan program will be the technical assistance we give to groups.
- The above list is a beginning and should properly be viewed as a starting point; as information and conditions change, we expect to modify the criteria.

The committee did not have time to recommend a policy about interest rates.

TASK: Harvey will convene the Loan Fund Committee which will continue its work, completing as much as possible by the fall Board mtg.

TASK: Jhym will help with fundraising for the loan fund.

TASK: AC will consider the pending loan request from Ken Norwood and take appropriate action.

Membership Committee: Dan, Harvey, Elph

We have not sent out a renewal solicitation letter in a long while and renewals simply don't come in well without reminders. During their March meeting, the AC established a mechanism for getting this done on a monthly basis, under Elph's coordination,

but there is a bottleneck in getting the letters written. We need one for those whose membership is just expiring and another for those whose membership has lapsed. The committee drafted a letter to send these folks (See Attachment M).

TASK: Membership Committee will finish the two membership solicitation letters within the next two weeks and Elph will see that they are mailed out. Diana will assist with editing and wording suggestions, via e-mail.

AGREED: The committee will consider using gifts or discounts on FIC products as inducements. AC is empowered to make the final decision on inclusion of gifts and/or discounts in membership offerings.

TASK: Membership Committee will draft a third letter to be included in a major outreach mailing once the new Directory is about to be released. This letter will be directed to people and groups which have not been FIC members before.

Clearinghouse Development Committee: David, Chad, Velma, Jhym (as fundraising resource only)

The purpose is to serve individuals and communities with a wide range of info about what communities have done, are doing, and are interested in learning about. Once the overall plan is developed and approved, they expect to invite communities to submit vision statements, bylaws, land tenure agreements, etc. There is enthusiasm for seeing this project go ahead with detailed planning.

TASK: Velma will research data bases on the market (she will work with Elph) to see if any are suitable for meeting the needs of this project. If she can't find one she'll consider writing her own program. Clearinghouse Committee will have a proposal for action submitted for consideration at the fall Board meeting.

Newsletter

Newsletter Editor Tom Starrs is absent at this meeting, yet we briefly discussed feedback on his work. Three issues have come out under his editorship since he took over at the last Bd meeting in September. Loren found newsletter too thin, content-wise. Geoph would like more graphics and would rather it to be 8 pages instead of 4. At the same time, he complimented Tom on the clean appearance and on getting it out on time. Lynn preferred the 4-page format — it's an easy read as is and she feared less info would be transmitted if were longer.

TASK: Everyone, to write more about the issues and experiences of FIC and our home communities and submit to Tom. That way our newsletter can be a more lively instrument of dialog and information flow.

TASK: AC will continue communication with Tom about his need for compensation and how much he is willing to volunteer.

Educational Vessel Committee: Ben, Paul, Ella, Caroline, Shri, Dan, Byron, Jon, David, Betty

Committee "report" takes the form of a skit, playing off the theme "Abandon Cerebral Control." Everyone present took part, taking on roles as birth canal, womb (where different people offered different nurturing qualities), or specific projects (which spent time incubating in the nutrient-rich womb). Projects went through the womb sequentially and were birthed, some with great gusto (do we need a midwife?). Some projects were birthed as twins, some had trouble getting through the birth canal. The committee report contrasted strongly from all the left-brained presentations that preceded it.

Three pages were presented (see Attachment O) as a draft concept of a Life School. It would be a place where projects were developed, people could learn about community and where an actual intentional community would develop to run the school.

Is this being done in other contexts by others? The Ecovillage Educational Center at The Farm (TN), is similar in scope and should be considered for some cross-fertilization and possible coordination.

What do we have which is unique? Are there other ways to create this than buying the space? Maybe we should start with what are the immediate needs and grow out from there. Maybe we could follow the example of Timeweave which bought a building beyond their immediate needs and have had no problem filling it with interesting renters. People could come to work with the team and experience community while learning or offering a specific skill. Preference is stated for keeping a bioregional approach.

We might start with the most immediate needs — like consensus work and process training, the requests we are getting from folks who are asking what's next after they get turned on by the Directory, the possible need for a permanent headquarters — and see how work in these areas can lead to the education center.

How about using existing community buildings (spread across the continent), programs, and experts, with FIC focusing on coordination and articulating the overarching vision? FIC could be the conduit for funneling interns. Just as there are teaching hospitals, there could be teaching communities.

How do we offer people who are interested in a different kind of society, an experience of the whole, a taste of the power and integration of community — short of their actually joining a community and trying it out? How can we get the culture to shift into a paradigm of wholistic cooperation? The school might present an overview of the possibilities of community, and then

direct people to visit specific examples of whatever strikes their fancy. We need to keep in mind that we don't have the full breadth of the movement represented in the Fellowship.

TASK: Life School Committee will continue to meet and flesh out ideas, presenting proposals and details as they emerge.

¶ SUNDAY AFTERNOON • MAY 15 • SESSION FOURTEEN

Facilitator: Geoph Recorder: Laird

Present: Geoph, Harvey, Shree, Velma, Betty, David, Caroline, Ella, Jhym, Loren, Ben, Jenny, Dan, Lois, Elph, Laird, Diana.

Board Selection (Harvey)

Geoph (of course) has prepared horizontal bar charts, depicting the status of all board members and alternates (see Attachment P). Among the full board members, only Laird & Geoph have expiring terms. There are 15 full board slots and room for six alternates. Currently there are ten full members and five alternates.

AGREED: Laird and Geoph are re-upped for another three-year term each.

Deborah Altus reported through Geoph that she understands that she will be dropped as an alternate, given that she's missed the last three meetings. Her heart is willing, but her attendance is weak...

AGREED: we will drop Deborah as an alternate.

Lois is willing to continue as alternate, but declined the AC invitation to be considered for full board.

AC recommended we offer Ben a full board slot. Ben was honored, yet hesitant because of his commitments at home. Regardless of his "official" status vis-a-vis the Bd, he expects to be as active in the organization as he can. He's more comfortable continuing as an alternate for now.

AGREED.: Loren has been to the last three meetings, and the AC agreed that Loren be offered an alternate slot.

Are there people who are interested in serving as alternates?

Paul is impressed with this group and sees a good fit with his life interests. He's not now in community (he lived at Esalen during 1989-93), and the immediate future is unclear, though the most likely occurrence is his re-entering a graduate program somewhere in the Bay Area. He expects to be involved in the coming months whether he's an alternate or not.

We have six women and nine men among the current 15; some would like to see that better balanced.

Jhym is interested in being considered an alternate, but doesn't feel that's necessary to be involved. He's been married for 18 years and he has two kids; feels stable where he is in Nederland CO, 17 miles west of Boulder. Many years ago he lived for five years in an intentional community that is now defunct. He likes the prospect of stronger ties with FIC.

Ben proposed we consider offering an alternate slot to Diana. A question is raised about the appropriateness of moving an employee into that position. There was an appreciation of the level of Diana's contributions at this meeting. Diana asked that her candidacy for an alternate slot not be considered now; it's too early. Besides, she's going to be involved anyway.

We are really limited by our bylaws to only six alternates with more interest than there are slots.

There is little mandated in the bylaws that distinguishes between full board and alternate. Alternates status is generally seen as a time of getting to see how good the fit is and how well the work fits into that person life, prior to considering a full board position.

At this point, after some subtle coercion, Lois agrees to be a full board member.

AGREED: Lois is accepted as a full board member, for a three-year term, with the explicit understanding that there is no expectation that she'll be more involved than she has been in the past two years.

Lois likes the crossover quality of Caroline (with bioregional energy) and herself (with ecovillage), and looks forward with some anticipation to involving more of this, possibly through Diana or Velma (cohousing), in the future.

David is also interested in being considered as an alternate.

Velma's name also surfaced as an alternate candidate and she declined, for now. Please ask again in a year.

Isn't our attention to official status a bit out of place? The key thing is that the new people seem interested in being involved and we want to give them the chance to be. There is much agreement with this sentiment. There is also considerable satisfaction in seeing so much good energy for filling our openings.

AGREED: the board accepts Paul and David as alternates.

TASK: Consider a bylaws change opening up more alternate slots, and consider the potential implications now that we are starting to subsidize travel for full and alternate board members. More members will mean more total expense (though not necessarily more subsidy).

Officers (Harvey)

While officers are legally mandated positions, we should make note that we do not have roles of president and vice-president. Secretary and the Treasurer have definite functions within the organization and their positions should be filled by people well-suited to the work.

AGREED: Because of our commitment to equality and our desire to offer constructive alternatives to hierarchical organization, we agree to not use the appellation "president" and "vice-president" excepting where legally required.

Our current bylaws require us to have a president, secretary, and treasurer; other officers are at our discretion.

TASK: AC to look at bylaws to bring them into agreement with our practice.

AGREED: Laird will continue as Secretary; Betty will continue as Treasurer. We agree to have Geoph as President, and Lois and Ella both as Vice-Presidents.

AC Composition (Harvey)

Current AC is Harvey, Betty, Dan, Laird, & Caroline. Elph and Geoph as Klingsons.

AGREED: To continue the AC group as it is.

Elph asks if Ella and/or Lois are interested in this degree of fanaticism. Both decline, gracefully.

Dan suggested we consider designating Harvey as an official FIC spokesperson, but no one, including Harvey, felt that action needed to be taken on this now.

Meeting Evaluation

What worked: Generally wonderful. Very impressed with consensus process in living action. Impressed by the degree of respect for each other, and by the willingness and openness to egalitarianism. Higher quality humor. The Tarot cards throughout the meeting. Inspired to let go of fear (& abandoning cerebral control). Used meeting techniques which broadened participation, especially engaging the first-timers. Great new energy. Willingness of new people to engage: they jumped into committee work and even stepped forward and gave reports. Strong invitations to newcomers. Great that there were kids present. Everything was accomplished; though a lot of agenda was juggled. How quickly hard copies were available. How much detail work got pinned down. How all the projects developed and moved along. Much better at starting sessions on time. Tremendous on-site support; especially from Jenny. Food was good. Saw more key meeting people in the kitchen than usual. More men in the kitchen. Liked having more nudity. AC's pre-digestion of agenda at Yellow Springs meetings showed to advantage. Impressed by ratio of computers to people, and availability of good recorders. Far less computer gaming occurred. Hates meetings generally, and felt totally spell-bound by these. Teamwork quality of the board and the atmosphere in the meeting. Cohesive spirit. Excellent listening. More relaxing and engaging than usual. Liked seeing Caroline more relaxed and social. Less barrier between AC and others than usual, which could be the reverse of appreciating close teamwork. Board was accessible. The founding people in the group appear to not be holding onto prior visions in constrictive ways; it's a truly open group.

What could be improved: Could have used another day. Pace a bit fast. Facilitators could do a better job of evening out the balance of participation in meetings. Expected a clearer vision for the organization and how it operates, or at least a clearer sense of why it is where it is in the orientation meeting. Fear that we've overfilled our organizational plate. Prime meeting site, but no intentional community was a drawback. More right brain engagement. Facilitation could have been tighter. Too many beans in the diet. Planned childcare. Missed dancing and music. "Stacking" interrupted the flow of the discussion a lot. People didn't always monitor carefully how many times they spoke, repeating themselves, and assessing what the group needed to hear. More presenter preparation. More graphic aids. More flat wall space for writing on newsprint. Having someone in charge of A/V aids. More right-brain activity that is central to the work.