

FIC Org Mtg Notes

Lost Valley

May 19 - 22, 2016

Dexter, OR

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Cmag

Issue sponsorships--discussing ones that may already be possible, and how to find/cultivate more. In terms of both finances and networking, this area is a great opportunity for the magazine. (Consider Transition Towns or The City is a Village theme, w/connection to Transition US and/or the Athens project. Also developers of Cohousing.)

Baltimore Green Party

Some group or groups in Detroit - pushing the envelope too far for our readers?

350.org

National Cooperative Business Association

Ellen Page - gender identity in community

Woody Harrelson

Elephant Journal

Possible themes that might be attractive:

Urban community

Colleges, community, and sustainability - Warren Wilson, Berea, Schimmer, UC Davis

1. Issue sponsorships - offer to sponsors that it takes about \$15,000 to produce an issue, and we typically ask for \$5,000 for a sponsor.
 - a. **Learning from Historical Communities** - Communal Studies Association - historical perspectives, and studying communities - Harvey and Chris will talk w/Tim Miller and Deborah Altus
 - b. **Colleges, Community & Sustainability** - Colleges, Sustainability, and Community - **TASK** Christopher will reach out to Karen Stupski about Goddard, or if she has any ideas. Ask Gaia Education what they think. And Asshe. Ask Tree about Antioch university/network connection.
 - c. **Urban Renewal/Renewing our Neighborhoods** - Athens project, organizations that do this. **TASK** Ask Sky about handover of the donor contact, to follow up. 100 Resilient Cities is well funded and may be interested.
 - d. **Communities & Climate Change** - 350.org, other organizations; **TASK** Chris will ask Laird about Community Solutions sponsoring.
 - e. **Alternative Economic Models** - New Economy Coalition - Gift Economy - **TASK** Ask Sky if he would be okay with writing to AskNEC list to float theme, ask for articles, and see if there might be any sponsorship interest. Say looking forward to hearing from you, or if you'd prefer to meet I'll see you at CommonBound. **TASK** Ask Ma'ikwe about Commonomics providing an article.
 - f. **Egalitarianism** or Income Sharing - FEC - **TASK** ask Sky to get it going
 - g. **Spirituality in Communities** - Ananda, Maharishi University, Loreto Community (Ma'ikwe offered), La Cite, Catholic Workers, Centers Gathering - **TASK** Christopher will reach out to see if there is some support
 - h. **Land Ownership and the Commons** - (Henry George) **TASK** Betsy is going to talk with Chris and send him contacts
 - i. Other: Social Justice, Transition Town, Age of Limits/Collapse, Tiny Homes, Social Permaculture

Approaching Hollywood celebs - TASK Ask Sky to create a letter we can send to hollywood figures w/gift subscription

Wholesale distributors

Losing money. We cut out a couple of the worst distributors a few months ago, and the results of that haven't necessarily shown up yet. But seems like primary benefit is just reach/distribution. An issue that has a tear card on the cover that goes to wholesalers that warns that it's the last issue on newsstands. What about co-ops that have newsstands? Market to them directly? Is there a wholesaler that specifically works with values aligned groups? In general, unless we're breaking even, or unless it's a distributor getting us into values aligned groups, we're okay with discontinuing wholesale.

Increasing distribution and subscribers

Marketing in general. Not something we've really done. We need to spend money to make money.

CMag should (eventually) have a more robust unique social media strategy as well.

TASK See if Saul would engage more niche audiences in preparation of a theme coming out. Do content exchange, interviews, offering their audience a coupon.

TASK Ask Saul to take over McC's social media work.

No real plan. **TASK** Ask Saul to schedule in a little more CMag focused stuff.

Guest authors, more graphics/artwork, contributing articles to other websites/blogs/news sources

UTNE and Shareable has reprinted stuff.

Big name authors often reuse stuff that might not be super relevant, and often charge. Something we can look out for but maybe not the best use of our energy. Maybe more middle name authors? Who might they be? People taking on more work of distributing the call for articles more widely. Ad space in exchange for contributing, but only when it's because we really want them to contribute and we want to sweeten the pot.

Communities Magazine Online? Have blogs, articles, columns.

Bringing in more voices, especially POC.

Think about themes that are a little outside the box, like Detroit, or broaden it to urban community.

CMag on iPad - Digital plan: going with Magzter:

file:///Users/entrepreneuron/Downloads/Magzter-Publisher-Presentation.pdf

Communities Magazine should be sponsor at Events, not just FIC. I made sure this was the case at the Farm Conference. Can we do this for the Communities Conference, etc?

Change printer to non-recycled stock to save an estimated \$7,000 per year?

It's really cool to say that we use 100% recycled, it would suck to not, but hard to justify on a program that consistently loses money. We need to get ourselves out of a financial hole. It's not an irreversible decision. It's about 13% of our total CMag expenses. Doesn't make sense to be purist right now. Maybe put some amount of what we save towards something good. What's the overall ecological impact of the FIC? Look at that comprehensively and where we can do better and what the best place to focus is. Also, really find out where the partially recycled paper is coming from and make sure it's not horrible. **TASK** Staff can move forward and make a decision.

CMag articles could appear as guest articles on other blogs for each issue.

New pricing to consider: \$20 for Digital subscription?

Issue Ambassadors

Recognizing Traditional or Tribal Communities

Notes: Establishing this as a community option in our directory. For tribes, native peoples around the world, emerging ecovillages in Africa, etc. These are real communities, many with ecological focuses, and other values common to the intentional communities movement. GEN recognizes them as an important constituency, and government and grant programs around the world do as well. I would like to suggest that we also recognize them and offer them as a category of listings on our site.

Decision: Yes! **TASK** Need to figure out exact wording and how we might want to modify questions, or create conditional logic of another set of questions, like with cohousing. This will be part of the GEN database collaboration that's been approved, got funded, and in the works.

Online sales and bookstore strategy

Reviewed the details from the Business Manager report.

Standards for advertising

Laird's blog, when it emails out, does in fact have ads. Chris sent him an email alerting him to that fact.

General support for discontinuing Google AdSense or other things like that if we get to a place of financial solvency that we don't need the revenue.

Ma'ikwe book/tour proposal

Ma'ikwe and Christopher have been talking about FIC partnering with her writing a book. They did some work on an outline and concept for the book, and business arrangement.

Communities and climate change is the major theme.

Ma'ikwe would write the book. FIC would publish or find a publisher, carry it in Bookstore. Ma'ikwe would tour. FIC would provide organizer/manager for the tour. Co-promote.

Split net profits for book and tour 50/50.

Possible audio recording via illy and Rae at DR.

Net for Ma'ikwe's last tour was \$3000, after paying her, but what she got paid was minimal. But she worked out a better system with Miriam this year, doing less, but much less crazy, and netting more. Suggest hiring Miriam as manager for the tour again.

Questions about editorial oversight. Get ERB involved? Give drafts to people for input? Suggestion that FIC has the right to back out if it doesn't feel comfortable with the book.

We need to make sure this doesn't look like inside dealing or that we're doing something that we wouldn't do with someone else because Ma'ikwe's a Board member. We think we would do something like this with others if we had the familiarity and confidence. We do want to have an out, not guaranteeing publication. Seems workable, we just need to be conscientious.

Also considering another publisher, like Chelsea Green. Would make it safer with the arrangement, but make less money on each sale. They would do marketing so maybe sales would be a lot more.

General support. Ma'ikwe and Christopher will come back with a more detailed proposal.

PEACH loan/FIC Loan Fund

Background

FIC Loan Fund

History: In the 1950s, the Fellowship of Intentional Communities set up a revolving loan fund, the Homer Morris Fund, to provide small business loans to community based businesses. It was managed by an organization called the Community Educational Service Council, Inc. (CESCI). By the early 1990s, CESCI was finding it hard to manifest the energy to promote the fund and manage the loans they did have. By agreement of both CESCI and FIC, they turned over their assets (cash & outstanding loans) to the FIC in the spring of 1994. (The FIC had previously expanded its charter, bylaws, and 501(c)(3) status to allow operating a community loan fund as one of its tax exempt functions.) Part of the agreement was that the FIC would not spend the money on general operating costs, but preserve the assets of the fund. CESCI had made business loans in the \$3,000 - \$5,000 range, with about \$35,000 not loaned out at the time of the transfer. The FIC added about \$2,000 to the fund's assets from profits from the 1993 Celebration of Community event. After CESCI finished turning over its assets, the loan fund had about \$42,000 in total assets, with \$1,900 being a non-performing loan that the FIC eventually had to write off.

The loan fund committee had permission to make loans of the size and type described above without further consultation with the board. Other loans that served the communities movement were allowed with board permission. The first loan was to Quest for a conference. The second loan was to Los Angeles EcoVillage as part of a larger loan package to purchase one of their buildings. We also loaned money to Three Springs Farm (for deer fencing) and Living Routes. The last loan made was to Walnut Street Coop in Eugene as part of their loan package to buy their building. That loan has been paid off. We have made very few loans over the 20 years of the fund's existence. The size of the fund and the size of the loans did not promote promotion or usage of the fund.

Meanwhile, in 1994-95, the FIC borrowed \$34,464 from the FEC's much larger PEACH Loan Fund for production costs of the 1995 Communities Directory. The idea at the time was that the profits from sales of the Directory would pay back the loan. Although there were some (weak) profits, they were used instead to keep the FIC solvent through the late 1990s. After several years, it was clear that the FIC loan fund was not being adequately used, and that the bulk of the funds would be better loaned to PEACH to balance out the FIC debt. This counterbalancing loan was done at an identical interest rate so that the loans balanced out.

At this point, the official situation is that the FIC owes PEACH \$34,464, and the FIC has \$34,464 of its loan fund loaned to PEACH. Over time, the personnel in both organizations has changed, and what seemed reasonable at the time becomes an odd & confusing historical artifact. PEACH has asked that we simplify the situation by cancelling out the two loans, getting both of them off their books. I recommend that we agree to do this, and convert the loan & debt

to an internal debt that we owe our own loan fund. In fact, I recommend that at such time as we replenish the loan fund, that we loan it out to PEACH for management rather than try to manage it ourselves. Their much larger asset base allows the flexibility to make a wider range of loans (both in size and type) and justifies the time and effort to manage the fund.

Harvey

5/18/2016

Discussion

Question is whether we can just take this off the books, or whether we maintain the fund on the books with a debt to ourselves.

Do we want to be in the loan business? Not so sure. Doesn't seem like we're likely to have the assets to make it worthwhile to manage.

Definitely want to be in the black with a reserve, and this could be a way to have that.

What was the original intent? Is it still relevant in today's world? One interpretation is that it was to support communities financially.

Ma'ikwe suggests that we have a program where we give away \$4200 worth of ads for the next 10 years to community businesses or businesses working to support community development. Chris R adds the idea that we ask for those groups to give some percentage (or what you can) for sales (or in kind, suggest ways they could give back) they get from that advertising (recognizing it's hard to track) back to the FIC for something, Christopher suggests the Directory Endowment. Set up something like the Kozney Awards Committee, solicit nominations.

We want to run this by Elph and Dan as people who are important supporters of ours and have had strong feelings about this stuff. Harvey will check in with them and we'll go from there.

Follow up

Harvey report back from conversations with Elph:

Elph was happy and amenable. Liked Ma'ikwe's suggestion. Recognizes the loan fund is not a functional amount of money or something we are in a position to manage.

Dan was flattered Harvey even remembered to call him, and was also happy with our direction.

Concern about whether this is of use to community based businesses that are more local. There might be some out there. But also look at businesses or groups that are doing work to support communities developing, like Brian Boylan or 500 Communities.

Decision: Yes, we're going to do this. **TASK** Ma'ikwe and Christopher will work on a plan.

Conflict of interest and gender dynamics

An issue arose amongst OS members at the end of last year concerning a perceived conflict of interest and a failure to address it in a fair and reasonable way. In the end, OS agreed that any perceived conflict of interest should be dealt with directly with the person in question without action taken to mitigate any perceived conflict of interest without their knowledge. Because there were also gender issues at play, the members of OS also agreed that they would speak up if they saw an instance of a male acting in a way that undermined a female. The Board should consider if it wants to affirm these decisions.

Decision: The Board agrees! We also need to have a conversation about how we deal with conflict of interest and approach it, especially given that many of us tend to wear a lot of hats. Affirming that we need to be good allies in various respects.

Organizational Structure

Org Structure Doc

Comprehensive summary of the organizational, decision-making, and communication structure
https://docs.google.com/document/d/1iu9DZXlrm1D-s33N1_5M1XE-DByXd2L616vBhvJ_PvY/edit

Decision: Approved as a working document. **TASK** Sky will keep developing it

Org Mtg evaluation

Org mtgs have evolved. Is that what we want? There used to be a lot more people. It would be more to manage, but more energy. Various pros and cons. If we were to encourage more people to come, we would need to make meeting behavior expectations clear.

Idea of biannual webinar membership summits. Crowdsource some amount of the agenda. Stagger it with org and interim mtgs, maybe after interim before org. Could be a better feeder for more people coming to org mtgs.

Have greeters, people to orient new people.

Somewhat different opinions about how much we want more people attending depending on what their engagement is.

TASK Institute a one day event ahead of time that could serve as intro, background, exploring involvement, membership meeting, and then people can stay on who want to see the Board meetings.

May be case by case basis depending on who our host community is. If we're going to have more people, more people are going to need to help with logistics.

TASK Should be informing members of org mtgs and agenda items.

Solidarity Economy Map

They want name, year founded, location, and then we'll give them a link back to the Directory. We can share anyone who checked that they're okay with having their info shared with like-minded orgs.

TASK Christopher to follow up on data sharing with Solidarity Economy map.

TASK Change the question on the listing to identify that we share with data partners that also list intentional communities and other cooperative entities, including Coho US, GEN, and Solidarity Economy Map and Directory. Put out a communication making it clear that we're doing this sort of thing and reminding people that they can opt out.

Decision: Yay!

GEN Partnership

We've got the CMag sponsorship that happened. Excited about that issue and Gaia Trust contributing \$5k.

Christopher is working with GEN on collaborating on an online store.

New Website funded! This includes 700 GBP (about \$1,000) for FIC for Pavan to connect databases with Ecovillage.org. We should determine the cost for moderating entries (4 hours per month at \$12.50 is about \$50/mo) and offer it as a service, or in trade. Also, new opportunity to split license fees for plugins, saving FIC estimated \$100-250 per year.

It would be a little different than Coho US. It's a direct feed, where people edit listings on our site. GEN would like to maintain the ability to have people list on their site. Still figuring out the technical details. Maybe still need to be two databases but that are sharing info so the effect is the same.

FIC has a good system for making sure listings are good quality. GEN doesn't really do this. Possibility for collaboration there with having our Directory manager filter and reach out to regions with questions about listings in their regions. Need to work out compensation, also for webmaster work.

We don't have to allow all of their listings in our set in order to share our listings with them if we don't have the same system. Ideally we'd have the same standards.

Decision: As long as Christopher works out the compensation for our increase in staff time we're good to go. **TASK**

Partners and Projects

Creating a spreadsheet to capture all the orgs we're connected to and ideas for how to connect with them: https://docs.google.com/spreadsheets/d/1po53P5_yaeGkYrN6e9zhJzE8Pr5-U0alj-uAcxwhaG8/edit

TASK Everyone will add to this. We'll come back to this near the end to review.

Name and Branding

Brand. Includes name, but also logo, and generally people's knowledge of and ability to immediately recognize us, reputation, aesthetics, quality of material.

Presentation. Get more clear on the why and the how, and then get to the what.

Organization Name

If we focus on our services and programs, we don't need to fetishize the name. Tying key concepts and messages to those rather than the name in particular. Bringing our name more into the background.

Could also look at adding names.

Concern about name, particularly the word Fellowship, religious or sexist. A lot of people get our name wrong. Confusion or lack of enthusiasm, especially amongst young people.

Ic.org is also a little confusing, but it's really valuable from a web presence perspective. Strong attachment with it. But we could change the public name we promote to intentionalcommunity.org, a project of the FIC.

Concern about the amount of time, energy, and money we've put into the current name and brand and not wanting to waste that. Counter argument that we're not a household name and there's a big opportunity in changing the name to make a big splash.

Also consider our evolving relationship with GENNA and how to encompass that. Need to be careful about identifying too closely in a way that alienates other constituents.

If we are going to change the name be really careful and cautious and smart about how we do it. A lot of work and money involved, legally/financially, re-writing history. Making a new logo, etc. etc.

Seems like what the name of the org is is the least of the issues, and the messaging and programs are the most important.

Generation Community

Remembering the importance of the shift in name from Fellowship of Intentional Communities to Fellowship for Intentional Community. Community doesn't stop at your property line. Promoting community, intentionally, wherever you are.

Originally the website wasn't under the FIC. Elph, Jillian, and Michael did it, with blessing, but was independent. When Tony took over it came in house.

Don't want to change the name just to change the name.

Opportunity for the movement itself in building the bridge between cultures and generations that considering a name change represents. Really want to tap into excitement of new generation that has cooperative culture ingrained in their DNA.

Need to make sure people understand there is an organization behind the programs and projects that is also exciting to be part of and inspire people to get involved, not just consume our products and services.

Branding

It's about the whole package, not just the name. The messages, the product, what we're communicating.

Hard to separate name from band. Still unsure about name change, but can we look at shifting brand even if we don't change name?

Balance history with refreshing
Widen generational appeal, not lose people

Take this as an opportunity to do market analysis. Who is our audience? How do we speak to them? Online tools.

TASK Consider buying up various iterations of domain names with intentional community and communities, etc.

Time for rebranding (some already in process)

Editorial Review Board composition

Deborah Altus is stepping down, leaving just Marty and Parke. Deborah suggested Josh Lockyear. Great, but swamped and wrong gender. Other potentials are Jillian, Jenny Upton, Betsy, and Tree.

Could we add multiple people? It's always been three, but they're expected to have timely responses, and the more people, the harder it is to get a timely response from all of them.

TASK ERB will check in with possibilities, consider, and come back to the Board with a proposal.

NextGEN Update

NextGEN as a whole org has changed it's focus. At GEN +20, NextGEN decided not to be an org composed of young people, but focused on youth activities and initiatives within ecovillages and bringing more young people into the organization, and a place for intergenerational dialog.

Youth Ecovillage Summit will be at La Cite, June 9 - 12. Registration is looking great, probably biggest to date.

Possibility of NextGEN event coupled with Twin Oaks Communities Conference.

On an international level, frustrating for Cynthia as NextGEN trustee to the GEN Board. Hard to get people on the international level to get motivated. She is frustrated that she is putting energy in and it is going nowhere.

Website

We'd like to go ahead and move to a new theme. We like this one: <http://avada.theme-fusion.com/>

General idea for homepage layout:

https://docs.google.com/drawings/d/1WhbYBbp3OzfTbcZv2EKBFZX5j_IIZXr9d0QbKxt8RI4/edit

We have old stuff around color, fonts, etc. Is it old news? We think so.

Can staff have leeway with making decisions about website design, color palate, etc? Within reason and guidelines with input from the Board.

Updating eNews in conjunction.

From report back: Is the Board cool with staff, in this case with Cynthia, making the decisions about the design and branding of the website? Cynthia is designated as liaison to the Board. Yes, good to go. **TASK**

Key point of input from the Board is making sure there's a balance of content between the specific programs and the organization as a whole

Board Candidates Decision

The Board has approved Lee Davies as a Board member. And, Happy Birthday Lee!!! He accepts it as a birthday present.

The Board has approved Cassandra Ferrera as a Board member. She accepts.

The Board has approved Nick Joyce as a Board member. Cynthia will check in with him.

The Board approved Harvey and Ma'ikwe renewing on the Board.

Oversight Committee Composition

Affirming Harvey, Marty, Ma'ikwe, Sky and Christopher.

Kozeny Award 2017

We award Michael Deunov, founder of La Cité Écologique ecovillage in Quebec and a second La Cité Écologique in New Hampshire. We will present him the award at our org mtgs there in November.

TASK Tell Award Committee

Directory 7

Reviewed the spreadsheet with contents of the Directory to see if we have everything. We don't. Marty still has some things to write. We're hoping for an update on legal structures from Diana Christian. Marty is going to follow up with her.

We're going to shorten the length of some listings, starting with forming communities, that are excessively long. We're going to give them an opportunity to shorten them themselves but will just truncate them if needed.

Encouragement to Marty to nag Pavan more. Marty will look at what pieces he can pass off.

TASK Sky and Betsy will jump in on the legal structures article to try and pull it together.

We're going to name the end of July as when they will have the Directory in hand.

TASK Sky will send a message to kickstarter backers, and check in with Kim or Kimi about non-kickstarter backers.

Development Plan

TASK Cynthia and Cassandra will join Dev Cmttee, conf call every two months to confer.

Documentary
Grant for expansion

We're really missing not having info that can tell us effectiveness of what we're doing.

TASK Look into software for development again.

Double check with Laird that he sent out intro to his contacts, and see about making more personal intro to our major donors, like over \$1000.

TASK Mine kickstarter backers information.

How can we work together on this rebranding, re-storying with an effort to get more support.

TASK Llbra Foundation <http://www.thelibrafoundation.org/> - don't give unsolicited awards, but write anyway and ask if we're the kind of group they might support

CMag marketing

Getting our media content out into other places more.

Writing Directors of Foundations directly, or whoever the contact person is, saying what we're doing, working in an ask for an amount we know they usually give. In some cases we might be able to just get a grant, for others we would have to go through a formal application process.

No's from grantors are information. Find out why. What can we do? Keep applying.

It's all about relationship building

Publicity/Outreach
Messaging
Committment within org
Planning

TASK Send email to people who signed up for teleseminar

TASK Check in with McCune about how we're responding to every inquiry and guiding people towards the next step.

Member benefits:

Monthly (or twice monthly) office hours teleseminar for members, recorded and distributed widely - maybe also have it be a platform for consultants. Kick off with the first biannual webinar.

Nominating Board members

TASK Free digital downloads

We need to know who our members are.

TASK Setting up a one way email list for Sky to email members, and set up a members forum email list, like coho list, ask them for advice.

Community Consultants

Should consultants we list be verified and vetted, or should it be more open? Concern about time and energy put into vetting, and stickiness about who we're endorsing.

Some minimal level of resume or experience to be included? How could we establish criteria that would be applicable to a variety of areas of community building? Include experience working with intentional communities.

Put out a request for interest to the existing list and a wider call, soliciting proposals for someone to manage the list where people pay to be listed, which would fund the person managing the list. Could also go as far as to fund the person doing the initial intake, including maybe a short phone call.

People are then directed to resources. Referral fee.

Something we would need to market so that it's more used and actually directing work towards people.

Get people to spearhead curating certain areas.

Intake form.

Make sure we're making enough money off it to be able to pay to have it managed well.

Inhouse consultants. Take on the sticky work of creating rigorous yet inclusive criteria and create a process for having people that we would pay to work with groups who can't afford it. Some combo of user fees, grants/donations, and volunteer time.

Craft all of this into a Request For Proposals from people who would want to take this on and manage this as a project under our umbrella.

What's the business model?

Are we vetting?

How is it organized?

TASK Sky will write this up as an RFP

Toolkit

How to Start a Community

1. Starting - Deciding to start a community
 - a. So, you're interested in communities. Do you really want to start one from scratch? Only a fraction of them succeed, founders often leave or give up, and it is very challenging work. Perhaps you wish to Join a Community?
 - b. Characteristics of a Founder - self assessment
2. Type - What type of community do you want to start?
 - a. Ecovillage - short description, links to more resources
 - b. Cohousing - short description, links to more resources
 - c. Commune - short description, links to more resources
 - d. Etc. Micro-village, Family Compound
3. Vision - What goals and values will define your community?
 - a. Create a vision statement
4. Membership
 - a. How large of a community?
 - b. Open to new members?
 - c. Open to visitors?
5. Decision Making - How will you make decisions?
 - a. Consensus
 - b. Voting
 - c. Sociocracy
 - d. etc.
6. Legal - What will be your legal structure?
 - a. LLC
 - b. Land Coop

- c. Non Profit
 - d. etc.
- 7. Financial -
 - a. What will be your financial structure?
 - b. How will you finance it?
 - c. Who will own it? How is equity distributed?
 - d. Incomes
 - e. Expenses
 - f. Income sharing?
 - g. Will work be required?
 - h. etc.
- 8. Location -
 - a. Urban, Rural?
 - b. Acquiring Land or Buildings
- 9. Housing -
 - a. What type of housing?
 - i. Share House
 - ii. Tiny House
 - iii. Natural building
 - iv. Etc.
 - b. How can people access housing?
 - i. Purchase
 - ii. Rental
 - iii. Work-Exchange
 - iv. Part of Membership
- 10. Common Facilities
 - a. Common House
 - b. Gardens
 - c. Utilities - power, water, internet
- 11. Find Members
 - a. Create a Forming Listing in the Directory
 - b. Have gatherings, meetups
 - c. Place an ad in *Communities* magazine and on ic.org

Have steps listed

Multiple toolkits, how to start, how to grow, how to finance, etc.

Documents/policy library

Bibliography

Reach out to SELC as potential collaborator

Evolve the wiki as the backbone, and bring in content from the magazine. Really good landing page or pages, good graphic interface, way to really help guide people to the information they really need.

Ideas:

- Include ad for Consultants
- Create video or videos (Ma'ikwe said she would be willing to help with this)
- Link to Courses (we create, or Gaia Ed)

TASK Christopher and Sky will look at outline, platform, structure and then start looking at filling in content, aim for having something solid to put out by next Spring

Notes from GENNA Council Mtg

<https://docs.google.com/document/d/19g-qljEQyl5Dcsxdgju6FuKgadYoSd-3FUVGU57xigs/edit>

2017 Org Mtgs

Coho US national conf is May 19 - 21 in Nashville, TN. Agreed to have it close to there in time and space. Maybe the Farm. Assuming Douglas does his conference the next weekend maybe do it between the two at the Farm.

We talked about the Southwest or west coast of Canada for Fall, maybe OUR Ecovillage.

TASK Sky will follow up with Alice about intersections, and contact Douglas about the Farm hosting

Conflict of Interest

Most of us wear a lot of different hats and have opportunities to bring other things we're involved in into the conversations or direct attention or resources in those directions. Something we've seemed to navigate pretty well, but it's been coming up a lot.

Standard is for a person who is in a conflict of interest to identify it, and recuse themselves.

When we're looking at funding a project that someone on the Board is affiliated with, either need to look at not funding, or having a clear policy to make it clear and open.

Have a clear written policy.

Valuable that we have so many people active with the values and culture in a variety of ways with what this organization is about, and lots of different themes and organizations come into play. The people involved have a vested interest in the movement we're trying to build. Encourage us to operate with faith and trust, that we can separate what's appropriate.

We always have to have the filter on, is this benefiting me, and is this fair to other people who are working on things that might benefit from the attention and resources?

What are guidelines we can put in place in addition to having faith and trust, so we can feel free to enthusiastically bring forward things we're working with and excited about.

What does it mean to recuse yourself in the context of our style of decision-making? People can block anyway, it's not like that person's vote will put it over the top. Taking a back seat in the conversation, not pushing too hard? Make sure the person isn't pushing or steering the group. But not able to block/veto if the Board is about to make a decision that's against your personal interest.

"A conflict of interest occurs where an individual's obligation to further the organization's charitable purposes is at odds with their own financial interests."

Generally not in our own, individual financial interest, but in the interest of other organizations we're involved with.

Making sure we're looking at the alternatives, and not just going with something because it's what's being presented by someone we know and trust, and may have a vested interest.

Hard to speak up when you see a conflict of interest happening and those involved are not acknowledging it. We expect people to self-identify but we need to make it okay and have the group also holding responsibility for identifying.

Establish a policy that is signed by all Board members, either a simple declaration or more complicated

Identify other affiliations and put this information into the "Board roster"

Disclosure as a customary practice

Disclosure should be recorded in the notes

Obtain competitive written bids if the purchase of goods or services are involved.

Some research and resources on this: <http://www.blueavocado.org/content/nonprofit-conflict-interest-3-dimensional-view>

Samples: <https://www.councilofnonprofits.org/tools-resources/conflict-of-interest>

Identifying if another org or indiv is benefiting from the proposal

Assessment of whether it's hurting the FIC in some way

Excluding other people who might be just as worthy

Do we need to be more clear on formality of decision-making when there's possible conflict of interest?

Transparency is key

People who are bringing a proposal from another org they're involved with can explicitly set aside their FIC Board role, take off their FIC hat, and clearly identify themselves as a rep of that Board, or as themselves, etc.

What if someone other than this Board member, staff, or otherwise FIC involved person was bringing the same proposal? Would we consider it as seriously?

TASK Lee will draft something

Evaluations

Plus

Openness to new ideas

Welcoming of new people

Two big dry erase boards, and generally good facilities

Having 4 key GEN people in the room

New Board members!

Younger demographic!

Successful transition to a post-Laird reality

Dealt with a lot of complex issues effectively

Really productive

Paid good attention despite long hours

Guacamole and snacks! Food in general.

Movie night

Great social event, lots of old friends

Quality people

Lots of fun and laughing

Having the agenda ahead of time

Sky stepping in - effective voice, right energy

Enjoy Ma'ikwe's facilitation
Getting to have Chris in the meetings!

Delta

Not facilitating in the first half
One hour lunch period
Didn't make time for a tour
Unclarity on follow-up event
Food challenging for some people
Not good coffee set up
Logistics were really complicated, for various reasons
Lack of music, physical, ceremony, etc. type stuff - build that more into the schedule
Look at the evaluations from the last org mtgs
Great to have a conversation with Board and host community helping them troubleshoot
Leaving messes, especially food stuff
Could do more scribing
Clearer space for sharing about things we're personally involved in
Coming to meetings on time

Org Mtg ideas for next time

Membership webinar one month before
Inform members of org mtgs and agenda via email
Spreadsheet to capture info that everyone can just add to
Greeters/orienters
Social evening host