

## Fellowship for Intentional Community

Minutes of the Fall Board Meeting • Oct. 30-Nov. 1, 1992

Host: High Wind, Plymouth, WI

Friday Morning, Session 1

Caroline [F-Facilitator]; Harvey [R-Recorder]

### Board Members Present:

Laird Schaub, Sandhill Farm, Rutledge, MO.; Betty Didcoct, TIES, Langley, WA.; Bill Land, Bloomington, IN.; Elph Morgan, Osterweil House, Ann Arbor, MI.; Caroline Estes, Alpha Farm, Deadwood, OR.; Harvey Baker, Dunmire Hollow, Waynesboro, TN.; Geoph Kozeny, CCP, the world is my oyster...; Dan Questenberry, Shannon Farm, Afton, VA.; Ira Wallace, Twin Oaks, Louisa, VA.; Lois Arkin [Alt.], CRSP, Los Angeles, CA.; Tom Starrs [Alt.], Green Pastures Estates, Epping, NH; SYD Frederickson [Alt.], Seattle, WA.

### Board Members Absent:

Arun Toké, Skipping Stones, Eugene, OR.; Don Pitzer, CCS/CSA/ICSA, Evansville, IN.; Faith Morgan, CESCO, Occidental, CA .; Pat Therrien [Alt.], Floyd County, VA.; Gordon Sproule [Alt.], Twin Oaks, Louisa, VA.

### Others present:

Deborah Altus, Blue Moon Ranch, Lawrence, KS.; Steve Hansmann, Intentional Community Workshop, Pine City, MN.; Ben Lipman, TimeWeave, Boulder, CO.; Rachel Summerton, Padanaram Settlement, Williams, IN; Howard Fenster, East Wind, Tecumseh MO.; Larry Summerton, Padanaram Settlement; Dale McCuiston, CCS, Newburgh, IN.; Ella Smirkovitch, Seeds of Peace, Langley, WA.; Bob Watzke, Farm Home Center, Milwaukee, WI.; Vic Ormsby, Wiscoy Valley, Winona, MN.; Tony Brown, Wiscoy Valley, Winona, MN.; Tom LaMartina, (forming group), Chippewa Falls, WI.; Rick Magyar, (forming group), Fall Creek, WI.; Annie Roberts, Ashland, OR.; Kristen Jensen, Ann Arbor, MI.; Lisa Koblenz, Mt. Vernon, IA.; Naomi Hanna, New Hope, MN.

### Treasurer's Report: (Betty)

Financial Statement for 1/1/92 to 10/26/92 [see Attachment A] was accepted as presented. Betty expressed a desire to step down as Treasurer, given her increasing role with the Gathering and other FIC administrative duties.

AGREED: Elph will replace Betty as Treasurer, effective immediately.

### Secretary's Report: (Laird)

Requests for information, both general and specific, remain steady. Media requests may be off slightly from six months ago, but are still coming in (mostly print media). One new thread in the mix is a rising request for information about "therapeutic" communities. The current Directory provides considerable help in this regard, and is reasonably well covered in the index. Still, Laird would gladly receive additional information anyone has to share on this.

Some specifics about some recent opportunities to give assistance:

- Correspondence with Rachel (Padanaram) about hassles from their county sanitation offices. We responded to this by offering to be a liaison to other groups with experience in legal bureaucratic difficulties. Fortunately, the trouble has subsided for now
- Sparrow Hawk Village, an esoteric Christian community in OK, contacted us about a communities conference they hosted during Labor Day weekend. We supplied them with some FIC literature ahead of time and talked afterwards about the forming community leads that surfaced at the event. They would welcome greater Fellowship participation at future conferences, and would welcome consideration as a future Board meeting site.
- Following up on correspondence we received last December from Jon Welker at Shepherdsfield (MO), we had an exchange of letters on the topic of improving our contact information for a variety of Christian communities. In the end we received a wealth of contact leads. In turn, we were able to help put together a \$30,000 loan package for expanding their business operations. As a network organization concerned with issues of bridging disparate elements of the movement, it is particularly noteworthy that the loan money came from a secular network.

Bill cautioned that we not confuse "Christian" with "spiritual" when describing different portions of the movement.

### A/C Committee Report: (Laird)

Lots of work done in the last six months:

- Severance from USI as headquarters. [see details on page 6]
- Usual concentrated time spent before and after Board meetings, preparing agenda, identifying tasks, and following up on loose ends
- Immediately following the Celo meeting, CESCO held its annual Board meeting, at the same site. Our A/C represented the FIC at this meeting, explaining our position about assuming management of the revolving loan fund. While we did not stay to hear the final response, apparently CESCO is moving toward turning the fund over to FIC.
- In response to our call for candidates for Managing Editor for *Communities* magazine, we received one bona fide applicant. The A/C spent a fair amount of time identifying what we wanted from this position and examining the credentials and ideas of the candidate, even though the applicant dropped out before the matter was ready to come to the Board.
- Flow of FIC work is straining A/C's capacity to complete it; each Bd meeting now takes 9-10 days plus travel time. A/C is planning an interim meeting to digest some portion of the work, and do more strategic planning, with a particular eye toward the unique

To reduce the A/C load, Ben suggested we parcel out some of the work to non-A/C folks. Laird reported that this has been attempted in the past, with mixed results. We have experienced some difficulty with non-A/C task assignments getting completed in a timely fashion.

Question: is the A/C and its work sufficiently accessible to the full Board? Could more thorough use of e-mail help with this? Perhaps with phone calls to those without computers (or modems)?

Betty: E-mail doesn't always work; it's particularly difficult when emotions are involved and you cannot pick up tonal quality. Also, phone bills are high already with just A/C's communication.

Dale: E-mail can be an efficient way to put out a quick call to action. (Padanaram's Health Dept. problems, for example). At the same time, it's awkward if someone erupts with an angry message and then just turns off the computer, stifling dialog.

Dan: we need to be sensitive to the view that some community networkers do not own computers from a principled position; it is not clear that everyone has to be electronically available.

Question: Are minutes adequate? Everyone agrees that they are very comprehensive. But do we want them that comprehensive?

Lois: First time, totally intimidated. After Lama [her first Bd meeting], was grateful for them.

Ben: Having missed Celo, the comprehensive minutes made it easy to feel in touch.

Bob: Makes it easy to get back in the flow after missing some meetings.

Geoph has been doing the final compilation the past several meetings, but Betty will be doing it this time; she asked for feedback next meeting on the job she does. She is not intending to do so much re-writing, so there will be variations of minute takers styles that will not be all standardized.

Tom: Would prefer more concise minutes.

Lois: Perhaps the fuller version could be summarized by placing the highlights in bold. AGREED.

## Community Gathering Reports:

### Twin Oaks Community Conference: (Ira)

Held Sept. 5-7, 1992. Did not do much to advertise this, partly to avoid being overwhelmed. Probably a good decision, because attendance was strong: about 150. Response from contacts we already have developed were very effective. A few came from long distances, many were happy it was happening locally. Twin Oaks didn't spend much money, and did fine financially. Support from community members was good, and they'll likely do it again next year. FCE folks came & did workshop, which was well liked at TO. One interesting feature was two promising forming groups which were given boosts: Monocan Ridge near Shannon Farm, and Acorn, an outgrowth of Twin Oaks. Dan: Conferences are a marvelous way to recruit; Shannon got two good prospects from the Twin Oaks event. People who have read the Directory are honed & more focused in their search; this kind of event hones seekers even further.

### Sparrow Hawk Community Conference: (Laird)

Held Sept. 5-7, 1992. This took place concurrently with the Twin Oaks conference, and was the first one ever done by this community. About 40 people came, which was a stronger showing than expected. They reported an interest in more FIC involvement at future conferences, though Laird cautioned them not to expect any on Labor Day next year, immediately after the Celebration.

### Padanaram Conferences: (Rachel & Larry)

The community has been doing two a year (in May and October) for many years. This has served especially as a bridge to Christian and other spiritual groups. The format is typically free-form, and not all views expressed are those held by the members of Padanaram. The community strives to be as open as possible.

Larry: All communities have "Love your brother" as a basic precept; many religious groups also add "Love God".

Geoph reported that while attending their most recent conference his button was pushed on the issue of inclusivity, especially around acceptance of homosexuality as a choice. Geoph understood that homosexuals were not welcome at Padanaram, and should form their own communities. Rachel responded by encouraging further discussion, and made clear that Padanaram is open to talking about this, even if all conference participants may not be.

Bill expressed his appreciation for Padanaram's networking efforts over the years. Dale concurs with Bill, and observes a similarity between FIC and Padanaram in their efforts to promote intercommunity contact and dialog.

### Northwest Sustainable Communities Gathering: (Betty)

This first-time event was held in late September in the Puget Sound area, and attracted about 40-50 people. SYD & Betty did presentations, as did an ICA representative. They want more contact with FIC and expect to participate in the Celebration. The attendees formed a regional networking organization around the concept of sustainable community.

### Cohousing Gathering: (Ben)

Took place this fall in Boulder. There was considerable awareness among attendees of the link between Cohousing and intentional communities and many Directories were sold.

## Publications Reports:

**DIRECTORY:** (Laird) — Current edition [see balance sheet Attachment C]

At this time we have about \$30,000 in net assets. The numbers are somewhat fuzzy in that Laird did not factor out non-Directory FIC

administrative costs for postage and phone. Also, the numbers include significant income from the new Directory, from advance purchases, advertising and extended listings (which has realized over \$1,000 so far).

Sales of the current edition are down a little from 1991, yet still strong. There were about 5,000 copies left as of October 1. Laird reported that perhaps 1,000-2,000 may be left when the new edition comes out, but it's hard to tell. We may also be completely sold out by then (which is our hope).

Assets not reflected in the balance sheet are paid-for ads which have yet to appear, including classifieds in *Utne Reader* and *Mother Earth News*, a Smørgåsbok ad in *Utne Reader*, a display ad in the *Coop America Green Pages*, and reader selection ads in *New Age Journal* and *Mother Jones*.

Bob suggested that if we have remaining inventory when the new edition is released we should consider selling to used bookstores or offering them at a discount through *Communities* magazine. If there are not too many, we may be able to sell them as a collector's item.

We are about to run into a distribution problem, in that Alpha - our West Coast center - is almost out, while Twin Oaks - our East Coast center - has 90% of the inventory. Because having them shipped commercially is expensive, we are looking for help in getting boxes out to the West Coast. Laird will be moving a quantity to the Midwest when he drives east and returns in November, so even trips from the Midwest can help a lot if there is room in the vehicle. **TASK FOR ALL:** Contact Laird if you know of an opportunity.

Laird estimated that ratio of wholesale to retail sales is 4:1. Wholesale sales are spotty. For some reason, Bookpeople (in Oakland) moves many more copies than our other large distributors. And one regional distributor, Small Changes in Seattle, has sold more copies than either of our East Coast-based national distributors. We have placed no advertisement in the Bookpeople catalog, for example, yet have done so in the New Leaf and Inland catalogs. Sales patterns are the exact reverse from what one might expect from this: brisk in the former, and slow in the latter.

Dan reported the benefits of personal sales efforts with bookstores. It can take a significant investment of time, yet result in significant sales. Can we find people in Boston, New York, Chicago, and Texas (where sales appear to be slow) to do this in-person sales effort with bookstores?

Ira suggested monthly follow-up phone calls to established accounts, to ensure that they are kept in supply.

Deborah asked if co-op food warehouses had been approached about selling the Directory. **TASK:** Laird said he would look into it.

Laird reported that a side benefit to our Directory work is the marketing contacts and expertise we've gained. This is a movement resource which has already been of use to several authors — most recently Lois, who is marketing the book she co-authored, *Sustainable Cities*.

Dan asked if there is a schedule for when Charles Betterton will pay off his \$1,080 debt to the FIC. Laird replied that there is no schedule, yet he still intends to collect it.

### Directory New Edition: (Laird)

We are six months into receiving responses to our initial mailing requesting listings. To date, about one-third of the groups listed in the current edition have sent in new listings. While most of this is typical bureaucratic delay, we have received some reports of communities that don't want to be listed anymore — either because they are now full, or are otherwise feeling overwhelmed by the responses to their current listing. Where groups are hesitating to handle the responses, we are making a special effort to provide listing options that will keep contact information confidential. That way, groups can add their voice to the mix, and be an inspiration to others, without having to handle unwanted inquiries.

There is a lot of follow-up work to do in the next few months. The final deadline for inclusion of new listings will be around December 31. Release date is still expected to be June, 1993.

The good news is that we are constantly receiving leads on new groups, and we expect to end up with more than 500 North American communities listed in the new edition.

### Communities Magazine: (Laird)

Issue #79, the first regular issue produced under our management has just been printed, and will be mailed to subscribers next week. Along with an introduction to the Fellowship, this issue features a Directory Update section, which includes approx. 100 names and addresses of communities not in the most recent Directory printing.

Total printing costs for this 44-page issue will be \$.89 per copy. That's with a press run of 2,000. Demand from distributors has been high, and we may need to print another thousand (for about \$700). Cover price is \$4.50. Distributors typically get a 50% discount off list, which still leaves a comfortable margin for profit.

Cover is glossy (high clay content). Ink is mostly soy-based. Inside pages are 100% recycled white, instead of newsprint.

Geoph estimates he put in 120 hours compiling this issue. On future issues, he is already well along on collecting material for issue #80, and he expects to have it ready for release in February or March. The scheduling beyond that is in doubt. We want an issue to focus on the Celebration, coming out just as soon as we can get it done after the event. It is unclear if we'll produce an issue this summer, after Geoph's and before the one on the Gathering.

Betty, Ella, and SYD all volunteered to work on the Gathering issue. No one has spoken for a possible summer issue, before the Gathering. We have collected a good deal of material for an issue on the topic of community and economic development, which could be the theme of such an issue. We have already told subscribers that we are not committed to more than two issues in 1993, so we are not obligated to produce a summer issue.

Ira: given the financial concerns about the magazine, we should be careful to not let the size of single issues get too large; if we have more material than will fit in 56-64 pages, it's probably better to split it into two issues, or publish a double issue.

We're still looking for a Managing Editor. Laird estimated it's a half-time job once we are publishing as a quarterly. There are no active applicants for this position right now. The exact job responsibilities are flexible (depending on what aspects of magazine management are being handle by others), yet the emphasis in this position will be more on managing than editing. No decision has been made about the amount of money FIC can make available as salary for this work. Laird is hoping to be able to offer about \$12,000 annually for this.

Subtitle of the magazine. It is currently "Journal of Cooperation"; should we change it to: "Journal of Cooperative Living"? Most had a positive initial response to this suggested change. Upon reflection, Lois recalled past magazine articles which focused on cooperation more than cooperative living, and she worried if the subtitle change would represent a narrowing of focus, and if so, whether that was desirable. Harvey felt that it represented a widening perspective to him; it was hard to imagine an area of interest to us that did not relate to the theme of cooperative living. Lois found that acceptable.

**AGREED:** magazine subtitle will be changed to "Journal of Cooperative Living."

Laird reports that we have 2 back issue archive sets. The master set is missing four issues, and the back-up has eight issues missing. **TASK:** Laird will look at Twin Oaks for these, and has already written Paul Freundlich about it. We also plan to put a notice in issue #80 about this, offering a free subscription or Directory if someone can supply missing issues.

**TASK:** Laird will send notice to Lois and Ira about which issues are missing, and they can check their personal collections for what's missing.

Laird reported they we need an Ad Manager. He is acting in that role now, but his soul is not into it. The preference is to compensate for this work on a commission basis, though there is also latitude for Laird, as interim managing editor, to place some money in this area. Bill asked if it must be handled by one person, or could the work be divided regionally.

**TASK:** Laird will talk with Bill about his involvement in advertising for the magazine.

Bob suggested we look for an advertising rep who might carry our account as part of their professional portfolio. Ira said she knows someone who may be doing something like that in her area; if we had a clear description of what we're looking for here, she'd be willing to approach her contact about it. Task??

Bob suggested running a notice for an Ad Manager in the magazine and newsletter. Task??

**COMMITTEE:** Dan, Bill, Ira, and Laird. Laird will convene this group to explore advertising and marketing (strategies and plans for implementation) for the magazine.

**TASK:** Howard will talk with Al at East Wind about his interest in advertising and marketing, and relay the response to Laird.

**AGREED:** Any committee action, if exceeding the authority already vested in Laird as interim manager, subject to A/C approval.

Friday Afternoon, Session 3

Caroline [F]; Laird [R]

### FIC Fundraising Projects: (Betty)

There are two aspects: 1) fundraising for the organization generally; and 2) fundraising specifically for the Celebration. We will deal with only the former at this point in the agenda.

Auction of community products and services. This has languished to date for lack of a coordinator, but is still felt to be a good idea.

Calendar, featuring a full-color picture of twelve different groups. Some preliminary work had been done on this idea (which first surfaced a year ago at the Lama meeting) by David Thatcher and Faith Morgan last winter, yet neither is still working on this. Bill Land has contacted a half-dozen communities about the possibility of providing suitable photographs, and Geoph may already have some usable photos. If we want a 1994 calendar ready for sale at the Celebration, we need to re-energize this project soon.

**TASK:** Bill and Geoph are willing to continue working on this.

FIC Products. We could place our logo and name on products like coffee mugs and sell them as a joint outreach and income effort.

**COMMITTEE:** Dooh-dad Committee is Elph, Ben, Betty, Caroline: to make decisions about which products to use and purchase. Final decisions subject to A/C approval.

Grant writing. The impetus for getting into this was the Celebration, but the scope of several of the grants extended into other FIC activities as well. Initial response to 20+ submissions placed during the summer and early fall was negative. However, all but one of these were applied to cold, without any personal contact established ahead of time. While not encouraging, the result is not that surprising. Betty noted that foundations are much tighter with their money in these days of low interest rates. If she had it to do again, she would not have put the energy she had into grant writing. There remain several foundation prospects which may be a better match, and for which Betty is more hopeful.

Friends of Community. Over the course of more than 10 years, the FEC has developed a fundraising/donor arm of its network that supplies about \$4-5K worth of income annually. The FEC offered to do a joint solicitation for new donors using the Celebration as leverage. While the offer was generous, no decision was reached on how best to proceed because of confusion about rights to the income and access to names for future contact. What is the proper relationship for FIC with a subgroup organization on matters of fundraising?

Lois suggested that a donor program be extended to organizations, not just limiting it to individuals.

**TASK:** Betty: get Belden Paulson's Rockefeller Foundation contact, who himself lives in a community.

Howard pointed out that FOC members get certain perks in addition to the "good feeling" that accompanies donating to a worthy cause. [FEC offers subscriptions to *Communities*, copies of the Directory, or credit with Community Bookshelf.] We could look at what perks the FIC could provide its special supporters.

Harvey observed that the Fellowship, unlike the Federation, has individual members. Hence, we could incorporate donors within the

current membership structure without a special name. Betty responded that there is generally an advantage to identifying the special donor group with its own name, though it's an idea to chew on.

One idea the A/C is considering is a "United Fund" concept of joint fundraising, whereby FIC and FEC (and other networks?) could combine efforts in one campaign, thus reducing redundant fundraising and possible confusion on the part of donors.



Lois' editorial comment about fundraising in general: we have a unique body of knowledge: the latest word in what's happening in communities, and access to a wealth of experience in the many aspects of group living; instead of putting our energy into traditional non-profit fundraising schemes (grants, donor programs, etc.) perhaps we'd be better served by putting that energy into products based on our special information — perhaps with a 900 number?

Ben suggested that \$100 minimum may be too high for entry into the donor group.

Bob observed that the emphasis in grants today is money that will empower individuals to help themselves. Perhaps incorporating this view into our packaging will increase our future success rate.

#### **CSA/ICSA MEETING PROGRAM:** (Harvey)

This will be the 20th CSA conference (an annual event) and 4th triennial ICSA conference, to be held Oct. 14-17, 1993, at New Harmony, IN. Theme is "Culture, Thought, and Living in Community", which should be broad enough to accommodate almost anything. We have the encouragement of Don Pitzer and the CSA Board that at least two 90-minute sessions will be open to contemporary communitarians. Our presence at the recently held CSA conference at Nauvoo, IL was minimal (which was understandable considering our heavy commitments to the Directory, magazine, and Gathering). We had a stronger presence at the last ICSA event, at Elizabethtown, PA in summer, 1991. The FIC wants to encourage people to present papers and be a part of this coming event.

Elph reported that there is strong interest at these academic conferences in reports from contemporary groups; they tend to be more lively than the usually drier scholarly investigations.

**TASK:** Harvey and Deborah will work to line up presentations from contemporary communitarians for the 1993 CSA/ICSA conference.

Ira suggested contacting Kat about doing a presentation around her new book and/or her involvement in a new forming community that's an offshoot of Twin Oaks. Caroline expressed interest in presenting on the use of consensus at Alpha Farm over the course of 20 years. Dan and Elph volunteered to do a statistical analysis of the Directory data base, including comparisons of the new edition with the current one. Rachel reported that Padanaram will probably be doing three sessions themselves.

Deborah wanted to see the FIC help with housing, to reduce participation costs. Dan suggested booking the Barn Abbey at New Harmony during the time of the conference, for housing contemporary communitarians. Dale has already volunteered to manage that facility during the time of the conference. Jim Sanders, a friend of Dale's in New Harmony, is in charge of this, so there are good prospects for our access, if the cost is within range.

Rachel offered space at Padanaram (2-1/2 hours away) either before or after the conference. There will be a post-conference tour going to Padanaram.

#### **INSTITUTE:** (Dale)

Dale worked on a draft proposal. of this concept during the past year, under the aegis of Don Pitzer and the CCS. Don's vision has been that CCS, CSA, and FIC would jointly cooperate to create the Institute, to handle better the full range of inquiries about community, from academics to seekers to media. To his knowledge, there is no place in the world which focuses specifically on community. The Institute could be that place.

Harvey: there is a change in our association with CCS and CSA now that our headquartering at USI has ended. This allows us a freer hand in how we pursue the Institute, and provides a healing opportunity for developing a new relationship with these two groups that is constructive and cooperative. At the same time, he doubts there could be much A/C energy available for this prior to the Gathering.

Bob: a sense of community cannot be developed in a vacuum; community must be learned from the inside. He's concerned that it might be difficult to have people gain realistic insights into community living through intensive seminars — if that's to be part of the Institute's program.

Lois: nervous about the sterility of the classroom. Perhaps the Institute, on an informal level, already exists? People travel to existing communities now, in part, to study community. She feels the best learning goes on "in the field."

Betty: very excited about working on this, and helping it develop. Wants to see the FIC support the planning phase, without committing FIC to any position regarding implementation until we see how the planning goes.

Bill is enthusiastic about connecting contemporary communitarians with restorationists, using historic sites as opportunities for living communities, perhaps with restoration, display, and interpretation being a community income source.

Dan believes there is a void that the Institute may fill, especially as it can be envisioned without walls. In particular, the Institute could be the focal point for a full range of media contacts. If this goes well, perhaps the Institute could be replicated, and spread out to regional operations.

Elph: could be an attractive entry point for people to gain information about community; it may be perceived as more accessible than contacting communities directly (which is a scary step for many). We can perhaps bring more life to historic communal sites by working with restorationists (a la living history farms?).

Dale reported a willingness to take this on as a personal project, acting alone for now if other FIC energy is not available. While the initial impetus for the Institute came from Don Pitzer, Don has decided to back away from this for now, because of the press of other professional matters. Dale intends to work closely with Don on the ideas, as Don holds an important piece in the coalition mix: the academic contacts and historical perspective. (*Discussion to be continued after break.*)

**Dan:** we could encourage donations to FIC that are specifically earmarked for the Institute.

**Ben:** Some communities have visitor programs aimed at teaching seekers what it means to be in community. Perhaps Dale could distill information from the experiences of these programs that would be useful for the Institute.

**AGREED:** FIC supports planning for the creation of the Institute - spearheaded by Dale - with enthusiasm, moral support and any reflective support that Dale requests. As it develops, we will look at the possibility of financial support and additional energy support. The creation of the core group and the strategy for fundraising will be left to Dale at this point. FIC will publish suitable articles and notices about the Institute in all its venues, free of charge.

**TASK:** Harvey, Dan, Bob, Elph, Deborah, Lois, Geoph, Ben, Rachel, and Betty will give Dale feedback/ideas during the planning phase. Bill reported plans to develop a five-state network of communities, which he expects will be willing to support Dale's work.

**USI SETTLEMENT:** (Geoph)

Bottom line is that USI gave us a bill for labor in fiscal '91-'92 well over twice what we thought had agreed to pay. A/C did not believe it had authority to pay such a large bill without full Board consideration. The A/C asked for a one-month extension of USI's October 1 deadline for paying the bill - so that the Board could consider the matter - and this was refused. Consequently the FIC headquarters at USI was closed October 1. Geoph gave a history of the agreements, along with the figures involved (Attachment E).

When A/C looked at the figures, they felt that based on the hours that were probably worked on our behalf, it would be fair to pay an additional \$1500 for staff time, even though we had been billed for half that amount the previous year, when somewhat more work had been done at the Center.

Caroline: we are resting our decision on the overages for the previous year, yet there is no documentation for those figures.

Bob: what are the consequences if we do not pay? Laird: there will probably be increased strained relations between FIC and Don, possibly between FIC and CSA.

Bill: it doesn't appear that our "legal" obligation extends beyond the \$1,500 match, especially given our November, '91 letter asking that we be notified before we incurred debt beyond that amount.

Don has expressed dismay that the Nov '91 letter was sent to Mary Sherrod and not him. We clarified that the letter was addressed to both Don and Mary Sherrod, not to Mary with a copy going to Don. Dale: This is a very complex situation that's difficult to unravel.

Rachel: CCS Bd. felt a great deal of enthusiasm for the relationship with FIC, but somewhere communication with Don and USI broke down. The situation has a great deal of haziness. As a member of the CCS Bd, she'd like to see the relationship with FIC continue.

**AGREED:** to accept the recommendation from the A/C to pay the \$1339.79 which we incurred in non-labor expenses, and allow the \$1500 already paid to go into the labor account.

Rachel: why did two months pass before we requested an extension? Caroline explained that when Don called her in late July and first notified FIC that there was a large outstanding bill, she was astounded and directed him to notify Betty as Administrator and Treasurer. Don apparently did not do that, but rather wrote a lengthy letter in early August explaining why he thought the charges were justified. Instead of sending this letter to Betty, he sent it only to Caroline. As soon as she received it, Caroline called Betty and told her about it. Caroline did not go into detail with Betty because they both expected that Betty would be receiving her own copy in the next couple days. It turned out, however, that Don did not send Betty a copy, and when Betty coincidentally received a letter from Mary Sherrod at USI Accounting, she mistakenly thought that was the letter she was waiting for.

It wasn't until a meeting two weeks later, when Caroline and Betty were together that they discovered that Betty never got the letter from Don. By the time Caroline was able to go home, find the letter and transmit a copy to Betty, it was the early part of September and Betty was just leaving on a two week trip out-of-town. She sent a quick acknowledgment to Don, but was not able to send a detailed response until late in September, at which point the request for extension was made.

Laird: Don has managed to be in hot water with some portion of all three boards - CCS, CSA, FIC - at the same time, calling into question some of his administrative actions with all three. Rachel felt that Laird's statements were based more on hearsay than fact, and objected to them being considered.

One choice is to send a letter to Dr. Reid, the USI Vice-President for Academic Affairs, saying that the additional \$974.26 is more than we feel is fair or justified on the basis of the documentation supplied so far. We have agonized over this situation in the Administrative Committee deliberations. We could enclose copies of our Nov. '91 and Sept. '92 letters, and empower the A/C to respond in this process, and make any final settlement within the range of \$0-\$974.26. Another choice is to pay the whole thing off and be done with it.

Belden: based on his experience with academic administration, he speculated that if a delegation of a national organization went to USI and made its presentation directly to Dr. Reid, he would most likely just drop the money owed.

Caroline: If we owe any of it, we should pay all of it, and be done. However, I do not feel we owe it. Even so, we have a choice of approaching this from a principled basis or from a pragmatic basis. Pragmatically, we may decide to pay it off and move on. From a principled position we should not pay any of it. She could support either position at this point.

**AGREED:** the A/C is empowered to deliberate further on this and make any decision between paying all or none of the remaining \$974.26 in question.

Rachel: I heard phrases like "breaking down of trust", and we did not address that issue. She would be willing to talk with people about this further, outside the session.

## **OTHER MOVEMENT REPORTS**

### **Bioregionalists: (Caroline)**

**The Turtle Island Bioregional Congress met for the fifth time last May, near San Antonio, Texas. The group was smaller than usual — about 250 people. Unlike previous Congresses, this meeting was organized around issues, rather than committees. The organizers tried**

to dissolve all the existing committees, however, the Communities Committee refused to be dissolved. This group was the largest group that met during the whole congress — about 40-50 people.

The bioregionalists want to have a gathering along with the Congress when they meet next, in 1994. Caroline found it difficult to speculate on where this group was headed, yet thinks it worthwhile for FIC to stay in touch with them, especially given the vitality of the Communities Committee. She noted that the members of this committee weren't from intentional communities, yet were still very caught up in the idea. FIC could play a role in encouraging communities to be involved in the bioregional groups within their bioregions. In the Northwest there are already a lot of community people involved in the bioregional movement.

#### The Greens: (Caroline)

They held their annual national meeting in Minneapolis this summer, and about 300 people attended. One day, Caroline was asked to give a whole day on community, which turned out to be one of the largest sessions they've ever had. People were very interested and asked all sorts of questions. In particular, they wanted something to organize Green communities around. There are apparently two or three community groups forming out of this meeting.

The Green Movement is quite factionalized, and Caroline thinks they need to overcome the game-playing and work on unity. A lot of mending has gone on recently, and they are just now becoming recognized as a legitimate political party in a number of states. There is a lot of rational thinking about how we're going to get out of the mess we're in. They have a meaningful political platform. For FIC, the role is to be there and encourage people who want to move into community. Caroline thinks we should have people at next year's conference, and there is an ongoing group interested in community that we should be in communication with. TASK Caroline will give the name of the head of this group to Betty.)

Lois: there are a lot of Greens who would love to join us and who are not difficult politically.

Betty: maybe we should send invitations to Greens in the areas where we are having meetings.

TASK FOR ALL: Names and addresses could be given to Geoph.

Howard noted that Jim Richmond, ex of the Greens National Clearinghouse, is now completely burned out from that work... and living at Twins Oaks now.

Geoph: we should target Green and Bioregional publications to get notices in about our events and publications. TASK??

#### Cohousing: (Lois)

There are three cohousing communities now constructed and occupied: First was in Davis, second in Winslow, WA (Bainbridge Island), and third in Emeryville, CA (Bay Area). There are many more projects in construction. (note from Betty - there is also one on Whidbey Island. even their common house is up and being used, though still under construction.

There are three main Cohousing newsletters: Innovative Housing in the Bay Area, Rocky Mountain Cohousing News in the Boulder area, and another around Boston. By the turn of the century it is expected that there will be a completed cohousing community in every major city in the country.

Cohousing people are generally very interested in intentional communities, even though the original Cohousing book isn't particularly friendly to intentional communities.

Cohousing is a democratization of the housing process: the residents, design, construct, finance, and maintain the whole development. Generally, cohousing communities have at least one common house, with several self-contained houses for individuals and family units. Some are organized as co-ops, some as condos, some privately owned.

#### Ecovillage: (Lois)

This is a growing international movement. There are about six eco-villages under construction in the U.S. right now.

An ecovillage as a full-featured settlement, human-scale, and sustainable. This translates into a planned community that is integrated for sustainability (e.g., people can use bicycles or non-polluting transportation to get to where they want to go). There is also a sustainable cities movement which is tied into the ecovillage movement. One controversy in this arena is whether people should be building anything in rural areas anymore. In Australia, the big divisive issue is rural versus urban eco-villages. The urban ecovillage people think that we should bring the country to the city.

In Los Angeles, Lois is deeply involved in an 11-acre ecovillage project. There is now dialogue about whether space that is now open should remain open or be developed. In some cities, compacting areas so that there is less sprawl can be ecologically sound, especially to enhance mass transit options and so open space can be reclaimed. This applies especially to a city like Los Angeles. Land dedicated to streets has to be reclaimed for human purposes.

Believe it or not, New York has more public open space than Los Angeles. As we densify, we have to allocate more public open space. The problem with densification is that it has been typically done in an ugly and unplanned way. We have no design-review boards. A lot of shabby, ill-planned stuff has gone up - particularly in lower-income neighborhoods - that turn into slums. The good news is that there are a lot of wonderful designs out there. Income mix is also very important for sustainability.

Bill: Bloomington, IN, has adopted this sort of design criteria.

#### Native American rituals: (Bill)

Native Americans in his area celebrated the Lakota-Sioux Sundance for the first time east of the Mississippi. They have committed themselves to do this every year for the next four years. This represents an intensive four-day event. It was a wonderful, empowering event that brought different ethnic groups together

Midwest communities network: (Bill)

Bill, Rachel, and others are starting a five-state (IN, IL, MI, OH, KY) networking group for sharing information among community and co-op groups.

Emissary communities: (Tom)

There is a dramatic change going on in the North American Emissary program. The catch phrase these days is: "Everything is up for review". There are no more area coordinators. What used to be called the executive council is now called an advisory group. The spiritual leaders, Michael and Nancy Exeter, just separated. The education program is on hold until mid-1993.

At Green Pastures, they have not had an area coordinator for almost two years, and the community is exploring consensus decision-making. They are seeking a spiritual-reference point, and have established a group to help in the search. Everything is being worked through carefully and deliberately.

They recently experienced a very powerful spiritual event where someone revealed a past emotional trauma and the group spontaneously moved into a unifying healing ritual. This experience was very different from prior spiritual events and is indicative of ways that Green Pastures and other Emissary units are opening themselves to lots of new events and changes.

Caroline: We had some Emissary women come to Alpha Farm recently, and they reported that feminist views were having a significant impact in the current whirlwind of change occurring at West Coast Emissary communities.

Tom: over the last six or seven years, we have shifted from having speakers in the front of a room, to more of a dialogue-style of presentation - which is a more feminine approach. There have been more ceremonies about Goddesses and feminine cycles. Michael Exeter, in his Sunday morning talks, never uses the bible like his father did, but creates his presentations from a wide range of books and philosophies. Everything is up for review. No one is sure what is going to happen. Michael just took a week off, which was virtually unheard of before.

InterCommunities of Virginia: (Jenny)

The last meeting of this network was held at Shannon last year. Two communities new to the group showed up, yet it is unclear how much energy is behind continuing this loose-knit organization.

School of Living: (Dan)

They meet once every three months, and are doing well financially. SoL has pledged \$40,000 to a new community starting up the road from Shannon. The School is experiencing leadership changes without knowing where the replacement energy is coming from.

Federation of Egalitarian Communities: (Ira)

Sponsored a communities conference at Twin Oaks during Labor Day weekend, and about 200 attended, including community folks.

Laird reported that FEC has one new community about to join and two or three others seriously interested. Community Bookshelf has now found its fourth home in an FEC community, having moved from Sandhill Farm to East Wind in May.

NASCO: (Deborah)

They are having their annual conference next weekend, in Ann Arbor. Geoph, Elph, and she will all be there. She has been working for years to create a network between NASCO and intentional communities. This year, Geoph will be giving his slide-show at the NASCO conference. Deborah mentioned that NASCO has an internship network that FIC could take advantage of. Lois noted that CRSP had a NASCO intern last summer who worked out really well.

TASK: Elph said he would help arrange for FIC to join NASCO.

Northwest Sustainable Communities Conference: (SYD)

There was a communities conference in late September in the Puget Sound area to explore the creation of an area network around the concept of sustainable communities. Betty and SYD were presenters. Most heard about it through the food co-op network. A lot of people at the conference got fired up about the Gathering. They have started a formal networking organization as a result of this conference.

Congenial and Harmonious Association of Tennessee Intentional Communities: (Harvey)

Once again, CHAOTIC did not meet this year.

Saturday Morning, Sessions 6 & 7

Betty [F]; Deborah [R]

'93 GATHERING — Update: (Betty)

Betty gave an introduction to the Celebration for newcomers. With the response and inquiries we have received, in large part to the Directory, this should be a good time to have a Celebration. In past work, we have defined 3 major goals to accomplish:

- (1) To allow for networking opportunities and "how to" presentations to serve the needs of those seeking/starting communities.
- (2) To provide opportunities for building collaborative projects between communities and communitarians and build bridges with networks and organizations with similar values and goals.
- (3) To have a "coming-out party" for the movement and dispel the myth that we have disappeared after the mid 70s, to celebrate and share the skills and knowledge we have accumulated over the years and explore ways to integrate these skills into the mainstream culture.

Of these three purposes, we have chosen to emphasize #1 in the planning for the Celebration. The title, *Celebration of Community: Lessons from the Past, Living in the Present, Visions for the Future* will influence the organization of the event.

The Celebration will be held at The Evergreen State College outside of Olympia, Washington. We will have access to the whole

campus. The dates are August 26th to 31st. Evergreen has an exclusive food contract service; however we have negotiated with them to allow Seeds of Peace to provide a less expensive soup kitchen option. (Of the 75-80 registrations received, it is 3-1 the soup kitchen) There will be on-site and off-site camping as well as single bed rooms in campus housing.



Betty has been hired to do part-time work as the FIC administrator and part time to plan the Celebration. She has done grant writing and the work necessary to align us with CESCO as a 501c3 umbrella. We were fortunate to receive our own 501c3 at the last minute just before the grants went out.

FIC planners on the west coast have had three meetings. On Thursday of this week, here at High Wind, we had a meeting which focussed on the program.

In October, SYD and Betty sent invitations to 150 people from Vancouver, BC, south to southern Washington for a Volunteers planning meeting. About 20 people attended. This group is scheduled to meet again on November 14th. We are also planning a Site committee meeting on Nov. 15th in Olympia. Members of Seeds of Peace from the Bay area will attend. They have committed themselves to assisting with site planning and managing the soup kitchen. Ella described Seeds of Peace as a "collective of maniacs" who provide support services such as porta-potties, food services, etc. to gatherings and political action events.

FIC has envisioned the staffing for the Gathering to require more full time and part time energy in the winter of this year. To that end, Betty has been in discussion with Annie Roberts and Elizabeth (Es) Shuey of Eloin community in southern Oregon to possibly fill part of this need. Ella Smirkovitch from Seeds of Peace has moved to Washington for the expressed purpose of working on the Gathering.

In the past two weeks, exploring the possibilities of coordination has led to a whirlwind of activity and has, by necessity, proceeded with some assumptions that Annie, Es, and Ella will join Betty in this work. To acknowledge that this whirlwind could easily leave the rest of the group feeling "left behind", Betty led a visioning session to help us bridge the gap. We imagined a whirlwind of activity around the Celebration planning which is quickly building speed. This whirlwind so far has only involved a few people, and the rest of us are waiting to be picked up by it. Betty acknowledged that we all have to make a leap of faith to jump into this whirlwind. Each person needs to feel free to express any fear in making this jump, any hesitations about the people who are leading this whirlwind, any questions about the process that has occurred to get Annie, Es and Ella here at this meeting, and any other issues which individuals might be holding.

#### Report of Thursday Program committee meeting:

Ella summarized Thursday's meeting which focussed on program themes, design and schedule. The themes that will be running through the Celebration are: Creativity; Nurturance; Diversity; Community Technology (divided in hardware, software and liveware); "How to"; Cross-community Connections; Inter-cultural exchange. The umbrella themes for the context of the program will be : Lessons from the Past, Living in the Present, Visions of the Future.

There will be a Plenary session each day as well as workshops and discussions groups to discuss a variety of topics such as diversity, ecology, nurturance, economics, and visioning. Attention was given to the placement of daily themes, with the recognition that more people will be coming on weekend days.

We plan to have an Ecovillage - a place where there are demonstrations and exhibits of solar, permaculture, etc. Ben said that the group also talked about having ecology as a guiding theme.

#### Organizational structure:

Caroline presented a three dimensional circular organizational chart. In the center is the Core group: Ella, Betty, Caroline and Annie. In the next circle is the Council, made up of heads of various committees and functions. Each of these areas are divided into subcategories. For example, workshops, speakers, and ecovillage fits under the "programs" area. Members of the Core and Council could also be serving in positions on the Council and in subcategories. This chart is a living document and not set in stone. There is a great deal of inter-relatedness of the various rings and individual people may be working on different rings and with different levels of responsibility, simultaneously.

The relationship of the FIC to the Core needs to be discussed. Caroline said that the FIC belongs on top of the chart and "overlights" everything. Two of the core members are also FIC board members who have a long history with the Celebration development. Ira said that the Board's input should be in the manner of framing tasks and deciding who should be responsible for those tasks. Also, we need to set up limits as to how far we are going to go with our leap of faith.

The Core group will need to give periodic updates to the Board so members can react to things before they meet again. This update should occur monthly (approx), and give information on finances, speakers, etc.

**TASK:** Betty will see that Celebration updates are created and distributed.

E-Mail can help facilitate communication for part of the Board, with the recognition that it is not a replacement for the updates. If necessary Betty can open a separate box just for Celebration planning. (Elph groaned).

Bill said that we need to address all sorts of "what ifs" for possible contingency plans if things don't go as smoothly as planned. SYD said that the Council will act as back-up planners. Four people in the core group rather than one will help. We also recognize that if we are unable to get any major speakers, no folks show up with booth material, we could still put on a successful event just by working with the people who attend.

Annie wants the Board to be a part of putting together the press packet so that everyone feels comfortable about what image we are projecting. Annie did a "visioning" of a day at the Celebration to create a view of what producing and attending this event might look like. Although it sounded perfectly smooth and easy, Annie stressed that all of this would be backed up by 10 million volunteers scurrying around making things work. Already Noel Brown, Head of the United Nations environmental program (played major role in Rio Summit) has indicated interest in being a presenter.

Annie continued by presenting details about staffing for the Celebration using the organizational chart. There will be an international flair. We will draw from communitarians to give the workshops and presentations. She talked about the dance that goes on between

presenters, organizers, entertainment, etc, in terms of organizing their travel, accommodations, what they are going to do to build an exciting and integrated program.

Betty said that her picture is not meshing perfectly with Annie's presentation. She wants to hear more about the relationships between the core group and paid staffing requirements.

Annie used entertainment staffing as an example. There would be a small committee in charge of entertainment between now and April which needs to be headed up by Annie, one of the core group or someone in close contact with the core group. April is the time when energy for the Celebration will expand dramatically. On-site requirements will be different. Each area will require volunteer on-site staff.

Annie estimates that there will be at least 100 on-site volunteers. Ira suggested that all attendees could have some responsibilities at the Celebration. Caroline said that each small group clan can be given responsibilities, rather than each individual. Annie feels that in theory this is good, but the practice is shaky, because many of the people who will come to the conference will not have experience in community. She warned that once you organize people to do things, the need for what they were supposed to do will have passed. Ira responded that at places like the Michigan Women's Festival, this model has worked well -- even though everyone doesn't end up helping. Annie said that this idea could be worked into the registration packet, that everyone will be asked to contribute some work.

Annie's experience is in planning large conferences, while Betty and Caroline have experience in planning gatherings. In the blending of these two forms we will also be blending the experience of seekers and the experience of communitarians.

Kristen asked about the organization of the "pods". These groups could be randomly organized, organized by interest, or by geography. Caroline suggests we "seed" the pods with at least one person who is part of the staff and knows what is going on. (Note: for 1000 attendees, divided into groups of 20, we need 50 staffers)

Deborah asked where will the academics fit in, since they aren't seekers or communitarians. We need to draw on them as resources for the part of the program which looks at our past and to look at the relationship between contemporary community life and historical communal life.

One goal is to give all attendees the opportunity to experience the energy of community at the Gathering.

Celebration budget: Betty presented.

The budget is an attempt to be very conservative on the estimates of income and realistic to generous for expenses. (Attachment F)

Annie plans to develop a sponsor program. She hopes to find four major sponsors and ten minor sponsors, hopefully bringing in as much as \$20,000.

Betty was able to get \$13,600 in loans without trying very hard. She feels that we should try to have this amount be the upper limit of what we borrow unless someone wants to loan an amount that would not be expected to be paid back in the event we did not make a profit. Ira has a concern that we not take out more loans. Caroline agreed and feels the Board must be consulted if more loans need to be taken out.

**AGREED:** the Celebration core group will get approval of the full board before getting additional loans for the Celebration.

Lois suggested that we have a central bookstore, where the Celebration takes a percentage of all the book sales. Alhabit would be happy to run the bookstore. The typical percentage is 15% to go to the organizers. Potential bookstore profits have not been put into the budget.

The expense budget numbers reflect a work scholarship program. Betty said we want to have a scholarship program so that fees should not be a barrier for people wanting to attend the Celebration. We will be trying to raise funds specifically for this purpose and then we will need to "play" with the number of registrants. The more we have register, the more scholarships we can offer. We have agreed that there will be no full tuition and housing scholarships - everyone will be expected to pay some amount, negotiated with the scholarship recipient.

Geoph asked if the budget reflected taking a percentage from groups and individuals who sell things at the Gathering. This projected income is reflected in "exhibits" income. There will be a charge for booth space with different rates for commercial, communities, and educational. No food sales (for immediate consumption) will be allowed due to the exclusive food contract of the college.

Elph expressed concern about the amount listed for computer rental for the daily newspaper room, which he thought was too small. Betty hopes some of the rental will be donated or subsidized by computer companies.

Lois pointed out that A/V equipment could be operated by volunteers. We have to hire university personnel to operate any A/V equipment we rent from Evergreen and any used in the large lecture halls. Caroline thinks some of the A/V people (Evergreen students) will donate their time.

We hope to have on-site walkie-talkies for communication.

Ella reported that once we have a better idea of numbers, we may be able to negotiate a flat rate for use of campus facilities, thus saving on the \$4/day per individual fee. (in later consultation with Conference services at Evergreen, we found that this will not be the case)

Total expenses are estimated at \$171,350. Income projections are \$183,200. We are projecting a conservative profit of \$11,850. [see budget, Attachment F]

Lois said that if we focus on a certain amount to make from the Celebration, that will help us achieve the goal. It has the potential to be a very big fundraiser - even as much as \$50-100,000. Annie said that it is important to look at the Celebration as a service rather than as a moneymaker. We should not tie ourselves to a specific fundraising goal. Lois said that we should engage in fundraising just for the purpose of funding scholarships. Laird noted that the budget was conservative, and said that \$100,000 is probably a reasonable vision for everyone to hold.

Betty went over administrative expenses and the amount of time we need to have paid staff working on the Celebration. She proposed that Annie, Betty, Es, and Ella be paid staff. Geoph asked why Caroline was missing from the paid staff list. Caroline said that she

would just need to have her expenses paid, and still needs to check out how Alpha feels about her level of participation. Annie suggested that if there is a surplus, we should have a commitment to give a bonus to Betty and Caroline. Betty reminded us that she is also being paid as FIC administrator, and the \$600/month is not the total amount which is being proposed to go to her.

**AGREED:** that salary bonuses will be taken up after the Celebration is over.

Ira expressed concern about travel expenses for the administration and committee meetings. There is only \$1500 in the budget. Elph suggested the number be increased to \$8000. Betty noted that the core group was only defined yesterday, and thus the budget still

needs some more refinement. There is a possibility of renting a house in Olympia, for example, to house volunteers for a couple of months before the Celebration. This expense is not reflected in the budget. Betty asked the Board for some flexibility in the budget, as long as she provides frequent updates to the Board.

SYD expressed worry about cash flow. Annie stressed that we are going after sponsorship money to be paid at least 1/2 in advance. Ira stressed that we shouldn't seek any more loans so we don't get ourselves too far into the hole. Betty asked Annie and Es if they were willing to put in some time for free up front, with the expectation that they would be compensated later. Annie said she could probably live a month behind getting paid. Es said that she is optimistic that the cash flow from sponsorships will improve so that this will not be an issue. The Core group will work with the cash flow situation and keep the board informed on a regular basis.

Laird asked about how much authority the board should give the core group in working with the budget. Caroline suggested that we use the present budget as a guideline, and although there should be some flexibility, we should also be somewhat bound to these figures. The figures should act as a stringent guideline between now and April-May, when things are likely to take off and possibly be quite different.

**AGREED:** As the total on the income side for Celebration rises, that the core group be allowed to increase expenses up to 50% of the income increase.

**COMMITTEE:** Betty, Ben, Ella, and SYD will do more refinement on the budget and present it tomorrow.

Laird offered an opportunity for people to speak about their reservations and uncertainties about this package.

Lois asked if salaries will be paid regardless of sponsorship, or if salaries will be contingent upon bringing in sponsorship money? This question will be referred to the AC. We are currently sitting on \$15,000 in the bank - mostly from loans already given. Bill reminded us that it is possible to lose money on an event this size. Laird asked if Bill thought the budget wasn't conservative enough. Bill said it was okay, but the core group should do plenty of contingency planning. Bob said that the group needs to come up with a date where losses could be cut. The date of the interim AC meeting (end of Feb) gives an opportunity for serious re-evaluation of the budget.

As a bottom line, we recognize that we are strong enough to pull off the event even if our speakers don't show up and all of our plans fall apart. We know how to organize a large group of people to provide a meaningful experience. SYD asked about requirements for liability insurance. Betty has talked to an insurance person on the NW volunteers committee who said that we should budget approximately \$2,500. Exact figures are not available yet. Caroline says that we can get event insurance like concert promoters get.

Lois expressed two reservations. First, the board has fiduciary responsibility to check into the backgrounds of the people we hire. Second, she is worried about Annie's ability to communicate with people due to her rural location.

Various members of the board are contacting 5 references Annie and Es have provided. Caroline has contacted hers and got glowing reports. Annie and Es would not be working from their community, but get a house in Ashland for this year and work out of that.

Saturday Afternoon, Session 8

Lois [F]; Geoph [R]

**800 NUMBER:** (Ella) Ella reported on possibilities. Decision was referred to AC, by default

**FIC HEADQUARTERS:** (Betty)

It has already been reported that, as of Oct. 1, HQ are no longer at USI, and our "office" is sitting in the High Wind library. Celebration HQ office is currently in Betty's bedroom, receiving calls at all hours so Betty is seeing the need for an outside office. She has found a possible office space in Langley, WA - a small space in an open room, with large desks, plus shared conference room and workroom, renting for \$250. Annie says Betty will need room for at least four, maybe six, when things get hoppin' in the spring (Geoph & Elph, etc. will arrive). **TASK:** Betty will also investigated the possibility of subleasing a house from friends in Olympia. So far the office has been in donated space with donated phone, fax, computer, etc.

Annie and Es would consider hosting the FIC office after the Gathering winds up. Tom asks why the FIC office is not now at a community. Several years ago, the board expressed concern about being too closely identified with a particular community.

There are two time periods with different needs to consider: the next year, while both the Celebration and regular administrative FIC functions are needing homes; and after the Gathering, when regular functions are primary. Caroline sees combining the Celebration and administrative HQs for now. Bob offered his services to help us negotiate a contract for commercial space.

We could consider having a main office in Langley, and a branch office with Annie & Es in Ashland. Annie points out that this would be at very little extra cost: \$200/mo for rent, and perhaps \$20/mo for an additional phone. (Plus it would be nice for FIC to provide a fax for the duration of the Gathering project.) Ben prefers a P.O. Box for the permanent main address and suggests setting up regional offices as we advance the technology of our communications.

**TASK:** A/C will work on location of main office. *Spring '93 Agenda:* reconsider long-range main office topic.

**FUTURE BOARD MEETINGS:** (Betty)

We had previously scheduled our spring '93 meeting in the Northwest, but the A/C recommends that we go on our regular rotation to the East, as the A/C interim meeting will be in the NW in February, and the fall meeting would be most conveniently be held in the NW shortly after the Gathering.

Geoph contacted Sirius about the possibility of meeting there; they have a fairly open schedule for the late spring, and might be willing to lower their normal rates for day use and accommodations. We could also barter future FIC membership costs and Celebration fees.

**We will explore other options: Abode of the Message, Goddard, and other possibilities in that region. Songaia has arranged to host us in WA in the spring, for \$10/day lodging and food.**

**TASK:** Betty will find out if Songia can host the board mtg in the fall right after the Celebration. (The A/C decided that the Northwest would be the optimal time and place for the fall board meeting to capitalize on the energy from the Celebration, and to work with the ideas and enthusiasm coming out of it). Other ideas if this doesn't work out: Edenvale, Breitenbush, Stillmeadow.

**Spring '94 possibilities in Midwest:** Sparrowhawk (OK), Padanaram (IN), Sunrise Ranch (CO).

**LAND BANK:** (Steve & Laird)

Steve's group in Minnesota is looking for land and wonders what role FIC can play in helping them in that process. They already have a grant for planning from the Presbyterian church and have applied for grants to seed a revolving loan fund to help acquire land for their community and others. Their group is mostly women & children, low income, with a fairly high level of developed skills.

Why do they seek an association with the FIC? In the short run, we could offer credibility for potential lenders and 501(c)(3) status attractive to potential donors. Later we could supervise the revolving fund and use our expertise for deciding among applicants. This has been in our vision for a while, with several of us having done this kind of work in the past. It is definitely in line with FIC goals and priorities, and there is definitely a great need for this type of support. Dan says that from the School of Living's experience, we would need on-site oversight. Minnesota is too distant for the SoL; if the church would underwrite the loans, SoL might be able to help. Lois has information about a network of approximately 35 Community Loan Funds (socially responsible revolving funds that provide technical assistance as well as money.)

Ira would like us to share this work with low-income groups if they can be located and encouraged to get involved. NASCO has some experience with this type of revolving loan fund, as does North Country Cooperative Development Corporation in Minneapolis. Bob is willing to help groups structure their deals; he has experience in construction, financing, and management that he would like to share. He would be glad to collect the information, put together a package, then have us publish it. (Most of the information is now in his head.)

**AGREED:** A revolving loan fund is an appropriate type of endeavor for FIC to get involved in.

Laird is personally interested in doing the review on behalf of the Fellowship, subject to FIC review. He doesn't feel this will take much additional effort on our part at this time. He is concerned that we might not be able to do this thoroughly now, as we are already heavily committed to other projects. This is an interim stage, and needs future development. Dan urges caution on financial deals on this scale; he is interested in being on the review committee.

**COMMITTEE:** To review land revolving loan fund: Laird, Dan, Betty, and Lois. *Fall '93 Agenda:* review this topic in greater detail.

**TASK:** Bob will put together a financing primer for acquiring and holding property, based on his 33 years of experience in the field. Lois will send to Bob chapters on finance from a book she's helping put together on Coop housing (being published by U.C. Davis). Bob will see what he can add with it. The combined result will be brought back to the Board and we'll add our experiences in unconventional land acquisition.

Saturday Afternoon, Session 9

Geoph [F]; Laird [R]

**FIC GENERAL BUDGET:** (Betty) [see Attachment G]

There was no interim budget report since the last Board meeting, because numbers had gotten only marginally firmer and there was so little Celebration income until just the last month, so there has been very little activity.

Note that our Directory income is down slightly in '92 over the prior year.

Office rent in '93 will surely be larger than \$2,100, given the surge of work for the Gathering, and the agreement earlier in the day to operate both a main office in Langley and a branch in Ashland.

Action on approving the '93 budget is deferred until after the next item.

**BUDGET PRIORITIES:** (Harvey)

Items to look at include:	Directory Magazine Administration/staff	Celebration Newsletter Travel subsidies	Communities Institute Land Bank Revolving Loan Fund Membership development
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There are on-going commitments, on some level, to the Directory, Celebration, Magazine, and Newsletter. Some bring in money; others do not. We need a sense from the Board about how to allocate out limited funds.

Dan observes that we may consider the Directory as the top priority, given that it is our one proven money maker. Harvey notes that we can use Directory income potential as collateral for loans, if needed.

Ira wants each item to have separate accounting, so we can tell the financial health of each project area. Caroline supports this. At the same time Caroline prefers a view where all income is viewed as general revenues, not earmarked to be maintained in a special account for that area. Ira is uneasy about the different funding style of the Gathering (much larger numbers) from the way the Directory project was handled. Laird asks about level of detail on separate cost areas, and frequency of financial statements. Dan wants semi-annual ones.

Caroline: at Alpha we maintained fully-detailed logs of the split in mileage, postage, and telephone for their five businesses over a three-month period. Perhaps multi-project centers could follow this practice. She recommends this goes to a small committee to refine the standard of detail and frequency of report. Lois recommends that the IRS requirements for detail are likely to be sufficient for our

needs. Caroline rejoins that the Board would probably want greater detail; IRS does not ask for breakdown by project area. Perhaps the IRS guidelines are our minimum expectation.

**COMMITTEE:** Harvey, Caroline, Elph (?)

**TASK:** This group is empowered to set standards for project financial reporting and distribute to project managers.



It is the Treasurer's job to collate and present summaries of financial statements and balance sheets for the FIC at each Board meeting. Project managers need to supply to the Treasurer their portion of this information at least a month ahead of the meeting.

The income associated with each project area can be difficult to compute. For example, to what extent is membership income a direct result of newsletters? Perhaps it's better to view the newsletter as an ongoing commitment with positive effects on membership income, but not as an income area, per se. In this light, perhaps only the Directory, Celebration, and Magazine can be seen as separate income/expense areas. We may continue a project that loses money in this analysis, but at least we'll know the price.

On our project list, some projects have more flexibility in their frequency than others. We rank the priority of our projects as follows:

- 1) Directory
- 2) Celebration
- 3) Magazine

Betty suggested that we continue to partially subsidize Celebration administrative cost from the FIC overall budget.

Ira doesn't believe we can pay for a Managing Editor for the magazine unless there is ad revenue to cover the salary. Ira is concerned that we are proposing spending too much money without firm knowledge of our income base. Betty interprets Ira's position to mean that we do not seek paid staff for the magazine before '94 unless strong ad revenues materialize.

Caroline asks whether Laird can continue as interim editor until 1994. Laird responds that he does not have support at home to serve for that long a time, although he can probably maintain the status quo, at a price. Ira suggests that we find a community member who would be willing to volunteer for managing.

Geoph states that it takes a while to build a magazine back up; if we do not start now, it will not be ready for the anticipated surge in interest following the Celebration. Dan notes that Laird and Geoph's perceived pressure to build the magazine is largely self-generated.

Dan reminds us that he gives a lot as Newsletter Editor. Dan would like to see the newsletter incorporated in the magazine. Dan proposes that we not decrease the press run of issues of the Newsletter, using the 200 extra copies (previously sent to non-member communities listed in the Directory) to develop new memberships. (No agreement here!)

**TASKS:** Geoph says that he will put together the next issue of the magazine. Ben will ask his community, TimeWeave, to consider what they could do to help take on some of the magazine load. SYD and Ella volunteer to guest edit either #81 or #82, including working on ad development. Betty is also interested in working on the issue about/after the Celebration.

Ira is concerned that Laird might be stuck as Managing Editor, without his community's support.

A committee is struck to wrestle overnight with financial specifics of budget priorities to present later in the meeting.

Laird appreciates the concerns expressed on his behalf, yet cautions the Board not to provide salary for magazine staff from a sense of obligation to Laird; it should be done only when it appears the proper step for the Board to take on its own merits.

**TASK:** Laird will prepare a detailed job description for Managing Editor of *Communities*.

Caroline: we hold high standards for our work.

**AGREED** To referred to A/C to look at how to support Laird and the magazine, with an emphasis on the non-correspondence side of the work Laird is doing for the magazine.

Ben is concerned that Betty might be underpaid, that perhaps we made agreements for compensation that we have not been fulfilling. We are not paying the amount we agreed upon at the Celo meeting, but Betty is managing and suggests that we could look at a bonus for uncompensated time, if the celebration is financially successful.

Saturday Evening, Session 10 Open Discussion

Ella [F]; Betty [R]

## **BOOK & VIDEO PROMOTIONS:** (Harvey)

Last spring we agreed that Laird is encouraged to use the skills he developed marketing the Directory to assist Kat Kincade in promoting her new book. A subcommittee (Geoph, Harvey) of the committee from Celo created the following hierarchy of book and video work we might promote:

Via Formal Process:

- Stuff written and edited by an approved FIC Committee ("FIC literature")
- Stuff we like
- Stuff we don't all like but which is relatively relevant and not scurrilous. (Some members may not particularly like the piece, but presumably somebody else (with the aura of the FIC around them) on the board wants to promote it and it seems neutral or at least somewhat beneficial).

Via Standards applied by a committee between meetings:

- Pieces about community or aspects of community that are not in conflict with the FIC principles.
- If committees have made such a decision, need to report such actions at the next board meeting.

What we're admitting here is that we have the right to be subjective about this, and it's ok for some members to stand aside.

The board will be looking for what it considers good material about communities. Rachel asks if this includes things about /by other

communities? The board may allow an individual to use developed skills (like Laird's) to promote material either as an individual or as the FIC. Whether a particular writing or video gets promoted depends in part on whether one or more board members want to support the promotion and do the work.

**Geoph:** we could promote in *Communities* magazine (for example) writings which concern themselves with or have educational value for the whole movement; promotional materials for individual communities should be in paid advertising.

**Ben:** promote things about community in its broadest sense — i.e., co-housing.

**Suggestion:** There could be 3 levels of endorsement -- an individual by themselves, an individual using the FIC's name and stationary with board approval, and FIC promotion as an organization.

SYD suggested that our policy could be that we do not seek these opportunities, but rather respond to the requests.

Harvey/Geoph - It's OK for individuals who have some identification with the FIC to endorse something -- i.e., Laird can say, "I, Laird, from Sandhill Farm endorse it," rather than "I, Laird, of FIC"; don't implicate FIC in the endorsement. There is a distinction between endorsement and promotion: An individual might be asked to endorse a book, for example. In the early days, we wanted to restrict the extent to which members of the board could act using the FIC persona.

Geoph: It's OK for folks to use it for identification purposes only, if it's accompanied by a qualifier that the FIC name is for identification only and does not imply an endorsement by the FIC.

**AGREED:** Endorsements: Anytime a person will be listed with FIC identification, they should consider the implications and what they think the Board reaction would be, and if in doubt, poll the Board. Any FIC Board or organizational endorsement requires approval of the Board.

Categories we will consider to actively support: Materials with educational value for and/or about the movement -- not individual community promotions; Materials that actively espouse FIC values.

#### **TALK SHOWS:** (Laird)

At the last meeting, we agreed that we would not seek participation on talk shows which foster controversy and the sensational. We are now getting contact from media and radio shows, and we want to re-check the temperature of the board. We need to assume that we will be doing a lot of this type of promotion for the Gathering.

One concern as we approach the Gathering is that some of those intimately involved in the planning are new to the organization, and are likely to be in front of the public. Annie pointed out that Celebration speakers may be on talk shows and can help promote the event.

We could send taped interviews to places we would like to encourage, i.e., New Dimensions radio. There are different media outlets for different purposes. We might develop a regional network of spokespeople - train and keep them supplied with information and ideas so that they can adequately represent us.

Caroline: How do we screen the regional representatives?

Betty: We have a network that can be developed into a regional network. We have planned to send the media information to promote the Celebration and could suggest that if they want people to interview, they could contact us.

There is some confusion about our decision at the last Board meeting about seeking interviews in controversial programs and how much development of the media we want to seek.

Lois: We could videotape a panel presentation using ourselves as panel participants and send it to public access TV stations, so it could play all over the country.

#### **ARCHIVES:** (Laird)

In the past, we have encouraged communities to send materials to the USI archives.

**TASK:** AC will send them an enthusiastic letter of support for this continued practice of using USI for archives.

#### **REGISTERED AGENT:** (Laird)

Don Pitzer has been serving this role, and would like to step down.

**AGREED:** Dale McCuiston will be our new registered agent.

**TASK:** Harvey will see that the change is made for Dale to be registered agent..

Lois suggests that we have a check list of all the things that the secretary, treasurer, and registered agent are required to do each year.

#### **CELEBRATION QUESTIONNAIRES BY CSA MEMBERS:** (Deborah)

Michael Cummings & others plan to circulate questionnaires at the Gathering. Deborah thinks there should be some controls over the way surveys are conducted. Annie: Organizations could have questionnaires in the networking room or at a CSA booth, or at some location in the library lobby, with the public welcome to fill them out or not.

Lois: It's possible that their activities could be intrusive to participants.

Caroline: CSA has a history of being supportive of us for a long time. They have been encouraging us to participate in their conferences. The idea of questionnaires came up in a CSA board meeting about a year ago. Several members saw this as an opportunity they might never have again. The results could be useful to us as well. I would like to continue to encourage them, but with controls set in. We want to work with them.

Elph: There are a lot of considerations about methodology if we want to keep the survey(s) as objective as possible. Where the survey is done is important. If there are more than two surveys, it's possible that they will bias each other. If there are to be less than five surveys, I suggest we try to have only one survey that gets done right.

Geoph: I understand they intend to have people interviewing one on one. We could put any standard uncontroversial questions into the registration packet. I'm most concerned about interviewers cornering people, etc. It's OK if they have to attract people to do the

CSA has not formally approached FIC. We should write a formal letter to CSA requesting descriptions of what they intend to do, mentioning that we have limited facilities and space, etc.

Caroline: At their board level, they were the first to sponsor the Celebration.

Deborah: Gordon Melton's group at UCSB will probably be doing a survey. Mike Cummings is doing one related to authoritarian personalities. Lyman Sargent might do his own. I think it's just those three. It may be challenging to pull these folks together. They are likely to want to do their own things.

Harvey: Ditto Caroline. Lyman and Michael have actively sought our feedback and want us to work with them on their questionnaires. How do we feel about multiple questionnaires?

Betty: Let's create a working group, and decide who to write a letter to. We can use Elph's expertise, and work collaboratively with the CSA. Let's use our interlinking boards (Harvey and Deborah)

Dan: We could offer to be part of their field test; several of us could test their questionnaire. The FIC is doing surveys too.

Laird: We had recent experiences working with someone who works primarily in an academic environment. We need to be friendly, firm, cooperative and encouraging. Express our concerns. Let the letter be drafted by the working group.

**WORKING COMMITTEE:** Harvey, Elph, SYD, Dan, Geoph, Deborah.

**TASK:** The letter to CSA about Celebration questionnaires is to be drafted by the working group right away. The letter will be reviewed and approved by the A/C.

### **CELEBRATION BOOTHS: (Bill)**

Exhibits and displays are potentially a real draw. We need to work with vendors and presenters to get quality stuff. We should try to arrange to keep booths covered if staffing is an issue.

Commercial aspect: This has fundraising potential. We feel a healthy vendor fee (\$100-200) is appropriate. We are offering an excellent venue to present alternative products and services. Everyone I talked to said "Yes, I'll be there." Earth Base Project, for example, presents alternative products. A lot of wellness-oriented folks with herbs, etc., have expressed an interest. We shouldn't charge too much for communities and co-ops, etc.; communities and community-based products should get a break. I'd like to see disabled folks' products. Let us work toward \$10,000 to help defray our expenses.

Annie: Let's try to get 50 quality exhibitors to pay \$400 (at the bottom level for professional exhibitors). Some places groups have to pay \$2000 for a booth.

Bill: 410,000 can come from 100 booths at \$100 or 50 booths at \$200. Recycled goods and truly alternative products should be encouraged. I would like to have a green light to welcome people.

Ben: At the Boulder New Renaissance Festival we had a specific rate structure. We were working to produce a more participative festival and avoid a 'New Age K-Mart Effect.' We screened our vendors to keep a balance to establish a balance of New Age things, technologists, healers, etc. We had a standard fee of \$100, but offered a \$50 fee for those folks who were emphasizing education and participation. People only presenting information and not selling things were free. We got a quality festival. We also concentrated the vendors in specific areas. There was a healing area where there were healing practitioners. There was a kids area called hyperspace, where there were toys for sale. We had a community tent, where various community-oriented folks were talking and meeting. I understand that two Denver-based co-housing groups met there, and may be working together soon.

Harvey: Set aside a minimum booth space that is free to anyone who wants to present information about their community; beyond that minimum they will pay for space.

Lois: This should be done on a first come, first served basis, as we may have 500 or 5,000 people wanting space at the last minute.

### **Concerns**

SYD: Let's have standard booth sizes, and control the ratios of different types of booths (community, vendor, etc.)

Ira: I wonder if community products will sell and produce money. I'm especially concerned about wasting people's time. I would prefer a small space, with opportunities to order products and give out literature. Larger spaces would be only for those who are willing to pay to sell items.

Bill: Will we allow vendors selling turquoise (for example) if they have no community relationships?

Caroline: Will we have control over exterior spaces? We will have less authority in some places. Country fair closed the gates to folks on the lawn trading and selling from blankets, etc. and it caused some animosity. We need to be prepared.

**TASK FOR ALL:** Those with media contacts, potential booths, sponsors and ideas about how to plug in should send that information to Betty.

### **SPEAKERS BUREAU: (Harvey)**

Very little has been done in the past year. A letter has been written to develop grass roots support, but has not been sent out yet. We have started to get a few requests, but the resource list still needs some work. **TASK:** Harvey will redo the form. All who wish to be listed for speakers bureau need to get info to Harvey. We recommend that 10% of money received above travel costs for engagements arranged through this service be donated back to FIC, to help fund bureau administrative costs.

Are there any well-run speakers bureaus we might approach for assistance in organizing ours? Suggestions include: Toastmasters, leads from library research, Geoph's contact with a new age bureau, Z magazine.

**TASK: Harvey will spearhead work to get the Bureau together in time to have a coordinated presence at the Celebration (booth?).**

**TASK: Bill will check with the Univ of Indiana to see how they advertise, and report his findings to Harvey.**

**MEMBERSHIP (I): (Dan)**

**Definitions:** [see attachment J for committee report] We have been working on this for a couple of years. A number of feelings have surfaced during this work, and it has proven difficult to conclude. We might look at creating several definitions, which evolve over time — perhaps resulting in a series of working papers. We can state the ambiguous nature of the work and invite responses in an ongoing dialog.

Harvey - would like to change our perspective on this from "defining" to "describing," which could be seen as broadening the view, rather than honing it down and narrowing. Descriptions leave fuzzy edges and are more encompassing.

Bob - any group of two or more who agree to or are forced to live together could be the definition, then describe it.

Harvey - started out with the dictionary definitions for "intentional" and "community." So the first definition in the committee report combines this information. Everything else — living together, how many, etc. — are descriptions of community.

Ben - likes the idea of going with description. We might say, "generally, the term means" or "often it is meant..." We could also look at "virtual community" — coming together for common interest, though not residentially (FIC Board is an example.)

Betty - for Celebration PR there is a need for a concise definition like Harvey's first one, perhaps with a short additional expansion of description.

Laird - it is incumbent upon FIC to attempt a definition of the terms we use which are central to our identity and our work. Media repeatedly ask for definitions and I would like guidance. We have a philosophy of inclusivity, and I propose we define ourselves in that framework. We get requests from groups, for example, who want to know if they are an intentional community. I would like to see us come out with a short, base definition (that work is probably already done) and then explain or describe where the debate exists — size, longevity, residential. We can identify the areas of debate. It is not our role to say who is outside or inside, yet we need to say something so people know if it is appropriate to engage with us — we need to offer a point of departure in their exploration of community.

Dale - "definition" implies a singularity, which is limiting. There could be several.

Dan - recognize Allen Butcher's pioneering attempts to define "community." It excites me to approach this as description and, like the dictionary, have several definitions to give choices for various contexts. We can do a short one with the understanding that there is more depth in the description. I would like to have something for publication though, and this is not yet in that form.

*[Elph takes over minute taking]*

Dale - agrees that this is too long and complex for most media applications. Laird should be given the freedom to use his judgment regarding definitions in dealing with the media.

Dan - notes more people are feeling the need to have a definition and worries about some being called on to give one on behalf of the Fellowship without a clear agreement on what to say. I am frustrated by the caution signals given to me about pushing definitions in the Newsletter while others are wanting a position on this and the organization is being forced to make some defining statements.

**Committee formed: Descriptions/Definitions Committee: Harvey, Geoph, Dan, Elph, Bill, Ella, and Ben.** This committee has the task of refining the definitions work submitted to the Board at this meeting, and making a recommendation at the next Board meeting on what to print in FIC publications and what to offer to media, with guidance, as appropriate, on how to approach different media opportunities.

Harvey - recommends that Dan's draft definition be authorized for official use as well as his, so long as it is used with integrity and not done out of context.

**AGREED** -- Board members are authorized to use either Harvey or Dan's draft definitions for "community" in representing the FIC. This decision will be reviewed next Board meeting. Laird stands aside. He does not feel he has given adequate consideration to this.

Sunday Morning, Session 12

Betty [F]; Laird [R]

**SUMMER INTERN:** Betty

*[Harvey steps in temporarily as facilitator]*

We agreed at last Board meeting to approach NASCO for a summer FIC intern, especially for help with the Celebration. We would need to cover room and board at least, and possibly a stipend as well. In addition to NASCO, Lois reports that there is a UCLA intern program that's a possibility. Betty asks for budgetary parameters for what can be offered interns.

Lois says the stipends could run to \$500/month, possibly in lieu of room and board. She notes that sometimes no stipend is necessary.

**AGREED** Betty be given a free hand to use her judgment about what to offer interns, relying on A/C consultation or oversight, as needed.

*[Betty resumes facilitator role]*

**Definitions Revisited:** Geoph asks to reopen definitions discussion to contribute new input. He reads a draft definition [see Attachment H], which is imbedded in an article he submitted for consideration in the new Directory. No action taken on this now.

**TASK:** It is deferred to the Definitions committee named earlier, which is charged with deciding the acceptability of this appearing in the Directory as is, or modified.

**MEMBERSHIP (II): (Dan)**

**FIC community membership now up to 120+, a high water mark. About one-third of the surge in 1991 membership has not yet renewed for '92. Committee was asked to develop a draft job responsibility statement, which is submitted here for review [see attachment H]. Dan's work on this is appreciated.**



Geoph suggests we search out FIC membership records and inquiries prior to '87, with a view to bringing them back through prospective mailings. Bob recommends that we be open to barter possibilities for membership fees.

**AGREED:** the Board approves of the Membership Committee Responsibility Statement, as submitted, with amendments suggested by Geoph and Bob above.

**COMMITTEE:** Add Elph and Dale to the committee; drop Geoph. The Membership Committee is now Harvey, Dan, Elph, Dale. Dan notes that the Membership Committee is all male; even while the Celebration Core Group is all women. [Hmmmmm... ]

**MEDIA PACKET:** (Geoph)

Little has been done, excepting some outline work by Ben for items to be included in the packet. Ben suggests that we seek volunteers to help make this happen.

Betty: for the Celebration, we need a media strategy, as well as a production team. We need to regularly funnel all media contacts to people using the media packet, once developed. Laird asks about use of the media packet for general FIC application. Ben notes that there will be separable parts of the packet, for a variety of applications. Lois adds that it may be useful to think about regional additions and applications as well.

Harvey proposes that Celebration Media Committee specifically consider the non-Celebration FIC needs for a media packet. The Committee should further consider logistics of getting this product distributed to all Board members once completed. Media Packet for the Celebration should mention the co-sponsorship of CSA for our event.

**COMMITTEE:** The Celebration Media Committee will be Tom, Ben, Annie, Lois, and Betty.

**TASKS:** Tom and Ben will focus on production. Lois will focus on strategy. Annie's contribution will be focused on the Celebration, and Betty will have overview and bridging responsibilities. This committee will report in the spring on how the work for the Celebration can be used for the organization generally. Geoph is willing to contribute, though doubtful of his ability to organize the work.

**T-SHIRTS:** (Harvey)

Work has been intermittent. John Sisson is the artist of the design approved at the Lama meeting. He's a member of the T-shirt Committee (and about to move to Taos, NM). Harvey reviews the draft work that John submitted at Lama, and the confusion he had about how to adapt the design to meet all the suggestions offered by the Board. John felt unable to complete the project without clearer guidance.

Discussion of specific changes desired of the Lama draft design. Deborah worried that the cross in the art, plus the name of "Fellowship" tends to have strong Christian overtones.

Elph worried about lower case "i" accompanying the capital "F" and "C"; inconsistent style. Lois: first impression = Christmas card. Would prefer more visual emphasis on people, rather than geography or astronomy. Harvey: is this design usable? Starting from scratch might take too long to have any t-shirt at the Celebration, which is an important outreach/income opportunity.

Geoph: this is the first t-shirt; not the only t-shirt. He likes it, and finds it quite usable. Bob: de-emphasize the star by moving it off-center. Geoph: could we use the star as the dot over the "i"?

Harvey: prefers that the Earth have more clearly defined hemispheres (land masses), turned sideways to not emphasize North America in particular; looks too much like a brain as is. Deborah: my initial image is Christian and Harley Davidson; is that what we want to say? Could the roses be moved off-center? Dale: the rose was a powerful millennial symbol for the New Harmonists.

On the question of using a lower case "i," Betty prefers keeping it for visual integrity, and possible interpretation as a moon. Harvey worried about asking too much of the artist in the way of revisions. Offer the possibility of a trailing rose that interrupts the symmetry of the current design, and its possible religious suggestions. Geoph most worried about "FIC" being clear. Elph concerned that major lettering change will be needed to make switch to serifs and all capitals; that may be too much change for John to work with. Bill echoes concern about pushing John too far. Dan definitely wants a t-shirt.

**AGREED:** Harvey given OK to produce t-shirts, using this design, as modified by the following guidance: Change to lettering style featuring serifs. Reduce star and move off-center. Land masses to be used (no clouds) and rotated sufficiently to not emphasize North America. Thorns to be sharpened. Earth will be whole sphere, not 3/4 visible. Use all capital letters and change the dot on the "i" to a crescent moon. Lengthen letters to show bottoms below the roses, making them clearer. Harvey empowered to negotiate and allow artistic latitude and send any significant deviation from these guidelines to the Board for review and approval before execution.

**AGREED:** Financing arrangements for t-shirt production needs to go through A/C.

Additional t-shirt designs are expressly welcome; this is not to be the FIC t-shirt. Ira mentions that a woman could help her with silk screening, so we could use the design for that as well as regular commercial production. Ella encourages experimentation with silk screens and use of tie-dyes. "Hippies love 'em... "

**VIDEO:** (Betty)

Pacho Lane is an experienced film maker who is interested in doing a video of the Celebration. His credentials are impressive to those active in the field. He has visited Ganas and already done some shooting there and been in dialog with them about community. He sent a video sample of his work (about a fiddle gathering) which the Board may review tonight. He hopes to set up the team for the Celebration by making it a university-credible opportunity; this would be a way to get students there without cost to the FIC.

Betty would like authorization for the Core Group to negotiate with Pacho (and or others) to create a Gathering video. Lois asks about financial obligations. Betty is not asking for this now, beyond latitude to offer free participation at the Gathering. It is open to

negotiation what profit potential the FIC might realize from this collaborative effort. Betty does not intend to offer exclusive rights to Pacho. She has been impressed so far by his apparent sensitivity to our interests. He appears to not have difficulties about working with others on developing the project.

**Bill:** strongly in favor of pursuing this. Lois hopes there will be others doing video work as well.

Ben: worried about the possibility of an end product that is not friendly. Could we have some editorial control of the final edit? Worried about our possible financial exposure, as well as our opportunity to share in a possible profit.

Betty will ask for copy of all raw footage in exchange for waiving fees for his participation. There remain questions about control (both editorial and financial) of any final product Pacho produces, from whatever is shot at the event. There is a possibility of this collaborative involvement extending into a series on community, beyond the Celebration.

Ben & Lois have contacts who have experience in video work to help judge the appropriateness of our arrangements.

**AGREED** Authorization for Betty to proceed with negotiations with Pacho, with the understanding that concerns mentioned above will be held in view.

**TASK:** Sounding Board for Celebration video Committee is Ben, Lois, SYD.

Sunday Afternoon, Session 13

Harvey [F]; Elph [R]

### **MAILING LIST SALES:** (Laird)

We made a decision at the prior Board meeting to offer people a way to indicate that they would like to not be included when the list is distributed. Because we have not yet given all the people on our lists the opportunity to opt off when the lists are shared with other movement groups, we have not made them available to others, excepting the list of communities and resource groups in the Directory, which is already public domain.

Ben wonders what the policy is about giving out the list to what could be "negative" groups. Right now, Betty screens prospective buyers for compatible values. If she has any question, she polls A/C.

Laird: I have had critical feedback from one or two communities who were upset that we were selling their name and address to others. I explained our position about that information already being in the public domain, but they were still unhappy with our decision.

Betty reports that her master list of Directory names/addresses needs updating more frequently, given the volatility of the information.

**TASK:** When new listings are created for the '93 directory, a new master of names and addresses will be sent to Betty.

**AGENDA ITEM for SPRING:** — development of clear policy on how and when to make these mailing lists available.

### **FIC LOGO:** (Harvey)

[See attachment K for copies of draft logo.] Harvey presents the logo designed by Ben, edited at the last Board meeting, and finished up this summer. Harv proposes some detail changes. The characters all flare at the base and this detail may be enhanced with straight sides on some figures with bowed bases to match the concentric outer circle. Ben suggests there is too much darkness. Ira wishes the lettering was blacker. Laird feels the design is fine as is. Though the darker version being looked at may be too dark. Betty points out that if the design were grayer it would not read well. Ben can work through Harv and Betty to refine the design. Howard likes all characters flared. Ella points out the similarity to international male/female symbols for bathroom. Ben points out different gender configurations within the circle and the lack of two women adjacent to each other. The group feels this level of detail concern is too fine to matter.

**AGREED:** we adopt the logo, with these design modifications: bolder lettering; thinner bar around the circle; darker figures, while retaining some tonal changes; drawing arcs at the bottom of the characters. Use of the logo is restricted to FIC letterhead and other purposes approved by the Board; it is not allowed to use this logo without the express approval of the Board or its designee for this purpose.

**TASK:** Ben will execute the design changes requested and submit finished logo masters to all FIC offices. A disk of the final design will be sent to Betty. He will also look into copyrighting the FIC logo.

**AGREED:** in compensation for his work, the Board extends two years of free community membership to TimeWeave. Ben is given permission to use the inner white space of the logo for other graphic purposes

### **BOARD MEMBERS:** (Geoph)

Geoph presented one his patented-multi-colored charts showing the record of FIC Board members. Among current members, Arun and Don are subject to automatic removal for having missed two consecutive Board meetings, unless the Board agrees to keep them on.

It is understood that Arun has interest in the Fellowship but not the travel money to attend meetings. It is agreed, however, that good intentions are not enough, and the organization depends on an active and involved Board. Don has missed the last three Board meetings, and Dale reported that Don understood and supported his being dropped from the Board at Celo (the previous Board meeting). Dale reasoned that he would thus not be surprised to be removed now.

Laird: despite his missing Board meetings, Don is involved in the organization in a way that is different than Arun. There is regular transmittal of information and he represents an important link with other affiliated organizations. He is involved in Fellowship. There is an awkwardness with the splitting from USI but we want to continue relationships with Don, CCS and CSA. I would like to see the connection maintained.

Betty would like to see that desire expressed in a letter to Don.

**Dan:** Don may be ready to leave the Board but I don't think now is the time that we should make this decision. We want to send a clear signal to Don, CSA, and CCS that we welcome their continued involvement in our work.

**AGREED:** We will drop Arun from the Board , and retain Don. Geoph supports this decision, but has some feelings of reservation.

**TASK:** The A/C will write letters to both Arun and Don informing them of our decisions and reasoning.

**AGREED:** To adopt as general policy that we will fill Board seats only once a year, in the spring.

**TWIN OAKS '93 COMMUNITIES CONFERENCE:** (Ira)

Ira would like FIC support and endorsement for another Twin Oaks Communities Conference, to be held the first weekend in June. Ira hopes there will be some profit from this event, which can support East Coast travel to and participation at the Celebration next summer.

**AGREED:** FIC enthusiastically supports the Twin Oaks Communities Conference, and urges all to go! We will support by including info in our mailings and newsletters, and access to our mailing lists for regional solicitation.

**NEXT FIC BOARD MEETING:** (Geoph)

Ordinarily we would be meeting in the West region next spring, but the A/C proposes to alter that rotation and meet in the East next spring, allowing the fall '93 Board meeting to take place in the Northwest, right after the Celebration. Our first choice for site and dates is at Sirius Community, in western Massachusetts, either during Memorial Day weekend or the one before. We are waiting for confirmation from them about the suitability of these dates and flexibility around costs. There is general agreement with this plan. Betty would like to coordinate with TO Conference.

**TASK:** Geoph will follow up on the Sirius contacts until the arrangements for dates and costs are agreed to the satisfaction of the A/C. The A/C will then select a Site Coordinator to take over arrangements from that point.

**BUDGET REVISITED, AND REVISED:** (Betty) [*Ben now taking minutes*]

We considered alterations agreed upon by the Budget Committee that met last night. [see Attachment s F & G]

Totals now break out as follows: Totals for '92: income of \$98,850; expenses of \$88,305; balance of \$10,545.  
Totals for '93 income of \$271,900; expenses of \$284,035; balance of (\$12,135).  
Projected bank balance at the end of '93 is \$12,355 to the good.

**AGREED:** Budget is adopted, as amended.

**ORGANIZATION OF CELEBRATION:** (Betty)

There was a step not taken in our earlier discussions about the relationship between the FIC Board and the Celebration Core Group. Due to the scope of this project and the speed with which things need to happen, the Board needs to empower the Core Group to act on its behalf, recognizing there will be a minimum of review opportunities. In turn, the Core Group will need to empower committee heads to make important decisions within their areas of responsibility. The Media and Speakers components are good examples of areas where large commitments may need to be made on short notice. The Board needs to explicitly acknowledge that this will happen.

Harvey points out that we have little organizational experience with deadlines as inflexible as the dates for the Celebration. This is an additional factor in why this authority needs to be extended.

Betty and Annie's styles are quite different, yet we need to trust Betty and Caroline to hold the Fellowship's interests in view in the Core Group's work.

Harvey: two of the four on the Core Group are going to be our bosses without being part of the Board or even having any history with the organization. Because Board members will be heavily involved in the Celebration work, we need to recognize that there will be a sense in which Board members will be working underneath the direction of non-Board members on a major FIC project! These are unusual dynamics.

Laird: if there are concerns about whether Celebration activities are in line with Fellowship principles or interests, we should go to Betty or Caroline to register concerns.

Ira adds her voice to the importance of trusting the Core Group, and wants them to go for it.

**AGREED:** The Celebration Core Group is authorized with broad powers to create the Celebration of Community, acting within the budget approved by the Board, and within the Board's general guidance and oversight.

## EVALUATION OF THIS BOARD MEETING:

### To be improved

1.5-hour sessions too long. Suggest three sessions per morning and afternoon.  
Concern that the format is too similar and monotonous. We teach a wider variety of working styles than we practice.  
Space too small.  
More discussions, explicitly structured to incorporate visitors.  
Physical distance separating meeting space and social space.  
More opportunities for participation.  
Comfortably grueling.  
Need more group movement, stretching, play; too much left-brain activity.  
Possibly not enough time spent on Padanaram as meeting site.  
On-Site coordination should not be an A/C person (maybe good for Betty to do prep for meeting, then hand over the job on site)  
Alphabet soup session (spent on reports from affiliated organizations) too long. Some wanted opportunities to speak more about their own communities. Wanted to get to discussion topics.  
Evening sessions: some too long, some left out.  
Pot luck and eve meeting might have been more effective if held in same place.  
Same people were the presenters over and over.  
Periodic inability of group to listen to facilitator.  
Pattern of staying up late and then straggling in in the morning.  
Good to schedule a significant social event for last evening (encourage later participation).  
Unclear for non-Board members about when it was OK to participate.  
For USI settlement discussion, a fishbowl of the Board members might have been good a good technique.  
Some reinventing the wheel discussions (replowing old ground).  
Could do more to recognize non-Board members present.  
Could have more clarity about non-stacked chiming in during some discussions.

### Positives

Design opportunities for emotional processing.  
Continue to invite new faces at the meetings.  
Response to feedback at the last meeting to engage visitors more.  
Barter labor as tangible evidence of our visit.  
Liked the orientation session.  
A/C opened doors for sharing the work.  
Good spending time bringing new people up to speed.  
Four presenters at the orientation is an improvement.  
Fewer items left for A/C than previously.  
Work load less between Board meetings this time.  
Also less work between sessions during the meeting.  
Better A/C prep.  
A/C seemed more relaxed.  
Good meals.  
Lot of quality engagement in free times, building trust.  
Lower level of stress overall than at Celo.  
Good atmosphere for emotional expression (among A/C, Board members and non-Board members and visitors).  
More people raising their hands and getting engaged; broader participation.  
Great logistical support.  
Easy to get money for expenses; people were generous.  
Good to have facilitator for one session, instead of for whole morning.  
Good job with getting many facilitators.  
Enjoyed watching different facilitators.  
Generally experienced folks doing facilitation (knowledgeable about process).  
Laird: a lot of representation. Often felt my view somewhat out of synch with that of others. This occurred both in the sense of being surprised what others said, and in the sense of being surprised that I didn't fully understand what others had said. I don't feel totally out of line, but am concerned, and wonder about my serving well as Secretary given these feelings. I'm not proposing any action be taken at this point, but I want people to think about this.  
Close with a circle. Ω