

# Fellowship for Intentional Community

Spring Board Meeting • April 9-11, 1991

Host: The Vale, Yellow Springs, OH

Tuesday morning, Session 1  
Recorder]

Betty [F-Facilitator]; Laird [R-

**Board Members Present:** Betty Didcoct (Skysong), Bob Brown (Kidstown), Caroline Estes (Alpha Farm), Dan Questenberry (Shannon Farm), Don Pitzer (CCS; CSA; ICSA), Faith Morgan (CESCI) [Alt.], Geoph Kozeny (Community Catalyst Project), Harvey Baker (Dunmire Hollow), Laird Schaub (Sandhill Farm).

**Board Members Absent:** Arun Toké (End of the Road House/Aprovecho), David Thatcher (100 Mile House), Joe Peterson (CSA/Pacific)

**Also Attending:** Al Anderson, Barbara Lee (Dunmire Hollow), Billie Eastman (The Vale), Dick Anderson, Dorothy Anderson, Elf/Michael Morgan (Third Place House Collective), Gordon Sproule (Twin Oaks), Ira Wallace (Twin Oaks), Jane Morgan (The Vale), Jenny Upton (Shannon Farm), John Morgan (Raven Rocks), Lisa Koblentz (Third Place House Collective), Richard Eastman (The Vale), Sharon (Twin Oaks), Syd (Twin Oaks), Timothy Ash (Skywoods), Mildred and Bruno Gordon (Ganas), Jim Wycker (Futures), Gay and Joe (Veiled Cliff).

**MEETING LOGISTICS** (Faith) explained meeting house norms (no shoes on the carpet, etc.), and gave a brief history of The Vale. Participant costs for this meeting will be \$10/person/day to cover board (the room is being donated).

There will be a latecomer's agenda/process orientation at lunch.

**FUTURE BOARD MEETING SITES** (Dan) has been talking with Ananda (CA) and Lama (NM). Two other possibilities that have just surfaced are Arcosanti (AZ) and ICA in Phoenix. Lama is unsure about handling this many people late in their season, as facilities and staff support are less available. Also, by late October/early November it may snow. Ananda is presently expanding their facilities, and prefers to wait through another cycle (18 months) before hosting. Glen Ivy in southern California has previously expressed interest in hosting.

Faith reports that Celo (NC) has good facilities and high interest in hosting our spring '92 Board meeting.

Future ideas — fall '92 in the Midwest, spring '93 in the northwest (near the site and time of the '93 Gathering), and fall '93 in the East. Don notes that October 14-18, 1993, CSA will have its 20th anniversary Board meeting, at New Harmony (even though Indiana is not generally perceived as "East"). Perhaps we should hold a meeting there in conjunction with theirs. Harvey offers Dunmire Hollow (TN) as a willing site. Other possibilities: Sirius (MA), noting that we have not met in New England since spring '88, and have never had Board representation from that region despite strong community activity; High Wind (WI); Padanaram (IN); Oakwood Farm (IN); Abode of the Message (NY); consider Ann Arbor due to the presence of NASCO and strong housing co-op activity [Ivy, a former resident of Heiwa House in Ann Arbor, recommends it as a potential host community]; King View in Ontario, noting that we have yet to meet outside the U.S. even though we vision ourselves as a continental network.

**Task:** Betty will investigate High Wind; Don P, Padanaram; Dan Q, Oakwood; Geoph and Harvey, Sirius.

Tuesday Morning, Session 2  
Betty [R]

Caroline [F];

**COMMUNITIES DIRECTORY** (Laird) 7,000 copies were printed five months ago. Approximately 1,000 went to fulfill subscription obligations for *Communities* magazine. 4,000 have been sold or distributed, leaving 2,000 on hand. Roughly 100 complimentary copies were distributed to staff, authors, and review prospects.

(Continued...)

Because we did not send out review copies prior to publication, our PR work did not begin until December. That work is now essentially done, though we still get an occasional request. The most high-profile review appearing to date is the one Kirkpatrick Sale wrote for the March 25 issue of *The Nation*. Kirk's review has already generated many direct mail-order sales (including one to a staff writer from NBC News), fresh inquiries from bookstores, and a new distributor. The Directory was also chosen as the highlighted review (written by the main editor) in the reference book section of the February issue of the biweekly journal *Booklist*, a periodical for the library market. The latter review has not generated many direct sales so far, but Laird believes it could be effective in a direct-mail solicitation to libraries.

Most of our mail-order, single-copy sales (over 500 so far) have come from display ads, classifieds, and reviews in periodicals and newsletters associated with organizations listed in the Directory Resource section. None of this was paid exposure; it was provided at our request in exchange for the free listings we included in the Directory. We haven't paid for any advertising at this point, preferring to let any possible reviews (which we believe to be far more potent for generating sales) appear first. We expect reviews in *Utne Reader* and *Whole Earth Review* later this year.

We have also contacted about 25 potential distributors. As a result, we have contracts with about 20 distributors across the continent — ranging in size from small regional outfits, to three major alternative-market national distributors: New Leaf in Atlanta, Bookpeople in Berkeley, and Inland in East Haven (CT). We are pleased with the market coverage these distributors represent, and do not anticipate seeking or adding many more. The one notable exception is a distributor (NACSCORP) which focuses mainly on supplying college and university bookstores. **Task: Geoph** will follow up initial contacts with them to gain better coverage of this important market.

Contracts with the three major distributors are quite recent, so the Directory is just now beginning to appear in their book catalogues. Essentially, up to this point our sales reflect only initial stocking orders from our distributors. The impact of this exposure can only increase in the future.

**Marketing Suggestions** Through our contacts with CSA, we will encourage college classes to use the Directory as a text or resource for courses to stimulate school bookstore and library sales.

**Task:** The A/C and **Harvey** will pursue this with the CSA Board at their upcoming meeting in Evansville.

**Task: Laird** will do a Directory solicitation mailing to public and university libraries, purchasing mailing lists for this purpose as needed. **Task: Gordon** will check at Twin Oaks to see if they want to participate in this mailing (sharing mailing costs) and include information about one or more of the books that have been written about their community. In addition, he will check his community records for the name of a library-market periodical which reviewed a past Twin Oaks publication and generated lots of sales. **Task: A/C** will see that Directories are offered for sale at the ICSA conference this summer. **Task: All Fellowship Members** are asked to approach bookstores and libraries in their home area, show them a copy of the Directory, and suggest that they order it.

Caroline has received a request to translate all or part of the Directory into Spanish (perhaps focusing on listing information about groups near the Mexican border). Ira suggests that we approach Comunidad about helping with this (in the past they translated the entire Federation brochure into Spanish).

**Directory Financial Report**

ASSETS:	Bank Account	\$ 7,900
	Postage	500
	Accounts Receivable, Distributors	4,700
	Accounts Receivable, Small Sales	2,100
	2,000 Remaining Copies	<u>12,000</u> (minimum)
	TOTAL ASSETS	27,200
LIABILITIES:	Loans (interest is not shown)	
	CESCI	5,000
	PEACH	5,000

SoL	4,660
Twin Oaks UUF	3,000
Sandhill Farm	<u>7,140</u>
TOTAL LIABILITIES	24,800

These numbers project a small surplus at the end of sales from the first printing, but the figures are approximate. Laird has yet to receive full information from Stelle about Directory sales and expenses, though estimates show that this is roughly in balance. He has not yet received an accounting of Geoph's out-of-pocket expenses for production (though \$2,500 has been advanced against these charges). There are two boxes of Directories at both the Center and Ganas, and accounting for sales from these is not included.

Finally, Dan reported about \$3,900 in production costs (both labor and materials), Geoph reported about \$10,000 in labor costs, and Sandhill reported an embarrassing amount of labor costs (which they intend to donate, except for the Directories they have been given to sell through Community Bookshelf). Dan, Geoph, and Sandhill have all received several boxes of Directories which count against these monies owed.

A July 1st closeout date was established for receipt of labor and expense billings related to the Directory's first printing.

**Directory Reprint** Substantive mistakes will be corrected; updated information will be included to the extent practical. We plan a second printing of 6,000 copies (the number that fits comfortably on the largest truck we can rent). The text will be printed on recycled stock which has been neither bleached nor de-inked. Instead of gluing, we will have stitched binding on this printing (it will hold up better). After considerable input from distributors and purchasers, the A/C proposed and the Board approved a *Decision*: to raise the price to \$16. Printing costs should run approximately \$15,000.

Harvey suggested that with the new \$16 price, we not request postage for individual mail-order sales. Postage is variable, depending upon zones. The average cost is \$1.50. We might request postage as a donation. Laird noted that the review in *The Nation* listed the price for only \$12. No postage amount was listed, however many people added postage on their own — so we can expect some recovery of the projected income loss even if we don't require payment for postage. *Task*: The A/C will make a final decision. [Price was set at \$16 with a request for \$2 postage.]

Suggestion: remove the date from the cover, to make placement in bookstores easier and not risk sales resistance from people concerned about buying the latest directory possible. We could consider printing updates to the Listings and Resources (perhaps in regular issues of the Newsletter); the articles, which are not so dated, could be left untouched between editions. *Decision*: to place the date prominently on the title page if it is removed from the cover. *Task*: The A/C will take this input and decide where and what should be done about a date. [No date will appear on the cover. 1991 will appear on the title page.]

**Feedback/Evaluation on the Directory** • Could be a wider variety of images in the cover photos. • Liked the slick cover — gets better space on bookshelves. • Would like to see more international information. There is, for example, not a single kibbutz listed (though the Israeli ICSA address and Yad Tabenkin are listed as resources). • Some networking groups were left out. • Indexing of the articles (the Twin Oaks contingent volunteered that their community would likely be willing to donate such an index for the next edition). • Add a single page map of North America to illustrate the concentration and distribution of the movement. • The potential for ad income is significantly greater than what we have generated thus far; an ad manager is needed. This first edition has been so well received that future advertising should be quite attractive. We have the potential to produce a great deal of income from this source. *Task*: **Dan** will place a solicitation and job description for Directory Ad Manager in the newsletter.

**New Edition** Geoph and Laird presented a draft timeline for production of the '93 Directory (see appendix), which was approved. Tasks to be completed by and reviewed at the fall '91 Board meeting include revising the wording and structure of the questionnaire used to solicit community listings, and identifying the themes, topics, and potential authors for articles. The initial call for listings and articles will be sent to communities, resources, and authors in early fall (accompanying the newsletter which precedes the fall Board meeting). With this schedule, the '93 Directory would come out in mid November, 1992.

The key roles for the production team will be filled as follows: **Dan** is willing to head up a Shannon team to organize/edit articles; **Geoph** will continue to focus database for Listings and Resource sections, and manage overall layout; **Laird** will again serve as managing editor, provided that the job can be structured so that the claim on his time is markedly less than for the '91 edition. A newly created position, the ads manager, has yet to be filled. *Task*: **Dan** will place an “Ads Manager Wanted” notice in our next newsletter; anyone interested



Tuesday Afternoon, Session 3

Laird [F]; Geoph [R]

**'93 GATHERING** at Evergreen State College, Olympia, WA (Caroline)

We should prepare a special flyer for ICSA & CSA conferences; not a final version, but something appropriate for these academic groups.

Ben & Jerry's (the Vermont ice cream moguls) Foundation has a Board member (a friend of Kirk Sale) who is excited by the Directory... now may be a propitious time to submit a grant proposal for the Gathering and for administrative support. *Task:* **Caroline** will contact Ben and Jerry's through Kirk.

The deadline for the Threshold Foundation — another possible source of grant money — is sometime in early May. *Task:* **Betty** will coordinate this effort.

Caroline has already received 35-40 reply forms for the Gathering (they were inserted in the front covers of Directories, bulk mailed with our latest Newsletter, and handed out at Geoph's slide shows). Many of these people are interested in helping right away with preparation work.

Concerns were raised that a fee schedule adequate to cover our costs may be too high for the incomes of many of the prospective participants. Perhaps we need additional grants so that we can offer scholarships for low-income folks. Some camping will be available on site, but probably not as much as we will need (work needs to be done to locate spill-over sites).

By the spring '92 Board meeting we need to identify the overall Gathering Coordinator and the Volunteer Coordinator. By the fall '92 Board meeting we will need to finalize any remaining general plans, and empower the Gathering Committee to handle matters from that point on.

The present Gathering Committee includes Betty, Ira, Joe (Peterson), Caroline, and possibly Arun. There is definitely room for more members on this committee. *Task:* **Dan** will include in the next newsletter an invitation to help in planning and preparations .

What kind of a statement do we want the Gathering to convey? Betty proposes three main thrusts: 1) The relationship between communities and the wider culture — What have we learned? What do we have to share? What can we offer? 2) Opportunities for seekers to make connections with communities, and 3) Intercommunity networking — what can we learn from each other? After much discussion (see points raised below), this three-part framework was affirmed.

Additional discussion:

- We may have an ongoing booth or "soapbox" area set up for seekers, forming groups, and communities with openings to contact one another.
- Have a booth area where communities can sell their products.
- Illustrate how community living can alleviate some of the stress of "normal" living in the mainstream, and how it relates to their lives.
- How to succeed in ethical business (with values viewed as special ingredients rather than as obstacles).
- We could offer a track on practical advice for handling common situations — for example: shortcuts to accounting, cooking for 50 people, how to use e-mail, consensus, meeting processes, etc.
- Divide people into clans of about 20 and put them to work on daily chores — to help get the work done and to offer a community experience to participants.
- Set aside some of the camping or accommodations for affinity groups.
- Gigantic bulletin boards for both the organizers and participants to share information.
- Continuous video showings about communities and related topics.
- Create a video for an overall orientation to the Gathering — keep it running continuously.
- Use community-supportive luminaries to attract media coverage.
- Create fair atmosphere. Entertainment ideas: Patch Adams could teach rope walking; gospel singing groups; Twin Oaks barbershop quartet; clowns; face decorating; get groups to perform Shaker music; performance by ex-Rajneesh group.
- Simultaneous tracks much of the time.
- Men's/women's consciousness groups.
- Drumming circles.
- Develop co-sponsors (for program development) and co-endorsers (sponsors who lend their name or money, including CBS, CNN, etc — whole thing could potentially be a film).
- Many of the presentations could be on video, and follow-up meetings (with panels? publications?) could focus on examining the topics further.

Suggestion: mix up the opportunities — alternate plenaries with smaller group sessions; keynote speakers with entertainment. Big names run the risk of diluting the purpose and spirit if they are not well-connected with the movement. Make sure the voices of current communitarians are prevalent. At this point it may be premature to

do a lot of speaker solicitation, but it is timely to proceed with seeking endorsers/cosponsors.

This project has a huge scope, and there is some risk of losing money. Some concerns were expressed; for example, if we stress entertainment too much we may be inundated by music groupies which would dilute our focus.

Brief brainstorm of luminaries that might fit our concerns for close ties with the movement: Berrigan brothers, John Robbins, Joan Baez, Grace Slick, Ernest Callenbach (panel), Starhawk, Millard Fuller, Scott Peck, Wavy Gravy, Pres. Carter....

*Task:* The existing **Gathering Committee** will function as the Coordinator and seek money to hire an individual to fill that role. Subject to A/C review, the Gathering Committee has authority to extend invitations to speakers, submit funding/grant proposals, and hire a Coordinator if sufficient funds are secured.

What do communities have to say to the broader culture, and what missing elements would the mainstream culture like for intentional communities to provide? • Demonstrations in consensus decision-making — daily coordinator meetings open to observers. • Presentations about child rearing in community. • Lessons from historic groups. • Interactive session of activists with contingents of homeless, prison population, and people on welfare. • Illustrate the issues of living in community, and the commitment demonstrated by communitarians engaged with these issues. • Severance benefits/retirement/health insurance/IRS workshops. • Avoid "better than" attitudes; seek to share experiences both ways. What are people looking for that we don't offer?

Tuesday Afternoon, Session 4

Caroline [F]; Laird [R]

**FEC** (Ira) The Federation is shrinking. There are now only three member communities, with an additional three communities-in-dialogue. This changing membership, and how it affects FEC's mission and program, will be a focus of their spring assembly (happening next month at Twin Oaks).

**ECN** (Geoph) This regional network grew out of a 1979 TIES-funded research project on communities with an ecological focus. After 5 annual gatherings, the network became dormant. Geoph recently put out a new ECN newsletter — the first one in six years. There are about 30 groups remaining from the days that the network was active. There will be a communities conference for these groups (and any new ones) at Lost Valley (OR) later this month. Geoph, Betty, and Caroline feel it is appropriate to think of ECN as a regional network feeding into the Fellowship. It will be interesting to see what surfaces from the Lost Valley meeting.

**ICV** (Jenny) ICV is a loose network in Virginia which operates with a volunteer council. There are ten active groups, with an additional ten on the mailing list. Spring/fall meetings began in '86; recently the cycle has shifted to once each summer. Participants appear to be satisfied with keeping the organization informal and unstructured — it is focussed more on celebration and sharing than on specific programs. This year the meeting will be held at Shannon.

**NASCO** (Geoph) Debbie Altus (manager of the Sunflower Co-op in Lawrence, KS) has encouraged us to participate in the annual NASCO conference held each November. Geoph has been trying to make this connection, and plans to be in Ann Arbor later this spring to meet their headquarters staff. Harvey has also been pursuing contacts with this group. Their literature and newsletter may be a good place for some of our outreach material, and we might make significant contacts for Speakers Bureau prospects through them.

**FCE** (Harvey) Scott Peck's organization, based in Knoxville, TN. Ginny Barter, our liaison on their staff, was enthusiastic about attending this FIC Board meeting; unfortunately, she had to bow out due to family medical problems. Harvey is willing to continue his FCE contact; his normal travel takes him through Knoxville periodically. Ginny hopes to build stronger connections between our groups, and has asked us to take the lead. FCE has offered to pay transportation costs to bring Geoph and his intentional communities slide show to Knoxville for their annual conference. FCE is a good group to involve in the Gathering planning, since they prime people for community but have few leads about where to go after the workshop experience. Harvey and Barbara have written an article on community building for the FCE newsletter. Ginny has offered to give us coverage in their newsletter — what message do we want to convey?



conferences and promoting land trusts, permaculture, and alternative education. Land trusts are their biggest focus. Their land trust fund was capitalized through the sale of Deep Run Farm in PA. The fund operates only in the mid-Atlantic region (VA, PA, MD) though they offer nationwide consultations on land trust development.

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[Geoph now facilitator]

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**CSI** (Faith) CSI was started in 1940 by Arthur Morgan (Faith's grandfather) to promote the concept and vitality of small community, not necessarily *intentional* community. CSI is managed today by Jane Morgan; it's mission is to disseminate information, to host an annual conference (usually in October), and to manage a land trust (which presently includes only The Vale property — though they are willing to provide land trust administration for other sites).

**E.F. Schumacher Society** (Caroline) This organization's values and mission strongly match the Fellowship's — we should look into building closer ties. They hold an annual conference, usually in the Northeast, and have developed a library of interesting literature (including a copy of our Directory). Caroline proposes that we look at the information they send out and decide on appropriate follow up steps at our next meeting. There are also natural ties with the '93 Gathering.

**ICSA** (Caroline) Their triennial conference is coming up July 25-28, 1991, at Elizabethtown College in PA. There will be a contemporary community presence there, reinforced by FIC members and international communitarians. Caroline, Geoph, Dan, Don, Harvey, Syd, and possibly Betty will be presenting. It is an opportunity for us to organize/participate in a caucus on a global scale, and presents a special opportunity to invite international groups to participate in our '93 Gathering and the '93 Directory. The conference coordinator, Donald Kraybill, has demonstrated some flexibility about waiving conference fees for people on limited incomes (including some contemporary communitarians); interested people with need are encouraged to contact him. There will be space for book sales, and the Directory will likely be popular. Videos will be shown informally, so communities are encouraged to bring their own footage. Don estimates 75 papers will be presented, offered in four concurrent tracks. Ira suggests this is an opportunity for contemporary groups to share information about where archival material is now stored (in Twin Oaks' case, it's at the University of Virginia). Mildred suggests that academicians could be encouraged to do more serious study of contemporary groups. Don agrees.

**CSA** (Caroline) Their annual conference will be Oct. 10-12, at Aurora, OR. It will be relatively close to Alpha Farm, and Caroline has become involved in program planning. Joe Peterson, Caroline, and others will be conducting both pre- and post-conference tours of nearby contemporary and historic sites.

**Durham Village** (Caroline) This is Stefan Pasti's latest vision, focusing on the development or re-creation of sustainable villages. Laird reported that during the winter he responded to a version of this proposal, though he's not sure what to do next. Dan: Is this worthy of Board energy at this time? Caroline: Notice of this vision might be more appropriate in the FIC newsletter than the Wavy Gravy article that appeared in the last issue (since that article did not develop Wavy's connection to the community movement). Laird: Visionaries, whether they are successful as group members or not, can nonetheless play an important role in the movement. We need to evaluate what role we should play in offering people a soapbox on the general topic of community. Dan: Should we offer newsletter space to any individual or group even if they have not met some minimum standard of economic or demographic viability? Wouldn't it be more effective to steer away from pie-in-the-sky articles that don't have roots in three-dimensional reality? Mildred: We should allow space for pure visions and ideas, not knowing who or what will be fruitfully stimulated by them. Harvey: This vision needs more development (based on the review material at hand). We should correspond with Stefan about feedback, but not endorse anything at this time. The Board agrees to take no action, and suggests that individuals respond as they feel moved. Harvey suggests that, before we provide newsletter exposure, we ask people with ideas and visions to clarify their thoughts about implementation as fully as possible. There is agreement to encourage Dan, as newsletter editor (having now heard the Board's concerns), to proceed using his discretion in this area. We tabled a full discussion of editorial guidelines for a future Board meeting. *Task:* **Dan** will catalog editorial concerns as they arise, and bring them to the Board.

Wednesday Morning, Session 5

Harvey [F]; Betty [R]

**CESCI AFFILIATION:** (Laird) We are looking at various ways to acquire or establish 501(c)(3) status. Our A/C and the CESCI Board have been talking about how the two groups might merge — the CESCI business loan fund and their 501(c)(3) status might be administered by the Fellowship. FIC made a proposal to CESCI [see appendix] which they recently considered at their April 6-7 meeting.

They have responded to us with these conditions: **[Policy Decision ?]**

1. That FIC become a 501(c)3 corporation.
2. That FIC express an intent to keep the fund intact as a revolving loan fund for business development in intentional communities.
3. That FIC establish a committee whose sole function is the management and administration of the fund.
4. That FIC not draw down more than 2% of assets each year for administrative purposes.
5. That fund assets not be loaned to FIC projects.
6. That the two organizations not complete the transfer of the fund until FIC has established solid administrative ability, including a very reliable address, bookkeeping service and correspondence/ communication up to business standards.
7. That CESCI have no delinquent loans at the time of transfer.

*Task:* The A/C will communicate to CESCI that we agree to these conditions and are willing to have FIC take on the responsibility of administering the loan fund. We feel that this function is an appropriate job for FIC, though we have questions about whether or not we have the resources to do this job right now. We will work to identify and strengthen our administrative capability, and propose that CESCI proceed with the proposal at their own pace.

*Task:* **Faith** will draw up a job description proposal for an FIC Business Loan Fund Committee

### **[Policy Decision ?]**

**FIC INCORPORATION IN INDIANA:** (Dan) *Task:* The A/C will file the necessary paperwork to incorporate the organization in Indiana. *Task:* Next week at USI, **Dan** will work with Don to file the papers.

TIES (Betty) Turtle Island Earth Stewards has offered to extend its 501(c)(3) umbrella to the FIC for the purpose of channelling funds into the Gathering. Historically, TIES has been more active in Canada, with a focus on intentional communities and land trusts. The Canadian arm continues its interest in land trusting, but is no longer focused on intentional communities. Betty administers TIES/US (the smaller branch of the organization), and is interested in intentional communities (TIES serves as the umbrella for Geoph's CCP). To cover administrative costs, TIES would charge a 7% fee on funds received... lower fees are negotiable for large sums. Betty reports that moving a corporation from one state to another while retaining the 501(c)(3) status can be accomplished without undue difficulty. Mildred reported that in her experience this can be difficult.

**Decision:** The **Board approves** the use of TIES as a tax-exempt corporate umbrella, if needed. The preference is for FIC to pursue its own 501(c)(3) status as soon as possible.

Unschool: Communities magazine operates as a division of Unschool Educational Services Corporation which has 501(c)3 status. If we become publisher of the magazine, we might also obtain their tax-exempt status.

In **either case**, we need to have good legal advice before merging with another group or applying for our own. Albert Bates, Rita Jane Leisure, Herb Goldstein, and/or John Ewbanks might be helpful on this matter.

### **[Policy Decision ?]**

**BYLAWS REVISION:** (Betty) [See attached.] This affirms a change approved at the last Board meeting to reduce the classes of membership from two to one. The thrust of this change is to be more inclusive.

Originally, the Board was concerned that an open door membership process might allow too

much opportunity for disruption of organizational development and operations. On the strength of four years' experience, the Board no longer feels that such protection is needed. The Board has a history and continuing commitment to operating by consensus. While consensus is not mandated in our Bylaws, it is integral to our current process.

To date, membership and Board meetings have always been run concurrently, with little attempt to distinguish Board from non-Board participants. A strong effort has always been made to include general members -- and even observers -- in the actual work of the organization. Mildred expressed concern that there be as much opportunity as possible for input, and recourse by the full membership on all Board actions. While there has been considerable effort to be inclusive in Board meetings, there is continuing awareness that it may be difficult, as we grow, to operate meetings effectively.

*Task:* **Mildred** and **Syd** will redraft section B, outlining the full membership's recourse to Board actions related to removal of members. This work will be reviewed by the Board in the next session. **Decision:**

**Sections A and C of the proposed Bylaws change are adopted.**

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Wednesday Morning, Session 6

Harvey [F]; Laird [R]

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**BYLAWS CHANGE** (Laird) **Decision:** Members may be removed at the discretion of the Board for failure to meet membership responsibilities. Any member or Board member that has been removed from the general membership or Board membership by the Board may bring the matter of expulsion up for review at the next membership meeting, with the authority of the membership to reverse the decision, by the same method of decision-making specified in the Bylaws for the Board.

Barbara noted that if the Board operates by consensus, it seems extremely unlikely that such a decision reversal would be necessary. On the other hand, Mildred observed that there may be a minority view on the Board that is popular with the general membership.

*Task:* A **Bylaws Committee** was created to consider responsibilities, authority, and decision-making of membership and the Board. Any proposed Bylaws changes will be reported to the general membership at least 30 days prior to the next Board meeting. Members are **Betty, Laird, Michael, Harvey, and Caroline**.

**TRAVEL EXPENSE SHARING:** (Harvey) [Betty facilitates this item] Harvey presented a proposal worked out with Joe — based on schemes used by other networking organizations — to average travel subsidies among all Board members attending a meeting. The averaging would be based on miles traveled to the host site. Joe and Harvey propose that the funds be channelled through the USI account so that we could multiply their effectiveness by having them used for the USI match. Although it is possible to route the funds in this fashion, there is no advantage to FIC beyond documenting a higher level of financial participation. It requires administrative finagling to get USI to increase their matching funds in these times of financial scarcity, and in the interim, channeling the funds through USI would complicate our bookkeeping.

The effect of Harvey & Joe's proposal would be that everyone would pay the same amount to attend a meeting, regardless of how far they traveled. People who only attend meetings near their home would in effect pay more. Ira points out that people who typically travel less expensively than others would be penalized for their efforts. To some extent travel expense sharing would mean that control of one's meeting expenses would be lost to the individual. Several meetings back we agreed to collect information about travel costs, but we haven't done well in following through. *Task:* **Harvey** agreed to collect travel cost information from this meeting.

Don points out that some individuals (e.g., himself) have access to travel funds that are not transferrable to others, as is being proposed. Harvey wonders if the proposal would still be worthwhile if some Board members chose to participate, and others not. Geoph notes that travel costs have been an impediment for people other than Board members in attending our meetings. **Decision:** A working group (Mildred, Harvey, Geoph, Bob, Bruno) will focus on this issue, and report back to the plenary.

**BOARD MEMBER SELECTION:** (Geoph) Geoph presented a wall chart on Board member history. Caroline, Dan, and Harvey have one year remaining; Betty and Bob have two years left on their terms.

**Decision:** Arun, Don, Geoph, Joe, and Laird were reappointed for three year terms; Faith Morgan and Ira Wallace were selected for two-year terms. Appointed to one year Alternate slots: David Thatcher (shifted from a Board position), Bill Land (continued for another year), Mildred Gordon, Syd of Twin Oaks, and Timothy Ash. [See attached chart.]

Concern was expressed about Arun's difficulty in attending meetings regularly, despite his apparent interest.

Some felt that being a full Board member (as opposed to being a Board alternate or general mem-

(Continued)

**BOARD MEMBER SELECTION:** (Continued) ber) affects one's motivation to attend meetings and participate in FIC work. We discussed how travel money is basically donated by Board members (or their home communities -- if they have one) and how this limits who can serve [see previous topic]. The intent to be open was affirmed, though Mildred questions whether such openness is present.

Ivy asked whether it's desirable to have Board members who do not live in intentional communities. There was agreement to retain this flexibility. Barbara notes that Elf and Lisa represent co-op households, which may be an important and underrepresented element on the Board.

Caroline observes with some satisfaction that the two new additions to the Board are women. She'd like to see some broader thinking/analysis about the composition of our Board, and urges us to fill the remaining three open slots from under-represented segments of the movement. The issue was referred to a working group: Ivy, Caroline, Dan, Ira. They are to identify ways to encourage diversity at meetings and broader participation in Fellowship work. Ira offered to help with this work if FIC will create some written material on the topic.

Wednesday Afternoon, Session 7

Betty [F]; Syd [R]

**COMMUNITIES MAGAZINE:** (Laird) We reviewed a draft proposal that Laird and Geoph worked out with Charles Betterton in January [see attached]. The A/C recommends that we accept the proposal with the added condition that we commit to only one regular issue a year (until after the '93 Gathering) plus a new directory every 2-3 years. We'd also offer to supplement the subscriptions with periodic FIC Newsletters and announcements, with the intention to eventually resume a quarterly schedule. Charles has one issue in the hopper on Community Development, Geoph has promised to edit one next summer on Vision and Leadership, and highlights of the '93 Gathering would make for a good issue the following summer.

If Charles accepts our revised proposal, we can move on to planning where to go from here. If not, we could develop a magazine of our own and produce a directory periodically. However, taking on the magazine's debt as well as the profit potential of Directory gives us the chance to heal wounds that have occurred through people's bad experiences with Communities magazine — we could resurrect the magazine's former good name.

We have an agreement now that we will split the Directory profit 50/50 with CPC unless we can negotiate otherwise. The payment of CPC's outstanding debt is not specified except for the CESCO loan. It was suggested that we pay off the debt with a percentage of profit from the Directory. Laird says it depends on whether or not we feel comfortable in honoring somebody else's debt.

If we do take over publication of the magazine, we will probably make more money than if we follow the original agreement. We'd have more capital; less administrative confusion.

It was suggested that FIC could take over 2/3 of the debt, and leave Charles with 1/3 — we don't have to pay full price. Others agreed. Some Board members emphasized that Paul Freundlich, and others who have given largely to the Movement, should receive full repayment. *Task:* **Geoph** agreed to contact Paul about his willingness to roll over his investment back into the magazine.

Dan also expressed concerned that FIC should not pay undocumented debts. Undocumented, to Dan, means loans that have no piece of paper with signatures and dates (though such documentation may be verified after the fact). He wants to close the book on fiscal fuzziness. Geoph does not expect there to be strict documentation for the loans we assume. He advocates paying off the loans, and avoiding any future fiscal fuzziness. These are loans that have been acknowledged for a long time. Laird affirmed that all debt payments would be based on credible documentation.

**DIRECTORY PROFITS:** (Laird) Laird speculates that we'll sell 20 thousand copies. Production costs will be covered by income from the first printing; reprints can be produced for about \$2.50 per copy. We're looking at a possible net of \$70,000.

We hope to locate a community capable of/interested in taking over production of the magazine, separate from the Directory. It could be a source of income for them, though the magazine has not realized a profit in its 18-

year history.

(Continued...)

**DIRECTORY PROFITS:** (Continued) Some feel that money from the Directory should be used to support the magazine. It took a lot to get Communities to its present recognition level, and continuity would be valuable. With minimal commitment we could publish one issue/yr until after the '93 Gathering, then consider increasing our output.

Directory updates could be included in the magazine — an approach that might sell more magazines *and* more Directories. The newsletter is growing well beyond 4 pages, and we could easily add updates of Directory listings. Mildred is convinced that the magazine can and should make money. Several folks want to take over the magazine whether it makes us money or not. We could have a committee look at ways to make it more financially viable.

Some concern was expressed about the need to have clear title to the magazine. We would want an attorney to go over the agreements. The decision might mean taking over the Unschool umbrella — including CPC and its 501(c)(3). Dan suggests that, if requested, Albert Bates would provide competent legal counsel. Dan fears that if we take on CPC as well as the magazine, additional debt may surface that could be avoided by an explicit, signed agreement. Caroline: A simple legal transaction can protect us from such messes. Geoph: Assuming responsibility for the debts means we can be sure they get paid — rather than leaving it all up to Charles (who is known to lose things in The Void). Laird feels that the present agreement already ensures against this possibility and asks for additional documentation for the debts we've already offered to assume.

**Decision:** We are in general agreement 1) to offer to take over the magazine publishing, 2) with no agreement to take over Unschool, 3) requiring documentation of debt, 4) having the transaction checked out by a lawyer, and 5) that FIC will assume responsibility for overseeing the payment of debts. *Task:* Laird will confirm by phone that our modified proposal is acceptable to Charles, and will get written confirmation if Charles agrees. If Charles does not accept the proposal, the Board needs to make a recommendation about equitable ways to split the Directory profits.

Other communities have approached Charles about taking over the magazine, but their ability to produce balanced content is questionable. We could rotate publishing for a while at different communities, or have several communities lined up as guest editors. We want a practical focus, not just philosophy. **Task:** The A/C will look at ways to identify/recruit communities who might want to be involved, and will solicit proposals for managing all or part of the magazine.

*Task:* Laird will send information on the magazine's income and expenses to Mildred.

*Task:* Mildred will send back analysis & recommendations for achieving profitability.

Wednesday Afternoon, Session 8

Faith [F]; Geoph [R]

**TREASURER'S REPORT:** (Betty) We reviewed handouts based on our fiscal year — July 1, 1990 through June 30, 1991. [See attached].

We are hoping for a 5% response to our recent 3,300-piece mailing — which would bring in a minimum of \$2,500 in new dues. The figures on our Income statement include a \$350 loan from Sandhill. Other funds we have on hand are already earmarked for postage to cover our recent big outreach mailing, so we might be short \$600 if dues cash flow doesn't come in soon enough.

We should plan to increase the total funds we put into the matching funds account at USI — \$1700 this year, \$2000 next year. Even if USI can't match these increases, it will indicate that we're a growing organization.

**Decision:** If our share of the matching funds isn't available in time, the Board will ask member communities for additional donations and loans; Sandhill has offered to be a backup source for funds.

**ADMINISTRATIVE COMMITTEE REPORT** (Betty) **[Policy Decision ?]**

*Note:* This group has previously been called the "Executive Committee". Later in the meeting we agreed to change its name to the "Administrative Committee" [A/C].

A/C members came two days early to set the agenda and to lay the groundwork for discussion. This prep work is intended to make the general meeting more efficient, not to railroad anything through. The A/C "Later" committee also stays for a few days after meetings to wrap up loose ends, assign tasks, and proof/edit/produce the minutes. We have been using E-mail for a lot of internal communication.

*(Continued)*

**ADMINISTRATIVE COMMITTEE** *(Continued)* Highlights of past six months: Drafted proposal for coordinating with CESCO re affiliation. Set up plans for a Directory reprint due out June 1st. Met twice at Stelle with Charles regarding the Directory and the magazine. Dan, Betty, and Geoph did stints at the Center. Betty and Geoph have stayed in the on-campus apartment [the A/C will examine this in the context of how much to budget next year — local hosting is also a possibility, but not always convenient.] Discussed scheduling A/C meetings at midpoints between Board meetings.

*Decision:* The present members of the Administrative Committee were reappointed for another term.

**CENTER REPORT** (Geoph, Dan, Betty) Our initial idea was having clerical staff to route mail, though our needs have grown substantially. We have rotated Board members through to help design systems, etc., with some success. We are investigating the possibility of having an on-site administrative coordinator — who would also help develop the '93 Gathering (which will require its own coordinator as early as spring 1992). A working group (Laird, Mildred, Gay) will consider this tomorrow; the A/C will develop the concept further and check out funding possibilities. We need to be careful in creating job descriptions -- they tend to change over time, adding new tasks, and inviting overload/burnout. At this point Betty is our prime candidate, and we are open to other possibilities.

Richard Kathmann (CSA Pres) recently spent three weeks evaluating/organizing activity at the Center. Don reports that the Center will be moving to a larger space sometime this summer, and thinks there will be enough space for an additional person.

Next Saturday the A/C will have a 2-hour meeting in New Harmony to coordinate with the boards for both CCS and CSA.

The big mailing we did through the Center in March took about 3 weeks to get out — plus 2 weeks in the mail — so the notice for this meeting didn't arrive until a week ago. We need to do better advance planning if we want to use this capability in the future.

**SECRETARY'S REPORT:** (Laird) Laird handles a wide-ranging scope of inquiries, some through the Center, some from other sources. The flow hasn't become unmanageable yet, but may pick up as the Directory gains in popularity. Laird can continue for the immediate future, but we need a new person to step in and assume the role.

**MEMBERSHIP COMMITTEE REPORT:** (Harvey) The Membership Committee met last month and came up with several proposals...

**IN-KIND DUES:** That dues barter for in-kind services be considered on a case by case basis, with the membership committee making decisions based on the specific value of the services offered. [*Decision: agreed.*]

*(Note:* While the committee is aware of the pressing financial needs of the FIC, this should not prevent those experiencing economic difficulty from joining the Fellowship. Generally, the committee feels that dues barter should be more readily available to renewal members than new members, and to those offering needed services in advance of the dues period for which the barter is to be applied. However, the committee seeks flexibility — so these guidelines are not considered as part of the proposal itself.)

**LARGE DONATIONS:** That two new dues categories be established — Supporting Member at \$100/yr and Sustaining Member at \$500/yr.

*Discussion:* no special privileges would be included, but we will acknowledge large donors in membership listings & newsletters, and optionally in the brochure. Dan feels that \$500 is a little high — \$250 or \$300 would be better. Mildred agrees but suggests keeping \$500 as another membership level. Dan proposes a Low Income level at \$15, Member at \$35, Supporting at \$100, Sustaining at \$250, and Benefactor at \$500.



*Decision:* we agreed to Dan's revised proposal to use a sliding scale, letting people self-determine, and not talking about the issue of neediness.

ASSOCIATED ORGANIZATIONS, PART 1: That FIC offer to exchange memberships with the Communal Studies Association (formerly NHCSA) and the International Communal Studies Association, the two academic research groups listed in the FIC brochure.

*Decision:* The A/C comm will explore exchange of member discounts for events hosted by FIC, CSA, and ICSA; and will seek to exchange Associated Group Memberships, at the institutional level, between these three groups.

ASSOCIATED ORGANIZATIONS, PART 2: That community networks and support organizations, such as CESC, CSI, FEC, SoL and TIES, be encouraged to maintain FIC memberships in exchange for listings in the FIC brochure and exchange of information in newsletters. This seemed acceptable to those present, though no formal decision was made.

DUES WAIVER FOR HOST COMMUNITIES, PART 1: That communities hosting an FIC meeting at no charge for room and board be exchanged Sustaining Member dues in-kind for two years as an expression of appreciation. [*Decision: agreed.*]

DUES WAIVER FOR HOST COMMUNITIES, PART 2: That communities hosting FIC meetings at reduced costs for room and board, below routine non-profit discounts, be exchanged Sustaining Member dues in-kind for one year as an expression of appreciation. [*Decision: agreed.*]

TASK FOLLOW UP: That procedures be developed for increasing:

- (1) the designation of Board members whose primary function between meetings is monitoring/coordinating progress on delegated tasks,
- (2) the assignment of tasks to teams rather than single individuals, and
- (3) the dispersal of tasks among a wider circle of members to avoid overloading those who accept task responsibilities too readily.

*Task:* The A/C will consider the logistics of this proposal.

Wednesday Evening, Session 9

Harvey/Laird [F]; Betty [R]

**MEDIA OUTREACH:** (Geoph) Now that we have lots to share, and with the media demonstrating a growing interest, we should keep a lookout for this kind of coverage and recognition. There are many people interested in community who are neither connected through our circles, nor aware of what is available. What kind of message do we want to get out, and what kind of exposure/contacts do we want to encourage?

Ideas: economic benefits; human connections that counteract alienation; personal growth; social change work enabled by community living; image busting/building counter myths and new myths; working with ecological initiatives; increasing lifestyle awareness; addressing issues avoided by the mainstream (runaway kids, etc.); and creating ties to issues that are being addressed (self governance models, consensus, etc.).

Exposure: small newspapers; local churches involved in social change; college class lectures; training NASA space station astronauts; thru CSA talking about communities to sociology/psychology/philosophy classes; student co-op groups; create study packets with Quaker & Unitarian groups that design units for schools.

For handling new inquiries we might create a "press packet" of photos and articles that have already been published.

**SPEAKER'S BUREAU:** (Betty) We have a growing number of people who want to give presentations (16 responses to a questionnaire we piggy-backed into a mailing sent to approximately 60) and need to identify ways to reach groups who might give us bookings. *Task:* **Geoph** will contact a progressive speakers bureau on the East Coast, and will visit a library to look up leads for similar groups — perhaps they would incorporate our contacts.

At this point, all we can provide to inquirers is a list of our speakers and their subjects. We send a letter to each of our registered speakers, recommending a \$100 honorarium, and requesting that they donate 10% of any

money earned (above expenses) to the Speakers Bureau.

Quakers and Unitarians are often looking for speakers — Caroline (Qk) and Ira (UU) will give contact addresses to the committee for pursuing these possibilities. CSA & ICSA (Harvey) would also be good sources for referrals, and high school classes may provide good opportunities if we can figure out how to reach that sector.

Add to the Speakers Bureau questionnaire: "What size of groups do you prefer to speak to... small (up to 20-30), medium (max 100-125), or large (more than 200)?" These numbers are arbitrary and may be modified by the committee. The title on the questionnaire needs to be improved.

**FIC BROCHURE & LOGO:** (Geoph) We need a logo and some graphics to liven up the current brochure — perhaps gain space for graphics by reverting to a 4-panel flier (from the current 3), and consider moving the list(s) of member communities and/or associated organizations to the reverse side of the Board insert. *Task:* **John** volunteered to work on a logo. We should also consider adding a paragraph about our dues structure, and possibly Directory ordering info.

With a 4-panel brochure, it may be possible to add a tear-off membership reply form. Also, some of the text is quite dry and would benefit from a skilled overhaul. These considerations were referred to a *working group*.

**DEFINITIONS:** (Dan) Dan and others have done work trying to define intentional community. Are we creating these definitions for making distinctions in the Directory, for statistical analysis, to give clarity to the movement in general, or what? Issues to consider when defining community: size? longevity? residential? forming?

The sense of the meeting is that it is important for us to take a position at defining what have been, up to this point, very vague terms. Not only will it assist us in making classifications for the Directory, it may assist in clearing up some of the ambiguities in common usage.

We feel o.k. that Dan will present these definitions to ISCA — as a working paper which he has presented to FIC — and that we feel it requires substantial development and reworking. Discussion was deferred to a working group.

**ELECTRONIC MAIL:** (Geoph/Elf) It is possible to set up some community bulletin boards on EcoNet/PeaceNet, Genie, etc. which focus on the topic of community. Elf has been offering info on community through Genie and has had minimal response. He plans to continue, and hopes to generate more interest.

Dan's mailbox is being used more now for School of Living communication — it might be time for FIC to get its own mailbox.

We recognize that a communities bulletin board might be needed further down the road, but the idea is somewhat premature at this point.

Thursday Morning, Session 10

Geoph [F]; Laird [R]

**MAILING LABELS:** (Laird) We have a unique list of addresses which we have offered through a flyer sent to all groups listed in the Directory (\$16.50 for North American communities, \$10 for Resources, \$2.50 for international communities).

We considered making it available on a region/state/province basis — possibly at 5 cents a label. At this time, the effort required to get regional lists together does not appear to be worth what we could sell them for.

We will make the three existing lists available to groups who are listed in the Directory or those who would be eligible to be listed. *Task:* **Betty** will receive requests, make a judgment on who is requesting (polling the A/C if any questions arise), and filling the acceptable orders. *Task:* The A/C will establish guidelines about who has access to this list, and how it will be made known.

**FACILITATION:** (Laird) We want to offer a facilitation service to communities and the wider society. We recognize that there are various styles of facilitation, & what we have to offer is only one style — which works well for us.

We have a group of FIC members who have been trained in a specific style taught by Caroline Estes, which integrates rational and emotive elements, approached from a consensus framework. The Fellowship sees itself as an ecumenical group which does not endorse a specific style in any arena. Therefore we do not offer a facilitation service as an organization. However, if groups approach us with facilitation needs, we can give them information about the style we use, and refer them to the appropriate people. *Task:* The A/C will draw up a list of facilitation skills we can offer and place a notice of this in the newsletter.

**COLLEGE PROGRAM:** (Geoph, for Don) Discussions about offering graduate-level courses at USI on community are on hold, though there is still interest. If a program develops, we will list it in our publications. The Board supports and encourages Don to create such a program.

**LOGO:** (Harvey) In our recent membership drive mailing, we initiated a logo contest with entries due May 1, 1991. Geoph and Barbara have submitted draft designs for consideration at this meeting. John Sisson, a professional artist attending his first Board meeting, has expressed enthusiasm for submitting entries. *Task:* **Harvey** will photocopy submissions and circulate them for comment.

**OREGON COUNTRY FAIR:** (Caroline) This event will be celebrating its 20th anniversary this summer. The fair is very popular and offers a chance for unique, and possibly powerful, exposure of our movement. There is a village area for information exchange at the fair, and *Task:* **Arun** has expressed willingness, with support from Alpha, to staff a booth.

**FALL MEETING SITE:** (Dan) Lama is reevaluating their entire program at this time, but there are good prospects for the period Sept. 8-18. Housing would be in tents, at about \$5/day. Ananda has definitely dropped out for consideration this coming fall, but is a possibility for future times in the Western region. Other considerations are Arcosanti (Caroline), which is about 70 miles from Phoenix; and Glen Ivy, which has more costly accommodations but is willing to negotiate. Lama is our first choice, with the A/C empowered to make final decision.

**MEMBERSHIP DRIVE:** (Dan) The 3,000+ mailing that went out in Late March was sent to a combined list from CSA and the Directory. We expect to have access to mailing lists for SoL, CSI, and *Communities* magazine, and plan to use these in the future. It is too early to measure results of the March mailing.

**NEWSLETTER:** (Dan) Two issues have been done now, and there is a draft for Issue #3 being circulated at this meeting. Many ideas for improvements have been given to Dan. Caroline suggests it be eight pages, if sufficient material exists. The graphics and layout need to be much more "grabby" (Aprovecho and Arbor Day material, though quite different from each other, are good examples). John emphasizes the importance of visual appeal, and is willing to help with this aspect of the newsletter. Geoph does not like the horizontal stripe format (in issue two), though he does like the readability and content of the pieces. He would prefer that every blurb have a clear link to the theme of community.

Thursday Morning, Session 11

Working Sessions

**WORKING SESSIONS:** (Geoph) Possible topics include:

- bylaws rewrite
- pamphlets
- Board composition \*
- brochure
- definitions \*\*\*
- travel subsidies \*
- Gathering program \*
- Administrator job description \*\*\*
- magazine directions \*\*\*

We asked participants to select four topics, in order of preference. We held sessions on the asterisked topics (the triple-asterisked topics were the most requested).

Thursday Afternoon, Session 12

Geoph [F]; Laird [R]

## REPORTS FROM WORKING SESSIONS

**Travel subsidies:** (Harvey) Travel costs for this Board meeting were approximately \$2,000. If we plan to raise money for a travel subsidy fund, having 501(c)(3) status (or access to one) is almost essential. *Task: Harvey* will continue to develop possible plans and report at the next Board meeting.

**Administrator:** (Laird) As a first priority, the administrator should focus on overseeing projects which are income-generating: the Directory, membership drives, fund-raising, marketing community products.... Second priority would be overseeing the '93 Gathering development until a Coordinator is in place to assume that function. Third priority would be coordinating publications, public relations, Speakers Bureau, etc.

In a discussion about the lines of communication and responsibility between the Administrator and the Board, we distinguished between the terms "Executive Committee" (a group with sweeping powers to make policy decisions on the Board's behalf) and "Administrative Committee" (a group empowered to make decisions within certain specified limits, carry out decisions made by the Board, and coordinate committee work).

*Decision:* To change the name of the Executive Committee to Administrative Committee (A/C).

*Task:* The A/C will select an Administrator (Betty is interested), and develop and fund a budget for the next two years (through the '93 Gathering) which covers the Administrator's salary plus appropriate ancillary functions. Funding prospects include short-term sources (such as no-interest loans from FIC members, and donations), and long-term prospects (such as grants, and Directory income). *Task: Caroline* will investigate prospects of a grant from the Ben and Jerry's Foundation.

**Definitions:** (Geoph) Initial work to define intentional community and its various aspects has been done by Dan Q and Allen Butcher. A Definition Committee was created to carry this work forward: Bill Land, Geoph, Harvey, Bob, Mildred & Dan. *Task: Dan* will solicit ideas through the next edition of the newsletter, requesting that submissions be sent to Bill by June 1. *Task: Bill* will distribute the submissions to the committee by mid-June. There will be a caucus and report from this committee at the next Board meeting.

**'93 Gathering:** (Caroline) We discussed program sessions in the context of developing tracks: 1) hands on, practical skills; 2) values; 3) healing aspects; 4) structure, legal, land use, co-housing, etc.; 5) challenges to the movement — Earth First!, bioregionalists, how are we engaging with these groups?; 6) alternative systems — LETS, skills exchange; 7) process skills/work; 8) ecology/appropriate technology.

We discussed possible keynote speakers, and brainstormed a list of possible features for the Gathering Committee:

- We want to organize clans in some form, using the Gathering to create an experience of building community.
- Host a Media Day the day before the conference — to inform the press of the scope of events.
- In naming the Gathering we hope to tie together community, the wider society and ecology.
- There could be an energy park where all sorts of alternative energy models could be presented.
- We want to develop outreach to people of color and to international circles.
- We'll have a forum for people to share their visions, and booth space for existing communities to publicize their ideas/lifestyles and sell their wares.
- Look at political and social-change issues in the context of communities.

**Communities Magazine's Direction:** (Laird) [Note: All discussion was based on the premise that negotiations with Charles will result in FIC's acquisition of the magazine.]

We can put out a call, through the FIC newsletter, for proposals from groups who might want to take on some or all aspects of publishing/editing the magazine — with the understanding that the Fellowship would retain overall editorial control and publishing responsibilities. Interested groups would be asked to submit their thoughts about editorial philosophy, a business plan, and their view of the relationship between regular issues of the magazine and the Directory. We would specifically invite proposals from groups who have previously expressed interest in taking on some or all of the publisher's role.

Mildred stated that if Ganas became editor of the magazine they would change the focus... except for Directory listings, what has been run as descriptions of communities would now be seen as ads. Articles would focus more on how non-community people view us, and vice versa. She would expect to make the magazine profitable, or at least self-supporting. The magazine's initial staff would be supported by Ganas until the magazine's income could be expanded to cover its expenses. Editorial policy would reside completely in a

committee of FIC.

There was a suggestion to look at the content of those articles appearing in *The Mother Earth News* which were not "pie-in-the-sky." The audience for that type of information, which is substantial, is now experiencing a void. Those articles spoke to a much wider range than just community.

**Board composition:** (Syd) Several areas were identified where we could strive for more balance: gender, color, geographical area, student representation, and size of communities. *Decision:* At the next Board meeting we will brainstorm on this concern, then identify specific contacts and people willing to do the follow up. • A Movement Representation Committee was created to focus on this issue and to encourage more balanced Board representation. *Note:* The job of implementing this committee's recommendations may eventually be taken on by the Administrator.

### FINAL EVALUATION:

- For a newcomer — really enjoyed it, and want to contribute more in the future. • Amazed at what we accomplished in such a short period of time. • A question we need to look at: the dynamic of involving so many observers, and the need of the Board to accomplish work. • Great food and facilities. • Orientation session needs to be better publicized so that new participants are better aware of it.
- General energy, on the whole, was very low. The emotional tone was almost dead, with no "up-ness." Hard to sit for long periods of time. • Attending CESCO Board meeting before this meeting was a drain on some. • Some ideas got brought up with high energy and then were not followed through by the facilitator. (Exciting ideas often were followed by something which changed the subject; the original idea was lost.) Facilitator needs to take better care, and participants need to monitor when they make their contributions.
- Facilitators did a good job of summarizing decisions and what had happened in meetings. • Facilitation could have been improved to give hot ideas more of an opportunity to flow. • Faith's facilitation was good. Quick. Brought things to conclusion and focused decision making. • Appreciate commitment to consensus. • Drained by assumptions and acronyms in the discussions.
- Time spent outside of meetings was up, warm, fun, and embracing. • High percentage of participation. • Geoph felt quite excited the whole time. Folks here are clearly committed, and the pieces kept coming together.
- Graphic presentations were great! ...and very helpful. • For most of the sessions, the presenters came prepared. More thought-out proposals would be preferable to presenting questions. Would help if others were better apprised of proposals ahead of the meeting.
- Sometimes there was confusion about who is doing the facilitation and who the presenting. There was ambiguity about who calls on people, who directs the flow of the discussion, who summarizes to bring the group to consensus. • Feel there is an environment of acceptance, where all contributions are welcome. • We could give input more concisely. Being wordy wastes time, sometimes verbosity may not even be communication. Correct word usage is also a factor. • Appreciate the commonality of our philosophies wherever we go. • Appreciate all we are holding on our plate, and the potential of what can happen with the guidance of competent people.
- Most decisions come out of a silence. Is there an agreement that silence implies consent? Is that good process? Should there be an effort to gather more vocal assent before moving on? • Include a description of our decision-making process and an introduction to consensus in the orientation session. • Suggestion that a verbal "uh-huh" or thumbs-up signal might, at a minimum, be better than silence when testing for consensus. The facilitator could more commonly ask if there are reservations or the desire for more discussion.
- Felt pressure that it was not possible to contribute freely because there was so much to accomplish in so short a time. • Would like more of an opportunity to learn about the host community. • Appreciate the vegetarian fare and respect for dietary needs. • More junk food!