

# Fellowship for Intentional Community

**Fall Board Meeting • 1991**  
**Host: The Lama Foundation**

**Board Members & Alternates Present:** Arun Toké, Betty Didcoct (Skysong), Caroline Estes (Alpha Farm), Dan Questenberry (Shannon), Faith Morgan, Geoph Kozeny (CCP), Harvey Baker (Dunmire Hollow), Ira Wallace (Twin Oaks), Laird Schaub (Sandhill Farm), Bill Land [Alt], David Thatcher [Alt—EFI], SYD Fredrickson [Alt].

**Board Members & Alternates Absent:** Bob Brown (Kidstown), Don Pitzer (CCS, CSA, ICSA), Joe Petersen (CSA/Pacific Coast), Mildred Gordon [Alt—Ganas], Timothy Ash [Alt—Skywoods]

**Also Attending:** Al & Dorothy Andersen, Alexis Willihnganz (ICC), Barbara Lee (Dunmire Hollow), Ben Lipman (Eagle Heart Foundation), Beth Waldron (Lama), Carol Thatcher (EFI), Gordon Sproule (Twin Oaks), Hal Brill (CEED), Jenny Upton (Shannon), John Sisson, Jules (Sandhill), Julie Tato (Lama), Kay Fulkerson (ICA), Linda Thomas, Linda Trageser (Lama), Lois Arkin (CRSP), Marilyn Oyler (ICA), Michael/Elf Morgan, Sara Deutsch (seeker), Wiley Elson (seeker), plus additional unidentified Lama Beans.

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Sunday Morning, Session 1

Syd [F-Facilitator]; Laird [R-Recorder]

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**Logo** (Harvey) Not many new entries since last time. John Sisson presented a revised design. Comments: David likes it right off. Faith concerned that the detail may be too great for small-scale uses, such as on letterhead. Caroline's experience is that complicated logos, clearly drawn, can be very legible when reduced. Harvey suggests accentuating the thorns in the roses. Lois: the spiritual symbolism may be a barrier for secular groups and more mainstream contacts. David, in counterpoint, feels that the spiritual elements are appropriate for the logo and could be an effective screen for those unaccepting of spiritual focus. Laird echos Lois' concerns and wonders about "hemisphericentrism." Geoph suggests multiple logos (for example, one design for T-shirts, and another for letterhead). Geoph and Betty concerned that the design might screen out those not spiritually oriented. Ben: need more human images in the logo, since people are so central to what we are about. David suggests that a blue-green Earth with indistinct land masses be used instead of one featuring the Western Hemisphere.

Faith, Ben, and John agree to create additional options outside of plenary and bring them back to this Board meeting. [Summary of subsequent session:] John presented further revisions and Ben shared a new design. Ben: instead of a single logo, perhaps we could

develop a family of similar designs, for different purposes (banner, T-shirts, letterhead, brochure, coffee mugs.... His base design is a circular array of simplified human figures interlocked. There is concern it may be too inner-focused. Harvey asks that we select a design that holds attention, and not allow the lines and flow to draw focus away. Harvey advocates using John's revised version as a T-shirt design, at the least.

Betty likes a design that can be altered for different uses (some with lettering, some without). Dan prefers to have flexibility, and not to select a single design only. Counterpoint: having a single main logo helps with visual identification; using multiple designs dissipates the potential for symbolic recognition. Faith prefers that we not select a single logo at this time, and that we encourage additional input. Dan is worried about continuing to hold the door open because we've done this before and appear now to be no closer to resolution. Harvey would like to see a design policy on what graphics can be used in conjunction with the Fellowship's name. The matter was referred to A/C.

**Task:** Ben, Faith, John will continue to develop logo alternatives, and will present drawings (including enlargements and reductions) at the spring Board meeting. Harvey will continue to coordinate this process, which will include distribution of draft drawings to the Board for feedback.

**Agreed:** John's revised **design is approved** for use **on T-shirts**. **Task:** Harvey, Dan, & John will be a committee responsible for getting T-shirts printed, using John's design — possibly some in color. The possibility of printing Gathering information on the back of the shirts will be considered. The committee will set the price. Dan has graciously offered to front the money for the printing.

**Task:** Laird and David will send names of contacts for T-shirts and printing to John for his consideration.

**Brochure** (Dan) presented a draft for a new brochure, soliciting feedback. He asks specifically if the print size is too small. A small size must be used if we continue to list all member communities (now more than 70) on a single panel. Lois: if the list of communities is not complete, then label it so. Caroline: try another panel formation (perhaps using 8-1/2" x 14" stock) to allow a two-column listing of member communities in a larger type size. Harvey: the previous edition of the brochure is more readable.

Dan would like to have copies of the brochure stuffed in each Directory and wonders if it isn't time to rethink the whole brochure, instead of just how to patch up the latest version. Geoph, Lois & Ben: lacking graphics. Lois: don't hold up distribution of the brochure for revisions; the draft version "as is" is good enough to use in the interim. Geoph: concerned that there is no membership info or reply

coupon. Caroline: perhaps we should print the membership info in the body of the text and bump the member list onto an insert. Ben: the member list should have a date on it. Caroline prefers delaying production slightly, so more members can be included and so the format can be improved.

It is suggested that one feature of the new design be a tear-off panel for membership. Gathering information can be included in the main body. Type should be more readable (larger), made possible by using larger paper, decreasing margins, and adding a 4th panel. **Task:** Dan will oversee the immediate printing of 600-800 brochures as a stop gap, and subsequent efforts to create a whole new design.

**Pamphlet Series** (David) All he can recall having seen in the past two years is some revised drafts from Allen Butcher; there has been no broader committee activity. David does not care to continue on this committee. Arun, Geoph, Jim Estes, Russell Mills, and Bill Land are willing to serve on this committee.

Dan suggests using the newsletter to circulate drafts (perhaps in condensed version) and solicit comments from a broader range of critics. Caroline has already pulled out about 15 articles from old issues of *Communities* that could serve as the nuclei of pamphlets. Geoph wants input on priorities for topics to develop. David says that from his experience in lecturing, questions about legal structures are the most frequently asked. **Agreed:** Bill, Arun, and Geoph will meet outside of plenary and report back to Board meeting with a plan for the Pamphlet Committee's composition and mandate. [Got lost in the agenda shuffle, so needs to be deferred to the spring meeting.]

**Media Outreach/Press Packet** (Geoph) Having had some exposure in major media (for example, *Boston Globe*, *USA Today*) it would be good to develop a packet of info, including photos, to send when inquiries or other media opportunities arise. This packet could be used either by the FIC or by individual communities when they get inquiries. It should include an introductory brochure, reproducible graphics, a calendar of community events, and Directory information. Lois would like to see a glossary of terms, and bios of "interesting" people. **Task:** Geoph & Ben will create a list of ingredients to be included in a press packet, to be presented at the spring Board meeting.

**Newsletter** (Dan) Proposed an editorial policy regarding controversial news: that before we print facts we contact the community in question to verify their perspective. This begs the question of whether we want to print anything of a controversial or negative impact, and to what extent are we a promotional/trade organization?

David: FIC may play a role in helping get coverage for alternative views in controversial situations, especially where the actual truth is very difficult to discern. Emissaries have had some positive experiences in converting initial negative press into very positive subsequent coverage. We might promote the newsletter as a communities news digest. Might be good to provide info about how a community copes with adverse publicity. Betty worried about attention here: are we overly absorbed with the negative and protecting ourselves from it rather than promoting the positive press more. Geoph: important not to distance ourselves from negative publicity and groups with different approaches — we should emphasize that most approaches, even mainstream, have pieces of the truth as well as major blind spots and shortcomings. Lois: if we are a trade association, it is still appropriate to have standards.

Lois would like to see FIC develop a clipping service of communities in the news; this could even be revenue producing, or at least pay its own way. David: a clipping service would produce very useful background information for future media coverage. Caroline: this info may already be available electronically, if we can access what is in place. Geoph and Lois report that this is available mostly to the biggest papers (for example, through Nexus) because it's very expensive. Caroline wonders if the Center at USI has access to an electronic clipping service. **Task:** Caroline will ask Don about this possibility, perhaps tying it in with a historic search at the same time.

Dan: we get input for the newsletter by soliciting member communities to send their community newsletters; those with regular materials get the most exposure. *Suggestion:* Dan send a request to communities listed in the Directory asking for newsletters and permission to use excerpts from them in FIC newsletter.

Dan would like to get an approved mission statement for inclusion in the newsletter masthead. Perhaps the same wording could be used for both the brochure and the newsletter masthead. Betty suggests that we develop a formalized editorial board for review of copy. Arun is willing to be a part of such a board. No decision made on this. Dan would also like input on another name for the newsletter.

**Agreed:** The preliminary **draft of our newsletter mission** statement will be:

To inform communitarians, seekers, and others interested in the affairs of intentional communities — by publishing original reporting and extracts from local community newsletters and other publications.

FIC Newsletter Operating Policy (Draft)

- Each article will be about or by a community or community members, or about a topic relevant to community life.
- Community addresses (or a community's newsletter address) will be published with the articles unless requested the community specifies otherwise.
- Controversial news about a community will not be printed without consulting with the community for confirmation of accuracy and to extend an invitation to submit a response for publication in the same issue. We strive to publish controversial news in proportions not greater than it really exists in the movement. We will meticulously hold to the principle of "innocent until proven guilty."

**Task:** Dan will work on the above draft policies and send written copies of his refined version to the full Board for its consideration prior to the spring Board meeting. He will operate by these draft policies now, but the final wording will need approval by the Board before being published in the newsletter.

**Site and Dates for spring '92 Board meeting** (Faith) Celso has agreed to host us, with the proposed dates being April 27-29, 1992. The CESCO Board will likely meet at the same site, a few days ahead of the FIC meeting. The community site is rural, high in the Blue Ridge Mountains of western North Carolina. Celso is over 50 years old, and the Arthur Morgan School is operated there.

Bill would prefer that the meetings occur over a weekend, to reduce his need to take vacation days to attend. Concerns are raised about best date — both CESCO and FIC would like to have meetings extend over a Saturday for cheaper air fares, and there may be travel blackout days around Easter (April 19). **Task:** Faith will take this input, check with Celso and CESCO, and adjust the proposed dates as appropriate. Based on Faith's work, the A/C is empowered to set the spring Board meeting dates. Faith will continue to serve as site coordinator.

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Sunday Morning, Session 2

Geoph [F];

Laird/Betty [R]

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**Administrative Committee** (Laird) The current composition of this committee is: Caroline, Betty, Laird and Dan. From the spring meeting of the A/C, three proposals were brought to the full Board:

1) **Agreed:** [as proposed by the A/C] **only Board members will be allowed to serve on the A/C, and new A/C members will be recruited by the existing A/C. Actual appointment will be subject to Board approval.**

In discussion, the need for A/C members with both administrative ability and sufficient commitment was emphasized. Further, the Board urged the current A/C to actively seek qualified

candidates to serve on this committee in the future.

2) A/C proposed that the Administrator, as well as any other paid staff, be prohibited from simultaneously being a Board member. The desire here is to effect a separation of decision-making and administrative functions. The Board has oversight responsibility for staff work, and issues could get muddled if a Board member were also staff. Criticism may surface more easily if staff is separated from decision-making body.

Discussion: It is pointed out that Don Pitzer serves as both CSA Executive Director and as a member of the CSA Board. [Is Don paid for his work as Executive Director?] It is desirable to have the Administrator (and perhaps other staff) attend all Board meetings, perhaps as an ex-officio member with no decision-making rights.

Betty: it seems like we are following an old form in requiring such a separation. The Administrator should be integral in the decision-making, not just handed decisions to carry out. Given the inclusiveness of our consensus process, why should we make a rule on this?

Caroline: we could make the decision with a sunset clause. After a set time (two years?) the decision will no longer hold and the whole question will be reconsidered.

**Agreed:** At this time we will make **no policy about excluding staff from Board positions**. It is agreed that we will further consider the question of staff/Board interrelations, one year after we first engage paid staff (Administrator or other position).

3) **Agreed:** to affirm a tentative decision made by various board members at the ICSA meeting ... to **change the date of the '93 Gathering from June 24-29 to August 26-31**. This change was suggested primarily to accommodate the international members of ICSA who would like to attend both the FIC Gathering and the subsequent ICSA conference, set for Oct. 14-17, 1993, at New Harmony, IN. Scheduling these events closer together opens possibilities for international visitors who might stay for the period between, perhaps arranging to visit communities in the interim.

**Secretary** (Laird) Work during the last six months can be divided into three categories:

- the heaviest component is handling a flow of letters and phone calls from seekers and other interested people;
- as Directory exposure increases, so do media inquiries -- Laird is now handling phone interviews at a rate of 2-3 per month; and
- Laird makes regular referrals about conferences and literature. For example, he recently made arrangements for Geoph's way to be paid as a presenter at the Lovingwell Company's community conference, Oct. 19-20 outside of Atlanta.

All are urged to send Laird information about community-related articles that appear, and to forward any inquiries for the Fellowship which they are not willing or able to handle promptly themselves. In this way we can maintain a high standard of courtesy and responsiveness.

David suggests that we keep track of the total number of inquiries that come in. The flow through our headquarters in Evansville is already being logged, but the data was not gathered and summarized for this Board meeting.

**Treasurer's report** (Betty) [Laird now recording]

\*\*\* **USI ACCOUNT 1990-91** \*\*\*

INCOME

Carry over from 89-90	1,506.63
Deposits _____	<u>1,500.00</u>
Total	3,006.63

EXPENDITURES

Printing	1,422.88
Postage	771.80

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Student wages	868.33
Office Supplies	334.53
<u>Campus Room</u>	<u>25.00</u>

Total 3,422.54

(415.91) BALANCE

\*\*\* OFF-CAMPUS ACCOUNT \*\*\* Jan 1, 91- present (Oct 19)

#### INCOME

Bal. brought forward	101.31
In Savings	481.13
Community memberships	1,270.00
Individual memberships	770.00
Contributions from Communities	410.00
Contributions from Individuals	145.00
Unknown sources (deposits @ CCS)	105.00
Directory Sales	159.00
Mailing labels	71.25
Miscellaneous	<u>8.00</u>

3,520.69 Total Income

#### EXPENDITURES

To USI account	1,615.91
Outstanding Loan to Sandhill	300.00
Out of pocket expenses to Board members	544.00
Printing bill	205.00
<u>2,664.91</u> Total Expense	<u>    </u>

855.78 BAL. AVAILABLE

USI ACCOUNT: The USI fiscal year is July 1 — June 30. USI's share of the matching funds goes wholly for secretarial labor (Kim Reddington's part-time salary), while our portion of the matching funds goes wholly for materials (postage, stationery, phone, printing, etc.).

There is some confusion about 2 charges in the last fiscal year ('90-'91) for student labor. There is also confusion about a \$334.53 charge for office supplies that we cannot seem to trace.

Betty now has an agreement with the head of accounting at USI (Mary Sherrod) to have monthly statements sent directly to Betty. This will assist us with some tracking, but won't totally solve the problem. Yearly statements broken down by gross categories are not detailed enough for our management needs.

In all, we spent about \$3,400 through USI in '90-'91 (excluding labor), which is \$1,900 over the amount we originally budgeted. We were able to do this because of money carried over from '89-'90. We are entering the new fiscal year with a \$419 deficit. Betty questions how much we want to spend at USI in the future. Dan reports that prices for USI printing are comparable to commercial rates.

There is some savings available through USI, but it is more than offset by the long turnaround time required once camera-ready copy is sent to USI for printing. It is possible, and probably desirable, to substantially reduce our expenditures at USI by getting our printing done elsewhere. Ira points out that USI's slowly grinding bureaucratic gears may work to our advantage if we need work (such as printing) when we are short on cash, as we can wait until the end of the fiscal year before paying the balance. This may be an asset, for instance, in the context of the

Gathering.

**Task:** (for all Board members) It would help Betty if anyone using USI services would send her a note indicating the date and the type of use.

Kim has been asked to keep a log of FIC expenses as they're incurred, however, we have yet to see one. **Task:** Betty will ask for this log.

**Agreed:** Betty will send a **letter to USI confirming our intent to match the \$1,500 again this year ('91-'92), and try to establish clarity about staff wages. The letter will express our continued** concerns about the accounting questions mentioned above, and uncertainty about the appropriate fiscal relationship between FIC and USI given these concerns and FIC's rapid development.

**OFF-CAMPUS ACCOUNT:** Betty projects that FIC will have an \$800 bank balance at the end of the year, after paying off all outstanding debt. This is approximately the amount we are expected to deposit in our USI account as the portion of our matching funds due in January — a much healthier financial position than we were in last year at this time.

**BONUS:** Through Don we have learned that a year-end bonus for Kim would be appropriate. (Mary Hayden, the other CCS secretary, receives an annual bonus from CSA.) It is suggested that we contribute products as well as, or instead of, dollars. **Agreed:** FIC is well-satisfied with **Kim's** work on our behalf, and we will extend a **bonus** to her at the end of the calendar year.

**Task:** Betty, in consultation with Don, will determine the exact nature and value of the bonus, and transmit it to Kim at the appropriate time. Anyone with suggestions or offers of an in-kind bonus should send them to Betty by December 15.

**FINANCE COMMITTEE:** The A/C recommends the creation of a standing Finance Committee, which would oversee budgets and the work of the Treasurer. It would have oversight responsibilities, and possibly an internal audit function. Probably most of this work would happen at Board meetings, between sessions. **Agreed:** A **standing Finance Committee** is struck. Initial committee members will be David, Carol, and Faith. **Task:** Betty and the Finance Committee will create a written job description for the committee, to be presented at the next Board meeting.

**Membership Committee** (Dan) We have 132 members now: 73 member communities, 49 individuals, and 10 organizational members. We did an extensive membership solicitation to the CSA mailing list (3,000+ names, costing \$1,400-1,500) earlier in the year. We got as many new members from our FIC newsletter solicitation (which went to just 400, including all communities listed in the Directory) as we did from the CSA list mailing.

Dan would like to see a special push in our '92 membership drive (and also through our renewal notices) to solicit people who are willing to support us financially beyond the minimum dues (this means soliciting for the sponsor/benefactor/sustainer categories we created at the spring Board meeting). Lois: special expanded services might be offered as incentive for more substantial dues/donations (clipping service output, community products, Directories, Community Bookshelf credit... ). Any further thinking on this plan should be sent to Dan for consideration by the Membership Committee.

There was a discussion about whether to solicit for renewals at the anniversary of one's joining, or at the beginning of the calendar year — regardless of when one last paid. The current policy is to bill for all at the beginning of the year, and not solicit for renewals if payment was received in November or December of the prior year. Any change is tabled.

**DUES:** **Agreed:** Effective January 1, 1992, small communities (10 or fewer members) annual dues will be bumped from \$15 to \$20, medium communities (11-50 members) from \$25 to \$35, and large communities (over 50 members) from \$40 to \$50. Individual and organization dues will remain the same, at \$15 and \$25 respectively.

The rationale for this is that we are increasing member services for communities as the organization grows, and it helps avoid confusion about membership categories if each one has a

different rate.

**Travel expenses** (Harvey) Last spring Board members paid \$2064 (plus Geoph) to travel an aggregate of 24,160 miles to attend the meeting. Alternates paid \$185 to travel 2,540 miles. David suggests that we also collect information about probable travel costs (to the extent that's determinable) for Board members who didn't come because of the expense. Bill suggests that we solicit donations specifically earmarked for travel expenses, given the importance of our work. For purposes of fundraising, it would be desirable to get cost figures for support personnel as well. **Task:** Harvey will collect travel cost info for Board members, alternates, and support personnel for this Board meeting, and submit the totals to the Fundraising Committee.

Sunday Afternoon, Session 3

Betty [F];

Elf [R]

**Directory (current edition)** (Laird) Distribution is running smoothly. As projected last spring, we sold out of the first printing this summer. Beginning with the second printing, Alpha Farm has become a West Coast distribution center, easing the load on Sandhill. Since July, all ads or review information have listed Alpha's address as the contact point. Because all previous information listed Sandhill's address, the bulk of the inquiries are still going to Missouri, however, our current advertising initiatives (see below) will likely change that tendency. On the reprint we are again pleased with the quality of work done by the printer. Although the list price has been raised to \$16, we have heard of very little price resistance among customers. Even though the Directory has been in print for a full year now, we are still getting important first-time reviews. For example, there is one in the current issue of *Whole Earth Review*, and this has resulted in more inquiries and direct-order sales than any other single source.

[From the A/C Report:] To the extent practicable, we prefer to use Laird as project manager for the '93 Directory rather than as distribution manager for the '91 Directory. There is an understanding that on the '93 Directory he'll concentrate his energies on management and not production. This means he needs to resist both writing and editing — to the extent possible.

The A/C also agreed to offer compensation for filling Directory orders: \$1 each for small orders, \$2 for 10-21 books, and \$3 per full case. In Sandhill's case, this offer is retroactive to November at \$1/order. Laird will pass along to Alpha as many orders as he feels necessary to avoid jeopardizing his availability for other Fellowship work.

**DIRECTORY FINANCIAL STATEMENT** , as of October 20, 1991

<u>Liabilities</u>	<u>Assets</u>
PEACH loan	\$10,000      Sandhill cash    \$ 5,000
FEC loan	5,000    Alpha cash      700
CESCI loan	5,000    Inventory        33,000
Sandhill loan	8,800    (4125 copies)
<u>Accts payable</u>	<u>1,000</u> <u>Accts receivable</u> <u>7,000</u>
Totals	\$29,800                      \$45,700

These figures value the Inventory at \$8 apiece (50% off list). A few wholesalers get more than a 50% discount, but a substantial fraction of sales are full-price mail-order copies, bringing the average income per copy closer to \$10. On the other hand, all copies in inventory will not return income, because we are still compensating Dan, Geoph, and Sandhill for work done creating the Directory by allowing them copies without charge. Hence \$8/Directory is a reasonable compromise figure. At the current rate of sales and distribution, we project to run out of the current printing in the spring. (We printed 7,000 the first time and 5,900 the second.) We will definitely need at least one additional printing before the new edition is available.

One major uncertainty in how quickly we run out of the second printing is the effect of advertising. Excepting the vigorous pursuit of reviews, we did no active promotional work until this fall. Now we have in place four major marketing initiatives:



- We have a classified ad in the current issue of *Utne Reader*, and will have a Smørgåsbok display ad in the next issue;
- We have a Reader's Selection display ad in the current issue of *New Age Journal*, and will have another in their annual New Age Guidebook;
- We have a classified ad in the current issue of *Mother Earth News*;
- About a month ago we did a direct-mail solicitation to nearly 3,000 public and university libraries in the U.S.

All of these have been paid for and are in place, but it is too early to see the response. Based on the experiences of some Board members who have placed Directories in their local area, we will probably try next a direct-mail solicitation to co-ops and natural food stores that also sell books.

Questions: • Any exposure in Germany? [Response: two reviews just appeared in alternative periodicals there; we are bracing for a possible onslaught of inquiries/orders] • Any exposure in Common Ground quarterlies? [Response: we had a review in the Vancouver version; it was lukewarm and reader response was cooler than that] • Wasn't *Utne* going to do a review? [Response: they were going to have an entire issue on community, though this hasn't happened yet; now is a good time to re-contact them] • What response from the feature article in the Oct. 15 issue of *USA Today*? [Response: it has only been about 10 days and there was no address or contact information printed. Still, we've received about 10 inquiries so far] • Even though the Directory is carried by distributors that reach nearly every bookstore on in the U.S., Laird reports a steady trickle of calls from people unable to find the book or even order it from their local bookstores. Why? [Response: Caroline reports that bookstore clerks today will often not go to microfiche to look books up; it is an unusual bookstore that will special order a title] • When such an inquiry comes along, do we enlist the customers to go back and tell the bookstore how they could carry the Directory? [Response: more could be done here] • There are about 2500 alternative bookstores in North America; have we tried a direct-mail solicitation (possibly using covers, which could inexpensively be printed as an overrun the next time we reprint)? [Response: our thought was to experiment with direct mail by approaching libraries first. The profit per response is thought to be better with this group, and they are easier to track; interested bookstores are likely to order through regular distributors, making it difficult to tie sales to the mail-order effort] • If we bought the list of 2500 bookstores, could we solicit our continent-wide network to contact many of these bookstores in person? Might we prepare a packet of marketing materials for people to use in such an effort? [Response: new idea] • Have we thought of phone follow-up to libraries and/or bookstores as an alternative to physical contact? [Response: new idea] • What are we doing to get the Directory used more in university classrooms? [Response: We talked to the CSA Board last April about their assistance in getting the Directory included in syllabi for appropriate courses. We haven't heard what has happened as a result] • Have we considered printing a financial statement for the Directory in a reprint, or the next edition? [Response: new idea].

**Task:** Betty will recontact *Utne Reader* about doing a Directory review.

**Directory (1993 edition)** (Geoph) TIMING: We are already one month behind the schedule we set for the '93 Directory at the spring Board meeting. In thinking about all the work the Fellowship has taken on and the work required to do a quality Directory, he feels it's unrealistic and un-necessary to get a new Directory out by Thanksgiving of '92. **Agreed:** We will revise the schedule for the '93 Directory, not sending out the initial solicitations for listings and articles until January, and aiming for a release date in the spring of '93. We expect to print far fewer original pieces in the article section (perhaps 10 instead of the 30+ in the current edition), thus reducing considerably the editing load. Basically we will follow the same sequence for completing steps as outlined last spring; we are just delaying everything a few months, and acknowledging a significantly scaled-down role for the article section.

We considered separating the article and listing sections and printing them separately, but rejected this plan as too complicated. We intend to completely redo the listing section in the '93

edition, and are committed to getting it released at least a couple months prior to the '93 Gathering.

**CHARGE FOR LISTINGS:** The Directory Editorial Team proposes that we offer communities and resources 28 free lines per listing (the equivalent of 1/6th of a page) and that we charge \$3 dollars/line beyond that. They also propose that space for a accompanying graphic or captioned photo can also be purchased, for a fee equivalent to the price of a display ad that size. If listings run over the free size and groups want their copy edited down, we will charge \$10/hour for editing. The 28 lines would approximately represent the 200-word guideline we used for the current edition.

The rationale here is that groups submitted very different-sized listings, and editing them was a considerable headache for the production staff. The fee for extra lines will hopefully reduce verbosity (and the need to edit) and otherwise generate some extra income.

Discussion: Dave suggests we charge a base fee of \$10 per entry, in addition to the proposed charge beyond 28 lines. This will provide much-needed working capital and is definitely worth it. • Perhaps we should charge \$15/entry and send each entry a free Directory. • Several people speak to concerns about placing any financial barriers in the way of Directory participation. Inclusivity has been a central value of the Fellowship generally, and of the Directory in particular — our breadth of representation is an essential ingredient to the Directory's broad appeal. • There is some support for asking for \$15/entry so long as groups have the clear option to be included without paying. • Several like the idea of getting a copy of the Directory into the hands of each community and resource listed; this will help tremendously with getting the word out and increasing support for the FIC generally (it is believed that as many as 1/3 of the listings have not purchased a copy) • Perhaps the free basic listing should be longer than 28 lines (perhaps the length of a 1/4 page) to allow for a fuller expression of a community's special flavor • Perhaps those communities with current listings that are longer than the free basic listing can be allowed to repeat an unaltered listing for no charge (grandparent clause, and would save us labor)

**Agreed: A basic listing in the Directory will continue to be free. The exact size of a basic listing will be determined by the Editorial Team, using their judgment and the input received from the Board at this session. We will solicit for pre-publication purchases of Directories (possibly at \$15/copy), explaining the total costs and cash flow needs of production.**

**PRICE OF DIRECTORY:** Arun recommends that we make every effort to keep price of new edition as close as possible to the current price of \$16. It is pointed out that our decision to substantially reduce the size of the article section should help in this regard. Plus, through the efficiencies of experience, we expect to spend much less labor compiling and organizing the material this time around. No guess is made at this time on the projected price of the '93 Directory.

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Sunday Afternoon, Session 4

Caroline [F];

Betty[R]

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**Communities Magazine** (Laird) Based on work done by Laird, Geoph, and Charles last January, the April Board meeting approved a draft protocol which outlined the conditions of a Transfer Agreement whereby the FIC would become the publisher of *Communities* magazine, succeeding CPC. As the FIC's negotiator, Laird met with Charles on October 23 and came away with a signed, modified version of the protocol (see attachment A). Copies of this document have already been sent to the two other members of CPC (Chris Collins and Paul Freundlich) for their consideration.

Summary of changes from the April version The first two pages of this four-page document are unchanged from what the Board approved in the spring.

We had previously agreed to do a minimum of one regular issue of the magazine per year; the new version calls for a minimum of two/year. In exchange for this increased level of

commitment, Charles is willing to work with FIC, beginning as early December, on the development of grant proposals and the identification of likely foundations to approach. Charles offers four suggested themes of issues which, as a package linked to the '93 Gathering, he feels is very fundable as community development. The key point to develop is how the experiences of intentional communities are relevant and even vital to the needs of the wider society.

Laird, and probably Betty, would negotiate the details of the Transfer Agreement at that same meeting in early December. Immediately following the signing of the agreement, the FIC would be in financial and editorial control. Charles would be required to deliver on his end of the agreement well before the Fellowship committed itself to publishing anything beyond what we previously agreed to last April. If the grant money does not materialize, we will only be committed to one issue per year.

Discussion: • As worked out last April, in exchange for taking on all the specified debt of the magazine, the Fellowship retains all profits from the Directory (in the absence of a new agreement, the existing Co-publishing Agreement calls for splitting profits between CPC and FIC). • Dave feels we should be cutting our relationship with Charles. • Some suggest we develop the FIC newsletter into a magazine to replace *Communities*, and avoid the old debt and any ill will associated with how the magazine has been operated in recent years. • We have resources and contacts to produce issues on the four themes Charles has suggested ... they are right in line with our mission. • Laird reported that Charles has distributed Directories worth \$6,000 in retail value without providing any accounting of income and expenditures (Charles has promised that this accounting will be provided during the time together in early December). There is concern about getting this accounting and having some of the income from those sales apply against the old debt. • Betty: Charles' gift is his vision about how what we are doing fits into a wider context; we should appreciate his suggestions for magazine themes as opportunities. • Laird reports that we will be getting all the back issues as part of becoming the sole publisher. This does not represent an asset of any noteworthy monetary value, yet there is a steady trickle of interest in purchasing back issue sets, and we already have these in our possession (at Alpha) • Geoph wants to guest edit an issue of *Communities* on the theme of leadership. He points out that articles submitted but not used for the Directory could be recycled for use in regular issues. • One disadvantage to starting up a whole new magazine (as opposed to continuing *Communities*) is that library subscriptions are easier to continue rather than start new.

**Decision** We accept the 4-page protocol signed by Laird and Charles — with the following **modification:** in Paragraph 5, enlarge the range of possible of themes for issues (we have our own that are not covered by Charles' suggestions). We understand that the vision statement about producing an updated Guide to Cooperative Alternatives will not be specified in the language of the Transfer Agreement.

**Task:** Laird will continue as negotiator for FIC, and will work with Betty to draft a Transfer Agreement with Charles during their time together in early December. The A/C will manage the magazine until the next Board meeting. A detailed proposal for developing and operating *Communities* will be presented at the spring Board meeting.

**Newsletter/Directory/Magazine Relationship** The newsletter is currently going to 300+ communities, and over 70 have paid for memberships. There may be an ongoing need for a newsletter apart from the magazine, given the newsletter's more focused clientele and shorter deadlines. • Alternatively, the newsletter could be replaced by a regular FIC column in the magazine (which, for greater flexibility, could also be reprinted separately for those FIC members who are not *Communities* subscribers). • Several of those present like the past practice of having the Directory be a regular publication of the magazine. That way, our considerable efforts in Directory production would help substantially with subscription fulfillment.

## **FIC Values, Inclusivity/Exclusivity, & Relation to Decision-Making.**

Introduction Over the course of the Fellowship's ten Board meetings, "Values" has been a focus of attention a number of times. As a result, we have specified three basic values:

- 1) Commitment to peaceful transformation:  
Non-advocacy of violent change.
- 2) Non-coercive membership practices:  
Freedom of choice to leave a group at any time.
- 3) The Fellowship will make its decisions by consensus:  
No one organization or person will have more weight than another.  
This commitment is independent of decision-making at home.

The FIC is open to all who agree to these values. As an organization we can only see the evidence related to the third value stated above; we take people's word for alignment with the first two values.

Discussion • Arun: we might adopt a value of promoting multicultural awareness. • Faith: Instead of rules or laws, Quakers have queries (for example, does your community have an open door policy for people of all race or religions?). Perhaps the Fellowship could adopt a similar approach to initiate dialog with groups with practices or values that are different than most FIC members • Have groups wanted to join that others felt uncomfortable with? [No one gave an example of any] • Al: impressed with the present maturity and influence of the Fellowship. He expects this to grow further, and as this happens there will arise questions around power: who has it, how do they use it, how do others share in it, what commitments do they make to share in it. At the present time the FIC's power resides in the Board, which is self-perpetuating. The original bylaws of the FIC mandate that Board selection will eventually be decided by the membership. When and if that happens, the membership then become the major seat of power in the organization. Al advocates moving to this stage very deliberately; it is important to couple such power with an appropriate level of commitment. The current Board seems to function quite well, and the practice of open meetings provides an important opportunity to see how new people interrelate and contribute to the group. He thinks the Directory and the Gathering will attract a flood of interest, and he's concerned about how well the organization will adapt to this growth. • While the core values provide a grounding point, some advocate more inclusivity and better outreach to Christian communities in particular. • Betty: the FIC is a connector of communities: with each other, with seekers, and with the wider society. As networkers our function calls for us to be as inclusive as possible. She doesn't feel we're much involved in power issues at this stage in our development. • Would like to see our values explicit in the bylaws, and featured clearly on our promotional literature. • David: values what we've become and the organic process of our growth. At the same time, he's concerned about the possibility of reaching too far, too soon in our pursuit of inclusivity. • It is important to continue and develop as a beacon of integrity and light in these confusing times. • Perhaps the proper alignment of energy and commitment will take care of itself, as members self-select for involvement in the Fellowship. • Harvey: we need to pay attention to purpose and at the same time to survival. Sometimes these two are in conflict and we have to strike a balance between them. • Geoph stresses inclusivity: people might be uncomfortable with groups like the Moonies, but dialoging with them is important. On members choosing the Board he's very nervous about opening ourselves up too much; the interpersonal dynamic is crucial to our strength and voting by ballot is scary. • Perhaps we should have a stated value on respect for the human spirit, even with all of our "-isms." • Dan feels the power in the group, and wonders how we're going to use it; he can understand how gurus can get destabilized by power... • If our mission statement is clear enough, it may all by itself accomplish any required defining of our membership. • Caroline: the species is out of balance. People come to this group because the balance feels right. By overreliance on intellect we have gotten into a mess. We grapple with not just how to dialog with different people, but how to embrace them. How do you embrace a neo-Nazi? It's a stretch of the imagination, yet they are still part of our species. We have to come to grips with the need to draw the circle around the

whole and not just the pieces we feel comfortable with. • Themes that have come out in this discussion: 1) consistent desire for inclusivity, at least on the level of dialoging and building bridges; 2) support for articulating values; and 3) significant support for preserving the right to draw lines — we have worked too hard to risk all if inclusivity threatens our survival. • Two years ago these same themes came out in a similar Board meeting discussion. Since that time we have stretched — to be sure, we don't circle everyone, yet there appears to be less need today to draw lines of exclusivity. It was hard to be inclusive two years ago, but we have not only survived — we have thrived. Exclusivity is a trait of the dominant culture and we don't have to accept it. We can unlearn it. • Al agrees with being as inclusive as possible on the level of dialoging. Yet he's witnessed many abuses of power in his life and is reluctant to share the power (decision-making) of the Fellowship with perpetrators of oppression. • SYD: we will attract people not ideas. We can deal with people and embrace them without necessarily accepting or incorporating their ideas. She has faith in this group; we don't have to draw lines of exclusivity. • Lois is amazed that we are having this discussion for the second time in two years, and finds it incredible that we have yet to face a situation where exclusivity seemed desirable. We learn exclusivity as a negative in our society. Perhaps we should do workshops in the positive use of power. We are exploring new dimensions in policy-making because the old models don't work. Whatever we do, don't go to voting, one of the oldest models around. • Lois offers three characteristics of a paradigm shift we are helping to develop:

- 1) Moving from competition to cooperation: We compete to survive in world markets; we cooperate to survive as a species.
- 2) Moving from linear to cyclic thinking: Linear measures are presently used throughout our society as the standard for progress; cyclic thinking relies on resource conservation as a measure of quality.
- 3) Moving from a focus on standard of living to a focus on quality of living: S-of-L measures our relationship to things; Q-of-L measures our relationship to each other and environment.

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Monday Morning, Session 6

Laird [F];

Elf [R]

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### '93 Gathering (Caroline)

Background: Site is at Evergreen State College, in Olympia, WA. Dates changed from June 24-29 to August 26-31, 1993 to enable attendance by international visitors planning to come to the joint CSA/ICSA conference Oct. 14-17 in New Harmony, IN. No firm figures on cost, but we have figures from a year and a half ago, and anticipate a 5% increase per year, plus an 8% tax. There is lots of parking. We expect 1500 to 3000 people. Dorms can handle 1000 people; the rest will camp or stay in local motels. There is camping and RV space that we can use without eco damage.

The idea is to make this into a "coming out" party for communities at large. We're hoping to attract big media coverage, and participation by many non-FIC groups (Christians, Native Americans, etc.)

We have styled this as an international affair. Have started making contacts. CSA is celebrating its 20th anniversary on the 150th anniversary of New Harmony, IN, so we have offered to find guest space in contemporary communities for international scholars who can come early to attend the Gathering.

Today — we need to get beyond the Talking part, and start the Doing part. We have to redesign flyers, create grant proposals, set up committees. Marilyn has experience with action-oriented planning, and is willing to facilitate a brainstorm here, and participate on the coordinating committee.

We have five days. We can do a different theme each day, or create themes that run parallel across all five days. Major goals of the Gathering are to:

- connect seekers to communities,
- connect communities to communities and communitarians to communitarians,
- explore ways to share years of cooperative experience and developing alternatives with mainstream culture.

Marilyn begins facilitating a Brainstorm:

*Imagine that we are on the way back home after attending the Gathering. It's September 1993. What was great about the event, what about the speakers did you like, what did you come away wondering about, what kinds of learnings have you brought back with you? What is the picture of the victory?*

- The ambience was warm
- Powerful, unifying
- Family groups; connectedness
- Two classrooms of books and videos
- Spontaneous and intense conversation
- Exercising mind and body
- Many bands, music
- Bursting myths about communities
- Photo and art displays of community
- Intergenerational
- Sense of celebration for positive future
- Computer matching of needs/resources
- Common links
- Contact with the Pleiades
- Powerful, unifying plenaries
- Discovering extensive common links
- Well identified staff
- Lots of media, including Wall Street Journal
- Grounded and connected to group
- Extensive video and slide presentations
- Cottage industries
- Diversity of people
- Outside multicultural colorful dancing
- Dramatic readings, poetry, culture sharing
- Alternative energy sources
- A lot of young people
- Lots of people of color
- Outline "how to's" to be developed later
- Recruitment
- Continuous peace vigil
- Great keynote speakers
- Massage therapy
- Native American presence
- Great facilitation

*Ok, imagine that the event has happened. Now, coming back to today — what is our current reality, what do we have going for us to make the event a victory? What strengths do we have to make this happen?*

- Great facilitation
- Abundant enthusiasm
- Thorough preparation
- Good, wide connections
- Committed players
- Strong grassroots support
- Organizing experience
- Advance planning

*So, coming from the perspective of where we stand today, what weaknesses or gaps do we have in our process?*

- Inadequate experience
- Lack of capital
- Being dispersed, decentralized
- It's so-o-o big!
- Already overextended
- Inadequate media contacts
- Poor mainstream contacts

*Suppose the event would happen just as we imagine it? What would be the benefit to the communities and the world at large?*

- Much wider exposure
- Bonding within the group
- Spark or rekindle regional networks
- Profiling marketing edge
- Children' bedtime stories would be more popular than the Three Bears
- More understanding and experience with consensus.
- Gut level understanding
- Expanded optimism
- Discovering solutions to problems
- People contacts, they'd know where to go

*What is the danger as we stand today and look forward? What do we need to be mindful of, what cautions should we consider?*

Not having enough shitters (porta-potties) • overexpectation • we have to be ready to move on what we discover • dealing with cult phobia around the community/media issue • being ready to avoid cooptation • having a debt • generate attention of people who aren't mindful •

training people to do the work again • need some level of translation for the international people  
• we are not diverse enough racially to bring off the multi-cultural theme.

**GATHERING THEMES:** Not its purposes, but an understanding of what we want people to come away with. At this point teams of 3-4 people brainstormed themes onto cards, then we reconvened to group the cards into related topics. A break was taken, with the intention of giving poetic labels to these groupings upon our return.

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Monday Morning, Session 7

Laird [F]; Geoph [R]

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### **Summary of Brainstorm for Gathering Themes:**

***Celebrating Creativity*** - celebration, joy, fun, play; co-creative renaissance, arts, cultural, recognizing hidden beauty; conference participant coziness

***Nurturance, Families and Tribes*** - Social systems, organizing family; nurturing the emerging generation (children focus); Children in community; finding creating, experiencing family; multi-generational living.

***Diversity-Our strength, Our Challenge*** - Challenges, balancing personal/community, intentional community/wider community; transformation of individuals in community; our width and breadth; ultra-abled in communities; embracing diversity

***Community Technology-Hardware, Software, Liveware*** - New economics; leadership/participatorship, structures and forms; cooperative processes; economic systems; building sustainable culture (cottage industries, self-sufficiencies); sustainable attitudes and technologies; how to: process, solar energy, structures, organic gardening.

***Cooperative Connections Cross Communities*** - networking (international, regional, social change agencies); seeking network/computer connections; communitarian politicians in government; building alliances; coalition building; world-wide cooperation; finding community; intercultural member exchanges

***Lessons from the Past, Vision for the Future*** - historical roots; how communities evolve; relations to the earth; how to do communities; role of community today; spirituality; future visioning; realizing new world vision; positive future — where do we go from here; community as sensible alternatives; integration and balance of self and world; sharing wisdom

### **Committee Structures** [Caroline presented a summary chart]

We reviewed time constraints. Below is what work must be done by next (April) Bd mtg. listed with the people we know of so far on the committees:

[Folks named in brackets will function in a support capacity.]

#### Fundraising Committee Laird, Betty, [Lois & David]

- Grant writing - Laird & Betty (so far) will work w/ Charles Betterton in Dec to apply to foundations Charles has connections with. Also in Dec, CSA will be preparing a grant to submit to Lilly Foundation as part of their Conference plan. They have expressed interest in including aspects of the Gathering in their application. Laird and Betty will be involved in that process.
- Corporate sponsorships - look for corporate contributions in such areas as: local and air transportation, computers/communication, etc.
- Misc fundraising projects (T-shirts, auction of products donated by various communities, etc.)
- Solicit community financial support
- Develop Friends of Community for individual donors
- Look at local sources for specific activities, i.e. Fred Meyers Foundation, Washington Arts Council, etc.

#### Coordinating Committee Marilyn, Betty, Caroline, an EDL rep(?)

#### Program Committee Ira, Betty

We need to start booking major speakers now. Consider ticket sales for outside participants for

some of events — entertainment, day passes. Possibly have an audio or video extension if we have more than auditorium will hold.

Exhibits Bill Land, Ben

Finance: David

Arrangements: Syd

International: Arun, [Lois, David]

Entertainment: John

Art: John

Registration: Faith

Media Committee: possibly Fred Cook/Deep Dish; [Lois, David]

We have thought of seeing if we can get full coverage on CNN. We need to develop a media packet and solicit folks for their media contacts. Ask folks to send in their personal media contacts

Dabblers: -those who want to do a little on a bunch of committees: Geoph, Ben, Lois, David, A/C committee

Miscellaneous Suggestions:

Develop regional contacts and community contacts to cover many aspects.

Consider covering our legal/financial liability with a non-profit corporate structure (otherwise Board is liable). Continue efforts to get 501(c)(3) status and look at liability of Board members.

New Flyer The flyer needs to be reworked with updated info and a return form on the back.

Conference Logo We looked at various logo submissions by John and Ben for FIC in general which could be used for the Gathering. No final decision was made, but we feel some of these were a good start. One of John's artistic submissions was approved for a T-shirt design. He and Dan will proceed to get some t-shirts produced.

Theme: Brainstormed titles — the A/C will pursue this in the interim, and the Board will try to wrap it up at our Celo Board meeting.

Issue: How to handle participation if exceeds 3,000? And what ratio of participants do we want representing seekers, communities, etc. (should we reserve slots?) These topics will also be addressed in the spring.

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Monday Afternoon, Session 8

SYD [F]; Geoph

[R]

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**Brainstorm for resources for Alter-abled:** (Laird) There have been some inquiries from people wanting to know of community resources for alter-abled, elderly, environmental illness, etc.

Brainstorm on resources available:

Consider adding a question about how communities are equipped to handle/ accomodate folks in these areas on the Directory questionnaire. **Task:** Faith, Harvey, Caroline will send Laird info they have about accommodating environmental illness; Faith will also try to acquire a copy of a related video for the Center. If Futures, Inc. gets off the ground, they have that design in mind. **Task:** Ben will send Laird a list of allergy specialists, and information about how certain yeasts can affect immune systems to cause some of these other problems. **Task:** Caroline will get a bibliography from her congressman and send that as well. **Task:** Carol will send Laird info from a friend who had great success in handling Chronic Fatigue Syndrome.

What do communities do about aging, retirement, health insurance, etc.? This issue is hot. The Farm in Tennessee has acquired land on which they hope to establish a birth to death center.

Alpha reduces workweek for seniors over 60 to 4 days/week, over 65 is 3 days, over 70 they are off the labor system. At Hundred Mile Lodge most of the elders still gladly work full days, by choice, and travel globally. Dan has information on Kripalu's retirement program.

There might be an interesting article here for a future directory — how do communities handle



it, concerns, ideas, etc.? Betty is interested in writing something if a group would brainstorm it. Dan is interested in doing a newsletter article about Co-op America and other alternative health care programs, and how various groups address the issue. The next Directory would benefit by having an article for, about, or by the elderly; **Task:** Ben will recruit an article from an elderly man being supported by the Magic community.

**Associated Group Reports:** See acronyms list in appendix

FEC (Ira, Laird) They now have three member communities and three communities in dialog, with growing interest among other communities. Their PEACH (healthcare) fund has accumulated \$90,000 and they are expanding the program by offering participation to non-member groups (Alpha Farm and Springtree so far) which appear to share fundamental Federation principles.

Ira is coordinating a regional gathering in mid-Sept 1992 that they'd like the FIC to cosponsor. They expect perhaps 100 attendees, and hope to use it to build interest for our '93 Gathering.

**Agreed: FIC will cosponsor the gathering, with no specific time/money commitments; Task:** our Gathering's media committee will help with their publicity, **Task:** Dan will piggyback their flier with our Newsletter mailings, and **Task:** Laird will provide Ira with a mailing list of East Coast people who have purchased Directories.

FEC has also approved a \$1000 grant to be used as seed money to help raise funds for our Administrator (who will have a major role in coordinating the Gathering).

FCE (Harvey, Geoph) Both Harvey & Geoph have been in touch with FCE. Due to shortfalls in fundraising, FCE laid off the Knoxville staff (11 members), and moved their headquarters to Connecticut. Our main contact in Knoxville, Ginny Bartter, was laid off. They will continue trainings, though the scale of their programs will be greatly reduced. **Task:** Geoph will write Mary Ann Schmidt to ask if we can use FCE's mailing list, or possibly piggy-back a Directory flyer into one of their mailings.

EDL (Carol, David) Their international executive council and regional coordinators are now meeting at Hundred Mile Lodge. One focus is to examine the stage of maturity where the teacher-student/parent-child relationship (educational cycle) is transcended; they are looking more carefully at how to interact and relate as peers. EDL's governmental and interpersonal relationships are undergoing change toward individual responsibility. Lots of members are selling their homes, going on the road, while others are holding things steady. It's an exciting time. La Vigne (in France) is becoming a central point of contact with Emissaries in Eastern Block countries, doing lots of presentations, and hosting many visitors from those places. Doing major fundraisers, courses, and providing a safe space with sense of home. EDL recently bought a new property in South Africa where they do leading edge "beyond Apartheid" work.

ICV (Dan) Just had a conference at Shannon Farm two weeks ago, using a new format. There was no advance planning for workshops, but a brainstorming with those present to create two workshop sessions. The conference had 34 people from 8 communities, with a couple of new groups from Floyd County, 180 miles south of the Charlottesville area. ICV remains a loose fellowship/social entity, with no program or membership requirement.

NASCO (Alexis, Geoph) This is the umbrella for student co-ops all over North America, with four full-time staff. They do support work in starting & organizing student co-ops. A major focus lately has been to organize campus co-op development corporations so that new co-ops can buy their own property. They also help bail co-ops out of financial difficulty. The NASCO Bash is a conference/party every year that is well attended; their annual conference in Ann Arbor (in early November this year) is also well attended — a major track at this event focuses on building community. **Task:** A/C will send an application for NASCO's apprenticeship program, seeking to fill two FIC staff slots next summer. Communities are also encouraged to host a student through NASCO's summer apprenticeship program. **Task:** Geoph will follow up to see if they would like an FIC presenter at NASCO's next annual conference. **Task:** A/C will send them something on the Directory and/or FIC for inclusion in their newsletter.

CSI (Faith) The annual conference this fall entitled "Living More with Less" had about 50 attendees. Many of the major presentors have chosen to live simple lifestyles. Since CSI is primarily a volunteer organization, they are experimenting with the conference format. Interest is still strong.

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Monday Afternoon, Session 9

Barbara [F];

Laird [R]

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Skipping Stones (Arun) The magazine has moved from Aprovecho to Eugene, and has a circulation of 2,000+. There are three paid staff, and the cash flow is very good (they have enough in the bank to pay for the next two issues). Will be trying to alter the content in the immediate future to be more appealing to children (rather than appealing to just their parents). For the past two years they have used summer interns contacted through the University of Oregon. Suggestion: Skipping Stones might sponsor a children's program at the '93 Gathering. **Agreed: listeFIC will officially sponsor Skipping Stones, with no financial obligations. And Skipping Stones will be d as a sponsoring organization in the FIC brochure.**

ICSA (Harvey) Their third triennial conference took place in late July, at Elizabethtown, PA, with very strong participation by contemporary communities in general, and by FIC communitarians in particular. One impressive keynote speaker was a Russian expert on U.S. communities. Another speaker with a lot of impact was a woman who had been expelled from the Bruderhof. Because a performance of the Bruderhof choir was scheduled immediately after her presentation, many contemporary Bruderhof people were present for this woman's talk, and there was a very moving cathartic exchange between her and them. In recent years, the Bruderhof has thawed some in this regard — thus allowing for the moving exchange witnessed at the conference. There is a reasonable chance that a contingent representing the Bruderhof will attend the '93 Gathering.

Caroline was elected to the ICSA Board. ICSA will sponsor the '93 Gathering, and the dates were shifted to late August at their request. **Task:** Caroline will pass along to Laird or Geoph the international contacts from the conference, for future Directory listings.

School of Living (Dan) Reina del Cielo has officially joined the land trust, bringing the Mid-Atlantic total to five. For details write Ginny Green at SoL headquarters in Cochranville, PA.

Community Catalyst Project (Geoph) Through FIC contact, Geoph attended the Lovingwell Company community conference outside Atlanta in mid-October. The conference was poorly attended but enthusiastically received. Geoph is getting a steady flow of mail from Directory exposure. The Gaia Trust in Denmark may sponsor a CCP visit to the Soviet Union to advise on the community aspects of establishing an eco-village there.

Greens/Bioregionoids/Schumacher (Caroline) The recent national Greens meeting in West Virginia was very exciting. There was a great deal of tension present at the meeting; the later half of the meetings featured 24-hour mediation, at which Peter Robinson (Shannon Farm) played a prominent role. Business included the creation of a national governing congress, which convenes annually, and includes the specification of representation of various subgroups.

The most recent Bioregional gathering was held in Maine in the summer of '90. There were many first-time participants, and it was a challenge to bring them up to speed. This group meets biennially, and is working on regional representation for a continental governing body. The next meeting will be in Texas in 1992.

The E.F. Schumacher Society met this past year, and is quite active. Their major thrusts are ecology, state of the world, and collecting written resources.

These three groups have considerable overlap in membership, and it is probably time to look closely at a marriage of efforts, including FIC as well. The basic idea: Greens are political organizers; Bioregionals are local/grassroots organizers; Schumacher is a think tank; FIC are practitioners. *Suggestion:* That this topic be included in our spring discussion.

ICA (Geoph) Started as Ecumenical Institute, in Austin, TX. Headquarters is now in Chicago, IL, and they have representative groups around the world. Their mission is training groups to be more effective. They have a multicultural, world-wide focus. They see their community aspect as tangential to their main mission. Their scope is worldwide.

CRSP/Eco-village (Lois) Centered in Los Angeles, CRSP has a functioning LETS system and an ecological development revolving loan fund and are involved in sustainable living efforts in the L.A. area. They are trying to midwife the development of an actual eco-village on an 11-acre site within view of the Los Angeles City Hall. The housing portion of the village will be entirely cohousing, which may or may not be community or cooperative housing. The current schedule expects to have construction completed by 2000. They are not expecting to be fully self-sufficient, but substantially self-reliant (target: growing 40% of their food). Lois offers room and board in L.A., in exchange for help on these projects.

Cohousing (Lois/Laird) The Cohousing concept is beginning to take off in North America (only 25 years behind Denmark), and is fertile ground for FIC outreach and support services. It is notable that Cohousing is providing many people with their first look at community. Because the book on this is importing this phenomenon from a different culture (Denmark), and because the book is a technical treatment of a social arrangement, concern was expressed that people attracted to group living may not be given adequate tools for working through the social challenges. **Task:** A/C will look at placing information about FIC and the Directory in the Innovative Housing newsletter, coming out of the Bay Area and separated from the authors of *Cohousing*. Ben is a resource on community design and architecture. **Task:** Geoph will contact the *Cohousing* authors to see if there are realistic options for cooperation or referrals. Ben also offers himself as a resource on community design and architecture.

Gaia Trust (Lois) Hosted a week-long conference on eco-villages and issues of sustainability, held in Denmark last September. It was an international gathering. One product: an institute of sustainability -- a university without walls. Another product: a St. Petersburg representative active in the citizen advocacy movement wants to build an eco-village in his area. There is money tentatively budgeted to bring experts on community to St. Petersburg to help. Geoph's name has been placed in the hopper for this, by both Lois and Albert Bates (who also attended the conference).

ECN (Caroline) There was a re-gathering attempt at the communities conference held last April at Lost Valley. Not many attended, but those who did were very enthusiastic. Some of those present were from groups not represented in the previous incarnation of ECN. Attendees made tentative plans to gather annually, but there are not yet any further developments.

SEAC (Geoph) This is an active student group organized around ecological issues (the Student Environmental Action Coalition, with headquarters in North Carolina). The same material we collect/create for NASCO could be sent to this group. **Task:** Harvey is willing act as contact here. **Task:** Geoph will send info to Harvey and A/C will consider appropriate action.

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Monday Evening Discussion, Session 10

Betty [F];

Elf [R]

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### **Taking Communal Skills & Abilities Into the World**

Laird: Sandhill has gotten involved in local efforts to fight a landfill which would import garbage into the neighboring county. We have been able to help with the process.

Geoph: Society has promoted archtypes which provide people with "automatic" fallback roles, mostly which promote individuality and competition rather than cooperation and community. We need to find ways to model and promote the vision without becoming zealots/proselytizers, to build bridges on common values and concerns.

Ben: Magic, Inc. has been organizing volunteers to plant trees.

David: Need to get to people where they're at, offering one step, not overload. We have some of the responsibility for bridging the gap.

Gordon: Twin Oaks folks have gotten closer to neighbors by getting involved in the choir in the local church.

Lois: We should be sending people to Israel to learn about low income housing development. Contacts and networking apply to federal, state, and local government. The non-commodity form of housing and land is an alternate system that needs to spread.

Marilyn: Community kids have amazing skills for building bridges, through their intuition and their ways of revealing about their unusual lives. The local school teachers told us that we did something very right in bringing up our kids, that they have impressive personal and social skills.

Kay: The gap is often so great that people sometimes treat me as if I'm from Mars. Recently, some folks from a local church have expressed a strong desire to learn about an alternative and simple community lifestyle, based on an interest in taking care of the planet.

John: Community can be a strong basis for neighborhood rejuvenation.

Harvey: Dunmire Hollow members have been instrumental in building the local community center and volunteer fire department. Our neighbors have been impressed with our construction skills and the amount of financial support we have been able to provide. Harvey is now the V.P of this organization, and is poised to use his consensus/facilitation skills since they now vote, but usually end up with a unanimous decision.

Geoph: People often treat me as if I'm farther out than from Mars, and that can create a good environment for dialogue. There seems to be growing receptivity, especially when common concerns and interests can be identified. It helps to radiate confidence, but not arrogance.

Kay: We have had some success hosting events open to outsiders. Birthday parties, book study groups — some of the folks want to come back.

Arun: Hospitality helps to build trust.

Carol: At an Open Circle gathering of people into transpersonal psychology, we discussed mainstream vs. non-mainstream. We realized that we are separated by our consciousness of it, and that our path of transformation gains power if we see it as a "wholestream."

Betty: Let's address the question: "Where do we go from here?"

Several: We are organizing a coming out party in '93!

Kay: Emphasize sharing; an interest in geographic proximity.

Ben: Suggestion for an icebreaker: stand on a large map, communities first, then the seekers.

Dan: At our regional ICV gatherings some local host communities elect to publicize widely. When that happens, we get 150 attendees instead of 50. It's an especially good environment for seekers when they can check out a group of communities, and not feel pressured by or obligated to any one of them.

Sara: I had experience with a community working on co-dependency issues, but lacked sense of intimacy and acceptance. There was a reluctance to share. Need to build bridges at the interpersonal level; when each person is an equal, wisdom passes — nonhierarchical.

SYD: Need to work with the larger community. Political things, tutoring, etc. Put out a particular set of values.

Betty: What do we have to share?

Faith: Work on clarity.

Arun: Giving meaning to life.

Ben: A personal press packet.

David: Isolation is a function of our society; receiving people is very important. We can offer stillness, wholeness, wholesomeness. "Being" is seldom really acknowledged. Mutual gifts when

two conscious beings are present.

Carol: What might be our medium at the gathering? Note our delicious atmosphere, not manufactured.

Marilyn: There's a drought of commitment in our society. Bonding without strings attached. Relationships are changing.

SYD: How to make home? Family groups.

Harvey: Community has both the flowers and the thorns. In society people often try to ignore or escape the thorns; in community we work through the thorns.

Ben: One gathering we started off with mask making in smaller groups; it was a great way to facilitate some initial bonding. Doing things together is a good way to start off.

Kay (on the idea of a media packet): Writing/sharing a packet might be good.

Caroline: At previous gatherings we had 600 people feeling family, by dividing the participants into clans and assigning them meeting times and different tasks and chore rotations. The small groups were formed to have a sense of community.

David: One gathering we created Pods/Podners that participants so bonded that some are still in touch.

Betty: Closure. Still the question of the larger community. The people outside of community who need community. Sharing.

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Tuesday Morning, Session 11

Caroline [F];

Betty [R]

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**Board Composition:** (Laird) Of our 15 board slots, 12 are currently filled; several of the terms expire at the spring meeting. Currently 5 of 6 Alternate slots are filled. In the last couple years considerable work has been done to regularize Board terms, and hold a clear vision of the commitment and active involvement desired in Board members. We have a policy of not putting someone directly onto the board at their first meeting; however, newcomers can be selected to fill Alternate slots. This role offers the opportunity to show involvement and ability to perform. Board membership requires attendance at 2 or more board meetings.

We are now seeking committed, active members to expand our Board representation to as large as a spectrum as possible. We reaffirm three ways in which we'd like to expand our representation on the Board: more women, more cultural diversity, and people from different traditions in the movement. We have changed our norm for filling Board positions. In the past we would give a Board seat to anyone who expressed an interest, hoping for their commitment and active participation. Our current preference is to look at people who are already involved in a way that demonstrates their commitment to FIC values and projects.

Our present policy is to drop from board membership anyone who misses two consecutive meetings.. Since Joe Peterson has missed the last two meetings, the A/C recommends that he be dropped from the board — while acknowledging his past work and encouraging his continued participation. **Task:** The A/C will check to see what Joe's current circumstances are and if he is still interested in being actively involved.

David and Bill (currently alternates) have expressed interest in being moved up from alternate to board. Carol is also interested. David mentioned that Tom Starrs (Green Pastures in NH) is also interested in regular involvement; perhaps he and the Thatchers together could provide a regular Emissary presence in Board work. Decision deferred until the spring meeting.

This meeting was well attended by new people who have expressed an interest of being involved, and we are excited about the potential for board membership. Geoph suggested that we invite Lois Arkin to accept an alternate board position. She has expressed an interest and a willingness.

**Agreed:** To drop Joe Peterson from the board, since he has missed two consecutive meetings.

We will **add no additional Board Members at this time, and we will add Lois as an Alternate.** *Task:* The A/C will notify Lois and Joe of these decisions, encouraging both to continue being active in Fellowship work.

*Task:* A/C will work on a proposal for board selection. Currently we have been a self-selecting board and need to re-examine this policy. The A/C proposal will be sent to all Board Members prior to the spring meeting allowing adequate time for consideration.

**Definitions:** (Dan) We are trying to establish definitions to organize our data — so we can better analyze the composition of our membership. We need to consider the fact that communities will continue to make their own definitions for themselves. In this context our definitions will be useful for our technical purposes (to analyze Directory data) but should not be published as definitions accepted by the movement or FIC in general. They are working definitions for generating statistics.

It was suggested that we create a simple generic definition of intentional community, with additional qualifiers describing size, residential status, land tenure, etc. which further define each group.

Generic: *Intentional Community* is a group of individuals and/or families who live and/or work together with a specific intent or purpose. [Ed Note: Dan reviewed a draft of these minutes and comments “Are you sure that we agreed to this as a generic definition of ICs? ... that doesn't distinguish us from food co-ops or socially active churches.”]

Add definitions for *Ecovillage*, the word “Community”, *Cohousing*, *Utopia*, *Group Marriage*, and a subcategory describing various options under *Decision Making*.

*Cult:* talk about how the word is commonly used, acknowledging that certain aspects are widespread (and not unique to the communities movement). Usually it describes “a group I am not comfortable with.” *Task:* Geoph will ask Gordon Melton for his definitions.

*Commune:* explain the historic and popular usage of the word — including the barnacles on it — and do not use it as a major category in our analysis. It is still acceptable when used as a lower case modifier, as in “communal income.”

*Task:* Geoph will check with John Curl for more suggestions regarding definitions and common usage. *Agreed:* We note that all these **definitions are still in the formative stage, and will continue to work on refining them.** *Task:* Dan will include a definitions update in the next newsletter, and will acknowledge that this is provocative subject needing more refinement.

*Agreed:* The committee will do further development work and **bring a report** to the April meeting. The committee will also **create future reports for the newsletter as the work progresses.** *Task:* A/C will consider this as an evening discussion topic for the next meeting, and have Allen Butcher's article available at that time.

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Tuesday Morning, Session 12

Laird [F];

Geoph [R]

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**CESCI** (Faith) New loans: \$5,000 to Plow Creek (a second time borrower) to expand their farm and strawberry industry; \$2,000 to The Farm for their mushrooming mushroom business; and a repeat loan to the Heartwood Collective at Shannon Farm.

At this time CESCI is not prepared to say what they want in regard to FIC, but they are considering the question. The issue most unclear: can/should CESCI proceed as a separate entity, and if so, what would be its relationship to FIC?

**E-Mail & BBS Systems** (Betty, Geoph) Because Dan's E-mail box is now being used by many groups and individuals, Betty proposes that FIC open its own administrative box — which would require paying an annual \$35 fee to MCI. By leaving messages in the “pending” file, we do not have to pay additional fees for use of the system.

Having a new, separate FIC box would give more privacy to our discussions, and relieve some of the congestion in Dan's box. Betty asks that we take steps to insure that this doesn't cause a separation between those who have access to this new box and those who don't. **Agreed: To open a new box. Task:** Betty will follow up on this one.

We discussed how to deal with the ethics of this issue. Betty proposed that we approach MCI to ask if they would accept this as a way of supporting us as a nonprofit. Dan said he has approached an MCI employee on this (off the record) but nothing has come of it. **Agreed: We will not approach MCI again until we have completed our research** on what options are available to us. There is also a feeling that our 501(c)(3) status needs to be in place first.

Albert has been given some free time on EcoNet, and could coordinate a bulletin board for us. The main drawback is that users calling from outside major metropolitan areas would need to pay long distance access charges to use the system.

Geoph has a friend, David Chilcott, who runs a private BBS out of his house in the S.F. Bay Area. He is willing to set up a BBS for us and donate a few hours each month to oversee it. Such a system would require a dedicated computer and at least one phone line, and would cost under \$2,000 to set up. We could offer it as a service to the public, charging a use fee to cover our expenses — or to generate income for other FIC projects. Albert suggests that we consider giving ham radio modems to communities so they can link into the host system through transmissions bounced off satellites. Although this system would require each user to get a ham radio license, there would be no long distance phone costs involved. David suggests starting with a phone-based system (most people already have access to phones) and adding the satellite link option in the near future.

It was generally agreed that this idea is premature — we currently lack the startup capital and an adequate user base. **Task:** Geoph will continue with his research and will develop a report and proposal for the spring meeting. **Task:** The A/C will look into FAX machines and options.

Betty mentioned that we could reduce our long distance phone costs by registering in MCI's Friends & Family Plan (which offers a 20% discount on all calls within the plan). **Task:** Betty will bring information to the next meeting which explains how folks can enroll in the program.

**'900' Phone Number:** (Dan) Dan proposes that we look in to this as an option, since there are a number of different ways to use them. David has a friend who sells 900 numbers, and his understanding is that they can cost as little as \$10 per month. Another option would be to sign on with an answering service, so that we have a warm body at the other end to answer the phone. This might be a good way to get information out about the gathering. **Agreed: Dan will do more research on the options available, and the costs. The A/C is authorized to contract for a 900 number if it feels there is sufficient need or obvious advantage.**

**Mailing Labels:** (Betty) We have had three requests: Shenoa, Seva, and a music company. The income to FIC totals approximately \$70. There have been some copying snafus because of the label format, but **Task:** Geoph will reformat the masters to eliminate the problem. **Agreed: We will continue to offer this service.**

**Speakers Bureau:** (Betty) This program has not been developed, although Betty has received inquiries from nearly two dozen potential presenters. There have not yet been many inquiries from prospective hosts for speaking engagements. Betty wonders if it's a mistake to solicit more inquiries until we are really ready; Geoph thinks it's important to keep feelers out for new prospects, and agrees that it's a good idea to be very clear about what stage of development we are at. Perhaps we should consider the speakers bureau as one of the services that we provide our members, i.e., the speakers themselves must be members of the Fellowship.

Caroline suggested waiting until after the '93 Gathering to save our energy; once the gathering is behind us we can use its momentum to move this project ahead. (The speakers list for the gathering needs to be done by the end of the April Board meeting). Geoph feels that the speakers bureau and the magazine are two of our greatest assets, and that the reason these projects have

been somewhat neglected is due to a tight time schedule coupled with the fact that we are all already busy. He also prefers to not limit the speakers list to people who are members of FIC — we will likely find good speakers on topics relevant to our focus who aren't specifically addressing the concept of “community” .

**Task:** Geoph and Betty will send a letter to all potential speakers already on our list, plus create a modified version for any subsequent inquiries. They will also create a notice for the FIC newsletter. **Task:** A/C will develop a proposal for the speakers bureau for the April meeting, and will also consider whether or not to require speakers to be members of FIC.

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Tuesday Afternoon, Session 13

Geoph [F];

Laird [R]

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**Administrator** (Laird) This was a major initiative at the last Board meeting. We developed a two-year budget, looking toward the Gathering. The Federation of Egalitarian Communities contributed \$1000 in seed money, as a start for generating the \$50,000 in the proposed budget. At the spring Board meeting we established three priorities for the administrator: first, money-making activities (grant writing, Directory promotion, paid speaking engagements, etc.); second, organizing for the Gathering; and third, public relations and media contacts. Upon more consideration, the A/C feels that two additional areas should be labeled priorities: taking up slack wherever there is important work not being covered by volunteer labor, and monitoring task follow up for the whole organization. Our main thought for funding this budget is to incorporate it in our grant proposals for reviving *Communities* magazine and pulling off the Gathering.

Given the long lead time required for grant funding, and the pressing need for regular, focused work on the Gathering, Caroline proposes that we consider borrowing money for administration costs (labor and office), to fund at least part-time staff as early as this winter. Repayment can come from grants or Directory profits. **Agreed:** The A/C is empowered to **borrow up to \$10,000** in principal amount **for administration costs in 1992.**

David and Carol offer their services as possible staff for up to one day a week each, after January. There is agreement that paid staff should not be used for work that is or can be reasonably done by volunteer labor. Work may be done on a loan basis. **Agreed:** The A/C is **empowered to select people to serve as staff, under its direction.** **Task:** The A/C will provide at the next Board meeting a delineation of staff openings and plan for staff development.

**Grant development** (Betty) Possibilities include: • A joint CSA/ICSA/FIC grant proposal to Lilly Foundation. • Betty and Laird will work with Charles Betterton in early December on grant proposals using the slant of what intentional communities have to offer the wider culture. The Mott, Lilly, and Kellogg Foundations are likely places to use this approach. • A continuing possibility from the spring is access to the Ben and Jerry Foundation. • The Paul Newman Foundation. • The Threshold Foundation (their funding cycle calls for proposals to be submitted in May). • The National Endowment for the Humanities. • Fred Meyer Foundation funds activities in Oregon/Washington. **Task :** Dan will get the address and contact information for the National Endowment for the Humanities, and send it to Betty. He will also contact Asha Greer about grant sources. **Task :** The Grant Committee will explore if there is any Washington state funding sources that we could tap into, given that the event will take place there. **Task :** David will pass along any leads he can ferret out from his contacts at Kripalu. **Task :** Geoph will pass along info on a fundraising lead he knows outside of Philadelphia.

Future meeting idea: set aside a day to focus on grant-writing and fundraising, to generate a list of contacts and packaging ideas.

**Non-profit/Legal** (Harvey) **Task:** Harvey will take on the responsibility for submitting a 501(c)(3) application (not waiting any longer for the chances of obtaining CESCIs or Unschool's). He'll consult with Albert Bates and Herb Goldstein, as appropriate. **Task:** David will send to Harvey the name of an Emissary lawyer experienced in this area.



**Fundraising** (Brainstorm):

- Take out a CESCO loan and put together a calendar of communities. Our listings in North America are nearly 365 now; we could feature one each day. Communities wanting extra exposure can be asked to pay for having a prime photo or graphic displayed.
- Use the FEC's Friends of Community as a point of departure for a large-donor program.
- T-shirts. Offer some as special order.
- Sell ads in the Gathering program.
- Get local businesses to contribute goods and services for the Gathering, in exchange for publicity.
- Get an airline and/or vehicle rental company to sponsor the Gathering and extend reduced rates to participants.
- Solicit green ads.
- Ask Yacov Oved for his ideas about garnering international transportation support.
- Request free or reduced-rate advertising in *Utne Reader* or *New Age Journal*. Also, use these magazines (place ads?) to solicit for contributions.
- Offer pre-sale tickets for the Gathering; if you pay early you get a discount. Or, if you buy a quantity you can get discount (which can, in turn, be resold at full price to others, for a profit).
- Ask for donations on early mailings (just to stay on the mailing list?).
- Approach Fuji or Kodak to be the "official" film of the Gathering, for a fee.
- Approach waste management companies to be sponsors (there is double angle here: it's a chance to get money from a sponsor, and a chance to do some political educating — waste companies are notorious polluters).
- Approach Apple for funds or equipment for a communications center.
- Propose to Twin Oaks that any money they make on their '92 regional conference be donated to the Gathering, or otherwise earmarked for Gathering support (travel subsidies for people on the East Coast?).
- Offer free booth space as a premium for community or organizational donations.
- Conduct auctions of donated goods and services, perhaps regularly at FIC and CSA events, and at other conferences. Consider silent auctions for some events.
- Get commitments from communities to do Fellowship work in their local areas when the need arises, thus reducing our expenses.
- Sell (or auction) vacation trips to communities.
- Solicit in the newsletter for people to organize any of the above.
- Sell community products in the newsletter, for a commission.
- Offer exchange ads (in *Communities* or the Gathering program) for placement of our solicitations in appropriate media.
- Tote bags with logo or T-shirt design.
- Fundraising dinners.
- Telemarketing.
- Approaching ex-community members as a special focus group.
- Space rental for booths/exhibitors.
- Solicit donations for special services: large print, signing, foreign language translating, etc.
- Solicit for scholarships for special groups: Native Americans, Eastern Europeans, ultra-abled, etc. Center for Independent Living (Berkeley) may be a contact for funding for the ultra-abled.
- On-site membership solicitation for FIC.
- Solicit EcoNet or PeaceNet sponsorship (in exchange for free or reduced time on their bulletin boards for promoting the Gathering and other FIC activities).
- Use the FIC newsletter to solicit from communities their ideas for how to fund or otherwise support the Gathering.

**Task follow-up:** (Geoph) We are good at getting things done, but there are still items falling through the cracks. Currently Geoph is compiling and sending out a Task List. Some individuals names appear a great number of times, so the whole workload is spread among only a dozen or so people. How can we spread the work over a greater number? We seem to complete more of our tasks if we receive regular reminders. The Administrator could be assigned to do task follow up. **Task:** Ira will make periodic phone calls to remind people of the tasks they agreed to do between this Board meeting and the next. Where she finds problems, she'll communicate this to the A/C or its designee. **Task:** Geoph will send her the Task List, and the two of them will work out the details for who needs to be contacted and how often. **Task:** The A/C will create a mechanism for handling task difficulties that Ira discovers and reports.

We need to pay more attention to getting support work done at the Board meetings, as well as following up on interest indicated by newer people to plug into ongoing FIC work. **Task:** Ira will be the Volunteer Coordinator for the next Board meeting. In this capacity she'll try to solicit volunteer energy and match it with tasks at hand. **Task:** The Membership Committee will develop an additional section to the member intake form (or profile) where new members can indicate their abilities and interest in volunteering for FIC work.

**Future Meeting Sites:** (Betty) Future sites for Board meetings:

- Spring '92: Celo Community, in Burnsville, NC.
- Fall '92: Midwest (first choice is High Wind, near Milwaukee; second is Dunmire Hollow in TN). High Wind is north of Milwaukee; they have strong connections with Findhorn, Sirius, and other communities, *In Context* magazine, Pacifica Foundation, and other good academic connections. Was an early joiner of FIC. Dunmire Hollow would cover most expenses, yet space there is limited, so this site may be better for an A/C meeting mid-way between Board meetings.
- Spring '93: Northeast, general vicinity of the Gathering site preferred (possibly Edenvale, in far south of BC. We have yet to meet in Canada).
- Fall '93: Midwest, timed in conjunction with CSA/ICSA joint conference/anniversary to be held at New Harmony. First choice is Padanaram.
- Spring '94: Northeast. Possibilities: Camphill, Sirius, Abode of the Message.

**Note: in all cases we want to emphasize developing barter possibilities to limit the cash outlay by Board members.** **Task:** Betty will follow up with High Wind; David & Carol with Edenvale (will notify Betty if there's a snag); Harvey with Padanaram; Faith with Camphill. All will report at the next Board meeting.

**Calendar:** (David & Faith) Propose that we publish a 1993 communities calendar — as a revenue producer for the Gathering, with outreach value included in the bargain. Using high-quality color photos, we could feature a dozen communities, and possibly, in a lesser way, provide mention of many others through notations on dates of historic interest. Work on this would need to be completed well before June '92 in order to get it to the wholesalers in a timely way. Possible themes for deciding which groups to feature: past host sites of FIC Board meetings, better-known communities, representative mix of the different elements of the movement, communities that can supply a suitable photo. If successful, this might become an annual project; different years could have different themes. Could include a map of North American communities. Could ask featured groups to help sponsor and/or distribute. This can be marketed through communities generally, and especially ones with mail-order catalogs. Many current Directory distributors also handle calendars (or would consider handling this one). **Task:** David, Faith, SYD, & John will be the Calendar Committee. They will put together a plan for this project, including a budget, which will be subject to approval by A/C before implementing. For help in setting price and determining press run, the committee will check with Claire at Alpha Farm about what is typical for first-run calendars.

**Findhorn Reunion:** (Carol) Findhorn will be 25 years old in 1993. Carol, who was once a member there, wonders about organizing a reunion of past members (max of 50-60 involved) in

conjunction with the Gathering. This is generally seen as a complementary activity (Findhorners having a reputation of being good blenders, and are a likely source of program/workshop presenters), though there are concerns expressed that the reunion might draw attention away from the Gathering, or skew the representation toward one element of the movement. Perhaps the two events can be scheduled sequentially rather than concurrently. **Task:** Carol will contact Findhorners about their interest in coordinating with our Gathering, and she'll prepare a report for our spring meeting.

**Open Circle:** David & Carol are interested in inviting Jo Imlay & John Broomfield (of the networking group Open Circle, Yachats, OR) to consider involvement with the FIC. The Board encouraged this action.

**Lama Hosting Feedback:** Beth reports that Lama is well-pleased with the hosting experience for this meeting, and the barter arrangements that made it financially possible for all concerned. The Fellowship entourage worked more hours than were needed for the barter, leaving a surplus. Beth offers that these extra hours can be used by Fellowship members any time within the next two years, to be applied against costs when visiting Lama.

### **Evaluation of the whole Board meeting**

- Impressed with how things moved along, quickly and organized.
- Faith was disappointed that she didn't get to facilitate.
- The orientation on the first night was really helpful; need to do likewise for stragglers.
- Ira, Carol, Barbara & Jenny were wonderful in the kitchen, as well as Lama people.
- The first two days of the food prep/cleanup were not clearly defined
- The Lama residents were wonderful and helpful.
- The meeting space was less than perfect, though perhaps the best available.
- Appreciate Dan's efforts to coordinate site logistics.
- The local outreach was very effective in bringing in new people to our meeting.
- Meeting behavior this time was a little sloppy (interruptions, not arriving on time for meetings, piling on cross-town buses).
- The focus was good.
- Broad attendance is encouraging, and dispersing tasks/responsibilities was much greater than past gatherings.
- The commitment of the Board members, and the growing maturity of the organization — it's going somewhere!
- The bonding with the host community has been the best ever.
- Perhaps the fact that we didn't come all at once helped avoid a tendency to overwhelm the host, which has sometimes been a characteristic of past meetings.
- The kitchen support was great except for the last day; some people didn't sign up, others didn't show up.
- Might be good to separate the jobs of kitchen help coordinating (during the meeting) and food focalizing (prior to the meeting).
- Distance from meetings to meals was inconvenient.
- Need to develop concept of support team for Board — food planning and prep, site coordination, clean-up, etc.; include those costs in our financial planning for Board expenses.
- More protein at break time — nuts, seeds, etc.
- It's always sad for the next few months not to see the rest of this group.
- Good to have regular space for announcements each session, especially given the changing flow of attendees.
- Geoph's colored markers (and flair in using them) are, once again, much appreciated.