
FELLOWSHIP FOR INTENTIONAL COMMUNITY

Minutes of the

Spring 2001 Organizational Meeting at

Earthaven Ecovillage

Black Mountain, North Carolina, USA

May 28 – 31, 2001

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FIC ORGANIZATIONAL MEETING · Earthaven Ecovillage, Spring, 2001

F= Facilitator, R=Recorder

The following people were present at all or some of these sessions:

Bd members: Diana Malsky, Geoph Kozeny, Harvey Baker, Jillian Downey, Loren Schein, Tony Sirna, Tree Bressen

Others: Anjanette Bunce, Bill Becker, Dan Questenberry, Elph Morgan, Eric Best, Heather Haines, Jackie McMillan, Jai, Jenny Upton, Karen Kairys, Laird Schaub, Lotus Allen, Lynn Johnson, Marty Klaif, Miaya Sustaita, Paul Caron, Rebecca Em Campbell, S. Scott Williams, Velma Kahn

MON MAY 28 · SESSION 1 · 10:20AM – 12:20PM F: DianaM M: Marty

Vision 1

Goals of this session:

- Solicit comments about the energy levels of the org.
- Clarify thoughts about where org is at.

Question 1:

“What holds your connection to the org. What keeps you coming back, or for first timers, what would it take to maintain your interest and keep you coming back in the future.”

Tony: Many things. People, a feeling of commitment and to follow through on things I'm working on. A feeling that the FIC is doing something unique or special and that, IC work is important in the world. Social change work. I benefit a lot from the opportunity to network with people outside my home community. My community would probably not exist if not for FIC. Want to give back and be involved in activism beyond just involvement in home community. The more there is a feeling of success the more I am inclined to return.

Jillian: Believe in the work of the org spreading word of community. Fulfilled by doing the work and by knowing the org is doing it. Part of my work is to make sure the FIC continues to exist and is continuing to do the work. Sees the FIC work as unique. The people, but could keep in touch with people without being involved, so the work is vital.

Heather: creating a network of communities to share work, camaraderie, sharing of stories etc., having a network creates models that can draw people to the other options and models created and demonstrated and strongly conveyed with enthusiasm and life.

Tree: the fundamental impulse that drew me to community is an alternative set of values. Feeling that I can contribute to that and that it is actively happening here keep me here. The personal connections also keep me here. IC's are an answer to larger issues.

Jenny: there are many different kinds of community in my life. Business, home community. It's a group of people trying to do something different and by providing a model it shows people that something else can be done. My work interests me, both the work itself and how we do it. Influencing others.

Velma: not sure why I do it by I'm never able to quit. Doing mostly behind the scenes work on the database. Can't exactly identify what keeps me here. Working with Cecil and McCune is satisfying. The admin staff has worked through significant issues. I have some good friends here.

DianaC: besides working for the org. the goals and vision are consistent with mine. I enjoy my work and the people I work with.

Sscott: the last 5 years have been without community and being able to be part of the electronic community has been satisfying. As I explore community personally I look forward to working more for the org. The challenges we face are the juice.

Bill: I have come to appreciate the differences in “frequency” that I experience here.

Rebecca: I have been mostly gone for the past few years and I'm glad the meeting is in my region. I made a major change in my life because I met this org. where I was able to go through transformation. I imagine that similar transformation could happen for other people. I think there should be more support for the org from other communities. I will continue to support this org because it represents workable solutions for world.

Lotus: I believe in community and it has changed my life and I believe that alternatives are demonstrated. It helps me live my vision in being a cultural change activist. I feel resonance and affinity with most of the people here.

Harvey: my original draw was a brochure from East Wind which said not everyone would be friendly, so I realized I wanted personal contact and went to the original organizing meeting, and it looked like an org that was worth putting my energy into. My personal makeup meant that I should be promoting cooperation and community. Other orgs such as environmental ones get my respect, but this is more where my energy should go. The people in the group have been a major support group for me. I admire the people I have met in the group and have great respect for the people that have the idealism and can do the work to make it happen.

Karen: I see the closeness of the group. I feel accepted. I appreciate the closeness here and it fits the vision of community of people coming together around an idea.

Jai: being new to community, I have told everyone I know about it. Interested and curious to see what goes on here.

Loren: eight years ago I went to my first meeting at Sirius and was impressed by the group. I was living at Ganas and they suggested I go, and I met a great group of people. I needed real community and decided to get involved in the celebration event and the following meeting. I love the community part and the people involved. The 2x/year meeting is enabling me to start the community I am starting. I feel accepted.

Maiya: I love telling people about the FIC by directing people to the website and specific communities. I love sitting with idealists because it allows me to express that side. The org is doing something that promotes peace in the world by trying to create and encourage diversity amongst the people here.

Jackie: the impact of the tools the org uses is profound. Consensus decision making, by seeing the first issue of the Directory, I saw how it could be an effective a process it could be. You work hard to be real and to not buy in to power dynamics. You talk about what is important to you and hang into what you are trying to do through the struggles. I feel privileged to have experienced it.

Marty: Believed for a long time that there are other ways to do things. IC is a viable option. Away from it for a while, resisted coming to FIC. Loren encouraged me. Attended Edenvale. Most marked was the people... quality of people and conversation, what you were talking about and involved with. I had spent years doing that and then years not finding people to talk about such things in the same vein. Realized that there was this whole group, not just random individuals we might bump into, and we wanted to get involved. It's not the people, per se, but that they are involved with the topics and concerns that bring me back and want me to stay involved. The things we talk about can have an impact in the larger society. And it makes us happy to be involved. Most important thing a person can do is stay entertained. This entertains me!

Geoph: I keep coming back because I can't help myself. It's my life work. It challenges me to grow and my friends to grow and my have a small effect on the world. The collective vision is the biggest thing, and the people and the shared work and the support. After 10 years of working with friends, I found myself in a room of old time community people who were able to find others to talk to about issues of organizing and creating community. I see what we do as a visionary thing and try to model working cooperatively. It's frustrating and heartening from the passion that exists here.

Elph: in the last couple of years my attendance has dropped and I've been more focused on the work I've been drawn to doing for the org. I've wanted to spend more time on networking, but haven't been able to focus that as yet. I get frustrated by the workings of the org but identify with the vision expressed and held by us all. A piece of the FIC has become lodged in me and the vision is part of me. I miss the personal interactions when I can't come to the meetings.

DianaM: what originally juiced me was the depth of passion in having tough conversations and working on structures. What holds me is to work inside of a model for social change and cooperation. I like that we're supporting new models, and the org itself experiments with different ways.

Laird: I'm in it to change the world. After political unrest in 1970 and being involved in protest movements there was a feeling that things could fall apart. I realized that I was a builder rather than a tearer downer and had a desire to be part of a solution. I can't lead a life that doesn't attempt a solution. I realized that my contribution was going to be connected to information about how to live together rather than be about specific content of any specific issue. IC's are important as laboratories of new social structures and to provide guideposts. I need the work.

Dan: I was attracted by the Directory, and the work needed to create a new one in 1986. I'm attracted by the people who want the Directory, and threatened by the whiners beside me who want more from the org.

Round 2 questions:

1. What discourages/frustrates you? What blocks your efforts?

2. What is your passion? What are you burning to do?

DianaC: I was frustrated by people talking about why we got here and not why we stay. People focused on how it allows us to do our mission. I want to be part of cultural transformation and frustrated when the org is meeting personal needs. Org seemed to have more energy before restructuring to meet needs of people who felt left out.

Elph: I have passionate energy in creating opportunities for other orgs to work together. Frustrated by getting in a rut and reliance on volunteers who burn out. Frustrated by the FICs ongoing unrealistic understanding of income streams and how they affect projects.

Jackie: a little discouraged and frustrated by the time it takes to get a handle on the org and what its visions and dreams are historically and for the future. Passion is to see the org serving people who could benefit – seekers and IC's – and cooperation with other orgs who are doing similar or closely related things.

Dan: discouraged and frustrated by the difficulty of budgeting adequate time to work on people's frustration.

Passion is the Directory and connections with other orgs at the org level to allow the Directory to get out to people who will use it as a tool for themselves. Burning to create group process for individual's frustration and discouragement.

Lotus: frustrated by expense of attending the meetings. Would like to be on the email list. Passion is inreach/outreach, vision, site work.

Jenny: discouraged and frustrated by the difficulty of bringing organizational abilities and the distance between people. We need more people of a smaller plate. Passion is to stay involved.

Heather: discouraged and frustrated by our limited spectrum of diversity particularly on the board. Passion is to expand that spectrum. Also about doing projects with other people

Loren: I am compelled to respond to DianaC. I was first attracted by the small group I first met here. Since the restructuring I have felt like I have been foundering at sea. I liked the original small group. Passion to be involved in the creation of community and networking.

Tree: concerned about energy malaise. Hard to see the people just 2x/year and it takes time from local work.

Values/focus/style of social change work. Looking for ways to do facilitation work and look for ways to continue doing that and looking for new ways for that to happen.

Geoph: lots of small frustrations. Economic thing of being viable and support a staff to get the work done. Also would like to see more volunteer work. Collectively we're not good at task follow-up. Not collectively accomplished at working the media for our publications.

Rebecca: second to Geoph's sentiments. No media about the weekend event. Frustrated by loss of good people who added diversity. Would like to see work with other organizations to increase effectiveness. Hosting communities don't support the org.

DianaM: discouraged and frustrated by the dynamic people who were mentors have left. Frightened that this will lead to burnout in others. Burning to figure out how to help forming communities address the right questions and issues so they can move on with their work of creating their model.

Scott: discouraged and frustrated to not have tools to do committee work well, i.e. computer, knowledge of reimbursement process. Creating community and making it work is my passion.

Velma: frustrated by balance of talking and doing work. Would like to see more work getting done. Frustrated that big financial issues haven't been addressed. Marketing issues are frustrating. Excited by publishing on demand and making documents about legal structures available.

Miaya: not many frustrations because hasn't really been immersed in the work so hasn't run into blocks. Would like to see more diversity as a political statement. Passion is the big event I'm working on without being attached to whether or not it actually happens.

Jai: haven't been here long enough to have frustrations. Passion is about cultural change and how to become part of encouraging that.

Tony: energy is mostly blocked by working on home community. More and more drawn to things at home which allows less time for FIC events and work. Would rather be doing similar work to what I did for FIC, at home community. It doesn't feel as exciting maybe because there aren't big, new projects. Struggles with values issues have created lots of passion, but not so much inspiration. If org could generate enough money to pay a livable wage, I would more inclined to work for it.

Harvey: discouraged and frustrated by the feeling that people take themselves more seriously than the org. which is a function of dealing with idealists. This gets in the way of working cooperatively. The work of the org more than any specific task is where the passion is. To do work that no one else is particularly interested in.

Jillian: What's hard is that it seems like a long time of fighting things out. Reorganization and economics are long term battles that get frustrating and there have not been new exciting projects. Passion is to have the org be strong and abundant. Also to apply what has been learned here to home community.

MON MAY 28 · SESSION 2 · 4:15PM – 5:45PM F: Harvey M: Miaya

Economic Future 1 (Jillian & Elph)

Financial Future of the Organization

How can we fund the organizations other than through publications? Reference books do not have a positive future. We need some sort of future source of income other than publication of the Directory, and for more varied income streams.

Past monetary support? All volunteer work, no guarantees of any monies coming in. FEC supported early FIC and there was some grant money to get first Directory out. People worked in exchange for Directories that they could sell later on.

Can a future Directory support itself? It's doubtful.

Did the first and second Directories sell better than the third one because of the Web presence? Yes, young people are very much tapped into the web. People are seeking single pieces of info, not seeking the whole picture that a Directory offers. Web does away with the use of the directory as it once was.

Is Cmag also impacted because of the web? No, the Cmag serves a different purpose. Magazines talk of going to web only, but not many have successfully followed through on that.

How about E-commerce? Selling/offering information is different than selling products on line.

How can the Internet help us? Not a great direct reference source. Good for selling things. People don't buy reference info from the web.

What changes have happened in the last few years? Since the mtg at Sirius, financial monitoring was put into place so that FIC would not go bankrupt without notice. We no longer have dependence on Directory sales and events.

What is our debt level? Are we breaking even? Directory pays a lot of the overhead for office staff, and also for Pubs Mgr. Directory also takes a bunch of their time. We could get by without Dir income.

We have tried to support ourselves through user fees. We are very well known now, we are sought out by many. But there is resistance to paying for this info by this group. Only a fraction of those in the Dir are members of FIC. It seems doubtful that we can get our constituency to support us.

Brainstorm: How can we create a sustainable monetary future for the FIC?

Web reference service

Web Magazine/with paid ads

Mediation/process that can be sold as a service to communities

Community developer consultants

Designing web sites for cmties, ad designs, etc

Bad communitarian/dog removal

Make available policies that other cmties have in adopted

Coop America methods for generating \$

NASCO method for generating \$: Fee per member per month or life time community memberships pay per member. Turn over brings in the bucks.

Community hotline

Pay for just printing/shipping of directory

Retreat for burned out communitarians to work out frustrated idealism

Lifetime memberships

Pinpointed events. Smaller events with 20 or less participants. Workshops

Benefit concerts by those who support our ideals

Other publications such as articles in book form

Print-on-demand books

Direct mail about being a member of FIC. Throw some resources at it

More face to face sales. Utilizing our network better.
Special members only areas on website. Pay a little more for more benefits
Charge to get listed in the Dir and/or on the web site
Profit/nonprofit partnerships. Shell corps, such as Newman's Own. Other possible corps that are in alignment with FIC mission
Merge with other organizations
Yearly charge for listings in Dir
Charge them to get out of the Dir
Find hot topics. Mail out to major newspapers so that stories are written
Create urgency of crisis
Grant writing
Stronger marketing efforts for what we already have
Grant research
Get a for-profit business going. Find start up money
Sell the cohousing model to cities as solution for low income needs and be consultant to the cities Community living can lower crime rates. Help with homelessness. Send in Lobbyist to change land use laws.

Discussion

Do we change our revenue model? How?

Who are our constituency? Where does our financial basis come from?

Funding categories:

Fund raising, user fees, grants, membership fees, donations

Widen our services to others groups. Think beyond just communitarians and cmty seekers.

Move away from user product sales/user fees and move towards fundraising. Need to focus on services that FIC can make available to a wider group of buyers.

Think of our vision first when creating new product/services.

MON MAY 28 · SESSION 3 · 8-9:30pm F: Loren M: Dan

Report Q & A

Big Event (Miaya) The projected budget is a realistic one. The event is envisioned as 3 days, not 5 like '93 Celebration.

Cmag (DianaC absent, no presenter) Cmag needs new ad salespeople, both current ones are phasing out. Please contact Diana if you no of prospects for this job. She wants to see a Cmag promotions budget. Cmag promotions subgroup mtg will propose a budget to finance cmtee.

Events PSAs were sent to cities within a few hours of Asheville a week before the mtg.

FEC (Heather & Tree) An ACN — Anarchist Communitarian Network — t-shirt was displayed. More was scheduled from FEC on Tuesday morning.

Inreach (DianaM) Diana has sat in on some cmtee mtgs, and invites other cmtees to list specific needs with Inreach.

Newsletter (Tree) People are invited to send short reports of FIC org mtgs to Tree for publication in the Newsletter. If received within two weeks after a mtg, Tree may elect to use it.

Nominating Cmtee There was discussion that determined NomCom was due to present bd nominations at this mtg, based on minutes from '98. A NomCom mtg was scheduled for Tuesday morning at 9pm.

Office Manager (Tony for Cecil) Cecil does about 15 hrs/wk, and other people do about 15 hrs/wk. Staff are not always in the office during work hours, but only when they have work to do. To staff the office during all work hours would cost more than is budgeted.

Oversite Cmtee (Laird) Jenny noted that she was casually "appointed" (by Caroline) to Oversight as the rep from the Human Resources cluster, without formal consideration of others in the cluster. The Human Resources cluster will convene after this session to consider formally appointing a cluster rep.

Publications (Marty) Could promotion of the facilitation books be delegated to a volunteer? Probably not. Tony has ideas that he'll discuss with Marty.

Site Cmtee (DianaM) The org mtg this fall will be scheduled over a weekend, which will eliminate the separate Cmty day, or compress it into an evening. Diana will be checking with Sonora Cohousing in Tucson again next week to see if they have agreed yet whether or not to host.

Treasurer's Report (Tony) Finance Cmtee needs some help. Tony has been doing most of the bookkeeping for several years, and asking for relief for all of that time. Some of the work needs to be done on site, but a lot could be done off site.

Webweavers (Elph) Velma is still working on the online Web store. No target date, but she will soon be between jobs and plans to work on the store then. Discussion of the number of "hits" revealed the weaver impression that the numbers were highly unreliable, but interesting when viewed as indications of relative proportions of activity between various parts of the FIC web site.

Corresponding Sec'y (Laird) Cecil handles most of the correspondence from the web site, and Laird takes care of non-routine inquiries. Laird spends about an hour /wk, and doesn't know how much time Cecil spends on this.

Development (Laird) Laird is now working with Jackie McMillan and Terry O'Keefe to boost development activity.

Editorial Review Board (Laird) With only Tony and Laird, ERB is short a member, after the joint resignations of Betty and Paul DeLapa. Rajal Cohen of Abundant Dawn has been interviewed, but declined to step into the job.

Executive Secty (Laird) Laird attended the 4 day Global Ecovillages Network mtg in late February and early March. He recognizes lots of overlap between GEN and FIC. The primary source in GEN's financial base is drying up, so they are very shaky. But they have a presence in the Third World that is very significant.

TUES MAY 29 • SESSION 4 • 9-10:30 AM F: Marty M: Karen Kairys/DianaM

Nominating Committee Selection

We realized that we need a new Cmtee to Select the Nominating Committee, because NomCom is currently short members. CSNC will try to have new NomCom members selected by the end of this meeting.

COMMITTEE: CSNC: Miaya, Jai, Tony, Diana

Web Weavers (Jillian, Elph)

The current team works well due to proximity. Another small crew who live near each other might be ideal.

Paying for a web team would probably lead to higher quality work. The team was putting in 15-20 hrs per week when they were answering all requests. Lately, they have only had 7-10 hrs/wk to give it.

Questions

Would the 3 of them continue if additional volunteers are found to do site management? Jillian and Michael might be able to continue for special projects.

Skills needed for volunteers? Difficulty in geographic separation. Skills would be good, but could be learned.

Elph and Jillian will send out on email the 3-tiered list of tasks the Web Weavers have been doing.

Elph clarified that he would not let the website die, but that they need to have relief from the maintenance and development tasks.

It was suggested that for \$500/yr (at \$8/hr) the office staff could do core tasks and maintenance.

The web team indicated that they would like to see a plan that fully transitions them out now. They don't have the time to do the work as well as it should be done.

It was suggested that an intern might be used, with subsidy from FIC.

Miaya offered to seek out grants over the next 6 months that might fund the site.

The web team indicated that hiring a tech manager for the team is critical, especially if the team is spread out geographically.

It was clarified that the current team will lead the transition.

Stephan indicated that ANU might be able to have someone who could work as an intern. Funding might be possible from an Irish training agency.

Board buy-in to a "first-class" website is an important decision in terms of finding funding.

Question was raised as to data mgt. vs. responding to inquiries and development work.

There was general agreement that we want to maintain the site

It was noted that the next Directory may be integrated with the website, thus the site needs to be kept at a high level. Best choice seems to be having a team, rather than breaking it into small individual jobs.

It was proposed that this should be one of our highest priorities for funding, and that a committee be formed to work with current web team to do visioning for the site and transition to new team. It was suggested that the group prioritize finding a team with strong connections with FIC and figuring what it will cost to maintain and develop a high quality site.

Applause for the current web team and acknowledgment of the change that is happening with current members stepping down.

Team has looked at option of reducing services provided, such as just providing brochure-type info. Board has to decide what it wants the site to do and provide resources to make it possible.

AGREED: the board affirms that we are in the business of disseminating information about IC's and we wish to continue using the web for this.

AGREED: impanel ad hoc web transition cmtee to figure out labor, funding and vision. Elph will take lead on the talent search. Cmtee will generate clear list of services, costs for maintaining them, vision for future development. Cmtee will use this list for talent search, and bring back results to bd/Exec. Cmtee will have results to present for interim OS mtg.

TASK: Laird will present a mandate for this cmtee, which will come back later in a later session.

Does cmtee serve board? If so, I goes through Personnel? Or does it serve Web Weavers, then they decide who's on it.

Surface candidates, and let Web Weavers and Personnel decide.

Committee Volunteers: DianaM, Jackie, Velma, Tony, Web Weavers (all or in part), check with Stephan and McCune. Listeners: Miaya, Geoph, Tree

TUES MAY 29 · SESSION 5 · 10:50am – 12:20pm F: Elph M: Marty

Mt. Madonna (Laird)

The matter is still in progress.

Laird is not aware of what we could have done differently in the negotiation. Carol thought we might have been able to negotiate a settlement if we made a token offer early on.

Brajesh's response was similar to issues that came up with MAHP. He appears to be in total control of his area.

When we didn't negotiate something immediately he took it as us putting up a wall even though it was explained to him that Laird didn't have the authority.

Are the terms of payment for any settlement part of the arbitration decision? Laird has not gone into great detail with our lawyer. Their lawyer has threatened that it would "go hard on you" if we take it to arbitration.

We don't have a date set for the arbitration. Laird is hoping that it will coincide with his scheduled trips to the west coast.

Initially we were bewildered that we couldn't work out a friendly agreement with another community. In the future we shouldn't assume we know anything about whomever we enter into a contract with, as Mt. Madonna may not be a community as we think of it.

We think the statute of limitations is 2 years. We could check out if it really is one year.

There is support for the idea that there might have been a quick resolution if an offer was made at the first meeting between Laird and Brajesh. It is suggested that in the future that we build in that possibility.

It was stated that the reporting on the process has been good and appreciated.

Budget 1 (Tony)

There is a profit and loss statement for year to date through April with main budget items.

Shipping and handling general line is a catch-all. Our current system makes it hard to separate out for the various items we handle. So it's related to all of our products.

Directory 3 income is almost half the budget. It's not clear why the large disparity exists and numbers from last year will be reviewed, as the reported numbers may have been higher than reality.

Everything else looks pretty good. Bookshelf income is higher than expected and looking good. Video income is low but not unexpected due to the state of the product.

Loan fund has had some payback of principal and principal being reported as interest may distort the income. This needs to be checked.

Cost of goods sold is figured as items are sold. This evens out the reporting rather than taking the expense all at once. Bookshelf is higher than expected and this may be an accounting error. It should be 50-60%.

Directory 3 expenses are lower than budgeted because sales are lower.

Art of Community expenses are for Mt. Madonna.

Other expenses include t-shirts, travel subsidies, pub manager.

We are spending \$3000-4000/year on interest.

We expect development to just pay for itself. This report does not reflect Jackie's work as she has not been paid yet.

Our net income shows that we are losing some money, but things happen at different times of the year, so it's hard to get a good evaluation. But it doesn't look bad.

Our balance sheet, without counting the loan fund, shows that assets and liabilities balance. This is not a bad situation, but is not great.

There are minor budget requests which don't need discussion and major budget requests which seem unreasonable. These requests will be addressed in the next budget session.

Velma's request for about \$200 for online store did not get to Finance.

At the current rate it will take 20 months to sell the remaining directories. This would mean that we probably wouldn't print another edition. A second printing costs less. The longer it takes to sell the books, the longer it takes to pay the loan, resulting in more interest expense. Office costs for directory fulfillment goes down as the rate of sales goes down. There is not currently a plan to increase sales.

We could designate specific areas that would be cut back if Directory sales continue to be slow.

We don't anticipate spending the \$8000 budgeted for Directory marketing. We have spent about \$1000. Pub manager has money available if opportunities arise.

The results of marketing are difficult to judge.

We have done the same things to market the current edition as the previous edition and probably more than previously. It appears to be difficult to get the books on bookstore shelves. We don't really know why sales have slowed.

It was suggested that we try selling the books on e-bay. There is an auxiliary site to e-bay for books that we could consider as well.

It was suggested that we look for grants to place Directories in libraries. This has been done by FEC which could provide a track record.

How do we identify our constituency? There is research identifying a group called Cultural Creatives that is estimated to be 25% of the US population. This could be a resource for us to tap into. There is a conference soon for this group. Perhaps we could explore banner ads for the website connected to this group.

Who is our constituency? Most of the buyers of the Directory don't live in community and never will. However there is some connection. It's inspirational for many people.

We're known by anyone interested in the subject and appear at the top of the list in any search engine when searching for "intentional community."

For most people it's a question of hitting people at the right time for them, when they are going through a change of life period.

Advertise in Modern Maturity and alternative health magazines.

Target specific colleges, which have an alternative perspective.

Big media exposure has resulted in lots of web activity, but not in sales.

It was suggested that we try different copy for our ads.

Consider classified ads rather than display for publications such as Utne Reader

Placing ads in publications could be more effective than any kind of advertising.

Maybe people could attend job fairs at their colleges and be reimbursed. There is no philosophical problem with getting into job fairs.

Spend money selectively, such as reinvigorating the dialogs project and job fairs.

There has been an economic turndown and bookstores are less likely to carry the Dir in favor of high-volume sales books. Also people have less disposable cash for feel-good purchases like the Dir.

TUES MAY 29 · SESSION 6 · 4:15PM – 5:45PM F: Harvey M: Miaya

Economic Future 2 (Jillian & Elph)

What changes shall the FIC take to create a sustainable income base?

We need to look at selling the org in different ways, for example: selling services of the org not just book sales.

Process: we split into small groups for 15 minutes to discuss the questions: What kind of resources? Income potential? Expense potential? Reservations about certain aspect or whole idea of selling this item? Attract new resources, people? How would this effect the organization as a whole?

Topic areas:

Physical products. On hand and future products.
Services. Workshops, mediation/conflict resolution, etc.
Foundation grants
Private donors
Membership
Partnering

Products:

Services and Products closely identified. Fuzzy areas.

Marketing necessary to do successful sales. Some fixed expenses and profit dependent upon how well item is marketed. A negative feeling is that the organization could look like a nickel and dime type of org. No one product or even all products could support the organization.

Services:

Recruiting/dispatching services, web site, consultation services, low income

People are needed, and money for marketing these services. Income potential is good, dependent upon the services and offered and proper marketing. Care would need to be taken to make sure presenters were suitable. Presentation of presenters could cause conflict. Big ticket services— how could they be offered to low income folks? Could be attractive to new people. Overhead of office needs would be minimal.

Foundations:

Grant researcher and writer would be needed. Org would have to become more formal. Need for auditable statements. Income is very variable, cannot predict. It would require a lot of time to create an ongoing idea bank to write grants around. Not realistic to fund the whole org with just grants. Not a healthy way to survive, Grants come and go.

Private donors:

Much could be done with little money outlay. Start with those who know us. We know many potential donors already. More people involved could bring in even more donations. Start initiatives, Potential is high. Requires moving into definite plans and work to go forth. Donations of time as well as money. Coordinating would be necessary by at least one person to ensure follow through and no overlaps. Someone coordinating fulltime could potentially bring in 30,000 – 40,000 a year. There is resistance by many on a personal note to ask for the donations.

Membership

Resources are already in place for the most part. Need for a lot of folks to give small amount of money would be ideal. Membership is tricky business because it is not really a service or a product. We could give products in exchange for membership as long as product costs less than cost of membership. Selling a vision. Negative: May constantly have to be asking for money from members. Fundraising all of the time. Different benefits for individuals and communities, and consider looking at specific benefits for income sharing communities, and have people in non-income sharing communities join as individuals. To get 5000 people to join at current cost could give us \$50,000.

Partnering

Idea of multi-level relationship. Set up a business to do our sales. Business does its thing and we scoop off the profits and decide where to spend that money in our dreams of saving the world. Must get clear as to why FIC members/board comes together. Are we being truthful with ourselves as to why we gather together? We share much more with the outside world than we differ with them. We can profit on our charismatic characteristics.

Development (Jackie)

Networking leads to funds. Networking can feel like you are going out with your palm out all of the time. Contacts are made for the purpose of networking and for foundation/grant possibilities, and to expand our personal contact base.

To make it easier, the Development team is working on an Ambassador packet. The idea is that all of us talk about the FIC at some point with others. Talking with other groups to see where our visions overlap, and how can we as two groups work together. The kit will include an expanded press release with more info such as: feedback sheet, ongoing activities, upcoming events, etc.

Can call person/group back in a week and ask what they thought of the reading material.

Possibilities: Energy groups, healthy cities groups, nonviolent/peace groups, Unitarian groups, cultural creatives, etc.

Comments:

Are arranged appointments wanted by the groups?

Addition of some simple questions to help the first initial contact could be helpful.

Keeping an ongoing information base as to what came out of the initial contact and the follow up would be necessary.

Individuals might have moments of personal conflict of interest because of fundraising for more than one cause.

WED MAY 30 · SESSION 7 · 9-10:30 AM

F: Laird M:

Vision 2 (Laird)

What is your current relationship to FIC?

What can you do in next 6 months?

The process was to break into small groups to discuss these questions, and then have a go-around to hear people's summary of what each individual can commit to doing.

Harvey: Fulfilling pre-existing commitments in a better way and paying better attention to the needs of the organization while going through current transition. May have more regular discussions with Geoph about what's going on. Keep current roles.

Tree: Excited about FIC-sponsored workshops at various communities. Energy to put that general idea into a proposal, talking to possible presenters and will bring it back to later meetings.

Jai: Energy to go with Jackie's idea of networking connections and working on nominating committee and will read emails.

Scott: Not taking on more in the next 6 months, but will keep eye on job fairs.

Loren: Hard to quantify what he will do in the next 6 months. Wants to do networking. Would like to better define his role in the future and would welcome some focus on where he could plug in more.

Marty: Not really available in the next 3 months, but more in the later 3 months. Interested in working on Services piece.

Tony: His role is more in organizational end versus implementation. Could do phone calls to support new programs and coordinators, fundraisers, etc. but cannot do much of the work himself.

Geoph: Continue with existing commitments. Recruiting people for dialogues project... keeping it going. Will supervise Loren in Europe. Will talk to people he knows in the media to keep a current database of our media contacts across the country.

Jackie: Drawn to see FIC foster community more in ways that bring resources, people and funds into the FIC. Particular focus on inter-organizational and inter-community links.

Diana C: Excited about Tree's proposal and writing an article about that. Keeping up contacts with Laird and Velma monthly. Available for FIC workshops. Will let readers know of workshops.

Jillian: Working on web site transition/direction. Continue to be active on personnel committee — identifying needs and how to solve. Put together ambassador packets. Analyzing new income sources.

Heather: Will be at next meeting. Monthly meeting with Diana M regarding Inreach. Communities mailing for membership. Wants to help with ambassador packet and doing networking when she travels.

Karen: Doing concrete tasks such as mailing. Will query Amy to see if she can help with promotions.

Miaya: Follow up on commitments made in meetings and will continue to plug away at big event research.

Contacting Marty about selling directories.

Lotus: Will fulfill commitments to Inreach and Site Committees and listen on Vision committee.

Work with Jackie on grant proposals, put together a dialogue with Mary Ellen Bowen at The Farm regarding diversified funding base. Will also do networking/ambassador packets while traveling.

Laird: Wants to put more energy into development than he has found so far — shifting things that he does. Key thing is individual donor piece and coordinating action there. Counterbalanced with theme around people not feeling connected and discouraged — he has been playing a role of touching base— wants to sort it out with Oversight to see who should do what. Looking at the question of local support and connection to keep energy high — nodes of people working together... reinforcement.

Diana M: Meet with Heather to do Inreach — contacting folks and getting more information, work with area managers and committees to keep tasks list updated on web site and in newsletter. Work with concept of enhancing membership and volunteer efforts. Wants to do web work. Interested in looking at services to forming/young communities.

Dan: Continue his own healing around business awareness in FIC and will work on his own sense of connectedness, bridging with people who have more business consciousness, within and without the FIC group.

Observations about list of what people are doing:

Split between what we're doing and not doing already.

Nothing on list that will make us a whole lot more money... how will list address financial problems?

Tap into existing resources better.

FIC is small groups working together (from Diana C/Velma) and focus on that.

Dan's business links plan — capitalism coming into the Fellowship. Developing a more compatible sense of what socialism and capitalism are in our group in ways that are bridging.

Organizational Energetics

There was still a concern about energetic sense of discouragement in the organization, so the discussion moved to this topic.

Underlying everything is a sort of fuzziness because there's very little feedback on what you do.

Keep tabs on avenues of new funding and make sure we're moving.

Each committee to do a three favorite or five favorite list of what would be the best avenues to pursue.

Beef up wellness and ministry to make sure people are having a positive experience so that people want to join and participate.

Need to find more money, but we also need to find new people. Do something that's exciting and engaging and that draws people in — the big event. This could revitalize the organization.

What about a smaller regional event that we might be able to put on sooner?

The big event isn't a good idea. Would rather do process workshops in communities.

We need serious visioning about how we do big (and smaller) events. Would like to see multi-group cooperative events — linking up with other organizations... many interest groups sharing a core principle getting together to pay expenses for the event. Organization needs to get better at building community around communities it wants to service and also within the wider population. Planning needs to be concurrent. We need a broader outreach and a broader vision.

Won't be a success without first establishing groundwork with other organizations?

Goals are what galvanizes people — gives us something to look forward to.

Another way to achieve same thing is to have a big, overall exciting package of what we do. Could be smaller endeavors — workshops, consultations, helping individual communities. Looking for ways of exchanging energy.

Need could be met in small parts versus in a big event.

We need to analyze our options and decide as a group what things best meet our vision and where we want to put our energy.

In the long-term, that is what creates the new energy. Exciting to find ways to fulfill mission and vision. Creates obvious places for people to plug into.

We really need to focus on bringing people into FIC. Thing that works best is personal contact! Very excited about nodal possibility and look for ways to bring local contacts in.

Summary: Strong call for doing something different on some level. Show and coalesce energy to move forward — both in terms of people and finances. Important to do something versus finding something that everybody agrees on doing.

Worried about possibility that we would select something and then people don't all get behind it energetically.

WED MAY 30 · SESSION 8 · 10:50 AM-12:20 PM

F: Scott M: DianaC

Big Event in 2003 (Miaya)

There was previous agreement that the best energy area (possible participant's interest, & people to do it) for a large event would be West Coast, and probably S.F. Bay Area, but no venues comparable to Evergreen State College were found.

While one way to do this, and possibly most economically viable way, would be that it's a day by day event, without us providing a space that includes overnight accommodations like we did in '93. This is less exciting to Miaya because participants get the opportunity to fully experience community when they share the space overnight. We need to decide soon whether or not to commit to flying with this so that Miaya can get started.

Discussion

We'd be competing with other events, such as NICA's Oct. '01 community conference in Pacific Northwest. But that's not competition, that's an opportunity to promote our event at their event. Can we partner with other groups to put such an event on? Maybe contact Ami Peterson of NICA?

A lot of risks involved in a big event. Miaya couldn't do this alone. At Sunrise in '97 we all did it; it worked well, and we made some money. But after that we had just one person do it and it didn't work as well. It would take one person as "burning soul" to do it, and the rest of us to be somewhat "on fire" to do it, so it's a whole-group commitment. We should think it's exciting and fun, or it won't work.

Our biggest liability at Evergreen is that we'd have to provide a head count in advance and pay for that number of beds whether or not the people attend.

It was suggested that we look at a Twin Oaks style event. Perhaps a tent-city with tarps hung to create meeting spaces, at a place such as the Hog Farm. People not wishing to camp could stay at a nearby community (Golden Rule?) or hotel.

Geoph indicated he would be willing to go to the site a month early to help prepare it.

No sense of competition with NICA, but rather a warm and helpful relationship. The best thing we could have is a successful event this October. We are a co-sponsor of the NICA event, so a good event there would make people feel better about attending a bigger conference put on by the same people.

If we do this, we should start coordinating it with NICA now.

Maybe little events periodically throughout the year, with big event maybe every five years. Important to have such events aligned with mission and goals.

A strong concern was expressed by several people that we can't do this at the expense of other initiatives we've been discussing that will strengthen the financial viability of the organization for the long run.

Miaya indicated that she'd be comfortable working with a small group of enthusiastic people, so long as the rest of the org gives theoretical support.

Exposing ourselves to the risk of more debt doesn't seem appropriate, so the tent city idea deserves a closer look. It was noted that Shannon Farm, for example, has a large river field where 500 tents could go.

Remember the burn-out and struggles that occurred around the '93 event's high success.

It was noted that Miaya has already done all kinds of research and represents this on-focus person.

An observation was that it seems like Miaya is asking the FIC to convince her that we should do it, and the FIC is asking Miaya to convince us we should. So, seems like until there's "burning soul" energy in Miaya and other people it's hard to give the idea support.

Only risky budget item might be \$10,000 for two part-time people to work on it.

PROPOSAL: That we create a budget and a mandate for the Big Event cmtee to work with and to flesh out; that we agree that this big event has enough possibility and value to the org that we put a small amount of seed money into it, and also some organizational resources, between now and the next org mtg. At the next mtg, the cmtee would present a plan for what kind of event they want to do, and their reasons for this decision. Plan would include where it would be held, how it will take place, and a sense of the functioning team in place. This is a statement that the group supports the idea, and that we are willing to say yes to the plan that is presented at the next meeting, if the plan adds up and it seems that there is a strong team in place.

Miaya clarified that she's not asking for pay to take this to the next step, just reimbursement for expenses such as postage, phone calls.

Comments

There were comments by several people that this is a scary idea because we need to be thinking about how the org will survive, not putting our energy and resources into a big event. There was general discomfort with moving forward with this if it means putting gaining a strong financial base on the back burner.

Miaya indicate that she's well aware of these concerns, and our history. She would be watchful of possibilities for being burned financially.

Premature to talk risk because we don't have a plan that defines our risk.

Miaya is asking for assurance that it will go somewhere if she continues the research and works out a more concrete budget and plan. Many seem to feel that they can't make that commitment, given our money and labor concerns, especially before we know the results of the Mt. Madonna settlement.

There was a general sense that there is interest in seeing a fuller plan, budget and risk analysis at the next meeting, when more might be known about Mt. Madonna, and when other income-stream proposals might also be more fleshed out.

Process Workshops (Tree)

The idea is (ultimately) to provide workshops for small groups on a range of topics including process/consensus, web design, forming new communities, attracting members to your community. We would start with process workshops. Possible trainers would be Tree, Laird, Paul. Workshops could be held in communities.

There would be significantly less financial risk than at A of C type events, and much less coordinating energy.

It would be important for Tree that we find a way to make the workshops accessible to those who don't have much money.

Discussion

Who is our constituency? Probably it should be at urban or suburban location.

If we had workshops on consensus, for example, and didn't have lots of other workshops, would it seem like we were unduly promoting consensus, and thus alienate non-consensus governed communities?

Concern: What would FIC's role be? How would this be different and similar to how these individuals do these workshops on their own anyway? What would the FIC do to deserve the money? A referral service and referral fee only? A tithe or donation only? How in terms of values, or value-added, would this differ from these people doing their own thing anyway.

Why would experienced workshop presenters, who have their own clientele, be motivated to do this for FIC, where they would get less money? Newer presenters might want to do this to help them break into the business, but do we want them representing us?

Initially we could start with just Tree and Laird. We don't need that many presenters.

There are people who always prefer to work through agencies so that they don't have to deal with marketing and paperwork. They are willing to make less money for this service.

We could provide services to the presenters, such as advertising in our publications.

Concern: Would this make problems with local organizations already doing this? And other local presenters doing it in that location? If so, should we partner with them so as to build coalitions and not create resentment? And can help get local funding for low-income folks to attend?

We could market workshops through existing FIC publications and mailing list, but it won't succeed without local links.

Who would do local marketing? Maybe only go to a place where there's local marketing resources.

It was noted that these workshops don't have big income potential, perhaps \$500-1000 per workshop, with maybe 3-4 workshops in the first year.

There was a general sense that we don't need to worry about appearing to have a consensus-bias. We already present lots of consensus-oriented material at Community Day and A of C events.

Seems like just one more little project, not a major change that really helps/transforms/solves the FIC's current problems.

We will look more closely at this idea if it comes back as a more concrete proposal.

Single Evening Event at Fall Org Meeting (Tree)

Oversight will hold the piece and define it more clearly. Is it a social evening? Auction? Regional networking? We need a coordinator.

AGREED: We'll hold an evening event at the Fall '01 org mtg. We're seeking a coordinator. Oversight will follow the process.

WED MAY 30 · SESSION 9 · 2:15-3:45pm F: Geoph M: DanQ

Org Mtg Structure (Bill)

The OS cmtee is proposing that we experiment with scheduling our Fall '01 org meeting over a weekend. The object would be to determine if weekend scheduling would have a positive impact on participation, hoping that people with mainstream jobs could participate more. Under this scheme cmtee mtgs would be on Friday rather than interspersed throughout the org mtg, with the board/org mtg on Saturday, Sunday and Monday. A weekend org mtg means that there will be no Community Day of A of C, but we'll be doing an evening gathering.

This model is proposed in response to the needs of specific individuals in our circle that we want to have with us. While there are still two workdays involved (plus travel), having one of those work days in one week and the other in the next week is more preferable than having the two work days in the same week.

Comments

This model would squeeze our org mtg time together, ending the option of having cmtee mtgs spaces in the larger org agenda. The result is that we'll go back to mealtime cmtee mtgs, and more late night cmtee mtgs. This also squeezes time out that we value as space for interpersonal bonding time.

Usually budgets are approved on the last day of the mtg. If key people have to leave after Sunday night, they could not participate in the budgeting decisions.

Because it works better for us to have cmtee mtgs interspersed with plenary sessions, it was agreed that this will be the structure, but the mtg will still be held over a weekend.

Amplification of Cmag Mission (Laird)

Handout: Amplification of Cmag Mission

The Editorial Review Board report seeks to clarify Cmag's mission statement to "reach out to the wider culture." This is to revisit our sense of which parts of the wider culture Cmag intends to reach.

AGREED: The audience defined in the Amplification of Cmag Mission/ERB handout is accepted as the target audience for Cmag, excepting the list of publications used for diction/spelling models. ERB, Tree and DianaC will work on this list. Further, this audience, also called Cultural Creatives, is the audience we are generally referring to when we talk about the wider culture.

Agreements based on this report are considered to be an addition to current ERB/Cmag policies. Specifically, the looser policy of discretion to use more alternative spellings and grammar when appropriate to the article still stands.

It was noted that this isn't a personal issue between Diana C and Tree, who have a solid working relationship, but rather a difference in one specific area of editorial policy.

The Scope of Editorial Review Board

DianaC feels that she has generally benefited from and been affirmed by ERB, though there were times during Directory 3 editing that she had some very strong negative reactions to ERB process. Tree has also developed some feelings as Newsletter editor that ERB should limit themselves to value and policy content, and avoid the temptation of word editing. Tree relies on other sources for the specific word editing, which comes at a much earlier time in the Newsletter production process, so it is disruptive when this is revisited at the ERB stage of the process.

This is coming up at this meeting because of the tensions around a public service announcement prepared by Woty at Twin Oaks which generated rippling emotional conflicts over the issue of the level of word editing and the style of ERB feedback to content authors. It is understood that there can be some question about where to draw the line between value/policy content and word editing. Yet, the ERB's job requires drawing a line, and their work depends on it.

There have been instances in recent years where some FIC writers have felt that the ERB feedback style has stifled their initiative and creativity. This problem challenges our cooperative values.

ERB members were invited to meet with the ministry cmtee about this, and they agreed to do so.

COOLER: If ERB does not do word editing, then stuff submitted to ERB should be formally edited by credible, professional quality editors before submittal to ERB. Such word editing is important, and requires consideration.

THURS MAY 31 · SESSION 10 · 9-10:30 AM F: Tony M: Miaya

WEB Transition (Jillian)

Handout: Ad Hoc Web Future Committee Mandate

AD HOC COMMITTEE: Velma, McCune, Tony, Web Weavers (all or in part based on interest). Listeners: Geoph, DianaM, Miaya, Jackie, Jai.

There may be some changes to the mandate drafted by Laird, but the committee generally accepts the mandate.

FEC Letter to FIC (Geoph)

Handout: Federation of Egalitarian Communities Letter to FIC

FEC and FIC have great deal of overlap. FEC assists in travel money support for FEC members to go to FIC meetings. FEC is rethinking how they spend their time and money in order to best support their values. Re-evaluation of a groups activities is always an important growing point and is seen as a positive thing.

They are interested in feedback about how they can assist FIC best. How does FIC see this relationship between the two groups? FEC would like FIC to prioritize how FEC can help the org.

We appreciate that the FEC is seeking our input in their process.

This is an example of the kind of network support that FIC seeks to create with other groups.

FEC has given money to the FIC as well as hours of labor exchange and travel subsidies to their members. In the past, they have also financed other projects, such as getting Directories into libraries.

Discussion

There was a lot of appreciation expressed for the support the FEC has given us, especially by those who were unaware of the extent of the help. The general feeling is that this should be more out in the open and that we should remember to express our appreciation more.

Some members of the FEC have felt tension between the two orgs, and there has been a sense of being unappreciated. It's true that not all of us have been aware of the amount of labor the FEC does for this org. Political values have changed in both groups over the years, creating shifts that now need to be looked at. Current FEC delegates are more strongly interested in political action than in the past.

It was suggested that we use the slot in Cmag usually slated for the FIC column to appreciate the FEC on its 25th anniversary. We would look at all of the ways the FEC has supported the FIC as well as do a history of the FEC. It was noted that FEC brings diversity to FIC and this is appreciated. The question of diversity needs to be looked at more closely. What exactly does it mean? FEC groups and FIC groups could come together and have a serious discussion about what diversity means.

FEC has been our core constituency, and we have depended upon them in huge areas. FIC may have lost touch with just how vital FEC is to this org. FEC is the mother to FIC and we are still very dependent upon her.

FEC is not the only group that we support or serve. A balance needs to be found.

FIC is an umbrella that encompasses a broad range of types, with the more radical audience targeted by the FEC at one end. FEC needs to know that we see them as part of the spectrum of cmties that we fully support. Perhaps they aren't hearing acknowledgement that we want to include the left side of the spectrum because our focus has been on defining and targeting the mainstream the past few years.

FIC needs to acknowledge that some of our choices exclude some of the more radical political groups who are part of the FEC.

It was suggested that the two orgs come together more. Perhaps the FIC can send a delegation to the next FEC assembly.

How FEC supports us:

Travel, Membership fee, Office space and labor support, FEC hours of labor, Visitor labor, We get at least 1 or 2% funding from FEC and much labor.

FEC receives value by Web site and space in Cmag. Support FEC gives as labor is part of their values and vision Which has a priority to us? Suggestions:

Maintaining our working relationship with FEC is more important than any money.

TASK: OS to send some sort of communication to FEC assembly. Bd members would like to see this draft prior to being sent.

ERB Suggested Candidates

Diana M, Marty, Geoph,

Debra Altus, Diane Brausse, Keenen Twinoaks, Helen Forsy, Peggy, Joy, Marny, Suzanne Shieban, Sally Snieder, Ira, Mary Clarke,

THURS MAY 31 · SESSION 11 · 2:15-3:15 PM F: Tony M: DianaC

Board Nominations (Harvey)

Tony and Harvey will stay on the board for three years. After long conversation w/Peggy Loftfied (but no arm-twisting), she has agreed to serve on the Board.

AGREED: Tony, Harvey and Peggy are accepted on the board.

Executive Secretary Feedback (Laird)

Laird sought feedback on how he's doing, particularly in terms of how he may inadvertently discourage participation.

Laird left the room so that people would be comfortable speaking openly. The following is the feedback that was given when Laird returned to the room.

Feedback Summary

It was recognized up from that Laird has many wonderful qualities, including how inspiring he is. This is understood and appreciated, but this session was for critique/criticism and focused on that for the sake of time.

Perfectionism. Not letting people stumble along and make their own mistakes; that is discouraging to them.

When critiquing the magazine after the fact some feedback seems gratuitous or hyper-critical. Micromanaging. Is this the best use of Laird's time? Someone else could do it.

Sometimes when attempting to heal a conflict Laird seems to take it too personally because of his intense interest in conflict. Can make the conflict worse.

Hearing Laird speak strongly to others causes anxiety to listeners who fear that they might disappoint him and then he'll speak to them that way.

Laird sometimes overlays his own preferences or wishful thinking into his changes when editing minutes. Has an underhanded feel since he insists on editing them.

The weight of Laird's approval carries beyond what might be considered appropriate in an egalitarian group. Body language consistently places him at the front of every room in every meeting. It would be good if Laird was more aware of how his body language and facial expression affects the group, since he is always in front.

Laird's role on ERB and style of editing is a source of much of the conflict. Seems like a lot of time spent editing and then dealing with conflicts generated by it. Laird could be doing more vital things with that time.

Too optimistic around budgeting. Results in unrealistic projections.

Time management. "Digging a hole in the sand." We take things off your plate and you put them back on again. We've heard from you, "I can't help myself." Better to take a look at that, an opening to understanding what time management really is.

Perhaps Laird has an emotional need to be at the center and if he really let go of some of the work he'd be letting go of some of himself.

Laird's Response

Has power and knows that; doesn't apologize for it, and wants to be in this leadership role. Becoming aware of what he does or doesn't do carries weight and he has no idea that it does. Not sure how to proceed. Not upset that these things come up and expects that they will. Has a need to be human, to be unguarded at times, to go ahead and make mistakes like anybody else. It's an impossible set-up. It's not as hard as others might think for him to give things up. For example, he could step down from the ERB. Could stop critiquing issues of Cmag. He could walk away from the Exec Sec'y role, he could resign, he could do other things. Having said that, he gives himself wholly to the work. Has never been an organization for longer than a year that he hasn't been at the middle. It's what he brings to the organization. Has a need, personally, to give, and this is how he's doing that now. If he wasn't doing this job, he'd need to be giving in another way, through an another organization. It would be awkward, he would be sad, but it could be done. Has a lot to give, and wants to give. And so some has been irritating, inhibiting? Has no sense of what do about that. Even though he feels he's applying himself even-handedly, some people are affected negatively more than others. Doesn't know where the line is. We're in crisis, it's really important that people have the ability to feel that they have access to Laird.

Question to Laird: Does your being at the center preclude any others from being at the center?

No, I want them, but both the energy and expectations I ask for others who are at the center might keep people away.

THURS MAY 31 · SESSION 12 · 4:15 – 5:45pm F: Harvey M: Marty

CSNC

Tony and Miaya are nominated.

The full committee is: Bill (convenor), Heather, Sscott, Anjanette, Miaya, Tony, Harvey (listener)

Transparency (Geoph)

The broader topic of transparency as a cultural value is being put off until the next fall meeting.

This will be a presentation of a specific issue around Oversight committee meetings. Sometimes things come to Oversight which have sensitivity, and we're unclear which part of those discussions should go out in the public minutes. Oversight doesn't want to feel like they're in a "smoke filled room" so they're trying to figure out where the balance is.

Posting on the ALL list, which includes people not so involved in the org, makes people sensitive as to what should be held as private.

The question is whether there should be a smaller list, or if more of the sensitive information should be posted in the minutes that go to ALL.

The current policy is that if there is a personnel or ministry component, Oversight will talk with the person who is the subject so they have input. Also it's edited so wrong impressions are not given. People's names may be left out if they are the subject of conversation, ad brainstormed lists of candidates for a position are not published, just that the brainstorm happened.

Not all ic aliases are on the ALL list.

There are no stated criteria for getting on the ALL list.

If the ALL list is not a good place to transmit sensitive info, we need to create such a place.

There were instances where Oversight let people who were the subject of discussion have input about what would be presented in Oversight minutes.

OS sometimes needs to be involved with ministry and personnel where there would not be full disclosure no matter how small or select a list was created. This is the commitment those committees have with people, and OS honors it.

Because communication is via email there is more reason to be sensitive in what's written because of the lack of personal contact.

AGREED: OS has been appropriate in it's judgment as to what to include and leave out.

OS is open to receiving requests for more info on specific issues so they can decide whether they feel okay about giving out additional information or not.

Economic Future 3 (Harvey)

The goal of this session was to take another look at the discussions we'd been having on this subject and to get a sense of where we were.

We had identified six categories: Products, Services, Foundation Grants, Private Donors, Membership, and Partnering. Which ones to focus on?

There was limited energy mostly through Jackie and Lotus and Rebecca Campbell to work on foundation grants. Are we comfortable moving forward with this energy?

Audit accountability has been a hindrance to pursuing this channel in the past. We have the ability to pay for the required level of audit and our books are in good enough condition now.

There was a recommendation that Jackie prioritize her time toward working with Laird on private donors. Jackie agreed to focus on private donors and any foundation grant time would be outside her development commitment to FIC. Jackie principally needs ideas and dreams to look for funding.

Foundation funding for projects that we're already doing was more interesting for us then to come up with new projects to be funded.

There was general agreement that Laird's time shouldn't be spent on grant writing, even peripherally.

Grant writing is slower and people who are currently less involved in the org can do most of the groundwork before people such as Jackie and Laird would need to get involved.

In prior conversations, OS identified private donors and membership as having the most potential.

There haven't been big initiatives around membership. It was suggested that we appeal to cmties to join, with the idea that we need their help in order to continue publishing the Directory.

There were new ideas in the breakout session of how to package membership and looking at other orgs to see how they did it. Membership could discuss further and pursue the ideas that seem best. We need to consider significant changes to how members are served and what the package is.

Getting a defined group that will follow up with each of the categories would be helpful to seeing that there will be pursuit of that category.

If the people designated aren't doing the work, they should let us know so someone else can put energy into it.

DianaM, Tree, Marty are interested in pursuing the services group. They will consider the workshop initiative as one of the options.

There was a lot of discussion regarding products, and how they won't be as big a piece of our financial pie. How to bolster this area?

There is some interest in discussing products. Marty is willing to be part of that discussion with OS.

The thrust for private donors and membership is more active than the others.

There are two aspects to partnering. One is for us to create a for-profit business, and the other is partnering with other orgs. The beakout group discussed the second aspect.

Dan is planning on working on the issue of creating a partner business. Dan thinks, Velma, Elph and Jillian might be interested, and he will talk to others who seem to be entrepreneurial who are, or were, part of the Imps group. He is not sure where it will lead.

OS would like to get reporting about their progress from all the groups.

Jackie would like to be a listener for any of the discussions.

Evaluation

Positive

Peeing in woods

Beautiful surroundings
DianaM's report management
New people recruiting
Good visual aids
Round rooms
Labyrinth
Learning environment – new technology
Agenda
Bell garden and Butterflies
Tuesday night co-sharing
Kids in space
Chalk board rather than sticky wall
Smoother meetings
Brought visual aids
Great masks
Good reports especially web weavers
Arjuna's greetings
Good climate/season match
Meeting site diversity
Jenny/Heather site work

To Improve:

Peeing in woods
Room setup (board in center)
Room sometimes too big
Band saw noise
Snacks disorganized
Acoustics not great
Started late due to spread out
Lack of timely contract
Better hand-off system
More earthaven prople (unaware how to plug in)
Camping causes neck pain
Meeting space more sacred
Tuesday night undirected agenda
No fresh fruit
Holiday weekend involved holiday blackouts
Felt intrusive in community
Didn't use masks
Incorporate non-verbal communication
Make newcomers more comfortable
Toilet situation

Appendix A: Handouts

The following handouts were distributed in advance of the meeting and/or handed out during the meeting:

Working Agenda, Attendees List, Amplification of Cmag Mission, Federation of Egalitarian Communities Letter to FIC, Ad Hoc Web Future Committee Mandate, Profit & Loss Budget vs Actual, and reports from the following committees/area managers: Big Event, Cmag, Corresponding Secretary, Development, ERB, Events, Executive Secretary, Facilitation, FEC, Inreach, Membership, Mt. Madonna Update, Newsletter, NomCom, Office Manager/Adminstaff, Oversight, Promotions Manager, Publications Manager, Site, Treasurer, Web Weavers

Appendix B: Tasks

TASK: Laird will present a mandate for this cmtee, which will come back later in a later session.

TASK: OS to send some sort of communication to FEC assembly. Bd members would like to see this draft prior to being sent.

Appendix C: Agreements

AGREED: the board affirms that we are in the business of disseminating information about IC's and we wish to continue using the web for this.

AGREED: impanel ad hoc web transition cmtee to figure out labor, funding and vision. Elph will take lead on the talent search. Cmtee will generate clear list of services, costs for maintaining them, vision for future development. Cmtee will use this list for talent search, and bring back results to bd/Exec. Cmtee will have results to present for interim OS mtg.

AGREED: We'll hold an evening event at the Fall '01 org mtg. We're seeking a coordinator. Oversight will follow the process.

AGREED: The audience defined in the Amplification of Cmag Mission/ERB handout is accepted as the target audience for Cmag, excepting the list of publications used for diction/spelling models. ERB, Tree and DianaC will work on this list. Further, this audience, also called Cultural Creatives, is the audience we are generally referring to when we talk about the wider culture.

Agreements based on this report are considered to be an addition to current ERB/Cmag policies. Specifically, the looser policy of discretion to use more alternative spellings and grammar when appropriate to the article still stands.

AGREED: Tony, Harvey and Peggy are accepted on the board.

AGREED: OS has been appropriate in it's judgment as to what to include and leave out.

OS is open to receiving requests for more info on specific issues so they can decide whether they feel okay about giving out additional information or not.