

# Fellowship for Intentional Community

## Spring Board Meeting • April 27-29, 1992

### Host: Celo Community, Burnsville, NC

Monday Morning, Session 1

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

**Board Members Present:** Betty Didcoct (Turtle Island Earth Stewards), Caroline Estes (Alpha Farm), Dan Questenberry (Shannon Farm), Faith Morgan (CESCI), Geoph Kozeny (Community Catalyst Project), Harvey Baker (Dunmire Hollow), Ira Wallace (Twin Oaks), Laird Schaub (Sandhill Farm).

**Board Members Absent:** Arun Toké (End of the Road House/Aprovecho), Bob Brown (Kidstown), David Thatcher (100 Mile House), Don Pitzer (CCS; CSA; ICSA), Lois Arkin [Alt.] (CRSP; EcoVillage Network), Mildred Gordon [Alt.] (Ganas), Timothy Ash [Alt.] (Skywoods).

**Also Attending:** Barbara Lee (Dunmire Hollow), Dale McCuiston (CCS/FIC Office Staff), Elf Morgan (Third Place House Collective), Ernest Morgan (Celo), Frances Archer (Art of Living School), Gordon Sproule (Twin Oaks), Jim Tremblay (NC), Julie Mazo (Shannon Farm), Laura Silver (Los Altos, CA), Lorna Koestner (Silver Bay, MN), Susan Robins (Harbin Hot Springs CA), Paul Markwell (Harbin Hot Springs, CA), Ted Millich (Twin Oaks), Tom McMillan (Union Acres), Tom Starrs (Green Pastures), Ursa Henderson (Twin Oaks), Vivian Taylor (Fresno, CA)

**OPENING:** Welcome, Introductions, Celo orientation, Agenda Review

**TREASURER REPORT:** Betty [*Laird records for this segment*]

Review accounts (*see Attachments A1 and A2*). Betty will put matching funds into the USI account in January, and deposit any balance due in June. Only \$100 brought forward from '90 to '91, with little outgo last fiscal year. Administrative costs have been absorbed by individuals and their communities. Board members have started to turn in receipts for reimbursable expenses, so there has been more activity in the first four months of '92. Balance shows less than \$400 left of \$1500, the amount committed until June 30.

Dues payments continue in response to our '92 renewal billings, mailed in March, and dues income is significantly up from last year.

Proposal: The off-campus account in Evansville, should be moved closer to Betty or to Working Assets (a socially responsible investment fund). The Evansville account was established because our previous Treasurer lived there; since Betty lives in the Pacific Northwest, the account has become very inconvenient as it requires two signatures for a check over \$500. **Decision:** Betty can move the off-campus account to location of her choice, and determine the co-signer for checks above \$500.

**MEMBERSHIP DRIVE:** Dan

The membership drive last year, using the CSA mailing list, did not generate much return. Many memberships have come from the FIC newsletter which contains membership info. Our membership is now at 83 communities, 11 organizations, and 57 individuals.

**Task:** Dan will keep the membership list up to date, and send info to Elf for database entry.

We have developed a category of Sustaining members, and need to consider what we will offer them. Suggestions: to give them a free directory and a 10% discount on products we offer (books, video, conference fees). **Decision:** Dues of \$100 or more will receive a copy of the most current Directory. **Task:** Membership Committee will look at various options for sustaining members who make larger donations. Ideas included covering room and board expenses at Board meetings, discounts on Community Bookshelf and other community products.

**A/C REPORT:** Laird

Much what the A/C has accomplished will come up later in the agenda. We have done a great deal of work to improve our internal communications. We need to iron out certain problems with E-Mail — how to keep Laird (who is not usually on-line) apprised of what's happening, and finding ways to document that everyone with access has actually received relevant messages.

Extra A/C meeting: A/C has been stretched to give adequate attention to meeting items and to developing proposals for making Board meetings more efficient. **Decision:** A/C will have an extra meeting, hopefully at CCS, for 2 days approximately 6 weeks prior to the spring meeting. FIC will cover lodging costs. A/C will continue to carry out decisions of the Board and create proposals at this interim meeting — and not make new decisions.

Monday Morning, Session 2

Caroline [F]; Betty [R]

**DIRECTORY '91:** Laird

We are moving into our third printing, and have established distribution centers at Twin Oaks, Alpha Farm and Sandhill. Laird handed out a financial statement for the Directory, including an analysis of costs vs. return for ads placed in various magazines. We have collected over 2000 names/addresses of people who have ordered Directories, and we have recently purchased a list of

alternative book stores and health food stores that sell books. **Task:** Julie will send to Laird addresses of an alternative merchants group in Washington. Laird will be doing more classifieds and display ads, recognizing that some of the marketing is aimed at outreach and return-on-investment is not the only criteria.

We have had some coverage on NPR's "All Things Considered", though they included no info on how to order the book. Harvey has sent a follow-up letter. Affiliate radio stations carrying the program might be approached; it was suggested that we contact network shows and send them a Directory. Susan has been on Donahue recently, and has provided contact info.

**DIRECTORY '93:** We are behind our original timeline that projected a release date of June '93. Laird and Geoph reviewed the timeline, and propose that this goal is still quite do-able. We will continue to have an Article Section, Community Listings Section, and Resource section. We are hearing from 2 to 3 new and forming communities every week. We are now putting out the call for articles, emphasizing detailed, practical ideas for how to "do" community — we want theory and vision that is grounded in practical reality.

We have talked about having fewer articles. If this is what finally comes to pass, we might include an annotated bibliography (i.e., if we do not include a land trust article, then we should include that kind of resource info in a bibliography).

We are looking to fill some staff positions. Remuneration is available at \$5/hr, with the opportunity to receive that value in Directories at wholesale prices.

**SPEAKER'S BUREAU:** Harvey

Last meeting we decided to give less energy to the Speakers Bureau, in favor of the Directory, Gathering, Newsletter, etc. We plan to write to those who have responded, letting them know that while we are not actively developing this project at this time, we are also not letting it die. Harvey wants to solicit certain people who he thinks would be valuable additions.

We might consider re-naming it, using modern terminology. Harvey will be working with CSA to get info disseminated more prominently by them. We could develop a pamphlet describing who is available — Geoph could hand these out at his slide shows, and an insert flier could go out with the FIC newsletter. We could also consider recruiting presenters from this list for the Gathering.

Geoph has contacted Speak Out (the speakers bureau affiliated with Z Magazine), and there is a possibility that some of our speakers could be listed with them. We need to do more prep work before this will be a viable option.

#### ANNOUNCEMENTS:

Geoph will display a copy of our merged FIC/CSA mailing list. Please review for accuracy.

The most current FIC brochure is on table for review. It is getting so packed that it's almost unreadable. Please read and give comments to Dan. Likewise, review logo/tee shirt designs for feedback.

Other handouts will go onto the table; please take whatever you can use.

Monday Afternoon, Session 3

Laird [F]; Gordon [R]

#### FIC NEWSLETTER: Dan

Most text for the summer '92 issue (#7) is in hand — and it's available for review; all are encouraged to give feedback to Dan or Julie. This issue will be the first issue to publish bad news, as well as good. Specifically, the newsletter staff is considering material from both sides of the recent Kerista split-up, and we're looking for feedback on whether or not this is appropriate.

If the transfer of control of Communities Magazine goes through as planned, subscribers will get this next issue of the Newsletter, with a flyer inserted in explaining what's going on. *[Ed. note: the transfer did finally go through, and the interim magazine staff decided to do an 8-page section of newsletter highlights rather than sending the most recent issue.]*

In the future there will be a calendar section in the newsletter. We hope we can help avoid schedule conflicts (more than one event on the same date) between various communities and associated groups.

Should we add pages to the Newsletter? The News is currently a much-condensed, brief summary publication. Dan is interested in enlarging it, favoring the idea of having at least one large article in each issue. Julie says we're getting much more material for issues. Ira points out that we're probably about to take on Communities magazine, which will suck up the larger articles. 3 or 4 dittos voiced. Laird says frequency of publication is more important than how big it is. Julie asks what context she and Dan should use as focus? Harvey suggests continuing to use material from Directory questionnaires. Ernest suggests flexibility. Dan says he hears that the Newsletter should stay at 8 pages.

Another contemplated change that would increase costs is the expansion of the Newsletter mailing list. Out of 360+ communities listed in the Directory, only 80+ are FIC members. Should we continue sending Newsletters to the others, and encourage them to join? Should we send these groups a notice saying this is their last issue unless they join? Betty suggests asking people if they want the newsletter, with no threat to drop them if they don't join — we've only been around a year or so. Geoph and Elf propose that we send the newsletter to any community that says they want it, even if they don't join FIC. **Decision:** Ask communities to respond if they want to keep getting the Newsletter, and ask for an optional donation.

Newsletter production schedule for the remainder of 1992:

Summer Issue

Fall Issue

Winter Issue

Deadline for non-A/C copy	5/4	8/3	11/4
Upload for Editorial Review Board	5/17	8/16	11/17
Response from Editorial Review Board	5/22	8/21	11/22
Deadline for A/C copy	5/27	8/26	11/27
Fax to Style Editor	6/4	9/3	12/4
Return from Style Editor	6/6	9/5	12/6
Deadline for inserts, camera ready	6/8	9/7	12/8
Twin Oaks pick-up for mailing	6/22	9/21	12/22

Tom Starrs suggestion, dittoed by Elf: use smaller type size (10 pt. instead of 12 pt.) to save money.

Should we keep sending prospect mailings to the Directory's 250 resource listings? Tom suggests a program of phone call follow-ups to increase the success rate. Dan proposes sending two successive Newsletter mailings to the resource listings. Betty notes that we're starting to budget more carefully, and proposals like this need to be more thoroughly analyzed. Dan says that what he's hearing today is that we're contacting these people enough.

Another Idea (Dan): Should Newsletter issues be sent to any/all media people who give favorable coverage to communities or the movement? Betty didn't like idea at first; is now ambivalent. Dan has 20-30 media people on the list now, and expects to add a few each month. Laird and Gordon favor the idea, and suggest that we include a cover letter that references the item they wrote (Laird offers to help write it). Harvey asks if this the most effective way to first approach these people — maybe we should create a press packet of some sort? (It would be more work, of course.) Dan suggests that the newsletter with cover letter could be used in the interim, until the press packet is ready. Vivian (a reporter) advises that we don't overlook those media people who had "negative" coverage. Sometimes reporters are ignorant; often newspaper people are merely parroting what someone else has already written, and might be open to being educated. Also, media is increasingly using little tit-bits for filler, and editors often use newsletters as a source for these. Caroline is skeptical that a newsletter is the best way to get reporters' attention; she prefers something more, something different. Dan suggests holding this over until the press packet discussion (day 3 session 2). **AGREED.**

Newsletter exchanges. Harvey suggests extending the range of publications that we have exchanges with — it could help both them and us. For example, he suggests new student environmental newsletters. **Decision:** The Newsletter team will use its discretion in deciding which groups to establish exchanges with.

Should we print material on the Kerista breakup? (Discussion ensued.) We now have material from both "sides". Julie notes that one of the outcomes of the Lama FIC meeting was a commitment to seek balance in our reporting, which means trying to cover all sides of an issue. Some of the Kerista material is reasonably thoughtful reporting of the conflict; some is accusatory, and would merely extend the conflict. Dan encourages people to look at the Kerista material (displayed during lunch on the literature table), and reminds us that the Newsletter is committed to having controversial materials reviewed for input by the people the material is about. **Talk about this later?**

#### **COMMUNITIES MAGAZINE:** Laird

Laird is actively negotiating with Charles Betterton (recently of Stelle) to have FIC take over Communities magazine. Much of the work has been done. Parts still missing: current subscribers list, list of folks who purchased Directory through Stelle, organized financial documentation. Laird spoke with Charles last week — Charles thinks he'll be ready in a month (in the past his time estimates have not been reliable). This negotiation has been frustrating. Recently, however, Charles has followed through with recent agreements to forward all mail, phones calls etc.

A/C recommends a June 15 deadline for signing the agreement (including financial terms) with Charles. FIC would take on some of the magazine's financial obligations and all of it's subscription obligations. If the agreement is not executed by June 15, Laird will schedule a meeting with Charles to pick up all the documents and other material; FIC will then bill Charles for any extra work required to put everything in order.

*Continued...*

**Decision:** To approve the "transfer agreement" as revised 12/11/91. **Task:** Laird will add to these notes a copy of the Transfer Agreement as it was amended in December. [See Attachment C].

Laird presented a written proposal for the future of Communities magazine once it's under FIC control [See Attachment D]. If and when we take over the magazine, we will immediately send subscribers a letter explaining what's been going on. We would then produce a new issue ASAP — certainly this year; maybe we'll even get two issues out in '92. We already have some possible articles on hand; Betty may be guest editor of the first issue. SYD, Geoph, and Elf have also expressed interest.

A discussion followed on how can we justify paying people to work on Communities magazine, yet not pay FIC Newsletter staff for their work? Laird acknowledged the contradiction, and said he doesn't have an answer at this point.

Discussion of Communities finances. Laird thinks it might cost \$1,500/issue. We don't know a lot about past costs, but we're fairly sure it's always lost money — except for directory issues. Laird and Dan point out that the current Directory and Communities are financially separated. Caroline's contacts say it takes 3 years to establish a magazine. Dan hopes that with our broad organizational base we can manage the magazine better than our predecessors.

### BOARD SELECTION PROPOSAL: Laird

Laird introduces a proposal that he and Betty have worked up. *[See Attachment E]*

Discussion: Harvey says he and Geoph have another possible approach — still very rough — which ties participation with responsibility. To have a say in board selection, a member would need to have participated in the organization at some level, and would need to be at the meeting when selections are being made. This approach might avoid the problems of having a self-selecting board — the responsibility of selecting new board members would rest with those who have taken on some tangible responsibility.

Betty: We have not been operating as specified in our bylaws. The proposal she and Laird created was an attempt to reconcile the bylaws with reality. Betty points out that there aren't many models for bylaws in consensus-based groups, and FIC is currently a board-driven group, not a member-driven group. A key concept is having open participation and encouraging input by people not on the board.

Ira is not totally opposed to the proposal, but prefers that people who come to meetings and who do FIC work be included in the consensus process to determine who'll be on the board (similar to Geoph and Harvey's concerns). Caroline says work alone does not suffice; the hardest workers in two groups she's been in have been Marxists ... in both instances, respect for their productivity gave them power, which they then used to shut down the groups. Since FIC is a consensus organization and depends on trust, we need to guard against manipulation. She feels it's valuable that this discussion has been opened, and that we should be careful. Harvey says maybe we should keep these sorts of agreements out of the bylaws; we can work up our board selection procedures separate from the bylaws. Ernest agrees that Marxist-style disciplined manipulators are a threat to political groups, but questions whether FIC would be an attractive target for such a take-over. Harvey sees potential for manipulation/take-over, because FIC resources are growing and may some day be sufficiently attractive.

Since we are incorporating anew in Indiana, we need to specify a Board member selection process. **Decision:** We will adopt option #3 on the Proposal as the way the Board will be selected, and will schedule a review after two years. **Task:** Strike a committee to examine the selection process during the next two years, and evaluate its success. The review will especially address the issue of non-board member participation in the process. *[Agenda item for our fall meeting.]*

### INDIANA INCORPORATION: Harvey

We have received verification of our incorporation from the State of Indiana. Harvey holds up the paper; everyone cheers.

**Decision:** Laird (as secretary) will keep the originals. People who want/need copies should contact Harvey.

Harvey explains there's still some work to be done. **Task:** Harvey affirms that he will continue to work on our 501(c)(3) application.

**Task:** Betty will help him with budget stuff. Harvey reports we have 15 months to apply if we want the 501(c)3 status to be retroactive to the date of incorporation.

**Decision:** A/C is empowered to make sure we have a proper employer ID number and other official financial information and documentation.

The group expresses its appreciation to Harvey for getting this job done.

### BYLAWS: Harvey

*[Note: Attachment F is a copy of the bylaws as modified at this Board meeting.]*

The purposes we list in the bylaws come from the brochure, and stress FIC as an "educational" rather than a "member service" organization. This is designed to get the most out of a 501(c)(3) status.

Don Pitzer may ask that "Center for Communal Studies" be added as part of our legal address.

*Continued...*

An area of substantive discussion is conditions of membership (section 5-A). Laird suggests deleting point number 5-A.2, believing that number 5-A.1 covers it adequately. A committee (Harvey & Betty) will consider suggestions over the next two days, and the Board will discuss it again on Wednesday. The committee will also review grounds for removal from membership by the board (6-F & 6-G).

Geoph and Harvey have changed 6-D; Betty suggests that the part requiring board members to be current or past residents of intentional communities is too picky to be in bylaws. Harvey doesn't agree. Discussion. Does "intentional community" include non-residential groups? Ernest compares Scott Peck and Arthur Morgan's perspective on this, agreeing in ways with both. Laird thinks that as a practical matter, active networkers are likely to come from residential communities. Betty points out that the residential requirement would exclude a bunch of our existing members, and suggests we word this more generally to state the intent without including the specifics. Bill agrees. Dan is comfortable standing aside.

**Decisions** about wording: *[Attachment F indicates final text as approved]*

- Discussion of wording in 6-F about "annual board meeting" vs. "first board meeting of the year". It was decided to use the latter, and to specify that the annual membership meeting will held in conjunction with it.

- Strike 6-I re vacancies and proportional representation, and replace with:  
"Decisions of the Board and its committees shall be made by consensus."

- Leave out phrase: "*or the A/C in the absence of the board*" in 6-M.
- In 7-A, drop the word "*annual*" and replace with "*at least one*."
- In 7-D, delete the final phrase "*except ...confidence.*" Question: can we really consider our meetings to be open if they aren't clearly announced to all members? What about A/C meetings? **Task:** Harvey will check into legal requirements about having a "membership meeting".
- Drop paragraph 7-G.
- 7-H needs work to be clear and accurate. We want our normal process to be that all members will be given notice at least 30 days prior to a meeting; however, the A/C can decide to have a meeting with fewer than 30 days notice, and they are still required to give notice to all members (even if the notice is less than 30 days). The committee will work on this point.
- Discussion of 7-J, regarding quorum and proxies. Harvey strongly prefers this wording over the old version, saying that the old was nonsense. A non-quorum should not be able elevate itself into a quorum without phoning others.
- In Article 8, Betty doesn't like the wording regarding "officers". We discuss legal requirements; the discussion was deferred to Committee [which subsequently decided to drop the issue].
- Discussion of check signing agreements in 9-C. What level of detail do we need in these bylaws? We agreed to reword the check signing policy, eliminating unnecessary detail.
- Reword 10-A, and drop last sentence of 10-B.

Tuesday Morning, Session 6

Harvey [F]; Elf [R]

**PROGRAM DEVELOPMENT:** Betty

Program Development is a first-time item for us. What are our priorities? Major parts of our program include the Directory, Communities Magazine, the FIC Newsletter, the '93 Gathering/Celebration, and FIC Administration .

Asked 5 questions for each of the projects:

- What have we promised?
- What labor it will take to meet obligations?
- What skills do we have to perform the task?
- Money?
- Potential benefits and returns?

The money question is important; Betty will do more work on the figures for review tomorrow.

**Timeline Introduced** (Geoph). [*Attachment G summarizes major areas.*] Chart covers the Directory, Magazine, and Gathering ... juxtaposed to highlight potential staffing conflicts. People with major responsibilities in any of the three areas are color coded on the master wall chart; other folks who will be involved in the work are not tracked here if their project responsibilities are unlikely to conflict with other FIC commitments.

Geoph is organizing the Directory Listings for communities and resources. The Articles section will be managed by Dan and his team at Shannon. While the schedule is pretty tight for the Directory, the Magazine is much more flexible (although subscribers haven't received anything in a long time, so we want to get something out soon). Betty will be guest editor for an issue on "Community Economic Development," and Geoph for an issue on "Vision & Leadership".

Caroline points out that our newsletter could be integrated into the magazine's schedule. We could supplement the four-issues-per-year intent of the magazine by substituting newsletters in the beginning. Dan and Julie have already worked out their newsletter production schedule, and have taken those commitments into account before signing up to work on the Directory.

Ira points out that it is difficult to do an overview our program development plans without also including planning/organizing work for the '93 Gathering. All agree, so discussion about the '93 Gathering is merged into this session. Betty begins with an update of...

**Where We Are On the Gathering:**

A number of meetings ago we brainstormed the Gathering, and last meeting we solidified the overall plan. Three meetings ago we decided on Evergreen State College (in Olympia, WA) as the site. A small committee (Betty, SYD, Caroline) has been working to develop and implement the plan. The three primary purposes of the Celebration: 1) skills, ideas, and referrals for seekers; 2) catalyze and/or reinforce connections among communities; 3) a public 'coming out' party/celebration for the movement.

Our original attendance projections were for up to 3,000 people. However, after discovering that Evergreen has only 700 beds available plus camping space for 200, the committee started looking at numbers around 1,000. FIC has paid a \$200 deposit to reserve the site — we'll have exclusive use of the entire campus for the week. Although conference fees were originally budgeted to start at \$375, early feedback indicated that the figure was too high. Camping may be a viable and economic option .... Seeds of Peace does facility set-up for camping, including soup kitchen.

Betty circulated handouts showing fee schedule options [*subsequently revised for Attachment B*] based on three kinds of registration: Pre-Registration, Early Registration, and Regular Registration. Day use of campus is also an option. The low end is now \$195, the top end is \$330, and subsidies (work scholarships, international travel assistance, etc.) have been budgeted to assist low-income participants. This still isn't necessarily low enough for community people, especially those living outside the Pacific Northwest, if you figure in travel costs.

We investigated a site in the Midwest, but the folks there felt they couldn't have it together by summer '93.

Questions remain about the cost of getting people to the Celebration — can we keep to the proposed timeline? Is the scope too broad? Should the focus be primarily on the seekers, or basically for communiterians? We opted to deal with the issues in this order: focus/scale, then timeline, then cost.

Discussion: Review the three purposes of the Celebration. Have we spread ourselves too thin? How do we help people looking to build community?

Gordon -- Wouldn't personally expect to get much out of it, and the cost is prohibitive; I would go just for the fun if it were close by. Not sure there are a lot of things that people could help Twin Oaks with. Ira -- T.O. does spend money on facilitation, childrens' issues, technical aspects of things. Laird -- There is a surge of seekers now. The Directory works for some, a face-to-face conference would work for others. Twin Oaks conferences in the past have helped coalesce groups starting new communities; that would be a natural part of Gathering. With all those people in one place, inter-community contact would be significant. Media attention is growing. It may not be the same in 5 years ... we should take advantage of this window. Tom -- Emphasize that the magic is gonna be there! Some people will be drawn by the 'technical skills' arena, some by the magic! Bill -- It's time to reach outward, emphasizing skill building. Maybe we could have check boxes on the pre-registration forms to get an idea of needs and desires ... and perhaps we could get more ideas for the program.

Betty -- I hear all three areas discussed (serve seekers, serve communiterians, and do outreach to the mainstream). I see how a focus in one would still shed light on others, but I don't hear a weight for one. If we focus on all three with intent to do them well, then we will exponentially raise the scale of what we are talking about. Is there a leaning to one focus? I think we could do a fantastic job for seekers.

Faith -- Bringing together resources is better for seekers, but as a communiterian I would look for something else, a gathering at a community level. The resource people, coming in early and working together, would likely become a tight group. Ira -- That's been true at the Women's Gathering. Tom -- Our ability to make money would be broader if the focus is on seekers, especially if the co-housing movement is one feature (yuppies can afford more). We could have sliding scale fees. Co-housing centers might also support the gathering. Harvey -- Seekers can afford our rates, and they are motivated to come because they are looking. What we could get out of it personally or as communities is likely different.

Caroline -- Originally we were aiming at a large number of seekers. As attendance projections drop, FIC's responsibility goes up for groups that are spawned off (interest is even heavier than in the late 70s). This may be a way to start getting systems in place for starting and helping communities — supporting our desire to help communities with their problems (since they don't usually ask for help). The more we orient it to seekers, the more our responsibility goes up (though I'm not against it).

Betty -- Start with resource people, build community for 2 days, then open it to seekers for the last 2 days. Caroline -- That didn't work for us. Ira -- I've seen it work. Harvey -- The BMW riders have a fence and gate, but don't allow anyone in early except those who made early commitments. Ira -- Could use hospital arm bands, color coded. Barbara -- SANE/Freeze has two sets of participants: professionals during the week, others for the weekend. Ira -- Consider offering scholarships for the first few days only to those living in community; would help limit early attendance. Laird -- Communiterians can more easily spare the time.

Betty -- I'd like to get support for a direction. Caroline -- I don't think it has to be either/or. My saying that "it won't work" came out of frustration. We can do both things as long as we are aware of, and make an opening for, those that come early. Seekers may have to work while communiterians don't; I don't think the fees would act as a restraint. Ernest -- At Arthur Morgan School we held family work camps. Some time went to work projects, some to creative discussion. That combination worked well.

Faith -- Gordon expressed concern that this would not be of much interest to communiterians. Would focusing the beginning on bonding alter your feelings? Gordon -- Maybe, generally. I'm concerned about keeping the wrong people out. I don't know if the idea of two separate conferences would work. Faith -- Let's focus on what excites us/you. I have a sense of excitement for doing some sort of celebration for those in community. I came to work camps and they were great - I worked and played.

Tuesday Morning, Session 7

Harvey [F]; Elf [R]

### '93 GATHERING & PROGRAM DEVELOPMENT (continued)

Laird -- Suggest we center on seekers, build from that. Create a sound financial base, and set up housing so communities would be close. Dan -- I've always seen our Board meetings as opportunities for communities to come together, so I'm for orienting the gathering to seekers if it would give us a firmer financial base. Faith -- As to Board meetings filling communities' need for interaction ... these are business meetings, exciting on some levels, but not others. I think a lot of people will not come. Betty -- These meetings don't even touch what we could do with the Gathering. Tom -- Agrees.

Fran -- If you had a seekers' portion for only a few days, that would reduce attendance because of travel. Caroline -- I think that's true of some people. There are some people flitting all over the country. Co-housing people travel all over. As a bioregionalist it appals me. Betty -- If it is important enough to move the site to the Midwest, then that means changing the date. Harvey -- We are forgetting that this is the first, not the only. There's nothing wrong with holding this in a place where many can get there economically. And recognize that some won't attend. Betty -- Of the handful of those that have replied, three quarters are from west coast. Faith -- Ditto Harvey.

Dan -- Moving it would delay us for another year. I think the location is right. Also, Native American goings-ons. I like the thought of doing it after the Directory; it's appealing in terms of our cash flow and availability of personnel, and new Directory sales there would be hot. Tom -- I would go for a West Coast site. If you settle on a site, the people will come. People will orient to a time and place. Financially, the magazine is a black hole parking break that will suck in money, and the gathering will cost money too. Vivian -- Lets organize it so it makes money. Y'all have products to market ... and community is a product. I see it as a wonderful experience, and a

profitable one too.

Geoph -- I think we'll get some people from Virginia, Israel, etc. — but half will be from the West Coast. We should address how we'll draw the communities there, because that will be most valuable for seekers. Bill -- Have communarians there early. I look forward to exhibits. Harvey, Betty -- An emphasis on seekers would increase work for advertising; an emphasis on communities would increase work for programming. Finding key people to head those committees is important.

Harvey -- are we ready to leave this for the steering committee? Laird -- I think the first and second focus are interrelated. It is easier to focus on what will work for seekers, less easy to determine what will work for communarians ... so I'd like to focus on seekers, and be sensitive to making it work for communarians.*[Agreed]*

Harvey -- And orient the weekend primarily toward seekers. Laird -- Gear our outreach to bridge between the greater world and communities. Caroline -- What will we do when everyone gets there? Before we get a program person, we need to define our direction ... what program elements do we emphasize?

Ira -- Are we gonna talk about money? I don't think there is enough income coming from Directory sales to fund all our projects. I think we need other funding sources for the gathering. Betty - The Celebration's current budget does not include Directory funds, although we may consider using Directory profits as a source of a loan. Before finances, we first need to work on our purpose, goals, and program.

Barbara -- I really like the co-housing idea. Have maybe 10 groups, major types, to cover particular areas in depth. Could have summary panels that would cross-reference different groups. Some people want to focus on one group and see what it means to live in community; a suggestion was made to study 5-7 example communities in depth.

Someone expressed interest in featuring native American decision making methods. Ira -- I'm concerned with the idea of white people doing it. Caroline -- Sophi would probably do it. A major difference is "time" ... it is on the bottom of the list in Native American priorities. That time factor could drive some people crazy.

Caroline -- I don't think (Barbara's plan) would work well to form communities.

Ira -- I have a preference that we don't pay resource people or speakers a lot of money to come make presentations. Bill -- Second Ira. I think one day devoted to six styles of communities would be useful. Harvey -- I think there is a temptation for organizations to undervalue what they have, and to look outside for valuable people (Speakers). We have the ability to get real experience and info out to people .

Betty -- If I'm choosing to go to a conference, the names can make a difference for me. Vivian -- I think the subject matter would be a big draw for me. Dan -- I think we need a few names to get media there, but we aren't relying on them to tell what community is about. Caroline -- I think some speakers are well-known because they have a lot of wisdom, I think we tend to forget that. If they have a big name they may not be empty ... are we throwing the leaders out with the bath water? Geoph -- I don't think we need names, necessarily. The CoHousing Conference had good media coverage and no big names.

Laird -- It seems an opportunity for a focus on forming communities. Overlap is ok. It would be powerful to have a panel of people who have founded communities. Could focus on issues of social dynamics of groups. What did they think was important when they started, what's changed, what would they do differently? What are their perspectives now? How to ask for help? How to grow and split, and the issues involved. How to survive the departure of a large number of members? Harvey -- Topics like the articles in directory, but beyond.

Betty -- There are opportunities for lots of work to be done. I need assistance in generating that interest. Caroline -- Do a telephone survey on each coast for 30 or so communities. I was asking Geoph about opportunities for personal contact with people willing to help with the work. My experience is you do grassroots advertising by phone or in person.

Dan --- Would like to see drumming and dancing. We should be able to get some sort of percentage going for the drummers. Caroline -- There is a potential conflict between Native American people and this emerging drumming.

Dale -- You are also going to also have people that are thrilled to study such a broad sampling of people. They will want to survey people; they may see this as a once-in-a-lifetime opportunity. Betty -- We might recruit someone with those interests for the steering committee. Harvey -- They did ask how they could help. Dan -- We have the same interests as they in terms of learning who we are.

*[Take a group photo before lunch. Pay Faith for costs at Celo.]*

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Tuesday Afternoon, Session 8

Barbara [F]; Laird [R]

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#### **ADMINISTRATOR/STAFF: Betty**

We're at the stage as an organization where we can no longer carry out our mission solely with volunteer labor. Among A/C members (plus Geoph) we are already doing work each year equivalent to nearly two full-time staff persons. At the last Board meeting, we agreed to empower the A/C to borrow up to \$10,000 for staff labor. The A/C felt (following the October Board meeting) that we can reasonably take \$1,000/month from the Directory income stream — to cover administrative, magazine, and other costs — without jeopardizing the financial health of the Directory, or its ability to repay its debt in a timely fashion.

Betty started doing Administrator work in February, concentrating almost wholly on the Gathering rather than other FIC work. \$2,500 in expenses have been incurred thus far — \$1,500 to Betty, \$500 to SYD, and \$500 for travel costs.

Betty projects that we need one half-time staff position for the remainder of the year to fund coordination of the '93 Celebration. Ira asks whether staff is looking closely at which jobs might be done by volunteers.

A concern here is that the compensation rate (about \$10+/hr), coupled with the amount of work needed, may not be enough alone to cover

Betty's basic financial needs. At the same time, she is bothered by the fact that the rate of compensation is significantly more than what others in the organization are getting (Directory work is generally compensated at \$5/hr). She would like this to be more equal, yet questions if we can afford it.

Dan wonders if this dilemma is only a temporary thing, as the organization will mature and become more financially stable. Ira sees the situation differently because Betty is not living in community, and hence does not have other people to support her networking work. Ira thinks different rates should be based on needs, and should not be seen as a reflection of the worth of the work. Harvey feels it makes a difference if doing FIC work is a main focus in a person's life, as opposed to doing something on the fringes. Geoph concurs. As does Faith.

**It is agreed to hold this input in view when the budget is considered Wednesday.**

## OTHER ORGANIZATION/COMMUNITY CONTACTS:

Dan notes that we are trying, for the first time, to save time in plenary by deferring to the Newsletter all reports of network contacts made during the past six months — except in those cases where action needs to be taken. Bill requests that in future meetings we devote some time (perhaps 30-60 minutes) to these reports.

### Federation of Egalitarian Communities (FEC): Ira

Ira presents. Twin Oaks is hosting a communities conference on Labor Day weekend, Sept. 5-7. It is officially sponsored by FIC, and Ira would like a flyer announcing this event stuffed into the next mailing of our newsletter. She would also like press packet support from FIC, and the names of people at any East Coast communities to whom she should direct a mailing soliciting participation. Ira would like to have FIC people present at Twin Oak's conference to promote the '93 Gathering. *Task:* Dan will send contact names of communities to Ira, via e-mail.

Laird reports that Twin Oaks Indexing has agreed to do an index of the FIC minutes, and it should be done by June. *Task:* As soon as he gets back to Evansville, Dale will send photocopies of a full set of minutes to Aidan at Twin Oaks. If Dale does not have a full set, he will notify Laird of those meetings he is missing, and Laird will send copies of the missing ones. [Ed. Note: Responsibility for this task was later shifted to Dan.] *Task:* Gordon agrees to explore the possibility of getting spiral-bound copies of indexed minutes, with the little-used machine for this available at Twin Oaks.

### NASCO (North American Students of Cooperation): Geoph

Geoph did a slide show at their last West Coast institute, at UCLA in Oct. There's an opportunity to solicit for student interns to help in our work, and Geoph encourages us to take advantage of it. Elf reports that most students do this in the summer (because of the school calendar), and that it's probably too late to get anyone for this summer. This could still be a great opportunity in future years. Is there interest in getting a letter written on this? Harvey is willing to work with others to do this. [*Loose end.*]

**Decision:** We will offer NASCO a trade of organizational memberships. *Task:* Elf will extend this offer, also asking for an exchange of newsletters, and suggesting participation in each other's Board meetings and institutes.

### Student Environmental Action Coalition (SEAC): Harvey

Harvey reports that we're now exchanging newsletters, and that there are student intern possibilities as well.

### Emissary Network: Tom

Art of Living classes are being given in Eastern Europe, where there is strong response. At last year's annual conference in Europe (held in Hungary), a third of the participants were Russian. Difficulties in finding a common language presented opportunities for other forms of communication (dance, chanting, art, etc.) There is also strong interest in more spiritual focus at Emissary communities, and a surge of interest in men's activities.

Glen Ivy has sold the spa to a private entity, though the Emissary community continues to be an active center. The group in South Africa has moved out of the leased hotel and into Stellenbosch, a new piece of land, where the Emissaries are pioneering a new, more equal relationship with the blacks and Coloureds. Emissary seminars in Korea are very strongly attended. Green Pastures' population has dropped slightly in recent years, though interest in the community appears as strong as ever.

Green Pastures is struggling with health care costs and insurance. In this regard, Ernest reports that at the Arthur Morgan School they have successfully established a program that sets aside some money for minor problems and then insures through a commercial carrier with a \$5,000 deductible. Betty follows this with a note that possibilities for communities working together to meet insurance needs (whether fire, health, or whatever) is an exciting prospect of the '93 Gathering. At Sunrise Ranch, one member is available to local police for help when suicide attempts come up. This has been both an opportunity to do social service, and good for public relations.

Emissaries have recently had a lot of contact with Kripalu, and have influenced that community to experiment with moving away from their practice of eating in silence, segregated by gender. Emissaries are organizing a Celebration of Life, November 14, where people can attune to this value at the same time, all over the world, through meditation as well as teleconferencing.

### Institute for Sustainable Living: Pat

ISL started about four years ago, in Massachusetts, and moved to Virginia just over a year ago. The general intent is to create a model of a total healthy community, with population of about 100-150, with as much self-sufficiency as possible. The group is organized with total income sharing. Current cash flow is dependent upon two outside jobs. Flexibility is a key value, within the regimen of sustainability. A great deal of effort has gone into thinking through the challenges of this model, and planning before acting. Current population is five



adults and one 1-year-old. They are now living on a 10-acre property they own, yet expect to move soon to a much larger piece, perhaps 500 acres.

#### Center for Communal Studies: Dale

Dale works about 12-15 hours/week (Tuesdays and Thursdays), as our secretarial staff at the FIC headquarters. The Directory has generated about 75% of the current flow of contacts, which are coming in steadily. Each Thursday, he sends out a packet of mail to each designated FIC recipient (Betty for financial and Gathering, Dan for membership, and Laird for Directory or anything which is not routine). There is also a continual flow of inquiries from media.

Betty asks if the Center could act to collect copies of all print exposure (or tapes of television or radio exposure), and Dale assures that they hold anything of that nature which makes it to them. **Task:** Dale will send copies of any FIC print media exposure to Dan, for possible use as a reprint in the newsletter.

**Task:** A/C needs to clear up who's to maintain the FIC membership list, and whether it's necessary to do it at the Center.

Tuesday Afternoon, Session 9

Faith [F]; Laird [R]

#### FIC's FINANCIAL COMMITMENTS AT USI: Betty

For the past three years we have had a matching funds arrangement with USI where we each put \$1,500 into an FIC account for funding both secretarial services (salary) and office costs. We have had continuing problems in trying to get accurate information about what is charged to our account, and why. Immediately following last fall's FIC Board meeting, we wrote a letter outlining our difficulties in this regard, copying both Don Pitzer and Mary Sherrod (the head of USI accounting); to date no response has been received. In addition, our account was charged extra for student labor — even though we had specific prior assurance from Don that this would not happen.

Because USI operates on a July 1-June 30 fiscal year, now is the time to decide whether to continue any financial arrangement with the University for the coming year. There do not appear to be significant advantages to having functions done at USI, excepting prompt handling of inquiries from a stable, community-neutral address.

Betty favors minimizing work done at the Center, and continuing the mail forwarding function. If the accounting problems can be resolved, Betty favors continuing at the Center; otherwise, the gain is not worth the headaches. In phone conversations with Don, Betty believes he wants very much to resolve the difficulties and continue the FIC's presence at the Center.

Harvey asks about the transition from using a secretary one day per week to two days per week, without any increase in funding commitments from USI. When this was done, where did the additional money for salary come from? We were informed of the increased hours only after the fact. Because there is sharing of staff time between FIC, CCS, and CSA, who pays for what has always been fuzzy? Betty responds that it appears likely that much of the extra secretarial time is needed to do FIC work, though there is no clear evidence about how much might be needed for CCS or CSA work.

Betty learned from Don this winter that the University is now viewing the first \$1,500 placed by FIC in the joint account to be earmarked for salary, and that any office costs are wholly FIC's additional responsibility. This represents a change in our past understanding, which appears to have been a unilateral shift by USI. At the same time, Betty reports that no money for salary has been taken yet from the FIC's portion of the matching funds, though Don said this would be happening. [Don thinks these are the University's policies, though they do not reflect how we have actually been operating.]

Faith wonders if we could continue the relationship with USI if we clarify our terms in a letter. Ira suggests that the Center staff handle as much routine work as possible to free the Administrator for other work. Caroline points out that cutting off the Center totally means we have to find another address ... which is awkward. Also, even if there are inefficiencies at USI, we still are getting the benefit of \$1,500 in salary from the USI match. **Decision:** At this time, we do not want to pull out of USI entirely, and will commit to a maximum of \$1,500 for USI's 92/93 fiscal year.

Concern is raised that pushing the University on this may result in tighter controls — which may clear up confusion, but at the same time afford us less services. Perhaps it's better to just limit our money contribution and not worry how the USI account is handled by USI.

Betty proposes that we write a letter to USI, strongly worded, to try to set limits on what we will pay. No student wages; no undocumented purchases; a maximum of \$1,500. Then if we can get the details sorted out, we approve paying them \$400 for FIC office costs for the coming fiscal year, and are willing to pay up to \$1,500 more for salary, if we can be assured that it will go only to salary for the FIC secretarial staff at CCS.

Harvey asks if USI's current practice of not billing FIC for any salary costs appears to be ongoing? He asks if we can get signature control on expenditures over a certain amount? Betty is not hopeful in either regard.

**Task:** Betty will work on a draft letter to USI, outlining how we wish to proceed for the coming fiscal year; A/C will review.

#### FIC LOGO: Harvey

A variety of responses have been received, including some variations on Ben's original theme, submitted by Ann at Sandhill. Caroline likes the flow of Ann's submission.

Betty prefers that the images be solid color (or possibly black), and not white, for strength of visual image. Or the reverse (white figures against a dark background). Pat prefers the grays from a values standpoint — the world is full of grays, not blacks and whites. Concern is expressed that the contrast may not be strong enough done this way.

Preference is expressed that models be done both with grays and with blacks and whites. At the same time, different lettering styles can be offered. **Task:** Faith will work up models based on the preferred choices, and submit them at the next Board meeting.

### FUNDING STRATEGIES: Betty

To do grant writing we need our own 501(c)(3) status, or need to be in association with a group that does. While we are starting work to apply for one in our own right, we need association now for grant purposes. The easiest approach is to use another non-profit, either TIDES or CESCI, as a pass through. **Decision:** To apply to TIDES for a grant pass-through relationship. **Task:** Betty will approach TIDES for this purpose.

Betty presents a list of grant possibilities that have been explored:

- Ben & Jerry's Foundation (child programs appear most fundable)
- Fred Meyer (no)
- Frohlicher Foundation (Indiana oriented: we're an IN corp)
- Getty (no response yet)
- Jones Foundation (peace issues)
- Kellogg Foundation (no response yet)
- Lilly (Indiana oriented; be careful to work in conjunction with CSA, not competing)
- MacArthur Foundation (more mainstream, though progressive)
- Mars Foundation (the candy folks)
- Medina Foundation (no response yet)
- Mott Foundation (not likely)
- Murdoch Foundation
- New Roadmap Foundation (possible for small amount)
- Newman's & Friends (no apparent criteria)
- The Green Foundation (video possibility)
- TIDES

New possibilities suggested at this meeting:

- Blaffer Trust (Jane Owen of New Harmony; very oriented to community)
- Washington State Endowment for the Arts (for community entertainment)

### Funding Strategies (*Continued*)

Geoph suggests looking directly for grants to help fund participants from Israel (try Yaacov Oved) or Japan. Caroline suggests approaching the P.R. people at the embassies in Washington, DC, for leads on who to approach for foreign travel grants. Geoph suggests approaching major transportation companies for grants or subsidies.

Betty would like to see FEC's "Friends of Community" program used as a model for developing the concept of planned giving from individuals for FIC's program. Ira suggests that contacts be approached individually, if possible. SYD formerly managed Friends of Community for Federation, and has expressed interest in working on a FOC program for the '93 Celebration. **Task:** All to supply Betty with leads of philanthropic individuals to approach.

So far, a \$1,000 seed grant has been received from FEC, and a \$650 loan from ECN. Betty would like to see other community organizations and individual communities approached for grants as well.

Tuesday Evening, Open Discusion

Bill [F]; Elf [R]

### THE DILEMMA OF SUCCESS

Participants begin by sharing current experiences at their communities on questions about fullness, and the flow of inquiries and visitors. Next they talk about challenges to the movement in trying to meet the growing need for opportunities in and information about community.

Ernest -- Celo is feeling full, and has been for some time. For many members, 30 families is enough; with 45, we might not know each other well enough. The community has agreement that it will accept only two new members or families per year, and there are currently 17 on the waiting list. For the last few years our flow of seekers has greatly exceeded our capacity to offer a home; I have to be helpful and discouraging. Beyond the actual property, Celo has had a considerable impact on the local area. We started the local food co-op, for example, which is 80% non-Celo; many people settle in the area and help create a wider social community — even if they are not "officially" members. At the same time, Celo has not been particularly active in the community movement.

Gordon -- Twin Oaks has 85 adults and about a dozen children, which is an all-time high. After more than a decade of steady population, the community built a new 9-room residence last year and filled it immediately. We are now planning another residence, and have a waiting list of 10-15 people. The feeling is that things are different than in the recent past ... more people wanting to join. Yet the biggest change is that fewer are leaving.

There is considerable focus right now on the question of growth. Most members favor growth that is well-planned and gradual, yet some are concerned that prospectives ready to join now may not be willing to wait for openings.

East Wind, our sister community in southern Missouri, has about 50 members right now, which is full, or nearly so. They are planning to

build more residences.

Geoph -- This phenomenon of communities filling up is occurring across the continent, and is not just a regional experience. It is important to note, though, that not all are full. Just a few years ago, most of the communities listed in the Directory said they were looking for new members. It will be very interesting to see how much that has changed when we get the questionnaire responses for the listings in the new edition.

Dan -- At Shannon Farm, we are close to our limit of approved house sites. While recent survey results indicate that most members want to grow to a somewhat larger population and fill all the house sites, there are a few who are resisting this. Shannon recently purchased adjoining land, and the community is now going through process to decide whether or not to establish a new housing cluster there. In addition, there is a 200+ acre piece of property just 1-1/2 miles up the road that is coming on the market, and some Shanonites are thinking of buying that to provide further housing options for community-minded folks. It adds an interesting element, and gets into the question of growing and dividing; — people want to see the social network expand, yet are concerned about dilution/disruption of the friendships they now have.

Caroline -- Alpha Farm expects to have all of its room spaces filled in another month. While inquiries and visits seems to be up slightly, we are not experiencing a marked increase. We want to build more housing, yet land-use laws in Oregon make that very difficult. Consequently, a state committee has been created to look at the idea of drawing people out of cities and into villages, and we are working with the committee to change state laws. Land cost is very high in our area, and we have done some preliminary thinking about starting another community by dividing our land, though decisions have not yet been made.

Harvey -- Dunmire Hollow has 9 adults and 4 children, which is less than capacity. Inquiries seem steady, though there appears to be a trend toward fewer form letters, and more that are written specifically to Dunmire. This matches well with the community's interest in being more selective about possible new members.

Harvey notes that Rachel Summerton, the person who handles correspondence at Padanaram Settlement in Indiana, recently reported that research at her community showed that very few inquirers become new members; mostly growth comes through word of mouth.

Tom -- Green Pastures population is at 72 adults, down slightly over recent years, and down considerably from a peak of about 120 in the early '80s. Members are content that the numbers are lower, and less crowded. Turnover is quite low and membership is stable, making possible a different kind of experience. We know each other better now, and it is noticeably easier to balance the **Discussion: The Dilemma of Success (Continued)**

budget these days. We have steady interest from seekers, and our standard approach is to ask prospectives to first develop a relationship with us, so we will have a basis for making a decision. We are not in any hurry to grow.

Caroline -- Every time a family is considered for membership, I think about where we can come up with \$6-8000 for the increased expenses (with an individual it is less). Or, alternatively, where can we cut costs.

Tom -- This is an age-old discussion, whether to cut back on expenditures, or work to increase income. People are divided over this question at Green Pastures.

Laird -- Sandhill has only one empty space right now, and we were completely full for seven months last year. We are starting to talk about growth but have no immediate plans to build more residential space.

From the perspective of Secretary (correspondence) and Directory manager, there is a definite increase both in the number of people looking to join existing communities, and those wanting to start new ones. It is hard to tell how much the Directory is stimulating this demand, and how much it is simply servicing it.

While many of the more established communities are reporting they are full or near capacity, there are more groups forming these days as well — and they are almost all looking for new people. To be sure, joining a forming, small community may not be a suitable substitute for joining a stable, larger one ... yet we need to keep in mind that there is an ongoing role for the Fellowship in assisting recruitment, even as some communities fill up.

Is there a role, I wonder, for the FIC in helping full communities explore the challenge of dividing into two or more groups? Or in providing more services for forming groups ... given that opportunities to join existing ones may be diminishing?

Tom -- Although Union Acres has only been in existence for about three years, of our 24 lots only a few north-facing ones remain unselected. We are almost full. We are seeing a strong interest in community, even without doing much advertising.

Pat & Mark -- Institute for Sustainable Living is only 5 adults and a baby, yet we have a vision and plan for becoming a sustainable village of 100-200. For now we have bought an interim 5-acre farm which we are using as a base to attract and recruit new members. We have not had any new members join in a year, though some are thinking it over. Our commitment to income sharing and consensus have proven to be barriers for most prospectives, and it is awkward not having any empty bedrooms in our small house.

Harvey -- I have found that those in their 20s are more apt to be interested in starting their own community, while those older are looking for something already established. Don Pitzer says there has been a rise in inquirers received at the Center, starting last fall. Hard to say how much of that is stronger interest, and how much is people knowing better where to go for help.

Caroline -- We can probably never know all the factors that have led to this increase in community interest. Scott Peck, author of The Different Drum, probably deserves some of the credit; also the work of the Foundation for Community Encouragement, which he started. Alpha has had a lot of people who contacted us after getting excited by Peck's work. I have noticed, though, that while people interested in starting communities often ask for advice, they seldom heed it.

Faith -- After a long, stable period at less-than-capacity, The Vale (OH) is now nearly full and there is a much stronger flow of inquiries.

Ira -- I wonder what we could learn from the Hutterites about the dynamics of successfully growing and splitting. Twin Oaks experimented with this during the last surge in community interest — during the late '60s and early '70s — and East Wind is one of the groups that resulted. While the child has survived and grown to adulthood, most people at Twin Oaks feel that East Wind is much too far away (1,000 miles) to benefit the parent as much as might be desired. Current interest about growing and splitting is focused on a new community that would be within easy walking distance of Twin Oaks.

Dan -- Yes, start new communities. I think one reason we are so hot for our new piece of land at Shannon is the idea of growing into a sustainable village. Because new communities often fail to survive, I am concerned about the assets — land in particular — being lost to the movement. Perhaps we could start a land bank, and help a new group move onto the property when a previous one fails. It's so frustrating when the hard-earned assets of community efforts slide back into the same dysfunctional, capitalistic system. We don't even need to hold the specific piece of land, per se ... we could sell it and buy something better suited to a different situation.

Clark -- The Nature Conservancy has created a land bank called Farmland Trust. They might consider working with communities as potential stewards of land placed in their trust.

Betty -- To build on that idea, over the years I have been aware of a number of people who have land that they would be willing to donate to a suitable forming group, or make available on easy terms.

Geoph -- A lot of people ask me how to learn what it takes to build a successful community. I always encourage them to visit existing ones that are set up with values similar to their own. Maybe we need a community college where people can learn these skills.

Dale -- Because the Center continues to receive academic inquiries for information about communities, Don is thinking about creating opportunities for advanced, graduate-level studies.

Harvey -- CSA reports there is no place in the U.S. to get a graduate degree in community studies, and it is difficult to create one — it requires an interdisciplinary approach, and currently no university has more than one professor doing work in this arena.

### **Discussion: The Dilemma of Success (*Continued*)**

Caroline -- Ann Temple is attempting right now to establish a curriculum on communities at New College of California (in San Francisco); it will take some time to satisfy the requirements for accreditation.

I want us to take a moment and look at this question of "fullness" from a wider perspective. Essentially, the communities movement in this country is a white, middle-class phenomenon ... and our sense of adequate space, resources, and standard of living come out of that background. In Harlem there are any number of single buildings that house more people than the total of people who live at Celo. If the threat of serious economic collapse becomes a reality, we may be facing pressures to accommodate numbers way beyond anything we are now experiencing. At Alpha, we have started looking at what we could do in an emergency, and we believe we could handle 200 for two months; at the right time of the year we might be able to handle 1000.

We analyzed our needs on six different systems levels, and discovered that we are wholly self-sufficient right now in entertainment only. Even on a farm back in the hills with a strong interest in self-sufficiency, we are tied very closely to the dominant society.

Bill -- There are many people that aren't even homeless, who are always coming up \$200 to \$300 short — they are always desperate and vulnerable.

Tom -- On the question of splitting and forming new communities, the Emissaries have always taken the position that new groups — however closely aligned with the Emissaries spiritually — must ultimately succeed on their own, and accept full responsibility for their own fate.

Laird -- With the increased flow of information from forming groups, I have been in a position to put those in the same area in touch with one another. For example, there are four groups forming in the Tucson area that were not aware of each other, and three in the Minneapolis area. I welcome any leads anyone has about forming groups, so I can serve as a clearinghouse.

Ira -- At Ganas, in a very crowded city, they have just been packing them in. The values they promote and are most concerned with tend to be somewhat different than those of other communities. Yet they are doing very impressive work with cultural diversity by engaging people at whatever level they're at in their lives ... offering a variety of ways to be exposed to community.

Wednesday Morning, Session 10

Betty [F]; Gordon [R]

### **SECRETARY'S REPORT: Laird**

It's been a busy year, and the Secretary's work load has increased to about about five hours/week, mostly telling people where to go for information. People seem pleased with the information.

We recently had exposure on "All Thing Considered" on National Public Radio. Harvey wrote a response, asked for a transcript, and passed along Directory order info, etc. As Secretary, Laird worked on the letter too.

We recently received a letter from Koininia in GA, a member community, saying they couldn't come to Celo because this weekend is a big celebration for them. They also asked about the degree of FIC encouragement of polyfidelity and other sorts of non-traditional sexual practices. Laird thinks getting a letter like this is positive — a door opened — and sent them a response.

We got a letter from Raj Yoga Math & Retreat, a monastic community in the Pacific NW. They've had some financial troubles, in part due to a fire. This raises the issue of what sort of involvement FIC could have. Dan says he doesn't think RYMR is an FIC member, and that he and Julie don't put a lot of newsletter space into non-member groups. Laird advocates that we generally help publicize crises like this. Dan

says this could open a large door, and we need to be aware of that.

Is there any objection to putting this type of info/plea in the newsletter? No reservations were expressed, though we would differentiate between this and less extreme "crises". **Task:** Laird will send the info to Dan for the newsletter.

FIC was solicited to participate at an event this October, at Oberlin College: a "Media/Medium Conference". Laird told them that we're interested in more information. FIC already knows of three other fall events, so we've made no commitments at Oberlin. Harvey might be interested in going; he knows people he could stay with.

Ira asks if we're doing anything to make sure we're represented at these other events. Bill Land and Dale might go to Padanaram. Harvey is going to CSA. What about the CSI conference in Yellow Springs? Faith heard that Raven Rocks will be featured there this fall, and she says that Warren Stetsel of Raven Rocks is a very good speaker. **Task:** A/C should look into getting people to attend these fall events.

Laird received a book, Right Now, from a Directory purchaser. The author admires our work — he's part of group called Emerging Society (no other information available). The book is self-published.

#### TRAVEL COSTS ANALYSIS: Harvey

Harvey reviewed Board meeting and travel cost info that he collected at the Vale and at Lama, including the average distance traveled, total miles, total cost, etc. Here's how the numbers came out:

**The Vale:** Last Spring, in getting to The Vale, Board Members and Alternates paid \$2245 to travel 27,000 miles at an average of 8.3 cents/mile. I have no records for the support people (mainly Jenny and Elf; Faith is included in the Board totals).

*(Continued)*

#### TRAVEL COSTS ANALYSIS (Cont'd.)

**Lama:** The Lama meeting was attended by 9 Board Members, 3 Alternates, and 4 Support people. The travel costs for this dedicated group totalled \$4,350 (Bd 2400, Alt 780, Supp 1170) with over \$2600 contributed by the individuals themselves, and the rest by communities and networks (Alpha, FEC, and EDL). The meeting participants also paid \$10/day for food, and did work for the Lama Community in barter for their usual conference fee.

The Bd (25,900 mi), Alts (8,300 mi), and Support (13,600 mi) travelled approximately 48,000 miles at a cost of about 9.1 cents/mile. The minimum one-way distance (by road) was Laird's approximate 1200 miles (he then travelled another 1400 miles to Alpha Farm for the later committee). The maximum was David and Carol Thatcher's 2000 miles from Vancouver.

**Celo:** To get to Celo, 8 Board members travelled a total of 26,000 miles at a cost of \$1764. 1 Alternate covered 1,250 miles for \$50. 6 Support folks travelled 6,000 miles at a cost of \$480.

To get to The Vale, the average person travelled 1,930 miles. Round trip to Lama, the average was 2,990. The Celo average was 2,200 miles. Whew! A lot of travelling!

#### COMMUNITY P.R. Laird

**MONIQUE'S VIDEO:** Laird proposes that FIC support Monique Gauthier's work by including fliers (which she would provide) in our out-going mail (as appropriate), keeping fliers at the center, announcing it in our newsletter, etc. And that we prepare a statement saying we think it's a good introduction to community, that it focuses on how current communities are different from past ones, and that it helps to dispell the myths of the '60s commune. Laird does not propose that we distribute the video. Bill thinks we should support it as much as possible, maybe doing even more in the future.

Laird has given feedback to Monique and Dan (her partner), and reports that they plan to change some packaging aspects to deemphasize the '60s influence.

**KAT'S BOOK.** Kat Kinkade, a founding member of Twin Oaks and author of A Walden Two Experiment (which sold 20,000 copies and introduced many of us to community) is now nearly finished with her second book, a mix of theory and personal stories. She's working with T.O. to get it published, and has asked Laird if FIC would want to assist with marketing. Laird would like FIC to help if the T.O. community decides to ask us.

Laird asks if FIC is willing/interested in being associated to some degree with books about community and individual communities. Gordon says we could ask FIC communities and individuals if there are other books around, so all will know our current interest in supporting other books too. Laird explains that he turned down an offer (as an individual) to help market Builders of the Dawn. Faith says Laird could as individual agree to promote Kat's book. Geoph wonders if Laird would still turn down B of the D at this point in time, though we'd definitely need to screen books. Caroline: we'd have to set criteria for screening, and thinks supporting Kat's book isn't out of line ... but we should define our critieria. Laird says he'd be doing it as individual, and wouldn't be using FIC resources. Ira points out that the FIC, which T.O. is very active in, has supported Laird a lot while he's learned the skills he'd be using in book promotion.

Betty sees three questions for our discussion: screening criteria, supporting Kat's book in particular, and Laird's freedom to do individual work in marketing. Is there agreement that A/C chew on the criteria question? Tom S. suggests case-by-case consideration, not pre-agreed criteria; book authors and others can promote themselves through Directory ads, etc. Geoph favors criteria ... he thinks promoting useful books and other resource material is a good arena for FIC activity. Dan agrees with Geoph, and thinks maybe some day this could become another source of income. He thinks our experience should be helpful in evaluating different books. Faith dittos Tom S. about keeping it simple. She's not sure it would make money, and wants to guard against spreading ourselves too thin; she also wants to support Laird's work. Caroline likes the proposal to refer this to the A/C; thinks there will be other books coming along; that Laird has significant talent developed; she doesn't have specific ideas re policy; the question needs more thought that needn't be done here today. Geoph would like us to review possible criteria; says Laird has good skills that are valuable to the movement, and we need to make sure that he both uses them

and teaches them to others. Harvey says the worst thing would be if FIC is perceived to be arbitrary in what books it supports; so criteria very important. That needs to be settled before we decide on several books and possibly hurt our reputation.

**Decision:** Committee established to work on Criteria — Harvey (maybe), Pat (ISL), Geoph (as available), Bill.

**Task:** A/C is charged to examine the merit of adding this service in the context of FIC's tendency for over-extension.

Faith wonders if A/C is the best place for this task, since A/C is already over-worked. Maybe other committees should be established for this sort of thing. Is a non-A/C committee a possibility here? General agreement is apparent.

What about Kat's book? Geoph says that since we don't have criteria at this point, perhaps Laird should do this one on his own, without official FIC sanction. Laird says it's appropriate for FIC to look at criteria, but Kat's book needs work now; he has placed himself in the book world through his FIC contacts, so there will be an association made with FIC even if he doesn't use FIC letterhead, official title, etc. Laird isn't necessarily advocating that FIC take a position on Kat's book; but whether or not there's an official FIC resolution, his connection to FIC needs to be considered. Caroline sees no reason that Laird couldn't reputably use his skills without involving the FIC — this kind of thing happens all the time.

**Decision:** Laird is given approval to use his skills (and more significantly, his contacts) to help promote Kat's book. No objections.

**TRAVEL SUBSIDY:** Harvey

Harvey presented some general considerations, and a proposal based on them (previously posted on e-mail). Numerous appreciations are voiced. Caroline suggests we approve it. **Decision:** Proposal accepted. [See Attachment H]. There will be a chance this afternoon to discuss allocation of money.

**BYLAWS (Part II):** Harvey

There has been a suggestion that we approve the Bylaws as they were changed by committee last night. If anyone has questions or problems at this time, we will put off consideration until that person/people has read the revised version. It is proposed that we go over substantive changes in this meeting. Proposal opposed. Brief discussion ensues. **Decision:** Harvey will leave a review copy on the table, with areas of substantive changes highlighted; we will do a final review this afternoon.

**T-SHIRTS:** Dan

Dan showed logo samples provided by John Sisson. John has the business angles down pat, and would be willing to produce shirts in color at a cost of \$7.50 or less per shirt (black & white might be a dollar or so less). Some people expressed dislike of the designs that mix upper and lower case letters in "FiC". Dan wants the rose thorns more developed. **Decision:** Noting the feedback already expressed, the T-Shirt Committee has the go-ahead to produce shirts in time for the Sept. conference at Twin Oaks. Money will be provided up front by members of the committee. Ira suggests emphasizing large and extra-large, NOT small.

**AUCTION:** Laird

This idea came up at the Lama meeting during a fund-raising brainstorm. It is generally agreed that this is a groovy idea. There are lots of possible auctionable goodies, e.g., retreat time at Lama (because of our positive labor balance there). We need an organizer; Caroline suggests Lief from Alpha. The organizer's job would include putting solicitations in the newsletter, and telling people who organize public events what auctionable stuff is available. **Task:** Caroline will check with Lief and Alpha to see if he's interested and available. Ira suggests listing a minimum price for items. Possible events up-coming: July 4th at Alpha; the Sept conference at Twin Oaks; CSA in autumn; etc.

**CALENDAR:** Faith

Have located a Canadian company that charges \$.99 each for a minimum order of 1,000 (sample passed around). David Thatcher has withdrawn from this project; Faith and SYD are continuing. Faith asks for help in contacting communities, getting photos, etc. **Task:** Faith will provide script for persons willing to help, and will research the possibility of getting recycled paper. **Tasks:** Betty will solicit at Chinook; Ira at T.O. and maybe elsewhere, possibly Bill and Tom Stars. Communities will be asked to provide interesting dates, etc., for calendar entries. Tom S says the Emissaries did great with this idea a few years ago. It's already too late for '93. **Decision:** To proceed with this project.

Wednesday Morning, Session 11

Faith [F]; Gordon [R]

**BOARD SELECTION:** Betty

Betty recaps criteria for Board eligibility, terms, etc., illustrated by a big beautiful chart of Board membership history. David Thatcher has resigned. Betty reviews who on the Board might be dropped because they've missed two or more consecutive meetings (A/C

recommendations). **Decisions:**

Don Pitzer has been active, held over as a Board Member.

Bob Brown dropped because of inactivity.

Timothy dropped due to inactivity. (Tim expects this.)

A/C hasn't discussed Mildred as an Alternate. Laird suggests treating her like we did Joe — drop her now, and send her a note saying we've missed her, inviting her increased participation, etc. We've periodically heard from Ganas, so she isn't necessarily wanting out of the

FIC ... though she's apparently not able to be active.

**Decision:** Drop Mildren; A/C will send her a note.

A/C recommendations: Bill Land for full Board status, as he's become more involved during the last year. Elf for full Board membership; he's doing data base work and is otherwise participating actively. Various support expressed for both.

**Decision:** Approve Bill and Elf for three year terms.

SYD is an Alternate, has been active on various projects, and plans to continue.

Gordon is a possible candidate for a Board position. He has the ability to not volunteer for projects. He is sensitive about the large proportion of men on the Board already, yet can also see the strength of having two people from same community (which can also be seen as a weakness). Since he feels no great pull to become a Board Member, perhaps we should consider him as an Alternate. Gordon is very accessible, so no problem with him volunteering for work whenever he wishes. We needn't elevate people to Board status merely because they're active. Caroline--think we should acknowledge that there are qualities that Gordon brings to the meetings; being an Alternate would elevate his status. Gordon feels comfortable being an Alternate.

**Decision:** SYD held over as an Alternate, Gordon added as an Alternate (both for one-year terms). (Continued)

#### BOARD SELECTION (Cont'd.)

Any other candidates for full Board status? FIC is about to become a new legal entity; all Board Members will technically be appointed to the new Board, but with the various terms remaining that they now have. Three current Board Members have expiring terms:

Caroline — Continuing is ok with her.

Dan Q — There's some confusion in his life and he'd like to have a one-year slot, not a three-year one. He would fill Bob Brown's vacated Board slot.

Harvey — Ready for another three-year term.

**Decision:** Approve Caroline and Harvey for new three-year terms as full Board Members, Dan for a one-year term.

Alternates — A/C recommends Tom Stars and Pat Therrien. He accepts. She says her status at ISL is in flux (she's leaving the community) so she feels she can't accept. It's pointed out that Board Members/Alternates don't have to be members of communities. Pat then accepts.

**Decision:** Approve Tom and Pat as Alternates for one-year terms.

Is this the fullest the Board has been? No, Harvey remembers a time we had all six Alternate positions filled. Now we have only five.

What about Dale? We need to talk about the question: is it appropriate to have paid staff people serving as Board Members? Several people commend Dale's high level of interest and commitment, and his connections with the board at CCS.

A/C recommends that Harvey join the A/C. Is he willing? He says, "Unfortunately, yes." **Decision:** Approved.

The Board does its annual review and affirmation of the A/C and those who work closely with it (notably Geoph). All express a willingness to continue. **Decision:** All A/C members affirmed for another year.

#### TASK FOLLOW-UP: Ira

Ira reviews her efforts and their results. She did some calls, but thinks it was basically a waste of time. Biggest issue was difficulty in reaching people. Question: does anyone who was reached by Ira think it was helpful? No response. Betty says that what's worked best for her is the task list that Geoph produces, and the post card reminders that Geoph sends out six weeks before Board meetings. Maybe the people who most need follow-up reminders are non-A/C people? Harvey thinks so; A/C people are already in close contact with each other. Harvey recommends focusing on non-A/C task-doers. **Task:** Betty volunteers to do written post card reminders. Geoph says he talks to a lot of people, and sees them periodically, so perhaps he and Betty and Ira (who phones people) would be an effective team. Betty will be in charge of this task force.

#### MEDIA PACKET: Geoph

Geoph reports that Ben did the work, and Geoph gets to do the reports. Suggest two levels of detail in the packets. Ben says quality photos are best for grabbing media attention, and has recommendations re photos and other considerations. Does the committee need more help? Geoph says they could use someone with talents in this area. Betty says the Gathering will need a PR/Media committee, and asks if Geoph and/or Ben would be interested in working on it? Betty knows of a resource person in Tucson who would give feedback and recommendations. Geoph thinks Ben is still willing to head up the Packet project; suspect he would be willing to work on the Gathering. Tom Stars says he has lots of experience in this area — is willing to be on committee, and might be willing to head it up (will talk about it later). **Decision:** Committee will be Tom, Geoph, Ben.

Harvey would like Geoph to continue overseeing this project until it's clearly transferred to Ben and/or Tom. How long would it take for Tom to do media packet? He says it depends ... you can make it as thick or thin as you want. Faith suggests setting a goal (deadline) for when we want it. Although several people say it would be nice to have a preliminary packet together in a month, Tom won't be available until late May when he returns from England. Ira could use material ASAP to help publicize Twin Oaks' conference in Sept. Laird suggests contacting Rick Bickart at Twin Oaks, who did covers for the Directory.

**Task:** Dan will soon send clippings and other media material to Ira for her use.

**FIC CALENDAR OF EVENTS:** Laird has offered to serve as a calendar coordinator for any events sponsored by or related to "communities", so FIC can now promote itself as a clearinghouse. Most of the information is already coming to him anyway, so this will not require a lot of additional work. **Task:** Laird will make an insert for an upcoming FIC newsletter, announcing that FIC is now offering this calendar clearinghouse service. He will include a return form that people can fill out with information about their event.

#### **MAILING LISTS:** Betty

Betty reports that we now have several mailing lists, managed at various sites. The membership lists at USI (ours, CSA's, and both merged) are not yet coded, although we have been adding names of new members and people asking for information; right now this list is being used only for tracking activity at the Center. Dan has been stewarding the FIC Membership list, and periodically relays info to Elf for the data base. Laird has been keeping a list of Directory purchasers, also relaying the info to Elf. Laird will start keeping a list of people who make requests for information (unless they are already listed by Dale). Discussion follows on how to use these lists. **Decision:** Before we can effectively use the FIC/CSA mailing list, it needs to have the sort codes updated. **Task:** Geoph will handle the code updates.

(Continued)

#### **Mailing Lists** (Cont'd.)

Should we sell the mailing lists of Directory purchasers or Communities subscribers? Right now the only list we sell is information taken right out of the Directory ... we're saving people the time it would take them to type or write out all of those names, but we're not selling any information that's not already available to the public. Several people express reservations about FIC selling other lists. Geoph suggests that whenever we sell a Directory or do a mailing, etc, we include a return card asking whether or not they want their name on a list sold to other people doing work we think is worthwhile.

**Decision:** Would anyone be opposed to selling lists if people on the list have had the chance to say they don't want to be on it? No objections. Laird guesses we might eventually make \$1,000 a year on mailing list sales. **Next meeting:** evaluate returns, consider other mailing lists.

Wednesday Afternoon, Session 12

Caroline [F]; Geoph [R]

#### **BUDGET:** Betty

**'93 GATHERING BUDGET:** Betty presents figures [reproduced in Attachment B] based on a low guess on attendance (500 people) and a high estimate of costs (\$144,000). A registration fee of \$170/person would cover our base costs not otherwise covered by grants, concessions, etc. Participants would pay additional fees based on their choices of lodging and meal options. The budgeted labor is based on one full-time staff person, several quarter- or half-time assistants (at various times during the next 18 months), and a lot of volunteer labor. Novelties are shown as income with no expense because we expect to handle them through other groups and concessions, thus these figures represent only our net gain. In the long run we can save major money on certain areas (like "video" — where perhaps we could by a camcorder, or have participants and friends bring their own video recording equipment). Betty cranked this out late last night based on discussions of the A/C, and feels it requires reworking (ex: the Gathering income and expense fees are totals for an 18-month period, not just 1992). **Task:** Betty will do the revisions, and distribute the new version to Board Members. It was suggested that we do a projection of monthly income & expenses, with a separate column for actual expenses accrued.

**FIC BUDGET:** [See Attachment A-2] It was agreed to work within these budget guidelines for 1992, and that Betty will provide at least one updated report between now and the fall Board meeting.

#### **'93 GATHERING PROJECT OVERVIEW:** Caroline

We reviewed the chart that summarizes work/task commitments of the most active Board Members — evaluating how the time requirements line up, and highlighting possible schedule conflicts and bottlenecks that might delay other work in progress. In this overview, the people involved in the Directory and the Magazine are not scheduled into the preliminary work of organizing the Gathering. Betty shared a major concern that the people in our organization who are "known quantities" and are good producers are already committed to the Directory and Magazine projects, and won't be available to work on the Gathering until spring. Major task areas:

Gathering Coordinator: Betty with SYD's help

Program: Harvey (Caroline will help him)

Site: Joe is a possibility

Arrangements/Travel:

Exhibits: Bill Land

P/R:

Registration: Alpha (Alitia)

Volunteers: Possibly SYD

Financial:

International: CSA folks(?), Arun, Michael Cummings, Pax & Pam (at T.O.)

**Task:** Ira will check at T.O. to see if members have enough interest to take on coordination of the international outreach efforts (including coordination of the pre/post tours of communities).

#### **BYLAWS (Part III):** Harvey

**Decisions:** We (the old FIC) are in agreement:

The incorporators Betty Harvey Laird, now commence to meet as the originating Board for the FIC, Inc., and accept the existing Board of the FIC as the new Board of FIC, Inc.



The Board of the old (unincorporated) FIC agrees by consensus to turn all assets, etc. to FIC, Inc., and by consensus to dissolve the old organization.

Betty brought up the issue of Dan being in and out of the meetings — not paying attention to what is transpiring, and often making inappropriate comments as a result. Dan affirmed this, plus our intent (agreement) to be willing to talk openly in the meetings about such things.

**Decision:** The Board appointed the following officers: Caroline Estes, President; Harvey Baker, Vice President; Laird Schaub, Secretary; Betty Didcoct, Treasurer.

Dale of CCS has now turned over the original incorporation documents to Laird Schaub at Sandhill Farm. **Next Meeting:** Caroline proposes to create an information packet for all new Board Members. **Task:** Copies of the new Bylaws will be sent with the minutes to all Board Members and Alternates (and any other members so requesting).

**E-MAIL:** Betty

Last year FIC opened an account with MCI Mail to see if there was/is interest in dialoging about community in that forum. Dan paid for the first year, which also included correspondants from School of Living and CESC. When that box got notably busy, the Board directed Betty to open a new box specifically for A/C and other Board business. At some point we may need to open another box specifically for the Gathering.

**Decision:** We will make the FIC box available to anyone doing FIC business. Contact Betty if you'd like access information.

**Decision:** The A/C is empowered to open an additional box for the Gathering should the need become sufficient. **Decision:** FIC will pay Dan \$20/year toward use of the Quest box, because it is used regularly as a forum for dialog and networking relevant to our work. The protocol for involving prospective new users is to introduce them to Dan (electronically or otherwise) and allow him to screen them and orient them.

Wednesday Afternoon, Session 13

Laird [F]; Elf [R]

#### FIC VALUES: Discussion

Dan -- Membership values came from our bylaws, including no wrestling with the Facilitator.

Should we drop the line about violence or coercive membership policies? In the beginning we were worried that people involved in some wild action would try to take us over. Now we are a healthy size, well established, and members can screen themselves based on the criteria we put out.

Betty -- I think we should have FIC membership open to anyone belonging to a group that considers itself to be an intentional community. The values (deciding by consensus, etc.) should come in at the Board level. There is a distinction between the two.

Caroline -- I don't feel that we can decide this issue at this meeting. I need to go home and talk with my community about this. The problem is with the violence portion.

Harvey -- Regardless if someone is a member or not, we do not close off the dialog. By removing this principle, we are liable to lose a lot more members than we would gain.

Pat -- It does not feel good to remove it.

Mark -- Opening membership to those groups that would use coercion seems to be in contradiction to what FIC is trying to do.

Dale -- I think if you remove it you are going to have a problem with the title ... more of a cult.

Betty -- I agree with Mark that we continue to hold our working Board to these values, but don't believe we should be excluding other groups from membership. I'd like to dialogue with groups that use violence. If we got to the point where we denied membership to someone for this, I would quit. But I would officially stand aside on any decision at this point.

Clarification on process ... we are not at the point where one can stand aside. We would need a consensus agreement to remove this non-violence value statement as a membership requirement.

We don't want to restruct, but we want to affirm the values of non-violence.

Dan -- I understand, Betty, where you feel we have reached a time when we can drop this requirement ... but I think it would be hard to understand for those that aren't here and aren't familiar. Many of us are very knee-jerk on these items.

Laird -- I think there is an issue of how passive we are with our membership laws. We make no evaluation of communities to determine compliance or coercion. We would not be in that position unless someone brought up the issue, pointing out that a member community is not fulfilling these agreements.

Betty -- I'm fine with holding it this way, but if it comes down to the issue...

Dan -- We only recently put out anything that says we have value criteria on membership. Also, the statement does not say we are self-screening ... that is up to the individuals applying.

Confusion over whether these items are in our brochure, or articles about FIC. They're described in the Directory. It is clear that we don't have agreement today to change anything.

Dan -- I think if we keep it, we should use it.

Laird -- I wonder if adding a statement about dialoguing, presenting both sides of the issues, would cast open membership in a better light.

Betty and Dan -- Depending on wording, agree that it could work.

Question about whether a membership drive is happening this year, and Dan's implication that this criteria would be in the materials that go out in membership packets. A summary of where things stand will be in the July newsletter.

**Task:** Dan and Betty will work on the wording for this article, and notify the Board appropriately thru e-mail or snail mail.

Harvey -- What is it that makes the door seem so hard to pass thru for some groups, notably the Christian ones? I've been asked whether the '93 Gathering would be just FIC and our member communities.

*Topic for next Board Meeting:* The way that doors to membership be opened wider.

#### **CESCI: Faith**

Two years ago CESCO decided to put money elsewhere. Faith's preference is that CESCO become a part or off-shoot of FIC — an ongoing arm, like a committee, which would report to FIC. It is already a 501(c)(3). The focus of this evolution could come from FIC. She will suggest at the CESCO Board meeting (this Friday and Saturday) that they write a proposal to submit to FIC by its fall meeting. She's not particularly concerned about the money-use issues discussed at the Yellow Springs meeting; she's more interested in being on one board or the other (probably FIC, though CESCO has potential).

Dan -- I'd like to affirm that we are still interested in this joining. **Decision:** Our Board agrees that this affirmation is appropriate. **Task:** Faith will send something back to this Board via e-mail.

#### **SITE AND DATES: Betty**

We're now meeting in the East; our next one will be in the Midwest (fall '92), possibly at High Wind outside of Milwaukee. Spring '93 will be in the Northwest; we are pursuing Edenvale. Then back to the Midwest in the Fall of '93, coinciding with the joint CSA/ICSA meeting at New Harmony; some inquiries have already been made with Padanaram. And then Northeast in the Spring of '94 ... Camphill and Sirius are suggested.

Geoph points out that there are several areas of the country we haven't visited. Ira suggests that places where communities are clustered are more economical.

**Fall '92:** High Wind looks feasible. Outside of Milwaukee; transportation easy to Chicago, and carpool up perhaps. Are there any trains? King View in Ontario is our fallback.

High Wind can house 15 -18 in rooms, 8 in the barn, with unlimited tenting. They have 29 beds altogether, though 11 or 12 are in unheated buildings. October can be in the 70's or the teens. We can use the living rooms for sleeping because we'll hold our meetings in the bioshelter. If they provide meals, we would need to pay their help about \$5/hr for food prep and clean-up. With a small number of participants, we're talking about \$10 a day for food and facilities; if we provide half of the food prep labor, the cost drops to \$8.50. If we get 30 people there and provide help, the cost would be more like \$8/day or less.

High Wind is accustomed to hosting people, and they have a standard set of rates much higher than these quoted. Geoph talked to them, and advised that their prices were probably too high. They are very excited about having us come, and have worked hard to make lower rates available to us.

When? Laird finds it easier to attend if we wait until the beginning of November. It's also best if we span a weekend so that it's easier for Bill and Don (and others) to schedule. **Decision:** We will try for the last weekend in October, and adjust as necessary. **Task:** Selecting a Site Coordinator and arranging for agenda preparation are deferred to the A/C.

**Spring '93:** Edenvale is an Emissary farming community about an hour east of Vancouver, BC. Betty will check it out more; could be expensive. Community Alternatives in Vancouver is a possible fallback site, as are the Bear Tribe (very primitive), Linnaea (very hard to get to), and Chinook (easy, some questions, but worth checking). **Task:** Betty will check with Edenvale, Community Alternatives, and Chinook. **Task:** Dale will contact Betty and Harvey ASAP about dates for the spring CSA.

Geoph notes that our deadline for getting the next Directory to the printer is April 15th, '93. So late April would be the earliest good time for that meeting. Betty notes there was a suggestion to have an A/C meeting in February, and then the full Board meeting in May. **Task:** A/C will make any tentative arrangements with late May in mind.

**Fall '93:** Padanaram is very limited for private rooms; there are bathrooms available, and a large hall. There is also a school to stay in at night, but we'd need to pack up and vacate each morning. The conference hall is on a small lake, so could pitch tents or bring campers. Work exchange for room and board is possible. Large groups would cost \$3/day for food. Because of the ICSA tour on Oct 18-19, it looks like FIC should meet before ICSA, on the 14th. We need to find out if there are any date restrictions due to Padanaram's annual Fall Conference.

Betty voices concern over the lack of private space, and recommends maybe doing the Early and Later Committees somewhere else. A mid-October date would not work for Laird; he would opt for mid-September, riding the wave of Gathering. Geoph points out that mid-Sept could be too close to the gathering to allow for adequate preparation.

Dale notes it could be hard to get to Padanaram ... no major airports. Fallback could be ICA/Chicago. We'll need a volunteer to check this one out.

**Spring '94:** Brother Johannes, of a Pennsylvania Christian group, may be a possibility. No one sure of facilities or philosophic

underpinnings, but he seemed very open to the idea. Perhaps one of the Bruderhofs would host a meeting. It would be nice to get into a Christian community ... how about Koinonia?

As we close our official portion of the meeting, Harvey asks if we are interested in pursuing the discussion of the Values issue -- why is it that we are perceived as not having open doors when we express otherwise?

Caroline would hate to reduce this to a 10-minute quickie, and then put it over to a future meeting where it would lose its edge. She thinks it's a big topic; to cover it briefly does not seem fair. Dan says that with the two recent letters we've received, it would be valuable to focus on these. Ira feels that it would be good to talk about this in a context sensitive to the issues of the Christian communities, especially if we'd like one to host us. Everyone is interested in the topic, but ambivalent about doing it now. A suggestion is made to do it over dinner; Harvey feels the attention level would not be high at dinner, but he would enjoy that opportunity for discussion. **Next Meeting:** Note is made that this would be a good topic for the next Board meeting.

## EVALUATIONS

Betty [F]; Gordon [R]

Betty introduces the evaluation, requesting comments on what was good and what could be done better.

**Good:** We were on time more than usual; and on task ... a sign of good facilitation. Facilitator questions were good at drawing people out. Agenda and visuals were well prepared. Kudos to Geoph for visuals. Harvey did great on work ahead of the meeting (his sprained ankle helped). New faces, new energy. Forthrightness ... people said things that are often hard to say. Making a new committee instead of assigning another task to A/C. Large pool of facilitators. Great meals! (esp. if you like spicy beans). Support system ran smoothly ... Celo was a great choice. Diverse types of communities in attendance. Good opportunities for networking. Good group dynamics; supportive, relaxing atmosphere. Plenty of computers and staff. Having two nights of sharing/discussions open to the host community. Evening meeting space was really good. Celo tour, co-op, swinging bridge. Fun games after the Tuesday evening discussion. New Board Members.

**(Could be) Betters:** More focus on content. Facilitators frequently got sucked into content. Too much attention to detail (nit picky). Financial info posted on charts should have been available ahead of time. Publish better description of what the meeting is all about in the Noozletter, in advance; the agenda is not enough. Should agenda be sent to all members(?) [*Discussion of what we send out to members in advance of meetings.*] Orientation not well prepared. More time for discussion, e.g. of values. People re-opening a subject after the facilitator had wrapped up; people not paying attention to when we could close a topic. Repeating statements after saying ditto. Side conversations. Need more things going to committees. Not enough pre-planning to involve the host community. Uncomfortable seating. Need better material to send to the host community so they can better prepare. Better audio/visual/video prep (no video taping done this time). More fun! (volleyball, bridge, etc.). Better weather.

Close with a circle.