
Fellowship for Intentional Community

Fall 2001

Organizational Meeting Minutes

Friday October 26 – Monday October 29

Sonora Cohousing

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Agenda Review (Tree)

AGREED: Agenda is accepted.

NomCom Announcement (Tony)

The committee will be looking for people who are interested in being on the Board. Nominations will be made at the Spring Meeting.

The board needs to select a new Executive committee because we didn't do that at the last meeting, so board members need to think if they are willing to take on that responsibility. Current Exec members who are present will be willing to explain the commitment.

Board liaisons to specific clusters are delineated and there is a possibility to change responsibilities if there is interest. The liaison structure itself is not up for review at this meeting.

There could be an additional board member as liaison to Events.

Diana is interested in being on ELC to join Harvey and Bill rather than being liaison to Finance.

Peggy, as a new board member, is not interested in Finance committee and is still exploring which cluster she would like to work with. Peggy has experience in Events is probably most interested in that.

All other board members are satisfied with their current liaison commitments.

The liaisons will try to meet, or it will be brought back to plenary to discuss the liaison responsibilities and possibly to review the structure.

ERB Cmag Usage List (Tony)

Delayed while the list is prepared.

(Elph assumes facilitator role as Sscott is expecting to participate in the discussion.)

Oversight Role (Laird)

Oversight posted a statement on the web site in response to 9-11 and concern was raised about lack of general review before it was posted. The question is whether there is enough review of Oversight's actions by the rest of the org before they are implemented.

There was a concern that the "All" list is underused to express opinions on questions that Oversight is dealing with.

Oversight agreed it would be better to post to the ALL list, but there was time sensitivity.

There were other examples of feeling that there wasn't the opportunity to participate in the decision process: payoff of Mt Madonna and the taking of a new loan, Marty stepping down as publications manager.

Those not on email expect to not be current on all issues since so much discussion is over email. If there is a desire to be more inclusive it would be better to get more stuff to the ALL list, although it is not always possible for time sensitive things. The more communication the better, and when there is less communication, it appears to some that those making decisions are more insular and removed from others in the org.

The org, to promote better communication, should identify all those who will be impacted by any decision and give those the opportunity to be heard on the issue.

It was expressed that Oversight has done a good job of communicating and appreciated that Oversight minutes are coming out in a more timely manner. Because of the time factor, it was okay not to send the 9-11 statement out for further review.

Some issues that are just sent to the board could be more widely inclusive by posting to ALL. Mt Madonna issue was one that could have benefited from better communication.

Noted that the org is limited by the lack of dedicated staff and there is not a mechanism in place for approval from the ALL list.

Part of the concern in raising this issue was to make everyone aware that a statement was posted.

Oversight needs to make judgment calls as to when it's necessary to consult with a wider circle, be it the board or the ALL list. Laird's time is a factor to consider if more feedback needs to be solicited and incorporated.

FRI OCT 26 · SESSION 2 · 10:45 AM – 12:15 PM F: Elph M: Miaya

List of Sample Magazines for Cmag Language (Laird)

We agreed on a statement about language and word usage in Cmag at the last meeting. The statement includes an agreement to use an approved list of other magazines as a guide for Cmag. The final list wasn't approved.

Proposed list: Ms., YES!, Utne Reader, New Age Journal, Mother Jones, Harper's, The Sun, The Nation.

Suggested to add: The New Yorker

Tree was not fully in alignment with this list, but recognized that it can change and so was willing to go with it. It was suggested that the list be posted every few years for review, or brought up sooner if any concerns arise.

Agreed: List of magazines is accepted as a guide for Cmag language usage.

Budget 1 (Tony)

Numbers in budget handout are actuals through September, and estimates after that.

2001 is negative \$22,717, predominately due to Mt.Madonna loss. Also, Cmag is experiencing a loss as is the Bookshelf at this time.

Art of Community

\$15,852. lost through Mt Madonna for event that did not take place, and still owe another \$1000 to the lawyer.

Auction monies do not show up in A of C reports.

Bookshelf

Negative \$1,795 for the year so far.

Budget has money for Bookshelf to sell at two more events this year. Hopefully this will bring Bookshelf into the black.

This year we made a mistake because we didn't budget for the shipping of books from the publishers to us. This has been corrected and we are keeping to the budget with 95% accuracy. Shipping and handling are now separated into a different line item, but this makes it harder to track labor associated with shipping and handling charges.

Cmag

Subscriptions are down significantly in comparison to past years. Magazines come out late as do the renewal mailings. This could be a problem in delaying our income from subscriptions. Last year's bonus of subscriptions may have been a blip. The budget does not count on the numbers staying as high as they were last year.

There are some added expenses coming from office expenses, also we've done more advertising in other magazines than budgeted for.

Consensus Books

Cost very little to print. Good profit makers. 400 books remaining of the 1000 originally printed.

Development

Not bringing in as much as had been hoped. Money allocated for coordinator has not been spent but some may be used in the last quarter.

Communities Directory

Sales are slow. Dramatic reduction since first initial shipping. Interest on loans (\$30,000 for publishing and \$16,000 for marketing.) continues to add up. If things remain the same it will take us 24 months to sell off all Directories and the interest on that time is significant. Marketing outside of our known market might be helpful. Younger seekers are finding more reference info on the Internet rather than through hard copies.

What are the general trends happening that are making the sales of Cmag and Directory drop?

Membership

Doing great. Many small donations. Mailing just went out so income from membership should be up by end of year.

Office

Does not make income. Other revenue areas transfer income for fulfillment labor. \$30,064 has been transferred. Office has been trying to train new office workers in the last year. Many jobs that volunteers did in the past are now being done by paid office staff.

Office has spent \$1,024 more than has been transferred to the office as fulfillment income.

Other

Many different misc. revenue makers.

Secretary

No big surprises.

Video

No longer taking preorders until video is complete. Money that has come in has been used to pay back loans that Geoph took out to complete the task.

Web Weavers

Autonomous and has own bank account.

General Discussion

In general, nonprofits are seeing fewer donations across the board. This is a good time to throw energy into networking with other groups.

There were concerns about Cmag going into the hole again, as it had in the past. It was noted that we're being more intelligent about how Cmag is distributed and this is saving money.

It was suggested that a special issue of Cmag could be focused at a younger group of readers.

FRI OCT 26 · SESSION 3 · 4-5:30 PM F: Scott M: Lotus

Stuck Bus 1 — The Energetic Place of the FIC

Handout: Stuck Bus statement by Sscott.

Process Questions (answers to be written individually, followed by group discussion):

1. What was or is your reaction to this statement and what has been the evolution of that reaction? How has your reaction changed over time?
2. Where are the areas that you feel that the FIC and your work for the FIC are stuck? Or perhaps you don't feel anything is stuck at all?

Questions

Have interpersonal issues and reprisals been clearly identified for everyone?

A lot can be left to the imagination. At Lost Valley we started on the road to incorporating deep dialogue into the org, and it opened a door for interpersonal issues to be dealt with. It's more intentional now so there is a place for more of that to happen.

Are there specific issues that this statement is supposed to address? Or is this a bigger arena that there are issues within the group in general that need to be discussed?

People will decide the answer to that by how they approach their answers.

More specificity about "stuckness"?

That's for people to fill in to see how we understand the idea of what "stuckness" means for the FIC.

It was suggested that we look at the second question first. Agreed.

Discussion

Note: Editor kept repeated comments so that reader could get a sense of the strength behind each idea.

Also, statements are in order spoken, rather than organized for clarity and flow.

More focus on home cmtty means less energy for FIC.

We're not stuck, but facing a leadership vacuum.

We're not stuck, but there are areas needing improvement, especially task follow-up. Also Inreach.

Current financial difficulties stifle exciting possibilities because we need to avoid financial risk. Risk is exciting and vibrant. We aren't able to provide financial resources to meet new people's energetic excitement.

We were stuck at Sirius and we finally came to strategic agreement about how to proceed at Lost Valley. At Earthaven, we created a new direction but we just don't have our momentum up yet. We're not stuck. There was some stuckness due to disagreements and lack of clarity, but now we are clear. We are accelerating, but it takes time. There is forward movement in most areas. Only area that feels really stuck is development.

Feeling of being personally stuck in tasks that were (are) hard to offload, but don't feel that the org is stuck.

Resonance with the idea of stuckness or spinning our wheels. We've figured some things out, but still have tremendous debt load. There's fear in the financial realm. It feels stuck when others take on a big chunk and then don't follow through. Also, people who filled large roles are pulling out, leaving holes. People are having to carry larger work loads than they would like. Feelings of stuckness or burnout around the way it takes so long to implement ideas.

People coming in are not empowered to do the work — and no clear systems.

Compared to the early days with the FIC, feeling less excited. Perhaps more jaded, or disillusioned, or maybe it's just acknowledging reality. Used to feel like it was the most important work to be doing, and would carry that home from org meetings.

All organizations have cycles and we may just be going through the need to be reborn.

Compensation issue: philosophical questions in the FIC — dangling questions/issues that contribute to the stuckness.

Still haven't finished the vision statement!

We're still running month to month, not really knowing if we'll have money to pay salaries. Debt and crisis. Survival mentality is a big energy drain.

FIC is reaching a better definition of how it sees itself. We're not moving forward in marketing and defining our constituency.

Momentum, finances, etc. are always questions in community. Our spiritual dimension or vibrant vision is not unified. In developing a unified vision, leadership grows. Without a unified vision, there is struggle with logistics.

The current global situation is reflected within our FIC community — a sense of despair around affecting real change in the world. We became less hopeful around the time of the restructuring.

Cannot manifest someone to help with financial planning and analysis. If I didn't feel stuck there, I would be able to direct my energy to other places or do more with finances and be more effective.

Individuals come with different levels of expectation and we don't do a good job of reconciling those expectations and so we sit with them and none of us are satisfied. Expectations: publish materials, a sense of black in our financial books, that we are a dynamic organization in the movement.

We lack long-range strategic planning. We identify a need, but we don't figure out how to fill it with concrete steps. We still lack certain skills — marketing, publicity, financial planning. We have an old guard, and new people don't know how to get in. FIC used to be more dynamic with A of C. We need to keep excitement and creativity while we balance out the sustainability questions.

Missing Caroline and Betty.

When conversing with folks about projects they're excited about, you can see their excitement, but somehow that's not translating into our board meetings (though there was some excitement at Earthaven). Not a lot of enthusiasm at board meetings.

Stuckness around development — feeling at a loss regarding FIC vision and what direction are we moving in, what are the priorities, and why. We need a shift.

We're passing the ball around. Who is going to do what first to get the ball rolling.

Doing generates positive energy! Completing a project together creates unity!

Seeing entropy and a lack of energy at all levels. Think outside the box!

Inspired by discussions at Earthaven to look at income streams and create a diversified funding base. Vacuum is in leadership. Personally frustrated with my own lack of leadership and inability to get people to join on projects.

SAT OCT 27 · SESSION 4 · 9-10:30AM

F: Tree

M: David Klausman

Economic Initiatives (Tony)

Subtitle: How to save our collective butts?

Long Term Ideas

- Solicit businesses for ad type coupons to generate more revenue.
- We're close to launching our store – create web links to the store
- Create a flyer that is on the web for people to print out to give out.
- ENA-WEB Newsletter exchange
- General email for store.
- Libraries and other places to give old copies of CMAG and directories. Press places.
- Redistribute old copies.
- Give discounts for online store to help boost sales.
- Distribute products from other communities, from other countries.
- Incentives to communities to distribute promo materials out into the general public.
- Place on the web to interlink communities.
- T-shirt promoting Cmag and Dir
- Identify sustainable products from communities.
- Loss leader or give away a back issue of Cmag to buy other products.
- Board responsibility to generate or contribute money for small short falls.
- Community land sales.
- Sell more Cmag ads.
- Collaboration with other organizations for fund raising and grants.
- Broker for services.
 - Matching funds from corporations etc.
 - Personal loans that would replace bank loans.
 - Donations

COOLER: Contingency Planning

We need to move forward with business plan initiative from Earthaven

SAT OCT 27 · SESSION 5 · 10:30AM – 12:15PM

F: Geoph

M: Marty

Large Events (Maiya)

In the last six months Maiya contacted a lot of places in CA in response to direction from board at Earthaven. None of them worked for budgetary reasons. Evergreen still seems like the best spot, but needs to confirm that they don't want a big deposit because all other places did.

It was suggested that we align with FEC and other orgs to do a joint event.

Maiya has started exploring advertising in Cmag. We need to start advertising soon, so Maiya suggests that we offer a discount for early registration now to generate funds to get the event rolling.

Team: Shari (who has been a caterer) would deal with catering and registering. David would be the computer person setting up systems. Karen would work on work exchange and volunteers. Patty would also work on registration. Loren will work with marketing and general support person. Lori Fletcher is excited about working on the team as well.

They are looking at mid July as the dates for the event. She thinks it would be a good idea to have the board meeting in close proximity regarding place and timing.

Evergreen requires an estimate of head count with the option to make adjustments up to 30 days before the event. We need to lock in a minimum number 6 months prior to the event.

Unlike the first Celebration, camping would not be allowed.

Discussion

ENA would be interested in collaboration on the event.

Cohousing network would be scheduled to have a conference in summer 2003 and would be good to approach them for collaboration and to coordinate with them to make sure there is no conflict.

There are possible areas for camping nearby, and being near Olympia, there are motels available.

There was a proposal for a \$350 registration fee, which is higher than fees we have charged for other events that FIC has run. This would be a 3.5 day event.

Celebration in '93 was a 6 day event and the rates ranged from different meal plans and different accommodations including camping. The lowest rate was \$100 and the highest was about \$400. The mean was \$200-\$300.

It is possible to coordinate with the International Community Studies Association.

\$350 seems high if we are expecting to have 800-1000 people. To get the higher numbers we would need to have camping available and other lower cost options. Need to discuss appropriate fees more.

There is hope that there will be work exchange for people on the lower economic levels and also that we attract people on a higher end such as cohousing type folks who would pay full price.

Still need to find someone in WA to do local marketing and outreach.

Living space could be made available if someone volunteered to work on the project for several months.

Maiya is going to continue to look at other sites such as national parks.

There is a budget of \$10,000 for 2 coordinators. There is an expectation that Maiya would get paid at a low compensation/hour. The team is also prepared to have very low compensation.

Who is the audience the event is being created for? Those interested in community as seekers; people in community; people who have tried community and it hasn't worked but would be open to finding info that would make community work for them. This would be the constituency that FIC is already addressing as well as new people who would be open to the FIC message. It would not be to create interest in people who have not been interested in community before.

How are they going to deal with needing to market without available funds? Hopefully there will be enough pre-registrations to fund marketing.

There is a hope that risks will be minimal because Evergreen will allow us to back out up to 6 months prior to the event.

The potential income for 600 people at \$350 could be \$54,000 people.

Maiya requested that the group help brainstorm presenters.

It was suggested that FIC could issue some kind of alternative currency to deal with the money issue to satisfy those other than Evergreen, USPO, etc.

Definition of community needs to be looked at as there are people outside of "intentional community" who could be reached out to in order to make the event more relevant.

There is an image risk in putting out the message and then backing out. Money is not the only thing at risk.

If the vision is to collaborate with other orgs we need to initiate contact.

We need to consider if the event is to make money for FIC or are there other purposes such as building coalitions or creating greater constituency. Maiya would like to make the potential income generation piece secondary.

Advertising would begin with Cmag, other FIC outlets, and other free avenues.

Wed need to see this as something that could make money (>\$20,000) for the org because there doesn't seem to be anything else on the horizon that will make money.

Maiya expressed that the biggest thing about the event is the potential for synergy. And then hope that there will be money.

Cohousing conference did a good job of attracting people and making money.

Is there openness to putting off the event to '04, which would make it more possible to include the Cohousing network? There was general flexibility about the date.

There was a concern about pushing the date back because those who have energy might have moved on to other things.

It was noted that there is great strength in the proposal coming from a tight knit group of people who have worked together successfully in the past.

What about working with a Native American tribe? In '93 there was a tie in with a local tribe. There has not been consideration of that for this event.

The event will need donations of labor and extension of energy from everyone in the org to make it successful.

Feeling out the board:

Loren wants to proceed and recognizes the need for guidance for the committee and strong support including having people go out to work out with the committee.

Peggy thinks that having a project such as this one is something that returns a lot of cohesive energy to those working on it. She is not clear what her role would be, but it might be to work with someone to network with defined target areas and/or communities.

Harvey, not sure what his life will be like in the future, does not want to project where his energy will be and what he will be able to do.

Diana is nervous about the event draining energy from other essential areas, but thinks the event could be a good thing. We need to decide soon if we are going to do it in '03. She feels good about the project. Tree is very supportive. FIC is great at putting on events. She would like to see a realistic budget, but feels good. She is not sure where she will be able to contribute, but that it will be somewhere.

Tony feels good about the proposal. There are some pieces that need to be filled in. He will be able to help in the financial area. He is also wary of where our energy will not be going because of focus on this event. We need to be clear about the purpose of the event being to raise energy or to make a bunch of money. Defining that purpose will define how much energy he and others will be putting in.

Laird (not a board member) thinks it would be good for the org to do a large event. The people who put on the '93 event were more core people to the org. The current team is not made up of people who are doing other vitals things in the org. He does not expect to be a major player until close to the event. He thinks we can make a significant amount of money that would justify putting other initiatives on a back burner.

Jillian feels good about the event because there is a strong working group that is not heavily involved in other things. She is concerned about timing. We need to make the decision now as to whether it will be '03 or '04. We need to create a collaboration with other networks.

Geoph is enthusiastic, energetic and will have energy. He is not sure which is the right year as any year has conflicts. He thinks there will be a fallout of good energy to other parts of the org.

There was the sense that we needed to move ahead right away, but there were still some concerns to be addressed: the committee needs to flesh out business plan, budget, goals etc and get approval from Oversight serving for the board. We don't know how active ELC will be.

SAT OCT 27 · SESSION 6 · 4-5:30pm

F: Loren

M: Marty

Agreement on Celebration

PROPOSED: That we support moving forward with the Celebration in principle, recognizing that it is contingent on OS approval of a final business plan. The business plan will be submitted within 45 days and will cover marketing, target audience, timelines, goals and budget. The board would like the event to happen in 2003, but recognizes that this may not be possible.

Tree is available to help for the next 30 days. She is a local contact who can represent the board.

Elph will help create the business plan.

ELC would like to stay informed and be part of any email communication.

AGREED: The proposal as stated above

Board Reports

Bookshelf: anyone going to events of any type, contact Alline as this is where we make the most money. The loss due to environmental factors is not significant.

Cmag: Diana is moving back into the role of selling advertising.

Development committee: Laird has good rapport with Jackie and has done things with her assistance that he wouldn't have done. Sandhill is going into a dormant cycle so there will be more time available for him to work in this area.

ERB: Now that there is a new person under consideration, does that mean that Laird can step down as this is less significant than the other work he is charged with doing? ERB is trying to get a third person, so it would be premature for Laird to step down particularly when the second person would be new to the committee. There has been continuity in this position in the org.

The new person should be on board for at least a year before entrusting her/him with being one of only two people on the board.

Perhaps Laird could be a less active member of the committee and be consulted if there is controversy. Laird has been point person for ERB for a long time dealing with writing reports, etc.

Although this might not be the best use of Laird's time, it has not been a significant time commitment and this would not be the best point for him to step down.

Executive Secretary: Laird spends about 20-25 hours every six months, primarily on OS meetings and minutes. He is a major stakeholder in the wording of the minutes, trying to clarify and to make sure that nothing that is too sensitive regarding interpersonal dynamics is left in the minutes. That estimate doesn't include time spent at the OS interim meeting.

Membership Committee: Tree has withdrawn from the committee. More energy would be good for this committee. The next time it will meet is at the FEC meeting at Twin Oaks in December. Membership did not, prior to this meeting, understand the board's request to come up with a business plan for a major initiative to increase membership. Membership was identified by Oversight as a potential area for a large increase in revenue. Oversight is asking membership to come up with a plan for increasing membership. The committee would benefit from fresh energy to come up with new initiatives. There was not clarity that the request for a business plan was including something new and significant.

The communities mailing just went out.

Newsletter: Tree would like to find someone else to do this function. She is planning on giving it up after a few more issues whether someone else picks it up or not. She will continue through Spring issue.

Online Store: updating of the database will be handed over to McCune after a few months.

Oversight: Summer interim meetings have been at Shannon in conjunction with the Twin Oaks conference. Jillian has sat in on some of the conference calls.

Promotions: Amy is indicating that she doesn't have the time and energy to continue in this position.

Web Weavers: it is expected that the on-line store will increase sales, but there is not an expectation of it being very significant. There is no apparent reason for sales being down on the web.

The weavers have been cautious about creating links and implying that FIC is closer to some types of orgs than others.

Displaying information about other related orgs could be done, but there are sensitive issues about endorsement.

Traffic continues to rise, but it's hard to quantify too closely.

SUN OCT 28 · SESSION 7 · 10:45AM – 12:15PM

F: Harvey

M: Miaya

Budget 2 (Tony)

Changes to budget:

Aof C: no money budgeted at this time. Waiting for Celebration and Canada event budget requests

Cmag Royalties changed to \$500 and promotions changed from \$500 to \$200.

Development info still out. Added \$100 for phone and \$100 for promotions.

Dir3: increase interest on loan to \$1,760.

Membership: \$600 added for brochures and inserts

Under "contract other" added \$2000 instead of \$1500, and "promo outreach" changed to 2000 from 200.

Auction should be \$1,000.00. Don't know about future auction money at Twin Oaks.

Reimbursement changed to \$3,100 from \$2,000.

Video: \$838.00 in loss line

Bookshelf: Budget very tight with very small profit unless sales increase. This is a conservative estimate. Keeping overhead costs down is important. If we can lower the costs of management our profits will be better. Needs to keep very close to budget through the year. No money is being allocated to send folks to events to sell books.

COOLER: Personel or OS may want to look into how to facilitate getting Bookshelf out to the public. See if there is a way to do this so that there is incentive without more money coming out of the budget.

Cmag: Subscriptions are down by to \$9000 (down by \$5000). Subscribers had increased then two years ago they began to decline again. Cohousing issue brought in more at one point. 1900 subscriptions down to 1600 subscriptions. Cmag will lose money unless something is done. Proposed budget does not reflect some of the ideas we are looking at for how to save money.

COOLER: What initiatives can happen and who will over see these initiatives so that Cmag does not lose money (\$4,600 projected loss) in the coming year?

A letter sent to members and subscribers asking that they come forward and support the org by subscribing and upping memberships. Laird doesn't feel that the desire is down for the Cmag, just a matter of getting more magazines out there.

Going in together with CoHousing? Maybe selling them space in our magazine.

Percentage of advertising dollars can be raised. Go ahead to do this was approved at the EH meeting.

Reduction of internal ad sizes and additional ads have increased since EH.

Two issues a year can be done our standard way and the other two may need to be subsidized by special interest groups such as cohousing, etc. Even if just one issue were helped out by outside source, Cmag would break even. Perhaps we should not print the fourth issue if there is no sponsor or money from subscriptions to cover the costs.

Cost cutting was also a part of last year's profits for Cmag.

Red line loss has never taken into account the benefits that other areas of the org get from the Cmag advertising.

Layout expenses are for graphics and this area may be budgeted too high. Travel expenses may be dropped also since Diana loathes coming to meetings.

Boosting the subscription cost could be helpful. Perhaps rom \$20 to \$24.

Could be useful to look at the whole bottom line of the org and not just look at Cmag's bottom line.

There are definite concerns about Cmag going into debt now and in future years. Specifically delegating some development energy towards Cmag getting money to float could be useful for both Cmag and the development committee.

Directory: Based on flat line sales. The only budget item that can be altered is marketing. We have to decide if we will do Dir marketing this year. There is a question of whether active marketing helps sell Directories at this time. There were ideas generated at the committee meeting this morning for how to do marketing without needing much budget, such as hitting the talk show circuit. Estimating that 700 books will be sold this year, primarily at wholesale prices.

Office Budget: Contract labor was increased to \$11,000 for both VA and MO offices, and \$2,000 for other office work.

Next year we will be selling the video. Database money was agreed upon last year and it is being asked for again this year. (\$2,000). Will be for ongoing data base management. How many hours this takes is unknown.

TASK: Tony will ask Cecil how many hours are going into keeping the database current.

Pub manager salary is no longer showing in the coming budget. Office staff will take on some of the Pub manager tasks.

Promotion Budget: Velma would like to promote the online store. \$2000 has been allotted for this to do some advertising. We may want to break this out into different line items. How much is going where? Would be nice for Velma to connect with Amy to get some advice and suggestions as to which direction to go with marketing.

There will be an auction at Twin Oaks, and this isn't accounted for in the budget.

Travel reimbursements: reflects what has actually been requested. \$1,000 was spent on the first meeting. If we expect another \$1,000 in reimbursements for this meeting, it seems odd to raise the amount for next year. It was suggested that we return the number to \$3100. People have been very mindful about saving this money and not asking for reimbursements.

Concern about the overall budget going into the hole and steps not really being taken to fix it. FEC may not continue to pay Heather's expenses to come to board meetings.

SUN OCT 28 · SESSION 8 · 2-3:30pm F: Tony M: Neutopia

How can we improve the budget? (Laird)

We've accomplished a lot over the years and are doing a lot of good. We're an inspiration to a lot of people, and many have contributed much over the years. Not trying to paper over the problems, we need to pull together to work through our money issues, but can still see the glass as half full.

At EH meeting we came up with several initiatives, including increasing membership to 2000 members (seeing membership as small scale donations), partnering with other orgs, and focusing on individual donors for development rather than grants from organizations.

We decided that each of the main areas would develop a business plan to start working toward their targets.

Oversight has been working with Membership on their business plan.

Priorities according to OS: Membership, Events, Directory sales, Process books.

Elph is willing to help with business plans.

Marketing

Marty stepped into the marketing role without having any experience, then Amy did promotions for a while as a paid position. Now she is volunteer.

We need to develop a strategy for marketing the whole organization, not just individual areas.

Marketing 1. organization (public relation) 2. our products and services 3. initiatives 4. opportunities
Look at opportunities to be able to talk about community such as what happened on Sept. 11th.

We need someone to do marketing or it doesn't get done. Ideally this would be someone who sees the big picture. We need central coordination and a person who sees how to put it all together and make it happen.

We need more skills in terms of marketing.

The person will need to feel empowered to make big decisions for the group.

Laird has stepped back from being this PR person.

Are we looking to hire an outside person?

It was suggested that a university student might be willing to do the job for a salary we could afford for practice.

Terry O'Keefe was suggested. Also Sarah Gardener.

Budget for a marketing manager.

Marty got nine dollars an hour for publication manager's job.

It was suggested that candidates would develop a business plan for how they would approach the marketing.

Suggested salary was \$5,000 plus commission for the job.

A concern was expressed that the salary suggested is so low not going to get someone good for that amount of money.

It was again suggested that the solution is to use a student, but a concern is that students might only be available for one semester.

It was suggested that we think in terms of a public relations person rather than a marketing person.

Development

The approach is to ask a large number of people for small donations. Laird will write a letter to members, listed communities, subscribers, and recent ex-subscribers.

TASK: Laird will write the letter this week.

Jackie is working on creating materials for potential donors.

Liaison Assignments

Liaison work should take approximately 5 hours per quarter.

Admin	Tree
Publications	ERB (Tony)
Events	ELC (Harvey, Peggy, Bill)
Development/Outreach	Loren
Cmty Service	Jillian
Human Resources	Geoph
Finance	Diana

FREEZER: Talk about liaison structure in the spring.

SUN OCT 28 · SESSION 9 · 4-5:30PM F: Marty M: Elph

Anarchist Communitarian Network (Chaz)

There are things to be gained by both anarchist organizations and the FIC by networking, for instance, communication between each other about relevant issues and cooperation on advertising events, selling literature, etc.

Misconceptions about anarchism are promoted by the media. Crazyies, terrorists and anti-organizationists, which is false. They are for a free egalitarian society. Most anarchists are specifically nonviolent. They believe strongly in organization based on voluntary cooperation and mutual aid, and support horizontal rather than top down organizations, with a say based on commitment to a project.

Anarchists favor a re-distribution of the world resources so as to equalize the access to freedom.

Decisions should be made democratically with rotation of offices and officers immediately recallable.

There is a lot of overlap between these concepts and communitarianism.”

Events are going on in Tucson. Conference April 18-21st

ACNi is a 501©3 educational organization composed of 50 to 100 people around the country.

Questions

Which communities would identify themselves as anarchists? There are cooperative households scattered around the country that are nearly all completely unaware of the FIC or the communities network. Lots of idealistic young people that would be great to include in the movement.

How to contact them? Social Anarchist magazine, or Food Not Bombs, and Chaz can provide contacts.

Who in the FIC can be a contact? Oversight

TASK: Oversight will be in touch with Chaz to get a contact list of magazines and other methods of reaching anarchists.

What kind of opposition do you get? Other than occasional hate email, not much.

What is the FAIC? It's a proposal for a federation of anarchist intentional communities, and a bad acronym.

My experience with anarchists is that they aren't good at community living... Anarchists vary a lot, there is a broad range of individuals, some of them are absolute flakes, parasites, and sociopaths.

Is it possible to network with the effective, enjoyable anarchists? Yeah. There are certain groups that might be a better fit, like the social anarchists and those involved in the ecology movement.

Stuck Bus 2 (Laird)

A time for individuals to commit to doing various tasks for the next 6 months...specific, measurable tasks, and then finding out what kind of support they may feel they need to accomplish the tasks.

Laird: write paragraph descriptions of all the initiatives we can do. Get together with Jackie and finish a package of materials that we can hand out to anyone in the org – ambassador packet. Do a list of folks to cultivate as top prospects and then execute a plan therein. A letter to use to approach anyone's friends to get donations. Letter to members, subscribers, and cmtly listings about our need to be supported right now with subscriptions, orders or donations.

Jackie: In touch with all imps to get development database up-to-date. Packets out to people. Get with imps to find visions for the organization and enable special projects to be completed.

Peggy: Connect with Harvey and Bill about ELC and connect with Diana and Terry about Events budget. Will network around Sirius. Seek a donation at home. Making a road trip to various communities around the country and make an event plan for that.

DianaM: Make sure that Membership has a biz plan completed by the oversight interim meeting. Contact some friends within two weeks about donating money. Contact a friend who might be able to do marketing for the org, and will also talk to him about having Laird on NPR.

Miaya: Move forward with Big Event, work with team and Tree and in the next two weeks get the business plan to Oversight. Get templates from Tree. Get with Chaz about marketing. Will facilitate the conduit with Microsoft for FIC as a fiscal sponsor by December 31st.

Scott: Figure out email signatures that say Join the FIC and bring that to the next meeting. Opt-in mailings as a plan to come back at the next meeting.

Tree: Will put FIC literature at local anarchist shop. Will work with Miaya for Event and will help with interface between her and org. Will help with the development action concerning letters to possible donors.

Loren: Will contact an associate at an NPR station about interviewing Laird or Geoph, by end of the year. Will send donor letters to 15 or 20 people. Will investigate loaning money to FIC to retire the loans at a lower interest rate – will speak to Tony. Will have home community join FIC, today. Will use connection with ZEGG somehow. Will solicit home community's help to have a fundraiser in Eugene for the FIC, right away for sometime in the next few months.

Heather: Will continue to tithe half of income and vacation time to this organization. Will have joint InReach meeting with FEC. Will meet with Diana about InReach. Will connect with Spiral. Will nudge Miaya about Ontario, and Tony about interns. Will brainstorm next membership initiative with team. Will post to ALL about memberships from recent drive. Will follow up with Cecil about individual members. Will Xerox cmtly stuff from here for home. Will talk with Jackie and others about folks for NomCom. Will do financial wrap-up for this meeting with Tony. Will send attendees list to folks who are not present and to those that have left by the time the list comes out.

Racheli: I will become a member of FIC. Will take info to feminist bookstore. Will provide development a name to contact.

Tony: Will work with Miaya and Tree to look at budget for Celebration. Will do year end numbers in a timely fashion, which hinges on other folks getting numbers in on time, and will take time to do analysis on them. Will work with NomCom to follow up on leads from this meeting. Will meet in person with development contacts in Bay Area.

Kailash and Linda: Want to share ENA newsletter, and will make extras available. Will get plug in for Directory and Magazine in next newsletter. Would like to distribute back issues of Cmag to South America and Crestone. Will take Dir and Cmag to local library. Would invite people from FIC to attend next ENA council meeting next summer in Brazil.

Lotus: Will move forward with cmtly resource center in Hawaii. Will talk to Alline about bookshelf materials. And will coordinate children's feature of Big Event. Be Jackie's help and support person for Canada event.

Jillian: Will post Big Event on Web site. Will connect with Linda about Web linking. Will call Jenny in the next week about marketing coordinator position. Will ask my forming cohousing community about joining FIC.

Harvey: Will hand Tony a \$96 check for books sold at CSA. Will track down the bookstore books I failed to pack up when they closed down the store before I left and will try to take them to NASCO conference next week. Will get a list of TN and AL cmties from FIC database and contact them about becoming FIC members or about donating more money than the membership. Make sure Farm Gate has Dir and Cmag to sell to people. Will try and get economic commitment from The Farm. Look for people that can help at The Farm. Will not ask for travel and site subsidies as a donation. Will work with ELC and Big Events people on good communication and effectiveness. Will function on Oversight for at least the next six months. Will look to where my time can best be used in the organization over the next year (assuming I have time).

MON OCT 29 · SESSION 10 · 9-10:30AM F: Harvey M: Marty

Budget 3 (Tony)

New information has been incorporated and input from Tree has been included.

Profit/loss shows a bottom line loss of \$2152.

Cmag is a minus as well as "other."

The balance sheet is a snapshot of assets and liabilities. Current liabilities, long term liabilities do not include the Mt. Madonna liability. Dan's loan could be written off and the loan to Geoph does not accrue interest and payment is taken in books to sell etc. The total liability is about \$82,000.

Total equity is positive, indicating that assets are greater than liabilities.

Until recently equity has been about equal to the loan fund. Currently, equity is less than that, meaning that the loan fund would be needed if we were to need to pay off all liabilities immediately.

The org has a commitment to not dip into the loan fund for operating expenses.

Cash flow is different from profit/loss. Cash flow, profit/loss and balance sheet show different aspects of the org's finances and work together.

Cash flow indicates the current ability of the org to operate.

The cash flow report includes paying for another printing of the facilitation books and for buying a new computer and paying off the directory loan. This would result in a negative cash flow of \$6,000, but we can handle it.

The numbers allow for paying off production loan for Dir3 by the end of 2002 and the marketing loan by the end of 2003.

We are not in a position to pay off principle for the PEACH loan, so continue to accrue interest.

As we sell fewer directories there will be less support for the office, which could require us to cut back on office staff.

Cmag income numbers were made a little lower. Adjustments were made to show a flat line based on this year's performance. Expenses were also lowered reflecting this year's numbers. Various numbers were adjusted, some up, some down and there is still an \$1800 loss.

TASK: Marty will talk to DianaC about budget.

Office budget had some changes which are projections and not certain. Some of the changes reflect a projection that the video will be ready to distribute.

We may have to adjust for a postal rate increase. Recently, postal increases have not affected bulk rates.

We added \$4000 for a marketing manager. This did not radically change the marketing budget overall.

There have been 250 presale videos. The numbers in the budget are about 1/2 of what Geoph projected.

There is not much net for the org due to various loans Geoph arranged which have priority. Selling

videos will offset office expenses some, but the bottom line won't be much affected by a variance to the number sold.

More money was allocated for promotional expenses for development – about \$700. There was also some allowed for contract labor.

\$2500 was put in for development coordinator.

Development income was raised to \$5,500.

Jackie thinks that she would be able to put in more than 10 hours/week as development gets rolling.

How much she works will be determined by org support and what she will be paid for. The thought in changing the budget numbers was about averaging and getting a realistic sense of what it would be. In the past 5 months her time has been from 0 to 15 hours/week. Working on the Ontario event will be taking some of her time. She would feel more comfort with a budget of 10 hours/week as a result of what has happened at this meeting and the upcoming meeting with Laird.

There is support for compensation for \$10/hr and there is a no interest loan to compensate for this area. Repayment for that loan is 2 years after the money has been spent or before.

Laird expects to do better than the projected income, but is ok with the budget numbers.

At some point we need to see a return from the investment. The budget is meant to be a realistic expectation. We only put in what we feel like we can count on. Anything more would be a bonus. Accepting this budget is fine, but it would be good if there were expectations that the development committee had its own higher targets.

Development thinks there might be a pleasant.

We will raise the development expenses to \$5000 with a commensurate raise in income to \$8000.

Development efforts could result in income from other areas such as Cmag subs, etc.

Raising Cmag subs to \$24/yr could make a big difference in the Cmag bottom line.

The decision does not seem like a board level issue, but should include discussion with DianaC. Marty will take on the responsibility of deciding whether this is appropriate in consultation with others. We will examine whether this is an appropriate action.

Development thinks the idea of getting a Cmag issue underwritten is possible. Themes could be dictated by finding a group or individual to do this.

DianaM will explore this question with a potential donor.

If there is more money that could be targeted for marketing, and there are successful efforts and there is a coordinator, then that would be a good thing to do. This may have to be revisited if a coordinator is found.

Marketing initiatives need to be centered on efforts that are not capital intensive.

This budget might change as a result of development efforts.

Oversight should revisit the contingency plans developed last year.

We should continue to try to do the quarterly budget review. This has not been so successful over the past year. Hopefully this will help area managers become more sophisticated by continuing to try and fulfill this expectation.

We have previously approved a budget with a loss showing.

There is concern, but it's good that we are being realistic.

APPROVED: Budget is approved.

(Elph takes of facilitation)

Executive Committee (Harvey)

Harvey has been on this committee for 3.5 years and his term expired at Earthaven. He volunteered to continue through this meeting. He is willing to continue on, and if he is not to continue on, he would be an active listener for the next 6 months.

The term is 3 years.

Tony is open to serving on the committee. His ability to do typing is limited, meaning he can't really do email. He is not anxious to have 2 more travel commitments, so having one of the meetings in MO

would be helpful. His has a concern about how his home community and partner will react. He also thinks that the org might be better with Harvey in that position.

There is a sense that either Tony or Harvey would meet the org's needs. Oversight is a significant commitment.

Being on Exec could motivate Tony to do more financial analysis. It wouldn't affect his ERB commitment.

Harvey has considered where else in the org he could serve if he lets go of Exec and frees up energy from other activities. There are other demands on his attention that have been ignored recently. It's hard to predict how much energy he will have to devote to other parts of the org, but he is planning on being more active anyway. He is planning to be active on ELC. He has a deep commitment to the org and does not imagine life without involvement with the org. He would miss the camaraderie, does not feel that Tony would upset the good working relationships and that he would bring his own unique attentions to Oversight.

If Tony takes it on his term should be 2.5 years to coincide with his board term.

Tony does not feel like the concerns from his home community and his partner would keep him from making the commitment.

The board approves Tony taking Harvey's place on Exec committee and Oversight.

MON OCT 29 · SESSION 11 · 2 – 3:30pm F: Elph/Geoph M: Marty/Maiya

Committee Changes (Geoph)

There are several committees that need more energy.

Personnel recommends the following changes:

Peggy for Personnel

Scott for Vision

ERB checked in with 3 candidates and Debra Altus has accepted.

Debra's been involved with FIC for close to a decade. Got married had a baby and has been away for several years. Editorial background: Two guest editorships of Cmag. Works for a University. Many personal contacts, busy in many networks. She would like to do a six month trial period that may grow into an eighteen month commitment. It was suggested that it would be good if she could attend some upcoming board meetings.

Dianne Brausse was also contacted and she got back to Laird and said that she has freed up some time in her personal life and may be able to be considered for ERB. Dianne's willingness to be more involved should be followed up on even if it's not to be on ERB now or in the future. Some concern raised about Dianne's non-involvement with FIC and would suggest that Dianne be brought up to FIC speed before considering her for ERB right now.

Debra should also be brought up to speed regarding ERB issues in the past history.

TASK: ERB review history with Debra ASAP.

There was a concern expressed that the ERB maintain a balance of perspectives, and Debra isn't known to everyone on the board. It doesn't seem that there's been enough groundwork done for discovering how Debra feels about some of the different editorial issues we've been wrestling with recently.

It was suggested that we give acceptance to Debra's position on ERB for the next six months, with the understanding that there are areas that are not clear that will be spoken to and uncovered during that time.

Is the best way to find a person for ERB to look at whether they are liberal or conservative? We could get stuck forever using only this criteria for choosing.

At least six of the board members know Debra and feel they can vouch for her.

TASK: ERB will ask Debra to give a full intro of herself to the ALL group.

AGREED: Debra Altus will be approved for a six month trial period on the ERB for a mutual evaluation period. For Debra to remain on the ERB will require consensus at the next board meeting.

AGREED: Peggy is approved to be on the Personnel Committee

AGREED: Scott is approved to be on the Vision Committee.

TASK: Personnel will check in with non-active members of the Vision Committee to see if they want to remain on the committee.

Ontario Event (Jackie)

One option is Everdale Farm, but they aren't the first choice because they are still in the building phase. They are willing to exchange room and board for a work day. The other choice is Sustainability Coalition. Room, board, and meeting space will be free in exchange for facilitation training and support at the event.

We would stay with different families who are supportive of this event. We may be somewhat scattered but will probably eat all of our meals together. Many co-housing groups in Canada.

There is broad support from a variety of groups for the event.

The event will take place whether or not FIC comes to it or not. The FIC's involvement would be very beneficial and a major cornerstone. The Dandelion Festival happens in May and is an annual two day event. Board meeting would come after the Festival, and the larger gathering (not A of C event) would be two days before the festival. FIC could have a booth with Bookshelf and info at the Dandelion Festival.

Everdale Farm will continue to be a back up location no matter what.

FIC would be coming as resource people (facilitation trainers) 2 or more facilitators (preferably 6) would be good. The FEC could send someone, a spokesperson from the credit union at Sunrise could also be good, etc.

There was a concern raised about if FIC has the energy to meet our end of the exchange. Laird could do it. Harvey could do it. Tree is willing to come the week ahead if travel expenses can be taken care of. Jackie could be there for both. Scott is a yes. Lotus could come for long period of time if Emma could come and travel taken care of. Tony limited to time, maybe only board meeting. Peggy not feeling expert enough. Loren could be there for the meeting and any support that FIC felt he could assist. Geoph may feel too pressed depending upon the completion/noncompletion of his video project. If project is complete he will happily be there. Heather would like to see it pushed back. Later would be better for her. Jackie sees herself as visioner and planner, but not central coordinator because of possible over load.

Jackie feels that we will pick up more members/volunteers which will be to our benefit.

A concern was raised about board members being spread out during the board meeting. We would be meeting in the City Hall where a larger public could observe. There are two cohousing groups in the city area within minutes walking, and they may be available to host board members and key imps.

There were concerns about Jackie being the one to research and decide hosting issues because she isn't on the board and doesn't know all we need. DianaM will work with Jackie to ensure our needs are met. 150 folks expected to come. May 9th – 12th? For board meeting.

Kitchener, Canada. Dandelion Festival May 6th.

Everdale Farm would isolate the FIC board meeting from the larger community and potential communitarians.

MON OCT 29 · SESSION 12 · 4- 5:30pm F: Tony M: David

Ontario Event Continued (Jackie)

A concern was expressed about Jackie doing this event plus Development work. Jackie reiterated that she is doing this event regardless of FIC involvement and that it's a good networking opportunity for Development purposes.

There was the general sense that this would be a good thing to do.

It was suggested will need to bring back another proposal if room and board isn't free.

AGREED: Jackie will be empowered to explore options and will work with Site to finalize plans. The board will only be consulted again if the final arrangements are drastically different than what's been discussed here. FIC will participate in the Event and will provide facilitation help for the event.

Privacy Policy (Harvey)

Some expressed a need for wordsmithing, but changes are minor

General agreement that it's okay for sharing address with other like-minded orgs to be yes as a default.

TASK: Tony work with Velma & McCune on Privacy Policy.

Evaluations

Positive	Needs Work
+ Hot tub	- Hot Tub temp
+Proximity	- Office no phone or printer
+ warm & generous hosts	- No Tarot Card
+Trapeze	- no soft floors
+new state	-people not speaking loud enough
+New Faces	-Too hot
+welcome Peggy	-Need more women facilitators
+excellent food	- more prep for soiree
+good facilitation	-copy machine
+ancient sahuaro cacti	-more hang around night
+ENA, ACN, spiritual	-more sonorans
+extracurricular activities	-potluck sooner
+On time	-integration w/ host group
+prep	-floor drain
+Lotus goddess thing	-more breakfast options
+soiree went well	-start meals together
+event brainstorm raucous	-Amy missing
+Big event team	
+exciting new initiatives	
+low repetition	
+washing machine	
+hosts accepted lots of us	
+Elph here	
+non board member helpers	