

FELLOWSHIP FOR INTENTIONAL COMMUNITY

MINUTES OF THE
SPRING 2000 ORGANIZATIONAL MEETING AT

**LOST VALLEY
EDUCATIONAL CENTER**

DEXTER, OREGON, USA

JUNE 1-2 and 4-5, 2000

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FIC ORGANIZATIONAL MEETING · LOST VALLEY, SPRING 2000

F= Facilitator, R=Recorder

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

Bd members: Harvey Baker, Jillian Downey, Tony Sirna, Tree Bressen, Terry O'Keefe

Others: Achyuta, Al Andersen, Amy Nesbitt, Anjanette Bunce, Bill Becker, Bindi, Bob Sheppard, Brad Jarvis, Caroline Estes, Chuck McDougal, Diana Christian, Diana Malsky, Dianne Brause, Dorothy Anderson, Heather Haines, Jim Moore, Jonathan Betz-Zall, Kathey Sutter, Laird Schaub, Loren Schein, Lyn Wandell, Marty Klaif, Miaya Sustaita, Patricia Diehl, Robert Gluckson, S. Scott Williams, Virgil Wiegand, Yarrow

THURS JUNE 1 · SESSION 1 · 9–10:30am F: Tree M: Diana C

AGREED: Agenda is accepted as a working document.

Financial Report (Tony)

Handouts: Finance Cmtee Report, 2000 Actuals/Budget with Directory on reverse, Balance Sheet, Income & Expense

Dir sales started off faster than budgeted, then sold slower than budgeted. We may have to shift our budget around. Won't affect the overall picture.

How much of the extra pre-sales are responsible for slower post-sales? Half of it. So altogether it's still slower? Yes. Cmag looks pretty good: Different issues sell different amounts. High sales, Y2K, #101. Lower than expected sales, Conflict issue #105.

Membership a little slower than expected. Mailing about to go out.

Cmty Bookshelf: still hard to tell; still getting things set up. Only a month or two of real sales Hoping Bookshelf will get sales on coattails of Dir sales.

Budget: things going smoothly. Not enough to change budget amounts. Differences: Cancelled Mt. Madonna event. Other changes, accounting error found, \$12,000 better than we thought, which offset loss of \$6,000 projected from Mt. Madonna and offset \$3,500 printing increase in Cmag and adding marketing manager.

Cmag expenses: Marty says we'll be saving \$700-800 an issue on printing the subscription cards differently; also adjusting the number of magazines sent to distributors so we'll have fewer magazines returned/destroyed.

Last mtg bd requested monthly expenses/income reports and quarterly financial reports. McCune and Cecil doing well on getting them in on time. Marty's marketing accounts coming in. Has gotten Elph's web weaver report. Is getting 90% of data in a timely manner.

When Tony gets reports out to people, he needs area managers to report back with their accuracy or comments, "things are going well" or "things are going poorly," or "here's how we can change." His goal is to keep on track of things on a monthly basis. We're not doing that as well as we should. We need immediate financial feedback so we can shift and respond to problems if need be.

Could we make this process easier by having area managers 'report by exception'?

Oversight is aware of issue and agree's with Tony's assumption that we're not responding fast enough to financial reports. Finance has does it's part; it's up to area managers.

TASK: Oversight and Finance will get together and have specific conversations with each area manager to help make response to financial reports faster. A high priority.

Specific questions were developed for area managers to respond to.

Tony's been doing 90% of Finance cmtee work for the last several years, wants to redirect his energy. Need to get other people's energy onto Finance cmtee. Trying to transfer much bookkeeping to the office. Committee should be doing numbers #2 through #5 in his report. Tony needs to step off Finance cmtee to allow himself to do other work and let other people get involved in Finance cmtee work.

Discussed use of Excel spreadsheet.

Tony does charge office time for his time working on this.

THURS JUNE 1 · SESSION 2 · 11am – 12:30pm F: Tony M: Diana M

Committee Reports

Vision

Brad noted that the committee energy is very low and membership is down, so the board should be careful when assigning work to this cmtee.

Video

Rough edit for previewing is not done. Script is available for comment (comments requested).

Site

Noted that Site needs more energy. Currently only Bindi.

Publications Manager

Marty said that he has spent a lot of time, mostly doing Dir2000 publicity. Marty is happy that Amy will be doing the marketing ongoing. Job is fine when there are no special projects.

Q: has there been time put into distributor sales for the Dir? Marty has contacted all of them. Ad in one catalog, New Leaf is sending out flyers at no charge to us. Orders from some, pending orders from others. Called once pre-release, and has made follow up call since release.

Q: Are consensus books part of Pub Mgr's responsibility? Sent review copies to some distributors, but no bites. Unsure where it should be because Bookshelf carries it, and it's being sold over the website. Maybe Bookshelf is a customer of FIC when it comes to facilitation books, which we publish. Open item. Marty doesn't see himself as being responsible for Bookshelf.

Personnel

It was noted that we've asked a lot of Personnel. There was a concern that the cmtee is overwhelmed. Doing lots of policy work for organization, hard to find time to do personnel searches. Lots of crisis management. More people on the cmtee would be good so the responsibilities could be spread out. Just Jillian and Jenny with Geoph as an advisor. What is meant by Contingency Plan? Really belongs on Oversite report. Refers to contingency financial plan.

Oversight

It was noted that Oversight is working really hard. Is this sustainable? No, it's not sustainable, but probably not normal either. There was extra work because of the financial situation: budget hadn't been approved at Sirius, and needed to create systems to back up the budget plan. Taking that out, it seems okay. Budget process was frustrating. Is budget process and contingency planning done?

COOLER: look at filling in the gaps in the contingency plan.

As an org, we've identified a management issue, at the area level as well as at the overview level. Oversight has been filling in this gap, and this should lessen as this is refined in the org.

Office Manager/Database

Cecil is comfortable staying in the position now that his hours have been cut back. Actively looking for a replacement who might take more initiative with the job. Ad in Cmag, Dancing Rabbit newsletter, some other places.

THANKS to Velma for all the work she does, and all the areas she fills in.

COOLER: Does the office manager have to be in NE Missouri?

It was requested that people communicate with the office in advance about new products, services, discounts. FYI, Marty has all flyers now, and requests should go through him. Might switch to marketing.

Newsletter

Soliciting articles isn't a problem because there's more stuff to put in then there's space for. Tree hasn't been asking for articles because it's easier to write the stuff herself. It was noted that it's good to keep the invitation open for other voices. Invitation given.

Not coordinating with email announcements, although there is some overlap. Putting newsletter out on email? Would have to go just to members because it's a membership benefit. No plans at this time, doesn't seem so important.

THANKS!!! Great to have a regular newsletter again!

Membership

Are imps required to be members? Just bd members, but it's recommended we support org by joining. Also home cmties. Idea: calling cmties in Dir who are not members. No money to do mailing to cmties, need each of us to make contact.

Marketing & PR

How did the media outreach teams work? Did it take a lot of energy getting the volunteers to do their work? They could be used again, which would be good because the process is now refined, it's been good for grassroots involvement and good for local groups to work together on a team. Great way to plug in new people in each region that has an existing team.

Personal contact between Amy and Laird helped. Takes a lot of energy to get these things moving. Important that Amy not be isolated in marketing role as Laird moves on.

COOLER: talk more about how to expand on the existing teams.

Executive Secretary

Q: can Laird identify some things that someone else should/could do? Just the things that have been identified, but are waiting for others to do. Laird spends time coordinating.

COOLER: Agenda item for Laird's time.

ERB

It was noted that ERB is on the agenda for a later session.

COOLER: How much time will Laird be spending on ERB, after the cmtee shifts some of his functions off him? Diana said that it's her impression she is tasked with coming up with a new subtitle. Agreement.

Development

Will be discussed in the Laird's Time agenda item, which is already in the cooler.

There is no active Development assistant. Jacob, Bindy, Rollie have helped some. Looking into David Kimball, but there are issues.

A concern was raised that Development might not be our best direction at this time, and that it might not be best to see this as a major financial factor.

Laird clarified that it's not a major factor, but it is significant. Seen as one of the best options for a near-term solution to our financial crunch.

Dovetailing with this is the idea of having a different Development Coordinator, with Laird helping out by working with individuals and making connections.

COOLER: deal with above concerns and issues.

Communities Magazine

Agreement with the idea that circulation needs to be increased before ads can be increased. Can the marketing loan be used for this? The marketing loan is specifically for Dir3.1. Marketing cmtee will look at ways to do this.

It was noted that the increase in ad revenue is already in the budget, so this is a good issue to flag.

Community Grapevine and Community Calendar would be volunteer positions.

How is Diana feeling about the upcoming themes from the marketing perspective? This is foremost in Diana's mind. Juicing up each issue with ongoing columns about Cohousing, sex/love, conflict resolution. Thinks they are generally strong.

Community Bookshelf Report

Alline does all management and fulfillment labor. She does other fulfillment work as well, and her time isn't tracked as accurately as would like.

E-commerce is not yet online. Elph and Velma will work on it. Bookshelf will be their first business. Bookshelf is on web site right now.

Terry has made contact with Alline to do some business consulting. It will be over the phone, which is not optimal. Concern was expressed about the increase in labor expenses. It was noted that this is turning out to be more work than Alline anticipated, and she isn't so happy about this.

TASK: Oversight will work with Terry and Alline to make sure she gets the support she needs to run Bookshelf smoothly.

THURS JUNE 1 · SESSION 3 · 4–5:30pm F: Brad M: Marty

Community Dialogs (Tree)

Tree is ready to let the project go and Angelina doesn't want to pick it up, so someone else is needed. She talked to Cecil about the office picking it up but it would then be a paid position and it also needs proactive energy which would not be forthcoming from the office. We can let it go to the office, continue to look for someone new while it remains dormant, or let it go for now.

Terry thinks it could be linked with a bookstore tour for Dir3.1, where a speaker would be provided, and could serve some of the same purpose.

The project is very flexible involving getting people more info about community. It can use any venue that an organizing person has available. An organizing packet is available and provided to anyone who wants to host one. Preference that something can continue rather than letting it go, whether that be Terry's suggestion or letting it lie dormant until someone else shows up to do it.

Inreach should have a packet to keep the info available.

Terry clarifies that his suggestion is not exactly the same as a dialog, but accomplishes the same thing and we can tie in to whatever publicity a bookstore might do. Sees it more as a talk or presentation. Terry might want to take on the project in that context.

With Geoph's video, it could interest universities and community groups.

The various ideas are not in competition with each other.

How much energy do we want to put into this project? Does anyone there want to take on the project? No response. Lower priority item, but would be good if someone shows up who wants to do it. Turn it over to the office to maintain and fulfill any requests from anyone who wants to initiate a meeting without being in the position of recruiting anyone. Leave the position on the Personnel/Inreach list of people to look for in a low priority status. DianaM says that she will make sure it gets on the website so people can see it as an option for them to have a meeting.

ERB (Laird)

There is a policy issue that there is supposed to be a board liaison on the committee, but with Paul's stepping down from the board there will not be a liaison. So the question is if an exception should be made and maintain the current composition of the ERB or change the policy.

There is also a question of whether Laird should leave the committee to save his energy. He is concerned that if he leaves the committee that Betty and Paul will also leave the committee. He sees it as a way to keep them involved in the organization.

The position requires a lot of attention sporadically and somewhat unpredictably.

Tony might be interested in going on ERB.

Suggestion to add a board member without losing anyone on the committee.

The impact of ERB on the org was noted, which supports keeping it close to the board.

Tree likes the idea of Tony joining as he would address concerns she has had about the ERB.

DianaC also has concerns about values issues as the ERB addresses it. DianaC is concerned about Trees statement that Tony would address her issues.

Tony has not committed. One of his reasons for joining ERB would be to free up Laird's time. His political agenda and other potential contributions are that he has good relationships with the people working on publications and he has worked on publications outside the FIC. He sees the current ERB members as somewhat conservative and thinks he has a different view and would add diversity. He has some differences with the current ERB. He isn't sure the current makeup represents the wider views held by the current board and org makeup.

DianaC would like for Tree and her to air their differences and then Tony could express his views on them. DianaC sees the position as policy making and would want to know where Tony, or anyone wanting to be on the ERB, would place themselves in order to know what she would need to deal with. Some changes would make her life "miserable."

It was suggested that this conversation wait until after the upcoming values discussions.

Tony is considering ERB but doesn't know if it's the best place for his energy in the org. The discussion of an exception to the policy of having a bd member on the ERB still needs to happen. The exception should be a temporary solution.

Concern was expressed about not having a bd member on the ERB, although the general feeling was that this could be okay because Laird is very up-to-date with the wishes of the bd. The idea was that this would only be for a year, if at all.

DianaC is very interested in Laird staying on the ERB and says a lot of credit she gets is resultant of working with Laird.

COOLER: continue this discussion at a later session.

Living Routes Loan (Harvey)

Handout: Loan Fund report

There are three outstanding loans and there is dialog with Living Routes, who would like their loan immediately. The details have been worked out. Although the spirit of the loan to Living Routes is in the spirit of the fund, it is outside the parameters of the fund because it is a start up business and because of the size of the loan. However the cosigners have a lot of good experience and the cosigners are willing to be individually responsible. They will be guarantors of the loan in writing.

Could they pay interest for the next year so it wouldn't affect FIC cash flow? Harvey will ask them.

It was noted that we won't have money available if any other proposals come up until 8-2001.

The loan fund is not being pushed so there has not been much utilization. If there was more demand, there could be sources of capital.

Oversight thought the fund had been underused, and this seems like a good match. We know other places to refer people to if there is a need.

The personal guarantee is subject to the people following through. The reports presented have been good, and the people involved are energetic and have integrity, inspiring confidence.

APPROVED: The loan to Living Routes is approved. We will ask that they make interest payments during the first year.

THURS JUNE 1 · 7:30–9pm – FRIDAY JUNE 2 · all day

F: Jim Rough

Vision Sessions with Jim Rough

Summary

Thursday evening was a review of where we are and how we got there. It was a restatement of issues and discussions that are covered in more detail in previous minutes. It was a time to update the new attendees on where

we were around the values issues of “who are we, whom do we serve, and how do we go about doing it” as well as an opportunity to get their input.

After the session ended, several people stayed up for many hours in an intense discussion. All walked away feeling that they had a deeper understanding of the values underlying others’ positions, and that this created empathy, dispelled some assumptions, and set the stage for more productive conversations.

Friday morning began with a report from those who had been up late. DianaC and Tree presented the following model for discussion:

<i>Commonality: essential part of community is bridging differences</i>	
<u>A Side</u>	<u>Another Side</u>
<ul style="list-style-type: none">· community only· concern about threatening or alienating our perceived constituency (mainstream, cohousers, Christian cmties) with “out” friends or colleagues’ behavior, clothing (or lack of it), spelling, grammar· We might thus remain a relatively ineffective, in-debt, “hippie” organization compared to what we could be	<ul style="list-style-type: none">· it’s okay if some people are uncomfortable sometimes, while others could be inspired· is being ourselves “advocacy?”· diversity, inclusivity· community must address all pieces

During the discussion several of the late-night dialoguers told the group what they had learned about where another was coming from. We recognized the value of the in-depth discussion, dubbed it Deep Dialog, and discussed making it an organizational policy. An ad hoc cmtee (Brad, DianaM, Tony, Harvey) was formed to word a policy and bring it back later for review. Although there was a concern that this could screen out people who don’t have the time for long mtgs, or aren’t interested in this level of discussion, all present felt this was an important piece of our organizational culture to hold onto. Bd members who weren’t present were consulted Friday evening in a conference call.

We went on to have two “deep dialogs,” one in an unfacilitated fishbowl format, and one facilitated by Jim with the whole group.

Fishbowl: ERB, Alternative Grammar and Spelling Policy (Laird, Tony, DianaC, Tree)

Tree: I often use spellings that are not standard. Those are not random choices: womyn, humyn, lowercase i, using co as a gender-neutral pronoun. ERB says it’s an issue in publishing in Cmag because it may alienate or scare the reader. Having studied several languages, English is the only one to capitalize the first person singular pronoun, highlighting the egocentric culture, which is out of control. Using a lowercase i draws attention to this issue. The gender issue is brought out by the use of “he” as a neutral pronoun and “man” being part of so many common words. This is changing in our culture (firefighter, chairperson).

Diana: You feel pain there, because you think our publication could be more effective on this issue, and why don’t we get it? I feel exasperated too, because I depend on your copy editing. When I see womyn I say “AAGGH! Not again!” I get really scared because I don’t want to alienate anyone. I want it to succeed and I want it to be our best effort. When you want people to read your magazine, you want to make it easier to read. You don’t want to leave a log in the road, put up barriers. Possibly I’m standing with one foot in the 18th century. I wince and cringe, particularly at the lowercase i. I think it draws personal attention to you, as the conventional I does not. What I want to say is “Hey-- Adhere to the magazine’s guidelines, or don’t write for it!” That’s what I tell other writers, and Laird has to deal with the fallout.

Laird: ...trying to be unobtrusive in our presentation...

Tree: I think it will pull in some people who like the stand we’re taking.

Tony: My friends and community members ask “What’s up with the FIC?” because we’re not taking more of a lead on this issue. Diana’s personal feelings or Tree’s personal feelings are not something to build policy around. Values.

Diana: I don’t want lowercase i or co, but I’m thinking about humyn and womyn.

Laird: We [the ERB] do have the authority to remove the hyphen from email. Once we make a policy, and you (Tree) continue to send in things with the lowercase i, it feels like you’re picking a fight.

Diana: I was so angry when, after all our discussions, here was the lowercase i again. I’ve got enough to do on my limited salary besides deal with this again! I wanted you to bring it up as an agenda item, and get the policy changed or affirmed. I just wanted you to be direct.

Tree: The board sets policy for the ERB. I want to run it by others and find out where other people are about it.

[editor's note: although it's not in the minutes, I believe at this point Tree talked some about the history of when she's been able to use the alternative spellings and when not, and how she just resigned herself to going with the policy. Then, when she was writing the article on Jim Rough's workshop, she was feeling so liberated and free from the workshop that she just dashed it off with her grammar and spellings without thinking. She also commented that she writes a lot for the magazine. Unfortunately, the context wasn't in the note, so we just have Laird's interpretation below.]

Diana: You were feeling liberated, so you used a lowercase i again. It's about ego, it's really about the capital I isn't it.

Laird: Feeling blackmailed by Tree because rather than saying "Okay, I understand the policy and I'm not sure it's comfortable for me" said (in effect) "Hey, I write a lot for this magazine, and where would it be without me."

Tree: This is something I've been wanting to get out in the FIC for a long time. There's intrinsic and process value in looking deeply at issues like this, and in looking for third-option solutions.

COOLER: further discussion about this issue will be added to the agenda.

Group Discussion: How we dress (Jim Rough)

Tony requested a deep dialog on the issue of how we dress for public situations so that he would feel more fully heard in his position. We opted to have Jim facilitate so that we could learn his process better.

One side: How do we present ourselves in public? At meetings? In person?

Sometimes people are asked not to act as they are in order to protect a safe public image.

Fear that group asks people to tone down selves so as not to threaten mainstream views. When this intersects with wider cultural power dynamics, people who are different feel threatened. To this extent FIC is tacitly accepting oppressive relationships in society.

Other side: what is the most effective way to reach out to groups that are not yet a part of FIC, but you would like them to be? To what extent do we balance making the previous side an issue versus choosing an effective strategy? It would be appropriate for an organization to ask people not to act in certain ways for specific reasons, consciously and working with people involved. Acknowledge compromises, don't make them lightly, acknowledge feelings, respect people's rights to say no. But prefer to leave choices to individuals.

Arrange ourselves so as not to threaten, turn off too many people.

Feelings may vary with the situation.

What things are appropriate to ask someone to change?

Issue on dress: When a person is asked to dress up for a public role, such as registration at an event, it is buying into societal/cultural/political stances, class issues. Cultural reasons make all of these criteria touchy, otherwise they wouldn't be issues. Also, the request has only been made of women, not men within the org. Don't want to wear certain clothes to support elements of dominant culture. Buying into that mainstream image of professionalism is anti-diversity.

Regular employers don't care about your feelings, just want policy followed. Real world is different, but our organization puts its stake in the ground on certain values.

Key: taking time to talk if we're going to ask people to change behavior.

Feelings that came up: You presume that my standards aren't as appropriate as yours, I haven't bought them. So I react to that. That's your stuff, you can't make me honor your definition of oppression. I don't want to spend time processing this, let's get on with the job.

How do we support another person's agenda for social change without feeling forced into it?

Talk it out, have a formal process for dealing with political agendas. Is it possible to have engaged dialogue where I get to bring my weird social agenda issues to a conversation and be respected.

Sensitivity training is a business technique used by mainstream businesses when they don't want to offend customers/employees. Provides common experience to deal with problems.

Feedback from others: Didn't seem to be a conflict in this discussion. Meeting of minds because of participants' intellects and abilities. Weren't able to get to the energy behind earlier conflict.

Heard concern about reaching an audience, but which audience do we really want?

Observation of progress in consciousness: people have reasons for cultural expression, not just being stubborn. Other people understand better now the issues of oppression, power, etc, deeply held political beliefs are more respected.

General Feedback

Jim and many of the new attendees, or those who haven't been to all the recent meetings, consistently said that they didn't see the kind of deep rift or conflict that we were seeing. Some of this could be due to the fact that some bd members who hold strong positions were absent or had just gone off the bd.

It was suggested that the issues are more around strategy than mission, vision or values, and that strategy issues are fairly common in organizations.

It was suggested that we make our mission statement more specific, and include some strategy guidelines in the mission.

It was suggested, and there was general agreement, that what we were seeing as distinct value sets were really different points on a spectrum that is narrow (made up of the range of people drawn to be active in our org) compared to the broad societal spectrum. We're not really so far apart, from that perspective.

Feedback from Jim Rough

People came with "co-sensing," but not talking about real problem.

[Editor's note: Jim distinguished between Transactional thinking and Transformational thinking. Although the definitions weren't captured by the notes taker, they are characterized below.]

Transformational Talking & Thinking: Process goes around in circles. When solving problems, get a list of problems. Rarely do we get a problem that's impossible to solve. When we do, the usual reaction is to toss off the list. But if it becomes a crisis, our thinking changes and we can engage and start talking about it. I help people do another kind of thinking at the beginning. "Choice Creating" means going around in circles, letting consciousness shift. Each round there's a different take on the problem, shifts happen. Don't hear the words "agree" or "disagree," stay respectful, stay on issue, progress in little movements. This group makes headway through personal sharing; I'm bringing other types of transformation. When you don't get results you go back to transactional mode of consensus, box around your methodology.

Co-sensing=sensing at the moment what is going on.

"The extent to which you allow other people to be different is the extent to which you allow yourself to be unique." Can't do true consensus in Transactional talking. When you have people communicating, discussing, but each person stays the same.

Transformational talking: all in soup, all move forward at the same time. Idea itself looks different, even though it looks the same from outside.

People are open to movement in this group.

Not an individual choice, set up a process. Create space for breakthrough.

SUN JUNE 4 · SESSION 4 · 11-12:30pm F: Loren M: Marty

Community Day Event Evaluation (Tree)

There were 81 attendees. FIC will realize a profit of \$1500, including the store and the auction. The event without the store and auction had a profit of about \$500. The budget was accurate as a result of the research done with previous coordinators of events.

As a one day event with one person responsible for most of the pieces of the event it was different from previous larger events. For the most part Tree got good support when she asked for it. Tree asked for help from various people when she had larger questions or issues and feels that people were responsive and helpful.

It is important for the board to understand the difference between a one day and a two day event. One difference is the number of people who were in responsible positions. Another was the number of hours required to create the event. Tree's impression is that Alex's hours on previous events were 300 hours and Tree put in about 170 hours. She is confident that had the event been a weekend event she would not have put in as many hours as Alex did. Tree is adding to the book of documentation for putting events together.

Overall, the event went smoothly. There were things that came up last minute but the staff was able to deal with things pretty well.

25-28 people came to the event because they had a place to stay before and after. So, this appears to be a significant factor in its success.

Holding the event on Saturday was good for attendees but holding it in the middle of the org meeting was disruptive for the org meeting and difficult for setup, teardown and cleanup.

Registration needs to include contingencies for those needing a place to stay before and after.

Word of mouth promotion seems to have been the most effective mode. After word of mouth, web site, mailings, and hearing about it from their home community were next most successful.

Amy encouraged people to become FIC members when they were in the registration process and made them aware they would get a discount and would be participating in the org on a deeper level. At least 14 people became members.

Report from the host community:

- Registration was difficult because of the variety of options and because of the routing of the calls. This was a fault of preparation.

- FIC people in general were very cooperative and members of the host community were comfortable with the event.
- Financial impact was affected by giving the board meeting a price break. LVEC will realize about \$2000. (Tree says that it's probably higher due to the pass through from the community day). There was also profit from people who stayed over and had extra meals.
- There were also intangible benefits including supporting the community movement and the presence of people from a variety of communities who became aware of LVEC.
- Kids and apprentices at LVEC also participated and that was a hidden plus which can't be given a price.
- Generally having the energy of the meeting was a plus.

Having the Community Day in the middle of the org meeting was a plus because some people got to participate in some of the org meeting discussion.

It was hard for LVEC to deal with 3 different people to coordinate different parts of the event rather than having one person.

There was significant strain on interpersonal relationships, probably due to exhaustion and overwork, partly as a result of the event being in the middle of the org meeting.

More tasks could have been delegated before the event. Also there was not much support particularly in the area of marketing.

<u>Things we did well</u>	<u>Things to improve</u>
Day in middle of org meeting draws people in	Day in middle of org meeting a distraction
Good presenter support	Better flyers/posters needed
Good interpersonal interactions	FIC pep rally
Enough volunteers form core group	Need separation of different aspects of finances
Diana M. as second in command	More set up/tear down volunteers
Dances of universal peace	FIC inreach efforts
	Long volunteer shifts
	Staff stress and exhaustion caused tensions
	Better marketing efforts
	More childcare people
	Better pre event delegation

Standing Vision Cmtee Proposal (Brad)

Handout: Vision Cmtee proposal

The current members of the committee are Laird, DianaM, Brad is stepping down as convener but will stay on committee, Jeff G., Tony is a listener, Pati has expressed interest in joining, Anjanette will be a listener.

Cmtee was originally chartered as a short-term cmtee. The proposal is to make it permanent. This is in response to the fact that it has been dealing with things on an ongoing basis.

The committee is a committee of the board, which needs more energy, and whose members need to be approved by the board. It would be better if the committee were more active at times other than at the org meetings. It will take effort to do that including identifying and bolstering the energy of the committee.

The composition of the committee, which has been active in the last three years in the values area, is different from the composition of Oversight. This has spread the responsibility and power in the org, and has been good for the org. The cmtee is looking for direction from the board as a permanent cmtee. The proposed charter is to do research and be proactive in establishing vision and mission statements. Also to work on defining "community" for org purposes. It was noted that the definition issue is worthy of more discussion because definition tends to be exclusionary. At the start of the org there was discussion of using description rather than definition.

It is clarified that being proactive is just to bring the issues to the attention of the board. There is a difference between proposing that space be made for the board to discuss an issue and then delegate to the Vision cmtee to work on it, and being proactive in framing something and then bringing it to the board. There is more comfort in the cmtee bringing proposals for items for further discussion to the board.

It's good that there is a cmtee aside from Oversight paying attention to large issues and there is appreciation that Vision has been/will be doing that.

APPROVED: The Vision committee will be a standing committee and that it will work on a job description using the feedback on the proposal from this discussion.

TASK: Personnel will work with the Vision committee on their job description and then it will be brought to the board for approval.

TASK: There needs to be follow up on staffing the committee. The committee needs to determine a convenor.

SUN JUNE 4 · SESSION 5 · 2-3:30pm F: Scott M: DianaM

New NomCom members: Scott Williams Anjanette Bunce, Heather Haines. Members staying on: Terry, O'Keefe, Diana Christian, Bill Becker.

Harvey will remain as an advisory member to ensure the committee has a strong historical perspective.

Future of Events (Bill)

The plan is for November mtg in Ann Arbor. Paul is still working as the point of connection for this.

Spring 2001 in Asheville. Fall 2001 = ?. Southwest or Missoula MT? We want to pay some attention to rotating regions. There was a strong feeling that Spring 2002 should be back in Northwest. There is energy for a large event here. Miaya will convene sub-cmtee for large event in spring 2002 in Northwest.

We need a coordinator for an Asheville event. Bindi & Harvey and Shara will look into that. One or 2 day event in conjunction with Asheville mtg. Have a coordinator in place by the end of Nov. mtg. at the latest, or else no event. It was noted that Tree didn't start until February, but that wasn't very optimal.

Shara has joined the Gatherings cmtee. She has 20 years of event planning experience. Not just based in OR. Lynn and Robert are also interested. Deriana has some event skills also. Amy and Virgil are also involved in the large event sub-cmtee. Robert is specifically interested in large-scale celebration type event. He has marketing skills. Jim is interested as well, especially in Southern OR.

TASK: Create an email list for the large events sub-cmtee, with Harvey and Bill listening.

Site cmtee = Bindi, Shara & Amy.

Gatherings email grouping: Bill, Harvey, Amy, Loren, Miaya, Tree, Shara. Will contact Bill Peters & Paul. This will be an ongoing cmtee, as opposed to a group working on a specific event. Their role is making sure events are happening, and supporting that, but not actually working on the event(s). They are responsible for finding a coordinator for an Asheville event.

It is encouraging that the OR group formed naturally, with lots of energy and desire to make something happen.

Need regular email communication.

2002 event might really be over the summer because it might happen at a University.

Q: Does the coordinator need to start in y2k? yes, because later would be too late. DianaC asks because she is potentially interested. She lives there and has experience, but she is writing a book, which has to be done by 12/31/00.

Move Asheville to Fall 2001?

More optimal to aim for coordinator/team, budget/risk analysis, site, by 9/1. Also, have the Events cmtee look for a coordinator for the following spring event. Get ahead.

Sites are selected for best times of year to be at that site.

Specific dates before Nov drop-dead don't make sense. It is clear to the cmtee that sooner is better. Just decide in Nov to do or not based on where it's at by then.

Gatherings cmtee intends to have a proposal for OS by 9/1 that includes site, budget, coordinator for approval. See drop-dead date as Nov org mtg.

Q: Does the bd want events, knowing that some might not be profitable, but have other value?

We've put lots of money and energy into events, so it's better to answer this above question first.

2002 event is designed as a big event. That group will bring a proposal to the bd. They are starting the development of this proposal now. It was clarified that this event is exploratory, based on the pieces coming together as the proposal is being developed.

Keep in mind that events take a lot of time and energy, which isn't going into other things.

On the issue of Asheville Fall 2001, Diana C wants to do it.

A large event has energy because the last celebration brought in lots of members and raised energy. Burned people out, but we've learned since then. It will take 2 yrs to do, so it was hoped there are no impediments from bd to this being developed as a proposal.

Back to the Q: Do we want to do events?

Would energy really go into other things if those folks weren't working on events?

People organizing events believe that they are harnessing new energy that has come together during this mtg, and the energy is only there for this, not other things.

Financial risk is also an issue. We will be paying off the Dir3.1 loan for the next 1.5 yrs, so finances has to be a big consideration. How much financial risk can we afford to take?

1-day events are lower risk, but we want coordinators to come back with proposals and then they will be evaluated. We can have the org mtg in SW next spring, without having an event. Take a break.

If we go ahead with Asheville for Spring 2001, could we collaborate with or piggy-back onto another event?

Good to get a break and put Asheville to Fall, when Diana is willing to coordinate. It was clarified that Diana hasn't actually talked to Events, so she hasn't gone through the process to be coordinator for this event.

There are 2 organizations in Asheville who would probably want to partner with us, but don't have good reputations. Miaya sees herself as convener of 2002 event. Intends to have a proposal by September.

Regarding Asheville: Twin Oaks has an event in the fall, so that's why spring was selected.

Probably not a big conflict. Different State, 2 months later, different theme and flavor.

Camping at Earthaven is easy in spring, not in fall.

Are we open to looking at other sites?

Prospect of Diana being coordinator of the event is good because she's known to us. Nervous about new people filling such an important role.

Momentum seems to be back to Spring 2001, with Diana helping whoever coordinates.

Org Mtg Design/Structure (Laird)

Org mtgs are 4 days, 2 times/year, travel days means 6 days, that's if you don't have meeting days before or after for other stuff. Limits who is available to be on board. Compounded by the decision to do deep dialog.

There was a conference call with Jeff, Geoph, Jenny. Deep dialog was understood and supported by all, but again the issue was raised about how this limits who will be on the bd.

Idea: advisory council. Other non-profits do this as a way of drawing from a wider pool.

Was an alternative presented to the above problem? 2-day bd mtg, just bd looking at policy stuff only. Imps could be there, but wouldn't have input. Could do over a weekend.

A few years ago, some wanted an extra day, not fewer days. Would the cultural changes be good for the FIC? We are an org of people.

Clarification: Jeff's objection was not the time it takes to do deep dialog, but that other people may not want to make that kind of commitment to dialog. It is a filter. We could do the dialoging outside of plenary time and shorten mtg duration.

We just spent a bunch of time visioning. Process isn't done. One of 4 days this mtg was spent on visioning. One of 4 days on cmtee mtgs. Could have cmtee mtgs before and after, and 2-days of policy bd mtg stuff.

Values question of org. How much do we value interpersonal relationships among key players in org. Deep dialog was decided upon because it reflects central values. It is contrary to this to shorten mtgs.

We are reducing our pool to a very narrow range with deep dialog. Don't know who we're excluding because they're not able to be here. If we believe that the present structure serves us, how can we open it up? Can we still do it, without bringing others on as bd members?

It was noted that imps are the ones most strongly disagreeing with shortening the meetings.

Dangerous to have bd members who are unengaged in the 6 months between bd mtgs. Lose interest and connection.

There were stories from other orgs facing same issue. Orgs with the same value on community-style culture that tried to bring in people from larger culture. They needed a structured way to be involved. It was also noted that we already have other screens, like having email.

Idea: have mtg over weekend, but keep it to 4 days.

Conflicts with needs of Events.

IC'ers tend not to have regular jobs, and many are working in cmty where others can fill in. But diversity means we have to accept that this isn't always the case.

Some of us are here because we've structured our lives specifically to allow flexibility to be here. Could have tighter requirements, but chose not to, even when this affects our finances.

Are we here to serve ourselves, or our constituency? What balance?

Work on the idea of how to bring more people in? How to move this forward? Go to OS? Cmtee?

Ad Hoc cmtee: Terry, Scott, DianaM, Jeff will be invited, Anjanette

Cmtee will make suggestion, bring to next bd mtg.

MON JUNE 5 · SESSION 6 · 9-10:30AM F: Anjanette M: Marty

Personnel Report (Jillian)

Board approval is needed for those committees that serve the board.

Finance – Anjanette

Site – Shara, Amy Nesbitt

Marketing Manager – Amy

Vision – Pati

Ministry – Marty

All are approved.

Regional Outreach Teams Exploration (Laird)

Regional teams were created to help get the word out about the directory over the winter. There is more potential for these teams than publicizing the directory. One thing is to help promote events, promoting the pending video release. It's a great way to maintain contact with people and could serve to start developing regional networks. This wouldn't be a top down organizational issue, but we could provide support for it if it seems to have energy.

This is a natural way to put people in touch with each other who are interested in community organizing and who are in the same geographic area. It's an outgrowth of conversations about grass roots organizing. A lot of interesting connections have been made, giving juice to people who were previously unaware of others with similar interest in their area. It's a forum to encourage folks to jump in and meet each other and to help promote various incentives of the org. It could also be used creatively to reach out further than the "all" list.

It's not clear how to handle keeping the data on the people and what they're interested in.

We are seeing this as a list from us to them, but we could also see it as a list serve where the other people could use it to reach out to other people.

There are several databases in the org – admin, media, communities, inreach, web weavers.

What resources does the org want to put into this effort?

It took up to six emails/person to get people involved in this. Phone resources would be helpful because not everyone can do this level of communication via email. Amy would like to know who would be interested in being involved in phone work and what assistance and resources those people would need. She is maintaining the relationships until the next time they are needed which could be Geoph's video.

We created this, and that it is functional in our view, but the other people have not necessarily bought in to the idea. Making it a list serve could serve that purpose since the people would see it as something that could work for them as well as for the org.

Work up a description of the scope of what we have in mind for distribution and folks could sign up if they want. Also have regional coordinators. We could make room for them to make suggestions as to what they would like to see the list do.

Make it clear that the people could use it for their own purposes aside from just for the FIC.

Opening the list to other things might be a problem for those who just want to do FIC work.

Other people using it for their own social purposes would be a natural outgrowth rather than something that would be used for business promotion.

A list serve moderator would keep it from being used inappropriately, but it could be a good networking tool if it's used with the original purposes in mind.

Using this for all the purposes mentioned might not be appropriate. It might be better to have a list specifically for FIC purposes and another for networking local groups.

If we could find regional coordinators they could talk to their local groups to determine the scope they want to use it. There are models that we could explore to get a better sense of how we would want to proceed.

TASK: Amy will do the research to try and firm up a proposal for ongoing regional outreach teams. People received emails saying that the groups organized could use it to meet and cooperate with each other. Kathey would like to work with Amy.

Development/Laird's Time (Laird)

A fair amount of freeing his time has happened. However, there was an explosion of Oversight work where he is involved in creating the agenda. Just being in the middle of the circle brings a lot of stuff to him. He doesn't have more time and needs to prioritize. One of the things he deals with is relationship issues. He just doesn't know what to let go of.

ERB and corresponding secretary have been identified as areas he could let go of. There is an expectation that there will be less Oversight work. There will be less work in Dir3.1 marketing. So it's possible that there will be a natural lightening up of some energy. He will be involved in marketing plans for Cmag as it interfaces with development. Being more involved in development helps him see the interaction between various areas and development. As he is involved more in development there is the opportunity to involve other people. Rollie is a person who can get further involved.

Perhaps having Laird doing all the development work is a waste of his time. He is more valuable doing overview than the specific tasks that need to be done and that he doesn't have time for. Having him doing all the grunt work is not productive.

He has shifted in the past three years to where he is comfortable with development and talking with people about it. There is a lot of cultivation work that he is doing that could lead to future successes. He talks development all the time with people he comes in contact with. He needs to explore appropriate contacts with other organizations and work with Jeff G. on his contacts.

Perhaps we have been prejudging the time frame required to get Laird involved in this work and there is a natural time frame for it to happen and we're getting closer to realizing it.

Writing grants is not what Laird should be doing. Spending time with people and potential partners is where most of the time should be spent. Laird spending time representing the organization and looking for opportunities for grants seems like the best use of his time.

There is a \$5,000 no interest loan for development purposes. He hasn't specifically spent money on development yet. There is some seed money budgeted for travel etc.

Maybe Jacob could pass on the info he has gathered to Rollie which would free up Laird from having to spend that time.

There is an agreement to get Laird an assistant but we decided that a marketing manager is currently more important and our budget doesn't allow for both.

There was a question of whether Laird has resistance to doing this work. Laird thinks he has been on a path of becoming more comfortable. He is refusing requests to do some tasks in favor of development, like correspondence, but has not been able to totally let it go.

One option is to use the loan money for staff. He has in mind to use that money to develop a brochure.

MON JUNE 5 · SESSION 7 · 11am-12:30pm F: Harvey M: DianaM

ERB

ERB Configuration

Composition: Laird staying on ERB, Tony going on, both staying. Issue is having a bd member.

Another Issue: feedback loop in terms of reviewing performance on ERB, even if they think they're doing ok.

How will it be decided what the subtitle of Cmag is? Not to discuss that here, it's just another example of the need to talk about a review process.

Does Tony want to be on the ERB? He hasn't talked to Personnel, and hasn't definitely decided to do that. He is looking to shift his work, not add to it, so unsure about taking on new work before losing some old stuff. Never really know if ERB will be smooth or a lot of work.

Would it be more comfortable if it was a 4-person cmtee, at least to start? Would be good in case one of the members needed to focus on other things occasionally.

Personnel needs to think about this, because Tony could potentially pick up another piece, such as corresponding sec'y. Not convinced that this is the best use of his energy. Concern if bd decides he should be on ERB when they might have other ideas.

Tony says he's not ready to decide. Feeling positive. Wants to hear concerns about it.

Is the bd willing to let ERB go without a bd member for a defined period of time?

DianaC asks for Jillian, based on her publication experience. Jillian says no. Geoph Kozeny also doesn't want to go back on ERB.

What about the new bd? If this group feels okay with leaving it without a bd member, then next bd can work with OS between mtgs. Also, Tony might get clarity about it.

Are we comfortable leaving the ERB in its current composition for six months? Not exactly comfortable, but seems no choice.

AGREED: leave the ERB in its current composition for right now. If a new candidate is not agreed upon by the new bd, or the EC serving for them, the issue will be revisited at the next bd mtg.

Approval in advance for Tony going on as a 4th member? Should talk to other ERB members.

AGREED: Bd is open to the possibility of Tony going on the ERB as a 4th member, if Betty and Paul are comfortable with it.

Are there objections to Tony in this room? DianaC would like it a lot. Other strong support. Personnel has concerns about other uses of his time, but no qualms about him on ERB.

Flow if Tony wants to do it: Personnel talk to Paul and Betty, just as they would with any other cmtee.

Tony is not necessarily waiting for Finance to lighten up. Less on Vision, he's off ELC, so not even really a liaison at this time.

When Does Bd Review ERB?

In Spring 95, when ERB checked in about a decision, bd told them to be autonomous. Made a statement of trust. Bd shouldn't manage ERB, but annual reviews might be good to make sure their standards match bd directions. Wider circle, not just bd input. Also a way for bringing things up that have been ongoing, such as the issues with Tree.

ERB tries to make detailed report to bd, in terms of flagging issues. Not doing analysis of each issue, and not asking for guidance, just making their own decisions, which is their impression of what they are to do.

Have some kind of appeal process if someone doesn't like their decisions? This would just be for someone within the organization who has a clear and ongoing issue. Need some way of routing those issues. Otherwise no ongoing review of decisions.

Does the issue have to be ongoing, or is coming up once enough? How about 30 minutes once a year regularly scheduled for ERB bringing forward the hottest issues? Or leave it open for when there's a request to review, but list decisions made so that people who don't really know how to navigate the process will still have attention on their issues. Just 1 or 2 sentences on controversial issues, not deep analysis. Laird (as ERB member) says it's reasonable. Extra work, but appropriate.

ERB is willing to include fuller description of decisions that have been challenging or delicate in their nature in their bd reports.

Openness to having some sort of appeals process. How will person know they can appeal?

It was noted that ERB is empowered to act in the moment, so it will come up for review after the fact.

Appeal through OS, and OS can decline (without comment) to bring it up. See this as policy for all aspects of org, not just ERB.

In the past, some have seen the ERB as an autocratic entity, ultimate authority. How to make it clear that there are no unassailable powers in org; that everything rests with bd, especially when it comes to values and vision.

Spelling and Language

Fishbowl on Fri raised issues and some suggestions, but no agreement on unusual (non-standard) language usages.

What level of discretion is given to authors?

Possibilities: allow author's spelling or diction as they prefer, either with explanatory paragraph at beginning of article or not. Or allow one of these articles per issue, as a way to promote flexibility, even changing for some articles if necessary for an issue.

Current policy: keep alternatives where it seems germane to topic or issue.

Does the bd even want to address this rather than send it back to ERB?

Possibilities: give ERB range of possibilities and let them decide as they see fit within that range, give them specific instructions.

Another possibility (proposed by DianaC): When author wants to use spelling/language usage that are common in their political activist or cultural circles (Womyn, humyn, and "in your face" words like "queer"), this will be allowed, with opening explanatory paragraph. Specifically doesn't include lower case "i" or "co".

Question about dialect. Diana says dialect is cool with her, but it would go to ERB. Otherwise, ERB uses Chicago Manual of Style, with some changes as discussed by ERB.

Why not "i" or "co", since the case has been made that this is part of a political message, just like the alternative spellings that are acceptable? Cmag is the voice of FIC, not a vehicle of personal expression for authors. It is about IC's and cooperation, not language change. However language changes over time, and some changes are fairly far along, such as the specified spellings. Other more radical magazines can break new ground. Balancing with our more mainstream audiences. Agreeing to use spellings that have been in use for a few years. Not a blanket thing for all spellings/terms. "Co" is too narrow in its usage.

We are an educational non-profit. Part of our job is to educate our constituencies. Maybe putting out new language is part of educating.

Word roadblocks put out we're becoming cults. FEC cmties are vocal and active in our movement, but statistically small to whom we serve and we shouldn't use their language norms.

Don't need to be on the cutting edge of linguistic changes. Identify publications that we will use as our guide? 3 of them?

Being a communist, hippie, radical, etc. doesn't equal being in a cult. Don't put out that being a red or a hippie is bad. Be careful about language choices that seem to make them bad. Also pay attention to not reinforcing to the mainstream that the things they fear (hippies and commies) are bad. Show diversity: social activists, mainstream, Christian.

Decisions about Tree's articles should not create overall policy. Rather, have a policy of honoring author's reasons, when they are resonant with who we are. Explain in the beginning that it's outside our standard, but state the author's reason as justification for the exception. Not agreeing to accept it when others do similar things, or even the same thing. Not blanket permission, but case by case.

DianaC wants us all to know what she's up against in doing the magazine so we can stand with her. Wants every issue to have a good balance of diversity of whom we represent. Balance isn't easy to get because radicals are the ones who write the most. More than enough articles from people questioning cultural and behavioral norms. Not enough from Cohousers, Christian cmties, etc. Concerned that to make it more radical with changes in spelling, word usage, etc., will make it even harder to get others to be willing to have their writing in the magazine. Messing

with people's spelling gives their psyche a deep jolt. Good idea of seeing magazines that have more circulation that are using this.

It was noted that cohousing listserve had discussion of polyamory, which was largely positive and supportive.

Do personal outreach and build relationships with cohousers and Christian communitarians to get them involved.

Ask for their concerns, input. Strengthen connections, not suppress who we are. This is how we bring them in. Show we're big enough and strong enough to embrace all.

Do we need to decide, make policy? Or just have this discussion in minutes?

Many cohousers have a strong need to be seen as not IC, not commie, more mainstream.

Diana said that she believes she's been chartered to do something, but is not being allowed to do it. She knows many cohousers, knows publications, knows people and wishes we'd believe and trust her. Worried that change in policy will make the magazine less effective overall. Will dwindle her energy for doing it. She is frustrated and scared because she values not turning people off. Concerned about mainstream, not those who are already alienated from mainstream. Those people already have a voice.

Issue is strategy for achieving values. How do we meet constituency? Policy shouldn't be made around who's editor, but what we want as our policy.

Try defining policy? Start and then work on it later, because we might be very close?

If we were running dialectical piece, would want to run opener saying "we honor standard black English" or whatever dialect is.

Concept: ideolect (from ideology?). Treat this the same way? Up front statement would explain ideology.

Concern is that a person at a newsstand might turn to a page with ideolect and be turned off because they're not reading from the beginning and miss the explanation.

Highest priority is educating large numbers of people who are mistaken about what IC is. Balance is difficult and challenging to maintain because it keeps shifting.

Standard for magazine would be to run standard dialects, ideolect in context, but not as policy.

Try colored page with one article in ideolect per issue? DianaC hates the idea and thinks it will make her job harder. Need all strategies for change incorporated. Not be leaders in shift, but also not last. Tree is okay with this.

Use this discussion to inform ERB as to bds general sense.

Think in terms of transition. First step would be to go with Diana's recommendation. See what happens and review in six months.

Agreement that we are a place where individual voices are heard, not masked, but have to balance. Talking about degree, not differences.

Standing mission of the magazine is to be our leading edge in bridging. This is different from the mission of the org. Nervous about bd setting ERB policy, but should be addressing the mission of the magazine.

Checking it out in terms of periodically looking at what's in use in other alternative magazines?

Clarification: looking at level like Utne Reader. Publications to use as a meter will be specified later. ERB to wrestle with this and bring back to fall mtg.

It was noted that we're not going to get clarity from Terry about why he's standing aside.

AGREED: (Terry stands aside) instruct ERB to not be on the cutting edge of language change, nor be unnecessarily conservative. Task them to come back to Fall mtg with a policy setting appropriate balance.

TASK: ERB will come back next session with a policy on non-standard spellings and language usage. Policy can include other publications that may be used as a meter.

MON JUNE 5 · SESSION 78 · 2-3:30pm F: Tony, Harvey M: Marty

FIC Vision and Justice (Al Anderson)

Handout: Tom Paine Institute

The first paragraph of the mission statement includes "sustainable and just" and he is suggesting that a plan for implementing this be included in the statement.

Community comes when people have a common commitment to fairness and justice. Using consensus process is an example of this. He suggests that looking at FIC would show that fairness is a part of what we are doing.

A solid commitment to justice can pull together groups with diverse views. Thinks that the FIC should affirm the commitment to justice and fairness.

Appreciation for the idea was expressed. This could be turned over to the Vision committee to consider whether wording of our mission statement should be altered to include this suggestion.

Deep Dialog Proposal (Tony)

Handout: Deep Dialog statement

The ad hoc committee has put together a statement as a result of the work with Jim Rough.

How is this different from what we've been doing? Not so different. The phrase "expresses a willingness" is more explicit. There is a commitment to explore below the surface with people.

There was a suggestion to qualify the first line to include "around our common vision."

There was a suggestion to make sure that Inreach lets people know that this is part of getting involved with the org. This statement is something that would draw people to the org and could be included in various pieces of literature. There is a general sense of the statement as a good start. Consider it as a working draft that will be modified by the ministry committee.

TASK: Ministry will refine the Deep Dialog statement. People may send suggestions to Ministry.

New Board (Harvey)

Remaining Board Member (terms not expired): Geoph Kozeny, Jeff Grossberg, Harvey, Terry.

Board Members who have renewed: Tony (for 1 year), Tree, Jillian.

Candidates to be brought on to the Board: DianaM, Loren.

Terms to expire next year: Geoph, Jeff (there is some question about this)

The new members shift the balance of the board and address the gender balance. There are other qualified candidates who are not ready to consider election at this time.

There was encouragement for NomCom to do more preliminary work.

Laird is uncertain of his relationship with NomCom in his position where he meets and talks to a lot of people. He is not sure how proactive he should be on this front.

There are some requirements for board membership: attendance at a board meeting, being able to operate on a values level as well as dealing with finances, a level of commitment to the work and being active and responsive between the meetings.

Laird wants to know if Loren is willing/able to attend meetings. Loren states his intention to attend all meetings.

APPROVED: The board slate is approved.

Jillian and Terry (NomCom members) say that Laird is helpful to them in making suggestions to the committee.

Also, NomCom could give Laird information as to what they are looking for.

Closing Evaluations

<u>Things we did well</u>	<u>Things we could do better</u>
Friendly hosts	Start on time
Try new facilitators	Board reports complete on time
Commitment to deeper engagement	Double beds
Routinized tasks	Uncomfortable chairs
Weather	Computer tech support
Ease up on Oversight	On site archives
New facilitators	More personnel committee members
Heather	Better coordination between site and on
Facilitator evaluation	site coordinator
Meeting in a community	Schedule of committee slots right after
Better lists/communication for rides	community day didn't allow for
Agenda support	visitors to see mtg session
Committee lists	Clearer presenter identification
Missing board members	Geoph missing
Snacks	Guest kitchen
Considering future events after successful events	Earlier coffee available
Alphabet soup charts, etc	Better communication from coordinators
Good new energy	Guidelines for facilitators
Caroline's presence	Mosquitoes
Abundance of sacred objects	Hot tub
Name tags good for new people	More evaluation
Staff for event	Mission statement should be posted
Auction	Don't separate payments
Big issues dealt with and progress made	
Laird didn't write a proposal	
Stamina of individuals	
Knowing where next meeting will be	

Board members present in room
Less need to work on finances due to prep

Appendix A: Handouts

Appendix B: Tasks

TASK: Oversight and Finance will get together and have specific conversations with each area manager to help make response to financial reports faster. A high priority.

TASK: Oversight will work with Terry and Alline to make sure she gets the support she needs to run Bookshelf smoothly.

TASK: Personnel will work with the Vision committee on their job description and then it will be brought to the board for approval.

TASK: There needs to be follow up on staffing out the Vision committee. The committee needs to determine a convener.

TASK: Create an email list for the large events sub-cmtee, with Harvey and Bill listening.

TASK: Amy will do the research to try and firm up a proposal for ongoing regional outreach teams. People received emails saying that the groups organized could use it to meet and cooperate with each other. Kathey would like to work with Amy.

TASK: ERB will come back next session with a policy on non-standard spellings and language usage. Policy can include other publications that may be used as a meter.

TASK: Ministry will refine the Deep Dialog statement. People may send suggestions to Ministry.

Appendix C: Agreements

APPROVED: The loan to Living Routes is approved. We will ask that they make interest payments during the first year.

APPROVED: The Vision committee will be a standing committee and that it work on a job description using the feedback on the proposal from this discussion.

AGREED: leave the ERB in its current composition for right now. If a new candidate is not agreed upon by the new bd, or the EC serving for them, the issue will be revisited at the next bd mtg.

Approval in advance for Tony going on as a 4th member? Should talk to other ERB members.

AGREED: Bd is open to the possibility of Tony going on the ERB as a 4th member, if Betty and Paul are comfortable with it.

AGREED: (Terry stands aside) instruct ERB to not be on the cutting edge of language change, nor be unnecessarily conservative. Task them to come back to Fall mtg with a policy setting appropriate balance.

APPROVED: The board slate is approved.

Appendix D: Leftover Items

COOLER: Look at filling in the gaps in the contingency plan.

COOLER: Does the office manager have to be in NE Missouri?