

Spring Organizational Meeting

Fellowship for Intentional Community

May 23-25, 2017 The Farm, Summertown TN

Agenda:

https://docs.google.com/document/d/1Fc_W8o9uymZypq9d_i6uB03QKS6CJnP0qw7Sz5CWwIE/edit#

Board members: Cynthia, Betsy, Harvey, Marty, Sky, Cassandra, Nick

Staff: Ma'ikwe, Sky

Guests: Raines, Werner, Marty/Martree from The Farm,

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Who is FIC?

[Identity Statement](#) (Approved February 12, 2016)

Our conversation at this meeting may lead to changes. Note the change in (political) context since just after our last meeting at La Cité.

Seeking Clarity: **Who is “We”?**

Feedback from Potential grantors: our identity statement slaloms between stuff about us and about the movement.

Our history: serving a part of the **communities movement**.

We added **Cooperative Culture**, and have done some concrete things. Book. Social skills.

We talk about anti-oppression, and build program around that.

Effects: Who we partner with, who funds us, how accessible we are to people outside our historical slice of the bubble.

Step 1: Mapping “what is”

(see whiteboard photo, right)

Honor all cmties on paths... don't assume that religious/historic bent means they can't find common ground.

What is our deeper calling in this era?

How do we get groups within the communities movement to cooperate with each other?

Are we a working board?

Are we a fundraising board?

Genesys convening in March in NorCal produced vision of coalition of orgs in North America.

Approved by GENNA for circulation/discussion.

* just emailed by Cynthia, for later conversation

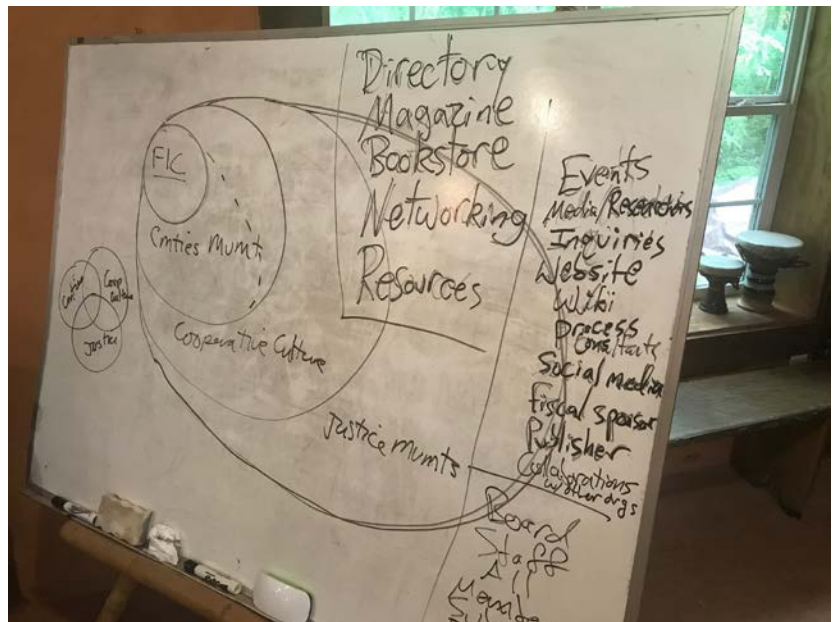
Quoting our ID doc: Serving a cooperative and sustainable world. Meeting the needs of people and the planet. People benefit from the work we do without us having to directly serve them or involve them in the guiding of the movement.

Cautionary note: groups that want to be everything, then you become nothing.

What does FIC want to be (vs the passions of individuals within its leadership)

Collaboration: Separate entities, cooperating and/or competing.

Co-creation: Come together from a place of openness. Teams. Cross-organizational. Taking off hats.



Should we do less of some things, more of others? Are we too strongly trying to be inclusionary/non-offensive?

Maikwe: At New Economy Coalition: so many rooted in community / grounded by it / inspired in our roots, and better reach into PoC.

Conversation w/Ed Whitfield, Fund for Democratic Communities. "Y'all are pretty damn white." Black history of movement not on FIC radar. Keynoting at Twin Oaks conference.

Raines: Let's engage our field of alliance. Asking for cohousing lobbying on the federal level got over 10,000 signatures in one weekend. Many people at Aging-Industry and green-building conferences envision cohousing/cmtty as something for themselves (beyond just something for their clients). Let's not be afraid to ask for support, even from people not living in or actively seeking community - give them opportunities to support our work.

Cassandra: It's OK to have a public identity crisis and engage in a process of resolving it together.

Sky: It's a question of focus, priorities, orientation. In practice: a complaint about a community being racist, brought forward without identifying the complainant. Allies advised on how to engage. Include social justice in Directory Q's.

This is an idealistic movement. Responding to problems in society and creating solutions. It needs to be for everyone.

We need to hold central the concerns of the people most impacted. Otherwise, we are not going to be relevant.

Let's acknowledge that we're talking about making significant changes.

Harvey: We were trying to make sure nobody felt excluded. What does the world need now? It's a big change to step in a new culture-change role. Not necessarily shifting our programs that much.

Betsy: Since I first discovered this "we"-ness, I got involved in Community Economic Development, which was the edge. NEC and millenials: claiming identity as the basis of community without hierarchy. FIC early history -- we were created by (primarily white) people who wanted to create integrated communities when that was illegal. Pacifists, conscientious objectors, spiritual communities. JPUSA (Jesus People) has enormous social/economic mission. We are moving away from being a rural/suburban movement, reconnecting with the urban side of the communities movement. Historically we chose less to be involved in federal lobbying/engagement.

Let's be sure to include the voice of staff.

People appreciate the value of creating, even with identity.

Do we want to put more of our energy on diversity and supporting social justice?

Are we putting a flag in the ground about values?

Current allies by form: Coho/US, NASCO, FEC.

Current Values list: Intentional communities, sustainability, social justice. Implicit prioritization based on sequence of inclusion. How much energy, where?

Similar debates are going on in the Climate movement.

Social justice towards an end? To accomplish the other goals?

UU church restructure, led by BLM issue. We are not alone.

Christian communities = activist communities. Potential for greater engagement, not exclusion.

Watch for "mean green" in spiral dynamics. Risk: Dilution by going for form universality. Let's not keep operating at same level of consciousness. Decide what we stand for, and stand for it.

"Fellowship for Intentional Community" - does not necessarily mean cooperative (ex autocratic cmties). Not necessarily sustainable. Not necessarily social justice. How do we put out the message that it is more particular?

Not about kicking people out, but our focus. Our values. Gives us framework on who we focus on, put in spotlight.

Want to live together vs. have to live together

What do we serve?

Have we landed at: cooperation, sustainability, social justice, nonviolence and non-coercion?
Are we going to more actively pursue these values through projects and partnerships in alignment with all three of those values, especially social justice? More values than the form of IC's.

Social just one form of justice. As applied to IC's (i.e. affordability).

Racial is the type of justice that hasn't really been on the table before.

Back to Q2: we have been excluding people who have been building cmty in other ways.

Q can be: what's our strength or niche to promote these values.

Energy and enthusiasm for how we message our role in the current crisis.

OK with offending people who benefit from oppression in service.

Would like non-violence and non-coercion stated positively.

Culture piece key, and FIC is doing parts of that.

Much larger convo happening with this stuff with orgs we want to be connected with, and terminology is out there and we don't want to be trying to redefine it for our own comfort-- it's a white supremacy thing.

Want us to be able to play with the people who are having really high level conversations about justice intersectionality.

Values good enough for now, safe enough to try.

Look at the 5 year goals through this lens and see what we are doing and what we could be doing more. (Sky offered a whole list of possible ways to actualize this)

If you are being totally no-offensive you aren't doing anything. By defn. IC's are culture change.

Acknowledge and promote ourselves as a culture change organization.

Reasons we got into community: culture, democratizing economics, gender egalitarianism, relationship to place and land.

Ask POC how they would like to go about moving forward and support what they say.

Some caution with organizing at national and international organizing with legislation.

IC form may not speak to people outside the white, middle-class educated group. Some people have community in their lives without having to do this radical act. Dominant culture lacks community.

Paradox of really believing in the experiment of IC's, and also we do miss the mark on how cmty exists for different groups. We provide a complex set of responses to a complex set of challenges with living on the planet right now. Need deep reframe.

Refugees from capitalism, how we talk about community, POC have formed community that we define as "not IC's", the people who have seen it not working for the longest time have been poor, working class POC and particularly black and indigenous people.

Strong feeling is I don't want to participate in an identity shift where we become a social justice organization. Like the questions, don't like the idea of fundraising for anti-racism training.

Move away from hard form of IC's to cmty where you are and that expands who has been involved.

Open container and look at the commonalities that are underneath the forms.

Our definition: *A group of people who live together or share common facilities and who regularly associate with each other on the basis of explicit common values.* Can look a lot of different ways, many of which we do not acknowledge very well.

Part of why we are so white is the added barriers and sometimes violent opposition to their communities. White people have more privilege and access to resources, and have not chosen to make their communities welcoming or extended their resources to people with less privilege.

Advocating for bringing justice up to part with cooperation and sustainability, which for a while may mean emphasizing it until balanced.

Guest suggestion: Strategy and tactics: what (scan for lots of options) and how (go slow).

Possible pilot project?

Let's not lose piece around communication and process as essential element of what we do.

Statement of agreement that we are discussing how does the FIC bring social, racial, economic, and ecological justice into focus through the communities movement.

Memo from the board to the staff empowering them to go forth and implement, and also craft a statement that we share with the public.

Smaller group needs to massage the language of this. Clarity emerging around balancing our focus on racial justice. Racial justice is the thing that we haven't talked about and it is our weakest dimension.

Being an activist organization is being proactive about issues that we have as values. As in helping the sustainable housing network raise funds.

Proactively looking for or to create opportunities to support people of color and other marginalized groups. Intersectionality of it is key. Willingness to take a stand. Be careful that we aren't crossing the 501c3 barriers. Example of Douglas wording "surviving Trump Era" Gratuitous shaming of Trump supporters vs. Standing up against racism. We are not seeking out polarization, we are about taking a stand and letting the chips fall. Focus on actions vs. people.

Does this mean Sky and other staff changes what they do? We ask them their ideas?

DECISION: Summary, small group to work on language empowering staff to share ideas and for us to move forward as an organization to be proactive in our partnership with marginalized groups.

Back to the question is that we are going to put our values into action through projects and partnerships.

Starting with who makes good allies: going through the list...

Current networks/affiliations mentioned by communities in directory that we already have relations with:

NASCO

FEC

GEN/GENNA

Coho/US

Others networks/affiliations in the directory:

NAHC

Catholic worker movement- radically inclusive communes

Transition US

Others we've joined recently

New Economy Coalition

Solidarity Economy Network

Others:

Racial: People of Color Meet Up, Black Lives Matter, POC Sustainable Housing Network

SELC

Permaculture Groups
Worker COOP movement
Community Land Trusts (notice division within that movement)

How do we want to explore this? How we actively show up in their movements? Strategic about best approach? What is the decision making matrix of this ecosystem.

Shift in our thinking about urban vs. rural - to bring in a more urban constituency - maybe just need to actively address this stereotype in our messaging.

Criteria for project document, five year plan, and coalition building document - should we look at these as part of this? Cynthia, Sky and Ma'ikwe will do some pre-homework on these docs to prepare us to dive into this conversation more fully.

Budget Report:

Concerning issue for income in first quarter is the bookstore - but doesn't have numbers from co-housing conference or book release.

Concerning issue for expense is cmag, but we really don't know why.

Development is doing great - take away is that when we focus on development, we do great! Pitch for hiring a development director!!

We are also doing great on getting our integrity aligned with outstanding debts. We are in integrity with our staff and our credit card. We are still hand to mouth, but making progress.

We have applied for grants, but likely won't get them until second year - building relationships with foundations takes time.

Homer Morris: in May 2016, the board agreed to examine the Homer Morris loan fund which was a historic loan fund of the original FIC to help groups buy land or do projects. Had a good run from 50's-90's. The FIC owed \$40K to this loan fund. Christopher suggested we have a marketing scholarship for us to offer something to underprivileged people to "pay back" the loan. Homer was a Quaker and he and his wife were activists/spiritual activists. Formed the AFSC - American Friends Service Committee Closest thing to an intentional community bank.

Network Subcommittee

West Coast covered with NICA, SWICA, East Bay Cohousing/Cohousing California.

Notice we have a lot of stuff in the west and SW represented in this group that showed up (Betsy, Raines, Cassandra, Werner). What would motivate someone getting involved with a regional network of IC's?

Boulder group, new england coho network meetup. Mapped other relationships. Lots of energy in NC, too.

No big master plan but recognition of a lot happening regionally, and Raines is up for stepping back in to help document the regional activities. Toolkit for starting nodes- Thumbs has . We want to know about activities and want them to know about us.

Group mapped where it individually had connections/existing networks in different parts of the US. West Coast well organized. Southwest ICA (new), Northwest ICA, Cohousing California/Bay Area meetups, Sonoma County/Mendocino

Would like to see seed funding to encourage more regional organizing.

Development Cmtee

Saving DD conversation for later. Have a spring fundraising ask out now. Please let Ma'ikwe know what you are available for. Also doing: famous people initiatives, incl. Michelle Alexander. Revised membership package, rebranding (partly starts with a survey). Press packet.

Asking Board members to provide name, # of people you are willing to call, preferred mode of information, give Ma'ikwe. She will send you a script, a list of names (who have not given in the last 5 months).

William Cerf and Ma'ikwe identified 4 David and Patricia Arquette, Jared Leto, and Winona Ryder and will ask them to make a promotional video. 2nd category: Michelle Alexander! Other names: Peter Coyote. Will approach them strategically.

Working on a press packet with FAQ to be on our web page and use.

Rebranding: will survey enews and membership list to get input. (also cleaning the website).

Coalition working group

hearing lots of different perspectives on how best to do this. So many orgs working on some aspects of community-related stuff. How best to work with them? Could start with a more limited scope and expand. Branding. Coalition or Association? Desire for neutrality and independence of the project. Is GENNA or FIC doing this neutral? Do we include culture change as something that all the orgs are involved in? Title, mission statement and actions all matter for drawing in the right groups.

Next: add comments to document. Reach out to potential partners. Is this GENNA or a project of GENNA? FIC needs more info to know how to relate to this. Representative of representative org? Let's try to get POC involved now.

Lots of potential member groups (not ICs themselves); discussed org types: member/trade association of consulting/organizing/R&D or coalition (some common political direction); Branding, e.g. cohousing does resonate with eco-village; CASA doesn't use term ecovillage; we want broader, Is culture change part of these orgs we see ourselves in coalition with? Having that intention for members.

Should GENNA fund the Coalition directly? Fund FIC to sponsor Coalition? Separate org from either. What coalition is doing and values/mission statement is what will draw members. NEXT STEPS – Cynthia will interview groups, share results with Genesis; Inviting suggestions on potential members. Board to comment on google doc of Proposal.

QUESTIONS: Should FIC be the sponsor or GENNA or vice versa? Want this resolved early. GEN wants to get reports about what's going on in North America; that's driving this initiative. Talk with NASCO – see if they have major interest if they Let's get POC groups involved in earlier, bring in now.

Is GENNA morphing into this or sponsoring it?
Proposed to be a membership org. Not a representative.
Looking at GEN as an outlet and support.

Debrief of AORTA Anti-Racism Training

Comments and responses -

Felt good, right, life-giving, getting off the moving sideway.

Good info from Roan. Did we get what we need? White people working with a white person to get training on race relations. Seemed more appropriate to have a training by a person of color. They are not breaking the syndrome. In future I might prefer to hear from some people of color leading a group of people of color, might be a lot more challenging.

AORTA has POC members; careful in their approach; this may be their strategy.
Their website, and people vouching for them.

Good training; and helpful to speak with an experienced white person. Would also like to learn from groups led by POC who are organizing POC communities.

FIC Staff now has 2 people of color and 2 immigrants (Russia). Now more diverse than our board.

What is FIC - Current/forward steps

Sky is making efforts to create relationships with groups led by people of color (POC), and holding ourselves accountable to the existing group or group of advisors. Sky has struck out so far but hopes larger board has more contacts

Sky also working with Adam Wolpert of Occidental Arts & Ecology (Sonoma County) has been working hard to bring in groups of color. He and Sky are writing a memo that identifies white predominance in IC movement; why it's a problem, and how to approach it. Want to circulate it widely in existing movement and take it to friends and allies and run it by them for their input.

Cohousing Conference started a cohousing thread by a Coho/US board member (Alan O'Hashi, Manzanita Village).

Can Showcase POC led and social justice oriented communities in the Directory
Consider asking if we can meet at Koinonia Farm in Georgia in next year. Habitat for Humanity started there.

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3GOALS/PROGRESS on 5 year strategic plan

Staff is using and engaged with the 5-year plan. See spreadsheet on google drive.

Ma'ikwe (and Sky)

Goals achieved already:

Allium making \$; integrity on debts (re-financed or paid off); Cleaned up accounts
Cmag in the black in 2016.

Made progress on 15-20 goals for 2017 to 2019!!!

Staff Discussions/Moving toward cloud based accounting.
Revamping Cmag renewal process; almost 1000 subscribers!
Data merging with GEN - ongoing
May reach \$50k in donations this year rather than in 2019 as planned.
Others – see table in google drive

Some Others Goals –no progress.

Didn't coordinate with Coho/US open house day
More robust Canadian involvement
Visions Part 3 (video education series)
Cmag - Biggest issue is continuing sponsorships for this year, Have \$1000 and a potential sponsor

BIG CHEER, HAPPY DANCE for making such progress on the 5-year Plan in 6 months.

PROPOSED North American COMMUNITY NETWORKS COALITION

(Cynthia)

In March, Cassandra hosted a small subset of groups from the Communities Summit at Lost Valley June 2016. Participants included FIC, Numundo, Green Key Realty; Commonomics, Village Labs, Renewing the Village. They met in Sonoma County, and named themselves the Genesis Group. Group discussed ways to jump start GENNA or organizing independently.

Cynthia wrote up a proposal after the Genesis met. Details on Google Drive. Members, including FIC, would be incorporated network, company, nonprofit, or umbrella groups that work with multiple individual communities. Google document reviewed. Includes a list of potential invitees. The concept is a “network of networks” and invited candidates pay a membership fee. In return get specific benefits, including shared social media, annual gathering, info-sharing, monthly talks on topics, global presence through GEN, and access to international newsletter and internal GEN channels.

How many board members would support FIC being part of this coalition?

Q – isn't GENNA the ecovillage coalition in North America? Yes/no; limited scope; ecovillages just one category (GEN doesn't consider them the only one anymore. Want something more expansive.

Q – Staff? Cynthia is the international coordinator; there is a regional coordinator position funded who would staff the Coalition (Chloe)

Q – what is GENNA? – partnership of FIC, GEN-US, and Lee of Canada, Chloe and Cynthia are members at large/NextGen. GENNA Council is the body of representatives of partners that governs.

Q-HOW would you join the proposed Coalition? Any criteria? Any efforts to support low-budget, no budget POC led groups? Membership dues may be tied to size of org budget. It would start with limited list of invitees. Other members may come in if they meet mission or values alignment and fill out an application or are invited. There will be a process.

Q – how many coalitions are we going to proliferate; do we need GENNA or Genesis? So much overlap.

A – wants GENNA to showcase all the different groups doing good work, more than FIC, Villagelabs is going good work.

Q – does this replicate infrastructure already supported by FIC? Would supporting FIC get the work done faster

A – All GENNA has is a webpage part of the GEN website. Does not have the infrastructure proposed for the coalition.

Q - Why aren't these groups becoming part of GENNA? Why is FIC part of GENNA and this coalition? ...

A- several of us meeting in March were impatient with the GENNA process so far. GENNA may not be the right platform for the Genesis group. Could this coalition become something GENNA wants to be part of it or replace GEN-US? A broader coalition seems likely more attractive for Coho/US or NASCO than GENNA with its narrow focus on ecovillages. GEN now supports wider member types, so this could be a platform for all those groups.

Other Qs – what's the hold up with GENNA? And Why do you think Coho/US and NASCO would not want to be part of GEN/GENNA? A: too complicated to respond too.

Cynthia Q - How does proposal land with you, and what do you think about a new coalition rather than GENNA leading the coalition?

- Like that this is a membership not representative.
- Believe more urban community building coalitions and groups would be more comfortable joining this than GENNA.

- Great if new coalition can be funded from GEN but that could get messy.
- Not clear what this coalition is that we're not already engaged with; seems repetitive, what is this coalition's distinct mission from GENNA, FIC?
- Genesis group is a temporary/transitional structure. Maybe join New Economy Coalition, yes. FIC staff already doing many of the tasks the Coalition proposal mentions.
- Joining New Economy Coalition doesn't serve this proposal. They have a lot of history and connections with funders.
- Look at biz model of Coho/US and NCCD. Both supported in part by the professionals in them, but struggle to have enough resources.
- Is this primarily a group of consultant/biznesses or nonprofits who need to add impact or resources? Current list of potential invitees seems too narrow to support the group financially.
- GEN is very broad umbrella; all manner of types of allies/members; and it has resources to give to regional groups. But, FIC is 33% of GENNA; Genesis ad hoc group wants to be co-creators of a new North American network because GEN-US has been a bottleneck to moving ahead..
- Precedent/example - when CASA separated from GEN-NA. GEN is super flexible and accepted CASA as independent agent. GEN is sitting down with heads of state to represent the cooperative/sustainable ways of life – we need to do the same.
- Branding issue - name Global Ecovillage Network of North America – NASCO will say no. This Coalition doesn't have to have ecovillage in its name. One entity makes sense to me. New Economy Coalition – not quite right. Prefer a member org vs. representative one.
- Seems like FIC should align with a coalition that has follow-up on anti-racism work. Why support a new coalition that doesn't address this?

Cynthia A. Those are two different conversations, anti-racism is a value. The Community Network Coalition Proposal is a structure/tactic.

Next Steps – Cynthia thanked group for input; will integrate comments into refine proposal.

How can we best restructure?

Given our Goals, Priorities, and Capacity, how would you ideally organize/restructure FIC? (Sky)

Reviewed Current FIC map/org chart. Overlapping circles of Board-Oversight-Staff; plus larger circle of volunteers: All List, and network of orgs with closest relationships (communities & allies) (NASCO and COHO/US, GENNA).

Staff now has monthly conference calls. This is good.

Senior staff talking weekly: Biz Manager, ED, Development Director (Ma'ikwe), and now including Cmag editor (Chris Roth).

Would love to see yearly staff retreat;
Staff is evolving; adapting. Board is more focused/but unclear where the lense of focus should be because staff now more robust and interactive.

Exercise/Breakout - in on the Board job description and ask this question.
Breakouts – no pressure; playfulness. 15 minutes. Each group gets paper and doodles.

Pictures – explained by Marty, Mai'kwe, and Sky.

DISTRIBUTION CONTRACT WITH CHELSEA GREEN

Board approved a distribution contract for Ma'ikwe's book with Chelsea Green . Deal consists of paying \$1500 to publish 2000 books with a printer Chelsea Green uses; high quality publication. Chelsea Green takes 1500 and sells through their usual media channels. FIC receives \$2 and change for each copy sold. FIC receives 500 books and sells through Bookstore and receives full sales price.

HIRING DEVELOPMENT DIRECTOR

Harvey facilitating .Ma'ikwe discussion leader.

Staff can move forward with hiring a Development Director, budgeted at \$6600 starting in the ---
Proposal 60 hours a month; 15 a week; \$15-20/hour; 200/grant proposal.

FIC Is in a much better position to use a Development Director – we are better aligned about development (board, director, staff -> functioning committee. We are not desparate, now or looking for rescue; we know to find a candidate to build a development program; and they understand our financial realities and transparency.

Q&A – we can pay them for work performed, but if \$ doesn't come work will end.

Right now Sky would run up credit card debt to cover shortfall.

Development Committee: Ma'ikwe, Cassandra, Sky, Cynthia, Nick, William Cerf
NEXT STEPS - Ma'ikwe willing to take responsibility for the interview process. Dev.Com will revise job description and Christopher will send around. Martree asked for copy for distribute Farm members.

Considerations: Provide them with Orientation period, share existing schedule of tasks, and invite creative ideas; give the time to interview staff and board; what we've already done and expect. They will be part of the Executive Staff weekly calls.

BOARD JOB DESCRIPTION

what kind of board: sizes, responsibility, frequency of meetings; who ideally; role in Development/members do we need?

Sky wants to know what he can count on from Board members going forward. Reorienting himself – should he expect less from board?

BOARD CORE FUNCTIONS reviewed by Harvey

Financial Oversight

Resource Acquisition

Setting Values

Setting Priorities within Values

Overseeing/managing primary staff

Legal compliance

Board ensures staff has resources to do their work

Gravy (extra functions) Networking; Capacity Building – new resources

How much time should be required?

What about annual board meeting; Quarterly phone calls; Regular committee

Sky - on what Board should be:

- Would like Board take on some of networking function –wants people who are really well connected to a variety of orgs.
- Being available to think about things: special focused conference calls about big picture things.
- Strategic planning; big picture – that feels appropriate. 5-year plan was very useful. Gave him something to work with staff and board on.
- Micro-managing his own work not helpful.
- Capacity building – wants a board with skin in the game, invested in carrying out decisions
- Retain long-term perspective
- Create advisory board for high level input without board commitments

DISCUSSION of current job description

- - Diversity of what board members look like, orient board responsibilities toward their passions
- - Is it that hard to attract board members? we haven't been recruiting board members on the All list
- - too few people can afford the time/money that being a board member required;
- - Publications; lawyer on board – someone who's brains we can pick.
- - We have put out requests to the All list recently

- - Our current job description its in flux – makes it hard to recruit; let's pare it down by a lot focused on qualities and minimal commitments, not expecting everybody to do every thing (some disagreement if that's what it does).
- - Lets' aim for a Minimal viable job description
- - Being on the board is a specialization, for people privileged with time and energy.
- - Rather than lowering barrier, raise barrier but raise funds to help some other key people to participate. Love the current travel subsidy fund.
- - Could create a structure where board does top 5 things, and create another structure like the advisory council, or other way to get input, maybe regional networks.
- - Need to get out of the boxlike way of thinking about boards
- - Most social justice orgs go out of their way to lower barriers to ensure their own constituency can serve on the board.
- - We have been serving people from intentional communities
- - There are people who have flexibility in lives but can't afford to come; Time requirement is a barrier
- - If we change things we will lose some things and gain some others
- - Significant time in person allows for deep connection
- - Board members provide long-term memory/connections – beyond any single ED or staffperson
- - Takes a long time to get up and running on the board; 2x year; in-person meetings is where that happens, not zoom or phone.
- - Oversight committee has had 2 part-day conference calls, worked well; pretty clear we were riding on a deep connection there.
- - Instead of fewer meetings; lower the requirement or allow for exceptions if someone can't make it
- - What are functional capacities we need?
- - Can we identify and engage folks who have skills we need in specific areas – don't need to bring a lawyer on board just in case we want to pick their brains.
- - Develop meaningful relationships with leadership of other organizations and engage
- - We want terrific board members who bring things we don't have; Not about tokenism;
- - Making exceptions for some people to be on the board doesn't feel right
- - Current board/staff goals/progress over last 6 months - going well
- - We're under-using some of our board members' energy
-
- - Points of difference: lower the bar or keep the bar but invite special/other types of participation.
- - As a board member I would prefer to narrow my focus to a few key areas
- - Culture of voluntarism and roles for volunteers was important in past - the implementors - were an on-ramp to board - folks already involved in some project of ours, not completely new.