

# FIC BOARD MEETING MINUTES SONGAIA COMMUNITY, SEATTLE SEPT. 3-5, 1993

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## **BOARD OF DIRECTORS MEETING, Sept. 2-5, 1993**

Friday, Sept. 2 -

### **BOARD MEMBERS ATTENDING:**

Betty Didcoct-Turtle Island Earth Stewards, Caroline Estes-Alpha Farm, Dan Questenberry-Shannon Farm, Elph Morgan-Inter Coop Council/Ann Arbor, Geoph Kozeny-Community Catalyst Project, Harvey Baker-Dunmire Hollow, Ira Wallace-Acorn/Twin Oaks, Tom Starrs-Green Pastures, Ella Peregrine-Alpha Farm, Laird Schaub-Sandhill Farm, SYD Fredrickson-Seattle/Alt, Lois Arkin-Coop Resources & Sevices Project/Alt.

### **ALSO ATTENDING:**

Joe Peterson-Communal Studies Assoc, John Arkin-VA, Faith Morgan-Community Educational Services Council, Valerie Naiman-Earthaven, Craig Ragland-Songaia, Fred Lanphear-Songaia, Loren Schein-ex-Ganas, Jim Squatter-Seeds of Peace, Heather Abramson-InterCoop Council), David Nuttall, Andy Mager(Common Place), Jim Morrison, Ceilee-Sandhill, Shane Saloman, Kirsten Johnsen-Greenfield Ranch, Delia Davila-InterCoop Council/Austin, Jenny Upton-Shannon Farm, Barbara Lee-Dunmire Hollow, Barbara Cohen.

**Session 1: 9:00-10:30 a.m. Friday, Tom [F]; Harvey [R]**

## WELCOME TO SONGAIA:

Fred: We're pleased that you're here. Songaia means "Song of Gaia," please feel free to use our songbook during your stay here on these seven wooded acres of sacred land. I can take care of your general needs; Pheel, our chef, is prepared to take care of your special dietary needs.

## INTRODUCTION: Tom Starrs

## INTRODUCTORY GO-ROUND BY PARTICIPANTS

### TREASURER'S REPORT (See attached budget sheets.):

Elph: The major project monies are handled by the project directors -- Laird for the Directory and magazine, and Betty for the Celebration. For the general funds account, we get about \$5000 in from membership, and that amount goes out to support the office and membership services, not counting labor costs. We are currently spending a little less than budgeted. We're doing fine. Income is steady and at the level projected. Expenses are lower than expected... costs are down. Why? Most of our activity recently has been related to the Celebration; so expenses have been charged to the Celebration account instead of the general fund. Of course, general expenses cannot be supported this way in the future. Also, the Newsletter has not come out on schedule as it should have (and did in the past); so we have paid out less than expected for publishing. But membership renewals may drop off if the Newsletter doesn't get out soon.

### NEWSLETTER MISSION, CONTENT & EDITOR PAYMENT:

Dan: There has been one issue of the Newsletter published this year; there should have been two quarterly issues with a third due about now. I had long term hardware problems, lost Julie Mazo, my editing partner, and suffered from low morale. But we've upgraded my desktop computer to 386, expanded the memory and speed, and acquired a 486 laptop for backup against any more hardware failures. I've hired Virgil, a skilled computer operator, for two days a week. He'll work some on editing, and we hope to re-engage Julie as we become effective in meeting deadlines. Questions: Should we pay an editor? Shall we put out an issue on the Celebration? Should we expand from the eight page limit?

Lois: It would be helpful to reiterate the mission of the Newsletter, vis a vis COMMUNITIES Magazine. The Newsletter focus should remain on communication between communities.

Harvey: The Celebration issue of the Newsletter needs to be about the Celebration itself; the magazine should be mostly about the after-effects coming out of the Celebration.

Loren: A Newsletter should come out right away, to keep the information flow going.

Caroline: We need to keep our membership up to date -- with only one issue this year, how can we do that? Can a Celebration issue also serve as a catch up issue?

Tom: Let's return to Lois' question about Newsletter mission.

Laird: My sense of the publications is that there is some overlap, but uncovered sectors as well. The Newsletter is for inter-community exchange among FIC members, and needs quick turnaround. COMMUNITIES magazine has a more general readership.

Ira: It would be good to get information on the Celebration -- personal reports & participant feedback -- mailed out to folks who couldn't come, within a month if possible.

Valerie: The Celebration issue of the Newsletter should get out while interest is high. The list of workshop tapes could be included, giving a taste of the Celebration to those who couldn't come and providing wide access to these interesting tapes.

Andy: Use pictures from the Daily Planet; that'd add a lot.

Joe: Quotes from Celebration evaluation forms would be good.

Caroline: And quotes from the college staff at Evergreen? They really enjoyed hosting us!

Dan: Content quality has been my first concern as editor. A question of interest to readers has been inclusiveness -- concerns about polyfidelity from a Christian community, about openness from a lesbian community. We've provided careful editorial responses.

Laird: Both groups seem appreciative of our responses.

Ira: If we print 1000 copies or more, we could use newsprint, reducing weight and cost; Gordon could help. We could print enough for those inquiring about the Celebration who didn't come.

Dan: We could create even more income by sending an copies to folks on Community Service and School of Living mailing lists. Increased income could keep the Newsletter moving and viable. We need long term sustainability.

Joe: We should compensate for Newsletter work.

Caroline: A Newsletter editing and publishing budget should be developed.

Laird: We should be compensating for the work. Let's do a budget Sunday morning. Newsletter publishing costs apart from labor are 11 cents/copy.

AGREED: Newsletter editor will be paid from Newsletter budget.

TASK: A Newsletter budget will be developed during the open session Sunday morning for approval by the Board before the end of this meeting.

#### FELLOWSHIP BROCHURE:

Geoph: The brochure hasn't been updated since the last one was created in the early days. Tom & I have set a date to figure out what it should look like. Are there any other volunteers for writing snappy text? Craig, Lois & Valerie will help. The feeling is that the present brochure is fairly dry and visually unappealing. There will be a caucus after this meeting.

AGREED: The brochure will be updated as soon as possible.

#### MEMBERSHIP DEVELOPMENT:

Dan: Elph is now coordinating membership processes. New members added from the Celebration in August have greatly expanded the membership roster.

Elph: The database is now in good shape! Since 9/92 we have exact membership dates recorded.

Geoph: Financial accounts for the Celebration should appear in the Newsletter and Magazine.

TASK: Elph will set up systems for membership renewal billings on a quarterly basis, with annual renewals mailed out once each quarter to people/groups originally joining during that season of the year.

#### SECRETARY'S REPORT:

Laird: The job has consisted mostly of phone calling & answering letters. Betty has been dealing with some of the flow in conjunction with the Celebration. The flow has not increased markedly in the last 4 months. From my end, media exposure has decreased; but it probably picked up at Betty's end. We still get referrals from CSA, CCS, etc. Three particular contacts deserve mention: Rachel Summerton's letter about Geoph's visit, and our process and separation from USI. There was no response to our letter and there is worry because of Rachel Summerton not showing up for her workshop at the Celebration.

Caroline: She did send back an acceptance for a workshop.

Laird: We also wrote a letter to Bill Clinton to invite him to the Celebration. The third contact is with Richard Kathmann, the site director at Oneida, who is interested in involving contemporary communitarians in the programs at Oneida, to make the programs more interesting to both the general public and contemporary communitarians. A phone call confirmed his continuing interest; because of schedule obstructions for both parties, the project was put on hold for the time being. There are a number of possible directions to take; for example, people with historic skills could demonstrate and get money and exposure.

TASK: Harvey will get the address of Andy Mager's community near Oneida, for possible connection with the 1994 CSA conference at Oneida.

#### **SESSION TWO: 11:00 AM Friday, Sept. 3, Geoph [F], Harvey [R]**

#### BOARD MINUTES & MAGAZINE INDEXING:

Laird: We asked Twin Oaks to index the Fellowship minutes, and to consider indexing the Magazine. They are working on the minutes; it's done as time permits. The amount of time they have for it varies with number of indexers. There is no way to predict when it will be done. It's being paid for by FEC. University Micro in Ann Arbor has microfiche of the magazine, which would help in the indexing work.

TASK: Laird will check with University Micro to see what

copies of the magazine they have available on microfiche.

#### ADMINISTRATIVE COMMITTEE INTERIM MEETING SCHEDULE:

Laird: Last year for the first time we had an interim A/C meeting, which was deemed necessary for Celebration planning and other work. We scheduled it to bridge the time between board meetings. The question is: how often do we need interim A/C meetings to get the work done, given the shift from the Celebration to the aftereffects of it; cost is a consideration.

Caroline: We can address need now and practicalities later.

Dan: The board agreed to finance travel to the interim A/C meeting. How did that go?

Laird: Without you and Harvey coming from the east, the total travel cost was only \$50. We paid for food and lodging at Betty's.

Harvey: Travel cost was only one consideration preventing my attendance; time was also a big factor.

Laird: Is the fact that only the A/C is at the interim meeting OK with the rest of the board, given that there is both direction from and feedback to the full board? There is no plan for an interim meeting at this point; it is still under consideration.

There was no objection.

(See Later Committee minutes: interim meeting scheduled at Sandhill in Feb. 1994.)

#### FUTURE BOARD MEETING SITES:

Laird: We try to rotate around the country as we can, meeting at different communities each time. The next meeting is scheduled to be in the middle of the country. Sparrowhawk is now out for the time being. Our current prime contender is Sunrise Ranch, through Nick Giglio. Sunrise Ranch is an hour from Denver. The fall meeting will be on the East Coast. Twin Oaks is possible. Other offers have come from Christiannsbrun and Ganas (we met at Ganas once before). We are open to suggestions for either region.

Ira: Colorado feels like the west coast to me, rather than midwest. We need to check out the cost.

Tom: The Emissaries have learned to use "mid-continent" instead of Midwest.

Loren: Colorado had a strong presence at the Gathering.

Joe: We should split the country into four regions. I agree with Ira that CO isn't the midwest; but living here on the west coast, I don't view CO as part of this section of the continent.

Dan: Tim Miller and Deborah would be willing to drive a van from Kansas City to Loveland.

Lois: Is Ann Arbor a possibility?

Heather: It could be possible, but the student houses would not be well equipped to house 30-50 FIC people.

Elph: Ann Arbor could be pricey.

Dan: Green Pastures was well aware of the costs of hosting us, but was gentle in the pursuit of the money.

Caroline: We need to look at a map to see what regions we've really covered.

Elph: I will help move people across the Midwest region if needed.

Faith: I would like to do Colorado and Sunrise Ranch.

Tom: Sunrise Ranch would be a great place to have it. There are 120 residents, 20 guest spaces; it's a large operation with conference facilities. There's a strong ecological & permaculture consciousness.

Caroline: We could look at the Directory map over lunch.

Tom: How about Twin Oaks?

Ira: We could probably meet at Twin Oaks, but I'd like to inquire at Koinonia first.

Joe: Church of the Redeemer in Houston might be a possibility.

TASK: Elph & Heather will research Ann Arbor meeting site.

TASK: Caroline and Dan will call Sunrise Ranch.

TASK: Ira will inquire at Koinonia.

TASK: Geoph will inquire at Miccosukee.

TASK: Harvey will check with Albert Bates about The Farm.

TASK: Lois will pursue Redford Ranch.

TASK: Jim S will give Laird Hollywood contacts/Jeremy Sherman.

#### MEDIA DEVELOPMENT POST-CELEBRATION:

Laird: We have taken a middle of the road position with the media; we have not developed possibilities with radio and TV talk shows. We have agreed to use options that arise without pursuing such opportunities. The question is: how do we want to use the opportunities generated by the Celebration in a pro-active way?

JimM: Do we know what we want to say when we get there?

Laird: We need to engage the media where their interest is. Our messages: people are interested; people can benefit from contact with communities even if they don't live in a community.

Lois: We have developed a list of sympathetic media people. We can approach them about further work. We need to remember that not all media coverage is good. We need to develop a strategy rather than let it happen to us, and look at associated groups to see who they are getting coverage from. The media committee can be tied in with the Speakers Bureau to get the articulate folks out there.

Craig: We will have some challenges going from 120 to 800 members; it might be useful to look at how we handle this transition, using this process as a guide as we increase our media visibility.

JimS: Seeds has experience with media pigfests. If you get too many tourists, it really disrupts building community. We need to work with alternative media so they can understand without distortions, sensationalism or divisiveness.

Geoph: We have started doing this process for the Celebration but there is still a lot of work to do. We need to revitalize our media committee now that the Celebration is over.

JimM: If you don't get out a story another will be created.

Dan: I've started a list of mainstream journalists who have given favorable coverage. We need to keep such a list going. Feed that information to Betty, with a copy of the news article or tape. Having good coverage in hand legitimizes us with other media persons. We didn't have a presence at Waco. We should look at future possibilities.

John: We could use "backdoor media"; for example, I gave a talk at a school about alternative housing; it fascinated the kids that there were options. Let's go into the schools with our message.

Caroline: Alpha has been in the media a lot and have never had a negative story. How we present ourselves has a lot to do with what we get. We're very open! Our attitude and how we go about things determines what we get in the way of coverage. Alpha did not get overwhelmed by the publicity.

Lois: Attitude is important, but good coverage requires preparation as well. The mainstream media are picking up ideas from the alternative media very quickly. We have to be ready when the mainstream contacts us.

Valerie: Reaching out to the mainstream media may be an old paradigm; it might be better to strengthen the alternative media. It would be better to put energy into a media packet the FIC feels is representative of the movement. The FIC should have hard copy for reporters to work with or to send to alternative media.

Joe: We almost need a press secretary. We've seen very little poor press coverage. The Rainbow Family has cooperated with authorities at times. Ken Burns (of Civil War documentary fame) is interested in community. I'll be working with John Langley (of Cops documentary) soon.

### **Session Three: 2:30 PM Friday, 9-3-93 - Lois[F]; Harvey[R]**

COMMUNITIES MAG-Guest Eds, Mnging Ed Suupervision, Ed Cmtee:

Laird: We have recently published Issue #80/81 with Geoph as guest editor. There's been a positive response to the new issue, including good sales at the Celebration bookstore. Deborah Altus has all the articles in hand for the next issue, #82, with some editing to do; it should be out in Oct. or Nov. The next issue might be guest edited by Betty, about the Celebration.

Betty: I would be interested, if there is a managing editor.

Laird: That issue would be out early in '94. We need a paid managing editor for the magazine. Geoph, Tom and Laird are interviewing candidates for the position; three interviews are done, with 2 or 3 more to do. We hope to make a decision at this meeting. We want a manager who can help increase our subscriber base and advertising, help us to break even financially, and publish on a quarterly schedule. There is about a dollar/copy in the budget for further development of the magazine. Postage is a high cost. There are about 900 subscribers and 2000 in newsstand sales. We sold around 200 copies at the Celebration. Most distributors have increased their buying with each issue.

Dan: We could go back to local outlets where we did well selling Directories, and inquire if they would carry the magazine as well.

Betty: We bought a Directory of New Age Bookstores that I'll send to Laird for more marketing efforts.

Laird: We need a group central to FIC to work with the new editor. The new managing editor would start with issue #83. The work would begin fairly soon --- within a number of weeks. There would be a base salary of \$750/month, with incentives for increased advertising and



subscriptions above the current base. The three areas we are weakest in are advertising, subscriber base, and graphics. The new editor doesn't have to do all the work, just manage it.

There's an offer from Patricia Green of Renaissance community to overhaul the graphics. She has agreed to send us a proposal. The money for this would come out of the magazine development budget. Geoph talked with Lance Scott, of the Celebration's Daily Planet, about doing layout on a regular basis. His estimate comes in under budget, so we may go with him. The various operations of the magazine are spread out geographically; the current managing editor (Laird) is at Sandhill Farm (MO), the printer is in IL, and the distributors are Twin Oaks (VA) and Alpha Farm (OR).

Dan: Before FIC acquired COMMUNITIES magazine, copy quality was uneven and insistently positive; now we don't want to publish just "puff" pieces about community life. But we need more consistency and balance to deal effectively with difficult issues.

Laird: We'll set up a trial period with the new managing editor. Candidates are asked to commit to attend at least one board meeting per year. It's not decided yet if we pay their meeting travel costs. The submitted draft budget will be updated as the magazine is developed, and more revenue is generated. The magazine has about \$6000 of accounts receivable in the pipeline. It's not clear if the magazine could be totally self-supporting yet if the Directory and magazine are separated. We could spend money on graphics development over and above basic budget figures.

Geoph: Will there be an annual contract?

JimS: Laird will be working closely with the editor in the near future and could be the initial evaluator, even before the first issue. Betty would be next on line, for her issue, with an ongoing editorial committee for oversight.

Tom: The managing editor is not responsible for every detail. The job is to manage the different parts of the magazine.

Lois: Will the editorial committee develop a job description, and a contract with a conflict resolution clause?

Caroline: We need to clarify the connection between the managing editor and the guest editor.

Betty: The main object of evaluation will be the working relationship between the managing editor and the board.

David: I suggest that Laird supervise the managing editor.

Laird: We don't expect a new person to anticipate Fellowship policy; we'd expect them to gain appropriate sensitivity over time. Lois: We should use e-mail to develop ongoing communication between the managing editor and the board.

Caroline: We need more topics for future magazine issues.

EDITORIAL COMMITTEE: Laird, Geoph, Tom, Betty & Elph volunteered for the editorial committee. Valerie is interested in advising the committee.

AGREED: The Board delegates the job of managing the magazine to the Editorial Committee.

AGREED: Laird will supervise the Magazine managing editor.

AGREED: Laird, the committee, and the new managing editor will development a draft magazine budget.

TASK: The Editorial Committee will work on a budget and report Sunday afternoon after the committee working session. To be involved: Dan, Harvey, Caroline, Geoph, SYD, Laird.

TASK: Betty will guest edit issue #83, with a managing editor.

TASK: Kirsten will guest editor an issue on growing up in community.

#### **SESSION FOUR: 4:30 PM Friday, 9-3-93 - Tom [F], ? [R]**

##### 1995 COMMUNITIES DIRECTORY - TIMELINE:

Laird: We are deep into the all-new Directory edition. We started soliciting intentional community listings ten months ago, and are continuing with phone follow-up. We now have just under 400 listings, and expect over 500. Now that the Celebration is over, Geoph and Laird will be hitting this hard. After the data input is finished, we'll have the layout to do. Dan is editing the feature articles, over half of which are keyed in. We have not sent out letters of acceptance or rejection to the authors, but are close to that. We still don't have much political activist material, or an updated FIC article. We have 3-4 months editing work left with the layout to do after that. There's also reference chart redesign. Then, after layout proofing, it may take 8 weeks at the printers.

It looks like the Directory will be published around February 1994. The deadline for community listings is October 1, the first of next month. If listings come in after that, we may get them in -- but no promises. We'll always accept new listings for the regular Directory updates in COMMUNITIES magazine.

Dan: We continue to underestimate Directory production deadlines. Our original target publication date was last spring. Now it's slipped a year; will it slip more? Is the major delay word processing? Gathering data? Partially, but we also make unrealistic estimates of work time available; maybe we don't budget adequate time for other commitments -- jobs and work with our home communities and families. Do we set our timelines hoping we'll be able to work full time? We need to be more accurate -- more realistic -- in projecting Directory timelines.

Of course, we are compensating for the delay, providing community listing updates in COMMUNITIES magazine and publishing stories about some of those looking to the Directory for publicity.

Harvey: Remember that we put out second and third printings, updated each time. There isn't much unpublished data.

Caroline: This group has accomplished voluminous tasks! We need to constantly re-evaluate the timelines of what we can do. Let's work on that and avoid any negative spiral.

Harvey: I would like to hear what skills are needed to share the load and get it to the printer sooner.

Dan: I have 18 articles input of the 28 that made the first cut. The decision on the final cut has not been made; a few of these articles may not pass that final cut. Also, we hope to add other features on specific missing topics. I have electronic or hard copy of everything for those ready to start editing now.

Laird: We could use more help with follow-up phone calls for the Communities listings. We have done four passes at getting the listing information, but many communities still haven't responded. Even so, we want more listings before going to press.

Ella: This delay is not an organizational integrity issue -- being late is part of the publishing game. Does ANY book ever get out on time?

Lois: Have we asked communities who sent listings in early if the data is still current?

Laird: Not yet, but we will.

Lois: Maybe if we stuck to the deadlines, and some communities did not get listed, they would be more responsive next time. We have attracted new talent with the Celebration. New people here at this meeting are willing to help. Now is the time to ask!

David: The community listings are only part of the picture. Finding community and understanding the movement requires more than the data in the listings and charts. The Directory is a resource for many things: international information, institutional referrals, statistics about various cooperative lifestyle issues like child rearing, economics -- it's much more than just listings.

TASK: Ella, SYD, Loren, Valerie, Kirsten and John will help with phone followup to solicit more Directory listings.

TASK: Ella, Harvey, Delia, Kirsten & Tom will edit articles.

#### 1995 COMMUNITIES DIRECTORY - PRICING:

Laird: Current Directory price is \$16. I suggest keeping it at \$16 and raising the postage and handling fee from \$2 to \$3. We need to go higher on postage and handling to stay even on mail orders.

Lois: I'd raise the mail order price to \$20, increasing the book price to \$17. Books of that size and scope go for \$20-30.

Loren: We should look for a way to make the book a lot cheaper. Let's not set the price until we know the number of pages.

Ella: We still get Directory orders at the original \$12 price. The \$16 price shouldn't go up, but a postage increase is necessary.

SYD: I suggest a \$16 cover price and \$4 handling charge for \$20. It is a good product, and can provide us with needed funds. But we shouldn't view postage and handling charges as a place for hidden profit making, breeding resentment in some people.

AGREED: The publications committee will make the final decision on the postage and handling price for mail order copies of the new Directory.

#### DIRECTORY MAPPING SOFTWARE:

Elph: I need \$175 for mapping software for layout of maps for the next Directory.

Betty: As a non-profit could we get a donated or reduced cost copy of the software program, and if that doesn't work then discuss purchase with the administrative committee?

TASK: Betty or A/C will decide who will seek donated software.

### **Session Five - 8:00 PM, Friday, 9-3-93 - Laird [F], Ella [R]**

#### **GO-ROUND ON THE CELEBRATION:**

We began with singing from Songaia's songbook. As the meeting came to order we shared announcements. Then we discussed feelings and impressions about the Celebration. Mostly acknowledging energy, meanings & feelings, and closing with visions of future Celebrations.

% The Celebration was a leading edge event.

% A remembrance of Patch's words "To have a physical impact on your environment, be friendly."

% Most of the time I can't plan what will happen, but place myself someplace and take what happens. The cycles of alienation, the possibility of coming together, feeling like an outsider, these feelings pass when simple connections are made. Those simple connections make one feel normal. The Celebration was the place to overcome problems about reaching out to others. It was really a transformational experience.

% The opportunity to introduce Patch brought up more feelings of uncertainty, but then "How bad a job can you do introducing a clown?" (Loren)

% One unique aspect was the setting. It was not just a safe space with people who were part of the Celebration; there were people there not part of the event who were also enveloped.

% The safe feeling extended into the women's sharing circle that occurred in a fishbowl.

% Halfway through Patch's plenary talk, I began weeping from an uncontrollably deep place inside. Then I noticed that hundreds of people were crying. This was such an unexpected response to his high speech. It felt like perhaps the grief place got pulled out for the joy to flow in. By letting go of the pain which runs us, we opened that space for enjoying life.

% In reading some of the evaluations, I noticed there was an overwhelming majority of positive responses for Patch as a presenter. Patch got the highest ratings.

% Dan told a story of his, Kirsten and others' last sharing circle. They found themselves wanting to stay together in their circle through the supper time. Someone came by and, noticing the circle wasn't eating, asked if he should bring them supper. He returned 10 minutes later with 6 other people walking abreast, bearing 10 plates of food! There was a note of beautiful, spontaneous giving.

% There was more on the feeling level than expected and less on the mental level than expected.

% How easily we can build community with others who are open! The sisters' circle held flow and mutual knowledge that was a high experience for the participants.

% Some found the Celebration less cerebral than they expected. They actually found value in energy they didn't know to expect. The conscious understanding was for our cerebral part; what happened was heart felt. (Geoph calls it "bait and switch".)

% We were witnesses to a historic transformative event.

% I felt a whole lot better about missing Woodstock!

% As I sometimes discover in my work at home, things come out better than I could have expected. The timing, activities and people worked exceedingly well together.

% Laird found emceeing everyday to be draining. Exhaustion and exhilaration overlapped. A high point was David Haenke singing.

% A rough point was asking David Finnigan not to speak; he was very attached to more time in a plenary session.

% Dan was delighted with Loren's introduction of Patch Adams.

% Dan's sharing by embracing Bill was appreciated. Instead of being a bouncer, Dan was a balancer. That was a strong moment for people, embracing a troubled person with the love of the group.

% Working with moments and situations supplied by Bill Brunner provided many challenges. It was an example of diversity being accepted and conflict being acknowledged.

% A lot more work was done at the Celebration than we were aware of. Healing happened on a lot of levels throughout the gathering in unusual ways, such as the sharing circle having dinner served to them. Resolution of conflict was encouraged again and again.

% There was a 'high' of personal relationships and friendships, especially among people who have been in community for a long time.

% The spirit of the Celebration moved beyond its boundaries of time and space. Holding earth from the circle while engaged in a bitter personal custody struggle outside the Celebration brought grounded and loving energy from the Celebration to a space of conflict.

% There was teasing from others in my home community about coming all the way across the continent for this expensive party! Yet, the planned and unplanned events were really special. Even children and people with language and physical barriers belonged as a result of efforts by jugglers and Patch Adams.

% Here at The Evergreen State College, hosting too many conferences of bureaucrats had caused the conference services office to catch flak from the faculty and staff about the invasions of stuffy people in suits. So the entire campus community was excited and enthusiastic about the Celebration; we helped heal the conference service office's relationship with the rest of the College!

% Juggling is a new pursuit, a lifestyle change.

% Each plenary was a surprise. Spontaneity & spirited happenings arose over and over, from discussions to plumbing the depths of spirit.

% Patch heals social activists, helping us hold our dreams.

% All of us are in training to be life warriors and the Celebration gave us good medicine. Choices were abundant & there was instantaneous manifestation occurring. A sense of limitlessness enveloped the event, which empowered all on some level. GRAND HEALING occurred on many levels based on what was going on during the Celebration.

% I was wishing for a closing circle the opening evening, while feeling tired & drained, and was happy it happened. The circle was great spirit food! Many people mentioned how great it was to see a wish granted so visibly & instantaneously and how they felt empowered by the spontaneous event. Suggesting a double circle the next day occurred as easily.

% The first circle could have been done better. It had immense energy, and needed a simpler chant and a slower pace, rather than quickly moving through it. The group needed more time to bond.

% There's a feeling that the staff is professional & impeccable. I've studied 5 day communities and recognized the healing effect of community. Plants reflect the state of the earth. It was a time of true historical merit & cosmic proportions. We all played our parts impeccably well.

% The openness and love present at the Celebration allowed us to express who we are.

% Starting out the week with conflict or strain, we moved into acceptance and openness.

% From someone outside the Conference: "I want to grow up, not old. I am blocked in with fear, can you help me? You are free..."

% Belief is the fertilizer, thanks to prayers and faith. Our adversaries are coming to make peace and love.

% How many people's dreams were fulfilled? So many of them!!!

% All of our tears are welcoming a new day. It is a heavy burden for workaholics to live in paradise.

% Registration went smoothly due to treating people as individuals, each one considered a special case.

% After waiting for my food, I noticed that some people were eating alone. I chose to make a bridge between the alone ones sometimes.

% Let's empower the sharing circles to participate in decisions about volunteer workers.

% It would be good to hold regional gatherings every 6 months or yearly, having the FIC go to work with a variety of communities.

% There are good facilities at camps. Can we stake out a camp next time? There's reasonable pricing with good accommodations at YMCA camps and the like.

% We should consider building the site ourselves, with lots of lead time, using appropriate technology, getting food from communities. It would take more work at planning time but could involve more communities in the preparations.

% Summaries of the free literature table should be made available.

% Next time we should try to get people eating more closely together, sleeping more closely together, with higher quality food. % FUN!!!!!!! The silly foolish stuff was fantastic!

% We needed more kids' stuff, especially if it could be better connected with the adult program.

% We want more dancing in the evenings !!

### **Saturday - 9:00-10:30 A.M. Harvey [F]; Laird [R]**

Present at the bell: Harvey, Betty, Tom, Delia, Caroline, Pat Therrien, David Nuttall, Barbara Cohen, Leslie, David Jackson, Dan Q, David Sower, Valerie, Loren, Kirsten, Joe Peterson, Laird, Elph

### **CELEBRATION COORDINATOR'S REPORT:**

Betty: The seed for the Celebration was first planted at a brainstorm during an evening session at the FIC Board meeting at Alpha Farm in November 1988. These past five years have been a long and winding road traveling from conception to realization.

FIC receives many requests for sorting information about communities in ways that are hard to accomplish with only the Directory as a tool. So the first goal of the Celebration was to help

seekers get their desired information directly. The second goal was to increase inter-community contact. And third was to broaden contact with the media and the wider culture. An overarching philosophy in all the FIC does is to be as inclusive as possible. One way this translated into Celebration planning was the need for both camping and dorm housing: we wanted both to be present. If either were not available it would not have worked as well.

The single most common complaint about the Celebration was the high total cost of housing, food, and registration. Many felt they should be able to come for much less; even for free. Undoubtedly, many stayed away who might otherwise have come. We stretched as far as we could to provide scholarships and opportunities for people to work instead of contributing dollars, yet only five people actually chose to apply for work-scholarships when given the chance. This was amazing! There were over 60 people participating on full scholarship, and another 300 who received at least partial scholarships or fee reductions. At the same time, quite a few people contributed at least some beyond the minimum, to help finance the scholarships.

Note: See Celebration Finances below.

AGREED: The cost for mailing a post-Celebration letter to the 800 participants will be paid by the general fund at first class rates to increase chances that these new Fellowship members will maintain a relationship with FIC.

## CELEBRATION EVALUATION

### Registration Totals & Finances:

Betty: Registration Totals -- there were 487 full time registrants, 35 kids, and 270 one day registrations. The Celebration estimated net is in the black, but the final accounting cannot be done yet. Some bills are still not in; telephone bills, college fees and other expenses still need to be paid. The final accounting may be available in October. Maybe around \$5,000 net; unfortunately not the \$20,000 we were hoping for after all the work people invested. The cash from registration and evening events on Saturday is missing; up to \$3000 could be lost, though we have no way to know exactly. The cash was in the office, which became a more and more public space as the event proceeded and administration got overloaded.

ON-SITE INFORMATION NETWORK COMMITTEE: A committee (OINC) was created to develop on-site internal communication schemes for future large conferences. Ella, Caroline, David Nuttall, Craig, David Jackson, Kirsten all volunteered. The committee is charged with developing suggestions for organizing systems to facilitate the wealth of needs people have for connecting with each other at large events. The committee will also make recommendations for organizing workshops, and fuller use of sharing circles.

### ON-SITE INFORMATION NETWORKING COMMITTEE (OINC) REPORT:

Ella: We divided ideas into two categories: The first was information. We talked at length about the mailbox idea, with a note system and pictures. This would require a lot of on-site coordination. We also discussed color coding or shaping name tags to transmit information. And a wall of topic clip boards for organizing and coalescing interests.

The second category was space use. We talked about more regional networking possibilities. Placing networking information and bulletin boards along food lines. Using signs for discussion groups at meals. Information about workshops should be out ahead of time; so attendees can make informed choices about which workshop to attend among the 20-25 offerings.

Ira: We need a space where it's easy for people to set up their own connections, like vacant conference rooms and common spaces for last-minute gatherings and events.

Kirsten: We could develop a game -- like the bioregional contacts exercise in the gym after one of the plenaries. That could have become a continuing theme.

Ira: So many of us were involved on site that electronic transmission -- which is normally strong -- was neglected; so people elsewhere weren't kept informed via electronic link, and felt left out.

David: Workshop presenters could develop networking opportunities during the sessions.

Ira: At registration, we could ask people's networking interests and have that included in the information about them in the participants list handed out.

I recognize that all the circle did not bond. It was in the circles that many realized they had something powerful to share, without coming forward as a workshop presenter or speaker. Maybe it would have worked better if we had seeded each circle with a facilitator. Also, the set of tables for communities seeking members

### **CELEBRATION EVALUATION, FIC Board Meeting, Saturday Morning, 9-4-93**

#### General Comments:

Dan: we've seen a wide spectrum of how people respond to the opportunities that FIC offers: some take full, immediate advantage; others accept tentatively; and still others find our offerings to not be enough and wait for more. It's noteworthy that more than half of the participants came without paying at least our out-of-pocket cost.

Betty: we received not a single complaint about money after registration was over; apparently everyone who attended felt they got their money's worth. The breakdown of participants was one-third people living in community and two-thirds not.

Loren: from the advance publicity, the general feel about the event was that it would be more laid back and camping-in-the-wilderness; he was surprised by the quality offered. If others had the same impression he did, it may have hurt the registration.

Kirsten: tried hard to get more people from Greenfield to come, but without success. Her biggest frustration was lack of clear information about what would happen. Nebulous program hurt promotion and advance registration.

David Jackson: consider the idea of offering lower costs for people traveling from farther distances, to help equalize the total cost of participation.

Joe: for the opportunity to get full contact with community experts for the period of time offered, the Celebration was dirt cheap. From his personal experience with past gatherings, we will likely experience a sharp rise in interest for the next one. News will spread like wildfire.

Jim Squatter: After participating in an anarchists' conference that ran for ten days and had a similar feel to the Celebration, I note that it was held for approximately one-tenth the cost. The



FIC could do it more cheaply than was the case. For instance, the anarchists' event was held at a cheaper site and much of the housing was provided by people donating space in their homes.

Craig: It seemed a bargain. Perhaps there could be more options for people to participate partially (just seeing the exhibits, for example) for less money.

David: perhaps it would have worked better if the spread of the sliding scale were larger. That would lower the bottom barrier, with the more flush providing the cushion.

Pat: We could make the explicit offer that we're willing to work with people if the bottom end is still too high.

Dan: we did have some determined anarchists who participated without paying anything, and there wasn't much energy for being hard-nosed about the gate-crashers. Maybe this is OK, so long as the overall financial and psychological health of the effort is not jeopardized.

Joe: It's easier to sin and get forgiveness, than to ask for and receive permission. Perhaps we could be more creative about how to make contributions -- for example, collecting aluminum cans, or paying on an installment plan. Yet I've never seen people take advantage of such options, even though their was popular support for the offer.

Jim: There are so many community people who live on low money, I'd like to see us look at creative options for whole community registration, such as exchanging products or services in lieu of cash. Or doing earmarked fundraising efforts.

Betty: As first time Celebration organizers we tried to do many things. With the small staff we were spread so thin that we were generally unable to do the job thoroughly. I'd like feedback on major ways to restructure future gatherings/conferences. For example, is there interest in having FIC host a community-member-only conference?

Kirsten: Perhaps a portion of a future gathering could be designated as community-member only.

Caroline: When this was tried at an ECN conference ten years ago, we couldn't keep the seekers away.

David: How about simply closing some of the workshops, instead of the entire event? Perhaps clearer could be lines drawn about the limits and focus of workshops in the descriptions.

Leslie: we were creating a temporary village, not just holding a conference. That has ramifications about limits you can place on energy and diversity, and the extent that the event can be controlled.

John: There are not enough gathering/conferences on the theme of community; that's my biggest complaint.

Ira: if there were more regional events, that would probably address some of this hunger.

Fred: Perhaps a strategy of regionals one year (with imported experts from outside the region as resource people) and then continental in another.

Frank: How about aligning with other conference-holding organizations to get more happening without taken on the full burden of organizing.

David: Feels that there's a shift from "Fellowship for Intentional Community" to "Fellowship for Community Intentions." Losses, in the sense of not meeting everyone's expectations and needs, are normal and to be expected.

Pat: I felt more of a need for "advanced" workshops, and not just for community members; many individuals are ex-members and ready for deeper engagement. Perhaps there could be a clearer distinction about the prerequisites for a given workshop.

### Physical Plant Comments:

Loren: I wished that the blue-banders (field kitchen) and the yellow-banders (cafeteria) could have eaten together, or at least more closely. It felt that like a class distinction that was unsettling.

Betty: We chose Evergreen with the understanding that camping for 1,000 was OK. After placing the deposit, we were told that camping would be limited to 100, which almost caused us to abandon Evergreen as the site. Six weeks before the event, we were told that the college was going to dump sludge on the camping site and couldn't be used. This caused us to shift to using parking lots for camping, which we didn't have flexibility about.

The cafeteria has an exclusive contract for food service on campus, and yet they could not seat everyone together. We negotiated an exception to allow the soup kitchen, mainly based on the mistaken notion that most people would choose the cafeteria option. At first we were told that the soup kitchen would have to be located in a parking lot, and we saw it as a coup to be able to locate it by Lab One, allowing it to be close to the main events.

Ella: Bennett was an astounding resource, who worked tirelessly to improve the site and flow of the event. Lesson: Do whatever it takes to get Bennett involved in future events!

Jim: A big advantage of the Evergreen campus was handicap accessibility. Suggestions for doing it with similar facilities at a lower cost: 1) Berkeley High School in California; 2) the facilities of the Foundation for a Compassionate Society, outside Austin TX; 3) a built facility on a leased piece of land (which requires considerable advance energy and organization).

David Sower: We were lucky with the soup kitchen in that it didn't rain.

Craig: Camping was too far from the events and facilities to work for people with disabilities.

Joe: I thought it a mistake to change the dates from June to August. The late August dates didn't work for many. The beginning of the summer is more auspicious and allows time to follow through on connections made, rather than rushing frantically back to school obligations. Even Don Pitzer (on whose behalf we switched dates) felt constrained by school commitments and missed the event.

Caroline: Native Peoples come from traditions which sometimes include building ceremonial sacred space for gathering; perhaps we could approach future gatherings that way.

Leslie: I like Caroline's idea. There could have been more ritual energy, entertainment, and other things happening in Red Square. Holding the event earlier might have been a problem weather-wise. The dates were better than the original June schedule from a spiritual and energy perspective. I would like to see more acknowledgment and acceptance of spiritual forces at play.

David Jackson: We needed more water available, especially near the camping site. This was a spiritual event and needed to be cast that way. It is not just what we create, it is a blending of what is extant around us. To do ceremony without this connection with natural rhythms is false. More could be done to make deeper spiritual connections.

John: I liked Caroline's suggestion. Perhaps a scouting party for land or facilities could be sent out.

David Nuttall: We could link up with an existing piece of land or conference facility.

Betty: There is potential trouble with using a particular community or facility; through association we may place at risk our carefully nurtured neutral reputation.

SYD: A first-aid tent or room was missing.

Kirsten: It would have been good to have a quiet place for people to lie down & rest; communal space would be best, so people could be together.

## **Saturday - 11:00-12:30      Harvey [F]; Laird [R]**

### **INFORMATION & NETWORKING COMMENTS:**

Ella: There was no clear place or time for people to meet who wanted to set up something ad hoc.

David Sower: I liked the idea of a larger meeting space where people looking for community could get an overview of their options. Could have been scheduled to happen earlier and more often. Open space for these ad hoc options could have been scheduled in every day.

Caroline: We originally thought of Room 1600 (downstairs library) as a space for communities to offer their spiels, yet we didn't organize it. We thought the communities would do this on their own and we now see that isn't happening.

Leslie: One day could have been set aside for meeting the communities, with tables set up around a set space; perhaps with the auction following. That could also be the press/media day, with a free program open to all.

Dan: I wanted more time in sharing circles, but could be open and staffed continuously, throughout the event.

Lois: While there were profiles of communities, there were not profiles of seekers. If we requested that of individuals (and offered seekers help in crafting them) we might have better served the communities seeking members.

Kirsten: The amount of input each day was overwhelming; bordering on sensory overload. So the processing and recharging quality of the sharing circles was good.

Craig: We could train people as guides to community information, as part of the staff they could be available throughout the event.

David Nuttall: We could use the perimeter wall in the central registration space to offer profiles and Polaroid snapshots of the participants. Name tags could be color-coded for seekers or community-affiliated individuals. Perhaps with a message space for arranging connections.

Joe: The color coding (on a voluntary basis) could indicate what they want from the event.

Caroline: In addition to community tables, we could have network tables (Federation, Emissaries, etc. )

Harvey: We can improve our methods of transmitting information to all during the event.

Ira: My biggest disappointment was the difficulty in getting things added easily to the program, and disseminating the information about these changes. On top of that, room 1600 -- the one set aside for community/seeker contact -- was out of the way and hard to find. That idea would have worked better if people could have taken more control of creating their own ad hoc program additions. More flexibility could have been shown for people who are not so skilled in writing.

Dan: Personal mailboxes for getting notes to people might have helped.

David Nuttall: Mailboxes would have fit in the lobby space.

David Jackson: A major reward was learning to trust my intuition, and additional left-brain options would not have helped me get that lesson.

John: Everyone could be offered space on the wall for a manila envelope to receive and hold notes.

Leslie: Using network councils -- where all can speak -- could help bridge the intimacy of sharing circles with the inclusivity of plenaries.

Caroline: The inherent challenge of large gatherings is that attendees want to connect with particular other people, without 1) knowing who those people are ahead of time, and 2) without knowing how to find them again after making the first contact. Pictures and mailboxes are nice ideas, yet it will take more than four inches per person along a wall just to allow space for shoulders to fit. More, not everyone is agreeable to having their picture taken.

David Sower: If the Celebration planners sit down in the near future, they could take advantage of their hard-earned experience to create a realistic time-line for doing it again.

**ON-SITE INFORMATION NETWORK COMMITTEE:** A committee (OINC) was created to develop on-site internal communication schemes for future large conferences. Ella, Caroline, David Nuttall, Craig, David Jackson, Kirsten all volunteered. The committee is charged with developing suggestions for organizing systems to facilitate the wealth of needs people have for connecting with each other at large events. The committee will also make recommendations for organizing workshops, and fuller use of sharing circles.

#### Plenary Comments:

Betty: I don't care if we never have name speakers again; I felt we needed to have some this first time to draw initial interest, yet we need not do this again.

Caroline: I think there's still a place for plenary speakers, and next time we should concentrate on community speakers more than names known to the wider public.

Geoph: I prefer speakers who will be present and available for the entire event.

#### Registration Comments:

Caroline: When participants first arrived, a registration packet should have been ready for them; that is the only chance to get some things out to all. Contents should include names of registrants, evaluation form, program, full descriptions of options -- including how to set up ad hoc workshops and logistical information.

Harvey: The map and overall schedule should be separate pieces of paper, or on the cover of the program.

Ella: could have included info on how to access the facilities better (info on shower hours, eating hours, recreational facilities, etc.).

Craig: More could have been done to coordinate groups of people coming together. Songaia only received a single registration form. Needed more information sooner -- even tentative and partial -- so potential attendees had better information on which to base their decision to come.

Ella: It will never be as difficult again to create the program, in that at the very least we'll have the work from preceding gatherings to use as a springboard for future events.

David Jackson: No matter how much we plan and try to fix, there always needs to be room for spontaneity and creativity.

Harvey: we had set up the process to handle people just once through registration and reality didn't match well with this (because materials were not all ready on time, and because sometimes groups pre-registered as a unit, but the individuals showed up on site at different times).

Valerie: didn't like a plastic ball point pen in the packet, yet the idea of a writing utensil was much appreciated!

SYD: suggested a clear and firm deadline for confirming workshops that will appear in the program, allowing space for add-ons that miss the deadline. This would have relieved some of the last-minute program rush and helped people wanting to make decisions about attending.

Ira: After the first day there were blocks of time when late registrants couldn't find anyone to handle their registrations.

Loren: would have emphasized the value of registering at a set time, to make better use of the first day. Perhaps some energizing initial workshops could have been set for the first day, ahead of the opening plenary.

Tom: among the 80 or so evaluation forms turned in so far, registration was reported as the biggest negative.

#### Workshop Comments:

Valerie: I'd have liked some screening for quality, to make the best use of time.

Caroline: One problem with this is the cost of getting the resource people with the reputation for quality. We paid almost nothing to get workshop presenters, but that would have been dramatically different if we had accepted only presenters with reputations in their fields.

Joe: As a presenter, I'd have liked clear advance notice of when I was scheduled to present.

Dan: I'm glad we didn't screen workshop presenters: 1) there's a freedom of speech issue; 2) it offers not-so-accomplished speakers the chance to get better and get feedback; and 3) it empowers some in the audience to step forward and offer workshops of their own. ÉCaroline: Not everyone values any given workshop equally; quality and worth can be highly subjective.

#### Volunteer Comments:

SYD: Less needed to be done toward the end of the event, yet people didn't show up to fill shifts as needed after the first day and workshops and events began.

Jim: At the Clearwater Revival they handle volunteers well. They clip their name tags in a certain way to identify volunteers, and then another way when their work commitment has been met.

Joe: Everyone should perform at least a minimum shift of volunteer time if they attend for 24 hours or more.

#### Speakers and Entertainment Comments:

Ira: I liked the juggler and other participatory components the best. It's not the activity so much as the audience participation aspect. For example, a drummer who gets everyone drumming is

much more powerful than a drummer who simply performs. In this sense, Patch was the best speaker.

ÉCraig: liked all the singing that went on. Suggested more participatory games.

Loren: We could have benefited from less entertainment and more strong speakers. In particular, Tingstad and Rumble did not do much for me. Maybe if there had been group singing it would have worked well. It was distracting having children running around in the back of the auditorium while entertainment/speakers were going on up front.

Joe: How about an amateur-hour night, other than the coffeehouse? Or guerrilla theater? Participatory entertainment could have been more of a thread throughout the event.

David Sower: made the case for including at least some "outside the movement" speakers, to address the image of being an in-turned group. He liked using a big name speaker, to draw a bigger crowd. Lois: especially appreciated the presence of Patch, David Finnegan, and Gaia interwoven throughout the Celebration.

John: bothered by the commercialism of Finnegan and Swami selling their wares as they performed. Perhaps the performers would be willing to perform for free, if asked.

Leslie: there are distinctions between performers, minstrels, ritualizers; yet all are needed to create the richness and spiritual strength of the event. Opening and closing ceremonies are crucial to the memories of the event; stay away from a left-brain focus at these times.

Kirsten: more storytelling, and more biroregional sharing.

Dan: thought it appropriate to have elements of the event's format that are familiar, if nothing more than a counterpoint to where we are breaking new ground. At the same time, by offering a kaleidoscope of ways for people to connect and interact we are demonstrating our commitment to diversity and to offering something for everyone.

Faith: Betsy Rose from the Occidental area is skilled at leading singing in large groups and might be an appropriate person to solicit for future gatherings.

Ella: I struggled to integrate the suggestions for more offerings even while noting the exhaustion factor in offering what we did. People want more unstructured space, and also demand that all time be fully used.

### **Saturday Afternoon session 2:30-4 p.m. Harvey [F]; David Nuttall [R]**

#### Speakers and Entertainers Comments (cont'd):

Joe: name speakers with our "heartbeat" will come for free, every year -- if we build something including them.

Leslie: if people dance at the end of the day, they wake up the next morning refreshed; if there's poetry, dance, and a balanced program -- including fun -- it will keep us refreshed.

Pat: name speakers show us that mainstream leaders value what we do, and are looking to our experiences for possible solutions; and they can help spread our message.

David Jackson: It's important to get the dialogue open at the start, even if controversial.

Joe: More organized volleyball!

#### Sharing Circles Comments:

Betty: The sharing circles were designed to give people space to ground their experience. We wanted groups small enough to share fully, but large enough not that we wouldn't have too many. That translated into assigning 12-15 to a circle, figuring that around eight would actually show up. That meant 60-80 circles -- far too many to plant an experienced person in each. Groups had to fly on their own. We wrestled with how to divide people. Geographically? By artistic or cultural bond? Spiritually? Nothing seemed to work as well as random groupings within food choices. We hoped people would connect while eating. We don't know whether people used our start-up suggestions; we'd like to know.

Craig: Our group started using the instructions, but abandoned them early on; we didn't know each other well enough to create a sacred object. Before we could create safe space one person started crying uncontrollably, in crisis. Not surprisingly, this overwhelmed our group, which never really bonded. There were 10 people the first day, and the same number the next, though half the people were different. After that I opted out. Very few from Songaia chose to do sharing circles.

David Jackson: I had my 12-year-old son with me and the time designated for circles was the only time of day I could collect myself and be with him. Unfortunately, he had food troubles, and I was distracted during the circles. By myself it might have been different. I thought it was a good idea though: it gave a point of focus.

Kirsten: We really bonded; it may have been the best of many high points. More than half our circle were long-time community people, which was what I was looking for. At that time of day I had a tough time convincing myself to go even though I knew I wanted it.

David Sower: I used the time for a needed break. On an informal basis, I found my own impromptu sharing circles. The formal format felt artificial; time was precious and I wanted to choose the people I'd spend time with.

Loren: Volunteering, I missed picking a circle number. So I went with Larry to his circle, but I was the only blue bander after a short time I left, thinking I'd miss their dinner discussion. I next tried Barbara Lee's group, but didn't bond with them.

Harvey: From talking with Barbara, it sounded like people in Barbara's group appreciated not being alone if they came to the Celebration alone; also, it was nice seeing familiar faces in the soup kitchen line.

Caroline: Circles bond better if they have job assignments. This has been useful in several other conferences I've worked with; maybe having the groups meet at another time of day would have been better. Tough seeding the groups with facilitators. Maybe better having several ways of assigning people: by food choice, regional affiliation, interests, etc.

Joe: In my experience, it worked well when groups were based on service: childcare, recycling, ushering, food clean-up, etc.

#### Childcare Comments:

David Jackson: My kid loved liberty, exploring, rather than a fixed, directive program.

Pat: I did a workshop with kids on alternative energy & solar. Liked juggler's work with kids. Felt kids and their concerns could have been incorporated into plenaries (possible topic: "I like TV; what about it?"). Maybe kids leave communities partly from such non-inclusion.

Craig: Pat spoke part of my mind; also, childcare was a problem

during the sharing circles. In mine there were three single parents all trying to pay attention and tend kids at the same time. It didn't work well. On the other hand, the Songaia kids & parents I talked with thought everything was great.

Joe: I didn't really notice the kids. In past events he'd attended they used kids to help get people to respect starting times for sessions. The rule was the meeting could start any time after the scheduled beginning that people were ready to go, but regardless of the starting time, the childcare folks would release the children into the meeting space at the scheduled end of the meeting, thus ensuring that meetings never ran overtime. If it mattered to people to fully use all the meeting time, they quickly learned to come on time.

Geoph: We should not have the younger kids being taken care of in a central room near the lecture hall space; the sound traveled through the walls and interrupted meetings.

David J: Screaming kids irritate me, yet this reminds me they're part of community, too.

#### "FILMING COMMUNITIES" DISCUSSION W/ JIM HEDDLE & MARY BETH BRANDGEN

Betty: Part of the Fellowship mission is education and outreach; film can be a good vehicle. Filmmakers have approached us at several of our meetings. Two came to the last Board meeting, others came to the Celebration -- including Sally Mendzella, a free-lancer, and people from Santa Monica Cable Television. Today award-winning filmmakers Jim Heddle and Mary Beth Brandgen are with us. They attended the Celebration, live at Laughing Cat community north of San Francisco, and want to explore possibilities about filming intentional communities. What do we think?

Dan: More background -- when we first incorporated, Suzanne Riordon was on our Board and had the vision of doing a video; then we met Art Rosenblum, who brought engaged a name director, and did "Where's Utopia?" Then Monique Gauthier produced the introductory video "Follow the Dirt Road." Now, being aware of the costs, and the perils of inadequate production, we are cautious.

Betty: We have no rights to Sally's footage shot at the Celebration, but we will get full copies of all the plenaries shot by the Santa Monica folks. They also did some interview footage with movement luminaries that we'll get.

Faith: We haven't felt we had time or energy to get involved in film before; maybe now's the time.

Laird: We've been thinking about this for years. A film costs too much to commission our own right now. But we meet with filmmakers regularly, hoping to find a way. Jim & Mary Beth, you're especially attractive because you live in community. What's the mission of your community, Laughing Cat?

Mary Beth: We're interested in political activism, art and economic viability. We're long-term activists and artists, learning mutual support and organic farming -- 9 of us from newborn to 65.

Jim: Mary Beth and I call ourselves "media activists." We've been focusing on nuclear testing in the South Pacific, and related native rights and environmental issues. Our community is our base. Laird: Let's decide what we want; and find out what the filmmakers want to do -- what's their inspiration.

Betty: My fantasy is a Bill Moyers-like show of which we're a piece, examining the whole broad subject of community in American life: touching on eco-villages, communes, monastic



orders, cohousing, co-op houses. Or, examining issues in community living: childcare, resource leverage, ecological impact, decision-making.

Jim Heddle: What interests us is the ways communities react to survival issues -- creating evolutionary responses of value to the mainstream. We could use an inward view, examining community responses to mainstream culture; or we could take an outward view and look at responses to species-wide issues.

The more successful the movement is, the more media attention it will get -- but on media terms, unless you produce your own. We have experience working with the nuclear-free zone movement; we helped them create their own image and convey it to the media.

Mary Beth: When abused, video's a mind-control tool. But, it can be an educational tool. Our films have been useful in lobbying legislators and regulatory agencies. Films can stimulate thinking about outside social changes needed for communities to survive.

Jim: We're here to let you know what our interests are, and hear yours. Is there a common vision and purpose for a synergistic connection? It can be tough to raise enough money to do a film!

Laird: Video could portray issues that confront both mainstream and intentional communities; issues that we address successfully, creatively. There's lots of room for a fit.

Jim: Communities have different strengths as models of sustainability. On any particular aspect -- ecological, economic, cultural -- different communities offer different approaches. A video of several groups could develop some fascinating comparisons.

Dan: The communal thread runs deep in North American culture, from Jamestown to the development of public education at New Harmony to producing refrigerators and microwave ovens at Amana. The wider culture is almost unaware of the historical communal influences, and knows even less of contemporary cooperative living.

## Finances

Lois: What are your ideas on fund-raising? Would the money come from us, you, both, or joint fund-raising?

Jim: Our social-issue films, when we feel called to do them, are 3-5 year efforts with no guaranteed funding; this is stressful. Some front money'd be nice. Maybe the project could happen in stages, allowing for interim fundraising. If the FIC could raise the money, it would be completely under your control.

Mary Beth: Co-productions are possible, relieving some of the cost burden. Channel 4 in Great Britain and PBS in the U.S. are prospects for this cost sharing, though it is quite a process.

Jim: Another possibility is producing a 10-minute sampler, which helps as a fund-raising tool. Film generally costs \$4-5,000/minute for a polished piece. If it's done for less, it shows. There is considerable room for savings in these figures if any portion of the equipment or time is donated.

Mary Beth: We'd like to see the word out about communities, because we're concerned about ending fascism. For work on the nuclear free zone film, the Free Zone Committee gave us \$15,000, and we raised the rest. We actually finished it before any other funding came in. It was a hot topic politically, so we took a big risk and did it on credit. And then, a funder came through to get it on cable television.

It doesn't cost that much to shoot a lot of film. The main cost is in quality editing. A finished one-hour film may cost \$500,000; it's possible to spend much less money -- say \$100,000 -- and just see how it goes. For our videos -- PBS quality, the retail cost is \$29 for copies to individuals, \$100 to institutions.

Dan: Doing it for the general public is intimidating, yet that's where the money is. A film that would be a binding force within the movement would be simpler to make and easier to agree on. Yet how would we finance a film based on internal distribution?

#### Film Contract Discussion

Laird: The power is in a film that speaks to the widest possible audience. The potential with Mary Beth and Jim is excellent -- they know both community and film work. What do they need to take the next step -- before deciding to seek full funding?

Jim: It would take us 2-4 weeks to develop a proposal; \$500 would support us for that long. Of course the more money FIC puts into the project, the more control you'll have.

Betty: FIC has committed to some grand projects without knowing enough, then wishing we'd done things differently later. Maybe we could do some smaller-scale stuff first, developing experience with filmmakers, then ease into major projects.

Lois: It's excellent that we know Jim and Mary Beth. It's good people with their technical experience are interested. But we're not ready to put out front money yet; let's keep talking.

Dan: I share Lois' feelings, but \$500 seems a low cost way to explore, individuals or communities would help if we asked. I think we'll be swayed seeing Jim and Mary Beth's films tonight. Let's think about this for a day; let's consider the \$500 offer.

Caroline: We know what the hunger is; let's move. Not that we start raising \$300,000 tomorrow; but let's do something concrete we can work with -- an initial proposal. We've discussed this since '87, and gone as far as we can; we need friendly professionals now.

Faith: We work best not just hiring people, but working with them. We're more likely to be happy with what happens that way. Skilled volunteers and loaned equipment can reduce costs.

Jim: We're not here to make money. We're professionals, and we'll invest in this project; at the same time, we can't afford to do it as volunteers; our baseline cost have to be covered somehow.

Dan: I appreciate your leaving us \$60 in videos.

Harvey: It'd be appropriate for you to have our products.

Laird: The committee needs to hear what latitude it has.

#### **Sunday -- 9:00-10:30 a.m. Caroline [F]; Laird [R]**

Future FIC Programs (cont. from Saturday discussion):

Leslie opens with a ceremony, with Job's Tears seeds and tickets to heaven.

#### URBAN & URBAN/RURAL COMMUNITIES

Caroline: Some groups have two sites -- one urban and one rural -- such as Community Alternatives in British Columbia and Pragtree-Evergreen Land Trust in Washington.

Harvey: How about an article or set of articles in Communities magazine that outlines the reality, the issues, and the possibilities of communities that maintain both urban and rural sites.

#### INTERNATIONAL NETWORKS:

SYD: Put a summary of the Celebration happenings into the International Communal Studies newsletter.

David Jackson: We could use electronic bulletin boards like EcoNet and PeaceNet.

Betty: Many of the international participants of the Celebration have extensive network contacts in their home countries. How about an international column in Communities magazine?

Ira: Institute for Cultural Affairs has international community contacts that we could access.

Caroline: We should consider working with Noel Brown of the United Nations, even though his strength is not necessarily in community.

Harvey: Barbara and I are members of SERVAS, an international peace and service organization which connects travelers and hosts for short home stays all over the world, fostering cross-cultural understanding. Contact Address: U. S. Servas Committee, Inc., 11 John St, NY NY 10038, 212/267-0252.

Loren: We could work with American Youth Hostels. Perhaps running a hostel could be a community business, meeting financial needs and promoting international contact at the same time.

John: Lost Valley offers hosteling now; and Service Civil International, the global volunteer corps, has a U.S. headquarters at Innisfree Village, an intentional community in VA which is a member of the Fellowship.

#### ACADEMIC CONTACTS:

Harvey: We already have extensive academic contacts, mainly through Communal Studies Association. Individual FIC members also have personal contacts that lead to lectures and other classroom presentations. I work with college interns who come during their mid-winter break.

Ira: Students regularly visit Twin Oaks.

Craig: Special community projects, especially in design or architecture, can benefit from the involvement of a University class.

David Nuttall: We might help develop a program for students to do internships in community.

Harvey: Our Speakers Bureau could work more in this area to meet the need for classroom presenters.

Lois: The idea of eco-villages is now part of public policy considerations in the city of Los Angeles, which is a great entree. Ira: FIC could help collect and disseminate information on community legal lessons (experiences with zoning, health departments, IRS, etc.).

David Nuttall: We could do more with the Untied Way contact that Laird has opened.

#### NATIVE AMERICAN CONTACTS:

Valerie: In New Zealand there is some good community work being done with Maori peoples.

Caroline: Bill Mallory has contacts here as well.

Jim: I know people doing bridging work with native peoples in central and meso-America. I'm willing to contact them.

Ira: I think our entree is to understand their issues and be allies in their context, rather than trying to import our trip into their situation. The latter hardly ever works well.

Kirsten: Greenfield is slowly entering this work locally. Perhaps the Fellowship can play a role in sharing different individual's and community's experiences.

Faith: Communities might consider offering some of their land as a ceremonial site to native groups.

## **Sunday -- 11 - 12:30**

### **Open session for committee work**

## **Sunday -- 2:30-4:00 p.m. Geoph [F]; Laird [R]**

### **CO-SPONSORING OR ENDORSEMENT OF EVENTS (cont'd):**

Committee Proposal - A Fellowship endorsement would permit use of the FIC name in a list of endorsers. Co-sponsorship would provide use of the FIC logo if the event is to be attended by an FIC representative. Material support is possible on case by case basis.

Jim: Endorsement would require approval by the Board, or the admin committee if there is insufficient time for full Board deliberation. Co-sponsorship would allow use of the FIC logo and name on promotional materials for the event. Fellowship literature would be available as appropriate, and our mailing lists could be purchased.

Kirsten: I have reservations about others using the FIC logo.

Ira: Use of our name should be restricted to endorser lists.

Jim: Co-sponsorship involves approval by the Board, to be specified in writing. We may exchange mailing lists. We would require that at least one FIC member attend the event as a representative.

Caroline: I'd prefer allowing A/C to authorize co-sponsoring an event after a phone poll of the Board, if time is pressing.

Harvey: I would prefer a Board-designated representative at the event.

Kirsten: What would the FIC representative do?

Caroline: This agreement needs more thought before a decision. We are at a point of expansion and are unclear of the directions we may be called to move in, and on short notice. I do not expect the range of situations we are called into will become simpler.

Harvey: I don't think we should co-sponsor events which would exclude any member of FIC from participation. This includes events that are meant only for members of communities.

Ira: I'd prefer more flexibility.

Dan: We need an approach where we state our ideals and work with people and events where they are; we should allow for co-sponsorship of events that may exclude some FIC members.

Loren: Perhaps the degree of our support could be related to the match with our values, with degrees of co-sponsorship?

Geoph: I prefer the flexibility to co-sponsor events that may exclude some of our membership. I think the standard for sponsoring should be the value of inclusivity as an overall goal, not just the immediate policy for the event at hand.

Betty: I would like us to have a policy stating our preference to support groups that meet specific criteria, with exceptions allowed on a case by case basis.

Harvey: I'm having trouble understanding the philosophy of co-sponsoring exclusive events.

Dan: I share with Betty. My community experiences teach me to allow flexibility and not be confined by precedent.

Caroline: I'm in alignment with Harvey. Ethics and values are always hard to hold; as a culture we've created the generally accepted concept of "exception to the rule." It's not clear that it's a cultural advancement, even though grappling with ethics and values is nearly always difficult.

Jim: I can imagine events we would want to support which are exclusive of some of our membership. Why not allow this?

Ira: I would prefer that the definitions of endorsement and co-sponsorship be expanded, so that material aid be expressly allowed at the endorsement level, too.

Harvey: As I see it, the wording of our definitions is a minimum statement, not a maximum.

Dan: Harvey's position comes from a principled place. I like the care given to listening to him and honoring his concerns.

AGREED: The Endorsement Committee proposal is accepted as amended. (Editing Note: No amendment wording was minuted or adequately indicated. - Betty, Harvey and Dan)

ENDORSEMENT COMMITTEE: Faith, Geoph, Harvey, Jim S and Lois, will discuss the endorsement proposal more, to insure flexibility for addressing future possibilities.

TASK: SYD will focalize a committee to create two event support packets in two sizes: one for smaller, local events, and another for large-scale regional efforts. The Committee will send sample packets to A/C for review, including input on charges and proposals for implementation, by October 1.

The packet would include:

- % statement on endorsements and co-sponsorship;
- % services and products available by category;
- % services listing: speakers, advertising, facilitating;
- % specific limits of FIC support;
- % list of further resources -- literature and referrals;
- % possible themes for workshops;
- % general list of do's and don'ts for gatherings;
- % protocol for information flow to/from FIC about events.

## FELLOWSHIP BROCHURE COMMITTEE REPORT:

Geoph: The committee met and sent our collected wisdom off with Tom to work on at home and get back to us. Briefly, more white space. Cut down on the history. Down-size the purposes (which are dry reading). Expand and update the project descriptions. Shorten the network descriptions.

Betty: In the beginning we listed the associated groups to establish credibility; I think it may be limiting now; I'd prefer the associates list be dropped at this stage.

Dan: I'd be happy to see these changes.

Valerie: I'd like to see a map of communities on the brochure. Caroline: How soon will it be out?

Geoph: Tom may have a draft ready in 10-14 days.

SYD: I have no attachment to listing affiliated organizations. Ira: I'd like to see affiliated organization addresses continued because some people appreciate the referrals, finding the \$16 price for a Directory too large a barrier.

Geoph: We could offer a list of affiliated networks to be mailed on request.

Betty: This could be expanded into a simple resource list.

TASK: The committee will produce a finished layout and see it through printing and distribution. It will also consider the new resource list idea and see that it's developed and mentioned in the brochure.

**Sunday -- 4:30-6:00 p.m. Betty [F] ; Laird [R]**

## JOINT MEETING WITH NORTHWEST INTENTIONAL COMMUNITIES ASSOC.:

Present (new faces): John Affolter, Fred Lanfear, John Perkins, N.J. Progar, Jonathan Bedzall, Ron Sandalin, Greg Osborn, Patsy Blackstock, Dan Greenberg, Monique Gauthier

Fred: The booth NICA ran attracted a lot of attention -- 45 people requested additional information. The workshop we offered attracted a lot of participation (about 35). We structured the workshop to concentrate on the unique contributions of each member community, but the participants wanted more general information about each community. If we do a booth again, we'd set it up so that it wouldn't require an attendant -- so our people could attend more workshops.

John Affolter: NICA was started to connect Seattle area communities. Our first conference was held in August, 1992, in Seattle. The ongoing association arose from the success of that conference, and was formalized in March of this year. Rob has been acting as newsletter editor, which has kept people together.

Fred: The cost of that first NICA conference was low: just \$30 for a weekend event. This gave NICA a \$1,200 net income, which has provided the operating funds for the association. I

envision hosting a regional gathering next August. The size of the region is yet to be defined. Perhaps the FIC could supply a mailing list, once the area is defined?

Laird: FIC could play a role in identifying network contacts within the region being considered.

Caroline: Has NICA considered bioregions to define the region?

Rob: We have been a Puget Sound organization to date, and are undecided about whether to expand outward. What are the pragmatic considerations for extending into Oregon and B.C.? We meet monthly and that can involve a lot of travel.

SYD: I would like to see the Olympia and Puget Sound energy get connected at the least.

Caroline: We expect a surge in regional interest, building off the Celebration. NICA might consider having a wider regional umbrella group with smaller area meetings which met more often.

John Perkins: It would be good to provide a Directory listing for NICA separately from the member communities.

N.J.: What other regional groups are there? Could the FIC prepare a map of regional networks?

Dan: Other networks have existed -- including the Earth Communities Network right in this same area -- the pattern has been that regional networks fade after a few seasons. The limiting factor has been organizing energy. I'm not sure if that lesson has relevance now, but it's good to be aware of what has gone before.

Ira: Even though the Intercommunities of Virginia is now dormant, the connections established during our activities continues, just more informally. But social contacts alone do not seem sufficient to sustain momentum. Holding a gathering/conference will gives opportunity to learn about current needs and interests among intentional communities in your region.

John Perkins: The Celebration was a springboard for coalescing association energy. It might work this way for other areas of the country in the future. There was time for long conversations with new connections; that felt good.

Rob: Engaged groups of people meeting informally created a great energy. The scheduling allowed these spontaneous or continuing meetings. There was openness and a sense of safety.

#### OBSCENE PHONE CALLS FROM THE CELEBRATION LIST OF REGISTRANTS:

N.J.: I received some obscene phone calls from being on the Celebration participation list.

Dan: It would be helpful if N.J. would write a letter we could print in a future issue of the FIC Newsletter.

N.J.: In our efforts to be inclusive, we include people who do not belong, or abuse the trust extended to them.

Kirsten: I support Dan's suggestion to let all the Celebration participants know that this has happened; shining light on the occurrence shortens the shadow.

N.J.: I resent having to deal with this, yet I recognize the value in communicating about it.

David: Perhaps someone else could write the piece to relieve the burden on N.J.

(See response discussion below.)

#### BOARD MEMBERSHIP STATUS REVIEW:

Harvey: We try to make additions to the Board in the spring when the terms expire, though we are allowed to make changes at any time. I recommend that Bill Land be dropped from the Board; he's missed two consecutive meetings and maintained little contact over the past year.

Laird: Bill also had accepted responsibilities for magazine and Directory advertising, as well as sponsorship and exhibit recruitment for the Celebration, but he has not produced in these capacities. So, I concur with Harvey's recommendation.

AGREED: Bill Land is dropped from the Board, per the bylaws.

TASK: The A/C will inform Bill Land of this action.

Loren: I would like to be on the Board.

Laird: I prefer that we have more work experience with Loren before considering him as a new Board member. It is our preference to make board appointments based on work contributions.

Dan: We can make exceptions.

Harvey: I would rather we accept Loren as an alternate, or postpone all action until the spring.

Caroline & Ira: Concur with Harvey.

Geoph: I prefer deferring any action until the spring, agreeing with Laird's reasoning.

Caroline: I think that Loren's interest to date is sufficient to warrant selecting him as an alternate now.

Loren: I would like to withdraw my request.

Caroline: I request that we establish a firm policy of not entertaining Board candidates in the fall, unless there are exceptional circumstances.

#### ELECTRONIC MAIL SUBSCRIPTION PROPOSALS:

Elph: I propose that we get a half-year subscription to PeaceNet/ EcoNet or some other bulletin board on a trial basis. The estimated cost for this would be \$75. The FIC and Quest e-mail boxes in MCI are busy and full, providing very cost-effective usage for us. But we need to be reaching out to the users of other e-mail services, too, expanding our e-mail communications into the mainstream. The networking potential is unlimited, it could be powerful and effective.

AGREED: The board authorizes Elph to initiate a minimum level of participation in PeaceNet or EcoNet, either by using an existing account or purchasing a trial account, with a dollar limit to be determined later. Elph is encouraged to research an interactive forum, with the project to be discussed later when Elph has some experience to report.

#### **Monday -- 10:30-12:00 a.m. Betty [F]; Laird [R]**

Present: Kathie Notley, Daniel Greenberg, Barbara Lee, David Nuttall, N.J. Progar, Christine, Valerie, Ira, Caroline, Ella, Betty, Harvey, Laird, Geoph, Dan, Faith, Jim Squatter



Appreciation of Caroline: Ella surprises Caroline with flowers, chocolate, and commune fiction. Hooray, Caroline!

#### FIC BOOK PUBLISHING PROSPECTS:

Betty: We have skills now in publishing and distributing books, and have been approached recently by two people seeking help getting published. One has a community background in the Puget Sound area, and the other is Helen Stevenson, writing about the Quaker community and school she helped found in Argenta, BC. What role do we want to play in this area?

Caroline: I think it's a great idea to move into publishing our stories and technical information. Small publishers are getting eaten up by the few large ones -- it's a risky business. We might not make money, but we should do it as long as we don't lose money. Publishers have a say in deciding what's in print for people to read.

Jim: While the Directory sold well, we may not have that kind of success with individual stories. The sales may not be there for a publishing venture to succeed.

Ira: I'm concerned that the board give full attention to financing the cost of a publishing business before we take any action.

Faith: Community Service (CSI) gets requests to publish all the time. Often it's possible to work out creative solutions to financing with the author and the constituency of the book. CSI publishes occasional books, and operates a book store and mail order catalog out of the Yellow Springs headquarters.

David: Christine (Booth or Tazewell?) is a publishing contact who attended the Celebration, and she is probably willing to help us in this area. It also would be good to contact Idea House Publishing in Wilmington, DE (We can follow up through David).

Dan: I'm concerned that we not overextend our financial base in the Directory before we've solidified it. Fellowship member dues finance the Newsletter and some office expenses. But Directory income has paid off all of the old magazine debts, and paid for COMMUNITIES magazine printing costs as well, plus advances for the Celebration. On the other hand, as Faith pointed out, books can be published on a one-at-a-time basis and integrated into a book retailing business.

Caroline: There is a wealth of practical experience in this area, from small presses now not in business.

PUBLISHING COMMITTEE: Kathy Notley-Convenor, Dan, Betty, Ella, NJ Progar.

TASK: The publishing committee will research publishing, and draft a policy for how the Board will proceed with decisions, if we decide to move into this area.

#### CESCI LOAN FUND:

Harvey: We have gotten a no-effect ruling from the IRS on our bylaws change to allow FIC to operate a loan fund with the CESCI money. The key requirement is that all loans we make need to be justifiably in line with our exempt purposes. As a practical matter, it is unclear how far we can go with commercial loans. In any case, there is no problem with loaning to other 501(c)(3) groups. We can go somewhat beyond this, though it is unclear how far.

Geoph: I recommend we place in our standard loan form wording that states our purposes and asks applicants to address how they fit within those guidelines.

Dan: Herb Goldstein is a resource in defining these limits.

Faith: CESCO has experienced little trouble in this regard to date, though it's uncertain how much of that is lack of attention, and how much is because everything is being done in an IRS-acceptable manner.

Harvey: If we establish a credit union, that will provide a great deal more flexibility on the type of loans we can make. The credit union would have to be a separate legal entity, operating outside the 501(c)(3) umbrella.

AGREED: The Fellowship is willing to assume control of the CESCO loan fund, in line with parameters established in prior documents.

AGREED: The board authorizes the opening of a loan fund account in the Fellowship's name, to receive earmarked monies already in hand from Celebration auction proceeds, and any other funds that the Board directs to that account.

TASK: Harvey will see that a FIC Board rep is present at the fall CESCO Board meeting, to be present at the transfer of the loan fund to the Fellowship.

TASK: A/C will write a letter to CESCO notifying them that FIC is opening a loan fund account, expressing our desire to have a participant at their next Board meeting, and confirming our interest in assuming control of the CESCO funds per our prior communications.

TASK: A/C will see that we insert in our publications a notice of the loan fund and a solicitation for loans and donations to it, with announcement that the FIC Loan Fund will be operational as soon as loan policies can be established.

TASK: Loan Fund Committee: Harvey/Convenor, Jim, and David will investigate what other 501(c)(3) loan funds are doing, to help us define the limits of what we can do without jeopardizing FIC's tax status. They will draft loan forms, a description of the program, and an organizational structure.

TASK: The A/C will determine the bank, type of account appropriate for this account, and authorized signatures.

#### FIC MINUTES DISTRIBUTION:

Geoph: How should we finance requests for meeting minutes from participants who aren't board members or alterantes?

Task: Geoph will write a letter explaining that we need a donation of \$5/meeting to copy, package and mail meeting minutes (except to Board members and alternates, who receive them at FIC cost). He will send the letter to all meeting attendees.

#### OBSCENE PHONE CALL RESPONSE:

David: I've drafted two letters for Fellowship publications dealing with the threatening phone calls that N.J. experienced following her participation in the Celebration. One letter is about the incident and the other is from me as a man who wants to take action to interrupt the pattern of abuse and oppression.

Jim: I'm pissed off that the Celebration energy has been ripped off. I feel powerless to address it.

Dan: I strongly resent the undercutting of safety and positive energy we worked so hard to generate.

Geoph: I'm not convinced that it was a Celebration participant who did this. Maybe we made a mistake not monitoring more closely who had access to the list of names and addresses.

Faith: It's important that we are struggling to deal with it. I see the connection between this deplorable action and the lack of community in our society.

Kathy: I appreciate that David's draft does not isolate the perpetrator, even while shedding light on the action.

Caroline: I have mixed feelings. I agree that men need to take on this issue. My inclination when dealing with this as a recipient of obscene phone calls has been not to put energy into this kind of action. At the same time, I believe it's not good to remain silent. I'd like to see the attention to obscene phone calls be in proportion to all that went on at the Celebration.

Jim S: Seeds of Peace has received lots of threatening attention. I doubt there is a political agenda in this, so I'm hopeful of affecting the perpetrator's mind by giving it attention.

Geoph: I share Caroline's view. I feel there's a difference between audio violence and physical violence.

Dan: Sex criminals can be well-integrated into the mainstream; they are not necessarily weirdoes in other respects. There is a dark side in men that may be genetically linked. I think it's time to come out kicking and screaming.

Laird: I would like to see a brief acknowledgment of the incident and expression of outrage around it, followed by an open forum for thoroughly exploring the issues involved. People could write personal statements for publication in the Newsletter or magazine.

Patsy: This is a big area. I feel scared. As a former student there at Evergreen College, it was a scary place for me to return to for the Celebration. I felt objectified at times during the Celebration. Evergreen as a campus has a checkered reputation in terms of sexual safety; this history should have been considered when site selection was made.

Ira: The issue of sexual harassment has surfaced in my community life; it's difficult and scary to work through. But I have a negative response to how much attention is being given to this in relation to the whole panoply of issues in front of us. This gets more attention than class or multicultural issues, because it touches white folks more directly. If we give it too much attention -- as bad as it is -- it can have the effect of marginalizing other important issues.

Faith: I was abused in my intentional community as a child, and know that this goes on in other communities. This exists in many, many places and needs to be brought to light. I worry though about inviting an open forum which may lead to a steady stream of letters, thus giving it too much attention. Perhaps we should establish a committee to process the responses, rather than printing the stories and viewpoints.

Valerie: My experience working with sexual harassers in Florida was that attention led to increased harassment; when downplayed, the harassment decreased. Somehow, perpetrators are fed by the attention and it's challenging to find a path for action (however well intentioned) that will lead to changed behavior.

Caroline: I believe we need to speak about what happened, in some format. Perhaps we need a committee or harassment group that will work with groups experiencing sexual harassment from the standpoint of community dynamics, which is our area of expertise.

David: If there is no offer from us to accept statements or letters about this and other incidents, it's hard to see that the two letters I've drafted will do any good. If we choose not to create a forum in our publications, then we could consider mailing a collection of responses to all who express interest.

Valerie led us in a closing circle.

## **Monday Second session, 3 PM**

### **OBSCENE PHONE CALL RESPONSE (cont'd):**

We need to decide how FIC will respond to this incident. There was a suggestion to do a mailing to address this issue, another suggestion that we publish information about the phone tracing mechanisms available, along with information about other support from the FIC and other sources. There are more reasons to address this, beyond just the specific act or perpetrator.

We need to acknowledge why we are doing this. We need to be increasing awareness and empowerment, not just pointing at a single incident. That a man facilitated this discussion speaks positively about the culture which we are creating. This issue brings up so many memories, so many current problems.

There is a balance between addressing this in a big way and not wanting this to detract from Celebration energy. Yet, we are aware that verbal abuse needs to be addressed by the movement on a wider scale, because these problems exist in all areas of society.

Dan: A statement should be on the front page of the Newsletter. Not the first item but on the front page.

Betty: I would like to see us put out a one page (both sides) Celebration Update with a report of the board meeting, Celebration statistics and this harassment issue, to be sent out first class mail. Then David's letter could be in the next FIC Newsletter, which will go out in approximately two months.

Laird: I would like continuing guidance about a policy to determine which letters to publish or not to publish in the Newsletter and magazine.

Dan: I've consulted with the editorial committee when publishing copy about sensitive issues in the Newsletter.

Patsy: Letters sent anonymously should not be published, this being different than a request for one's name to be withheld from publication. The currency of sexual abuse is secrecy and isolation.

Geoph: "Names will be withheld by request, but anonymous letters will not be printed." is our standard policy stated from the outset. On the question of how many letters to print, a suggestion was made to react to what comes in, rather than to make advance assumptions. Also, we need to carefully monitor the transition of the Newsletter to help the new editor filter the letters he receives.

Patsy: I suggest we go slowly, this will not go away -- always resurfacing when repressed. Wait and see what response comes. A related issue topic for a Communities magazine could be "Liberation and Oppression," discussing our successes and struggles with various personal issues.

Harvey wrote a minimalist statement for Newsletter release -- "We have received reports of a Celebration participant receiving obscene phone calls from someone with access to the List of Registrants. If you have received any such calls, please contact the Langley HQ office of the Fellowship."

AGREED: Harvey's statement will be expanded to reference board discussions of this incident and the ensuing feelings and issues, and will note this incident as an opportunity for intentional communities to deal with threats of verbal violence.

TASK: A/C will modify this notice and decide the method of distribution right away.

TASK: A/C will report on the number of responses to the obscene phone call announcement.

Note: A letter will be sent to conference participants. See Celebration Coordinator's Report above.

#### NEWSLETTER EDITORSHIP TRANSFERRED TO TOM STARRS:

PROPOSED: Tom Starrs will be Newsletter editor instead of Dan.

Betty: Tom's willingness to do this is appreciated. Even so, this management transfer has developed into a process issue. The Newsletter Mission Review earlier in this meeting should have considered this issue. There has been no opportunity for other board members not on the committee to express interest or consider other possibilities. Tom has left the board meeting early, having been appointed by a committee, but with no overall board consideration, feedback or confirmation. The committee overstepped its authority; affirming a new Newsletter editor is an action only the board should take.

Ira: Cautious control limits participation in this group. I notice that group members who do work are overworked; yet, it is difficult for a new person to take responsibility in the group. Managing without doing all the work is a positive behavior.

Dan: I passed on the editorship due to concerns with missed deadlines and timelines in my Directory work as well as the Newsletter. I apologize for my over-eagerness to hand off the position and would like to start from where we were two days ago.

Geoph: I nominate Tom Starrs as FIC Newsletter editor.

Betty: I would like to see the newsletter come out in a more timely fashion, quarterly. We need to re-examine the timeline, and ask for quicker turnaround on information coming to the editor. We should ask Tom how his schedule and personal priorities fit with a quarterly timeline and quick turnaround, and whether he can attend the full length of all board meetings.

Appreciation was expressed to Dan and Julie Mazo at Shannon Farm for their two years of service to this important facet of the FIC's public work.

TASK: The A/C will write a job description for FIC Newsletter editor, including a publication timeline and coordination responsibilities with the main office and board regarding content and focus.

AGREED: Tom Starrs editorship of the FIC Newsletter was enthusiastically accepted, assuming satisfactory agreements are reached with A/C about timing, prioritization, content and focus.

#### COMMUNITIES MAG - MANAGING ED PROSPECTS, CONTRACT, COMMISSIONS:

Laird: The committee working to fill this position is Betty, Laird, Tom, and Geoph. The candidates are: Stephen Johnson, Diana Christian, David Sower, Andy Mager, Cece Weeks and Nancy Blackstock. All applicants were exciting. The two finalists are Andy Mager and Diana Christian. Diana is more experienced, with both press and radio experience. We have some experience with her work; she helped with the Celebration. Newsletter publication is her field. One reservation is that she has her own newsletter in our area of interest -- Growing Community News. This could be a conflict of interest.

Another reservation is that she gave us a hard sell on herself. Some folks see red flags, concerned about her eagerness to accept our input and work with the image that the FIC wants to maintain. Diana is aware that the FIC has a more ecumenical approach than she does personally. Regarding Andy, he has less experience in production of publications, advertising and development of subscription base. He would quit his current print shop work to do this. He has seven years living in community. There is a feeling that he is of the movement, and might be easier to work with on FIC angles.

Dan: Any conflicts Diana has should be resolvable. Her publication is new and struggling, ours would be a reliable, income-producing job. She is very strong in advertising and generating subscriber base income.

Laird: The two areas of subscriber base and advertising are the weakest now, so we are looking for strength in those aspects. There are not many people hanging around the movement who are comfortable in selling roles; Diana is somewhat unusual in this regard, as a saleswoman. Tom suggested that we want the magazine to take off, and the personality required to make that happen is present in Diana or David Sower.

The conflict of interest possibility remains a strong issue -- how will we keep the two separate? We need to clarify with Diana what she will do when Communities starts demanding more of her time, and what the procedure will be for allocating materials between Communities magazine and GC. The next step of the decision process is checking references for each of the main candidates, and a second interview with Diana.

AGREED: We will offer a one year contract, with a review at 6 months. We will provide a full job description, with an approved budget.

AGREED: We will offer the following specific incentive commissions for development of subscriptions and advertising: 10% of our subscriber increase over our current base, and 25% of increased ad revenue over base.

#### COMMUNITIES MAG - REGIONAL ACTIVITIES COLUMN PROPOSED:

Laird: Allen Butcher wants to write a column in Communities magazine for decentralized, or regional, networking information. He proposes a regional column to deal with regional activities, not advertising for any one community. Allen has raised the issue of the FIC's slowness to respond to his writings and requests in the past.

Betty: We have responded to Allen, but not receptively. The Magazine is starting to have a lot of regular columns already: Cohousing, Ecovillages, FIC, Geoph, children, Federation of Egalitarian Communities, with a column on Christian communities another possibility. It wouldn't be appropriate to have columns written by reporters without a broad base in intentional communities, that could be opening a Pandora's Box. Besides, Allen's writing style is heavy, and in the past there were times when he wasn't cooperative in rewriting or strong editing.

Laird: Allen wants a place in the magazine, and people could benefit from a regional column - with brief quarterly reports of what's going on in specific networks. This structure would be supportive of local and regional activities and, hence, to continental networking. The person writing the column or collecting the information could change or stay the same as was appropriate or convenient. Allen thinks the board considers him a "pariah," possibly still not owning his part in his removal from the board back in 1989.

AGREED: Laird will invite Allen to submit an article to the magazine, which will be considered for publication on merit as any other. It will be edited if/as necessary. No column will be offered.

#### CELEBRATION REGISTRATION TOTALS, FINANCES & STAFF BONUSES:

Betty: Registration Totals -- there were 487 full time registrants, 35 kids, and 270 one day registrations. The Celebration estimated net is in the black, but the final accounting cannot be done yet. Some bills are still not in; telephone bills, college fees and other expenses still need to be paid. The final accounting may be available in October. Maybe around \$5,000 net; unfortunately not the \$20,000 we were hoping for after all the work people invested. The cash from registration and evening events on Saturday is missing; up to \$3000 could be lost, though we have no way to know exactly. The cash was in the office, which became a more and more public space as the event proceeded and administration got overloaded.

Will there be bonuses for Alpha? NASCO interns? Betty? Seeds? Bennett?

AGREED: Any bonuses will be contingent on the reality of the money being available after the payment of all bills. The proposed amounts are accepted.

AGREED: Kathie Notley will receive a \$500 bonus; SYD, an \$800 bonus.

AGREED: Ella's pay (at the Sirius board meeting set at \$1000/month starting in May) will be \$1200/month for the last 6 months.

AGREED: Betty's pay will be \$1500/month.

AGREED: For managing the bookstore, Alpha Farm will be offered a percentage of the net from that operation, contingent on the amount of the net at final accounting. Also, the computer purchased for Annie could become Alpha's as a payment.

#### FUTURE BOARD MEETING SITE SELECTION (deferred):

Board meeting site selection is postponed pending more negotiations with midwestern host prospects by Jenny Upton.

#### ADMINISTRATIVE DIRECTION (delegated to A/C):

This subject feels too large for the time available, and will be referred to the A/C. We will start with this one in the morning.

#### EVALUATION:

- + Mellowest host community ever;
- The agenda was the traditional endurance contest;
- Agenda topics weren't prepared before the board meeting;
- Facilitation was uneven;
- + More people being here provided more sociable evenings;
- + Grilled salmon;
- Lack of availability of some board members;
- + Effective participation from new people;
- + Two meeting orientations;
- + Good joint meeting with NICA;
- + Good host community participation in meetings;
- Did not start on time;
- Affect of subterranean emotional currents;
- Would have liked free time in the mornings;
- Missed meal rituals and daily appreciation of cooks;
- +/- Dealt w/ feedback & networking vs. usual tasks & assignments;
- Confusion on dates and locations;
- + Personal invitations helped with integration of new participants; + More new people took on tasks;
- + Good room size match for the group;
- Needed a carpet and couches;
- Lack of comfortable seating
- Difficult focusing Board meeting energy right after Celebration;
- So much time away from home was hard, wouldn't do both next time;
- + Work today on sexual harassment issue; we didn't rush it;
- + Inspired by cooperation;
- + Supported by focussed presence of others;
- + FIC picks up jobs so well; our teamwork has huge positive impact; - No late night bathtub;
- + Support for strange interpersonal designs;
- + Spontaneous pies were great;
- Unhappy w/ profile given deep issues: classism, racism, sexism;
- + Openness of group to new people coming into the organization.



