

Minutes for OCT 2004 Retreat

ATTENDEES:

Stuart Watson, Bryn Hazell,
Michael Dreiling, Bob Hall,
Dorothy-Ann Cole, Lisa-Marie Divincent, Teresa Farrell,
(Just Saturday) River Gaynor

Governing Council Members

Michelle Howard, 503 775 1495, michelleh@cfmpdx.com
Wendy Bailey, Eugene, 541 726-8177, yadayada5@juno.com
Sophia Douglas, 503-316-0020
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ACTION REQUESTS:

Website: FAQs, Board Mtg. Calendar, transparency (Michelle, L-M, Stuart)
submit outline to board and local teams.

Letter requesting donations

DEVOTE Portion of board meeting to cmtes and taskforce break-outs

NEXT MEETING requests:

Decision on Marshall 2005

Long-term strategies

- 1) Nurturing infrastructure for retention
- 2) Fundraising strats (team or task force; seek donations/new revenue streams) ??building nonvoting membership (fundraising)
- 3) Marshall and other trainers
- 4) Project based teams

Discuss promotion needs for 2005: Michael Anticipate preps for MR

Discuss: ORNCC sponsored workshops: what does this mean, what do we tell others?

Independent Trainers: website listing criteria and what do we offer them?

Review Requests and Support for Local Teams: discuss at a meeting and then ask local teams to review.

- Legal boundaries and requests (espec. re: fundraising and political activity)
- Nurture a peace culture of togetherness and mutuality

Friday October 15 –

5pm Arrive and settle

6pm Dinner

7pm Welcome and Acknowledge New Members – ORNCC and the big picture of sharing NVC in the world – our togetherness with so many others

8pm Hopes and Dreams – our personal, joyful longings with NVC

10-10:30pm Meet with Retreat Empathy Buddy

Saturday October 16 –

7am Movement, meditation, etc.

7:30 Breakfast

Minutes for Saturday

Discussion of Minutes: Stuart requests review and approval of agenda. Minutes Approved.

Lisa-Marie Checking in and balancing individual and group needs; practical “business” and emotional heart needs (L-M and DA)

When triggered, ask that you do self-empathy, checking in to see if what you are about to express will meet your need for consideration and contribution. Get in touch with your needs before speaking.

Interruption: How to do this with respect and consideration...

NEEDS Identified:

Respect, efficiency, relevance, empathy, connection –

Encourage to Come with requests

Theme watcher – checks in to see if we are connected to the agenda theme.

Group needs: being aware of my intention to meet some needs to work with others to achieve some common hope and goals; mixed with knowledge that we are all individuals with unique life... Do I trust/sense that my contribution will add to the needs of individuals in the group needs.

Group identity and agreements: needs for supporting those needs.

9:00 Imagine TWO Levels (personal and network)

What have we been doing and how? (Organizational map – Board, GC, Local Teams, Marshall Volunteer teams, State Coordinator)

What do you most appreciate/find challenging about ORNCC and how we operate as a group?

We've been bringing Marshall, promoting NVC via info network, and other educational opportunities.

Discussed organizational structure

- Local teams (short term and long term volunteers)
- NVC community at large
- Educational settings (workshops, practice groups)
- Board, GC, nonvoting members
- connection to others networks and CNVC at large

Needs Met

(listed on big paper)

Unmet Needs

(listed on big paper)

How can we meet some of these needs

10:00am Breakout into groups of 2 or 3. What are your hopes and dreams for ORNCC? Dreams for ORNCC 5 and 10 years out. Which of these are service roles? Network roles? Or both (e.g., organizing and promoting Marshall in 2005)?

Meeting some of these needs in life-serving ways are:

GROUP 1:

Community-building to connect (potlucks, celebrations, etc)

Membership and possibility of dues and benefits

Project-based Teams

Fundraising:

- Grant-writing for... projects, money to support staff work and teams on specific projects
 - Bridging enemy images in the community
 - community peacemaker: Adding to community understanding/consciousness raising -
 - Reimbursement for volunteers travel, etc.
- Funds for scholarships to support training of new trainers
- Commercial product innovations and sales (needs for contribution, resources, promotion)

Outreach

- Promote ease for businesses, schools, etc. to invite a trainer (doing in a way that promotes fairness, integrity, etc., noting the Portland scene)
- Speakers Bureau

Practice Groups –

- beehive models to grow active practice groups
- website clarity about info on joining practice groups

Other networks

GROUP 2:

Develop specific tools for people who wants to lead a practice groups or workshops (how to keep people engaged in these settings/ to aid retention and

growth. Nurture consciousness of empathy for people who choose to leave a group. And despair work.

Workshop Follow-up – attention to the lowest apples. “As easy to stay as it was to come...” Michelle

Toolkit/ article/ guidelines/ nurturing infrastructure to support retention (Integral)

Strategies for dealing with assumptions/myths about NVC that reduce involvement (FAQ for the website, etc.)

11:00am Bring this back to the group: First draft of the timeline and goal matrix

LIST OF GOALS (as developed in two groups above)

12-2 Lunch/Empathy Buddy/Recreation

2pm Review previous hopes and dreams:

What are our assets (money, people, connections), capacities (501c3 status, volunteer possibilities and limits) and constraints?

LIST OF RESOURCES:

Website, CNVC, database, \$processing ability, 501c3, Board and GC, Teams, Volunteers, Community, Money, Other state network, trainers, toolkits..., brochure, inventory, 501c3 legal status, spirituality, mentors...

How can these help us achieve the dreams for ORNCC?

CONFUSION for many, Michael is getting in touch with a self-care need. Bryn helps meet... Bryn Facilitates

Discussion about priorities for the discussion to proceed; questions about the role of the base, the role for different structures in the network.

Bryn suggests a map to visualize the structure of the organization and connect with the mission and vision of ORNCC.

Layers to the network, supporting each layer.

STRATEGIES:

Work as a **board to make policy** re: fundraising, promotion, education, website

State Coordinator implements

Governing Council → elects board, preserves mission, mentor, gets minutes, involvement on projects or cmtes.,

STATE COORDINATOR:

credit card processing, database management, order and maintain materials, update toolkits, website mgmt., ?? support for local teams, receive/acknowledge receipt of donations,

Planned 10-15 hours per month; \$150 monthly reimbursement account; Stuart OK through end of year at current level (2005)

LOCAL TEAMS

Portland: Nini team ldr; about 8 people; couple on the trainer track; meets 2xs per month; newsletter; plan trainings and table events; how to get practice group info out

Eugene: 5-10 people; 1 time per month; Meta newsletter; promo and education; 7-8 P.G.'s; see autonomy, support too by ORNCC; provide/sell ORNCC materials; open to ORNCC requests

Salem: no active team (2 people)

Bend: No team, Bryn leader; 3 practice groups

Roseburg: Suzi; 2 P.G.s

Ashland: no team

5:30 Given all of this, how do we want to clarify our existing structure?

- the role of the Governing Council
- Board relationship with State Coordinator
- Local Teams: How do we energize and support local teams more? How to more clearly represent the relationship to ORNCC and autonomy issues?
- culture of compassion: (beyond us and them within the network)

RETURN TO LONGER TERM VISION and TIMELINE

- 1) Nurturing infrastructure for retention
- 2) Fundraising strats (team or task force; seek donations/new revenue streams) ??building nonvoting membership (fundraising)
- 3) Marshall and other trainers
- 4) Project based teams
- 5) Community building
- 6) Website dev. for expanding access to volunteer
- 7) Avail. of practice groups
- 8) Outreach – how to invite speakers and trainers to institutions
- 9) Follow-up

6:30 Break for Dinner

7:30-8 Review and bring closure to our work for the day

Watched and discussed Lyn Twyst, Soul of Money DVD. Fundraising from the heart...

Sunday October 17 -

7:30 Breakfast

8:30 Visualization – Bob Hall

8:45 Brainstorm on our top priorities

A) Nurturing Infrastructure

- a. **communication** – board, teams, tools for workshop and PG leaders, empathy teams, enemy image empathy, volunteers...
- b. **transition people** better: workshops, PG, facilitating PG
- c. **follow-ups**, intro's, website – FAQs,, potlucks, community bldg.
- d. **workshops** for newbies – (how to ask people to join us)

- e. Nurture and support **new trainers** (scholarships)

B) FUNDRAISING

- a. 501c3 – expand opportunities (meeting with David in January; get clarity on tax deductible donations and dues/etc.)
- b. Website and other venue for making donation requests
- c. membership (nonvoting)
- d. IRT – where local trainers donate time to offer a 3 or 5 day workshop
- e. Fair, Festival (presentation, product, gift opportunities), puppet shows
- f. Workshops, Material sales,
- g. Product development/creation (t-shirts, DVDs, toolkits, buttons)
- h. Grants
- i. Corporate sponsorships/ communication and demos
- j. projects – leverage for funding opps – develop training, measurable results, succinct
- k. request/ welcoming money into the work: training plan, change culture and attitudes, all levels, end of year letter, phone-a-thon
- l. Communicate with other regional networks (Lynn McMullen, BayNVC, PSNCC)

C) Marshall

- a. Explore variety of options
 - i. locations, areas, duration, topics,
- b. Consider: Cost is up (3k per day); in-service days, education, diversity, healthcare, govt., private corp.,
- c. target decision makers
- d. Piggyback on other events to bring MR in as Keynote speaker
- e. Fundraising dinner on the bus/train (pay for empathy with the man)
- f. Annual training event that includes Marshall
- g. audience plants
- h. maximize marshall's and our strengths
- i. high-profile media event

D) Project-based teams

- a. restorative Justice
- b. education
- c. business and non-profit
- d. healthcare
- e. parenting/early childhood
- f. cultural creative impact (Nonviolence H.S. plays/ peace plays; hi-profile mediation; collaborative democracy; writing)

Who is interested?

Michael – Marshall '05; early conceptualization of project-based teams into ORNCC

Bob – project-based teams (especially business/social artistry and prison); fundraising treasurer

Bryn – product dev./ DVD project

Dorothy-Ann – fundraising plan;

Michelle – website development; communication connecting tools

Wendy – communication (board-teams); follow-up MR; potlucks; fundraising (501c3); product development; train for treasurer role

Sophia – communication; fundraising (incrementally); nurturing infrastructure

Lisa-Marie – website dev.; fundraising training; request help funds/persons)

Teresa – Marshall and other trainers; increase practice group activity and support; gather data re: follow-up

Stuart – tools for retention; IRT; (maintain current roles – website updates, 501c3 info and donation requests)

Teams, Point person and Task forces?

D-A as point person on Fundraising

Michael point person (keep conversation alive – contact others to develop proposals for the board to consider dates, etc.) for MR 2005 (Michael, Teresa, Wendy, Stuart-as-SC)

Stuart for tools for retention and website (

Bob on project based teams – (Michael and Bob)

Wendy potluck

Bryn – product development

Marshall in 2005 – Oct. 10-11; relay info to local teams; ask what would bring them to Portland for this (and possibility for 2 days on the weekend)

Closure and Leave...