

### **ORNCC Board Meeting - July 6, 2003**

Board Members Present: Sophia Douglas, Maya Balenz, Karen Campbell, Bryn Hazell, Tiffany Meyer, Lisa Marie DiVincent, Michael Dreiling. Guest: Dorothy Ann Cole

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#### **ACTION SUMMARY:**

**Action:** Proposed to accept PARTNERSHIP CRITERIA REPORT. Consensus agreed. Committee will bring back policy intro for next mtg. and acceptance of policy is noted today.

**Action:** Karen agreed to attend OPI meeting w/Stuart on 7/26 and will email Stuart to that effect.

**Action:** Tiffany will add Stuart's suggestions to current 2003 Marshall Outreach/PR Recap and Evaluation Report and resend via email.

**Action:** Michael agreed to write up draft of remuneration policy, job descriptions, agreements and send to Sophia, Dorothy Ann, and Tiffany for comment. Will bring to next board mtg.

**Action:** Will apply remuneration policy retroactively for Marshall trainings 2003 – 10% to Stuart as coordinator. The payment will be considered an expense. Maybe some \$ going to Salem.

**Action:** General Agreement to support Dorothy's Draft on Supporting NCT's Seeking Certification. Michael and Dorothy Ann to come up with some more specifics.

**Action:** Marshall's Schedule – 2004 (see new schedule below)

**Action:** Tiffany volunteers to take on forming task force on identity/image/promotion – Karen and Dorothy Ann volunteer to work with her.

**Action:** Consensus decision to have monthly board meetings for next 2 months and then evaluate.

**Action:** Set Calendar - August 3 is next meeting! Time for mtg. is 9:30 am – 4pm. September 7 for September. October retreat 10-12.

**Action:** List of board members and contact info – Michael has and will send out to Bryn. Please provide bio – 40-80 words. Plus all relevant contact info.

**Action:** Sophia to be chair (w/understanding that this meets Stuart's understood needs).

**Action:** Consensus to move ahead on website w/\$2,000 approved. Michael, Lisa Marie and Tiffany working on this.

Meeting Began at Approx. 10 am:

Karen reviewed her diagram of NVC community and its relationships and we discussed the dynamic aspect of the national organization and the dynamic aspect of ORNCC (i.e. chaotic/growing).

**Partnership Criteria Report (Tiffany)**

See ORNCC Partnership Criteria, which was distributed at meeting. Discussion about whether organization would need to be a 501c3. Suggested that it be a 501c3 or designation that would allow us to apply for grants that require 501c3 status.

Also discussion about benefits of partnering with larger organization that would provide us more opportunity in seeking grants, i.e. credibility, image, staff, financial management.

Worksheet can be utilized to screen potential partners in the future if relationship with OPI changes. Dorothy Ann wants to pursue Empowerment Community if OPI relationship ends.

**Action: Proposed to accept criteria. Consensus agreed. Committee will bring back policy intro for next mtg. and acceptance of policy is noted today.**

**Report on 501c3 status.** Lisa Marie. (committee includes Bob and Maia)

Lisa Marie suggests becoming 501c3 so we can umbrella for other organizations. Bob agrees for long term but for short term would like another organization as partner. Lisa Marie agrees with that thinking. Maia agrees. General agreement to that approach.

Is anyone available to attend OPI on 7/26 meeting w/Stuart.

**Action: Karen agreed to attend and will email Stuart to that effect.**

**2003 Marshall Outreach/PR Recap and Evaluation – Tiffany (see report distributed at meeting)** - Worked with Nini Burgess and Martha Hall on report.

Evaluated on basis of needs rather than what went well and what didn't go well. That process worked great.

**Action: Tiffany will add Stuart's suggestions to current 2003 Marshall Outreach/PR Recap and Evaluation Report and resend via email.**

Current team ready to get going on next year but Tiffany wants to make sure that it's a statewide effort, and their work is incorporated into that plan. Discussion whether statewide person can handle pr and statewide organization. Tiffany suggests separate people for these duties and that PR can be volunteer vs. paid statewide coordinator.

Benefit to have separate media person for easy communication with Marshall and CNVC. Media person could promote CNVC/ORNCC and Marshall's visit. Tiffany suggests written media plan that would be overseen/perhaps implemented by media person. Person might provide brochures/fliers/graphics/etc.

Tiffany asked for confirmation that there is going to be a statewide, coordinated effort. Dorothy Ann reiterated her opinion of the need for organization and reassurance that we are moving in that direction. Agreement that this is Board's desire.

Extended discussion re: need for empathy vs. efficiency. Group will seek balance.

#### **Policy on Remuneration** – Michael

Reviewed CNVC policy. Reviewed suggested policy. (Michael has written document/emailed.)

Michael requests that someone(s) follow up and develop job descriptions for what is expected from the coordinator and what is expected from ORNCC. Question whether it's self-selected or applications are submitted. Could be co-coordinators...leave it up to the local coordinators to decide remuneration.

Sophia suggests we adopt in principle and then have task force write up as policy. Michael volunteered to write up job descriptions, agreements, etc. and would welcome feedback. Tiffany requests draft of process and criteria for how to fill the positions. What positions are open? Will be open? Sophia requests goal of September to have positions filled. Suggested some proportionate gesture to other team members.

**Action: Michael agreed to write up draft of remuneration policy, job descriptions, agreements and send to Sophia, Dorothy Ann, and Tiffany for comment. Will bring to next board mtg.**

What about Stuart's request for compensation? **Action: Will apply policy retroactively for Marshall trainings 2003 – 10% to Stuart as coordinator. The payment will be considered an expense. Maybe some \$ going to Salem.**

#### LUNCH BREAK

#### **Certified vs. Non-certified Trainers**

Dorothy Ann presented her Draft Proposal for the ORNCC policy regarding non-certified trainers. Karen: Do non-certified trainers who aren't pursuing certification get support? Need for fairness. This proposal is dealing w/non certified trainers who are seeking certification.

Michael: Recommend different compensation formula because may make little or no profit. Local coordinator would find place, but would prefer state coord. handle registration.

Lisa Marie: Disagrees with judging/endorsing trainers. Does not fit w/nvc philosophy but will not block.

Tiffany – LOTS of work! Who's going to do it? Going to take lots of work without compensation.

Sophia – What about other people handling this work? New people?

Sophia: Support idea that Dorothy suggests. **Action: General Agreement to support Dorothy's Draft on Supporting NCT's Seeking Certification. Michael and Dorothy Ann to come up with some more specifics.** Tiffany requests we have specific names for the different positions.

Michael: Might have a Marshall coord. Plus an events coordinator.

#### **Marshall's Schedule - 2004**

(handout) Schedule changed to:

Tues, 5/4

Flies in Portland

½ day open – possibly education conference w/Marshall as keynote

Intro evening

Wed. 5/5

Salem Restorative Justice Conference – Karen – other speakers? Marshall Keynote/workshops?  
Evening: Bend Intro - Bryn

Thurs. 5/6

Bend 9 – 5 - Bryn  
Travel to Eugene  
Evening: Non-Marshall Intro in Eugene

Friday 5/7

Eugene

Sat. 5/8 & Sun. 5/9

Portland

Various workshop content to be decided.

**Sustainability List**

Bryn handed out list developed at last meeting that is now divided into categories to provide some ease in prioritizing, organizing, etc.

**Action:** Tiffany volunteers to take on forming task force on identity/image/promotion – Karen and Dorothy Ann volunteer to work with her.

Sophia requests that others come forward w/proposals re: sustainability list that are not yet addressed at next board mtg.

**Meeting Schedule**

Lisa Marie thought this would be quarterly meeting, not a monthly meeting.

Bryn expected every other month after basic organizing done.

Michael expected fewer than monthly. Karen too.

Sophia would like monthly quorum to move ahead with things that need to be done, with input from those who do not attend.

**Action: Consensus decision to have monthly meetings for next 2 months and then evaluate.**

**Liability Insurance for Board** – Maia

Wants to look into this to protect board members. When 501c3 will want to pursue this.

Sophia is researching subject now and will have info on that in future.

**Fun & Compensation & Celebration** – Michael

Already had report on compensation.

Perhaps Southern Oregon meeting in Oct/Nov and hook up with Ashland folks – perhaps in Klamath Falls – 2 TrendWest timeshares. Michael and Karen have timeshares. Arrive Friday, fun day Saturday and Sunday meeting. Like this idea and have tentative dates in October 10, 11 and 12 possible retreat. Committee will continue exploring w/Ashland (Michael?).

**Set Calendar:**

August 3 is next meeting! Time for mtg. is 9:30 am – 4pm.  
September 7 for September.  
October retreat 10-12.

Sophia wanted feedback on co-chairs situation. Currently co-chairs are Sophia and Stuart. Stuart has indicated desire not to be co-chair. Sophia willing to be chair if group would enjoy. Group would enjoy! Want to make sure Stuart still involved --- would like to clarify his position. Need to figure out officers and job descriptions.

Sophia – where are evaluations for Marshall. Tiffany has and will follow through on organizing the feedback.

Action: List of board members and contact info – Michael has and will send out to Bryn. Please provide bio – 40-80 words. Plus all relevant contact info.

Website: Tiffany volunteered to provide graphic and copy expertise, and Michael has someone to do technical aspect. Lisa Marie requests that we ask for volunteers to do this. Michael wants to get going on website and have it up and running about end of year. Lisa Marie will ask Nexus if he will contribute and if he'd enjoy working with Tiffany. Potential ok for \$2,000 budget – maybe for server, maybe for designers? Sophia concerned about how much money left for staff? \$27,000 in bank acct. Expense monthly until May \$600 approx. Min \$10,000 to cnvc. \$1400 to Stuart. Reserve of \$4,000. Will have \$8,000 for state coord. Propose \$2,000 to web. Action: Consensus to move ahead on website. Register on line, pay with credit cards, etc. Michael, Lisa Marie and Tiffany working on this.

Dorothy Ann knows of individual grant to fund our potential position(s). She wants support to go after grant. Request that she find more info about grant and bring report back to Board. Want to clarify that Dorothy Ann is not expecting the position, and she indicated she was comfortable with that. U.S. Peace Institute. A welcome offer!

Check out and meeting ended at approx 4:15 pm.