

ORNCC September 13-16 2007 Retreat, Eagle Crest Meeting Minutes

Present:

Amber Fauson
Chrysani Fauson
Lisa Marie DiVincent
Stuart Yep
Megan Hinkel
Michael Dreiling
Teresa ____
Evelyn Dorhety
Sparrow Bailey
Katy
Carol
Holley Humphrey
Bob Hall

A. Opening Round

1. Check in

Paired off to introduce each other.

LM is (surprise) happy to be the time keeper.

Megan is delighted to be the note taker.

Vision/Mission/Aim

Mission is on the website. Gratitude expressed for those who put energy into the website.

Teresa would like to explore the Vision and Aim as distinct items at future meetings.

Stuart says: after the last retreat, Stuart clarified and changed this information on the website. Ideas that came out of the last retreat, alive today.

2. Requests for additional items

Michael requests change in order. 2008 Coordinator Role for Marshall should be moved closer to state coordinator/Stuart bit. Switch Stuarts' bit with Treasurers report. Okay.

Add regional reports.

B. Administrative Items

1. Announcements

Consistency in emails- Holley (moved to later when Holley is here). Request- put "ORNCC" as the first word in the subject, without additional characters or words before it. So emails about "the menu" or "the retreat" don't get lost. Most have been coming that way, so Holley expresses gratitude. We all agree. Remember: ORNCC. Bob asks: whole group gets copied sometimes when they are responding to a person. Efficiency needs met. Please agree to request clearly: reply to all, or reply to specific person, and agree to be mindful of who you are replying to.

2. Length of meeting- when leave on Sunday?

3. Consent to minutes of previous meeting

Okay

4. Next meeting date- 2008 ORNCC board meeting schedule

January? It could work with election process in tact. LM suggests we meet between then especially with Marshall/Conference interface. November? Sparrow would not like to meet, interface be done in some other way, or Sparrow won't attend. Teresa would enjoy a meeting around the Conference in November. Evelyn is worried about snow, and would like to be kept informed. Bob feels disconnected in Portland. Michael would like other NVC groups to be involved, and support from ORNCC folks. Katy would like more clarity about the function of ORNCC board and purpose of meetings. Meet with someones during lunch for this understanding (Sparrow, Michael, etc). Which reminds Stuart that he'd like to hear about everyone's clarity about the Board. Bob suggests that the function of meetings is to complain about the high or low number of meetings. Many people support this idea, discuss this at 3 pm extra time. Add 3:30 History of ORNCC Michael would like to have a space for the Marshall committee to meet, sooner than later. Some of this will be covered today, but more networking is needed. Stuart says this is not necessarily a board meeting issue, for those who would like to attend, but we will need support of Board members. Bob says Eugene team goes to different areas (rather than they come to us) with specific requests regarding how they can help. November meeting would allow board members to become clear about what's needed, and can go back to their contingents. November "board/Marshall/joint/networking/conference" meeting. Role of Board/ORNCC and concentric circles in manifesting support for Marshall at Conference. (Holley says it's okay to have retreat at their place sometime). Saturday, November 17th at LMs. Name of meeting to be determined at a later date, as well as selective invites. 10 am- 4 pm. Agenda: election process and marshall/conference stuff. January meeting: Saturday the 19th of January in Portland-request meeting (requests developed in November meeting). Holley will not be able to attend. If Bend folks can't attend, request for speaker phone, or active communication. Agenda: new board members will be there, many agenda items, including requests from November. Officer elections. 10am-4pm.

5. Acceptance of agenda

C. Content

1. Celebration- IRS letter review period

2004 review period began, asked David Atkin to help us through advanced ruling for permanent 501(c)(3) status. Last month, IRS says we're cool. Hooray, we are off probation!

1.5 Regional Reports

Eugene- Meta still sends out NVC email, upon request. Various practice groups, 1st and 3rd Thursday at McNail Riley, supposedly the longest continuous NVC practice group in the US, that we know of. NVC teachers practice group, weekly. Parenting groups. Sue and Kristen. And some group putting on a conference, a very dedicated and hard working. Campus practice group- 30 weeks. Gary Baran now lives in Eugene, has done two Saturday intros, and plans to do intermediate groups. Forwarded some names to

Stuart for the NVC list. He is very proud of ORNCC and we are a “model organization”.
☺

Holley- Grants Pass/Ashland. Womens camp on her land, inspired by women in Mexico last January. Nature and retreats= good! Not in touch with Ashland group, but because of camp out is asked to do a practice group in Grants Pass. Works consistently with school in Tacoma, and has enjoyed connected with Pacific NW corridor- teachers institute and family camp. Sense of community from NW is meaningful, wholeness of NW region. Temba school in Mt. Shasta- very interesting. Another retreat in Mexico for this January. Ashland is getting crowded with trainers!

Portland- Jim Hussey sends warm regards, but is at Susan Skye’s weekend thing. Potluck for Portland core team, Sept 28th at his newly remodeled house. Susan also sends regards. A lot of people are doing a lot of things- separate, individual things. Jim started another prison group, Steve Smith is heading (something), Michelle became certified. Katherine is leading practice groups. Anusara yoga community has a group. Stuart mentors new mediators, so gets to use NVC every day, class of 20 for a year. Portland Waldorf school- code of compassion, quoted NVC and principles. Laws to keep schools in operation if they proactively thwart bullying.

Bend- 8 ongoing practice groups, and 5 or 6 others at PCOCO. Decided to focus mainly on Compassionate Communication. 12 people on leadership team, Katy and Carol do intros every other month, create list of names/phones/emails for future practice groups. Bryn did facilitator training, 6-8 people interested in being a facilitator. Keep track of groups to match interested people with open groups (and facilitators). Study groups- 2 chapters per session for 8 weeks. Leaders may emerge for independent practice groups. Strong NVC foundation before talking about going into prisons. One thing lined up at Hospice Sept/Oct, and Waldorf school October 11th, Neighborhood Impact and Cascade youth have requested in service. Hustling to keep with requests! Website: PCOCO.org, e-news thanks to Beth. Very nice brochures. Tuesdays and Fridays at the Center, library and books for sale. Continuing to nourish the seeds that Bryn planted. Another request from an elementary school (where Katy’s son attends). Women’s center- doing intro through there, hospice in service is free. Developing guidelines for pricing intros and services. Free practice groups, but would like for peace center to be sustainable, ask for donations.

Corvallis- Meta reported last time that she has taught NVC as a required course to get into CoHo- everyone agreed on a shared language.

Michael appreciates deepening and richening of progress made in NVC spread in Oregon especially in the last 4 years.

2. Report on ORNCC project “Coalition for Nonviolent Living”

General Meetings- over 100 invitations sent out in October. Stable group has emerged- TRIM, Brahma Kumaris, D.o.P, Wellsprings Friends School, Eugene PeaceWorks, Justice Not War Coalition, permaculture representative. Many other groups have shown up for one meeting. 8 meetings so far. John Brown from Portland has attended many meetings. Contact with people in San Fran, Seattle, not yet in BC but eventually. 100 people on our newsletter.

14 thematic areas. Shared space where we can share practical and inspirational information about nonviolence in each area of life. Entertainment committee doubles as

co-design committee, and has draft for evening programs and Sunday plenary/closing ceremony. Each committee plans events, and holds theme for conference. Especially, sustainability and diversity and equity, for example, the interfaith service, but we are providing something for non-faith folks. Very valuable for removing enemy images surrounding faiths.

Logistic committees- Threadweaving, meets at least once prior to each large general meeting. "Steering committee", creates agenda for monthly large meeting. We co-facilitate the general meetings, and distribute agenda items. Currently about 8 people, mostly ORNCC folks. Proposal Review and Schedule Committee- pretty much the same people as steering committee, designing the Call for Proposals, and will make final judgment calls as to who gets scheduled. Has contact with presenters. Call available on the website and by word of mouth. LM acknowledges consistency, accuracy, etc by Sat Ganesha, Megan, Kiran.

Budget- income and expenses. Checking account and debit card- ORNCC DBA. All expenses will be channeled through ORNCC. Hooray for our accountants!

Fundraising- donation letter. LM and Megan are still sending revisions for donation letter. It is our hope that people will make individual donations, business sponsorships. We will email letter to ORNCC folks. If ORNCC folks know of a foundation or potential donor, let me or Michael know. We will form target list. Even Kaiser gives money. November meeting will form request for this too. Selco credit union is possible and local banks. Alternatives to Violence- Holley says is a national organization who have donors that might also donate to us. (Holley notices discrepancy in non-violence, after UN). Bob asks- is ORNCC making sure we are not doing lobbying or contributing to political campaigns.

Conference Coordinator- it is officially Megan's job! A contractor, the same type as Stuart. Steering committee and budget committee have agreed to this relationship. Will compensate my support in ways that are beneficial to me and ORNCC. \$600 per month for a while. Megan abstains from votes dealing with me. Are we paying market price- relieves conflict of interest. Record hours- time sheet. Or what do other conference organizers make? Perhaps talk to David or other lawyer about this, may be an IRS hot button. Sparrow checked with David and Megan does not have to resign from Board, and Sparrow will follow up with more details.

Website- link to ORNCC, Megan will send out link to ORNCC when the website is ready. Bob- can we have receipts template for tax deductible donations.

Teresa suggests that the word "hope" might be too weak.

CNL support requests to ORNCC-

1. Join theme and logistic committees. Remote participation is possible- for example, sending notes from committee meetings to remote people. Can take request for personnel to join any committees. (Send list of committees to ORNCC folks). Especially publicity committee can have remote members. And fundraising. (Create volunteer coordinator, until then collect names and keep track of who can donate what hours, when and where). (create timeline for certain efforts, such as fliers, posters, etc- Volunteer timeline, what do we need now). Many of these things will be addressed at the November meeting. Can

Bob be sent a list of what is needed, and timeline. *Create draft of timeline, and send in October newsletter. List contact information on donation letter.

2. Send (hard copy and email) of donation letter to friends, likely businesses, etc, send info to Megan to avoid double invites, or let us know if they would need additional information (in terms of who else is helping fund this). Holley- tri-fold ORNCC brochure. Might be good to send with donation letter. People gravitate towards things they feel confident about. Stuart- can we get a mentor? Just sending things out is not very effective, one on one contact good first, then follow up. (Create target letter). Re-format donation letter to be more succinct and powerful. And, no amount is too small. And, sometimes donations come from surprising places. Alan Hancock- Duma center is a likely candidate. (sparrow will contact him in helping us draft our later, or who else would he recommend).

Coalition building- Holley- is ORNCC sole sponsor, or looking for a peace coalition? Yes on Coalition! "We would like to add your name to our..." Or, listed by region. Holley would like to distribute the Join the Coalition letter. Would any ORNCC folks like to help us draft this letter? Bob will distribute joining letter and fundraising. Stuart would like to help, with clarity about what it would mean to join the coalition. *to develop coalition letter. Breakfast groups, leadership groups, etc. Association of university of women.

Join the coalition/networking

Donate

Proposals- #3 next

3. ORNCC recruits trainers, NVC folks, and activists. *Create "are you interested in receiving our application" packet/script. Holley asks about booth space. If you present, we will also have booth space for you to sell materials, etc. *Add this to proposal packet AND are you interested letter. (add a checkbox to form- are you interested in booth space?).

4. November meeting.

5. Help with ORNCC newsletter with update about Conference.

Megan would like to help edit. Stuart, will you help us send this? The whole shebang goes to ORNCC listserv.

6. Empathy team for Conference-

For attendees- hearts on name tags for ID, for the steering committee- Holley, but not during the Conference, or after solstice through February, Teresa, Evelyn and Katy, Stuart- if someone is an extreme. Stuart could also coordinate empathy team, gather names and schedules for pre-conference AND conference. ☺

7. Suggest other ways you'd like to be involved.

Stuart- media and promotion? At least in peace newspapers. Press releases, etc. Website has been our first attempt.

*collect blurbs for Sparrow's sound bites and publicity. PeaceWorker- informally part of the coalition already. Brochures, computer work, media blurbs, posters, fliers, etc.

Public television, public radio, submit an article in sentient times, Eugene peace works, peacemaker, Alternatives, Eugene Weekly. Bob is our KBOO contact. *Seeking- media coordinator. Bryn- this is her background- Evelyn will contact Bryn and Beth. Tiffany as well- Teresa will contact. Willingness to put resources into publicity coordinator.

And, there will be University support, so help with publicity. Journalism school students?

List of books we like- write to authors, would you like to present? Michael passes around list.

Mira- to present art at conference.

Bob- What are the biggest obstacles?

Answers: Money, and current staff- need coordinators for certain things.

Michael is speaking with Conference coordinator for peace and justice studies conference, arun Gandhi, share parts of conference.

Bob asked this to find out what is most needed? Do we have all angles covered?

Stuart- what might be other concerns?

Michael says- pre conference money. Holley- magnitude- celebrating, yet concerned about resources required. Enjoying mourning and celebration at the same time, and how that is expressed in our meetings.

LM reads Sophia's notes: clear boundaries on the event, to have Marshall have the most impact, rather than extending further and further (spreading butter too thin). Restorative Justice conference in 2004- ever expanding exclusion felt circus like. Audience distractions and logistical problems. Containment. Joyfully fulfilled and received.

Concerns held for now, but will be brought up again.

Stuart- confident about success of Coalition of organizations, needs clarity about intent about joining the coalition- what will they get out of it? What will we get out of it?

Also, conferences do not meet needs for Stuart. Something directly applicable to each person that they can take home.

Evelyn- economic diversity- sliding scale.

Katy- what is the conference? Peace is vague.

Lunch- yay and yum.

History of ORNCC for new members

Megan the note-taker was not present during most of this segment and therefore cannot comment on the content of this agenda item.

4. ORNCC coordinator role for Marshall in 2008

In past, Marshall staff has had a volunteer (mostly Stuart) to coordinate events, using whatever budgets were available. Marshall will be here for 4 days, in Eugene- the only space on the west coast he will be in 2008. Michael is desiring regional support and coordination. Requesting related but separate support from ORNCC. Will ORNCC allocate a budget for a state/regional coordinator for Marshall 2008, using some of the resources Stuart has developed. \$8,000 minimum from ORNCC. Marshall will be a keynote speaker, and will lead trainings. Help with publicity, fliers, helping design workshops, and advertising for attendance. Venue is provided, as he is part of the Conference. For certain trainings, Marshall would cost extra. Stuart says- cost of workshop would help support the cost of the Coordinator, and also to create revenue for

ORNCC. Bob asks- this set up splits up the conference, especially with separate advertising. What impact does this have on attendees? And, this would market to those who have probably already seen him. Michael answers- this would advertise for part of the conference and separate from it. Bob would worry that new people might not be exposed to Marshall's trainings because of this separation. Who would the coordinator report to? Ongoing communication is needed- with the publicity committee, the ORNCC, and the CNL steering committees. We are still lacking clarity about total revenues from conference attendance- maybe we wouldn't need to charge extra. But, west coast NVC is a highly communicative group with an interest in NVC and Marshall, and their participating in his west coast appearance could support the missions of both groups. Perhaps \$20 for those who are registered for the conference, and \$50 for those who just want to see Marshall.

Holley suggests person does part Marshall publicity and part Conference publicity, for continuity and affordability. Marshall publicity will always be integrated with the Conference. Online and onsite registration for sure. (*Note- we will need registration coordinator, as well as volunteer coordinator). A point person for all-Marshall related stuff, including publicity. Unique networking around Marshall which is different from any other role. (Additionally, have \$2-3,000 for a publicity coordinator). (*Add Katy to newsletter katyelliott520@msn.com, (541) 633-5704 and she would like to come to the November meeting). This decision will move us towards clear requests and set of actions required from the Marshall coordinator. Teresa recognizes Stuart and Tiffany's tool kits which are already developed. This \$8,000 is in addition to the \$10,000 already allocated. We will have \$20,000 in our account even after the \$10,000 is taken out. Not using the resources that Stuart and others have developed is not a popular idea for some people. Michael thinks we can generate \$150,000 for this Conference. Some would like a better variety of role descriptions and budget options. How much money has ORNCC put towards Marshall events in the past? A comparable number might be found out for this purpose. Stuart says \$8-14,000 for CNVC, coordinator is \$5-8,000. Stuart feels like he has been underpaid, and is worried if we put too much money towards this that our large fund would be depleted without return, especially since he has put so much work into this in the past. No new information regarding Marshall or the Conference, yet there is a new request for money, we had asked for \$10,000, so why can't we use that. Stuart says- needed, committed PR person, and registration coordinator to collect fees, track workshop participation, etc. (\$200 seed money, \$10,000 matching grant). Sparrow does not see sense of urgency for approval of this at this time. Bob, money that just sits rots, but does like to have the safety net, but a huge event would require investing in the skills required to pull this off, but has concerns about \$8,000 person being responsible for registration. LM reads for Sophia- dedicate funds for a position like Stuarts. Key for recruitment and NVC alliance members. LM likes the idea of the position, but wants more clarity about skill base, the tasks needed, and who it would actually end up being, where does the money go for each of these areas? Evelyn has faith and trust in us, and would like to see us have the money for us to see this project (especially because of hours put in). Holley- it takes money to make money, and is comfortable with the success of this organization. Supports Katy's idea for whole overview. Chicken/egg- person for the job and fit the description to them or visa versa? Michael re-asks- approval upon clarity about task and functions, how they will interface with Megan's role, and that money

would be allocated to 2 different roles, and at our November meeting, an additional proposal and clarity will be offered. Stuart- when we're done, will we have the same amount in our account, or something enough to continue with ORNCC projects (which are more alive for Stuart). (*write into a grant- registration coordinator).

7. State Coordinator's status- Stuart

Do you get inquiries? Not very often anymore. Emails? When I do it's usually email, and is Stuart identifying which person in which region to refer person to. Requests for materials (still has a large supply in his shed), most from Eugene, sometimes trainers in Portland. Sometimes people send checks to deposit or credit card receipts for book sales. Once every few months someone goes on the website, but that is not time consuming. Sometimes receives emails to add to databases (Gary mostly), most trainers do not do that. Coordinator role requires maybe an hour or two per month. Back when it was consistently 10 hours a month, organization suffered. ORNCC is paying for his internet, yet workload has dropped considerably. Wishes practice groups and trainings were more tied in with ORNCC information-wise- names to add to database, requesting brochures or information and signs, selling more books and materials, especially since this a source of revenue, isn't sure if trainers are selling their own supply or what. If these things were happening, he'd be back to 10-12 hours a month. If there was organizational support and excitement around other projects, he would like to do more.

Break and Group Photo- done, picture is really cute. (*Ask that new Board picture be put on ORNCC website, keeping the old ones)

5. Treasurers report

(*update contact list- with sparrow and beer).

We've spent \$78 more than we've brought in so far this year. \$37,000+. We should sell books!! (especially at the conference- ORNCC will earn money but not the conference. Sell tee shirts too!). Or, have books on sale if bought as a package. We've sold 867 books so far this year.

8. ORNCC email list

Meta should talk to Stuart about the email lists. PCOCO- intros and trainings, have been referring people to PCOCO's website, and there is a link to ORNCC. Also, their E-news can be used to promote ORNCC events and conference and Marshall.

Stuart- giving back. Requests for trainers who wanted to use -news and website to promote trainings were developed at least years retreat. Stuart is not sure if any of those requests are being fulfilled. And if we ask regional email lists to promote ORNCC, they don't. Stuart would appreciate more of a collective info-sharing effort. Everybody feeds the database which feeds everybody. Some trainers are more cooperative than others. Mutuality. Let it go, beyond the point of creating requests. Holley adds: confusion. Doesn't even have her own list of email groupies, and guesses that is how trainers are doing their business these days. So her lack of sending emails to Stuart is just because she doesn't quite work that way. Doesn't send to CNVC either. So she has no resistance to mutuality. Stuart- ORNCC hasn't exactly served Ashland/Grants Pass partially because of geography, since trainings in Salem and Eugene are more pertinent to Bend,

so doesn't have much of a beef with Ashland since it's understandable. Holley has tried hard to get on Meta's list since Eugene is reasonable, especially Britenbush. Would be willing to put things on ORNCC (especially campout and Mexico), but would request a person to help support. Stuart's requests to trainers are on the website. (*sign up to ORNCC email list). Stuart has ideas on how to work with Holley, who needs a computer fairy godmother. (*send hard copy to board member of phone/email list).

Holley shared a wonderful song about feelings and needs. Some singing along and some appreciation shared for her creativity and vocabulary.

Sunday

Remembrance – sharing ideas without expectation of controlling people's perceptions or their interpretations of your idea. Then, moment of silence.

1. Board Election Process

Submit list of suggestions to G.C. by September 15th. They make decisions by October 20 and report to the President by November 1st. Chrysani and Sparrow will help with election process and following through with candidates.

Evelyn- may not be able to be present during winter months. LM- after a long dramatic pause, "I'm in". Megan- yep. Michael- yes. Sparrow- yes. Amber- yes. Chrysani- yes. Bob- yay. Teresa- is unsure, will think about it. May want to join G.C. Jim- Teresa says yes, he doesn't hate us. Susan- check in with her- Teresa will check.

Nominations- Katy and Carol from Bend. Evelyn will make contact with both.

Gary Baran from Eugene- LM will contact.

Selene Aitken from Ashland- Holley will contact.

Will make new dates.

2. Governing Council- new members recruitment and election process

Holley says: some people say "I want to be on the governing council", but many come from the Board to the G.C. Connect with other G.C. members for agreement that they have served on the Board, or perhaps have at least attend a certain number of meetings. Stuart would like to find a way to support the G.C. in having a more meaningful role, rather than just adding and removing members, perhaps the G.C. will have some ideas. Or just expressing gratitude for them holding the space. Stuart is willing to write up something to this extent, if someone sends him an email to inspire him (Megan will email LM to remind her to send this email to Stuart).

If any member of the Board wants empathy throughout the year, the G.C. might be a good resource (particularly in the area of Board related stuff).

3. ORNCC visioning/project brainstorming

What is our unique role in the region, apart from local groups and trainers? Michael suggested we are a public service, and spread NVC in places and ways that might not be done by trainers or groups, and began to brainstorm projects that would fulfill our mission. The 2008 "Nonviolence as a Way of Life" Conference was one such idea. Let the Board remember that there were other projects suggested. Such as regional celebrations- a day long mix of fun, celebration, networking, learning, etc to reconnect

people in the NVC community. Come up with plan and support for these celebrations. Also, investing resources in seeding new areas- towns that don't have a lot of trainer support, so for example, in the next year we will do X number of trainings and help establish practice groups. Stuart would like for ORNCC to continue talking about these things in the 2008 year, especially planned as follow-up for the Conference (regional celebrations in October?).

More brainstorming for ideas that wouldn't take a lot of financial resources but would help fulfill our unique role. LM suggests that we focus these projects specifically on Conference follow through rather than separate projects. Bob adds- we're going to be successful with the Conference, and hopes to have \$60-\$70,000, perhaps to pay someone to help carry out the projects, more than just a bunch of volunteers.

Holley- showing ourselves at the Conference as a unified group, harvesting from NVC folks throughout Oregon, put together a Guide with photos and descriptions for what is going on in that area after the Conference. Doesn't want ORNCC to be quiet in the background at the Conference, wants a presence that shows unity.

Sparrow was going to say the same thing. Something to give people is important, furthering NVC in their life, and ORNCC could be the vehicle to create this directory. And also liked Stuart's idea about going to other places to support growth of NVC.

Evelyn- has been to Conference with directory about carrying the vision, perhaps combined CNL/ORNCC guide. And liked Stuarts idea of 'missionaries' and regional celebrations.

Amber- there has already been the idea of making a directory before or after the conference. (Holley adds, not to bulk up the guide with practice groups).

Megan- we had planned on doing follow up, especially to provide people with something in their area when they leave.

NVC for activists- question and answering skepticism.

Teresa- ORNCC energetically holds a space, so the directory idea fits with that. Likes the idea of a Center.

Holley- empathy hotline, (Stuart adds- as a donation line too).

Megan- making trainings cheaper! I have wanted to go to many trainings, but a weekend in Portland is some \$200 or more. Can ORNCC begin to provide scholarships so people can attend trainings and still provide trainers with the money they need? Holley is definitely open to dialogue. Stuart adds when ORNCC sponsors an event, there is "scholarships" available, but with individual trainings it is different. Have had scholarship person to have dialogues with people. (Earlier, growth fund, scholarship fund).

About directory- Stuart- how to sort certified and non-certified trainers? About Conference- would want to equally recognize different organizations, not just tying everything to NVC, to really value our partner organizations.

(*Agenda item for November meeting- discuss this further, some of this should be in the letter of what it means to be in the Coalition.) ORNCC would have something, and CNL would have something else. (*Ask evelyn for email of the 'remembrance)

Closing Round