

**2009 ORNCC Board Retreat Minutes**  
**Friday, April 10 – Sunday, April 12**  
**Waldport, Oregon**

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**Morning Session – Saturday, April 11, 2009**

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**Board Members Present:**

Megan Hinkel, Lisa Marie DiVincent, Carol Placer, Chuck Powers, Steve Blechmen, Selene Aitken, Gary Baran

**Guests:**

John Abbe, Lyn Baran

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**Live Notes**

John introduced EtherPad. At various points throughout the meeting, John, Megan, LM, Selene and Carol contributed to online note-taking.

Minutes can be reviewed at: <http://tr.im/orncc>

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**Banking**

Our current checking account is with Umpqua bank, a “noteworthy thumbs down” institution due to the Chairman of the Board’s relationship to the timber industry and environmentally harmful practices, which seem out of alignment with ORNCC’s values for life.

Gary proposes we open a dialogue with Umpqua regarding their practices, rather than just pulling our money out. Selene mentions that this is another project – carrying out asking the bank to stop carrying out harmful practices. Chuck suggests we draft a formal proposal for the bylaws regarding our policy.

Chuck says – our bank needs to have: Portland and Eugene locations, online banking, free checking, debit card.

**Action Items - Banking:**

- 1. Draft Values Statement** – Gary, Megan, Lisa Marie. Send to Board before the next meeting.
  - 2. Research New Bank** – Selene and Megan (Selene will contact Schlossberg). Prepare report for next Board meeting.
  - 3. Tabled/Future Action Items** – Gary’s suggested dialogue with Umpqua will be prepared after these previous two agenda items are better developed.
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## **Grant Discussion/Fundraising**

Selene – create a way for ORNCC to be a fiscal sponsor for NVC projects that are proposed and will be carried out by individuals/groups in Oregon. Develop criteria for ORNCC fiscal sponsorship – sustainability for trainers, some of the money goes back to ORNCC, NVC oriented, in alignment with our values.

Why:

- \* supports local projects
- \* financial benefit to ORNCC
- \* the people benefiting from the project
- \* reciprocal benefits – relationship building

Case in point – Selene wants to write a grant to teach NVC to kids of incarcerated parents using the ORNCC 501.c3. When I receive grant money, I give 20% of it to ORNCC.

### **Action Items – Grants/Fundraising**

1. Selene is preparing draft of criteria (also researching what other organizations have done to establish application criteria, legalities, % of funds that go to parent organization. Will present to Board at June meeting.
2. Lisa-Marie will help, Chuck and Gary would also like to help develop official documents once there is something written.
3. John will ask Co-Intelligence Institute board for advice/practical issues, and forward answers to Selene.

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## **Books/Material Sales - Inventory**

Request for clarity - Where does the inventory live? Who are the inventory caretakers? Where are the records/receipts for sales, and who keeps them?

Chuck – requests we develop process for handling book/material sales. One issue from the past that ORNCC was unsure of where the stock was and how it could be made available for trainings and events.

Gary wants ORNCC to agree to its vision re: books/material sales

We agree it's important to have materials available at trainings. Even if this doesn't make money, there's a lot of value in making it as easy as possible for people involved in any NVC activity to offer NVC materials. Possible financial (or other) incentives for volunteers who take the time to bring materials to the event in order to increase likelihood that materials will be made available at trainings and events.

Possible research - ask NVC people in Oregon (some who have been selling materials via ORNCC, and some who are not), "What could ORNCC be doing that would make it as easy as possible for you to offer NVC materials at your events?"

LM - be aware of Bend - communicate with them; how are they doing it, how to coordinate with them?

Gary - Chris Scott, who used to be the CNVC bookstore manager, moved up to Eugene about a year ago. Probably wouldn't want to work on this for ORNCC a volunteer, but Gary happy to connect him into this.

Form a committee? How to make materials more accessible, review existing inventory and possible markdowns, discounts – helping move older inventory. Perhaps an employee/contractor or some other compensation (i.e. gifted materials) for one person to champion this effort.

*Added to minutes de facto* - if we decide to open a web store, John Abbe would be happy to connect ORNCC to Friare Liv, the organization in Sweden that publishes and sells Marshall's books and many other NVC materials, a web store which is perhaps less cumbersome than CNVC's. His friend Kay there might be willing to offer input. John can also connect us directly to their webmaster.

### **Action Items – Books/Materials Sale - Inventory**

1. Chuck and Steven will produce a formalized book sale program, and network for volunteers for book sales - one in Eugene, and one in Portland
2. Chuck would be willing to draw up a volunteer program for what 'should' be done in terms of books/materials sales. Steve B. would be interested in helping with this. Carol wants to help after initial draft is created. Steve Smith might be willing to lend energy as well, because he goes through a lot of materials. May have space to store things.
3. Gary knows a person who used to manage a book store who might give us some advice.
4. Find a Portland person and a Eugene person. LM will ask Karen if she would be willing to continue with book sales, mentioned also Suz might be interested.

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## **LUNCH**

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### **Afternoon Session – Saturday, April 11, 2009**

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#### **Marketing**

Develop comprehensive marketing strategy – how to reach out to audiences that would serve our mission/goals. More than website – includes phone, email, training, public speaking, print materials/mailings and more.

##### Reaching out - **Who:**

- Targeted groups/networks/institutions/sectors - eg schools, prisons, etc.
- Active NVC sharers/workers in Oregon
- Broadcast networks (e.g. ORNCC mailing list, local people/groups' lists if they want us to manage them)
- General public
- Board / Governing Council

##### Reaching out - **How:**

- Develop a brochure targeted for particular sector(s) that others can distribute about NVC/ORNCC to organizations in that sector?
  - Website (see separate minutes section below)
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## Website

Website - does not work for Selene (& others, John, etc). Many things on website are outdated, including board members, photos, local contact people, etc.

Selene concern - listed as friend of NVC in southern Oregon, from when Marshall visited. Joanne Lescher is there, but she's no longer involved in NVC. Selene would like to be listed as a trainer, asked web person, was pointed to Stuart. Is there a way to make the change soon? Does it cost us something when things are updated? Would like suggestions on how to make changes soon, without incurring expense.

Gary....took 3 weeks to get a training posted, eventually figured out how to post things himself. (Selene still doesn't know how to get things posted)

Eventually, Gary was given access to the website so that he could post his own trainings. Selene is frustrated she does not have this access as well.

The board is confused about who takes care of what on the website

Chuck has suggestions that he and John discussed over lunch to address some of these problems...

- 1) Find out the resources ORNCC already has, determine who is doing what...
- 2) Revamp the website... (fun part:) include an interactive portion where people can post events, communicate with others, announce trainings and meetings, support a contact list...

Chuck is volunteering to keep the "static" part of the website up to date with accurate information, while an interactive section of the website would be available for others to post to.

Gary- Concerns - would like checks & balances about who posts what. Potential damage to integrity of process, community, legal implications (libel), etc.

What content would we like to see on the website? LM suggests this as take-home assignment

### **Board agreement -**

We temporarily assign Chuck to be our point person to update the website

ORNCC owe's Elli \$36 for past web services

Megan has admin access to orncc.net (also has admin access to nonviolentliving.org, which is a project of orncc). Gary can update trainings (is that admin access?).

Whatever our new solution is, we 'should' keep in mind - who are we doing this for? Who are we outreaching to?

1<sup>st</sup> Step - Find out – what IT do we have currently, who's doing it, and how can we fix it?

2<sup>nd</sup> Step – there are free solutions/open source tools we can use to accomplish our goals. Who will run this, what will it look like, what are the outcomes?

A Facebook group may also be a good way to communicate (within for Board members and also with Oregon people interested in NVC). (Megan would be willing to be facebook admin)

### **Action Item – Website survey**

1. Committee (Chuck, John, Megan, LM) will develop questionnaire and send to current and past Board & Governing Council, Elli/Michelle/Stuart, local groups, certified/uncertified trainers. Sum up existing vision to include with questionnaire, and include invitation to contribute to organizational memory.
2. Send this to Megan and she will format the survey.
3. Recipients are asked to respond to the survey by June 1. Megan will compile the results/summary for the next board meeting.
4. Committee will bring results back to June meeting.

### **Action Items – Website**

1. Thank Elli (and close \$36 account with her), Michelle & Stuart for their work, and invite them into the process of new website/communication development.
2. Chuck and John will research different platforms for our new website – Wiki, and other open source or low cost alternatives. Will bring example tools to next board meeting. (LM also invites us to email good example tools to the board in between.)
3. Send glaring inconsistencies/pertinent updates to Chuck as soon as possible for updates

### **Meanwhile...**

Communication/Technology Committee Meeting held between John and Chuck - agenda and notes are available at: <http://etherpad.com/Ex9n8sdvtN>

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### **ORNCC's Communication**

John's observations:

not informed that he was no longer being considered for the board, was not informed about board meetings (until asked Carol), did not receive mailing about conference, concerns about website..no clear way of how to contribute.

Megan – board members who were not nominated were never notified they were not notified. What is the communication process for this to avoid embaressment by well-meaning secretary who contacted them to say “would you like to remain on our email list?” to have them reply “Oh I’m not on the board anymore?” OOPS.

One suggestion John has is to have a separate part of the website that would be used by board members for communication.

### **Restructuring the Board – Strengthening local communities**

Carol says – particularly in Portland, there is no structure. This has been a common concern for the last few years. Take an example from WA group – Carol would devote more efforts to Portland area but does not because thinking that participation in ORNCC might help with that, but it doesn't. Ashland as well, there are lots of trainers.

Selene suggests – we meet in areas where there are trainers and local groups, and invite them to attend and work with them to determine how we can best serve them.

People from Salem, Portland, and Corvallis are coming to Eugene for Gary's trainings

Having a board member from Bend again would be helpful.

**Bend** – PCOCO

**Eugene** – McNail-Reilly ongoing practice group

Kristin Collier

Bev and Suz Aird

Josh Mann

Michael, Gary, LM, John Abbe

**Corvallis** – Meta & Corvallis Co-housing

**Salem** – Tim Buckley, Bill Edix-Morrison, Fred and Steve B\*. once a month at Oregon State Corrections – wants to develop a practice group and a class. Each 3<sup>rd</sup> Wednesday.

**Grant's Pass/Ashland** – Holley, Selene, Joanna Neimann – restorative justice\*. Alex and Mira Censor.

**Portland** – Carol does weekly group and teaches at Louis and Clark

Joe Mitchell

Fred Sly

Steve Allen Smith & Sarah Payton goes to Coffee Creek in **Wilsonville\***

Teresa Wellman

Lashelle Sharde

Susan Skye

**Vancouver WA** – Sarah Payton, Chuck is starting a peer-led practice group

\*How can ORNCC help these efforts?

\*\*possible – outreach – publishing this list, website, newsletter (like Meta's newsletter)

If there was a large local project, it would help unite disjointed communities such as Ashland. Also having a board meeting down there and inviting members to come, particularly for lunch (2 hours)

More networking with groups in our areas including co-housing and alternative communities

ORNCC provides seed money for establishing local groups – setting up newsletters, etc?

Gary – hard times, making trainings available in low cost ways, addressing despair, increase in violence that accompanies financial insecurity

Very clearly spelled out – no one turned away for lack of funds. However, ORNCC doesn't offer trainings. But maybe we could subsidize trainers so that they could offer low cost trainings.

ORNCC could be matchmaker – linking institutions who would be interested and trainers who would be interested.

Megan willing to be on grant committee.

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**Sunday, April 11, 2009**

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## **Interpersonal Issues**

We as a group might provide support, mediation to NVC leaders in various communities, as well as to ourselves. Some sort of conscious/formal Empathic Institution within the board to deal with any issues that come up amongst board members. Gary – something in writing? Older group had some sort of mechanism for built in empathy. Important to know ahead of time how we will deal with conflicts in the room. Board members agree to use self empathy for unmet needs that arise within meetings, and if needed, can bring to group if needed – if it's deemed that something it would be valuable to use the groups time for. Empathy guardians – Selene and LM would like to be gently reminded when they are astray.

### **Action Item:**

Megan and LM agree to have a discussion regarding past miscommunications and report back to the board before the next meeting as to how the discussion went.

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## **New Board Member**

Several board members recommend that Fred Sly be added to the ORNCC board. Proposal – Steve will forward Fred's name and contact info to the Governing Council for consideration as a Board member.

John expresses an intention to possibly nominate himself for the Board at our next meeting. \*Add John to the email list.

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### **Bend/Ashland Meetings**

We heard a report back from Bryn and Evelyn regarding a meeting in Bend.

Bend – August 8th

June – Eugene at Gary's, or LM's or the Walnut Street Co-op

September 27 – Ashland

December 6 – wherever

Action items – Selene will rally Southern Oregon NVC community for our meeting.

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## **Proposal for Scheduling**

5 regular day long meetings – 2<sup>nd</sup> full weekend even numbered months, 1 retreat in April or June. This schedule is tentative until agreed on. Portland/Vancouver; Bend or Central or Eastern Oregon; Ashland/Grants Pass/Southern Oregon.

Feb 13 Sat 2010

Sat Sun April 10-11 Retreat

June 13 – Sun

Aug 14 – Sat

Oct 10 – Sun

Dec 11 – Sat

Steve suggests also we add a second retreat. Or, Megan proposes that all meetings begin on Friday or Saturday night with the meeting starting the next day – particularly when there is a lot of travel – Bend and Ashland.

Typo in the bylaws: Voting members must meet once per year to ‘elect’ new board members

\*Megan will create new binders for Carol, Chuck and Steve

\*Megan will send info about role of GC to all members before the next board meeting.

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## **Communication**

When Selene was first trying to get involved with the Board, had a difficult time connecting with anyone who was able to respond. Tried to contact us through the website and our email address is not personed regularly. Selene is willing to person the email address and the voice mail number, Carol will fill in for her as needed. Chuck will research the ORNCC voice mail and pass along info to Selene and Carol.

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## **ORNCC History**

LM proposes we put together –something- contributing to understanding of Board history. Selene envisioned a fun creative event where we could chat, discuss, art, etc. Megan had envisioned a boring document, parts of which Sparrow had already compiled. Gary and Lynn propose a living document such as a Wiki page. John agrees, but also likes the idea of a physical book or document.

Who has been involved and when, the choices they made. Chuck suggests this might be an important feature of the website.

\*Megan – keep log of meeting locations – Sparrow’s list.

We will ask Bryn, Sophia, Stuart and Michael to contribute to the beginning of the story.

\*Megan will research the minutes – Amber paper copies, inquire to Michael and Sparrow – electronic minutes?

\*LM is willing to put onto paper or electronic paper her list of all previous board members and GC members.

\*Megan might secretly create a by-laws game to play at meetings as a short opening and way to teach the org what we actually do.

## **ORNCC Communication**

John was never informed he was un-nominated, was not informed that the elections had taken place, did not get the conference mailing that went out, was not notified of board meeting even though he expressed interest in attending, (and did not receive communication in process of drafting which he had expressed interest in helping draft).

Megan’s experience with Susan and Jim – Carol will connect with Susan regarding abrupt and awkward transition.

Consolidated email list – include in web survey, and meanwhile John, Chuck, LM, and Megan will research other options such as yahoo groups and the like.

## **Donations to ORNCC**



Steve has written a check to ORNCC for books needed for Steve's and Fred's Salem prison project. Chuck says "project support". Coffee Creek may also ask us for support – ORNCC might do well to develop a formal process for which we determine what projects we will support, and what that support would look like.

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### **Hard Times**

Policy statement from the board that we encourage people offering trainings and practice groups to find ways for people of limited resources to participate. Grants, Time Exchange, etc. Providing materials at cost. Publicizing example of gift economy – Megan will look up Tree's language. Bay NVC has good rap for it on their website, John and LM also are familiar with working in this way. Dhamma.org also has this info.

### **Opportunity Time**

NVC contributing to deep systemic social change – addressing the underlying cause of violence. John is offering a short 'think big, social change, culture shift' bit, then an intro to NVC.

### **Diversity**

Steve asks – who are the underserved? Exploring not only outreach but awareness of where those communities are and what we might have to offer them. Gary suggests we start by exploring shit in ourselves that might be preventing us from reaching out to those groups. Fears, core beliefs, attitudes, misconceptions, etc. There are groups that do training in these kinds of thing.

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## **Tabled for Next Meeting**

### **Relationship between ORNCC/CNVC**

**Fundraising** – Megan is willing to participate on committee.

**Database** - Gary asks – what kind of state is our database in? Gary and John did not receive post-conference fundraising letter. To raise money we need to know who we're targeting. **Megan** will create brief report of database for next meeting. Stuart has legal custody of email list.

Organizing our communications – Addresses from trainings, database management, newsletters, etc. There is a lot of scattering and confusing currently.

State Coordinator – Stuart, how would you describe the role of the State Coordinator, and do you think those are functions that the Board itself could perform?

Research conducted by Linnaea Marvell for CNVC suggests that people want 3 things:

- 1) a sense of belonging...being part of something larger (eg, an organization)
- 2) a sense of choice about how they participate, what they do w NVC in general
- 3) getting people connected to what's relevant to them and the corresponding people.