

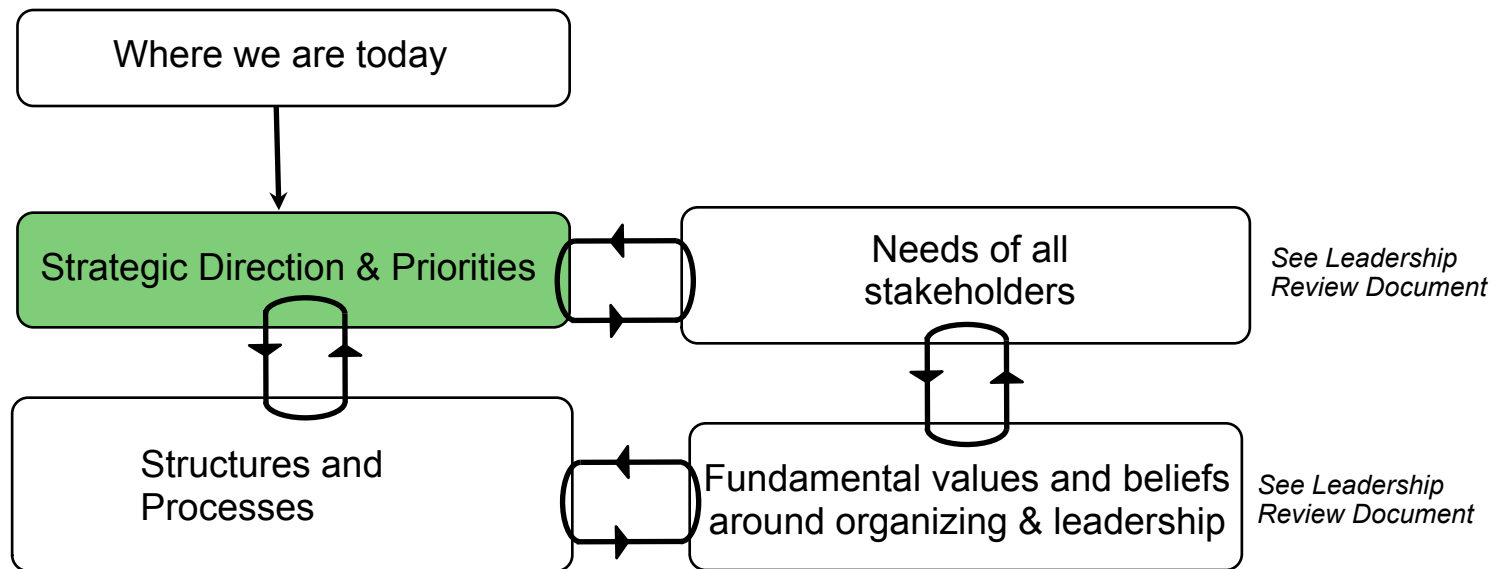


***GCC Meeting Atlanta, Oct 21st - 25th, 2006
Minutes Addendum***



Strategic Priorities key to focus organizational discussion

 Focus of next section



Note: rearrange graphic?

Comments to Stefan.Wisbauer@gmail.com ; +44 7787 152 859 please.

Steps followed in discussion

- Confirm 'givens'
- Clarify Needs
- Gather potential priorities for discussion
- Flesh out what each means (goal, timeline, first steps, who to evolve strategic plan?)
- Prioritize
- Reflect on overall feasibility

Outcome strategic priority discussion

CONFIRMATION OF CONTINUATION OF ACTIVITIES

- continue IITs and other centrally managed workshops, training trainers, distribution of materials, ...

DECIDED PRIORITIES

- **'Peace-related synergies'**
- **'Media'**
- **Fundraising**
- **Local organizations (circles)**
- **Online platform creation (interactive website)**
- **In-house trainers**
- **Certification**
----- (high priority cutoff) -----
- 'Themed projects'
- Service provision (mediation, NGO training, consulting... etc.)
- Business partnerships
- Others (what to stop doing, timelines & transition aspects)

Details per priority area

STRATEGIC PRIORITY: **'Peace-related Synergies'**

GOAL

- Connect with 9 target people working in conflict resolution / peace (e.g. Marshall's contacts, Esalen)
- Connect with other 'modalities' (somatic, energy healing, martial arts, ...)
- Connect with major funders on conflict management / peace (e.g. Clinton Foundation)

TIMELINE

- Within 12 months have contacted 9 key people and 3-5 additional key organizations

FIRST STEPS (optional)

- Gather info on key funders & their themes (for year or in general)

WHO EVOLVE STRATEGIC PLAN IN THIS AREA?

- Someone in leadership team

Details per priority area

STRATEGIC PRIORITY: **Media**

GOAL

- Create nation-wide TV educational/training program (like French case), Cosby-show equivalent, Sesame Street equivalent for children (start in US & Belgium)
- DVD-project: 9-DVD program as initial step, linked to research project
- Radio & podcast (e.g. wisdom radio connection, Bill Moyers & Marshall on PBS)
- Leverage media for publicity (Oprah-format, seek experienced volunteer publicist/agent?)
- Remote training (leverage video-/online-conferencing (e.g. Vermont 17 high-school, Finland corporate work))
- Create meaningful intro brochure to (C)NVC (Also VHS/DVD intro, promo, media kit?)

TIMELINE

- 3 years on TV aspect
- Research using Sounds True (9) CDs & impact on people with no prior training within 1 year
- Get back to Radio Talk Show, e.g. 9-step-program within 12 months

WHO EVOLVE STRATEGIC PLAN IN THIS AREA?

- Media person to be appointed in Central Team within 6 months
- Marshall to establish contact with existing relevant connections
- Need 'creative director' side and 'political placement/selling side' ('publicist/agent' function), & NVC 'cop'?

Details per priority area

STRATEGIC PRIORITY: **Fundraising**

GOAL

- Identify and list available resources with a view to connecting / leveraging (airline contacts, Valentina contacts, ...)
- Have multi-media presentation to use in fundraising
- Create solid database & software to support fundraising efforts & team coordination, explore Honeywell and other free package sources (vs. Drupal, BlackBaud)
- Create fundraising support materials package
- Review fundraising capacity with view to include grant-writing ability

TIMELINE

- Initial Fundraising Support package to be ready within 3 months (including clarifying 'allocation' ability)
- Create list within three months
- Contact consultant recommended by MBR&V for evaluation of our fundraising
- Have satisfactory team & setup within 12 months

WHO EVOLVE STRATEGIC PLAN IN THIS AREA?

- Look to identify person on central team, Marshall to take charge of looking for / appointing person

Details per priority area

STRATEGIC PRIORITY: **'Local Organizations'**

GOAL

- establish training delivery 'organization'/'team'/'circle' in every country or local language group with at least one certified trainer
- that circle to contribute to translation and ensure availability of materials in relevant language
- role in certification process for candidates from that country?

TIMELINE

- 1 year for assembling people, 10 years for smooth functioning globally

WHO EVOLVE STRATEGIC PLAN IN THIS AREA?

- 1 person to support that from the central with support from both central & local teams

Details per priority area

STRATEGIC PRIORITY: **Online Platform Creation**

GOAL

- Facilitate creation of an online platform for connection and collaboration in the NVC network
- Inviting collaboration with other platforms once NVC platform is established

TIMELINE

- Live platform by mid-2007

FIRST STEPS (optional)

- January 2007 to look at first version by Information Technology Committee (ITC)
- GCC wants to express appreciation of and support for the efforts of the ITC

WHO EVOLVE STRATEGIC PLAN IN THIS AREA?

- Current ITC (William, Jacob, Markus, John, Jori, Kay) has evolved proposal
- John to function as contact with Marshall and Valentina

Details per priority area

STRATEGIC PRIORITY: **In-house Trainers**

GOAL

- Build team of 2 in-house (CNVC-employed) trainers
- Define plan/approach that can be resourced

TIMELINE

- 2 trainers within 12 months

FIRST STEPS (optional)

- Look into funding aspects

WHO EVOLVE STRATEGIC PLAN IN THIS AREA?

- Marshall (and others) to suggest candidates and define next steps

Details per priority area

STRATEGIC PRIORITY: **Certification**

GOAL

- Review trainer certification process and goals
- Define plan/approach that can be resourced

TIMELINE

- Certification team/leadership and LT coordination within 12 months

WHO EVOLVE STRATEGIC PLAN IN THIS AREA?

- Marshall (and others) to suggest next steps

Details per priority area

STRATEGIC PRIORITY: 'Themed Projects'

GOAL

- Create clarity of relationship and manage expectations around support for existing projects
- Define strategy in working with central team support person

TIMELINE

- Next 6 months

WHO EVOLVE STRATEGIC PLAN IN THIS AREA?

- Identify person on central team with connections within 3 months

Details per priority area

STRATEGIC PRIORITY: **Service Provision**

GOAL

- Create clear display of services/applications of NVC that CNVC is happy to identify people to deliver
- To include at least: Mediation, Consulting, Healing

TIMELINE

- Within next 6 months (March/April)

FIRST STEPS (optional)

- Marshall to define / check list of relevant services
- Someone to draft as 'applications of NVC and CNVC willing to pass on requests'

WHO EVOLVE STRATEGIC PLAN IN THIS AREA?

- Stefan to draft short proposal as to what could be put up

Details per priority area

STRATEGIC PRIORITY: **Business Partnerships**

GOAL

- Partnership with other service offerings (e.g. business consulting, corporate communications, performance management, mediation, ...)

TIMELINE

- Tbd

FIRST STEPS (optional)

- Tbd

WHO EVOLVE STRATEGIC PLAN IN THIS AREA?

- Tbd

Details per priority area

STRATEGIC PRIORITY: **Others**

GOAL

- Identify what things to stop doing
- Establish timelines and develop transition plans

TIMELINE

- Tbd

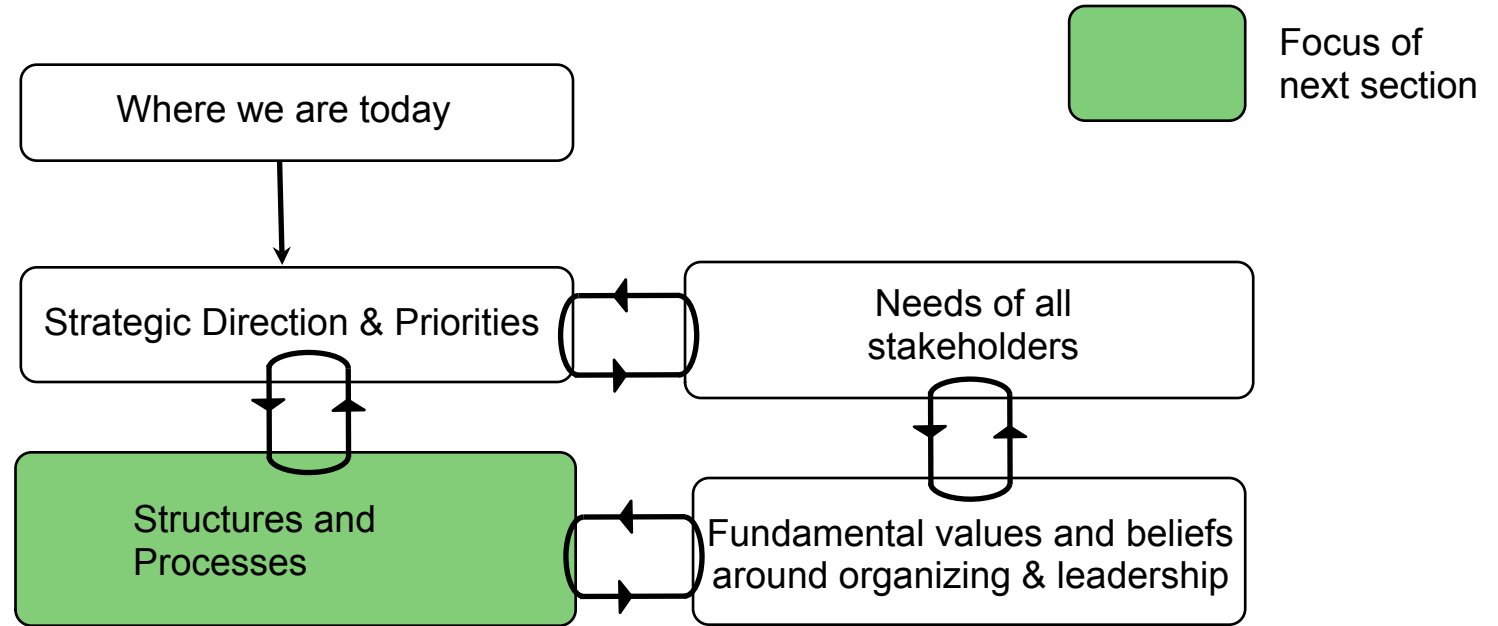
FIRST STEPS (optional)

- Tbd

WHO EVOLVE STRATEGIC PLAN IN THIS AREA?

- Tbd

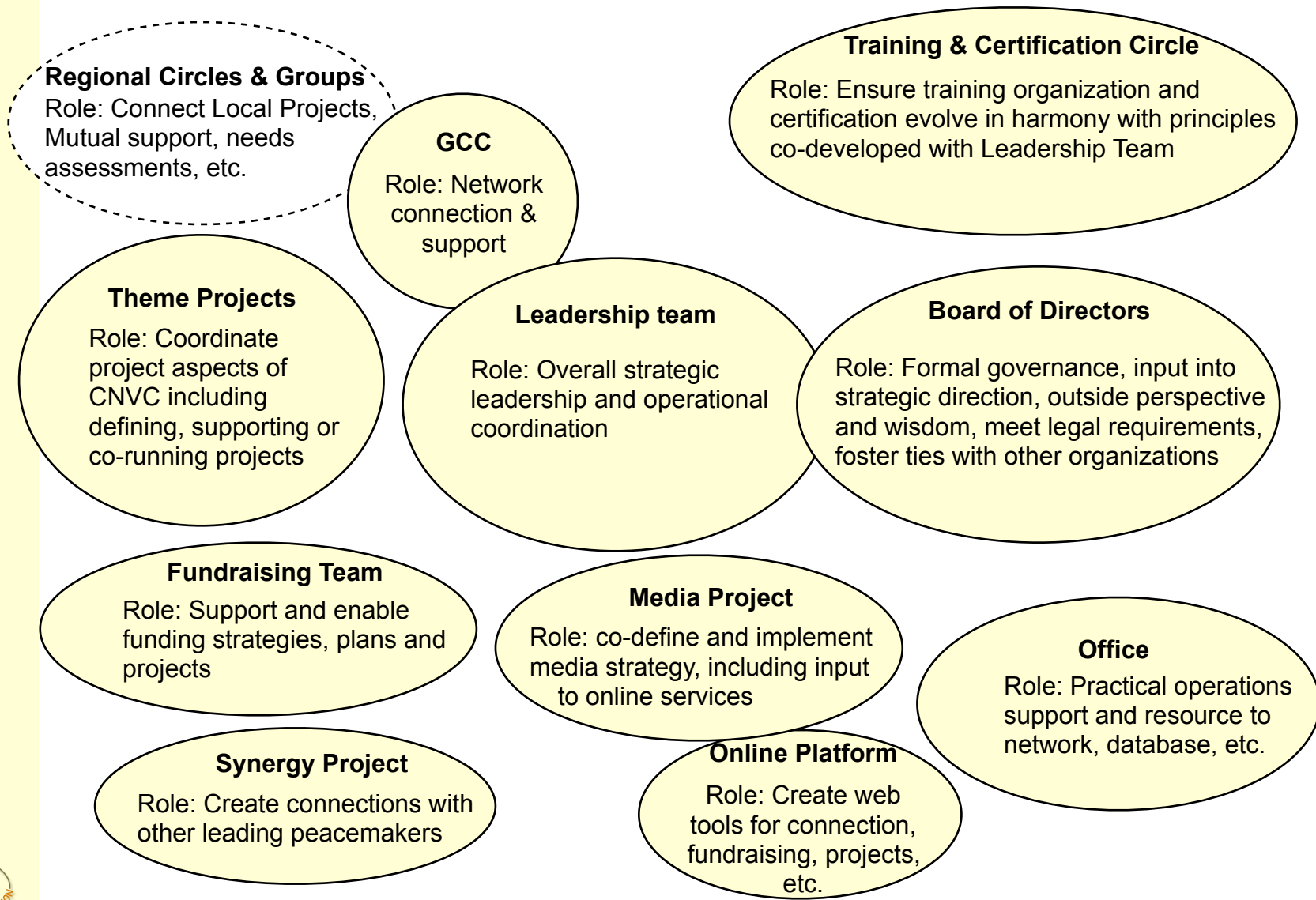
Structures are a way of delivering the priorities while getting all stakeholder's needs met



Note: rearrange graphic?

Comments to Stefan.Wisbauer@gmail.com ; +44 7787 152 859 please.

Structure Overview



Structure Some Detail / Comments

Regional Circles & Groups

- > Connect Local Projects
- > Mutual support & needs assessments etc.

Theme Projects

- > Education
- > Prisons, Rest. Justice
- > Schools
- > Social Change
- > Corporate Reformation
- > Indigenous People Project
- > Mexican Women Project
- > Iraq Project
- > Research

GCC
(Network Council?)
(Monika, Kirsten, Liz, Jeff)

Leadership team

Members:

- > Marshall & Valentina leading
- > Executive Director
- > Office Manager
- > GCC Coordinator
- > Training & certification leader
- > Rep from each project (synergy, media, local trg org leaders, ...)

Training & Certification Circle

- > Existing circle
- > Management, administration of process
- > Ideas: Robert Gonzalez, Anne Bourrit?, Barbara Larson, Lucy Lu, Jeff Brown, outside (e.g. Integral Institute), Joanna Macey, ...

Board of Directors

- > Members: Marshall, Valentina, Katherine, John W, Jori Manske, Stefan W
- > terms: 6 months (April 07)
- > consider new members over time
- > consider meeting frequency and modes of connecting as changes unfold

Fundraising Team

- > Team Lynn up with others
- > Consultant rec. by MBR

Synergy Project

- > Anne Wiley to lead, working with Barbara Larson

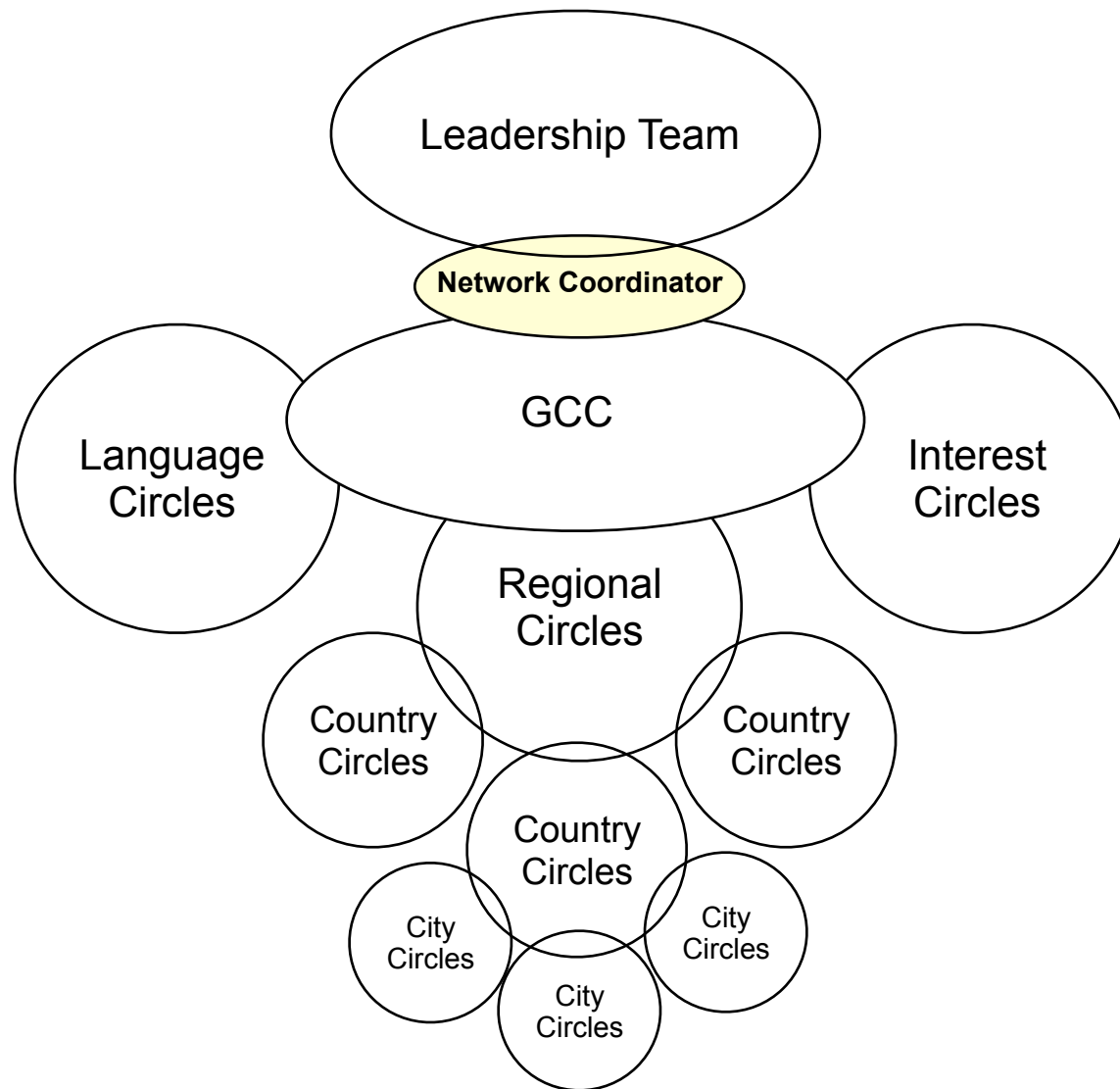
Media Project

- > candidates: John Myser, Stu Zimmermann, Pierre Piront, Tom Donally, Barry (from IIT), Wolfgang Aichholz (Stefan), Martin Rausch, Swedish 'As it is in Heaven' movie maker: Ky Pollack, Doug Gilles
- > current: Sylvia Haskevitz, Juli Ratner, Barbara Larson, Tiffany Meyers, Magey & Neil, Lynn Mc Mullen

Office

- > IIT Org, bookshop etc.
- > Volunteer coordinator?

GCC relates to Leadership Team via network coordinator



Detail: Leadership team

Role / what does it do?

- > Overall strategy
- > Implementation of strategic plan
- > Coordination of all resources
- > Creation of, connection with and information flow from local circles/groups
- > Set policies & guiding principles (e.g. principles for local organizing)
- > Establish and define mandate of special circles/projects
- > Select/appoint members and further leaders
- > Define rules/process for accreditation

Needs:

- > information about network
- > connection with network/receipt of feedback
- > access to outside perspectives

Measure success:

- > Implementation of strategic plan
- > Needs met by all stakeholders - specific needs?

Decision-making:

- > Marshall & Valentina authorized to make decisions without consent if they both agree, they agree to notify the central coordination council of any such decisions as soon as possible
- > Aspiration is to work by consent (i.e. sociocratic consent)

Members:

- > Marshall & Valentina co-chairs/directors
- > Executive Director
- > Certification Leader (with view to clarifying social change aspects and consciousness aspects of NVC practice)
- > Overall Themed Project Leader
- > GCC Leader (Network Connection Manager) (Jim & Jori) + double-link?
- > Office Link (Danielle)
- > Leaders from other major components/circles (synergy, media, ...)
- > Major ongoing project leaders or other time-limited participants as needed
- *therefore current members: Marshall, Valentina, ED, Jori & Jim (GCC co-coordinators), Danielle (office link), Lynn Mc Mullen, Anne Wiley

Frequency & strategy for interaction:

- Regular leadership meetings
- > Weekly conference call (default time when possible)
- > Daily contact online or other means (e.g. Virtual Office)
- > Face-to-face meetings as needed, if efficient
- > 'Policy' sessions (suggestion by Mitch & John Buck)
- > may hold sessions open for observers (public/network) with focus of shaping fundamental policies

Detail: Leadership team - Resource Aspects

Members:

- > Marshall & Valentina co-chairs/directors
 - > Executive Director
 - > Certification Leader (with view to clarifying social change aspects and consciousness aspects of NVC practice)
 - > Overall Themed Project Leader
 - > GCC Network Coordinator (Jim & Jori) + double-link?
 - > Office Link (Danielle)
 - > Leaders from other major components/circles (synergy, media, ...)
 - > Major ongoing project leaders or other temporary participants as needed
- *therefore current members: Marshall, Valentina, ED, Jori & Jim (GCC coordinators), Danielle (office link), Lynn Mc Mullen, Anne Wiley

Resources:

- > Jori & Jim: sustainability key, happy to go with Jori's current salary, Jim might be willing to live off IIT organizing, explore how to handle training income
- > John & Anne as ED role, \$90k or less, TBD
- > Office Leader/Manager probably needed
- > Take into account travel costs
- > Look at organizer compensation (e.g. bring local/Albuquerque IITs in-house, review compensation rates for other IITs)
- > Marshall would like office expenses to come out of fundraising
- > Marshall & Valentina compensation

Detail: (Themed) Project Leader

Role / what does it do?:

- > Define projects
- > Distinguish project types and how they differ in the support they receive
- > Support projects in finding funding
- > Ensure transparency of what's going on
- > Ensure reporting by projects
- > Help perpetuate best practice in project execution
- > Liaise with major project funders where appropriate (in conjunction with individual project leaders)

Needs:

- > Information flow from network
- > Connection with fundraising circle
- > Project Management Skills
- > ...

Measure success:

- > Social change, impact of projects

Detail: 'Executive Director'

Roles

- > Guidance on operational matters, e.g. office organization, location, ...
- > Responsible for overall operational functioning of organization across all key functions (finance, fundraising, legal, online, ...)
- > Assist in hiring/firing decisions and implementation
- > Responsible for implementing strategic plan
- > Develop recommendations to Marshall, Valentina and LT
- > Manage/advise core staff and collaborate with circle/project leaders etc.
- > Primary point of contact between Marshall & Valentina, and network/CNVC (to protect their time and thus increase the effectiveness of information flow)

Requirement:

- > Giraffe consciousness and NVC skills
- > Managerial knowledge

Candidates:

- > Robyn King
- > Maria Arpa
- > Janet Palmer
- > Marian Little
- > Hans Scherz
- > Kit Miller
- > John & Anne Wiley

Process: Sartaj/Barbara & Stefan to co-lead process of defining requirements and leading search for Executive Director with transition target date by Jan 31st, 2007

Local groups / circles

Observations:

- > Current: 'groups', differing in frequency of interaction and tools employed, some geographical, some topical; some formal organizations, some language, some 'loose'
- > Current: 'circles' invited to appoint representatives to the GCC
- > Best functioning: Georgia Circle, Francophone circle, PSNCC, Freedom project, ...
- > Other organizations for study: Girl Scouts, AA, Red Cross, ...

Types / formation / status of groups:

- > Geographical (various levels, cities, regions, languages, ...)
- > Topical (e.g. prisons, ...)
- > 'Project Groups'

Ways of connecting:

- > Network co-ordinators to attend 'top-level' phone circle mtgs (e.g. Asia, Francophone, ...)
- > As desired by Leadership team, upward linking to achieve double-link from 'GCC' (top level global circle)

Role of circles:

- > link with trainers, make 'connection'/affiliation with or creation of circle a requirement for certification (with view to working collaboratively)
- > further collaboration vs competition in their area, shift focus from income to CNVC mission

Requests to regional 'groups':

- > Providing information about ongoing projects in areas
- > Help projects to coordinate and collaborate rather than compete, focus on CNVC mission

Ways of 'representing'/inviting into decision-making:

- > Instead of GCC membership, local circle reps to link in with GCC Coordinator

Principles of working we'd like to encourage / 'Policy for local organizing':

- > Geo circles: Be inclusive / open to participation from all trainers/activists in the relevant area
- > Circles to find ways of organizing that are in harmony with NVC spirit (can be Sociocracy or other)

Detail: 'CNVC Office'

> **Current roles/activities:** 'reception', outside & network request answering / forwarding, training & certification organizing, bookstore, donation processing, bookkeeping/finance, IT/database management, online & web presence, ...

> **Changes:** network support to be done by Jim & Jori

Considerations:

- > Efficiency
- > Current staff (add Office Manager?)
- > Benefit of co-location
- > Improve IT support and expand web presence & interactive ability

Potential models:

- > Favored: Keep LA office (minus network coordination) for time-being
- > Hybrid (smaller physical office, part virtual)
- > Virtual office (purely virtual office not favored at this time)

Decision:

- > Favored: Keep LA office (minus network coordination if and when Jori & Jim might take up network role from Abq) for time-being and new 'ED' to take on evolution of office strategies over time