

GuildsStorm 2017 Report

Friday 3/3/17, 6PM – 9PM

Present: David Zink, Lori Phelps-Zink, Dan Joseph, Pyramid Michael Walden, Karen Quattlander, Verna Myers, Patricia Light, Mike McGrath, Judy Fox, Susan Dobra

Susan agreed to take notes for us.

6-7PM we enjoyed fellowship over a potluck dinner.

7PM David opened the GuildsStorm by reading two poems from last year: “Out Beyond Ideas” (Rumi) and “Lovers In The Kitchen” (Ingrid Goff-Maidoff)

David distributed the proposed agenda (attached).

Our Theme: *Still* Building the Plane as We Taxi Down the Runway. The theme takes into account the reality that certain changes to our fellowship delayed work we agreed to begin last year.

We looked in the rearview mirror:

Accomplishments of 2016:

January: Chuck Brodsky, Installation of Officers with Pomona Grange, GrangeStorm

March: Jenna Mammina & Rolf Sturm, Open Mikefull Showcase,

April: Simon Lyng, Ian Ethan Case, Gold Nugget Days Festival

June: Paisani

July: Mossy Creek

August: Drei Deutscher Amigos, Kick in for the Kellys

September: Unity in Diversity Fest w/ RCPJ, Freebo & Honey Tap

October: Zombie Stomp

November: Jenna Mammina & Rolf Sturm

December: Dan Frechette & Laurel Thomsen

2017 so far:

January – Ribbon cutting, concerts with Roy Rogers and Carlos Reyes, Chuck Brodsky

February – Halie Loren, Simon Lyng

Throughout the year:

Name Change, Rebranding, New Bank Accounts, New Insurance, New Bylaws (January, May, February 2017), New Website, New Signs, California State Guilds Convention at Feather Falls Casino, Fix the Roof Crowdfunding Campaign, Open Mikefulls, Work Days, Painted the Hall, New Skins for Outdoor Stage, Windows, New Decorations, Rummage Sale, Plant Sale, Cooked for SafeSpace, and more!

Building & Grounds: Storage Shed, Painted the Stage, Painted Interior, Tarped the Roof, got Baby Grand Piano, redecorated with Norton memorabilia
Rental Committee: Paradise Garden Club, Quota, Democrats Club
Membership Committee: Created the Pathway to Membership
Launched a new **Guild for Civil Dialogue**

We celebrated these accomplishments, and then checked in with our levels of joy and satisfaction after doing all of this work. We agreed that the latter was quite high, but the former could use a boost – mostly through distributing these efforts to more members. We need to grow!

We also reviewed the above in light of our Vision and Mission statements, and agreed that both are still strong enough for our fellowship.

However, it became clear that we need a new Values statement. We decided to spend time on Saturday devoted to this topic.

We reviewed last year's GrangeStorm report and identified work we wanted to revisit.

We agreed to focus on these themes for our Saturday session:

- Membership
- Generating three scenarios of building/campus plans
- Establishing Guilds
- Making more real, honest-to-goodness fun

We adjourned just a few minutes after 9PM.

Saturday 3/4/17, 9AM – 3PM

Present: David Zink, Dan Joseph, Pyramid Michael Walden, Karen Quattlander, Verna Myers, Patricia Light, Mike McGrath, Judy Fox, Susan Dobra, Nancy Eaton, Jennifer Petersen, Lisa Flores, Elizabeth Evans

9AM we gathered to enjoy a light Continental breakfast.

9:30AM We began our session. David distributed the proposed agenda (attached).

David read “Plastic Viking Helmet” from ***Tribe: On Homecoming and Belonging***, by Sebastian Junger (2016), introducing the ideas of seeking transformation and re-framing as necessary to our tribe. The story starts with an impossible conflict, then frame gets shifted, object is transformed, and everyone got drunk together. Is there a helmet we can send to Komski?

Due to a computer mishap we spent some time re-building our notes from the Friday session. There was even more to celebrate on the re-run!

Jennifer Petersen added her report on **Garden Guild accomplishments from 2016:**

Garden grew, donated about 100 lbs of food to food banks, shed started (needs to be finished), working with A Seat at the Table. Future: school gardens with A Seat at the Table, classes/workshops, Wednesdays at 10 am with developmentally disabled group, 11-1 (or later) gardening, soon to add Saturdays; adding drip system

- Comment from David: This is a model Guild--lots of activity, interface with community, high satisfaction level, FB page (Paradise Neighborhood Garden) with 300 members, website, new garden blog

Values, Stories

- Where do they come from? Stories, traditions, history
- Our values should be rooted in our story(ies)
- Norton Buffalo's dedication to community, music to create community
- Community garden story--how we created it, working together, honoring nature, growing, wind has to blow to make the plant grow stronger, permaculture values, "the wondrous power of growing things"
- Stewardship of the building, a place to gather, Pyramid's faith in taking it back from its previous tenants
- Opportunity is an important concept, Action
- **Perhaps a committee could recommend a Values Statement and propose it to the membership (Verna, Mike, Pyramid, Susan)**
- Ad hoc Committee to Create Values Statement: Susan, Mike, Verna, Pyramid will meet Tuesday, March 7, after Tai Chi (7 pm)
- If you have ideas, put them on web @ Members-->Leadership Blog
- Password: Demeter490
- When members join, we want to know that they share our values
- A California Guild Pledge was amended by David to include our own Values and Mission statements. We are in a position to experiment and propose alternatives to CA Guild.
- Gets them to say they buy into **our** values
- Can we change "taking a pledge" to "making an agreement"? Simple language?
- Also we may want to adapt new rituals to convey our values – outward signs of an inward reality – similar to touching the Jewish mezuzah on the front door.

Membership Pathway

- Susan presented the work of the Membership Committee on Pathways to Membership
- Discussion of some additions (State Guilds Medi-Vac benefit) and language changes ("undergo initiation"--> participate in ceremony)

- Questions about when we give a membership packet, how we decide about whether a person is accepted or not. Possibly a decision made at the Membership Committee, with input from all members and a formal motion at the next meeting being mostly a formality
- Mentor/sponsor to guide a person through the membership process. Also if someone applies for membership, we invite members to give feedback.
- Sponsorship: \$100 or more? Levels of sponsorship? Sponsor a member or two? At a minimum, having their name on the website (see About page--currently paired with wish list, so people can donate for a specific thing).
- Don't overwhelm newbie with all the levels. Basically, two levels: Friends of the Guilds or Membership. (Sponsorship is a separate option but not a level of membership.)
- We need more bodies. We do need \$\$, but we want to cultivate a community of people who are willing to help out.
- Volunteers -- can people just volunteer if there's an event without being in the pathway to membership in any way? Training is needed (call them apprentices). If there's a perk (like free entry to an event), perhaps it should be offered to members first and then to Friends of the Grange. Different tiers for different kinds of jobs. Sign-up list (online?) Make it part of the email to potential members that if they just want to volunteer, let us know and get trained.
- Make sure there's clarity about who gets in free and what is expected in return

Master Plan for the Grounds

Three categories of plans: 1) urgent priorities for current funds; 2) projects that require fundraising; 2) if money were no object

1. We have urgent priorities
 - safety issues first (Dan), finishing projects we already have started (garden shed (\$1000), front steps (\$300), window trim (\$50), stage (\$300), painting the hall (\$200)
 - roof (\$12000); gravel for driveway/parking lot + grading, drainage (\$5000) rebuild/repair porch (\$5000); ramp (\$3000); front door (\$3000); windows (\$3000); insulation (\$10000), heating/cooling system (\$10000), interior lighting (\$5000), outside lighting (\$10000), electrical system (\$1000 for just grounding; full upgrade, \$25000), plumbing (\$4000), refinishing the floor (\$
 - We need numbers to take to donors -- specific \$\$ costs OR menu of projects
2. Our financial decisions have an effect on our future, e.g., commercial kitchen could open up more rental possibilities, landscaping the grounds could attract more events (kitchen, new stage, cover for stage, tables and chairs) (incrementally over the years? 125 chairs, round tables or rectangle?)
3. What can we envision for our campus if we had all the resources we need?

PRIORITIZED

- Master Plan Design
- roof (\$12000)
- gravel for driveway/parking lot + grading, drainage (\$5000)
- windows (\$3000)
- insulation (\$10000)
- heating/cooling system (\$10000)
- front door (\$3000)

- ramp (\$3000)
- rebuild/repair porch (\$5000)
- interior lighting (\$5000)
- outside lighting (\$10000)
- electrical system (\$1000 for just grounding; full upgrade, \$25000)
- plumbing (\$4000)
- commercial kitchen (\$75000)
-

Intentions for near future:

- Create a memorial to Moose Allagree--fruit tree, something
- Consider keeping bees
- Charette for master plan

Establishing Guilds--focus on gaining a skill, learn it well enough to teach it, connect with the community

- Garden Guild will bring beekeeping to next meeting (Jen, Dan)
- Civil Dialogue Guild has gotten started
- Arts & Music Guild? (different from the Events Committee, perhaps with Open Mikefull as a start)
- Wellness Guild?
- Energy Guild?
- Foodies Guild?
- Textiles & Weaving?
- Hiking & Camping?

How do we structure the Guilds in such a way that we retain control enough over it to have it be compatible with our mission, vision, values YET at the same time allow it the freedom to become what it wants to?

- Verna: We can look to the Women's Committee of the Grange for a model--has a governing body,
- David: How does the Garden Guild work? Jen: Communal governing with Jen as a final authority
- If we establish a structure, process, set of guidelines for Guilds, they will maintain the connection to the greater organization
- Process: Proposed to the membership by a member who will lead that Guild, with rationale for how it achieves mission and vision, to be approved (or not); should have a least 3 people already interested; should have guidelines as to how non-members have access to the building, grounds, and property; post entries to the blog for their Guild; leader/member/chair will be final authority in any consensus decision, as a representative of the PCG.
- Question of finances: Last year we asked Committees to submit a balanced budget (income and expense). Should the Guilds have a similar requirement? Maybe just pass the basket, donate what you can to the PCG, each Guild covers its own expenses--?? Or give them some time to get up and running and educate them about what the cost of opening the building is?

- Ad hoc committee on Guilds, David will organize

How can we have more fun?

- David asked, What is fun? We took turns going around the room and sharing what each of us describe as fun. The list:
- Performing music, doing productive things with good people, dancing, making food for SafeSpace and working together in the kitchen, Open Mikefull, doing things to make the world a better place, substantive conversation, camping, getting projects started, hiking and walking, singing, dance church, big and difficult projects, growing things. Let's ask members to tell us what is fun to them and create a wordle!

Odds and Ends:

Ritual Creation:

- Events on Equinox, Solstice, connections to nature
- Talk to Roberta Actor about her work on rituals for Big Valley Guild.

Co-housing/How to Support Each Other as Elders

Dave Hinton, father of Mike Hinton, lives across the street from the Norton Buffalo Hall--just moved there from the Bay Area. Mike played with Norton and co-wrote a few songs with him. Lisa shared this story with us.

Rentals on March 18 and 25. Cancels work day. Reschedule 26th.

Mobilize Paradise--can the Civil Discourse Guild be a part of a larger umbrella of political response?

Conclusions

When we are taxi-ing down the runway, we get lighter. We are about to take off. We may see fights over plastic Viking helmets, but we find ways to resolve tension, create fun. We are moving from the 2-dimensional (bylaws, plans) to the 3-dimensional (the community we want to live in.) We are headed for the sky, looking for that fourth dimension – radiance.

David re-read the Rumi and Goff-Maidoff poems that began our Friday session.

Afterglow

Several of us watched the Elizabeth Gilbert TED Talk, “Your Elusive Creative Genius.”

GuildStorm 2017

How strong is our Vision Statement?

Be the Community you want to live in.

How strong is our Mission Statement:

We foster community by nurturing creativity, practicing stewardship of Nature, and promoting values of sustainability.

What shall be our new Values Statement?

Old: A good Patron places Faith in God, nurtures Hope, dispenses Charity, and is noted for Fidelity.

Our Theme:

Still “building the plane as we taxi down the runway...”

i.e., “What we need to do for ourselves, and what we do for the community.” –Pyramid Michael

Agenda

Friday, March 3, 2017 – 6:00 PM – 9:00 PM

6:00 PM – Arrive / Potluck Dinner

7:00 PM – Welcome and Introduction / Poesies

7:05 PM – Review last year’s GrangeStorm process

7:20 PM – List 2016 milestones and accomplishments (as a whole and by committee)

7:45 PM – Great! And... how do we feel?

- Got joy? Do others? What do you need to keep going?
- What are we doing – or not doing – that holds us back?
- How can we improve?

8:05 PM - Review the above in light of our Vision, Mission and Values. How’d we do?

- Do we need to change our Values?

8:15 PM – Unfinished Business from 2016

8:45 PM – Saturday Preview: Leaning into 2017 – Special Emphasis:

- Greasing the skids towards membership
- Establishing Guilds
- Three scenarios of building/campus plans
- Making more real, honest-to-goodness fun
- What else?

9:00 PM - Wrap

GuildStorm 2017

Vision Statement?

Be the Community you want to live in.

Mission Statement:

We foster community by nurturing creativity, practicing stewardship of Nature, and promoting values of sustainability.

What shall be our new Values Statement?

Let's avoid a values void!

Our Theme:

Still “building the plane as we taxi down the runway...”

i.e., “What we need to do for ourselves, and what we do for the community.” –Pyramid Michael

Agenda

Saturday, March 4, 2017 – 9:00 AM – 3:00 PM

9:00 AM – Arrive / Continental Breakfast

9:30 AM – Welcome and Introduction / “Plastic Viking Helmet” from *Tribe: On Homecoming and Belonging* by Sebastian Junger (2016)

9:45 AM – Discuss, revise and agree on today’s agenda

9:50 AM – Values and stories

10:20 AM – Membership – Susan Dobra

11:20 AM – Three scenarios of Master Plan:

- Urgent / Important priorities with current funds
- Priorities that require a commitment to fundraising
- Priorities if money/labor were no object

12 Noon – Lunch + Further discussion

1:00 PM – Establishing Guilds

- A porous border / Governance
- Criteria / Focus / Objectives / Learn-Do-Teach skill
- Responsibility / Authority / Accountability (Policies & Procedures)
- Finances / Balance

2:00 PM – What is fun? And how can we have...more?

2:30 PM – Loose nuts and bolts, missing parts, rumble and whine, getting light, four dimensions

3:00 PM - Wrap