

Notes from VTMFSP Retreat

8/14/2010

Themes / Patterns

Commitment to common theme or goal

Vision

Theme or Goal

Vision

Passion

Clear Goals

Leadership

Structure—roles & planning

Clear decision-making

Clear communication

Consensus / Democracy

Openness, transparency in process

Full Participation

Stamina

Non-traditional partnerships

Faith this will all result in something

Commitment to process

Tolerance of difference

Patience

Connection to people we're working with

Key Criteria

1. Clarity of Vision
2. Clarity of Goals
3. Clear Structure

Goals—

How to connect Goals to Vision

How do we know if your work has had an impact

How to measure responsiveness

Number of initiatives over a period of time

Number of events

Specific and measurable actions that take us toward our vision

Vision—

Outlived the need for group

Public discourse has changed

succinct and concise articulation of ideal world

Structure—

All can explain if & the philosophy

Clear framework

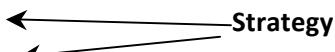
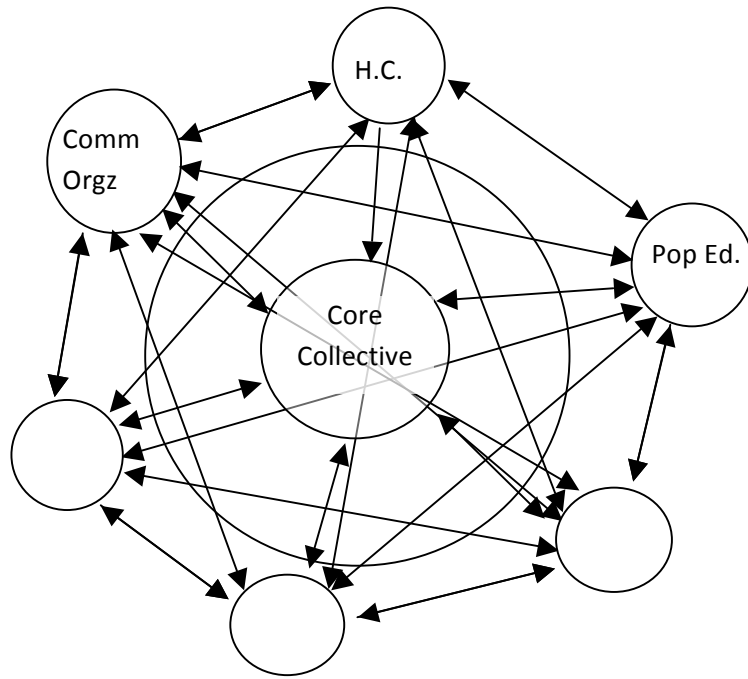
- roles
 - methods
 - approaches
 - decision-making processes to implement goals
- 
- Strategy**

Diagram of Structure of Organization



Roles—

Clarity

Volunteer trainings / involvement

Identify & name them

Admin tasks (identify roles)

Need to break them down

- Media Spokesperson
- Development Coordinator
- Bookkeeper
- Outreach
- Meeting Responsible
- Volunteer Coordinator
- Web Specialist
- Admin Support
- Grant Writer
- Volunteer Trainer
- Project Leaders
- Project Support Coordinator

Strategy—

Give voice to story

Systemic change / Address roots

Clear vision

Take political stance

Not service oriented

Empowerment of affected peoples

Ways to engage lots of people

No “band-aid” solutions

Decision-making—

No “top-down”

Advisory group of most affected population

Not too large & unwieldy

Collective (power sharing)

- Who joins?
- Who calls volunteers?
- Who maintains website?
- Spokesperson?
- Who sets # of events?
- Credit card?
- Who writes grants?
- Who accepts money?
- Who vets volunteers?
- Who manages money?
- Who is the contact person?
- What do we accept money for?
- Who hires/fires?
- How do we decide how workers are involved?
- All decisions group decisions?
- How do we set working goal for the year?
- How do we determine accountability?
- How often to meet? and who sets agenda?
- Who trains volunteers?
- Who has a vote at meetings?
- How do we decide how to approach farmers?
- How do we decide relationships with other groups
- Who decides what services, if any, are provided?

Ideas for the future

Training on Consensus