

High Spirit TIMELINE

(Based on Minutes and notes. Highlights from minutes included to help inform agenda for Apr09 mtg)

- 2000**
Jan 05 **Mtg in GB: Peter, Bob, Nick Steffey meet w Jennie & Gail, initial mtg re Agency**
mth? 05 **Mtg at Steffey's house w Jennie & Gail, Peter, Steffey's re Alliance**
Oct 05 **Public kick-off party at Maroni's house in Brookline, MA**
Oct 05 **Mtg in GB: Peter & Ginny meet w Jennie & Gail, follow-up conversation re Agency**
Nov 05 **Retreat w Dave at Stagecoach Inn in Sheffield**
Camphill vs. non-Camphill
3rd Culture
Mission, Vision, Values, Culture list generated
- Apr 06** **Letter to Mailing list**
HS will provide: 1. Home & work for residents; and 2. Grange for local lifesharing community.
Chose GB because: 1. Preexisting Lifesharing Community; and 2. Alliance to do the state work & physical like to local homes, etc.
- Jul 06** **Meeting w Dave in Bob's office in Cambridge**
Camphill vs. non-Camphill
Non-negotiables
- Feb 07** **Started interviewing interested parties**
Householders, founders or directors? - not defined at the time.
- Jun 07** **First meeting with J&P (in GB) & looked at property**
- Jun 07** **Retreat in GB w/out Dave or J&P. Discussed:**
Arrangement for J&P's employment
Define job of lead householders
Formal offer/contract/money
Waldorf Ed or not
Do they have rez during first year or not
Call them: (Bob?)
- Jul 07** **J&P hired. No specific terms**
- Aug 07** **J&P moved into the Division Street House as an interim home until purchase of property**
- Sep 07** **Retreat @ Swains w Dave**
Created 1-pager: Mission Vision Values Statement w backup material (was this done and ratified?)
Launched the 3rd-Culture idea as opposed to Camphill or non-Camphill
McKinsey 7s: Strategy, Structure, Systems, Shared Values, Skills, Staff, Style
We need a "Human Operating System" for how we interact, including:
Decision-Making System: RACI Chart
Communications System
Group Norms: email, mtg mgmt,etc
Group Process, who leads, supports, facilitates, etc.
- Oct 07** **Camphill Foundation released \$70,299 to HS**
- Nov 07** **Board mtg in Lincoln**
Hickey property proposal sent
Asked J&P to report mthly to the Board
- Nov 07** **Letter to Mailing list**
Formal intro of J&P w appeal for funds
John "Executive Director of HSCF"
Penni "Program Director of HSCF"
- Dec 07** **Conf call**
Need to define our common vision
Need to meet w local lifesharing community & network

Dec 07 **Conf call**
 First budget appears
 Multi-million cross-state campaign discussed
 J & Gail feel HS may be getting too big for Alliance, i.e. not prepared for a cross-state campaign

Dec-Mar 07 **Focus on finding a property**

Jan 08 **Retreat in GB w/out Dave. Gail S attended part for Alliance discussion.**
 J&G: discussion about prospective size of HS & the Alliance is limited as to size they can accommodate. Discussed options.

 Alliance to be involved for 1 year, see how HS unfolds, then reassess. If Alliance does not continue, Alliance can advise as to other agencies or to train Agency replacements when the time comes (if DMR accepts).

 John wants to learn the agency process so that he can perhaps take over. J&Gail not prepared at this point to train him. Define "Camphill-like" lifesharing homes. Where's our 3rd-culture concept?

Mar 08 **Seekonk house (SP) identified as a purchase option**
 SP house: who buys, Greene's or HS? Not an option for J&P as they cannot get financing w/out selling Bethlehem

May 08 **Conf call**
 SP possible, working on offer
 John, report on recruitment possibilities
 Necessary for Alliance to be involved in the recruitment, esp. re contracts, trial visits, placements
 Transition process w Will begins. Stanton's notified, contract transfer discussed, etc.

Jun 08 **Closing on SP. Ownership HS w Peter co-signing loan**

Jun 08 **Conf call**
 Equity vs. ownership discussion
 John: "Ownership huge issue... HS will go on beyond Greene's involvement... We have no problem owning the house by we need to think beyond that."
 Martha: motion that HS "commit to assure J&P equity for their retirement, while also safeguarding the entity of HS for the safety and wellbeing of its residents."
 Unanimous YES. But what does this mean specific to ownership?
 Acknowledgement that HS needs a legal agreement w J&P re ownership, compensation, other future
 Micromanagement of Board raised as a concern
 Conflict of interest raised (parents, agency, friends, etc on BOD)

Jul 08 **Move into SP**
 Greene's, Will, Suzanne & Mick (here for 1 year; if it works well they will stay indefinitely)
 Penni "feels that she's watched very carefully by other houses, not ready to take part in larger community"

 Questions raised as to who should pay for capital improvements
 Peter will keep a record of all expenditures for capital improvements

Sep 08 **Conf call**
 BOD function and demographics
 Governance committee formed to:
 Define BOD roles
 Address creation of Advisory Board
 Define role of parents on Board

Sep 08 **Retreat in GB**
 SP started paying mortgage as of Sept 08
 Long-range Planning Committee formed to:
 Determine relationship bet HS, SP re compensation, employment, ownership...
 Next Step is the Farm/Grange
 BOD defined (attached Sheet 2):
 Purpose

Responsibilities
Interrelationships

- Nov 08** **Conf Call**
Mick & Suzanne leaving, not working out
- Dec 08** **Conf call**
Finance Committee: LOT of work to do; need to sort out finances before moving forward; need figures so we know income & expenses
John setting up QB using Alliance chart of accounts, feels confident
- Dec 08** **Conf call**
Still no figures
Jennie w to SP to help w QB, BOD asks that Jennie help John on a mthly basis for a while
- Jan 09** **Conf call**
Several financial issues discussed
Still need figures
Private pay contract problem re SP vs. Agency, and Agency payment
J&P's personal funds vs. bus funds comingling
Compensation agreement needed
Bookkeeping, Accounting, and reporting system needed
David & Lori arrive (start w 1 year, may stay longer)
- Feb 09** **Retreat in GB**
Next Step is the Farm/Grange
Trust & Communication issues
Financial clarity & plan needed
Tax issue, John did not know he would have to pay taxes on their income while at Division St.
Lifesharing Community Outreach needed & to be planned
- Feb 09** **1st DMR QUEST Review for Certification and Licensing**
- Apr 09** **Mtg w Dave in Lincoln**
Review & Current State
Vision, looking forward
Teambuilding

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