

CMG Annual Member's Meeting

January 18 & 19, 2014

CORA Meeting Room, San Mateo, CA

22 CMG Voting Members Present: Drew Blanchar, Mohabee Serrano, Matthew Sunderland, Mike Fahy, Dave Clark, Thomas Nicholson, Ben-Andy Hein, Jim Ruboyianes, James Brown, Jr., Frank Hermann, Frank Rothacker, Philip Carberry, Joe Wagenhofer, Charlie Malarkey, Steven Shane, Norman Skonovd, Jamie Simmons, Al-Binky Hoch, Tony Clark, Blaidd Peisinger, Steve Iberra, Jeffrey Rhykus

4 CMG General Members Present: Tony, Vince, Steve Anderson, Cobalt

CMG Executive Board:

Mike Fahy, *President and Meeting Facilitator*

Matthew Sunderland, *Vice President*

David Clark, *Treasurer*

Mohabee Serrano, *Secretary Pro Tem*

Meeting Brought To Order: 9:34 AM

Welcome Message (Mike Fahy)

Mike welcomed the men at the meeting, this being the 20th CMG Annual Member's Meeting (AMM). A Moment of silence was taken, to remember those who began this process, including men who no longer live, men who moved on, and those men now present in this meeting.

Steve Shane read the CMG Core Values and Mission Statements. This was followed by a round of introductions of the men present.

Meeting Process Minutes

Voting Members are qualified by virtue of their service with the CMG. Recognized service includes PC and LEC members, Board Members, and Elders. It has to do with time committed to lead and administer the CMG organization. Dave Clark, CMG Board Treasurer, collected the 2014 Voting Member Dues.

Agenda and Schedule of the Meeting Sessions

Mike reviewed the goals for the two days of meeting sessions, which were posted to each attendee prior to the meeting.

Voting Processes

A Straw Vote takes a sense of opinion and consensus, but is not binding. How important are the proposals? Used for prioritizing the list of proposals. Proposals at the "bottom of the list" may be referred to the Board of Directors, if time is insufficient to consider these items.

Modified Consensus: A guide was written for the Members, in the information packet. An outline was provided, to guide a member in the voting process. Mike provided examples of how this is done. After a final reading, the Voting Members bring the proposal to a vote. A consensus

agreement is where most of the Voting Members agree mostly to the proposal; modified consensus comes in when someone can vote Yes, No, Abstain, and No to Block. The block vote has impact. A vote without a Block means a simple majority occurs. A block means someone *cannot live* with the proposal. When one blocks, it stops the process. The person who blocks must provide an alternate proposal, as a form of compromise. An alternate proposal does not get discussion time. Abstaining also has an impact on the voting process, and the Voting Members are asked to consider voting “yes” or “no.” 75% “yes” is necessary, to pass an alternate proposal.

Meeting Helpers Identified

Time Keeper: Jeff. One minute per person per topic is suggested, though more time may be extended to items needing further consideration.

Vibes Keeper: Jamie has the authority to stop the meeting, when tempers flair, or when the meeting has come to a point of non-productivity.

List Proctor: Thomas is keeping the list of items for the Voting Members to consider, and will facilitate this using a projected electronic list. The list of proposals will be kept in the “straw vote” order of consideration, though the actual order during the meeting may change, due to time restraints.

Old Business and Reports

Minutes of 2013 Annual Meeting (Mike Fahy, Presenter)

Thomas moves, Blaidd seconds. The minutes are accepted, 22Y, 0N; 1A.

2014 Board Reports

Due to time constraints, these reports were given before the end of the last meeting session.

Appointed Officer and Board Rep. Reports

Due to time limitations, no Appointed Officer or Board Rep. reports were heard at the Annual Member’s Meeting.

New Business

Visioning And Agenda Setting

Note 1: *The left-hand numbers refer to straw poll vote, for priority in discussion. Tie votes were subdivided according to re-vote of priority placement, and are listed accordingly, with a small letter. Full proposal terms, and discussion notes are found in these minutes.*

Note 2: *This list also includes the summary and vote tally for each item that was either approved or discussed.*

Vote Abbreviations: Y=“Yes”; N=“No”; A=“Abstain”; B=“No, with intention to Block.”

*A **brown entry** indicates a proposed change to the CMG ByLaws.*

18 Establish Civi CRM For All 2014 Communications And Registrations (Tony Clark)

Approved 19Y; 0N; 2A

Summary: Requires use of the CMG registration system in 2014 only, by all PCs.

17 Article 13.2F Term of Service for a Voting Member (Ben-Andy)

Approved: 19Y; 2N; 0A; 0B

Summary: Includes anyone who regularly participates in PC or LEC meetings, and precludes regular meeting participants from the current annual 25 hour service requirement.

16a Arts and Activities Coordinator (Blaid Peisinger) Approved: 21Y; 0N; 1A

Summary: Renames the title, and empowers the Arts and Activities Coordinator to build and maintain a database of CMG member skills and interests, to assist Planners to facilitate workshops and other Gathering activities. This DB could be used by LECs to find community-based directors and facilitators.

16b Article 13.2A-D Voting Member Qualifications (Mike Fahy) Approved: 18Y, 0N; 3A

Summary: Annual Member's Meeting attendance requirement is changed. Formalizes the process of determining qualifications. Those who have served over a ten-year period, are no longer bound to annual 25 hour volunteer requirement.

15 Formal Online Donation Process And Appeal At End of Year (Dave Clark) Approved 18Y; 0N; 1A; 0B

Summary: Amends Development Director duties, to include an annual fundraiser, and other donation programs.

14a Abolish Plenaries at Gatherings (Dave Clark) Defeated: 13Y; 7N; 0A; 1B

14b Article 13.1: "General Member" to Include LEC Events Attendees (Mike Fahy)

Approved: 20Y; 1N; 0A; 0B

Summary: Amends ByLaws; also differentiates "General Members" and "Voting Members."

14c Elder Selection and Role Process (Joe Wagenhofer) Referred to Break-Out Session

Summary: A discussion about the selection process, and the role that CMG Elders provide.

14d Article 5.2C Treasurer Elect (Dave Clark) Withdrawn by Author

14e Consolidation of Enotify Messages (Joe Wagenhofer) Defeated: 13A; 5N; 3A; 1B

Summary: This proposed, but defeated recommendation to LECs, would have suggested that all local events held during a calendar month for one geographical area, be consolidated to one monthly list.

13a Elected Board Nominations (Charlie Malarkey) *Approved: 17Y; 2N; 1A; 0B*

Summary: New nominees for the 2014 Board Election will be selected before the incumbents running for each office.

13b Pre-sale Registrations of Spring Gatherings (Ben-Andy)

Approved by Initial Vote: 16Y; 3N; 2A; 1B; Alternative Proposal Failed.

Summary: The Board Treasurer shall work with the Planners of the 79th CMG, to pre-register and collect registration fee deposits one year in advance of the 82nd CMG (2015 Spring Gathering).

12a Amend CMG Core Values (Cobalt) *Approved: 17Y; 2N; 1A; 0B*

Summary: Include "Gender Fluidity" to Core Values.

12b Communications Director Duties (Jim Ruboyianes) Referred to Break Out Session

The newly-elected CMG Communications Director, Drew Blanchar, will determine his duties, based on the suggestions heard during the Break Out session.

12c CMG Leadership Course (Mike Fahy) Withdrawn By Author

11 Amend Section 4.2 (Tony Clark) *Approved 13Y; 1N; 0A; 0B*

Summary: Amends the By Law which restricts participation to former Gathering Planners only. Allows a second threshold of leadership possibility, from LEC members.

10 Article 13.4: Increase Voting Member Dues to \$25 (Mike Fahy)

Withdrawn by Author

9a Articles 5.2A and 5.2B-Elected Officers-Term Limits (Mike Fahy)

Approved 14Y; 1N; 2A; 0B

Summary: Change term limit from three years in any position, to a five year term, when one is elected to a second position, during the same term of service.

9b Replace Monthly Binky's List With A Quarterly Publication (Blaid Peisinger) *Withdrawn By Author*

9c San Jose LEC (Philip Carberry) *Inquiry Only-No Action Taken*

8 Synergy With Partner Organizations (Matthew Sunderland) *Approved 14Y; 0N; 2A*

Summary: A recommendation to PCs and LECs, to coordinate Gatherings and Events with like-minded organizations.

7a Re-Evaluation of AMM Locations Of The Future (Jeff Rhykus) *Withdrawn by author*

7b **AMM Location Alternation Plan (Drew Blanchar)** *Withdrawn by author*

6 **Board Member At Large Position (Dave Clark)** *Withdrawn by author*

5 **Article 4.5 LEC and PC Board Representatives (Mike Fahy)** *Approved: 16Y; 0N; 1A*

Summary: A recommendation to PCs and LECs, to limit the role of the Board Rep., to focus on being the liaison to the Board only.

4 **CMG Planner's Manual (Jim Ruboyianes)** *Referred to Board of Directors*

3a **Article 10.2 Changing Member ByLaws (Mike Fahy)** *Withdrawn By Author*

3b **CMG Logo (Matthew Sunderland)** *Approved 14Y; 2N; 1A; 0B*
The CMG Chiron gets a hair and lower body "lift."

2a **How Do We Form A New LEC? (Frank Herman)** *Inquiry, no action taken*

2b **Effective Communications At Gatherings (Frank Rothacker)** *Withdrawn by author*

Closure of the list was declared 11:40 AM.

A fifteen minute break was called 11:41 AM; Meeting reconvened 11:57 AM.

President's Consent *(This item was approved for consideration, near the end of the meeting)*

Withdrawn Proposals (Jeff Rhykus) *Informal Consensus Reached*
Full Text is found in the Appendix of these Minutes.

Process Minutes: *The Members prioritized the list of proposals. This was followed by kudos to the meeting organizers, who were asked to stand up for appreciation. The organizers were members of the LEC-BA, and from the Board of Directors. Steve Anderson, who was absent Saturday, was thanked Sunday, for the use of the CORA meeting room and kitchen, for this meeting.*

An early lunch break was called 12:45 PM; meeting resumed 1:24 PM.

Proposals From The Floor, As Scheduled And Prioritized

Note: The President changed the order of the agenda, due to time constraints, near the end of the second session.

Civi CRM System Use in 2014 (Tony Clark) *Approved, with amendments: 19Y; 0N; 2A.*

The proposal is to use the Civi CRM registration and email database software as the exclusive program. The current system is being revamped and maintained now that we hired a software maintenance service. The CMG will be best served with this software.

An informal straw vote was taken, to have further consideration. Discussion is called for, and will be heard from anyone who wants to speak, from around the room.

Comments heard, from random speakers:

PCs would need to have someone who knows the system in order to use it.

One Voting Member is divided about this, since he favors giving the PCs autonomy.

There's a learning curve to using the system, but it's the best registration system so far.

In full support of PC autonomy; but autonomy is limited and the Board can enforce its rules.

The PCs can use the services of the Registrar to serve the PC.

We've put money into this system, and it's working.

Membership lists would need to be changed once again, to accommodate use of a different system.

This proposal would support the use of the system but doesn't forbid using a different system.

Problems in getting "dot info" websites on a person's computer, was noted.

Supports the system as it is. Other software is available, but our system will work OK.

Amends the proposal, to include LEC registrations, for Harbin, etc. Amendment is approved by author.

Ben-Andy has been training LEC members to use Civi CRM, for registrations and Enotify messages. His goal is not to be the exclusive person with this skill.

Proposal: Establish an expectation that an LEC or PC will use the Civi CRM system for all CMG Events, Gatherings, and Weekend Retreats. This is mandatory for all Gatherings in 2014. This measure Passes, as amended.

ByLaws, Article 13.2.f What Construes a "Voting Member?" (Ben-Andy Hein) Approved 19Y; 2N; 0A; 0B

One who has regularly attended PC or LEC meetings, in the past year, is qualified to vote in the Annual Member's Meeting. This measure precludes any other requirement for Voting Membership. A PC or LEC can query the VP of the Board, to add a volunteer who is not on the committee, to be a Voting Member. The CMG Board Vice President has the authority to make a final decision on whether a non-committee member can become a Voting Member.

This policy changes CMG By Laws, Article 13, [section 2.F], concerning the Voting Member qualifications, and duties of the Vice President. It also amends existing Operating Procedures which refer to the process of determining Voting Member eligibility.

Arts and Activities Coordinator (Blaid Peisinger) Approved 19Y; 0N; 0A
Additional duties for the Arts Coordinator shall include creation and maintenance of a database of CMG Member skills and interests. This database will be shared with PCs and LECs, to discover potential workshop and Community Gathering

leaders and facilitators. This Board Position will be renamed, "CMG Arts and Activities Coordinator."

Discussion: Blaidd explained that he wanted to help Gathering Planners to discover persons who might facilitate workshops, or an individual who might be a potential volunteer in another capacity, for a Gathering, an LEC, or the CMG in general. The Arts and Activities Coordinator will use resources, such as surveys, registration data, and other means, to create the list of CMG general members and their talents and interests.

Amends current Arts Coordinator duties and the Operating Procedures for the CMG Board of Directors.

ByLaws: Article 13.2 Voting Members (Mike Fahy) *Vote: 18 Y; 0N; 3A Passes as amended.*

Mike presented a document to the Members, which contained several proposed changes to the CMG ByLaws. For this revision, additional time was devoted to rewriting the qualifications of Voting Members. Several amendments were approved, to the proposed revision.

Note: *See appendix for all finalized ByLaw revisions.*

Develop and Implement Donations and Annual Giving Appeal (Dave Clark)

Approved: 18Y; 0N; 1A; 0B

Empower the Board Treasurer to do this. Joe Wagenhofer volunteers to help Dave do this, during the coming year.

This policy amends the duty of the CMG Board Treasurer, and also the Development Director duties. Secretarial note: Joe Wagenhofer was accepted to be the Development Director for the CMG, during the Board Meeting, after this policy was passed by the Voting Members.

Abolish Plenaries at Gatherings (Dave Clark) *Defeated: 13Y; 7N; 0A; 1B*

Dave presented a statement in which he thinks the current Plenary process is unnecessary, outdated, and needs to be abolished. This policy would retain the Gathering Circle of Concerns, since that process allows feedback to the Planners to be heard.

Discussion. *Discussion was divided between those wanting to eliminate the Plenary Sessions, and those wanting to keep it as an option, for policy change. Mixed feelings were also heard during the discussion period.*

Pro: Plenaries are not as effective as they once were. It's an antiquated process, which harks back to the '80s. Makes time management at Gatherings difficult to plan. We already have the Circle of Concerns ("COC"). New processes for feedback and policy changes are now in place. A COC can occur later during the Gathering.

Con: Keep it, since it offers another way of bringing a solution to a problem to the attention of Gathering Planners, and the Board of Directors. Would feel a loss, if this process was eliminated. When the Plenary is used, it's a way for men to work within the structure of the CMG.

Article 13.1 Voting Members (Mike Fahy) *Approved: 20Y; 1N; 0A; 0B*

The contradictory wording is rewritten, concerning Membership rights and responsibilities.

The author is concerned that a Member's rights might be misunderstood, and it acknowledges the responsibilities one takes, to be a Voting Member.

See appendix for the text of this section.

What Are The Responsibilities of an Elder? (Joe Wagenhofer) *Referred to Sunday's Break Out session.*

Joe, one of two recently-selected Elders, requested a discussion about the selection, duties, and responsibilities of CMG Elders. The history of the Elders was discussed, and the freedom of the Elders, to determine their collective and individual roles, was also presented, at the Break-Out Session. No further action was taken.

Enotify Recommendation to LECs (Joe Wagenhofer) *Defeated 13A; 5N; 3A; 1-B*

Joe suggests that LECs publish a monthly summary of events, instead of several Enotify messages for each event. Joe thinks this will reduce CMG email "clutter" which a subscriber often receives. Ben-Andy described an option at the website, in which a subscriber receives notifications once a week. Blaidd suggests that it be an "either or" option for messages sent by LECs and PCs. Jim suggests only one reminder per event.

Article 5.2c Election of Treasurer-Elect (Dave Clark) *Withdrawn by Author*

Dave Clark, who is the current CMG Board Treasurer, wants to train the next CMG Board Treasurer, before his term of service expires, in 2016. He proposed that the next Treasurer be elected one year in advance of his actual service to the Board. Dave is concerned that there are many complicated processes for calculating and reporting, particularly taxes, at the end of the year, which a new Treasurer would need to be familiar with. The Treasurer-Elect could assist the Treasurer, but would not have a vote in Board matters, until his actual term of service begins.

There was considerable time taken for discussion of this proposal. Questions included the election of an experienced prospective Treasurer, who is already familiar with the processes Dave mentioned—would he really need one year of training? Another concern heard was that a person interested in becoming Treasurer could be trained, without necessarily being elected one year prior to commencing his term in office. This matter was referred to the Break Out session, for further discussion, but due to time restraints, the author withdrew this proposal.

Process Note: *The Members took a few minutes to look for possible topics that might affect the forthcoming Board Election. Mike indicated that he's taking time off from being on the Board, after this meeting adjourns. The amendments to the CMG ByLaws, yet to be considered, would not affect a continuing Board Member. After consulting the list of proposals, it was determined that we could proceed in the order of the straw vote.*

Pre-Registration For Future Spring Gatherings (Ben-Andy Hein) *Approved by Initial Vote: 16Y; 3N; 2A; 1B; Alt. Proposal Failed*

Ben-Andy says this could allow for easy reservations and to take “deposits” prior to the Gathering of the following year. This proposal affects Spring Gatherings only, and the first pre-registration would occur during the 79th CMG, held over Memorial Day Weekend.

--Deposits are non-refundable. A person making the deposit may transfer it to another person.

--The current Treasurer will work with the Spring Planners. There is no current provision to carry over money to the next Gathering.

--The treasurer will serve as the “bridge” between the two Spring Gatherings, in the interim between the closure of the previous Spring Gathering, and the adoption and affirmation of the next Spring Gathering Planners.

A “yes” vote will allow the Planners and the Treasurer to work this out.

Authorization Vote: 16Y; 3N; 2A; 1B.

Joe blocked this proposal. He prefers an additional year, in order to adopt a working process. This proposal would move the year of implementation from 2014, to 2015.

Alternative Proposal Vote: 4Y; 10N; 0A; 0B *The Block failed, and the authorization of Pre-Registration is adopted. This policy amends the Operating Procedures, for Spring Gatherings.*

Nomination Process Change (Charlie Malarkey) Approved: 17Y; 2N; 1A; 0B

This measure, which affects the 2014 Board Election only, would place nominations from the floor first, before an incumbent Executive Officer announces his bid for re-election.

Add “Gender Fluidity” to CMG Core Values (Cobalt) Approved: 17Y; 2N; 1A; 0B

Amend the CMG Core Values Statement, Par. 6. Add “gender fluidity” to the paragraph, after “birth gender,” so it would read, “...birth gender, gender fluidity,....”

Communications Director Duties (Drew Blanchar) Referred to Break Out session.

Drew is concerned that the old duties are no longer relevant to the tasks a Communications Director needs to focus on. A small group of interested attendees met with Drew, and they determined a revised list of tasks. The task list will be shared with the Board of Directors.

Leadership Workshops (Mike Fahy) Withdrawn By Author.

Mike proposed that the CMG Board of Directors, as well as other CMG Members, be invited to a weekend workshop, focused on honing leadership skills. The author withdrew this proposal, due to time restraints.

Article 4.1.A LEC Members Becoming Board Nominees (Tony Clark)

Approved: 13Y; 1N; 0A; 0B

Proposal: Allow LEC members, who have served on an LEC for at least one year, and attended at least two Gatherings, to become candidates for the CMG Board Election. The CMG Registrar is empowered to confirm the Gathering attendance record of an LEC Member who seeks candidacy.

Discussion: Tony wants “equality” between the past PC members, who are currently the only possible candidates, and LEC members, who haven’t also planned a Gathering. This will open the door for more possible experienced candidates.

This policy amends CMG ByLaws, and also amends Operating Procedures related to the duties of the Registrar.

8 minute break was taken 4:47 PM; reconvened 4:58 PM

Election of Officers to the Board of Directors

There are four Officers to elect each year. These are statewide officers. All four officers are up for vote. The election process is by a majority vote. The candidate with the most votes becomes an Executive Officer, in the given position he’s running for. Voting will be done by ballot, if more than one candidate is running. Nominations will first be taken, either by another person, or by one’s self, and for candidates not already seated on the Executive Board. In 2014, The office of President, Vice-President, and Secretary are vacant, due to either term limits (President, Vice-President), or due to resignation, in 2013 (Secretary). The current Treasurer is planning to run for a second year of a three-year term of office.

Process Note: The current President, Vice-President, and Treasurer read the duties of their respective offices, from the CMG ByLaws. The Secretary Pro-Tem read the duties of Secretary, from the ByLaws.

President’s Statement (Mike Fahy): The President keeps the health of the organization constantly in mind. He must possess a deep love of the CMG, all the time, and to take responsibility for the organization. Mike has served three consecutive years as President, so he can’t be re-elected.

President Election

Nominee: *Matthew Sunderland; Matthew accepts the nomination.*

No other nominees are named, and the process is closed.

Matthew’s statement: He wants to make several commitments, during his term in office. Matthew started his involvement with men’s gatherings in 2001, with the founding of the Gay Men’s Medicine Circle. This experience lent itself to Matthew’s work with the CMG. He coordinated the Sweat Lodges, at the Spring Gatherings. Matthew attended his first PC meeting, with a questioning mind. There were three chairmen and 38 members at that time. It was the year “Men Mentoring Men to Be Men” became the CMG Motto, which influenced Matthew when collaborating, along with a spirit of cooperation. Despite its best intentions, Matthew’s first PC had difficulty collaborating.

Matthew helped develop a Community Gathering for the 78th CMG (Fall, 2013). He worked with Jamie Simmons and Tony Clark, to produce a ritual which taught the men that values placed on one’s social status are less important than what one contributes as a “centered” man, one who has experienced many life-turning moments. Collaboration is quite important for the CMG. What is one doing to fulfill this goal? A leader has to meet the organization on its terms.

Matthew's goals, if he's elected as President, includes a longer planning cycle, and collaboration with other groups. Patience will be felt, so that the goals can be met mindfully.

Matthew steps out of the room, and a private discussion about the candidate is heard. The vote is taken, and Matthew returns to the room.

Matthew is elected to Board President.

Vice-President Election

Matthew read the qualifications, then commented about his highlights as serving in this office. Matthew told the Members that his best moments were in the First-timer Orientation Sessions, before Gatherings opened, and the De-brief session, just before the Gatherings closed.

Nominee: Jamie Simmons, who accepts the sole nomination.

There were no other nominees for this office.

Candidate's Statement

Jamie has been with CMG for several years, since 2003. The Ropes Courses of the past helped him foster growth in confidence and personal energy. The CMG is a heart-centered organization, and is not a "corporation." This is the most important aspect. Jamie has served the LEC-DC, as its Board Rep., and helped plan the Community Gathering with Matthew at the 78th CMG.

Jamie stepped out of the room, and then there was a private discussion about this candidate. Jamie was voted into office, as the Board Vice-President. Jamie returned to the room, and took a well-deserved round of applause.

Secretary

Mohabee Serrano is serving this meeting as Secretary pro-tem. He read the duties of the Secretary, from the ByLaws.

Mohabee is nominated, and he accepts.

Thomas is nominated, and he accepts.

No other nominees for Secretary are named. The nomination is closed.

Candidate Statements

Mohabee has been Board Secretary for three three-year terms, and says he'll take the tasks of Secretary seriously but with a relaxed and focused attitude. Mohabee began his service as Secretary with the Board of Directors in 1977. He was the first CMG Board Secretary to take the position on for a full term of three consecutive years. Mohabee established the processes that later Secretaries adopted, some of which are still in use. Mohabee says one challenge to the Secretary is keeping pace with the improvements and computer-age changes that the organization has gone through. He enjoys the tasks of Secretary, and is now seeking another three-year commitment to the Board and to the men of the CMG.

Thomas has served the Board, most recently, as Communications Director, and before that, served the Board as Development Director. He served the LEC-LA as Board Rep., for two years. Thomas says he has served several non-profit Boards in the past, and hopes to bring his experience to the office of Secretary, to help the CMG grow.

Both candidates left the room, and a private discussion was heard, about both candidates. A ballot election was held, and Mohabee was declared to be the new Secretary.

Treasurer

Dave Clark has served one three-year term as Treasurer, and if elected, will enter the second year of his second term of office. Dave read the duties of the Treasurer, from the CMG ByLaws.

Dave is nominated, and he accepts.

No other nominees are named.

Dave enjoys the jobs related to those of the Treasurer, and that the Board or Members of the CMG will be responded to , and is visible and available.

Dave leaves the room, and then a private discussion of this candidate is heard. A vote is taken, and Dave is re-elected to serve as CMG Treasurer.

Process Minutes: *A brief break is provided at 6:15 PM; break is over at 6:25 PM.*

2014 CMG Annual Budget (Dave Clark)

Dave Clark handed out the document entitled, "2013 Corporate Amounts Spent," to the Members. Dave indicated that \$16, 847 was budgeted, of which only \$13,962 was spent. This was the first year, since 2010, in which the aggregate output was considerably less than what was set aside in the budget.

Dave Clark also passed around a second document, which is the proposed budget for 2014.

Dave indicated that the prepayment for the 2015 AMM is included. No legal fees are expected this year, and this budget includes an entry for the Board Leadership Retreat. Money, set aside for Board Rep "comps," to attend Gatherings, was added. Board travel to Gatherings with Board Meetings, is the same as the budgets of the immediate past. The 2014 Budget calls for \$16,175 to be set aside for CMG operating expenses, which is \$2,213 greater than the 2013 Budget.

Dave then passed around a third document, a seven-year comparison of budgets and the actual expenses. 2010 was the best year of all, and then there was decline after 2012, with the marked decrease in attendance to the Spring Gatherings.

The 2014 projection is for \$99,125, based on an increase in profit for all three Gatherings. Bottom line: we can afford systems costs, and retain nearly \$100,000 for our reserves. Ben-Andy reminded the Members that the "reserve account" is the sum of all ten bank accounts, and the PayPal account. Mike indicated that we have a "reserve" to handle a sudden emergency. What was discovered in 2012, was that we had \$28K in the Board account. Ed Perez, the Treasurer of the CMG Board at that time, indicated that this was the money available for planners of the Spring, 2012 Gathering. The PC responded by cutting back, eliminating many

amenities they planned to have, and the Board also cut back travel reimbursements. Legal costs in 2012, to defend the CMG: \$12K, for consultations and letters.

Adjournment of this session: 7:05 PM

The Second 2014 AMM Session begins Sunday afternoon, right after the Board Meeting adjourns.

AMM Session 2 called to order: 1:32 PM, Sunday Jan. 19, 2014

President's Report (Mike Fahy)

Mike recalled that Joe Wagenhofer (*Joe served the term as CMG Board President prior to Mike's term*), told him, "there will be three more years of calm," and the late CMG past-President Michael Bell told him, "Be a revolutionary." In the three years he's served the CMG as President, he told the Members, that it hasn't been calm during this term of service! Mike told the Members that through all the difficulties, he's thought of what will help the organization in the future. The CMG is known to be "cutting edge" in many ways, while some refer it as "CMG light." We're in transition, in the context of moving through stages of growth, as an organization. We adopted a cutting edge dealing with the general issues of the day, in 1978, 1988, and then the years afterwards.

Integrating our cultural values, and keeping a balance in many forms and formats, is in our Core Values. Mike recommends that this integration continue through the years.

An older CMG attendee, who hadn't attended a gathering in 15 years, approached Michael, during a recent Gathering. This fellow identified several of the developments that the AMM has addressed this weekend, coincidentally. The most important development is leadership training and nurturing.

Mike ended, by saying that it has been a tremendous honor to serve as President over the past 3 years. Mike is applauded for his efforts, and is thanked by all.

Break Out Sessions Scheduled for the afternoon:

- "Leadership Conference" has been removed by its author.

- "Treasurer-Elect" is withdrawn by its author.

- Elder's Circle-5 men will attend.

- Communications Director job description-8 men will attend.

A 14-minute Break Out Session, for these two matters, began 2:55 PM, and ended 3:09 PM.

Reports from the Break Out Sessions:

Elders Circle

Mike provided history and discussion of Elder's Circle. Al-Binky indicated that Elders are an advisory and not a policy-making group. Matthew: an elder can intervene at any time, to provide a relief valve for the situation, in both heart and wisdom. Al-Binky acknowledged Bert, Buzz, Bob, and Randy, the Elders who could not attend this meeting.

Communications Director Tasks

Drew Blanchar, who met with eight men, will be writing the updated duties of the Communications Director, and will submit this to the Board of Directors.

Resumption of Proposals

ByLaws Article 13.4

Article 13.4 Voting Member Dues (Mike Fahy) *Withdrawn by author*

There was considerable amount of disagreement with the proposal to increase dues. This matter was withdrawn by its author.

Term Limits for Elected Officers (Mike Fahy) *Approved 14Y; 1N; 2A; 0B* **ByLaws Article 5.2, Section A**

Changes the term limits for the Executive Board. This measure retains the “3 consecutive year plan,” and adds text which allows two additional years, for elected officers who are elected to serve a second Executive Office, within the three year term of service.

Discussion: Why five years vs. three? Mike cited the need for a path for leadership, so that one could be in training for possibly running to become President.

Protocol with Working With Other Organizations (Phil Carberry)

Withdrawn by author.

Synergy With Other Groups (Matthew Sunderland) *Approved: 14Y; 0N; 2A*

Matthew proposed that PCs and LECs make a strong effort to connect and share the CMG experience with like-minded groups and organizations, in 2014. This is a recommendation to both PCs and LECs. *CMG Operating Procedures, for PCs and LECs.*

Changing The Number of Member’s Meetings, In the North (Jeff Rhykus)

Defeated: 6Y; 11N; 0A; 0B

Jeff proposed that the CMG cut back the number of Annual Member Meetings held in N. California versus S. California, and proposed that the CMG have two annual meetings in the South to every one annual meeting held in the North. Currently, the AMM location alternates between North and South, every other year. The author used statistics from the Archives, provided by Mohabee, and anecdotal reports of two to three Northern members attending the San Diego annual meeting in 2013, as well as overall CMG membership being at least two thirds composed of southern members and one third northern members, to support his proposal to alter the “every other year” AMM in the North. During the discussion, it was pointed out that though many men travel from the South to attend North meetings, just as many men travel from the North to the South’s meetings, every other year.

New Board Position: Board Member at Large (Mike Fahy) *Withdrawn by author*

Process Minutes: *Mike pointed out that an author may withdraw his proposal, at any time during the meeting, or refer the proposal to the Board of Directors. A*

question to this was raised by Jeff Rhykus, who proposed that the Members have a right to hear out and discuss each proposal that is approved to be on the list, and any Member may sponsor a proposal which is no longer of interest to its author. An informal consensus approved Jeff's proposal. See the complete text of this policy, in the Appendix.

Article 4.5 Recommendation to PCs and LECs, Board Representative (Mike Fahy) *Approved: 16Y; 0N; 1A*

Board Rep. fills two roles, that of representative for a committee, and as a voting member on the Board of Directors. This is a recommendation to LECs and PCs, to open up the roles in the committees, to more leadership positions in LECs and PCs. Mike changed this from a mandate to a recommendation, in light of the lack of members many LECs have on their committees.

Planning Committee Manuals (Jim Ruboyianes) *Referred to Board of Directors*

Robert Burnham has current manual, in progress. Info about procedural matters needs to be addressed and made transparent. This will be investigated by the Vice President, and the Board will then discuss this matter further.

Chiron Logo Revision (Matthew Sunderland) *Approved: 14Y; 2N; 1A; 0B*

Matthew reviewed the Chiron, which is the "½ man, ½ horse." In consultation with a graphic designer, the hair was retouched, and the body of the Chiron was changed, too. The Board already reviewed this renewed logo, and sent it to the Members for discussion and a formal vote to adopt the revised Chiron. Discussion was kept to a minimum, for brevity, and due to time constraints. Overall, the Members liked the changes, and voted to adopt the "new" Chiron.

Article 10, Section 2; Amendment to Change How Future Member-Only Amendments Are Made, to The CMG ByLaws (Mike Fahy) *Withdrawn By Author*

New LEC in San Jose, or Elsewhere In California (Frank Hermann) *No Action Taken*

A brief discussion, regarding the qualifications of new LECs, to be admitted to the CMG, was heard. Mike briefly went through the basic steps the five LECs have taken, when approaching the Board of Directors for formal admittance as a recognized LEC.

Announcements During Gatherings (Frank Rothacker) *Withdrawn by Author*

Frank is disturbed by the announcements which are made during mealtimes, at Gatherings. He described what he wanted to change, but after the Members heard him out, he withdrew the proposal.

Kudos To Thomas

Thomas Nicholson, who served as Proctor and typed the list of proposals, which were subsequently projected on a screen, was thanked for his good work at the 2014 AMM.

Next Year's Meeting Location and Date

The next CMG Annual Member's Meeting will take place in Palm Springs, CA, Jan. 17 and 18, 2015. The LEC-DC will host this meeting.

Meeting Adjournment

This meeting was adjourned 3:25 PM

Appendix

These items are the amendments to the CMG ByLaws, which were approved by the Members, at the 2014 Annual Member's Meeting.

ARTICLE 5

Officers

Section

1 Number of Officers

The four Executive Officers of the corporation shall be a President, a Vice-President, a Secretary, and a Chief Financial Officer who shall be designated the Treasurer. These four Executive Officers will also be members of the Board of Directors. The corporation may also have, as determined by the Board of Directors, Subordinate Officers, including additional Vice-Presidents, Assistant Secretaries, Assistant Treasurers, or other officers. Any additional Subordinate Officers will also be members of the Board of Directors. The same person may hold any number of offices except that neither the Secretary nor the Treasurer may serve concurrently as the President.

2 Qualification, Election, and Term of Office

- a. Executive Officers shall be elected by the Voting Membership, at least annually, and each officer shall hold office until he resigns or is removed or is otherwise disqualified to serve, or until his successor shall be elected and qualified, whichever occurs first. The Executive Officers may be elected no more than three (3) consecutive times to the same office. A partial year served as an appointed interim Officer to complete the term of an elected Officer who left office shall not be counted in the term limits.
- b. While the Executive Officers may serve in the same executive office a maximum of three consecutive terms (see section a), they may be elected to a combination of executive offices for a maximum of five (5) consecutive years, regardless of the position(s) held, unless the last position held was President, in which case he must leave all executive offices at the end of his service as President. After a hiatus is taken from all Executive Offices of at least one year, including hiatus from an interim appointment during that

year, a former executive officer may be elected again to executive office in any position.

Amendment to Article 4, Directors

Section

1 Number of Directors

The Board of Directors shall consist of the four Executive Officers, and one representative from each Planning Committee and each Local Events Committee, as well as any additional committee that is formed at the annual Member Meeting. Each Executive Officer shall have been a member of a CMG Planning Committee ("PC") in the past, or shall have:

- 1) served on a Local Events Committee and
- 2) attended at least two Gatherings.

The Membership may also authorize Appointed Board Members (see section 4 below), who shall be full voting members of the Board of Directors.

ARTICLE 13

Voting Members

Section

1 Determination and Rights of Voting Members

While all men who participate in the CMG are "members of the organization," the corporation shall have only one class of Voting Members, who become eligible through the qualifications below. In the Bylaws outside of Article 13, the term "Members" refers to the Voting Members of the Corporation. No Voting Member shall hold more than one Voting Membership in the corporation. Except as expressly provided in or authorized by the Articles of Incorporation or Bylaws of this corporation, annual Voting Memberships shall have the same rights, privileges, restrictions, and conditions.

2 Qualification of Voting Members

Preamble

The qualifications of Voting Members are designed to provide a Voting Membership that is demonstrating commitment to the goals of the organization and to provide both stability and new voices to the governance of the organization.

To accomplish these purposes, there are two main specific intentions of the reform of January 2014:

First, to allow the men who have been recently contributing committee service to any one of the Gathering Planning Committees (PCs), or Local Events Committees (LECs).

Second, to loosen the AMM attendance requirement by allowing men to begin Voting Membership within the first two years of their Term of Service so they may avoid having to travel across the state if the year of their service was done when the AMM will be at the opposite end of the state from their residence. They have two years to get to an AMM, instead of in the immediate year following service, within which time the AMM will return to their basic region, north or south.

Qualifications

- a. Any member of the organization, age 18 or older, who has completed a Term of Service recognized by the corporation's Board of Directors is eligible to become a Voting Member of this corporation for a maximum of two calendar years following the Term of Service.
- b. To begin Voting Membership, an eligible man shall 1) attend the Annual Meeting of the Members (AMM), and 2) pay the Annual Dues. Voting Membership may be begun either in the first year or in the second year following the Term of Service.
- c. If the Voting Membership is begun in the first year, then it may be continued into a second year upon payment of the Annual Dues, but without attendance being required at the AMM in the second year of Voting Membership. If the Voting Membership is commenced in the second year following the Term of Service, then it may not be renewed without another Term of Service having been completed within the previous two years.
- d. To maintain Voting Membership eligibility over multiple years, a Term Of Service shall be completed at least every other year of Voting Membership, with no more than a one-year gap between Terms. If two years have passed since the last Term of Service, Voting Membership may not be commenced or renewed without completing a new Term of Service.
- e. To maintain Voting Membership status, an eligible man shall attend the AMM at least every two years and pay the Annual Dues every year. Should annual dues not be received from a Voting Member for continued Voting Membership within sixty (60) days following the corporation's Annual Meeting of Members, Voting Membership will be deemed to have lapsed.

f. A Term of Service shall be defined as a minimum of 25 hours of work in service to this corporation within a calendar year in a capacity recognized by the corporation's Board of Directors.

g. One who has regularly attended PC or LEC meetings, during the past 12 calendar months, is qualified to vote in the Annual Member's Meeting. This measure precludes any other requirement for Voting Membership. A PC or LEC can query Corporate Vice-President, to add a volunteer who is not on the committee, to be a Voting Member. The CMG Vice President has the authority to make a final decision on whether a non-committee member can become a Voting Member.

h. The Vice-President of the corporation shall be charged with logging and verification of the hours of work leading to the completion of a Term of Service for any man aspiring to Voting Membership. In the case of a dispute, the Vice-President has the authority to investigate the status of anyone seeking to become a Voting Member. The Vice President is further authorized to grant Voting Membership, or to deny this privilege.

i. Upon maintaining Voting Membership for ten years, a man is eligible for Voting Membership without any further Term of Service being required.

3 Admission of Members

Eligible applicants shall be admitted to Voting Membership upon payment of annual dues and attendance at the Annual Meeting of the Members as specified in these Bylaws.

4 Fees, Dues, and Assessments

a. No fee shall be charged for making an application for Voting Membership in the corporation.

b. The annual dues payable to the corporation by Voting Members shall be \$1.00.

c. Memberships shall not be assessable.

5 Number of Voting Members

There is no limit on the number of Voting Members the corporation may admit.

6 Membership Book

The Secretary of the corporation shall keep a Voting Membership Book containing the name and address of each Voting Member. Termination of the

Voting Membership of any Voting Member shall be recorded in the book, together with the date of termination of such Voting Membership. The Voting Membership Book shall be kept at the corporation's principal office, or other such location within California as the Board may designate. It shall be available for inspection by any Director or Voting Member of the corporation during regular business hours.

The record of names and addresses of the Voting Members of this corporation shall constitute the "Membership List" of this corporation and shall not be used, in whole or part, by any person for any purpose not reasonably related to a Voting Member's interest as a Voting Member.

7 Liability of Voting Members

A Voting Member of this corporation is not, as such, personally liable for the debts, liabilities or obligations of the corporation.

8 Transferability of Voting Membership

No Voting Member may transfer a Voting Membership or any right arising thereof. All rights of Voting Membership cease upon the Voting Member's death.

9 Termination of Voting Membership

a. Grounds For Termination

The Voting Membership of a Voting Member shall terminate upon the occurrence of any of the following events:

[1] Upon his notice of such termination delivered to the President or Secretary of the corporation personally or by mail, email, or FAX. Such Voting Membership shall terminate on the date the termination notice is received.

[2] Upon a determination by the Board of Directors that the Voting Member has engaged in conduct materially and seriously prejudicial to the interest or purposes of the corporation.

[3] Upon a failure to maintain his Voting Membership by paying dues, if the corporation has provided for the payment of dues by Voting Members. A written notice reminding Voting Members to renew and/or pay outstanding unpaid dues shall be included in the announcement of the Annual Members' Meeting.

Operating Procedures--Full Text

Withdrawn Proposals (Jeff Rhykus) *Informal Consensus taken; this proposal passes.*

Annual Member's Meeting proposals that are accepted, and then put in priority ranking, become the "property" of all the Members attending the Annual Meeting. A proposal cannot be summarily removed by the author once the proposal is on the list. The entire group must be polled to see if any man wishes to keep the proposal active, and, if he does, he is allowed to adopt the proposal and retain it in the agenda. *An informal consensus was taken,. This proposal is approved by the Members. This policy amends the CMG Operating Procedures concerning how the Annual Members Meetings are conducted.*