

Subject: Communications Committee Bulletin, 10/27/12

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To: All paid workers at Free Geek <[paidworkers@lists.freegeek.org](mailto:paidworkers@lists.freegeek.org)>, "[board-discuss@lists.freegeek.org](mailto:board-discuss@lists.freegeek.org)" <[board-discuss@lists.freegeek.org](mailto:board-discuss@lists.freegeek.org)>, [regulars@lists.freegeek.org](mailto:regulars@lists.freegeek.org)

## COMMUNICATIONS COMMITTEE BULLETIN

October 27, 2012

What does this Communications Committee do, again?

- We meet weekly to discuss communication around the change process.
- We actively solicit ideas, concerns, comments and questions from the Free Geek community.
- We attend meetings of our constituent groups.
- We attend Board meetings.
- We provide feedback and make recommendations to the Board.

Change process? Sounds ominous!

--Not really. Cliff Jones, the management consultant from the Nonprofit Association of Oregon that the Board hired over the summer to help Free Geek evaluate its decision-making and accountability processes, made a number of recommendations that the Board endorsed unanimously. These changes will make Free Geek a stronger organization, better able to pursue our mission in the community while recommitting to our core values.

--For the consultant's full report and the Board's response, check out the attachment to Anne Glazer's 9/29/12 email to [paidworkers@](mailto:paidworkers@), "Consultant's full report and Board action plan." Interested volunteers can see Mark Kille, Free Geek's HR Administrator, for a paper copy.

--Precisely because of the scale and scope of these changes, very little else will be changing in Free Geek's operations for the next couple of months. You may find this phenomenon reassuring, frustrating, or both.

So what has the Board done so far?

--They appointed the four members of the Communication Committee to ensure representation from all major stakeholders: Misty Fall (Bargaining Unit), Mark Kille (Collective), Larry Lloyd (Board), and Mary Meier (Volunteers). Our bulletin next week will feature a brief introductory paragraph about each member.

--They have engaged the services of another consultant from the Nonprofit Association of Oregon to write the new management job

descriptions, recommend salary ranges and provide other logistical support to the Board during this time of transition. You will likely see the consultant on-site frequently during the coming weeks as they get fully informed about our operations through observation and conversation.

When will there be more news?

--Next Saturday at the latest, because we send these bulletins out every week now. But feel free to approach any of us before then, and hopefully we will be approaching many of you as well to share and gather information.

Sincerely,  
Your Communications Committee

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Mark Kille, HR Administrator  
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