

2020 DIRECTOR NOMINEE FORUM MINUTES

Wednesday 18th of November 2020

TIME: 7.30pm – 10.30pm

2020 DTE Director Nominees

GARY LASKY – ELISE BROCK - DAVID CRUISE – SUSIE HELSON – KATE
SARAH SHAPIRO- ROBIN MACPHERSON

DTE 2020 AGM Director Nominee Forum Hosts

Lindy Hunt – John Reid – Tania Morsman

Tuesday the 24th of November 2020

Dear DTE Members, Volunteers and Guests

To keep the integrity of the verbal contribution to this forum, it has been important to me to embrace the personalities through their words. For this reason, I have not paraphrased or given a dot dot overview. It's been a joy listening to and typing this out. The content in this forum I believe has the potential to be discussed within our cooperative and strategies formed from the good intention of what many have commonly identified in some areas of DTE. Food for thought.

Enjoy your members thoughts and intentions and idea's: the colours that come out of our cooperative, are effin' gold.

So much great'itude and love to be in the position that I am in.

Tania Morsman 1820.

PS: you will more than likely find an extraordinary number of typos and stuff going on in here – I've come to the wall and I don't want to break it down to continue. I stop here for now!

Acknowledgement of Country

'We acknowledge the Traditional Owners of the Country on which we meet today: from Quandamooka Sea and Land to the Yulin Nations and Wamba Country. We pay special respects and love to the Djabwurrang and recognise their continuing connection to land, waters, culture and spirit and the Directions Tree. We pay our respects to their Elders past, present and emerging.

To them, our People the land is a means of survival:

" It is their... food, spirit, identity and culture. Our lands have a spiritual value and not an economic one. If the land is destroyed so is our dreaming. Our dreaming is our story. It is what connects us to the beginning of time, back to our spirit ancestors, our creators." (<https://dwembassy.com/why-we-are-here/>)

DTE Mission Statements

“Confest is a not-for-profit community festival that encourages creativity through artistic expression, enables the healing arts, fosters inclusive engagement and provides a platform for environmental and social activism.

DTE is an independent organisation that facilitates the running of Confest. It fosters participation, enables a safe working model for its volunteers and acts in a financial responsible manner to ensure its longevity”. (Email Correspondence to DTE Active, Sunday, May 22, 2016 10:52 PM)

APOLOGIES: No apologies

Register of Attendees: (29)

John Reid, Lindy Hunt, Tania Morsman, Coral Larke, Darrell Reid, Darren Geraghty, David Cruise, Deb Moerkerken, Elisa Brock, Ellen Brogan , Gary Lasky, Ian Paulin, Jack Wells, , Kate Sarah Shapiro, Kathy Ernst, Kevin Taylor, Lance Nash, Malcolm Matthews, Mark Helson, Mark Rasmussen, Matt English, Melody Braithwaite, Robin Macpherson, Skye Fitzpatrick , Suzie Helson, Trevor Pitt, Andrew Wilkinson, Scouse (Steve Gregory), Jack Wells

DTE Director Nominees: Elise Brock, Gary Lasky, Suzie Helson, Kate Sarah Shapiro, Robin Mcpherson

DTE Directors: Kathy Ernst, Robin McPherson, Kate Sarah Shapiro, Mark Rasmussen

Questions:

- 1. Why do you want to be a DTE Director, what do you have to bring to this role that is unique to you and what if anything do you hope to gain from your time on the DTE Board?**

<p>Kate Sarah Shapiro</p>	<ul style="list-style-type: none"> ♥ I have been on the board for 6 years feels privileged to be on the board for this long ♥ Member of Confest community many years 20 plus ♥ Learnt a great deal ♥ I think important to work well with people ♥ I try hard to foster relationships and work well with them ♥ I communicate and reach out ♥ Love for committees to work more closely together I am aligned to this vision ♥ Working together building bridges ♥ I hope I get the opportunity to be a part of ♥ I hope the new board formation will make that possible ♥ A board with a similar vision ♥ We all need to work together <p>Looking forward to continually grow on the board</p> <ul style="list-style-type: none"> ♥ It is a continuing journey not a static one ♥ Growing in terms of professional and personal development
<p>David Cruise</p>	<ul style="list-style-type: none"> ♥ The question is I don't want to be a DTE director ♥ The question more is whether any active members want me to be a director ♥ I've been around for a while; most people know who I am ♥ I've got a lot of life experience involved since late 80s ♥ I've seen a lot of what's happened in DTE ♥ I find sadly from own personal experience I find at my age I need something to keep my brain active and DTE has something that stimulates your brain fairly regularly and it also regularly stimulates your tear ducts ♥ Your indigestion can be upset by it to ♥ I think I've got a few years to survive if people want me to survive another two years ♥ It might be enough to kill me – that might be enough motivation for people to vote
<p>Robin Mcpherson</p>	<ul style="list-style-type: none"> ♥ Interesting what David said because I too don't want to be a director, I want to be a member of the board ♥ I wanna be a collegiate, a collaborative environment, ♥ I regard it as a privilege and is definitely a challenge

	<ul style="list-style-type: none"> ♥ It's like no other board I have ever served on in my whole entire life ♥ So, to me I'd like to see how I can continue to create a kinder, more caring community, ♥ I've known the Confest community for over 25 years ♥ It's that period of time you get to know grandparents, parents and their children and that's sort of like hanging around people and children and knowing them for that long, I find that incredibly enriching ♥ I bring many years of experience, I've sat on many boards of organisations, ♥ Arts Nexus, arts board in far north Queensland ♥ Red Earth City as some of you would know ♥ What so I have to gain, a sense of satisfaction, basically I wanna feel like I've done a good job, regarding to moving us forward to a more cohesive, transparent and collegiate community
Suzie Helson	<ul style="list-style-type: none"> ♥ Wow after much deliberation... just so hard to answer ♥ Mark and I not speaking for mark (but been together 48 years) ♥ We have volunteered on set up and pack down and working bee's and so forth ♥ but we have never found ourselves on the other side of the fence until lockdown at Wooroomah ♥ thanks to Tania onsite, encouraging all of us there to get involved with meetings ♥ I started seeing the other side of things ♥ My reason for nominating is to hopefully encourage change ♥ Change in attitudes, be more tolerance of each other I feel ♥ I would bring to our wonder full members and volunteers who give so much time and effort...nurture that a little bit better ♥ Do a call out, if we need something done in IT even, lets call out to our IT experts in our volunteers. We will find that we have experts in just about every field ♥ Fincom has been an absolute enlightenment for me ♥ I got to learn a bit more workings of DTE ♥ As a director I'd be happy of we all supported each other a lot more ♥ That's my dream anyway
Gary Lasky	<ul style="list-style-type: none"> ♥ I don't really hope to gain anything other than maybe friendships ♥ On the board our purpose is to give not to take ♥ Of course, learn a lot more about DTE's processes ♥ I've been a director in a corporate entity ♥ Chairperson in body corporate over ten years

	<ul style="list-style-type: none"> ♥ I hope to give a lot of knowledge and experience and energy to DTE and the Board ♥ Try to develop a better harmonious relationship with sub committees and get the board functioning a little better, get it back on track to know it's direction, purpose and goal ♥ I've been involved for over 32 years in Confest ♥ I want to make sure it survives and that Confest continues and on and on for maybe my grandchildren if I ever have them ♥ I have an opportunity to help the organisation
Elisa Brock	<ul style="list-style-type: none"> ♥ I don't claim any of these things are unique but ♥ I see the coop as being in a state of transition and growth ♥ when I talk to people who were directors past they tell me members weren't as nearly as involved then as they are now ♥ It was mostly run by the directors ♥ It is so great to see that we have so much more member in engagement now ♥ We are seeing that we need a lot of growth ♥ We need new structures, new policies, new procedures, new ways of doing things and this is part of a natural progression from being an organisation that is run by star people individuals to an organisation that has a structure and has processes and it runs according to its rules rather than all the knowledge being in someone's head or it relying on individuals. ♥ I want to help facilitate that growth and development for our coop, into something that is much more resilient, has a lot more redundancy built into it and its something that its stronger because we're all a part of it more and because we have the structure so that the coop can do without any one of us.. because it's a thing in itself ♥ I have helped to do that in other volunteer organisations ♥ I've been involved in a housing coop in the past ♥ Part of this transition involves growth of membership and volunteer involvement ♥ That also means making a welcoming and safe space for people to come into and that is also very important to me at all levels of the organisation ♥ The main thing I hope to gain is satisfaction of being part of a team and of seeing our coop flower

2. What do you consider the role of a director on the DTE Board to be? How do you see that fitting in with Rule 38 (3) that states "The Board must maintain a nonexecutive 'wise elder' role and ensure that the co-

operative fulfils its legal and ethical obligations”? And what does this mean to you?

Robin Mcpherson	<ul style="list-style-type: none"> ♥ Maintain ethical, legal and fiduciary responsibilities – its white black and white sort of stuff ♥ I also believe enabling and supporting our other elements of our community ♥ A lot of you may know I love going by the name of AHuman because I believe seeing the community smile is the biggest buzz I can get ♥ Seeing our community do things that they didn't think they could do is the big buzz that I get ♥ How that fits in with rule 38, this is an interesting one: this particular question is not cohesive, the statement is not cohesive for example; if this question had been written to emphasize that its want the board to be less engaged within the day to day operations I would agree with this position, however some decisions that are made by the OC or the CC which compromise those legal or ethical or fiduciary responsibilities. ♥ As a director of the entity you have to act, this is being the wise elder, to not act is not being wise at all ♥ To operate the board as a wise elder in these occasions you know would be a dereliction of duties leaving the board and the entity open to recourse ♥ For example, if the CC just happens to put on an event and its not clear that contact tracing is part of the plan then ultimately the board has the obligation to protect the entity and insist on such an approach ♥ The board ahs an obligation to step in to ensure the cooperative and the participants of Confest are not vulnerable ♥ What does the wise elder thing mean to me, well as a wise elder I like mentoring like educating, I like sharing, I like elevating other members efforts and enabling the committees to do what they should be doing, however for this to happen the OC and the CC also need to accept that the board has responsibilities that from time to time are different to theirs ♥ This may mean at times outcomes differ
Elisa Brock	<ul style="list-style-type: none"> ♥ Hmm yeah I've had a lot of chats with people recently about what is meant by a non-executive wise elder. ♥ I think our rules leave it a bit vague, they don't spell it out, very much ♥ Fulfilling legal and ethical obligations is obviously the concrete part of that ♥ The board has final responsibility making sure the coop stays on track legally, ethically, financially, practically

	<ul style="list-style-type: none"> ♥ The board would preferably do that by giving advice in other areas of the coop ♥ It does have the final responsibility for making sure that the coop runs – that’s what we elect the directors to do for us as members ♥ That said I think that ...while the board has final responsibility, I see the role of a director is a word that has been given to us...I think that what DTE wants from our directors is not that they direct so much as they facilitate ♥ Our directors I see as our facilitators of our coop, of the whole, they are the ones that create the space for others to do that needs to be done ♥ Its an oversight role, its one of the important things for the board to do, is to be familiar with all the areas with the different things to do in the coop ♥ So, they can see what’s working well and what’s not working well and to take action to fill any gaps and point out where things might be improved
Gary Lasky	<ul style="list-style-type: none"> ♥ Interesting question normally in a corporate environment it seems to keep itself to the macro aspects of things ♥ The direction of Confest I suppose they look at the bigger picture of Confest so that it stays on track ♥ In this instance its more of a personal role which is great ♥ Wise elder, we always think positively of the wise elder and must maintain a non-executive role ♥ I think why we have the OC is because they do the executive role and they do the micro aspect of the organisation ♥ The board itself needs to focus on how Confest runs properly, that they’re going in the right direction and there’s future for Confest ♥ That we meet all the government requirements or the local council regulations ♥ And that we keep growing in our membership to the extent that you know we have a future ♥ I remember 30 odd years ago it was just great, at Confest you’d just rock up and it happens, no one really thought about why it happened ♥ Being involved for the last 6 to eight months on Zoom and hearing what goes on, it’s quite involved and the directors really need to be focused themselves, focused for the benefit of the organisation ♥ The board itself as Robin said, it has to have an ethical, legal and established code of conduct maintained ♥ The board sets an example for the rest of the sub committees

	<ul style="list-style-type: none"> ♥ So, if the board doesn't set those examples how do we expect the organisation to follow suit ♥ Its important the wise elder role, hopefully they go out of their way to find out what we need to do to maintain Confest ♥ Whether it is to study more or expand on their knowledge of Confest on current government legislation
Kate Sarah Shapiro	<ul style="list-style-type: none"> ♥ Interesting question, three parts ♥ I think the boards role is stewardship ♥ I believe it's the boards responsibility to make sure there is a Confest and a DTE for our children, for our children's children and so on for future generations ♥ Its not just about making sure that the things happen on our watch are good for now but are also going to serve us in terms of the longevity of the organisation and the longevity of the festival... I guess for not putting things at risk or causing a situation which may undermine the safety in some way of the cooperative, its people, the stake holders of the organisation ♥ It's vital that board members act with integrity and that they act in a way that is impartial and that they seek their own information (on the board), this is something that I've learnt ♥ I don't believe that rule 38 can be achieved if the board don't fulfil its other rule (the numbers of which escape me off the top of my head) however, the rules that states the method for empowerment of the committees ♥ And if the committees don't have the appropriate information, resources and aren't equipped appropriately in order to do the executive roles ♥ Then somebody needs to be doing those functions, so what happens by default the board ends up doing some of these roles ♥ I believe what needs to happen is that the committees not only need to be empowered but they should be actually given the tools to actually enact those executive positions and thus they can actually take over those functions ♥ What it means to me is fundamental I think. Is the fulfilment of that it is integral to what I believe the directors role is in terms of that empowerment
David Cruise	<ul style="list-style-type: none"> ♥ In my view the role of the director of DTE is that of trustees ♥ Not managers ♥ It is their job to make sure things are looked after properly ♥ It's also their job getting other people to enable to do things to shake and be able to do stuff

	<ul style="list-style-type: none"> ♥ I see Confest and it used to be although its getting less and less – Gazza, Gary referred to it back in the past it used to be an individual creation ♥ People came along and created Confest ♥ Basically, the world has changed somewhat and the of the world trade centre bombing created a great hysteria around liability and control...very hard to get insurance after the world trade centre ♥ That actually pushed us into buying property, so we'd have a Confest site to have a Confest ♥ Directors have (sorry I cannot hear that)...their pawns as trustees, they've actually gone on there as managers ♥ We've moved into more a commercial aspect of running Confest ♥ We are part of the world and the world ahs changed and this fire and the pandemic around the world has made changes to the way we live around the world and our lives – I've been locked away and discovered I have a google time line which I've looked back on the last year... basically I haven't been away in the last year or the last couple of months indeed. It's a bit frightening to go out into the wide world and basically how we do work ♥ The meetings on Zoom are quite good... I think Michael Smith wanted to get this stuff going with skype years ago. Now we're quite productive and have been forced into it. ♥ Basically rule 38 was there, and I don't think it has been explained properly. I don't think the term wise elder was necessarily good. I don't think in the Western world the meaning is that good, it relates to old people. ♥ It was more an Indigenous description of the wise elders in our Indigenous communities, but we don't have that tradition in our Western communities ♥ The oldest says I must be the wisest; confusion since it's not always correct. I've had a lot of people argue that ♥ I think it must be broader as 'enablers' ♥ There's an assumption that directors are cleverer than the other people ♥ I can only see the Dinga donger (lol)
Suzie Helson	<ul style="list-style-type: none"> ♥ No need to ding donga for me I can't talk that long ♥ The directors in any organisation are the glue ♥ To be a good board you don't really have a lot of work to do because you have great committees that work with you, ♥ but I feel that our directors, I'm not here to bag anyone, because everyone who gives up their own time, I'm telling you – thank you

	<ul style="list-style-type: none"> ♥ I think the sharing of information, inclusiveness making volunteers feel...bloody count in this organisation, ♥ Yes, our legal and ethical obligations certainly ♥ Wise elders is a lovely term but on the board we should work cohesively together...(will benefit DTE) ♥ Seven directors should work together instead of four people making decisions ♥ In the bigger picture I think the board provide the resources, call out to the volunteers: what are you after, what do you need, can we help with anything? ♥ Oh god my memory has gone shit ♥ Taking care of compliance issues ♥ Ensure transparency and let our communities get on with the committees what they're supposed to be ♥ Oh sugar! ♥ Rule 38/3 I think it is self-explanatory and all I think is let's have it enforced instead of ignoring it
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3. Members have identified that DTE has a history of faction forming within the Board and this has caused problems for the co-operative. a) Are you willing to work with everyone on the board? b) In your opinion how can the board be more cohesive?

Elisa Brock	<ul style="list-style-type: none"> ♥ To start with am I willing to work with everyone on the Board? – an emphatic yes ♥ In fact, I think I have worked with all the current Board members ♥ I've worked with most of the candidates as well ♥ I think we could have a great team, no matter who gets in – I really do ♥ As for how can the Board be more cohesive?: one thing that I've found in working with people, and I've worked with some strong personalities, that don't always get along with each other, they don't always see eye to eye. I think I've been able to help smooth the waters in some places, help people understand each other better. ♥ It's really important to keep talking to each other ♥ have one on one conversations with each other ♥ have get a better understanding of some one's personality, their goals, their perspectives – that you don't necessarily get that in a meeting ♥ it's not just important for the Board just coming to a meeting and expect that's the only interaction that they have with each other ♥ working one on one and keeping the lines of communication open
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	<ul style="list-style-type: none"> ♥ keep a focus on the work and not on personality conflict because those can just spiral out of control and I think we've all seen that ♥ As for a structure of – if I was thinking about what kind of structural changes or procedural processes we could make, if I was a member of the Board to facilitate this kind of thing – getting back to a consensus on decision making. I think that's really important. ♥ That's what makes a team, when everyone can say they have contributed to this decision and they're a part of it together, not that they've made the decision, there are winners and losers – no this is everyone's decision. I think it's really important for the Board that they get back to that
Kate Sarah Shapiro	<ul style="list-style-type: none"> ♥ My opinion how can the Board be more cohesive: respectful communication is absolutely paramount ♥ Continuing to talk, upholding the values that are so important, like integrity ♥ People speaking to each other how they would want to be spoken to – I know that's really basic but it's really, really important stuff ♥ It's so important I think that, Elisa touched on the consensus decision making thing, I completely agree ♥ Unfortunately, there are only two ways you can vote on things, there's either, yes or no. ♥ Its more about working something that's more likely close to something agreeable to people ♥ And people might not be happy with the end result or maybe they are ♥ Even the people who don't necessarily vote in favour of it, regardless of a situation that is closest to it or as close to, what everyone wants as possible. Even taking into consideration the people who are voting no. That's what I really think is important ♥ I actively try to reach out to Board members, I speak to them all individually. ♥ I think collaborative discussion and individual discussion and to keep working through those things till we reach those consensus points, is really really vital ♥ The DTE Board is a difficult place and space, everyone is coming from different perspectives and I think ideally we need to stay in our heart spaces
Suzie Helson	<ul style="list-style-type: none"> ♥ Yeah of course I wouldn't have nominated if I wasn't willing to work with everyone on the Board ♥ It is obviously for the betterment of DTE and Confest going forward ♥ We all need to work together (I was just about to swear then - sorry)

	<ul style="list-style-type: none"> ♥ I'm a believer that Board members shouldn't bring personal issues into their votes ♥ I think that at the moment when you're asking me about this faction, I think way to often I've seen it read in minutes and listened to in audio etc, etc... I think way to often that personal issues come into decision making, so get rid of the personal issues ♥ Make the vote count that are better for our coop ♥ You're voted in by the membership, for the membership and your decisions should have the best interests of the coop first and foremost ♥ To instil cohesion, I think the two girls before me spoke well on that – communication, communication, communication ♥ You know it's all about transparency, communicating and being bloody honest with each other ♥ It's not a secret society, this place is bigger than any individual so let's bloody move on and start working together please – that's all I can say thank you
Robin Mcpherson	<ul style="list-style-type: none"> ♥ It would have been a very interesting candidate that have said no ♥ So, I think the Dorothy Dickser answer there is, obviously yes! ♥ I do my best to work with everyone ♥ How can the Board be more cohesive: I think Fincom has demonstrated that three of the nominees here today work very well together, and that we do do Fincom very very well ♥ I think we can all take a bit of a lesson from the way Fincom's been developing its processes ♥ Where I think we lack in a Board is in a good induction process, actually informing a Board member before they take the seat in the first Board meeting... what is it that you're meant to be doing? I think following that up with training; the ignorance of Board procedures and responsibility by some bring all of us down, especially when they do not believe the only thing to learn is to read the rules and the act. ♥ This is why I championed the membership to the institute of community directors so we would have access to resources, and we could attend their conferences and we would have people we could call or participate in the forums ♥ I believe we have had a history members with little or no experience sitting on the Board who think that it's very much like a CC or OC which it is not. ♥ The Boards obligation is to the entity. The first duty is to the Coop and sometimes these positions are not popular with some members. Sometimes it can look like

	<p>conflict, when it is fact the Board simply doing what it has to do.</p> <ul style="list-style-type: none"> ♥ Once I'm elected if I am elected, I wouldn't actually be there to represent the position of those who elected me so I could be a constant thorn in the side of others and the Board ♥ I should be asking the question what is the best position the Board can take concerning the matter before me ♥ And not abstain because I don't want to upset my friends ♥ If you want friends that would be the bonus of joining the Board, I wouldn't join the Board if you're looking for friends ♥ So I'm going to repeat: good induction processes, good training, learn how to be a good Board member ♥ And I agree with what Kate said and a few others: that word consensus – It's really something that's been lacking. I love the way Fincom has been doing that.
Gary Lasky	<ul style="list-style-type: none"> ♥ You know and basically the directors have their own agendas, not the rules set out in Rule 38. ♥ I do agree with Robin I think I ductions are very important, um you can't expect people who cant work with the tools to have the knowledge and experience to come onto the Board, if they haven't been properly inducted and trained. ♥ You know in any organisation they go through that process, especially of they are new to being a Board member ♥ They have certain duties and responsibilities, they need to adhere to them ♥ Cohesion, well if we're working in the same direction of the same purpose and we're trying to establish the same goals, there shouldn't be any issues, there shouldn't be any issues: shouldn't be fighting ♥ I love what Suzie had to say and that was quite um direct to the point I would say. ♥ As everyone has said its about communication, being open and honest and not trying to push your own barrow. ♥ I suppose if we go back to the purpose and goal the organisation is then hopefully it will be healthy
David Cruise	<ul style="list-style-type: none"> ♥ Basically, we have a Board of seven directors and enough so we can never have a dead lock. ♥ We are required to aim for consensus which means people have got to come to some form of agreement ♥ But you have seven different people we are going to have seven different opinions ♥ Some people are going to agree – a faction is only four directors who have a majority

	<ul style="list-style-type: none"> ♥ Its not hard for three people to agree or four people to disagree ♥ Sometimes they become the same four people ♥ They form an alliance of same aims and objectives which are their individual ones ♥ I'm prepared to work with people; I believe so, but they are not necessarily going to agree with what I have to say ♥ We've got to remember that Confest basically came out as a hippy group, it came from a very radical non normal process ♥ Remember the heritage of the cooperative, where we came from, where we are going to. ♥ It is still my belief that Confest is and should be an individual creation, we managed to do it for 20 / 30 years. I don't see why we can't have the Board facilitating that. ♥ The Boards role is as facilitators, as enablers and not controllers ♥ Unfortunately, I think the Board acts as controllers ♥ We need to be freelancing our own cooperative ♥ One thing I currently find pleasing is that the rules are adhered to and taken seriously ♥ Just because they're a little bit more hippy based than supreme court and the governor generals' rules, they're a bit harder for people to comprehend ♥ They need more good will
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Lance: My observations are that DTE has an absolute wealth of talent that finds itself in awkward situations from time to time and Corona hasn't helped. Certainly, looking at it from my point of view I am very optimistic. If I was going to ah, talk to the directors about anything it would be about the need for them to to function as a Board not as a faction – factions come from the factions within the membership and if someone is going to join the Board they have to have come solidarity with the other Board members and understand what the function is. That function is fairly well set out under the act. Rule 38 about them not having a non-executive role is very difficult, I'm not saying it is impossible. I really enjoy watching the committee's function and ah we would have been much better off I suspect in the time I was active if we had enough people to form the strong committees that we now have – that's all I can add.

QUESTIONS FROM THE FLOOR

A. Mark Rasmussen: *What are your future ideals for Confest in view of Covid19?*

Robin Mcpherson	<ul style="list-style-type: none"> ♥ It's a bit of a moving target Mark, things are constantly moving, we've just seen what's happened to Confest
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	<p>Adelaide, and South Australia, and this does appear to probably be like the new normal so. The entity has to ask, this is something I'd like to stress, I'm am not running to the Board, to run Confest and I think this has been one of the biggest problems on the board for the last 10/15 years. I'm running for the board, to run an entity – there's a Confest committee that runs Confest and as a member what I'd be saying to the CC is, do you think we may have all our eggs in the one basket? As a board member I'd be saying do you think we have all our eggs in the one basket? I'd be looking at how we can diversify our steams, how we can look at the event and alter them, look at other ways of generating revenue, on our property, some of them may be Confest related and someof them wont be. But I know one thing, whatever I say, we should be doing now....(Robin got frozen)</p> <ul style="list-style-type: none"> ♥ Diversify revenue streams thumbs up ♥ Clearly smaller and more regionalised increased number of events, work out the mathematics around that ♥ How we can get an event up in Qld..and WA ♥ Encourage a broader number of activities ♥
Gary Lasky	<ul style="list-style-type: none"> ♥ DTE is an entity, which is true, I suppose, the board itself ahs to look towards the future. It's a macro aspect of things. ♥ The OC looks at the micro, putting Confest on as a Confest committee. ♥ In relation to Covid, I've worked in the past with Woodford, we don't need to be unique, we can do what other organisations are doing and implement something similar ♥ We can utilise other people's ideas if it suits our purpose our needs and our direction ♥ DTE, the board is really looking towards maintaining our future of the organisation ♥ I don't think I agree so much with what Robin is assaying about divesting, looking at other options of how to raise funds or you know utilise the facilities, that's something the board can discuss yes but whether or not we implement anything that's another question for the whole membership because DTE is about Confest ♥ I grew up with summer Confest, then we had Easter Confest, so you know and now we don't have Easter or summer. ♥ We have to start implementing Covid safe aspects and the new board will have to investigate that and meet the

	<p>various legislative and government and local council requirements</p> <ul style="list-style-type: none"> ♥ Its better that we place, you've always got to have a plan A B and C. because if a doesn't work you've got plan b and if plan b sort of doesn't work then you have plan c. ♥ That's what the board is all about, they are doing all the planning, for the organisation the organisation goes ahead and runs it.
<p>Kate Sarah Shapiro</p>	<ul style="list-style-type: none"> ♥ The situation with Covid has changed very rapidly ♥ Difficult to say we are going to do an event at this day, this time ♥ Here we are 18 days in with double donuts as we call it, so do you think that we need to not lose sight of the fact that if we go back to the DTE rules our purpose Part 2 appendix 2 its states that our purpose is to put on Confest and Confab ♥ Confest being a combination of conference and festival and gatherings and Confab being benevolent gatherings for education and support the arts ♥ I think we need to think about the fact that it Doesn't necessarily have to be at Wooroomah or that it necessarily have to be fulfilled with seven thousand people ♥ Is this an intention that can be supported with our members? Is this an intention that can be supported in other states? ♥ All these are membership questions rather than board questions I'd like to see these sorts of things put back over to the membership ♥ the board have a responsibility from the governance perspective to oversee it to make sure that whatever happens is safe and its not going to cause a situation that is damaging for the festival or for the cooperative. ♥ For example if we were to hold this Confest just gone and there was an outbreak and that outbreak spread, that would have been a critically bad situation not just for people in attendance but for the name Confest for those communities and so on that are around that local area that has wide reaching impact not just on now but on the longevity of cooperative. ♥ I do think we need to as a membership...come back to what sort of gathering...different ways (safely gather)...and in different places....how that could look. Then it's a matter of turning those gatherings into safe gatherings and we've got to do risk analysis, look at Covid safety.

David Cruise	<ul style="list-style-type: none"> ♥ My concern is when I hear people refer to Confest as an event, that's the whole commercial process it's a business thing. I see Confest as a gathering of people and the biggest problem we have is that we don't put on Confest, it is a facilitated process where people come to Confest and make Confest happen. I liken Confest to an old merry go round, ...that little circus thing. It's got little puppets (?) tucked away and people get on the merry go round, ten people get on and ten people get off and another 10 people get on...because the momentum is there people getting on and off all the time as Gaz was saying.. there's whole process of Confest is embodied in the people who come to Confest ♥ When you break the link for a couple of years, a year or two, , it's going to break the link with those people. ♥ Is Confest going to disappear with the people who come along? Our problem is not with money, we have enough assets to last us for years, DTE can continue to function for years ♥ Are we going to have the people with memory for Confest, who actually are Confester's who actually make Confest happen they bring it with them, and they take it away with them and come back next year, they are the ones who indoctrinate ♥ I used to find it interesting that having people talk about Confest to people who are newcomers talking exactly the way I would talk about it ♥ The process of Confest is embodied in the people who have been attending for years and that's my problem we've going to break the link with those people, how are we going to preserve those links ♥ Confest is a living gathering, people come along, and they are there in person they're not in some theoretical process... they are there in person ♥ Unfortunately to me this pandemic is something that has the whole world by the balls and its getting worse in other countries ♥ We've got to be careful we won't be able to bring in other people from overseas ♥ With a bit of luck, we'll bring it to a bit of control in Australia and with a bit of luck we'll have some of these vaccines that work and make us safe, ♥ I can't see the next year Confest of being any value,
Suzie Helson	<ul style="list-style-type: none"> ♥ Good on you David I love your passion and your knowledge... I'm jealous ♥ We're actually stuck in this six-day lock down in SA. We've been travelling all year without a lock down so this has actually been quite an eyes opener

	<ul style="list-style-type: none"> ♥ I've never logged into the online Confest, but I think for the time being that's the bloody way to go ♥ We can't be communicating and... we're not going to get our over seas participants as well because as David pointed out, how bad it is overseas. We're the * bloody lucky country. we've kept it under control ♥ Id like to see moving forward we still have the gatherings, but they have to be smaller, but who are you going to say can come? The first people that Buy their tickets...I don't don't have an answer to that ♥ I think that id love to see more often smaller gatherings and with Covid I think that's the only way to go – that's about it from me ♥ I was reading the chat and lance very interesting – lance has great ideas ♥ the franklin blockade I only got told of that by Coral in the last week
Elisa Brock	<ul style="list-style-type: none"> ♥ I think that David made a great point, that we don't make Confest, we make a platform where Confest can happen and Confester's create it ♥ So, when we are thinking about what we create seeing as we can't have a big Confest.... What kind of platforms can we create in this environment that Confesters can use? ♥ They're probably going to be small or they're going to be online or local, I think that they're all great ideas to explore. I think actually bringing attention back to having events its really important to us as a coop we've been looking at Confest as central of our importance because of the revenue it brings in but we all know that's not all it is it gives us a sense of focus and its our purpose but I really important thing is that it rekindles our sense of community – it regenerates our sense of our self. As a community and I think that's something that has been lacking this year due to a lack of Confest so maybe it's time to get Confab un and running again, id like to see us able to get together again and Id like to see Confester's be able to get together and create their magic. , ♥ Its not the boards job to get that together again but its something to facilitate and something to throw to the Confest committee and maybe think about.. who wants to volunteer for Confab again and get that happening? ♥ There's a lot of ideas that could go places <p>(Coral: can I just say that Ian is enthusiastic about that)</p>

4. What makes Confest meaningful to you, and are there any changes you would like to see?

<p>Gary Lasky</p>	<ul style="list-style-type: none"> ♥ As I said constantly I've been for 32 years, I've made a lot of good friends – that's where I met you actually Tania ♥ Its hard to explain, it's the community, it's the groups it's the energy it's the people putting up the black board, I can't believe the black board is still there after 30 years – it's pretty amazing and it still works well ♥ You know it's just the vibrance and the different groups of people, the groups have grown, when I was first there. there was family and arts and now we've got numerous villages – it's Just fantastic ♥ I don't know if I want to see a lot of change ♥ Of course, we have to take into account the current medical and health requirements, new legislation, like council and government...issues with fire ♥ But I think better communication with the members and community itself there are a lot of good people out there, Owen for one – I remember when he was in charge of medical ♥ That embracing a new generation, making it more children friendly that's an option because we have to ensure the future of Confest ♥ That's something I will definitely think of over the next couple of year... if I'm a director.. to be working on
<p>Suzie Helson</p>	<ul style="list-style-type: none"> ♥ Wow, I'm no envious of all you guys that have been around for 30 – 40 years, bloody hell Marky and I must have been under a mushroom or something ♥ I don't think I'm alone in saying that Confest to me was the most single life changing experience that has ever happened to me I had ever ever been through ♥ I could nearly cry thinking about at my very first Confest ♥ It's the friendships its bloody hell I'm going foul mouthed again it's the bloody friendships ♥ Like Silent Night and bloody Sony, they had Christmas with us last year, these are lifelong relationships ♥ Gary touched on it – you go to one Confest to the next and you feel as though you caught up with them yesterday ♥ I think you know we have to ensure this for future generations ♥ the audio went a bit skewed ♥ Not a lot I'd change, I love getting back to the minimalistic..... ♥ Suzie's back...get back to respecting our land, I remember having a chat with Andrew Wilkinson one

	<p>day, I love the stories of the past, in the past we would hire the land and leave it as we found it. I just want to get that respect back for our land and our beauty full river</p>
<p>Gary exiting</p>	<ul style="list-style-type: none"> ♥ Thankyou, I've been enjoying the conversations and the questions....last three nights have been hell for me. Yes thank you very much for the opportunity to talk to you...and to explain who I am and who I'm about and I'd like to say good luck to all the candidates... regardless if I'm elected or not that we work together and hope that DTE functions in an appropriate way and the board. Take care everyone and be safe.
<p>David Cruise</p>	<ul style="list-style-type: none"> ♥ What is special to me it about Confest is the connection to the earth basically it has a very Indigenous feel to it, getting into the bush, into the earth. ♥ Thousands of people from the city getting into the bush and living primitively and feeling really comfortable about it ♥ Jack, he lived in a tree, he's upgraded now, he's living in Andrews caravan ♥ They are very much the people who lived as hippies ♥ Rod... is one ♥ For me to go into the bush and not wear clothes, clothes is one way of getting back to the natural way we are. On this planet ♥ The mud, getting into the mud, its like a communion with our mother earth ♥ This process for me – it helps people change their view of our mother earth ♥ Gives us a bit of an understanding of how Indigenous people live on our planet ♥ To me about Confest is about clothes option and pit toilets ♥ Composting toilets and thinking about using excrement for fertiliser ♥ Confest brings people into place for their own humanity, their own physicality and their connection with the earth itself. ♥ That to me is the miracle of Confest and that's hard to do on the internet ♥ Maybe we should have little bags of excrement we can ship out to people in the next newsletter– because you can't...well you can send out cyber shit I suppose ♥ That my kind of view the ability to be a human ♥ Just a little story: I think at once of the sites at Tocumor, I think it was Nick and Helens place, we call it Verlands – they had a lagoon that ran along the back of the

	<p>property, the west end there was a kind of a swamp, that you can walk through, there were snakes, I was walking through the swamp naked in knee deep water, and I saw a duck wild duck flapping away like it had a broken wing and I thought I've got to help it. I went after that duck, poor duck, and I realised it was doing a decoy it just saw me as a predator or whatever. That it had accepted me as part of that natural surrounding So it was putting its decoy up because obviously it had ducklings and I just felt, that it was an incredible connection to the earth just as a human being to experience</p> <ul style="list-style-type: none"> ♥ End of story – that's my thought about Confest
Elisa Brock	<ul style="list-style-type: none"> ♥ Don't get the chance to do, it can push our boundaries and learn new skills ♥ Volunteering has always been a big part of that to me too ♥ I see Confest as a place where I can contribute to my community ♥ I really love having the opportunity to give to other people as well, bring in new volunteers and train them in new skills as well ♥ To see them feeling really satisfied ♥ To making a contribution that they may not have before ♥ My involvement in site ops not just training new volunteers in junior roles but giving people chance to take leadership positions as well that's been very satisfying to me ♥ Volunteering is important to me, Something I would like to see improved about that is about volunteers being burnt out, I see places where teams are , people are feeling unappreciated because other teams are stepping on other peoples toes, often not due to anyone's fault but that we don't have clear lines drawn where teams responsibilities are ♥ There's areas which aren't covered at all where they need to be, its really awful to see volunteers burning out and to see too much turnover I would really like to see more support to our new volunteers so we have less turn over, and people fee supported and appreciated and feel satisfied to their contribution
Kate Sarah Shapiro	<ul style="list-style-type: none"> ♥ So much has been covered when you get to this point ♥ I really love Confest I adore Confest ♥ Something I don't think ahs been covered is that people ask me what was Confest like and it's an experience like no other and its very hard to describe, ♥ I think that other places you have a holiday and you have a place different

	<ul style="list-style-type: none"> ♥ Confest is kind of like – an experience like a parallel universe its like you're leaving this world completely and having a world into a completely different way of being Where if you parked this world, this is what a different reality could look like, where people could like from their heart space and live differently and was comfortable in their own skin, reconnected back with the earth. Cared about their environment in a different way and really love that it the cocreation of a temporary intentional community, of basically Whoever comes, ♥ I wouldn't change anything about Confest there are little bits and pieces I would love to see on a personal level...it's not a board vison, I've thought oh that would be really cool to have ♥ I would like to see more Aboriginal and Indigenous walk about tours, with local elders doing tours - dreaming type journey workshops, that would be really awesome – dream time story stuff ♥ Overall, I just adore it and what everyone brings to it and I'm so great' full to everyone here and to everyone every Confest.
Robin Mcpherson	<ul style="list-style-type: none"> ♥ Great question, I'd like to just echo Suzie's thoughts. it has forever changed my life and I will always be great' full forever I feel like for some of my early learnings I have to thank David cruise and les spencer, Michael Smith, Trevor from front gate. I would not have got on to do the events that I have gone on to do if it wasn't for the time that those people spent with me. To a certain extent o don't even feel like its an obligation or even a chore out of the process of ensuring that I continue That process of mentoring, so I ensure the next generation ♥ . It's the people, even when the person experiences even negative it's a growth experience. I always learn from it – as for the changes id like to see and only from the point of Covid, I'd like to see, a national network and some smaller events, and id like to be able to see pop up Confest's where ever people want to gather and pop up a Confest w should be enabling those whenever it happens ♥ That all id like to say and I thank you David -I mean that -thank you for all the time you have spent with me

5. What do you understand DTE and Confest Core Principles and Values to be? How, as a Director, would you see these being implemented?

Suzie Helson	♥ To me I look at DTE as being a bottom up organisation
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	<ul style="list-style-type: none"> ♥ Run by the volunteers because without the volunteers where the hell would we be ♥ Its about equality, involvement and most of all participation ♥ Exploring alternative ways of living together...Marky Mark and I were just having a giggle, that's our life every day of the week ♥ It's a participant created festival (as David spoke about that sorry for stealing your words) ♥ I think that's what it all about the participants create the festival and connection to people yeah David but as the connection to the earth ♥ How nice is it to go barefoot when there's no prickles around and I love there's no judgement no matter how old you are, how young you are, you know the colour of your skin, ... you might have an accent, the people you meet from overseas it's just so enlightening ♥ I think it's the acceptance is probably the one I look to the most as core values ♥ To be an individual as long as they're (Marky Mark in the background : keep it short) ♥ As long as there is safety and respect is considered you can bloody do what you like ♥ (sorry guys Marks in the background watching NRL) ♥ So yeah – thank you
David Cruise	<ul style="list-style-type: none"> ♥ I've been listening and lost focus, ♥ As a side thing – ...essentially, interestingly there are three remaining directors two of which are women and there are three women nominating, now if all those women, there's a possibility there will be 5 women and two men, I just don't want to promote that because I'm probably not likely to be the man, its just that there is a possibility and people may take that up and see it as a n opportunity to bring a whole bunch of feminine energy – they'd form a faction as well. ♥ What are the core principles and values -I don't think that we need written down principles its more a matter of humanity, for people to come along and do what they want... as long as it doesn't hurt anybody. You've got to be careful but basically its Literally freedom to come along as you want and this is symbolised with lack of convention of clothing because it's a ...without clothes and that's one of the conventions... ♥ Talk about volunteers, I always found that in getting volunteers its basically asking someone can you give me a couple of minutes to do something and then they'd give you a couple of minutes and then they become interested and they begin working for three days

	<ul style="list-style-type: none"> ♥ My brother Peter is a wiz for getting volunteers he just asks, give us a hand for a couple of minutes and next thing you know he's got them there for the whole process ♥ Volunteers are inviting people to take part and basically its free for people to do what ever they like to do ♥ I'm not sure of that answered the question or not
Elisa Brock	<ul style="list-style-type: none"> ♥ Core principles and values there's a lot ♥ Inclusivity and connected to that in community, participation needs to be a part of that ♥ Cooperation, communication is definitely an important part of cooperation ♥ I think that we have an ethic of doing it ourselves rather than getting experts in to do it ♥ As a community belief and believe in each other our abilities to solve our own problems ♥ We have to we are an idealistic lot; we have to believe in our abilities to not only solve our own problems but to solve societies problems, at least to begin to ♥ How I'd like to see these implemented I think having faith in our volunteers and our members and bringing in more volunteers and empowering them and empowering our members by giving them skills, by giving them responsibility ♥ By trusting people to start their own projects ♥ To contribute what they want to contribute to our community ♥ We are a community that grows and changes and the way we grow, and change is by bringing in new blood, bringing in new people with new ideas and skills ♥ So, its very important that we don't let ourselves become insular that we make ourselves always a welcoming place for new members ♥ Thank you
Robin Mcpherson	<ul style="list-style-type: none"> ♥ Its an interesting question, one that I took the liberty to clarifying with Lindy because I thought I'd missed something ♥ She concurred that we don't have a set of values , we don't have core principles, I think it would be really good if we attempted to establish what these may be. At the moment there seems to be about 20 different perspectives of where we could be heading, very loose descriptions ...about what is acceptable behaviour and I think this allows for some of the most outrageous things to be done and not held to account ♥ I believe without a goal we are not only rudderless we have no direction we have no destination

	<ul style="list-style-type: none"> ♥ so, as we travel together as a community I think it would be good to pass the time by developing these principles and values ♥ Use the process to develop a more cohesive community ♥ How do I see this implemented, I think Coral has initiated this in the past such as I do believe surveying our membership ♥ Different survey for Confest different for members of DTE and then have those series of open discussions ♥ About how we can tease these things out and develop some sort of an implementation process and through this process we develop the buy in ♥ That how you build a community, by having them voice and vocalise the community they would like to be involved in ♥ So, id very much like to see that as a priority ♥ Thank you
Kate Sarah Shapiro	<ul style="list-style-type: none"> ♥ I wrote down some values that came to mind and I've actually got a different answer now... ♥ Inclusivity, respect, communication, consent, authenticity, integrity, honesty, consideration, thoughtfulness, trustworthiness, kindness and being friendly, friendly is very important ♥ What came up for me when you actually read that to me John, was that I see Confest as a place....what resonated as volunteers is that we do it ourselves ♥ Where we all pitch in and do it together, its about coming back to the whole cocreation when we come to Confest, it's about the volunteers, the volunteer model, that everyone is a volunteer that the two hour bit is, yes we should do the two hour bit but it transcends the whole two hour bit, its about every one making and so I don't know really how you put that into a value – I suppose participation ♥ Its kind of an heart felt participation, ♥ I think wherever possible we need to provide opportunities and empower and provide opportunities for people to connect with their opportunities for participation for what they want to do , whatever shape or form that it takes to do in DTE or in Confest

David Cruise: I found some pictures of Robin...

Lindy: No David...

Tania: Got to get one in there David!

6. How much time can you offer to a position on the DTE Board?

David Cruise	<ul style="list-style-type: none"> ♥ Do you want it in hours per day or minutes? ♥ How do you want it defined: I spend most of my time with DTE ♥ Basically, it's my life connection ♥ So essentially ask my family, Mary sees herself as a down to earth widow, ♥ So uh, I'm still caught up with Robins pictures <p>Coral – What was she like this year not being a widow, a director widow.</p> <p>Lindy – Coral, we need to stay on track with the questions thank you</p> <ul style="list-style-type: none"> ♥ Ok was that an adequate answer. I'm 82, I can't guarantee I'll be around for the next two years but I'm hoping to be <p>Lindy – you don't have any plans of checking out is that what you're saying?</p> <ul style="list-style-type: none"> ♥ From a real point of view, from a real point: being involved with DTE in a committed way and committed is a word, the next two years would probably help conserve my life ♥ So basically, if you want me to live just re-elect me, give me something to do
Kate Sarah Shapiro	<ul style="list-style-type: none"> ♥ At least three days a week I give to DTE sometimes it's more
Robin Mcpherson	<ul style="list-style-type: none"> ♥ Well I think my history speaks for itself I make my time available to any member most of the time or times ♥ I travel into country areas and I drop into members and say boo and hear what they'd like to see happen in the coop ♥ I'd probably participate in more meetings ♥ I chuck in Fincom, participation in the OC, CC, Fincom, the Board ♥ And I think attending the OC and CC as a Board member you should be attending the CC because as a board member how do you know what your members are talking about and the stuff that's happening in the membership ♥ So, in think I've demonstrated that I'm able to give as much time as needed and then some ♥ It's a pleasure, I regard the whole thing as a pleasure even when you are abusing me.....a bit weird like that
Suzie Helson	<ul style="list-style-type: none"> ♥ Oh, I thought about this really long and hard Lindy and to me how long is a piece of string. ♥ I think currently way too much time is wasted on the Board but I've spend time in listening

	<ul style="list-style-type: none"> ♥ Minutes seem to be a bloody fiasco because it takes ages to approve minutes. But I think if the board could bring in reading the minutes prior to the board meeting it may cut down the time waisted at board meetings and not be reapproving OC and CC approved agenda items ♥ But yeah whatever is required to do a bloody good job to be honest because some...I believe that some like Robin that can call in to members – good on you Robin, that’s keeping in touch with the community as well. ♥ And Kate three days a week, wow as a working person that’s amazing ♥ I’m retired I don’t know if three days a week’s...twelve hours, but yeah I’m just having a joke at the moment. But whatever would be required to actually do a good job. ♥ Yeah, that’s about it – thank you
Elisa Brock	<p>I have plenty of time for DTE, and I think I’ve shown that with my current and past involvement in the past year...in Fincom when we were getting the books in, I must have been working Four days a week for a while, there. I am fortunate to be in a position at the moment where I have plenty of flexibility and I have plenty of free hours.</p> <ul style="list-style-type: none"> ♥ I am willing to, I know it’s a big job and its especially a big job if you want to do it well, and I want to do it well. ♥ So yes, I’m up for that.

QUESTIONS FROM THE FLOOR

- a. Coral Larke: ***How will directors build capacity in committees and members? This question raises another question, how you will control the impulse to be controlling?***

One thing that’s been identified in DTE is that certain directors make themselves indispensable by holding too many roles and hold keys to passwords, files, communications and accounts. Sometimes and not encouraging members to step up, so it’s a way of, holding power and keeping power, so if you continue as a director or if you step up onto the Board for the first time is building capacity in the committees a priority for you? How will you control the impulse to control all the departments and micromanage?

Suzie Helson	<ul style="list-style-type: none"> ♥ I don’t think it’s about individuals, you know as a Board we are a group of people working together ♥ I don’t think it healthy for any one individual to have any power over one organisation ♥ I think we need to make sure we have back up for all our...whether it be for IT, or what ever part of DTE. I think we need partiality and not one individual
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	<ul style="list-style-type: none"> ♥ I think it's a shared knowledge (Marky Mark in the background) – I think its shared knowledge going further than the individual
Robin Mcpherson	<ul style="list-style-type: none"> ♥ I believe constantly we need to improve our community's resilience and we do that by bringing multiple redundancies and removing single points of failure. ♥ I too feel the frustration of.. not being able to get access to answers in some areas ♥ I think I have demonstrated in Fincom that I have been able to elevate other members in the community ♥ Demonstrated with the drop box password for example we passed that on to the bookkeeper ♥ So, I would be the Same as every other person and wouldn't have more advantage in the tech as any other in the platform ♥ It's a good point that you raised, and I feel that under the current Board... I do hope we can remove single points of failure and build multiple points of redundancies which leads to a more resilient community ♥ Thank for the question
Elisa Brock	<ul style="list-style-type: none"> ♥ I've come across this issue in other organisations I've worked on in the past where, there is one person who has made themselves indispensable to a particular department or team. ♥ If they go the whole thing falls apart since they're the only one's who know how to do it ♥ The answer to that is generally to create operating manuals so that how something works is not in someone's head, so that there's more than one person who knows how to do it ♥ It really important for us as an organisation that we have a process where we can let go of the ego that can build up as being the only indispensable person, and actually teach. In teaching skills and sharing skills, letting other people in on the secrets of how these things run. We become less important ourselves, but we empower others, that's not to be just a thing that humble individuals do but is a way that we operate, we document what we do, we have manuals, we have Redundancy. ♥ We're a volunteer organisation, you can't always expect that if someone has a job they'll always be there to do it – sometimes life gets in the way and you can't always do it

	<ul style="list-style-type: none"> ♥ Not just one facilitator in the area but to have two, or several, and for everyone to be trained in multiple things
David Cruise	<ul style="list-style-type: none"> ♥ I'd like to respond to Elisa... ♥ We do have Confest creators come along and they have unique vision and potential to do things ♥ We've got to ...that these people are unique creators and they have it in their head, it's a creative process, we need to respect them and not try and wrench them out of their heads and often people with workshops will often bring things that are unique with creative vision and we've just got to revel and accept their creativity and not be envious to it.
Kate Sarah Shapiro	<ul style="list-style-type: none"> ♥ I think it's a really great question, I think that its really quite... one of the issues is really quite deep. ♥ Like others have mentioned we really need multiple Points of redundancy in the system ♥ It really scares me that others have held on to it so tightly and not been forthcoming in things ♥ We need multiple back ups ♥ We need to share the load ♥ We need to be buddying people up ♥ Idea of being co facilitators ♥ Enabling groups, there's some reasons why people have held on to keys tight, there's a lack of trust and that's a two-way thing and that's not good ♥ It's a really complex issue, it concerns me greatly

b. Deborah Merkoeken question: ***Would you support a permanent levy on ticket prices, to go to Yarkuwa, to be utilised as they see fit. As we are gathering on unceded Wemba Wemba Country***

Thank you John, thank you Tania. Yes, I'll keep to a few people. As I ask the question I'll try and work out who. My question is not necessarily for directors but in this case, it will be for people who are potential directors, As we should all be aware of when we gather for Confest we are gathering on the unceded lands of the Wemba Wemba people and I'm wondering how you feel about a permanent levy to be put on ticket prices – to be given to the Wemba Wemba, to be given to the Yarkuwa, their Knowledge Centre or as Uncle Glenn...I would like those people who are current directors – Robin and Kate and I would like to ask Elisa that too. Thank you.

Kate Sarah Shapiro	<ul style="list-style-type: none"> ♥ I would consider that a membership decision, but I personally would support it
Robin Mcpherson	<ul style="list-style-type: none"> ♥ I've only got three word – Pay the Rent ♥ It's an old one and a good one

	<ul style="list-style-type: none"> ♥ I really think that if we're going to be serious about our local groups in our community we have to show respect, we can't just be another white mans organisation using country to put thousands of dollars in a bank account and thereby rendering those who had it in possession for many thousands of years before us... ♥ It's a great question Deb ♥ I totally support it
Elisa Brock	<ul style="list-style-type: none"> ♥ I think that's one I might listen to the members on ♥ People who have more knowledge and expertise in that area than I do ♥ I don't claim to know everything about everything ♥ Its an area that I would want to inform myself better ♥ I love the idea of it and I think if we were going to do something like that I'd want to discuss it with the Wemba Wemba elders to see that we were doing it in the way that worked most effectively for their people
Suzie Helson	<ul style="list-style-type: none"> ♥ Thank you Deb, I think that it's a beauty'full question ♥ I for one with my heritage would definitely and happily support a levy ♥ Our fist nations people let us use this land and water and what their culture is actually built on as we all know ♥ And we are very privileged although we have some that don't believe it, but we are so privileged to walk on these lands ♥ I don't know if we'd need to increase ticket prices Deb, I really don't know, it would be a lovely gift from DTE, perhaps donate five dollars from every ticket – that's six thousand people – be a lovely thirty thousand donation, wouldn't it ♥ But I think definitely would have to go to a meeting but has my unequivocal support on that Deb, what a beautyfull beautyfull gesture
David Cruise	<ul style="list-style-type: none"> ♥ Deb will hate me, but I object. I don't like to see Confest used as a fund raiser in any way. Should we engage as best we can with the local Indigenous people, we were doing that already. I'd support them in presenting to us, making it a two-way exchange and not a handout. Let them come and give us their values and get something from them. I don't think give them money – it's just white man logic and it's not good <p>Suzie: I think we could use a lot of learning from them, with their burn offs and everything... we are talking about clearing the land for safety and everything else... what better people to come on our land and to show us how to burn off properly</p>

	<p>Tania: I'm going to interject and acknowledge that we actually have a community fund that goes to the Moulamein local people. I was just wondering David how different that community fund looks to you, in opposition to giving the Wemba Wemba people money?</p> <ul style="list-style-type: none"> ♥ I object to the community fund as well, I did always ♥ I see we shouldn't be fund raising ♥ We actually pay our rates and we act as good neighbours we trade with the local people ♥ Their op shop lives on Confest ♥ This is more community, that is my opinion, I'm just a purist...
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c. Ian Paulin Question: – I'll try to be mercifully brief. My question is that I'm way down in Tasmania with my sons who are very interested in DTE. Although I fully acknowledge what a powerful experience several Confests were for me in changing the way I saw the world, ***I'm wondering what candidates can conceive of or dream of building other pathways to participation for me and my lads, given that we might very rarely attend Confests, but really would love to be involved with DTE as a movement and as an opportunity to contribute positively. If some candidates could suggest what they might build into the DTE experience that would allow us to participate, even when we can't run around and play guitar and cover ourselves in mud?***

Tania: Who would like to respond to that? Kate you are smiling.

<p>Kate Sarah Shapiro</p>	<ul style="list-style-type: none"> ♥ I think he can cover himself in mud – you've got the Confest spirit in you...lets harness that. I feel like you could run around in mud. ♥ In terms of the Confest living inside us, you have , you've got the knowledge of Confest and the heart of that space in you. We have a number of Tasmanians in there that could also go to Tasmania – we could cocreate a Confest in Tasmania, that would be totally rad. <p>Ian: I suppose my question was that I accept the value of Confest totally and it really did have a meaningful impact on my life, but I'd like some other things to do that I can do weekly, daily. My question is what can you build into the DTE movement that would allow me to do that?</p>
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	<p>♥ Look I really loved going to the Confest online experience. It happened organically out of a number of community members that really had a vision that could be enabled and built an amazing group of, a platform...that was really awesome for a number of workshops. They did it a couple of times and it was great. I think it would be wonderful to have more online Confest. I think this stuff bubbles up and happens organically. I guess I'm about empowering and enabling, and I don't see that as a board directed thing. I get excited about possibilities, opportunities, stuff that bubbles up, if there's an idea, then lets create something and some people have that its great and then how can we take that to a meeting and people can make it happen.</p> <p>Ian: I was actually hoping to hear this from Elisa since she was talking about it this evening. I was actually following up on something that they talked about.</p>
Suzie Helson	<p>♥ It's Suzie here Ian and I'd just like to ask you if you have any ideas about what you could be doing. Obviously you've got so many experiences with the ideals of Confest....I just saw in chat that you used to perform as well, that's nice to see? Um so do you have any idea?</p> <p>Ian: I was really hoping from Elisa...</p>
Elisa Brock	<p>♥ Can I ask a clarifying question here? Are you looking for opportunities to volunteer or Confest type of experiences to participate in?</p> <p>Ian: A little bit of both but I suppose what I was looking for ah... community building, broadly in DTE itself. I've chatted to Coral about Confab; some people have talked to me about that as a worthwhile community building experience potentially. But that has to be supported by the community and the board for those sorts of things obviously. But I can't just trod off myself and figure it out myself.</p> <p>♥ I think...Confab would be a great thing to get going again and that does involve getting together with others to make that happen again. Looking at what kind of events / things that you want to put on. The online Confest events forum might be something that works well with that...cant easily get to Melbourne f your</p>

	<p>looking, if this is my chance to give a plug to all the committees that need volunteers then – Fincom, Memcom, site ops, what else do we need, asset management, the Governance and Statutory Compliance Committee. There are a lot of people who would love to get a lot of people involved. That’s more just a kind of running the coop thing. So, if that appeals then anyone else you can bring along you’d be very welcome.</p> <p>Ian: Thanks for the contribution so far, I really appreciate that.</p>
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d. Question from Kathy Ernst: ***What action will you take if you become aware that a director is taking advantage of DTE (financial or property).***

This is a question from a member in Sydney, he couldn’t attend tonight, and he sent me these questions. I thought this was one that was worth asking.

Robin Mcpherson	<ul style="list-style-type: none"> ♥ I can answer from my perspective. You are duty bound. Raise it, you are duty bound to deal with it. <p>Kathy: How would you do that?</p> <ul style="list-style-type: none"> ♥ Well someone has to present evidence, rather than just innuendo, rumours and accusations. ♥ Then you investigate the evidence.
Suzie Helson	<ul style="list-style-type: none"> ♥ Can I just say what I would do? I am agreeing with Robin it’s not about innuendo, it’s about evidence. ♥ I think as a board it would definitely be a huge debate and if not solved by the board, I would take it to the membership
Kate Sarah Shapiro	<ul style="list-style-type: none"> ♥ Raise it with the person themselves ♥ Seek out further information to gain evidence and to gain further information ♥ As Robin said you are duty bound to act but under the circumstances as to the action that you then take ♥ It depends on the circumstances and what it relates to
David Cruise	<ul style="list-style-type: none"> ♥ I’ve put it in my policy statement ♥ Our financial data is totally concealed from members ♥ That’s what should be freed up and opened so others can have a look...all the numbers are hidden ♥ Its hidden by Fincom as much as anybody <p>At this point David shares a photo of Robin and his daughter Danielle, of about 20 years ago. So many ohhs and ahhs in the meeting to acknowledge how gorgeous it is.</p>

	Robin is very great'full and tells a loving story about his daughter (I'll paraphrase). Danielle would pack all her barbies to come to Confest, but when they got there (here), the dolls would stay in the boot and she'd play in the mud. (Mid 90's)
Elisa Brock	<ul style="list-style-type: none"> ♥ So, if I come back to the question if a member of the Board was taking advantage of the coop, I think I'd, I agree with what a number of people before have said. ♥ First I'd get evidence ♥ Second talk to them about it ♥ See if there's something I've misunderstood and ♥ Thirdly I'd bring it to the Board ♥ I think that its very important to me to have integrity ♥ If you start turning a blind eye to things you can just get to caught up in ♥ I don't know what to say its not a way I'd go, its really important to me to have integrity and hold other people to in terms of that integrity ♥ It's something that works as a community rather than as an individual thing, it's holding each other, to the same standards is how we have standards to the group. I think that's really important ♥ Thanks

CONCLUSION

Tania: That concludes the Director Nominee Forum for 2020. I'd just like to thank the director nominees for being here and all the existing directors for being here as well. I'd like to thank all the members, the volunteers and guests. I personally think this was an extremely successful forum and it was, everyone was just beauty'full and respect'full and the questions from the floor were pretty awesome. Ellen's just saying, "thanks the hosts as well – great process." I'd just like to thank the other two hosts who pulled this off with me and that is Lindy and John. I think we are a great team.

There were many thanks from the floor – what a great night.

Apologies to a member.

Tania to Scouse: I want to acknowledge to the gorgeous Scouse in the House (Steve Gregory). that we did not allow his question since it was already addressed early in the forum. It was, as we all know about Rule Number 38 – the wise elder and non-executive role.

I also want to acknowledge that if it weren't for the tenacity of personalities such as his, these rules would be by passed and up shit creek.

I apologise to you Scouse for cutting you off however, I do will that in this transcript your question and concerns surrounding Rule 38 are addressed. <3

In the chat from Lance:

Lance:

Tania, I'm working on putting forward ideas. I would hope that DTE can use the current problems with Covid19 to diversify, build social networks and run smaller gatherings and online events. I also see a need to expand the group of people who are interested beyond the current membership. I would also be happy if DTE expanded its activities in cooperation with Conservation and Social Justice groups. Is anyone aware that DTE sent a technician and radio equipment to the activists running the Franklin Blockade? How many of us were born then?