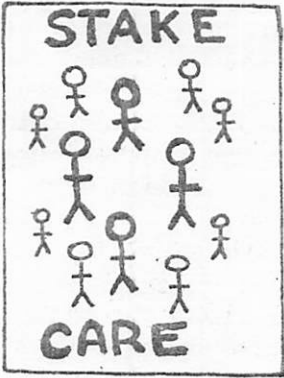


Sent wk 11

*This plus Stake Curr.*



# DOING THE STAKES !

Dear Colleagues,

January, 1978

Greetings from Caño Negro and the Caracas House!

We wanted to share with you and put before your brooding a curriculum experiment we've begun this quarter in the stakes that so far has had a powerfull impact on the village.

Although the four stakes have been meeting every week over the last year and reach groups of people that do not participate in the guilds or other community structures, we have been struggling with the issue of intensification relative to stake identity and practical care. Another concern was how you began to use the practical expertise that existed within the guilds as a way to impact the entire village and so got more villagers up front in a leadership or pedagogical role.

What we came up with was a ten week curriculum design that gave each of the five guilds two different presentations that they would repeat in the individual stakes. Or on any one stake night there would be a different guild in each stake doing the curriculum presentation, and then they would all rotate the following week into a different stake. By the end of five weeks all the guilds would have been into all the stakes and by the end of ten weeks both curriculum events would have been presented. The model is on the following page to clarify the confusion.

A value that we held was to have the substance of the curriculum come from the felt needs of the stakes and the procedures and design be done by the guild, so that in fact the entire village had a role in designing the model for the quarter. What we did was to have all the stakes meet in the community center and did a workshop where they needed practical training or where they felt they needed to have presentations done relative to program arenas. This last arena really had to do with where the village needed a contextual motivational push. The guilds then took the brainstorm data and the priorities that the stakes laid out and designed the model down to the procedures and questions that would be asked. We then implemented the model.

As was mentioned earlier, the emphasis has been on training and motivation. For example, the preschool is doing a "mini-day at the preschool"; a 20 minute presentation in which the stake can get a feel after what takes place on a normal day , hear the rituals, etc. They then artform the event after the conclusion of the presentation. This has hit the problem of a drop of attendance in the preschool after the holidays by bringing the preschool to the families and sectors. On the other side is the first-aid class that the Health Guild is doing. A simple first-aid kit is brought in and the stake health guardian as well as the village paramedic demonstrate the use

of all the items. The villagers in Stake Las Acacias now know for example that it is not a good health practice to put old coffee grounds or dirt on an open wound. Also the visioning dynamic takes place in the work that the Community Identity Guild is doing on the plaza design. They have created a simple clay 3D topographical model of the proposed site and the stake then carves out pathways and place miniature trees and benches and statues where they think they should go. Then a plaster cast will be made of each stake's work and the village will have four designs to choose from.

In terms of project completion, this has given us a way to train a broader base of villagers in workshop and Imaginal Education methods. It is a highly event-filled and visual happening that allows those who have the least reading and writing skills to participate and also direct. We also see this as a possible way to leave a residue which the village could pick up and design each quarter after the June completion date.

We would like your practical reflections on this type of model and also any other suggestions you might have on curriculum arenas that could be employed in this type of dynamic. Also if any of the other projects are experimenting with practical training at the stake level we would appreciate hearing any wisdom there.

We will keep you posted on the progress of the stake meetings and our reflections on its weaknesses and strengths. Again, below is the model:

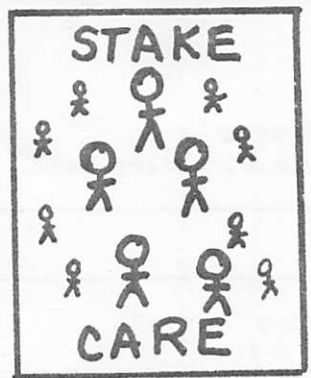
Guild	EDUCATION	HEALTH	IDENTITY	AGRICULTURE	INDUSTRY
Unit One	"A Day at The Pre-School"	First-Aide Class	Plaza Design W/S	Soil Testing of Family Garden Plots	Store Inventory Expansion W/S
Unit Two	"A Day at The Primary School	The Five Fingers of Nutrition	Foro Communitario report	Growing Nutritional Foods in the Family Garden Plots	Doing a Simple Family Budget

— All of these are designed around visual events, ie., The Agri. Guild will bring in different types of vegetables that could be grown in the family garden, the Health Guild will bring in samples of foods from the food groups and one that has been prepared by a villager so that they can taste an actually prepared food and then menus will be passed out. Industry will pass out simple budget sheets after demonstrating the family budget method etc.

Suggested use of this sheet:

- Art-form this letter
- Reflect on own stake development (happenings, journey, edge)
- Write-up something about your stakes (GSD post will print it)
- How would the Cano Negro stake experiment be helpful?

Note to auxiliary: During this next quarter we will have an emphasis upon stake development; please send us stories, constructs, pictures, curriculum ideas that you have found helpful so they can be mailed out to the other projects.



STAKE MEETING OPTIONS

Have you done these in your stake meetings? What works? We brainstormed this listing in 15 minutes and experimented with writing the next 4 points under each. These stake curriculums can be created rapidly and occasion eventful stake meetings.

STUDY	WORKSHOP
<b>A. MAJOR LEARNINGS</b>	
1. 5 Social Principles	W/S Grounding in the Local Dynamic
2. 5 Economic Principles	Pull through Local Business
3. The One Demonstration 24 Locations	Write Letter to Another Project
4. Programmatic Chart	W/S Actuation Formula for Each of the Program Areas
5. Community Organization Chart	Dramatize How Your Stake Responds
6. Function of Stake	W/S Stake Function of Care, Action
7. Social Process Triangle	List Service Institutions that serve community related to triangles
<b>B. SETTING UP STAKES</b>	
1. Gridding stakes	Grid Stakes into 4 or 5 Units naming Team Leaders
2. Locating Houses and Families	Make a Chart Showing Locations Of All Houses and Names of Families
3. Stake Care Teams	Set Up Calling Team Structure
4. Stake Land Use	Make a 2'x4' Scale Model of Their Stake
<b>C. STAKE FUNCTIONING</b>	
1. Stake T/M	Do a 4 HR T/M W/Meal at the Stake or Sub Stake Level
2. Greeting Team	Set Up a structure to Care for Newcomers to the Stake
3. Stake Calling Teams	Begin Calling Schedule; Plan distribution of Community Voice
4. Stake Celebration	Plan Stake B-BQ or its equivalent; Pot Luck Dynamic
5. Stake Story	Build Stake Story told by Oldest Resident

6. Stake Youth Teams

Set Up Inter-Stake Sports Games  
Between Youth Teams (i.e. volley ball)

D. STAKE WORKDAYS

1. Stake Node

Plan workday on Setting Up Stake  
Gathering Place

2. Stake Beautification

Plan Workdays on Painting, Planting Flowers  
Repair, etc.

3. Stake Play ground

Plan Workday on Setting Up a Children's  
Playground

4. Stake Garden

Plan Workday on Setting Up a Corporate  
Stake Run Garden

5. Stake Clean Up

Plan Regular Stake Clean Up Structure

6. Stake Pathways

Plan Stake Pathway (sidewalk) Upgrading

7. Stake Sanitation

Plan Stake approach to attacking Water  
Supply and Toilet Facilities.

8. Stake Utilities

Plan Stake Approaching to getting Road  
Repairs and Rubbish Removed.

January 1978

Q U O T A T I O N S   F R O M   T H E   G L O B E

LOCATION	STATEMENT
China	Know your enemy, and in a hundred battles, you will win a hundred times.
China	If three friends think together, the result will better the thought of the greatest general.
Japan	Don't be too discouraged by failure. It is the starting point to success.
Japan	Even soft rain drops from the roof can make holes in stone.
Western Samoa	It is true that our success or failure lies not in the stars, but in ourselves.
Korea	The Mountains High: All the people know the mountain's high And he who would the summit spy Around must and around must go And much of toil and sorrow know. But most decline to even try; They simply say, "The mountain's high."
Korea	With one small hand I cover my eyes and the suffering of the world disappears; but with what hand shall I cover the eyes of my mind?
Fiji	A country without culture is a country without a soul.
Fiji	We must not let ourselves become victims of the temptation to "take it easy." The road to nation building is a hard one. But we all know that nothing worth having, nothing that will endure, can be gained easily.
Philippines	A stick can serve its purpose but if bundled together, they will serve a million one purposes.
Philippines	The heaviest load is as weightless as a feather if placed on more than one shoulder.
Philippines	We cannot do anything if we begin by saying we cannot do it. Elpidio Quiruno
Sarawak	When you work and live to do something, then you will have a bright future.
Indonesia	With our gifts let us work together without thought of personal gain.
Singapore	Nothing in life is free; you have to work for it.

LOCATION	STATEMENT
Australia	<p style="text-align: right;">January 1978</p> <p>Are not the people to be trusted to look after their own interest? William Morris Hughes</p>
Australia	<p>"...this is a society in transition, in which the old patterns of living and thinking and acting have broken up and the new ones are still evolving." Graig McGregor</p>
Australia	<p>"The past is gone like our childhood days of old. The future comes like dawn after dark, bringing fulfilment." Kath Walker</p>
Australia	<p>Should we not set ourselves - publicly and proudly - the national ideal that we are still young enough to create a new society, keeping the harmony of the old but made up out of an increasing diversity of nations and races?" The Bulletin 1971</p>
Australia	<p>With qualities of fortitude, endurance and initiative thus shown, what may we Australians not hope for in the future. Alexandra Hasluck</p>
Australia	<p>I have grown past hate and bitterness, I see the world as one. Mary Gilmore</p>
Australia	<p>Men are never so likely to settle a question rightly as when they discuss it freely. Lord Thomas Macauley 1830</p>
Europe	<p>If there is any period one would desire to be born, is it not the age of revolution when the old and the new stand side by side, and admit to being compared; when the historic glories of the old can be compensated by the rich possibilities of the new era? This time, like all times, is a very good one, if we but know what to do with it. Ralph Waldo Emerson 1837</p>
Europe	<p>Each venture is a new beginning. T.S. Elliot</p>
Europe	<p>I am convinced that the world is not a mere bog in which men and women trample themselves in the mire and die. Something magnificent is taking place here amid the cruelties and tragedies, and the supreme challenge is that of making the noblest and best in our curious heritage prevail. C.A. Beard</p>
Europe	<p>The mind of man is capable of anything because everything is in it, all the past as well as the future. Joseph Conrad</p>
Europe	<p>Great things are done when men and mountain meet; this is not done by jostling in the street. William Blake</p>

LOCATION	STATEMENT	January 1978
Europe	The century on which we are entering can and must be the century of the common man.	Henry Wallace 1888
Europe	A community is like a ship; everybody ought to be prepared to take the helm.	Henrek Ibsen
Europe	We can only pay our debt to the past by putting the future in debt to ourselves.	John Buchan
Europe	In the past we have had a light that flickers. In the present we have a light which flames and in the future there will be a light whi shines over all the land and sea.	Winston Churchill
Europe	And if, as we work, we can transmit life into our work, life, still more life, rushes into us to compensate, to be ready and we ripple with life through the days.	D.H. Lawrence
India	When we step out from the old to the new, an age ends and the soul of a nation long suppressed finds utterance.	Nehru
India	Mass discipline is an essential condition for a people who aspire to be a great nation.	M.K. Gandhi
India	At the stroke of midnight when the world sleeps, India will awake to life and freedom.	Nehru
India	<p>Tagore</p> <p>The village community, which is the mother of nations and supports national endeavor, has been disrupted and is now moribund. Its lifegiving institutions are uprooted and are floating like dead logs down the river of time.</p> <p>Caught between tyranny and charity, the village people have been emptied of self-respect.</p> <p>The dignity of civilized living rests today on a chosen few, maintained by the unwilling labor of many.</p> <p>It is not the rich but the poor who must rescue society from the crushing weight of great wealth.</p> <p>Our aim must be to restore to the villages the power to meet their own requirements.</p>	

January 1978

LOCATION

STATEMENT

India

To try to help villagers from the outside could do no good-.  
How to kindle a spark of life in them-that is the problem.

Our ills cannot be cured by treatment of symptoms. The causes have to be removed. First, the people must cease to be parochial; they must feel that they are part of a world society. Secondly, in the economic sphere, their efforts have to be coordinated with the efforts of men elsewhere.

It should be our mission to bring to the villages health and knowledge; wealth of space in which to live; wealth of time in which to work, rest and enjoy; respect which will give them dignity; sympathy which will make them realize their kinship with the world of men, and not merely their subservient position.

If the Indian economy is based once more on cooperation, the villages which are the nurseries of our civilization will be vitalized and the whole country will gain a new life.

Inyan  
Wagakapi

The fresh air of the future feels good.

Thomas Black  
Sioux Elder

Europe

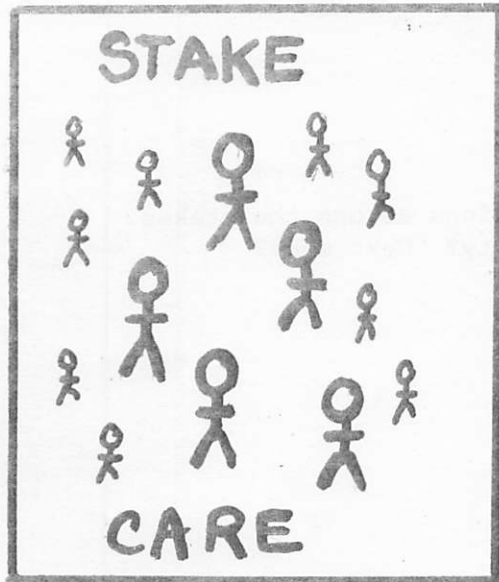
There is a tide in the affairs of men  
Which, taken at the flood, leads on to fortune;  
Omitted, all the voyage of their life  
Is bound in the shallows and in mistires.  
On such a full sea are we now afloat;  
And we must take the current when it serves  
Or lose our ventures.

William Shakespeare

Unknown

The task that lies before us is beginning to bind my people  
to one another. Ancient of Days

January, 1978



Visible signs that demonstrate the rebuilding of community life are spread across the five stakes

SO

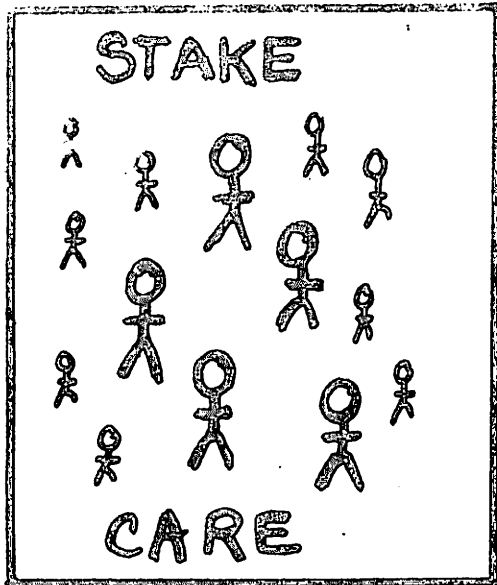
All the community geography is claimed as significant.

#### SUDTONGGAN

First the village was gridded geographically. The problem was how to get people aware of their stake geography (called Puroks in the Philippines). One of the things we did was to spread the first of our major signs across the stakes. The first toilet, the preschool, the clinic, the generator were all placed in different stakes. We also decided to do common gardens in each stake at the same time. We called each garden by its stake number - STAKE I GARDEN, STAKE II GARDEN, STAKE III GARDEN, etc. They each had a big sign with that name on it. Each stake met to figure out how to plan and care for their garden.

**QUESTION:** Grid your communities signs across the stakes.  
Which one is full? Empty? Next step?

January, 1978



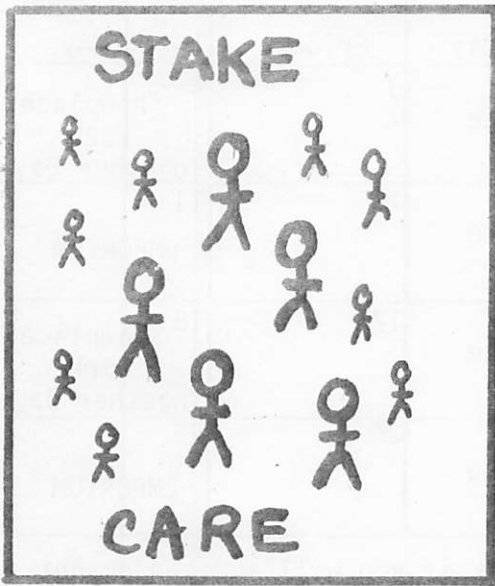
One of the steps in establishing the community consensus is building consensus in the stakes

SO

Full community participation in creating the future plans is assured.

**DELTA PACE**

Some people come to stake meetings that don't come to the Guild or Comprehensive Plan meetings. We don't understand why. It just happens that way. So the stakes serve as a two way communication. Stake meetings disseminate the information that comes out of the Monday Guild meeting and the Tuesday Comprehensive Plan meeting. And, people in the stake meeting get out their feelings on particular community issues. These get reported back in the guild meeting.



January, 1978

STAKE MEETINGS happen once a week or once every other week

SO

The whole community has a vehicle for participating in shaping its destiny.

#### OOMBULGURRI

Doing this stake meeting week after week, people get trained very quickly in that kind of a construct. I will never forget the night we were getting ready for the meeting, having our interlude and sitting down, when Olive Evans just marched up to the front of the room. She sat down, did the opening, songs, accountability, and then turned to one of us and said, "Who is doing the conversation tonight?" People get trained in those structures. / But walking through the stakes continues and keeps going on every week. It doesn't matter if you're handing out a bulletin or just going down to say hello--what is important is those stakes are visited. It doesn't matter if it is you or the stake leader or whoever, but somehow somebody shows up there every week--that is the stake visit.

#### MAJURO

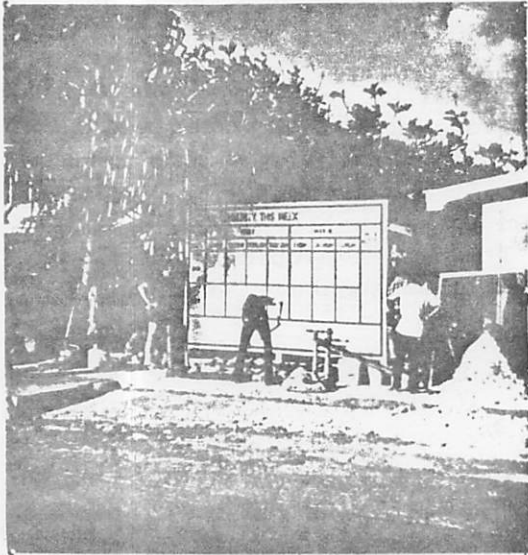
Majuro held mini town meetings in each stake and then held a community assembly: following this stakes were launched. Each stake meeting night we go to a predetermined space in each stake. We carry along three large pieces of decor that help define our space as we settle on the ground.

(see reverse side)

FEBRUARY - 1978

time Showplace	WEEK ONE				WEEK TWO		
	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
			1	2 Stake	3	4 Showplace Work-Together Day	5
Week 6	6	7 Guild	8 Ash Wednesday	9 Stake	10	11 EMPORIUM	12
Week 7	13	14 Guild	15	16 Stake	17	18 Showplace Work-Together Day	19
Week 8	20	21 Guild	22	23 Stake	24	25 EMPORIUM	26
Week 9	27	28 Guild	You should not ask if you will succeed or not. That doesn't matter. The only thing that matters is your struggle to carry it on.".. a Greek Philosopher.				

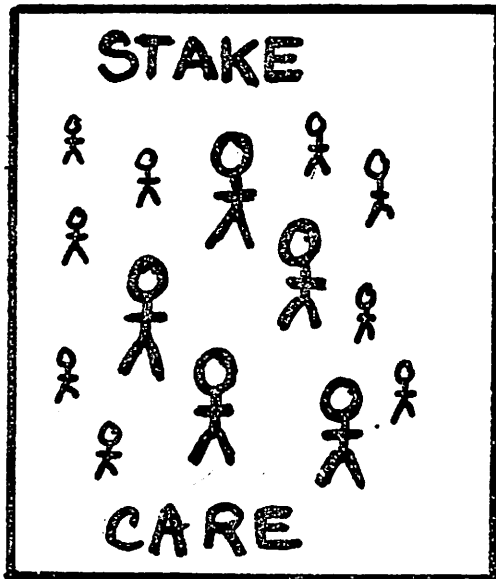
This is one month of Majuro's quarterly calendar.



This is Majuro's community calendar.

Have you a calendar or time design of the stakes to share with other projects?

January, 1978



Regular visits, meetings, workdays  
and celebrations are the actions  
that do the stakes

SO

The community experiences a rhythm  
in its life creating neighborhood  
identity and historical significance.

#### DELTA PACE

Stakes in Delta Pace meet once a week. Each quarter, three people in each stake agree to be a stake leader for a month (each quarter some new people volunteer and some "old hands" stay on). During their month they call the people of their stake together, hold the meeting in their home and provide simple refreshments like cookies and kool-aid.

#### SUDTONGGAN

No formal meetings were held the first few months. The Tuesday evening guild meetings held the weekly meeting dynamic at first. After people became aware that they lived in stakes, the stake meetings began. Stakes were divided into 4 or 5 teams each grouped geographically by houses. The leaders of the teams come to stake leaders meeting every other Thursday evening and then the stake meetings were held on the other Thursday. The stake meeting forms around the task of developing the space of each stake - signs, gardens, plants, electricity, water.

#### MAJURO

Sample of weekly meeting rhythm on reverse side.

STAKE

(Sample Majuro Stake Meeting)  
ACTION: BUSINESS AND COMMERCE

MRH  
2/9 '78

STRUCTURE  
AND  
TIME

CONTENT AND DESCRIPTION

OPEN

5-15 min.

Gather and put up decor in the preselected space  
Welcome and Sing: "Hello Marshall Islands"  
Drama - "Now is the Time, We are the People: Right. Right.

CONVERSATION

10 minutes

Show world grid in relation to 24 HDP- Hold up Majuro, Inyan Story.  
QUOTE: "Let up put our minds together and see what life we will make for our children." Chief Sitting Bull  
  
1. Read - repeat -Translate.  
2. How many children in Marshall Islands? Majuro? Showplace?  
3. What life do we want to make for them?  
4. What does this mean for us in stake \_\_\_\_\_?  
5. How can we "Put our minds together?"

STUDY

15 minutes

Show "Showplace Grid" - Locate Stake and Meeting Place.  
Intro: Today we talk together about "More money" in our community.  
Step one - Bring in money (how and who)  
- Lower prices (Emporium and mark/act/build)  
- Keep money in (how)  
- Calculate money (how)  
- Global/Local linkage (what do we)

WORKSHOP

Show ORG Chart  
Hold up Emporium and Guild /Stake Participation/invite all to come

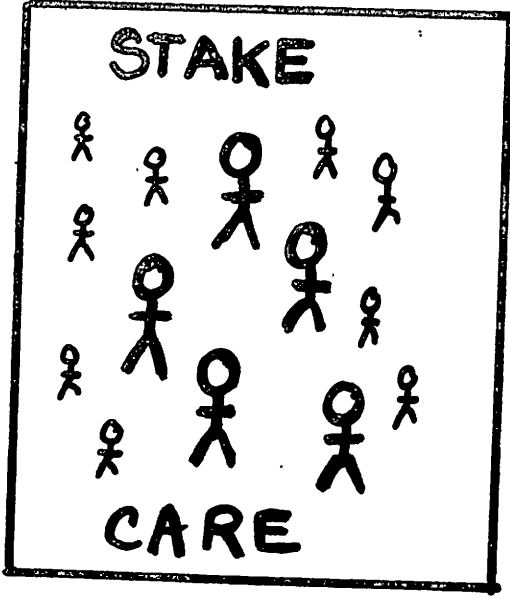
CLOSING

5 MINUTES

Thank everyone  
Sing "Hello Marshall Islands"  
I send us out to build the Showplace - We build it with our Care.

What issues must be dealt with in your  
community to intensify stakes?

January, 1978



The format of stake meetings shapes the community memory and releases the power of reflection

SO

The community can experience the depth of its human experience, the breadth of its intellectual capacity and the power of its corporate action.

DELTA PACE

Stake meetings last an hour. They include

SINGING

REPORTS - from the Guild meeting and Comprehensive Plan meeting

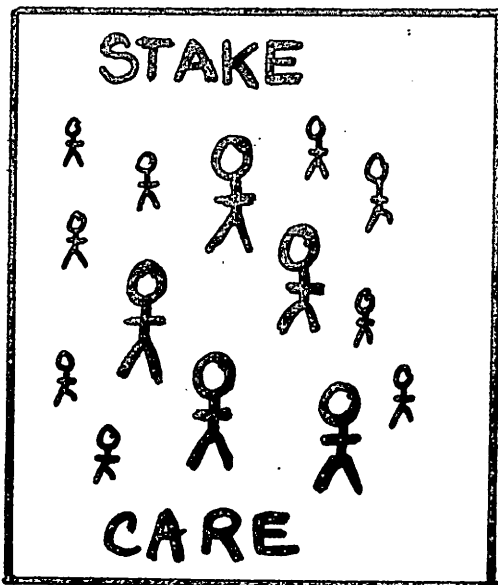
ISSUES - the one issue for reflection and decision-three or four artform questions asked by stake leader

PLANNING - the stake looks at its own life and activity for the coming week.

ASSIGNMENTS - deciding who will get the jobs done.

CELEBRATION - snacks, birthday and marking other significant events.

We have a couple of concerns about our stakes. Right now, the leaders are tied to using the constructs created by the auxiliary staff. We tried holding weekly stake leaders meetings so they could do the thinking and create their own. But there were too many other meetings they were going to and it just didn't work out. We have to go back and try again. We don't do much with reflection during our stake meetings, but need to. They have so much stored up that needs to be shared.



January, 1978

New leadership is called forth from the stakes as awareness of needed roles and practical tasks permeate every home.

#### 5th CITY

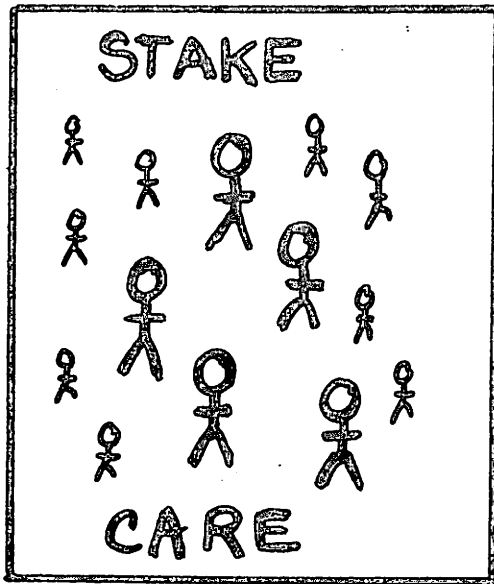
This (see other side) is the chart 5th City has used to name and occasion our stake leadership. We have 5 charts like this one - one for each of the 5 stakes. Some of the leaders are very active and volunteer many hours each week. Some play a very particular role in their stake like health caretaker or safe streets patrol. Other people have done a special stake event like hosting a Fire Prevention Party in their home. Some people are just aware of living in a particular stake and are thinking about doing something. This is the chart that keeps us doing stakes.

#### DELTA PACE

Out of our stake meetings a young man in stake 3 decided a boys club was needed. He did all the leg work for starting one and he now leads the Delta Pace Boys Scout Club. Another stake decided to do a demonstration clean up day in one of their alleys. Another stake got wind of it and decided to come out. It was a great competition as they worked at opposite ends of the alley coming toward each other to meet at the stake boundary line. We had a great celebration.

**SUGGESTION:** Design the format to hold stake leadership  
in your community. Name the names.

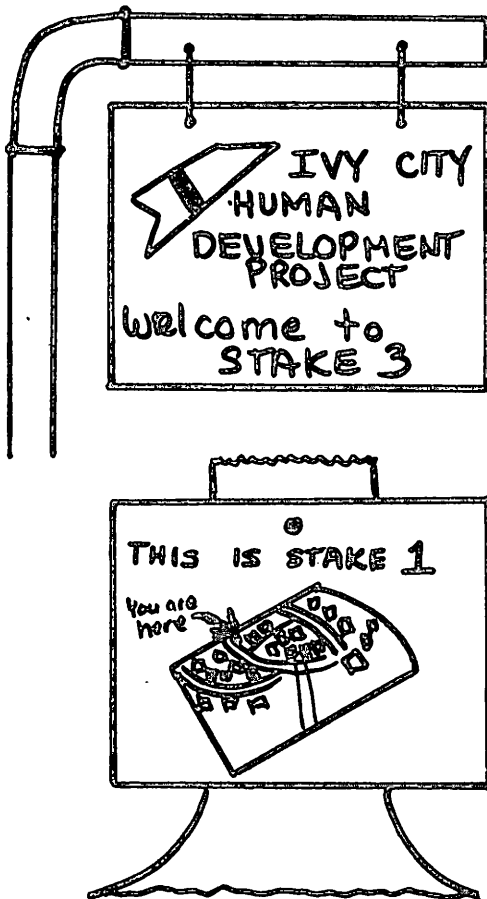
January, 1978



Signs on the geography  
mark the stakes

SO

All people have the sense  
of being cared for because  
they belong to a space that  
is claimed.

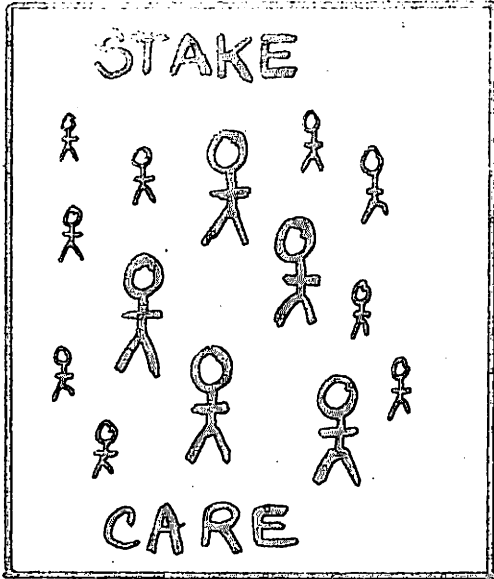


#### IVY CITY

Ivy City Stake signs are 4'x4'. They are all placed on Galludet Street, one of the thoroughfares of the community. They have the community grid with the particular stake colored in. The wooden signs are painted in the stake color (green, red, etc.) and hung by metal eye bolts to the arm of the pipe. The pipe itself is 5 ft. high and sunk 18" in cement. Five other smaller cardboard signs hang in each of the stakes at other entry points.

#### SUDTONGGAN

Sudtonggan stake signs are 4'x4'. They are visible walking down the main road of the village nailed to trees. Each wooden sign has its stake number and a map of the geography. Each person's house is identifiable as are the other physical signs of the stake.



January, 1978

The stakes mark the uniqueness of their people and the space they live in

SO

The community destiny to live as a sign for others emerges out of the gifts already present.

INYAN WAKAGAPI (Inyan says this works! Try this in your stakes)

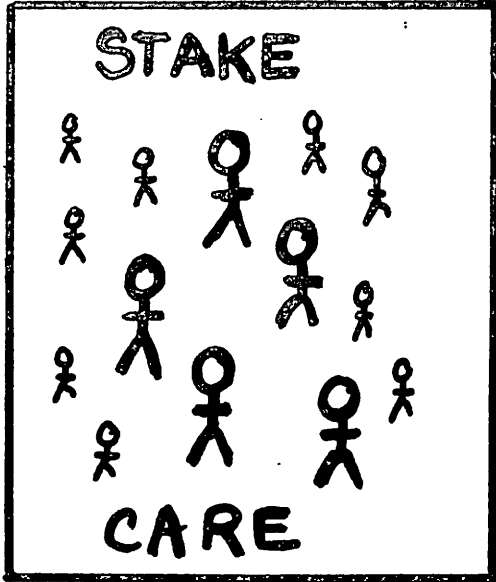
The project here in Cannon Ball has discovered that corporate review of Voice publications have not only given us new ideas, within Cannon Ball in relationship to every other project. A review has also produced for us the context for publishing our Voice with excellence. We submit the following construct that can be employed as any meal conversation, using any Voice as grist. Review the Voice and read several of the reports. Discuss the format as you review the publication.

1. What were you excited about? What would you like to know more about?
2. If you could talk to the auxiliary and community there what kind of questions would you ask? What else would you like to know?
3. How would you say this project is dealing with the human issue?
4. What new insights have you that would enable our work in this community this coming week/month/year?

OOMBULGURRI

The stake meeting will sound very familiar to you. You start off with a song or two or three, or twenty minutes worth sometimes, and then you do accountability. We just sit down and say, "Let's see what families are here tonight?", and each family responds, and then absolution is pronounced. Then, there is always a conversation. We have done simple conversations on celebration: "What celebrations do you remember from the past? What are some great celebrations you have participated in this year? What do you expect to be the great celebrations next year for this community?"; spirit conversations on rocks and fire something that simple breaks them loose. When we did the conversation on the rocks, the old people took over the conversation and began spinning and telling stories. Everybody in the room went away with that in their being for weeks and weeks. We do some kind of a study. We decided to teach CS-1. We taught CS-1 for thirteen weeks and again broke people loose. Then we do a workshop of some kind. We have done everything from writing songs to hardheaded work.

**SUGGESTION:** Design a tour of your stakes. Describe the journey and the visibility spin you'd give to a visiting dignitary.



January, 1978

There's no magic about what brings a community alive, it's doing the STAKES and GUILDS and CONGRESS

SO

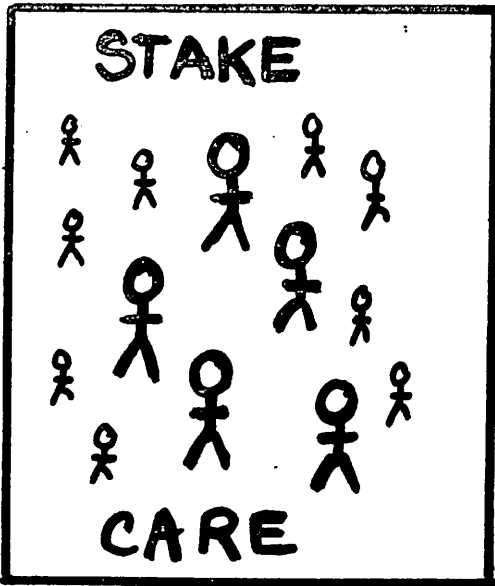
The community has a chance to get on its own feet and get moving.

**OOMBULGURRI**

Finally, a word about the quarterly community meeting, Congress or Council. All it is, is a Town Meeting or mini-consult. It happens every single quarter. It can be as simple as saying, "What did we do last quarter? What do we want to do next quarter? How are we going to do it?" and then figuring out who is going to do what and when. It is a great celebration of the past quarter, and there is always a great deal of anticipation about the next quarter.

**5th CITY**

We had a great community council this quarter. Every program and every stake had a placecard to announce it. The inner circle of the council seated the five geographical stakes. The people representing the various programs were seated around the outside. Our plan included having 3 people from every program and 3 people from every quad (5 stakes - 20 quads) and that these would all be different people. This format keeps us focused on securing consensus from both the task arenas and the neighborhood groupings.



January, 1978

Assigned roles give form to the care of the community

SO

Everybody has the opportunity to participate in life to the fullest.

#### SUDTONGGAN

Health workers are key to systematic house by house visitation in the stakes. They were the ones who devised the numbering system for the village and then went around and labeled the community house by house. The numbering had first the stake # and then the house #, I-1, I-2, I-3, I-4, etc. This again reinforced awareness of stake groupings.

#### 5th CITY

In 5th City, recruiting and training will continue until the 60 geographic sectors have an active Health Advocate guarding the community health. They work together creating health education units and providing Meals on Wheels to the elders of the community.

#### OOMBULGURRI

One person per stake is the school attendance caretaker. They round up both preschool and elementary children and make sure they get to school. The school also sends back the absentee list to the attendance caretakers so they can go find them. This has assisted in almost 100% daily attendance.

**QUESTION:** Have you discovered new roles of engagement for stake care?  
What are they?