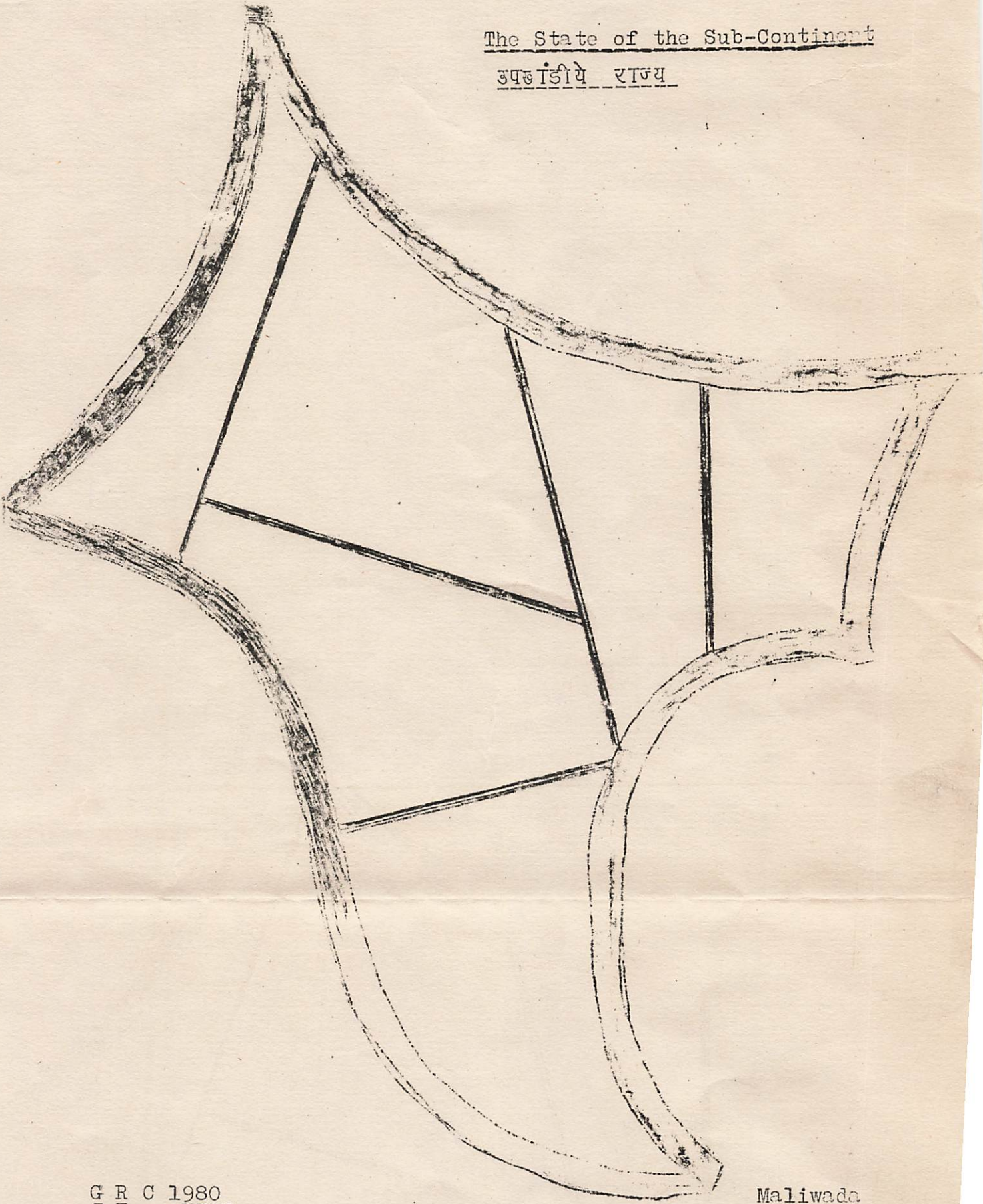


The State of the Sub-Continent

उपखंडीये राज्य



G R C 1980  
T.F. VIII.  
ज.सं.प. १९८०  
कार्यदल २

Maliwada  
मालीवाडा

GRA  
Maliwada

CONTINENTAL STRATEGIES

MARCH  
1980.

उपखंडीय रचना

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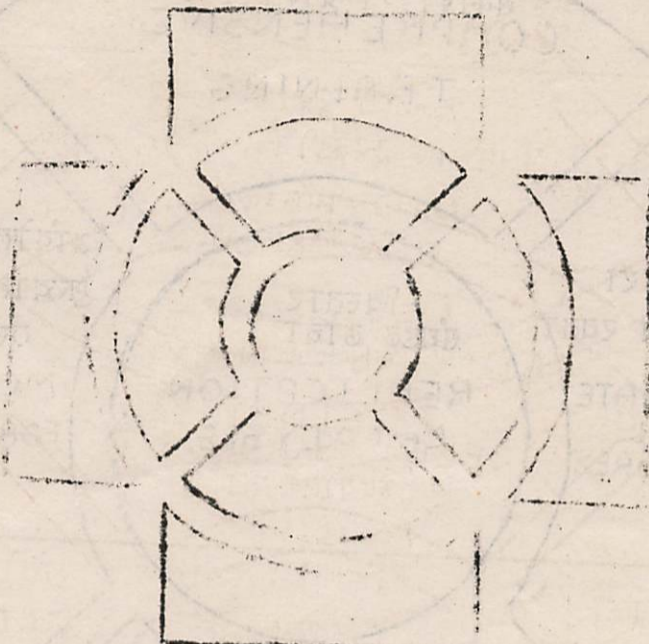
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TASK FORCE VIII

उपहांडीय रचना

CONTINENTAL STRATEGIES



कार्यदल ८

TASK FORCE VIII

जी.आर.सी.मालीवाडा १९८०

GR Maliwada 1980.

## I. COMPREHENSIVE TRAINING

In the arena of comprehensive training it is the intent of the Spirit Movement to catalyze awakening in every micro and engagement in 234 blocks. We will journey existing troops, enrich new contacts and raise up special expertise. This will be done by setting up 28 Training Villages, maintaining imaginal methods research, assigning 14 mobile teaching guilds, and initiating 14 colleague nurture events.

In this 4 year period the Movement will structurally diversify its training. Each demonstration district will make the District Ashram a training centre. This task will be phased. Initial training will be for the Auxiliary. Then villagers will be trained with modules for accelerated actuation and with impact methods for expansion. Finally when the Block is ready to be launched the training village will set itself up to teach the Human Development Training Institute. Each village will be phased to be ready for the Block Experiment (See chart No.....)

It will be necessary during this 4 year period to continually research the tailoring of Methods for the particular needs of the Actuation process. There will be a Global Research Colloquy in the second Quarter of each year to pull together and refine constructs and methods initiated or seen as needed throughout the year.

During these 4 years we will assign mobile teaching teams. Their responsibility will be for the projects outside of the model districts and these will accelerate the training going on at present. They will assume responsibility for Modules Training, Impact Training and Second Consults. They will teach in 20 villages each quarter. The first year will be experimental and 4 such guilds will be assigned. In 1982 this will be increased by 2 guilds and in 1983 by 3 more. In 1984 there will be 14 such guilds doing a total of 280 seminars.

Finally, our training will focus on the business community, emphasizing the formation of Guardians. LENS training will be very important and over the 4 years we will train a faculty of 100 Businessmen. It will be important for guardians to grasp their particular role and this will be enabled through 2 Continental Guardians Councils per year. They will be Quarters II and IV and will grow to be a team of 250 people over the period.

## II. REPLICATION CATALYSIS

In the arena of Replication Catalysis it is the intent of the Spirit Movement to create the sign which symbolizes plausible replication in order to trigger absorption of the established structures. This will be done through the launching of 25 blocks, creating common actuation signs across all the projects, arranging massive company adoptions and by dramatically expanding our pool of troops.

The Block Experiment is a major catalytic tool. By demonstrating the actuation of multiple villages together the possibility of renewing every village in India will be seen as possible and many people within the established structures will be ready to handle the new situation. In 1980, one block will be launched, in 1982 3 more; in 1983 another 8, and 13 in 1984. Government services released simultaneously to many villages will be a great victory for both government and villagers.

Visibility will be accentuated in these 4 years through common actuation signs. Midst the actuation of all 36 programmes emphasis will be given to specific arenas during different periods across the four years. For example, during 1980-81 the emphasis will be housing and health, with particular concern for housing which will heighten visibility and increase corporateness. The method used in Nadlabur will be...

		SERVICING THE NEW VILLAGE		
		CATALYZING THE NEW MOVEMENT.		
		ASSURING CONT. VICT'Y		
Public Absorptn	The New Mythology	Comprehenisve Traing	Global Movement Formation	Private Pcpn.
Planning and Development Schemes Linkage.	Documenting the Human Factor.	28 Training Centres	Global Assignments	Regional Funding Self-Sufficiency.
	Movement Interchange Mechanisms	Imaginal Methods Research.	Localized Movement Councils.	
	Village Story-Symbol Modules.	Massive Company Adoptions	Ashram Life-Style Events	B.A.R. Guardian Expansion
	Heritage Renewal Retreat.	Expanded Troop Pool Replication Catalys	House Intern Programmes.	
Gram Sevak Training School	Corporate Local Stru.	Triggering 25 Blocks	Self Support System.	HDP Miracles Display.
	Village Leadership Conferences.	Common Actuation Signs.	Staff Initiated Business	
	CDA Set-up	Massive Company Adoptions	Securing Outside Jobs	
Volunteer Force Remuneration	Revolving Loan Initiation.	Expanded Troop Pool	Ashram Self-support Ventures.	Expanded Constituency.
		Continental Coverage		
		Continental Impact Phasing.		
Phased International Funding.	Stake and Guild modules.	Areal HDP Anchors.		
		Regional Cadre Formation.	Consulting Fees.	
		Reg. Continental Interchange.		

G R C

MARCH 1980

Maliwada

T/F VII

## II (Cont.)

Key to the whole actuation process is company adoption. During this four year period there will be rapid acceleration in this arena and by 1984 all of the 250 projects will be adopted as well as private sector investment in the twenty five Blocks. An important ingredient will be the assignment of special teams within the Development and Operations Centruns to concentrate on Company/ Village liaison.

Finally, replication will be catalysed through an expanded troop pool. We will increase our auxillaries to a total of 1000 by 1982, and maintain that number. WE will raise up a pool of 4,500 villagers trained and willing to be assigned to both impact and human development circuits. Likewise 350 Gaurdians will commit themselves to participate in Awakening and Engagement programmes. Through special training modules and careful liaison with auxillaries, particularly in the Block Experiment we will actively engage 1200 field officers. The Woman's Advancement Module will continue to engage what will be in 1984 a team of 3,000 women.

## III CONTINENTAL COVERAGE

The intent of this strategy is to spread the 3 campaigns across the geography of the Sub-Continent. This will be done through: Continental Impact Phasing, Areal HDP Anchors, Regional Cadre Formation, and Regular Continental Interchange.

It is our aim to hold impact courses like GWF'S, CYF's, LENS and Gran Sabhas across the four Areas of Delhi, Calcutta, Bombay and Madras by the end of the year 1981 covering each region and establishing pilot saturation units ultimately covering Area Dacca and Karachi by 1984.

There is also an effort to revive troops and create regional cadres in order to form a network of projects across the 6 Areas.

#### IV. NEW MYTHOLOGY:

In the arena of New Mythology it is the intent of the Spirit Movement in the next 4 years to capture the "emerging local man myth" and to disseminate it. This will be done through the careful documentation of the human factor in our work, through intentionalizing movement interchange mechanisms, through the creation and teaching of village story-symbol modules and through the building of a Heritage Renewal Retreat to be used throughout the Areas.

Across the four years we will adopt the method used this year by the documentation team to build depth-stories of all the projects. There will be in-depth documentation of all 232 as well as 4 of the Blocks. This work will feed the imagination of caring people across the Sub-continent and prepare the way for mass replication.

Important in the mythologizing process will be Movement Interchange. This will be done through the intensification of news sheets, the creation of more sophisticated media including movies, and through the interchange of staff. It is anticipated that by 1984, 1,000 people within the Movement will have experienced interchange either within or beyond India.

The time has come to foster stories among the villages. We will create next Quarter a Village Symbol-Story Module to spark the people's imagination and to begin to formulate within the villages the story of Human Development and the symbols of the New Human Being.

Finally, in deep concern for the revitalizing of the great heritage of the Indian people we will construct a Heritage Renewal Retreat that provides an opportunity for depth reflection on the existential significance of the heritage, and begins to release it afresh for the continent through the villages.

#### CONTINENTAL SELF-SUPPORT:

The intent of this continental strategy is to ensure that full-time staff of the ICA will be covering their sustenance budget entirely by 1984. In order to release us from dependence on developed income for staff support and provide a guaranteed regular cash flow thereby demonstrating our radical independence and servanthood.

As one element of this strategy, staff initiated business ventures would seek to ensure a regular income with minimal capital and labour requirement which would provide up to 30% of our total sustenance budget by 1984. This will begin with a Tericot handloom industry in 1980 and develop such ventures along with such participation as the Pioneer Seed deal.

Similarly, each local Ashram will participate in the establishment of local self-support ventures such as vegetable growing/marketing and dairying in order to realize 20% of our total ICA Staff sustenance budget by 1984. This will be initiated in 1980 with a pilot scheme in one Ashram and progressively implement through Divisions to District level by 1983.

Conventional employment will engage a number of ICA staff in regular external jobs to realize 20% of total self-support by 1984. Initially this will mean that 5-10 people will be engaged in external employment by 1981.

### Continental Self-support (cont.)

Finally, in order to capitalize on the fact that the world is looking for organizations such as ours and programmes of the form we are engaged in, consulting schemes will be sought to provide an additional 30% of ICA staff support by 1984. Already a number of "Village adoptions" include ICA consulting fees. However, the major emphasis here will more likely be in such arrangements as the Ministry of Labour/ILO/SIDA Womens Industry Contract or the NSIC Training Consultancy. As Public Absorption of MVDP takes place, greater scope will be available for Indian Government, Aid agencies and private consulting thereby paying the ICA to do what we would do anyway.

### VI. GLOBAL MOVEMENT FORMATION:

The intent of this Continental Strategy is to ensure by 1984 localized structures of global movemental dynamics to ensure depth participation by continental movemental forces and the ordering dynamic within the Movement.

As the basis of Movemental Polity is the Council dynamic, systematic use of continental, area and regional councils will be made over the four years. Each fully activated area will have by 1984 bi-annual area and regional councils and will participate in Quarterly continental councils.

Similarly, as all priorship is global priorship, by 1984 31 Indian global prior families will be assigned outside the sub-continent in order to carry the gifts of the sub-continent to the world, while 20 potential prior families will be on international priorship training assignment to ensure constant development of priorship for the global movement. This will be achieved through a phased design beginning in 1980-81.

At the same time, the latent force of potential intern families (those already established in society and seeking to intensify their movemental engagement) will be encouraged to enter an intern relationship. Initially, 1980-81 will see 2 such families interning while increasing to 12 families in 1983-84. As such an intern engagement/training design and a sojourn programme will be created to encourage potential families to radically engage in the life of service.

To intensify the missional sophistication of the District Ashram an "Ashram Life-Style Event" will be held as a form of movemental retreat in the District Houses to enable the continual nurture an intentionality of these localbases.

### VII. PUBLIC STRUCTURES ABSORPTION:

The intent of this strategy is to enable our life methods of Human Development to be incorporated into the approach of the public structures which serve the development process. This will be done through Phased International Funding, Gram Sevak Training Schools, Volunteer Force Remuneration and Planning and Development Scheme Linkage.



### Public Structures Absorption (cont.)

During the next 4 years, funding from international agencies will be sought including a 3 year matching fund grant to subsidize 75% of self-support costs year 1, 50% year 2 and 25% year 3. A pilot training school for Gram Sevaks will be held in the demonstration District as a vehicle for actuation and massive Gram Sabhas. Schools in each district will follow.

By 1984 we will have broken open public monies for soft costs. Our first approach will be to the collector of the demonstration Districts for 25% of the administrative costs. Linkage to public sector development schemes will be furthered at the local level by each circuit visit to an HDP beginning with a visit to the BDO and at the regional level by securing representation on planning commissions.

### VIII. CORPORATE LOCAL STRUCTURES:

The intent is to set up and strengthen corporate structures at the local level so that community leadership may be empowered to do their own project.

The components of this arena are Village leadership Conferences, CDA set-up, Revolving Loan Funds and Stake and Guild Intensification modules.

By the end of 1980, CDA's will be registered in all stronghold Projects. These will have revolving loan funds to generate their own capital. The replication of the CDA Structure will be enabled by involving village leaders, Block Office reps and Bank Reps in the initiation process. By 1982 these teams will operate on their own as the CDA's are so enabling to the self-interests of all these groups. The target for spring 1984 will be 10 CDA's registered in each operating taluka in the continent.

The Movement will also set in motion regular district village leadership conferences. Modules on doing conferences will be held in each District by the end of 1980 and afterwards these conferences will be held quarterly.

Stake and Guild modules will also be made available to the projects. The involvement of Guardians and government staff in these events will enable replication of corporate local structures.

### IX. PRIVATE SECTOR PARTICIPATION:

The intent of this strategy is to ensure maximum contributions on the part of business houses, guardians and individuals right up to the District Block level across the Continent, by the end of 1984 through Planning Development Scheme linkages, BAR/Guardian expansion; HDP Miracle Display and Expanding Constituency.

Over the next 4 years we will spread throughout the Continent to secure guardian support and enable interchange by the middle of 1981. Events will be created by Areal Houses to push this through, along with the production of a presentation book highlighting work going on in Human Development Projects. Further, we will build manoeuvres for individual and semi-government organizations especially at the District level.