

Fourth Guardian Consult  
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SECTOR III GLOBAL OPERATION

Ecumenical Institute  
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TEAM G OVERSEAS SUPPORT		TEAM H INTERNATIONAL DEVELOPMENT		TEAM I GLOBAL DEPLOYMENT	
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### OVERSEAS SUPPORT

With the large number of personnel in Religious Houses outside of North America the issue of self-support has become critical. A systematic approach to obtaining jobs as well as creating new businesses must be investigated. New approaches to jobs which are generally applicable in a variety of situations must be found. Other areas to be examined are the practical details and long-range implications and possibilities for doing business outside of North America.

1. What form should support outside North America take?
2. What type of stories get positions secured?
3. What types of companies should be priorities?
4. How could we obtain salaries for work we are already doing?
5. What are the non-business opportunities?
6. What are existing channels for securing employment?
7. What experience stories are necessary for securing jobs?
8. Who are the contacts who could get someone a job?
9. What kinds of companies could be initiated and operated by the Movement?
10. What are the legalities of starting a business?
11. What are the practical pitfalls of doing business?
12. What are the means of raising start-up funds?
13. How could dying businesses be acquired and turned around?
14. What are the Movement gifts which would give us a business advantage?
15. How could the Religious House networks be used?
16. What is the feasibility of conglomerates?

### INTERNATIONAL DEVELOPMENT

The program dimension of the spirit movement has reached the point where new avenues of funding must be found. These areas are in part necessarily outside the North American continent. This raises the question of how a global development network is created and will function as a single thrust within a common context. How might the movement develop adequate relations across the globe to create such a network and how might the necessary support systems be created so that the movement supports the movement?

1. What are the issues in creating non-profit corporations in other countries?
2. What are potential problems in creating a multinational funding body?
3. How would the movement create a multinational corporation structure?
4. How can we solve the problems in transferring funds across national boundaries?
5. Is it wise to set up a profit making corporation in other countries? Why?
6. How might the movement offer the ITI or its methods at a profit overseas?
7. How could the movement offer the LENS course or its methods overseas at a profit?
8. How can the movement offer consultations at a profit overseas?
9. How can the guardians create movement support by movement people overseas?
10. How can the guardians enable movement support through overseas galaxy churches?
11. How can the guardians enable movement support through overseas courses?
12. How can the guardians cultivate cadre contributions from overseas cadres?
13. How can the guardians create movement support of non-movement local churches?
14. How can the guardians help get funding from non-North American corporations?
15. How can the guardians help get funding from non-North American foundations?
16. How can the guardians help get funding from individuals not acquainted with the movement?

GLOBAL DEPLOYMENT

The possibility for the Spirit Movement's mission to the globe has exploded in this turn of resurgence. The globe is now requiring the presence of spirit men as a sign of hope and possibility. The Movement needs to discover ways to demonstrate this new style across national boundaries. How might the men of the Spirit Movement develop the means to move in and out of various countries in their service to the movement and the nations involved?

1. How can the Guardians enable the procurement of visas and work permits overseas?
2. How does one approach corporations for getting jobs overseas in particular areas?
3. What story do corporations want to hear?
4. What legalities are involved in working overseas?
5. How could we get ourselves sent overseas without working at a salaried job?
6. How can we get government or other agencies to send EI staff overseas (e.g., cultural exchange)?
7. How might service clubs be enabling to the deployment of movement forces?
8. What structures like the global odyssey might be employed by the Movement and how would they be useful to the mission?
9. What and where is expertise needed across the globe?
10. How can the Movement recruit relevant experts and place them where they are needed?
11. How would you set up a network of experts? What would be involved?
12. How would you organize such experts?
13. What are the dangers involved in establishing an expertise pool?
14. How can Guardians traveling in business concerns overseas enable the mission at the same time?
15. How would they function? Part time? Length of stay overseas? Consultative services?
16. How can experts working overseas help to support the Movement financially?

The following recommendations are concerned with how the Religious House members can support themselves outside the continental U.S.A. A variety of approaches are recommended to facilitate this support which included: job procurement, self generating services, saleable programs, and marketable E.I. methods and knowledge. The primary criteria in establishing the order of priority was selecting that activity that had the most practical value while least diverting the mission. Our concern was how to make the most money with the least expenditure of time, and where possible to be paid while doing the mission. To be genuinely revolutionary the movement must be able to support itself where it is or else fall prey to strings of a "Landlord" far away.

- I. IT IS RECOMMENDED THAT DATA CONCERNING OVERSEAS EMPLOYMENT OPPORTUNITIES AND THE JOB SKILL WITHIN THE MOVEMENT BE COLLECTED AND SYSTEMATIZED IN ORDER TO PROVIDE FOR A MATCHING OF PEOPLE WITH JOBS AND BREAK THROUGH TO THE BROADEST POSSIBLE OVERSEAS SUPPORT
  1. Order Centrum should first of all assess the job market overseas. They would talk to U.S. government agencies, such as the state department, and to international companies.
  2. They could make surveys, such as an I.E. questionnaire in which movement contacts could give information and known contacts relating to overseas jobs. A questionnaire to all overseas regions would elicit job opportunities, skills requirements, and salaries.
  3. The order should compile a list of periodicals that advertise overseas jobs.
  4. Next, the order should complete the catalogueing of the skills of people in the order.
  5. This step, the key to the employment breakthrough, would involve systematic matching of people and jobs.
  6. Finally, recommendations can be made to movement people when training is needed to fill out skills/knowledges/ certification.
- II. IT IS RECOMMENDED THAT A BUSINESS BE ESTABLISHED, OFFERING THE SERVICE OF TEACHING ENGLISH TO FOREIGN NATIONALS AND OFFERING INSTRUCTION IN HOST COUNTRY LANGUAGE.
  1. Contact groups and individuals that could use English or other tutoring
  2. Who would do this: Persons assigned from the Order and movement to represent the public relations department of this business would make the contact.
  3. Key implementation step: Writing a public relations story that indicates who and how the tutoring service might be used, who would be tutoring and why they are qualified.
  4. Key strategies and tactics. Who, how, where, when
    - Necessary legal steps
    - List of people who could serve in tutoring capacity
    - Locate places where tutoring would take place
    - Formulating continuous customers market survey to establish competitive prices.

- III. IT IS RECOMMENDED THAT WHEN APPROPRIATE, RELIGIOUS HOUSES OUTSIDE NORTH AMERICA ENCOURAGE COLLEAGUES AND MOVEMENT FRIENDS PAY TO USE THE ACCOMMODATIONS OF THE RELIGIOUS HOUSE AS A WAYSIDE INN OR FOR A MORE EXTENDED SOJOURNER.
1. Spread the word across the movement that traveling business men on an expense account could stay at a Religious House and pay for this accommodation
  2. Encourage missional discontinuity whereby families might pay in order to sojourn at a House on another continent.
  3. A cost model established and distributed across the Movement.
  4. Guardians spread this word in their own region and among their own missionally informed associates.
  5. Religious House build a plan for maximising the impact in their own area.
  6. Plan of services available; eg. room, board, baby sitting.
  7. Houses provide appropriately decorated guest rooms.
- IV. IT IS RECOMMENDED THAT A BUSINESS BE ESTABLISHED TO MARKET OUR PRACTICAL RESEARCH CAPABILITIES WITH CROSS-CULTURAL TEACHING METHODOLOGIES AND TO EXPLORE OTHER OPPORTUNITIES TO MARKET E.I. RESEARCH TALENTS.
1. A group such as the guardians should develop a manual laying out guidelines for providing the above services. (This would include services models, marketing techniques, and price recommendations.)
  2. Key strategies and tactics to be implemented at the local level would include the following:
    - a. develop a specialized research cadre for performing the above activities
    - b. designate research space and time at the religious house for these activities
    - c. establish a communications system with a movement-wide research network
    - d. maintain a research library of projects performed locally and in other areas.
    - e. solicit the educational and business communities through chambers of commerce, government agencies, etc. for research contracts.
- V. IT IS RECOMMENDED THAT MOVEMENT COLLEAGUES PROVIDE A SHORT TERM CULTURAL IMMERSION COURSE WHICH INCLUDES ELEMENTS OF THE PRESENT MOVEMENT PROGRAM AND IS DESIGNED TO PROVIDE AN INDIVIDUAL ARRIVING IN A NEW LOCATION WITH AN IMMEDIATE GRASP OF HIS NEW CULTURAL CONTEXT.
1. Marketing the course.
    1. Feasibility study. Estimate potential demand for the service.
      1. Contact agencies processing incoming personnel for numbers
      2. On basis of market, develop alternative ways to market course, costs.
        1. direct agency contacts or,
        2. open advertising
    2. If feasible, plan course

2. Developing the course
  1. List essential ways in which host culture differs from home culture
  2. List key methodologies from movement courses to be used in the course
  3. List local visits essential to course
  4. Develop course content in detail, sequence
  5. Estimate personnel required and costs

VI. IT IS RECOMMENDED THAT A MODEL BE FORMULATED FOR MARKETING LOCAL COTTAGE SKILLS AND PRODUCTS BOTH IN THE HOST COUNTRY ON A RETAIL LEVEL AND IN INTERNATIONAL IMPORT-EXPORT MARKETS ON A WHOLESLAE OR BUYER-REPRESENTATIVE LEVEL.

1. Members and friends of the local Religious House should survey available handicraft skill, identify interesting items, and locate existing and possible new or expanded sources of supply
2. Members and friends of the local Religious House should analyze the existing market structure (indigeneous buyers, sellers, and middle men) to determine points of possible disruption of or conflict with the working of the existing local economy.
3. Members and friends of the local Religious House should seek retail outlets in the host country not already covered by existing indigeneous suppliers of likely items.
4. Guardians or other friends of E.I. in the major market cities of the U.S. and other countries should survey importers in search for (a) (a) possible wholesale outlets, or (b) contact buying arrangements with the overseas religious houses.

VII. IT IS RECOMMENDED THAT A NETWORK OF SPIRIT COLLEAGUES WITH MULTINATIONAL SKILLS BE FORMED AND PROVIDE MARKETABLE TRANSLATION SERVICES.

1. Identify resource skill
2. PSU on customer identification
3. Obtain access/customer/pitch/brochures
4. Establish operating structure within local legal framework

VIII. IT IS RECOMMENDED THAT EMPLOYMENT BE SOUGHT WITH MULTI-NATIONAL FIRMS THAT OFFER POSITIONS WITH INTERNATIONAL MOBILITY

1. Locate firms with questionnaire. Send to Religious Houses/ Guardians RS I Grads/ Prospective Industries(research survey)
2. Locate firms by talking with or visiting State Dept./U.N./ A.I.D./ WorldBank/ Military/Stock Brokers
3. Write rsume's---include previous overseas experience/ E.I. methods experience (appropriately described)/guardians as references
4. Create a powerful Missional Story

IX. IT IS RECOMMENDED THAT WE FIND WAYS TO MARKET METHODS OF COMMUNITY REFORMULATION.

1. PSU on needed community services and organizations concerned
2. Take identified program to most interested agency with offer of solution

3. Operating price should be locally competitive
4. Establish contractual protection of materials

X. IT IS RECOMMENDED THAT WE ESTABLISH A SERVICE OF PROVIDING GLOBAL AND AREA ODYSSEYS.'

1. Develop formats or constructs of possible "Itineraries" based on movement regions or religious house locations--done by local houses.
2. Local religious houses should brainstorm to determine "out of the way" tourist attractions in their locale possible and to develop promotion methodologies (eg. one day tours in exchange for "space available" on airlines)
3. Develop appropriate marketing contacts (local and international) eg. travel agencies, transportation resources, national tourist promotion bureaus, etc.



Four procedures to aid international development of the movement are:  
1) creating a global operations network; 2) marketing cultural and educational services of the movement; 3) recruiting and maintaining indigenous guardians, and 4) defining the global style of the guardians. These procedures increase mobility of movement personnel and resources, intensify the common global outlook, and provide a helpful image to the secular world of fiscal responsibility and stability.

- I. IT IS RECOMMENDED THAT THE GUARDIANS ESTABLISH A GLOBAL DEVELOPMENT MODEL TO ENABLE THE ECONOMIC SUPPORT OF THE MOVEMENT IN A COMMON CONTEXT.
  1. A Donors' Manual including various gift possibilities, tax exemptions, and available matching grants would be produced.
  2. A Development Practicum would be held in the field.
  3. A network for donor follow-up would be maintained with a data file on all donors.
  4. Practicum Follow-up would allow movement experience in this crucial arena to be shared and so maintain the common thrust of the movement.
- II. IT IS RECOMMENDED THAT THE GUARDIANS EMBRACE THE INDIGENOUS LANGUAGE AND CULTURE ~~SO AS TO OVERCOME THE UGLY AMERICAN IMAGE AND~~ GAIN ACCESS TO THE ESTABLISHMENT STRUCTURES.
  1. Take language and cultural courses given by movement people (mini courses for a short stay and expanded courses for a longer term business or priorship assignment).
  2. Choose culturally acceptable clothes and symbolic ornamentation consistent with that personal and global mission.
  3. Engage in local service organizations related to the task of developing funds.
  4. Involve yourself in indigenous social circles as a way to make contacts and cultivate possible donors.
- III. IT IS RECOMMENDED THAT INDIGENOUS GUARDIANS BE RECRUITED AND FORMULATED FOR THE PURPOSE OF CREATING A NETWORK OF SECULAR RESPONSIBILITY OVERSEAS.
  1. Establish contacts with service organizations, churches, educational institutions and within the business community.
  2. Train through movemental courses and ITI.
  3. Hold a Development Practicum to contextualize need for responsible secular men to act as support system for the movement.
  4. Nurture through participation in common life of the movement as well as quarterly guardian consults.
- IV. ESTABLISH A GLOBAL MOVEMENT COMMUNICATIONS NETWORK BY WHICH INFORMATION AND DATA CAN BE QUICKLY AND EFFICIENTLY COLLECTED AND DISEMINATED.

1. Select strategic international locations for short-wave radio transmission equipment for direct communication to symbolic centrum. This system to provide the capability of a movement information system. Provide a direct system for the relaying and feedback of routing information flow between reporting points.
  2. Develop a training program for certification of operators and a communications procedures manual.
  3. Implement a commercial data-link for digital input and output. (Computer with remote access terminals).
  4. Utilize micro-film techniques for storage, retrieval, and re-duplication of data for better space utilization and easy transport over long distances.
- V. IT IS RECOMMENDED THAT A GLOBAL SYSTEM OF MONEY MANAGEMENT BE ESTABLISHED, WHICH IS COORDINATED BY DESIGNATED COLLEAGUES ON THE CONTINENTAL (AND PERHAPS AREA) LEVEL AND GLOBALLY AT CENTRUM, FOR THE PURPOSE OF FACILITATING THE INTERSTATE TRANSFER OF MOVEMENT FUNDS.
1. Establish a training program for money managers.
  2. Develop the operating procedures and techniques to be applied.
  3. Identify the country, areal, continental and global depositories of movement funds.
  4. Establish a common accounting reporting and communications system for the money managers.
- VI. IT IS RECOMMENDED THAT THE GUARDIANS DEVELOP COMPREHENSIVE SPECIFICATIONS OF MATERIALS, SERVICES, AND RESOURCES TO BE OFFERED BY THE MOVEMENT.
1. Brainstorm all possible merchandiseable materials, services, and resources.
  2. Establish criteria for selection.
  3. Select and establish pricing policies.
  4. Establish form and implement catalogueing procedures.
- VII. IT IS RECOMMENDED THAT NON-PROFIT CORPORATIONS BE ESTABLISHED IN ASSOCIATION WITH RELIGIOUS HOUSES TO DEAL WITH COMMONALITY AND ADMINISTRATIVE ISSUES OF THE MOVEMENT LOCALLY, SUBJECT TO A COUNTRY-BY-COUNTRY STUDY OF VARIATIONS TO DETERMINE THE ADVISABILITY AND PARTICULARS OF EACH SUCH INCORPORATION, AND RECOGNIZING THAT DEVELOPMENTAL METHODS MAY ADDITIONALLY REQUIRE PROFIT CORPORATIONS.
1. Refer to colleagues involved in international operations, particularly non-profit ones, such as Red Cross International, to obtain such data as they have regarding specific foreign countries, utilizing a format created by development centrum.
  2. Centrum review of such data, supplemented by that submitted by religious houses regarding local situations and laws, the latter being furnished by local colleagues and particularly Guardians.
  3. Determine necessity of incorporation on a country by country

4. Complete incorporation required using as a prime resource those forces indicated above.

VIII. IT IS RECOMMENDED THAT THE GUARDIANS DEVELOP GLOBALIZED CONTEXT OF AUXILIARY SERVICES FOR PROFIT.

1. Research market for possible prospects to define their needs.
2. Bring together examples of where movement methods have been effective in meeting similar needs.
3. Create imaginal forms of communicating with potential purchasers.
4. Identify and contact avenues for informing potential purchasers of these services.

IX. IT IS RECOMMENDED THAT THE GUARDIANS DEVELOP COURSE MATERIALS AND TEACHING TOOLS FOR CULTURAL ORIENTATION AND EXPOSURE TO CONVERSATIONAL LANGUAGE.

1. Conduct feasibility study for establishing cultural orientation needs.
2. Establish country priorities for which courses should be prepared.
3. Develop, test and evaluate course construct.
4. Prepare pedagogical manual for course.

X. IT IS RECOMMENDED THAT <sup>U.S.</sup> GUARDIANS RECRUIT FOR A GLOBAL GROUP OF INDIGENOUS GUARDIANS, STUDENTS AND MEMBERS OF FOREIGN DIPLOMATIC CORPS IN THE UNITED STATES.

1. Students in technical schools and training programs of international corporations are recruiting prospects.
2. Enlist them to teach their own language and culture to overseas bound U.S. movement people.
3. Expect them to provide introductions and other aid to colleagues in their homeland.
4. U.S. movement families can recruit by extending home hospitality to visiting foreigners, and by gaining their participation in community special cultural celebrations.

Because of the global demands of the Spirit Movement, our forces must be deployed in countries across the globe, on a continually changing and flexible basis. In order to do this we make four major recommendations. The first is that data be gathered regarding the necessary travel documents and immigration regulations of the particular countries concerned. The second is that information be compiled respecting employment needs of the countries and the marketable skills of order members. Thirdly, we recommend that guardians use their particular skills and abilities in making contacts in ways aiding global deployment. Fourthly, we recommend an enabling construct consisting of the self-conscious use of the resources of the entire Spirit Movement whenever applicable for international deployment.

- I. IT IS RECOMMENDED THAT BOTH PRIVATE AND GOVERNMENT SOURCES BE CONTACTED TO DETERMINE INFORMATION REGARDING VISA ENTRY REQUIREMENTS FOR A PARTICULAR COUNTRY. IN PARTICULAR, THE FOLLOWING SOURCES SHOULD BE CONTACTED:
  1. The U. S. State Department
  2. Consulates and Embassies
  3. Government "higher-ups"  
NOTE: Washington D. C. colleagues would be helpful in obtaining information from the above sources.
  4. Foreign students
  5. American Friends Service Committee (AFSC)
  6. Roman Catholic Church
  7. Colleagues who have been or are there now
- II. IT IS RECOMMENDED THAT IN ORDER TO DETERMINE THE LENGTH OF STAY PERMITTED IN A FOREIGN COUNTRY, CONTACT EXPERIENCED INDIVIDUALS, ORGANIZATIONS, AND GOVERNMENT SOURCES WITHIN THE U.S.A. AS WELL AS THE COUNTRY OF DEPLOYMENT FOR LISTS OF CRITICAL JOB CATEGORIES. THIS CAN BE ACCOMPLISHED BY:
  1. Contacting the same sources as listed above (U. S. State Department, Consulates and Embassies, foreign students, AFSC, Roman Catholic Church, and government "higher-ups")
  2. Contacting guardians and other colleagues who have been there.
  3. Contacting colleagues who are there now  
NOTE: Be sure to determine the different types of "lengths of stay" under the various visa categories from the above three sources (visas such as student, military, WHO, pension, etc.)
- III. IT IS RECOMMENDED THAT, IN ORDER TO ASCERTAIN PERMITTED ACTIVITIES UNDER VISA CATEGORIES SUCH AS STUDENT, EMPLOYED ALIEN, ETC., CONTACT BE MADE WITH KEY PRIVATE AND GOVERNMENT SOURCES.
  1. Gather and store in useable form data, such as restrictions on activities imposed by different visas, from guardians and other colleagues who are now or have been overseas.
  2. Obtain from government sources the formal restrictions imposed by various visa categories.
  3. The key strategy would be to determine the type of visa for a given country that would allow the least restriction of activity.

- IV. IT IS RECOMMENDED THAT A DATA BANK BE CREATED TO INCLUDE A FILE OF ALL RELEVANT OVERSEAS EMPLOYMENT OPPORTUNITIES AND SPECIAL QUALIFICATIONS OF MOVEMENT PERSONNEL.
1. Coordinate data gathering from publications, agencies, corporations and personal contacts.
  2. Contact guardians with international connections for employment possibilities.
  3. Index all relevant information regarding order and extended order occupational experience and expertise.
  4. Update file by contact with overseas colleagues and visiting international friends.
- V. IT IS RECOMMENDED THAT A LIST OF CONTACTS BE DEVELOPED TO FOSTER OVERSEAS EMPLOYMENT OPPORTUNITIES FOR MOVEMENT PERSONNEL. IMPLEMENTATION OF THIS RECOMMENDATION COULD INCLUDE:
1. Acquiring copies of publication entitled "Educational Opportunities Abroad".
  2. Researching names of international employment agencies to get on their mailing list.
- VI. IT IS RECOMMENDED THAT SPECIAL GLOBAL EMPLOYMENT OPPORTUNITIES BE CREATED TO LEGITIMIZE FINANCIAL STANDING OF COLLEAGUES ASSIGNED OVERSEAS.
1. Create a "paper company" such as a chain of small hostels or an import/export business.
  2. Establish a missional permeation corporation or other unit that could support colleagues overseas and participate in rotating personnel out to overseas jobs requiring their special expertise for short periods.
  3. Enlist the services of a movement lawyer to research the legalities of such incorporation relative to visa and work permit regulations.
  4. Contact friendly nationals of countries involved to gain familiarity with their business practices.
- VII. IN ORDER TO ESTABLISH EFFECTIVE USE OF GUARDIAN INFLUENCE, WE RECOMMEND THAT GUARDIANS DEVELOP INTERNATIONAL CONTACTS WITH ROTARY, LIONS, JAYCEES, AND KIWANIS SERVICE CLUBS AND MAKE THESE RELATIONSHIPS AVAILABLE TO THE MOVEMENT. IN ORDER TO IMPLEMENT THIS RECOMMENDATION, WE WOULD HAVE TO:
1. Identify the location of the international headquarters and key contacts, such as the president or public relations officer within each organization.
  2. Have local guardians make contact and obtain information such as location and contact in each nation (state) or movement interest.
  3. These data would then be forwarded to the area or local religious house for contact and development.
  4. Guardians in that area could be used to further develop and expand these contacts by participating in local chapters, periodic calls, and being aware of business associates who belong to these organizations.
  5. Key persons within each service group could be recruited to LENS or RSI and/or be encouraged to utilize their influence for course sponsorship, obtaining jobs, visas, work permits, etc.



VIII. IN ORDER FOR GUARDIANS TO PARTICIPATE MEANINGFULLY IN OVERSEAS MISSION, WE RECOMMEND THAT MODELS BE BUILT TO ENABLE THE GUARDIANS TO BE OF DIRECT SERVICE THROUGH ACTIVITIES SUCH AS TRANSPORTING MOVEMENT MATERIALS (eg. ITI AND LENS), "STAY AND PAY" IN RELIGIOUS HOUSES, THE USE OF VACATION, SABBATICALS, LEAVES OF ABSENCE TO ENGAGE VOCATIONAL SKILLS IN THE PERMEATION NEEDS OF OVERSEAS RELIGIOUS HOUSES AND BY PARTICIPATION IN REGIONAL AND AREA PSU'S FOR INPUT OF DATA AND RESEARCH ON A CONTINUAL BASIS.

1. Through participation in Guardian's Meetings and letter contact, guardians need to become aware of possibilities for their involvement in direct services.
2. It is suggested that a Guardian's Centrum be created to mediate the availability of skills and time of guardians with the program needs of overseas activities and to provide for a means of regularized communication.
3. Guardian Centrum would also perform necessary planning and anticipation of on-going program needs and maintain a current list of guardian availability and capability.

IX. IN ORDER TO ESTABLISH A DATA CENTRUM, WE RECOMMEND THAT A FORMAT BE CREATED TO ENABLE COLLECTION, CORRELATION, AND DISSEMINATION OF DATA TO AND FROM ORDER AND MOVEMENT COLLEAGUES REGARDING EMPLOYMENT POSSIBILITIES, EXPERTISE POTENTIAL AND TRAVEL PROCEDURES, INCLUDING DATA FROM APPROPRIATE QUESTIONNAIRES COMPLETED BY MOVEMENT COLLEAGUES.

1. To submit a questionnaire to guardians regarding formations and contacts that would be helpful in obtaining employment and visas for deployed colleagues.
2. Establish a file to be maintained at Symbolic Centrum containing listing of employment opportunities in the other eight continents.
3. A request of all guardians to submit all journals and other sources which list overseas employment opportunities.
4. Assign guardians in the six areas to research and contact international employment agencies in their area and submit information periodically.

X. IN ORDER TO PROCURE TRAVEL DOCUMENTS FOR EMPLOYMENT ABROAD, WE RECOMMEND THAT THE GUARDIANS UTILIZE THE INDIRECT TACTICS OF (1) CULTIVATION OF RELATIONSHIPS WITH INTERNATIONAL CORPORATIONS AND INDIGENOUS LEADERS IN FOREIGN COUNTRIES TO OBTAIN ACCESS TO NEW OPPORTUNITIES FOR ENTRY INTO COUNTRIES AND (2) THE LEGITIMIZATION OF FINANCIAL SUPPORT THROUGH THE ESTABLISHMENT OF A NEW BUSINESS ENTITY SUCH AS A "WAYSIDE INN" OR THE USE OF THE "FIFTH CITY DEVELOPMENT CORPORATION".

1. Establish a network of guardians who have international business and government contacts who would be willing to use these relationships to secure employment and visas for deployed colleagues.
2. Assign a group of guardians to cultivate the key leadership of other nations residing in this country.
3. Bring intentionality into contacts with nationals of other countries while travelling overseas.
4. Proceed with setting-up of business entities to enable employment of overseas colleagues.

TEAM G

OVERSEAS  
SUPPORT

1. Most confident about:
  - a. Number 2:
    1. already aware of market
    2. already into it a little
    3. can be implemented tomorrow
    4. A natural-very little conversational English taught in Japan
  - b. Number 1:
    1. Quickly by small number of people
    2. Use present records
    3. With a little thought, systematic investigation method could be created and given to overseas Religious House.
  - c. Number 3:
    1. Should include image of 6 months, 1 year, or 2 years internship in overseas house while working in a foreign country.
2. Which ones less precise:
  - a. Number 9:
    1. recommended
    2. too much work
  - b. Number 4:
    1. recommended
    2. too much work
  - c. Number 4: Need to have guardians involved  
Guardians could be used as consultants
3. What are the Possible Dangers?
  - a. Engaging in business rather than mission.
  - b. Risk of getting wrong image if work with wrong people (ugly American)
  - c. E.I. doesn't have enough legal structure (as tax-free corp.)
4. What are Implications?
  - a. Need of guardians in overseas areas--e.g. Kuala Lumpur.
  - b. Pioneering Document? = where do we push if further?

TEAM H                      Our only reflection on Number 2 is that it should read:

INTERNATIONAL  
DEVELOPMENT                      II. IT IS RECOMMENDED THAT THE GUARDIANS GAIN ACCESS TO  
THE ESTABLISHMENT STRUCTURES BY EMBRACING THE INDIGENOUS  
LANGUAGE AND CULTURE AND AVOIDING THE UGLY NATIONALIST  
IMAGE.

TEAM I                      Our reflections on the think tank revealed the trend toward  
more direct guardian involvement in the movement, not only as  
those who transport materials, but as those who, as the twentieth  
century troubadours, carry the story of resurgence across the  
globe. Implications for the immediate future are the need for  
a guardian centrum and a symbolic centrum post to coordinate that  
and regional guardian meetings. A prospect for both guardians  
and order members is a continental or Area odyssey which would  
travel for a month in one continent, intensifying the odyssey  
reflection in condensed geography. Finally, the most far reaching  
implication of this gathering is the reality of recovering the  
sense and style of vocational authenticity.

GLOBAL  
DEPLOYMENT