FACILITIES PROCUREMENT

The rapid expansion of the Movement over the last few years has been monumental. Going global implies an additional guantum growth in program and necessary facilities. The impact at Base Centrum is the demand to provide additional residential facilities immediately. Preliminary investigation has uncovered a location on Lakeside Place that could conceivably provide Order housing space for Order staff and training program participants. Out of this demand are raised major issues relative to the immediate and future mechanisms for the acquisition and financing of facilities, as well as the effective fiscal management of existing and future debts. As the facilities needs are met vital questions are raised relative to the operation of those facilities on a local, national and global level. Specific issues are focused in the following list of questions.

- What are the various forms of possible ownership?
- 2. How can the depreciation tax recapture be dealt with?
- 3. What are the best methods of quick occupancy?
- 4. How do we best obtain real estate tax exemptions?
- 5. How do we best utilize the tax deductible gift procedures?
- 6. What is the advisability and legality of an exchange of properties?
- 7. How do we best cut operational costs?
- 8. How do we secure an FHA mortgage reduction or deferment?
- 9. What are the means of retiring/refinancing the existing balloon notes?
- 10. What are the mechanisms for retiring/transfering or reducing the debts on existing properties?
- 11. What are the mechanisms for financing future real estate investments with minimal capital outlay?
- 12. What are the basic guidelines for obtaining and utilizing tax exempt shelters?
- 13. What are the means for servicing and maintaining the equipment and facilities?
- 14. What are the mechanisms for procuring and financing major equipment needs?
- 15. What are the types and amounts of insurance coverage on properties/capital, goods/personnel?
- 16. What are the means of obtaining continental/global insurance coverage?

INVESTMENT DESIGN

In the past few years the assets of the Ecumenical Institute and the Order have increased to such an extent in contributions, property, and securities that a whole new dimension of investment management is called for. In addition, the movement and its friends and benefactors around the world have decided to support the work of the Institute and the Order. What are the best ways that such money may be solicited, invested, and managed to accomplish the investment goals of the Institute and the Order?

- 1. What are the investment goals at this point in the Institute's and Order's history that will protect its economic base and give maximum potential for growth?
- 2. What type of investments and what proportions are needed to carry out the investment goals?
- 3. What is the long-range investment plan that will best fit the rapid expansion of the movement and take into account all future possibilities of income?
- 4. What kind of investment research and services are required to obtain and keep abreast of investments needed now and in the future, and what kind of network of investment counsel could be established?
- 5. What kind of analysis needs to be made of property owned and mortgaged, and what plans should be laid to make best use of these assets?
- 6. What kind of analysis and investment policy should be established for such present assets as cash savings accounts, stocks, and bonds?
- 7. Could money currently spent on health insurance be better utilized for investment to self-insure health expenditures, and if so, how?
- 8. Could money currently spent on retirement insurance and annuities be better utilized for investment for the internal generation of retirement income?
- 9. How may money be obtained as loans or foundation deposits and then invested properly?
- 10. What is the advisability of obtaining money by means of bonds, bearer's notes, annuities and wills, and how should these be solicited and managed?
- 11. How may stock options be solicited and used?
- 12. Is it advisable and in what way could money from property transfers and estates be solicited and invested?
- 13. Should a trust fund for investments be established by the guardians and if so what should its policy be and how should it be organized and managed?
- 14. How could such a fund solicit money from all areas of the movement? What should the size of the fund be? What sign could the guardians create to capture the attention of the movement for such a fund?
- 15. Should the fixed and liquid assets of the Ecumenical Institute and Order be used by such an investment fund, and if so, in what way and in what amounts?
- 16. What should be the investment council and supervision of such a fund, and what would be the means of implementing it?

FUTURE PROJECTION

The Spirit Movement has experienced dramatic growth and expansion. We obviously must anticipate even more radical expansion over the next 20 years and project our thinking and model Building. What are our dreams relative to our missional program our enabling facilities, our long-range funding, and our catalytic forces? We stand before an everwhelming vision and we build concrete plans for giving shape and substance to that visioning. The task of this think tank is to be the "Walter Mittys" of the movement and then to give concrete form to its wild projections.

- 1. What training facilities will be needed ten years from now and how should we go about securing them?
- 2. What Order facilities will be needed in 1983 and what should we have for obtaining them?
- 3. How shall we regulate Order finances when we have 150,000 people on all continents?
- 4. What will be the facilities needed for Centrum in 1983 and how should we go about securing these facilities?
- 5. What will be the growth/edge-businesses in 1983 and how can we anticipate them?
- 6. How would we insure \$ 1,000,000 program income from investments in 1983?
- 7. What areas will be rapidly expanding economically and how can we best utilize our location then?
- 8. How can we insure now \$ 1,000,000 income from wills, trusts, legacies, insurance in 2000?
- 9. How will we find the intensified movement in India?
- 10. How could you get government funding from other nations for aspects of our program?
- 11. What will be the salable programs and skills we wil have in 1983?
- 12. What will be the major contradictions blocking the effective support of our programs in 1983?
- 13. How shall we go about structuring civil relations when we have houses all over the world, conceivably in countries at war with each other?
- 14. What will be the nature and form of Economic relations of extended Order in the year 1983?
- 15. What will be the Week II assignment construct for the movement at the regional level?
- 16. Who will be the 100 wealthy billionaires by 1983 and how would we plan to tap their resources?

DEVELOPMENT PRACTICUM

The global expansion of the movement in the midst of the turn to the world has raised to self-consciousness the need for ongoing support from a broad base of movemental colleagues. The first step in building this base has begun. The development practicum was created as a result of the November guardians meeting, and has been initiated in 10 regions this past quarter. One of the pressing issues now is the form of the ongoing development activity in the region. A second issue is the expansion of the patron network in each region. Some of the questions related to these issues are:

- 1. What are some of the movemental groups that should be contacted and how should the contact be made?
- 2. What should be the form of the individual calling network, and what should be the content of the calls, and what training is needed to establish this network?
- 3. What are the ways in which the region can symbolize for itself its ongoing development responsibility?
- 4. What brochures, letters and materials are needed?
- 5. What might be the form and content of convocations and/or rallies which might be used to broaden the contact base?
- 6. What global happenings/ celebrations would be helpful in rehearsing the commitment made by our colleagues to fund the global movement?
- 7. What is the mail and phone call follow-up system needed?
- 8. What data systems are needed regionally and at symbolic centrum for followup?
- 9. What are some potential audiences (groups, clubs, etc.)?
- 10. How might we acquire a list of potential patrons?
- 11. What are some approaches that would be effective in contacting individual patrons?
- 12. What approaches would be effective for group contact?
- 13. What are the stories and spins that will release patron funding from individuals and groups?
- 14. What brochures and materials are needed to develop the patron network?
- 15. What is the edge or current mindset of funding groups and individual patrons?
- 16. What presentation methods might be used to reach the individuals and groups?

CAPITAL FUNDING

Capital Funding is the arena of raising major funds from such resources as corporations, foundations and governments. The Institute's operating principle is to submit strategic proposals to selected funding resources which maximize the possibility of releasing large amounts of money for an extended period of time. Two of the broad issues for capital funding are the role and utilization of the Guardian network and the strategy of an annual capital funding campaign to allow for the financial leap we anticipate yearly.

- 1. How would one allow for the annual slack of \$250,000 yearly?
- 2. Is there an obvious \$50,000 source we have overlooked?
- 3. How might we bring home our 2 key capital funds proposals, Bush and Kresge?
- 4. Where are individual acquaintanceships that could grant us \$20,000 yearly?
- 5. For any Guardian, what is the most likely proposal that \$10,000 would be given for?
- 6. Where are our most likely sources for Summer '73?
- 7. How might we intensify summer development in the social arena?
- 8. What federal agencies are now most receptive for funding our work?
- 9. What is the counterpart to the practicum in the social funding arena?
- 10. How might we mount and effectuate a 1 million capital funds drive?
- 11. With anticipated demonstration projects on the North Side, what would constitute an effective proposal document?
- 12. What would be our most effective use of the guardian network?
- 13. How might the LENS course be effectively used to foster large grants?
- 14. Where are our most fruitful geographical clusters of social contacts across the continent?
- 15. How might we best use our Chicago clout to unleash corporation monies across the continent?
- 16. What corporation or foundation would you like to spend the next eight weeks tracking for a large grant?

IN-KIND INTENSIFICATION

Increased program demands require acceleration of the In-Kind contributions system, so that self support funds are available for other uses. Knowing that every product or service is a potential IK contribution, we face the task of accelerating IK to eliminate or reduce current pruchases. Methodologically this means penetrating and developing the patronage networks of 4 or 5 key industries to break-open sustaining gifts. Also, this means procedures to locate and obtain the frequent "tone-shot" opportunities as they materialize.

- 1. How do we crack open key industries for sustaining contributions?
- 2. How do we tap sources of obsolete and stock piled products?
- 3. How do we obtain bankruptcy and liquidation goods?
- 4. How do we obtain goods as tax break and tax shelter advantages for donors?
- 5. How do we as the consumer use our buying power to encourage IK gifts from suppliers?
- 6. How do we obtain non-professional services as donations?
- 7. How do we sell demonstration projects as IK recipients?
- 8. How do we use established contacts for opening sustaining contributions?
- 9. How do we obtain professional lobby support to crack open major industries?
- 10. How do we obtain free use of professional services?
- 11. How do we obtain furniture and equipment for Centrum?
- 12. How do we get construction services donated?
- 13. How do we use trade and professional associations to break open sustaining contributions?
- 14. How do we free up contributions for global operations?
- 15. How do we obtain freight and travel gifts?
- 16. How do we maintain Centrum on a continuing IK basis?

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?

SECTOR FOUR: CIVIL RELATIONS QUERIES OF LEGAL GROUNDING

Ecumenical Institute Spring Quarter 1973

LEGAL GROUNDING

Going global requires an immediate look at the multitude of legal structures available to assist in undergirding the order as a world body with one missional thrust. As the global movement becomes established in local communities, a complexity of legal issues arises. There is a need for maximum beneficial use of facilities with minimum expense and maximum utilization of tax saving devices. As the Institute expands, a method of centralized ownership and management of property must be envisioned and formalized. A way of structuring the relations of hundreds of persons across the globe in conventional corporate form must be devised. The task is to explore the most advantageous methods of providing for these needs.

- 1. What is the most advantageous vehicle for holding and occupying Religious House properties around the globe?
- 2. How can real estate tax exemptions best be obtained in all countries?
- 3. What are the best methods of avoiding liabilities in connection with real estate?
- 4. What are the issues in dealing with local zoning laws?
- 5. What can be done to encourage bequests through wills and trusts?
- 6. What are the ramifications of the 1969 Revenue Act on giving by foundations to our work?
- 7. Could use of annuities be helpful?
- 8. What are the income tax laws the Order should know about for best advantage in obtaining contributions?
- 9. How can the Order be so constructed as to avoid income tax on salaries of Order members?
- 10. What is the best form of legal vehicle for structuring the global Order.
- 11. What country should be the domicile of the Order for best advantages?
- 12. What will be the best method of central ownership of property of all Religious Houses by the Order or Institute?
- 13. How can we set up separate divisions for operational purposes such as the International Training Institute?
- 14. How do we best handle guardianship for deployed youth?
- 15. How do we control ownership of property in demonstration projects?
- 16. What are the best legal tools for dealing with relations between Order and Order members on such things as children's education, medical care, old age assistance, etc.?

SECULAR PERMEATION

With the expansion of the Movement in various areas and the turn to the global, the social and the secular, we must now think through our strategic relations to other social groups. It is unwise to move rapidly in this area, but the time has come to begin thinking through the issue of our relationship to the established dimension of society. This issue shows up in 2 areas: How can we most effectively present ourselves before society and what are crucial social arenas for us to move in at this time. The following questions point out some of the issues in this area

- 1. What civic, professional, service, or fraternal organizations have global networks which would be open to our programs?
- 2. How might we approach such groups?
- 3. What movement programs would be most appropriate to such groups?
- 4. How might we concretely impact these groups with the LENS course?
- 5. What discernable age and/or interest groups must be nurtured and impacted in the next 4 years?
- 6. Who are the helpful contacts which the current Guardians have or could create across the globe to enable the Movement?
- 7. Who are the 50 Economic, 50 Political and 50 Cultural leaders across the globe that the Movement needs to contact in the next 4 years?
- 8. What system would we set up to methodically contact and develop these people?
- 9. What are means of financing the LENS course either in terms of scholar-ships or grants overseas?
- 10. How would we gain entree to teaching the LENS course to selected businesses and Governmental agencies?
- 11. What are effective ways for the Guardians to participate in recruiting the LENS course?
- 12. How would we secure endorsements and sponsors for the LENS course?
- 13. What story would we use to represent the Movement to non-Western, non-Christian groups?
- 14. What role would LENS and other programs play in such a story?
- 15. What story and/or articles and materials would we use to represent the guild in such situations?
- 16. What materials in terms of content and format are needed for this turn to the globe?

SECTOR FOUR: CIVIL RELATIONS QUERIES OF CONSULTANT NETWORK

Ecumenical Institute Spring Quarter 1973

CONSULTANT NETWORK

The entire context of the Guardian experiment has shifted as a result of the participation of 3 Movement Guardians in the Winter Quarter's Global Trip. The impending Guardian's meeting set for the Fall of 1973 in Hong Kong has dramatized going global. As a result, direct reflection is needed on the experiment for the immediate and long-range implications. The general issues of concern fall into two arenas: the implications of going to the globe, and the future possibilities of the experiment. The following list of specific questions focus the arenas of concern:

- 1. What would a global net of consultants look like?
- 2. What steps would be taken to bring such a net into being?
- 3. What would the task of such a net be?
- 4. What should be going on at Centrum relative to Guardians?
- 5. What needs to be on the agenda of the Hong Kong Guardian's meeting?
- 6. What should be the size of the meeting and how will that level of participation be achieved?
- 7. In what ways would the Guardians enable the arena of sponsorship and authorization?
- 8. How would the Global Movement be represented or symbolized at Hong Kong?
- 9. What is the missional need, function, and cultivation possibilities in Global Trips of Guardians?
- 10. What are the travel patterns and possibilities of Guardian travel?
- 11. How can Guardian travels be used to build the Movement?
- 12. How can global conferences and contacts be used?
- 13. What training is necessary for the sake of the Guardians' future?
- 14. What new roles are emerging that place demands on the Guardians?
- 15. What areas of expertise are required and how will they be acquired?
- 16. What on-going economic relationships with the Movement can the Guardians provide?

TEAM A

FACILITIES PROCUREMENT

Facilities procurement had its major breakthru at the point of wrestling with the concrete means to acquire the Lakeside property for order and program housing. The happening was the awareness that the movement already has and can pull together the expertise and funds to do the job and that the guardians will be the primary resource in that effort. Another major breakthru was the idea of forming a "service pool" in which retired elders with specialized skills would donate their time to maintain and/or operate the centrum complex and equipment. The excitement was manifested in the possibilities for significant engagement of the elders as well as round-the-clock operation of the facilities. With the rapid expansion of the movement and the increasing complexities of facilities management, serious and continuous effort needs to be focused on data gathering and interchange and resource development and pooling relative to failities procurement. It is recommended that a post for facilities operations be established at base centrum during the spring quarter to initiate and classify the existing data. It is also recommended that one or two PSUs be held with selected movement guardians during the spring quarter to initiate the basic designs and models to implement the facilities procurement task.

TEAM B

INVESTMENT DESIGN

The creation of the Investment Policy Board is the crucial first steps of the Investment Design since the Board will have the responsibility for implementing several to the other recommendations. Similarly urgent is the need to study further the question of the creation of an entity to hold order assets and to accommodate the investment advantages of such an entity with other movement and legal concerns. Underlying all of the recommendations is the assumption that the guardians will provide the expertise called for in the various areas of investment mangagement.

TEAM C

FUTURE PROJECTION

The major emphasis of the recommendation in the fiscal affairs-future projections area have to do with the long range planning and current organization of the movement's fiscal operations. Especially important is building a solid professional organization base and network that will enable us to finance the overwhelming demands facing us in the next 10 years. The most exciting recommendation has to do with creating a guardian sabbatical program that would eventually lead to social academies on each continent in 1983 that businesses would send executives to in order to get a comprehensive picture of the globe.

TEAM D

First Paragraph:

--related dimension of formulation and symbolic breakloose.

DEVELOPMENT PRACTICUM

- I:--accountability, prodding role of centrum in relation to regions
 - --Centrum: vessel where accumulated knowledge is held (because region has less continuity than base).
- II. questions directly answered.
- III. 2--"etc." indicates Area, metro.
- IV. 2--others involved--possible network
- V.--integrate with regional activities
 --RDC key to getting metro people set up.
- VIII.--symbol of development -- you only pledge to Global Spirit Movement.
 - --anything else is under the table.
 - --change word "contributions" to "pledges" (second line in recommendation)
 - IX.--Go carefully! -- especially with ecclesiastical leaders.

Confidence about:

--work on 2 & 5--

RDC needs nurture--needs to organize metro coordinators.

Implement tomorrow: 2

Not precise enough:

2 (clarify role)

Step 3 under 5 (tension)
Step 2 under 5 (and RDC)

7 & 4 closely related. Merge.

Patron

- VII. Needs further clarification re categories of giving
- VI. Number 2 needs clarification

Missing one --- follow up

Entire group needs to hear about:

- a. Complete decentralization of development from Centrum to Region.
- b. Development in and of itself is nothing--development is penetration tool.
- c. Guardian has particular role (patron section) Guardian as key to development (contact to penetrate social structures).

- d. Patron downbeat on cultural.
- e. Key insight in patron-shift from giving to charity to investing in future.

Most startling thing:

- --development not just money procurement
- --development, that without which mission unattainable.

TEAM E

- I. Delete all words following "prepared".
- II. Needs more concretion.

CAPITAL FUNDING

III. This should be referred to legal council relative to control of the use of the name and the creating of new names. Decision as to what the name is to be needs to be made--the implications of an alternate name are crucial.

This was considered because of the difficulty encountered in obtaining funding for religious organizations, however this difficulty needs to be balanced by our name indicating what we

are about. A realistic alternative is the use of subdivision names, e.g. Institute of Cultural Affairs.

I. will be guided by decision mode in this regard.

- IV. # 3 is the significant shift here.
- V. In the specific corporation document, combine the donor's logo with an E.I. symbol.
- VI. Data gathering check list prepared by Centrum.
- VII. Mailings need to be selective: categories need to be creative.
- VIII. Need to reflect in this document how little is spent on staff.
 - IX. This is a Centrum activity.

We noted that the naming of names and the assigning of tasks was necessary for recommendations to be really serious.

Fourth Guardian Consult Chicago

SECTOR TWO ECONOMIC DEVELOPMENT REFLECTIVE COMMENTS

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TEAM F

INKIND INTENSIFICATION

To be a guardian infers responsibility that is a decisional stance. That is the difference between floundering and being affective. A new consciousness must be developed in which one views all contacts as being potential donors. Our missional story which includes miracles of past and present is adequate for secular and religious men. It is crucial that a regional development nucleus be created, i.e. "Iron men beget Iron men." To be effective, tactics must be prioritized with a time line generated.

TEAM G

1. Most confident about:

OVERSEAS SUPPORT

- a. Number 2:
 - 1. already aware of market
 - 2. already into it a little
 - 3. can be implemented tommorrow
 - 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.
 - 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

GLOBAL DEPLOYMENT 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 troubadors, 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.

TEAM J

CIVIL RELATIONS

The primary arenas in which the Movement requires legal grounding were articulated. In so doing, there was a tension held between maintaining the dynamic character of the Spirit Movement and the possible structural rigidity that could come when dealing with societal legal structures. Finally, it was discerned that although the "v hat" has been named, the "who" is still unclear.

TEAM K

SECULAR PERMEATION Three major permeation diffusion and nurture areas were: Global Odyssey, "Desert Nurture" model, and Global Employment agency. The practical proposals seek to increase the global consciousness and to impact, nurture and sustain secular man with several immediate tasks to be accomplished including researching, preparing manuals and finding financial resources. Of great secular impact would be the formation of a Speakers Bureau.

TEAM L

CONSULTANT NETWORK

Signal recommendations in this arena are: the guardians teaching Lens and compilation of a guardian directory. Values in these were getting the maximum effectiveness into a consult and giving guardians two sets of tools for impacting secular society; the Lens and the Consult. The consultative network gives concrete form to the global servanthood force; it is the serving form. There is a need to list typical consults to get clarity on what needs to respond to, and clarity on the dangers that must be dealt with in consultations. Some apparent dangers are: 1) gathering data and not making use of it. 2) consults with no practical results. 3) not involving grassroots in the doing and work. An area that needs additional work is organizing the method of training--the machinery is there. Other areas that need work are: getting the concrete steps to create the data bank; prioritizing consults using the grid of world contradictions; discerning the relationship of the consult network to the Ecumenical Parish; and PSU work on activities of guardians in relationship to the movemental church's activities. We are raising tactics to release motivity. It needs to be noted that any guardian can do any consult.