

The Institute of Cultural Affairs
Chicago

April 16-18, 1982

NORTH AMERICAN GUARDIAN COUNSULT

FRIDAY	SATURDAY	SUNDAY
THE GUILD and THE GLOBAL GUARDIAN	7:00 Breakfast THE GUILD	7:00 Breakfast ANTICIPATORY RESEARCH
	8:30 The Guilds •HEALTH •INFORMATION •EDUCATION •BUSINESS	8:30 The Guilds IMPLEMENTATION
	12:00 Buffet Lunch	12:00 Closing Feast THE FUTURE TASK
	2:00 The Task Forces •METHODS •REGIONAL TRAINING TEAMS •MARKETING •DEFERRED PACKAGES GIVING •GLOBAL •INTERNATIONAL TREKS EXPOSITION	
Registration & Informal Gathering		
7:00 Opening Feast THE 10 YEARS OF ENGAGEMENT	6:15 The Guild Suite WINE & CHEESE	
8:30 Symposia CONTINENTAL INTERCHANGE	7:30 Dinner REPORTS FROM THE DAY	
10:00 The Lounge	9:30 The Lounge	

N.A. Guardian Consult
ICA: Chicago

LEADERSHIP ASSIGNMENTS
GUARDIAN CONSULT

April 16-18, 1982

MEALS	COORDINATION	TASK FORCES		
Friday Dinner: Hosts: Don Moffett Spin: Judy Lindblad	Orchestrators: Don Moffett Karen Troxel David McClesky Mary Warren Moffett Marilyn Crocker Practics: Marile Blanchard Kevin Balm Bob Hawley Dorothy Baines Michael Ford Production: Priscilla Wilson Sheila Westre Debra Drown Meal Serve: Student House Gun: Betty Lewis	FRIDAY NITE SYMPOSIA		
		1	2	3
Saturday Breakfast: Hosts: Carol Kucera Spin: Sam Hanson		Host: Rod Wilson	Host: Sue Laxdal	Host: Marile Blanchard
		Karen Troxel Robert True Joan Seacord	Ron Griffith Dane Adkinson Jean Wilson David Blanchard	Marilyn Crocker Kenyon Wilson Martha L. Sugg
Saturday Lunch: Hosts: BUFFET LUNCH Spin:		SAT. AFTERNOON TASK FORCES		
		METHODS TRAINING		REGIONAL TEAMS
Saturday Dinner: Hosts: Don Elliott Plenary: Don Moffett Mary Warren Moffett	GUILDS HEALTH Ellen Howie Bob True	Barbara Keller David Lazaer		Norm Lindblad Martha Lee Sugg
		MARKETING PACKAGES		DEFERRED GIVING
Sunday Breakfast: Hosts: Lew Pierce Spin: David McClesky	EDUCATION Dane Adkinson Virginia Pierce INFORMATION Dick Seacord Carol Walters	Donna Ziegenhorn Cynthia Vance		David Wood Charles Hahn
		GLOBAL TREKS		INTERNATIONAL EXPOSITION ON RURAL DEVELOPMENT
Sunday Lunch: Hosts: Sandra True Spin: Larry Ward Georgianna McBurney	BUSINESS Ron Griffith Marilyn Crocker	Judy Lindblad Joe Crocker		Betty Pesek Richard Kitney

TIME DESIGN

FRIDAY EVENING

3:00-7:00	Snacks & Welcome on 6th Floor
7:00	OPENING FEAST The Welcome The Ten Years of Engagement
8:30	THE THREE SYMPOSIA Continental Interchange THE LOUNGE

SATURDAY MORNING

7:00	BREAKFAST The Guild
8:30	THE GUILD WORK Health Education Information Business

SATURDAY AFTERNOON

12:00	BUFFET LUNCH
2:00	THE TASK FORCE WORK Methods Training Marketing Packages Global Treks Regional Teams Deferred Giving International Exposition

SATURDAY EVENING

6:15	WINE & CHEESE HOUR The Guild Suite
7:30	DINNER Reports from the Day THE LOUNGE

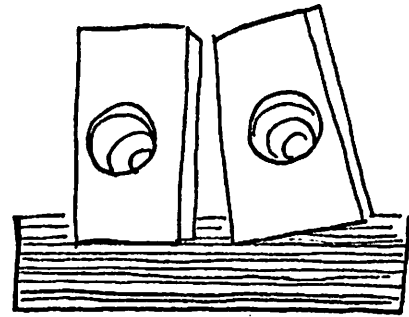
SUNDAY MORNING

7:00	BREAKFAST Anticipatory Research
8:30	THE GUILD WORK
12:00	CLOSING FEAST The Future Task DEPARTURE

21st Guardian Consult
Chicago

April 16-18
1982

THE GUILD + THE FUTURE GUARDIAN

FRIDAY	SATURDAY	SUNDAY
	D.O. BREAKFAST - THE GUILD - <i>Sam Hanson</i>	D.O. <i>David McCloskey</i> BREAKFAST - ANTICIPATING the HDZ
	THE GUILD SITUATION ISSUES • HEALTH <i>Times</i> <i>Rare Here</i> • EDUCATION <i>Karen Truxel</i> <i>Dave Adkinson</i> • INFORMATION SYSTEMS • THE COMPANY <i>Marilyn Crocher</i> <i>Pam Griffith</i>	THE GUILD IMPLEMENTATION PLENARY
	LUNCH BUFFET 12-1	CLOSING MEAL - THE FUTURE TASK <i>Harry Ward - Ga Mc</i>
	THE TASK FORCES • METHODS <i>David Loyaer</i> • MARKETING <i>(Kitty C.)</i> <i>Danna Z.</i> • TREKS <i>Crocher</i> • REGIONS <i>Carol K.</i> <i>Martha Lee</i> • DEFERRED GIVING <i>David Wood</i> • IERD <i>Betty P.</i> <i>design Pagan's prop</i> <i>North Committee</i>	
DINNER - <i>Judy Lindblad</i> TEN YEARS OF ENGAGEMENT	IERD ANNOUNCEMENT 6:15 <i>Don Elliott - Guild Suite - wine/cheese</i>	
NORTH AMERICAN INTERCHANGE 3 SYMPOSIA <i>flow done -</i>	DINNER - Plenary - REPORTS FROM THE DAY (PRODUCTION T/F)	

Bar in House Lounge -

MEAL FORMAT

Friday Dinner

ADVANCED ROOM PREPARATION

Table Decor

Sculpture Placemat
Cream colored napkin

Centerpiece

Sculpture

Hand outs

Hammarskjold ritual (on top of everything)
Song book

Music Background Chariots of Fire

Menu

Beef Stew
Green Salad
Rolls/*Butter*
Cheesecake
Coffee Tea

ROLE ASSIGNMT	ACTIVITY	MEAL PROCEDURES
Don Moffett	Welcome	Welcome all to the consult and especially those attending for the first time. Also, welcome any special guests.
	Singing	"Called to care" page 21
	Ritual	<p><u>Context</u>: Throughout history people have invented many ways to greet one another. On an occasion like this it seems that a greeting which calls us to self-consciousness would be appropriate. On your plates is a poem by Dag Hammarskjold. Let us use this poetry as a ritual to greet each other and to call ourselves to attention at this opening feast.</p> <p><u>Rubrics</u>: I will read to the first period. Then all of you read to the next period.....I will read to the next...then all of you...and so on to the end of the poem..</p> <p>D. Hammarskjold: Tired and lonely, So tired the heart aches.</p>
	Rite	<p>"Let us eat this meal on behalf of the emerging networks of guardians around the world who are forging new possibilities of creative participation in building the new earth." "Let us feast"</p>
Judy Lindblad	Talk	Ten Years of Engagement
Don M.	Announcements Send out	Let us go forth into the evening's work.

ANNOUNCEMENTS

MENU

- Group assignment to the Symposia
- Symposia locations (map in packet)
- Symposia meet til 10:00-then the bar will be open in the House Lounge-1st floor

MEAL FORMAT

SATURDAY BREAKFAST

ADVANCED ROOM PREPARATION

Table Decor: Priorities Placemat
Cream colored napkins

Centerpiece: Sculpture

Handouts: D.H. Lawrence - on top of everything
4 Guild Articles

Music Background: Samuel Barber- Adagio for Strings

ROLE ASSIGNMT	ACTIVITY	MEAL PROCEDURES
Carol Kucera	Singing	(Background Music off) Believe - pg.21 Blue Skies - pg.15
	Ritual	Context: People have always created rituals to remind them of what life is about and how they've decided to respond to it. Rubrics: Again, I'll read to the first period - then all of you on the left side read to the next period. All on the right side read to the next full stop and so on..... D.H. Lawrence: As we live, we are transmitters of life.
	Rite	Let us eat this meal on B $\frac{1}{2}$ of those who are experimenting with forms of the Guild. We hold up especially the work in Charity Hospital, <i>NEW ORLEANS</i> Let us feast.
Sam Hanson	Talk	The Guild
Carol Kucera	Announcements	<i>Assignments to Guilds</i>
	Send out	Have a wonderful day

ANNOUNCEMENTS

MENU

--lunch will be a buffet served in the collegium room.
--all those who still haven't registered see Don Moffett

Fruit Bowl
Scrambled eggs
English Muffins/Jam

MEAL FORMAT

SATURDAY DINNER

ADVANCED ROOM PREPARATION

TABLE DECOR: India Placemat
Cream colored napkins

CENTERPIECE: Sculpture

HANDOUTS: IERD Brochure
Tagore poem (on top)

MUSIC BACKGROUND: Classical Hindu

ROLE ASSIGNMT	ACTIVITY	MEAL PROCEDURES
Don Elliott	Singing	Raghipati Raghava Pg.12 Gibson Town Pg. 14
	Ritual	Context: There's something about a ritual that seems to give us a new set of eyes to see the deeps <i>deeper meaning in the ordinary</i> Rubrics: We'll read this poem as we have the others. I'll read to the first period then left side/right side..etc..... R. Tagore: None lives for ever, and nothing lasts for long.
	Rite	Let us eat this meal on behalf of rural development and esp. think of Maliwada, India; Starks, Maine; and Buben, Indonesia. Let us feast.
Plenary Leader (<i>McFetters</i>)	Reports	
Don E.	Announcements	
	Send out	See you in the Lounge

ANNOUNCEMENTS

MENU

--Wake up is at 5:45

--Daily Office is at 6:30

Indian Feast

April 16-18, 1982

SUNDAY BREAKFAST

Table Decor: Global Grid Placemat
Cream colored napkins

Centerpiece: Sculpture

Handouts: Kazantzakis Ritual (on top)
Journal

Music Background: Samuel Barber: Adagio for Strings

ROLE ASSIGNMT	ACTIVITY	MEAL PROCEDURES
Lew Pierce	Singing	Rise Up Africa - pg.13 I Believe in Wonder - pg. 21
	Ritual	Context: Our ritual this morning is a piece of Kazantzakis poetry. This kind of dramatic reading of modern poetry has a strange power that enables us to symbolize our decision to embrace and affirm life. Rubrics: This morning I'll read to the first period...then men to the next period...women to the next period..and so on.. N. Kazantzakis: The essence of our God is STRUGGLE; pain, joy, and hope unfold and labor within this struggle, world without end.
	Rite	Let us eat this meal on behalf of our colleagues in Black Africa who are experimenting with a variety of forms of community cluster models towards establishing a zone of human development. Let us feast.
Justin Morrill David McClesky	Talk	Anticipatory Research
	Talk Reflect'n	<ol style="list-style-type: none"> 1. What do you remember from the talk? 2. What was most exciting for you?/most surprising? 3. What questions were raised for you? 4. What's the importance of what we're dealing with here as you think about the future? <p style="text-align: right;"><i>at beginning of Guild</i></p>
ANNOUNCEMENTS		MENU
		Orange Juice Egg and Sausage Quiche Danish Pastry

N.A. Guardian Consult

April 16-18, 1982

MEAL FORMAT

SUNDAY BREAKFAST

ADVANCED ROOM PREPARATION

ROLE ASSIGNMT	ACTIVITY	MEAL PROCEDURES
Lew P	Announcements	-----morning schedule and configurations
	Send out	Let us go forth to the task of implementing the guild.
ANNOUNCEMENTS		MENU

MEAL FORMAT

SUNDAY CLOSING FEAST

ADVANCED ROOM PREPARATION

TABLE DECOR: Sculpture placemat
Blue Napkins

CENTERPIECE: Sculpture

HANDOUTS : H. R. Niebuhr poem

MUSIC BACKGROUND: Chariots of Fire

ROLE ASSIGNMT	ACTIVITY	MEAL PROCEDURES
Sandra True	Singing	Believe - pg. 21 Called to Care - pg. 21
	Ritual	Context: The poem of H.R. Niebuhr is on your plates..we'll use this as the ritual for this meal. Rituals not only help us tell a story about the present, but they have a way of catapulting one into the future and at the same time give one courage in the now to face the unknown future in gratitude. Rubrics: I will read to the first period and then everyone respond with the next line - and we will alternate to the end.
	Rite	Let us eat this meal on behalf of the unborn generations of humankind who will never know life in the 20th century, but whose lives will nonetheless be shaped by our decisions and actions in these times. Let us feast.
Larry Ward Georgianna McBurney	Talk	The Future Task
Sandra T	Announcements	
	Send Out	Let us go forth to enact the plans we have made in this consult and to be the guardians of the building of the new earth.

ANNOUNCEMENTS

MENU

Reset ~
Driver - how long?

Baked Chicken Chocolate Cream
Brown Rice Dessert
Green Beans
Cranberry/Pineapple Salad

MEAL FORMAT

Friday Dinner

ADVANCED ROOM PREPARATION

Table Decor

Sculpture Placemat
Cream colored napkin

Centerpiece

Sculpture

Hand outs

Hammarskjold ritual (on top of everything)
Song book

Music Background Chariots of Fire

Menu

Beef Stew
Green Salad
Rolls
Cheesecake

ROLE ASSIGNMT	ACTIVITY	MEAL PROCEDURES
Don Moffett	Welcome	Welcome all to the consult and especially those attending for the first time. Also, welcome any special guests.
	Singing	"Called to care" page 21
	Ritual	<p><u>Context</u>: Throughout history people have invented many ways to greet one another. On an occasion like this it seems that a greeting which calls us to self-consciousness would be appropriate. On your plates is a poem by Dag Hammarskjold. Let us use this poetry as a ritual to greet each other and to call ourselves to attention at this opening feast.</p> <p><u>Rubrics</u>: I will read to the first period. Then all of you read to the next period.....I will read to the next...then all of you...and so on to the end of the poem..</p> <p>D. Hammarskjold: Tired and lonely, So tired the heart aches.</p>
	Rite	<p>"Let us eat this meal on behalf of the emerging networks of guardians around the world who are forging new possibilities of creative participation in building the new earth." "Let us feast"</p>
Judy Lindblad	Talk	Ten Years of Engagement
Don M.	Announcements Send out	Let us go forth into the evening's work.
ANNOUNCEMENTS		MENU
--Group assignment to the Symposia --Symposia locations(map in packet) --Symposia meet til 10:00-then the bar will be open in the House Lounge-1st floor		

MEAL FORMAT

SATURDAY BREAKFAST

ADVANCED ROOM PREPARATION

Table Decor: Priorities Placemat
Cream colored napkins

Centerpiece: Sculpture

Handouts: D.H. Lawrence - on top of everything
4 Guild Articles

Music Background: Samuel Barber- Adagio for Strings

ROLE ASSIGNMT	ACTIVITY	MEAL PROCEDURES
Carol Kucera	Singing	(Background Music off) Believe - pg.21 Blue Skies - pg.15
	Ritual	Context: People have always created rituals to remind them of what life is about and how they've decided to respond to it. Rubrics: Again, I'll read to the first period - then all of you on the left side read to the next period. All on the right side read to the next full stop and so on..... D.H. Lawrence: As we live, we are transmitters of life.
	Rite	Let us eat this meal on B $\frac{1}{2}$ of those who are experimenting with forms of the Guild . We hold up especially the work in Charity Hospital. Let us feast.
Sam Hanson	Talk	The Guild
Carol Kucera	Announcements	
	Send out	Have a wonderful day

ANNOUNCEMENTS

MENU

--lunch will be a buffet served in the collegium room.
--all those who still haven't registered see Don Moffett

Fruit Bowl
Scrambled eggs
English Muffins/Jam

MEAL FORMAT

SATURDAY DINNER

ADVANCED ROOM PREPARATION

TABLE DECOR: India Placemat
Cream colored napkins

CENTERPIECE: Sculpture

HANDOUTS: IERD Brochure
Tagore poem (on top)

MUSIC BACKGROUND: Classical Hindu

ROLE ASSIGNMT	ACTIVITY	MEAL PROCEDURES
Don Elliott	Singing	Raghipati Raghava Pg.12 Gibson Town Pg. 14
	Ritual	Context: There's something about a ritual that seems to give us a new set of eyes to see the deeps Rubrics: We'll read this poem as we have the others. I'll read to the first period then left side/right side..etc..... R. Tagore: None lives for ever, and nothing lasts for long.
	Rite	Let us eat this meal on behalf of rural development and esp. think of Maliwada, India; Starks, Maine; and Buban, Indonesia. Let us feast.
Plenary Leader (Mr. Hertz)	Reports	
Don E.	Announcements	
	Send out	See you in the Lounge

ANNOUNCEMENTS

MENU

--Wake up is at 6:00

--Daily Office is at 6:30

Indian Feast

MEAL FORMAT

SUNDAY BREAKFAST

ADVANCED ROOM PREPARATION

Table Decor: Global Grid Placemat
Cream colored napkins

Centerpiece: Sculpture

Handouts: Kazantzakis Ritual (on top)
Journal

Music Background: Samuel Barber: Adagio for Strings

ROLE ASSIGNMT	ACTIVITY	MEAL PROCEDURES
Lew Pierce	Singing	Rise Up Africa - pg.13 I Believe in Wonder - pg. 21
	Ritual	Context: Our ritual this morning is a piece of Kazantzakis poetry. This kind of dramatic reading of modern poetry has a stange power that enables us to symbolize our decision to embrace and affirm life. Rubrics: This morning I'll read to the first period...then men to the next period...women to the next period..and so on.. N. Kazantzakis: The essence of our God is STRUGGLE; pain, joy, and hope unfold and labor within this struggle, world without end.
	Rite	Let us eat this meal on behalf of our colleagues in Black Africa who are experimenting with a variety of forms of community cluster models towards establishing a zone of human development. Let us feast.
David McClesky	Talk	Anticipatory Research
	Talk Reflect'n	1. What do you remember from the talk? 2. What was most exciting for you?/most surprising? 3. What questions were raised for you? 4. What/s the importance of what we're dealing with here as you think about the future?
ANNOUNCEMENTS		MENU
		Orange Juice Egg and Sausage Quiche Danish Pastry

N.A. Guardian Consult

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MEAL FORMAT

SUNDAY BREAKFAST

ADVANCED ROOM PREPARATION

ROLE ASSIGNMT	ACTIVITY	MEAL PROCEDURES
Lew P	Announcements	-----morning schedule and configurations
	Send out	Let us go forth to the task of implementing the guild.
ANNOUNCEMENTS		MENU

MEAL FORMAT

SUNDAY CLOSING FEAST

ADVANCED ROOM PREPARATION

TABLE DECOR: Sculpture placemat
Blue Napkins

CENTERPIECE: Sculpture

HANDOUTS : H. R. Niebuhr poem

MUSIC BACKGROUND: Chariots of Fire

ROLE ASSIGNMT	ACTIVITY	MEAL PROCEDURES
Sandra True	Singing	Believe - pg. 21 Called to Care - pg. 21
	Ritual	Context: The poem of H.R. Niebuhr is on your plates..we'll use this as the ritual for this meal. Rituals not only help us tell a story about the present, but they have a way of catapulting one into the future and at the same time give one courage in the now to face the unknown future in gratitude. Rubrics: I will read to the first period and then everyone respond with the next line - and we will alternate to the end.
	Rite	Let us eat this meal on behalf of the unborn generations of humankind who will never know life in the 20th century, but whose lives will nonetheless be shaped by our decisions and actions in these times. Let us feast.
Larry Ward Georgianna McBurney	Talk	The Future Task
Sandra T	Announcements	
	Send Out	Let us go forth to enact the plans we have made in this consult and to be the guardians of the building of the new earth.
ANNOUNCEMENTS		MENU
		Baked Chicken Brown Rice Green Beans Cranberry/Pineapple Salad Chocolate Cream Dessert

MEAL FORMAT

Friday Dinner

ADVANCED ROOM PREPARATION

Table Decor

Sculpture Placemat
Cream colored napkin

Centerpiece

Sculpture

Hand outs

Hammarskjold ritual (on top of everything)
Song book

Music Background Chariots of Fire

Menu

Beef Stew
Green Salad
Rolls
Cheesecake

ROLE ASSIGNMT	ACTIVITY	MEAL PROCEDURES
Don Moffett	Welcome	Welcome all to the consult and especially those attending for the first time. Also, welcome any special guests.
	Singing	"Called to care" page 21
	Ritual	<p><u>Context</u>: Throughout history people have invented many ways to greet one another. On an occasion like this it seems that a greeting which calls us to self-consciousness would be appropriate. On your plates is a poem by Dag Hammarskjold. Let us use this poetry as a ritual to greet each other and to call ourselves to attention at this opening feast.</p> <p>Rubrics: I will read to the first period. Then all of you read to the next period.....I will read to the next...then all of you...and so on to the end of the poem..</p> <p>D. Hammarskjold: Tired and lonely, So tired the heart aches.</p>
	Rite	<p>"Let us eat this meal on behalf of the emerging networks of guardians around the world who are forging new possibilities of creative participation in building the new earth." "Let us feast"</p>
Judy Lindblad Don M.	Talk	Ten Years of Engagement
	Announcements Send out	Let us go forth into the evening's work.
ANNOUNCEMENTS		MENU
<p>--Group assignment to the Symposia --Symposia locations(map in packet) --Symposia meet til 10:00-then the bar will be open in the House Lounge-1st floor</p>		

MEAL FORMAT

SATURDAY BREAKFAST

ADVANCED ROOM PREPARATION

Table Decor: Priorities Placemat
Cream colored napkins

Centerpiece: Sculpture

Handouts: D.H. Lawrence - on top of everything
4 Guild Articles

Music Background: Samuel Barber- Adagio for Strings

ROLE ASSIGNMT	ACTIVITY	MEAL PROCEDURES
Carol Kucera	Singing	(Background Music off) Believe - pg.21 Blue Skies - pg.15
	Ritual	Context: People have always created rituals to remind them of what life is about and how they've decided to respond to it. Rubrics: Again, I'll read to the first period - then all of you on the left side read to the next period. All on the right side read to the next full stop and so on..... D.H. Lawrence: As we live, we are transmitters of life.
	Rite	Let us eat this meal on B $\frac{1}{2}$ of those who are experimenting with forms of the Guild . We hold up especially the work in Charity Hospital. Let us feast.
Sam Hanson	Talk	The Guild
Carol Kucera	Announcements	
	Send out	Have a wonderful day

ANNOUNCEMENTS

MENU

--lunch will be a buffet served in the collegium room.
--all those who still haven't registered see Don Moffett

Fruit Bowl
Scrambled eggs
English Muffins/Jam

MEAL FORMAT

SATURDAY DINNER

ADVANCED ROOM PREPARATION

TABLE DECOR: India Placemat
Cream colored napkins

CENTERPIECE: Sculpture

HANDOUTS: IERD Brochure
Tagore poem (on top)

MUSIC BACKGROUND: Classical Hindu

ROLE ASSIGNMT	ACTIVITY	MEAL PROCEDURES
Don Elliott	Singing	Raghipati Raghava Pg.12 Gibson Town Pg. 14
	Ritual	Context: There's something about a ritual that seems to give us a new set of eyes to see the deeps Rubrics: We'll read this poem as we have the others. I'll read to the first period then left side/right side..etc..... R. Tagore: None lives for ever, and nothing lasts for long.
	Rite	Let us eat this meal on behalf of rural development and esp. think of Maliwada, India; Starks, Maine; and Buban, Indonesia. Let us feast.
Plenary Leader (Moffette)	Reports	
Don E.	Announcements	
	Send out	See you in the Lounge

ANNOUNCEMENTS

MENU

--Wake up is at 6:00

--Daily Office is at 6:30

Indian Feast

SATURDAY EVENING PLENARY

STEP	PROCEDURES	TECHNIQUES
	<p>RATIONAL OBJECTIVE: To significate the work of the day. To inform ourselves on the products of the task forces. To reflect on what being in the practical guild mode means.</p> <p>EXISTENTIAL AIM: To be grabbed by the depth meaning of the day we have had. To get excited about the practicality of the guardians task in the future. To be at ease about the demands we all intend to do.</p>	
	<p>PRELUDE:</p> <ol style="list-style-type: none"> 1. Short spin: What this IERD will mean is..... This day has really been..... Tonight's session: We are..... 	
	<p>I. REFLECTION ON THE GUILDS</p> <ol style="list-style-type: none"> 1. Four symbolic reports. 2. What are the happenings in these guilds? -what one event occured in the guild mtg? -What surprised you? -What thought occured to you while you met? -What have you been brooding about relative to guilds all day? 3. What does this mean for the future? <p>SONG-----QUARTET</p>	
	<p>II. THE TASK FORCE REPORTS</p> <ol style="list-style-type: none"> 1. 3 Reports - Song - 3 Reports 2. Questions of clarity 3. What has yet to be worked on at some time in the future? <p>SONG-----CHOIR</p>	
	<p>III. REFLECTION ON THE DAY (last 24 hours plus)</p> <ol style="list-style-type: none"> 1. What was the one key thing that has happened since we arrived? 2. What was the turning point for you? 3. What will you tell your colleagues back home happened today? <p>SONG-----DUET</p> <p>POSTLUDE</p>	

MEAL FORMAT

SUNDAY BREAKFAST

ADVANCED ROOM PREPARATION

Table Decor: Global Grid Placemat
Cream colored napkins

Centerpiece: Sculpture

Handouts: Kazantzakis Ritual (on top)
Journal

Music Background: Samuel Barber: Adagio for Strings

ROLE ASSIGNMT	ACTIVITY	MEAL PROCEDURES
Lew Pierce	Singing	Rise Up Africa - pg.13 I Believe in Wonder - pg. 21
	Ritual	Context: Our ritual this morning is a piece of Kazantzakis poetry. This kind of dramatic reading of modern poetry has a stange power that enables us to symbolize our decision to embrace and affirm life. Rubrics: This morning I'll read to the first period...then men to the next period...women to the next period..and so on.. N. Kazantzakis: The essence of our God is STRUGGLE; pain, joy, and hope unfold and labor within this struggle, world without end.
	Rite	Let us eat this meal on behalf of our colleagues in Black Africa who are experimenting with a variety of forms of community cluster models towards establishing a zone of human development. Let us feast.
David McClesky	Talk	Anticipatory Research
	Talk Reflect'n	1. What do you remember from the talk? 2. What was most exciting for you?/most surprising? 3. What questions were raised for you? 4. What/s the importance of what we're dealing with here as you think about the future?
ANNOUNCEMENTS		MENU
		Orange Juice Egg and Sausage Quiche Danish Pastry

N.A. Guardian Consult

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MEAL FORMAT

SUNDAY BREAKFAST

ADVANCED ROOM PREPARATION

ROLE ASSIGNMT	ACTIVITY	MEAL PROCEDURES
Lew P	Announcements	-----morning schedule and configurations
	Send out	Let us go forth to the task of implementing the guild.
ANNOUNCEMENTS		MENU

MEAL FORMAT

SUNDAY CLOSING FEAST

ADVANCED ROOM PREPARATION

TABLE DECOR: Sculpture placemat
Blue Napkins

CENTERPIECE: Sculpture

HANDOUTS : H. R. Niebuhr poem

MUSIC BACKGROUND: Chariots of Fire

ROLE ASSIGNMT	ACTIVITY	MEAL PROCEDURES
Sandra True	Singing	Believe - pg. 21 Called to Care - pg. 21
	Ritual	Context: The poem of H.R. Niebuhr is on your plates..we'll use this as the ritual for this meal. Rituals not only help us tell a story about the present, but they have a way of catapulting one into the future and at the same time give one courage in the now to face the unknown future in gratitude. Rubrics: I will read to the first period and then everyone respond with the next line - and we will alternate to the end.
	Rite	Let us eat this meal on behalf of the unborn generations of humankind who will never know life in the 20th century, but whose lives will nonetheless be shaped by our decisions and actions in these times. Let us feast.
Larry Ward Georgianna McBurney	Talk	The Future Task
Sandra T	Announcements	
	Send Out	Let us go forth to enact the plans we have made in this consult and to be the guardians of the building of the new earth.

ANNOUNCEMENTS

MENU

Baked Chicken	Chocolate Cream
Brown Rice	Dessert
Green Beans	
Cranberry/Pineapple Salad	

DESCRIPTIVE SENTENCES: THE TASK FORCES

- METHODS** The Methods Task Force will concern itself with actual training in the use of the foundational methods of the ICA. These include the basic discussion method(the artform), the basic planning method (the workshop), and the basic meeting design method(the Collegium and Roundtable dynamic). The task force will involve both the theoretical base of these methods as well as practice in using them. RECC: 8 people from each Guild attend this Task Force
- MARKETING** The Marketing Task Force will concern itself with stating the learnings from devopment of a full product line that the ICA has to offer its clients. There will be training in marketing skills, especially work on program packages. The use of ICA programs in your workplace and how you might sell them there will be addressed. RECC: 8 people from each Guild attend.
- GLOBAL TREKS** The Global Trek Task Force will concern itself with looking at four global treks in the next 12 months: Asia, India, Africa and Latin America. This will include the trek rationales and schedules as well as building of the necessary implementation plans for recruiting the treks. RECC: 4 people from each Guild attend this Task Force.
- THE REGIONS** The Regions Task Force will concern itself with tracking the journey of the region during the present program year. The major concern will be the journey of people to full engagement either in Guilds, the workplace, the programs of ICA. This will involve discerning the future role of the Guardian in the region. RECC: 6 people from each Guild attent this Task Force, with geographical coverage.
- DEFERRED GIVING** The Deferred Giving Task Force will concern itself with doing new modes of funding for the work of the ICA. This will involve the discernment of the necessary preliminary work for launching a more comprehensive future funding strategy in this arena. RECC: 3 people from each Guild attend this Task Force.
- IERD** The International Exposition for Rural Development Task Force will concern itself with creating the necessary plans for involving the North American Continent in enabling the IERD in 1984. This will involve building the followthrough models for securing the United States and Canada national committeess and the role of the Guardian in seucuring the necessary support. RECC: 3 people from each Guild attend this Task Force.

PLEASE REMEMBER TO LEAVE YOUR GUILD SPACE CLEAN AND NEAT FOR THE TASK FORCE THIS AFTERNOON.

GLOBAL TREKS 1982-83

LOCATION	DATES	CONSTITUENCY	# PARTICIPANTS
AFRICA	NOV. 1-21	PATRONS	15
LATIN AMERICA	FEB. 13-MAR. 5	GUILDERS WORK PROJECT	30
INDIA	FEB. 13-MAR. 5	PATRONS	15
NORTH SEAPAC	OCT. 3-24	PATRONS	15

THE REGION TASK FORCE

A compilation of new aspects of the journey of guardianship:

1. Target prospects
 - A. By attitude
 - B. Specific individuals
 - C. Ability to devote time to new cause
2. Create vital program activity that addresses geo-social needs of region.
3. Help them discern how they can use methods with workplace
4. Get to know them socially so you know their schedule
5. Draw on their expertise locally, then out of the local
6. Involve in significant engagement -- workday/task
7. Include youth and retired persons in own definition of Guardians
8. Provide nurture for "isolated" Guardians.

THE REGIONS STORY

The regional dynamic is the key at this moment in history due to the fact that:

1. Any one local community cannot survive anymore in isolation but only in relationship to other communities and structures beyond itself.
2. The increasing complexity of society has made impossible not only local self-sufficiency in isolation but also made ineffective national programs of service.
3. Any one organization cannot as effectively serve the local without awareness of what other programs and activities are going on within that sector and with other sectors.
4. Regional geography seems to be the place where change can be effected with the greatest impact.
5. The economic inter-dependency across states and provinces demands interchange systems and practices regionally.

THE REGION'S STORY
(Continued)

This can be seen in the following examples:

1. Regional consortiums like RVI, universities in East Wisconsin, BUSINESSES associated with Training, Inc.
 2. Regional water quality control groups in and around the Great Lakes.
 3. Regional municipal government experiment in Ontario.
 4. 52 regional consults in 1980-81.
 5. 5 regional education guilds operating in N. America.
 6. Block experiment with village clusters in India.
 7. Midcrest in Iowa
 8. Weekly regular team meetings in Washington, D.C. which represent regional networking of people across N.A.
 9. Marketing and scheduling of training courses and events in each region on the continent.
-

Implimentations for Guilds:

1. Expand vision of who participates in guild.
2. Get information on ICA events and Round Table to Regions and/or individual guardians.
3. Schedule Regional Guardian Meetings in fall, 1982.

Key Breakthroughs:

1. Regional Guardian Meeting is an event for guardians and new people, not a planning session.
2. The guardian dynamic is alive and vital but the word "Guardian" is hard to internalize.
3. Youth are participating as Guardians.

DEFERRED GIVING TASK FORCE REPORT

CONTEXT: The development of funds has reached a level of maturity that requires a diversity in modes of giving. These modes will maintain the current development thrust and be expanded to include deferred giving programs and an independent endowment fund to enhance current operating income. Development of all funds remains within the assignment of a single centrum so as to assure coordination between current needs and future potential.

WORK DONE: Created a proposal to expand our current development thrust to include deferred giving programs and an independent endowment fund.

KEY BREAKTHROUGH: Clarity on issues and values which have to be held in creative tension in implementing the plan in order to maintain a single, revolutionary thrust.

THREE IMPLICATIONS for the GUILDS:

1. A new level of financial maturity for the ICA and its mission.
2. Guilds are asked to respond to the attached solicitation.
3. Articulate the guild's role in utilizing new modes of funding.

The Institute of Cultural Affairs Endowment Fund
Descriptive Statement

PURPOSE:

1. To receive funds from new sources which are attracted by the opportunity of providing a perpetual base of income for the ICA through endowment gifts.
2. To provide an annual income of \$1,000,000 or more to the ICA by the year 1987, opening a new dimension of futuristic missional planning.
3. To open up entirely new channels of deferred giving and funding which are closed to us at present.
4. To begin to cover the gap between required expenditures and current income, and to provide a hedge against increasingly heavy funding demands being made upon our current sources.
5. To create a new financial entity to honor the broadened financial responsibility and task of a maturing service organization.

IMAGE:

An independent financial institution, a private foundation incorporated as a non-profit corporation, whose sole beneficiary is the ICA and whose sole purpose is to provide unrestricted income for the ICA through the administration of endowment gifts in an endowment fund.

BEQUESTS/GIFTS:

To be secured through contacts and colleagues of the ICA who provide access to monies which can be attracted by a public foundation but not by current projects or operating costs. Gifts will also be solicited through acquainting the financial community with the endowment fund: estate planners, tax lawyers, trust officers, foundation boards, and philanthropists. Provision will be made for deferred giving, life insurance, and wills programs.

OPERATION:

The founding board of directors of the endowment fund will be elected by the ICA board. A majority of the endowment fund board will be representatives of the ICA board.

1. Principal may not be distributed, only earnings. Loans may not be made to the ICA or underwritten from the principal.
2. Quarterly disbursements from the endowment fund earnings will be made exclusively and automatically to the operating account of the ICA for its programs and support services. Disbursements will consist of the entire net earnings of the fund as of the previous quarter.
3. The ICA may release any monies to the Ecumenical Institute for that Institute's programs and services.
4. The endowment fund board may suggest, but not require, that particular ICA programs be funded by any particular disbursement. The ICA board may suggest, but not require, particular investment policies for the monies of the endowment fund.
5. The assets of the endowment fund are not the property of the ICA and are stated separately from those of the ICA on any financial statement.
6. The endowment fund board selects the investment manager who conducts the investment program of the fund. This manager operates as an advisor to the board of directors, which is responsible for the funds.
7. Gifts to the endowment fund cannot be restricted in any manner.

LAUNCHING STRATEGY:

It is the intention of Development Centrum:Chicago to have The Institute of Cultural Affairs Endowment Fund federally approved by September 15, 1982. The necessary legal arrangement and ICA Board approval have been secured.

It is imperative to the effective launching of The ICA Endowment Fund that a minimum of \$1,000,000 be secured in the first 12 months of operation.

Development Centrum: Chicago will be responsible for building strategies to secure the founding donors. Appropriate materials will be created to initiate the fund upon approval by the Internal Revenue Service of the Federal Government and the State of Illinois.

DEFERRED GIVING

Why deferred giving?

There are those among our constituencies or acquaintances for whom a systematic approach to deferred giving is appropriate -- both for them and for The Institute of Cultural Affairs/The Ecumenical Institute. The two broad categories of such persons are:

- (1) Those who are current donors and are also interested in making a deferred (usually at death) gift, and
- (2) Those who are not currently donors (either because they cannot afford to or do not wish to), but who would make a deferred gift.

With either of these groups there are two general vehicles for such gifts:

- (a) testamentary (i.e., via bequest or will) or
- (b) via contract using life insurance policies.

All reserved income gifts or other gifts requiring investment management should be given to the Endowment Fund in order to better assure adequate management of and protection of principal.

Marketing approach -

The Institute of Cultural Affairs/The Ecumenical Institute (ICA/EI) should begin providing opportunities for individuals to investigate and set-up deferred giving plans. Such efforts should be directed both to persons of large financial means as well as those of more moderate means. Development publications should solicit inquiries for information on deferred giving plans or indications that such plans have been/are being implemented. The first such solicitation will be made at the 1982 N.A. Guardians Consult (see below). Development Centrum will develop materials outlining the basic deferred giving options which can be used in following up inquiries and in initiating such discussions with other potential donors. Such material should indicate the tax consequences (to the extent possible) and suggest that professional advice may be required in finalizing such a plan. The following provision is all that is required to include the ICA/EI in your will:

"I give to The Institute of Cultural Affairs (or alternately The Ecumenical Institute), an Illinois corporation, the sum of _____ dollars to be used for its general purposes."

TO: ICA/EI: CHICAGO (Development Centrum)

- ___ I have included or am planning to include The Institute of Cultural Affairs/The Ecumenical Institute in my will!
- ___ I have established or am planning to establish a life insurance plan of deferred giving to The Institute of Cultural Affairs/The Ecumenical Institute.
- ___ I would like to pursue the possibility of establishing a plan of deferred giving to The Institute of Cultural Affairs/The Ecumenical Institute.
Please contact me to talk about this opportunity.

(name)

(phone number)

(street address)

(city, state address)

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Please contact me to talk about this opportunity.

DESCRIPTIVE PARAGRAPHS FOR THE I.E.R.D. ROLES AND FUNCTIONS CHARTS

NATIONAL STEERING COMMITTEE

The National Steering Committees, formed in each nation and representing various perspectives of society, are symbols within each nation of the concern for human development. Their role is the practical coordination of the preparation for the I.E.R.D. This will be planned at a 2½ day planning session after the committee is formed. They will assist in securing funding and authorization for the I.E.R.D. They will select national exhibits and delegates to the I.E.R.D. They will host pre- and post- Exposition events in their regions and spheres of influence.

GUARDIANS' ROLE

The role of the North American Guardians is to enable the National Steering Committee in its responsibilities. They will help recruit the National Steering Committee. They will help orchestrate the N.S.C's 2½-day planning session. They will discern and facilitate the necessary regional announcements. They will research and recommend to the N.S.C. supporting organizations and projects for representation at the I.E.R.D. They will provide a context for people wanting to know about the I.E.R.D. from their region.

U.S.A.

INITIAL RECOMMENDATIONS FOR PARTICIPATION IN THE NATIONAL STEERING COMMITTEE

1. LINUS PAULING
2. PRESIDENT, ROTARY INTERNATIONAL
3. CARDISS COLLINS
4. SENATOR MARK HATFIELD
5. REPRESENTATIVE HEFNER
6. HANNAH GREY
7. SUSAN BERRESFORD
8. EDWAUD LEGATES
9. LIV ULLMAN
- 10 JOHN SWEARINGER
- 11 PRESIDENT, PIONEER SEED
- 12 BISHOP WALKER
- 13 MAGGIE KUHN
- 14 CORETTA KING
- 15 DAVID HACKETT
- 16 REPRESENTATIVE MILLICENT FENWICK
- 17 ROBERT COLES
- 18 BARBARA JORDAN
- 19 BISHOP JAMES K, MATHEWS
- 20 HODDING CARTER
- 21 JOAB THOMAS
- 22 CHARLES LIVERMORE
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- 23 LADONNA HARRIS

SPOTLIGHT ON SUCCESS

Self-sustaining rural development has been difficult to achieve. The breakthroughs of many projects and programmes have often been hidden in a tangle of disappointments and inevitable setbacks. In February of 1984, delegations from 40 to 50 countries will assemble in India for an *International Exposition of Rural Development*. With "Spotlight on Success" as its theme, the *Exposition* is intended to focus, and document from actual field experience, the most effective methods of grassroots rural development. Extensive lead-up and follow-up activities in the participating nations over three years will assure comprehensive input and global impact.

THE PRIMARY OBJECTIVES OF THE EXPOSITION ARE:

- to enable field workers, government and development agency officials, company representatives and community leaders from many countries to share project experiences and glean practical learnings for the future.
- to research successful methods and approaches, and to document these in a format of direct benefit to local implementation.
- to catalyse the formation of a network of people concerned to infuse a greater effectiveness and new momentum in the development effort across the world.
- to expand mass awareness of the development challenges and possibilities.
- to utilize a conference method which encourages full participation, serious exchange and creative action.

THE TEN DAY EXPOSITION WILL COMPRISE THREE SECTIONS:

GLOBAL SYMPOSIUM

(February 5-7) — Delegates study the basic contradictions to development progress and articulate key directions and mandates for the future. Participating nations and organizations stage a multimedia exposition of their work including edge breakthroughs in relevant technology.

RESEARCH PRACTICUM

(February 8-12) — Each of 35 working parties visit one project in India selected objectively as contributing significantly to resolving development issues. The projects are examined in depth to identify key factors which have produced lasting and self-sustaining results.

DOCUMENTATION ASSEMBLY

(February 13-15) — Delegates reassemble to exchange findings and produce a compendium report appropriate for use at the local level. The *Exposition* ends with a "Celebration of the Nations".

In a real sense, the *Exposition* will be a three-year event. For two years prior, various events and studies will be undertaken in the participating countries to raise awareness and reflection on the issues, to research projects for presentation in India, and to select and sponsor delegates. Following the *Exposition*, the results will be made available at all levels. Again, implementation seminars, training sessions and other activities will allow for study of the document and formulation of local plans for application. Lead-up and follow-up activities in the *Exposition* process will involve large numbers of people, and ensure that its results are used.

The *International Exposition of Rural Development* is being organized by The Institute of Cultural Affairs in cooperation with sponsoring organizations. It is guided by a Global Advisory Board comprised of respected leaders of the 50 countries. The three-year programme in each nation and the selection of projects and delegates is to be undertaken by National or Continental Steering Committees.

SAT. GUILD PRODUCT DESCRIPTION

A WORKING PAPER

This is imaged as a 4 or 5 paragraph, one page brief that summarizes the work of Saturday morning.

Paragraphs:

1. Introduction on what is happening today in this guild arena.
(Health, Education, Information, Business)
This is 4 or 5 sentences from the trends identified in the Wall of Wonder.
2. The vision in this guild arena is distilled out ...
5 to 7 sentences from the vision workshop.
3. Use the contradictions paragraph (III,4)
4. "Therefore our strategic direction will be....." (4-6 sentences)
5. Intent: "The _____ Guild intends to....." (2-3 sentences)

N.A. Guardian Consult
ICA: Chicago

April 16-18, 1982

SUNDAY MORNING GUILD PROCEDURES

STEP	PROCEDURES	TECHNIQUES
	<p>RATIONAL OBJECTIVE: To layout the next 12 months implementation plans for each Guild. To put wheels under the work of the task forces.</p> <p>EXISTENTIAL AIM: To experience the objective, clear demand to pick up the tasks of the guild. To find their own engagement signficated.</p>	
8:30 PRELUDE	<p>1. Brief spin by the Guild leader on Saturday night and the way the day went.</p> <p>2. Art Form the Day (Conversation):</p> <ul style="list-style-type: none">-events-surprises-questions raised-what happened-what does this mean for this guild?	
9:00 TASK FORCE PRODUCTS STUDY	<p>I The Task Force Products (6)</p> <ul style="list-style-type: none">-Concrete implications from each task force for this guild.-In 2 or 3 people teams make two cards for each task force (10x12=120)-Put on blackboard..group the cars into tactics(8-10) Assign 2 people to make tactics chart. <p>Blackboard:</p>	
9:30 REFLECTION	<p>II. REFLECTION ON WHAT PRACTICAL GUILD WORK IS:</p> <ol style="list-style-type: none">1. Your own work: What have you been thinking about relative to your own work?2. Your Region: What difference will this weekend mean in your region?3. This Guild's PSU: How will we relate to each other during the next year?4. Regional Guardians Consults: Who needs to be engaged as guardians in your regions?	

N.A. Guardian Consult
ICA: Chicago

April 16-18, 1982

SUNDAY MORNING GUILD PROCEDURES

STEP	PROCEDURES	TECHNIQUES
10:00 TIMELINE	<p>III. THE TWELVE MONTH TIMELINE</p> <ol style="list-style-type: none">1. Looking at tactics chart - arrange tactics on 12 month timeline.2. Name 3 or 4 phases in the year. Name each phase.	
10:20 POSTLUDE	<ol style="list-style-type: none">1. Prepare plenary report (for closing meal)<ul style="list-style-type: none">-major tactical arenas-key victory for the next year.-quote for the year to live under. <p>Go to area meetings for 30 minutes</p> <ul style="list-style-type: none">-How talk about one region a demonstration in each area.-what claims would you make on the Area.	

SATURDAY MORNING GUILD PROCEDURES

I. HISTORY	II. VISION	III. CONTRADICTIONS	IV. FUTURE TASKS				
<ol style="list-style-type: none"> 1. Reflection on inter-change. 2. Brainstorm events of last ten years. 3. Group Events 4. Name Trends <p>30 minutes</p>	<ol style="list-style-type: none"> 1. Context 2. Brainstorm Future Events 3. Group Future Events 4. Name and Write Future Trends <p>30 minutes</p>	<ol style="list-style-type: none"> 1. Brainstorm Blocks 2. Group Blocks 3. Name Contradictions 4. Write Contradictions <p>50 minutes</p>	<ol style="list-style-type: none"> 1. Future Direction 2. Regional Application 3. Task Force Context 4. Task Force Assignments <p>20 minutes</p>				
<div data-bbox="260 1344 837 1495"> <p>Wall of Wonder</p> <table> <tr> <td>72</td> <td></td> <td>82</td> <td>92</td> </tr> </table> </div>		72		82	92		<p>One Page Working Paper</p>
72		82	92				

GUILD PROCEDURES
Saturday A.M.

ICA: CHICAGO

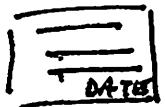
STEP	PROCEDURES	TECHNIQUES
	<p>Rational Objective - To determine the state of being in this guild arena in the world and in the movement.</p> <p>Existential Aim - To experience seeing the practical tasks guardians can engage in globally, continentally arearly and regionally in this guild arena.</p>	
	MOVEMENT I HISTORY	
Reflection of Interchange	<ol style="list-style-type: none"> 1. Introductions 2. What do you remember from your interchange group? 3. Where did you get excited? 4. What were some of the implications for the _____ guild? 	
Context Wall of Wonder		
Brainstorm	<ol style="list-style-type: none"> 1. What were some significant events in the last 10 years in the arena of _____? 2. Individually list 2 or 3 events for the Globe, Continent Area, Region, Movement? (workplace???) 3. Star 2 or 3 and put on cards with the date. 	
Group	<ol style="list-style-type: none"> 4. Put cards on the Wall of Wonder sheet grouping by year. 5. Read through them. 6. Where do you see trends emerging. What would you name them? What would you name years? 	



WALL OF WONDER				
1				
72	77	82	87	92

GUILD PROCEEDURES
Saturday A.M.

ICA: CHICAGO

STEP	II. VISION PROCEDURES	TECHNIQUES
Context	1. If these were the trends for the last 10 years, what might be some for the next 10 years. to 1992? In the World, Continent, Area, Region, Movement, Workplace? (get a few out)	
Brainstorm	2. Individually brainstorm future trends, think of world continent, area, region, movement. -what do you want to see happen? Hopes and dreams? 3. Star 2 or 3 most critical and put on a card with the year. 4. Put up on the chart by year.	
Group and Name	5. Group by years and name future trends.	
Write	6. Write a sentence on each grouping (past and future). Work in sub groups assigning each group 1 or 2 groupings.	
	III. Contradictions	
Brainstorm Blocks	1. In 1982 what is blocking us from attaining this vision - globally, continentally, arearly, regionally? As those who care, what is stopping us?	
Group Blocks	2. Put the blocks on cards and group them on the blackboard. What's the contradiction arena of this group of blocks? Write contradiction arena on board.	
Name Contradiction	3. Name the contradictions.	
Write Contradiction	4. Assign the contradictions to sub-groups to write out the contradiction. In the arena of _____ the contradiction is _____ as seen through these blocks 1. 2. 3. as illustrated by _____	

GUILD PROCEEDURES
Saturday A.M.

ICA: CHICAGO

STEP	IV FUTURE TASKS PROCEDURES	TECHNIQUES
Future Direction	1. As you look at these contradictions what sort of strategic directions need to take place - in the world, among those who care, by us as guardians?	
Regional Application	2. What do you see yourself doing in your region relative to this guild arena?	
Task Force context	3..Here are the six tasks we have to do in this guardians Consult. Methods, marketing, global treks, regional tasks, deferred giving, and IERD. What needs to happen in any of these task forces relative to our guild arena?	
Task Force Assignments	4. Who in our guild needs to be assigned to each of these task Forces? (have recommended assignments sheet.) 5. Assign 2 people to write the Working Paper.	

GUILD ASSIGNMENTS

EDUCATION

Mary Hopkins	Sandra Moore
Bill Holland	Cindy Lapp
Wm L Bingham	Barbara Keller
Sharon Farrar	Bill Howard
Jean Wilson	Jan Ames
Bob Wagner	Judy Lindblad
Marion Karpoff	Kay Lush
John Webster	David Blanchard
Dane Adkinson	Rus Wheelock
Sara Wacker	
Peter Apinyah	
Shirley Heckman	
Don Cramer	
Floyd Niedfeldt	
Charles Livermore	
Marilee Johnson	
Kaye Hayes	
Marianne Wainwright	
Jailu Vergara	
Wesley Lachman	
Laura Spencer	
Hugh Sample	
Jeffrey Clithero	

HEALTH

Tom Whitsett	Robert Lapp
Myrna Holland	Ed Ames
Gerry Evans	Judy Harvey
Ellen Howie	Dallas Ziegenhorn
Bayard Coggeshall	
Pierce Ross	
Sandra True	
Kitty Cole	
Carol Kucera	
Eliz. Dyson	
Betty Compton	
Martin Pesek	
Karl Hess	
Marian Lies	
Richard Stasik	
Robert True	
Robt. Donnelly	
Sandra True	
Doris Hahn	
Lyn Mathews	
Sarah Allen	
Jan Barr	
Anita Gibson	

INFORMATION

La Verne Phillips	Wes Lapp
Betty Pesek	Richard Butler
Wilbur Leatherman	David Wood
Sue Oberg	Nadine Green
Beret Griffith	Larry Henschen
Jo Kauer	Bill Edwards
Mary Coggeshall	Carol Walters
Martha Lee Sugg	Walter Blood
Willard Westre	
Chris Eversole	
Richard Seacord	
Harry Wainwright	
Linda Jones	
William Wright	
Darrel Brown	
Richard West	
Eva Grimm	
Phil Holmes	
Robt. Vance	
Bill Grow	
Wayne Ellsworth	
David Rebstock	
Bruce Donnelly	
Scott Morris	

BUSINESS

Pat Whitsett	Carl Johnson
Wm. A. Bingham	Raymond Spencer
Sam Hanson	Gary Drown
Kenyon Wilson	Chas. Lapp
Richard Kitney	Nancy Knowlton
Jim Phillips	David Zhart
Artie Matsuoka	Mimi Frankel
Jim Oberg	Jay Antenen
John Bengel	Jan Mercer
Ron Griffith	
Dick Whanger	
Marion Emerson	
Burt Dyson	
Pat Vigna	
Sue Laxdal	
Norm Lindblad	
Tim Wright	
Ian Graham	
Jim Lamb	
Georgianna McBurney	
Paul Evans	
Donna Ziegenhorn	
Lee Early	

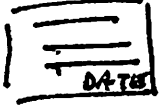
GUILD PROCEDURES
Saturday A.M.

ICA: CHICAGO

STEP	PROCEDURES	TECHNIQUES										
	<p>Rational Objective - To determine the state of being in this guild arena in the world and in the movement.</p> <p>Existential Aim - To experience seeing the practical tasks guardians can engage in globally, continentally arearly and regionally in this guild arena.</p>											
	MOVEMENT I HISTORY											
Reflection of Interchange	<p>1. Introductions</p> <p>2. What do you remember from your interchange group?</p> <p>3. Where did you get excited?</p> <p>4. What were some of the implications for the _____ guild?</p>											
Context Wall of Wonder												
Brainstorm	<p>1. What were some significant events in the last 10 years in the arena of _____?</p> <p>2. Individually list 2 or 3 events for the Globe, Continent Area, R&gion, Movement? (workplace???)</p> <p>3. Star 2 or 3 and put on cards with the date.</p>											
Group	<p>4. Put cards on the Wall of Wonder sheet grouping by year.</p> <p>5. Read through them.</p> <p>6. Where do you see trends emerging. What would you name them? What would you name years?</p>											
<table><tr><td colspan="5">DATE</td></tr><tr><td>72</td><td>77</td><td>82</td><td>87</td><td>92</td></tr></table>			DATE					72	77	82	87	92
DATE												
72	77	82	87	92								

GUILD PROCEEDURES
Saturday A.M.

ICA: CHICAGO

STEP	II. VISION PROCEDURES	TECHNIQUES
Context	1. If these were the trends for the last 10 years, what might by some for the next 10 years. to 1992? In the World, Continent, Area, Region, Movement, Workplace? (get a few out)	
Brainstorm	2. Individually brainstorm future trends, think of world continent, area, region, movement. -what do you want to see happen? Hopes and dreams? 3. Star 2 or 3 most critical and put on a card with the year. 4. Put up on the chart by year.	
Group and Name	5. Group by years and name future trends.	
Write	6. Write a sentence on each grouping (past and future). Work in sub groups assigning each group 1 or 2 groupings.	
	III. Contradictions	
Brainstorm Blocks	1. In 1982 what is blocking us from attaining this vision - globally, continentally, arearly, regionally? As those who care, what is stopping us?	
Group Blocks	2. Put the blocks on cards and group them on the blackboard. What's the contradiction arena of this group of blocks? Write contridiction arena on board.	
Name Contradiction	3. Name the contradictions.	
Write Contridiction	4. Assign the contradictions to Sub-groups to write out the contradiction. In the arena of _____ the contradiction is _____ as seen through these blocks 1. 2. 3. as illustrated by _____	

Education Guild Tactical Actions

EXPANDING EDUCATIONAL HORIZONS

DEMONSTRATING IMAGINAL METHODS

BUILDING GUILD STRUCTURES

SCHEDULING GLOBALIZING ACTIVITIES	GLOBAL EDUCATION FRAMING	DOCUMENT EFFECTIVE I.E. EXPERIMENTS	PUBLIC SCHOOL PILOT DEMONSTRA.	ENLIVENING GUILD ACTIVITY	MARKET METHODS	IMAGINAL EDUCATION PACKAGING	EDUCATION AND NEW TECHNOLOGY	BUSINESS/ EDUCATION INTERCHANGE SYSTEMS
BUILD TREK RATIONALE FOR 9 MONTH SCHOOLING SCHEDULE	DEVELOP EDUCATION FOUNDATION	RESEARCH EDUCATION WORK AROUND GLOBE	DEVELOP DEMO TRAP- OSAL WITH COMMUNITY INVOLVE.	FORM REGIONAL EDUCATION GUILDS	IMAGINAL HEALTH CARE	IN-SERVICE IMAGINAL EDUCATION MODULES	ESTABLISH DEMONSTRA. INNER-CITY COMPUTER CLUB (N.J.)	BUSINESS EDUCATION CURRICULUM. TASK FORCE
RECRUIT L.A. TREK PARTICIPANTS	SUPPORT	PREPARE LENS SUCCESS PAMPHLET	ESTABLISH FRAME	CREATE GUILD DIRECTORY	IMAGINAL INFORMATION PROGRAMS		TRAINING, INC. ARTICLE ON HUMANISH/ COMPUTER USE	BUSINESS EDUCATION SYMPOSIUM
IMAGINAL EDUCATION SUMMER '82	RECOMMEND KEY U.A. EDUCATORS TO IERD STEERING COMMITTEE	PREPARE PUBLISHABLE ARTICLES RE: IMAGINAL EDUCATION	SELECT SITE	CONSENSE GUILD VISION	LENS FACILITATOR	IMAGINAL EDUCATION SERIES DESIGN	DESIGN COMPUTER CLASSES FOR TEACHERS	EDUCATION RESOURCE COOP
HOLD ACADEMY SUMMER '83		PLAN IERD EDUCATION EXHIBIT	DEVELOP IMAGINAL EDUCATION DELIVERY SYSTEM	SHARE EDUCATION VISION WITH REGIONAL TEAMS	SCHOOL- SPONSORED COMMUNITY LENS		CONDUCT SUMMER COMPUTER CAMP	BUSINESS TRAINING FORUMS
				DEVELOP EDUCATIONAL EDGE LIBRARY	MULTI- SECTOR EDUCATIONAL FORUM			
				INTERCHANGE EDGE PAPERS				

WORKING PAPER ON BUSINESS

In the Business Arena, we see trends and styles developing which are dramatically different from even the immediate past. There is a major increase of women entering business and moving into positions of greater authority. The increased concern for productivity has had many corporations, and smaller businesses, to look to varying management styles, especially those coming out of Japan. This concern has also shown up in the increasing number of contracts between unions and companies to lose current benefits and wages to keep the company alive with promise of future increased benefits. The shifting of many countries from and "underdeveloped" to a "competitive" state with the U.S., has occasioned a shift in how the U.S. is viewed, and views itself, as an economic power in the world. Finally, the fact that many of those countries which have emerged as economically competitive have only done so by massive gifts of dollars, technical assistance, and equipment from the U.S. and other major economic powers has reinforced the global interdependence of the world business community, and the acknowledgment that all are "givers" as well as "recipients" in the larger picture.

The vision in the Business Guild is seen to encompass education, work environments, new economic designs, decentralization of power/authority, and the development of a social bottomline to augment the economic. Education will take on a new role, initially training all people to see jobs as vocations; and how to participate in decision making. Continuing education will deepen a sense of responsibility for the individual, and motivate greater participation in the decision making process. Work environments will be changed to reflect the needs of all of the participants in doing the best job possible. This includes change in style and methods of leadership, communication, physical environments, and decision making. The overriding effect of much of this will be a greater local/individual self-reliance, with more control in the local, or in the individual regarding choices about day to day concerns, issues, and work-life styles.

The Business Guild discerned eight major contradictions:

1. In the arena of Human Relatedness, the underlying contradiction is technologically fostered isolation. This is illustrated to (a) increasing computer applicationware "cottage industry", all the way to (b) a "nationalistic interests" mindset in the midst of global indicatives.
2. In the arena of participatory decision-making, the underlying contradiction is misunderstood leadership roles. This is illustrated by (a) unknown and/or unarticulated corporate vision, (b) inadequate manager orientation, (c) short-sighted human motivation, and (4) negative responses to positive proposals originated by those managed.
3. In the arena of Planning Ahead, the underlying contradiction is ambiguity attendant to long-range planning. This is illustrated by incentive compensation systems based on short-range results.
4. In the arena of Labor-Management Structures, the underlying contradiction is inflexibility. This is illustrated by (a) adversarial processes, (b) enforced separatedness, and (c) consequent occupational immobility.
5. In the arena of Lifestyle Story, the underlying contradictions is conspicuous consumption. This is illustrated by (a) equating "good life" with material affluence, (b) unequal distribution of consumer goods, and (c) unwillingness to encounter scarcity.

6. In the arena of Capital Formation, the underlying contradiction is the general movement of resources toward the larger organizations. This is illustrated by (a) undercapitalization of small businesses, (b) continued high interest rates, and (c) unabated debt of central governments.
7. In the arena of Educational Methods, the underlying contradiction is outmoded delivery systems (based on non-inclusive participation by all affected segments). This is illustrated by (a) "spoon-fed" teaching vs. resourcefulness discovery, creating problem identifiers vs. problem solvers, and (b) opting for facts/info transference vs. affective education.
8. In the arena of Social Responsibility, the underlying contradiction is the belief that "me-ism" (individual freedom) can indefinitely thrive apart from societal obligation. This is illustrated by (a) self-interest dominating decisions, (b) a win-lose image of situation resolution, and (c) reduced scope of responsibility beyond personal involvement.

Therefore, our strategic direction will be to create models to demonstrate the possibility of human responses to these contradictions. Such models would include, but obviously not be limited to:

- A. Doing HDBs (Humaness Demonstrating Businesses),
- B. Using strategically placed and tactically exemplary LENS events as a means for self-support permeation.
- C. Experimenting with a variety of models in Participative Education.
- D. Developing a more realistic economic self-support model for O:E which marries the values of individual incentives and corporate commonness, and keeps the local in the dominant decisional position on the use of programmatic resources.

The Business Guild intends with the ICA staff volunteers, to spearhead the following:

- (1) The development in each region of North America tactical plans to demonstrate creative responses to the above strategic thrusts;
- (2) The evaluation of the effectiveness of the various responses for purposes of replication; and
- (3) The sharing of the successful models with other regions to be replicated.

WORKING PAPER ON EDUCATION

The past ten years in education has been marked by a shifting financial, political, and theoretical base. Within the decade a rapid increase and then decrease in funding produced and then dissolved massive demonstration projects. Many of these new programs fed by new monies were traditional responses to broad social mandates designed to remedy major social ills such as segregation and equal economic participation for minorities and the handicapped. The residue has been disillusionment. A common understanding of quality education no longer exists either within or outside the educational community. The world continues to demand access to current educational opportunities and simultaneously to change its technologies, which form the very bases of literacy, now including computer skills. The plethora of materials and delivery arrangements have not produced the desired outcomes; rather they have generated debate within the profession which in turn has further eroded community support and esteem for those who educate. The confusion regarding the process of education is rapidly giving way to the fear of losing control.

The vision can be stated in five dimensions. The first stems from the realization that education is not separate from life and that it will take place more and more outside the traditional formal classroom setting and will include such basic skills as problem solving and critical thinking. Second, the teacher will take on a role as a journey person, one who manages the education of charges as well as one who instills special content knowledge in the traditional sense. Third, education will take place in the broader environment, such as outside the classroom on university treks and home computer assignments. Fourth, the best mechanics available will be used optimally to human uses so that the human dimension of education is not victimized by technology. Fifth, the willingness of the community (certain governmental structures, private businesses) to take responsibility for liaison support of education will be enhanced as imaginal possibilities, methods, and directions are presented to them.

There are many current blocks to achieving the vision for education. The use of existing resources is not directed toward the most appropriate demands and the generation of additional resources lacks creativity. Professional educators are overly concerned with maintaining current bureaucratic, authoritarian structures. Present decision-making policies do not allow for input from affected parties toward bringing about changes but rather tend to come from the top down and result in ineffectivity. Teacher self-images related to their role seems tied to specific content and what the teacher does rather than to the learning processes and what happens to the students. The need to provide education to all ages, cultures and types of people is seen as a nuisance rather than as gold to be mined. Relevance with respect to real-life experience, now as well as in the future, is lacking. The image of broad community participation in the educational process is limited both in amount and breadth of such involvement. Finally it is very difficult to measure effectiveness in the quality of education especially in the non-cognitive areas even though there is a greater demand for such things as values to be a self-conscious part of the curriculum.

Therefore our strategic direction will be toward facilitating and integrating educational inputs from the community, parents, professional and students. This infusion will release professionals trapped by current educational issues. The creation and sustenance of pedagogy as a corporate style will be recaptured as a foundational skill. An understanding of teaching as a systematic process will release learner and teacher from focusing on content and containment as a perspective for viewing the world. New evaluation procedures must be invented to measure intended programmatic outcomes.

The intent is to experiment with and model the proven methods of Imaginal Education. A guild network will be established in order to interchange information regarding local efforts.

INFORMATION SYSTEMS WORKING PAPER

The overriding trends in this arena are toward smaller, cheaper information systems resulting in locally available access. These systems are supplied by governments or industry or are individually purchased. As more people learn to use the information systems, the potential increases for individual input into the decision making process on the regional, national, and even international level. A time is seen in the near future where much of most people's work could be done at home at a time decided by the individual person. Most rote and mundane tasks in the home or the workplace will be done by robots leaving people free for challenging, creative tasks.

We are presently held back in three arenas: by imaginal blocks, by insufficient support, and by limited access to quality information systems and tools. Three aspects of the imaginal blocks are the fear of unpredictable implications, old communication images, and inadequate education methods.

The insufficient support results primarily from lagging support systems.

Limited access to information or information system tools comes from protective vested interests restricting data flow, high cost limiting accessibility and a severe production lag.

The key strategic directions in this arena are 1) to change people's images to unblock the fears, limited vision and vested interests and 2) to provide methods and tools to accelerate education, production, and support services.

The information systems guild intends to focus on the following:

1. Software/courseware development (oriented toward current/future missional task).
2. Using imaginal education to shift current images and as an integral part of the software itself.
3. Increasing application of computer technology for self-support opportunities.
4. Training ourselves in the use of information systems.
 - (for our own research)
 - (for research in the midst of seminars, etc.)
5. Using our own methods with leading elements of the information systems industry to shape the directions of information systems for the future.

INFORMATION SYSTEMS CONTRADICTIONS

- I. In the arena of Information Systems the contradiction is limited accessibility because of high cost as seen thru these blocks: (1) expensive equipment, (2) costly data base access, (3) expensive software, (4) high maintenance cost, (5) rapid obsolescence. As illustrated by neither small businesses or individuals can afford to own good systems and software.
- II. In the arena of Information Systems the contradiction is old images of communications as seen thru the image that increased information systems reduce participation as illustrated by a "newspaper" must be maintained on paper media.
- III. In the arena of Information Systems the contradiction is fear of unpredictable implications as seen through these blocks: (1) fear of computers, (2) image of doing it the same old way, (3) inadequate ways to measure the cost vs benefit of computerization, (4) ludditism labor force apathy, (5) Guns vs Butter priorities. As illustrated by physical sabotage of computers, high defense spending, buying same price typewriters instead of word processors and refusing to use available computers.
- IV. In the arena of Information Systems the contradiction is lagging support systems as seen thru the blocks of: (1) programmer inaccessibility, (2) non-friendly computer interface, (3) inadequate maintenance support . . . As illustrated by a difficulty in obtaining adequate maintenance (especially globally) and software support, and non-uniform computer system data.
- V. In the arena of Information Systems the contradiction is severe production lag as seen through new concepts continually out-strip our capacity to produce, market, and use effectively. As illustrated by disk drive capacity and hardware shift from 8 byte to 16 byte word size obsoleting present systems.
- VI. In the arena of Information Systems, the contradiction is vested interest impedes growth as seen through these blocks: (1) no consensed system to deal sith long range issues, (2) maintaining tension between necessary vested interests in total population, (3) growing priority mindset. As illustrated by governments prohibiting foreign satellite broadcasts, and fear by governments that information technology will be used against them.
- VII. In the arena of Information Systems, the contradiction is inadequate educational abilities, methods, and access this is seen through these blocks: (1) basic literacy and keyboard skills, (2) rote methods in computer education and (3) limited to programmed learning. As illustrated by rote methods in teaching programming and havine to rewrite programs for own system.

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INTRODUCTION

New trends in the arena of health involve the shifting away from the first reevaluation in health which used the paradigm of host, agent and disease which signified that illness results from something external. The new trend for health will involve a second revolution which includes focusing on the behavioral aspects of health and illness. The traditional role of people as "patients" will change to that of consumer's/clients, signifying a more decisional participation in maintaining one's own health. New trends will also include a major shift on the parts of providers, consumers, institutions and third party payers to pursue health as the goal rather than costly insurance coverage to pay for radical and expensive tertiary intervention which could have been prevented. Health education emerges as a primary role for health care professionals who will consult with consumers to identify predisposing, enabling and reinforcing factors which allow people to maximize their own well being.

VISION

The vision for the health field of the future falls into four broad arenas:

1. Effective Mass Education
2. Holistic Family Care
3. Cross Sector Wellbeing Coordination and
4. Establishment of a new health philosophy.

Mass Education will provide selfevaluative participation at the community level which will illumine the role of the indiv. family and neighborhood in promotive, preventive curative, and rehabilitation health care.

Holistic family cure will emphasize sociological origin of disease and emphasize a womb to tomb effort of community; health care institutions and places of work in providing health care.

Cross sector well being will encourage the coordination of all 4 sectors (public, private, voluntary, and local) in comprehensive care ie promotive preventive, curative and rehabilitative.

New health philosophy will integrate the ramifications of individual and corporate life styles of nations with trends of world social and economic development.

In the Arena of Medical Roles the contradiction is rigid attitudes toward narrowly defined jobs and job related states. This is seen through 1) doctors fear of nurse practitioners, 2) professional specialization and 3) resistance to new ideas in health institutions.

In the arena of Economic Priorities the contradiction is the control of reimbursement formulae by powerful institutions including banking, insurance chemicals and health care corporations. This is seen through these blocks, 1) third party payers focus on curative services rather than prevention, 2) fiscal systems are committed to institutional care, 3) nutritious food and exercise are not as profitable as medications.

In the arena of Technicalogical possibilities the contradiction is uncontrolled technological utilization as seen thru, 1) unapplied waste disposal, 2) difficulty of blending technology with humanness, and 3) FDA regulations do not apply to exported chemicals.

In the arena of Health/Political Interfaces the contradiction is: resistance to change by medical and political hierarchies. The blocks are seen thru: 1) inflexible, unresponsive structures in periods of rapid change, 2) fear of loss of control and the consequences of needed decisions...including fear of litigation, 3) unhelpful competition for limited resources, and 4) conflicting priorities in relation to the public interest/health.

In the arena of maldistribution of health care services the contradiction is that professionals fear that without the latest technological services safe health care cannot occur. This is seen thru these blocks: 1) urban concentration of professionals, 2) few medical schools train for rural and community health care, 3) restricted availability, holistic health is rural and urban areas, 4) over-utilization and inappropriate use of medical diagnostics and therapy.

In the arena of community well being the contradiction is the unclear community role in facilitating professional services for local needs as seen thru these blocks: 1) health as seen as an individual issue and not a community concern. 2) abdication of responsibility for health care planning and delivery to professionals, 3) undeveloped human resources mobilization system.

In the arena of interchange of documented demonstration THE contradiction is the lack of catalytic mechanism to develop and distribute the story of innovative programs in health care as seen through, 1) professional association seeking and maintaining own power, 2) experiments are unknown, 3) unselfconsciousness of the innovativeness of action. 4) lack coordinations between agencies.

In the arena of Death of a Vision, the contradiction is the unwillingness to assume responsibility for one's own spiritual and physical well being as seen through these blocks: 1) overdependence on health professionals, 2) mind set-health as absence of disease, 3) narrow understanding of "Health", 4) dependency mind-set, 5) health professionals blaming each other for all the problems.

Establish health system consultations utilizing corporate methodologies, e.g., LENS. PSUs, etc., to demonstrate product acceptability.

Impact health care education students with global health care needs, and with their capacity to participate and contribute to improved well-being in LDCs.

Create a school to develop local healthth/care through international healthworkers to catalize regional efforts to sustain school. To create modules and manuals to meet needs of school for communities.

Provide a structure to be in communication and work collegially in local situations through regional/area health guilds.

Careful documentation of W.H.O./ICA urban District Seminars in Europe and discern learnings for transfer to three (3) target urban areas in urban health.

Do 2-4 Pilot Cross/Sectorial Health Symposium in North America. Group must decide what objective is of doing Symposium.

Study the feasibility and applicability of wellness paradigm by using the Order as a community for a pilot project. An additional intent is to lower health care costs by increasing the wellness of the Order ~~by~~ demonstrational research and documentation with

GLOBAL DEVELOPMENT CENTRUM

Quarter IV Preview

April 19, 1982

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GLOBAL HEALTH GUILD
21st GUARDIAN CONSULT

<u>NAME</u>	<u>PRIMARY TRAINING</u>	<u>PRESENT ENGAGEMENT</u>
Ellen E. Howie	RN, School Nurse-Teacher Alcoholism Nurse Specialist	Private Duty, Home Care, Rochester Region Health Guild
Judeth Harvey	Public Health Nurse, Lamaze Method Teacher - Union Rep.	Nassau Co. Dept. Health, New York Region, Health Guild, A.N.A.
Elizabeth Dyson	Medical/Business/ICA	Director, Elder Power Professional, Home Helps, Inc., Spfld, Ill.
Peirce Ross	MD, Internist, Retired	Consultant
Karl Hess	MD, Pediatrics	Kaiser Perm., Cleveland
Bud Ames	DVM, PhD., Continuing Ed., Association Admin.	American Veterinary Medical Association
Kitty Cole	RN, Public Health	ICA - Research Centrum
Jailu R. Vergara	BSN, RN	ICA:Global Operations Centrum
Roberta Lapp	Food and Nutrition Home Economist	Food Co-op Educator
Thomas L. Whitsett	Internal Medicine	Med. Sch. Prof.
Marian Lins	BA - Art	ICA
Betty Compton	Bacteriology - AB Medical Technology	Order Staff Personnel
Myrna Holland	RN, BSN, MSN	Director, Medical/Surgical Nursing, Providence Hosp. Southfield, Mi.
Sandra True	RN	ICA Consultant
Dallas Ziegenhorn	DDS	Private Practice
Jann Barr	Health Fund Administer	ICA
Richard (Rick) Stasik	MA, MPH	University of Minnesota School of Public Health
Lyn Mathews		O:E Concerned with Comprehensive Health Care
Marilou Duderstadt	RN, MSN, Occupational Health Clinical Specialist	Occupational & Community Health Consultant
Carol Kucera	RN	ICA
Gerry Evans	Med. Tech. (ASCP)	Hematology Lab. Tech.
Bayard Coggleshall	MD	Pediatrician, Morristown, NJ

INTRODUCTION

New trends in the arena of health involve the shifting away from the first reevaluation in health which used the paradigm of host, agent and disease which signified that illness results from something external. The new trend for health will involve a second revolution which includes focusing on the behavioral aspects of health and illness. The traditional role of people as "patients" will change to that of consumer's/clients, signifying a more decisional participation in maintaining one's own health. New trends will also include a major shift on the parts of providers, consumers, institutions and third party payers to pursue health as the goal rather than costly insurance coverage to pay for radical and expensive tertiary intervention which could have been prevented. Health education emerges as a primary role for health care professionals who will consult with consumers to identify predisposing, enabling and reinforcing factors which allow people to maximize their own well being.

VISION

The vision for the health field of the future falls into four broad arenas:

1. Effective Mass Education
2. Holistic Family Care
3. Cross Sector Wellbeing Coordination and
4. Establishment of a new health philosophy.

Mass Education will provide selfevaluative participation at the community level which will illumine the role of the indiv. family and neighborhood in promotive, preventive curative, and rehabilitation health care.

Holistic family cure will emphasize sociological origin of disease and emphasize a womb to tomb effort of community; health care institutions and places of work in providing health care.

Cross sector well being will encourage the coordination of all 4 sectors (public, private, voluntary, and local) in comprehensive care ie promotive preventive, curative and rehabilitative.

New health philosophy will integrate the ramifications of individual and corporate life styles of nations with trends of world social and economic development.

CONTRADICTIONS

In the Arena of Medical Roles the contradiction is rigid attitudes toward narrowly defined jobs and job related states. This is seen through 1) doctors fear of nurse practitioners, 2) professional specialization and 3) resistance to new ideas in health institutions.

In the arena of Economic Priorities the contradiction is the control of reimbursement formulae by powerful institutions including banking, insurance chemicals and health care corporations. This is seen through these blocks, 1) third party payers focus on curative services rather than prevention, 2) fiscal systems are committed to institutional care, 3) nutritious food and exercise are not as profitable as medications.

In the arena of Technicalogical possibilities the contradiction is uncontrolled technological utilization as seen thru, 1) unapplied waste disposal, 2) difficulty of blending technology with humanness, and 3) FDA regulation s do not apply to exported chemicals.

In the arena of Health/Political Interfaces the contradiction is: resistance to change by medical and political hierarchies. The blocks are seen thru: 1) inflexible, unresponsive structures in periods of rapid change, 2) fear of loss of control and the consequences of needed decisions...including fear of litigation, 3) unhelpful competition for limited resources, and 4) conflicting priorities in relation to the public interest/health.

In the arena of maldistribution of health care services the contradiction is that professionals fear that without the latest technological services safe health care cannot occur. This is seen thru these blocks: 1) urban concentration of professionals, 2) few medical schools thrain for rural and community health care, 3) restricted availability, holistic health is rural and urban areas, 4) over-utilization and inappropriate use of medical diagnostics and therapy.

In the arena of community well being the contradiction is the unclear community role in facilitating professional services for local needs as seen thru these blocks: 1) health as seen as an individual issue and not a community concern. 2) abdication of responsibility for health care planning and delivery to professionals, 3) undeveloped human resources mobilization system.

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In the arena of Death of a Vision, the contradiction is the unwillingness to assume responsibility for onew own spiritual and physical well being as seen through these blocks: 1) overdependence on health professionals, 2) mind set-health as absence of disease, 3) narrow understanding of "Health", 4) dependency mind-set, 5) health professionals blaming each other for all the problems.

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STRATEGIC DIRECTIONS/INTENT

Establish health system consultations utilizing corporate methodologies, e.g., LENS. PSUs, etc., to demonstrate product acceptability.

Impact health care education students with global health care needs, and with their capacity to participate and contribute to improved well-being in LDCs.

Create a school to develop local healthth care through international healthworkers to catalize regional efforts to sustain school. To create modules and manuals to meet needs of school for communities.

Provide a structure to be in communication and work collegially in local situations through regional/area health guilds.

Careful documentation of W.H.O./ICA urban District Seminars in Europe and discern learnings for transfer to three (3) target urban areas in urban health.

Do 2-4 Pilot Cross/Sectorial Health Symposium in North America. Group must decide what objective is of doing Symposium.

Study the feasibility and applicability of wellness paradigm by using the Order as a community for a pilot project. An additional intent is to lower health care costs by increasing the wellness of the Order ~~by~~ demonstrational research and documentation with

21ST GUARDIANS CONSULT
APRIL 16-18, 1982

HEALTH GUILD

ELICITING LOCAL PARTICIPATION			FACILITATING	IMPACTING THE STRUCTURE		
HEALTH PROMOTION PILOT	URBAN CLUSTER	COMMUNITY CLUSTER	CROSS-SECTOR SYMPOSIA	MARKETING	UNIVERSITY TREKS	GUILD
HEALTH BASELINES	EUROPE EVENTS	TRAINING SCHOOL	SYMPOSIUM DEMONSTRAT'N	FRAMING	DOCUMENT DE PAW TREKS	GUILD MEETINGS
C	C	C	R	C		
		MANUAL	HEALTH FORUMS	DOCUMENT-ATION	C/R	R
ORDER DEMONSTRATION	URBAN MANUAL				EXPAND UNIVERSITY PARTICIPATION	MEETING FORMAT
C	C	C	C/R	R	C	C
		MODULES	DOCUMENT-ATION	MARKET LENS		

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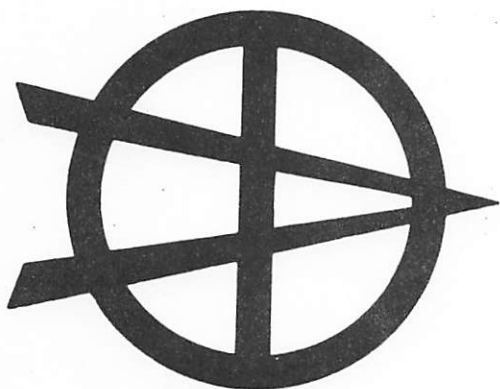
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INTERCHANGE SYMPOSIA

NORTH AMERICAN GUARDIAN CONSULT

April 16-18, 1982

N O T E S

I. THE CURRENT SITUATION

THE WORLD

THE CONTINENT

CITIES/TOWNS

II. THE RESPONSE

III. IMPLICATIONS FOR THE FUTURE

IV. MY ENGAGEMENT

SYMPOSIA
CONTINENTAL INTERCHANGE

SONG: The Way of the Earth - pg. 6

CONTEXT: We want to spend time this evening talking together about what is going on in society and how that affects people. We also want to use this opportunity as a time of Interchange to hear what people are doing in response to these times. We're especially interested in hearing how ICA programs seem to be effective in helping address the needs of today. Lastly we want to take the time to ask about the impact of individual engagement upon the movement. Now, I'm going to play the role of pump primer, but I hope you will join in on the asking of question. For example, if you want to hear more about something, please ask your own questions all along the way.. We want to begin with a conversation on what is happening in the world:

CONVERSATION:

Each person will want to keep notes for their own reflection on their notetaking folder.

- 15 min.
1. What's going on in the world?
 2. What's going on in the Continent?
 3. What's going on in your city/town?
 4. What's going on with people you see every day?

REPORTS

I'm going to call on a couple of people (3 if all three are in the group) who have stories about activity where they live and then we want to hear from every one.

Symposia I - Karen Troxel
Bob True
Ron Griffith

Symposia II -

Dane Adkinson
Jean Wilson
David Blanchard

40 min.

Symposia III - Marilyn Crocker
Kenyon Wilson
Martha L. Sugg

Get additional stories/reports - use a screen of geography and sectors (voluntary/public/private/local)

REFLECTION:

What do you think these responses mean for the future of your town? - for the continent - the world?

30 min.

Where do you find yourself raising question about significant engagement these days? How do you raise for yourself the question of whether or not something is really making a difference?

How would you say the person who wants to make a difference is setting priorities and engaging will be working to do that in the future?

CONCLUSION: We want to draw to a close - but before we do -

I'd like to ask three people to stay when we break to make this space neat again - for use in the morning.

and I'd ask all of us to turn your paper over and take a few minutes to jot down some of the events in your own life this past week. And then, write, - just for yourself -- what significance these things hold in this week of your life. This is a "just for yourself exercise". Give 4-5 minutes and then...

this has been a fine evening. Let's go and hear what other people have been talking about. The bar is open in the House Lounge.

Wake up will be at 5:45 -

THE REGION'S STORY
(Continued)

This can be seen in the following examples:

1. Regional consortiums like RVI, universities in East Wisconsin, BUSINESSES associated with Training, Inc.
 2. Regional water quality control groups in and around the Great Lakes.
 3. Regional municipal government experiment in Ontario.
 4. 52 regional consults in 1980-81.
 5. 5 regional education guilds operating in N. America.
 6. Block experiment with village clusters in India.
 7. Midcrest in Iowa
 8. Weekly regular team meetings in Washington, D.C. which represent regional networking of people across N.A.
 9. Marketing and scheduling of training courses and events in each region on the continent.
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Implimentations for Guilds:

1. Expand vision of who participates in guild.
2. Get information on ICA events and Round Table to Regions and/or individual guardians.
3. Schedule Regional Guardian Meetings in fall, 1982.

Key Breakthroughs:

1. Regional Guardian Meeting is an event for guardians and new people, not a planning session.
2. The guardian dynamic is alive and vital but the word "Guardian" is hard to internalize.
3. Youth are participating as Guardians.

THE REGION TASK FORCE

A compilation of new aspects of the journey of guardianship:

1. Target prospects
 - A. By attitude
 - B. Specific individuals
 - C. Ability to devote time to new cause
2. Create vital program activity that addresses geo-social needs of region.
3. Help them discern how they can use methods with workplace
4. Get to know them socially so you know their schedule
5. Draw on their expertise locally, then out of the local
6. Involve in significant engagement -- workday/task
7. Include youth and retired persons in own definition of Guardians
8. Provide nurture for "isolated" Guardians.

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The regional dynamic is the key at this moment in history due to the fact that:

1. Any one local community cannot survive anymore in isolation but only in relationship to other communities and structures beyond itself.
2. The increasing complexity of society has made impossible not only local self-sufficiency in isolation but also made ineffective national programs of service.
3. Any one organization cannot as effectively serve the local without awareness of what other programs and activities are going on within that sector and with other sectors.
4. Regional geography seems to be the place where change can be effected with the greatest impact.
5. The economic inter-dependency across states and provinces demands interchange systems and practices regionally.

N.A. Guardian Consult
ICA: Chicago

April 16-18, 1982

SCHEDULED NORTH AMERICAN PROGRAMS

SAN FRANCISCO AREA

RS-1	Denver, CO	April 16-18
LENS	Los Angeles, CA	April 16-18
	Woodland Hills Church	
RS-1	San Diego, CA	April 16-18
LENS	Tulare City, CA	April 21-23
LENS	Los Angeles, CA	April 29-May 1
	Indian Res Center	
LENS	Phoenix, AZ	May 5-7
	Arizona St. College	
RS-1	San Francisco, CA	May 14-16
LENS	Denver, CO	June 10-12
	MCB Company	
RS-1	Seattle, WA	April 23-25
RS-1	San Francisco, CA	May 14-16
Retreat	San Francisco, CA	June 18-20

HOUSTON AREA

Town Meeting	Kendleton, TX	April 17
Training School	Charleston, WV	April 23-May 2
Imaginal Ed	Atlanta, GA	May 14-16
ES-1	Dallas, TX	May 14-16
Consultation	New Orleans, LA	May 21
	Desi-Flo Daycare	
HD-1	Huntsville, TX	June 18-20

CHICAGO AREA

LENS	St. Ignace, MI	
	Econ Dev. Corp.	
CSIIIA	Detroit, MI	April 23-25
Imaginal Ed	St. Louis, MO	April 23-25
LENS	Newberry, MI	May 25-27
	New Horizons	
RS-1	Chicago, IL	May 28-30
Education Symposium	Kansas City, MO	May 14-16
HD-1	Sanger, MI	May 14-15
LENS	St. Ignace, MI	June 16-19
Consultation	Detroit, MI	May 21
	Church	
Consultation	Rochester, MN	April 30
	NAACP	

NEW YORK AREA

Imaginal Ed	Troy, NY	April 21-23
RS-1	Boston, MA	April 23-25
Imaginal Ed	Buffalo, NY	April 23-25
HD-1	Philadelphia, PA	April 23-25
LENS	Petersburg, VA	April 30-May 2

EDMONTON AREA

Regional Consult Followup	Winnipeg	
Regional Consult Followup	Edmonton	
Evening at the Institute	Anchorage	April 23

MONTREAL AREA

HD-1	Moncton, New Brunswick	April 26-28
Imaginal Ed	Moncton, New Brunswick	April 26-28
LENS	Moncton, New Brunswick	April 29-May 1

THE BAND EMPOWERMENT PATROL

APRIL-JULY MANEUVERS

1. THE IERD MONEY

B/L a) \$100,000 by July 31st

2. UNITED NATIONS SPONSORSHIP SECURED

B/L a) Money in hand from one of UNDP, UNICEF, or UNFPA.
b) "Yes" to UNICEF or UNDP sponsorship
c) Agreed upon "negotiation schedule" worked out with UNDP, UNICEF and UNFPA.

3. ADVISORY BOARD/SPONSORSHIP

B/L a) Four women, two representing the church, one from the Chicago area, one French Canadian, one Native American, two representing business and a representative spread from Latin America.
b) Sponsorship from two Canadian agencies.

4. CIDA JAMAICA COMPLETION

B/L a) \$16,500 CICA matching money raised/transferred.
b) \$28,000 CIDA match received of which \$24,000 transferred.
c) Phase II and final reports accepted.
d) New submission invited.

5. ROTARY INTERNATIONAL MONEY FLOW

B/L a) \$115,000 which is budget for year one, transferred to Kingston Club before July 31st.
b) Mechanism established with the Kinston Club for transfer of salary amounts to ICA global external account (approximately \$40,000).

6. A.I.D. AUTHORIZATION

B/L a) CODEL cleared in writing.
b) Questions/references to Indonesia audit dropped.
c) Jamaica proposal submitted.

7.ATLANTA RECEPTION

- B/L a) \$25,000 raised at an Atlanta dinner.
b) Substantial Global Advisory Board presence.

8.NEW STORY

- B/L a) New pitch design.
b) Lindsay's pitch put into modular form.
c) A transcript of the next public talk by Jim Lindsay.
d) A master proposal, including the concept, created for development.

9.THE LINDSAYS' TRIP SETUP

- B/L a) Schedule for both Peggy and Jim's trip.
b) Twenty Latin American Global Advisory Board Members.
c) \$25,000 raised in Latin America for IERD.

10.FORD FOUNDATION LINKAGES

- B/L a) IERD setup proposal submitted.
b) Fifty City proposal negotiated.

11.PROVINCIAL GOVERNMENT CONTEXTING

- B/L a) Six Ministers seen with clout and left with material and a clear image of who the ICA is and what its current intentions are in relation to the Metis and the public sector.

12.ESTABILISING THE INTERCHANGE

- B/L a) Monthly MAGPI's to nexus and Latin American Houses.
b) Monthly phone calls to each nexus.

13.WASHINGTON DC ACTION

- B/L a) Complete the 100 frame update.

14.IADB IMPLEMENTATION MANAGEMENT

- B/L a) In hand monies that allow for the confirmation in employment of a project implementation manager.
b) Ensure contract is signed, systems operational and construction begun.

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(Continued)

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ICA THE INSTITUTE OF CULTURAL AFFAIRS

CONCERNED WITH THE HUMAN FACTOR IN WORLD DEVELOPMENT

30th March, 1982

Dear Colleagues,

Area Hong Kong and the ICA in the Philippines are pleased to announce the initiation of their 31st Human Development Project located at Putsan village, Tiwi, Albay Province, Luzon, Republic of the Philippines.

The significance of this project is threefold. Firstly, the Putsan HDP is the first to be located in the Manila region. This project symbolises for us the third geo-social coverage of the three regions in this nation. The first was coverage through our core curriculum, the second through 222 town meetings and now the third through the HDPs with six in Davao, twenty-four in Cebu and one in Manila.

Secondly, the project is funded by the Union Oil Foundation. This is a contribution to the ICA to enable grassroots community development for the residents of the Tiwi municipality, whose lives were radically altered several years ago with Union Oil's development of the underground geothermal reservoir for electrical power generation.

Thirdly, the Bicol region in which Putsan is located is known to be one of the poorer areas of Luzon. Being the most densely Catholicized part of the nation (98%) it is the only area in the Philippines that is self-sufficient in terms of religiously vocationed people. In fact, the Bicol seminaries provide priests for other parts of the country, some of whom are now Bishops. The religious dedication of the Bicolense laity is similarly known across the nation. It will be an honour to work in an area where the 'life of service' is so historically rooted.

The Putsan Consult is set for May 3rd-9th, 1982. We are inviting guardians to attend as international consultants for the ICA. All expertise is welcome. The Putsan community has special interests and needs in the areas of fishing, ceramics, vegetable cultivation, health, drainage and sanitation. Consultants should be ticketed to arrive in Manila on Sunday, May 2nd and depart for Legaspi on May 3rd. Ground transport from Legaspi airport will be provided. The consult will start on Monday night (May 3rd) and end with a celebration on Sunday (May 9th). Housing costs during the consult will be \$70-\$100.

We look forward to initiating the Putsan Human Development Project and hope that your zone will be able to send one or more guardians.

Grace and Peace,

Steve & Jennifer
Steve and Jennifer Leenhouts.

Please confirm attendance by telex to: 742-45434, Attn: Frank Hilliard, Answerback: Pen PM

MANILA: 128 LOPEZ-RIZAL, MANDALUYONG, M.M.
MANILA 2801
78-62-54

CEBU: SUDTONGGAN
BO BASAK
LAPU-LAPU CITY 4

DAVAO: P.O. BOX 244
DAVAO CITY 9501
73-54

ICA THE INSTITUTE OF CULTURAL AFFAIRS

CONCERNED WITH THE HUMAN FACTOR IN WORLD DEVELOPMENT

30th March, 1982

Dear Colleagues,

Area Hong Kong and the ICA in the Philippines are pleased to announce the initiation of their 31st Human Development Project located at Putsan village, Tiwi, Albay Province, Luzon, Republic of the Philippines.

The significance of this project is threefold. Firstly, the Putsan HDP is the first to be located in the Manila region. This project symbolises for us the third geo-social coverage of the three regions in this nation. The first was coverage through our core curriculum, the second through 222 town meetings and now the third through the HDPs with six in Davao, twenty-four in Cebu and one in Manila.

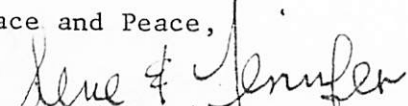
Secondly, the project is funded by the Union Oil Foundation. This is a contribution to the ICA to enable grassroots community development for the residents of the Tiwi municipality, whose lives were radically altered several years ago with Union Oil's development of the underground geothermal reservoir for electrical power generation.

Thirdly, the Bicol region in which Putsan is located is known to be one of the poorer areas of Luzon. Being the most densely Catholicized part of the nation (98%) it is the only area in the Philippines that is self-sufficient in terms of religiously vocationed people. In fact, the Bicol seminaries provide priests for other parts of the country, some of whom are now Bishops. The religious dedication of the Bicolense laity is similarly known across the nation. It will be an honour to work in an area where the 'life of service' is so historically rooted.

The Putsan Consult is set for May 3rd-9th, 1982. We are inviting guardians to attend as international consultants for the ICA. All expertise is welcome. The Putsan community has special interests and needs in the areas of fishing, ceramics, vegetable cultivation, health, drainage and sanitation. Consultants should be ticketed to arrive in Manila on Sunday, May 2nd and depart for Legaspi on May 3rd. Ground transport from Legaspi airport will be provided. The consult will start on Monday night (May 3rd) and end with a celebration on Sunday (May 9th). Housing costs during the consult will be \$70-\$100.

We look forward to initiating the Putsan Human Development Project and hope that your zone will be able to send one or more guardians.

Grace and Peace,


Steve and Jennifer Leenhouts.

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LAPULAP CITY

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N.A. Guardian Consult
ICA: Chicago

April 16-18, 1982

NORTH AMERICAN PROGRAMS

SAN FRANCISCO AREA

RS-1	Denver, CO	April 16-18
LENS	Los Angeles, CA	April 16-18
	Woodland Hills Church	
RS-1	San Diego, CA	April 16-18
LENS	Tulare City, CA	April 21-23
LENS	Los Angeles, CA	April 29-May 1
	Indian Res Center	
LENS	Phoenix, AZ	May 5-7
	Arizona St. College	
RS-1	San Francisco, CA	May 14-16
LENS	Denver, CO	June 10-12
	MCB Company	
RS-1	Seattle, WA	April 23-25
RS-1	San Francisco, CA	May 14-16
Retreat	San Francisco, CA	June 18-20

HOUSTON AREA

Town Meeting	Kendleton, TX	April 17
Training School	Charleston, WV	April 23-May 2
Imaginal Ed	Atlanto, GA	May 14-16
ES-1	Dallas, TX	May 14-16
Consultation	New Orleans, LA	May 21
	Desi-Flo Daycare	
HD-1	Huntsville, TX	June 18-20

CHICAGO AREA

LENS	St. Ignace, MI	
	Econ Dev. Corp.	
CSIIIA	Detroit, MI	April 23-25
Imaginal Ed	St. Louis, MO	April 23-25
LENS	Newberry, MI	May 25-27
	New Horizons	
RS-1	Chicago, IL	May 28-30
Education Symposium	Kansas City, MO	May 14-16
HD-1	Sanger, MI	May 14-15
LENS	St. Ignace, MI	June 16-19
Consultation	Detroit, MI	May 21
	Church	
Consultation	Rochester, MN	April 30
	NAACP	

NEW YORK AREA

Imaginal Ed	Troy, NY	April 21-23
RS-1	Boston, MA	April 23-25
Imaginal Ed	Buffalo, NY	April 23-25
HD-1	Philadelphia, PA	April 23-25
LENS	Petersburg, VA	April 30-May 2

EDMONTON AREA

Regional Consult Followup	Winnipeg	
Regional Consult Followup	Edmonton	
Evening at the Institute	Anchorage	April 23

MONTREAL AREA

HD-1	Moncton, New Brunswick	April 26-28
Imaginal Ed	Moncton, New Brunswick	April 26-28
LENS	Moncton, New Brunswick	April 29-May 1

NORTH AMERICAN REGIONS

AREA EDMONTON

Edmonton
Vancouver
Anchorage
Saskatoon
Yellow Knife
Winnipeg

AREA CHICAGO

Chicago
Detroit
Minneapolis
St. Louis
Kansas City
Cleveland

AREA SAN FRANCISCO

San Francisco
Seattle
Los Angeles
Phoenix
Denver
Billings

AREA NEW YORK

New York
Washington
Philadelphia
Pittsburgh
Rochester
Boston

AREA HOUSTON

Houston
Oklahoma City
New Orleans
Memphis
Atlanta
Miami

AREA MONTREAL

Montreal
Toronto
Quebec
Halifax
Sudbury
London

GLOBAL PROGRAMS

LATIN AMERICA

Lima, Peru	HDTI	April 18-May 8
Rio de Janerio,Brazil	Cluster Consult	April 4-10
Caracas, Venezuela	Formation Fortnight	May 2-8
Rio Benito, Brazil	HDTI	May 9-15
Mexico City, Mexico	HDTI	May 16-22
Santiago, Chile	HDTI	May 23-June 12
Panama, Colgate	LENS	May 24-26
Costa Rica, Colgate	LENS	May 28-30

NORTH EAST ASIA

Putsan, Philippines	HDP Consult	May 3-9
Korea	ITI	May 23-June 19
Taiwan	ITI	June 21-July 4

SOUTH EAST ASIA

Apia, Samoa	HDTI	April 25-May 15
Agana, Guam	HDTI	May 23-June 12

AFRICA

Lusaka, Zambia	HDTI	April 4-May 1
Nairobi, Kenya	HDTI	April 4-May 22
Nairobi, Kenya	Africa Formation Event	June 6-12

INDIA

Bombay	Formation Colloquy	April 11-24
Bangalore	HDTI	May 2-22
Calcutta	Methods Academy	May 23-June 5
Bombay	Phase I Camp	May 23-June 5
Bombay	Continental Council	June 7-12

EUROPE

Brussels, Belgium	Formation Fortnight	April 11-24
Madrid, Spain	LENS	April 20-22
Lamego, Portugal	Cluster Consults	April 20-May 7
London, UK	LENS	April 26-28

NORTH AMERICA

Chicago, Illinois	Global Academy	April 4-May 30
Chicago, Illinois	Global Council	July 4-24

TALKING PAPER: Economic Ventures/Demonstrations

Movemental Principles-The intention of Computer Paradigm is five-fold:

1. To provide a channel for the creativity and resourcefulness of the Regional Team toward establishing a base of self-support for the Regional Team inclusive of the Symbolic Order.
2. To establish a bridgehead at the very edge of where the business community is itself engaged in creating the future in order to better tap its creativity in building the new society.
3. To gain prowess in a field that will vitally affect human development in the third world.
4. O:E Posture of being self-supporting
5. Demonstrating a business style out of movemental forms of participatory decisions.

Regional History - During the Fall of 1981, a series of PSU's and field research was done to discern potential directions for a computer related enterprise, an idea that can be traced back to a National PSU in Spring of 1980, which attempted to sort out Strategic Directions for the 80's. Subsequent to describing the broad outlines of an Operating Structure, the Service Function, and the Market Constituency of such an enterprise, a link was established with Community Computers of Arlington. This link offered a "foot in the door" of the computer industry. An agreement was negotiated whereby Computer Paradigm would be given access to computers and manuals and the expertise of CC:A to gain initial prowess in the use of computers. In return, Computer Paradigm would staff a newly opened store in Greenbelt, Md. In addition, a Service Bureau was established which contracted to provide management services to the American Society of Cybernetics. These efforts have involved the direct engagement of more than 10 Regional Team colleagues.

Current Situation-As of the end of March, Computer Paradigm's Service Bureau continues to fulfill its contract with ASC and is negotiating 4 other contracts. The Community Computers:Greenbelt store is open and operating and is preparing for its formal opening. 32 individuals and Associations have had Needs Analyses done by Computer Paradigm staff and configurations of hardware and software proposed to meet those needs. 27 remain potential customers of software/hardware systems. Steps toward incorporation have proceeded with the opening of a savings and a checking account with steps in process toward going on record as a Sub-S Incorporation. Salaries have been paid for 2 months to three members of the Symbolic Order from income earned by the Service Bureau and from loans provided by interested parties.

Insights-Replication of the enterprise would benefit greatly from three realities: 1) Gaining an ALLY already in the field being entered and able to offer training and back-up resources; 2) the resourcefulness and wisdom of several regional team members, one of whom provides the anchor and continuity of the enterprise; 3) structurally maintaining the tension of

immediate income possibilities while gaining position for reaping larger, but longer-term, profits down the road; 4) keeping a firm grip on what we've learned as a movement about training, use of rational constructs and spiritizing symbols, accountability and absolution, and continual rehearsal of the global-relatedness of the enterprise.

Our Key Strategic Questions: When allies are not readily found, how do we create the allies needed for such a venture? What are the immediate income possibilities available to situations where a broad pool of highly educated, highly trained people are not available? Does the venture require a strong Regional Team already in place, or could it be used as a tool for building one aspect of the Regional Team? There is still an unclear consensus on the "directions" of the venture. Is hardware/software sales the best avenue toward utilizing the resources of this region? Is there not possibly some niche of educational service to be found that's more appropriate to the interests and skills of our Global Servant force? These questions require a continuing stance of "openness" and flexibility as we continue to explore the computer field. Already we've been able to do a couple of talks and planning sessions that may well give us a clearer picture of the future. The promise of larger fund sources still seems tied up with hardware and software sales, but that could only be because we've not yet discerned the market, or how to tap the market, in these other arenas.

Practical Considerations for Quarter IV in the light of the next 2 years-We need to continue our relationship with Community Computers, certainly through August of 1982. We need to explore a relationship with Capitol Consultants and other computer-related businesses. We need to maintain the service bureau function through Quarter II of 1982-83 as the most steady source of income. We need to have paid back all loans by the end of 1982, to have incorporated and established an investment base for the enterprise. We need to continue to experiment in various service offerings, keeping an eye on educational and software demands that we are particularly able to respond to. We need to establish the anchor/continuity of the operating staff that is non-Symbolic Order; this may require some demonstration of income viability. We need to launch a training effort for the entire regional team.

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TALKING PAPER: Economic Ventures/Demonstrations (cont)

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INFORMATION SYSTEMS CONTRADICTIONS

- I. In the arena of Information Systems the contradiction is limited accessibility because of high cost as seen thru these blocks: (1) expensive equipment, (2) costly data base access, (3) expensive software, (4) high maintenance cost, (5) rapid obsolescence. As illustrated by neither small businesses or individuals can afford to own good systems and software.
- II. In the arena of Information Systems the contradiction is old images of communications as seen thru the image that increased information systems reduce participation as illustrated by a "newspaper" must be maintained on paper media.
- III. In the arena of Information Systems the contradiction is fear of unpredictable implications as seen through these blocks: (1) fear of computers, (2) image of doing it the same old way, (3) inadequate ways to measure the cost vs benefit of computerization, (4) ludditism labor force apathy, (5) Guns vs Butter priorities. As illustrated by physical sabotage of computers, high defense spending, buying same price typewriters instead of word processors and refusing to use available computers.
- IV. In the arena of Information Systems the contradiction is lagging support systems as seen thru the blocks of: (1) programmer inaccessibility, (2) non-friendly computer interface, (3) inadequate maintenance support . . . As illustrated by a difficulty in obtaining adequate maintenance (especially globally) and software support, and non-uniform computer system data.
- V. In the arena of Information Systems the contradiction is severe production lag as seen through new concepts continually out-strip our capacity to produce, market, and use effectively. As illustrated by disk drive capacity and hardware shift from 8 byte to 16 byte word size obsoleting present systems.
- VI. In the arena of Information Systems, the contradiction is vested interest impedes growth as seen through these blocks: (1) no consensed system to deal sith long range issues, (2) maintaining tension between necessary vested interests in total population, (3) growing priority mindset. As illustrated by governments prohibiting foreign satellite broadcasts, and fear by governments that information technology will be used against them.
- VII. In the arena of Information Systems, the contradiction is inadequate educational abilities, methods, and access this is seen through these blocks: (1) basic literacy and keyboard skills, (2) rote methods in computer education and (3) limited to programmed learning. As illustrated by rote methods in teaching programming and havine to rewrite programs for own system.

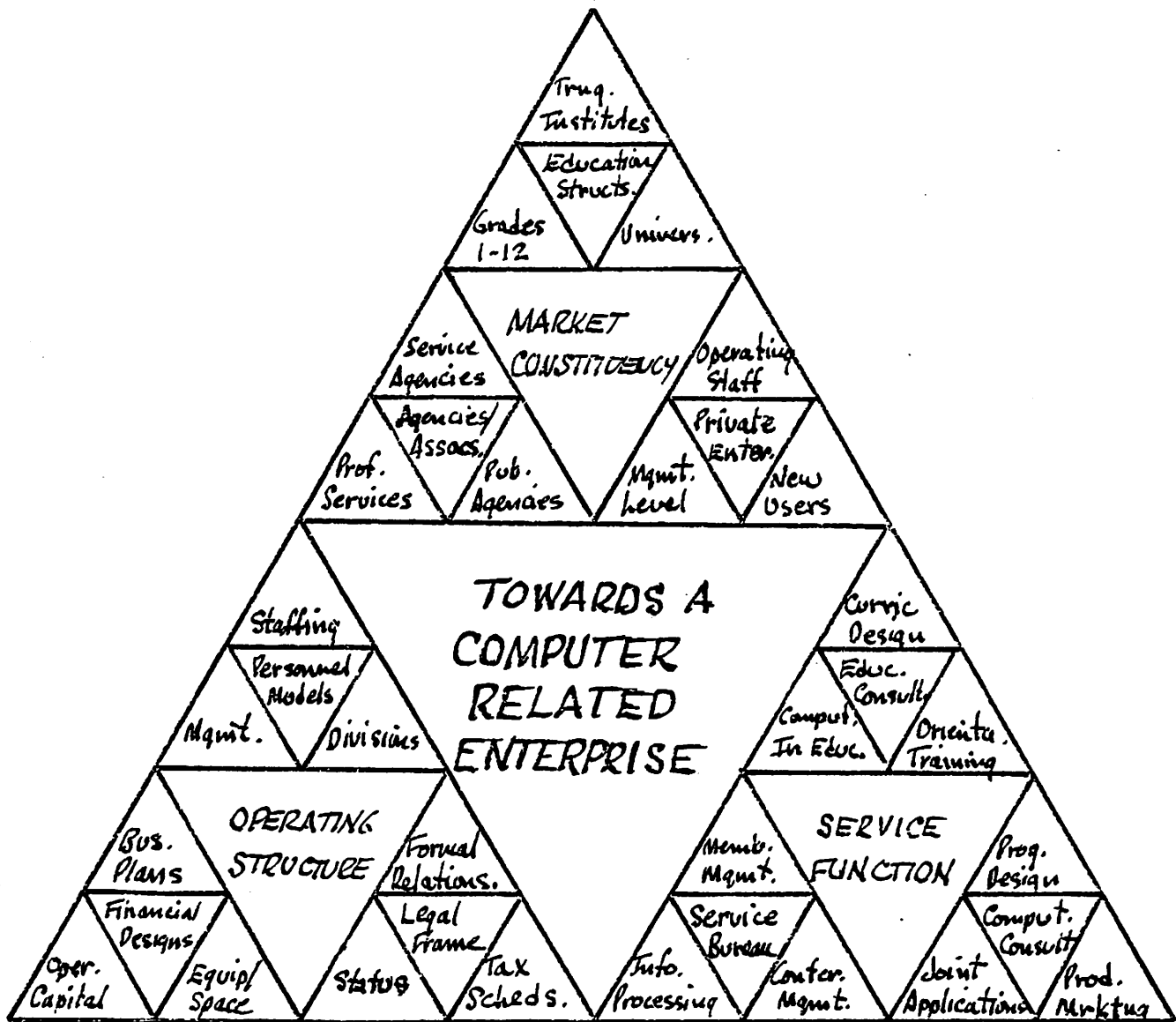
COMPUTER-RELATED SELF-SUPPORT MARKETING ENTERPRISES

BUSINESS TYPE		ILLUSTRATIONS	ADVANTAGES	PITFALLS TO AVOID
MANAGERIAL	1 CONSULTATIVE SERVICES	Curriculum design Program conceptualization (architects, schools)	ICA methods. Cultural adaptability	Assuming the marketing will just fall into place automatically
	2 MULTI-MANAGEMENT	Cybernetics Assoc. (Washington, D.C.)	ICA methods	Same as above Taking on greater liability
	3 PRODUCT MARKETING	Dane's software package for schools and hospitals	Regional centers strategically located	Illusion of hi-tech staff support
TECHNICAL	4 COMPUTER PROGRAM DESIGN	Software simulation packages Courseware (Toronto) Software enhancement Third-party software maintenance	Existing technical skills base May have a hardware base Hot tip network 3rd World expertise	Taking on high liability relationships/contracts Sucked into complex design Just competing with the world
	5 SERVICE BUREAU	Information services (WP, DEM, ML, Lib) Facility service	Handles visa issue Allows flex time Can share equipment w/program Everyone on OJT Low liability	Doing piecework that hurts other small competitors in the area Going mass mailing Capital intensive
	6 USER TRAINING	Terminal training (HK) Teacher training (for classroom application) Customer Training (for home or business use)	Imaginal Education methods	

INITIAL BROODINGS

Institute of Cultural Affairs

Quarter II - 1981-82



11/1/81

EDP DEMONSTRATION ENTERPRISE
(SERVICE BUREAU)

The purpose of the Service Bureau is to bring basic computer services to individuals, small businesses and organizations within an affordable range. These services will include mailing, document composition and editing, update of mailing lists, basic library functions and simple accounting that could lead, in the future, to more advanced financial analysis.

Building on the initial test production done in September by the Kansas City House, the Service Bureau will be imaged as one business in three locations: Kansas City, Chicago Student House and Washington, D.C. Each location has a unique contribution to the development of the business: Kansas City is learning positioning relative to marketing; the Student House will most likely offer much in the way of organization; Washington has the resources to pioneer in legality and equipment upgrade.

At the present time, Kansas City is renting a TRS 80II with a letter-quality printer, which doubles as a regional support tool and a self-support instrument. The Student House is contemplating the acquisition of a similar type of "stand-alone" while, in the meantime, it receives on-the-job training with the Development Centrum systems in November. The Washington House is hooked up to On-Line Systems through a borrowed terminal and is anticipating equipment upgrading shortly.

Three major phases of development are planned. Phase I, from September 1981 to Summer 1982, will be considered a training and research period. The business will be conducted as a "moonlighting" operation during this phase, with a sole-proprietorship experiment in Kansas City that will pay a salary to a house member. This phase will be punctuated with a tri-city interchange PSU by computer in Quarter II to symbolize the launching of the business in the three cities. The financial aim of this phase is at least to break even.

Phase II, from Summer 1982 to January 1983, will be a time of documenting our experience and making it available to all houses. During this time we will create a marketing brochure and portfolio of service products that can be presented to potential customers. During this phase we will be looking for a profit in the enterprise and will examine the next stages of business legal organization.

Phase III, from January 1983 to January 1984, will be a time of expansion and replication of the business in at least six areas of North America. This will also be a time of upgrading of equipment, services and legal organization. During all three phases the business will be developed in close dialogue with the Order guidelines for fiscal integrity.

The unique contribution of this entrepreneurial enterprise has the following features:

1. Offers on-the-job training opportunities to people of all ages and nationalities.
2. Images the transfer of computer-related entrepreneurial skills to the masses.
3. Makes computerized services available to those who normally could not afford it.
4. Utilizes the team concept in the development of a service business.
5. Involves all ages and several nationalities in the creation of a business which overcomes visa-related issues.

By 1984 we will be looking for ways to link this enterprise with other Order computer-related services that will be emerging in other regions of the globe.

COMPUTERS IN EDUCATION CONSULTING

THE ENTERPRISE

Computers in Education Consulting is a consulting venture serving elementary school teachers and administrators. For teachers, it provides them the following services:

1. Microprocessor operations and programming training.
2. Usage of computer assisted learning (CAL) courseware as an educational tool.
3. Training teachers to train students in microprocessor operations and programming.

It consults with administrators in the design and implementation of the following systems:

1. Book inventory.
2. Library services.
3. Food services.
4. Student records.

STAFF RESOURCES

The company provides consultants with training and experience in one or more of the following disciplines:

1. Elementary school teaching and administration.
2. Imaginal education.
3. Microprocessor operations and programming.
4. Audio-visual materials creation and usage.
5. CAL courseware development and usage.

EQUIPMENT RESOURCES

The company has access to the following equipment:

1. Microprocessors to develop and demonstrate software and courseware packages.
2. Audiovisual equipment.

ORGANIZATION

The company is structured as a joint venture involving one or more of the following groups:

1. Order members.
2. Training and education consulting company.
3. Microprocessor retailer.
4. Textbook publisher.

COMPUTER LITERACY TRAINING

COMPUTER LITERACY TRAINING COURSE

What it is: an imaginal training construct that bridges the gap between sale of hardware or software and its effective use in the organization directed towards either the first user (puzzled owner) or the management/staff interface in a larger organization.

Why it's needed: Computer and related sales have exploded so quickly that they have outpaced the ability of end-users to maximize their computer capabilities. It has been assumed by salesmen in the field that once a hardware or software is in place it's working effectively. Manufacturer reps are not trained to maximize the machine's capabilities (thus looking at future sales of larger equipment). Management decisions to make the investment in the first place assume that the machine and people operating and using it will be operating to capacity and make cost decisions on that assumption. Non-acceptance of the system by employees often invalidates original cost decisions. Professional consultants who would usually fill this gap often focus on the technical aspects of fitting software to the perceived needs of the managers but don't deal in depth with enabling staff to actually use the equipment. Consultants often come from a hardware sales background and aren't trained to deal with the human element in machine/people interfacing. The company's view is that he doesn't know why his expensive investment isn't working the way it was sold to him; the salesmen/consultants view is that the hardware and software is up to standards and that it's the company's responsibility to use its own manpower effectively.

What it does: For first time users this course gives both system operators and users the experience of less painless conversion by having someone present to guide them over the initial rough spots. Specifically it (1) plays back a person's experience who has actually gone through the conversion experience and has been burnt and recovered; (2) shortens the owner's period of frustration, guessing which button to push, fear of wiping out whole files, and wandering around in the wilderness of an unknown system, by giving the new user actual hands-on experience with his own data and own equipment and giving him the chance to ask "stupid" questions; (3) gives him the experience of making and recovering from the 100 most common errors in operating a micro; (4) gives him concrete advice in the conversion of records from his old manual system to the format that is most helpful with his computer.

For the larger office the course reintroduces managers and reluctant staff who have shied away from computerization to some of the possibilities of lightening their work load and understanding how to smooth the functioning of the complete EDP system in which they participate, focused on solving a particular problem currently facing their organization. In a mini-LENS type of 4-hour format the opening conversation focuses on the impact of the

UNIQUE CONTRIBUTION

The venture provides a unique extension of imaginal education into the rapidly growing field of microcomputers in the elementary school. Like Training, Inc., it is as much a direct missional venture as a self-support tool.

PILOT PROJECTS

The following regions will explore the possibility of initiating Computers in Education Consulting:

1. Dallas
2. Indianapolis
3. Toronto
4. Vancouver

REVENUES

Revenues derive from consulting fees and seminar fees using the following schedules:

1. Consulting fees: \$150 to \$250 per day.
2. Seminar fees: \$800 to \$1000 per day, or \$200 per day per participant.

Consulting projects are quoted on the per diem rates and have a not-to-exceed total cost figure.

EXPENSES

Expenses include:

1. Office rent (paid to the Religious House).
2. System leasing (paid to the Religious House if using its system).
3. Staff salaries (figured at \$25,000 to \$30,000 annually).
4. Office and systems supplies.
5. Automobile leasing (car to be usable by the House).
6. Marketing and promotional expenses.
7. Miscellaneous expenses (including any legal fees for set up and contracts).

technological revolution in information handling using some classic example of how a computer and lack of understanding has truly fouled up a system. The workshop on contradictions draws out a current problem that is blocking effective use of both people in the company and machine power in place. A spin on the corporate welfare triangle introduces the workshop on problem-solving proposals.

BUSINESS PLAN FOR STARTING COURSE FOR FIRST-TIME USERS

It is suggested that this course be the second part of a house's journey with computerization (following the implementation of the Service Bureau and preceding full-blown consultative work). It should be started after someone in the house has had about 6 months to a year experience with a microcomputer and is beginning to feel at home with it (but not yet remote from the frustrations of learning how to use it). Marketing would be through local hardware distributors (Radio Shack, etc.) and computer clubs. A brochure is recommended and described below. It is estimated that when a house is ready to employ this tactic it would take about a week to set up with one person working at it full time. Pricing would be competitive with what professional consultative services charge in the area (e.g., \$30/hr.) and the course would last 1-2 days, to be decided on by the purchaser of the computer. The course would include walking the owner through 100 most common mistakes made in learning to operate a micro, helping the owner unpack the equipment, set it up, run a program (supplied by the manufacturer) with the owner's own data. The course would suggest how to operate a dual system (manual and machine), working through with the owner a timeline for converting his manual business to the computer. This would include help with designing new forms more effective with the machine system. He would have the right of a limited number of callbacks up to 6 months after the course (5, for example).

BUSINESS PLAN FOR STARTING COURSE FOR LARGER OFFICES:

A task force should first modify the mini-LENS construct of 4 hours and aim at producing two staff qualified to teach the course. Marketing should aim at industries where computerization is already in place but which is highly labor intensive and information intensive. Examples would be banks (high labor turnover at the bottom), retail chains (Point-of-sale turnover and greater inventory responsibility at POS), insurance companies (large ranks of data entry personnel), directory publishers (e.g., airline guide publishers in Oakbrook), and local and municipal government offices which are computerizing or upgrading their systems. Locations suggested include Toronto, Houston, Boston (insurance). Suggested course price for two staff over ½ day would be \$500.

Misc. Note: When a house computerizes for the first time, it might create a rational screen to hold the frustrations that arise for a first-time user. This would be a resource for creating the "100 most common problems" part of the course.

SUGGESTED BROCHURE IDEAS FOR COMPUTER LITERACY COURSE

Now that you've got it out of the box, what do you do with it?

If you've just bought a computer for the first time you have probably already heard some of the horror stories about what first-time users went through before they could get the reports they wanted "at the touch of a button". Whole files wiped out; old, valued employees quitting or freezing up and sabotaging the system; long times passing by operating dual systems while bugs are worked out of the system; a year of office chaos until a system functions smoothly.

Between unpacking your new toy and getting the reports printed out many times faster than you and your secretary could do them before, there's a learning period where you'll make a lot of mistakes. We can't promise you no mistakes will be made -- in fact, we promise you that you'll make a full hundred mistakes -- all in the first two days (with our course) instead of spread out over a year! You'll also receive with this course:

1. help unpacking and setting up.
2. guidance in how to recover from those 100 mistakes.
3. help in the initial setting up of a program using your data and advising you how to put the reports you want in your format.
4. suggestions about how to most efficiently run your dual systems until you are confident enough to rely solely on the computer.
5. five callbacks at up to a 6 month period in case we missed a mistake or you found a new one.

The assignment of the Fiscal Solidarity Task Force was to clarify issues and discern contradictions. We are preparing for a Global Council '82 focus on the foundations of the Order:Ecumenical economics. An effective consensus depends on the whole Order's engagement in six months of active research and model building. This will initiate the two-three year task of major revision affecting the whole globe.

At this time, we anticipate that the new economic directions will be built out of self support models being experimented with across the globe. We stand in the tension of honoring our past wisdom and facing the new realities. As a result, we need to be careful to not be in a hurry to set precedents or to incorporate the O:E in other parts of the world while maintaining an openness toward creative and careful experimentation.

The economic life of the O:E has been a foundational symbol of its corporate power in covenant. Our foundational revolutionary principles have stood the test of time. On the other hand, the shifts that have occurred in our composition and missional thrust in the past eight years requires that we turn our attention to what new modes of implementation the future demands.

FISCAL SOLIDARITY TASK FORCE

- CONTRADICTIONS -

Gtr. II 1981-82
 Dec. 13 - 21

I. SELF SUPPORT GROUP	II. TRUST FUNDS	III. GLOBAL EQUITY	IV. EMPLOYABLE SKILLS	V. LEGAL FORMATION	VI. DATA/RECORDS ACCESS	VII. FISCAL RESPONSIBILITY	VIII. RESTRICTED ORDER PARTICIPATION
YEAR-TO-YEAR LOCAL SELF-SUPPORT	Funds exist based on SUPERSEDED income models	unsorted comparisons toward global integration	Wide variation in employability	partial legal knowledge	redundant accounting systems	Understanding there is no 'they'	unformed ^{economic} images for 30,000
Unresolved Anchor/mobility images	Uncomprehension funds demand picture	platform poverty images	Unequipped with employable skills	Unclear global/Social legal intent	incomplete plan for local computerization	Order question relative to finances	Symbolic order focus of self-support
Confused self-support requirements & modes	Unresearched aging implications	funds/case use based on Western norms	projection of future skills/training required	Uncoordinated legal expertise	crippling bureaucratization of methodology		
Consultancies seen as a non-revolutionary trend	Western assumptions of case						
Unclear guidelines for income modes	no projection of health/education funds requirements						
inadequate models for maintaining strategic objectivity when program income used for self-support	No common understanding of need to limit costs						
impaired articulation of ruling mission							
Unintentionalized new self-support paradigm							
unformed consensus on long range major income strategies							

December 18-21

Ch. 1000, Sec. 2008

T I M E L I N E

GHC Band Meeting			Local		Input		Guardians Meeting			Focused Research and Analysis			
January			February		March		April			May		June	
C-1	D-3		A-3	C-1	C-4	C-2	D-1	B-2	C-4	D-2	B-3	C-3	B-1
A-1	C-2		F-1	F-2				E-1	E-3				
A-3			A-2										
E-2, F-3													

SELF-SUPPORT STRATEGIC DIRECTIONS FOR THE 80's

AMPLIFIED TAKE-HOME PAY		EXPANDED INCOME MODES	ENHANCED OPERATING DESIGNS	
EXPEDITED ADVANTAGEOUS EMPLOYMENT	REALIZED EARNING POTENTIAL		STRENGTHENED REGIONAL ORGANIZATION	AUGMENTED SELF-SUPPORT FLEXIBILITY
I JOB PLACEMENT STRUCTURE	II UPGRADED SALARY LEVELS	IV CAPITALIZED EXISTING EXPERTISE	IX REGIONAL TEAM CONFIGURATIONS	XI PHASED PERMEATION RATIONALE
		V EXTENDED ORDER DISCIPLINE		
		VI RESTRUCTURED FINANCIAL BENEFITS	X INCREASED HOUSE SIZE	
	III ORDER VOCATIONAL TRAINING	VII APPROPRIATE NON-SALARY MODES		
	VIII ORDER BUSINESS VENTURES			

CONTINENTAL SELF-SUPPORT P.S.U.
KEYSTONE ACTIONS FOR 1981

EMPLOYMENT UPGRADE CONSTRUCTS

an all-out campaign to double the mean Order take-home pay across the globe through tactical planning workshops, utilization of Order advocacy networks, customized skills training, selected career assignment guarding and increase of Order interns with professional credentials

COMPUTER-RELATED BUSINESS PILOT

establishing the procedures, discerning the legalities and conducting the market research for beginning a small business ("winepress") drawing upon existing Order computer skills, whose eventual profits would contribute significantly to both self-support and developed income

CORPORATE RESUME LABS

a series of resume development sessions in the houses that would occasion new self-stories on our worth to ourselves and to the marketplace by articulating our accomplishments and skills in language and concepts understandable in the business world

intentional and informal Order "family talk" that enables individuals to examine and implement the use of their skills and talents in relation to the total mission of the Order and to discern how their vocational resolve of sacrificial service can be translated into permeation modes

FAMILY MISSION CONVERSATIONS

activation of more timely and effective procedures in job-searching and acquisition at higher salary levels through creation of a structure that strengthens the continental self-support monitoring, coordination and enablement efforts

PLACEMENT SERVICES DYNAMICS

SELF-SUPPORT KEYSTONES IMPLEMENTATION UPDATE

JUNE 26, 1981

Last April a continental self-support p.s.u. was conducted in Chicago out of a mandate from our support situation in general and from the December Council in particular. Though this p.s.u. focussed primarily on longer-ranged proposals to our self-support issues expressed particularly in the North American context, its learnings and strategic products inform and implicate the entire global self-support picture. The eleven strategic directions discerned for the '80s gave birth to five keystone actions to catalyze a first phase victory in self-support by September of this year. The following represents both a status report and a request in relation to these keystones (see p. 4).

CORPORATE RESUME LABS

The Order is having fun with resume writing. It is turning out to be a spirit exercise, a revelation of personal achievement and a marshaling of employment potential all wrapped up together. Ingenious translations of Order assignments into business world job experience are getting articulated. Resumes are coming in from all corners of the globe and being critiqued when requested. A fine assortment of resumes is being accumulated in Chicago for our corporate benefit. Though resumes are only one tactic for successful job acquisition, they are a symbolic key to our motivity, resolve and self-story. We are well launched toward our goal of multiple resumes on every Order member by September.

FAMILY MISSION CONVERSATIONS

This keystone has received great impetus through the combined creativity of the house collegiums and workshops sponsored by the assignment commission and the conversations stimulated by the Panchayat's work on the Order journey this quarter. This experience has provided us opportunity for corporate and solitary reflection on future demands, immediate response and comprehensive relationship to the mission and its support roles.

EMPLOYMENT UPGRADE CONSTRUCTS

The countless victories in job upgrades reported this year have been won in the face of the challenge to significantly raise our self-support income average. Aware that we cannot begin a new Movement year at a corporate salary level comparable to previous years, there is a resolve to negotiate a great leap in our employment preparedness level. To this end, one of the balloons in the air is a skills fair for one day in July when everyone can rotate through a series of training modules to include a word-processing demo and practice, a mini-management seminar, a resume lab, a comptroller clinic and career-path tactical workshop. The hope is that such an event might reduce some areas of total unfamiliarity, give both substance and courage to aim for higher salary interviews, and thus bring this keystone's goal of a doubled mean income closer to realization.

COMPUTER-RELATED BUSINESS PILOT

Initial market research and legal inquiries indicate that a business to develop computer programs (software), especially for educational purposes, would be a feasible and lucrative self-support winepress for the Order. A surprisingly large number of colleagues already involved or trained in software writing is being discovered, and an initial software writing and marketing demonstration is being explored in Chicago. With prospects of a minimal capital investment, wide participation in terms of geography and skills, a huge market expanding rapidly in both "developed" and "developing" nations, this venture promises an extremely mobil form of self-support unlimited by location or troop configuration. In the long run it even offers possibilities as a new resource for developed income.

PLACEMENT SERVICES DYNAMICS

This keystone centers on the creation of an effective information screen on the global job market to match the Order employment data being gathered through the assignment commission in an effort to configure self-supportable regional teams in 1981-82. Already the piecemeal information on job opportunities rumored across the globe is beginning to come together into an astounding consolidation of data. To complete a comprehensive picture of our actual entrees for job placement this coming quarter, your assistance is requested in filling out the attached survey of job openings you are aware of. As this data comes in it is being logged in a special format for eventual conversion to computer; it will be represented by a large wall chart on display in July; it will serve as a prime resource in our corporate job searching in the new Movement year; it will be supplemented by external international executive placement information; it will symbolize the plethora of possibilities our future holds for us in self-support.

The Self-Support Task Force

Task Force.....SELF SUPPORT DIRECTIONS

TOWARD DIVERSIFIED INCOME MODES

Self support in the year 1981-82 requires intensifying practical undergirding towards diversified self support income modes.

The Global Order will respond to this mandate by:

1. Accelerating an employment upgrading system through creating and updating resumes for every Order member, establishing an automated job repository, expanding job advocacy, and phasing vocational education.
2. Experimenting with and evaluating diversified income producing modes through targeting strategic geographic areas for specific experiments, assessing income producing potential of our facilities, expanding consultant activity, exploring an Order business, and researching restructured financial benefits.
3. Exploding images of self support through building Regional one year self support plans in light of Area or Continent self support plans for the next three years, creating events that undergird and celebrate self support activity, and initiating specific coordination and interchange for self support.

Effective self-support is integral to the Order: Ecumenical being a revolutionary body in history and to the formulation of the global movement. Accordingly, the 20-year vision of Order self-support addresses the social separation of "work" from "significant living". Self-support needs to be a demonstration of community self-sufficiency. The Order must guard the ability of every family and individual to participate in the economic life of society. The rapidity of economic change in our time necessitates refined and diverse income generation mechanisms as well as diverse sources. These will enable the Order to avoid a narrow definition of self-support and singular income sources --thereby insuring broad-based participation in the self-support task. The future is requiring new creativity and flexibility if the common life of the Order is to be effectively undergirded without obscuring the integrity of its service to the world.

Four-Year Strategic Objectives

The first strategic objective of self-support directions is targeting a self-support function in centrum which is responsible for (1) enabling every Order member to market their skills, (2) providing specialized training to sixty people in five skill arenas, and (3) maximizing the use of computer technology in exploring employment possibilities and placement.

The second strategic objective is diversifying our self-support modes into eight income arenas: professional salaried jobs (teacher, accountant), seconded staff (R.V.I. or Quality Life), temporary jobs (hourly wages), contracted services, program development (McDonald's), demonstration programs (Training, Inc. or preschools), "Order business" (hostelry, teaching English, selling computer software), and financial benefits (investments or tax breaks). This would necessitate a common financial rationale for Order business, and global guidelines on program/self-support consultancy.

The third strategic objective is operating out of a four-year self-support plan by areas (1980-1984; 84-88) in order to expand our time frame beyond one year at a time dealing with income. Specific attention needs to be given to setting self-support anchors in third world nations in order to adequately care for families who understand themselves as Order members.

Global Council

Quarter I, 1981-82

Chicago

MODES OF SELF-SUPPORT

26 July 1981

MODE		ILLUSTRATION	INCOME TYPE	OBJECTIVES 1981-82
OLD STAND-BYS	Skilled/ career Employment	Physician Teacher	Individual Salary	Maximize new professional incomes
		Plumber Lab Tech	Hourly Rate	Maximize new Skilled incomes
	Secured Staff	Quality Work Life (New Orleans) Christian Health Assn. (Nigeria) RVI	Individual Salary or Commission	Expand Global option for secured empl. Up-grade salaries 20 percent
	Short term Employment	Secretarial Manpower	Hourly wage	Re-image use of Temporary Empl Upgrade Wages 20 percent
EXPANSION TESTS	Contracted Services	Mumising	Percent of Capital Budget	Evaluate Feelers and contacts toward expansion
	Program Development	MacDonald's Barclay's Bank (Zambia) -offer	Consultant Retainer Fee	Selected replication with common guidelines
	Demonstration Programs	Training, Inc. Preschool	Individual salary	systems in place for selected global replication
EDGE EXPERIMENT	Low capital Ventures <i>Entrepreneurial Enterprises</i>	Hostelry Word processing Photo typesetting Computer soft-ware English teaching Handyman service	Profit	Tracking & evaluation Cash in Hand
	Financial Re-structuring	Tax breaks Investments Social Security	Savings	Clear picture of attainable benefits

NORTH AMERICAN GUARDIAN CONSULT
April 16-18, 1982

3/16/82

PROJECTED BUDGET

<u>INCOME</u>	<u>100</u> <u>Minimum</u>	<u>125</u> <u>Alternate</u>
Registrations - 55 @ \$70	\$3850	75 @ \$70 \$5250
Bar \$3 per person	<u>300</u>	<u>375</u>
Total Income	\$4150	\$5625
 <u>DISBURSEMENTS</u>		
Meals - 6 @ \$2 each person. (includes assigned staff)	\$1200	\$1500
Wine - 2 meals @ 50¢ per person per meal	100	125
Bar - liquor, beer, wine, supplies	250	315
Decor	160	160
Paper Goods	100	125
Postage	<u>40</u>	<u>40</u>
Total Cost	<u>\$1850</u>	<u>\$2265</u>
 <u>EXCESS INCOME OVER EXPENSE</u>	 \$2300	 \$3360

Effort will be made as possible to in-kind paper goods and decor items.

READING LIST

- Joseph Campbell, Myths To Live By. Viking Press, 1972
- Teilhard de Chardin, Building the Earth. Dimension Books, 1965.
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- John S. Dunne, The Way of All the Earth. Notre Dame, 1972.
- Thomas S. Kuhn, The Structure of Scientific Revolutions. Phoenix Books, 1962.
- Ervin Laszlo, The Inner Limits of Mankind. Pergamon, 1978.
- Theodore Roszak, Person/Planet. Anchor, 1979.
- Carl Sagan, The Dragons of Eden. Ballantine, 1977.
- Jean-Jacques Servan-Schreiber, The World Challenge. Simon & Schuster, 1980.
- Alvin Tofler, The Third Wave.
- Daniel Yankelovich, New Rules. Random House, 1981.
- Gary Zukau, The Dancing Wu Li Masters. Bantam, 1979.
- Ezra F. Vogel, Japan as Number 1. Harper, 1979.

WEEK II ASSIGNMENTS

ENABLEMENT	ACADEMY	GUARDIANS CONSULT		PHASE I	CENTRUM CONTINUUM
KITCHEN Roseanne Boone Jane Johnson Mark Jewell Lotu Uitime Lee Jong Min Rob Addington Ellen Rissky Judy Hajega Colleen Smith James Redding Bill Gooch Dali Mannon SECURITY John Slicker Thea Patterson EMERGING GENERATION Judy Montgomery Basil Sharp Hawa Rosario Tracy Longacre Jon Jenkins Jailu Vergara (F) Louisa Hamachek (S&S) STUDY Nathan Jewell (6th Floor) Rebecca Grow (6th Floor) Debra Drown (Typing) Anita James (Indian Feast) Symond Kock Margaret Ennis	FACULTY Steve Allen Barbarba Barkony Nancy Fraser Jim Jewell John Montgomery Al Roberts Vincent Scott Sharon Turner Sharyn Roberts Adam Thomson Alice Wright Jan Sanders PARTICIPANTS Jill Eglad Alberto Rosario Shekuntela Belge Puthri Moonesinghe Augustine Hajega	COORDINATION David McCleskey Marilyn Crocker GUILD LEADERS Bob True Carol Walters TASK FORCE LEADERS David Lazear Joe Crocker Charles Hahn Betty Pesek Richard Kitney PRACTICS Bob Hawley Kevin Balm Mike Ford Dorothy Baines PRODUCTION Sheela Westre Debra Drown	PARTICIPANTS Sandra True Kaye Hayes Bill Grow Betty Compton Doris Hahn Marianne Wainwright Bill Westre Linda Jones Wayne Ellsworth Cavid Rebstock Jailu Vergara Harry Wainwright Carl Johnson Raymond Spencer Bruce Donnelly Lyn Mathews Wesley Lachman Scott Morris Laura Spencer Sarah Allen Jann Barr	STUDENT HOUSE Fred Lanphear Nancy Lanphear Tim Karpoff Martha Karpoff Betty Lewis Doris Morris E.G. STAFF Carl Ennis Don Barkony Marie Sharp Mantri Wickremaratne Margynel Knutson PRODUCTION AIDES Margaret Lazear Lucy Smith Carroll Smith Thelma Neuwirth	PUBLISHING Judy Tresise Kent Knutson Peter Whitney Richard Funk ANNUAL REPORT Jean Smith Lucy Smith Helen Haug Gayle Thomson TRAVEL DESK Roger Marsh AUDIT Hilary Kitney Barbara Hawley Bruce Williams Kathy Sharko DEVELOPMENT Cathy Marsh Dawn Lingo MARCH HOUSE CONDITION Doug Allan Barbara Donnelly REP HOUSE MEETING Jack Gilles Ellen Rebstock PERMEATION Sharon Rafos
	EXTENDED PROGRAM	AND DEVELOPMENT		SPECIAL	
	RSI DENVER Nan Grow Vivian Paul LENS LOS ANGELES Sharon Lachman ESI BRUSSELS Marge Tomlinson JAMAICA Linda Barnes	MAJURO Art Smith LONDON George Walters BOMBAY Elizabeth Caperton SAN FRANCISCO Dorothea Jewell NEW YORK Blase Sands	CANADA Marge Allan J.R. Barnes CHICAGO Donna McCleskey Mariam Qu'reshi HOUSTON Rick Jones Linda Wisman	Phoebe Reynolds Geoff Nixon Kay Nixon Joe Pierce Anne Slicker Dolores Morrill	

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