

Global Check Signals Meeting
"Gathering in the Garden"



Brussels
21-30 August
1987

Brussels

THE GATHERING IN THE GARDEN

August 21-30, 1987

GREETING		SHARING <i>What is happening to us?</i>				DISTANCING		DISCERNING <i>What is our story?</i>			PROMISE								
Fri	21	Sat	22	Sun	23	Mon	24	Tue	25	Wed	26	Thu	27	Fri	28	Sat	29	Sun	30
7	Buffet Breakfast		Study of "Spirit - Transformation and Development in Organizations"																
8			Buffet Breakfast								Buffet Breakfast								
9			Centering (<i>Senses</i>)								Centering (<i>Senses</i>)								
10	The Fair		Fair Reflection		Dialogue Groups		Corporate Excursion		Individual Retreat		Futuric Reflection	Storylogue Groups	Story Rehearsal		Closing Brunch				
11			Dialogue Groups																
12			Gathering and Picnic																
1			Buffet Lunch								Buffet Lunch								
2			Centering (<i>Origami</i>)								Centering (<i>Origami</i>)								
3	Fair Preparation		The Fair		Dialogue Groups		Dialogue Reflection				Storylogue Groups	Storylogue Groups	Story Communication						
4					Global Business												Global Business		
5	Global Gazebo																		
6	Buffet Supper															Celebration			
7	Fair Preparation		Informal Collegiality																

THE PIPAL TREE

When I finally got on the airplane after the flurry of activities in the house in preparation to go to Brussels, I was able to sit back and relax. Soon a sense of uneasiness began to creep into my consciousness -- what is this thing I am going to?

From the moment I walked in the door, the magic began to happen. Chocolate and flowers in my room. Everyone seemed really happy to see me. The space seemed beautifully prepared and cared for. Meal times were occasions of graciousness, delight and warm collegiality. This was the setting and the ambiance for the happening of the Pipal tree.

From the first introductory event which made the declaration that we are professionals in development, the spirit of affirmation prevailed the atmosphere. There were learning labs, case studies, speeches and weekend courses. Participants beyond assigned staff were from a broad perspective: Sister Millicent from the Vatican; Ton from the military in the Philippines; Jan Willam from a new age community in Holland; Sister Genieve from Pakistan; Henrik van der Heijen, a development expert and others. It was a "Do it Yourself" conference built on who showed up. The rhythm and design brought refreshment.

We experienced fullness. What was uncovered was the depth and breadth of our work and we were amazed. One comment revealed the gift of the event: "I was anxious about coming here because I was worried about all of our differences. What I've discovered here is a deep consensus of values that renews my confidence."

I left the Pipal Tree asking myself -- How did it happen! What was the image behind this event? What was the magic behind this event? What will it take to make it happen for others in my home place?

I reflected and I discovered the old wisdom made new. Make affirmation real in the lives of others. How was it done! Each participant was greeted as a guest. All were asked to participate. Each was asked what they wanted to get from the event, and what they wanted to share. We brought multiple perspectives and that was good. There was time for conversations -- around meals, out in the garden. Change of pace. Change of place. New connections.



ENOS MYTHOS

We began by gathering in the garden to do the Enos Mythos Dance. The garden had been newly planted and the grass was showing its new growth. There was a lot of human energy that went into creating that garden. There was a lot of energy by the primordial elements of earth, water, fire and air that enabled the garden to blossom as it did. It is also important to remember that just as we beheld the garden outside-within our own selves exists the same kind of garden. In order to honour this, we asked permission of the grass to dance one of the most ancient dances known to the Western world. As we gathered in two circles we were invited to look deeply into the eyes of the person in front of us.

I was reminded as I looked into the eyes of each colleague of that it is a great joy and privilege to be in the Global Order. With my own body and dance step I was able to boldly dance the great story that my life has been this past year in the Toronto Primary Unit. And with the silence of the group I knew they were experiencing my experience.



OPENING CONTEXT: Larry Ward

These are some reflections to begin our gathering:

We are participating in a profound transformation that is personal, planetary and order-wide. The planet is experiencing a new awareness of its evolutionary journey. We live in a moment between the no longer and the not yet. We live in the open space between the old and the new. Within this space the recreation of all social forms is taking place.

In Hong Kong there is a system for signaling the potential impact of a typhoon from one to ten, ten being the strongest. When the number ten signal is raised, everything not firmly rooted will be blown away. It occurred to me recently that the 1984 Order Council, especially the last few days of it, was a number ten typhoon signal. Slowly the awareness dawned that something richer and deeper was happening to us than simply, "We are falling apart."

It is the Spirit that is blowing through us dismantling us, carrying us beyond familiar forms, patterns and assumptions. That itself, the Spirit that is, might work through us in new and powerful ways as a community. We are in a time of radical expansiveness, of being called beyond the known into the deep unknown. As individuals, families and teams, we experience a vocational realignment taking place. The task before us as we cross this open space is one of discernment, the calm and gradual emergence of the truth that allows commitment.

So as we gather here to deepen our emerging story of transformation as it is acted out in the potentiality of our lives in our day to day relationships and expenditure, we also gather here to story and focus the necessary global connectedness. Because without this global connectedness, what we are creating is questionable for the planet's future and our future as one community.

We are participating in a sea change in the planet's evolutionary journey. When the seas changed levels of water, it occurred in all seas at once. This is the kind of experience that is ours.

OUR PAST YEAR

To capture the wholeness of our last year beyond the objective facts and our rational thinking, we did a quiet visualisation. In that safe place we were visited by a trusted friend who before leaving us, gave us each a gift of our past year. We drew pictures of the gifts we had received. In small groups we shared the significance of the gifts. Different shaped crystals, rocks, baskets, a telescope, an open book, a key had been given. We experienced a great healing in sharing our symbols. We looked around at the wonder in our group. It was beyond judgement, a deep acknowledgement of the wholeness of our individual and corporate year providing the bridge we needed to enter the new.

THE PICNIC



THE OPENING OF THE CHECK SIGNALS MEETING

When: 9:30 a.m., August 21, 1987
Who: 60 people from across the planet
Highlights: 8 people to carry the 2 fruit crates
40 people to carry the chocolate, tuna, egg, etc. sandwiches
2 people to carry the flowers and napkins
10 people to carry the wine
2 people to carry the water

THE GLOBAL SHARE FAIR

Effulgence of colours, images, sounds - and spirit!
Celebrating our diversity

It is impossible to describe it all. The following is a series of word pictures from what we remember. We'll start rationally anyway...

Some of the exhibits:

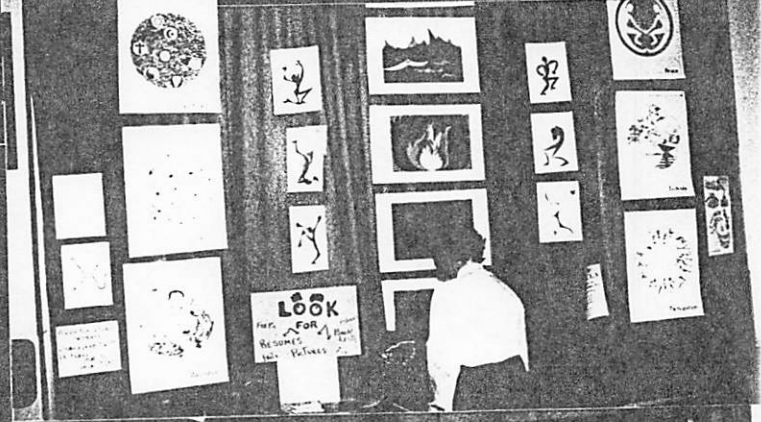
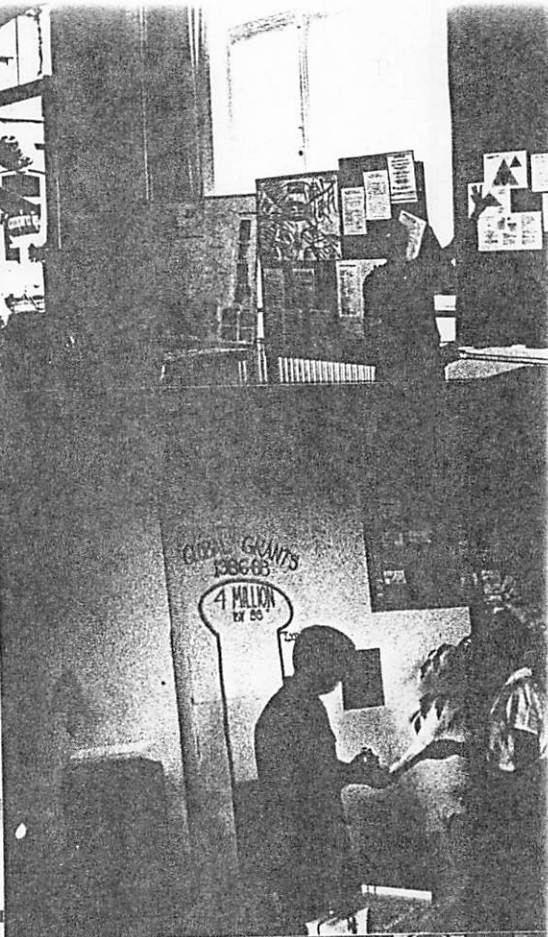
Los Angeles - Residential Learning Centre, Volunteer Programme
IDF - Fruit (claimed promises) on the Peepul Tree
Mexico and Guatemala (Mexca) - lovely cloths on the piano
Egypt - Beautiful graphic and imaginal health education cards
New York - mind map of the team and its activities
Toronto - The Human Development Centre, a transformation of space and life together, New Paradigm Artwork, the chakras (art of Ilona Staples).
Brussels - Marketing manoeuvre - Vienna, Frankfurt, London, Mezio (Rotary Club event)
Abidjan - Gifts of cloth to each primary unit
Chicago - Display of work on Organisational Transformation - great graphics!

And then there were the events and happenings:

The opening of the fair with a flautist and clown beckoning us around the garden and then into the Great Hall. The weather was beautiful. We had videos throughout the day. Some of the titles: The Unorganised Manager, Report to Globe by UN, Brobo, Chicago 5th City, Mexico Development, Site for the Global Council...
Talks - Transformational Actions (Kenya Financial Model), Humour for the health of it (Detroit), Capitalisation Funds (LTIT), Sex in the West (Residential Learning Centre), Organisational Transformation - Three Ultimate Strategies (Chicago), The New Earth Story (RSN), Staff Economic Self-sufficiency in Brobo (Ken Gilbert, Abidjan).
Eyes filled by lots of pictures, photographs of our colleagues (including Lyn Edwards' 70th birthday party) and of our activity.
Bill Staples and The Gong MC-ed the day. We operated out of Kairotic time. Frustrating and enlivening.
And then there was the Ice Cream Social at 4:00 p.m., followed by the final act in the garden of releasing balloons filled with helium, with messages of hope to the world.

The greatness of the fair was in the rich mix of diversity which was empowering, filling ourselves with what we do, and tapping into points of fascination. We received a sense of affirmation and encouragement - and in the midst of the excitement we learned how to allow the milieu to sweep us along and not worry too much about procedures...





SPIRIT STUDY: Owen

SPIRIT

Transformation and Development in Organizations Harrison Owen

How do you leave the level of structure & form in order to deal intelligently with the energy and flow (I would say Spirit) which drives that structure and form?

RAPLEXITY

The blur of trees thru the window of a speeding train

MYTHOS- A common bond of story fabric exists across the consciousness of an organization; gives it unity, shape and direction

Catching Mythos "in the act."

The Little Story

Collective Story Telling
Collective Self-love

Mythos sustains groups in time of trouble

The "real" in mythos appears

- In its own time
- In the field of meaning created by stories
- In the open space of the Void

The "New" is observed when the leader arrives in a flaming red sports car

INSPIRED ORGANIZATION: High performing, operating at peak levels.... Spirit is real and free. Pure energy. Pure Spirit. Sheer joy in simply doing what they are doing.

Form, structure and physicality are all transcended, transformed by the spirit of the music.



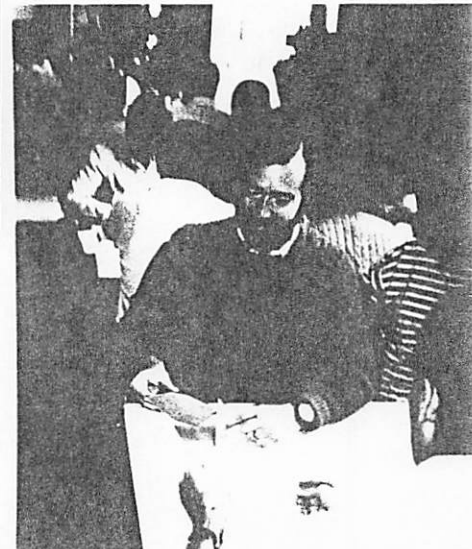
CENTERING EXERCISES

THE CENTERING EXERCISES.

Two short "centering" exercises brought spiritual refreshment to our meeting. They were gentle and subtle approaches that left us feeling deeply cared for.

In the mornings the focus was the senses (sight, sound, smell, taste and touch). The mode chosen was visualisation and meditation. The object for sight was a candle, sound was the Tibetan bells, smell was incense, taste was a clove and touch was the hands of a colleague. These exercises took about twenty minutes and we were given the opportunity to enter deeply into the experience of the sense. The contexts which were often more like a visualisation. was most enabling. This experience focused the group, enabled a heightened appreciation of the particular sense and produced an openness and objectivity to the day's work.

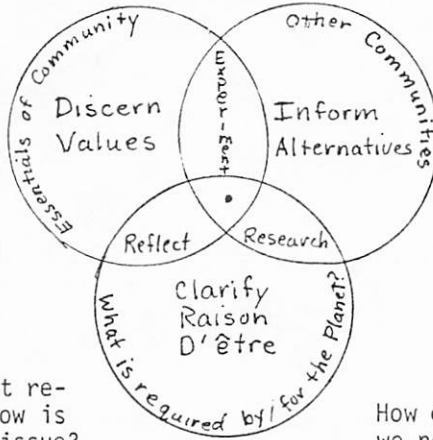
In the afternoons the centering exercise was Origami - the Japanese art of paper folding. We used colored 6" squares of fine paper and folded objects that related to the sense of the day. We produced through the week a lantern, a doggie, a flower, a bird, a fox and a heart. Almost everyone was surprised at the skill required, humiliated by our ineptitude and delighted when victory finally came. Origami master, Cyprian D'Souza brought delight and patient tuition to his spellbound students.



COMMUNITY DIALOGUE

What began in one Dialogue Group was only a continuation of conversations and broodings from across the globe. These dialogues will gain momentum as others pick up the sense of the "New Paradigm of Intentional Community Life." Primary Unit houses will dialogue over these questions, share with Panchayat Teams, and bring their discernments to the Mexico '88 Council.

What are pillars of community life & what are dinosaurs?
 What nurtures us-- builds trust, intimacy & sense of home?
 How do we create community when we live in apartments?



What books on community life are helpful? (Builders of the Dawn, McLaughlin & Davidson A Different Drum, Peck)
 What can we learn from other communities in the transformation process?
 How do we collaborate with other communities?

What is the Planet requiring of us? How is this a practical issue?

How do we attract the people we need?

What allows us to take new assignments? (BIG story)

- What is the aha! we corporately give our lives to?
 When was our last corporate big aha?
 Who is "we"?



SPIRIT DIALOGUE

The Spirit Dialogue Group focused their time together on the question: In the area of spirit, how do we do our human homework in order to create an environment and style that empowers our total life? We talked about what we had been doing as individuals and Primary Units in this area. We found ourselves sharing our experience by leading each other through several exercises, i.e. energy balancing meditation, Chakra exercises and mood setting music. A highlight was sharing Maxine Norton's experience of initiation at a power centre in West Africa and participating in a ritual honoring of that event. The group facilitated a healing circle for Kevin Walters, Spirit Retreat Construct sharing evening and an energy sharing meditation session for those at the Council wishing to participate during the evening time. They also created a Spirit Graffiti Wall for sharing Spirit Exercises and networking between participants at the Council.

ORGANISATIONAL TRANSFORMATION DIALOGUE

Organizational Transformation

In the year of Bilbao, history called into being the Economic Community Network. As the evolution of time and task focused, Network participants began reading the new storybooks related to life in the corporation of the globe. These readings opened doors, windows and spaces allowing the integration of past wisdom with current experience.

As the Network reached out in the Year of Bilbao Review, interchange of Transformation events were shared from Malaysia, Chicago, India, Hong Kong and The dialogue of learnings from readings and applications of transforming processes provided the rich texture for creative dream work.

What if...

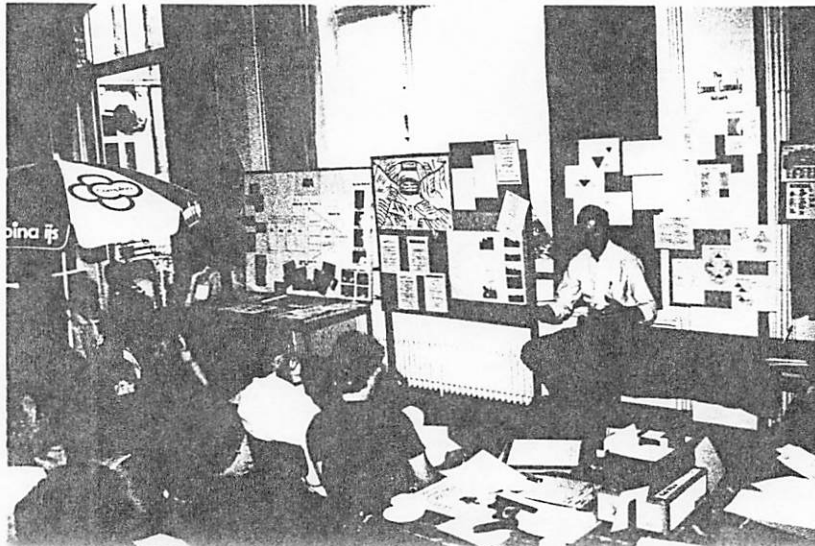
Hiraman Kokane - I am reminded of an Agro-industries project near Bombay. What if one PU did a demo self-supporting, self-sustaining, pluriform, self-motivated community? Everyone would have a job and would be a demonstration of how Buddhists, Muslims, Hindus, Christians and others could live together.

What if every location undertook a research project that took them beyond their present organisation, engagement and lifetime.?

What if a corporation took responsibility for inter-sector effectiveness within their region?

Next year in Mexico City we need to take our Organizational Transformational work and focus it into a four-year plan so that by 1992, we could do a job on the UN!

What about taking advantage of the programme advantages we have in Malaysia and India with those who may feel underemployed in some other P.U.s?



ECONOMIC FORMS DIALOGUE

Having heard reports from each Primary Unit, Break-Thru Team and the Panchayat as to their financial forms, the Dialogue Group on New Economic Forms identified the following patterns within the Order that we've repeated in more than just a couple of locations:

1. There is a distinct increase in income in the Primary Units located in the "developing nations".
2. There is an increase in our reliance of income from program services and contracts within the "economic community". This also has facilitated the possibility of national staff within the developing nations to carry a greater income generation responsibility than previous.
3. There is a greater tendency to wait until program/project ideas are funded BEFORE proceeding to undertake them.
4. There is an increase of each individual's assuming responsibility of "their share" of the financial cost of the units they are members.
5. There is a continued trend of "localizing" the costs of and the income by each operating unit and team.
6. There is a marked increase in the Primary Unit's "flexibility" of managing both their income and expenses. The economic "wall" between the ICA and the Order continues to erode. Imaginative uses of funds include the creation of "home leave funds", "family savings funds" and wider definition and use of such things as "research and training funds" for corporate and individual activities.
7. There is a decrease of outstanding payables and overall debt.
8. There is an increase of the "entrepreneurial" training of the Order including such things as how to think and organize finances more professionally, hiring professional fund-raisers and marketing advisors and re-imagining our individual and collective skills and capacities as valuable commodities. This trend is related to the increase of our collective and individual self image and worth and an increased confidence in working within the "economic community".
9. There is an increased trend in raising the level of our stipend bases.
10. There is an increase in the whole Primary Units taking more direct responsibility for determining the basis and priorities of the distribution of available funds.

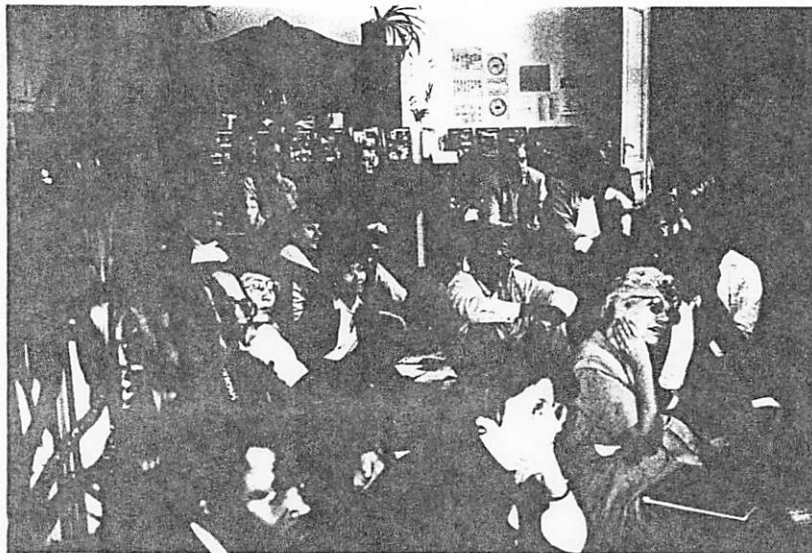
One of the new images of the Order is that of a wide partnership of different levels of participation and the participant's economic participation being more related to their level of commitment to and participation in the partnership. This new image of the Order was partially awakened by the increase clarity that the Order itself is not a "job" upon which members can depend upon their economic existence. Consequently, some locations are increasing the distinction between the Order and the ICA and are considering having the ICA employ some people based on their qualifications to play certain roles that before were considered responsibilities of the Order alone. This might mean the actual lowering of the number of "Order" members but increase the number of people who identify themselves with the "worldly" tasks of the ICA. Related to this, however, is the awareness that the ICA can only afford a certain number of these kinds of roles and responsibilities. The Order will continue to monitor the various economic experiments, especially those in Natick, Ohio and Los Angeles.

INDIGENISATION DIALOGUE

A group representing the continents of Africa, NAME, the Subcontinent, Europe and the Panchayat discussed in two sessions the issue of indigenization as it touches the arenas of legal status, staff development and training house structures and lifestyle, commitment, finances and security, and public story. We understood our discussions and their implications to be relevant to locations across the globe.

Amongst the Order's key learnings that we perceived we see a strengthening of Boards of Directors, giving credibility and inviting many sectors of society. Setting a pace toward indigenization can be helpful. Investments, savings and bonuses help secure long-term future for members and for the Order. Experiments and varieties of lifestyles within the Order encourage long-term participation, and these experiments should come out of the cultural context and experiences of the location. Specific public events, such as open roundtables or symposia, bring the Order into contact with different groups and segments of society. The story we tell these people must include a clear picture of the Order's specific task in that location.

Through these learnings we discerned several concerns and issues. On the issue of commitment, its forms must take into account particular social expectations on members and its strength is determined by the security of members' sense of having "real" job options should they decide to leave. Stipend levels greatly limit attracting the new staff with the education and skills we need. Along with indigenization, we need to retain common symbols that point to our globality. Lastly, plans need to be developed to equip indigenous staff to do their task. We have made much progress in the arena of indigenization, and the Order is ready and able to address the issues that face it and the globe.



THE CORPORATE EXCURSION

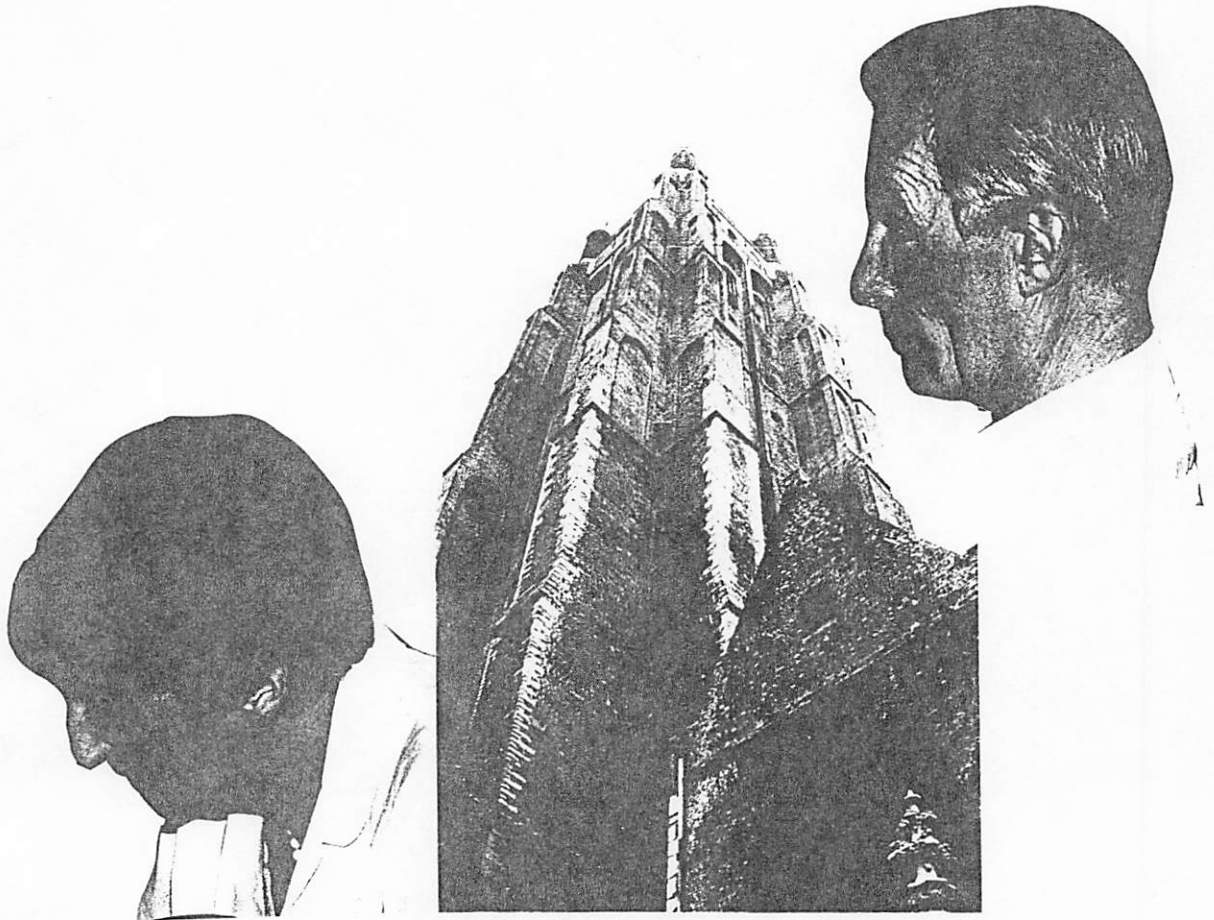
A Trip out of Time:

As a day of corporate centering,
we went to Bruges, a medieval
town near Brussels. In small
roving bands, we saw Michelan-
gelo's Mother & Child, Jan van
Eyck masterpieces, late summer
flowers, picturesque canals,
Ancient cathedrals, the Lac de
L'Amour. We ate waffles with
cream & chocolate & strawberries.
We basked in the peace of the

coéquinage & the back streets. We looked at lace & copper kettles & post cards.
We remembered things that were forgotten. And we were refreshed.



THE INDIVIDUAL RETREAT



Many times, in the process of councils, the individual reflective dimension is forgotten as an integral component of the input. In the Brussels Council, a day was set aside for people to spend in quiet reading, writing, reflection and exercise to process the data and push them to the next orbit. People had the option of three Progoff writing modules during the day and over one-half of the group participated. Meals were informal and participants were encouraged to keep the noise down.

The day, juxtaposed exactly between the dialogue days and the discerning days, served as a reflective bridge from which sprang new fountains of creativity for the remaining sessions.

STORYLOGUE

For the next three days, we shall be practising the art of discernment, 'the gradual and calm emergence of the truth'. We're going to be talking about the journey, the process and the decisions we need to make for next year. We want to recognise where spirit is breaking loose, where there are bursts of energy that may presage our future.

This is traditionally the time in our meetings when our anxieties surface: "We're more than halfway through and we haven't made any decisions yet!" We are conscious that we are here on behalf of all our Primary Units. We know that they expect us to make good decisions, and to discuss the real questions they've been asking in the PU all year.

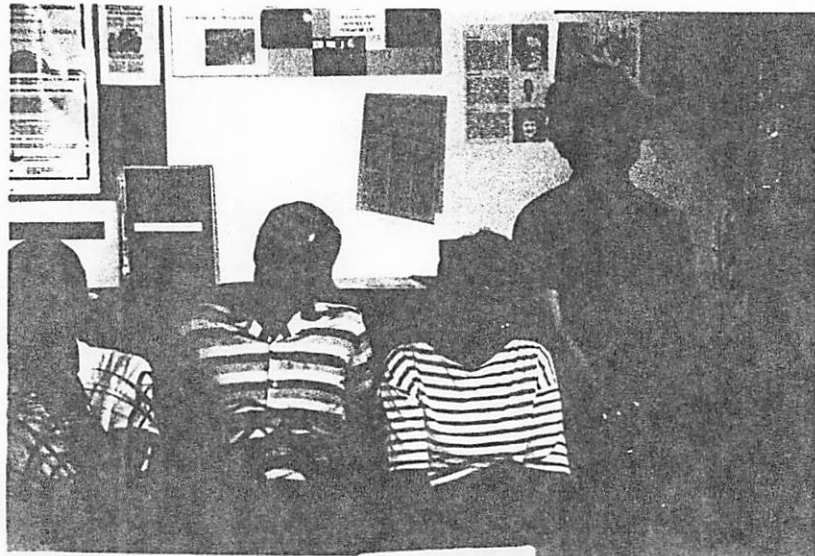
But perhaps even deeper, we all want to discern the deep why's of what we're doing, the deep why of the global budget, the deep why of Mexico, the deep why of the Panchayat trek. That's what storyloguing is all about. We are constantly building our mythos.

Powerful myth is built on actual experience. It emerges from the very stuff of our lives. I remember learning that in India, looking at what we had learned from the village cluster work. People began to experience that they were on the edge of discovering how to do rural development. A new myth began to emerge, which was powerful because it was from people's own stories.

Our myth building will be dialoguing with the nowness of our situation, appropriating the past and anticipating the future.

We don't seem to be in a time of check signals any more. Rather we're in a time of Order gatherings at the global and PU levels. I've discovered that the nature of the event is not just business and planning, but it's also community building, it's bonding, it's nurture and release of the spirit. These days, progressive organisations' prime concern is not strategy or finances, but rather attracting and supporting creative individuals. Our future plans and forms depend on our creativity. These gatherings help to foster the culture of creativity.

So in the next three days we shall be working in four spirit task forces, Myth-Finding, Assignments, Finances and Calendar.

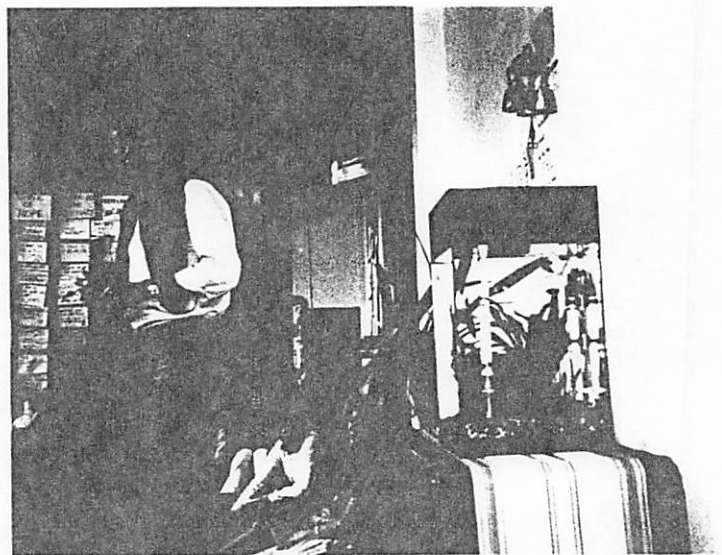
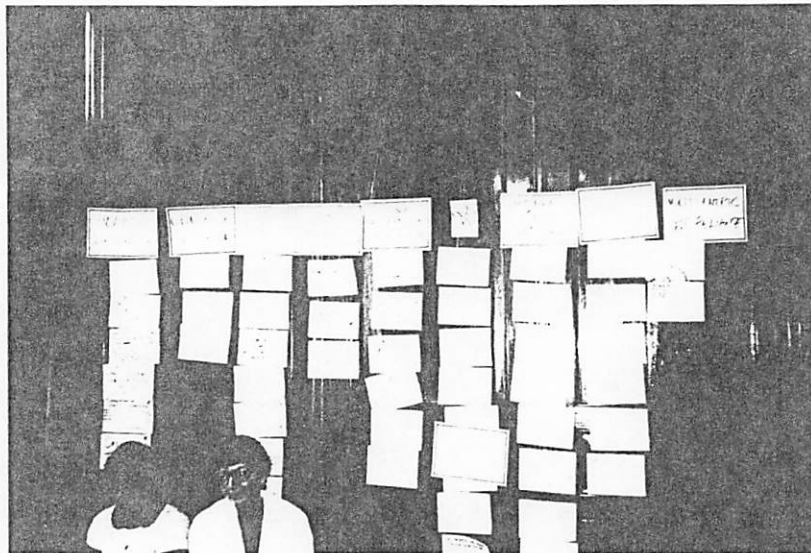


MYTHOS

According to Harrison Owen's book, Spirit: Transformation and Organization, the strength of an organization is in its mythos which includes stories of past successes, current capabilities, and holds the spirit power which can be drawn on for future direction.

A large number of us spent two sessions using Owen's method to give form to our mythos. This is a process which can be used across the P.U.'s, on ourselves as an organization, and on others with whom we are working. Meeting in small groups we first asked ourselves 1) How we became part of this organization 2) What keeps us here and 3) What sustains us - questions designed to stimulate storytelling. "Elements Of Our Story" were put on large cards and a plenary workshop created the attached chart.

The next day we focused in small groups on where the new is coming into being. These elements were captured in graphic images and shared in the plenary. We thought the product was great but the process was the real impact.



MYTH IMAGES: From stories told by the group

REPRESENTATIVE RESPONSIBILITY FOR THE WHOLE: Planetary consciousness and social justice, Respond to global contradictions, Visionary people, but grounded in reality, All the earth belongs to all, Concerned with the human factor, We are comprehensive holding the global and the local, Oh behalf of all-to the last peoples, We balance spiritual freedom and social justice, Agents of reconciliation

PEOPLE OF HOPE: Spirit shines through all facilitation and activities, We are the religious We are a people of hope, We are those who are called, Consciousness of consciousness, Always concerned for spirit depth, The exemplars, The other world in the midst of this world

EXPERIMENTAL GLOBAL MICROCOSM: We embody in our daily life what we believe, We are a global servant force in the local, Pay attention to wholness of the individual and wholeness of the location, We are guinea pigs for new forms and methods, Provides environment for total unfoldment, We are our own guinea pigs, Experimental microcosm of global community in our local situation, We do not seek publicity.

RESPONSIVE TO THE NECESSARY: Capacity to change, We make it up as we go, People of the question, not afraid to live in ambiguity, Commonness of spirit- diversity of approach, Anyone can play any role, Doing the impossible.

ELICITING RESPONSIBLE CONTRIBUTION: Honouring everyone's wisdom, We coalesce individuals and their gifts into team action, Research, training and demonstration, Leadership training to release human potential, Everyone can do everything, Total engagement

HOLISTIC TRANSFORMATION: We are about whole systems transformation, Comprehensive-archaic-intentional-futuristic, Organisational transformers, We use an inclusive approach, We are an action research group- see how things take root and change lives.

COLLABORATIVE NETWORKING: We are the software, Called to be what people see in us, We operate in a collaborative mode.

RELEASING THE POSSIBLE HUMAN: We are about the transformation of lives, We are about awakening people to their alternatives, We prepare people for a life-time of service,

MULTI-CENTRIC SELF RELIANCE: Self determining and self reliant, Redefining every unit as self supporting.



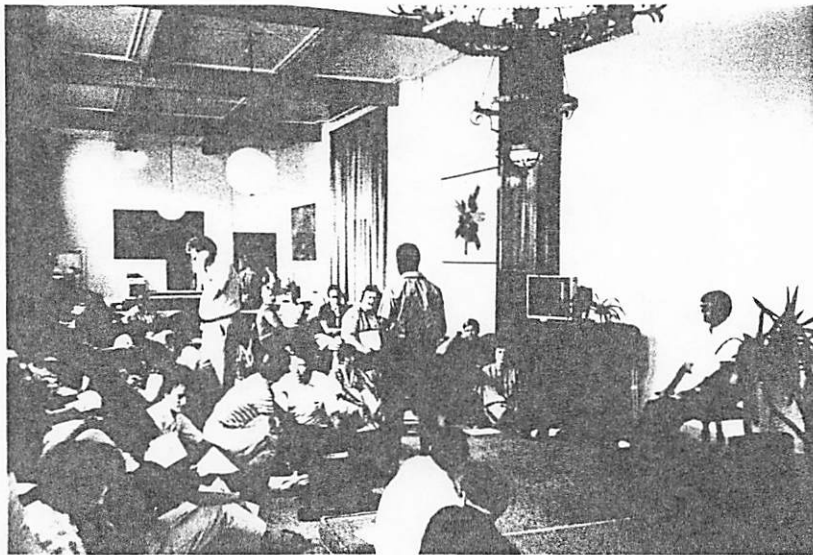
FINANCES

FINANCE TASK FORCE REPORT.

Any path is only a path, and there is no affront, to oneself or to others, in dropping in, if that is what your heart tells you...look at every path closely and deliberately. Try it as many times as you think necessary. Then ask yourself, and yourself alone, one question...does the path have a heart? If it does, the path is good; if it doesn't it is of no use.

Carlos Casteneda,
"The Teachings of Don Juan".

Out of this process the decisions of the Task Force were finalised.



ASSIGNMENTS CONTEXT: Carol Pierce

The nature of the check-signals meeting indicates there are not to be massive assignment changes. At the same time, there are changes needed, primarily due to health and family concerns. In four primary units we have tried to discern replacements that would enable the momentum and economic viability of these places.

Our report is that it is not possible with ordinary means available within the assignments process as it presently exists to provide replacements in these four primary units. We have so firmly embraced the image of a more stable, longer term assignment that there are presently no persons available to meet the needs of Abidjan, Cairo, Calcutta and Hong Kong, particularly the Taipei program house. In the cases of Abidjan and Cairo, the assistance of additional volunteers is being sought. In the cases of Calcutta and Hong Kong, the assignments task force wants to meet with South Asia and Seapac representatives here in Brussels in order to begin the dialogue about continental response and assistance. None of these is a solution, but may provide a bridge to the time when a new assignment is possible.

A word about this situation in which we find ourselves. It is clear that things have changed, changed to such a degree that we were challenged to consider what would be necessary for the future of the assignments process. One clear indication is the need for the introduction of a new dialogue on individual and family needs, local needs, and global needs. We decided the emphasis should be placed here. But without a new perspective the assignments process becomes a matter of barter or trade, and some of us would simply not qualify. We also self-consciously chose to master our economic life. One of the results has been the necessity for primary units to be clear about the cost of every person in its care. No primary unit looks at assignments only through this screen, but it is a critical one. And not many of us bring automatic income to a new assignment.

The initial draft of assignments you will receive has no new priority indications and no commission changes. These will be included in the final printing after the close of this meeting. It does include the names of youth in the locations to which they are assigned.

We have learned in this process that seventy-six people have indicated they anticipate moving in 1988. This information should assist primary units as they consider their budgets for the coming year.

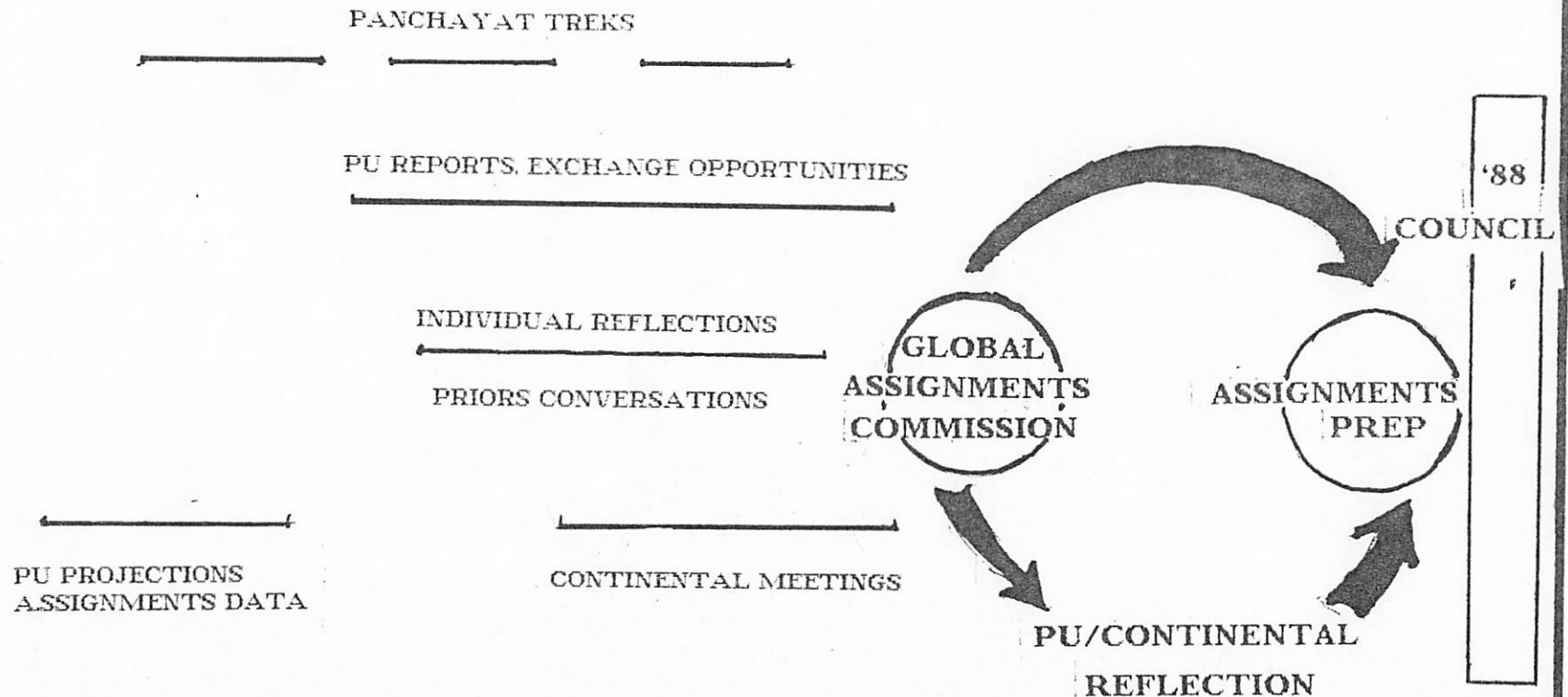
THE 1987-1988 ASSIGNMENTS PROCESS

The Assignments process during the coming year will be critical in preparing us for the November Order Council in Mexico City. We see eight important components integrated into a creative flow over the coming fifteen months.

1. Primary Unit Councils or planning meetings for the coming year will make an initial projection of anticipated assignment shifts for the coming fifteen months. This will include individuals and families who see themselves requesting or available for reassignment during or at the end of this period, people the P.U. feels will be ready for a new stage in their journey. This data will inform P.U. resettlement budgets and the Assignments Commission.
2. The Panchayat Trek will be an occasion for every P.U. to begin its reflection on the upcoming Council and the future shape and direction of the Order, catalysing fresh individual and P.U. thinking about assignments.
3. Following its Panchayat visit, each P.U. is asked to prepare a written report on its location for sharing with other P.U.'s during January-May 1988. These will provide every Order member with updated images of the environment, strategies, opportunities and needs of all our locations across the globe, facilitating individual reflections on assignment options.
4. An updating of assignments data by each individual and family after the Panchayat visit should be followed by a priorship conversation to share anticipations and requests and to provide information to the Assignments Commission.
5. Meeting by Continental Assignments Commissions to review and assemble this data and its implications and to make recommendations to the Global Assignments Commission based on this analysis. These meetings will probably be in conjunction with other continental events.
6. A meeting of the Continental Assignments Coordinators in consultation with the Panchayat May 30-June 5, 1988 in Hong Kong. At that time, we will pull together data, requests and recommendations from the P.U.'s and continents and deal with a few shifts required before the November Council. We will develop a projection of assignments and their implications in preparation for Mexico City.
7. Reflection on the report from the Global Assignments Commission meeting by P.U.'s and/or continents during July-October.
8. An expanded Assignments Task Force during Council 88 to finalize assignments for the coming year in conjunction with the emerging evaluation and redirection of the P.U. experiment with the intent that people be in their new assignments by January 1, 1989.

ASSIGNMENTS PROCESS TOWARDS MEXICO '88

SEPT | OCT | NOV | DEC | JAN | FEB | MAR | APRIL | MAY | JUN | JLY | AUG | SEPT | OCT | NOV.



CALENDAR

The context for our global gatherings has shifted. Traditionally, global councils were times when we met to make our big decisions. Then we returned to implement them in our local situation. We experience that the global is now in fact emerging through the local situation in which we are grounded. Since 1984, we have seen that the global conciliar events have been times in which we acknowledge that which has emerged commonly from our local situation. We have seen the depth of commonality in the midst of vast diversity. This has allowed these events to be times in which we celebrate, rehearse, share our understandings or story of who we are and push through common concerns to a globally responsible and doable model.

During the next 16 months, the events of the four informal networks will provide depth interchange and model building in focused arenas. Network events will provide gathering points for the global order on which other order meetings can be piggy-backed. The Panchayat treks to every Primary Unit will provide a way in which every order member will have the opportunity to participate in story creation for the planet and the order. The commissions will play the role of pulling together the data and make recommendations which will facilitate in particular our global finance system and assignments process. The global "glue" has become a mosaic in which our life as a global body is being created and cared for in a multi-modal way.

In light of experiencing our global "glue" as a mosaic, the Brussels Check Signals Meeting has decided that we will not have a meeting in Nairobi in 1988. We will have a fine global council in Mexico City in November, 1988. It will be a two-week event. The global budget will cover the attendance of one in six order members, with the understanding that costs will be covered for a minimum of 2 order members from each Primary Unit and two from each of the breakthrough teams. The proposed site of the council is beautiful.

AROUND THE EDGE

ENERGY MEDITATION

How do we share the gift that the Human Capacities School has been to us? We found many opportunities this past week during the week to do such a thing. One evening we did a form of energy meditation called Breema Energy Balancing. This method was taught by one of the teachers in the school. It comes from the town of Breema which is in Arganistan and is done daily. It balances the energy force centers in one's body.

I was shocked when ten people showed up for this event--many of which this was their first encounter. After doing some warm up exercises, we each selected partners. I remember my own unease with my colleague as he touch my body. Yet as I focussed I began to relax, began to trust and before I knew it I found myself in a state of altered consciousness. I was remembered in that act, as he placed his hand on my heart center and held it there that this is one of the greatest gifts/acts of love from the heart. That one can give and one can receive with every one.

HEALING RESONANCE

It was on Sunday , 23rd August, that a member of our community, Kevin Walters, was seriously burned in an accident in Florida and was in hospital under intensive care. We held a resonance circle of healing energy on Tuesday evening. About thirty of our group gathered and formed a circle to focus the earth's healing energies through the chakras of each individual. We experienced a powerful energy within the circle. Kevin was imaged to be in the centre and the healing power was offered to him. The group was invited to name other individuals toward whom the healing energy might also be directed. We are thankful to hear that Kevin, though still in hospital, is improving.

RESIDENTIAL LEARNING CENTER

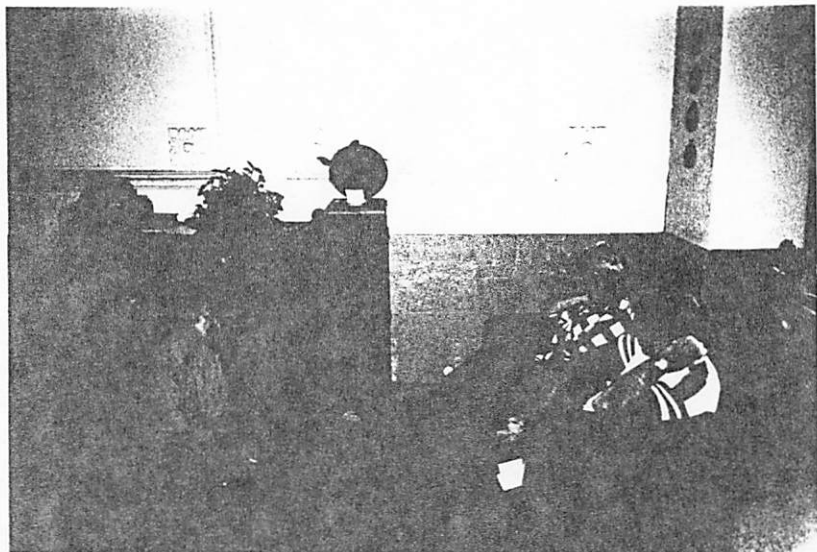
The Residential Learning Center report was given by the team from the Los Angeles Primary Unit. The context for the report was the Order's decision in 1985 to translate the Student House dynamic into a programme which has been given the name "Residential Learning Center". Seattle was selected as the location because of the concentration there of groups involved in Multi-Modal Learning and New Age Curriculum building. The Los Angeles Primary Unit was given responsibility for setting up this programme with the mandate that the programme be self supporting.

The Los Angeles Primary Unit has fulfilled this assignment, and the RLC will open this school year with 11 youth. A 5 acre plot with a large comfortable house has been purchased thorough money raised mostly from previous student house youth and staff. This RLC will have as staff, Stan and Carol Crow, David and Patricia Coffman, Raoul Jorguera, Angelica Rodriquez and Beverly Casebeer.

Having gotten the RLC on the ground, we are now being faced with the real cost of this undertaking. At least one primary unit has decided that the \$566 per month per youth assessment is beyond their means. The families of a few other eligible youth have elected for non-financial reasons not to send their youth to the RLC.

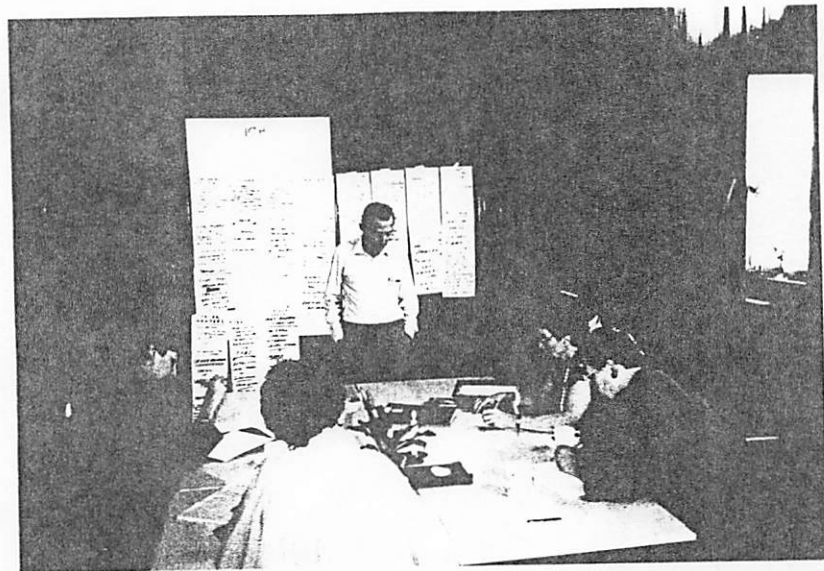
The children of RLC will be attending the public school of Bothell (a suburb of Seattle). This school system has been recognised for excellence. Meanwhile ICA continues as full partner in a planning consortium for the Seattle School for Multi-Cultural Studies, anticipating that at some future date that school programme will become available as a demonstration center innovative curriculum.

Can costs be cut? Will fuller participation allow lower costs per child? Will non-Order youth be admitted? Is the budget realistic as it now stands? These questions will be worked out in the experience of the next 12 months. Unless the LAPU calls for an earlier consultation, the Mexico meeting will be the occasion when we look for answers to such questions and go on to ask how the model can be made useful for Order youth who are currently not able to participate.



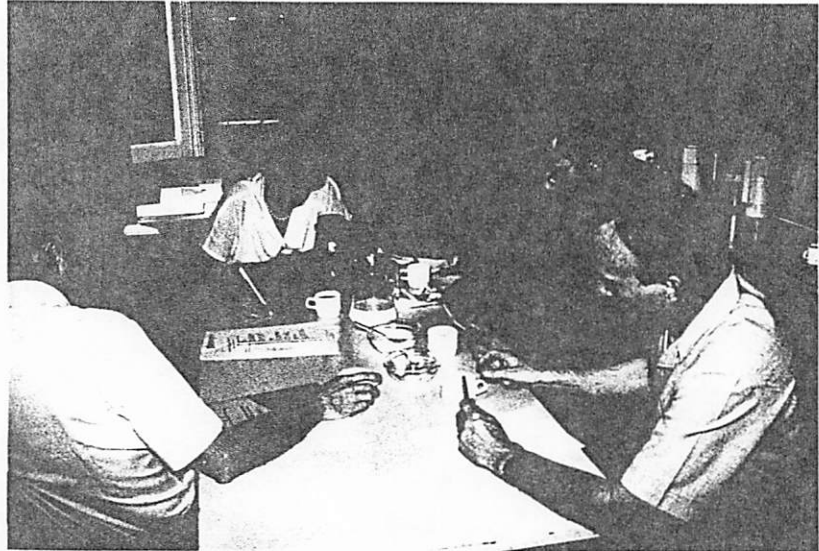
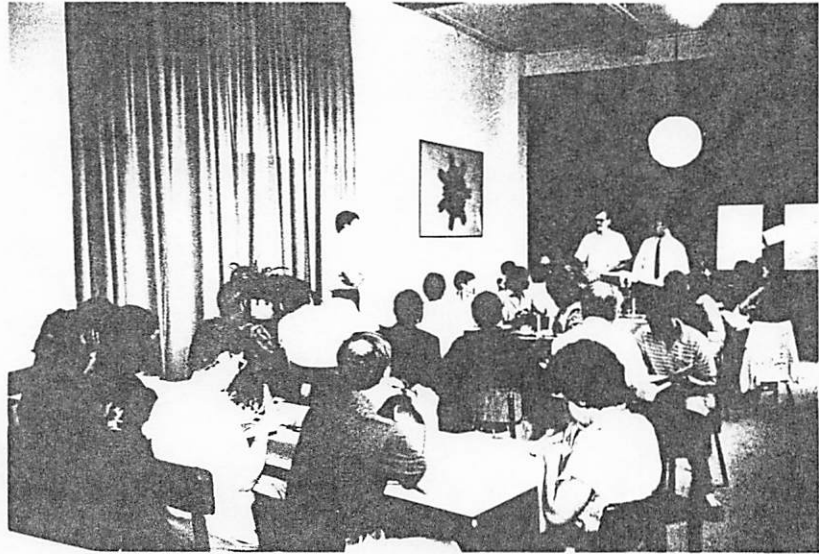
THE SUPPORTIVE FUNDING

Several primary units came to this event with plans for locating supportive funding for their work in empowering indigenous NGOs. Trips were made to the Netherlands, Germany and England. Monies committed during this time include \$25,000 for Mexico's work with SEDAC and the Otomi Indians beginning in January and \$50,000 for Kenya's work in documenting grassroots projects beginning in April. Egypt's cluster preschools proposal to Wildegeese was submitted and will go to the board Sept 15 for a decision and ICCO has invited a proposal for the trickle irrigation with local farmers. Site visits were arranged for Peru and Kenya. Trips and proposal work continued during the week following the Global Check Signals.



INTERNATIONAL VOLUNTEER PROGRAMME MEETING

From spheres west, south and east we gathered, ably hosted by Jim Wiegel and Alan Berresford with copious drinks and snacks to dialogue on International Volunteers. We shared their gifts, their expectations, our expectations, concerns and hopes. We celebrated London's 150th international volunteer, the years of volunteer service and support, and the difference that they've made. With a formal ritual, Tokyo presented Calcutta with \$180 from the Niwano Peace Foundation for receiving Japanese volunteers. We gloried in the fact that very rarely was it said, international volunteers go home! We hope that international volunteers stay here, this is home, will be the theme in the future.



A SALUTE TO THE FABULOUS FIVE!

Every breakfast and lunch was an experience of breads and spreads of Europe!

Every evening gave us a delicious taste (complete with beer and wine) of a different culture!

But by far the greatest treat of all was the team of five that did it all!

And the tireless spirit of care they shared!

To you, Maureen, Jon, Jean Paul, Christina and Jenny

"Fee Sahetaka! Habari! Prost! Gon Bae! Salud! Skol! Ligi! and Campai!"

PURPOSE + MISSION WORKSHOP

14-16 AUG 87

STAKEHOLDERS

ORDER MEMBERS	VOLUNTEERS	PROJECT COMMUNITY	NATIONAL GOVTS.	ICAI	PROGRAMME PARTICIPANTS	COLLABORATORS	MULTI + BI LATERAL ORGANS	BO OF DIRECTORS + ADVISORS	DONORS	CLIENTS
VEHICLE FOR ACTING OUT VOCATIONAL DECISION	PROVIDES A SYNERGISTIC INTERCHANGE IN EMPLOYING THE LIFE-STYLE OF SERVICE	COOPERATE AS PARTNERS IN A LEARNING LABORATORY	SUPPORT + DEEPEN NATIONAL DIRECTION + INSPIRE THEM TO DEVELOP HUMAN RESOURCES	PROVIDES A LINKAGE + VOICE FOR A FEDERATION OF AUTONOMOUS ICAs	TO CHANGE IMAGES, ATTITUDES + BEHAVIOUR	PROVIDE FOR A COOPERATIVE DIALOGUE, FIELD EXPERIENCE, INFORMATION + OPPORTUNITIES FOR WORKING TOGETHER	FACILITATING DIALOGUES BETWEEN LOCAL NEEDS + AGENCY INTENTS	PROVIDE OPPORTUNITIES FOR SERVICE AS PART OF A GLOBAL NETWORK	PROVIDE AUTHENTIC LINK WITH TASK OF HUMAN DEVT. IN CHANNELING HUMAN + MONETARY RESOURCES WHERE IT COUNTS	CONSISTENT HIGH QUALITY CONTRACTED SERVICES AT FAIR MARKET PRICE
MECHANISM FOR SELF SUPPORT	PROVIDE A SUPPORT NETWORK FOR ACTING OUT + EXPLORING ALTERNATIVE RESPONSES TO HUMAN SUPPORTING	LIVE IN A SYMBIOTIC RELATIONSHIP OF GOOD WILL	GIVE A CONDUIT TO GRASSROOTS SUPPORT TO NATIONAL OBJECTIVES + PARTICIPATORY METHODS	ESTABLISHES A LEGAL FORM FOR INTERNATIONAL DEVT EXCHANGE	PROVIDE LEARNING OPPORTUNITIES FOR MORE EFFECTIVE LIVING	PROVIDE CREDIBILITY, INFORMATION, RESOURCES + SPECIALISED FIELD EXPERIENCE	EXCHANGE OF INFORMATION BOTH WAYS	PROVIDE MORAL SUPPORT (CENTRES, CREDIBILITY), HELPFUL INTERVENTION, GLOBAL/LOCAL PERSPECTIVE	SUSTAINED INVESTMENT IN DEVELOPMENT	PROVIDE HIGH QUALITY SERVICES APPROPRIATE INDIVIDUAL + CORPORATE NEEDS FOR SUITABLE REMUNERATION
UNION IN SERVICE, CARING + MUTUAL RESPONSIBILITY	PROVIDE A MATURING LIFE EXPERIENCE THAT CAN BE SHARED BACK HOME	FORMING + SHARING IN DECLARED COMMUNITY/DESTINIES	GIVE AUTHORITY + FRAME OF REFERENCE FOR OUR PRIORITIES (WITHIN NATIONAL PRIORITIES)	PROVIDES GLOBAL CONNECTEDNESS	WE DELIVER HIGH QUALITY PROGRAMME; WE EXPECT FULL PARTICIPATION	BEARING TOGETHER THE RESPONSIBILITY FOR FINDING WAYS TO DEVELOP HUMAN STRUCTURES + OPPORTUNITIES	WE PROVIDE PARTICIPATORY EXPERIENCE; THEY PROVIDE CREDIBILITY, ENTREES + MONEY	USE WISDOM + RESOURCES IN CREATING NATIONAL FORM OF ICA	WE ARE A CHANNEL FOR EFFECTIVE USE OF RESOURCES + MEANINGFUL ENGAGEMENT	PROVIDE CREATIVE APPROACHES TO MULTIPLE SITUATIONS + ENKINDLE THE HUMAN SPIRIT + REMIND PEOPLE OF SOCIAL RESPONSIBILITY
PROVIDING A SYNERGISTIC COMMUNITY + SOCIAL STATUS BONDED BY MYSTERIOUS FORCES IN CARE + ENGAGEMENT FOR THE WORLD	PROVIDE FRESHNESS, NAIVETE, PERSON POWER + POTENTIAL LONG TERM STAFF	CO-CREATING A LAB FOR DEVELOPING HUMAN CAPABILITIES + HUMAN STRUCTURES THAT GIVE IMPULSES TO IMPROVE QUAL. OF LIFE + LIFE STYLE	LOYAL, LEGAL, ACCOUNTABLE PRESENCE WHICH ENHANCES WELL BEING OF CITIZENS	GIVES RIGHT OF ACCESS TO INTERNATL BODIES + CREDIBILITY THRU ECON/ SOCIAL STATUS	ELICIT FUTURIC IMAGES OF HUMANNESS THROUGH CONTEXTUAL EXPANSION + SPIRIT	MUTUALLY SUPPORTIVE RELATIONSHIP TOWARD SHARED GOALS	PROVIDES A LINKAGE TO GRASSROOTS DEVELOPMENT + THE MOST EFFECTIVE USE OF THEIR RESOURCES	PROVIDES A GLOBAL LINKAGE, PERSPECTIVE + VEHICLE FOR DEALING WITH ISSUES OF THEIR NATIONS DEVELOPMENT	THEY ARE A SOURCE OF RESOURCES + CREDIBILITY	
PROVIDES A PUBLIC FACE FOR THE ORDER + ITS FUNDING MECHANISM	PROVIDING A MEANINGFUL TASK WHILE DEMONSTRATING A VOCATIONAL ALTERNATIVE	CATALYSING HOLISTIC CARE FOR ALL THRU DEEP HONORING + AFFIRMATION OF SOCIAL + CULTURAL GIFTS AS A SIGN OF NEW COMMUNITY			QUICKENING + REMINDING PARTICIPANTS OF THE DEMAND ON THE TIMES ON THEIR LIVES			FORGING OUT GUIDELINES ADVICE + POLICY, STRATEGI + PHILOSOPHY		

PURPOSE + MISSION STATEMENT

14-16 AUG 87

PURPOSE

THE PURPOSE OF THE ICA IS GIVING EXPRESSION TO HUMAN RECONCILIATION THROUGH A WIDE SPECTRUM OF HUMAN RESOURCE ACTIVITIES IN DIVERSE AND DYNAMIC COMMUNITIES LEADING TO AUTHENTIC PARTICIPATION WHICH ENGENDERS CONFIDENCE BUILDING AMONG INDIVIDUALS + COMMUNITIES.

MISSION

1. TO ENGAGE WITH COLLABORATORS + COLLEAGUES IN DEVELOPMENT ACTIVITIES THAT STRENGTHEN, AUTHENTICATE + ENLIVEN THE HUMAN JOURNEY.
2. PROVIDE OPPORTUNITIES FOR ENGAGEMENT + PROGRAMMES FOR GROUPS IN THE FOUR COMMUNITIES (ECON, DEVT, EDUC, PLANETARY).
3. SERVE AS A VEHICLE FOR A VOCATIONAL COMMITMENT AS A PART OF A COMMUNITY OF CARE.
4. PROVIDE AN AUTHENTIC LINK FOR MULTIPLE RELATIONSHIPS TO THE TASK OF HUMAN DEVELOPMENT.
5. TO ENTER INTO CONTRACTS THAT ARE FUTURIC-ORIENTED + ENSURE HIGH QUALITY, DEPTH CHANGING RESULTS THAT ARE MUTUALLY BENEFICIAL FOR SUITABLE REMUNERATION.
6. TO MEET NATIONAL + INTERNATIONAL REQUIREMENTS TO GAIN MAXIMUM EFFECTIVITY, WHILE PROVIDING STRUCTURAL CHANNELS OF PARTICIPATION FOR THE "PEOPLE WHO CARE" AT ALL LEVELS

PIPAL TREE
PHILOSOPHY + MISSION
BRUSSELS

VALUES STATEMENT

14-16 Aug 87

X (UNKNOWN)	☯ (YING YANG)	= (EQUALITY)	- (LINK)	∞ ORGANIC CORPORATE ENERGY	□ (EARTH)	△ (FIRE-ENERGY)	◇ (DIAMOND)	+
THE MYSTERY	EMBODYING RECONCILIATION	CORPORATE CULTURE	HONOUR INDIVIDUAL	TEAM WORK	DEPTH LONG- TERM COMMITMENT	BALANCED LIFE STYLE	OPEN FLEXIBILITY	INCLUSIVE PLURIFORMITY
1	2	3	4	5	6	7	8	9

THE CATEGORIES FORM A MAGICAL PIECE OF ART. BECAUSE WE MADE IT AS A SYNERGETIC GROUP, WE WERE THE CHANNEL FOR THE MYSTERY FORCE WHICH IS AT THE BASE OF THE UNIVERSE. IT SHAPED THE FINAL OUTCOME BY USING OUR CREATIVITY. THE NUMBER OF CATEGORIES IS 9, WHICH IS THE NUMBER OF FULLNESS + OF A COMPLETE CYCLE. THE SYMBOLS CHOSEN WERE BY NO MEANS COINCIDENTAL, AND FIT THE CATEGORIES WELL.

1. ☒ SYMBOL OF THE UNKNOWN.

2. ☯ THE CIRCLE IS THE SYMBOL OF UNITY, UNIFYING THE OPPOSITES.

3. [=] THE SYMBOL OF EQUALITY AS THE BASIS OF A GLOBAL CULTURE.

4. [-] THE SYMBOL OF CONNECTION BETWEEN HUMANS WHICH PRESUPPOSES RESPECT OF THE INDIVIDUAL.

5. ∞ THE CENTRAL COLUMN HAS THE SYMBOL OF INFINITY WHICH SYMBOLISES THE ENERGY WHICH KEEPS THE UNIVERSE GOING ON FOREVER.

6. □ SYMBOL OF THE ELEMENT EARTH WHICH STANDS FOR CONTINUITY + STABILITY.

7. △ SYMBOL OF THE ELEMENT FIRE, WHICH STANDS FOR ENERGY CREATED BY STABILITY + STRUCTURE.

8. ◇ THE DIAMOND STANDS FOR THE PRECIOUS VALUE YOU KEEP IN YOUR HEART. IN THIS TIME OF GLOBAL CHANGE IT IS FLEXIBILITY BOTH FOR THE INDIVIDUAL + THE ORGANISATION.

9. + SYMBOL OF ADDING UP THE MYRIAD FORMS IN WHICH THE ONE EXPRESSES ITSELF THROUGH THE PROCESS OF CREATION. THE PLURIFORMITY ADDS UP TO 1 + THE CYCLE IS ROUND.

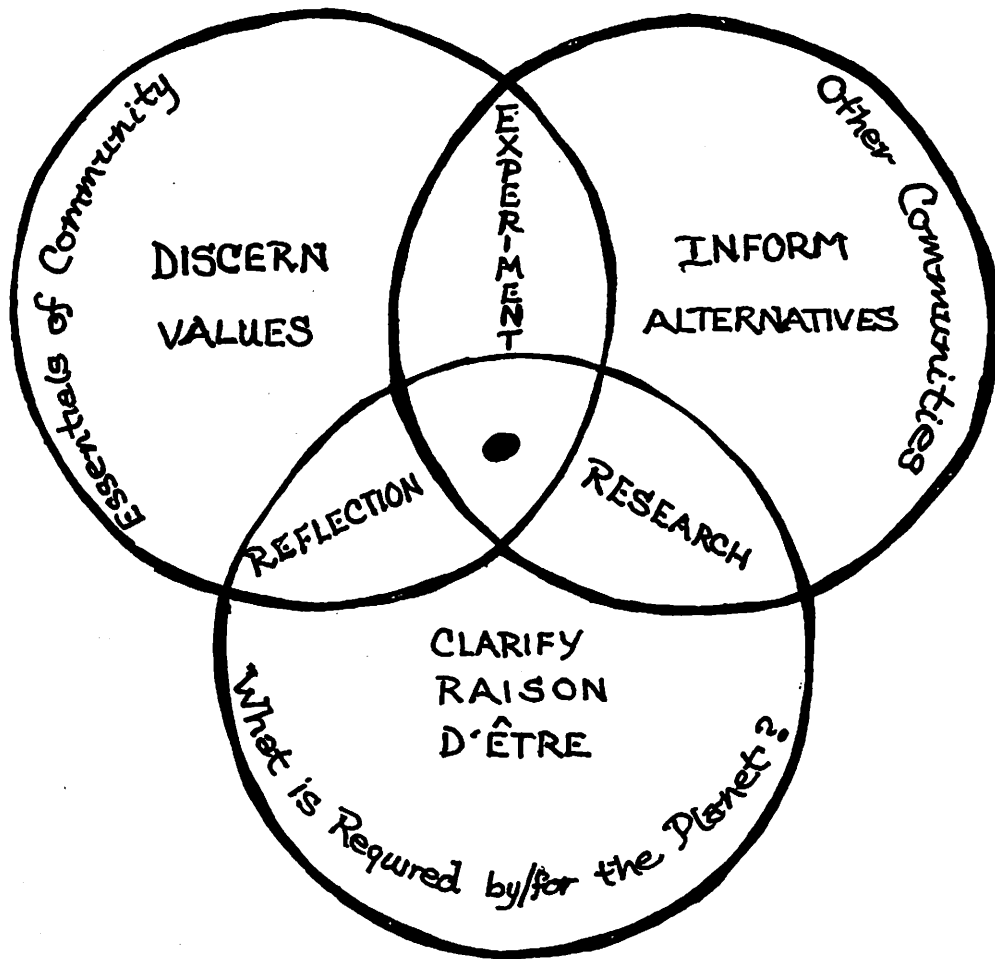
PIPAL TREE
PHILOSOPHY + MISSION
BRUSSELS

VALUES WORKSHOP

14-16 AUG 87

X THE MYSTERY	⊙ EMBODYING RECONCILIATION	=	— HONOURING THE INDIVIDUAL WITHIN THE CORPORATE CONTEXT	∞ ORGANIC CORPORATE ENERGY	□ DEPTH LONG TERM COMMITMENT	△ BALANCED LIFE STYLE	◇ OPENNESS + FLEXIBILITY TO CHANGE	+INCLUSIVE PLURIFORMITY
<p>THE MYSTERY IS THE FINAL ARBITER</p>	<p>CORPORATE SUPPORT FOR THE CORPORATE BODY</p> <p>COOPERATION RATHER THAN COMPETITION</p> <p>NEUTRAL GROUND (NOTHING TO DEFEND)</p>	<p>REGARDING COMMUNICATIONS EVERYONE NEEDS TO KNOW</p> <p>ALTERNATIVE- SOMETIMES SPONTANEOUS FORMS OF COMMUNICATION</p> <p>A GROUP WAY OF DOING THINGS</p> <p>GLOBALLY THROUGH: LANGUAGE MEETINGS COMMUNICATIS ASSIGNMENTS</p>	<p>EVERY HUMAN BEING HAS A ROLE + A VALUE</p> <p>VALUING FAMILY + INDIVIDUAL</p> <p>CORPORATE + SPONTANEOUS CELEBRATION OF INDIVIDUALS</p> <p>SENSITIVITY, HONESTY + DISTANCE REGARDING EACH OTHER</p>	<p>INTENTIONAL CARE + SENSITIVITY IN PUTTING TOGETHER TEAMS</p> <p>SYNERGISTIC TEAMS</p> <p>BALANCE BETWEEN INDIVIDUAL + CORPORATE</p>	<p>PRIMARY UNIT AUTONOMY TO COMMIT TO LONG TERM STRATEGIES TO RESPOND TO PARTICULAR NEEDS</p> <p>ASSIGNMENT STABILITY TO ENABLE LONG TERM EFFECTIVE- NESS</p>	<p>ATTENTION TO LIFE GIVING CORPORATE + INDIVIDUAL RHYTHMS</p> <p>A LIFE STYLE OF APPROPRIATE SIMPLICITY</p> <p>CELEBRATIONS: PLANNED + SPONTANEOUS</p> <p>HAVING FISCAL STABILITY TO RELEASE CREATIVE ENERGY</p>	<p>FLEXIBILITY OF CORPORATE + INDIVIDUAL PSYCHE TO CHANGE</p> <p>FLEXIBILITY</p> <p>MODELS CAN BE TRIED</p> <p>EXPERIMENT- ATION IS NORMAL</p> <p>REGULAR CLARIFICATION OF REAL VOCATIONAL DECISION</p> <p>THE RELATION- SHIP TO THE ORDER CAN BE RE- DECIDED</p>	<p>CULTURAL SENSITIVITY (eg LOCAL LANGUAGE)</p> <p>INDIGENISATION TOWARDS PLURIFORMITY</p> <p>SEEING THINGS ON A WORLD WIDE BASIS (SO IT COMES NATURALLY TO YOU)</p>

PATHWAYS INTO THE FUTURE OF OUR COMMUNITY



PALLETTE OF CONCERNS FOR COMMUNITY IN THE NEW PARADIGM

August 24, 1987

Community/New Paradigm

<p>Creating a spectrum of relationships -- People go for the central meaning of their lives. -- What is the relationship between individual and corporate vocation? -- The inter-play between levels of consciousness in community. --</p>	<p>Community as choice --the valuation of community life. -- Recognize the worth of services: food management bookkeeping child care -- Community as mission (as a program itself) --</p>	<p>How would you describe the transition: from ___ to ___. -- Trends in community life in the Order. -- New discoveries and learnings in the Primary Units. -- What has worked in inventing community? -- Dialogue with other communities. --</p>	<p>What would it mean to model the next phase of society (the learning society). -- How to establish care structures without establishing a welfare state? -- Priorship and governance. -- What kind of journey of structural change is called for by the spirit. -- Geographically rooted but dynamically related. --</p>	<p>List of values at the foundation of our life together. -- Trend away from corporate living space and structures, but is that helpful for the future? -- The essentials or pillars of community -- How do we talk about the appropriate discipline within our community? -- Culturally appropriate indigenization -- How to discern the difference between pillars and dinosaurs --</p>	<p>How to create time and living space that is authentically "home" space--so that home is not some future time or place. -- Our sacred space and the use of it. -- How does our space reflect who we are? -- To what extent does our space need to reflect our corporate task? --</p>
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FAIR SCHEDULE

9:00	Set Up		
10:00	Opening Ceremony		Garden
10:30	Capitaization Funds	C. Pierce	Display Area
10:50	Learning Styles Workshop	D. Wagner	Lobby
11:00	Chicago's Three Ultimate Strategies	K. Troxel	Display Area
11:15	Pipal Tree Case Studies	L. Philbrook	Cherry Tree
11:30	The Box: A Semitransparent Allegory	M. Shaw	Garden Stairs
11:40	The New Earth Story (RSN)	J. Stanfield	Display Area
12:00	Economic Community Network	R. Stansbury	Little Theater
12:30	Lunch		Garden
1:00	I D F	D. Wagner	Display Area
1:30	Getting Rich with Citibank	M. Work	Display Area
1:45	Humor for the Health of It	J. Blackledge	Cherry Tree
1:55	Transformational Actions	T. Bergdall	Little Theater
2:20	New Paradigm Art and Lifestyle in the Toronto Primary Unit	B. Staples	Display Area
2:40	Journey to the Future Commercial Retreat	B. Robins	Display Area
3:00	ICA:Sex in the West	J. Oyler	Display
3:15	Residential Learning Center	D. Jewell	Display
3:40	Marketing Packages	D. West	Display
3:40	Personal Writings from the Progoff Writing Workshops	D. Wagner	Pooh Corner

