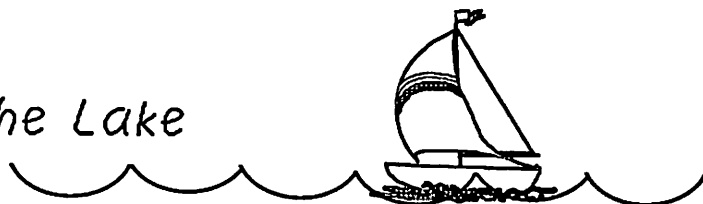


A Year With a View

*Chicago Primary Unit
Labor Day Retreat*

September 5 – September 7, 1987
Chicago Anchor House

Dancing on the Lake



You are invited to
A Year with a View

Saturday, September 5

8:30 am - 5:00 pm

Sunday, September 6

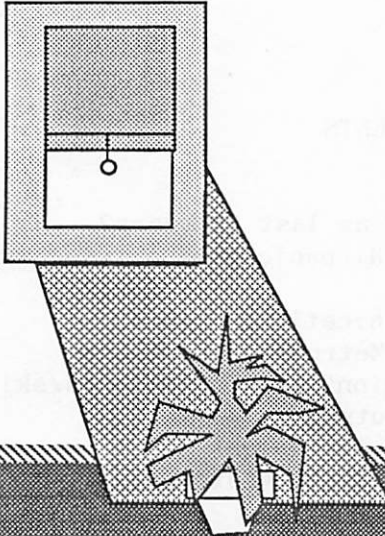
8:30 am - 3:00 pm

Dancing on the Lake



Monday, September 7

8:30 am - 3:00 pm



Chicago Primary Unit Labor Day Retreat

*Eyeballing
the Future*

*Kindling
the Imagination*

*Opening
Windows*

8:15am

Tai Chi • Lumumba Room

8:30am

1984-1988 Journey

Vision Element
Reports

Team Study
*Spirit: Transformation
and Development
in Organizations*

Corporate
Interpretation

Multiple
Approaches

12:00
noon

Buffet Lunch

Corporate Lunch

Corporate Lunch

1:15pm

Bodywork • Lumumba Room

1:30pm

and
Convergence
Points

Questions and
Uncertainties
about the next four years

Practical
Implications

3:00pm

1988-1992
Projection

Celebration Prep
Travel

*Individual
Brooding*

5:00pm

*Individual
Brooding*

*Dancing
on the Lake*



Travel

KANSAS CITY VISION ELEMENTS
5 Sept 1987

1. How develop & share a spirituality as compelling as last 20 years?
2. Address KC key contradiction: Education through Hispanic community--westside and George Garcia--supt. of schools
3. Serving department of KC city govt through communication methods
4. Continued ICA story sharing through bi-monthly "Metroling"
5. Continued sharing of "Technologies of Participation" through methods/skills training with organizations concerned with the future
6. Acting out increased sense of responsibility for the larger Order
7. Deepening every other week "celebrations" with spirit eventfulness and experiential care

SOUTHERN STATE VISION ELEMENTS

1. Story--coalescing the core/colleagues;Atlanta--fast growing international city; friends in city govt; out place in the southeast; strategy development
2. Program--Tennessee; Mississippi; South Carolina
3. Facility--keep/rent/cover monthly costs; review thoroughly in January; tenants pay utilities
4. Reports--detailed/full written report; questions asked and considered

CINCINNATI VISION ELEMENTS

1. Social Change Agenda: events, articles for local newsletters, lecture set; core participation
2. Community Life Demonstration: maintain geographic servant ICA energy center; establish ICA public identity appropriate to Cincinnati and times
3. Product Delivery System: develop county-wide economic development planning model; facilitator training through urban networks; vocational education service; continue development of Chicago/Cincinnati product delivery partnership; Cincinnati Bicentennial event

INDIANAPOLIS VISION ELEMENTS

1. Energize Public Vision
2. Infuse New Consciousness
3. Shift Civic Values
4. Testing a new story
5. Expanding convergence events eg Forum
6. Activating pilot projects

DETROIT VISION ELEMENTS

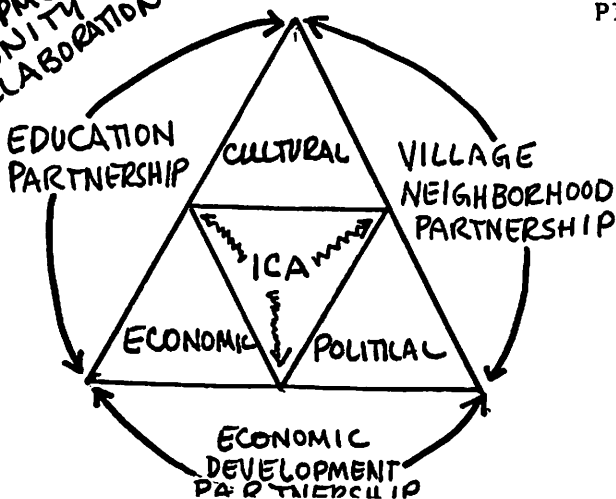
1. **Toward Enlivened Community Life**
 Finances: All Debts paid. Future finances in place. Income mix of program permeation, and firm on-going contracts
 Study, Sprit Life: Continue Spirit enrichment practices woven into our daily weekly, monthly rhythm
2. **Toward Organizational Transformation**
 Business Learnings: Firm up and expand our collaboration with EAD and continue building long-term client relationships
3. **Toward expanding the Order context**
 Colleague Relationships: Regular study happenings with colleagues and New Age contacts (ex: Aura reading/team building Tues. night)



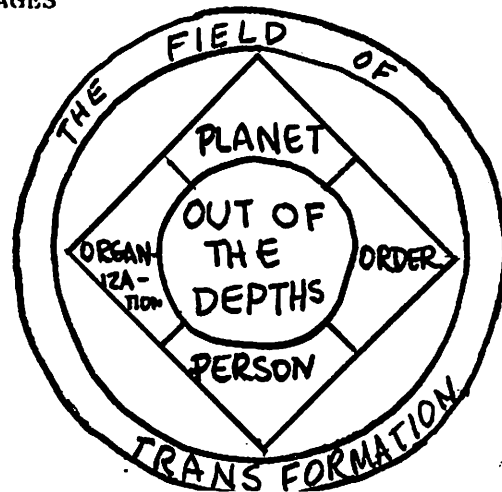
CHICAGO VISION ELEMENTS

1. **Transpersonal Spirituality:** Participating in and giving form and expression to a transpersonal spirituality that reveals the underlying unity of life, culture, and traditions
2. **Organizational Transformation:** Developing demonstration systems in other organizations (i.e. health, education, business, community) and ourselves using a collaborative style.
3. **Socio-Spirit Analysis:** Doing the socio-spirit analysis that provides the intellectual framework out of which we weave our motivating story.
4. **Revitalizaing Centers:** Recreating and sustaining ourselves and our living and working centers as a motivating and wholing environment that reflects our decision to enact change in society's structures
5. **Panetary Curriculum:** Creating and sharing a new multimodal curriculum on and for the Global Human in the Planetary Society
6. **Self-sufficiency Posture:** Creating a balance between the passion we individually and corporately have for serving the world and ensuring sufficient income to perform our services.

DEVELOPMENT
COMMUNITY
COLLABORATION



PIPAL TREE VISION IMAGES



CHICAGO PRIMARY UNIT
VISION ELEMENTS POINTS OF CONVERGENCE
5 September 1987

1. Story creation which involves old and new
2. Shift of position; movement outward/upward
3. Servicing cities
4. Self-sufficiency/confidence
5. Collaboration for mutual empowerment
6. Working in arena of education/education networks
7. Necessity of the spirit for corporateness
8. Spirit/community life/Order is mission
9. Space/facility--dazzling community life demonstration
10. Social-spirit analysis
11. Building on past strong program base
12. Collaboration very much a part of new image of operation
13. Advisory Boards
14. Freedom from economic tyranny
15. Facilitating transformation of major "groups"
16. Integrating research and on-going life
17. Acting out of increased sense of responsibility for global Order
18. Awareness of building the "Order" thru collaboration rather than "recruiting"
19. Global development
20. Decision to put the effort into defining the "Mythos"
21. Multi-sector markets
22. Paying programs

1988-92 LISTENING TABLE PROJECTIONS
VISION ELEMENTS

- More interfacing with each other and the world
- Increase in diversity and increased decentralization
- More time to get into common context
- Self-sufficiency
- Us as a demonstration of what can be
- We will empower others to make changes
- There is some consensus on the story and spirit foundation
- More effort to determine how to transfer our spirit perception
- There is some clarity in transformational process
- We will continue our radical transformation
- We will enable others with more care
- Our own network to increase in decentralization and symbiotic relationships

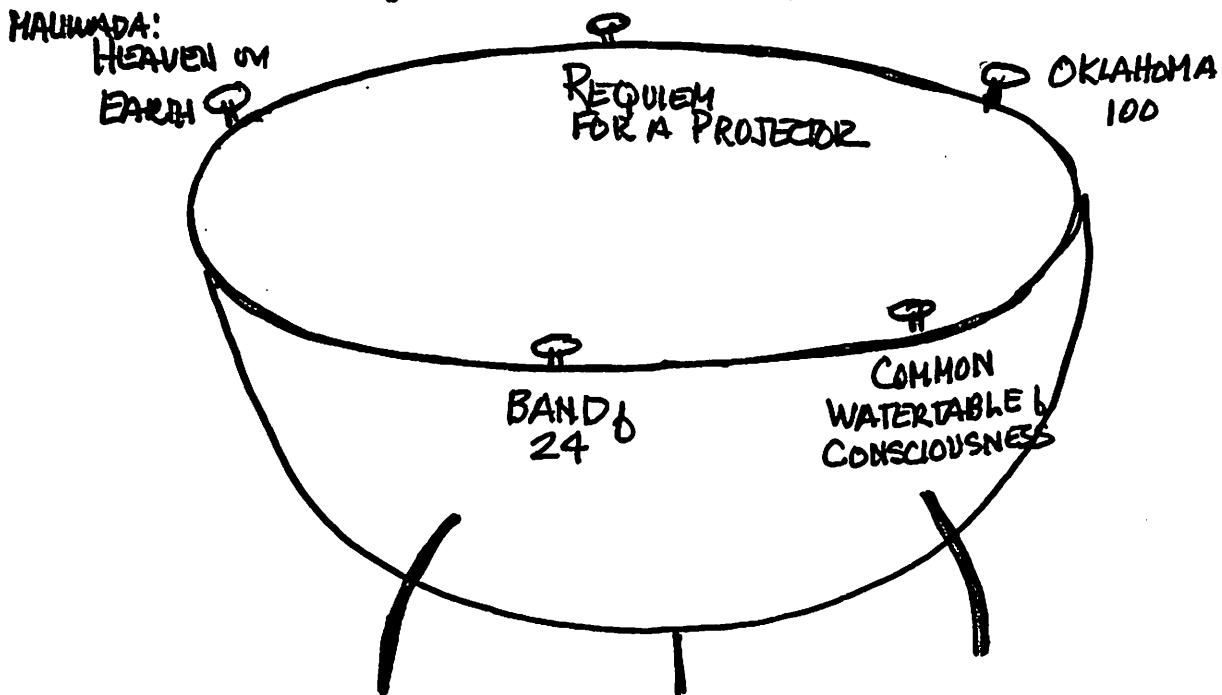
1988-92 SMALL GROUP PROJECTIONS
VISION ELEMENTS

- confirmation of the "basketball" as seen through the screen of transformation from the Brussels Ck Signals meeting
- dialogue points broadened to more outsiders--Pipal Trees geographically and topically
- ready to risk stating planetary needs and responses and risk stating our response now!
- economic solvency, diversity and unity, deepened spirituality
- focus of polity from forms to local flexible initiative and interaction
- through the framework of the "basketball" do our dialogues and reporting
- tendency toward abstractions, sharing and interchange, vision of affirmations vs alienation, spirity edge = fear and fascination, healing service through programs, more toward more geographical responsibility, like to be able to appreciate each other, the "basketball" healing in process and inclusiveness, assignments a year long process
- demonstration on regional basis, as a comprehensive and economic demonstration, what is the real wine press, we will address family life issues
- growing confidence but still searching for missional breakthroughs
- ready to make connections to immediate strategies and spirit sustenance
- complex and far reaching implication for personal life
- open to spirit practices, we are asked to become the new but will we allow ourselves to be molded anew
- CPU will struggle with care of geography in a deep way

Team Study

SPIRIT: TRANSFORMATION AND DEVELOPMENT IN ORGANIZATIONS

Tuning Handles for us in the Dynamic Field of Culture



New News: The new Stories that Are Linking Us to Our Depths
(Vision, Understanding, Language)

- Global Brain Video
- Fr. Thomas Berry -links us to Christian heritage--right now we are "between stories"
- Centering Prayer, Thomas Keating
- The Economic Reality of the Planet--our Freedom from Economic Tyranny
- Marty's Seldman's image that you can make \$1,000 per day
- The image of Morphogenetic Fields from Rupert Sheldrake
- Kuhn's book, Structure of Scientific Revolution
- Ken Wilbur's book (and other work), Spectrum of Consciousness--his insight that 90% of the globe hasn't reached rational consciousness and a significant minority are moving beyond rational consciousness
- The Crisis in Education relative to the upcoming generation
- Statements about our Role by people like Jean Houston, VanArendonk, Willis Harmon
- Presentable Facilities
- The Homeless of the Earth

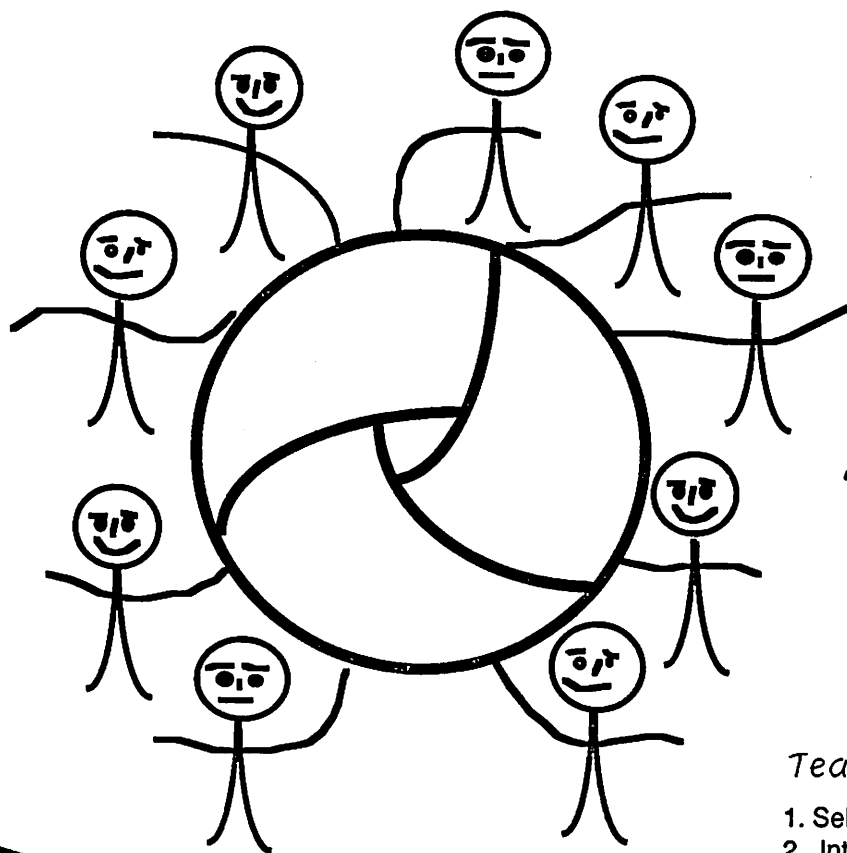
How do we give ourselves permission to focus and go deeper in transformational process as a community?			What are key experiments in communication. we will do this year to push beyond our unreal assumption that communication is easy?			How do we create a new economic base that cares for all Order members?		
How do we regularly share our individual small group spirit experiments?	What will, would it mean to take a open relationship to the existing field of	What does self - conscious formation require in next year - four years?	In what ways will we experiment with our global / local polity this year / next 4 years?	What mechanism will enable flow of "reports" as experimentation that continues?	How do we all have a chance to experience the "Share Fair Dynamic" that is beyond our own PU?	How do we do one thing while thinking many things?	Program marketing? What 3-4 markets do we target and go for it?	How can we ensure all us pull his her weight economical - each fami or team bei self - sufficient?
What events will enable the dialogue / renew the spirit of the ChiPU Anchor House?	transformation rather than a relationship that says we must succeed in making transformation happen?	Can we articulate common community life pillars?	What is the new inclusive communication mode?	Do people feel regular enlivening inter - change between cores is needed?	Polity - Interchange - Dialogue that keeps us informed of one another?	How to insure 100% stipends 100% of time?	Should we systematically insure social security qualification of the N. American Order?	How do we enable all teams to be "self - supporting"?
New forces for acting out new spirituality?	How do we discover the spirit base for our times?	What is the corporate ritual exercise that we do as a primary unit?	What is the PU meeting rationale?	How do we have real conversations with 60 people?		Care for extended family?		
What is the liturgy that will rehere our mythos?	What is our community life model for 87-88?	What form will our gathered spirit life take?	What would a regular enlivening inter - change system between houses and cores look like?	How do we decide we can afford continental SATW?		What symbols do we intend to create of a new relation to economics?		
How do we / what would it take to move the spirit to the center of our lives again?	how to resolve individual productivity issues in rltshp to the total order mission?	When do we articulate the new liturgy?	How can whole house participate in a collegium dynamic?	how do we enable all cores and program house with communication, finances, etc.?		how can we do CLD so that it itself generates income as part of our mission?	How do we shift concepts so every family is self sufficient?	
When and how does a 6th floor kitchen demonstrate our community life?	What designs of community life will inclusively enable individual journeys (toward convergence youth eg)?	Internal culture discipline?	How do we get the real data in front of us all?	How do we enable all cores and program house with communication, finances, etc.?		Are unemployables out - What PU will take an unemployable?	How does everyone participate in our economic self - sufficiency?	
How will the spirit life of the house in its corporat aspect be different?	What is the emergent spirituality (80's theology as a start)?	How give selves permission to focus and go deeper in transformation processes as a community?	How do we keep "posted" on other PU's needs?	How do we (CPU) participate in global interchange network (from 3 locations)?		What is the "winepress" Chicago needs?		
How enable "communal" experience without cutting off individual transformation			How increase numbers of times and ways of sharing and releasing so becomes everyone's experience faster?	When are continental meetings and who participates?		How will we accelerate our economic development this year?	How enable each soul to be financially responsible?	
				How do we more effectively keep in touch with colleagues		How can Product Delivery System earn \$200,000 this next year?	Economic tyranny freedom and older members or non - income producing	

<p>How do we ensure total and mutual commitment and ownership of our decision making process?</p>	<p>What's the time for designing the form / process of social change, product delivery, community life?</p>	<p>What is needed to implement and flesh out the new understanding of these three strategies?</p>	<p>What is the new formation vehicle that engages people across 20 states?</p>	<p>What are the next moves in organizational transformation, self embodiment of organizational transformation, and market potential?</p>				
<p>How do we create and sustain the team dynamic in all arenas?</p> <p>Phases are there only 4, where do we go after 80?</p> <p>How can we enable broader participation at Mexico Council?</p> <p>What does mutual empowerment look like internally?</p> <p>Hard issue dialogue time?</p> <p>Don't we need to create a finance commission separate from the priority?</p> <p>Polity, priors assigned elected, chosen by lot?</p> <p>How can every one have a state to care for?</p> <p>How to kindle individual missional passion?</p> <p>How do we organize to make enough \$ yet don't be tyrannized by bottom lines?</p>	<p>What models are needed to ensure corporate, shared responsibility of the total body, not just a few?</p> <p>Commitment gap?</p> <p>How do we broaden our leadership / responsibility</p> <p>How see thru many individual agendas to real community life demonstration we are?</p> <p>How can more people (globally) participate in Human Capacities School etc. (financial model for each PU)?</p> <p>How do we participate in financial decisions?</p>	<p>What is the form of our globality?</p> <p>Role of panchayat?</p> <p>What is CPU relationship to International Volunteer Program?</p> <p>How do we prepare to evaluate the PU Experiment (now 4 years old)?</p> <p>How do we manage an almost certain "showdown" with entrenched power structure?</p> <p>What is our common story?</p> <p>Will our "story" be very local or very global?</p> <p>How does strategy emerge both from PU convergence and cross national and global intent relative to major areas of planetary transformation?</p>	<p>If planetary unity evolution is our concern how can PU based strategies express a serious response?</p> <p>how do we get the emerging new story of the O:E big enough to be destinedly grabbing?</p> <p>Will we spend the necessary time to create a shared context of multi-faceted perspectives?</p> <p>How do we focus out program activity on current societal contradictions?</p> <p>How do we embody the care (ecological) for the earth?</p>	<p>Structure for working on the basketball?</p> <p>How do we practically implement the basketball?</p> <p>How do we increase our training programs?</p> <p>Where next with the 3 linked circles?</p> <p>What are the "wheels" for the Social Change Agenda and the wheels of implementation?</p> <p>What are the things that are transferable and not just an interesting part of loosely connected whole?</p> <p>When do we launch systematic "framing" events for the Midamerican cities?</p>	<p>What will be our measurable accomplishment of each of the 3 strategies?</p> <p>How are we going to embody the insight in the 3 linked circles?</p> <p>How can Social Change Agenda be the vehicle for massive external participation?</p> <p>What's the means of doing a socio-spirit analysis - creating a new (or renewed) theoretical framework?</p> <p>How can funding and Social Analysis bring in \$25,000 per month?</p> <p>Expansion of educational network?</p>	<p>How do we split program fees with shared facilitators?</p> <p>Is our core experiment the last hurrah or the edge of the new?</p> <p>What are our facilitator development modes?</p> <p>How do we care for the 20 states?</p> <p>How can we include minorities and labor in our core groups?</p> <p>How can we replicate Cincinnati, Kansas City in all the regions?</p> <p>How do we take responsibility for the south imaginably and practically?</p> <p>What is our geographic coverage story?</p>	<p>How do we imaginably hold the south?</p> <p>How do we cover the south?</p> <p>What percentage do we pay regions for their participation in program?</p> <p>How do we develop various ICA/Order relationships?</p> <p>Core" primary unit collaboration?</p> <p>What about annual appeal?</p> <p>Is CPU going to do an annual appeal for 1987-88? When? How?</p> <p>What is the linkage between geographic core teams and the anchor house?</p>	<p>When can we all hear Lynette, Joel, Karen task force think on the major organizational system?</p> <p>How do we all get up to speed on organizational transformation?</p> <p>What is our "pilot" organizational transformation?</p> <p>Who is our consultant to consultants?</p> <p>What are we presupposing when we talk about doing our homework on the transformation process?</p> <p>Will we give the major group organization transformic to go or to dribble?</p> <p>How can we ride the "a-ha" of organization transformation?</p> <p>How do we al get "up to speed" on organization transformation?</p> <p>How do we "piggyback" program, e.g the various programs in education?</p>

<p>What is our present motivating story we are telling about who we are and what we do?</p>	<p>How does the assignment process reflect our acting out globality?</p>	<p>When will we create the budget, project income and cash flow?</p>	<p>What are the studies we concentrate on whose phrases and poetry can inform our organizational and personal transformation?</p>	<p>What is the PU's configuration and calendar for the coming year?</p>	
<p>How talk about our geographic locations 54 areas?</p> <p>What are the real non-economic costs of being a community?</p> <p>What is annual appeal story?</p> <p>Why not 3 month sojourners in other areas of our PU instead of all in Chicago?</p> <p>What do for "name recognition" using program contacts as channels?</p>	<p>What would advisory boards advise on?</p> <p>What work do we need to do to prepare for the panchayat visit?</p> <p>What is our mythos in time of product marketing?</p> <p>What is the point where the mythos is commonly articulated for commonly telling to donors / clients?</p>	<p>How to indigenize leadership and economics in the next 3 years in all locations with interchange dynamics?</p> <p>How do we structure in possibility of volunteers joining us here?</p> <p>What will be the assignment versus global need bottom line?</p> <p>Do we plan to stay 10 years in all assignments?</p> <p>Should more / other / fewer people be assigned outside Chicago?</p> <p>How can global needs be structurally linked with skilled North American servant force?</p>	<p>What is cash flow model?</p> <p>When do we plan our budget?</p> <p>When will we build our budgets?</p> <p>What university students are we going to fund?</p> <p>What is the continental tax?</p> <p>What is going to be our budget in light of global assessments?</p> <p>What is the continental framework for finance tasks and budgets?</p> <p>Might funds be allocated continentally so our young could be in the student house?</p> <p>What is our stipend base?</p>	<p>What are the common studies we all need to do next year to enable our organization and personal transformation?</p> <p>What studies will release trust, power, and responsibility?</p> <p>Corporate study?</p>	<p>What will be our year calendar as a primary unit (quarterly retreats as a PU)?</p> <p>Reconfiguration in CPU when what is needed</p> <p>Just what will be our program year?</p>

Music Man Band

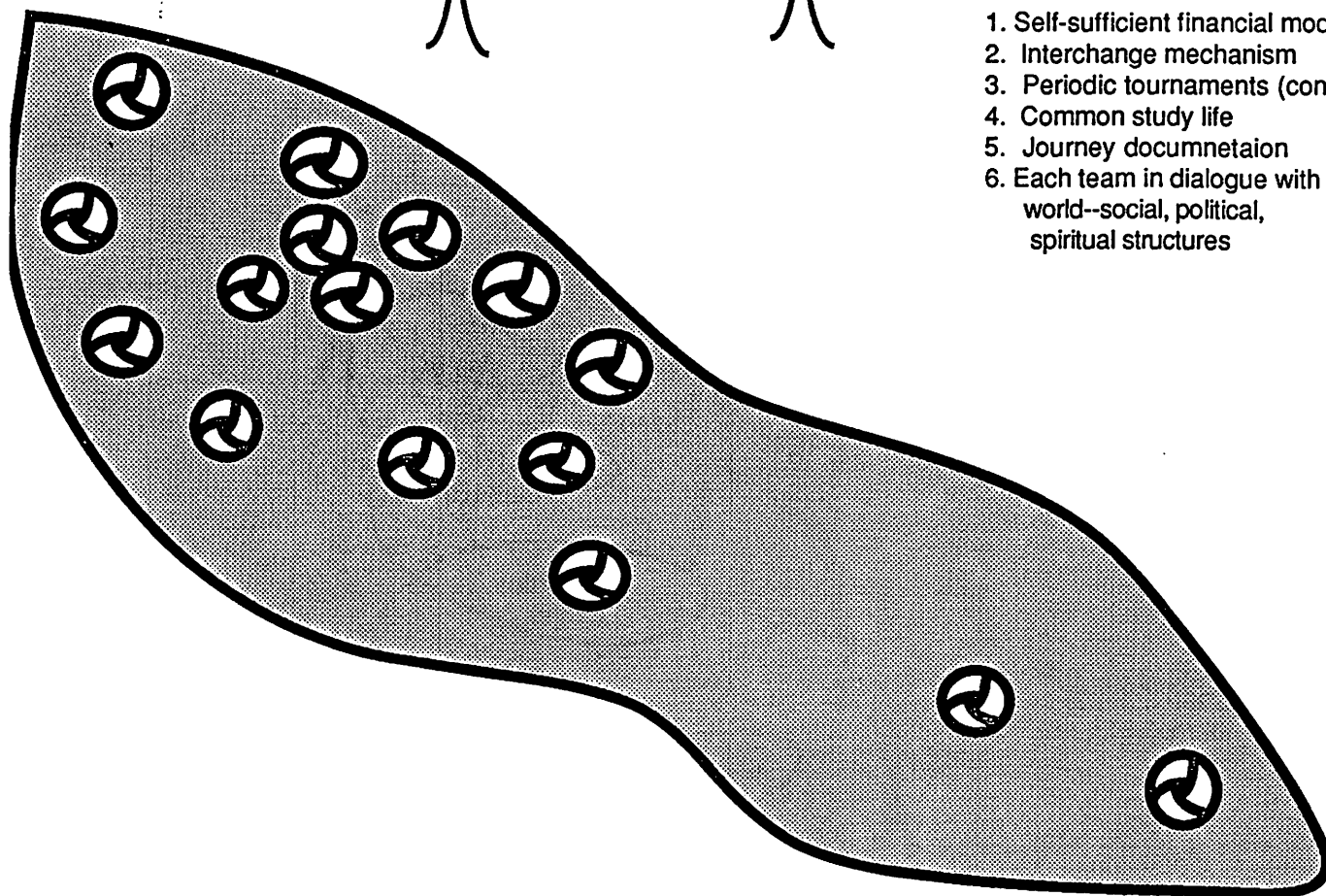
Broad Involvement Approach



"Basketball Teams"

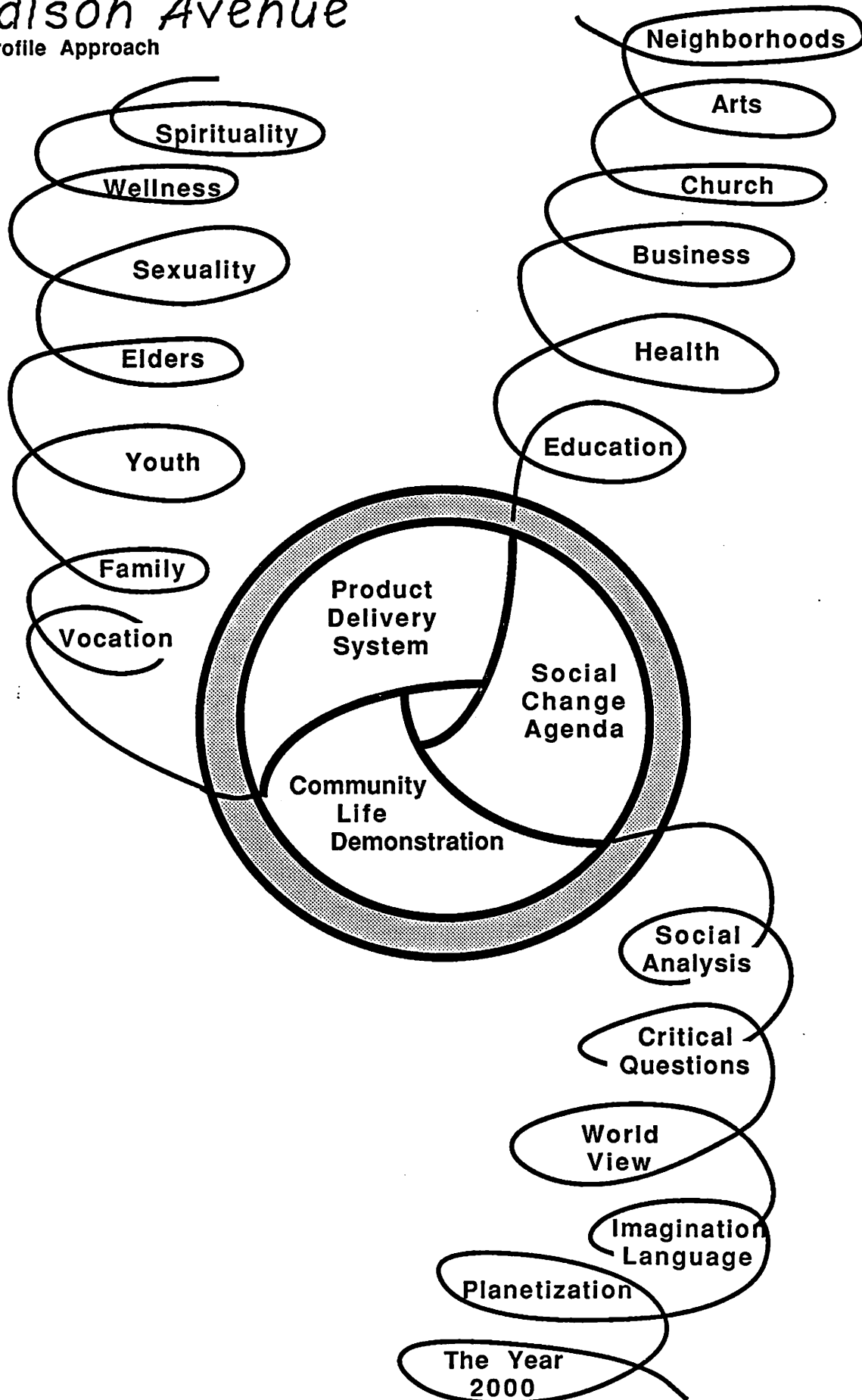
Team Operating Modes

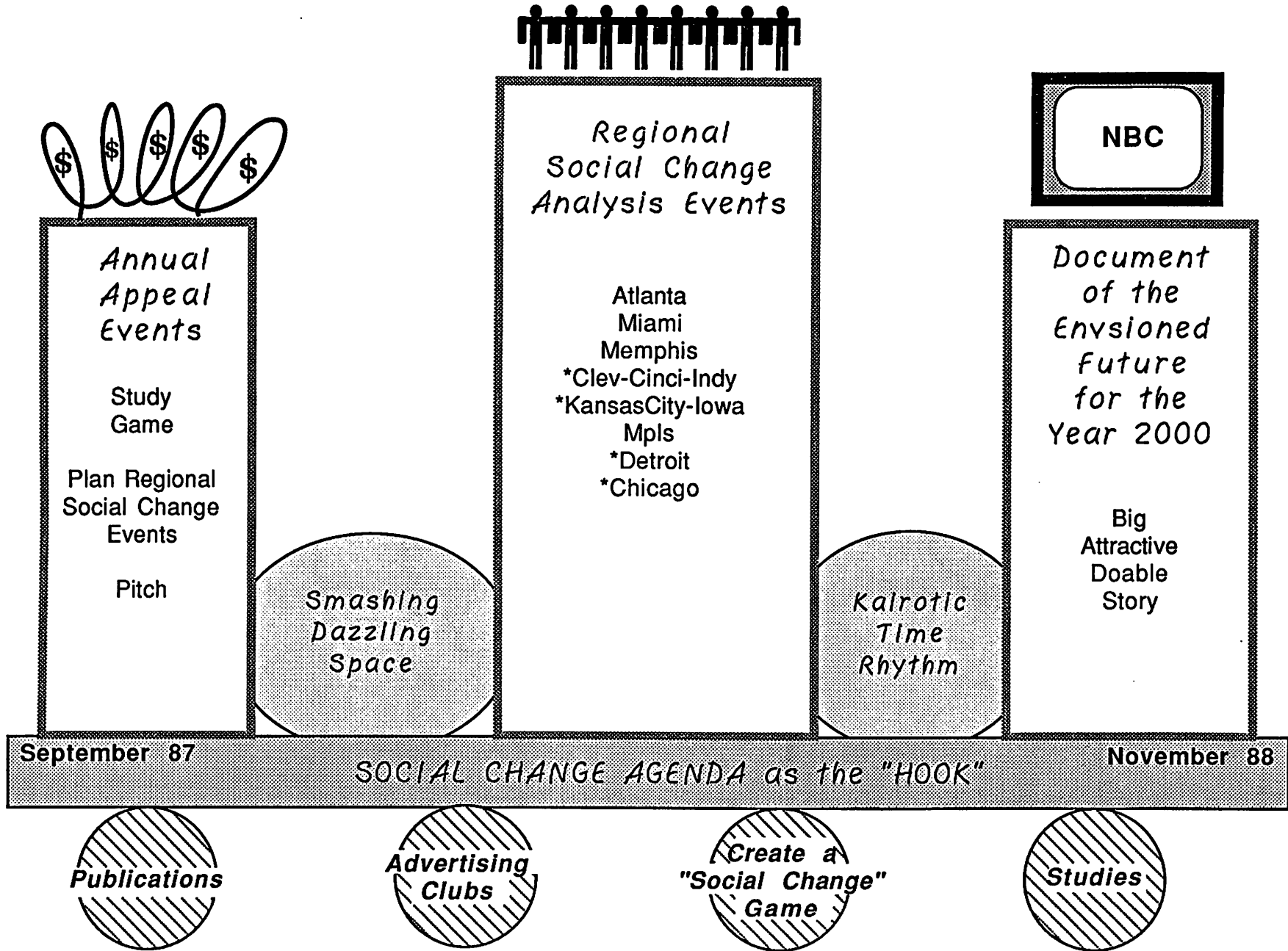
1. Self-sufficient financial mode
2. Interchange mechanism
3. Periodic tournaments (conference)
4. Common study life
5. Journey documetaion
6. Each team in dialogue with the world--social, political, spiritual structures



Madison Avenue

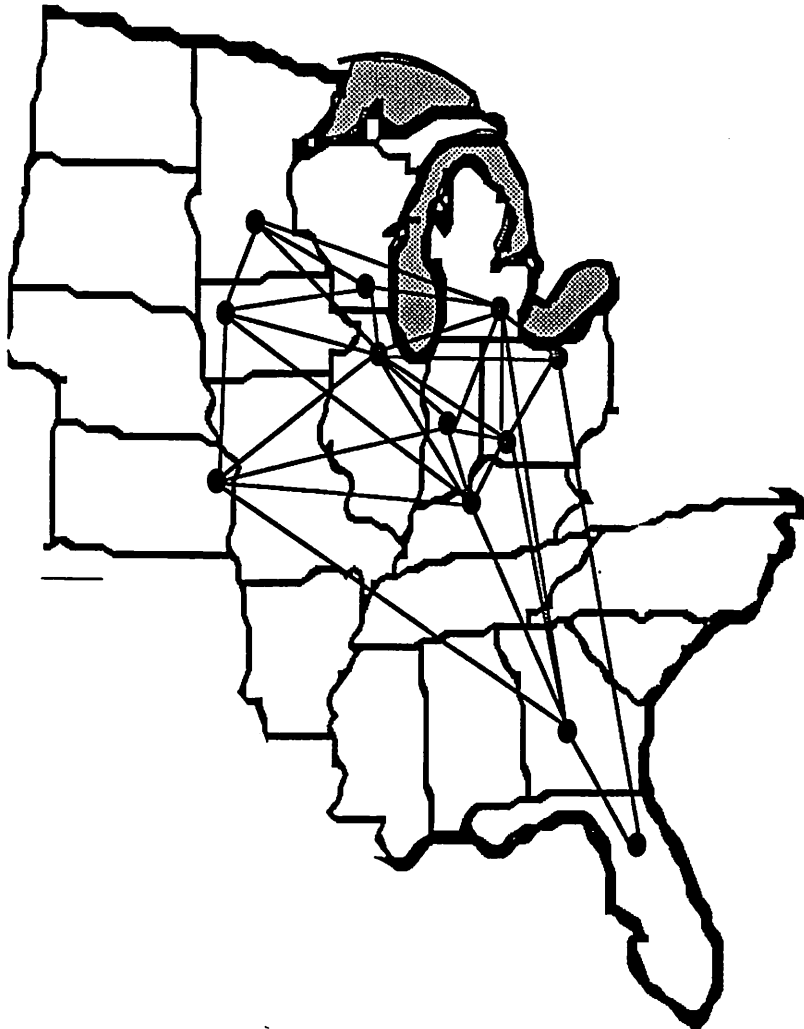
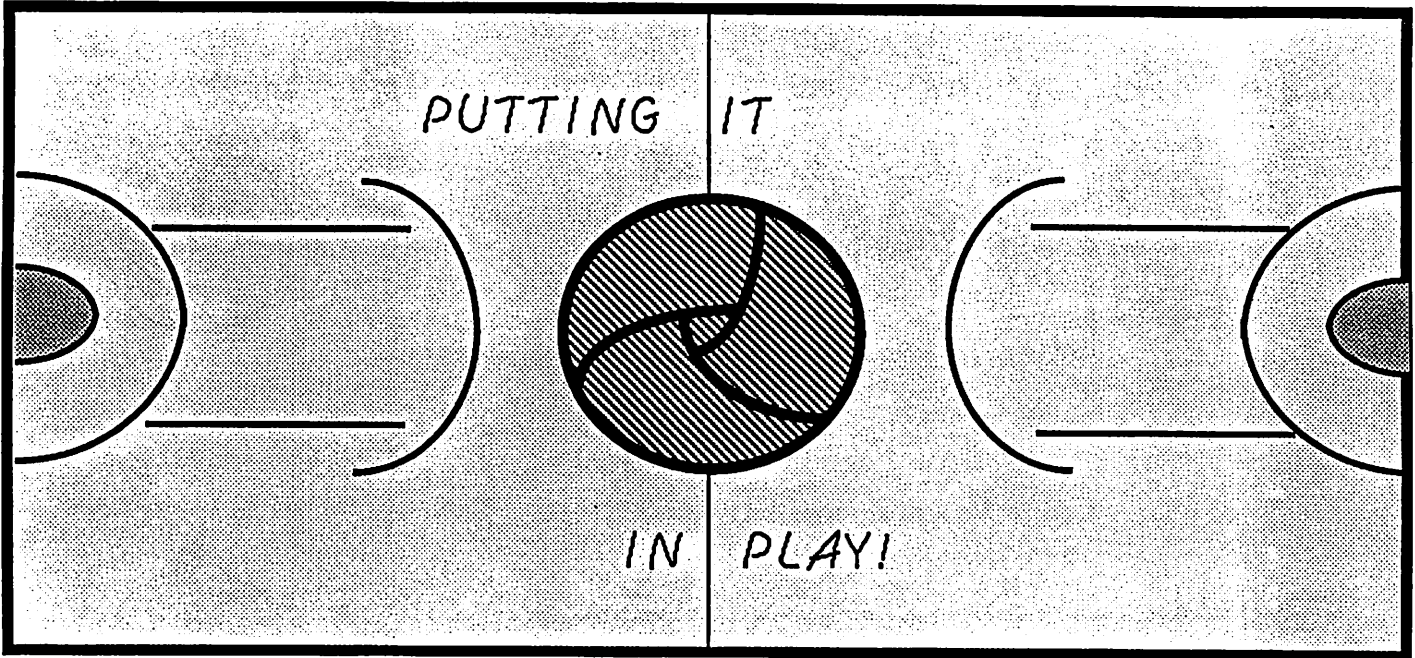
High Profile Approach





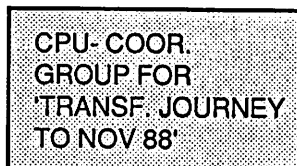
Quick & Dirty

The Rapidity Approach



What We Did!

1. Chose the "Basketball" as screen
2. Product is a Method
3. Selected this card to illustrate the method



What We Propose!

1. Everyone across Area select one arena
- 2..Keep Primary Task
3. Meet regularly with Arena Team
4. Figure out "How to pay for it"

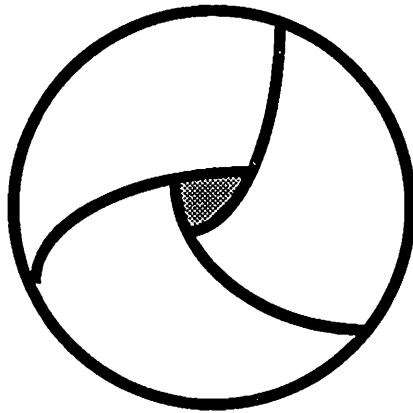
Benefits!

1. Everyone involved!
2. Mobile
3. Actions--not questions
4. Frame for spirit
5. Area-side communication

Systems Activators

The Structural Approach

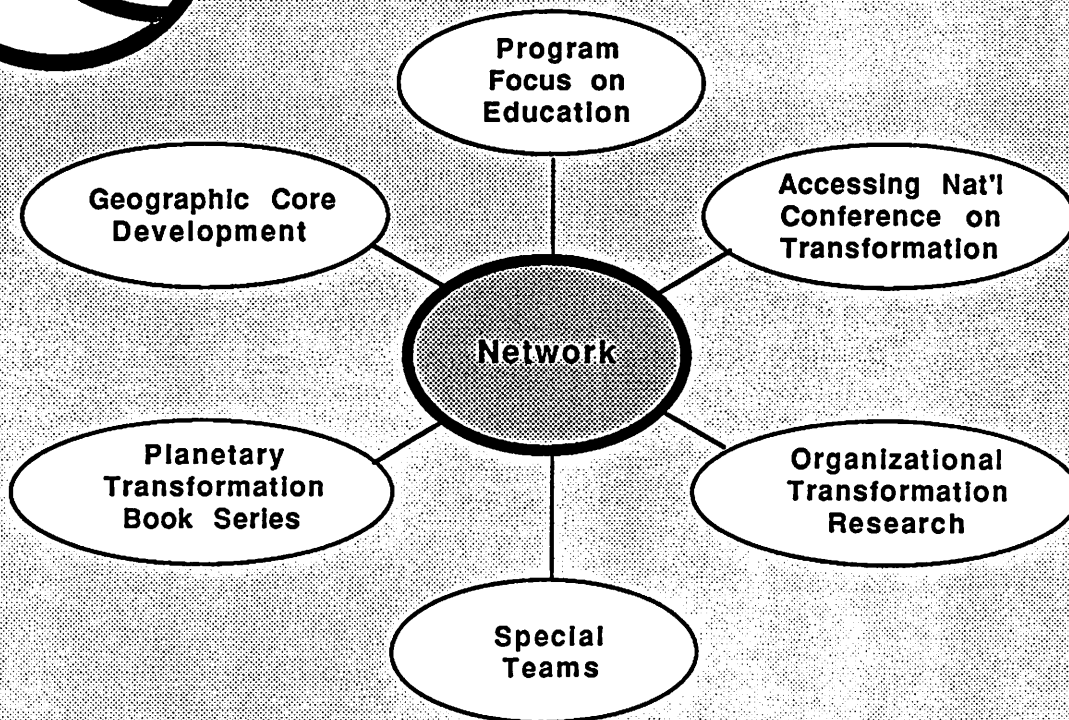
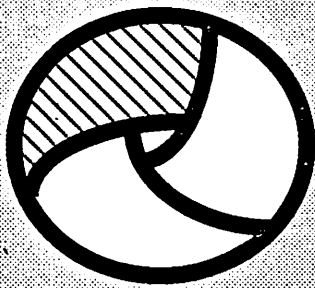
Informational Interchange System



Three Main Thrusts

- ✓ *Personal visits*
(Short visits•Phone calls)
- ✓ *Written communication*
(Materials mailings)
- ✓ *Electronic communication*
(Regular Econet)

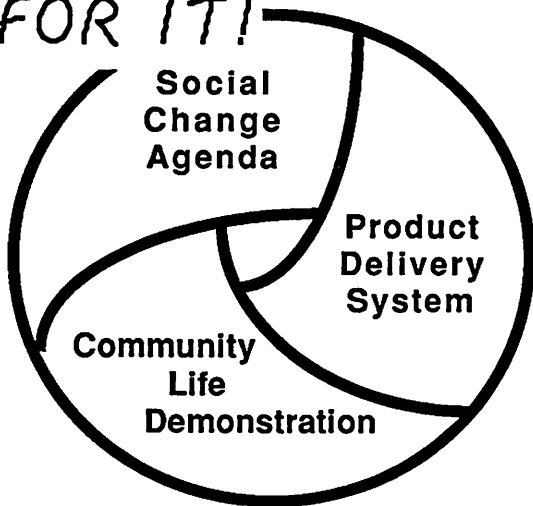
Activation of Social Change Agenda Network



Wild and Crazy Bunch

The Innovative Approach

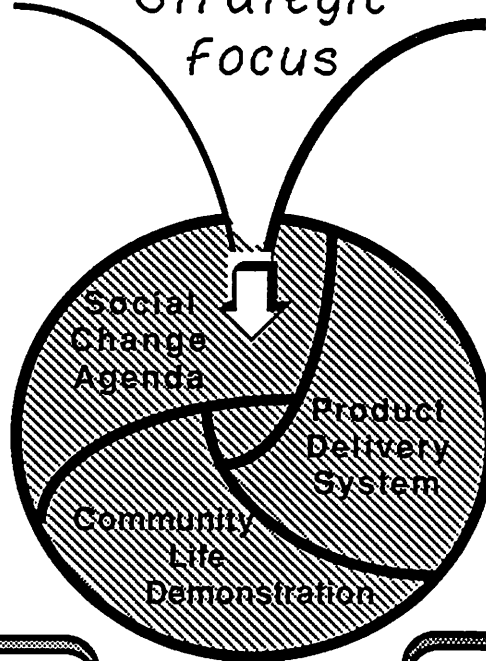
GO FOR IT!



16 Month Design

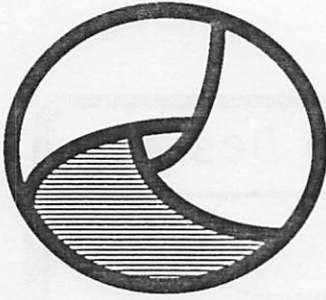
- ⇒ Research
What is this a response to?
- ⇒ 16 Month Plan
- ⇒ Three Action Programs
- ⇒ Proforma

Strategic focus

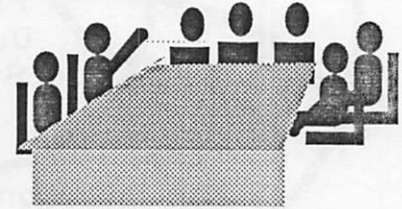


Ongoing Operations

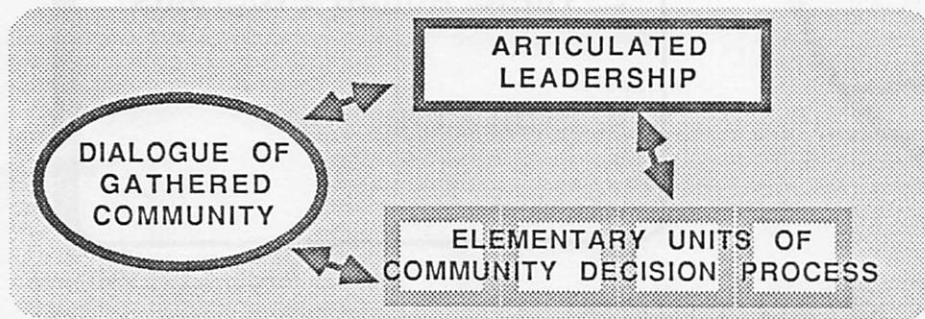
Community Life Demonstration



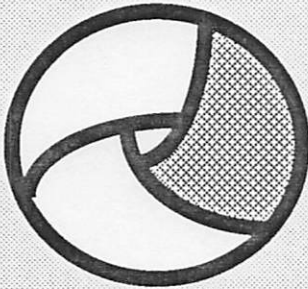
Depth Study



Open Channels & Decision Participation



Product Delivery System

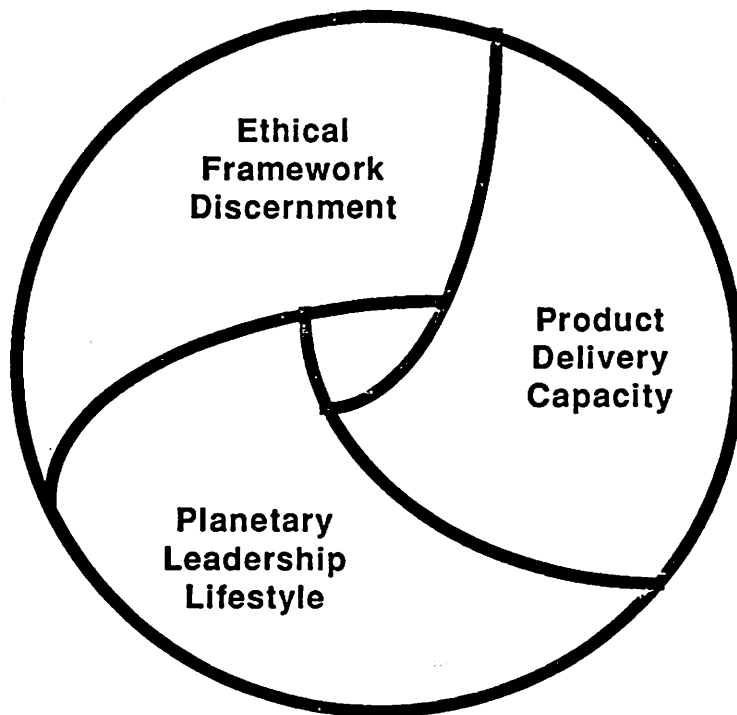


We see ourselves moving toward a profit making company beginning to emerge by Spring of 1988. This would involve expansion of the CHIPU Product Delivery System Task Force with involvement of core colleagues in the research and testing of models as they emerge. Funding would be sought for the research phase. We recommend ECONET interchange of product testing evaluations immediately after programs and quarterly interchange meetings of facilitation teams.

We recommend hiring a manager and employees for the profit making company after the product has been tested and is ready for mass marketing. Advisory boards in all locations help with product testing evaluation and product feasibility studies.

Continue selling Strategic Planning and with permeation jobs as this year's financial base and as an immediate laboratory for viewing organizational transformation at work.

Social Change Agenda



THE SOCIAL CHANGE AGENDA STORY

I. There are some basic assumptions about our lives and the life of the Order that provide a framework for understanding why we would move on the social change agenda strategy:

A. The continuing task of the religious (including the Order: Ecumenical) is to awaken people to their full human potential.

B. The O:E's posture is that humankind is the steward of the whole earth, the abundance of which is to be available to all and that global access to the gifts of the world and global responsibility are everyone's birthright.

C. These convictions imply that we are constantly doing our homework by exploring and synthesizing the seminal thinking of past and present, and devising ways of translating that into potentially useful processes and systems for all sectors of society.

D. We risk moving from the "no longer to the not yet" adhering to no given institutionalism nor attaching ourselves to any established mode, but making our contribution at the leading points of change.

II. This is the indicative of what is emerging in the world today and our response to be in partnership with the creative edge as it carries new spirit and social manifestations for the twenty-first century.

A. The challenge is to create a more inclusive worldview that encompasses values of our interrelatedness and interdependence.

B. The challenge is to incorporate this new world view into personal and group relationships.

C. This transformational process will require achieving a critical mass in order to effect the global directions.

D. The challenge is to participate in creating the global mythos that sustains the new human.

III. Our research task is to activate three primary strategies to expand and deepen the comprehensive context for all people to understand what is required for and their crucial participation in forging the social change necessary for the hopefilled future of the Earth.

A. Ethical Framework Discernment: The intent of this strategy is to develop the catalytic approaches for discerning the emerging Ethical Framework required to act effectively and with power toward creating the new world.

B. Product Delivery Capacity: The intent of this strategy is to develop the marketing expertise required to deliver 30 years of programatic methodologies across society.

C. Planetary Leadership Lifestyle: The intent of this strategy is to develop the spirit methods, the collaborative networks and the corporate style that will sustain, train, nurture, refresh and journey those who are working for the planet's transformation.

D. Toward the Next "10 Years": The above strategies define the research task that we believe to be a necessary response of the Order and Movement to the times in which we live.

IV. *The new consciousness that has broken loose across the world in our time raising the questions in all sectors of society of what it means to live a life of fulfillment and social responsibility has impacted the thinking, organization and action of the Order.*

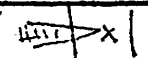
A. What it means to be responsible comprehensively in a constantly changing world has required the Order to restate its understanding of being the religious.

B. The task of how to catalyze and collaborate with the efforts of those who are acutely aware of forging new vehicles for organizational action has required the Order to struggle with the strategic directions called for to provide for individual and social well being of the peoples of planet earth.

C. To release the synergistic energy of the Order in its broadest definition, the question of the "culture" most conducive to empower the development of individual and corporate potential has become a focus for experiment on behalf of all.

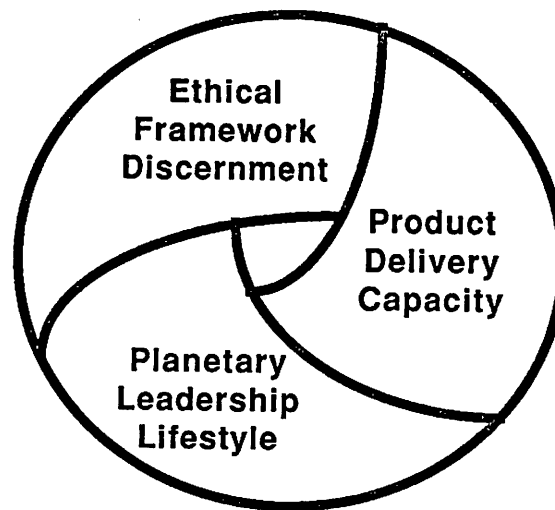
D. In light of the above, there is a sense of urgency to provide the economic support and relational structures to enable the Order to play out its role in the evolutionary process.

The Social Change Agenda Story

BASIC ASSUMPTIONS ABOUT OUR LIVES		THE WORLD CHALLENGE		THE RESEARCH TASK		THE IMPACT ON THE ORDER	
Awakening	the religions in history	Inclusive World view	loss of society's ability to care for and empower humanness	Ethical Framework Discernment	develop methods of research	The Profound Question	raising the religious gn. a fresh- vocation
	done IT: Curriculum Academy, Reg. Consults Town meetings		loss of symbolic framework		Consensus on what it means to be human		journey of profound humanness
	IERD - manifestation of awakening		no long term vision for planet		Managing building the consensus in every level of society		Sustaining self-story (role in history)
	Strategic planning		outdated top-down management		engage 20 states and cores		A time of Being K-D- ^(B) sanctification
Whole Earth Concern	Common good/freedom, destiny, possibility, tools	Living in the New Times	Coping with globality	Product Delivery Capacity	The Great Giveaway	The Social Penetration	mass impact → consciousness raising
	NRm - sustain selfhood		Systems approach to change		Sin not to deliver (LENS, WDI)		leadership development
	NSV - sustain action		participation dilemma		hard-nosed collaboration		deepened imaginal education
	"all goals - all earth"		new consciousness sci/communication/wholistic		organizational transformation mass impact		
Homework	Gather original thinking + ground in practical	Critical Mass	new metaphysics; mind creates reality	Planetary Leadership Life Style	new "retreat"	Energizing Culture	viable economic base
	Theology, Sociology, Anthropology - etc.		Critical mass GSD we put in history		sustain leadership forms of corporate care		wholistic life style new frame of reference for unity/diversity
	generalist - context in practical action		Wilbur's mess consciousness + rationality revolution		training in implications of new times		elders care and engagement
	Integration mass - people in street (Wilber)		transformation process		building 21 st century global network		individual/corporate time and space designs
The Movable Edge	Larger Movement	The Global Mythos	never been one - had local ones	Toward the Next "10 years"	Jump muse from 10 years ago	Practical Implications	high profile - make it public
	Being on the edge		earthrise started to ground it		yesterday GCF GSD GSF		expanded economic base
			Common water table esoteric/exoteric		today - EFD PDC PLL		maximum use of available skills (multi, clients, colleagues)
	Detachment/Risk		our role social change agenda		Tomorrow - shift education - global population live in new paradigm		formation of the Order

Positioning Pillars

Social Change Agenda



VISION ELEMENTS

Socio-Spirit Analysis

Doing the socio-spirit analysis that provides the intellectual framework out of which we weave our motivating story.

Transpersonal Spirituality

Participating in and giving form and expression to a transpersonal spirituality that reveal

Self-Sufficiency Posture

Creating a balance between the passion we individually and corporately have for serving the world and ensuring sufficient income to perform our services.

Planetary Curriculum

Creating and sharing a new multimodal curriculum on and for the Global Human in the

Revitalizing Centers

Recreating and sustaining ourselves and our living and working centers as a motivating and wholing environment that reflects our decision to enact change in society's structures.

Organizational Transformation

Developing demonstration systems in other organizations (i.e. health, education, business, community) and ourselves using a collaborative style.

WHY THE WORLD NEEDS THIS

In the midst of radical change and emerging of the new, we see that if the Chicago 20 could:

- Dialogue and move toward a consensus on the new human in the new planetary society,
- had opportunities to explore new spirituality and intentional community,
- and aided the delivery of imaginal, participatory, social, intellectual and spiritual methods,

Then,

We, the sensitive, responsive ones, could play out our destinal role of midwifing the new global community.

Let's assume that you are going to do this, that you say yes, you are going to take this challenge. I think there are two things you have to do. Here, I might be wrong (and please, anything I have said this morning could be totally wrong) and you can walk out here and say now what you have said this morning, that really was a joke; please don't do that anymore, and I will not be offended. So, what I think you need in order to do this is a *means of continuous structured reflection*. In other words, you cannot reflect unless you do it in a structured way. What I mean by that is because we reflect in thinking, you have to do it in some form of phasing. So, you have to do structured reflection. You have to identify what is the first thing we have to find out before we find out the second one. But, (here comes your great value) and this has been said by many philosophers, the greatest one being Marx or Sartre, philosophy cannot be done in isolation. You cannot sit in your room and philosophize. You can do it of course, but real philosophy is practice. In other words, you reflect by doing.

Joup Von Aarendonk
Bilbao Spain Council 1986

A time of turbulence is a dangerous time, but its greatest danger is a temptation to deny reality. . . . The greatest and most dangerous turbulence today results from the collision between the delusions of the decision makers . . . But a time of turbulence is also one of great opportunity for those who can understand, accept, and exploit the new realities. It is above all a time of opportunity for leadership. One constant theme of this is the need for the decision maker in the individual enterprise to face up to reality and to resist the temptation of what "everybody knows," the temptation of the certainties of yesterday, which are about to become the deleterious (harmful in a subtle or unexpected way) superstitions of tomorrow.

Peter Drucker
Managing In Turbulent Times

Today we are doing Town Meeting and Social Demonstration. Tomorrow, we are going to be dealing with the Primal Community. I do not know what it is going to look like. I know it is going to have to do with attempting to articulate, not through our words first, but our lives, The New Morality. Its going to have to do with attempting to articulate, not through our words first, but our lives, of a new kind of authentic selfhood. It's going to articulate, not with words, but with our lives, what it means to be related to the profound deeps of existence, the Mystery. What we are really going to be doing, practically, I do not know. I think that whereas today we are doing Town Meeting and Social Demonstration, tomorrow we will be holding retreats. We will not call them that; I do not think you can ever recover that word from its negative connotations. We will not even call it "odyssey" which is what we have tried to do. And it is not going to be for "religious people." It's going to be for people who are "whitehottedly" aware. They are going to be people who engage to the point where they are burnt to a crisp. They are going to scream, "How can I take care of myself? How can I endure? How can I stand? And they are going to be what you and I call "secular people." We're going to be taking care of them. You cannot go out and do Primal Community without helping them. We will not be teaching them, for this is not an intellectual category anymore.

Joseph W. Mathews
Tenth Guardian Consult
April 9, 1976

INPUT FOR THE DESIGN OF THE COMING YEAR

Group 1 - THE MUSIC MAN BAND

Transformation Journal for all CPU involvement shared pull together
Attend spirit retreat by outside group
Corporate look at whole finance picture and how each individual carries weight
Involve everyone in Chicago in making money
PU share fair on economic (paying programs and other self sufficiency models)
Send all not in program marketing out to work until established solid dollar base
Redistribute staff in increase number of effective program teams
Configuration in 3 circles to include everyone and with 3 strong income bases
Disperse human energy into the 3 strategies with at least 10 on community life demonstration
12-15 non- community basketball teams
Volunteers choose to work on 1st floor or 6th floor
Exclude from our planning any ideas of things that it would be good for someone else to do (focus planning on from with the real group we have not what we thenik we ought to have)
No team less than 4
Newsletter to 20 states "transformational journey" theme
Annual appeal events launch social change agenda first October weekend share stories and 20 events
Day / weekend long dialogue or conferences
Quarterly meetings to evaluate organization transformation product
Program reports and planning thru screen of breakloose - new program design relative to marketing not thru screen of bottom lines
Test parts of organization transformation model at local level
To provide troops for involving others by assigning Chicago folk out to KC INDY DET ATL CNCY
Lindblads, Wilsons, etc. treks to strategize building stuctures active cores (including local with houses)
Develop cores in key cities in each state
20 state coverage and core interchange thru social change events
Human and social potential curriculum development and testing
Community life basic pillars, retreat, conversations, etc.
Common PU wide study curriculum
Wide spread research social/spirit analysis

Group 2 MADISON AVENUE CONSORTIUM

Newsletters across 20 states on theme of organizational transformation
Social Change Agenda Conference in 8 regions to discern agenda for region
Social change sharing events across Midwest
Local spiritual pipal trees (20 states)
Residential floors, halls and offices renovated with class
Follow-thru getting Transformation Factor published
Annual appeal story based on global dollar commitments
Create a compelling "Donors Script" that is big, attractive, and doable, for ICA 14 month task that all are committed to implement
ICA or whatever offices in cities across 20 states
Work with Advertizing Clubs for heightened visibility
Advisory boards in all locations
Focus on 3 major customers who can be seen by others as total demonstration of new humanity thru our planning methods, spirit tools, studies, and speical courses, ie Individual and Family,

City and Nation, Ur Image Course
Publish RH13 for individuals and teams
Develop a public program schedule from across the CPU each
quarter
Don't do Social Change Agenda until it is funded by VIP
Foundation with conferences with top speakers
Capitalize a "major organizational transformation" company for
\$1 - 1 1/2 million
Volunteer care team to broaden awareness in USA
Short term residents

Group 3 - THE QUICK AND DIRTY DOZEN

6th floor finesse
Study Owen and 3 Strategies
Question 11-12-13 Coaches Conference
Budget and configuration meetings done by 30 September
Create a 18 month strategy for our program work in a network
Develop funds for projects we want to do - innovative training,
geographic program push
Do budget cash flow-stipend base models for CPU next week
Activate Community Life Demonstrations recommended actions on
study, worship, celebrations
Weekly report and or meetings with Product Delivery Team
Maintain focused marketing
State our major accomplishments for this year-then realign our
resources and capabilities to get it done
Produce research brooding journal and research events
assurance of full stipend each month
Set up money making at once
Task forces on three strategies meet every month

Group 4 - THE SYSTEM ACTIVATATORS

Product Delivery System
Continue selling Strategic Planning for bread and butter money
and permeation
Hire manager to interview and hire employees for organizational
transformation company
Set up profit making company to sell organizational
transformation to private sector
Quarterly meeting to evaluate organization transformation product
Advisory boards in all locations
Core emergence focus in strategic locations across 20 states
Organizational transformation research team assigned
Test parts of organization transformation model at local level
Organization transformation reserch funding
Chicago PU Product Delivery System task force with geographic
representation
Dollars
Systematize income producing work of all
Active finance commission
Chicago Anchor Finance Commission of one person from each team to
establish percentages each month based to needs
Tie team bottom-lines to stipend percentages
(Within the guidelines of a common budget and assuming the abundance
of the universe) Cut everyone loose to be self-supporting with

whatever mixture of income generating activity and related expensing
they deem necessary
Bi-monthly basketball tournaments
Prioritize 3 Strategies into emphasis periods-Sept-Dec, Jan-April,
April-June, July pull together
Interchange between regions regularly
Anchor house be divided into 3 groups, one per strategy
Weekend workshop via telecommunications training use and plan
Each location or office in Econet
Social Change Agenda
Adopt A State Research what has been done presently going on, needs
to happen
Open Atlanta, Kansas City, based on order volunteers
Integrated relationships
Integrated relationship to colre colleagues ie funding, program,
engagement
Assign CPU people to colleagues in geography
Move some folk from Chicago to Kansas City, Indianapolis,
Cincinnati, Detroit, Atlanta, indigenzie and regionalize
Increase funding to team of 4 for increased bottomline
8 people Social Change Agenda, 6-10 people Community Life
Demonstration mandate and communicate - the rest of the people
organizational transformation with geographic teams
Program convergence* "in house network2 eg. education
Assign writing of 2nd book in Planetary Transformation series
Re-configure to include program team focusing on education
Focus our program work in a network
3 strategies repositioned quarterly
Attending conferences nationally to inform our transformational
process explorations
CRRP focus on transformation process
Serious work session to flesh out positioning strategy. How this
year we articulate a response to our times, create a vehicle, shape a
demonstration
A common study per quarter for everyone
Unit with community life squad and others to select and distribute
for individual and corporate study life in depth reading and study,
the books which will most create our new common sense, style, and
symbol
Create Community Life Squad in the
Corporate Study
Nooks and Nodes for dining on 6
Monthly high school students methods sessions
Chicago Anchor House regular collegium design thym with announce agendas re:
community life together concerns (those interested then come - those who want
others to decide don't come)
Houses core operate as independent economic geographic units
Community meditation spirit practice which holds unity in diversity
Establish a spirit life task force
Community Life Demonstration task force
Integrate all ages in common activities of CPU
Develop CPU internal life by floors
Decide to create priory in a new way elections rotate etc.
House commissions finance OE life etc.

Group 5 THE WILD AND CRAZY BUNCH

2 Mythos retreats (sharing learning check signals)
Team bottom lines success, determines stipend, kitchen priviledges, health
insurance

Visit other residential communities

Hold weekly "light touch" living room unstructured gatherings once a week as opportunities to talk to each other (at Chicago Anchor House by floors)

Assuming after all these years that people still sitting around these tables are committed, I'd try to discern what they are committed to, how they want to act that out, the points of interrelation with others and create configurations for the expenditure of energy on that basis

Extensive "plunge" research project into evoking the new mythos emerging

Relate program teams with the 3 arenas Social Change Agenda, Community Life Demonstration, Product Delivery System

Assign 25 people to live for 3 months with another international community (as learner)

Key cities strategy

Create a process (thru a team assignment) whereby all could participate in creating a "mythos" draft of stories

New economic modes - take apart ICA - O:E budget - do self support budget as the Order - analyse current costs and productivity of ICA business - have ICA pay salaries

Assign team to experiment with Aesclepien Center image (M?B?S healing wholing center)

Comprehensive study plan that releases imagination language

Regular interchange between regions PU

Time designs with space for corporate hard conversations that journey individuals experience of trust and responsibility

Initiate Atlanta as independent unit and prep it as re-entry location for November US returnees

A radical new polit experiment - rotating priorship

Community life build communication network, create study materials, interchange

set up profit making company to sell organizational transformation to private sector

Small group spirit experiments

Mythos story tellers guild

Increase funding base

House rhythm include Product Delivery System, Social Change Agenda, and Community Life Demonstration, each once a month on Friday as a corporate research day

Budget to include \$100 per month for each adult for IRA



AUGUST BROODING SCREEN TOWARD SEPTEMBER RETREAT

This brooding is done in the context that next year we will act under the umbrella of **Social Change Agenda, Community Life Demonstration and Product Delivery System**. As you reflect on these questions, keep in mind the fresh images evoked during the recent retreat of the *Big*, the *Attractive* and the *Doable*.

1. What is the assignment configuration?
2. How do we make the economic leap to undergird this new direction?
3. What is the operational time design?
4. In what ways will the cores and colleagues participate in this model?
5. What is an intensive interchange method to maximize the model's effectivity?
6. What are the spirit exercises that will continue to break us loose?
7. How envision a space model for the next year/five years?
8. What does *Bottomeline* means?
9. How provide the conditions in which the corporate mind becomes evident?

It was suggested that an affirmation exercise for August might be that we take each member of the CPU and, with a word or phrase, state the gift he/she brings to the life and work of our Order. Why not?

The Intent Statement

The long range intent of the Marketing and Packaging Pilot is to provide the catalytic energy that moves us into large scale corporate sector transformation with state-of-the-art training methods as a response to the societal contradiction of the unworkability of outdated, top-down management in a time of rapid social change, which leaves us with the questions of what are our products, what is our market, who does the marketing, and pricing?

This strategy will ride the trends of restructuring of corporate America and a seemingly insatiable market for seminars and other "how-to" aids and will establish the ICA as a preferred consultant in participatory planning. Next six months actions--Joins ASTD, engage professional marketing services, secure initial capitalization.

The Dynamic Thrusts

I Business System Launch

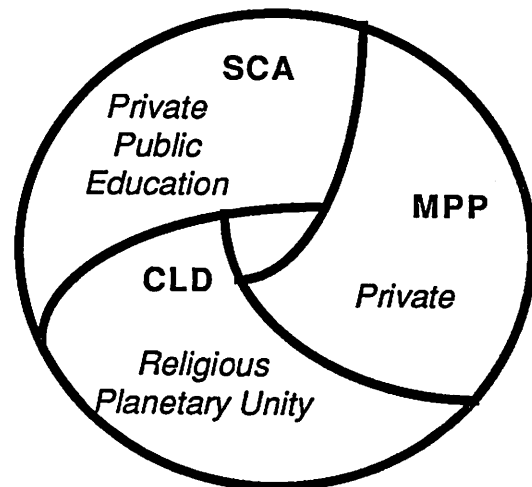
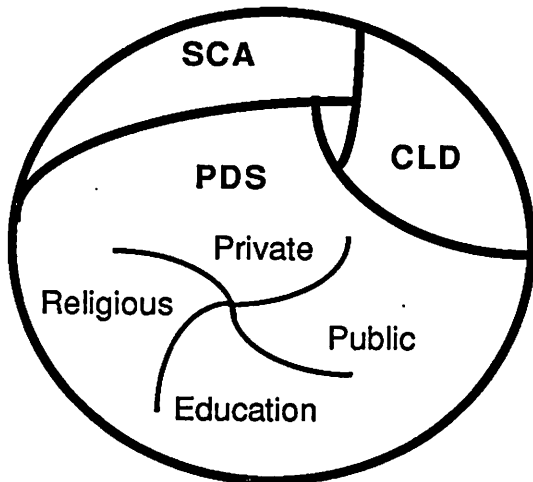
- A. Appropriate legal forms
- B. Management technology acquisition
- C. Public Relations
- D. Significant professional network base

II Marketable Product Development

- A. Books, articles to mass audience
- B. Designed facilitation contracts
- C. Short term events
(course and seminars)
- D. New manuals and methods

III Targeted Client Contracts

Large scale corporate sector



Intensive - Business Development Core Team

Extensive - Economic Community Network

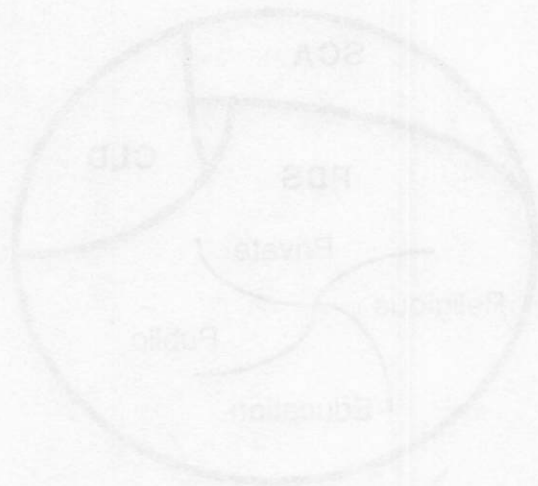
Flanking - Advisors

Probe - Collaborative opportunities

Symbolic - Business name and form

Marketing and Packaging Pilot

	Sept-Dec	Jan-Mar	Apr-June	Jul-Sept	Oct-Dec
Concept & Product Developmnt				<div style="border: 1px solid black; border-radius: 15px; padding: 10px; display: inline-block;"> Fully Operational </div>	
Market Testing					
Business Systems					



Intensive Business Development Core Team
 Extensive Account Community Network
 Funding Advisors
 Proactive Collaborative opportunities
 Startup Business name and form

Current Passions in the Social Change Arena

The following is a distillation of cards submitted which named what we imaged we personally would be doing in the next 6 to 16 months in the arena of the Social Change Agenda:

1) One thrust is social analysis toward answering the question of what is going on on the earth which the Order in its collaborative efforts needs to address.

A new theoretical framework is required, comparable to the social process triangle of 1971, which would focus our research, think tanks, and forums on specific arenas such as health, education and business, which would be held across the 20 states of the C.P.U. At the same time learnings from our on-going programs, permeators, and collaborative demonstration programs would be fed into the theoretical framework and pulled together to be communicated and published.

2) A second thrust is facilitating communication, interchange and dialogue among program teams, cores and clients.

The intent would be to strengthen communication where two or more parties are in contact with each other, rather than sending out information hoping someone will read it.

This would include getting all locations and cores on EcoNet and developing other effective means of information access. This would also include a bimonthly newsletter which would report clarity breakthroughs, edge articles, program calendars, global events, etc. This could include as well publishing parts of the Order/Movement archives. Interviews with edge thinkers, board members and program clients would also feed into our social analysis.

3) We also see ourselves sharing our research and learnings through collaborative demonstration pilots in social change, ecological responsibility and ethical consciousness.

An aspect of this thrust is publishing our learnings, some of which is already underway.

Long Range Intent of the Social Change Agenda

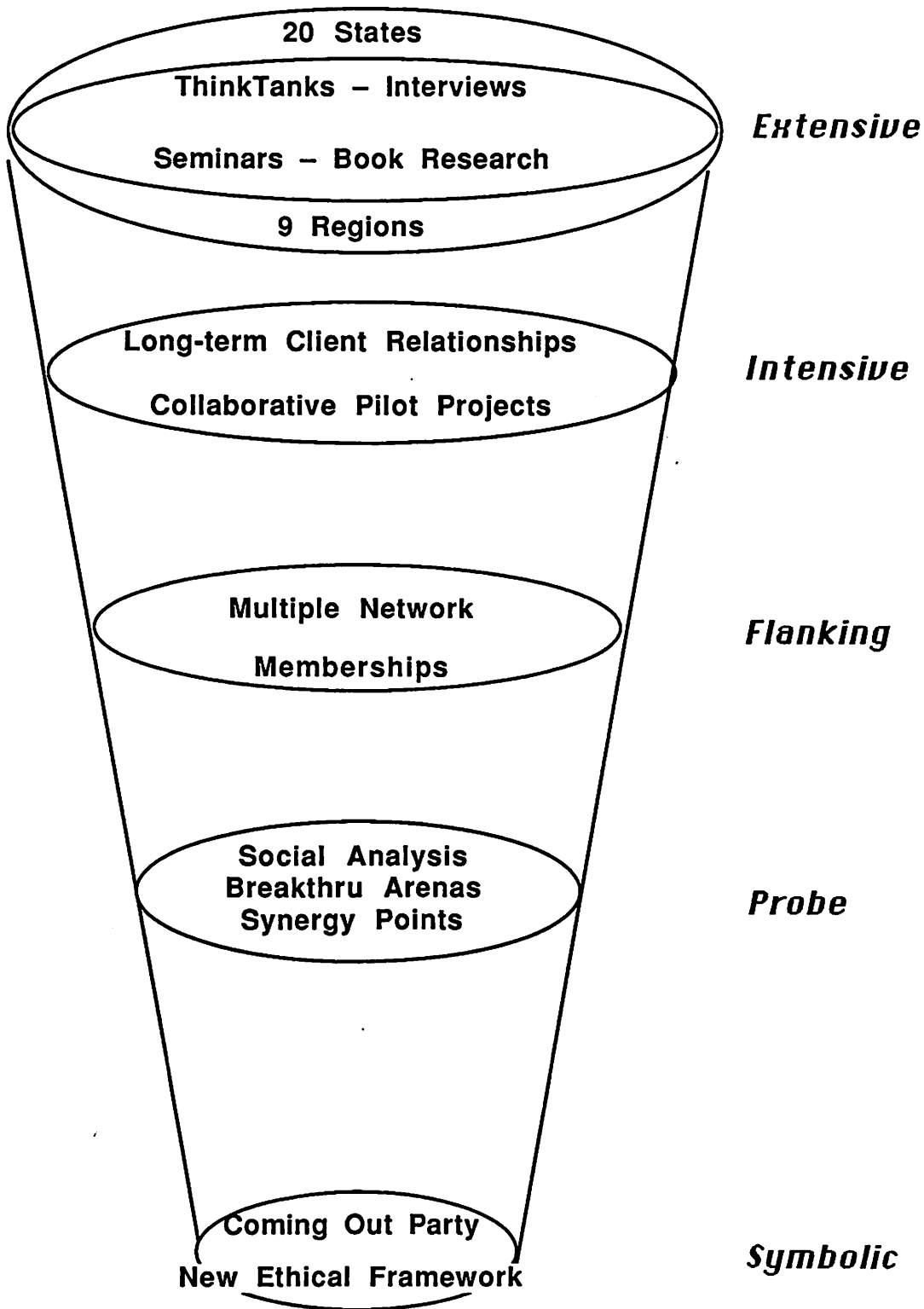
The long range intent of the social change agenda is to discern and formulate a fresh understanding of the critical strategies necessary to affect comprehensive social change in this country.

This formulation is a response to the societal contradiction of a fragmented and tentative long-term practical vision for creating a new ethical framework necessary for planetary survival. The question remains of how to obtain both breadth and depth of participation in data gathering, synthesis, consensus and practical responses.

This strategy will ride the trends of continued breakdown of institutional structures; people wanting to understand the practical "so what"; people wanting to get a hold of what works as well as to push new experiments; continued impingement of globality, complexity and competition. The strategy will therefore practically establish the capability of a written account of what research reveals, prototypes of how to move, and new understandings of the role of the ICA.

In order to launch the next six months, the following actions are needed: We must capitalize this strategy with people and funds, create a public story of why this is necessary, decide critical questions which need ethical framework data, create and hold think tanks in critical arenas, and develop documentation methods.

SOCIAL CHANGE AGENDA



SEPTEMBER 19, 1987

Chicago Primary Unit
September 19, 1987

COMMUNITY LIFE DEMONSTRATION

Strategy: Contextual Framework

The long range intent of the Community Life Demonstration strategy is to create a network of energy centers across the 20 states for the healing, wholing, refreshing, and revocating of those working for the planet's transformation, both individuals and groups.

This is a response to the societal contradiction of the collapse of society's capacity to deeply empower and care for its people, and the loss of a profound mythological/symbolic framework for the human journey. This leaves us with the question of "What is the new schema of programs, events, curriculum, relationships, exercises, practices, studies, etc. for empowering individuals and society for full participation in midwifing the new planetary reality that is trying to be born today.

This strategy will ride the trends of 1) the growing whole planet awareness, 2) a wide variety of alternate approaches to established social structures, 3) the rise of the feminine principle and its impact on our thinking, organization and action today, 4) the growth of support groups for almost every conceivable human concern, and 5) the success of the human potential movement and the subsequent frustration over how to channel this potential into empowering our full social potential.

We will therefore practically establish a dynamic, experimental framework toward the creation of a full-blown network of energy centers which would include residential and non-residential programs, writing our learnings in being a global, demonstration community over the last 35 years, and intensive interchange and collaboration with others involved in different kinds of community life demonstrations across the United States and Canada.

In order to launch the next 6 months such actions as the following are needed: using the Annual Appeal to begin harvesting our experiences and learnings from our experiment in community life to date, establishing a debriefing organism for our contacts with the larger society (e.g. permeators, program facilitators, etc.), a careful analysis of what we have in our archives, etc. that might be of use in this strategy, and exploring the variety of forms that this strategy might take for maximum effectiveness and participation.

Community Life Demonstration Dynamic Thrusts			
19 September 1987		Chicago Primary Unit	
THRUSTS DYNAMICS	<i>Events/Programs</i>	<i>Space Transformation</i>	<i>Interchange</i>
<i>Internal</i>	Empowered House Life	Gracious living and working space	Community style
<i>External</i>	Collaboration in Sharing Approaches That Work	Hospitable Intentionality	Available Materials
<i>Economic Self-Sufficiency</i>	In-resident programs	Rental and Use Income	Colleagues' Role

EVENTS AND PROGRAM

An EMPOWERED HOUSE LIFE of deepened wisdom, sense of service and collegiality; sharing the learnings of the Human Capacities School, assuring retreats intentional schedules, celebrations, etc. Care will be taken to include opportunities for leadership and renewal for the youth as well as for adults.

COLLABORATION IN SHARING APPROACHES THAT WORK. Taking everything we know about corporateness and community, and about spirit and study and opening it up to the general public for a fee. conducting seminars, study groups and training. Examples: Sponsoring a Scott Peck weekend, establishing a collaborative relationship with the Lawndale demonstration school, meeting with the Green Politics group, putting on a locally-created historical play to demonstrate community life.

IN-RESIDENT PROGRAMS include a sojourner program and a program for volunteers. These would deal with educational methods and a new awareness of social consciousness. They would vary in time and length. Some would be week-long programs, others a month long. A calendar would lay out a 12-month schedule.

SPACE TRANSFORMATION

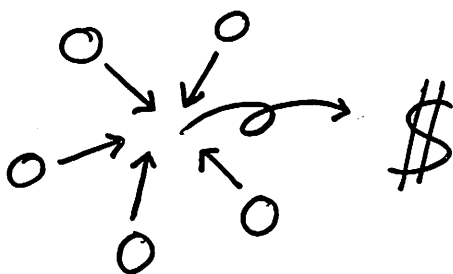
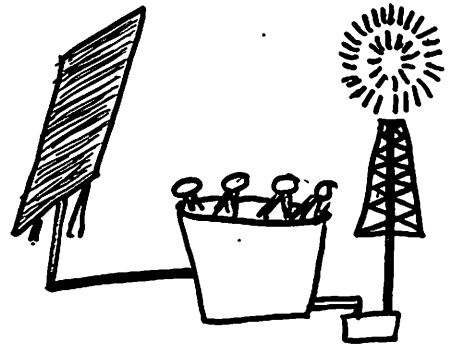
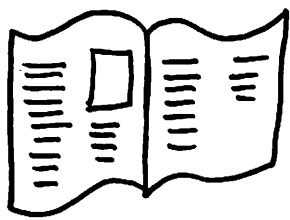
Knowing that our use of space has both practical and symbolic dimensions, transformation of our various spaces is a major dynamic of our CLD. Gracious living and working space is necessary to our existence. Our facilities provide hospitable space for holding events and programs and may be a factor in decisions about joining or working with us. Our space also is a demonstration of our intentionality. Rental and use income can contribute to our economic self-sufficiency.

INTERCHANGE

Community style, available materials and colleagues' role are included in INTERCHANGE. Exchanging approaches that work and experimenting for effective operation modes is in the arena of community style. The external dimension of this is developing available materials: using electronic mail to pass information, writing curriculum manuals and/or a book on community life. Another possibility is a packet, perhaps in round-robin form, to get data to everyone in the CPU. Finally under economic self-sufficiency is developing the role of colleagues through team assignments. A team would focus on self-supporting community life programs and activities across the 20 states.

COMMUNITY LIFE DEMONSTRATION

INTENSIVE	ON-SITE EVENTS AND PROGRAMS IN LCA/OE FACILITIES
EXTENSIVE	PULL TOGETHER AND PUBLISH OUR LEARNINGS IN RELATION TO LIVING IN COMMUNITY
FLANKING	"SATW" TYPE EVENTS WITH OTHER COMMUNITIES
PROBE	VISIT AND PARTICIPATE IN THE LIVES OF OTHER COMMUNITIES
SYMBOLIC	DEVELOPING MARKET COURSES BASED ON OUR WISDOM FROM LIVING IN COMMUNITY





***Reflective Notes
of our
90 Day Covenant***

THE THREE ARENAS

FINANCES

- * expenses
- * incomes
- * bottomlines

RESEARCH TASK

- * guilds
- * weekends

LEADERSHIP & LIFE TOGETHER

- * priority
- * community life groups
- * time design
- * space shifts
- * celebrations

THE EVALUATION QUESTIONS

- * What have been the victories in this arena?
- * What about this arena causes me to feel good about the future?
- * Where do I have serious questions about how we operate in the future?
- * What is one "BALLOON" (wild idea. . . .bold move. . .), in relation to future modes of operation, I would consider sharing with this group?

5 minutes to
individually answer
the questions

10 minutes to share our answers
with our small group.

5 minutes to
consense on one or
more recommendations we
would make to the planning
team as to how we should
operate in the future (write
on an appropriate card)

10 minutes for the small groups to share
highlights & recommendations with the
total group. . . .
shift to another table and onto another arena.

Three Pillars for Positioning the Primary Unit

	Social Change Network	Community Life Demonstration	Product Delivery System
"Provocateur" What is provoking action or decision?	Lost sense of destinal call; inability to articulate revolutionary edge of society	Loss of deep & historical symbols that rehearse global necessity and ethical posture	Hoped for economic answer attached to delivery system
Mission	Ground the emerging worldview and our determined ethical stance in modes & methods that reveal the edges of human development.	Demonstrate a fluid and empowering community which feeds its residents in body, mind and spirit	Create an independent system to mass deliver our intellectual, social & spirit methods to the world
Driving Force demands our attention	Comp'hensive picture we trust and practical focused strategy we will do in relationship to the social contradiction	Guinea pigs for global, spirit depth exploration	World needs what we have, we need to share, to "debrief", to empty ourselves and our archives
Dynamics	Laboratory Our discerned agenda Social/spirit analysis	Aesclepien center of healing, renewal, empowerment and revitalization	Productivity Measurable results Growing network of coverage

Three Pillars for Positioning the Primary Unit, page 2

	Social Change Network	Community Life Demonstration	Product Delivery System
Constituency	Discerned strategic networks	A new movement, potential sojourns & interns, those on an intentional, vocational journey	Discerned strategic market niche(s) that get to the most people most rapidly
Financing	Developed funds Program fees & Conference fees (for research & programs related to strategic intent)	Earned income real estate income investment income	Sales: -- (Consulting services), training packages, packaged information (manuals, books, workbooks, videos)
Positioning Task Key step to putting in place	Securing the commitment of Order and Movement to participate in and finance the repositioning of our priorities, & restating our destinal task	Designing the appropriate environment on the 6th Floor; leasing Floors 1 & 2 to finance it	Concrete: conceptual design, "scale model" of what this looks like; securing venture capital
Historical Role	Social pioneer Research, Training & Demonstration processes	Servant Force	Longed for massive global impact

Each Has Its Own:

Mission Statement, Public Identity, Marketing Plan, Financial self-sufficiency, Corporate culture, Organizational framework, Network of support/participation, Legal form, Economic/political/cultural vitality