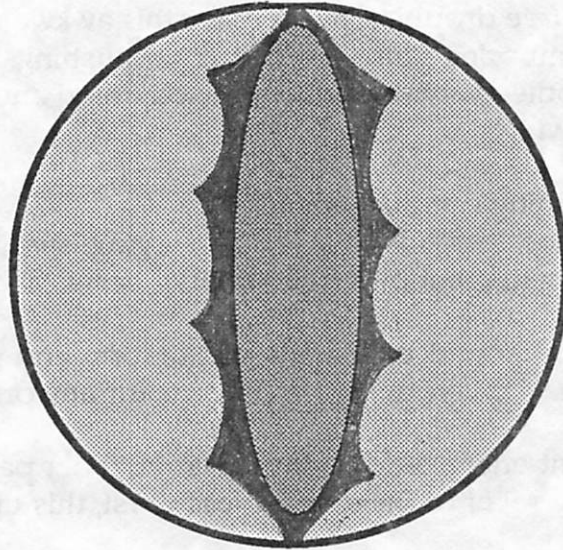


CHICAGO PRIMARY UNIT

V • I • S • I • O • N • I • N • G

RETREAT



Surfacing the Journey

July 28 - 30, 1987

A Tuesday Morning Reflection

Full time - Ripe time - Complete term time
Weary, welcome end of this planned-for newness.

No smooth, easy, free dropping passage for this awkward birth
Spasm stretched muscles, pain jerked limbs -- pushing,
wrenching its bloodied way toward our mixed dread and deferred hope
moment for knowing.

Elemental bits forming out of chaos heat
Coalescing energies, forms within forms, surging, swirling,
penetrating, uniting in creation's freed energy ecstasy.

Enticed, evoked, beckoned, called into useful form and name
Led stumbling on. Driven out from familiar frameworks for knowing.

Restless, discontent-energized seeking toward deeper patterned clues
that offer meaning relief to this quenchless thirst, this unfeedable
hunger.

Impatient prayer. Faithless, untrusting appeal.
NOW! Let it be done with! Finished! Over! Be Born At Last!

Forgetful of that larger time. Amnesied loss of paced rhythm set into
evolution's spiraling ascent toward some conscious shared newness of
Creature with Creator.

-David Reese

FINANCES

Summary: We have experienced victory in establishing the financial systems necessary for decentralization. Yet while individuals and teams have experienced victories in program marketing, we experience the constant "overagainstness" of bottomlines and gaps as an impingement on the creativity breakloose necessary to produce the financial leap anticipated from program income.

Glory: We made decisions and took charge of an impossible challenge and have embodied local responsibility: successful audits, building as income source, doubled stipend, always asked the economic question.

Pain: Current reality: Our worth is attached to income; all decisions made out of immediate payoff.

Our creative capacity is blocked by current processes we use: ICA/OE fuzz, bottom line gaps overwhelm us, assume the answer lies within current structure.

Vision: Responsibility by all for income generation; current operations covered plus investment in the long term: doubled stipends, funds, research, marketing, PR.

Now: Ready for a hard look, examine strategies (income systems: whole has collapsed to its parts).

Vision:

- * Diversity in income sources.
- * Authentic local autonomy and individual responsibility.
- * An established financial system of a viable and attractive organization.
- * A program enterprise where the "whole" is as clear and operative and vital as the "parts".

Questions:

1. What is the obligation of the individual in relation to our financial covenant?
2. Do we assume responsibility beyond our Primary Unity? If so, how?
3. How does everyone understand our financial picture?
4. What are the legal and identity ramifications for the ICA and Order - locally, nationally, globally - in our present operating modes (ie, impact of Kemper loan on ICA balance sheet? How does one understand what the LTIT is doing?)
5. What is the consensus process for our financial decision making?
6. What does development in the future need to look like?

PROGRAM

Summary: Facing the pain of realizing leaps happen one step at a time, we struggle with focusing for mass impact and the form this should take especially relative to three arenas of the circle and need to honor gifts of product delivery and selling.

Glory: We have developed a sense of pride and self-confidence that our programs are needed by the world, the world will pay for them and our livelihood can be sustained by them. We have significantly increased both the numbers of programs and the income from them.

Pain: The day to day drudgery of trying to make bottomlines prevents us from taking the time for training, developing and using new products -- so we do not see ourselves in a winning mode.

Now: We see our great potential and at the same time are aware of our arenas of non-expertise; many pieces for a new capacity have been worked on, but the great leap is still to be made.

Vision: Our vision in the arena of program is to have in place a system that will massively deliver our services where they will make the most difference and at the same time support us financially.

Questions: What is the marketing niche(s) that:

1. require our program expertise
2. we will spend time developing the research and knowledge about
3. will be strategic to the journey of society and
4. can support paying for the program.

SPACE

Summary: Building as asset program and community asset building as service to community. We live in ambiguity with our glorious space: maximise this asset, sparkling floors, and elegant simplicity.

Glory: We experience victory as we discovered this building as an asset (rentable, desirable, profitable) that we are a community among communities and have begun to recreate our individual/corporate life styles.

Pain: We have huge space that is not yet clearly designated for use nor is it producing enough rental income. The resulting ambiguity then reflects our being stuck where we are without an adequate space plan and without adequate cashflow.

Now: We sense we are moving but have no comprehensive designs for our corporate space and are operating with inadequate cashflow. We see the building as a financial asset but have not seen the programmatic nor community life asset yet.

Vision: Design and move to new sixth floor space and new office space will intensify the quality of individual/family/community life and

become a symbol of service to the geographic community.

- Questions:
1. How do we finance move to new space?
 2. What is the manageable size/space for our community? Any PU?
 3. How design now in order to be open to the longrange space needs?

COMMUNITY/SPIRIT LIFE

Summary: In our community and spirit life we have found ourselves on an evolving journey that has been bubbling up new internal life forms and structures through individual and small group initiatives. As we have "let go" of familiar patterns, there has surfaced an unclarity in common image, values, and forms of our corporate and a struggle for a new and inclusive frame of reference. One indicative response to our need for an inclusive frame of reference is to build new forms that will sustain/energize/heal and engender humanness for our common task in society.

Glory: Individual and small group initiatives for community life experimentation.

Pain:

- * Willingness to let go of familiar patterns/comforts.
- * Struggle with individual responsibility.
- * Unclarity on common image/futuristic/values/forms of our corporate life.
- * Individual/team practices don't answer each individual in community being honored (ie, birthday celebrations at team level)

Now: Struggle for new frame of reference for inclusivity which holds diverse activity.

Vision: Creating healthy tension between individual and corporate life.

Question: How dramatize the external focus of the community life demonstration?

POLITY

Summary: In the arena of polity the past three years has been an exploration toward our commonly shared context that elicits deeper, broader quality participation.

Glory: We have had radical freedom to create what is necessary. Have become aware of deep responsibility and creativity needed in this arena.

Pain: We have become more aware of mechanistic, but are not clear about shared vision, We struggle with participation, representation, leadership and communication. We have assumed we could "tinker" with form but the heart is the context.

Now: We are experiencing hunger for things the interim structures have left out, but don't know how to create form that holds functions

we want.

Vision: We envision the creation of new means of broader participation, which encompasses more complex, more diverse more interconnected modes and methods.

Question: We are pondering how to create new levels of experimentation, supported by depth exploration in new forms of decision-making and accountability.

RESEARCH

Summary: Well seeded learnings ripe for harvesting. We are now in a position where we see and hear and a few experience breakthrough happening in our research. Yet the participation in research is fragmented, We are now experiencing a need to broaden the focus and define the purpose of our research task.

Glory: Of our research thrust has been the breakthrough of tapping into outside resources and conferences we have held in the past three years. We have three new books in process, new courses developed, as well as many individuals involved in experimentation in a variety of new arenas. Huge amounts learned from program development and facilitation experiences that apply to social research.

Pain:

- * Unrecognized/unacknowledged research arenas (Kemper, PDS, Rel. Order, Cit/county governments, etc.)
- * Unconsense of funding means (variety of ways: fonference fees program fees, grants, etc.;
- * Fragmented participation, non-integrated synthesis, untapped PU resources
- * Scars of past research decision on participation/inputs (summr conference, Human Capacity Preogram, participation, inputs, Mystery School, Yoga conference, Research Symposium participation)

Now:

- * Research done by many people is not acknowledged as research
- * Increased visibility to ethnic groups and others has come through renting space, summer programs, and program market segments
- * Programs of small teams not owned by all
- * We have alimited capacity to market research events
- * Some have been trained in spirit methodologies - Tai Chi, Human Capacities Program, Mystery School, body work, journal procedures, etc.

Vision:

- * House use the skills people are acquiring to arrive at a corporately agreed upon content about why doing what
- * Agreement about financial productivity
- * Everybody self-consciously his/her spirit journey
- * Research as part of what every team does.

Questions:

1. How do we get corporate input delivered to the Toronto coordination team (ie collegium results, study life results)?
2. In the midst of individual transformation work, how do we integrate our external research that helps us determine our service modes in the future?
3. What are the funding means of research?
4. How do we move off of research being the task of the few to the task of the many?
5. What is the felt need or social contradicitons to which the new curri culum can be marketed?
6. How do we dramatize the demand upon us to "stop the world" and "research" what the world is asking of us?

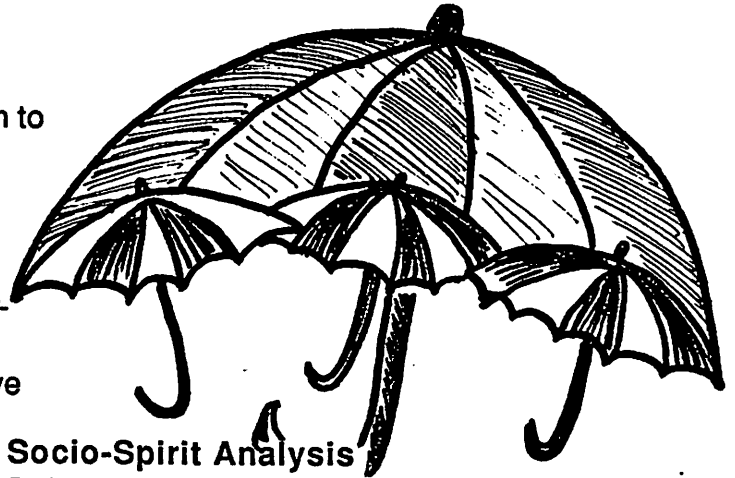
VISION ELEMENTS

Transpersonal Spirituality

Participating in and giving form and expression to a transpersonal spirituality that reveals the underlying unity of life, culture, and traditions.

Organizational Transformation

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



Socio-Spirit Analysis

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

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.

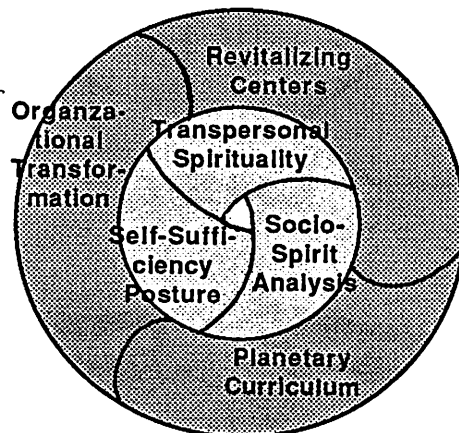
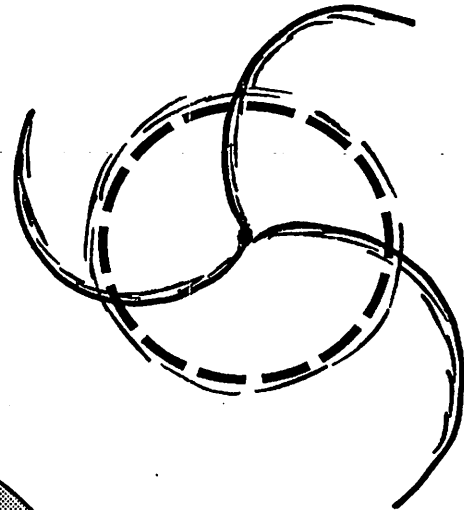


Planetary Curriculum

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

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.



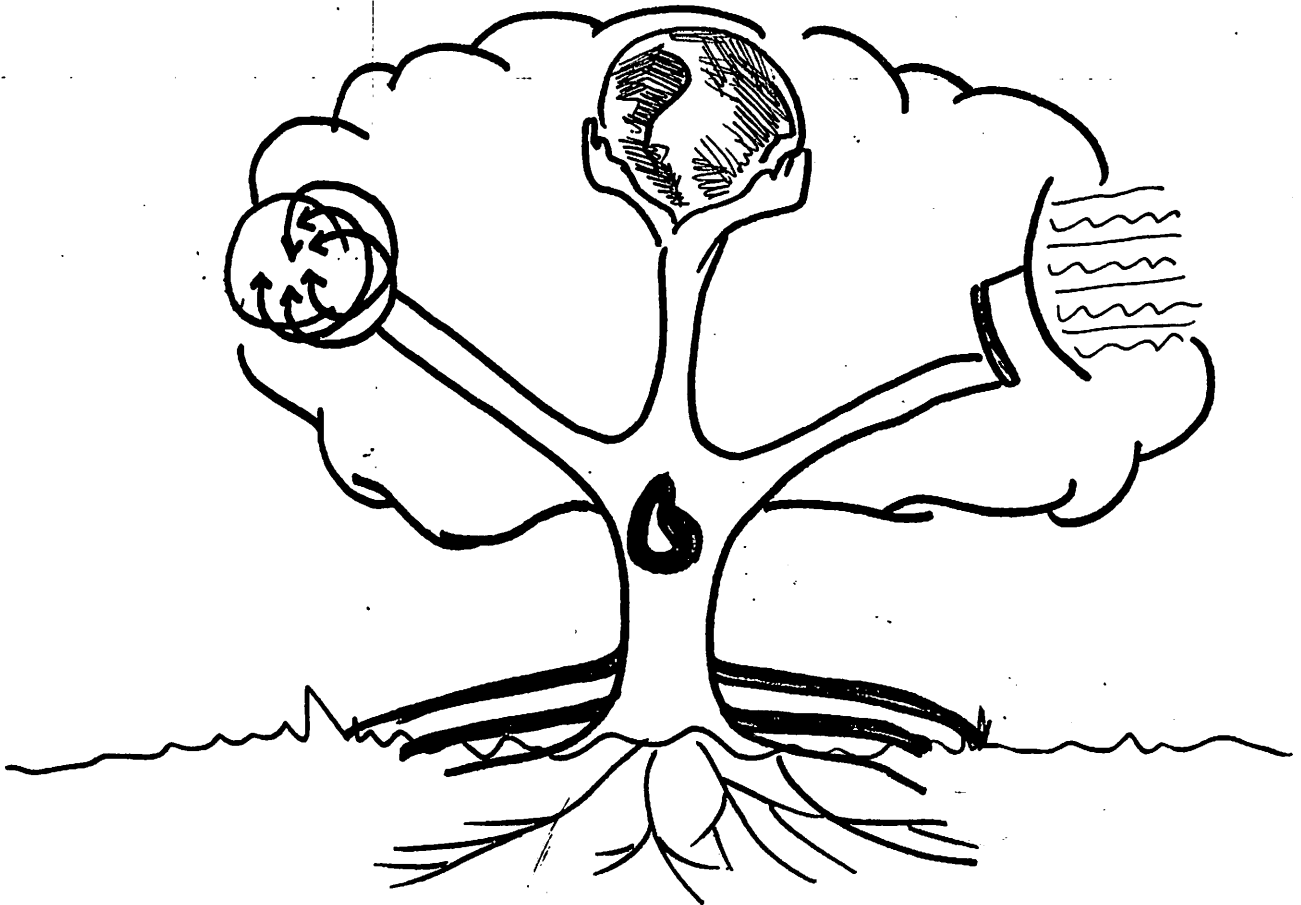
WHY THE WORLD NEEDS THIS

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 mdwifing the new global community.



JULY
Surfacing the Journey

Becoming the Storytellers	Envisioning the Future	Stating the Common Intent
Tai Chi	Tai Chi	Tai Chi
<i>Study:</i> The Order's Charism <i>Global Panchayat</i>	<i>Study:</i> Spirit: Transformation and Development in Organizations <i>Harrison Owen</i>	<i>Study:</i> The Learning Society <i>Willis Harmon</i>
Meditative Body	Meditative Body	Meditative Body
Affirmations	Affirmations	Affirmations

If you did not receive a copy of the paper, please check with Alice, Joel, Jim, Marge, Del, or Lynette.

AUGUST
Discovering What's Required
Brooding Screen

SEPTEMBER
Declaring the Flight Plan
September 6-9

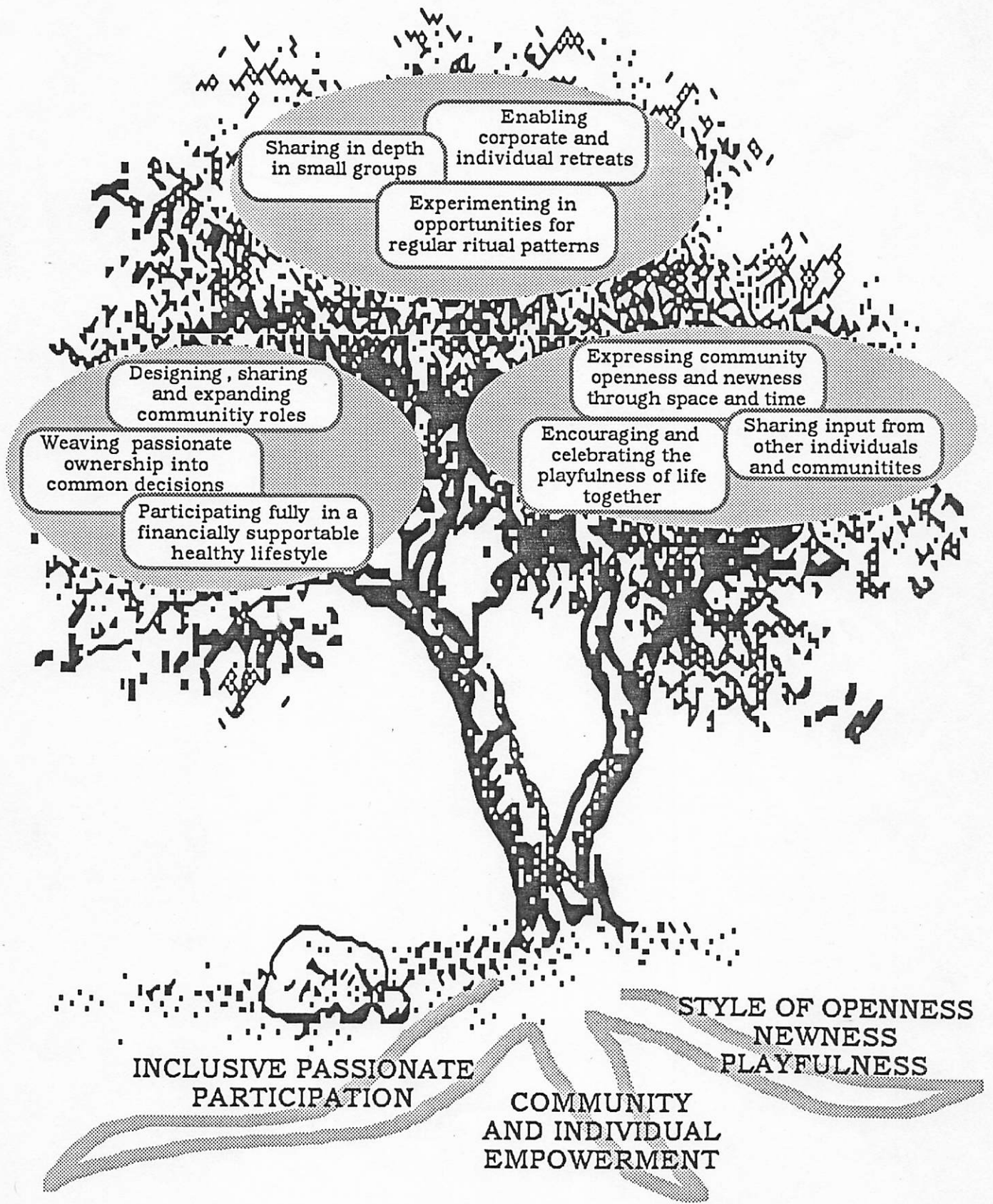


AUGUST BROODING SCREEN TOWARD SEPTEMBER RETREAT

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 *Bottomline* 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?



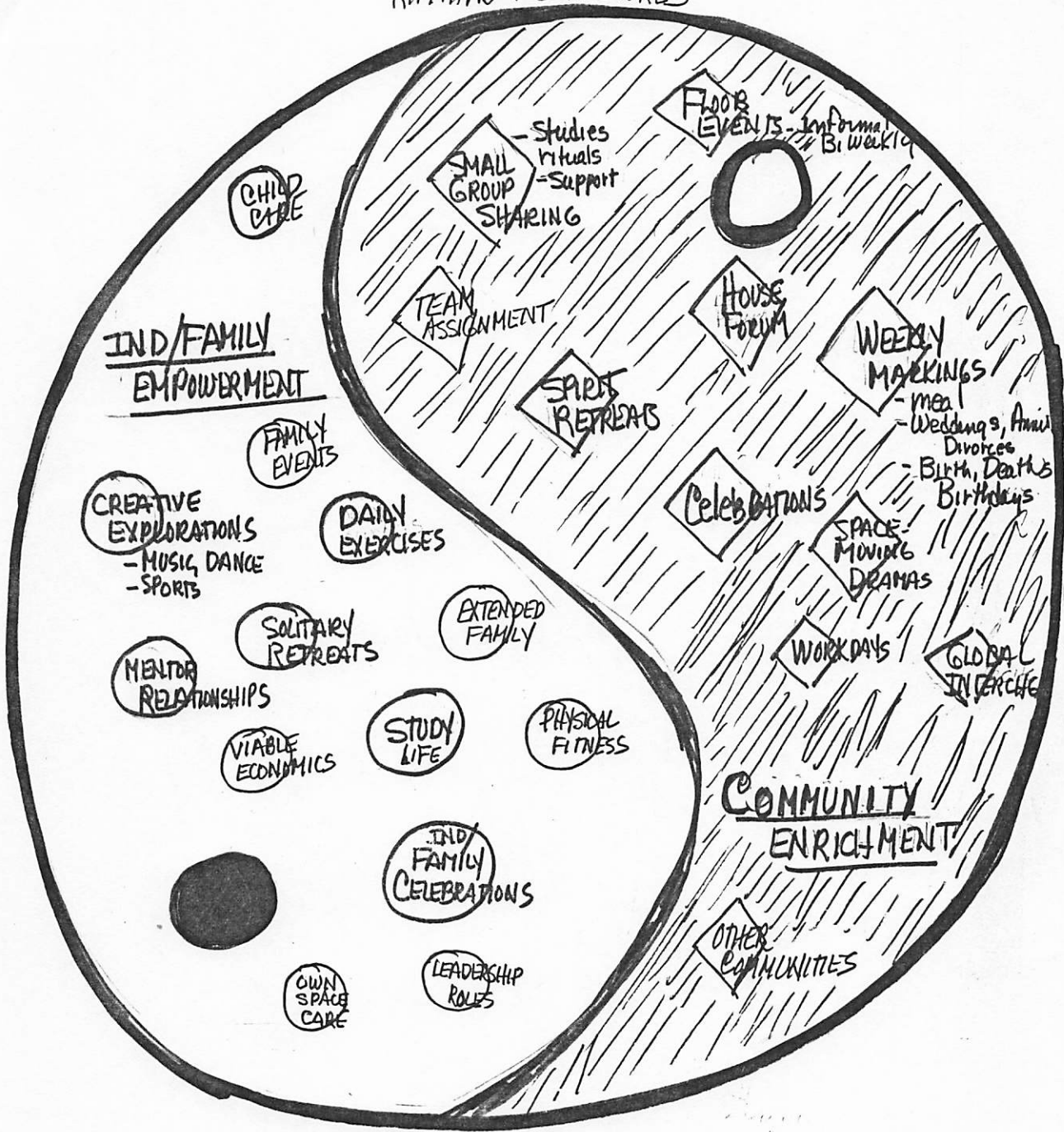
Community Life Demonstration

WHAT ARE THE CLUES WE HAVE NOW TO THE YEAR-LONG PROCESS OF BUILDING COMMUNITY LIFE DEMONSTRATION?

July 1987

COMMUNITY AND INDIVIDUAL EMPOWERMENT			INCLUSIVE, PASSIONATE PARTICIPATION			STYLE OF OPENNESS, PLAYFULNESS, NEWNESS		
<i>Enabling Corporate and Individual Spirit Retreats</i>	<i>Sharing in Depth in Small Groups</i>	<i>Experimenting in Opportunities for Regular Ritual Patterns</i>	<i>Designing, Sharing and Expanding Community Roles</i>	<i>Weaving Passionate Ownership Into Common Decisions</i>	<i>Participating Fully in a Financially Supportable, Healthy Lifestyle</i>	<i>Encouraging and Celebrating the Playfulness of Life Together</i>	<i>Expressing Community Openness and Newness Through Space & Time</i>	<i>Sharing Input From Other Communities and Individuals</i>
Spirit Retreats	Radical Inclusiveness —Everyone participates — New Spirit of Togetherness	Letting Go Dramas and Rituals	New Listening Roles — Mentor, Mediator, Reconciliator Dynamics	Whole Group Interchange — Authentic Plenary with Product	Adequate Lifestyle to Which We Can All be Financially Accountable	Corporate Fun	Our Space Expresses Our Oneness and Newness to Broader Community Life	Researching and Sharing With Other Communities
	Small Group Depth Sharing			—	Active Commissions for Practical Life			Fresh Images —Inputs, —Study, —Visit Other Communities
Getting Into the Deeps and Not Having To Know The Way	Everyone in a Dialogue Group	Experimenting With Regular Rituals — Daily, Weekly, Quarterly	Shared Leadership Roles	Willing to Experiment with Learnings Individually Towards Building the Resonance of our New Organism	Neither Ritz nor Pits -- Simple, Healthy Fare and Lifestyle	Relaxed fun— Unserious Clowning	Creating Community Experientially	Participating in Other Communities & their practises expands our context and affirms our role
House Spirit Retreats (e.g. Sufi)				Depth Sharing in Smaller Groups	Building the Common Heart — affirming "isness", trust	All Sharing in Income Production		Physical Work Together
				Creating Comon Mind through Study, "The Voice", Interchange	Everyone Participate in Economic Sustenance			Dialogue Outside Us — Wider Movement —Other Houses —Other Communities
								Form a living library

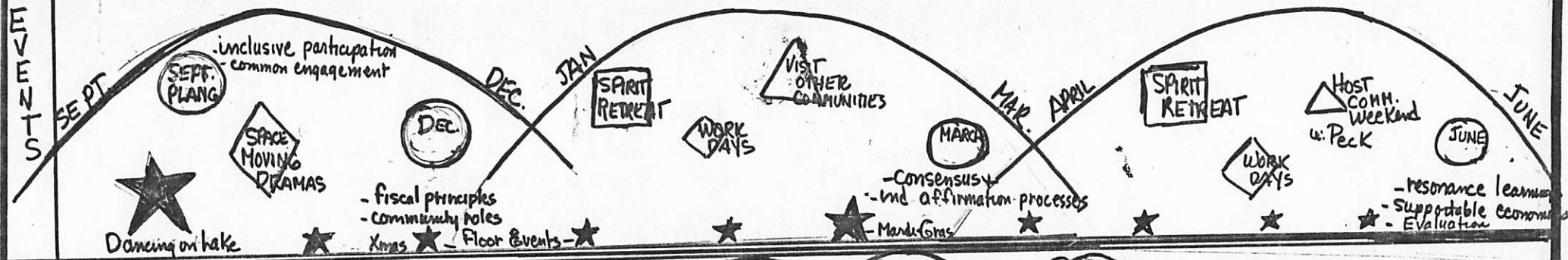
THE BALANCE & INDIVIDUAL/FAMILY AND COMMUNITY RHYTHMS + STRUCTURES



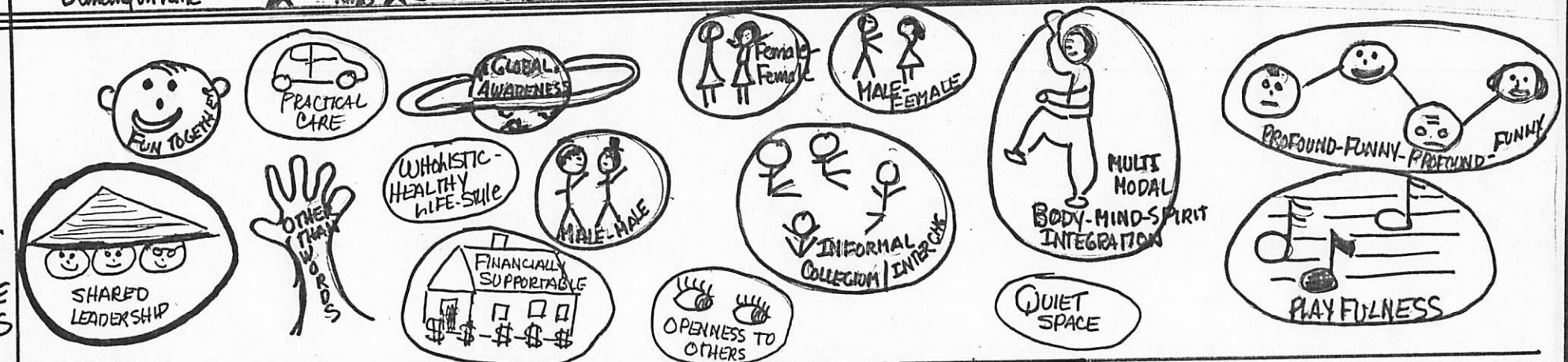
RE-INVENTING OUR LIFE IN COMMUNITY : KEYSTONE EXPERIMENTS

CLD July '97

EVENTS



QUALITIES



UNDERLYING QUESTIONS

- ① We are "STRANGERS". How do we relate to each other and break thru barriers that we've created?
- ② How does everyone participate in the economic well being of the community?
- ③ How does everyone play a meaningful and needed role in the community?
- ④ IN RETREATS, HOW DO WE ENJOY BEING AN INTENTIONAL COMMUNITY?
- ⑤ HOW CAN WE CREATE POSITIVE ANTICIPATION OF SPACE MOVES (6th FLOOR OFFICES)? WHAT ARE THE CREATIVE "LETTING GO" DRAMAS WHICH INITIATE SACRED SPACE AND RECOVER TRIBAL RESETTLEMENT PRACTICES?
- ⑥ HOW DO WE AS A COMMUNITY DIALOGUE W/ OUTSIDE COMMUNITIES AND INDIVIDUALS SO THAT BOTH WE AND THEY ARE ENRICHED?
- ⑦ HOW DOES EVERYONE HAVE ACCESS TO A DEPTH-SHARING GROUP?

THE JOURNEY OF THE COMMUNITY LIFE DEMONSTRATION TASK FORCE

In the beginning, the journey was launched toward creating a process by which a vital community life might emerge. We set out in a vaguely formed cardboard rowboat held together by paper clips. The destination of these cardboard sailors on their voyage was entirely unetched on the oceanic horizon. The weird waters required the team to row and blow. There were thirteen crew in all -- Shirley Heckman, Mark Jewell, Charles Lingo, Kay Lush, Sue Marley, Del Morrill, Ashleigh Norment, Mary Lou Peterson, Charlene Powell, David Reese, Joyce Reese, Margie Tomlinson and Bruce Williams. They charted their varied and scattered courses so as to become sensitive and gathered mates who ventured their intuitives and experiential energies toward corporate insights. In 16 early morning and around-the-edges and between-times sessions, the tenacious crew labored at the oars for two months. They braved the waves, "Are you guys doing anything?". They traversed the tricky currents of "premature closure" and the lures of "rigidified community life secondariness".

Through means of regular spirit exercises the crew composed themselves as an intentionally inclusive community -- a wholistic team. And wonder of wonders their vessel was transformed from a lowly rowboat into a fleet of canoes. The anchors of envisioned difficulties were put away as individual and group projects were pursued both up and down likely streams. And reports came back about events in our corporate life that are compelling for everyone, and about the bottomless privilege that it is to be given the opportunity to study and experience the dynamics and styles involved in transforming our community's life. Yoga and Peck, study and healing, trips and workshops, supportive elegance and serious listening graced those who explored their several channels.

And then the wind picked up and the canoes mysteriously became a full-masted sailboat. Sails were set to pick up the elements of a vital and demonstrative community life. Blown about were images of Order remembrances. The spirit of convergence was experienced. Underway and bound together our crew braved open waters. Thanking our bodies, and gathering energy from the living planet we followed clues which indicated nine essential dynamics of a forthcoming community life. We tacked our sails toward processing three prominent qualities of community. Lending our ears to the winds, we followed with assured poise the dolphin's song:

"That being in community is what our living is all about."

WHAT IS INVOLVED IN COMMUNITY LIFE DEMONSTRATION?

July 1987

1. Helpful environments
2. Gathering Modes
3. Opening our hearts to others
4. Rituals and exercises to enable individual empowerment
5. Rituals and exercises to enable the larger community
6. Transformation journey events
7. Everyone's voice in the pot
8. Healing department
9. Central worship place
10. Return of sojourner and quarterly visit weekends
11. Breaking of bread and handing to each other
12. Synthesizing individual gifts and projects
13. Heart to heart encounters for context and consensus
14. Voice of opportunity for others to participate with us
15. Corporate resource use -- e.g. cars
16. Health arrangements -- big ones
17. Time design -- work vacations -- intentional image
18. Energy work -- healing
19. Depth wrestling with the Panchayat paper
20. Structural retreats -- not planning and no product
21. Parenting/Guardianing
22. Mentoring -- separate role for care
23. Economic standard of living
24. Food management/ prep and service
25. Global connectedness
26. Individual life expression/ vocation or impact your life has
27. Physical space design -- care and flexibility
28. Economic participation of all
29. How hold non-dollar bottom/line people in the community
30. How make sure self-sufficiency in bug model
31. Smart financing -- sacrificial and enlivening
32. Social security and pensions
33. Legal documents
34. Polished newness -- space/demonstration/vigorous dress
35. Planning -- team and total -- recover team and plenary dynamics
36. Corporate decision-making
37. Growth continuity -- personal growth/ whole group consensus
38. Healthy diet
39. The largeer family table -- meal times
40. Sensitivity to the culture we live out of (time, space, relationships)
41. Lots of images
42. Exercises to love the dark side -- the shadow
43. Studies -- how enable to create the common mind, reference point
44. Solitary/ common curriculum
45. Small groups for sharing
46. Corporate fun
47. Rites of passage -- celebration of great life shifting events
48. Practical physical tasks -- creates bonding
49. Rehearsal of The Way Life Is -- rituals
50. Community life distinguished from task activity
51. Pillars all participate in -- options each chooses
52. Polity -- shared leadership -- rotating priorship, small group as priors, but many commisions
53. Meditative worship life -- solitary/communal, verbal/body, witness/meditative, ancient/modern, global/local
54. New rhythmic calendar -- quarters, journey dramas
55. Family patterns: formal/informal, immediate/extended, spontaneous/guardianship

INTUITIVE GESTALT CATEGORIES

What sustains us
What organizes us
What gives meaning

Practical Life Together Realities
Individual Empowerment
Spiritizing/Practical Space Creation/Care
Flowering of Corporate Organism
Life Together Rhythms
Drama Rehearsal Events
Inclusive Community Relationships
Rites of Passage --- Events -- Commitment
Financial Well-Being Empowerment