



THE WORLD SUBUD ASSOCIATION

WSA Executive

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## Minutes of World Subud Council Meeting

from September, 14 to 24, 2015

at

Subud House Providencia, Santiago de Chile

We, the undersigned, hereby certify that the attached minutes are a true and accurate record of the 2015 World Subud Council Meeting held at the Subud House Providencia, Santiago de Chile, from September, 14 to 24

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Date: Ismanah Schulze-Vorberg, WSA Executive Chair

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Date: Salamah Dick LeClaire, WSA Secretary

## **Attendees**

World Subud Association Chairperson	Elias Coragem Dumit
World Subud Association Deputy Chairperson	Lucia Boehm
World Subud Association Executive Chairperson	Ismanah Schulze-Vorberg
World Subud Association Executive Vice Chairperson	Anwar Ziesel
World Subud Association Treasurer	Hilaria Dette
World Subud Association Accountant	Elwyn Waugh
World Subud Association Administrator	Salamah D. Le Claire
Muhammad Subuh Foundation Chairperson	Marston Gregory
Muhammad Subuh Foundation Legal Representative	Luqman Rivera
Susila Dharma International Association Chairperson	Kohar Parra
Subud Enterprise Services International Chairperson	Hadrian Fraval
Subud International Cultural Association Chairperson	Sebastian Flynn
Subud International Cultural Association Vice Chairperson	Felix Prieto
Subud International Health Association Chairperson	Maxwell Fraval
Subud Youth International Activities Coordinator	George Demers
Subud International Youth representatives:	Rhyana Blakeley
	Davina Flynn
	Konrad Muñoz
World Subud Association Archives Coordinator	Armand Bisson
World Subud Association Care Support Coordinator	Arnaud Delune
World Subud Association Translations Unit Coordinator	Elisa Sanchez-Caballero
YES Quest	Peter Jenkins

## **Zone Representatives/WSA Directors**

Zone 1 & 2 Suryadi Haryono Sumohadiwidjojo,  
Zone 3 Andrea Vivit, Zone 4 Farah Czwiernia, Zone 5 Hakeem Naibi, Zone 6 Rida Liobo Loote,  
Zone 7 Fernando Fatah Nieva, Zone 8 Paloma Muñoz, Zone 9 Uraidah Arratia Becker

## **International helpers**

Area 1: Rashida Cooper, Isti Jenkins, Rosario Moir, Nahum Harlap, Lewes Hayward, Matthew Moir,  
Area 2: Dahliani Drejza, Sjarifah Roberts, Sahlan Crona, Arifin Konrad, Sanderson Topham  
(apologies Olivia Brady),  
Area 3: Myriam Ramsey, Suzanne Renna, Sarita Rodriguez, Sjarifuddin Harris, Mahmud Nestman,  
Hoan Toan Phan.

## **Translators**

Carla Bock Moreno, Paloma de la Viña and Mutardo Bustillo

## **Other Attendees and Observers**

Renato Sotelo, Chairperson of Subud Chile, Mauricio Castillo, organizer of the WSC meeting,  
and Subud members from Chile, Argentina and Colombia.

Viktor Boehm, Susila Dharma Board Member, Francisca Bonilla, Mary Crona, Camille Roberts, Rusydah Ziesel (SICA, Zone 4).

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Summary of Proposals and Recommendations voted and Passed Subud World Congress Puebla 2014

SICA Presentation to WSC – Santiago de Chile September 14 – 24, 2015

SICA In Memoriam project – Presentation, Santiago de Chile September 14 – 24, 2015

Archives Presentation to WSC – Santiago de Chile September 14 – 24, 2015

Subud Enterprises Services International – Presentation, Santiago de Chile, September 14 – 24, 2015

## 1 Introduction

Elias Coragem Dumit, Chair of World Subud Association, welcomed everyone and was especially pleased that all the members of the World Subud Council were able to be present at the meeting held in Santiago de Chile from September 14 to 24, 2015.

Of special note was the presence of both representatives from Zones 5 and Zone 6, Hakeem Naibi and Rida Liobo Loote, our African brothers. Their presence, through the efforts of many, was valued and appreciated. Also thanked were Carla Moreno, Elisa Sanchez and Paloma de la Viña who were able to provide assistance in translating for those who were not able to converse in English. We regretted the noted absence of Olivia Brady, international helper from South Africa, who was unable to attend due to illness.

Being that this was our first time together as a full Council and that many of us had not met before Elias, felt it important to facilitate working harmoniously, to spend time in introducing ourselves and in working together on the kejiwaan, identifying roles, strengths and challenges of each. Working with international helpers present, our first two days were devoted to becoming one body and one dewan.

The tentative agenda had been circulated prior to our meeting.

The following topics were identified:

1. The joint meetings between Muhammad Subuh Foundation and World Subud Association – Amanecer and Gran Salon,
2. Working with all three areas separately,
3. Reviewing the congress resolutions of the Puebla Congress 2014,
4. Identifying the need for and the subsequent decision as to the location and time of the next World Subud Council meeting in 2016,
5. WSA Archives,
6. Wings,
7. Finances/Budget 2016,
8. Develop action plans for the continuing work of the council.

The representatives requested time to meet together as a group to become more familiar with each other and their individual ways of working.

Further, it was decided that each area would report to all those present and that needs and challenges would be identified for the zones in each area based on the reports. (Written reports of all zones had previously been shared with all representatives and attendees.) The council members would break up

into small groups and work on these identified needs common in all three areas and nine zones and develop action plans to facilitate solving challenges. Africa would have a separate working group to help identify the special needs and possible solutions in zones 5 and 6.

The wing chairs would report and have time to meet with the council members identifying their successes, programs and needs for the next year. After all presentations and discussions were complete, the draft budget for 2016 would be presented during the second week of the meetings, and would reflect adjustments due to the findings of the meeting. It would then be reviewed by those present.

Due to the fact that some members of council would need to leave early, adjustments to the flow of our agenda were made to accommodate all.

## **2 Area 1 - reports and discussion**

Area 1 – which includes zones 1 and 2 and all countries from North to South, East and West of Asia was the last to report to council. A report from the zone representative had been circulated prior to council meeting.

The area is geographically quite spread out, includes many cultures, languages, histories and religions, spreading from New Zealand to India. In some countries, where the government recognizes one belief system in God, Subud is not allowed and therefore, this creates sets of difficulties in following the latihan, not experienced in other zones. The countries may not be named in any of the minutes. The international helpers in this area have been very active and reported on the great economical difference in the membership from country to country which makes travel to congresses and meetings impossible for many who then rely on the visits from outsiders as they travel through the region. Literature needs to be translated into their own languages as English is not always the common language. The challenge in translations is, that they remain true to what Bapak said in his original talk and that the meaning and feeling of the words are not changed in the process of translation. Elisa Sanchez mentioned that she would like to have contact names of those who wish to translate, to help with this translation work. Literacy is a further challenge in some of the poorer more remote areas of India. (Establishing projects for this purpose would be helpful.) Helper support is a must as in certain areas, there exists confusion as to the individual role of helper, member, and committee. A challenge and need would be to plan a gathering for helper support (Asuhan) in the area.

Indonesia has a very large youth population, which is very active and involved in projects, such as Subud International Cultural Association (SICA), Susila Dharma International Association (SDIA) and is of great support during congresses. There are about 70 groups and many have their own Subud house, having been supported in part by MSF.



On the kejiwaan side testing is basically carried out when Ibu Siti Rahayu is present and not on a regular basis. India needs more latihan premises especially in many of the more remote areas. There are many smaller country groups such as Vietnam, Japan, Thailand, Bangladesh, Colombo, which are strong and steady. In some areas, wings are not at all active as they are not allowed to be present in the eyes of the government. Many members in the countries express an interest in starting small enterprises and need the support and expertise of Subud Enterprises Services International (SESI).

Communication across the area is a problem due to difficulties in accessing the Internet and the prohibitive costs, in some areas, of media communication. Languages create a special difficulty as English is not always the common language. In 2016, the zone representative intends to visit such areas as Australia and New Zealand. Due to the high cost and great distances to be covered in the area, there is a need to combine visits in several countries on the same trip and even to combine the committee and international helper travels. Coordinating times and availability both on the part of the international helpers, zone representative and designated countries is a challenge but an important one to solve. After visiting and doing latihan and testing with helpers there is often a renewed energy for the latihan and its importance. Again 'budhi to budhi' has no substitute. Work of the wings can also be a great way to introduce Subud so that governments can accept it as happened in Cuba.

Due to distances and challenges resulting from all the cultural differences, it could be that the zones 1 and 2 could again act separately and have two representatives as in the past.

### **3 Area 2 – reports and discussion**

Area 2, which comprises zones 3, 4, 5, 6, was the first area to report to the council.

Written reports had been distributed prior to coming to the council meeting, therefore, the conversations during this meeting of all Area 2 members both on the committee and kejiwaan side, pointed to common as well as individual needs.

All zones in Area 2 had one major need or challenge in common and this had to do with communication either because of distance between countries, varying historical perspective, diversity of cultures and languages within the zone or means of communication, that is; Email, internet, Skype, telephone.

Another common theme was that of the age differences between old groups and new groups – the needs of all areas of group activity are different due to understanding of both committee work and

the latihan. Many countries are not yet able to join the international forum in the WINGS section as there are no representatives on a local, zonal or international level of the various wings; SICA, SDIA, SIHA, SYAI, SESI. Many groups are actively engaged in the work of a wing but not necessarily connected to the larger international wing. Zonal representatives to the international wings are not yet well established.

### **3.1 Zones 3 and 4**

In zone 3, there are several projects in action and these need our support; “Adding Culture value” in Lewes England, a project south of Spain, Órgiva, “Amarantha” in south of France in Toulouse, and Bucelas in Portugal.

In zone 4, the language barrier between countries and the lack of economic stability make it difficult for good communication and support among them all. In many cases the feeling of the results of the war struggles as in Russia and Ukraine, Bosnia and Serbia, Lebanon and Israel create special strife in communication and at times can be felt in the latihan. It is hoped that the Muhammad Subuh Foundation will become more aware of the economic needs of this area.

The bi-zonal meeting in Poland from July 24 to August 3, 2016, is seen as a tremendous step in bringing both zones into one focus and helping with kejiwaan, committee and wing activity.

### **3.2 Zones 5 and 6**

Zone 5 and 6 although very different because of the language of English and French, and the religious beliefs of Islam and Christianity, have particular needs in common. The economic situation in both zones is not good and the members with expertise and ability to financially be involved are no longer active leaving the young members to start enterprises without enough expert advice. The groups experience difficulty due to the lack of latihan premises (either houses or halls), Subud literature in their language, experienced helper and kejiwaan understanding, and member willingness to take part in committee work. In each of the African zones some groups are no longer active and communication or travel to these areas is expensive.

In Zone 5, Hakeem Naibi, as representative, hopes to visit Malawi to visit those brothers and sisters and reactivate the centers. He will communicate with Ruslan Morris who often travels to Malawi.

In Zone 6, Rida Liobo Loote, as representative, mentioned six areas where help and support are needed:

- IH visits to the groups,

- Costs of registering Subud everywhere and to finish the registration of ownership of land,
- Help and support from MSF to build or renovate Subud houses,
- Social problems; funds for the education of the children – needs to be ongoing,
- Development of micro-enterprises,
- Subud literature in French.

The international helpers have identified that travel to Africa for helper support and kejiwaan activity will be among the big needs for the 2016 yearly travel budget.

The bi-zonal meeting in Kinshasa in 2017 (based on testing) is seen as a chance to unite and improve all areas of the Subud life in Africa. It is seen as a great way to solidify the African zones within the international World Subud Association.

\*During his presentation, Rida mentioned that there was currently an urgent need to receive USD 6,000 to fund the lawyer fees to legally register the land on which a Subud house and a clinic reside. The ownership of this land is being challenged and if we lose in court then the land and all that is on it will be lost. The members of the RDC have already put their own money to defray the costs of the on-going legal battle. However, they can no longer do this. Funding for this is a request of the zone representative.

It was **recommended** that we indeed find the funds to help with this cost, as the loss of the land would be devastating to all. It was further recommended that Rida, as the representative to the council, should report regularly on the process. The result of court appearances and pleadings should be reported to the treasurer, accountant and the rest of the council.

## 4 Area 3 – reports and discussion

Area 3, made up of three zones; zone 7, 8 and 9, which include North America, Central America and South America, was the second area to report to the council. Written reports from the zones (except for zone 7) had been circulated prior to the council meeting.

### 4.1 Zone 7

The feeling in Zone 7 is that there are very active areas and some not so active. Subud in Cuba, after having been accepted by the government, is more active and many changes are underway within the existing committee. New younger members are now actively taking part in the actions of both the committee and the wings. Susila Dharma has had a strong and positive presence in Cuba. Suriname has new committees and the groups are active. Mexico since World Congress has seen much action

and the development of a new group in Veracruz. There is a need for latihan premises in the new group in the form of a Subud house, which is financially difficult to procure at this time. The SICA and YOUTH wings are the cores of activities in the area. The helpers will have an 'Asuhan' (helper support meeting/capacity building) in November.

## 4.2 Zone 8

The feeling that the zonal meeting in Quito which also saw the Area 3 meeting has been extremely helpful to increase the awareness of the people about what World Subud Association is, the work they do and the funds they need. There was not much awareness before this in the zone, and therefore, little contributions were made (the zone representative travel expenses were met by herself). Now for the first time a contribution to WSA was made by Zone 8. In zone 8, SICA is very active.

Amanecer, and in particular the Gran Salon, with its 25 years of history remains a challenging topic and concern for zone 8 however, part of it (Gran Salon) is potentially being solved here in joint meetings between MSF and WSA. Other parts of Amanecer will still need attention and support from the WSA executive.

The international helpers reported having had some very positive outcomes from their time spent working with and supporting KCs (kejiwaan Councilors), national helpers and local helpers during their trip to Quito for the Area 3 and zonal meeting in April.

Communication between people and groups remains a challenge. Currently, there is a Sunday morning joint latihan between members from Colombia, Venezuela and Ecuador.

At this time, there is a surge of energy in the zone. Skype meetings have been successful and have allowed the committee, international helpers and wings to work together. A book about members' experiences has been started and is taking on momentum.

Youth representative, Konrad Muñoz, has been very active and is involved in the launching of several projects:

- Communication through social network,
- SICA and talents,
- Take part in the "Book" of memories write about experiences and testimonials,
- Work to integrate Subud with non-Subud in Cali through their work.

There is a need in the zone to visit Costa Rica, which has 14 members, and to increase contact with isolated members in Guatemala and Panama.

### 4.3 Zone 9

The zonal Council is very active. The advantage in zone 9 is that the cultures are similar despite the differences in languages of Portuguese and Spanish. There is no or little activity in Peru, which has no committee. Argentina and Brazil are not very active and there are isolated members in Paraguay whose members can now join the world latihans but need support from helpers.

One of the challenges, as in all zones, is communication. Uraidah, the zone representative, now feels that emails are not enough and she will try WhatsApp and Facebook. A magazine has been started. One of the main concerns is the development of the wings throughout the zone. There is a strong feeling in the zonal council that this is the way to develop in Subud - through activities, which help members to be committed and to experience the latihan as it applies in life. As Brazil is hosting the Zonal meeting in October there is better communication with the zone.

The council meeting being in Chile has been very important for the groups; the house has been refurbished, old members are returning and the international helpers have been able to meet with the La Florida group and work with National and local helpers from both groups. SICA and Youth have a project in mind and this might serve to unite the wings in Chile. There is a further need for international helper support in the zone in other countries and centers.

### 4.4 Wings in Area 3

In the US and Canada the Youth is not very active. They feel there is often too much talking and not enough action. The US National Congress in California saw a large number of youth present, especially due to a reunion of those who lived in Wisma Subud in the 70s and this presence was helpful to the congress activities. The zone representative intends to visit the US and Canada during the 2016 year.

There is a need for greater communication and harmony among members in centers and across the zone. The different languages affect the ability to communicate between the Spanish and English speaking areas. SICA could be the channel to create more harmony in the zone. It would be good to have one project to create one unity within Area 3. There is a need for SIHA to become more active with representatives to the international body. (During the meeting a member from Chile, Elias Morgado, volunteered to be the SIHA representative for zone 9).

Konrad Muñoz, the Area 3 youth representative, gave an extensive report on all the youth activities in the various parts of zones 8 and 9 since the world congress in Puebla. Short videos produced by the youth showing different activities, were shared with the council members.

#### 4.5 International helpers in area 3

The international helpers expressed their concern for the aging population, the lack of wing activity in some parts and the need for helper support in Area 3. They feel that not enough young people are there to fill in the gaps left behind with the dying population of the original Subud members. They feel that there is a general perception among the youth that there is an “in” population which handles everything, and further, that they do not always feel the importance of the latihan in their daily lives. More testing with the youth is necessary and needs to be implemented by national helpers. Another stumbling block for the youth, are helpers who quote Bapak and imply that this is a rule rather than what Bapak suggested and his advice. The helpers feel that visits on their part and their ability to work ‘budhi to budhi’ are important as this creates a feeling of harmony among them all. There is a great need to trust in God and to be open for the graces of the latihan as the committees’ and helpers’ dewan work together. It is important to keep the lines of communication with the KCs (kejiwaan councilors) and CCs (committee councilors) open.

### 5 Reports from the various wings

During the council meeting all the representatives of the wings met together and agreed that it was the right time to find ways of working together – testing with international helpers showed how powerful it would be if the wings did work together on a project and that it is time to move in another direction so that the activities are grown in another soil with the cooperation of all. Currently, it seems that the youth project, Basara Youth Camp, scheduled to take place in Kalimantan in December 2016, might be a good vehicle for the cooperation of the various wings including YES Quest and Human Force Camp. However, new smaller projects need to be functioning to include one or two of the wings working together.

#### 5.1 Susila Dharma International Association (SDIA)

Kohar Parra, as SDIA international chair, reported first and mentioned that there were five basic areas to work on in the time between the Puebla and German Congresses:

- Be harmonious to be able to have access to funds, which will not come without harmony among the SDIA board members.
- Fulfill the aims giving direction to SDIA for next four years as recommended in Puebla:
  - Move to become more integrated with the general Subud organization.
  - Show the outside world our good work. This needs more money than is available so we have the go ahead to begin working with outside agencies for funding (example what happened in Cuba with the government recognizing our good work for Cubans).

- The work whatever we undertake must be of high quality. Make sure inner and outer are of good quality, therefore, having good codes of conduct among project leaders.
- Care support work is needed to support the needs of our own brotherhood in a way that is not creating co-dependency but simply help at times of great need.
- Transition in the Board to welcome its new Chair. This transition has been completed smoothly and all recognized Kumari Beck, past chairperson, for the good work she did over the past two terms.
- Work together with other wings like SICA and SYAI.
- It is important, as per testing, to find a new home for the Human Force Camp. The intention is to continue to support the project during this change over time from being a SDIA project to finding the new area of support for it - perhaps WSA.

It was felt that it is important that we as Subud members be attentive to what the world can teach us especially with the establishment of micro-grant projects. Susila Dharma in the Congo is the strongest national organization of SDIA and is supported by a Canadian non-governmental organization (NGO).

## 5.2 Subud International Health Association (SIHA)

Maxwell Fraval, SIHA chair, reported that health in terms of the future of Subud is a fledgling branch. It is a reality that in the world currently half of all consultations are through alternative medicine rather than conventional medicine. The challenge is to join these two under one umbrella. To take the next step we need a project where all sides of health can participate, include the youth, and the education sections of Subud.

General Goals of SIHA:

- Overall goal is to connect people and find liaison members to the international committee.

Specific Goals:

- Encourage communication between health practices and disciplines,
- Strive to be respectful of one another and not be exclusive in the alternative health care,
- Hold workshops to give people a chance to talk about experiences about health care,
- Find a common project for health. Creating a project is a long term goal as the costs to even initiate a small project can be very high, for example, a small hospital, a clinic etc... these are all very costly so there is a need to find one that is at a level of our current funding ability,
- Reach out to the Spanish speaking population and other language speaking populations who can feel left out,

Establish liaison persons: Constantine in Moscow, Annie Padilla and Theodore Saltsberry in North America.

Find talks wherein Bapak talks about SIHA – it was established at Anugraha and then after Bapak died it seems that SIHA fell away.

Currently, in North America, the Elderberry project, started by Mardia Terrentino, is working with the elder population and its needs trying to facilitate working with the elders.

In Cali, there is also an elderly population project. In this area of the world, there are different methods of health care: Traditional from own culture, Occidental that is western medicine, Alternative, which includes acupuncture, homeopathy, naturopathy, and neuropathy. During council meeting a Chile member, Elias Morgado, has volunteered to be the liaison to SIHA for Zone 9. Finally, it is important for us all to find within us the tendency to self-restore.

### 5.3 Subud International Cultural Association (SICA)

Sebastian Flynn, as the SICA chair, reminded us that during the summit meeting held in Cilandak in 2014, the question was “when will we know when we have arrived? “The answer: “when we have sufficient funding not to rely on outside funds”. Where are we now?!

Sebastian stated that it is important to remember that SICA is for everyone using their human talent in whatever endeavor they choose not just for artists. It is important to fund ourselves and not to rely only on grants and then have artists rely on SICA for grants. So it is important to establish promotional events that can raise funds for the organization. Perhaps combining SICA and SDIA in a joint social/cultural project would be beneficial to both. The question for all of us as we relate to SICA, is how to use our latihan more within our work – perhaps testing in this area would help.

Sebastian further explained the idea of a ‘Culture Compass’ where people learn how to discover their own culture. Our culture of origin is that which holds the key to our expression and in knowing ours we can then look at that of others. Knowing our own culture allows us to move around not only our own culture but also that of others in various directions (compass most important invention after the wheel allowing for greater movement away from central area). Important to work with Culture capitals in the world. (see attachment included – slides)

Two major Projects:

1. ‘Poems for Peace’ started by Latifah Taormina which has spread to millions of people around the world. It is a great component of the Peace Day activities of September 21.
2. ‘In Memoriam’ envisioned by Isti Jenkins is a project that would recognize all our departed Subud members at the next World Congress in Germany. The form of this project is still open to suggestions and ideas. So far an installation has been suggested. (see attachment)

Felix Prieto, SICA vice chair, talked about the idea of working together as wings juxtaposing the various generations and giving a different energy to projects. There are ideas for projects in Latin America where SICA is working together with the SYIA. There are ideas for an ECO hotel, a



Health and Wellness Center, a TV channel, an Experimental Art Center.... Some of these can become enterprises, which will help to fund other projects.

There was testing done by the SICA international board member from zone 4, and the feeling was that SICA could bring much energy and enthusiasm - like fireworks - among the people of the zone. It is an important way for people to be involved in Subud activities, together.

#### **5.4 Subud Enterprise Services International (SESI)**

Hadrian Fraval, SESI chair, mentioned his feeling that no matter what field you are in if there is collaboration with all wings then things can get done. It is important to find a way to help each other.

Congress 2014 in Puebla gave a mandate to Hadrian to form a company that is external and independent from WSA and that does not carry the name Subud in its title, so there can be no liability for WSA, but that is linked to Subud. The intent of the company is to find ways to help young and new entrepreneurs with expert advice and even at times with financial endeavors. The company should have a group of experts who could be used within Subud to assist and provide input to enterprises. *It was a dream of Bapak to have a panel of experts who would provide assistance to those who do not have the expertise to move forward in the business world.*

A company Usaha Mulia, which was formed in 1974 and had been the seat of many Subud enterprises was in process of being dissolved, however, as Hadrian became aware of this, he felt that it could be the correct vehicle, outside of WSA with a link to Subud, wherein the panel of experts, who would be paid only for their expenses as advisers to new businesses, would be gathered. They would receive no other payments from enterprises or WSA. The projects funded by this company would be mainly humanitarian projects. A discussion incurred as to what determined humanitarian project; for example, is it one that is totally for humanitarian needs or/and is it one that, although not specifically dealing with humanitarian needs, supports humanitarian needs in its cash distribution from profits.

A discussion, innitated by Marston Gregory, Chair of Muhammad Subuh Foundation and a member of the World Subud Council, took place among the council members, as to the use of the word Subud within the title of the company being formed as well as to its main function overall. Questions about where the money would come from to fund it were also raised at this time. This was a discussion to clarify the legal obligation on the part of the World Subud Association incorporated as a not for profit organization in Washington D.C. USA.

During the Puebla Congress in 2014, the recommendation was that Hadrian not move on this project until he had the approval of this council meeting in 2015. Please look at the proposals and recommendations made during the Puebla Congress in 2014.

It was understood by the World Subud Council that Hadrian needs its authorization to continue after his exploration (attachment of results of the exploration) in establishing a company outside of Subud to help support enterprises. The resolution #2 under SESI during world congress 2014 in Puebla was reviewed. (see recommendations and resolutions of World Congress 2014 in Puebla).

## **Proposal**

**The council encourages and supports Hadrian to continue the work on finessing the Usaha Mulia proposal and to execute the formation of a financial institution to continue the work of helping enterprises.**

Proposed by Fernando Fatah Nieva,

Seconded by Suryadi Haryono Sumohadiwidjojo; unanimously approved, consensus taken.

### **5.5 Subud Youth Activities International (SYAI)**

George Demers, international youth coordinator, stated that Subud youth varies from country to country. In many places the youth do not understand, like or are often shocked by what they see in what is actively part of groups. The young have a different take on things, they let go of hurts and bad feelings more quickly, they want to have the latihan and have it mean something in their daily lives and are not always sure about being part of the organization but want the youth activities to stand on their own and be meaningful and reach across cultures. They want to receive the history, the lessons and messages from the past generation passed on to them but not as dogma. Again communication and language differences as well as their busy lives often hamper the work of the youth. They are very willing to share their expertise in technology with the greater Subud world. The youth representatives and the youth coordinator feel that there is a great need for the youth to travel and be part of the general activities of Subud organizations.

**It was recommended therefore, that the budget line for travel of the youth be increased for the next fiscal year 2016.**

The youth from Australia and Indonesia have been planning a camp – Basara Camp – in Kalimantan to take place in December 2016. The idea at first was a renewal of the Kalimantan vision. It started out as a camp for the area but has now expanded to include youth from all three areas. The various wing chairs feel this might be an ideal project for them to start to work cooperatively. However, the

camp remains the work of the youth, for the youth and about what the youth want. The aim is to have a good time with an emphasis on social projects, physical outlets and importantly on kejiwaan activities. Since the camp has become more international they will need help with both organization and budget. So far they have over 150 youth who have expressed their interest and this was before it became international in scope. As we worked in a small group with the youth on the camp, the idea of incorporating YES Quest and Human Force Camp grew as a possibility.

Since there is a request from “YES Quest” and “Human Force Camp” to find new ways of being supported and affiliated with WSA for their activities and ways of growing, the Basara Camp is seen as a possible way of finding out how their objectives work under new circumstances. They would report their findings to WSA and have a recommendation for the next council meeting. Further testing took place as to the correct place within WSA for “YES Quest.” It was recommended that YES Quest become part of a new effort to incorporate the successes of YES Quest in a meaningful way within new projects.

## 6 Reports from Executive Functions

### 6.1 YES Quest

As to the position of the YES Quest and Human Force Camp clear summary of discussions over the past few days (as above mentioned) was reviewed and the following proposal was made:

**Proposal:** We propose that YES Quest and Human Force Camp inform the council of what they have done and the results of their undertakings;

Proposed by Fernando Fatah Nieva

Seconded by Uraidah Arratia Becker

Passed unanimously – Consensus taken

It was further proposed that the YES Quest be formerly endorsed by WSC. A proposition by Ha-keem Naibi and seconded by Suryadi Haryono Sumohadiwidjojo was later amended and the following proposition was made:

**Proposal:** We propose that there be the creation of a working group made up of representatives of the WSC and WSA executive team, wings, YES Quest for implementation at the Basara Camp to be held in Kalimantan in December, 2016 which may or may not have financial implications for WSA.

Proposed by Fernando Fatah,

Seconded by Andrea Vivit and

Passed unanimously by the representatives

Consensus of the council members was taken and some members abstained.

Testing helped to identify which members of the WSA executive team would be working on this working group. It was felt also that Peter Jenkins would need to be officially recognized as a working member of WSC to attend meetings such as the bi-zonal meeting in Poland and, therefore, be supported through WSA at this time for the next fiscal year. A budget line would be added for this purpose.

An official recommendation was made by the wing chairs jointly.

**Recommendation: It was recommended that all wings work jointly on a project or several projects so that by working together they might be more effective in their goal and further create harmony and strength among them all. It was tested that the wings are an extremely important part of our Subud Organization. Some felt that through the wings, the latihan could touch people receiving the work of the wing.**

Following guidance in testing and subsequent discussion Subud Youth Association International with the endorsement of the World Subud Council invites the YES Quest and Human Force Camp, SICA, SDIA, SIHA, SESI to explore new ways of working together at the Basara Youth Camp to be held in Kalimantan in December, 2016 keeping in mind that this is first an undertaking of the youth and for the youth and their needs at this time. The participants will report back to Council.

## 6.2 Care Support

Arnaud Delune, international coordinator for Care Support, mentioned that there is a feeling that not enough importance or funding from WSA was being offered Care Support and that taking care of the needs of our **own** should be a priority as it is one of the Aims of the WSA. Care Support takes up where other means of support have left off. Almoners exist in very few countries, and too few countries apply to CS. International liaisons are important to make the program more international. People in all areas of the world who are in need are encouraged to request support for their needs. CS is working at alleviating accidents of life, and if we wish to do more, however, this would need a much bigger budget and another kind of organization. Further, it was a suggestion that educational grants for children in Democratic Congo be on a continuing basis and not just for a 1 or 2-time effort. It was further suggested that, in the case scenario where longer term funding was being made available, a thorough inquiry and analysis of each recipient be made. In Cuba, the elderly Subud members receive very low pensions, and something will be done to support them, in coopera-

tion with the local organization and Susila Dharma International. Unlike in many other parts of the organization, communication is not a problem as they easily communicate in three languages. The support given to applicants is always based on testing by helpers. As well as maybe linking some of the other arms of Subud in the Care support such as SDIA (already very involved) but SICA, SIHA, SYAI and SESI which might be helpful in some situations, it was recommended that international helpers also become part of the overall process, especially in testing.

The challenges for Care Support are:

- Finding reliable local correspondents to help with distribution of funds as it is better not to give money directly to beneficiaries.
- Working with country laws which can prohibit direct gift giving,
- Control of the use of grants:
  - Education grants are easy to control.
  - Emergency grants are not so easy to control – need to establish greater accountability methods.

**Recommendation:** 1) Encourage all countries in which Subud members have economic challenges and needs to apply to Care Support thus diversifying the grant recipients and  
2) increase the current budget line for Care Support.

### 6.3 Translations and translators' coordination

Elisa Sanchez-Caballero, the WSA translations unit coordinator, was able to really clearly report on the flow of translations from the transcription of Bapak and Ibu's words to translation of these words to the editing of the words and finally to publication and distribution. Only after this process are the words then translated into new languages. It is important for all translators to become part of the team under one umbrella. As there are many needs in countries where English is not the main language new teams of translators need to be formed (as we saw such a need exists in India where people don't speak English and cannot travel due to their economic situation. A great need exists for translated works to clarify the guidance of Bapak and Ibu). These new teams of translators would also be under the WSA coordinator.

Elisa mentioned that there is now a tool kit for translators, which give basic recommendations for the correct way to translate certain words used by Bapak. The words used by Bapak are part of the Indonesian language used before 1974. Many terms are not part of the modern version of the language. It was further emphasized that the copyright of the talks belongs to WSA and that nothing can be published without explicit permission from WSA. Subud Publication International (SPI) works in cooperation with WSA. The trademark of the Subud symbol is a registered trademark and can only be used if it is identified as such. The only **official** Subud books are the talks by Bapak and

Ibu, Susila Budhi Dharma and Bapak's autobiography. These books contain materials that have been properly resourced and referenced. All talks and CDs must have the official date, country and code number. You cannot take one or two sentences from here or there and summarize Bapak. This cannot be done. There is a growing concern about talks or parts of talks being published on social media. This is illegal as the talks belong to WSA, which therefore, needs to do something about stopping this process. The Subud library needs to be made more secure. Ismanah Schulze-Vorberg, the Executive chairperson, mentioned that indeed steps are in process to insure a more secure site for the library. Further, Elisa recommended that WSC only use Bapak's and Ibu's talks in their final version. All the talks that are in the Volumes are final and official.

Other books in Subud are personal renditions of experiences compiled by individuals and viewed as such not as official Subud books. Therefore, these books should not carry the Subud symbol as an official validation of their content.

#### **6.4 WSA Archives**

Armand Bisson, as the coordinator for the WSA archives, gave a presentation to the entire council. Bapak's legacy for future generations and the future of Subud is the main concern of the work for the WSA archives and archivists. The discussion on archives was started by having everyone test as to the importance of Archives as part of WSA. All tested and reported on their receivings – Indeed one of the most important pillars of Subud is the legacy to be safeguarded through the work of the archives and archivists who are affiliated members of the World Subud Association.

The important work of the archivists done in Wolfsburg Germany where a dewan of archivists, international helpers and members of the executive team was formed was reported to the council by Armand. (See attachment for the presentation.) It was agreed that this was indeed a most important step in the structure of the archives' team and work.

Generally, it was noted that funding by corporations and individual donations for the archives would increase as the work of the archivists, who are all volunteers, becomes known to all. Perhaps a video of the archivists at work would be helpful as many are operating at the lowest budget cost. It was felt that it would be important to form teams in different WSA archive areas to be trained and work together. Amalijah Thompson who has been trained during her work with the National Archives of Australia in Canberra is willing to train others to do some work with archives. Daniela Moneta also has training and could help to train others. Daniela has been doing a lot of work in developing a database. She is involved in bringing together the data that we have in various archive areas. She is liaising with the Latin American countries to get more collections from that area and this is in line

with Armand's request that we ask during meetings in individual countries if anyone has any collections which have not yet been made part of the greater collection of recordings of Bapak's talks.

There is a need to define what is an archive center – its role and obligations. It was realized that the best location for WSA archives might not be where the archivists live now. Further, as the team (group made up of WSA executive, representatives and archivists) works on the organizational charter, the need to review the location and needs of an archive center would be part of the consideration of this working group. Part of the discussion would be on the feasibility of working on the establishment of more than one center at the same time. Perhaps, as was stated earlier in archive meeting in Wisma Subud in March, that it is more important to get one or two centers functioning properly rather than trying to develop all centers at the same time.

The importance of having an inventory list of all that is stored and where it is stored was discussed and confirmed. This was a proposal made at the World Congress in 1989 to be carried out by Christchurch World Congress in 2010, but it has not yet been completed. There are three copies of digitalized by Memnon tapes in Canberra which need to be stored for safety reasons: one in Cilandak and the other in Phoenix. The question as to where the archives sit has been an ongoing question but as they actually preceded the organization formed in 1959 (originally named ISC then changed to WSA) it is the seat of archives, that is, WSA. So Archives are the WSA archives.

It is important for this council to state the obvious give meaning to the words. It is also important to have the helpers in the system as we work as they are the engine.

It was recommended by Council members, that the paper presented by Armand be endorsed and it was further suggested by Suryadi that it would be important to form a group from within the council representatives, in support of the executive committee in their process of working on archives. It is important that any representatives of WSC who become part of a supporting team act as liaison to the team and their input be given when necessary and they not cross over into the executive position.

The executive will work jointly with the archivist (1 or 2) and the advisory group (1 or 2 representatives and executive team members) to formulate the Organizational Charter of the Archives.

**Proposal:** It was proposed that

1. the archive dewan's submission paper including suggestions be endorsed by council
2. that some of the zone representatives form an advisory group to assist the WSA archives dewan whenever necessary.

Proposed by Suryadi Haryono Sumohadiwidjojo,  
 Seconded by Hakeem Naibi;  
 Passed unanimously - Consensus was taken.

Two representatives were nominated as participating in this advisory board in support of the executive in this process of working on archives: Fernando Fatah Nieva as he has the tools necessary to help with this work, that is helping with the formation of the organizational charter. Suryadi Sumohadiwidjojo was also recommended to work on this committee. It was suggested that one of the archivists be on the committee with the executive member of WSA. Once the organizational charter has been written it will be presented to the archivists for further review and discussion.

It was also felt that it is important to discuss the meaning of the WSA archives within the zone meetings. What is the role and obligation of WSA toward the archives? WSA needs to have a real structure so that archivists work together and jointly on the needs of the archives. There have been some Memorandums of Understanding (MoU) signed with USA, Japan, and Australia. Perhaps other MoUs need to be put into place.

It is important to define clearly and legally how to protect the documents of the archives through process of inventory – providing a database. The main collection of Bapak's and Ibu's talks has been digitalized. Armand suggested that during our meetings we ask if anyone in countries have any materials as many talks were recently found in Chile. There are 1700 talks, 1400 of which have been recorded.

The importance of a manual for the work of archivists was mentioned.

We need a long-term strategic budget that is a 10-year budget if possible. How much would come from which organization and private donations. It is viewed as important for a yearly review of where and how these funds come to the archives for their work.

There are three kinds of costs:

- 1) operational
- 2) project based costs
- and 3) capital funding.

Armand has agreed to report regularly.

## **6.5 WSA Budget Draft 2016**

The draft for WSA budget 2016 was presented by Hilaria.



**Income/Contributions** - The contributions of the individual members, countries and zones to the World Subud Association are essential to fulfill the aims of our brotherhood. Even if a zone needs funds during the year, it should try to contribute to the World Subud Association budget. Individual members may donate to the World Subud Association directly or through their countries and zones. World Subud Association receives grants from the Muhammad Subuh Foundation. In the draft budget of the Muhammad Subuh Foundation for 2016 are foreseen 40,000 USD for international helpers' travel and others for WSA Archives. An individual entrepreneur supports Subud in a generous way.

**Expenses** - The main areas for expenses are Kejiwaan (international helpers' travel), Media Unit (including the WSA Archives), human activities (including Care Support and Youth) and supporting services.

**Kejiwaan:** As one international helper of Area 1 is paying for his expenses by himself the real expenses in this area are 60,000 USD instead of the 48,000 USD which are budgeted. The international helpers were very diligent in the current year and travelled to many countries and groups. Further, the appointed liaison international helpers support the committee work and the wings often must travel.

### **Media Unit**

From all reports of the zones it became clear there is a need to give members access to Bapak's and Ibu's talks to be read and to be heard. Further, in the working group on communication in Santiago the importance of translations was underlined.

Concerning WSA Archives the current costs of USD 65,000 include storage expenses of about USD 20,000, fees for archivists of about USD 37,800 and USD 8,000 for small expenses administration, training and travel. For projects another USD 20,000 are budgeted. The budget request from the coordinator was USD 85,000. The treasurer put USD 65,000 in the budget and left USD 20,000 to extra fundraising.

### **Human activities**

The budget line for Care Support had been increased from USD 16,000 to USD 18,000.

The budget lines for SICA, SIHA, SDIA and SESI show smaller amounts which are planned for travel costs to attend WSC meetings.

Grants to zones can help to cover the cost for national congresses in zones where countries cannot afford the venue costs or similar expenses.

During our meeting the youth coordinator explained the need to prepare the joint meeting in Basara Camp end of 2016 for the Youth and the wings. Therefore, we increased this budget line to USD

18,000 for that year. As part of this joint wing-approach, Peter Jenkins offered to facilitate the working of the YES Quest for different gatherings (starting with the bi-zonal meeting in Poland in July 2016). It was agreed that an extra budget line should be put in to cover his expenses for this work.

### **Supporting Services**

This budget area includes the travel expenses of the chair and deputy chair as well as expenses for the zone representatives, i.e. travel costs when the zone cannot pay for the representative.

The budget line for World Subud Council meetings includes accommodation and meal expenses for all Council members including wing chairs and executive functions. The travel costs for the wing chairs come out of the lines mentioned above for SDIA, SIHA, SICA and SESI.

### **WSA executive**

In this field we budgeted travel expenses and fees, bank charges, legal and audit fees. We try to avoid currency differences as much as possible and have Dollar accounts and Euro accounts.

**Pensions** are paid to three ladies to whom Subud is obliged to pay a pension as their husbands used to work for Bapak.

## **7 Meetings in 2016**

### **7.1 World Subud Council Meeting 2016**

A suggestion by Elias Coragem Dumit, WSA chairperson, was made that a proposal be developed concerning the next Subud World Council meeting. The proposal would involve the testing by international helpers which should include both the need for a meeting and the location that would be most appropriate should the testing show that a meeting is favorable.

**Proposal:** It should be tested by the international helpers whether or not a Subud World Council meeting would be necessary in the year 2016. It should further be tested whether the meeting should be held in Area 1, Area 2 or Area 3.

Proposed by Fernando Fatah Nieva

Seconded by Suryadi Haryono Sumohadiwidjojo

Unanimously passed by all representatives present (8 yes, no abstentions), consensus was received from the Council members.

The international helpers tested and the feeling was that indeed it would be necessary for the continued harmony, unity and mutual understanding of the council members to meet again in the year

2016. This would also protect the work of the meeting after we separate. It was further tested that Area 2 would be the right area to hold this meeting.

**Recommendation:**

After much discussion, it was recommended:

1. To allow the process to start and take place,
2. Zone representatives and country chairs have conversation among themselves and perhaps further test as to the right place,
3. Possibilities have to take into consideration costs, time frame and visa problems,
4. The suggested places were the bi-zonal meeting in Poland, South Africa or any other country in zones 3 and 4.

The feeling is that the process of finding the right venue, by asking various countries their willingness to host this meeting, is important and should not be hurried but that it would be preferable to have the result of the process by January so that members of the Subud World Council can secure their holiday time for this meeting. Since Muhammad Subuh Foundation also holds its meeting in tandem to the WSC meeting, it would be important for them to also know by January for the same reason. The Executive team is also part of Area 2 and should be part of discussion and testing.

**Proposal: Elias proposed that the next WSC meeting in 2016 be held in Area 2**

Seconded by Fernando Fatah Nieva.

All zone representatives present agreed 8 yes, no abstentions.

**7.2 Americas' gathering for 2016**

There was a proposal to test on the Americas' gathering – Yes or No. The consensus was, however, that whether or not the gathering occurs, really depends on the area 3 countries. This was a decision to be taken from within the Americas and not a decision from the council.

**8 Cooperation with the Muhammad Subuh Foundation**

**8.1 Draft Budget 2016 Muhammad Subuh Foundation**

The first joint meeting between MSF and WSA was to go over the draft budget of the Muhammad Foundation for the year 2016. This is clearly a draft budget and its acceptance as presented was not meant to be approved or voted on until the end of December when most of the expenses and incomes of 2015 will have been recorded. All of the budget lines were reviewed and explained by Mi-

chael Heathcote who is the treasurer of MSF. The Foundation has a large capital of over USD 3,000,000. This is made up of the General Fund (under the control of the trustees) and specific Endowment Funds whose capital has to be preserved and only distributable surplus income used for the purposes laid out in the Endowment terms. The monies that are used to fund the expenses that MSF incurs in the year are paid for mainly from the General Fund. If these total annual expenses exceed 10% of the capital a 2/3rds majority vote of the trustees is required. Since WSA approves the annual budget, MSF should not go beyond it, and requires WSA' approval if it wants/needs to exceed it by 10% or more. It was proposed that this 10% approval was in future to be for the total administration budget not individual line items in it.

The performance of the investment portfolio plus legacies and donations given to MSF determine the number and amounts of grants given on a yearly basis. If these are few and not high then the grants are few. If they are high then the grants may also be generous.

MSF has three areas of responsibility –

- Subud houses,
- International helper travels,
- Archives which care for Bapak' and Ibu's legacy.

The budget reflects these financial responsibilities to the extent that MSF is able to and has been asked by WSA for its needs and that housing needs around the world have been expressed. This year there have been three Eco housing grants offered. Two of which have now been approved and given the third one needs to come in before the end of December to be part of this year's budget. All documentation must be signed prior to end of December for it to be part of this fiscal period.

## **8.2 Gran Salon Amanecer**

The second joint meeting between MSF and WSA took place on the 18<sup>th</sup> of September. It was a presentation by MSF to WSA and a pursuant discussion on the history, and various options which face the joint bodies regarding the Amanecer Gran Salon building.

Three options were presented

1. Rent the Gran Salon to a Subud group called the "Donors Group" for a period of 4 years, which rent and income would match, the expenses needed for repairs and making the building up to code for rental. (Any other Subud group could also be considered for rental.)

2. Sell the Gran Salon to preferably a Subud group or if not possible then to a group outside of Subud. This option would have the problem of structural upgrade and finding a way to secure the access to the property from the main road.
3. Give the Gran Salon to Subud Colombia for them to manage and take care of.

All these options were discussed at length and the World Subud Council representatives discussed privately and openly the possibilities presented. Their decision at this time was to choose option #1, of renting the Gran Salon to a Subud group for educational purposes, that is, the training of Montessori teachers.

Since this option presents a number of needs: it is important to look closely at what needs to be included in a contract. Knowing that it is to the best interest of MSF as the caretakers of the asset for WSA, that a proper contract be written, the zone representatives felt that the contract will be done in the most professional manner. The contract formulated needs to be clear, legally worded, in compliance with the laws of Subud Colombia, complete, and detailed as to the rental and repair payments needed to cover the needs of MSF with regards to the Gran Salon. As the entity that has been entrusted to take care of the WSA asset, the Gran Salon, the contract will be formulated by MSF and reviewed by a lawyer before Marston Gregory as the chairperson of MSF signs it. Further, the representatives, as directors of WSA responsible to their constituents will review, to be made aware of its contents, the contract prior to its being presented for agreement or signed by both the lessee and the lessor.

There was never an actual proposal made by the council during this meeting. It was informally agreed upon by all that Option #1 was the only option to be valid at this time.

### **8.3 Replacement of a Trustee**

During the WSC meeting (after the other trustees had left) the replacement for the vacancy created by the resignation of Michael van der Matten was discussed with the MSF chairperson Marston Gregory.

There was much discussion around the way to proceed in the appointment of a new trustee(s) working jointly with MSF and WSA, as the directors of WSA are the ones responsible for the voting in of new trustees. It was explained that the steps in the process are as follows:

1. Advertise the position and search for candidates,
2. Screening process for qualifications,
3. Nomination of candidates,
4. Testing by international helpers,
5. Voting by the WSA representatives/Directors,

6. Selection and nomination of trustee,
7. Letter signed by Chair.

The nomination of a candidate for this position can come from

- Existing board of trustees
- Zonal representatives
- National Committees
- Executive team of WSA.

The discussion was around which process to use. It seemed at first unclear that, at this point in time, MSF and WSA are only working on the replacement for the position vacated by Michael van der Matten and not the process to be amended for the replacement of outgoing trustees finishing their term. Once this was clear a recommendation was made:

### **Recommendation**

According to the by-laws and the procedure established in 2014, the Board of Directors of MSF with the support of the Executive team of WSC find the replacement trustee to complete the term of the resigning trustee.

**The council agreed to apply the established procedure for the replacement of a trustee, formulated in 2014, to replace Michael van der Matten as trustee.**

The zone representatives of WSC and the executive committee of WSA have been empowered to start the procedure of finding new trustee candidate based on the qualifications as presented in the process agreed upon during the world congress in Puebla in 2014, and in the end to have the zone representatives as the Directors of WSA vote on the candidate being presented. Two zone representatives will be appointed by the zonal representatives to work with the two MSF trustees on the selection committee.

The question of the change or amendment to the MSF By-laws as to the process of nomination and selection of new trustees and number of trustees to be admitted to the board will be discussed in the coming months so that the procedure is clear for the appointment of new trustees as old trustees complete their term during the year of 2016. It was felt that this was a serious decision to be taken and that time needs to be given to the discussion and decision as to the correct process to be used for the future appointment of trustees. There are questions:

- How to make more universal – less Anglo centric?
- How many terms can a trustee serve?
- How are candidates vetted?

#### 8.4 Changing of the By-laws of the Muhammad Subuh Foundation

The house cleaning 'Clean up' work on the by-laws to be done immediately prior to the overall changes and amendments in the by-laws to be presented at World Congress 2018 in Germany was discussed during WSC meeting with Marston Gregory.

By-laws review and amendments are divided into two sections:

1) to be done immediately and that is what Lucian and Marston called the clean up work. For example taking Ibu Rahayu's name out of the by-laws as she no longer is part of the active board. Such things as these, which do not need discussion and decisions, will be reviewed and proposed as soon as possible.

**Recommended** was that three representatives, one from each area, be part of this process with the MSF trustees. Nominated and accepted unanimously were Fernando Fatah Nieva, Farah Czwiertnia and Suryadi Haryono Sumohadiwidjojo.

2) will be reviewing the by-laws to propose amendments to be voted upon at the next world congress in Germany. The representatives to work on this with the trustless have not yet been nominated. This work will be on going and take more time and a more careful decision making process to make sure that MSF and WSA are in agreement with how the organizations will function in tandem and with harmony and mutual respect.

Both teams of working trustees and representatives will report to both larger bodies. Nothing will be changed without approval by the two bodies. For expediency it has been decided that there will be two trustless (trustees?) and three representatives working together on the second part of the by-laws review. Who will work on this process will be decided later.

### 9 Results from the Working Groups and Plenary Discussions/Action Plans

At the beginning of the Council meeting, the Chair, Elias Coragem Dumit, made it clear that the format for this council meeting would be slightly different from others. It would start by having a strong kejiwaan component and meeting of each of us to become aware of who we are, our roles, where we come from and the needs of our areas. *Further, the council meeting would only address some of the needs of the WSA/WSC as it was not important to develop many proposals we pass.* The work of the council

continues on through various action points to be gleaned from our area by area meetings. There would be common needs which would arise and then be presented as on-going action points.

From our meetings four main challenges/needs seem to have emerged as common topics of concern in all areas and zones of our Subud World:

- Make sure that helpers everywhere can do and are supported in their work by the international committee and that international helpers can continue to work with helpers in zones, countries and centers,
- Attract funds to find their way into Subud,
- Establish proper channels and ways to care for the needs of our brothers and sisters in Africa,
- Establish satisfactory communication between different Subud entities

These were discussed and have become our action points for the next months until our next council meeting in 2016. This is the ongoing work of the World Subud Council members and the World Subud Association Executive team.

At this point there was a review of the recommendations of the World Congress 2014 in Puebla. A plan of action for those recommendations not addressed so far during this Executive committee and Council committee's work was developed.

**RESULTS** of the review process and ensuing discussions:

### 9.1 Helpers and helpers support

It is important to empower the helpers to be what they should be, to feel for themselves what is needed to be helpers – explore their role as Bapak's helpers. International helpers have witnessed the helpers' receiving and work in various countries. It is a way of supporting the helpers in their role not necessarily one of capacity building so it may be important to change the wording at the next congress from "Capacity Building" to "Asuhan" which has a certain feeling. How Bapak used it was to have no specific procedure but just openness. Another possibility is "Kejiwaan Support"

Helper work and support

As the helpers worked in groups they realized that:

- Some helpers are tired, have less energy and may not even be following the latihan themselves,
- Some helpers have a lack of understanding as to their role, their position,
- Kejiwaan retreats with experienced helpers would be helpful in many areas of the world,
- In some areas helpers are reluctant to test with members and have a different view of testing,



- Some helpers try to make laws out of what Bapak said; this can be rejected,
- Some helpers do not know how to work with the youth,
- Maybe it's important to use the word kejiwaan in the title of this work,
- Meetings need some focus so as not to waste time finding the focus. Usually with some focus you can expand as you go without you waste much valuable time,
- Need to have helpers connected prior to a meeting so there can be a bigger space during the meeting (congresses, AGMs and committee meetings),
- Continued work with the country KCs.

There was a consensus that it is important to find material to explain this process.

It was also concluded that the new book for helpers will help to clarify all the many situations where-in helpers need advice.

As it is often much more economical to bring international helpers to an area rather than move many KCs, national, regional and local helpers to one location for a helper gathering it may be advisable to provide for international helper travel as they need it. It is also important to have kejiwaan time prior to congresses and committee meetings on local, regional, international or zonal levels. By making inner space you create greater space for harmonious, fruitful and respectful meetings.

### **Helper cards and process**

It is important that the process of issuing new helper cards be a joint process between helpers and committee. The new helper card format, which will be used for all areas of the world, is in process of being completed. It has had two drafts submitted to Ibu Rahayu for approval.

WSA will be taking the responsibility to issue new helper cards together with the international helpers. Currently, the Area 1 and Area 3 international helpers are signing the cards. When cards are completed then the process will move to how it will finally be with the KCs from various countries working jointly with international helpers and WSA committee to issue and sign the cards.

### **Helper Census**

It is important to review and re-acknowledge who the helpers are. It is not necessary to re-test all the helpers but merely take the list from the KCs. There are questions which have been asked. What do you do with inactive helpers and their cards, do you merely inform the local group that you are inactive for a time – this is then written down.

- If person is officially removed as a helper, then the card must be given back
- If person voluntarily becomes inactive for a time, then only informing local helpers group is necessary.

## 9.2 Fundraising work and support

On the topic of fundraising it was established that not only do the countries, zones and individuals need to contribute but also that WSA needs to establish working groups for fundraising. Different zones responded with their needs from a budget request to be able to appeal to their membership. They stated the following points of importance:

### Zones 1 & 2

- Important to communicate budget to countries - in zones 1 & 2 it is a matter of building a relationship with enterprises. Some countries already doing this, others need to establish this relationship,
- Important to establish enterprises under the umbrella of SESI which is inside the body of Subud. SESI can be a mentoring group not necessarily a money source but important to help establish relationship between country and enterprise for fund raising to help work within the zone. This is different from the Usaha Mulia Company to be finessed by Hadrian to house a panel of experts.

### Zone 3

- Important to give the countries within the zone time to examine the budget so they can support it.
- Important to explain the budget lines and the reason for the funds being used,
- Members need more motivation,
- Fundraising possibility and enterprises can be stimulated.

The zone representative receives contributions from his countries through his requests. Whatever is needed is communicated and then contributions are received. Important, therefore, to have enough time during the meeting to examine the budget, talk about it, and decide items of importance.

### Zone 4

At this time of the council meeting, Farah Czwiertnia, was no longer present as she had returned to her home country due to a work schedule. Apologies

### Zone 5

- Hilaria is doing a good job in distributing the responses to questions,
- More information needs to come,
- Opportunity to develop enterprises to help with budget issues.

### Zone 6

- Economic needs are so great in this area, that there is very little left over to contribute. Not an unwillingness but an inability to do so,
- Perhaps a token/symbolic donation every year is an important step to the contribution issue. There are often so many needs that this does not happen even if the idea already existed (Rida had idea himself before this meeting).

**Zone 7**

- As zone representative, Fernando says he needs more information on the expenses, the meaning of SICA travel for example. The people need more information to understand the need to contribute to the WSA budget.

**Zone 8**

- Now we are contributing as a zone. This happened due to the process during the Area 3 meeting wherein the organization and its needs were explained to all,
- Members need to know what the function of WSA is and why certain funds are requested and contributions from all are expected,
- Members need motivation,
- Information dissemination is important,
- Important to work two or three levels of budget and to discuss more closely the items of the budget.

**Zone 9**

- There is a need to have greater details as to the requests for certain budget items,
- Uraidah feels that it would be her job to make the pieces of information more easily digested by the members in her zone.

WSA needs to establish the working group with the countries that volunteered in world congress to help find ways to finance our organization; USA, Brazil, Norway, Mexico, Canada, Nigeria, Italy, Angola, South Africa and France. These were the ten countries volunteering at World Congress 2014.

It was observed that it is:

- Now time to launch this working group – not work of executive as such but needs to be launched by the WSA Executive,
- Time to communicate how activities are facilitated,
- Important to set up a proper working plan as a body not as individuals. If we don't do that, we might not have access to funds which are available,
- Important to support the needs of the new budget as defined by the council members,
- A need to find funding for Helper travel,
- A need to review the needs of Zone representatives who may financial support if their zone does not pay for their travel,
- A need to become aware of the Zones' need for assistance to conduct their meetings,
- MSF have been identified as grantors.

**All zone representatives** are to talk to their countries to establish needs of money for Subud activities but mostly for all members to be able to have latihan space.

Suggestions: Explore the possibility of having an “in-kind donation” line in the budget.

### 9.3 African Countries and their needs

On the topic of our African brothers and sisters to find ways to support them, work has already been done and more is needed.

#### NEEDS/CHALLENGES:

- A presence by the international helpers and committee needs to happen,
- Funding for latihan space and committee offices,
- Restoration of certain houses in both zones,
- SESI help to create little enterprises – mentor and give know-how,
- Need involvement of WSA to find ways to assist that would be appropriate,
- Bi-zonal meeting so that members can come together,
- In zone 6 there is a need to increase the subsidies for the education of children to cover their entire primary years,
- Literature in French for members,
- In Zone 5 there is a need to visit the members from Malawi. Hakeem feels he can do this as he is a Muslim,

Later testing with the international helpers indicated that a bi-zonal meeting should take place in Congo, in Kinshasa in the year 2017. Meanwhile it is felt that the international helpers should visit the region to make contact with the national and local helpers in both zones prior to the bi-zonal.

### 9.4 Communication across all areas of Subud

With regards to communication it is important to define what we mean by communication. It includes distributing information, being educational with humor and lightness and enabling dialogue. From our Subud values it needs to be inclusive which implies to have enough translators for not to exclude members through languages used they do not understand.

- Translation necessary into many languages beyond the 5 identified at this time; French, Spanish, Indonesian, English and Russian to create inclusivity – especially important for areas of the world where people are unable to travel to meetings as their economic status does not allow IT,
- Ethics of media communication important; Emails sometimes contain feelings that are transmitted that may hurt feelings and create misunderstandings. Suggestion to sleep over them one night before pressing the send button,
- Skype may be a better form of communication – as there is at that point a face-to-face and a chance to clarify ill feelings,
- Important to work more closely with the zones,
- Official website needs to be upgraded and reorganized,

- Ways of working together on the internet needs to be made easy and user friendly for all to participate – Google docs where all members can work on documents at the same time – saves emails and time (Rahman Schionning has agreed to help with this area of our work – need to send him a report),
- Newsletters and eNewsFlashes need to go out more regularly for people to understand our work and our work in progress. Making people aware of what we do will help in the end to receive more funding from them,
- **New format** of newsletter – with sections for various wings and working committees to post their current work in progress which can be regularly updated. **THIS NEEDS TO BE SOMETHING THAT INSPIRES THE MEMBERSHIP.\***
- Communication needs to improve generally in 3 areas:
  - Communication between WSA team,
  - Communication between Representatives and team,
  - Communication between Representative and countries,
- Create a blog – perhaps where work in progress would be reported and interaction is possible.

\***The newsletter format** according to Elias' vision is that we have the following where all the work in progress would be listed and updated to let the membership be aware of how we are working and what we are doing and where we are going with our projects:

- Zone representative section,
- International helper section,
- Wings section and
- WSA executive section.

The newsletter could be in printable format and also in black and white format for more efficient use by the centers. The newsletter would have short stories (2 to 3 Paragraphs) with pictures to inspire others.