

WSA CHAIR Q4 2010 REPORT

to World Subud Council, Countries and Members

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2010 OVERVIEW/THEME

(with apologies for using 'bullet points' – but it may make the points clearer!)

First I would like to wish everyone a fruitful, safe, healthy and inspired 2011! As I completed my first year as WSA chair January 7th, I recall that I came to this role as past Committee Councillor for Canada, also in the 1980s chair of Subud Canada, with perhaps 30 plus years of helper experience. In other words with limited international experience, with little or no organizational 'baggage'!

In many ways this has been a blessing given the need to take a fresh view on how to build on what we already have. But also based on the immense support and kindness shown by you all as my brothers and sisters, many of whom I now work alongside within the WSA organization (WSA executive, wings, affiliates, zone representatives, international helpers, national dewans, etc.). So I thank you all deeply since your love and support sustains the guidance I receive to help guide the organization of Subud in the world.



- WSA has completed its first year of the new 2010-14 administration; the overarching theme has been '**Seeding**' or 'building on what we have'.
- This was the theme as we left Christchurch with a focus on a) renewed enterprise and funding growth; b) improving disclosure/governance; c) increased operational professionalism and member services; d) Subud's stronger presence in the world.
- Then at the August World Subud Council (WSC) meeting in the UK: '**Awakening**' – the organization's reflecting the need for greater focus and commitment to growth through enterprise and collaboration; 'seeding' the development of the WSC and Subud organization to serve members more fully and support the manifestation of Subud in the world.
- The catalyst for this was Ibu's 'time for renewed enterprise and don't forget Bapak's guidance' letters first to Subud USA in late June and then other countries' subsequent congresses.

For 2011 already your WSA Chair is beginning to feel that the theme for 2011 may now be '**Bridging**' – i.e. building on 5-6 main areas arising from our first year of work on your behalf.

IN REVIEW, your WSA achieved a number of milestones in 2010:

- **Meetings/Collaboration:** An annual WSC meeting in the UK; the first online meetings (2) of the WSA Board of Directors (BoD) following capacity building workshops at the WSC meeting; WSA chair attendance at Zone 4, 3 and 9 meetings; also at congresses for Subud Germany;

Holland; Canada; USA; and Britain; regular WSA team connection with MSF board of trustees; SDIA board of directors; SESI; SICA chair; SYAI reps.; less so with SIHA chair since the WSC meeting;

- **Enterprise/Member Services:** the inauguration of new and upgraded services for members with the WSS – Web Services Store; upgraded WSA Translations; supporting SESI-SDIA-SICA-MSF etc. links for greater collaboration; first steps towards developing a semi-professional WSA Public Relations function alongside the evolving External Relations function;
- **Subud Archives/Patrimony:** the completion of WSA Archives first phase repatriation of the full WSA collection of Bapak's Talks on tape and databases; support for the strategic plan for Wisma Subud (WSHPP) and Bapak's homes; first steps looking into WSA UNESCO consultative status alongside SDIA;
- **Organizational Renewal:** rejuvenation/support for new SESI, SICA and SYA leadership (6 reps up from 2); WSA collaborating with both SDIA and MSF via the WSA chair's ex officio director/trustee links to both; establishing new and continuing with existing projects for WSA Communications; Communities; Governance; Africa; Budget/Fundraising; UNESCO initiatives; International Centres;
- **Due Diligence/Project review:** in-depth project reviews on: WSA/MSF donor/project review guidelines; Kalimantan mining/KIC-KGC context for members; Rungan Sari development phase II outlook; Amanacer urgent strategic/operational restructuring; Wisma Subud/WSHPP review-support for the planning/operating team; initial media/websites/networking protocols review within the Subud organization; reviewing the evolving WSA External Relations brief and modus operandi alongside emerging WSA public relations needs;
- **Operational Development:** WSC capacity building for the WSA directors/BoD; leading the BoD towards new responsibilities overseeing the work of the WSC/WSA; WSA working alongside MSF as it builds its investment management and international governance capacity; inaugural BoD online meetings in December/January; participating in WSA executive team development; regular weekly/monthly organizational meetings; WSA exec/WSA chairs; wings/affiliates plus special projects; WSA BoD, etc.;

2011 OUTLOOK: We end this first year having both built on past projects and initiated new projects as promised in Christchurch. The focus now shifts to focusing on 5-6 key areas in 2011 from within these 2010 initiatives. These areas include: **(1) Subud Communities** and International Centres; **(2) International Archives** and the patrimony of Subud; **(3) International Enterprise/Coordinated Fundraising**; **(4) Communications/External Relations and PR**; **(5) Organizational Development/good governance**; **(6) New Growth/Africa, Translations, Member Services** etc.

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1. GATHERINGS ATTENDED: An amazing guided, blessed mission to South America

ZONE 9 GATHERING, FLORIANAPOLIS, BRAZIL



Zone 9 meeting with the nine members of the international delegation: Elaina IH; Grace IH (partly hidden); Daniela IH; Elfrieda (Canada); Manuel IH (back centre); Hamilton IH; Reynaldo (right back); Mauricio Zone 9 Rep; Luke WSA chair; Pavel Zone 8 Rep.

- **Abstract:** intense; close and profoundly widening Z9 Congress; 3-days at beach resort; 50 attendees from Brazil/20; Argentina/10; IHs, WSA Chair, ZRs/9: Peru/7 plus; blessing on Zone 9 representation;
- WSC in miniature and WSA role opened up another huge notch; completed the circle of connecting with the 18 IHs building new bonds to new contacts with Manuel/Chile, Daniela/Colombia; alongside existing relationships with Hamilton, Grace and Elaina;
- Structure: laid-back meetings, **testing** around what helps/hinders WSA, Zone Rep and Country Chairs/Reps. roles;
- **Testing:** around attitude/state/significance of



Elisa, Luke, Paloma, Subud Brazil and Sao Paulo chairs and members and Mauricio with our new Zone 9 Gathering name tags.

WSA chair visits to Brazil, Amanacer and Buenos Aires; Results: I had originally considered only a fact-finding visit to Colombia and Argentina; but this became more of a mission; going to Amanacer with huge, panoramic feeling of being in a plane above the clouds in golden sunshine, no agenda, complete calm; likewise with Argentina – calm above the clouds, no agenda, no real focusing on internal challenges; Sense of Bapak being there and in support to accompany me to Colombia; the nafsu lined up waiting to assist; needing direction now; so the visit seemed to fall into place;

- In Brazil the Argentina National Chair Macario plus the National Dewan had a Subud Argentina update going from skeptical on WSA and the 'pyramid' bureaucracy of the WSA 'sitting' on South America members' heads (!) in the past to being more reassured and ready to support and welcome a visit on Luke's route home to Toronto; planned 2-days but lost a day to flight cancellations in Colombia; so missed seeing Laurencio Young, former ISC Chair and International Helper, at his last group latihan in Buenos Aires;



Guys on the windswept Florianapolis beach at dusk: including Luke; Pavel; Chair of Sao Paulo group; Elias; Mauricio and Carlos.

- **Testing** with all members of Zone 9: 'How is it when we face Almighty God and follow what he would have us do in this world?; (IHs) How do

we trust God now?; How would God have us trust him?;

- Meetings: Zone 9 country meetings/updates including Brazil, Argentina, Peru, Chile; WSA PowerPoint presentation partly in Spanish, well received; new organization diagram plus 'what WSC/WSA is doing'; also presentations on Spanish Translations by Elisa and proposed next phase developments;

AMANACER, COLOMBIA

- **Abstract**: real closeness, total commitment and sincerity to the latihan, in the feelings towards Subud in all its manifestations/huge stretching; facing tough planning plus operational challenges; 4-tight- review days; need planning support;

- **Amanacer has been somewhat forgotten recently;** faces internal pressures over land ownership, planning and operational issues - needs a new strategic plan plus operations structure; this implies external international organizational and kedjiwaan support;
- The potential of a rejuvenated Amanacer as both international and national centre is great;
- WSA seeks to support and encourage Subud Colombia and Amanacer; to identify experts to help with developing new strategy, completing a review, planning, operations and funding;
- **Fondacion Amanacer plus Subud Colombia** put together a packed 3-day schedule for me; 0800 breakfast; 0900 latihan; 1000 first meetings; lunch; 1400 next phase meetings; 1700 social time; 2100 supper;
- **Operational challenges:** for example, Amanacer has been asked if it could host a 1500-2000 person conferences; but such projects would overwhelm the current team and infrastructure;
- **Meetings: Day 1:** visits to two semillitas schools in one day; amazing leaders and women who lead programs; lunches in small town squares; closeness; all packed together in FA min-van or Willy's jeep; met teachers, parents, kids; need more consistent government funding plus increased help with educational materials/supplies;
- **Day 2:** **testing** after morning latihan Day 2: 'How is it when I face Almighty God etc.'; also 'How is it when I trust God/How he would have me trust?'; WSA Power Point overview in the afternoon, on the developing international organization well received by small group of 15;
- After this the FA school plus ICDP program meeting between school administration, mothers, teachers and local municipal support workers; project funding under threat for 2011;
- **Day 3:** after latihan full review on Amanacer projects outlook and help sought; Amanacer community of 70 plus people in their 30 plus homes need international as well as Subud Colombia support for the next development phase; spoke of continuing with school; possible elders village/retirement community; design & manufacturing enterprises in (3) workshops on site; an eco-village akin to Rungan Sari's with study centre on the 2-3 hectares of bamboo forest at the edge of the Amanacer lands;
- Having had my Bogata-Buenos Aires flight cancelled due to flooding, I had to find a new flight two hours drive away in Cali; so unbelievably 10+ members of Amanacer group all piled into the FA bus with me and drove the 100 kms. on a beautiful sunny day to Cali; a wonderful fellowship; a



Amanacer members and Luke outside small latihan hall after a walk through the planned eco-village land at Amanacer.

heart-touching 3-4 days but given the urgent organizational problems, focused on reaching out for support from the WSA/Subud organization at large;

- **Amanacer Overview:** a new development plan is to be proposed with the help of WSA, Subud Colombia; MSF, SDIA, GHFP, perhaps SES; towards a renewed strategy plus a new operations team backed by visiting or resident experts and entrepreneurs sharing expertise in exchange for low cost accommodation;
- Amanacer finds itself both an international centre plus Subud Colombia's national centre;
- Amanacer projects need restructuring: FA; ICDP; Semillitas; restaurant; hosteria; etc.; all need boosting/support and building up as businesses/projects;
- **Amanacer Strategic Plan discussions:** Luke shared with various combinations of residents but mostly the core FA team the need to define the new Amanacer Vision, build a strategy, build and develop operations incorporating new management from outside the community working alongside the resident's core teams;
- In parallel there is the need to undertake two separate reviews: an Internal Subud Review and an external professional audit focused on lessons learned, operations realignment with new operating procedures established;
- I left Cali and flew first to Quito then Lima and thence down to Buenos Aires; so arrived exhausted at 07:15 the next day after no sleep for 24 hours;

BUENOS AIRES, ARGENTINA



Sunday morning Nov.28th – last day in South America with some of the Buenos Aires group in the Subud house courtyard after latihan.

- **Abstract:** having met the Argentinean National Dewan at Florianapolis and addressed their concerns about the ‘destructuring’ of the Subud international bureaucracy! – I knew little of the challenges surrounding Mina Clavero, Nono, and the split Buenos Aires group;
- **Buenos Aires welcome:** Macario picked me up in my somewhat stunned but freshly shaved state; took me for reviving coffee and croissants, thence a short nap while the group gathered at the Subud house for latihan, my visit, and discussion of WSA and Subud Argentina outlooks;
- 10-12 men latihan after the 7-8 women and I felt to offer the men the Florianapolis **testing** on; ‘How is it when I face Almighty God and follow the work in the world he would have me do?; How do I trust God now?; How would God have me trust?; and finally (from Bapak’s ’82 Sydney talk Do not be afraid to ask God if there is more); ‘from within my latihan - what more would God have me receive?’;
- **Circle testing/sharing:** after latihan and testing we sat in a circle to share the men’s testing with the women;
- **We talked of WSA** and the chair’s roles plus support for the zones; in WSA, WSC and WSA BoD; also of the kedjiwaan base for these roles; how the WSA can help support national committees, centres, the Colombia experience emphasized this and served as a reference point; for Argentina/Buenos Aires own challenges
- **The members felt a breakthrough** even in the few days since Florianapolis; most particularly the previous day when 20 members showed up on the day I was supposed to have arrived (including Laurencio with terminal cancer and who passed away Dec.01);
- **Lessons learned/improved harmony:** There was a stronger feeling of wanting to share lessons learned.; to be closer together again; members emphasized their wish to meet more frequently as they had on these two days; without agendas – just to trust plus be together;
- **WSA Overview/projects:** I also touched on the WSA projects (Communities; Communications; Governance; Africa; WSA translation/WSS etc.) which elicited interest and support since there had been little profiling of WSA until recently with the ‘Who is WSA’ and new organization chart; there was reassurance that the organization is more of a living entity; more of a network of inter-connected activities;
- **Subud in the world/our communities:** I outlined a kedjiwaan aspect to our work of emerging more into the world with reference to Ibu’s exhortation to build on what we have with a new spirit of enterprise recognizing lessons learned;
- **Buenos Aires group potential:** sitting in the large beautiful latihan hall entranceway looking out through the sunlit courtyard, there was a feeling of new possibility; of the group having talents to offer the greater community/city beyond; Macario the national chair, noted that there had been past social outreach activities in BA; so now as the group rebuilds trust and harmony, more may yet be possible; finally I had to leave for the long flight home.

2. ONGOING INITIATIVES

1. **WSA Archives** next phase: WSA is planning on co-funding this project alongside international fundraising towards budgeted \$180K over the next 2-3 years;
2. **WSA Africa Strategy:** possible late 2011 Africa Zonal Gathering; our first meeting emphasized the need for coordinated visits to groups in (6) countries; WSA will be working with the IHs, SDIA, MSF and the Zone 5 and 6 Reps. in terms of supporting these vital visits to help build strong groups and healthy enterprises in Africa;
3. **WSA Subud Communities:** identifying projects for support; international centres (Rungan Sari; Amanacer; Wisma Subud) also larger groups are all seeking support in terms of their next phase of

- development; also smaller suburban and rural groups who need to either rent/acquire/develop Subud houses and the social/business enterprises to go with them;
4. **Kalimantan Mining:** shareholder association formation to provide members with better insight and participation in the growth and direction of KGC; involving MSF and YMS on behalf of WSA as well as KGC itself;
 5. **Subud Governance:** oversight team development; to define areas of responsibility (policy/procedures, MoUs etc.) for the different parts of the organization; establish a Code of Conduct in our dealings internally/externally;
 6. **Rungan Sari (phase II) and Wisma Subud (Heritage Project):** development support as these international centres evolve.

3. INITIATIVES ARISING

- Establishing quarterly online **WSA BoD** meetings for the first time; also WSA BoD sub-committees have formed to address Finance; Archives; ER; Honoraria; etc.; will work with the WSA executive to approve budgets and prepare reviews for WSC approval;
- **Amanacer Development Review/Advisory:** urgent need for strategic plus operating plans;
- **WSA-SESI Enterprise/Fundraising** WSA Awareness month; initiatives based on WSC initiatives; supported by new SESI financing/enterprise services support (possible new Subud enterprise financing body?);
- **WSA-Communications/External Relations** next phase review – recognizing that we need both liaison and PR functions for internal/external relations;
- **WSA-SYAI youth planning review:** the SYA team are now planning more youth gatherings; international representative travel; youth external relations/PR projects support with the WSA ER team; in 2011, 'WSA seed funding' will focus on SYAI with three main projects: Yes Quest, Human Force Volunteer Camp, ITYF, (Youth Travel Fund), fund raising activities and management.
- The new WSA **International Centres Review team** is forming, not only to review the urgent Amanacer situation; but also to review and support Rungan Sari development Phase II and Wisma Subud Heritage Project (WSHPP) developments.

4. WSA CHAIR'S LINKS WITH AFFILIATES, ACTIVITIES, FOUNDATION

- SDIA December BoD online meeting: an excellent 2-day September Montreal retreat/update and sharing; **testing** on SDIA and WSA focus in the world, also chair roles;
- SES KGC support working with the WSA-MSF Kalimantan Review Team; now preparing the new shareholder association framework; WSA working with MSF to try and safeguard orphaned KGC shares (inaccessible former KIC now KGC shareholders);
- SICA updates online every 2-3 months with Latifah; also SYAI team directly/indirectly;
- Possible MSF quarterly meetings in line with SDIA, WSA BoD etc. so that all parts of the organization meet quarterly including the WSA with the IHs if possible so we coordinate our activities and so teams develop and preparation for WSC or other gatherings is well advanced.

Blessings



Luke

World Subud Association Chair

Mississauga (Toronto) Canada, early winter 2011