

SUMMARY
Proposals and Recommendations to Congress
Freiburg Germany 2018

The proposals and recommendations from Subud world Congress are organized as follows:
Based on priority topics as suggested to the delegates in the document “assessing our needs and planning our future”

Based on recommendations arising during the discussion periods for each proposal

Based on recommendations arising from the work shops and delegate working parties

Kejiwaan

Here it was not tested but presented in the WSA report of the “Assessing our Needs and Planning the Future” report that Capacity building with international, national and local helpers continue for the next term increasing the ways in which this is carried out on all levels.

Organization

1. Book on Organization

PROPOSAL

The delegates accept the guidelines as a working draft. The delegates request that WSA establish a working group to expand and reorganize the “White book” to include important quotes from Bapak’s talks as advice to committees over the next 4 to 8 years and to place the sources within the context of the book rather than at the end.

2. WSA Membership Countries

We propose that Italy’s proposal from the Puebla Congress be withdrawn:

A new proposal for WSA membership requirements to be a voting member-country was presented by Subud Spain:

PROPOSAL

We accept Subud Spain’s proposal that: :

In order to become a WSA member, with the right to vote at world congresses, a country should have a minimum of 10 active members. From these there should be appointed a Committee (composed of at least a Chair and s Treasure), and there should be a minimum of 1 Helper of each gender)

If a country does not have enough members of one gender to have two KC then one helper for the dewan will be sufficient. (based on Ibu Rahayu’s advise)

Non-voting member country

RECOMMENDATION to Congress

It was recommended that a working group be established to review what needs to be done if a country falls below the requirements to be a voting member-country. The proposal by Poland would become part of the working party’s considerations. This working group would also review the proposal passed by Puebla Congress that when the country no longer fulfills the criteria of a voting member then the WSC through its zone Representatives should have a dialogue with that country before a decision is taken as to its status.

3. WSA Functions

SYAI

A new structure was proposed for the Subud Youth Activates International to facilitate the work of the youth representative in each zone. It was proposed that instead of having 2 youth representatives per area that zones have at least one youth representative and two if the area is large. The coordinator position would remain as an office of the SYAI. This person would continue to oversee and facilitate the work of the youth activities and this person would be tested at Congress.

PROPOSAL

The Structure of the SYAI be altered to reflect the needs of the youth representatives in each zone.(see attached proposal)

SPI

Subud Australia had put forward a proposal about SPI and its relationship with WSA During the delegate meetings it was acknowledge that WSA has a good working relationship with SPI at this time. WSA Executive members have been invited to attend the SPI AGM meeting and have been consulted on the publications and procedure of the translations. The wish for Subud Australia is to see this relationship formalized so that it can continue to grow and be effective.

RECOMMENDATION

Therefore, it was a recommendation that the next team take care to continue to have an effective relationship with SPI. One that is respectful of the publication guidelines and cooperative between the two arms of the services that deal with making the words of Bapak and Ibu available to the membership now and in the future through its publication of the Volumes as they become available.

4. WSA Archives:

Based on the proposal from the Wolfsburg, Germany Archive Dewan meeting in 2015, that WSAArchives become part of the bylaw a proposal from the WSA was distributed to the countries for review and to be voted on at the 2018 congress in Freiburg. This proposal was distributed two-weeks late, that is, 50 weeks prior to the congress. This could render the amendment proposal subject to continuation to the 2022 congress.

PROPOSAL

The delegates proposed that we continue with the topic even though its submission was two weeks late.

Based on further discussion and review by the delegates it was proposed and voted on the following proposal:

PROPOSAL

The World Subud Association Archives (WSAA) are a permanent and integral part of the World Subud Association (WSA).

The purpose of the WSA Archives is to collect, preserve and provide managed access to:

- a) the work of Bapak Muhammad Subuh Sumohadiwidjojo the founder of Subud in its original form together with the evidential and contextual basis for that work

b) the work of Ibu Siti Rahayu Wiryohudoyo in its original form together with the evidential and contextual basis for that work

c) those records giving evidence to the historical development of Subud including legal, informational and financial aspects as normally archived by an organisation of global significance

The WSAA Charter defines the WSA Archives and its relationship with the WSA. Austria asked to have some of the wording changed to have it be more in line with the bylaws as they now stand.

The new text of the resolution was presented on screen to all (see attached document)

FINAL DECISIONS:

PROPOSAL

With regards to the terminology used in the bylaws Amendment

It was proposed that the bylaws be amendment to reflect the following:

The World Subud Association Archives are a permanent and integral part of the WSA.

The World Subud Association Archives Charter defines the WSA Archives and its relationship with the WSA.

Charter

The World Subud Association Archives Charter was presented in its final draft version (See attached document) to the delegates. This document was presented as a working document which defines the WSA Archives and its relationship with the WSA. Any changes to the Charter will need to be submitted to the delegates at least 6 months ahead of a congress. Subud Austria felt that the amendment Charter to include a sub-committee would fulfill their proposal.

PROPOSAL

With regards to the Archive Charter

The delegates proposed that the draft of the Charter be accepted as a working document defining the WSA Archives and its relationship with the WSA.

5. Muhammad Subuh Foundation:

With regards to the transfer of title for the Gran Salon

PROPOSAL

It was proposed that the letter of agreement between World Subud Association and Subud Colombia as written and presented to the delegates be signed during this congress. (see attached document)

6. With regards to the letter of agreement MoU between MSF/WSA

PROPOSAL

It is proposed that the letter of agreement between MSF and WSA be reviewed and that changes to any parts that are not clear be clarified and that the letter of agreement should subsequently be signed with its revisions, updates and changes if any, be clearly written.

7. Wings and Affiliates

With regards to the proposals from Spain defining the position of the wings within the Council

The wing chairs other than the SDIA and SICA do not have a position on the Council. SDIA and SICA do not have a voting privilege on the council. The only votes come from the representative

acting as Directors for the WSA and therefore representing their member-countries. During the WSC meetings they do not act as Directors except when they are at the MSF meetings, when they approve accounts and with legal matters concerning the WSA.

With regards to the position of the wings chairs and Executive members as to their presence during meetings of the Council the following recommendation was proposed

Recommendation to Congress:

a) if the deputy chair or other members of the Executive team who do not have a position on the Council, and the sub-committee coordinators (SESI, SIHA, and SYA) are to be included in the World Council meetings, delegates to the World Congress should consider preparing an amendment to the WSA Bylaws (to be voted on at the 2022 World Congress). Consideration should be given to the economic factor at the same time, taking into account the current shortage of funding for WSA.

b) Taking into account the funding situation, Subud Spain also proposes a careful study of the possibility of reducing as much as possible the expenses of the WSA itself and its Executive, as well as that of the World Council at its annual meetings. In this way, international helpers could have their budget lines increased so that they can properly serve the members of the groups in their respective Areas.

c) In view of the above, and the need for a revision of the current Bylaws, Subud Spain proposes that for the next period a group of **experts be formed to study the possibility of updating and improving the Bylaws**, thus filling several of the legal gaps that exist in them today. Furthermore, that any changes to the Bylaws be circulated to the membership in strict compliance with the requirements of the existing Bylaws. (circulated to delegates at least one year ahead of the coming World Congress 2022, that is, in 2021)

8. Finances and MSF

a) With regards to the following proposal from Subud Canada:

Therefore, be it resolved that, prior to the annual WSA meeting;

1. the Zone Representatives review the WSA draft budget with the countries in their respective zones and solicit from them pledges in support of the WSA;
2. The SESI chair solicit pledges in support of the WSA budget from Subud entrepreneurs around the world;
3. With this information, the Zone Representatives, as Directors of the WSA, aim to pass a balanced budget in which there is no item on the income side requiring future fundraising;
4. These responsibilities of the Zone Representatives and SESI Chair be included in their job descriptions.

PROPOSAL

It was proposed that we accept the proposal submitted by Subud Canada to help create a budget that reflects the true state of funding from the members in each zone. To help change the current policy of operating with a 25% gap which then creates the situation where the treasurer is in a position of raising the funds needed to balance the budget. This would have all parties, representatives, SESI chair and other individuals to share in the balancing of the budget.

b) With regards to the proposal from Zone 7, that is Subud Canada, Mexico and US

Therefore be it Resolved:

That WSA establish an Endowment Fund, whose income shall be used to support the general operations of WSA, and other special activities as are appropriate.

Furthermore, that a working party be established at the 2018 Subud World Congress to develop the following:

- Legal structure
 - Management and investment
 - Policies on use of income Publicity and fundraising
 - Short-term and long-term goals
 - Zone 7 recognizes that WSA is incorporated in the USA, so that the USA laws of UPMIFA (Uniform Prudent Management of Institutional Funds Act) govern the management and use of the Fund.
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Policies arising from workshops and working groups during Congress

These included -

- Selection process of new officers and world congress site for the future – working party
 - Subud Centers and Centerprizes from Subud Great Britain
 - Sub-committee for large Subud centers (Amanecer and Wisma Subud) – Subud Colombia
 - Subud Youth representation; Coordinantor and youth representatives by zone – youth representative
 - SICA – SDIA relationship with countries to improve through communication and involve the zone reps as the connecting point between international and national and local organizations
 - Mental Illness and Crisis – paper from Matthew Moir
 - Inclusion policy (voted) and recommendation for review by each country
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1. Selection Process:

Recommendation to next Executive Team prior to next World Congress

Based on discussions of the working parties during the congress, the delegates of the 2018 World Congress make the following recommendations to the incoming WSA Executive Committee and International Helper team:

- Regarding the nomination and election procedures of the WSA Chair and Executive Chair —
 1. the incoming WSA Executive Committee and International Helpers shall review the nomination and election procedure of WSA Chair and WSA Executive Chair positions during the 2018 Congress to determine if there were deviations from established procedures and to determine how such deviations can be avoided in the future; and
 2. the incoming WSA Executive Committee shall review the 2014 procedures and recommend revisions to allow the Delegates to receive and consider more detailed information on the candidates and to provide the Delegates a greater role in the decision-making process; and, when reviewing the procedures, the Delegates caution the incoming WSA to review the worrisome trend of including a candidate's generational history in Subud.

- The incoming WSA Executive Committee shall review the process and procedures for the selection of the venue of the next World Congress with an eye toward providing the Delegates more information and a greater role in the decision-making process. The WSA's review should include the timing of the testing and decision, allowing the incoming WSA team and the Delegates more time to deliberate.

2. Enterprise workshop

Number 1

In order to broaden the life of Subud Centers and countries, and the work of Subud as an institution in the world, as mandated by the first Subud World Congress and reconfirmed at Wolfsburg, New Zealand and Puebla; it is resolved that the original remit of Subud committees on all levels of our association, that they facilitate the development of social, cultural and profit-making public enterprises is confirmed.

This remit will require committees to work closely with appropriate wings who can provide technical support, evaluation and oversight and can assist in identifying individuals to manage these enterprises. Development of social, cultural and profit-making public enterprises will require committees to provide time and space at meetings for discussion of future possibilities with all members of relevant councils.

3, Team of Experts to provide historical advice from Bapak's advice

Number 2

It is recommended that the delegates request WSC and WSA Exec to continue to work with Bapak's Advice and Guidance Task Force to ensure that council members are aware of Bapak's vision of Subud and that means are provided at the Kalimantan World Congress to review and receive better ways to fulfill the wider aims that Bapak had for Subud.

Team of Experts to advise the new Executive committee based on the good governance workshop -

Further, we recommend that the WSA executive establish a team of advisors in line with the proposals from the Future of Subud working group to advise and support them on the implementation of the WSA's policies and decisions.

Both recommendations were supported by all.

4. Subud Colombia – sub-committee for large centers

Subud Colombia put forth its proposal, as mentioned above, that a WSA Sub-Committee to the Executive be formed to help with the management of the big centers around the world. There are two big centers now in existence Amanecer in Colombia and Wisma Subud in Jakarta, Indonesia.

Subud Colombia agreed to rephrase their proposal to read as follows:

It is a recommendation to the next Executive Team to designate one person to be a coordinator to be responsible to look after the Subud Centers, right now Amanecer and the Gran Salon where in the relationship the WSA has a responsibility and to come to a proposal to form a committee or sub-committee along the way if it is deemed necessary; that is, if there is a lot of intense work and therefore a need to have a committee or

subcommittee that it be brought to the next world Congress. BUT to have one person responsible to take care of the Subud Center at this time.
Recommendation supported by all.

5. With regards to the Wings – Affiliates and Sub-committees it was recommended

that the relationship between the international organizations and the national or local groups/committees be improved through greater communication. The communication should be implemented in the languages of the countries. It is important for all interest groups communicate and have a good relationship with the local organizations and that work be done to implement projects that take the united interest groups into the world. Further it is recommended that zone representatives be involved and become the connecting links between the international organizations and the national and local groups. The recommendation is to have the wings look at how they can support members in their involvement in the world.

Recommendation supported by all.

6. SYAI structural change

it was recommended that following on the approved proposal of the new structure for the Youth Activities sub committee that the representatives from each zone be tested within the zones rather than at the Congress. That for the future appointment of the youth zone representatives be selected from within each zone during their zonal annual meetings.

Recommendation supported by all.

7. Mental Illness and the Latihan

A paper was presented and the following recommendation made

It was recommended once again that a working party be established to help helpers throughout our Subud World understand more clearly what we mean by “mental illness”. The work of this group should aim to develop and disseminate guidelines to assist with the recognition of and response to serious mental illness in applicants and as to temporary crisis situation in Subud members within the context of the advice and guidance of Bapak and Ibu Rahayu.

8. INCLUSION:

With regards to inclusion the following policy was proposed and passed

a) Policy

The World Subud Association (**WSA**) does not discriminate against any individual on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, or parental status, nor does it condone any such discrimination by any of its members. WSA is committed to diversity and inclusion and affirms that each member of the worldwide Subud community (Subud) has the right to participate in, benefit from, and contribute to all activities, programs, and services of Subud with dignity and respect. WSA affirms its obligation to ensure that it maintains an environment that is free from sexual harassment.

*Note prior to voting on the proposal, it was clearly understood that this policy is to safeguard WSA from any legal proceedings which could be filed against it as an organization for discrimination and that this is a WSA policy as a not-for-profit organization in the USA. WSA by no means tries to dictate how any country is to view this policy and understands that each country will look at this policy based on its own cultural and legal status.

b) Procedure

The procedure to implement the inclusion policy as outlined with the policy (see attached policy) was subject to the following recommendation by the delegates of the World Congress 2018 and is subject

to each country's cultural and legal status. It is only a recommendation for the countries to adopt this policy.

RECOMMENDATION:

Peru and USA recommend to form a working group on inclusion (see attached recommendation) In passing the WSA inclusion policy, the Delegates of the 2018 Subud World Congress of the WSA intend that the incoming WSA Executive Committee shall establish procedures to assist countries to carry out the policy to the extent practicable.

1. In addition, the Committee shall create a multicultural and multilingual working group to assist countries with their efforts to meet the needs of under-represented communities within Subud, such as LGBTQ+, people with disabilities, and other minorities, which is essential for their greater wellbeing in Subud. *The working group shall develop, and make available to countries and local groups, resources and recommendations to put into practice the policy in accordance with their unique cultural and legal contexts.*
2. The Delegates also intend that the incoming WSA Executive Committee shall address the multi-lingual diversity in Subud to ensure that each country can fully participate in international meetings.

It is recommended that the WSA form working parties made up of International helpers and other members to discuss inclusion within each country to formulate policies at the country level that would be respectful of the country's cultural and legal context and structure keeping in mind that Bapak told us that Subud was for all of Mankind. Prior to voting, it was understood by the delegates during a discussion, that in passing this recommendation the WSA cannot expect individual member-countries to accept a policy of inclusion that is contrary to their culture or legal status. Each country understands that they must work to formulate a policy that will be acceptable culturally and legally in their country and that the country is not being asked to implement the WSA policy.

In passing this recommendation, the delegates acknowledge that this is the first step in a continuous improvement process that the WSA team will carry forward in each term.