

CONGRESS WORKING PARTY 1: STRENGTHENING OUR ORGANIZATION

December 12th 2009

1. Basic terms: The World Subud Association (WSA) is the association of national Subud associations. The World Subud Council (WSC) is the council that sets policy for the WSA in between Congresses. The International Subud Committee (ISC) is the executive committee of the WSA.

2. The WSC consists of 18 international helpers, the 4-5 wing chairs, the 7 zonal representatives, the MSF chairperson, the WSA chairperson and the ISC chairperson (WSA executive). The only voting members of the WSC are the zonal representatives. The WSA directors are the WSC members legally responsible for the WSA and consist in the zone representatives and the WSA chairperson.

3. At the 2005 World Congress, the working party concluded that “WSA’s function is to support the development of the member countries, not to overrule them. The various organs of the WSA exist to encourage and facilitate the activities and projects of the member countries, working together for our own benefit and for that of others.

The cultural change looked for is towards a real networking approach, inviting and encouraging participation throughout the Subud world, with respect for each other’s responsibilities and functions, working together in a spirit of co-operation and team work.”

4. After 2005, the WSC launched two WSA world wide initiatives for the member countries to participate in a focused discussion for a year. The second of these, coordinated by Stefan Freedman, concerned the organizational culture of Subud, central to the 2005 Congress. Countries were invited to use the appreciative inquiry method. Much of the discussion centered on (from Stefan’s report):

- a) How to revitalize local Subud groups, especially with regard to mutual support
- b) The need for more open communication
- c) Subud as a University or learning organization
- d) Freedom from unspoken norms.
- e) Does our collective culture hinder or help us?
- f) Helper and committee collaboration

Stefan initially proposed workshops on revitalizing the organization for this Congress but ISC/WSA executive suggested that persons interested in those workshops attend the working party so that their input might impact the decisions of Congress. Therefore, the working party should be open to the questions originally proposed for the workshops.

5. The WSA suggested some initial questions for the WP on strengthening the organization (Helpers and Committee):

- a) How can helpers and committee work better together? What has worked well around in your countries in this regard? What actions would you recommend for the WSA to improve this area? What are the main goals that the WSA should have in this area?
- b) What kinds of support would national bodies want from the international organization in order to strengthen their work? What are the main goals that the WSA should have in this area?
- c) How we work together to strengthen the organizational work of Subud at the group level? What has worked well around the world in this regard? What actions would you recommend for the WSA to improve this area? What are the main goals that the WSA should have in this area
- d) How can we vitalize the Subud organization?
- e) What is the cross fertilization to the other working parties?

Please note that questions a) above will be addressed in the helpers' working party.

6. There are a few proposals from countries that the working party might address:

- a) Zone 7: staggering of zone reps terms.
- b) Subud Germany (summary): We form working groups which will submit proposals to WSA to be discussed in countries and at zone meetings, and can be voted on at World Congress 2014. The most important topics from our point of view are:
 - The aims of the WSA: Do they represent the reality and the wishes and needs of the members?
 - The organs of WSA: What are the roles, functions and responsibilities of each one? Do they and can they function as they should? These questions also include the Wings and MSF.
 - Decision making process: What do we mean by consensus? Which role does testing have in our decision process? And voting? What does democracy mean in Subud?

7. Some other points that might be addressed in the working party.

- a) The need for a smaller and more effective WSC and changes to the composition of the WSA board of directors.
- b) The meaning of consensus (Subud Germany)