

Organization Working Group

The story so far

The following resolution was passed at the Christchurch World Congress in 2010:

4.1 *The following proposal was agreed:*

“The Subud organization is accomplishing many positive things at all levels, however, there is dissatisfaction with some aspects and a need to make improvements. We are hearing this particularly from those who are most involved in the organizational side of Subud. What emerged during the working party was that the relationships between the organizational elements are very complex and more time is needed to evaluate them properly.

Therefore we propose that a working group (‘task force’ in the original wording) be established to look at these issues holistically and in detail from a background with the qualities of Susila Budhi Dharma. This group should be composed of people from a range of backgrounds and cultures, and including some experienced in organizational and management issues as well as experienced helpers.

This working group should carry out an evaluation and propose improvements in time for discussion prior to the next World Congress.”

4.2 *It was agreed that the working party would be appointed by and report back to the WSC and that the zones would be asked to supply candidates for the working party*

Here is a brief summary of what has happened since then:

1. An Initial Core Group of Valentin Willecke, Reinbrand Visman and Hamilton Minnaar produced a paper: “A Proposal for a Discussion Process on the Subud Organization”.

2. As suggested by this paper, an **Organization Working Group** was created. This comprised: Kumari Beck (SDIA Chair), Mauricio Castillo (Zone 9 Rep), Robiyan Easty (Zone 4 Rep), Maxwell Fraval (WSA Executive Chair), Dave Hitchcock (Zone 7 Rep) and Latifah Taormina (SICA Chair). Robiyan and Latifah subsequently resigned for personal reasons.

3. An invitation was sent out to all national committees seeking nominations for members who were interested in forming an **Advisory Group** (up to 15 members). Members of this Advisory Group would have organizational skills or considerable experience within the Subud organization, in both committee and helper functions, and be from a range of backgrounds and cultures. For practical reasons, the Advisory Group will likely break into smaller sub-groups. Subsequently two Advisory Groups were developed and currently comprise the following members:

Advisory Group # 1 (English-speaking)

Ismanah Schulze-Vorberg (Germany)

Dave Hitchcock (Canada)

Rachmadi Fiedorowicz (Austria)

Armand Bisson (France)

Pollard Blakeley (Britain)

Marcus Mackay (Australia)

Rasjidah Franklin (USA)

Dorinda Johnson (IH)

Advisory Group # 2 (Spanish-speaking)

Mauricio Castillo (Chile)

Carla Moreno (Spain)

Latif Morales (Mexico)

Rodrigo Mudarra (Venezuela)

Lucas Roldan (Colombia)

Daniela Urratia (IH)

4. Prior to the 2014 World Congress, these two Advisory Groups discussed:

- WSA Membership
- Decision-making in Subud (Consensus)

5. The groups provided valuable input to the Organization Working Group, that was able to produce two position papers with recommendations. These recommendations were made available to the WSA member countries for consideration by their delegates prior to the 2014 World Congress.

6. After being conceived at the last World Congress and surviving a somewhat difficult birth, the Organization Working Group is up and running - well maybe crawling!

7. Recommendations:

1. This initiative is continued after Puebla.
2. The current organization review process be further refined and improved.
3. Membership of the core Organization Working Group and Advisory Groups should change periodically. This will help to ensure that the process doesn't get stale. New members can introduce different ideas, views and enthusiasm and it will provide more people with an opportunity to participate in the organizational review process.
4. Specific organizational topics for subsequent review may arise during the 2014 World Congress.
5. Efforts should be made to introduce improved communication tools, better suited to the international discussion of organization topics, than relying on email and conference (skype) calls.

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Kumari Beck

Mauricio Castillo

Maxwell Fraval

Dave Hitchcock

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