

Work Group Summary

9.3 Organisation Working Group including Consensus, Staggered Terms and WSA Membership

- 1) WSA membership
- 2) Consensus
- 3) Staggered Terms
- 4) Mission Statement
- 5) Remunerations

The purpose of these 5 groups was to put clear proposals for the member countries to look at with the idea of having proposals already clearly discussed and ready to be voted at World Congress, thus the agreement and commitment requested from the council members is to take this up and follow up with their countries.

1) WSA Membership, following work and report from the original WSA membership group (Maya, Paloma, Mauricio and Rodrigo)

Recommendations:

1) The WSA membership form needs to be re-written integrating others things:

A) Benefits and obligations, meaning: "what does WSA offer to its member countries, what are the responsibilities or obligations of the member countries towards WSA"

B) Include copy and acceptance of bylaws, mission statement as well as MOU (which regards protection of name, symbol and Bapak and Ibu's written works)

C) Agree to and accept the WSA structure (zones, areas, national organisations....) and adhere to following and participating in that structure

D) Minimum of 10 members and established organisation (legally incorporated or not) with committee and helper Dewan. (currently only 36 of the 56 member countries pay anything to WSA)

2) Financial commitment of a country's membership fee (separate from donations) of 100 \$US per year which ~~can~~ the treasurer or secretary would automatically send out to countries for payment at the beginning of the year. Countries who do not make their payment (unless special dispensation) would not have voting rights.

3) Two types of members:

Countries could choose which type of members they would be.

A) Voting members: These would be countries fulfilling A,B,C & D above.

B) Associate members (find correct name) countries with individual members that do not fulfil the above criteria. The aim being that they work towards becoming a full voting member. These countries would participate in discussions but not have a vote, they could work with countries who do have a vote, if that is what they would like to do.

A question still remains about how to define and establish any form of membership for an individual who gets opened in a country where there is no one else like Egypt. The general idea is that that person would become a member of the country of his choice which could be due to close relationship or close geographically.

This new membership form would be signed by all countries (existing and new) with the concept of being re-signed every World Congress, so that if a country no longer fulfils the criteria for a voting member they then automatically become an 'associate member'

Recommendation:

That the WSA Executive and the Zone Representatives will work with countries to come to an accepted proposal for world congress. Maya ~~to~~ will prepare the necessary accompanying documents that do not exist yet.

This new membership form/situation to be re-signed by all countries and subsequently re-signed every 4 years at World Congresses with an automatic process that if a country no longer fulfils the criteria of a voting member they then

2) Consensus

Resolution: It was agreed by the groups that we need an agreed written definition of OUR (WSA members) accepted understanding of CONSENSUS within Subud and how we function by consensus, so that this definition can be made available to anyone asking how we understand the meaning and implementation of consensus-based decision-making.

Definition to send to countries for their discussion, review and final approval:

Consensus is not 100% agreement. WSA states in its bylaws that “WSA shall seek consensus in decision making”. Consensus within Subud is a process leading to a decision.

The process of consensus within Subud is arrived at at the time of voting. If a vote is not unanimous but there is a majority of 75% or more (this is a figure based on historical reality) the other 25 or less % are given the time and space to be heard, that they are carefully listened to, that their ideas are taken into consideration and written down. Following these exchanges a new vote would be taken and then the minority, if still not in agreement would be asked whether they accept the majority vote. If the minority accept the majority vote, then WSA would have achieved consensus.

Historically in Subud we do not enforce a majority decision without reaching consensus. However, a minority veto is equally unacceptable.

Recommendation: The above description can either be accepted by council or be put to the countries for perusal and acceptance on the understanding that we are creating OUR definition not trying to agree the understanding of the word consensus of each language and culture.

3) Staggered terms (of Zone Reps/WSA directors)

This re-occurring question has to be put back to the zone reps and their countries. To begin staggering the zone reps, it means that the zones themselves, individually and together must begin the process of staggering (i.e. who will do an extra 1, 2 or 3 years or which new zone rep would accept to only do 2 or 3 years)

Recommendation: that Council wish to begin this process and to inform the executive before the end of the year as to this is to be implemented.

Recommendation: that ALL zones choose their new zone rep at least 6 months before world congress so that there is a real buffer time when the out going and incoming zone reps work together so that the new zone rep is clearly aware of the issues/projects that are currently being dealt with.

The WSA executive recommends some form of overlap within the Executive team, as the situation that occurred following continuation of some executive members from the last term to the new has been very beneficial.

Recommendation: All WSA Wing reps are also requested to work with the incoming teams.

4) WSA Mission Statement.

Working from the Mission Statement v7, developed by the previous council, questions were raised as to:

Do we legally need a Mission Statement or is this simply something we feel we need as do most organisations to explain what their mission is.

In both cases does our Mission Statement need to be so long ? Most changes were related to being shorter and changing the order of the paragraphs. Some things were felt to relate more to the affiliates or even towards process rather than mission.

The Mission Statement below takes into consideration the different input:

WSA Mission Statement.

Preamble:

The name Subud is a contraction of three Sanskrit words: 'Susila, Budhi and Dharma'. These words represent the possibility to surrender to the divine power that can touch our inner nature, allowing it to effect change from within that will lead to the qualities of a true human being.

Subud is open to all persons regardless of their religion, race nationality or life style.

The spiritual practise of Subud described above, does not require the acceptance of any dogma but exists to unite human beings through a common worship of God (as per UN description of Subud)

Mission:

The mission of the WSA network through its member countries and affiliates is to foster the spiritual training that comes from within of the individual Subud members, as well as the beneficial use of the spiritual practice of Subud, including the development of individual talents. The WSA network nurtures the worldly expressions of this practice that benefits society aiming towards a more peaceful world in which humans can enjoy a healthier inner and outer environment.

The rest of the prior version is seen as not pertaining to the mission, but rather to the how it is put into practice.

Resolution: that this amended mission statement be put to member countries for their perusal and ratification.

5) Remunerations.

Over the years there has been much discussion about the pros and cons of Remunerations at the international level as this can define the type of organisation that we are or are not. Currently it is considered that WSA is basically a volunteer run organisation.

Still it was agreed that we need flexibility to be able to:

- Not exclude members from being able to work on the World Subud Council (such as young people) simply because they do not have the financial means.
- Establish a fund to be able to help council members in the case of their needing financial support for the work they are doing for WSA.

This issue warrants an overall discussion as the cost of living rises, things become more difficult financially and so people have more difficulty taking on these jobs, whilst at the same time enhancing the understanding of the inner benefit that we all experience from working for Subud.

Within this debate it should also be **recognised the costs involved in being a council member for many who give up jobs, or % of income, as well as the extra costs that council members incur and pay themselves when travelling for Subud.**

This debate would not include the remuneration of the WSA chairman or chairwoman who at this point is not seen to have an executive position within Subud.