

Work Group Summary

10. STRATEGIC AREA WORK GROUP

Zone Reps reported on the situation and challenges faced in their countries which included the following:

- *Why are the members leaving*
- *Why do people not come to latihan*
- *Why no committees*
- *WSC/WSA image Gap with the brotherhood*
- *How can we better love and respect each other*
- *Communication*
- *Subud literature in Cuba*
- *What direction are*
- *Antagonism towards Enterprises*
- *Build on youth strength in Colombia*
- *Preserving the purity of the latihan*
- *Maintenance of Bapak's structure*
- *How do we manage group/ country issues from the macro to the micro*
- *Decision making process (consensus)*
- *How to stay centered*
- *Fundraising*
- *Rida's issue*
- *Joy*

Four main topics from the list above were discussed further :

Member motivation

- Question: Why are members leaving Subud?
Do group helpers follow up to discover "why"?
Many alternative paths today
Bored or unsatisfied with their latihan
Not welcomed or cared for by the group
"Clash" with helpers
Inconvenient latihan times, particularly for the youth
Sensitized by latihan and blame their problems on this. Go into crisis and not helped.
Modern-day pace of life requires immediate results, quick fix, not prepared to be patient
No communal group activities, projects or fun - leads to sitting around and complaining
- Recommended action:
Encourage local Subud groups to discuss and identify why their members may be dissatisfied or leaving Subud and identify ways to address this.
- Question: How to attract people to work on committees?
Share Chair responsibilities (group "sofa"/"couch" instead of a Chair)
Make it fun to work together - "work hard, love fun." Let others know!
Clear responsibilities/job descriptions
Mentoring from person previously in position/overlap
Realistic expectations for committee members
Fixed term or duration so that committee position is not "never ending"
Have clear goals and establish actions to achieve these.
Work as a team
- Recommended action:
This is a widespread challenge in many parts of the Subud organization. Seek input from local, national and international committee members as to what attracted them to the position.

- Question: How to build on youth strengths?
Encourage and support youth to organize events, e.g. in Subud houses, and to include non-Subud friends.
Example given of youth not being "allowed" to use Subud house for an event!
Nurture, don't hinder, their enthusiasm. Work together.
Don't put pressure on kids to join Subud. Parents should stay quiet, connected to their inner and young people will feel this.
Career-oriented internships for existing youth or those no longer coming to latihan
Create (or help to) more connections between youth, e.g. skills data bank
Don't expect youth to be perfect - we're not!
Provide space in your group life
The alcohol question can be managed
- Recommended action:
Ask the youth!