



THE WORLD SUBUD ASSOCIATION
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Minutes of World Subud Council Meeting from September 21 – 30, 2016

at
Salobreña, Spain

We, the undersigned, hereby certify that the attached minutes are a true and accurate record of the 2016 World Subud Council Meeting held at Salobreña, Spain, from September, 21 – 30.

Date: Ismanah Schulze-Vorberg, WSA Executive Chair

Date: Salamah Dick LeClaire, WSA Secretary

Attendees

World Subud Association Chairperson	Elias Coragem Dumit
World Subud Association Deputy Chairperson	Lucia Boehm
World Subud Association Executive Chairperson	Ismanah Schulze-Vorberg
World Subud Association Executive Vice Chairperson	Anwar Ziesel
World Subud Association Treasurer	Hilaria Dette
World Subud Association Accountant	Elwyn Waugh
World Subud Association Administrator	Salamah D. Le Claire
Muhammad Subuh Foundation Chairperson	Marston Gregory
Susila Dharma International Association Chairperson	Kohar Parra
Subud Enterprise Services International Chairperson	Hadrian Fraval
Subud International Cultural Association Vice Chair	Felix Prieto
Subud International Health Association Chairperson	Maxwell Fraval
Subud Youth International Activities Coordinator	George Demers
Subud International Youth representative	Marcus Vagany
World Subud Association Archives Coordinator	Armand Bisson
World Subud Association Care Support Coordinator	Arnaud Delune
World Subud Association Translations unit Coordinator	Elisa Sanchez-Caballero
World Subud Congress WCOT coordinator	Romina Vianden-Prudent
World Subud Association IT Coordinator	Rashid Butt

Zone Representatives/WSA Representatives

Zone 1 & 2 Suryadi Haryono Sumohadiwidjojo, Zone 3 Matthew Weiss, Zone 4 Farah Czwiertnia, Zone 7 Fernando Fatah Nieva, Zone 8 Paloma Muñoz, Zone 9 Uraidah Arratia Becker. Zone 5 Hakeem Naibi and Zone 6 Rida Liobo Lote, were not able to receive visas for Spain as residents from their home countries in Africa.

International helpers

Area 1: Rashida Cooper, Isti Jenkins, Rosario Moir, Nahum Harlap, Lewes Hayward, Matthew Moir,

Area 2: Olivia Brady, Dahliani Drejza, Sjarifah Roberts, Sahlan Crona, Arifin Konrad,

Area 3: Myriam Ramsey, Suzanne Renna, Sarita Rodriguez, Sjarifuddin Harris, Mahmud Nestman, Hoan Toan Phan.

Other Attendees and Observers

Asmaniah Fraval, WSA archivist;

Halim Korzybski, Osanna Waclik and Muchsin Silva, MSF trustee candidates.

Carla Bock Moreno, Paloma de la Viña, Ivan Smith de la Viña organizers of the WSC meeting,

Rayner Sutherland invited guest,

MSF trustees, Executive Director and Administrator,

Viktor Boehm, Susila Dharma Board Member.

Many spouses of council members were in Spain but did not attend meetings on a regular basis. These were Mary Crona, Camille Roberts, Sandy Renna, Maria Prieto, Monica Silva and Daphne Alexopoulou. Some members from Europe were also present.

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1. Introduction

World Subud Association Chair, Elias Coragem Dumit, welcomed everyone and was especially pleased that members of the World Subud Council made a special effort to be present at the Council meeting held in Salobreña, Spain from September 21 to September 30, 2016. Matthew Weiss was welcomed as the new Zone 3 representative. Noted was the unfortunate absence of two representatives, Hakeem Naibi, Zone 5 and Rida Liobo Loote, Zone 6, due to their inability to receive visas and the late arrival of Uraidah Arratia, zone 9 due to business commitments. It was noted that for the World Congress in 2018, great efforts would need to be made to obtain visas for all Subud members in areas that present problems in this endeavor. Welcomed also was Romina Vianden-Prudent as the Subud World Congress 2018 organizing team coordinator and Rashid Butt as the new IT coordinator.

Thanked for their hard work in preparing the meeting venue were Carla Moreno, Paloma de la Viña and Ivan Smith de la Viña. Carla Moreno and Elisa Sanchez Caballero, translation coordinator, provided translations for our Spanish speaking representatives.

Of special interest for this meeting were two factors: first, the Inauguration of the Subud Alujarras center in Jaramuza/Orgiva, Spain latihan halls and second, the testing of the new MSF trustees for the next four-year term. A visit to the Orgiva center was arranged where all participated in the first latihan in the new halls and experienced the celebration.

Working with international helpers present, the first day was devoted to becoming one body and one dewan. The next day, testing for the MSF trustees was the main focus. Present as candidates for testing were MSF trustees Michael Heathcote, Hanna Baerveldt and Bachtiar Lorot and new candidates Halim Korzybski, Muchsin Silva and Lydia Farrand, absent was Elaina Dodson. These persons were tested by the international helpers and their appointment voted upon by the Directors of WSA. The new trustees are Michael Heathcote, Muchsin Silva and Elaina Dodson. One more trustee is needed to complete the roster and the search for new candidates will start in October.

In his opening remarks Elias Coragem Dumit spoke of his understanding that it is our responsibility at this time, to set Subud on a course of long term stability and continuity. At this time we are transitioning between the older generation of members who knew Bapak and who are now dying out and the new members who are coming to Subud. We cannot take for granted that everyone has the same vision and clarity so it is our duty as an organization to set things straight and clear so that anyone coming to Subud understands and can make a clear decision: “oh this is Subud this is where it is going – Is this for me? Yes, I would like to join – No, I would not“. As we undertake and carry out long term projects which sometimes find difficulty in having continuity due to the change over of our officers every four years, it is our duty to provide a clear plan that can be carried out and assures stability and continuity so the long term projects can continue even as the teams change. As we select priority areas, all were encouraged by Elias, to look at current needs but also have a perspective into

the future where we can have a path so that in areas that need long term caring and nurturing we can point to a clear direction. We have three instruments to help in our decision making process:

1. Subud World Council decisions
2. Voting and Consensus to set policies
3. Strength of Congress resolutions. As policies are set and conclusion are reached here, representatives bring them back to the countries in each zone so that policies may be formulated as proposals to the World Congress in 2018. In light of this task, Zone 3, Subud France, presented a request to the Council that we do not set too many new policies for the next congress but that we re-assess resolutions from previous congress to work on, adjust and improve.

Prior to the meeting, it was decided that members of the council would meet by function to identify their successes, needs and goals for the next year and to work on the goals of this meeting. Results of their meetings have been shared with other council members. Africa would have a separate working group to help identify the special needs and possible solutions for zones 5 and 6 with regards specifically to a bi-zonal meeting in 2017 as suggested by Council in Chile in 2015.

The various areas of interest; Archives, Centers, Helper work, World Congress, Wings, Communication and webdesign, Africa, Executive work, congress recommendations review, and action plans, would each have their separate sessions to present to council as a whole. Where necessary working groups would be formed to identify the needs and possible solutions to each area of interest. These working groups would continue the work after Spain. After all presentations and discussions were complete, the draft budget for 2017 would be presented during the last days of the meeting, and would reflect adjustments made due to the financial situation of WSA. It would then be reviewed by those present and agreed that it would be presented as a draft budget.

2. Plenary and Opening of Council Meeting

After a warm welcome to all and acknowledgements, the first piece of business was the signing of the minutes from the previous council meeting held in Chile in 2015.

Fernando Fatah Nieva proposed that the minutes of the World Subud Council meeting held in Santiago de Chile in September 2015 be approved as previously circulated.

Farah Czwiertnia seconded the proposal.

A consensus of the council was taken – no additions or amendments were suggested. It was mentioned by Ismanah Schulze-Vorberg, WSA Executive chair, that a clarification note on archives, which in no way changes the minutes, was added to the minutes. The vote was taken

Suryadi Haryono	Zone 1&2 representative	approved
Matthew Weiss,	Zone 3 representative	approved
Farah Czwiertnia	Zone 4 representative	approved

Fernando Fatah Nieva	Zone 7 representative	approved
Paloma Muñoz	Zone 8 representative	approved
Elias Coragem Dumit	Chair WSA	approved

No oppositions or abstentions.

Hakeem Naibi, Rida Liobo Loote and Uraidah Arratia sent their regrets.

The minutes, in all three languages; English, French and Spanish were signed by Ismanah Schulze-Vorberg, Executive Chair WSA and Salamah Dick LeClaire, Administrator/Secretary WSA and sent to the archives in Canberra. A signed copy in English is being kept in the WSA office.

Since the various members of Council met by function in the first three days of the meeting and were able to set their goals in accordance with the sense of priority as to our mandate at this time: that is, to prepare for and set Subud in a course of long term stability and continuity, it was decided to set the agenda for the next few days of the meeting:

- Plenary and Orgiva
- Subud Centers and Helpers – go around the world
 - Working groups in the afternoon
- World Subud Association Archives
- World Congress; presentation, testing on content and significance and workshops
- Communication, Wings/affiliates
 - IT presentation – Rashid Butt
- Africa, Review of Congress Resolutions and Action Plans, and Finances/Budget

The international helpers and centers were placed on day one of the agenda to insure the presence of MSF trustees during their presentations. This is in response to the Congress recommendations that **“there is a need for helper capacity building”** and that **“support for Subud houses was a major priority of MSF”**. In their report the international helpers can address both their work with local and national helpers and their observation of the health of the different centers and conditions of houses in each area.

It was felt that it is not only important to report on the work of the wings but also to acknowledge the need for working together to present the face of Subud to the world in each zone.

It was further suggested that Hilaria Dette, WSA treasurer, present a preliminary budget overview prior to the meetings so that there would be a “awareness” of the state of the budget in planning the work and activities of the world Subud council for 2017.

3. Subud Centers and International Helpers

3.1 Introduction to the day:

Elias gave an explanation of how he would see the day develop. He reminded everyone of the fact that one of his main focus points during this term is Subud Centers as this is the place where the reality of Subud takes place, where the latihan takes place and the development of Subud happens. He feels that from the feedback he has received on the importance of supporting centers, it is like a

mandate to reflect on this issue and to bring forth ideas and convert these to whatever seems real in terms of action we can take as the body of the World Subud Council.

He proposed two parts to the day – First we get in the context together and identify some things which are common and need to be looked at and then in the second part form working groups to look deeper into the identified needs of Subud Centers. After identifying which priorities we need to do from these workshops the idea is to have an **Action Plan** on how to support Subud Centers and to have people responsible to support the plan. We acknowledge what has already been done to support the centers and look at what else we can do in a collaborative way. Look at what brings a special inviting light to a center and makes one want to be there.

An ongoing team which would continue the work after the council meeting would be formed from the members of each working group. One coordinator from each group would be selected to oversee the ongoing process throughout the coming months.

Discussion followed as to the terminology being used to define center, group, house. Since it is impossible to achieve consensus on a definition, it was decided to use the following generic definition for center. A Subud center is basically a group of members organized which exists and does latihan together in a certain place.

3.2 Identify topics, sort them out, form working groups, and develop Action Plan

Brainstorming without censorship of words that would identify the concept of a Subud Center then took place. Although two main ideas are relevant in all discussions, that is, communication and accountability, a list of words (see transcription from Subud Centers recording) was developed and sorted into three main topics which would serve as workshop topics for the second half of the morning:

1. **Kejiwaan** – work of helpers, relationships, PR to outside Subud, Committee and members
Commercial use of premises
2. **Management/Finances** - planning process income/economics of center, maintenance, physical accessibility, marketing and multi-functional use, sustainability, state of house
3. **Support to Members/Humanity** - Hall, administration, organization legal part of the center, projects and wing activities

Each workshop would be comprised of international helpers, zone representatives, wing coordinators and members of the WSA team.

Workshop 1 Kejiwaan: Farah, Suzanne, Myriam, Hoan Toan, Lucia, Asmaniah, Salamah

Workshop 2 Community: Matthew, Suryadi, Isti, George, Felix, Sjarifuddin, Olivia, Sarita, Elisa, Arnaud

Workshop 3 Finances: Paloma, Fernando, Maxwell, Lewis, Rosario, Marcus, Nahum, Hadrian, Halim

3.3 Workshop results, Goal and Action Plan

Workshop 1 – Kejiwaan According to participants basic for the center health is helper duties, men and women working together, harmony and trust between helpers and committee, and availability of helpers to “listen” to members. It is also important to follow Bapak’s advice to have regular helper latihan, helper/committee latihans and as part of the “capacity building” mandate from world congress, groups can have time to do some introspection with testing as to strengths, weaknesses and performance of duties which takes trust and courage. The latihan times need to be flexible to accommodate modern schedules. There is a felt need to have care of new members after their opening as a way of continuing helper/member bonding. It is important to see the local, regional, national and international dewan of helpers as a horizontal not hierarchical line.

Gatherings big and small were seen as motivating growth. Poland was an important model for bringing people back to latihan and having them experience the positive effects of latihan in the work being done by wings, affiliates and individuals.

Important to identify with members is how they view the latihan: as the center of their lives or as something additional to their busy schedules.

Action Plan is to continue kejiwaan capacity building and to find ways to facilitate small gatherings and get together that encourage community building. Each one is to be responsible to remind their own center of the importance of regular helper/committee latihans and trust building.

Workshop 2 – Management and Finances According to participants, a major point to consider in management is the accountability of the state of the houses/centers. A check list/survey would be developed that each center could fill and thereby bring an understanding of the state of the premises; this in compliance with a request from MSF that centers be accountable for their own premises once the funding from MSF has provided these premises. It was agreed that ways of making the centers sustainable was an important point. Centers needed to be the center for multi-functions of fund raising, wing activity, community building, enterprises and that these all work together.

Action Plan is to develop a check list/survey that can be sent to the various groups and also can be carried to groups by international helpers as they travel that they can also use to assess the state of the centers. Look at successful centers such as the Centerprize in Los Angeles, groups in Australia and others which can be recommended. Matthew Weiss was identified as the representative who would be responsible to formulate the survey.

Workshop 3 – Community and Humanity Participants felt that harmony and maintaining a good and inspiring atmosphere were paramount in the success of group/center life. Disharmony and aging groups were seen as symptoms of Subud centers not working. It is important to identify the assets and to find the ways which are needed to maintain premises and to remain accountable by local groups. Centers should look at fund raising ideas, group activities, social activities, wing activities that help to bring the group together and give a spark of life to the group. The relationship between committee and helpers was seen as paramount to harmony.

Action Plan is to look at ways to make the centers more interesting and attractive as a community taking the Cali Colombia experience of introspection by helpers to help find new ways to attract members, as an example. Look at successful groups around the world.

3.4 International helpers' presentations and reports by Area

3.4.1 The Book

In the beginning of the session, the international helpers reported on their work concerning the new **edition** of the book "Bapak's Advice and Guidance for Helpers". As per Ibu's request they are working on replacing some of the quotes used previously which were from provisional translations of Bapak's words to his words from final translations. They are working on reorganizing the book so that it is more easily read, clearer, legally and culturally acceptable everywhere and so that it covers more completely what the helpers around the world seem to need to help them perform their duties. They have, as a dewan of 18 helpers traveling the world, asked the helpers wherever they are, what it is that is important for them to have included in this latest edition of the book. It is important to understand that the book was not written by Bapak but by a dewan of international helpers using some of Bapak's words to explain and support what is being said as a guidance to helper work, and that they are not changing, by re-working the book, Bapak's words. It is also important to know that because Ibu has been giving many clarifications on this work that some of her words will also be added to the Book of Advice and Guidance to Helpers. A new title will be given to the book.

Action Plan: Continue the work on the book, have it ready for translation before world Congress and prepare the helpers around the world to accept this latest edition of the book as something that the international helpers are doing as requested by Ibu Rahayu to keep the quotes from Bapak and reflect the words used by Bapak as closely as possible and, therefore, come from final translations.

Helpers try to maintain the purity of the latihan and helper work for future generations.

Travel reports at the end of visits to be sent to zone representatives in each area without sensitive content.

Insure the long term view of Subud to the future.

3.4.2 Reports from helpers by Area

In response to one of the MSF trustees the international helpers reported as to the scope and meaning of their work based on their travels and visits to various countries. Each of the areas had the individual international helpers report to the council. Each area is very different as to the scope of their work, the number of countries they must visit, the culture of the countries they visit, the physical distance between the countries they visit and the languages spoken in the of countries they visit.

3.4.2.1 Area 1

In area 1, the international helpers consist of Rosario Moir, Rashida Cooper and Istigoma Jenkins on the women side and Lewis Hayward, Nahum Nesbit and Matthew Moir on the men side. The area is very large geographically and consists of many different cultures, languages and religions. The costs of traveling from Australia and New Zealand where the international helpers are mostly located, to other countries in the area is very high and makes it necessary for the helpers to combine the number of countries they visit at the same time. To save on costs, they travel in pairs or by fours, except where they see it necessary to be a full dewan.

In some countries, religious beliefs can make sharing in the latihan difficult for members. In other countries the culture can make it difficult to accept the non-hierarchical positions of helper and member work. In other countries the language barrier with English can make the members feel isolated from the rest of the Subud world which makes the visits of the international helpers very important. In visiting the countries year after year, the helpers can see that as the members, local, national helpers and KCs become familiar with and trust them, more good results from testing and latihan can result. Their visits are seen as very important. They lend support to members who otherwise would just be isolated.

Action Plan – as per testing, their mandate is to visit as many groups as possible in Australia, to continue to visit other countries and per the request of some countries to return for a third visit next year. Their plan of action as they visit is to continue to work with helpers on all levels to create unified dewans and to effect changes where the latihan seems to be stuck.

3.4.2.2 Area 2

In area 2, the international helpers on the women side are Sjarifah Roberts, Olivia Brady and Dahl-iani Drejza, on the men side Arifin Konrad and Sahlan Crona, there is a current need for a third man. There are 44 countries to visit which makes it difficult to cover the whole territory. They have to date been able to visit zones 3 and 4 and not been able to do much work in zones 5 and 6 (Africa) although Olivia was able to visit Melawi this year. What they found to be true in their area is that many helpers had no cards as the forms had never been properly filled out and sent to the international helpers. (This is now being remedied)

The helpers found that their visits have strengthened the latihan and the dewan feeling among the KCs in the zones and with the dewans of national helpers in the various countries who now do joint latihan every week or fortnight. Further, the difference between zone 3 and 4 is quite evident, as zone 3 has long time established dewans of national helpers and good relationships between the various national dewans whereas in zone 4, many of the countries are small and fairly new so they don't have the same bonds between them. The cultural differences create a way of looking at the roles of helpers and committee members differently, often creating a need for stronger committees and volunteers for committee positions. These groups are mainly in Ukraine, Russia and Moldova which are quite strong and dynamic but small.

Many of the groups in the zone have a mixture of aging and new members which seems to be true throughout our Subud world. The bi-zonal meeting in Poland this year is seen by all as a wonderful

way to strengthen the various arms of Subud and to have people feel the vibration in the wings, affiliates and in the helper work without having a need to explain the presence of this vibration.

Action Plan: to visit and work with the members and helpers in the zones 5 and 6, Africa, and to continue to work with the Eastern block countries and support the WSA and World Congress teams.

3.4.2.3 Area 3

In area 3 – the international helpers are Suzanne Renna, Myriam Ramsey and Sarita Rodriguez on the women's side and Mahmud Nestman, Sjarifuddin Harris and Hoan Toan Phan for the men. The area is made up of North, South and Central America. They were able to visit many countries: Mexico, Cuba, Suriname, Colombia, Ecuador, Chile, Brazil, Argentina, US and Canada. They visited the countries either as a group of 6 or in fours. They have spent much time visiting Latin America and not so much on North America. Because the distances are large and the number of countries or centers they need to visit is great (13 in Colombia alone), they have traveled, at times, for several weeks. Their visits on the whole have been well received and helpful to the local, regional and national helper dewans as well as the KCs and individual members. They have been able to test on difficult situations that face groups or groups of helpers and to find jointly solutions to these existing situations but they have also been able to bring the joy of the latihan to members and seen the effects of the latihan in the bonding relationships among the KCs, helpers and members. With each visit to certain areas they see changes and stronger latihan. Many helpers in the area are now receiving their helper's cards after years of being helpers as forms were not completed or signed.

Action Plan: to visit several centers in Canada and USA and to continue to visit Mexico, Cuba, Suriname and to visit countries in Latin America especially those not visited to date in support of the zone representatives in the area and continue special helper workshops to strengthen the understanding of duties.

3.5 Zone representatives' reports on Centers:

Zone 1 & 2 - New Zealand has highest per capita of people doing latihan. Auckland has a good income producing project. Australia has houses in several centers. Indonesia has 27 houses in 27 centers – Cilandak has the greatest population and supports in part, the Wisma Subud center. The archive center is in Wisma Subud. Rungan Sari is a center which has income as it rents out YMS premises for functions and events to people in the greater Palangkaraya area. Its members are active and involved in several Susila Dharma and SICA projects in the local communities. Singapore rents its facilities, India has one house, Bangkok has its own house, Japan has one house which is on leased land and so vulnerable. Vietnam uses the house owned by the sister of a member made available to the Subud group for latihan.

Zone 3 - There are houses in most of the countries in the zone. The Bucelas project is being redeveloped. The group in Italy is a very aging group, only 3 to 4 regular members and there are problems with keeping up with the cost of maintenance of their house. They are thinking of renting their house on yearly basis to get income. Belgium is not part of the zone as they do not fit the criteria to be a member-country.

Zone 4 - There are 24 countries with approximately 30 Subud houses/centers some are rented places. Some of the Eastern block countries cannot afford to rent space for latihan. Some of the centers in Germany, Ukraine and Norway have started to use their property to help finance their centers. The house in Norway has a very high value as an asset at this time.

Zone 5 & 6 only center visited by international helper to date is Melawi this year. South Africa has two houses which are costly to maintain as South Africa offers no tax relief to Subud as it is not a religion. Johannesburg group is aging and wants to sell their house as their capacity to make contributions has diminished over the years due to retirement time period, for many of the members.

In Congo, there has been a change of attitude among the members and surrounding community to Kinshasa house, which was recently renovated. The house is nice, clean and appropriate for renting for events by groups outside Subud. There has been a good result in Kingantoko with the land now legally declared as Subud land. Other countries in this zone have houses or rent facilities for latihan. Nigeria, as well as other countries in zone 5, have members who are active and do latihan either in isolation or rented houses.

Action Plan for Zone 5 & 6:

There should be on-going work after the council meeting to help support Rida Liobo Loote and Hakeem Naibi who were themselves unable to attend the council meeting. Africa will have its own session later in the meeting to address topics of concern to these two zones.

Zone 7 - There are Subud houses in Suriname, Mexico, USA and Canada. Cuba to date has no house although during the Americas Gathering, they assessed the possibility of buying a house in Havana. The US has 1800 active members – 56 centers in 7 regions and 15 houses. There are several projects helping to support different centers; Amani Center, LA centerprize, Seven Circle project. Each region in the US has its own congress and there have been some “capacity building” workshops on both the East and West Coast. Zone 7 has a budget for the zone representative to travel with the international helpers.

Zone 8 - There are 14 centers in Colombia (7 houses), 3 groups in Ecuador (2 houses) 3 groups in Venezuela (3 houses) 1 group in Costa Rica, no group in Panama but several members doing latihan together. The wings are active in this zone with projects being initiated and facilitated by the wing representatives. The youth are also very active and participate on all levels of activities in their groups.

Amanecer: Positive reports for the strategic planning for sustainability of the Amanecer center have been reported by the groups working on this project: Fundación Amanecer, MSF Colombia and Colombia, President Frederica Pulido and Daniela Urrutia. (See attached report)

Zone 9 – Basically the zone is doing well but as explained by Elisa Sanchez Caballero from Argentina, the Mina Clavero center in Argentina needs the support of the WSA in its financial struggles and in its decision to sell their property.

3.6 Support needed from WSA:

At the end of the discussion by international helpers there was a general consensus that there needed to be a budget for zone representatives so that those who do not get support from their own zones can also travel with the international helpers to understand more about the local and national committees and their needs in the respective zones and to provide support to the committees in their zones. When both representatives and helpers travel together there is more harmony between outer and inner life of Subud centers.

It would also be important for the zone representatives to be able to assess the state of houses as to maintenance, repair, upgrade need and commercial endeavors, and thus, be able to report to both MSF and WSA their assessments.

Action Plan for Centers

1. Continue communication between workshop members on the support needed by centers from the organization – Fernando Fatah is to keep communication between workshop members
2. Develop a checklist/survey for center chairs to answer, that would help them keep track of the needs of the center properties and latihan spaces and send back to zone representatives – Matthew Weiss is to prepare the survey/checklist.
3. International Helpers can also have checklist to have during their travels. Rosario Moir and Isti Jenkins will be the liaison helpers
4. Liaison on these topics for MSF will be Lucian Parshall and Marston Gregory
5. Check the wing chair needs for support both on country and local center basis. A Wing chair coordinator will be selected to join this group.
6. Zone representative prepare a travel budget
7. Talks and publications to be translated into all languages agreed upon

4. World Subud Association Archives

Part A morning session: looking at the needs of the World Subud Association Archives

The day was started with an inner assessment of importance of the archives – we all felt that this is of highest importance for the future of Subud. A video “A Glimpse of WSA Cilandak archives” – prepared by Suryadi Haryono and Farlan Williams in Cilandak was presented to Council and has made us more familiar with the nature of the work that is being performed. Of course, we cannot get all the information about everything but we have a very good idea of the nature of the work being performed, the way it is being performed and that speaks of our collective awareness.

At the beginning it was reiterated by the coordinator that the basic mission is threefold:

1. Collect materials
2. Preserve the materials for future generations (both in talk and in historical documentations)
3. Give access (not distribute but gives access) to the materials being preserved and stored.

A review of the Resolution presented at the Puebla Congress in 2014, that is, that the Archives form a separate body to the World Subud Association based on the need for continuity independent of the

four year terms of the Executive team of the association which was rescinded, was reviewed. It was agreed at that time that the archives are to be known as the World Subud Association Archives.

Action Plan for this meeting:

1. Shared awareness on importance and meaning of significance of the archives
2. Have the zonal representatives prepare two proposals which will be presented to the member-countries for discussion prior to the next council meeting and for their delegates to bring as proposal to Congress 2018. We would like to have an agreement/consensus by the council and especially a vote by the zonal representatives on these two points:
 - a. to add a paragraph to by-laws that defines the position of the archives with relation to the executive.
 - b. to agree to finalize the Operational Charter following the recommendations from world council in Puebla.

Presentations by both Armand Bisson, Coordinator of archives, and Asmaniah Fraval focused on these two main recommendations from the archive dewan to council at this time. It is understood that the recommendations to make the change in the by-laws will need to be voted upon during Congress 2018 by the country delegates and as such wording needs to be reviewed and approved of by a lawyer chosen by the association. Important, at this time, is to vote on the writing of the amendment and finding legal advice as to the exact wording. Representatives of the association will have a chance to review the wording and placement of the amendment before next council meeting.

Further, important at this time is to agree to continue the work on the Operational Charter which defines how the World Subud Association Archives and the World Subud Association Executive work together. It gives general guidelines so that these form a procedure to be followed by anyone wishing to have access to archived materials such as talks and historical documentations proving that Bapak was here, gave a talk in a certain place on a certain date. All talks and supportive materials form the materials to be stored in archives.

Therefore three recommendations were presented to council:

1. Due to the need for Continuity it is recommended that the Archive Coordinator should be appointed at mid-term rather than at world congress, so that there is somebody in council who knows and understands the history and progress of the work being done by the archivists and can explain to a new team.
2. That there be an attempt to identify the archives in our legal system –That is the placement of an amendment in the by-laws which specifies the relationship between the two parties; the archives and the executive. The amendment is to read as succinctly as possible to convey that the archives are an integral part of the association and that the work is
 - a. to preserve the words of Muhammad Subuh Sumohadiwidjojo and Ibu Rahayu Wiryohudoyo in their purest form for future generations
 - b. collect and preserve records giving evidence and historical development of Subud.
3. That there be an agreement that the work on the Operational Charter continue at this time.

PROPOSALS – to be voted on by the representatives/WSA directors to WSC (the voting on these two points was done on Thursday September 29, 2016).

First Point: it was proposed that the following amendment be considered at this time in order to identify the archives in our legal system and that the representatives pass this amendment to the member-countries in their zones to be discussed and proposed to Congress in 2018.

I propose that we vote on formulating the following amendment:

‘The World Subud Association Archives (WSAA) are a permanent and integral part of the World Subud Association (WSA). The relationship between the WSA and the WSAA is defined in the WSAA Charter.

It is recognized that the work of the WSA Archives is to:-

- a) preserve the works of Bapak Muhammad Subuh Sumohadiwidjojo and Ibu Rahayu Wiryohudoyo in their purest form for future generations.
- b) collect and preserve records giving evidence of the historical development of Subud.
- c) The WSAA is defined by the WSAA Charter which outlines its relationship to WSA, its aims, vision and mission, its management, operating and financing structure.’

Proposed by Matthew Weiss

Seconded by Farah Cwiertnia

Discussion in the Council – the reason for this is so that officially in our constitutional by-laws for the World Subud Association the position of the archives as being an integral part of the association is recognized and part of our by-laws. The position of this amendment is up to the legal authority. The exact wording will be reviewed and changed if necessary. At such time the wording of the amendment will be sent to archives and WSA for review.

All in favor – no abstentions – Unanimously passed by 6 representatives present at the meeting.

Second Point: It was proposed that the by-laws amendment as formulated by the World Subud Association Archives be put forward to the world congress in Freiburg in 2018 by member-countries (delegates) keeping in mind the discussion of the Council members in Salobreña

Proposed: Matthew Weiss

Seconded Paloma Muñoz

Consensus of the Council members present at the meeting in Salobreña -

All in favor; no abstentions - Unanimously carried by 6 representatives present

Third Point It was recommended and agreed upon that

- a) the archive committee continues to work on the Operational Charter as requested by the World Congress in Puebla in 2014 and that the members to work on this Charter be the following: World Subud Association Archivists, Archive Coordinator, International Helpers; Matthew Moir and Dahl-iani Drejza, and the World Subud Association Executive team. We would like that the Zone representative liaison members be informed of the work and asked to periodically join in the discussions. The work in progress on the Operational Charter is noted in the addendum “Towards and Operational Charter:”

b) there be a standing committee to cover different points of view to work and liaise with the archivists on the Operational Charter. Suryadi Haryono, Area 1, Matthew Weiss, Area 2, and Fernando Fatah Nieva, Area 3 will be the representatives to liaise with the Archivists. The timeline on completing the work of the Charter is world congress 2018.

As the proposal to have the coordinator appointed mid-term of a four-year term for the sake of continuity, the World Subud Council with Executive team decided that this should be true for all coordinators working in the Executive, therefore, this proposal was discussed and voted upon at a later date in the meeting. (Thursday, September 29, 2016)

A presentation on the importance of the media preservation and the work done by Amalijah Thompson on the transfer of the Memnon tapes to LTO tapes was acknowledge as a big part of the work being done in Canberra at Art Sound, a rented studio.

The discussion on the final resting place for the tapes was brought up and a workshop ensued that would look into this matter more closely.

As there are close to 1 million documents including talks, letters, videos and supporting evidence being stored, the importance of an accurate numbering system for all data being processed and stored was emphasized. This is part of the work in progress of the archivists at this time.

A manual which incorporates certain philosophy statements, certain rules, and ways of working to create unity and continuity in documentation and therefore very technical, is currently in process of being written. This manual is for the use of the archivists to facilitate unity in their work.

As part of the long term project in preservation of documents by WSA archivists, identifying and defining the meaning of an archive center becomes important. It is common to use the concept that we have five archive centers, however, it has become increasingly important to state that we have one World Subud Association Archive in five different locations. The one archive domicile that is fully functioning is Cilandak. The others Canberra, Phoenix, Tokyo and UK are mostly storage locales. The need to bring awareness that in the future, as funding becomes more long term, other locations will be developed into real archive centers was identified. The centers are viewed not only as a building in which documents are stored but as part of a fully functioning Subud community that has the support of the countries hosting them.

Further, as part of the long term support of the archive work a discussion on the need for proper financing occurred and it was clear that special fund raising would be needed. At the moment financing is more specifically for the day-to-day activities of the archivists in their work in the different centers. It is noted that the Cilandak archives are supported by YMS.

The work of the archives is a long term project which will continue beyond the work of this Council and requires that we look at the path and the plan that we are to take to develop a consistent and long term plan to secure all our archival materials.

The two documents (Archive recommendations to Council and Towards a Charter for the WSA Archives) presented to the council are to be reviewed by the representatives and voted on.

Part B: Looking at the financial needs of the World Subud Association Archives;
A presentation by Hannah Baerveldt on fund raising was shared with the council. Workshops were formed wherein participants looked at both long term and short term needs of the archives.

Workshops 1 coordinated by Fernando Fatah is the Long Term Planning and Development of Archive Centers. This includes the long term funding requirements and the work with various country chairs. Members in this group are Hilaria, Uraidah, Farah, Maxwell and Olivia

Workshop 2 coordinated by Matthew Weiss and Asmaniah Fraval is the Final Storage Place of the archive materials. This includes all digitalized documents and supporting documents such as travel logs, newspaper articles, journals, photos, clippings, that is, all supporting documents proving that Bapak gave was indeed here.

At the end of the workshops a vision statement was issued by all council members present:

VISION Statement for Archives:

We believe in the value and significance of Bapak's legacy to make accessible the essence of Subud for the benefit of all humankind. We envision five attractive places professionally organized. We diligently commit to the continuity of this project over the long term to ensure Subud stays alive and real according to Bapak's legacy. This vision for the year 2024.

Action Plan: establish contact with coordinators and members of the workshops and continue the work on the topics throughout the coming year and come up with proposals to the next council meeting. Further action: It was decided that we should contact country chairs of hosting countries for their support with the archive centers and work for the future development of centers other than the one in Cilandak.

Persons who agreed to take on responsibility for the communication with centers and country chairs:

Area 1 – Suryadi to stay in contact with Cilandak, Canberra and Tokyo archive centers

Area 2 – Matthew Weiss to stay in contact with UK and Achel

Area 3 – Fernando Fatah to stay in contact with USA – Phoenix

4.1 Translations and Copyright of Talks

Elisa Sanchez-Caballero, Translation Coordinator presentation to Council Meeting in Salobreña, Spain on September 28th, 2016

Main topic is the preservation of Bapak's and Ibu's words. It is a must that, beyond the use of the code, when we use a quote, that we note from where and when the talk was taken. Even though there is a final translation sometimes people will take the words from a provisional translation of the same talk or from a Pewarta. This is not the same. So it is very important to check so that we know that the members can read the entire talk, and that it be indicated if it is a final or provisional version.

Further, it is important that we remember that Bapak and Ibu's talks are meant for Subud members and not meant for everyone to read on Facebook or other Social media. It is important to respect Bapak's wishes about talks being for members. The talks are copyrighted and as such it is necessary that people ask permission and get the authorization from WSA Executive before quoting or publishing a talk in its final translation form in newsletters. We need to put a disclaimer identifying the legal obligation as we distribute Ibu's or Bapak's talks. We have a legal obligation to uphold the copyright or we could lose it in a legal court – Without defending the copyright, we can be told in a legal court that the talks are now public domain and available to anyone. It is important if someone does an informal translation even of a talk that is a final version that they indicate that this is their provisional translation and that they are informal translators. (this happens in countries where translations are not readily available and a group member with English does a translation)

It is important not to use Bapak's or Ibu's words in isolation to support what we are saying and at the same time we should always use descriptive titles that apply to the quotes we are using. For example, if we are taking quotes about Kalimantan then it should be titled as such. We, as Subud members everywhere, have to take care of the good name of Subud, as this is one of the 10 aims of the association. As it is the wish of WSA Executive and helpers everywhere that as many members as possible have access to the talks you do not always need to ask for permission to distribute talks to individuals what you need to do is make sure that you always insert a disclaimer explaining the copyright issue. The disclaimers are available in 7 languages so that you can always ask for a disclaimer in any of these languages: Dutch, Portuguese, Spanish, French, Japanese, Russian, Indonesian and English.

However, when you publish talks in newsletters which are sent out on the internet you should have authorization to publish these and always have the source available and whether the talk is from provisional or final translation. It is a gray zone, however, as this borders on infringement of the copyright. Anything in the books/Volumes 1 - 30 are final translations anything from 1970 onward, at this time, is still provisional. It is important that you not attach yourself to words but begin to understand the meaning of a talk – the words may change when a provisional talk is made final.

Action plan: To continue to work on insuring that Bapak's and Ibu's words are preserved for future generations. To support the copyright of talks by having WSA insure that the correct process is followed in both translation work and distribution process and that proper identification codes and disclaimers be used in the distribution process. To follow up on infringement of copyright when necessary to legally preserve our copyright.

5. World Congress

Romina Vianden-Prudent, coordinator of the World Congress Organizing Team (WCOT) gave a presentation on the work of the World Congress at this time. (View her power point presentation as an addendum). Her wish at this time is to establish the significance and the content of the congress in 2018. The WCOT is the body which is responsible to make sure that the venue and all the logistics for the congress are in place to insure a smooth and effective congress.

The work of the Council at this time is to establish the content and significance of the congress. Each member of the council did some testing after latihan to understand their inner feeling and view of what the congress should be. In three words or short sentences each person wrote down their receiving which were later shared showing that there are some things in common from all and some things that differ.

In her presentation, Romina, introduced the team members and his or her area of responsibility, showed pictures of the venue and the surrounding areas and spoke about the work on the logistics they are currently coordinating with the town of Freiburg. She explained that the planning for the logistics of the venue is actually a three phase process:

- In this first year 2016, there is time to establish the team, to establish the way they work together, to set policies, to clarify legal issues –
- Beginning with 2017 the motor starts running not only faster but issues become more meaningful and clearer –
- At the end, the last 6 months in 2018, means that fine tuning is happening, working together with their full effort and everybody is aware of this. Preparing in full force all phases/departments for the congress to happen.

Romina had passed out questionnaires to representatives reviewing their opinions on how a good congress would function. She will review these and report to Council. Further, she explained that the budget was not yet ready as they needed to take into account more details of the costs. The team is planning on presenting the budget for approval before the end of the year and expects the budget to be approved by March.

There is a great sense of accomplishment in the work being done in preparation for the world congress at this time. It is a picture of a culture in process. The team sends out a newsletter every two weeks. In this newsletter, not only work in progress is reported but also tips about Freiburg. Those who are not on the receiving list, please sign up at this time. There is a link to the newsletter on the FYI (For Your Information) WSA newsletter.

Two workshops were formed to be facilitated by Fernando Fatah. These workshops are to identify the view of council members on what they believe makes a good effective Congress for all who are present; that is, delegates, representatives, helpers, members young and old, families and children from around the world, with the aim to apply these findings to the World Congress 2018. The aim is to create the content and vision of the congress together as whole body, not as an individual decision. A joint vision was formulated:

Vision for the World Congress 2018...

“We envision through our shared latihan and testing, that we will be creating space for the unexpected, where young and old can interact and integrate to develop together the vision for Subud in the future, guided by Bapak’s legacy. It is our vision to give the next generation a strong and integral part in the organization of the World Congress in 2018.

To have an alive and successful world congress, we know that we have to work guided by God Almighty and in the spirit of Susila Budhi Dharma. To achieve this, it’s each member’s responsibility to

prepare for the world congress their own inner space and harmony. Through integrating all members, countries and Subud entities in a harmonious, respectful, creative and well organized way, we work together as one body. Through our activities we will invite the general public to witness and experience the benefit of the latihan.”

Action Plan: to continue to liaise with the WCOT and to support the team in all ways available to us. Help to develop a statement to present to the city of Freiburg about Subud, its culture and its wings/affiliates and projects internationally acknowledged. This would be a slogan and to finalize the logo for congress.

5.1 Youth Presentation

Marcus Vagany – Subud Youth representative for area 2 presented to Subud World Council meeting in Salobreña, Spain, Wednesday September 28, 2016. Other Reports from

- European Gathering in Poland in July/August from Zone 3, Area 2 youth representative, Rhyana Blakeley, was read by George Demers, SYA Coordinator. Both reports are attached as addendum herewith.
- Americas Gathering in Cali, Colombia in August from the Area 3 youth representatives, Arif Rivero, Zone 7 and Konrad Muñoz, Zone 8 was read.

In his presentation to Council, Marcus Vagany representative to SYA from UK emphasized the work being done by the team of youth representatives. He had a photo presentation of the entire SYA team from all three areas: Area 1 Davina Flynn, Rahman Schionning, Area 2, Marcus Vagany and Rhyana Blakeley, Area 3 Zuleika Pevec, Arif Rivero and Konrad Muñoz. Although George is the one attending meetings he is supported by the entire team. Currently, the team is very excited to support the work of the Family Youth Association and the Workshops for children developed by Hamilton and Hassana Winthrop. The youth representatives want to see both of these groups represented at the Congress in 2018.

Currently, the youth are doing some fund raising to support youth going to Basara and will double their efforts to be able to bring youth to Congress. The new youth team for zones 3 and 4 are combining their efforts to do fund raising not only for the youth but also for WSA as they heard the plea for funds and want to do their share as fully responsible members of Subud.

Marcus spoke about the grants for young entrepreneurs having been awarded last year. Currently, the fund for such awards is not strong but nonetheless there is hope to have some projects funded.

There is the wish to have one or two gatherings for the youth in 2017

1. to have a youth gathering similar to the Basara Camp where all the wings unite together to produce one strong camp in Cuba. If this is logistically impossible or too hard, then the gathering could take place in Cali, Colombia using the Gran Salon in Amanecer for this purpose.
2. To have a youth gathering in Europe either in Italy or Greece.

This discussion will be presented tomorrow during the WINGS presentations to Council.

Action plan: To have the Family Youth Association as part of the events at the world congress 2018 in Germany.

To have the workshop developed by Hamilton and Hassana Winthrop for children to have an open forum for questions and answers be part of the events of the world congress 2018 in Germany.

6. Recommendations to World Council

6.1 Coordinators

It was recommended and proposed that there be staggered terms for the World Subud Association coordinators to encourage continuity so that not everything and everyone stop at the end of each four-year term. If the coordinators are appointed mid-way between four-year terms then the coordinators would have the history of the work in progress and thus insure some continuity and stability to the work. There was a consensus by the council members that this recommendation should be accepted. This is the year when new coordinators need to be appointed by Council. However, it was agreed that there needed to be a clear process established for this and steps to be taken:

- Clear job descriptions be developed with the help of the existing coordinators
 - abilities needed for the position established
 - what the person intends to bring to the position
- Call for proposals be made for the various coordinator positions
- Transparent process be established with the help of international helper testing
- Current Coordinators can reapply
- Contracts be written for each coordinator's position

The Executive has the right to appoint new coordinators based on competency and can review contracts every year. Such contracts can be renewed or not based on the informed decision of the Executive.

The main point stated during the council discussion covered the importance of having staggered terms to insure continuity and to clarify that the council is approving the procedure and reviewing the process for an open procedure and open testing for the positions.

PROPOSAL

Proposed that there be a policy to have staggered 4-year terms for the selection procedure of the World Subud Association Executive Coordinators.

I propose to approve the policy procedure to appoint WSA executive coordinators every 4 years but in staggered terms starting at the mid way between one world congress and the other, to contribute to the continuity of the work and that the agreement can still be reviewed every year, effective from now.

Proposed by Uraidah Arratia

Seconded by Farah Czwiertnia

Consensus of the Council following the above discussion

All in favor: No abstentions – Unanimous vote by the 6 representatives present at the meeting

6.2 Executive Team Policies and Procedures Manual

A manual on policies, procedures and guidelines consolidating the existing policies and procedures along with new ones seen as necessary to the functioning of the Executive team, be written. This will be a work in progress until the next council meeting in 2017. The council was informed that a person familiar with writing such manuals was needed and asked to identify anyone with such qualifications.

Action Plan: to have a procedures and policies manual complete and ready to handover to the next WSA team at the world congress 2018.

6.3 “White Book”

It was a recommendation at the Congress in Puebla in 2014, that each member receive a book that outlines the advice that Bapak gave on the functioning of local, national and international committees. The book “On the Subud Way” was suggested, however, when Audrey Waclik from Ibu’s office looked into the sources of the quotes for this book, many inaccuracies were found, that is, translations used are not final versions, or are not authorized translations, some codings are not correct or talks being quoted could not be found. So it was suggested and decided that a new book be developed that will help Subud members to identify Bapak’s advice for committee work.

Action Plan: Have a team of people who would look at how this book should be, what needs to go into it and what it should look like. After this the work of writing the book could proceed. Several members present offered to give WSA support in this work: Osanna Waclik and Paloma de la Viña volunteered. Viktor Boehm as a member of the previous committee to develop “On the Subud Way” was asked to join. Elias Dumit, WSA chair, has volunteered to be part of the initial team. International helpers liaison as part of the developing team are Suzanne Renna and Hoan Toan Phan.

6.4 Communications

Ismanah Schulze-Vorberg made a presentation to council about the current communication policies. Although sharing inspiring stories with Subud members is important, we feel that members be kept updated on the work in progress, thus insuring transparency and having members begin to understand how and why we work and why there is the necessity of the WSA. Our magazine called Connect is the vehicle to publish inspiring stories and FYI (For Your Information) is the vehicle to publish the work in progress, where reports from representatives, from meetings, and World congress can be available to members. The intention to publish the FYI in five languages and on a monthly basis became obviously too ambitious. A more realistic approach is to publish every two months and in as many languages as possible. The FYI also links Subud members to other publications such as Subud Voice and the World Congress Newsletter. Our intention is to have the Connect magazine available to be read on line and in Subud.org in four languages; Spanish, French, Indonesian and English, three times a year.

6.5 Subud Publication International (SPI)

It was reported by Ismanah and Anwar who attended the SPI AGM in Orgiva, Spain on September 19 and 20 that this was a good and open meeting to which they were invited. The entire board was present including its new director Rainier Sillem and new board member, Stewart Horthy. There were many topics discussed. One of which was the decision by Raymond, Sharif and Tuti to put aside the translations for the volumes of Bapak's talks in order to support the international helpers in their work on the new book for helpers (title still to be decided) It will be the new edition of the book "Bapak's Advice and Guidance to helpers". Many of the quotes for this book are from talks which are not yet in final version and it is the decision to use only final translations for this book.

Another topic dealt with the intention by SPI to renew their website and build up a library with digital forms of the volumes and audio files that are now complete. This project coincides with WSA decision to build a more secure Subud Library site. Although not a final decision, but a point being presented to council, is the fact that WSA intends to look into the project of creating a new library jointly with SPI so that the two entities do not work in tandem but together. Hilaria Dette, WSA treasurer, mentioned that there is already a budget line to SPI of 25,000USD

6.6 IT Technical Support

Rashid Butt, Coordinator. Rashid gave us an overview of his past experience working on Subud projects in technology. He is looking into the needs of WSA at this time, to build a new website, communication vehicle and more secure library. He is looking for a team of experts and volunteers in the technical field to support his work. According to Rashid, IT is messy and also insecure so you have to do the best you can. There are different layers to IT, hardware, operating systems and middle layer. It is complicated and we need to do our best. There are definitely ways to have more security and greater ease of communication within our organization than with google for example. It is his plan to build sites where different members of the arms of the organization will be able to communicate together, store information that is easily accessible and have a way to keep track of messages and conversations that does not depend on emails which are at best cumbersome and easily lost. Such a development would create an easier way to complete the process of handover at the end of the team's term in office. One of the tools which Rashid is hoping to look into and see how well it can apply with WSA stakeholders is SIGNAL which is reportedly the most secure way to communicate at this time. It is independent of all the big corporations in the IT world. (Rashid's presentation is an addendum to these minutes).

7. Wings/Affiliates

(SDIA, Kohar Parra, SICA Felix Prieto, SYAI, George Demers, SIHA, Maxwell Fraval, SESI, Hadrian Fraval)

There was a wish, based on testing after the morning latihan, that the WINGS change the format of their presentation. They decided on a way of presenting to council which would be in keeping with

what is seen as growth and movement in Subud, wherein SDIA, SICA, SYAI, SIHA and SESI, each gave a brief statement of what it would look like if council members, the executive, the international helpers, the wings and affiliates were to join together in working as one body not as separate arms and legs, but as ONE body to effect the development of projects. In as much as this idea was enthusiastically accepted, each coordinator gave a brief summary of what he/she felt was important:

7.1 SICA

Felix representing SICA, feels it is important to find a convergency of meanings when we try to interpret or explain what culture is and what art is and where they meet with spirituality. As we know everything starts with the latihan. We as Subud members, expect two things awakening of our soul with the grace of God and also awakening of our human culture and the light in general. If we all agree that this is the meaning, then SICA can be the expression of our human culture that can touch others

7.2 SYAI

George expressed that what we all share is that we are all working for Subud despite the fact that we all have different jobs in our roles. He read a quote from Bapak on the establishment of a youth program when Machmud Fiederowitz became the first coordinator in 1983. In this Bapak states that the youth are the flower of Subud and talks of the importance of allowing the flowers to blossom.

7.3 SIHA

Maxwell stated that SIHA although the most junior of the wings underlines the realization that one of the most potent influences on health is the emotional/mental state that we have and how we carry this into our interactions with each other. So, caring for ourselves and those around us is essential to all activities. The state of our health determines our ability to act.

7.4 SESI

Hadrian feels that talking about the WINGS has always been a challenge. He views all of us as one body divided for convenience. We all represent the activities that human beings carry out in this world. It is through that activity that we can show that in the same way that Almighty God works and worked to create the universe, we in our turn work and show the outcome of our efforts. In SESI two points surface: First; young people aspire to find their goal, what is their role in this world and how can they achieve it. Second; when they have found their goal, then SESI tries to enable them to reach their goal to achieve what they need in this world. He believes that if we come closer together and work collectively as a unit we can accomplish a lot more.

7.5 SDIA

Kohar stated that, in a recent conversation with the representatives, they both came to the conclusion that there is a big difference between the structure of WSA at different levels – how we hope it would function and how it functions in reality are not the same. If we look right now at the council; how the helpers, committee, wings and the executive work together is not how it exists on the local or national levels. Often times, the wings are never part of the conversations that take place to see how groups can function better, work together and grow. As the work done by the wings is often the door that attracts people to enquire about Subud the projects need to be well integrated within the groups so that the reality that those looking into Subud find, truly reflects the picture being presented to them in the outside world. So that the doors that lead to latihan stay connected to the center of the organization in all its parts and activities.

Each coordinator then gave a more in-depth presentation of their work and how they see the possibility of coming together to work each in their own role. They talked about each piece affecting the whole organization and how we can bring all parts together to function as a whole. The limbs of the body work independently to support the movement of the whole body to advance forward. Important for us as a whole and individually to realize that the money needs to be invited to come to us as it waiting to serve us.

Next step was for all of us to engage in kejiwaan work designed to answer among others, three main points that the presentors had. They would like to:

- Look at doing more work together as a whole and how we could work together in better way.
- Explore the inner reality of the effects on all if the structure of the organization reflects the integration of wings at all levels to make sure there is a balance so that the structure includes wings, helpers, committee and the executive – on all levels; local, national and international.
- Look at the budget as a statement of our priorities. To make sure that the budget corresponds to the statements that we make about youth being the future of Subud and that the work that SIHA SICA and SDIA are doing is wonderful. How to make the budget an acknowledgement of our support. Within this the coordinators know that it would be very difficult to take the same pot of money and stretch it even further.

So the question is HOW do we grow together the pot of money that exists for Subud so we can do more and we can cover all that we want to. We want an inner understanding of how to raise the funds available for all activities in Subud.

The idea is to get the inner reality that is beyond what our head says is right or wrong, possible or impossible. A testing session occurred after this and the results were similar that the working together of all of us is very powerful and that in that way we all work together in a forward movement. Also that the wings are indeed a full expression of every part of each of us and that they are reflected in our activities regardless of whether we actually identify with this wing or that wing. There was a feeling that there is abundance all around us and, if we have the courage then we can find that abundance and with the right attitude to welcome the money, it could come as it wants to serve us and our needs.

Elias shared that he believes that what is important in terms of opening the door for money to come is having a vision. When we envision what we would like to achieve and allow ourselves to have that vision even if we don't have the money. With the vision in front of us then we can manage each step of this vision, according to the reality. We can allow ourselves to have the dream. At least we create the space for the unknown and gradually we are able to understand a little bit of Bapak's vision and find ways of translating it in today's world. We allow not only for the money to come but the human resources that we need to accomplish this.

8. Care Support

Arnaud Delune, Coordinator WSA Care Support, presented to the World Subud Council Meeting in Salobreña, Spain on Thursday September 29, 2016. He reported that, much as many years before, the care support financing was never enough but that the funds available to the program were distributed both for educational grants and medical assistance in the African countries, Cuba and Venezuela. Prior to distribution of assistance testing verifies the benefits of such assistance to the potential recipients. Always support is given with the goal that recipients will find ways to support themselves and not be dependent on donations and grants. Those asking for assistance are asked to look into the available help within each of their countries first. Then after all national benefits are exhausted then come to Care Support for help.

This year there have been some new developments which may require additional funding to continue to maintain these newly established grants.

8.1 Latest developments in 2016 for Care Support requests

Carribbean:

A 3,000 USD fund for helping Caribbean pensioners (pensions are about 10USD per month) managed by SD Canada on behalf of WSA CS programme, and in cooperation with Susila Dharma Caribbean. Criteria for support were developed and agreed upon by all interested parties. Thirty elderly members received 3 times 11USD out of the 1,000USD that was brought to the Caribbean to date. A further \$500 shall be sent with the next visitor to the area. A discussion with Marini, chair of Susila Dharma Caribbean, resulted in having a small fund established there for emergencies; a further 500USD will be dedicated for this. On her visit to the Caribbean, Virginia Hamida Thomas of SDIA, will see with Marini whether it shall be possible to start some small project generating an income for the elderly members.

Venezuela:

A fund was started at the Gathering of the Americas in Cali, Colombia, to help the Venezuelan members purchase urgently needed medicines (mostly cardiovascular and neurological) in Colombia and bring them back home (200USD), which was successfully done. Rahman, a National Helper living in the Cucuta group, near the Venezuelan border, is acting as our intermediary and is organizing the logistics for further purchases for which 800USD were sent. As a result of our inquiries, 300USD per month would cover the costs of the medicines needed by the members, plus having an emergency stock of medicines such as a few analgesics and antibiotics.

8.2 Recommendations:

- Caring for Our Own should be acknowledged as a priority of our organization– Not yet too widely put into practice.
- Budget needs to be increased by about 4,000USD above the 2016 budget for 2017.
- Encourage the Creation of National Emergency Fund wherever it is feasible,
- Develop a way to assist Subud members create their own jobs,
- Increase the awareness of the availability of CS.

Action Plan to make sure that Care Support testing on assisting members, is coordinated, whenever possible with the liaison international helpers; Rashida Cooper and Hoan Toan Phan.

9. African Countries and their Needs

As our zone representatives from Africa, Hakeem Naibi zone five and Rida Liobo Loote, zone six were not able to be with us due to an inability to receive visas for Spain, it is our responsibility to review their requests of this council meeting. In reviewing the findings from Chile, we note that a bi-zonal meeting in Africa was suggested for the year 2017. During the past year both Hakeem and Rida have worked on this concept. Rida has investigated the possibility of having the meeting in Congo, in Kinshasa, thus making transportation between the African nations easy. He actively with members in Kinsasha looked at possible venues. Hakeem, after reviewing the budget and noticing the WSA restricted funds, suggested that a bi-zonal meeting in Africa might be too costly and that a bi-zonal meeting take place prior to the world congress in Germany in 2018 instead. A third proposal that a bi-zonal be held in South Africa was also brought up. These three proposals were reviewed and assessed as to their practical points

Much discussion of the pros and cons of these three proposals and took place during this session. The feeling of bringing all Africans together in South Africa was viewed as possibly difficult and that a bi-zonal in Congo might be difficult based on language and security. A pre-congress bi-zonal in Germany might also prove challenging for the issuance of visas and expenses of travel costs to Germany for participants. It seemed unlikely that a large number of members could make this journey.

It was brought up that if the testing to have a bi-zonal would be negative, it would be important to have the international helpers visit Nigeria and Congo.

The question how would we respond to Hakeem and Rida if they were present at our meeting? What is important here? Three things were made clear by several members of council:

1. Visits from the international helpers would support the members in Africa and also respond to the request made in Chile by both Hakeem and Rida. Visits to various parts would be necessary.
2. A zonal meeting in each zone instead of a bi-zonal meeting might answer more directly the needs of the zones and simplify the travel needs of the international helpers based on language alone.
3. That a small group which would include not only international helpers but also members of council, that is, representatives, wing coordinators and executive team members might be seen as more supportive. Farah reminded us that when she was an IH and she travelled, Gar-

rett Thompson, as the ISC chair at the time, would always travel with the international helpers and this created a wonderful balance between inner and outer.

4. Kohar asked that if it was decided to travel to Africa that Susila Dharma be apprised as there could be someone among all of its many players who could travel with them.

Since Rida and Hakeem had stated that they might be available for a Skype conversation to discuss the proposals and other issues presented to council at this time, that is the needs: for international helper visits, for help in fund raising, for project development and for basic literature (in French) for members, council decided to contact them.

Hakeem could not be reached. Rida came on line and spoke with all of us to everyone's pleasure. As the question of security had come up during the discussions, he was asked as to the state of security at this time. He said that all was calm and mostly back to normal. He stated that what he was most interested in right now is to find out if the idea of a bi-zonal in Africa or in Germany was appropriate.

Action Plan

- test whether or not it is appropriate and practical to have a bi-zonal in Africa or in Germany.
- test if it would be good to have a zonal meeting in each zone; one in Nigeria and one in Congo.
- Discuss the possibility of having council members and/or executive team member(s) to travel with the international helpers to different places in Africa maybe for the zone meetings if this is a positive outcome.

10. Finances / Budget

The draft for WSA budget 2017 was presented by Hilaria.

10.1 Income/Contributions

The contributions of the individual members, countries and zones to the World Subud Association are essential to fulfill the aims of our brotherhood. Even if a zone needs funds during the year, it should try to contribute to the World Subud Association budget. Individual members may donate to the World Subud Association directly or through their countries and zones. World Subud Association receives grants from the Muhammad Subuh Foundation. In the draft budget of the Muhammad Subuh Foundation for 2017 are foreseen 70,000 USD for international helpers' travel and for WSA Archives. An individual entrepreneur supports Subud in a generous way. A discussion incurred about the zone contributions being calculated when individuals give directly to WSA. It was concluded that individual donations could be a sub-line in the zonal report.

10.2 Expenses

The main areas for expenses are Kejiwaan (international helpers' travel), Media Unit (including the WSA Archives), human activities (including Care Support and Youth) and supporting services. A discussion was had about the fact that the budget lines for human activity should reflect WSA's support for these activities and that it should probably be raised if there is any surplus in the budget for 2017. Youth activities will require higher funding for travel and support of its activities. A separate line be inserted for the Basara donations and expenses. Zone 3 and 4 youth are now actively fund raising for the youth needs but also for the WSA needs as fully responsible Subud members.

10.3 Actual Expenses

As one international helper of Area 1 is paying for his expenses by himself the real expenses in this area are recalculated to reflect those expenses and then withdrawn as a donation. International helpers in the various areas have different expenses due to the size of their area, the countries to be travelled to, and the number of helpers going to visit places together, and situations to be addressed. The Congress 2014 mandate to have "capacity building workshops" is part of the activities which become part of the international helper budgets. Some international helpers donate some of their reimbursement for expenses, however, these appear as actual expenses.

Hilaria had prepared a draft budget for 2017 which reflected the actual financial situation of WSA at this time and was conservative. However, she decided to have the entire council work together on balancing a draft budget which would reflect the actual needs of the organization for all its different activities. In working together and looking at the bare minimum it seems that 498,000USD is the amount needed to fund all activities in WSA and the amount of income foreseen right now is 367,000USD which would give a shortfall of 131,000USD needing to be raised through fund raising efforts and entrepreneurial and individual donations. Actually, there is currently a matching fund of 100,000 being offered. It seems that there was a positive feeling that this could be done. The result of this workshop will be made available in the form of a draft budget and circulated to the council members. Electronic voting on this draft budget will then take place and the results posted.

10.4 Fundraising work and support

Based on the recommendations of the Council meeting in Chile, WSA has, in this year, made progress to advance its fundraising efforts. It has been established that not only do the countries, zones and individuals need to contribute to the general budget but also that WSA needs to continue to work with its fundraising group which was started this year by interested members of Subud and member-countries. Eight of the countries which had stated their interest in helping to fund raise

during the congress in Puebla are now working to raise awareness in their countries of the needs of WSA. Only Angola and Nigeria have not yet become part of this working group.

The zone representatives asserted that it is important when presenting the budget to their countries that the lines of expenses and income accurately show what is happening and that the reasons for the needs be clearly explained and be transparent. A presentation developed by Hilaria Dette, WSA treasurer is available to all who wish to fund raise in their country/groups, at congresses or zonal meetings. The presentation is in five languages: English, French, Spanish, Russian, and Indonesian. This presentation shows the interrelationship between WSA and the different activities needing funding both on a short term and long term basis.

Zone representatives receive contributions from their countries based on their requests. Whatever is needed is communicated and then contributions are received. It is important, therefore, to have enough time during the meeting to examine the budget, talk about it, and decide items of importance.

Action Plan To raise awareness within the zones of the financial needs of WSA. It is crucial for Zone representatives to go back to their countries from this meeting and talk about what the needs are and why the countries need to raise their contributions. Some countries are already in process of doing this.

10.5 Issues beyond the actual Income and Expenses

During the meeting there was a discussion about long term funding which would include the thoughts of starting an endowment fund. This was discussed and Bachtiar Lorot reminded everyone that it was important that the Board of Directors of WSA reflect on the possibility that to start an endowment fund for World Subud Association (WSA) could be a conflict of interest. As the board of directors and founders of Muhamad Subuh Foundation (MSF) according to Virginia law where the two were established, you have to really make an effort to not come into a conflict of interest which means that as the founder WSA should not try to control the outcome of the distributable funds for the benefits of WSA. This would constitute a strong conflict of interest because the primary function of WSA is to secure the mission of MSF which was to establish and build up an endowment fund to serve the needs of WSA.

As the need to have its own specific funds to distribute for its own purposes which are outside of the main mission of MSF namely Subud houses, international helper and archives, it was suggested that in the long term budget planning, WSA start a separate budget line for savings into a reserve fund which could then be used for other human activities as mentioned by the wings coordinators previously. A separate committee will be established to look into the possibilities of long term savings. Fernando Fatah was willing to look into the formation of this committee.

Another topic brought up was the question of the stuck shares from the original Mining Corporation. As there are many shareholders who cannot afford to hire their own broker it might be of benefit to all if WSA could be the shareholder in trust on behalf of these small shareholders, as a block of shares could be handled by one broker. This could be done but would require a lot of work and this might not be the right time to take this action. However, it is important to keep in mind the possibility of the increased value of the shares as the company expands its development and the need to protect these assets for all.

Action Plans –

- Look into the formation of a committee to look into the possibility of having a separate budget line that would be a reserve fund. Fernando Fatah volunteered to look into this.
- Look into the possibility of finding a solution to the situation of the stuck Kalimantan Gold shares of all parties: WSA, MSF, and small individual shareholders prior to the council meeting in 2017.

11. World Subud Council Meeting 2017

Proposal for the next World Subud Council Meeting

I propose that the next Subud World Council Meeting be held in a place based on using the correct basis for this choice, that is, use of practical reasons

Proposed by Farah Czwiertnia

Seconded by Suryadi Haryono

All those in favor – All agreed Unanimous vote by 6 representatives/directors present.

Rida Liobo Loote and Hakeem Naibi sent their apology.

It would be good for the helpers to test as proposed by the representatives that the place should be tested based on practical reasons.

TESTING “Is Freiburg the right place based on practical reasons”? if it isn’t an overwhelming yes then we would open to other possibilities

Testing on whether Freiburg would be the correct venue for the next world council meeting. The international helpers received that Freiburg is the correct place for the next World Council Meeting in 2017.

Consensus from the rest of Council –

Question by Elias: non voting members are you happy with the outcome

PROPOSAL that the next World Council Meeting be held in Freiburg:

I propose that the next world council meeting be in Freiburg, Germany

Proposed by Uraidah Arratia

Seconded by Fernando Fatah Nieva

All those in favor - approved by 6 representatives present

No oppositions and no abstentions – Unanimous vote

Rida Liobo Loote and Hakeem Naibi sent their apology.

12. Next Steps for Council members

On Friday afternoon, the review of the recommendations and resolutions of this council meeting in Salobreña, were reviewed and an Action Plan Table was formulated. This draft Action Plan lists all the actions requested during the sessions and workshops of the council meeting, persons involved in the fulfillment of the action and persons responsible to report back to WSA and a tentative timeline for completion of the actions. This also responds to the resolutions and recommendations from congress 2014.

12.1 WSA Archives two workshops

WSA Archive Support: Next steps to bring into reality the vision of building up five locations.

The work needs to continue outside the meeting. People involved: Arifin Konrad as international helper, Matthew Weiss as representative and Rashid Butte would be an unbiased consultant. Perhaps the new archive coordinator would sit in this group once chosen.

Immediate plan –

1. clarify everything to do with archives in layman's terms so we don't get confused. We want to take have a chart that shows the location of all the documents, all the videos and tapes, what they are, how their process is going, and the movement of these documents. Probably use Amalijah Thompson if she is willing and also Indonesian archivist, Farlan Williams. This would be the first step.
2. have a meeting regularly by Skype. This would be outside of the regular dewan Skype meetings not to confuse issues at hand.

Final Storage of the original tapes. (Suryadi and Asmaniah)

3. The relationship between Cilandak and Canberra archive be re-established,
4. Arrange an appointment between two archives so that two people can go together to Canberra from Cilandak and also two people from Canberra go to Cilandak and have a look at the two different archive locations.

Main topic was the main storage of the original tapes and that there be a decision where the original tapes can be located finally. Suryadi and Asmaniah to stay in contact and work on this.

12.2 Subud Centers: Fernando and Matthew – IH all of them

1. We are going to establish a survey on the latihan premises/houses for distribution to Subud centers – Matthew Weiss, zone 3 representative, is responsible for this. Elias stated that he will synchronize and will be available to chat at any time. –

2. Communication between workshop members should continue after this. Fernando, zone 7 representative, will continue to engage with members of the workshop. Person responsible for the action of this workshop (Community workshop) to be appointed. A list of the workshop members will be sent to Fernando

12.3 IH kejiwaan workshop –

1. Book was the first part. The book is in process of its final draft and will be sent for review and the quotes used to support the work of helpers will be put into final translation version by the translating team. SPI has agreed that this can happen and to postpone, in support of this work requested by Ibu Rahayu, the continuous translation of Bapak's talks for the Volumes.
2. Helpers take care of the members. Helper Census and Helpers cards – This is already an ongoing project which is being worked on. An online helper form is being formulated which would simplify the process of new helper appointment and census. The helpers' dewan is responsible for this with the support of the Executive.
3. The helpers dewan can also bring to the attention of the council, topics which they encounter and feel would be good to bring to Congress in Germany in 2018.
4. As there are many reports that are confidential the international helpers will let Salamah know which reports can and which cannot be distributed to all of council members.

12.4 World Congress. This was a wonderful day led by Romina Vianden-Prudent

1. The vision of the world congress which came out of the workshops is to be completed by Kohar and Ismanah. It will be posted in a google doc available for all to look over including the congress organizing team.
2. International helpers tested about who should be the liaison helpers to the congress organizing team at this time and found that Myriam, Rosario and Arifin should represent each of the three areas.
3. Congress slogan is to be developed which would be available to the city of Freiburg.
4. No more new resolutions than is necessary and to make the way in which resolutions are proposed. It should be something felt by those proposing and not something that is proposed out of a feeling of obligation. Ismanah is to categorize the resolutions of the past congress and have the zone representatives look these over with their countries at their zone meetings prior to the next council meeting.

12.5 Wings

1. A proposal which helped to identify a good process for proceeding in finding projects that could unite the efforts of the various wings to find and identify one project was received and is being explored. The action, at this time, is to look into the possibility of developing projects that would involve all of the wings working together.
2. There is the feeling that, efforts to look into ways of fundraising to find the funds needed to complete activities in the wings may be helpful but not necessary. The feeling is not that the fundraising should happen as a group, but that the connection between them be maintained and that they help and work with each other.

3. The topic of “Basara Camp” surplus came up, and the council was reminded that Basara youth were obligated to uphold their promise to HGFP which funded their start up money and that the youth at the time promised to give a percentage of any surplus back to them but that they would certainly be open to discussing a contribution to WSA. George, Hadrian and Felix will be reporting back to Council.

12.6 Copyright and the talks and protecting our copyright

1. Place disclaimer as you distribute talks. Salamah will send disclaimers in all languages to all of you. Talks can be distributed to members without permission with the added disclaimer at the beginning of the email.
2. Distribution of talks lies with the committees. Talks are sent to the committee councilors who distribute to their center chairs.
3. Since it has happened before that several versions of a talk have been circulated, it is important that talks be funnelled through the office. The office is the only official place where the final versions, provisional versions, word files for translations and pdf files for distribution are tracked. If you send to one person you do not need to do this but if you are going to distribute then you do.
4. Come up with a procedure on distribution of talks, letters and documents and send it around to all WSC members and that you distribute to all your countries. Have international helpers aware of this procedure and able to answer questions on this topic when asked.
5. SPI relationship with WSA will be developed and reports will keep you updated on the work in progress.
6. A file in google docs for all the council members to receive material, to work jointly on material and to see the work in progress in different areas will be opened. This would be to provide information, get information from your side, to have a calendar with activities and travels. If you write a report and want it to go into SWN or Subud.org please send a copy to Salamah of everything you write.

12.7 Companion Book; Bapak’s Advice and Guidance for committees.

1. Osanna Waclik, Paloma de la Viña, Elias Dumit and Viktor Boehm, Suzanne Renna and Hoan Toan Phan will work together to develop the idea of the format for this book. This is not the committee which will necessarily write the book. The group is to meet prior to leaving Salobreña.

12.8 World Council Meeting for 2017 in Freiburg

2. There is a request that the meeting include two weekends and one week in between giving us 9 days. It has been requested that the dates be chosen soon and that we respect the request from Farah Czwiertnia, zone 4 representative, who cannot meet during the first three weeks of September and of Nahum Harlap, international helper area 1, who needs to have time for the high holiday of Yom Kippur September 29 and 30.
3. There will be doodle sent out of the possible dates within the next couple of weeks. All could choose their favorite dates and a consensus would then be taken.

12.9 WSA domicile

1. Proposal brought in at world congress 2014 was a proposal by Subud Germany on behalf of zone 3. It was suggested that the political situation in the US be monitored. As the association is incorporated in Virginia it is subject to the state law and not the federal law and Virginia is a state which is favorable to corporations and so it seems that if we monitor the situation it would be safe to keep the domicile for WSA in the US in the state of Virginia.
2. Muftiah McCartin is a lawyer in a top law firm in DC, who has worked in parliament previously and has contacts and is our CC. She is someone who could monitor for us and for us to consult with. Muftiah is also being asked to be the guardian of the physical address for WSA. Lorraine Arden, our current agent would be able to retire at this time. Salamah is to contact Muftiah.

12.10 Latihan and mental illness

1. At congress 2014 a group was formed to look into this topic but unfortunately it did not continue to function beyond the congress. Currently, Matthew Moir is interested in re-activating this group. Anyone who is interested and might have experience with crisis and mental health is asked to form a group to make suggestions and recommendations to congress 2018. The thought is to develop a document that would be a separate guide for helpers to give clear understanding on mental illness from a functional point of view and to understand what severity of mental illness we refer to when we are talking about mental illness and latihan. Another possibility is to develop a resource group made up of helpers and professionals that would be available in an advisory capacity to helpers around the world. Those interested in this group at this time are Matthew Moir, Suzanne Renna, Mahmud Nestmann, George Demers, and Salamah Dick LeClaire. Please let us know of anyone you feel might contribute positively to this workshop.

12.11 Tool kit/information packet for fund raising for zone representatives.

1. Hilaria's power point presentation in several languages, videos like the one on archive center in Cilandak, films and other videos to be uploaded on google drive and available to anyone in need of ideas for fund raising.

12.12 Security in communication and reduction of the bulk of emails

1. SIGNAL as an app to replace Google emails and drive and WhatsApp was suggested and needs to be reviewed as to its compatibility with needs of WSC as a whole. This proposition is to give Rashid the go ahead to work on this topic and to test the SIGNAL app

ADENDUM and ATTACHMENTS;

Proposals from Archives

Toward a Charter

Proposed amendment to the WSA By-laws

Proposed change in the selection process of coordinators for staggered terms

Power Point Presentation on Fund Raising for Archives by Hannah Baerveldt –

Video “A Glimpse at WSA Cilandak Archives“ by Suryadi Haryono and Farlan Williams

Power Point Presentation for World Congress by Romina Viaden-Prudent

“Americas Gathering“ Cali, Colombia report by Arif Rivera and Konrad Muñoz

Report on Poland by Rhyana Blakeley

Presentation on IT and Media development by Rashid Butt

Matrix of Action Plans for Council Meeting 2017