Strengthening Our International Subud Organization

The following proposal from the "Working Party on Organization" at the 2010 World Congress was approved by the WSA delegates:

"The Subud organization is accomplishing many positive things at all levels, however, there is dissatisfaction with some aspects and a need to make improvements.

We are hearing this particularly from those who are most involved in the organizational side of Subud. What emerged during the working party was that the relationship between the organizational elements is very complex and more time is needed to evaluate them properly.

Therefore we propose that a working group be established to look into these issues holistically and in detail from a background with the qualities of Susila Budhi Dharma. This group should be composed of people from a range of backgrounds and cultures and including some experienced in organizational and management issues as well as experienced helpers.

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

The working group would be appointed and report back to the WSC and the zones would be asked to supply candidates for the working group."

As a result, an **Initial Core Group** was established. The three main participants were Reinbrand Visman, Valentin Willecke and Hamilton Minaar. In April 2011 this group produced a comprehensive paper titled: **"Proposal for a Discussion Process on the Subud Organization"**. This was forwarded to members of the WSC.

Although not involved in the preparation of this report, Mauricio Castillo (Zone 9 Rep) and Dave Hitchcock (Zone 7 Rep) have indicated an interest in this initiative. As a result, and based largely on the recommendations contained in the "Proposal", we recommend the following:

 "Next Steps"

1. The WSC to receive with thanks the "Proposal for a Discussion Process on the Subud Organization" prepared by the Initial Core Group of Reinbrand Visman, Valentin Willecke and Hamilton Minaar.

2. The WSC to agree to implement the recommendations from the Initial Core Group.

3. WSC to:
   - Discuss the Proposal at the meeting in Rungan Sari.
   - Establish the general policies & guidelines to be followed by the working groups.
   - Clarify "what we want to achieve" by this process.
   - Identify and prioritize important organizational issues for the future discussion.

4. The WSC to set up a **Coordinating Group** to:
   - organize preparation of an historical overview of the growth of the organization
   - collect results from previous similar initiatives
   - arrange for an evaluation of the current capability and capacity of the organization
   - organize and facilitate the ensuing discussions
   - invite participants for the meta discussion and subsequent working groups
   - contact moderators
   - collect and disperse discussion results
   - evaluate, or arrange for evaluation of, results.

Membership of the Coordinating Group - initially approximately 3 -5 members, including representation from the WSA Executive, with secretarial and technical support.

5. The Coordinating Group to initiate, a **"Meta Discussion"**.
The purpose of the meta discussion is to:

- reach general agreement on the process to be used for reviewing and determining improvements to the organization.
- determine how best to implement the process.
- involve wide participation and fair representation of our membership: gender, geography, cultures, age, helper-committee, etc. (15 to 20 members to include WSA Chair, WSA Exec Chair or his representative)
- identify and prioritize a number of initial key issues/focus areas/topics for review. These are not limited to but might include 3 topics suggested by Subud Germany at the 2010 World Congress:

(i) The aims of the WSA. Do they represent the reality and the wishes and needs of the members?

(ii) The organs of WSA. What are the roles, functions and responsibilities of each one? Do they and can they function as they should? These questions also include the Wings and MSF.

(iii) Decision making process. What do we mean by consensus? What role does testing have in our decision process? And voting? What does democracy mean in Subud?

- New issues and focus areas may be identified as the process goes on.

6. Implement the process determined by the meta discussion for reviewing and determining improvements to the organization.

Mauricio Castillo
Dave Hitchcock
May 2011