

TASK FORCE ON ORGANIZATION

Executive Summary and Initial Recommendations, July 2010

Reinbrandt Visman

Coordinator – “**Strengthening Our Organisation**” Workshop, Christchurch 2010

reinbrandvisman@kpnmail.nl

Fri Jul 23, 2010

EXECUTIVE SUMMARY

BACKGROUND.

The Task Force on Organisation (TF) was established as a result of the following proposals at World Congress 2010, which resulted from the working party on organisation (2010 World Congress Minutes v3b):

4.1 The following proposal was agreed...

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

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

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

4.2 It was agreed that the task force would be appointed (by) and report back to the WSC and that the zones would be asked to supply candidates for the task force.

STARTING GROUP.

Reinbrandt Visman, as Workshop co-ordinator, requested a number of the participants in the Workshop to continue to work together as a preliminary ‘Core Group’, to start the activities of the task force. The purpose of the Core Group was defined as: producing a starting document, describing the mission and objectives of the task force, its work program and anticipated reports, and creating a plan of approach including increasing the numbers to 20 -25 persons. Discussions have taken place by email and conference calls, and more detailed background and discussion papers were produced during this process.

We are in the process of wrapping up and consolidating the work of this phase, but the work will not be completed by the time of WSC meeting in August. Our aim is to produce a sound summary document which can form the basis and starting point for a wide-ranging process of consultation and discussion which can deal with the complex issues involved, ultimately leading to the emergence and implementation of novel and appropriate ideas and solutions.

Following are a few of the salient points from the discussions, and recommendations for immediate next steps.

SALIENT POINTS FROM THE CORE GROUP DISCUSSIONS

- Participation needs to be as wide as possible, so that a wide range of points of view and experiences can be taken in, so as to produce the best possible results; also with the hoped for result of ownership and putting into practice by the WSA members and individual Subud members.
- A good starting point for the work of the TF will be a clear definition of the aims and purpose of the WSA, and of each of its different parts (Zones, MSF, Wings, etc.), as related to the needs of their ultimate 'users', the Subud members, with the intention of reaching collective agreement.
- Another important topic is how best to make use of Bapak's advice, looking at how the Subud organization has grown into what it is, and including Bapak's advice in the early days when it was being set up.
- The principle of subsidiarity is relevant to our organization: the individual Subud member is the starting point, the organizational level nearest by has priority; "wider" organisational structures provide what cannot be provided efficiently at the more local scale.
- All in all the Subud organisation is not very different from other volunteer organisations, eg. requiring more time commitment and professional expertise than is always available; but it also means that we can learn both from our own and other's experience.
- The core group has started by mapping out topics or "fields of concern" for attention. As more people participate additional topics will be identified.
- Other working parties in NZ also initiated task forces. The TFO should communicate with these and clarify territories, overlaps and interfaces.

SUGGESTED NEXT STEPS

- The initial core group to complete the work done so far, index and post all discussion documents and papers, and provide a high-level summary and recommendations. We anticipate that this will be completed by end October this year. To do this we ask if the core group can be officially recognised by the WSC.
- Official appointment by the WSC of an ongoing core team for the TFO, with a clear brief and an indication of a timeline for reporting.
 - The brief should be based on the Congress resolution. The timeline very fluid, but with periodic reports to anchor the process and keep interest going. First major report beginning 2011, one year after world Congress.
- Develop a procedure to involve other participants of the TF. Important is to appoint a liaison from the WSC or the Executive with the TF.
- Development of an effective way of working as a team, including technical resources.
- A small budget for operational costs, like conference calls.

Members of the Core Group:

Reynold Bean, US; Valentin Willecke, Germany; Hamilton Minnaar, S.Africa; Selena Wisnom, Britain; Reinbrand Visman, Holland; David Hitchcock, Canada.