



**MINUTES OF THE
WORLD SUBUD COUNCIL MEETING**

**HELD IN
AMANECER, COLOMBIA**

25th JULY – 4th AUGUST 2008

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ATTENDEES:

WSA Chairlady.....Osanna Vaughn
 WSA Deputy Chair.....Frederic Richard
 WSA Exec. Chair.....Garrett Thomson
 WSA Exec. Vice-Chair.....Maya Bernardes
 WSA Treasurer.....Samuel Simonsson
 WSA SecretaryJulia Hurd

Zonal Representatives:

Zone 1/2.....Renata Peek
 Zone 3.....Reinbrand Visman
 Zone 4.....Valentin Willecke
 Zone 7.....Mariamah Flores
 Zone 8.....Machrus Garces
 Zone 9.....Elisa Sanchez Caballero

International Helpers:

Area I: Asmaniah Fraval, Judy Gibb, Raina McKechnie, Robert Goonetilleke
 Area II: Heloise Jackson, Farah Czwiertnia, Lora Bilger, Andrew Holloway, Jorge Guerin, Lavasir Nordrum
 Area III: Dorotea de Arenas, Sarah Becker, Emmanuel Aronie, Paul Roberge, Mattheus Kaslan

Affiliate and Activity Coordinators:

SDIA Chairman.....Sharifin Gardiner
 SICA Chairperson.....Olivia Moyano
 SYAI Co-Chairperson.....Hamilton Manley
 SIHA Coordinator.....Maxwell Fraval

MSF Chair and Trustees ...

Olvia Reksodipoetro
 Hannah Baerveldt
 Muchtar Martins
 Simone Paige

Apologies:

Zone 5/6 Representative...Lateef Dada Bashua
 SES Chairperson.....Sachlan Fraval
 SYAI Co-Chairperson.....Rhyana Blakeley
 SICA Vice-Chair.....Hassan Landen

Area I International Helpers:

Mason Cook
 Sugandi Prawira

Area III International Helper:

Shoshanah Margolin
 MSF Trustee.....Ismana Sumohadiwidjojo
 MSF Trustee/Treasurer.....Leonard van Willenswaard

1. THEMES OF THE WORLD SUBUD COUNCIL MEETING

1.1 OPENING STATEMENTS:

In her opening words Osanna Vaughn, World Subud Association Chairlady, asked the council to hold the America's Gathering in their feelings and read Ibu Rahayu's message. See attachment 1. Osanna welcomed Lavasir Nordrum as new International Helper for Area 2.

1.2 WORLD SUBUD ASSOCIATION DIRECTORS' POINTS:

During the meeting the World Subud Association (WSA) Directors noted certain points regarding the organization.

- We need more clarity concerning the work of the World Subud Association. What are we doing and why? In some respects the World Subud Association is an organization that provides services to its members and in other respects it is a mission driven organization.
- In some Zones the Zonal Council hardly functions. This requires a re-evaluation of how democracy should work in Subud.
- The Zone Representatives function as both Zone Representatives and as decision makers within the World Subud Council or as World Subud Association Directors. This is a large work load for a volunteer and some legal responsibilities are not yet clear.

1.3 USING ONE'S INNER GUIDANCE:

At various points during the meetings Osanna Vaughn, Frederic Richard and Garrett Thomson raised, in different ways, the need to take a close look at the inner and outer aspects of Subud and helper/committee work. One of the main aims of the Subud organisation is to facilitate a learning process on the benefits and use of the latihan and to put the latihan into practice in their everyday lives, but this aspect of our work exists in a grey area that is not adequately covered by existing helper/committee/wing functions. The inner finds expression in the outer life of Subud members and consequently our organizational culture needs to embrace these grey areas that at the moment are not being addressed sufficiently. This indicates the need for spaces for systematic sharing of putting the latihan into practice or using one's inner guidance in everyday life, for learning to work together, for helper development, and for closer helper/committee relationships.

2. 13TH WORLD CONGRESS

2.1 CONGRESS CONTENT:

It was agreed that the role of Congress should be more directed toward the priorities and policies for the development of Subud internationally and the needs of Subud members rather than the management issues best handled by the council and the executive. Congress should set a few priority goals and strategies for the forthcoming period; in this way delegates should not be swamped with too much work and information. Accordingly, the following points were agreed:

- a) Working Parties: WSC recommends that there be a maximum of five working parties at Congress. A working party is a working group of delegates established by Congress dedicated to answering a particular set of questions with observers in attendance. The five suggested working parties are (1) the use and benefits of the latihan (including helper work) (2) supporting endeavors, projects and enterprises, (3) being present in the world (4) strengthening the organization and (5) a shorter working party on finance

possibly together with MSF.

- b) Workshops: Whereas past Congresses had encouraged a free space for informal workshops on more or less any topic whatsoever, it was agreed that for the next Congress, there would be WSA sponsored workshops directed towards the needs of the development of Subud. These workshops would be experiential, interactive, and dedicated to major themes such as: the use of the latihan in everyday life, sharing experiences, developing projects, and capacity building.
- c) The WSA executive will work with the ‘wings’ to develop a unified Congress program regarding workshops.
- d) Recommendations from Workshops: WSA workshops (as opposed to working parties) that have recommendations for the organization would send those recommendations to the new World Subud Council rather than to the Congress Plenary in order to keep the work of Congress to a minimum.
- e) WSA member countries will be invited to make suggestions regarding the content of congress.

2.2 CONGRESS PROGRAM:

It is agreed that the delegates’ program for Congress would follow two kejiwaan days and will be concentrated in nine days of work to be followed by a Gathering. It was noted that the delegate program would not be confused with the general Congress program. The attached draft outline for the delegate program was agreed. See attachment 2, “Delegate Program.”

It was noted that members who only want to attend the delegates’ program need only visit New Zealand for nine days but it was agreed that registration for less than 15 days would not be discounted.

2.3 CONGRESS BUDGET:

World Subud Council agrees that the World Subud Association cannot afford to make a loss during the Congress. This does not mean, however; that the WSA needs to make a surplus. The break even point was agreed at 1200 fee paying members. The maximum 100% registration fee is set at 970 NZ excluding Goods and Services Tax (GST) with a maximum early registration discount of 10%. The average fee could be 750 NZ excluding GST.

World Subud Council asks the executive to review and reduce the expenditure budget and to review other sources of income with the Congress Organizing Team (COT) so that the budget is break-even with the above registration income figures, and to report back to the council once a preliminary budget has been decided. The Congress budget should be transparent. Any misunderstandings between the WSA executive and the COT will be referred to the WSA Chairlady. It is noted that the maximum expenditure for Congress should be 1,050,000 NZ. The executive will inform the directors if there are problems reaching the break-even point.

These decisions were taken after carefully considering the increase in oil prices. The International Air Transport Association (IATA) estimates that airfares could increase between 30% – 50% over the next twelve months. Airfares have only been rising slowly up to now because airlines purchase their fuel a year in advance. The WSC considered the attached estimated figures for Congress attendance provided by the executive. See attachment 3, “World Congress Attendance.”

Fees for countries with weaker currencies will be lower as shown in the attached registration fee schedule (attachment 4). WSA executive, in conjunction with the Zone Representatives, will determine which countries count for this lower registration fee category.

2.4 DELEGATE ATTENDANCE:

It was also noted that within the Congress budget there is a provision for 98,000 NZ at present for delegate attendance. It is estimated that on average each delegate would require 7000 NZ for total costs. The Zone Representatives provisionally identified the following countries requiring delegate support under the following categories:

- Category one (1) countries have a functioning national committee and at least one functioning Subud group. These countries are (Z1/2) Vietnam, Thailand, India, Iran, (Z4) Lithuania, Poland, Hungary, Ukraine, Moldova, Lebanon, (Z 5/6) Nigeria, RD Congo and Congo Brazzaville, (Z7) Suriname, Mexico, Cuba, (Z8) Colombia, Venezuela, Ecuador, (Z9) Peru, Chile, Argentina, and Brazil for a total of 23.
- Category two (2) countries are those without a functioning national committee but for which it is deemed important for the development of Subud in the country that someone attend the Congress as a delegate. These countries may include Bangladesh, Pakistan, the Balkans, Latvia, Czech Republic, Cyprus and Angola, for a total of around seven.

It is noted that the WSA will not be able to fund more than one delegate per country and that the above list is provisional only.

Zone 7 reported that they have a goal of raising 4000 USD, Zone 3 of 5000 Euros, and Zone 4 of 11,000 Euros. Based on the above figures it was estimated that the WSA needs to raise approximately a minimum of 25,000 Euros in addition to the allocation made for delegate support in the Congress budget and the amount raised by the zones. The Zone Representatives agreed that the funds collected in their zones would be put into a virtual collective pool to ensure a fair representative of country delegates at Congress.

Countries which are to receive a subsidy from the WSA for travel must try to submit the name of the delegate requiring subsidy to the WSA executive and their Zone Representative before January of 2009. WSA cannot guarantee that it will subsidize airfares after January of 2009 due to increased airfare prices.

WSC recommends to other WSA countries that delegate officials are identified before this date in order to take advantage of lower airfares.

2.5 DELEGATE ASSISTANCE:

The Zone Representatives agreed that the funds collected in their zones would be put into a virtual collective pool to ensure a fair representative of country delegates at Congress. The executive reported that Samuel Lesley in the UK had been appointed as delegate support coordinator for various activities. The collective pool and delegate coordinator will facilitate networking and cooperation.

2.6 DELEGATE PACKET:

The WSA executive will send Congress delegates an information pack on their work at Congress.

2.7 SELECTION PROCESS FOR 2014 WORLD CONGRESS:

Garrett suggested the following process for the selection of the 2014 world Congress site. The executive will ask countries to nominate themselves by the end of October 2008 and the WSA executive will work with those countries to develop comparable proposals by May 2009. WSA executive will develop clear criteria for evaluating the outer criteria for the different proposals. Garrett noted that we could reduce the workload on the bidding countries by focusing on the points required for the location decision and by having fewer extraneous questions. After May 2009 the executive will then prepare a recommendation for the council based on outer criteria. The WSC will then make a recommendation to the Congress based on outer criteria but this recommendation will be confidential until after the testing has been completed.

2.8 It was agreed that choosing for the site for the next world Congress and the selection of the next executive of the WSA are two distinct issues and the current executive will clarify this point in relevant correspondence and publications.

3. APPOINTMENTS AT WORLD CONGRESS

3.1 JOB DESCRIPTIONS AND CVS:

It was agreed that all appointments made by the World Subud Association during Congress require that candidates should have seen a job description before hand. It was also agreed that candidates for organizational positions would need to submit a CV or resume.

3.2 APPOINTMENT TESTING:

It is agreed that the result of any testing done at Congress does not constitute the appointment of an officer. The role of testing is to help delegates to make appointment decisions.

3.3 APPOINTMENT COORDINATION COMMITTEE:

It was agreed to nominate an appointment coordination committee that would outline the criteria and process for the nomination and selection for WSA organizational positions at Congress. This interim committee, consisting of Jorge Guerin, Samuel Simonsson and Reinbrand Visman, began its work during the council meeting and a preliminary report is attached. Osanna Vaughn and Maya Bernardes were involved in subsequent redrafting. See attachment 5, "Task Force: Election procedure for WSA and ISC Chairpersons."

In the case of last minute emergency candidates nominated during Congress, the appointments coordinating committee would ensure that due process is followed.

3.4 SDIA, SICA AND SIHA NOMINATIONS:

The Subud International Cultural Association (SICA) and Subud International Health Association (SIHA) agreed to examine the recommendations from this committee to ensure uniformity of approach of all organizational positions during Congress.

Maxell Fraval reported that the incoming SIHA coordinator will be selected at Congress but not by Congress.

We attach a summary (attachment 6) of the procedures for the selection of candidates for testing and appointment as the chairperson of SDIA. The job description for the SDIA

chair is also attached. (attachment 7).

It was agreed that the plenary testing and appointment of the new affiliate chairpersons (SDIA and SICA) would take place early during the Congress.

3.5 INTERNATIONAL HELPER APPOINTMENTS:

The International Helpers reported that they have a clear procedure for the appointment of new International Helpers during the Congress.

3.6 ZONE REPRESENTATIVE APPOINTMENTS:

Council recommends that the new Zonal Representatives should be appointed at least three months before the World Congress.

4. VOTING AT WORLD CONGRESS

4.1 DEFINITIONS:

A delegate is a person who must and can only vote according to the instructions received from his/her constituency.

A representative is a person who votes according to his or her own discretion having received input from his or her constituency.

4.2 ZONE REPRESENTATIVES DURING COUNCIL MEETINGS:

It is agreed that the Zonal Representatives at World Subud Council meetings are representatives in the above sense for the following reasons:

- a) The WSC makes decisions for the benefit and advancement of the World Subud Association as a whole and the WSC tries to work by consensus. These points require that WSC decisions involve a dialogue between the different viewpoints of the zones, which may involve testing.
- b) The WSC voting members are the WSA directors who are legally responsible for the WSA and this legal duty requires minimal discretion.
- c) There is also a discrepancy regarding the WSA chairperson being a director but not a voting member.

The above recommendation does not reduce the obligation that the Zonal representatives have to a) seek the input from their zonal councils, b) represent that input in discussions with other members of the WSC and c) in cases of conflict of opinion, to be transparent in their communication with the zonal council.

4.3 MEMBER DELEGATIONS DURING WORLD CONGRESS:

It is agreed that the World Subud Council recommends to the World Subud Association that the “WSA member delegations” at Congress are also representatives unless otherwise stipulated by the Congress of the country on various topics.

The reason for this recommendation is so that democratic processes of reaching consensus can take place during the Congress so that the decisions of Congress can take into account various viewpoints and interests from a wider perspective of the WSA as a whole rather than being predetermined before any discussion.

5. SUBUD ENTERPRISE SERVICES

5.1 THE SES FUNCTION:

In view of the recent activity within the Americas and the need expressed by different countries, the WSA directors agreed to ask the executive to discover what the need for a Subud Enterprise Services (SES) function is and to enter into dialogue with national committees, the existing SES coordinator and interested persons about how this function can best be developed. It was felt that no SES function should be appointed at Congress until these needs are more clearly defined. Nevertheless, the WSC believes this to be an important function within the WSA.

The council thanked Sachlan Fraval for his work on SES International. Osanna, Maxwell, and Garrett reported on the ideas and work of Sachlan and in particular his instinct for the need of Subud members to put their talents into practice and his consideration that committees could encourage members, other than helpers, to do this. Osanna informed that she would be writing open letters more frequently on this subject. WSC also recommends that the name Subud Enterprise Services might be dropped.

5.2 PROJECTS, ENDEAVORS, AND ENTERPRISE:

During the Americas Gathering members from Chile, Mexico, the US, Colombia and other countries participated in a discussion about the future of enterprise in Area 3.

WSC agrees that the executive can invite Subud members to register their projects as such with the WSA. The council established a group to work with the executive on clarifying the purpose, criteria, and conditions of such a register. The group will consist of Mariamah Flores, Susannah Rosenthal, Maya Bernardes and Garrett Thomson.

6. SUBUD YOUTH ACTIVITIES

6.1 SYA FUNCTION:

During the Americas Gathering there were several meetings of young people which included dialogue with members of the WSC. Following these meetings and the recent youth meetings at La Source in France, it was agreed to reopen dialogue with young Subud members about the Subud Youth Activities function. Young people at these meetings wanted to have space within the international organization and rather than appoint two people to the SYA function the council felt it might be better to facilitate a broader network. For example, one suggestion is to have two SYA coordinators in each Area who would attend WSC meetings when they occur within their Area.

6.2 SYA AT CONGRESS

The following suggestions are the results of a brainstorming session to find ways in which young Subud members could participate more actively in the Congress:

- a) Create a safe space in which there is the ability to play music
- b) Include special cultural events such as a fashion show
- c) Include something similar to the Congress TV in Innsbruck
- d) Include kejiwaan spaces for young people
- e) Include special activities and excursions such as the "Yes Quest"

- f) Include spaces for creative activities
- g) Include spaces for sports
- h) Create dialogue spaces within the Congress
- i) Possibly include a one-day social project
- j) Possibly include a special support team for young people

The WSC agreed to launch a fundraising appeal to raise \$30,000 USD to support the travel of young Subud members to Congress in Christchurch. This fund would be based on principles similar to the existing International Youth Travel Fund (IYTF) although supplementary criteria may be required for the special case of attending Congress. These criteria will be developed by the WSA executive and the existing IYTF coordinators. MSF kindly agreed to match these funds (see minute 9.9) and The *Guerrand-Hermès Foundation for Peace* (GHFP) will be approached as well.

WSC invites all young Subud members to participate fully in the activities and work of the 13TH Subud World Congress.

7. SUBUD INTERNATIONAL CULTURAL ASSOCIATION

Susannah Rosenthal, interim SICA Board member, reported on eight goals for SICA leading up to the World Congress. See attachment 8, “SICA Goals to be Completed by World Congress.”

8. SUBUD INTERNATIONAL HEALTH ASSOCIATION

8.1 Maxwell Fraval, SIHA Coordinator, reported that the two days of meetings during the Gathering were successful and included a broad range of health practitioners.

8.2 Maxwell invites members to join the SIHA Steering Committee and to consider becoming the next SIHA coordinator. Another issue of “*Resonance*” will be out soon after a hiatus.

9. MUHAMMAD SUBUH FOUNDATION

9.1 WSA/MSF RELATIONSHIP:

The WSA directors and the MSF trustees met on three occasions and one of the aims of these meetings was to review the WSA/MSF legal and working relationships following testing on the topic. In order to articulate the principles that underlie such a relationship, a working group was established consisting of Samuel Simonsson, Hannah Baerveldt, Frederic Richard, and Simone Paige. Their initial draft report is attached and was agreed by the WSA directors. See attachment 9, “Task Force: WSA/MSF Relationship.”

Assets belonging to the Subud international organization which are held within MSF and YMS need to be identified as such.

9.2 NEW MSF TRUSTEE SELECTION:

During the informal joint MSF/WSA meetings in March in Kalimantan, a group was asked to establish the criteria and procedures for the selection of a new MSF trustee. This group consisted of Elisa Sanchez Caballero, Hannah Baerveldt, Frederic Richard, and Simone Paige. The group submitted the enclosed report and confidential dossiers for each of the seven qualified candidates. Each candidate was given a maximum of four possible points for five

criteria. This information remained confidential so that the testing would be a distinct indicator. WSC thanks the committee for their work.

Following these criteria, the WSA Directors appointed Dahlan Foah as interim MSF trustee replacing Rusdi Bustillo. See attachment 10, "MSF Trustee Selection Procedures."

9.3 It was noted that the MSF board had sought technical expertise in investment management with the new trustee, even so, it is also considered essential to create an additional advisory board for questions of investment management and so on.

9.4 YAYASAN MUHAMMAD SUBUH:

WSA Directors expressed a concern about the assets of YMS, including those held through PCB. YMS is considered to be a branch of MSF in Indonesia, but for reasons related to Indonesian law it cannot be legally tied to MSF in the required way. The directors also expressed a particular concern for those international Subud assets held by YMS.

Olvia Reksodipoetro, MSF Chair and Patron of YMS, will continue working with the YMS board in identifying the assets held by YMS for Subud international.

It was agreed that Osanna Vaughn will send a letter on behalf of WSC to the patrons of YMS regarding YMS/MSF cooperation. If she deems necessary, then WSC asks her to visit Ibu Rahayu to advance the dialogue process.

WSC also expressed concern regarding YMS differences of opinion between YMS/PTPCB and Rungan Sari Permai regarding the development of the Rungan Sari site. Council asks Osanna Vaughn to appoint one or two persons to investigate this issue and possibly to offer mediation services.

9.5 It was noted that Adi Puri now has a business plan and audited accounts.

9.6 The WSA directors approved the MSF audited accounts for 2007. See appendix 6.

9.7 MSF WORK PROGRAM:

The WSA directors also agreed to the MSF work program detailed by three strategic goals for MSF outlined in the attached document. See attachment 11, "MSF Strategic Goals and Associated Activities." However, for strategic goal three (3) the WSA directors ask for more time to consider the purposes and amounts of the proposed quasi-endowment funds and ask MSF to work collaboratively with the WSA executive concerning the proposed "Support Team." It was noted that regarding the use of the proposed quasi-endowment funds interest plus 10% of principal could be applied for current purposes during any one year.

9.8 2008 AND 2009 MSF BUDGET:

WSA directors together with the MSF trustees agree to the attached MSF budget for 2008 and 2009. See attachment 12. It is noted that the allocated \$60,000 USD for Subud houses is for grants and does not include loans. The MSF budget does not include earmarked funds but only specifies the allocation of un-earmarked funds. The WSA directors asked for more detailed budgeting in the future.

9.9 MSF Trustees kindly agreed to match donations to the International Youth Travel Fund

(IYTF) up to \$30,000 USD.

10. WISMA SUBUD

Garrett reported on a recent letter from Josephine Bacikin regarding preserving the Wisma Subud complex. WSC supports the coming together of the relevant stakeholders. Osanna Vaughn will send a letter to Pak Haryono and the residents encouraging this process, and to ask the Yayasan Subud and the residents for an agreed action plan. The WSA can only think about the possibility of supporting the preservation of Wisma Subud when the stakeholders involved have an agreed plan of action. The WSA has no funds for the preservation of Wisma Subud at the moment; any funding would require consulting with WSA member countries.

11. EXTERNAL RELATIONS

11.1 EXTERNAL RELATIONS COORDINATOR:

Garrett reported that the WSA executive would appoint a person to coordinate the external relations work of the WSA. A provisional job description of this person is attached. See attachment 13. As well as coordinating the various External Relations activities, this person would also advise on external relation matters such as web sites, brochures, and the WSA Annual Report.

11.2 SUBUD AND THE UNITED NATIONS:

Frederic Richard reported on WSA's participation within Non-Governmental Organizations (NGOs) fora within the United Nations. Susila Dharma International will carry on in the area of international development and the WSA would participate in the area of human rights and freedom, which includes dialogue to improve our knowledge of such fora, while networking and strengthening our contribution. The arrangement whereby all voting would be done jointly by SDIA and the WSA chairperson will continue. Nevertheless, there is still a need to develop clearer policy guidelines. It is noted that SDIA has legal responsibility for maintaining our accreditation with ECOSOC, UNICEF, UN and DPI.

11.3 SUBUD AND INTERFAITH:

Samuel Simonsson reported on Subud's participation in inter-spiritual dialogue including the *Middle East Festival of Spirituality and Peace* (MESP). An important upcoming event is Subud's participation in the *Parliament of World Religions* in December 2009 in Melbourne. Osanna reported that she may make a presentation about Subud at this event. The person appointed by the WSA executive for external relations matters would liaise with Murray Clapham in Australia who, in turn, is the liaison with the POWR organizers.

11.4 SUBUD FORUM:

Frederic Richard reported on the WSA forum. This forum is an experimental program of the WSA in which spaces are created for dialogue with Subud and non-Subud experts on themes relevant to the aims of the WSA. The theme of the first program is development and governance. Bardolf Paul, Rosanna Hille and Frederic Richard conducted research on the theme and on the experience of SD projects in the area. Before the Americas Gathering, meetings were held with SD projects working in this field. The plan is to have a conference on development and governance for Central Kalimantan.

12. WSA FINANCE

12.1 2007 WSA ACCOUNTS:

WSA Directors approved the 2007 audited accounts for the WSA. See appendix 7.

12.2 TREASURER'S REPORT:

WSA Directors approved the enclosed treasurer's report with some changes. See appendix 8.

In the second half of 2007 the WSA executive (ISC) agreed to receive, administer and make distributions out of an extra-ordinary earmarked donation. The Board of Directors was not part of this decision-making process.

12.3 2008 WSA BUDGET:

The attached provisional 2008 WSA budget was approved. See appendix 9.

12.4 WSA directors agree that the WSA needs a fund, the terms and condition of which will be proposed by the WSA/MSF relations subcommittee and WSA treasurer. (See minute 9.1) The conditions must specify whether the fund is medium or long term, the asset class and currency exposure policy. Normally this fund would be placed within the MSF but in view of recent turmoil in the markets, the WSA directors agreed to wait on MSF's investment policy and on the formation of the MSF's investment management subcommittee before deciding to place the WSA funds within the MSF.

13. WORLD SUBUD ASSOCIATION ORGANIZATION

13.1 Council agreed to recommend to WSA that the name "ISC" (International Subud Committee) be dropped and replaced by "WSA executive." WSC agreed that the appointment of the executive at Congress should be carried out in strict accordance of the WSA bylaws whereby the WSA directors present their nominations to the Congress for appointment.

13.2 WSA Directors asked the WSA executive for the following:

- a) Any revenue or expenditure item that is not part of the approved budget needs prior approval of the Board of Directors if it exceeds 10% of the approved budget.
- b) The BoD needs to be informed of any legal activity that commits WSA to amounts larger than 10% of the total budget
- c) The executive needs to ask for approval by the BoD for any paid employment that is not part of the approved budget.
- d) Executive needs to notify BoD of any changes, or developments that could influence the directors' liability.
- e) Executive needs to notify BoD of any possible conflict of interest within the WSC or within other international office holders (e.g. WSA executive).
- f) Executive needs to notify BoD in case of a representation of WSA and give credentials of the person involved and the occasion involved.
- g) Executive needs to inform BoD of across border fundraising activities, well in advance.
- h) Executive needs to ask approval of BoD for projects where WSA participates directly or indirectly.
- i) Executive should communicate with BoD well in advance about the agenda for council meetings to come to a common agenda.

The WSA executive agreed in principle to the request but asked for more time to consider the details.

The Directors also expressed a need to meet twice a year and include the WSC executive chair.

13.3 It was noted that the work of Zonal Representative involves coordinating within the zone as well as acting as a WSA Director. For some zones this can be a very heavy work load. One solution appropriate to certain zones would be for the Zone Council to empower National Committee Councillors. This would allow the Zonal Representative to concentrate more on WSC work.

13.4 MISSION STATEMENT:

WSA directors undertook an analysis of the aims of the WSA. Some possible discrepancies were noted. The idea that the WSA would provide educational facilities seems too narrow and the idea that the WSA would directly relieve poverty seems to imply direct action on the part of WSA rather than facilitating member's projects. On the other hand, the aims did not seem to include sufficiently clearly the idea of the WSA supporting putting the latihan into practice. It was noted there was a need to distinguish between bylaw changes from policy decisions and it was agreed to form a working group to draft a preliminary mission statement of the WSA and to look at aims and policies arising from the aims. This working group would consist of Osanna Vaughn, Frederic Richard, Valentin Willecke, Mariamah Flores, and Renata Peek.

13.5 BYLAW CHANGES:

It was agreed that WSC will recommend to Congress the following as a bylaw change: "In its deliberation the Congress will try to seek consensus. By consensus we mean the following: Those who object to a proposal are willing to allow the majority decision to prevail and anyone objecting to a proposal must forward an alternative proposal. If the Congress cannot reach consensus than the chairperson of the WSA has the discretion to call for a vote at which time an 80% majority will prevail." The executive will seek appropriate wording in consultation with a lawyer.

Following recommendations of Earl Metheny, a Washington D.C. lawyer, the WSA executive circulated a letter outlining some proposed changes to the WSA bylaws. These changes attempt to fill in gaps in the existing WSA bylaws rather than making organizational changes. Garrett will condense these changes and circulate them again to the WSA directors. Bylaw changes will be circulated to member countries one year before Congress.

13.6 TRAVEL LIABILITY WAIVER:

The executive will produce a liability waiver for WSA officers to sign with regard to WSA travel. It is recommended that all international officers obtain travel insurance for themselves. International officers of the WSA and members of the WSC who travel for Subud work do so as their own choice. It is up to each individual to decide for him or herself what the risks are in visiting a country.

13.7 VISITING HELPERS:

The international helpers have decided to finish the "Helpers Without Borders" program. The WSC recognizes the benefit of volunteer helpers visiting groups in a country other than their own, and the international helpers are willing to help facilitate this. However, the feeling

should be more of a normal experience for the volunteer helper(s) and the group visited and the approach less formal. The international helpers suggested that a line item be retained within the WSA budget for such helper travel, and that the WSC continue to promote the idea of cross-border helper travel.

13.8 HELPER CARD PROCEDURE:

The International Helpers agreed to a uniform process whereby new helper cards will be distributed. See attachment 14.

14. TRANSLATIONS

Paloma De La Viña reported on an important issue that arose in the recent executive meetings on Spanish translations. The WSA executive does not encourage publications that include excerpts from Bapak and Ibu's talks. However the WSA publication "*On the Subud Way*" contains such excerpts and it was noted that some code corrections and editing are needed. It was agreed that the executive would clarify this issue and, if necessary, bring a recommendation to the WSC.

15. WORLD SUBUD ASSOCIATION GOALS FOR 2009

The World Subud Council agreed to the following goals for 2009:

15.1 STRENGTHENING THE ORGANIZATION:

- a) To have a clear appointment process for all officers at Congress that includes reviewing the relative job descriptions.
- b) To have a preliminary draft mission statement (or broad statement of the purpose of WSA) for the WSA and to review the WSA aims.
- c) To have a clear statement of the WSA director's role
- d) To have a WSA online office and Documentalist site
- e) To have capacity building workshops at Congress for WSA members and officers
- f) To clarify the legal, financial and working relationships between WSA and MSF
- g) To have a clear policy for WSA fundraising
- h) To continue supporting Zone 5/6

15.2 ENDEAVORS, PROJECTS AND ENTERPRISES:

- a) To invite Subud members to register their project with the WSA for the purpose of finding new working relationships
- b) To seek input with regard to the SES function and to redefine the role and appointment process for the SES function on the basis of this input.
- c) To launch a third WSA year-long initiative focusing on using one's inner guidance in one's work, endeavors and projects.

15.3 USING ONE'S INNER GUIDANCE:

- a) To define WSA experiential workshops for World Congress that facilitate the process of putting one's 'inner guidance' into practice in one's everyday life
- b) To redefine helper/committee working relationships at the 2009 WSC meeting
- c) To develop more cooperation in general in this area

- d) To strengthen International Helper communications to members regarding the need to put inner guidance and the latihan into practice

15.4 COMMUNICATION:

- a) To redefine the WSA web sites Subud.org, Subud.com and Subud.net
- b) To produce a pamphlet on Subud
- c) For WSA to participate actively in the “World Parliament of Religions”

15.5 YOUTH:

- a) To fundraise \$30,000 USD for youth travel to Congress
- b) To dialogue with young people to define the support that young people want through the Subud Youth Activities International network
- c) To strengthen the SYA network in Zone 4 (this does not preclude other zones as well)

15.6 LEGAL:

- a) To have the *Memorandum of Understanding* signed by most major WSA member countries.
- b) To register the name Subud in the U.S.

15.7 WORLD CONGRESS:

To prepare for a successful World Congress for 2010.

15.8 FUNDRAISING:

It was agreed that there is a need for more clarity as to the kinds of fundraising that may take place within the WSA as well as the conditions and purposes of such fundraising. WSC formed a working group to formulate these policies. The work group will initially consist of Osanna, Olvia and Sharifin.

It is noted that during the gathering SDIA also developed a set of goals which are attached (attachment 15).

16. KALIMANTAN REPORT

Osanna reported on activities in Kalimantan since the Visioning meeting in March. A bus for the Bina Cita Utama school in Rungan Sari has been purchased, there is an administrator and a married couple came forward as house parents, to name a few.

17. 2007 COMPACT WORLD SUBUD COUNCIL MEETING MINUTES

Minutes from the 2007 World Subud Council meeting in Ascot, UK, were approved with the change to minute 8.5 and 12. See attachment 16. The World Subud Council should note changes to meeting minutes within two weeks of distribution.

18. 2009 WORLD SUBUD COUNCIL MEETING

There is an intention to hold a compact WSC meeting in 2009, possibly during a combined Zone 3 and 4 meeting.

ATTACHMENTS:

1. Message from Ibu Rahayu
2. World Congress Delegate Program
3. Estimated World Congress Attendance Figures
4. Registration Fee Structure
5. Task Force: Election Procedure for WSA and ISC Chairpersons
6. SDIA Chairperson Selection
7. SDIA Chairperson Job Description
8. SICA Goals to be Completed by World Congress
9. Task Force: WSA/MSF Relationship (draft)
10. MSF Trustee Selection Procedures
11. MSF Strategic Goals and Associated Activities
12. 2008 and 2009 MSF Budget
13. External Relations Coordinator Job Description
14. Helper Card Procedure
15. SDIA Network Goals 2006 - 2010
16. Minutes of 2007 Compact World Subud Council Meeting

APPENDICES: REPORTS RECEIVED

1. International Helpers: Area 3
2. Zone 4 Report
3. Zone 7 Report
4. Subud Youth Activities Report
5. SDIA Annual report
6. SDIA power presentation
7. Subud International Cultural Association Report
8. 2007 MSF Audited Accounts
9. 2007 WSA Audited Accounts
10. WSA Financial Report from Treasurer
11. 2008 WSA Budget Projection
12. WSA Executive Function Reports: Internet, SPI, Care Support
13. History of Subud