

# Village eView

October 10, 2018

Guest Editor, Editor

## COMING UP

**Pathwork Exploration Series** with Tom Gaylord, October 21, 7- 9:30  
**Goodenough Community Council**, Oct. 22, 6:30  
**Men’s Cultural Gathering**, October 26 to 28  
**Women’s Cultural Gathering**, October 26, 10 -2

*More About Sociocracy:*

## Consent

This week we are continuing to explore sociocracy, looking at the process of consenting. Pam Jarrett-Jefferson has contributed part 2 of her review of how sociocracy came about. And we have some excerpts from John Buck and Sharon Villines’ book on sociocracy, [We the People: Consenting to a Deeper Democracy](#).

Consent is a term that has a variety of understandings depending on the context. In sociocracy the term *consent* is used to describe a specific process of determining if a group has reached an agreement that everyone present feels satisfied with. It differs from consensus in some key ways. Historically many communities chose the process of consensus as the primary decision-making process. Consensus, used in its purest form, requires that everyone present say “yes” to a proposal in order to be able to move to implementation. Consensus, rather than autocratic decision-making, has been favored because groups of people who intend to share life together want to be sure that everyone has a say in important decisions about how to work together, decide about land uses, finances, ways of relating and communicating, and so forth. However in some cases, rather than working to resolve objections, a “no” may function like an immovable block to moving forward. Unfortunately achieving consensus can result in long, repetitive meetings and the possibility of not being able to reach decisions to move forward on important actions. Some

### ***On-Line News of the Goodenough Community System***

The American Association for the Furtherance of Community  
 Convocation: A Church and Ministry  
 Mandala Resources, Inc.  
 Sahale Learning Center  
 The EcoVillage at Sahale

communities have worked hard to create a version of consensus that works for them. Other communities have decided to try other methods to have inclusive decision-making and sociocracy and the use of a specific consent process is one of these methods.

## **Sociocracy: A History, Part Two**

Pam Jefferson

In part two of a quick history of sociocracy, from the book, *We the People: Consent to a Deeper Democracy* by John Buck and Sharon Villers, Gerard Endenburg is the present-day innovator of sociocracy as he worked to apply it to a business and organization.

Gerard was a student at Cornelius and Beatrice Boeke's Children's Community Workshop school. "When Endenburg finished studying at the Workshop, he attended an electrical engineering college. He found the classrooms ruled by autocratic instructors and the students silent, sullen, and bullying. Students didn't form collaborative groups to help each other learn. After years spent in an environment in which self-direction and mutual support were the norm, this was proof of Boeke's teaching that behavior is determined by the prevailing social structure. Unless people are trusted and encouraging to be self-organizing and supportive of each other, they won't be.

In the mid-1960s, after completing his education and military service, Endenburg was working at Philips Electronics when his parents challenged him to test his management skills in a failing electronics company they had just bought."

"In less than a year, Endenburg succeeded in making his parents' new company successful and it was merged with Endenburg Electrical Engineering (Endenburg Elektrotechniek). In 1968, Endenburg became general manager. Endenburg Electrical had been founded to demonstrate socially progressive ideas and now Endenburg received a challenge from Kees Boeke: Make it sociocratic. Create a collaborative and productive workplace like the Children's Community Workshop.

Endenburg accepted the challenge. He quickly discovered, however, that the requirements of sociocracy had to be coordinated with the requirements of a competitive fast-paced manufacturing business. With his background in engineering and business, he began studying management theory. He soon discovered that the social sciences were not as clear about how things work as the physical sciences. In engineering, it was clear that if you do this, that will happen. The social sciences used many of the same words—power, tension, measurement, resistance, capacity, stress—but their meaning was not clearly defined. How could anyone manage an organization effectively without clear understanding of cause and effect?

Endenburg's education in physics and engineering was ultimately an advantage because he was able to analyze organizational structures and social interactions from a completely different perspective. From 1968 until 1970, Endenburg translated the principles of the physical sciences into the social sciences. If power is steered this way using electricity, what is the analogous process with people?

As his parents had used Endenburg Electric as a laboratory for demonstrating that business was not antithetical to social ideals, Endenburg reduced the size of the company to 100 employees to use it as a laboratory to demonstrate that business was not antithetical to collaboration and self-direction. After experimenting for several years, Endenburg recreated in an electrical engineering company the same environment he had experience at the Children’s Community Workshop.

He named his system for managing organizations the Sociocratic Circle Organization Method (SCM). (Endenburg 1981)” pp 45-48

Needless to say, his method gain attention and he went on to write many articles, founded the Sociocratisch Centrum to begin teaching and implementing SCM in companies and organizations in Europe and the US.



## **True Holidays Event 2018 – December 1, 2018 - Save the Date**

*Elizabeth Jarrett-Jefferson with Kirsten Rohde*

**W**e are happy to announce that our annual True Holidays Celebration--a tradition of more than 30 years in our beloved Goodenough Community--will be held again this year on **Saturday, December 1** at the Mercer Island Congregational Church on Mercer Island. This event has always been about bringing together family, friends, other communities & colleagues in an atmosphere ranging from frivolity and feasting to one of marking the holidays in a sacred way, honoring many faith traditions. Importantly, the celebration also provides an opportunity for you to be reflect and therefore be intentional about planning for the holidays, giving pause to remember what you value over the holidays; we’ll lend a practical hand to help you make an actual plan. We’ll have our Silent Auction again this year and feature exclusively handcrafted items and experiences (since we’ve learned over time that these are the most valued and bid-on items). Sherry Nevin and her musical contradancing colleagues, also a favorite tradition, will again be with us.

So, for now, prepare to engage in a “Christmas Truce” where friends, fun, feasting, and tradition are the news of the day! More information will follow soon. Thanks for reading!

- **Elizabeth**



## Experimenting with Consenting to a Proposal: the Goodenough Council

Kirsten Rohde

*“The principle of consent is not the right to veto.....You are being asked if you have an objection. Consent means you have no objections.” John Buck and Sharon Villines, We the People*

In *Resolving Objections and Building Consent*, a chapter from We The People, the authors describe the consent process in sociocracy. Our Council, in our Monday meetings, has experimented with using sociocracy to make decisions as a circle, studying and learning as we go. This past Monday we were a smaller group and we decided to use the sociocracy method to see if we could advance a process of defining membership for our community. After reading out some of the documents we had about membership, we developed a proposal about next steps for developing a membership system. In order to consent to a proposal, one of the first steps was to see if there were objections to the proposal as stated and then to resolve objections. As Buck and Villines write, “In consent rounds, objections are not only welcome but sought out. They are not considered barriers to moving forward, but opportunities to resolve problems before they obstruct the execution of a policy...Consent is the absence of objections.” This is an orderly process enabling each person to speak and each objection to be addressed in a series of rounds. While it sounds like a lengthy process, when each person has equal space to voice concerns or suggest resolutions, the process is more orderly and important objections, when resolved, strengthen the proposal. When we got to the point of going around to see if everyone now accepts the proposal as re-worked, we could feel secure in knowing that each person’s consent was truly a yes.

The word equivalence shows up frequently in descriptions of sociocracy. It refers to the fact that the process of achieving agreement includes everyone equally. “Without this process some personalities may dominate and others not speak at all, unbalancing the equivalence that is crucial to the self-governing process...Consent as the basis of collaboration ensures that decisions will be made in ways that respect those who are affected by them.”

*The requirement for objections to be reasoned and resolved before moving forward transforms decision-making from a struggle for control into a process of puzzle-solving for the ultimate benefit of all. (Buck and Villines)*

*“Good enough for now. Safe enough to try. Let’s do it!” from the sociocracy handbook by Diana Leafe Christian*



## **Site Planning for Sahale with Tom Gaylord, October 21 and the weekend of November 16-18 at Sahale**

We are being led by Tom Gaylord to further our site planning process. We have been at it since September 14, 2001 and now its time to make some new decisions for the future with many considerations and based on years of observations. Tom provides an opportunity to join in a unique blending of spiritual and community contemplation and planning for the future.

You are welcome to join us on October 21 and/or at the Sahale weekend. At our first site planning discussion October 7<sup>th</sup>, we looked at the entrances to Sahale from the perspectives of inviting appeal and functionality. It was a lively discussion!

The practices of Meditation, Compassionate Exchange, and Body Speech and Mind are some of the methods we will use. The exploration begins with self, resonates with others, and reveals an unfixed and dynamic tapestry of community interconnectedness.

Tom Gaylord is the former Center Director of the Seattle Shambhala Meditation Center and is a student of Contemplative Psychology in the Seattle Karuna Training Program.

This program will meet at the **Shambala Center (3107 E Harrison Street Seattle, WA 98112)** in the Madison Valley area of Seattle. Sunday evenings, 7:00 to 9:30 pm. All are welcome.

**Dates and topics** include:

The site planning process will continue **October 21** and the weekend of **November 16 to 18** at Sahale.

For more information: Colette Hoff at [hoff@goodenough.org](mailto:hoff@goodenough.org)



## ***Men's Fall Gathering October 26 to 28***

*We're nearing our fall retreat weekend time and will again be combining our retreat with our annual Event Tent deconstruction project.*

*For the guys who can, we'll be downing the tent beginning on Friday morning, October 26, 10:00 AM. We'll need a crew of at least 8 for this project so, look for my calling to confirm a team. The tent lowering project will complete by lunchtime on Saturday. For those who cannot join for the tent lowering, please do join in for a hearty meal on Friday evening and the beginning of our men's gathering.*

***Men's Retreat*** - Friday, October 26 evening through Sunday afternoon, October 28

**Event Tent Down** - Friday, October 26, 10 AM - Saturday lunchtime

For now, please mark your calendars, RSVP, and share this with men friends of yours you'd like there. Ff you're able and interested, let me know of your desire to participate in the tent down.

In brotherhood, Bruce



## Birthdays & Anniversaries & Humor Department

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Happy Birthday greetings to...

- 🎂 Carla James – October 10
- 🎂 Tom James – October 12
- 🎂 Darlene Finney - October 13
- 🎂 Lili Hoff – October 16



## Update from the Road

Jim and Barbara

Well, we made it to Flagstaff on Saturday. Lots of adventures on the way and lunch with Tyler and Ashley on Sunday (picture below). They're doing well and send greetings. They hope to be at Sahale for a week next summer – keep your fingers crossed.

Last week I composed this article from Blanding. From Blanding we visited Anasazi ruins at Hovenweep National Monument and went to Natural Bridges National Monument. We also had a huge rain and hail storm that inundated our campsite and I found my hiking boots under the camper (where it has always stayed dry before) sitting in at least 2" of water. We had another 4 wheel drive adventure, this time on a slick muddy road in the fog. We took a side trip on a rainy day and the road was wetter than it looked. On from Blanding to a night near Page, AZ. We camped at Lake Powell where the stars were spectacular and visited Glenn Canyon Dam the next day. Jim remembers when it was being built when he was an engineering student at Cal, so he was very interested. Outside the visitor center was a casting of dinosaur tracks discovered in the area. Very cool!

Next to the North Rim of the Grand Canyon. At about 8,000 feet it was chilly. Even with our space heater we decided not to mess with breakfast and went out. There we happened across the good news that a road that had been washed out was reopened and so the 1 ½ hour detour we thought we would be taking wasn't necessary. After breakfast we headed for Flagstaff.

While at the North Rim we discovered we had a problem with tire wear and wheel alignment. We spent a day in Flagstaff sorting that out. We came up with an intermediate solution that will get us home easily, and the rest of the issue will get resolved when we're home.

Meanwhile, Jim's knee had begun to bother him while we were at lunch with Tyler and Ashley. By that night it was swollen and he could hardly walk, so on Monday, mixed with the trailer issue, we were going to urgent care. Problem solved – they drained the swelling from his knee and gave him a cortisone injection and he's off his crutches and doing well. Another thing to follow up when we get home.

Oh, and I didn't say, Sunday morning we opened the door to a skiff of snow! The snow dripped off the pines all day and it drizzled off and on.

Yesterday, Tuesday, the skies cleared and we had the beautiful fall weather we'd planned on. Douglas and Connie DeMers are in Sedona this week, so they picked us up in Flagstaff and we went to the South Rim of the Grand Canyon. Had a wonderful day sightseeing. You park the car and ride the busses, so it's quite easy to get around.

Today we're off to Sedona to explore with Douglas and Connie.



Ruins at Hovenweep



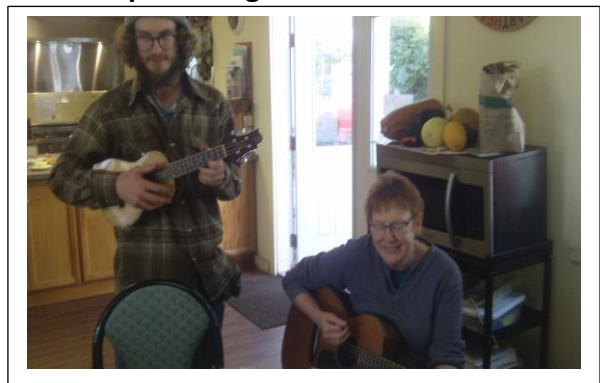
Snow!



The Authentic Leadership Training that Mike attended and describes below was held at Sahale by two leaders from the Authentic Leadership Institute. We enjoyed hosting them!



**The deAnguera Blog: Authentic Leadership Training**



Authentic leadership is an essential component of sociocracy. In order for it to work, everybody must be capable of leading. This is because it is not a hierarchy unlike most institutions in our society.



I am educated to work in a hierarchy. My career is about working my way to the top. I am taught to see that as a good thing.

In a hierarchy leaders dominate those under them. The rest of us are expected to follow orders without question. This is how the military and corporate worlds work.

Those aspiring to leadership are forced to be apple polishers. Competition ensues to see who can sparkle the most. It is hard to see how real leadership can emerge in such situations.

In a dominating culture people like me usually disappear into the woodwork. This might be one of the reasons why I got laid off from the Boeing Company. Since others are also competing for leadership positions it is not in their interest to help everybody stand out.

I am great at following orders but nobody has ever asked me for my input. Even in school I had to answer their questions but making up my own questions is at the heart of science. I was tested on how much I memorized.

Education was not fun and neither was work. As a result I no longer wish to work a salaried job. I think it was a matter of giving and giving until there was no more to give. I had given myself away.

This weekend I actually had a chance to play. Playing is when I learn and grow the most. Why is play not valued by the adult world? Is this why children are often seen as getting in the way? This may be one reason why I often found the company of children unpleasant.

For one facilitation exercise I threw away my carefully planned program and played Escape Pod with my group. We were trying to escape from a ship destroying itself in orbit around a planet. Our job was to descend down to the planet's surface. Oh boy! Were we having fun! I have never played like this in 53 years. The others were having fun as well. We all liked science fiction. It really brought us together and I liked the feedback I got. A great way to bring out more Mike.

Why don't adults value play? Guess in our culture we think we know better and pay professionals to play for us.

K. Stellar Dutcher and Danny Morris lead us all in Authentic Leadership Training. They are from Austin, Texas and facilitate workshops all over the country. The whole workshop felt playful not boring.

For authentic leadership training means learning how play again. Once I stop playing, I become a cog in a machine and that is the beginning of the end.

Escape Pod anybody?



How would you like to meet an oracle? You see how playful we could get?

## **Calendar for the Goodenough Community, Fall 2018**

Pathwork dates include October 21, and November 16 to 18 will be a weekend program at Sahale. The focus is site planning for Sahale.

The **Community Council** will be meeting, **Mondays at 6:30** for a light dinner. The next meeting will be at the home of Tom George (8708 182<sup>nd</sup> Place SW Edmonds, WA 98026.

**Thank you Tom for welcoming the Council to your home!**

Additional dates include: October 22; November 5

The **Third Age** group will meet on **October 19** (This is a change) at the home of Joan, Barbara, and Jim. December 14 is the next proposed date.

The **Women's Culture** will gather on **October 27, from 10:00 to 2:00** at the home of Elizabeth and Pam Jarrett-Jefferson on Mercer Island.

The **Men's Culture** will gather on the weekend of **October 26 to 28**.

**True Holidays Celebration**, Saturday, December 1, 2018

**Christmas Day dinner** at Sahale is becoming tradition. Make your plans.

**New Year's Eve** at Sahale will be a Monday night. Plan to come for the weekend!

The **Friends of Sahale** 4<sup>th</sup> Annual weekend will be **January 18 to 20**.

**Sahale Summer Camp** will be **June 23 to June 29, 2019**.

The **Human Relations Laboratory** will be **August 4 to 10, 2019**.



We have a rather large family of deer enjoying our apples!

And apples are flying into the cider press! Thank you to all who have been chopping and pressing!

Would you like to make cider? This weekend is a great time to come out and join us!



**Spatialist for Hire**

*Pam Jefferson*

**Do you need help** with organizing a room for more efficient storage and use of the space? Do you need help sorting and organizing your stuff? I can do all of it for you or just give you some ideas for you to work with. My hourly rate is \$25.00. You can reach me at **206 372 9801**.



## Watchcare

Recently our dear friend, Janet Walker called to say she is having some difficulties with the cancer she has had. The good news is that she finally made it to Johns Hopkins Cancer Center in Baltimore. We held Janet in our Pathwork Circle and allowed Tom Gaylord to lead in a lovely Buddhist process of holding someone who is ill.

Please send Janet your love and prayers and an email to: [jlwalk1956@yahoo.com](mailto:jlwalk1956@yahoo.com)

Cards can be sent to Janet Walker 44 White Church Court Germantown, MD 20874

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## Calendar of Programs and Events

**What makes community meaningful and fun?** The richness of life in community comes in many ways – getting together informally over a meal ... celebrating a significant birthday with long- time and newfound friends ... working together in a creative endeavor ... collaborating in a work party ... thinking deeply with others about what it means to be fully alive and connected with ourselves, each other, and Spirit ... and more.

In the Goodenough Community, we recognize such ways to connect as expressions of living life fully and in communities of all kinds. Throughout the year we offer programs that help you participate in your own development, learn about relating well with others, and discover your potential to have a good time in life and with others.

We welcome your interest and your participation, and hope that you will join us at any – or many! – of this year’s events. More information about programs and upcoming events can be found on our website: [www.goodenough.org](http://www.goodenough.org)

**The Third Age** - Those of us age 60 and older have been gathering every other month, Friday evenings in Seattle. **Future meetings:** October 19, December 14. Contact Kirsten Rohde for more information: [krohde14@outlook.com](mailto:krohde14@outlook.com)



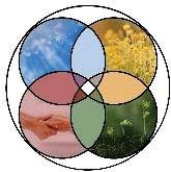
**The Women's Program** is a long-established and ever-growing way for women to enjoy each other's company, learn about themselves as women, and even perhaps to experience the Divine Feminine. Gatherings this fall include Saturday October 27. Contact Elizabeth for more information and directions to our meeting place:

**The Men's Program** is an expression of the best wisdom men have gathered from their life together—about what is a good man and how he could best express that in his own life. The Fall Men's gathering will be **October 26 to 28**. Contact Bruce Perler for more information: [bruce\\_perler@hotmail.com](mailto:bruce_perler@hotmail.com)



**Pathwork, a Program of Convocation: A Church and Ministry.**

On alternate Sunday evenings an interfaith circle of practice meets between 7:00 and 9:30 PM under the leadership of Colette Hoff. This is a time to learn together about our personal development, to talk out our chosen practices for the development of a spirit filled life, and to learn the skills of joining with others in service. **Gatherings are in Seattle**. See the article in this eView about the fall program: remaining dates are October 21 and November 16-18 – a weekend at Sahale. Contact Colette Hoff for more information: [hoff@goodenough.org](mailto:hoff@goodenough.org)



**The Goodenough Community Council** meets alternate Monday evenings in Seattle to discuss the day-to-day activities of the community and engage in planning, evaluation, and more. Contact Colette Hoff if you are interested: [hoff@goodenough.org](mailto:hoff@goodenough.org)



**True Holidays Celebration, Saturday, December 1, 2018**

Be part of this fun-filled family-oriented evening, and prepare yourself for the winter season (whatever faith tradition you follow) that fills your heart. Contact Elizabeth for more information.

**Work and Play Parties throughout the Year**

Traditionally, the Goodenough Community sponsors work parties over Memorial Day weekend as well as other times throughout the year, to express gratitude for the presence of our beloved retreat center, Sahale, and to experience the satisfaction of playing and working together. Please email [hoff@goodenough.org](mailto:hoff@goodenough.org) with information about what may be coming up. It is a great time to bring friends to share Sahale!

**Quest: A Counseling and Healing Center**

Our belief is that mental and emotional health is a prerequisite for spiritual well-being, collaboration, and the expression of compassion. Quest's counseling and education programs, open to all interested individuals, focus on empowering individuals, couples, and family groups to be happier and more effective in relationships. Call Colette (206-755 8404) for an appointment.

