

The concept of tacit knowledge was introduced by Michael Polanyi in 1958 with an assertion that “We can know more than we can tell”. Tacit knowledge can be defined as skills, ideas, and know that people hold in their minds. It is intuitive and hence very difficult to articulate in a tangible form.

### COMING UP

**Women’s culture**, January 25

**Third Age**, February 14

**Annual weekend**, March 13 to 15

Tacit knowledge is different from explicit knowledge. While explicit knowledge can be easily shared, stored or articulated, tacit knowledge, on the other hand, is difficult to gain access to, as it is often not codified or written down. Tacit knowledge generally requires long periods of personal contact, unchartered or unique teaching processes and extensive self-improvement and reflection. <https://www.hrzone.com/hr-glossary/what-is-tacit-knowledge>

According to Parsaye and Chigwell (1988), there are three main approaches to acquiring tacit knowledge – interviewing experts, learning by being told and learning by observation. John Hoff used to call this kind of learning “caught not taught.”

Reading *Shop Class as Soulcraft: An Inquiry into the Value of Work* by Matthew B. Crawford, Pam Jarrett-Jefferson brought forward the concept of tacit knowledge in reference to a job description that is being prepared for me.

Here is the passage Pam has introduced:

*The basic idea of tacit knowledge is that we know more than we can say, and certainly more than we can specify in a formulaic way. Intuitive judgements of complex systems, especially those made by experts, are sometimes richer than can be captured by any set of algorithms.*

*The experienced mind can get good at integrating an extraordinarily large number of variables and detecting a coherent pattern. It is the pattern that is attended to, not the*

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

The American Association for the Furtherance of Community

Convocation: A Church and Ministry

Mandala Resources, Inc.

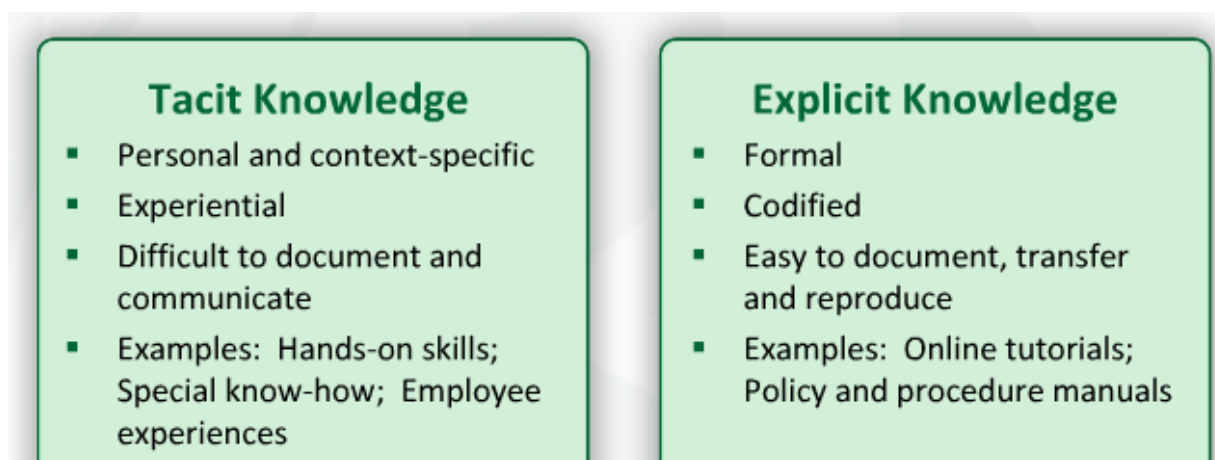
Sahale Learning Center

The EcoVillage at Sahale

*individual variables. This ability to make good judgments is holistic in character and arises from repeated confrontations with real things: comprehensive entities that are grasped all at once, in a manner that may be incapable of explicit articulation. This tacit dimension knowledge puts limits on the reduction of jobs to rule following. It is characteristic of individuals deeply experienced in the relevant activity.*

Jim Tocher is an elder in our community and has a great deal of tacit knowledge about Sahale. Jim knows the systems and infrastructure of Sahale and needs the interest of others to get some of his knowledge out and documented. Pam also has tacit knowledge in many areas of our shared life, especially our organizational history. And there are many others: Hollis holds tacit knowledge for the women's culture, Kirsten has tacit knowledge about fund raising. Each leader in our community holds some tacit knowledge.

As an organization, we will need to address tacit knowledge and put an effort and interest into wanting to learn more from each other.



On page10, you will find an article titled, **Ways to transfer tactic knowledge**



### **The Natural World at Sahale, January 17-19**

Both Irene Perler and Kirsten Rohde are both full of tacit knowledge about gardening at Sahale. Joining together to offer a weekend for the Nature Circle to focus on the natural world of Sahale. With seven major goals, ranging from furthering our site plan to determining where trees should be thinned, Kirsten and Irene provided a variety of experiences including blackberry removal.

Each participant was able to share their pet projects and see how they fit into the whole picture. Three groups formed on Sunday around gardens, the forested areas, and the site

plan. The gardening group has committed to setting aside one Saturday per month for the gardens. The goal is specifically to build soil and increase production. The schedule will be posted soon and all are encouraged to attend. The site plan group identified areas of the site plan there is agreement they are in place, ie Kloshe, our main house, will not change (for now). They also listed out are that need further discussion. The third group worked with paths and put energy back into the idea of having ADA available paths in the upper campus.



## **Gratitude for the Nature Systems Weekend**

A Postcard from Irene Perler

I took a trip to Sahale Ecovillage and Learning Center last weekend and met 15 more friends there to talk about what caring for the future might look like and feel like at our 68 acre wonderland. We all gathered with big hearts and passion and a desire to come to agreements about what the land and the place we call Sahale might need from us. Many experiences allowed us to feel our unity and our individual perspectives. We listened to hear what each person brings as passion and desire to tend at Sahale: growing more organic food, keeping the resources safe and healthy, tending the forests with care and an eye towards diversity and reforestation, using what we have without waste, creating soil in various ways, lowering our carbon footprint, planning for future buildings that carefully house more friends and our caretakers and friends, protecting clean water and learning more about the ecosystems so they can continue into the future. We spent time considering a draft list of principles by which actions could be made on the land, principles to protect and reduce negative impacts on the nature systems. We spoke of human systems and our right relationship with the land and with each other as we look to projects and future developments like a woodshop and additional housing or camping spots. We decided that education is not just a good idea, but a necessary goal this year in order to explain many demonstrations already under way and others to come. We need to make it clearer what is going on as we steward the resources and protect sacred places on the land, expect signs and eView column and brochures in the future.

I enjoyed hosting and working with Kirsten to draw out our conversations and plan the practical work of the weekend. I enjoyed the time spent as a group outside in the rain Saturday afternoon pruning apple trees, hydrangea and blackberries. It was a very enjoyable group working together all weekend. Saturday night's nature cam video viewing was one of the highlights of everyone's weekend as we all cooed and were awestruck at the variety of the animals captured on candid camera of the stream in Kirsten's meadow. Thanks to Kirsten, Josh and Marley for bringing that footage to us and sharing the magic. Lastly, another timely and helpful accomplishment is the result of rounds of acceptance of several "known" features of the land at Sahale. We worked thoroughly, applying a form of consenting, to make certain that many descriptions of buildings, roads, sacred spaces, wetlands and areas of development be named and accepted as givens. I think we succeeded in producing tangible movement for our site plan as well as hearing about many projects forthcoming this year. We accepted

many proposals for concepts and look forward to their development. “TAHUYA!” WE did it! And thank you to everyone who made their way to Sahale to join in the creativity and caring. I am grateful to you each and look forward to more to come. We will announce monthly Saturday work parties to keep the good care of Sahale going all year round. Check the eView for an announcement of dates starting in February.



## **Women’s Culture, January 25**

Hollis Ryan

**Our next women’s gathering will be on Saturday, January 25 from 10:00 a.m. to 2:00 p.m.**

This Saturday we will lightly celebrate Joan Valles’ 85<sup>th</sup> birthday in addition to our program. We love you Joan!

As is usual, we will mingle over coffee before settling in for conversation, laughter, introspection, movement, companionship. We’ll serve a light lunch toward the end of our time together. I hope you will plan to attend! Please RSVP [hollisr@comcast.net](mailto:hollisr@comcast.net)



## **Our Winter Adventure**

Barbara Brucker

Last year there was no bus trip. Jim’s grandchildren, William and Madelyn, love the trip so we organized a family trip for snow play on Blewett Pass and on into Leavenworth for a bit of shopping which included the John Tocher family’s tradition of buying a Christmas ornament. We went the week between Christmas and New Year’s. A fine time was had by all, even though we didn’t go to Eagle Creek Ranch for the sleigh ride. Leavenworth was not crowded and there were no traffic jams.

This year our community’s leadership approved changing the Solstice bus trip to a trip in January. The Tocher delegation was enthusiastically present. You read about our adventure in last week’s eView. The seven-hour trip to Leavenworth, sledding on the small hill in Leavenworth, getting to Eagle Creek Ranch for our banquet although too late for the sleigh ride. The thing is, it didn’t matter. William and Madelyn were both happy about the trip and want to go again next year. Madelyn and Lili Hoff spent the hours on the bus drawing.

William was engrossed in his tablet. The parents and grandparents visited and dozed. I’m glad the trip was successful and that Jim’s grandchildren want to go again next year. It is a wonderful family outing and even with the changes necessitated by weather and road conditions there was general agreement among all participants that it was a great trip.





## **Mindful Mike's Blog: The Nature Circle**

*Mike deAnguera*

We have a new circle this weekend. The Nature Circle is a sub-circle of the Sahale Circle. I am starting to get the hang of sociocracy now. For me the best way to learn a system is to put it to the test.

What is our relationship with the land? Sahale is a very special place not only to us but to many people.

So we wanted to at least spend some time out of doors doing something on the land even in the cold and rain. Now, that's dedication!

What to do? How about Himalayan Blackberry removal? This is an invasive species originally brought to the West Coast by Luther Burbank, an early 20<sup>th</sup> Century orchardist. Burbank, California, near Los Angeles is named after him.

You would be amazed at what we could do in the rain and snow. Colette Hoff got us



started by marching off armed with her pruning shears.

As you can see she was joined by the rest of us in this task. Chop, chop! Clip, clip! Here you can see Josh DeMers, Pedge Hopkins, Julie Wolf, and Phil Buchmeier hard at work. Phil Buchmeier also did some tree pruning.

Our community is really thinking about how to be good land stewards. Quite different from those who see timber cutting and residential development as simply a means to a profit.

We broke up into small groups to work on our chosen areas. Mine was the old growth forest fronting the Tahuya River. The circle of trees in the Beaver Chief Grove initially grew out of a nurse log. Another circle is right next door that I would like to build a trail to. Others groves are spread apart from each other. Imagine a nice system of trails linking all the groves that was handicapped accessible.







Paul Rawe just brought me a nice big bowl of popcorn. Now I can munch it as I type up this article. Life is good.

Back to our lovely weekend. We even spent some time on residential structures. Pam Jarret-Jefferson has been helping me research tiny houses and Paul has been helping shop for them.

This weekend was a very good time for me to revisit why I moved out here to Sahale 11 ½ years ago.

We all wonder whether or not humanity has a future on this planet. I believe humanity does have a future. It's our present culture that doesn't have a future. But honestly would I like living a typical suburban American lifestyle?

Ahh.....look at our prize, a rolled up ball of Himalayan Blackberries. All that green stuff we can't eat. But goats can eat these weeds thorns and all. They give milk. Protein converters! Goats are a vision of the future.



**We're almost on top!**



***The roof on our Sahale-based gathering tent*** has been patched and help together beyond its life expectancy. It is essential that it be replaced for next summer's season. The gathering tent serves many functions including weddings; other organization's retreats and conferences; and The Goodenough Community's programs, which include Children's Summer Camp and the Human Relations Laboratory.

We are almost to our goal of \$7000; \$800 to go!

Here are some details about the tent and new roof:

- Tent manufacturer: Rainier Industries
- \$14,000 was the cost of the tent when it was originally purchased in June 2002, and had a life expectancy of 10 years.
- The tent dimensions are 40 X 60' with a wood dance floor within, 30' X 30'.
- The aluminum structures are in good condition!



Donate now at [www.goodenough.org](http://www.goodenough.org)  
Scroll down to the donate button for Goodenough Community. In comment section, please note tent roof. For more information: Tom George [thomasageorge@live.com](mailto:thomasageorge@live.com)



## Programs and Events of the Goodenough Community

**Please Note:** New dates for 2020 are highlighted.

**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 **General Circle** meets Monday evening for light dinner & business at hand. The schedule is as follows: November 18; December 2, 16.

In 2020, our meeting schedule will be: January 27; February 10, 24; March 9, 23; April 6, 20; May 4, 18; June 1, 15. Our Annual weekend will be March 13 to 15.

**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. We meet Saturday mornings from 10:00 to 2:00 with lunch included. In 2020, our first gathering will be January 25 at Hollis’ home. In February, our meeting will be February 29.

The annual women’s weekend will be April 24 to 26. For more information, contact Hollis Guill Ryan, [hollisr@comcast.net](mailto:hollisr@comcast.net)



### **True Holidays Celebration, Saturday, December 7, 2019 (In 2020, December 5)**

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 Jarrett-Jefferson for more information.



**The Third Age** - Those age 60 and older have been gathering every other month, Friday evenings in Seattle. December 13 will be the next gathering. In 2020, February 14 will be the next meeting. Contact Kirsten Rohde for more information: [krhde14@outlook.com](mailto:krhde14@outlook.com)



### The Men's Program

Our **Men's Circle** is an expression of brotherhood and practice with wisdom, gathered from own lives, other men's work advocates and the founders of this circle. The semi-annual men's weekend will be **June 5 to 7**. For more information, contact:

[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 goals, 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. On December 15, we will meet in Seattle with holiday theme. **In 2020, Pathwork will meet January 26; February 9, 23; March 8, 22; April 5, 19; May 3, 17, 31; June 14.** Contact Colette Hoff for more information: [hoff@goodenough.org](mailto:hoff@goodenough.org)



### Summer Camp for Youth NEW DATES for 2020!

**In 2020, Camp will begin Monday June 22 and will close on Sunday, June 28.**

*Summer Camp* is a wonderful opportunity for children 9 to 12 to have a full camp experience in a beautiful setting with loving leadership.

Contact: Irene Perler, [Irene\\_Perler@hotmail.com](mailto:Irene_Perler@hotmail.com)



### Human Relations Laboratory, August 2 to 8, 2020

This intense and joyous week-long event is a communal experience of personal growth and relational development within a rich culture with art, music dance, song, drama and more. This summer we will celebrate 50 years! Contact: Colette Hoff, [hoff@goodenough.org](mailto:hoff@goodenough.org)

**Work and Play Parties throughout the Year.** *Traditionally,* the Goodenough Community sponsors work parties over Memorial Day weekend (**May 22 to 25, 2020**) 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) to make an appointment.

## Ways to transfer tacit knowledge

You cannot pass tacit knowledge through written or oral instructions. Instead, opt for the following strategies so that you can find a viable way to make the transfer a smooth process

### 1. Online collaboration

Online collaboration gives a chance for shared conversations, and this leads to learning opportunities. The social network offers a framework for transferring tacit knowledge via collaborative communities.

Each individual on a social network is a point in the scheme of things and can easily spread knowledge by transmitting it to others.

### 2. Storytelling

Storytelling has proved itself a worthy tool in transmitting tacit knowledge. It transforms information into data and knowledge as the contents, along with gestures, expressions, and tonal cues during informal meets help to understand things in a better way.

### 3. Guided experience

The transferring of tacit knowledge through guided experience is possible by observing, practicing, partnering, taking responsibility for the action and problem solving with the mentor.

### 4. Showing your work

It is a popular [strategy](#) and includes making your work visible to transfer the tacit knowledge that was required to complete the work. The strategy involves digging deeper into your expertise and demonstrating the full procedure on a live feed.

The strategy is also known as working out loud and involves narrating the steps as you proceed. Sharing enough information and data gives others an insight as they can recognize, sense, and acquire the required tacit knowledge to accomplish the deed.

### 5. Tracking lessons learned

Lessons learned are a type of relevant and realistic case studies. Recording and sharing it with others helps people to benefit from the experience as it is an effective way to spread tacit knowledge that you have gained over the years.

## 6. Reinvention

It is always not possible to transfer tacit knowledge and what a person can do at this point is to reinvent it. Yes, the path is slow and involves trial and error but remember slow and steady wins the race. Reinvention makes it achievable and what once was impossible is now possible

<https://www.marketing91.com/tacit-knowledge/>