



The Village View

September 2023

Marjenta Gray, Editor

Creating a Safer Community

Rose Buchmeier and Shani Fox

Our community is currently in a richly growthful transition from decades of leadership by the Hoffs, to becoming a self-led community. In our progress towards this new leadership model, it has become apparent that a useful tool for regulating our community will be a Code of Conduct. A Code of Conduct lays out standards of behavior for Goodenough members and guests, in order to ensure the safety of all who engage with our community.

A Code of Conduct differs from our community's Covenant. Our Covenant is aspirational in nature: it lays out ways we strive to behave in relationships as our best selves. A Code of Conduct, on the other hand, identifies the threshold of what is safe behavior in this community. The driving force behind the Covenant is the high value we place on personal development. The driving force behind a Code of Conduct is the foundational value of safety.

Over the last few years, conversations among the various generations represented in the Community revealed that "safety" means different things to different people, with distinct differences between generations. For example, in the Community's early years - and consistent with those times - physical touch was encouraged as a way of increasing closeness. More recently, there has been an expectation that consent be obtained before



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initiating touch. In order to create a broadly applicable Code of Conduct, it was clear that we would need to take into account ideas about safety from a wide representation of ages and genders.

The Community's Steering Committee empowered two of its members, Sue-Marie Casagrande and Shani Fox, to gather this information. In the weeks leading up to our summer Gathering, Sue-Marie and Shani conducted a series of interviews with a range of community members and friends, around these central questions:

- In the context of the Community, what does safety mean to you?
- If you felt unsafe while engaging with the Community, what kind of support would you need in order to restore trust?

Sue-Marie and Shani also studied a number of codes of conduct from other communities. Based on this research, they prepared a draft Goodenough Community Code of Conduct to bring to the summer Gathering.

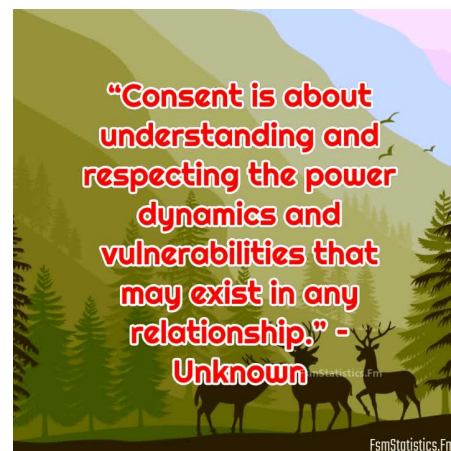
At the Gathering, the initial draft was presented to all attendees for individual review and small group discussion. Comments and questions that arose from this first review were gathered, and the document was sent to a working group, facilitated by Shani and Sue-Marie, for revision. The six working group members shared a passion for this project, collaborating warmly while asking critical questions and testing each other's ideas against a variety of scenarios. On Friday of Gathering week, the working group's updated document was brought back to plenary session, where it was adopted by a unanimous vote of Gathering attendees. You can view the Community's new Code of Conduct below.



A few thoughts to consider about this new Code of Conduct:

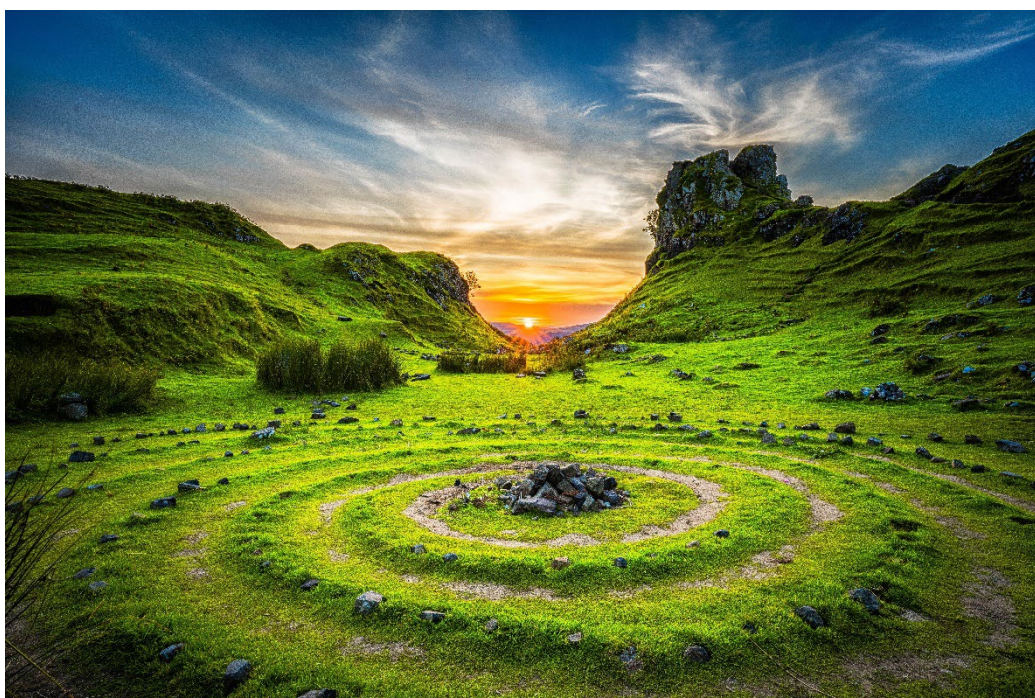
- The Code of Conduct is not meant to address violations of the law: those will be referred to appropriate authorities. The intent of the Code is to set standards of behavior that uphold trust and "right relationship"; ie, honoring each other's boundaries of physical and emotional safety.
- We are certain that this document is not perfect; however, based on the research and consensus of voices that created it, we trust that it is "good enough for now, and safe enough to try".
- This document will evolve as the Community evolves. As it serves as a reference point for addressing tension and conflict, we will learn of ways it can be refined. We plan for it to undergo regular review and update.

- The existence of a Code of Conduct begs the question “what happens when the Code of Conduct is violated?” The working group that produced the Code is now at work on the second phase of this project: designing a process to support those who have been hurt by violations of the Code of Conduct, and to deal with those who intentionally or unintentionally perpetrated such violations.
- We are aware that specialized standards of conduct are required for adults dealing with children and youth, as well as for the children and youth themselves. As young people join the community, we believe there is value for them in seeing adults adhere to a Code of Conduct, and in learning the value of behavioral standards for themselves. A further phase of this project is planned to develop standards pertaining to children and youth.



With this Code of Conduct, the Goodenough Community has taken a significant step along its path to self-reliance. Rather than relying on an individual leader to determine what supports our wellbeing, we are learning to trust the wisdom in ourselves, and gaining clarity about how to take care of each other.

There is still much work to do to fully implement this Code. If you're as passionate as we are about right relationship within the Community and are interested in joining our working group, email us (Shani and Sue-Marie) at goodenoughcommunity@gmail.com, with “Code of Conduct” in the subject line. Likewise, if you have questions about the Code of Conduct, email us at the same address. We welcome your contributions!



The Goodenough Community Code of Conduct

*For the safety and well-being of myself and the Goodenough Community,
I commit to practicing right relationship to myself and others in thought, words and action.*

IN THOUGHT

- I take responsibility for how I manage and express my emotions, and for my mental health
- I ask for time, silence or prayer when I need to tend to my thoughts or emotions, or when I recognize that need within a group
- I am honest with myself about my own boundaries, and am discerning where I place my trust
- I am willing to own my part in co-creating a difficult situation
- I am accountable for the impact of my words, attitudes and behaviors, even if offered with good intent
- I am curious, open to feedback, and willing to learn. I set aside the need to be “right” or to “fix”
- I acknowledge my mistakes, apologize, make amends and take responsibility for making changes



IN WORDS

- I uphold civility by speaking to and of others with compassion, kindness, tact and respect.
- I maintain confidentiality, and seek permission before sharing another's experience.
- I speak and act in alignment with my truth.
- I listen actively, deeply and with humility, and allow others to express themselves fully.
- I acknowledge what has been said before the conversation moves on.
- I ask questions for deeper understanding, and to avoid assumptions and projections.
- I avert triangulation. I talk to others directly and promptly to clear hurts and misunderstandings, even if those conversations are challenging.
- I avoid collusion by speaking up when I witness words and behaviors that are not in the best interest of individuals or the community.
- I express gratitude to others.



IN ACTION

- I commit to behaving with honesty and integrity.
- I make agreements that I intend to keep, and I communicate in a timely manner if I cannot keep my word.
- I foster a sense of belonging within myself and others.
- I support authentic expression by cultivating a safe environment in which to be vulnerable.



- I prevent coercion by requesting and receiving consent; for example, before offering feedback, advice or touch.
- I respect the boundaries of others, and I accept that 'no' means 'no.'
- I avoid words and behaviors that are judgmental or shaming.
- I seek appropriate support when my skills and efforts don't feel adequate to manage my emotions, including anger, or to restore trust and right relationship.
- I abide by the GEC's Code of Conduct when interacting with children. (*in progress*)
- I practice respect for my physical environment, my relational environment, and the land and its inhabitants.



A Personal Perspective on the Code of Conduct

Sue-Marie Casagrande

I arrived at the March retreat at Sahale not knowing what was going on, having missed the last six or seven Human Relations Labs, mourning the loss of our beloveds, and feeling personally depleted due to an unfortunate situation I'm in that is sucking a lot of life energy from me, and through which I must persevere. I didn't think I had anything to give when I saw an email that said something like "if you care about the future of Sahale and the Goodenough Community, come participate in this retreat." I do care, and so I participated in the March retreat, and I'm glad I did.

While at the retreat, I signed up to be on the newly forming Steering Committee, acting on an impulse without knowing specifically what we would be steering. From there came my commitment to work on a code of conduct with Shani. I didn't know Shani at the start of this process, I just love ethics, as a topic, and saw this as a way to do something interesting on behalf of the community that might help keep "us" together, noticing that I was including myself in the us because I really like the Goodenough Community.

Shani and I began our process of zooming weekly to draft an initial document. Our process included reviewing codes of conduct, interviewing individuals about safety at Sahale and within the community, and reviewing the Covenant to identify the values expressed within it that relate to safety. This seemed very doable to me, and not particularly emotional.

During one of our very early Zoom meetings, we had a check in and I found myself crying, which was embarrassing because I didn't know Shani yet, and also freeing because I didn't know Shani yet. I was crying because I recognized how out of alignment with my own values my closest relationship had become, and because I felt sad for my younger self who wasn't always treated well, or ethically. All my trauma came up that day, and I felt like I was walking into our process with all of it. Now I see that I needed it to be there with me, and so I let it in.

As our Zoom meetings and work continued, I had fewer tears, though I still leaned on Shani more than I thought I should, and she very generously listened without judgment and assured me I wasn't being inappropriate. I now consider her a good friend, and I'm grateful for this connection.



Through our process of pulling out values from the Covenant and considering safety from various perspectives, I thought about all the times in my life when I fall short of my personal code of conduct. Do I honor my own code of conduct at home and in my primary relationship with my sweetheart, especially during conflict that is hard and uncomfortable? Or when I don't feel like it, or I don't want to? Do I collude with others, or shop around to see who I can safely complain to about him without worrying they're going to tell me something stupid like "throw him away, life is supposed to be fun" or worse—accuse me of creating the dynamic on my own. Am I taking responsibility for my part of our conflict? Do I think life is supposed to be fun? Or do I want it to be meaningful? I've always thought the latter, and for that, I need enough safety to go as deep as I can in order to reach my own pool of meaning. Working on the Code of Conduct gave me a chance to really think about how I show up for myself and my sweetheart, the one who often gets the short end of the stick, and also how I show up for our relationship. Am I trustworthy? Do I only make agreements I can keep and renegotiate if things change? Do I listen to his concerns with lovingkindness? Do I practice lovingkindness for myself by expressing my needs?

These thoughts made me strive to do better at home, curious about what would happen if I actually lived in accordance with my code of conduct, which is mostly about compassion. Could I live the Code of Conduct that Shani and I were working on, while we were working on it, and include some more practical kindness in my life? Ask clarifying questions. Listen with my full attention. Assume the best in others. Don't be judgmental. Remember that feelings are not facts.

I decided to clean up my interpersonal ethics game by living the draft Code of Conduct and expressing the qualities that contribute to a sense of safety, not just for me but also for those with whom I interact. Throughout this process, a brief line from part of a Buddhist prayer has circled through my

mind, and has returned now that I'm writing this: "...knowing that my happiness and the happiness of all other beings is dependent upon my actions, thoughts, and speech..."

I am still living this experiment, and find myself having to reach out to my sweetheart pretty regularly to clarify something that was said, or express a concern that I was too judgmental during a prior interaction. We are connecting more. He is learning to speak more softly when he gets excited about something. I am learning to be more direct about what I want, and to own it as my own request and not an expectation of someone else. This is all very foundational, I realize, but that is exactly why it needs to be practiced. It's really easy to become complacent in long term relationships. With complacency comes a lack of attention to safety, and safety isn't maintained automatically. It's an ongoing process and it needs to be revisited regularly.

So far, the process of working on the Code of Conduct has provided an opportunity to strengthen my commitment to right relationship within myself, my family and friendship circles, my community, and the greater world at large. Friends have commented that I seem lighter, and less miserable. Engaging with Shani and the entire Steering Committee team has definitely put wind beneath my wings, for which I am deeply grateful. I wonder if this renewal to right relationship that I am experiencing, and the opportunity to practice it with others who also want to practice it, was one of the things that attracted people to the Goodenough Community back in the day. I don't know, I only know why I am here now, and it's for open, honest connection with other people who value learning, community and personal growth. I hope this Code of Conduct will be a living document that will help us remain mindful of the importance of physical and emotional safety in creating and sustaining right relationships within the Goodenough Community and everywhere.





Please Join Us for a Remembrance of Tod Ransdell

Saturday, October 21

Goodenough Community @ Sahale
2901 Tahuya River Road
Tahuya, WA


Please RSVP to the EVITE email invitation,
or contact Claudia: cjfitc007@gmail.com
More details coming soon!

Labor Day Weekend at Sahale

The annual Labor Day weekend gathering marks the end of summer fun at Sahale, and this year we made the best of it! With a smaller attendance than usual, we still got a lot of work done, and had a good time doing it!

The Nature Circle tasks were the focus of this weekend, and that included harvesting Bartlett and Orcas pears, capably performed by newcomers Jade and Will Perry, with their adorable kids Oliver and Lincoln assisting. I worked with Mike and Deborah Cornett to continue the Heritage Garden recovery (the Heritage Garden is the more formal food garden located on the terrace just below the cedar hot tub), which has been a continuing effort all summer. What a difference some love makes, as the before-and-after photos show! Kirsten led volunteers in weeding and mulching the developing garden along the split rail fence flanking the lower driveway, and it's coming along nicely. Pam oversaw making space in the upper white shed for the generator, so it will be close at hand for any winter power interruptions. Marley and sous chef Cameron kept us fed and watered in style. Elizabeth organized in her graceful way. The local deer continued their fruit clean up operations, assisted by a shy bear who has been helping, too. All in all, a fine gathering of old and new friends!



Just a reminder: while we usually have a work focus to these community open weekends, that does not mean that you can only come to work - au contraire! Please come join us to visit, to schmooze, to socialize, and continue to build community goodwill and unity. We miss you and look forward to seeing each of you again soon 

-Laura Sweany, for the Sahale Nature Circle



Garden "before"



Garden "after"





NW Intentional Communities Association

Connecting People and Communities

Community Gathering | Fall 2023

REGISTRATION OPEN 

OCTOBER 7, 2023
9:30 am until 4:30 pm

Location: Buckley WA

"Community, Now More Than Ever"

Join us for a facilitated dialogue and a chance to share and learn more about personal and community resilience. Explore what forms of preparation for the future are available to us.

- What are the pressures you are experiencing or anticipating?
- What are the unique circumstances that describe Washington and Oregon's place in our collective future?
- What unique strengths are intentional communities bringing to these challenging times, and what specific challenges do we face among ourselves in the process?

Registration is open. Please view the event details page for all the information and option to register.

[View Event Details](#)

NICA

Northwest Intentional Communities
Association
NWCommunities.org

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Programs and Events of the Goodenough Community

Community is about adapting to change, and that has been the case with Covid 19, the pandemic, as we adapted many of our ways to connect, most of which have been held on Zoom. This has enabled people from outside our area to participate in community events. Now we are adapting to change following the death of our co-founder Colette and our need to learn from the past and look toward the future of our community.



Throughout the year we offer programs and events that help you participate in your own development, learn about relating well with others, and help you discover your potential for having a good time in life and with others. As we work through this period of transition, we have limited or changed our offerings, but check this page for the latest information. Information about future programs and events also will be found on our website: www.goodenough.org and in future Village Views.



The Goodenough Community's governing body, the General Circle

Currently meets weekly on Monday evenings, 7 PM on Zoom. For additional information, contact [Elizabeth Jarrett-Jefferson](#)



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. Info about upcoming gatherings coming soon. For information, contact [Hollis Ryan](#)



The Third Age - Those aged 60 and older have customarily been gathering every other month, Friday evenings, at 7 PM by Zoom. Contact [Kirsten Rohde](#) for more information.



The Men's Program - Our Men's Circle is an expression of brotherhood and practice, with wisdom gathered from our own lives, other men's work, advocates, and the founders of this circle. Contact: [Norm Peck](#)



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

Pathwork offers a spiritual home in which to rest and to share your heart and mind as you move through these unpredictable times. Participants come together and find support and encouragement, gaining wisdom from the world's faith and wisdom traditions. All are welcome to join. Meetings are held via Zoom on alternate Sundays: 7 to 9 PM. Contact [Kirsten Rohde](#) for more information.



Work and Play Parties Throughout the Year. Traditionally, the Goodenough Community sponsors work and play parties over Memorial Day and Labor Day weekends as well as other times to express gratitude for the presence of our beloved retreat center, Sahale, and to experience the satisfaction of playing and working together.

