



MINUTES
Of the
FIFTEENTH SUBUD WORLD CONGRESS

Held in
FREIBURG, GERMANY

27TH JULY TO 8TH AUGUST 2018

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NOTES:

- i. These minutes have been compiled by Salamah Dick LeClaire, outgoing WSA Secretary. They are complete as far as is possible.*
- i.i. Where possible votes are represented as follows: Proposed: Australia, Seconded: Canada (votes in favor 41; votes against 1; abstentions 2)*
- iii. Reports, Proposals, Recommendations and background papers were available to delegates prior to Congress on the Google drive in the World Congress files designated as "delegate preparation materials". The link to this file was sent to all Country Chairs, CCs, KCs and zone representatives.*
- iv. Reports, papers etc. that were tabled at Congress and not available prior to Congress and referred to in the following minutes are listed in Appendices to accompany the Minutes.*

PRESENT: Member Countries participating in the 15th World Congress:

Angola, Argentina, Austria, Australia, Belgium, Brazil, Britain, Canada, Chile, Colombia, Cuba, Ecuador, France, Germany, Greece, Hungary, Italy, Indonesia, India, Ireland, Israel, Japan, Lebanon, Luthuania, Mexico, Moldova, Netherlands, New Zealand, Norway, Peru, Poland, Portugal, Russia, South Africa, Suriname, Sri Lanka, Sweden, United States, Venezuela, Vietnam (Costa Rica)

MINUTES of the 14th Subud World Congress in Puebla, Mexico, July 2014 were approved.

Vote: Britain, Germany 24-0-0

1. OPENING CEREMONY AND WELCOME

The Opening Ceremony was a gala event and the culminating moment was the International Subud choir signing the "Ode to Joy", a special rendition put together by Aaron Herre of Germany. Elias Coragem Dumit was introduced as the WSA Chair. After welcoming Ibu Yati and Ibu Ismanah, Isni Astuti, Sjarif and all members of Bapak's family thanking them for making the journey from Indonesia to Freiburg, he gave an outline of the content of the Congress focusing on UNITY and CONTINUITY of Subud for the long term and for our future generations.

Oliver Haintzman, the Congress Organizing chair, was introduced and gave us a few words on the background of Organizaing the Congress in Freiburg. He thanked his entire organizing team for working hard for many months to facilitate the event, which saw some 2500 people enjoying time, latihan, and conversations together, in short for helping to make this event possible. Further, he shared a few words of his experience doing the preparation for the Congress especially the Hall2, our Subud Village, describing in brief what we would all find in this 'special place' designed to bring everyone together in their shared experience of the activities of Subud around the world in all of its areas of interests: SDIA, SICA, SIHA, SESI, SYAI, Zones, WSA, WSA Services, Archives, IT and the forum for talks and shared workshops. They thanked the Director of the Messe for cooperating with the Subud Organization and for granting Subud an extra space, Hall 2, free of charge.

As the Opening continued, youth representatives from zones 3 and 4, Guillaume Sanchez and Rosella Vaughn, took the role of moderators for the event welcoming everyone and introducing each of the speakers. Helen Han, Subud Germany chair, welcomed everyone and gave a brief explanation of the coming of the Congress and the preparations and recognized her team and shared some of her thoughts on the bringing to fruition this event.

As the mayor was unable to attend the opening, the Director of the Messe, Mr. Daniel Strowitzki was invited to share a few thoughts with all of us. As he did so, we were able to smile at some of his words on the evolving process of working with the Organizing team which ended in the bringing together of our Subud members to Freiburg.

As the world map appeared on the screen the various delegations from our 41 countries represented at this time, were welcomed as they stood on behalf of their countries. All applauded each delegation as their names were called. Unfortunately, this year only one country from French Africa, Angola, was able to receive the visas to enter Germany. We were sad that Republique Démocratique du Congo, Congo Brazzaville and Bénin were unable to attend as well as Nigerian delegates from English speaking Africa. We kept them in our thoughts and prayers during our Congress.

Our brother, Ramzi Winkler, the oldest member attending the Congress at the age of 92, lead everyone into a joyous musical rendition on his accordion. It was wonderful to see this young-at-heart member perform for all his brothers and sisters as he has done for so many years.

Our Executive Chair, Ismanah Schulze-Vorberg, expressed her love and respect for Ibu Rahayu (Bapak's daughter) and her continued role in our Subud association. She then read a message sent by ibu Rahayu welcoming everyone and praying for a successful Congress.

2. REPORTS TO CONGRESS

For this Congress, it was felt that the reports needed to be shared ahead of Congress and all the country reports were uploaded to a special drive for all delegates to read and understand well in advance of the Congress. The reports are still in this drive a link to it will be provided in the appendices.

All the reports to Congress for the past four-years for the Affiliates and Sub-Committees (WINGS) will be attached to this document and were presented in summary to the delegates' meeting. Other reports during this meeting from the "WINGS" were about the flow of events happening now based on the activities of the past four years. (See reports from general assembly with delegates Day 10) Some reports were given directly during the congress at the various workshops from the Wing activities in the forum area of the Subud Village. MSF published its report separately.

The report to Congress on the work of the past four years from the WSA, was inputted into the Document "Assessing our Needs and Planning for the Future" the first draft of which was distributed in French, Spanish and English to all zone representatives, country chairs, committee counselors and delegates in Google drive. The final draft (version 9 herein included as an appendices) of the document was distributed four weeks before congress and available in English and Spanish to delegates for review during the Congress.

Within the document, the focus was divided into the following 6 priority categories which are also the focus of our Congress Content workshops: kejiwaan, organization, WSA services, WSA Archives, wings and affiliates, and finances to include MSF. The entire program for the 2018 congress was organized to focus on these priorities and to create a UNITY of Subud activities for all members around the world within one space at the Congress called "Subud Village" in Hall2 of the Messe Freiburg.

Within the document all the priorities are reviewed as to the history of the topic, Bapak's advice if available on the topic, the recommendations and resolutions from the Puebla congress, the work done and completed within the past four years, work in progress on the topics and what is seen as needing further policies. A task force was established during the past term that helped to review Bapak's advice to Congresses, during his lifetime, on the various topics. It was recommended during the congress that this task force continue its work- (please see proposals and recommendations to Congress 2018.)

3. SELECTION OF INTERNATIONAL OFFICERS

3.1. World Subud Association (WSA) chairperson

Eleven candidates had been nominated, a job description had been circulated and each candidate had submitted background information as well as letters of interest and CV. Due to confidentiality issues the CVs had not been circulated ahead of time but summaries of each candidate's qualifications had been made available before the testing by the IH. Some of the candidates entered their names for testing at the last minute and so no information about them was circulated to the delegates ahead of time. No time was given for the delegates to ask questions of the candidates, as there were so many and in the interest of time.

There was a discussion after the testing as to the procedure being held. The delegates were not clear in their feelings as to what was being asked of them in the voting procedure. Was the decision based only on the testing done by the IH on the ability of all candidates for the position? As there seemed to be

only one possible candidate, for clarification purposes, a second question was asked of the candidate for WSA “How would it be for the growth and development of Subud if Nahum Harlap was to be the WSA chairperson for the next term”. After more discussion the delegates felt ready to vote.

Following testing, Congress appoints Nahum Harlap as WSA Chairperson.

Voting: New Zealand proposed Chile seconded 36-0-2

Abstaining countries were ready to go with the majority decision.

3.2. World Subud Association Executive Chairperson

There were nine candidates. Background information had been made available to delegates prior to testing for the position. After a question on ability of the candidates to do the work, there were four candidates who seemed equally qualified so a second question, as to the growth and development of Subud if the person was to be Executive chair of WS, was asked.

Following testing, Congress appointed Suyono Sumohadiwidjojo as WSA Executive Chair (ISC Chair)

Voting: Norway proposed, Greece seconded 39-0-0

3.3. WSA Executive Team

It was later announced that Rosario Moir of New Zealand would be the Deputy Chair, Hannah Baerveldt would be WSA Treasurer and that Salamah Dick LeClaire would continue as WSA Secretary until a new person was found to fill this role. The Executive Vice Chair position remains open until further notice. These persons were appointed in turn by the WSA Chair and Executive Chair.

3.4. three candidates presented themselves to congress to be chair of SDIA. After testing, Congress appointed Evan Padilla as Susila Dharma International Association (SDIA) chairperson.

Voting: proposed Spain Seconded USA 36-0-0

3.5 Three candidates presented themselves as SICA chair. Following testing, Congress appointed Rusydah Ziesel as Subud International Cultural Association (SICA) chairperson.

Voting: proposed Greece seconded Portugal 39-0-0

3.6. Following a selection process carried out by the Muhammad Subuh Foundation (MSF) Trustees and WSA Directors, including testing with the International Helpers, the WSA Directors chose Marston Gregory, Lucian Parshall, Mauricio Castillo, Federica Pudillo and Uraidah Arratia Becker to be the new trustees of the MSF.

The current trustees are: Elaina Dodson (appointed in 2016); Michael Heathcote (appointed in 2016); Muhsin daSilva (appointed in 2016). Nahum Harlap, as new WSA Chair, is ex officio trustee. Lillian Shulman will continue as Administrator and Elwyn Waugh will continue as Accountant.

Following testing by the International Helpers, Mauricio Castillo was appointed as the new Chairperson for MSF.

3.7. New Zonal representatives (appointed by their Zones):

Zone 1/2	Muchtar Rawlings
Zone 3	Hannah de Roo
Zone 4	Salama Gielge
Zone 5	Lutfiya Murray
Zone 6	Mendès Lemba Menté
Zone 7	Uraidah Hassani
Zone 8	Helen Muñoz
Zone 9	Sofia Mazzini

3.8. the following members were tested in as International Helpers:

Area I: Isti Da Silva, Hermina Flynn, Rohmana Friend, Hussein Rawlings, Surdamadji Sumohadiwidjojo, Suryadi Sumohadiwidjojo

Area II: Harina Easty, Kamilla Konrad, Mariam Tikale, Alan Boyd, Valentin Pizzi, and Howard Ray

Area III: Halinah Rizzo-Busack, Joan Fromme, Illène Pevec, Banedict Herman, Kohar Parra, and Humphrey Williams.

3.9. the following members were appointed as zonal representatives of Subud Youth Association International (SYAI) following testing by the International Helpers.

Zone 1 Representatives: Harun DeSelincourt, Mashudi Sumohadiwidjojo

Zone 2 Representatives: Sajsheel Baiasubramaniam

Zone 3 Representatives: Guillaume Sanchez, Reuben Paemen

Zone 4 Representatives: Rosella Vaughn, Sarmun Bustillo

Zone 5 Representative: Emanuel Mbassi

Zone 6 Representative: Emanuel Mbassi

Zone 7 Representatives Bakhtiar Bustillo, Sorany Guja,

Zone 8 Representative Laura Garcia, Farlan Bustillo

Zone 9 Representative: Erico Cesar

Coordinator: for the SYAI Team: Three candidates were proposed and after testing the delegates voted to appoint Felix Pietro as the new Coordinator for SYIA for the next term:

Voting: Cuba proposed, Italy Seconded 35-0-0

3.10. There were six candidates for the role of Subud Enterprise Services International (SESI) chair/coordinator. Each person was presented and a short biography was given to delegates of their qualifications and interests. The delegates, after witnessing IH testing, voted to have Gaye Thavasin and Hammond Peek to be appointed as co-chairs of SESI for the coming term.

Voting Proposed Italy, Seconded Netherlands 31-0-0

3.11. three candidates presented themselves to Congress for the role of Subud International Health Activities (SIHA) representative. Following testing, the International Helpers recommended and Congress appointed Albatina Phillimore.

Voting - Proposed Portugal, Seconded Canada 34-0-0

4. NEXT WORLD CONGRESS

Three countries had proposed themselves to host the 2022 Congress: Australia, Colombia and Indonesia. Written proposals which had been delivered were made available to the delegates (not all proposals had been submitted).

Each Country gave a verbal presentation (some countries had PowerPoint presentations) to the plenary and delegates. The teams were available to answer questions.

Following testing delegates voted to accept Indonesia's proposal to host the next World Subud Congress in Kalimantan in 2022.

Voting: 42--0-1) Abstaining country was ready to accept majority decision

5. Working Days during Congress

DAY 2 of the Congress

5.1 Setting of the Agenda for Delegates

During the first session the agenda for the delegate program was presented. Adjustments were made and it was proposed that the agenda be accepted as it stands

Voting: Subud Australia proposed, New Zealand seconded 35-0-2

Abstaining countries; France stated that some topics not on our agenda were being presented. Peru stated that they were new to delegation and were not informed enough to vote. Both countries stated they were willing to go with majority vote.

5. 2 Proposals from member countries presented to delegates prior to the congress and Recommendations arising from working parties during the 2018 World Congress in Freiburg, Germany (see attached files)

Member countries had submitted fourteen written proposals, which had been made available to delegates in several languages. These had been posted in a Google file, the link to which had been sent to all country chairs and CCs. In conversations with the chairs of the various countries in different zones prior to the Congress, it was suggested by the delegates, that the proposals be vetted by WSA Executive team and submitted as such back to them. This was done and the proposals were divided in two categories – proposals leading to policies, proposals leading to working with interests groups and resulting in recommendations to Congress. Other proposals and recommendations arose as a result of workshops and working parties attended by delegates during the Congress.

A document, reflecting the work of the WSA since the Puebla Congress in 2014 entitled “Assessing our Needs and Planning our Future Together”, was completed and the first draft distributed to delegates in January 2018 (6 months prior to the Congress) This document was divided into 6 main priority topics: Kejiwaan, Organization (inducing good governance) WSA services, WSA Archives, Wings and Affiliates, Finances including MSF, The document reviewed each topic as to its history, resolutions and recommendations from Puebla, the work done since 2014 and the policies needed for the future. As comments from various countries were submitted, the document was re-drafted until the 9th version was submitted to the delegates 3 weeks prior to the Congress. The document was prepared in English, Spanish and French.

The “White Book” which is a booklet on organization was prepared by Paloma de la Viña and Osanna Waclik and submitted to the delegates prior to the Congress. This book was compiled as a result of a recommendation from the Puebla congress and a resolution during a WSC meeting in Salobreña. This book was made available to all delegates in Spanish and English (The French translation is being prepared)

The “Referencing Guidelines” is a booklet prepared by the WSA Translation team, Ibu’s Office, and the WSA Cilandak Archive team, with the support of SPI, and particular thanks to Audrey Waclik, who developed this reference system. It explains the way in which we are required to indicate the source material of any quote from Bapak’s or Ibu’s talks. All members are to adhere to this policy and the guide was made available in French, Spanish and English to all delegates.

The subjects of the proposals submitted to WSA reflected the concerns and interests of the WSA and its member-countries. Proposals were reviewed and discussed by delegates and were then voted on.

As reports from countries were sent to the delegates ahead of time, they are included here as attachments. Reports which were ready for presentation at the Congress from the WING chairs and representatives are included here as attachments. Proposals in their original form are attached herein. Further, as the proposals were vetted as to the history of the subject matter and the WSA comments were written for the benefit of facilitating the discussion, these are also enclosed as attachments.

5. 3 DAY 6, 7., and 8 were used to facilitate workshops in all areas of our Subud activities. Delegates and members attended the various workshops and working parties were formed to bring forth recommendations and proposals to the general delegation. Ibu Rahayu gave her talk to the members on Day 8 of the Congress. Ibu made a spontaneous decision to attend the congress and speak directly with the members. Transcripts and translations of this talk will be made available to all members as it becomes ready for distribution. Only the written version of the talk will be made available for general distribution.

5. 4 DAY 10 of the Congress was a **General Assembly Day**. Herewith is a report of the activities of the delegates during that day.

5.4.1 Morning Session:

The first order of business was the sharing of reports from the various workshops facilitated during the morning sessions of the Congress.

A. SUBUD CENTERS – three workshops were facilitated by Magnus Chevitz and Meldan Heaslip. They were “Open Space” workshops where people came together and were invited to share their thoughts and feelings about how centers become successful and experience growth. Themes that were reported:

1. Some groups split up because of conflicts that seem to not be resolved and continue from generation to generation of Subud members, that is, shared with the new members as they are opened
2. For some it is the question of the quality of the latihan and why people leave – *are they receiving*. It was felt that people need to feel seen, heard and cared for.
3. The break through during these sessions seemed to be at the time those assembled felt that “we need to have the inner resolution that as **“we step out of the latihan hall we do not step out of the latihan”**, that is, we carry the effects of our latihan into our daily lives and make evidence of this.
4. Make sure that after people are opened they stay connected to the members in the group.
5. Stay respectful of each other.

It is important to continue to do the things we receive as part of our daily activities as we have the power to change what happens by putting into practice the truth of our latihan,

It was recommended by those sharing in the workshops that we establish some kind of “Maintenance Program” to stay close to the new members.

Kejiwaan recommendation to Congress: establish a “Maintenance Program” for new members.

B. GOOD GOVERNANCE – The discussion, in these workshops, was to look at the history of how the selection process for new officers and the site/place for the next congress, has been working and how it could be reviewed. Using these findings to help to bring forth some kind of more transparent procedure to the next world congress. (This was recommended and later presented to all delegates. This process to be completed one year ahead of the next World Congress)

C. INCLUSION – several workshops on non-discrimination were held which resulted in the proposal of a “Policy on Inclusion” to delegates with recommendations asking all the countries to work on inclusion based on their culture and legal body with the understanding that Subud is for all humankind. (Proposal and recommendation voted on later in the Congress)

D. ENTERPRISE – during this workshop the members looked at the whole field of activity; cultural, social and field of enterprises. The members present looked at spaces for doing what Bapak suggested as enterprises (not so much the individual enterprises but the larger group enterprises) Looking at activities initiated by Subud as an organization that would bring expertise not only for members but also for the wide world of Subud. Two proposals are listed as a result from these workshops. (Becomes part of SESI)

E. SUBUD LIFE - this explored the Subud life that exists in a center, that is, look at what makes the group dynamic and alive in a center, and how organized activities in the outer world receiving expert advice from the WINGS can produce this life. The groups have the sense of ownership in these activities the same as the social projects. It is a way of presenting to the world not only our latihan, but also a way to work in the world together. Groups that grow and keep their members seem to be the groups, which are doing this type of activities with its members. (Centerprises become part of the funding process)

F. WINGS – Affiliates and Sub-committee reports of activities at Congress;

1. SIHA – during the congress, an array of experts shared their knowledge and expertise with Subud members on a large number of topics – Nutrition – Health and Spirituality – Holistic approach to health are only some to be mentioned. The reporting chair stated that it was fantastic to have all wings working together in the Subud Village, which was a wonderful development and set a benchmark for future congresses.

2. SDIA – the new chair of SDIA, Evan Padilla, was introduced during the AGM held during Congress. During this meeting the main points for the future work of SDIA were reaffirmed:

1. SDIA wants to be close to WSA and to work on the 10 aims of Subud.
2. Important that projects be solid on the ground and that they give opportunity for people outside of Subud to be touched by the Latihan and the fruits of the Latihan.
3. As there is a need for more funds so that SDIA is sustainable, there is a need to approach agencies outside of Subud for support and develop partnerships; governments, corporations, universities, institutions of learning and any other groups interested in supporting the work done by SDIA. This

needs to be done carefully and well, as we are the face of WSA in front of groups. The quality of partnerships and careful connection between different actors is most important.

3. SICA – a report was given on the major projects, which were undertaken over the past four years.
 1. Basara youth camp held in Kalimantan, which brought together the true working together of the various WINGS of Subud. It was a successful unity of all.
 2. In Memorium as a project about our Subud Story was initiated by Isti Jenkins. It is a project, which honors the people who came ahead of us and continued during this Congress.
 3. SICA was a strong component of the project IDEA which represents zat, sifat, asma and a’afal.
 4. Keys to creativity a fruitful way to bring own unique talent and culture to the surface
 5. Culture compass; a creative project created to help refugees who experience an interruption in their lives to rekindle their creative unique sense through the search and identity their uniqueness.
 6. Grants were given to different persons to help promote their projects.

Currently, there is an aim in SICA to create three arms of SICA – SICA Europe, SICA Americas and SICA Asia Pacific. This will be one of the main focus for the next four years and Rusydah Ziesel has great plans to execute this initiative.

4. SEIS – It has been a challenge to get the enterprise component of our association going. There have been some really good outcomes over the past four years. A special thank you was given to Harris Madden for his help in all phases of the work in SESI. A new website which has posted some 35 articles over the past few years has been created during this term. It is the understanding of the SESI chair that one of its most important aims is to make sure that all areas of activities; cultural, social, health and youth, work together. It is important to do things in the world to show the content of the latihan in our work. Two areas where this concept was promoted:

1. Basara where 10,000USD was offered to stimulate the innovation of new projects initiated by youth. There were 12 project presentations.
2. World Congress 2018 where 100,000USD was offered, to Subud members coming to Congress, to stimulate the innovation of new projects developed and supported by experts in the field of enterprises. There were 50 project presentations.

This work was part of the answer to the Puebla recommendation to work with the wings collectively to encourage ongoing activities.

Over the past four years SESI has worked on the formation of the grouping of experts under the name of USAHA MULIA a corporation, which had been created in 1978 in Netherlands to promote Subud enterprises. As this company became dormant for years it was still available to be purchased for the needs of SESI, which would allow it to establish a company that would be the home for a board of experts, who would function as resources for enterprises and who would have no self-interest in the results of these enterprises. (Please see power point presentation attached)

G. WORLD SUBUD ASSOCIATION – Listening tour on “How to finance the future of Subud 2025 Vision” This was an undertaking of both Hilaria Dette and Ismanah Schulze-Vorberg, to listen to the membership on their ideas for funding WSA activities (2025 was used as a name since it would mark 100 years of Subud in the World). Hilaria and Ismanah received support from MSF, IH, Garrett Thompson, Matthew Clark, Hadrian and Hanafi Fraval and many members on the west coast. This group created a presentation which was visionary, in approach, and presented a roadmap for both a policy and implementation process for the support of WSA activities (Funding the Future). This, it was felt, could lead to a recommendation or policy resolution in the future. During the afternoon sessions, Hanafi Fraval presented the ROADMAP paper prepared by the group of experts consulted during the “Listening” trip.

Subud professionals would follow through on their expert advice by:

1. continuing to work with the Executive team and WSC oversight in between congresses,
2. a seamless handover process from one world council to the next,
3. creating a standing panel of experts to support the Executive office in specific subject areas,
4. including specialist and coordinators,
5. continuing the work of the Subud 2025 advisory working group after 2018 congress through the Executive office in coordination with entire WSA team,
6. using best practices in operation of organization to include training and education for appointed members using the concept of a dewan to insure helper/committee cooperation,

7. focusing on talent ID and outreach matching job requirements with individual skills and experience
8. using the best available tools for communication and project management making all communications available in at least the following languages: English, Spanish, French, Bahasa Indonesia, and Russian,
9. using paid professionals where appropriate.

The workshops on this topic first used testing about the inner approach we would need to implement a new process to fund the future. The feeling from those in the workshop was that there needed to be much more communication and that the whole process should express the views of the grass roots. Communication was seen as the key element needed to make a difference in the members' understanding of the needs of WSA.

1. There might be a recommendation that would come out of this to have a Director of Communication if the budget would allow
2. IT professionals meeting at congress could be developing the way to communicate in a safe and secure system to implement fundraising with the help of IT coordinator Sebastian Medina.
3. Big Fish project was presented: Idea to have many small fish/donations swim together to create one Big fish/donation. So all small contributions welcomed and put together in one large pot.
4. Have a pool of experts that could advise the new team in areas that they may not be strong in and using the past chairs and executive chairs of our organization as resources to help. There are many past members of committees who have experience and expertise on how things have been done and need to be done to implement growth.

A recommendation was made that a pool of experts would be created and made available to WSA Executive for them to refer to when needed in various areas of management.

H. ARCHIVES_– Asmaniah and Amalijah reported on the work of the last four years. They reported that at this moment in time, the Bylaws amendment recommended in Puebla had been passed. Further, in Puebla there was a resolution that the relationship between WSA Archives and the WSA Executive be reviewed in view of the fact that they are a function of the executive and the Executive is tasked with carrying out the resolution for all members. Thus a Charter was drafted. Two days ago after the voting of the amendment the archives were asked to reinforce the written language of the Charter. It is now complete and ready for a vote. (See section 9 for the voting process.) It was mentioned that there would be two official archive centers; Jakarta Indonesia and Canbaerra Australia, and 3 holding places; UK, US, and Japan. There would be an archive chair to be nominated and tested during the Congress once the Charter was approved.

I. BOOK_– “Advice and Guidance for Bapak’s Helpers” the international helpers made a presentation on the process of their work, which was asked of them by Ibu Rahaju, in producing this new helpers’ guide. The book in its completion is the result of a joint effort by international helpers, translators and publishers supported by archives, WSA Executive and Ibu’s office in Jakarta. It was a four-year project from start to finish. And now the result is the book which is now being sold here at the Congress for 10 euros per copy. The delegates will be receiving free of charge two copies each to take back to their countries. Everyone who was part of this process was thanked by the international helpers and the WSA Executive.

5. 2 Afternoon Session:

The general assembly continued in the afternoon allowing delegates to form and join subcommittees on the topics either of proposals submitted prior to Congress or on workshops/working-party topics facilitated during the Congress. All of which would or could lead to policy proposals or recommendations to Congress. Delegates chose their area of interest. The topics were as follows:

- Subud Centers – and sub-committees
- Good governance
- Wings and Affiliates – definition and place within WSC
- Membership-countries – criteria for a) voting membership and b) ending voting membership
- Inclusions non-discrimination policy and recommendations

The results of the working parties during the afternoon were presented to delegates later in the day. Some of the workshop lead to immediate voting and others were referred to another day.

6. KEJIWAAN

6.1 Helpers’ guide: “Advice and Guidance for Bapak’s Helpers”

The new book was presented to the delegates. A recommendation from Ibu’s office was given to the

International helpers to revise the previous edition using only Official translations of Bapak’s words to

support the work of the helpers before it was to be distributed to all helpers as recommended by the congress in Puebla. This work was completed and the book is currently available in both English and Spanish and is being translated into other languages.

Based on the recommendation of the Puebla Congress, “capacity Building” workshops have been conducted throughout the areas as the international helpers travelled during their term. In many countries these workshops were also facilitated by the Kejiwaan Councillors during National gatherings. This work is recommended and expected to continue during the next term.

It was recommended by the delegates that 1) more kejiwaan time be scheduled for the delegates at the next world Congress. 2) more kejiwaan preparation be given the delegates prior to the selection process for officers and venue of next world congress.

It was also recommended as a result of workshops, that perhaps a “Maintenance Program” be developed to help with new member retention.

7. ORGANIZATION

7.1 **Book on Organization** “White Book” was presented to the delegates.

Countries felt that it was important to maintain the position that countries need to work within the laws of their own country. It was further suggested that it should be accepted as a working document and that all positions of members involved in the organization such as Kejiwaan Councillors should be part of the document. Although the document was presented in both English and Spanish it was recommended that it be in other languages as well (this is in process at this time).

PROPOSAL

The delegates accept the guidelines as a working draft. The delegates request that WSA establish a working group to expand and reorganize the White Book to include important quotes from Bapak’s talks as advice to committees. This work to be carried out over the next 4 to 8 years. Further that the sources be placed within the context of the book rather than at the end.

Voting: Britain proposed, Austria seconded 37-0-0

7.2 Membership Countries

Voting member-country criteria

Following Italy’s proposal to the Puebla Congress, several countries reviewed the requirements for membership in WSA. A vote during the Freiburg congress was taken on whether to accept Italy’s proposal, which was not passed.

We propose that Italy’s proposal from the Puebla Congress be withdrawn:

Voting: proposed by Austria, Seconded by Germany, 35-0-0

7.2.1 As recommended by Subud Italy the application form was re-written integrating

A) Benefits and obligations of member countries, meaning: “what does WSA offer to its member countries, what are the responsibilities or obligations of the member countries towards WSA”.

B) Inclusion of a copy of the WSA Mission statement (if agreed) and the WSA Bylaws. A written acceptance of the bylaws and mission statement (if agreed) should be obtained.

C) Agree to and accept the WSA structure (zones, areas, and national organizations) and adhere to following and participating in that structure.

(The number of active members needed will now be inserted)

7.2.2 a new proposal for membership requirements to be a voting member-country was presented by Subud Spain:

PROPOSAL

We accept Subud Spain’s proposal that:

In order to become a WSA Member, with the right to vote at world congresses, a country should have a minimum of 10

active members. From these there should be appointed a Committee (composed of at least a Chair and s Treasure), and there should be a minimum of 1 Helper of each gender.

If a country does not have enough members of one gender to have a KC of the gender, then one helper for the dewan will be sufficient. (based on Ibu Rahayu's advise)

Voting: Proposed by Brazil, Seconded by Cuba – 34-0-1 (the abstaining country accepted the majority vote)

7.2.3

Non-voting member country

RECOMMENDATION to Congress

It was recommended that a working group be established to review what needs to be done if a country falls below the requirements to be a voting member-country. The proposal by Poland would become part of the working party's considerations. This working group would also review the proposal passed by Puebla Congress that when the country no longer fulfills the criteria of a voting member then the WSC through its zone Representatives should have a dialogue with that country before a decision is taken as to its status.

8 WSA SERVICES –

8.1 Care Support

Amanecer Urrutia is the coordinator for this service. Care Support is for emergency coverage of medical treatment and extraordinary/emergency need for a one-time academic support. The amount of the fund in the budget is small and therefore, cannot cover on-going educational support for students. The funds are to be distributed across all three areas of our Subud World.

8.2 IT –

Sebastian Medina is coordinator for IT services. He made a presentation to delegates on the proposed web site and the security aspect of his work for securing Bapak's and Ibu's talks. There was advice from the delegates during the presentation, that the IT team collaborate with other Subud members who work on this topic. There is to be a Mobile App and tools such as Google services for non-profit organizations developed for use by Subud members. Other services are being prepared for Subud use on line. Sebastian is looking to build his team.

8.3 Translations

Elisa Sanchez Caballero is the coordinator for the translations of Bapak's talks into languages other than English. There is a strict procedure to be followed whenever translating Bapak's talks. There is a manual which is a tool given to all translators to help with keeping the process uniform. English official translations are used to translate into other languages. It was stated that all that can be secured is that the procedure for translation is followed. Accuracy cannot be guaranteed as only native speakers of the language being translated can do that. The procedure for translations is: transcription of talks, translation into English, proofreading and editing, publishing and distribution. SPI is the main distribution centre for Bapak's talks. Only official translations are to be used when quoting Bapak. Please use the referencing guide prepared by Ibu's office when quoting Bapak.

Talks given by Bapak and Ibu are for members only and as such should not be placed on line in a non-secure system. A disclaimer accompanies all talk translations. The disclaimer is available in 7 languages.

8.4 SYAI

A new structure was proposed for the Subud Youth Activities International to facilitate the work of the youth representative in each zone. It was proposed that instead of having 2 youth representatives per area that zones have at least one youth representative and two if the area is large. The coordinator position would remain as an office of the SYAI. This person would continue to oversee and facilitate the work of the youth activities, be the liaison to the WSA services, and would be tested at Congress (not in a plenary session but separately)

PROPOSAL

The Structure of the SYAI be altered to reflect the needs of the youth representatives in each zone. (See attached proposal)

*Voting: Proposed by Norway, Seconded by Germany 37-0-1
Argentina will go with the majority vote*

8.5 SPI

Subud Australia had put forward a proposal about SPI and its relationship with WSA.

Proposal from Subud Australia. As WSA holds the copyright for Bapak's talks on behalf of all Subud members it is proposed:

1. there be a much closer connection between SPI and the World Subud Council acting on behalf of the WSA.

During the delegate meetings it was acknowledge that WSA has a good working relationship with SPI at this time. WSA Executive members have been invited to and have attended the SPI annual meeting and have been consulted on the publications and procedure of the translations. The formal proposal was withdrawn, but the wish of Subud Australia is to see this relationship formalized so that it can continue to grow and be effective. Therefore, it was recommended that:

RECOMMENDATION

"That a review is undertaken of the working relationship between Subud Publications International (SPI) and the World Subud Association (WSA)"

It is recommended that the next team take care to continue to have an effective relationship with SPI. One that is respectful of the publication guidelines and cooperative between the two arms of the services that deal with making the words of Bapak and Ibu available to the membership now and in the future through its publication of the Volumes as they become available. It would be ideal if this relationship could be formalized.

9. WSA ARCHIVES

9.1 Based on an idea arising from the Archive Dewan as they worked on the Charter, a proposal was written and submitted for a vote during the Salobreña council meeting to solidify the position of the Archives as an integral part of the WSA. Therefore, the WSA Executive and WSAA team proposed that the WSAA be added to the WSA bylaws. After approval by the Directors during the Salobreña Council meeting, this amendment proposal was distributed to the countries for review and to be voted on at the 2018 congress in Freiburg. This proposal was submitted two weeks short of the one year prior to a world congress stipulated in the constitution for distribution of proposals affecting the constitution.

This could render the amendment proposal subject to continuation to the 2022 congress. Ireland had made a proposal that this amendment be voted on at the 2022 congress. After discussion during the meeting Ireland decided to withdraw their proposal for postponement. The following proposal was then presented:

PROPOSAL

The delegates proposed that **we continue with the topic of the amendment to the bylaws** even though its submission was two weeks late.

Voting: Argentina proposed, Austria seconded 38-0-1

Subud Ireland has withdrawn its proposal to stop the amendment on WSA Archive bylaw amendment and agreed to go with the majority.

Ireland wanted it to be noted that their reason for abstaining was they did not approve that the constitution be overturned and that it should not be taken lightly. Further they expressed that the constitution should be followed in the future and that any changes to the bylaws be submitted one year ahead of a coming Congress.

The archivists were introduced and their related position made clear to the delegates. A definition was given in order to clarify what is meant by archives: Archives is a sub-committee of the World Subud Association Executive which includes materials, copies, equipment and human resources so it is a total entity. It is also important to note as part of its definition that WSA has one archive center – WSAArchives – with 5 locations; Jakarta is a complete archive, Canberra is in process of developing its physical center and 3 locations, Japan, USA, and UK are holding locations for backup copies of materials. The archivists in these locations all have different work they are responsible for.

9.2 To help delegates understand what is now going to be proposed and subsequently voted on, there was a discussion on what should be included in the bylaws/constitution. It was stated that most important is that we keep in the spirit of the original proposal written by WSA Executive and WSA Archives as approved during the Salobreña Council meeting, that it be proposed that the WSA Archives be a part of the WSA organization. Further, that the work it does might not be stated in the constitution but in the Charter. This would help us keep the language of this amendment in parallel with the constitution language as it exists now, that is, quite succinct and not defining the work of the entities mentioned. This was proposed so that we remain in the more open language of the constitution.

It was stated that parts a, b, and c, should not be included in the constitution for 3 main reasons: This does not belong in the constitution, it can be open to further interpretation in the future and if changes were deemed necessary the whole of the bylaws would have to be changed and that it should therefore, more appropriately be part of the Charter. However, others felt that it should be part of the amended bylaw as the Charter can more easily be changed.

It was stated by an archivist, that these three points were included because there have been many arguments about what archives should and should not be. It was a response to protect and ensure that we have the responsibility to enshrine who Bapak was as well as the development of Subud in a permanent way in some form that does not exist at this moment.

It was also suggested at this time by Subud Austria that the Charter define the WSA Archives as a sub-committee of the WSA Executive to have a chairperson.

Based on further discussion and review by the delegates it was determined that we amend the original amendment keeping the same spirit of content but rewording the proposal for the sake of clarity:

PROPOSAL

We propose to amend the original proposed amendment to the bylaws (as written below) for the purpose of clarification:

The original proposal is this:

The World Subud Association Archives (WSAA) is a permanent and integral part of the World Subud Association (WSA).

The purpose of the WSA Archives is to collect, preserve and provide managed access to:

- a) the work of Bapak Muhammad Subuh Sumohadiwidjojo the founder of Subud in its original form together with the evidential and contextual basis for that work
- b) the work of Ibu Siti Rahayu Wiryohudoyo in its original form together with the evidential and contextual basis for that work
- c) those records giving evidence to the historical development of Subud including legal, informational and financial aspects as normally archived by an organization of global significance

The WSAA Charter defines the WSA Archives and its relationship with the WSA Executive.

Voting: proposed by Britain, Seconded by Spain 35-1-3

Austria stated that wording of the proposal should be in the same format as the constitution stands at this time and that it be legally prepared. Muftiah McCartin, a delegate and a lawyer in Washington, DC stated that she would present a new wording of the proposal to the delegates to satisfy the objections to the given statement.

The new text of the resolution was presented on screen to all (see attached document)

9.3

Based on the new wording of the amendment as re-written by Murfiah McCartin, and the inclusion of the preamble which states that the Charter include points a, b, and c of the original amendment in its formulation before being presented to the delegates, the new proposal as stated below was voted on: (It was stated that the Charter be as tight as the constitution with regards to the possible changes made at a future time)

PROPOSAL

It was proposed that the bylaws be amendment to reflect the following:

**The World Subud Association Archives is a permanent and integral part of the WSA.
The World Subud Association Archives Charter defines the WSA Archives and its relationship with the WSA Executive.**

The delegates proposed that the new text as presented by Mufitah McCartin be approved

Voting: Proposed by France, Seconded by Canada 37-0-2 (Austria and Norway)

Austria: We can live with the decision but partly it is the opinion of our delegates, that the responsibility of these three main issues must go to the bylaws and not in the Charter but we can live with the majority.

Norway: We will go along with the majority

The abstaining countries will go along with the majority vote.

9.4 Charter

The World Subud Association Archives Charter was presented in its final version (See attached document) to the delegates. This document presented as a final working document defines the WSA Archives and its relationship with the WSA Executive. The safety of the content in the Charter, which was a concern, seems to have been addressed in that any proposed changes to the document must be brought to the delegates at least 6 months ahead of the first day of the Congress. Everything that was discussed is in it.

According to the delegates' recommendation, the committee reworked the Charter to reinforce the language and to bring it back to the delegation as a resolution. The archivists worked hard and had help from Muftiah to re-write the Charter. It includes the recommendation of Subud Austria that it have a sub-committee with a chairperson to be part of the Charter. The sub-committee is appointed to be active from Congress to Congress and is established to support the work of the Archives and is one with the archives as a service body.

Once it is approved it is recommended that a person from the Executive team and the WSA Archives sign the Charter to solidify its validity.

PROPOSAL

The delegates proposed that the Charter be accepted as the document defining the WSA Archives and its relationship with the WSA Executive.

Voting: Proposed by Australia, seconded by Austria 36-0-0 abstaining countries will go with the majority vote

Congratulations! The Charter has been approved! Thank you all.

Subud Norway decided to withdraw their proposal that had been sent only if the amendment to the bylaws was not voted and passed. Due to the voting and passing of the amendment, it no longer seems necessary to have this proposal.

In the event that a country can't look after its own records or doesn't want to, then it should by all means send it to one of the archives

10. WINGS AND AFFILIATES

The delegates wished to meet with the coordinators/chairs of the various "wings" so that it would become clear to them how these functioned and how their work would help to promote UNITY in Subud. The schedule in the agenda was such that this meeting would not happen before the 11th day but that each delegate could attend workshops facilitated by the wings during the morning sessions prior to that and become aware of how they are working together. It was clear that the spirit of the word Wing is to include both the affiliates (SDIA, SICA), which have their own constitution and the sub-committees of the WSA (SESI, SIHA and SYAI).

There was discussion within the delegate meetings as a response to the proposals from Subud Spain, which was presented to help clarify the definition of the Wings as Affiliates and sub-committees as to their positions within the organization and the World Subud Council. Further, there was mention of the Deputy Chair and members

of the Executive team, that is, the Vice Chair, treasurer, accountant and administrator with regards to their attendance at the Council meetings.

With consideration to the World Subud Council, since there is confusion with regards to who can be part of the world Subud council meetings, it was proposed by Subud Spain that clarification on this point be established.

According to our bylaws only the WSA Chair, the WSA Executive Chair (Formally ISC), the Zone Representatives who speak for their members, the International helpers, the SDIA and SICA chairs, and the chair of the Muhammad Subuh Foundation (MSF) are members of the council. However, the only voting members of the council are the zone representatives who also function as the Directors of WSA.

10.1 With regards to the wings and their position on the Subud World Council and their attendance to meetings, Subud Spain **recommends** that:

- a) if the deputy chair or other members of the Executive team, and the sub-committee chairs (SESI, SIHA, and SYA) are to be included in the World Council meetings, delegates to the World Congress should consider preparing an amendment to the WSA Bylaws (to be voted on at the 2022 World Congress). Consideration should be given to the economic factor at the same time, taking into account the current shortage of funding for WSA.
- b) Taking into account the funding situation, Subud Spain also proposes a careful study of the possibility of reducing as much as possible the expenses of the WSA itself and its Executive, as well as that of the World Council at its annual meetings. In this way, international helpers could have their budget lines increased so that they can properly serve the members of the groups in their respective Areas.
- c) In view of the above, and the need for a revision of the current Bylaws, Subud Spain proposes that for the next period a group of **experts be formed to study the possibility of updating and improving the Bylaws**, thus filling several of the legal gaps that exist in them today. Furthermore, that any changes to the Bylaws be circulated to the delegations in strict compliance with the requirements of the existing Bylaws. (Circulated to delegates at least one year ahead of the coming World Congress 2022, that is, in 2021)

It was recommended by the delegates during the presentation time of the Wings to the delegates that the Wings, especially SICA, need to **communicate** more often and more completely about their activities and that these include activities by the general membership and not just large activities but also smaller ones.

Another comment during this time was that it is important that the projects, as they are proposed, reflect the latihan in the world. It was mentioned by SDIA presenter that the leaders of projects are usually Subud members and that the Latihan is, therefore, reflected in their work.

It was also mentioned that the zone representatives should be included in the communication process as they are the lead points to the countries and members, Further, we need to pay attention to the languages of communication to all our members. Attention to having the Latihan in the world should be an important part of any project proposed and supported.

11. Muhammad Subuh Foundation

11.1 Gran Salon at Amanecer in Colombia (Big House Subud Centers)

MSF and WSA delegate meeting:

Arsad Medina, President of Subud Colombia, gave a presentation on the International Subud Center, Amanecer that holds the Gran Salon. Amanecer was established to hold the 9th World Congress in 1993. The capacity of the Gran Salon is to hold 1000 people. There have been some zone meetings and gatherings in the Gran Salon in the Amanecer center in cooperation with the interest groups such as SICA and SYIA. Subud Colombia members have tested with the IHS as to the content of the center, Amanecer, for Subud. There was an assessment of the actual needs of Amanecer in order for it to be a feasible center for meetings, that is, its physical infrastructural needs, needing to be upgraded to be a functioning center offered for meetings to the

general public. There were initial fundraising efforts, especially to upgrade the roof, which were supported by MSF in mutual cooperation.

Arsad continued to explain: In the process of organizing the transfer of the title, we needed to have a strategic plan for the Fundación Amanecer. We needed to have a plan for how it would be organized and used. We called people all over Colombia to build it from the grassroots. To get their support, during the Gathering of the Americas, all the stakeholders came together to finalize the process. A meeting with all stakeholders; MSF, WSA, Amanecer Subud group, Colombian Subud Association, the restaurant, the hostile and several projects, one of which is an agrology group in the surrounding community of the location took place at Amanecer. All Subud groups in Colombia were asked to participate in kejiwaan work with regards to the Gran Salon. We, through these processes, achieved the goal of having everyone know and support the process.

Three main points

1. Recover and strengthen the unity of all the actors in the Amanecer process,
2. Conviviality agreement – everyone committed especially the residents of Amanecer,
3. Guarantee the process that Amanecer and the Gran Salon are sustainable. With the condition that this process will maintain the content of Amanecer and the Gran Salon, and keep track of holding the Center for Subud in the World.

With this presentation you have an idea of the support that we need. Therefore, we would like to have a subcommittee to help support the centers. And not only in Colombia but all the International Subud Centers around the World. Therefore, the signature of this document is the first step in the long process.

With regards to the title of the Asset changing from MSF to Subud Colombia, as managers of the Asset for WSA, there was a discussion concerning the financial responsibility of the WSA toward the management of the Gran Salon. It was made clear that MSF would continue to provide funds for a period of time to help with the maintenance of the Gran Salon.

The center has been upgraded, roof, toilets and other repairs. It is now in a situation that it is a building that can be made available to the public. The harmony is the greatest asset that is returning to the Amanecer project. People are talking together and working together. The reality is that Amanecer is working in harmony, with people coming together in unity with our mutual goal. It is important to remember that it is an international center having been internationally funded, and we have a responsibility to take care of it as such.

With the transfer of title, it will be important to have a clear business plan in place so that all countries can support the center. There are now some solid projects, which are being set up. We need a staff of experts to help set up projects and to see that these projects are being supported. This is in place and everything that needs to be done to make it a center that is usable has been supported by MSF. Father, Zone 7, 8, 9 and wings and IHs have supported the process so it has been a joint-effort of Area 3 to facilitate this process.

Subud Colombia has designated one person who lives in Amanecer to supervise the management process. (It is Hoped that Rosario who is from Colombia and speaks Spanish will visit Amanecer and witness the process when she comes to Colombia) Wings, SDIA and the new SICA Latin America and national wings are active in working on the project.

Marston Gregory (MSF chair 2014-2018) mentioned that WSA is not responsible for the whole financial burden but with a split of financial support. The review process will be in three years and there would, therefore, be the opportunity to present again to the next Congress. There is an understanding that there are sufficient safeguards to move forward with the process to transfer the title. Transferring the title does not mean that MSF drops its support but will continue in full support of its needs to make it a success.

To receive support from the countries with regards to the agreement to hand over the title to Subud Colombia it was proposed by the delegates that the letter of agreement between WSA and Subud Colombia be signed by the President of Subud Colombia, Arsad Medina, and the current Chair of WSA, Elias Coragem Dumit.

PROPOSAL

It was proposed that the letter of agreement between World Subud Association and Subud Colombia as written and presented to the delegates be signed during this congress. (See attached document)

Voting; proposed Australia, seconded Norway 36-0-2 abstaining countries will follow majority vote

This is not new it was decided last year but this is a way in which they will work together that is the transfer of title. Austria and Argentina will go with majority vote.

11. 2 SUBUD SPAIN would like to see the new MoU which would reflect the changes in the organization of MSF with regards to the relationship between MSF and WSA.

It was stated during our meeting that the MSF trustees met and reviewed the MoU and looked at the bylaws. Since the MoUs have no legal standing and the bylaws are so clear in every way the trustees asked that we do not do a MoU but stand by the bylaws. Everything in the relationship between MSF and WSA is in the bylaws.

Why did past chairs have a MoU? In the past, acting as directors, the representatives had a year to make changes. It is right that a MoU has no legal status but, because we change how things are done over the years, there are a lot of things that are not in the bylaws because we cannot change the bylaws every four years. For example, the selection process of the new trustees must be reflected in a MoU. It might be better to create a letter of agreement rather than creating a MoU that might be viewed as trying to circumvent in any way the bylaws. Marston, as the MSF chair stated that they would be willing to sign a letter of agreement if, after the MoU is reviewed piece by piece and compared to the current bylaws, it is still viewed as advisable. As a matter of fact, envisioning that this might be necessary, members of the board of Trustees have prepared a MoU, which they are willing to share.

Based on the discussion for the need of an agreement beyond the bylaws of MSF to clearly establish the continued relationship between MSF and WSA, the following proposal from Subud Spain was submitted to the delegates for a vote.

PROPOSAL

It is proposed that the old letter of agreement/MoU between MSF and WSA be reviewed and that changes to any parts that are not clear be clarified, and that the letter of agreement should subsequently be signed with its revisions, updates and changes, if any, clearly written.

Vote: proposed Spain, seconded Italy 37-0-1 Netherlands will go along with majority

12. FINANCES

Finance Report to Congress 2018:

Dr. Hilaria Dette, WSA Treasurer, gave a full report on WSA's finances from 2014– 2018. The theme "Why do we need WSA" was presented as a title for the report, which is meant to help grow awareness in the countries of the work of the WSA to encourage larger contributions to fund the activities of the WSA.

During her presentation, Hilaria detailed the expense side of the budget and the income side of the budget reminding everyone that the quarterly reports on the budget were uploaded to the Subud.org website as well as distributed to countries. In these reports, a detailed accounting of the expenses versus the incomes is given for all members to look over.

The WSA is the organization that has for its mission to carry out Bapak's mission and to enable all humankind to worship Almighty God and to do things that cannot be done on a local or national level.

1. IH travel is funded in part through MSF and through WSA. The IH travel to help keep the latihan in its purest form as it was received from Bapak without mixing any other kind of practice. Hilaria noted that the international helpers were able to travel to most of the countries in their areas at least once during this four-year term.
2. Give everyone a chance to read Bapak's words by providing funds for translations. One expense during this term has been the publishing of the book "Advice and Guidance for Bapak's Helpers" which is now available in Spanish and English and is being distributed and sells for 10 euros per book due to a grant for this from the Farkas fund within the MSF. Each delegation will receive two copies of the book free of charge to take back to their countries (French versions will be available at a later date)

3. Human Activities: Care support, Youth Programs, Cooperation with the wings and support to the zones for meetings and travels of zone representatives.
4. Services Fund for chairs up to a certain amount and for the Executive to travel for their work.

It is the policy of WSA to apply good governance when distributing the money so that it reaches most of the members in some way. The expenses show that there is a gap between what we receive and what goes out. So that this area of the budget, which is the gap in income, and is called fundraising that falls mostly on the shoulders of the treasurer be removed.

When asked about the Care Support, Hilaria mentioned that the Care Support fund has been established only for emergencies and dedicated to **all** countries that do not have their own ability to have funds such as an Almoners fund or government funds to help support emergency situations.

One of the challenges that exists with our finances is finding ways of motivating member-countries and enterprises to increase donations to WSA and developing connections with individual members. MSF continues to fund three categories of the budget called the three pillars; international helper travel, archives and Subud centers. The recommendation, at this time, is that the incoming Executive team; establish a fund that would help provide a clear, transparent and sustainable way to support the ongoing activities of WSA. Further, it was the recommendation of the treasurer and working parties at the congress that well established centers use their properties to help raise funds to maintain their own centers and to help support the activities of WSA, as exemplified by what is called "Centerprizes".

FINANCING PROPOSALS:

During the discussion that followed, Ecuador felt that more communication was needed to bring clarity of the ongoing needs of WSA and to communicate the minimum needed by member-countries to support WSA. Further, Britain stated that the zone representatives and their countries could prepare more detailed budgets for review each year. These budgets should make clear the expected income and expenses and that the budget should be based on the **actual** financial situation each year.

As a result of the discussions by those present, both of the proposals submitted to the WSA by member countries were reviewed and voted upon. These proposals do not in any way limit the use of other means of funding the activities of WSA. For example, the idea from Sulfiati Harris of the BIG FISH (now in Subud Village) that is a lot of small support donations can create a big fish support is another possible way of funding activities. The treasurer welcomes any amount of money coming from countries is that for 100 or 10,000 the amount is not the most important, but the willingness to support is the important piece in this equation.

Two proposals on ways to fund the activities of WSA were submitted to the delegates by member-countries:

12.1 Subud Canada submitted the following:

That the job of fundraising to supply the needed income for the expenses which can be adjusted to the income start prior to passing a budget for the following year and that no line be left to future fundraising. It would mean that a balanced budget would be passed during the council meeting. It was noted that the budget cuts if needed would be determined during the Council meeting based on consensus.

First Proposal

Preamble: The purpose of this proposal is to promote shared responsibility by the members of the WSA for fundraising for the annual WSA budget.

In recent years, the WSA Directors (Zone Representatives) have approved annual WSA budgets in which 25% or more of the WSA income is itemized as "fundraising", and the WSA Treasurer has had the sole responsibility for fundraising to fill this gap.

Therefore, be it resolved that, prior to the annual WSA meeting;

1. The Zone Representatives review the WSA draft budget with the countries in their respective zones and solicit from them pledges in support of the WSA;
2. The SESI chair solicit pledges in support of the WSA budget from Subud entrepreneurs around the world;

3. With this information, the Zone Representatives, as Directors of the WSA, aim to pass a balanced budget in which there is no item on the income side requiring future fundraising;
4. These responsibilities of the Zone Representatives and SESI Chair be included in their job descriptions.

PROPOSAL

It was proposed that we accept the proposal submitted by Subud Canada to help create a budget that reflects the true state of funding from the members in each zone. To help change the current policy of operating with a 25% gap which then creates the situation where the treasurer is in a position of raising the funds needed to balance the budget. This would have all parties, representatives, SESI chair and other individuals to share in the balancing of the budget.

Voting: proposed Australia, seconded New Zealand 25-1-7

Colombia, as well as the countries abstaining, was concerned that funding is the responsibility of all and that this proposal is only a piece of the whole puzzle. They were able to go along with the majority.

12.2 ZONE 7 (Canada, Mexico, USA) proposed the following: (See attached proposal from zone 7)

Subud Canada, Mexico, and USA submitted a proposal to establish an endowment fund that would be an attempt to build stability in the financing practices of WSA. There was a question as to where the money would go while the fundraising is happening for the endowment fund. It was noted that if there is a clear intention to establish an endowment the money can be placed immediately within the MSF structure. It would need to be very clear as to how the disbursement of this endowment would be operated. How the percentages of the fund would be used for the activities of WSA would be part of the writing of the endowment fund proposal.

In its presentation to the delegates MSF explained that it had two funds – the general fund which was distributed at the discretion of the trustees, that is, they could distribute where they saw fit, and the endowment which was distributed according to the rules and objectives of distribution which are part of the particular endowment fund when set up. The trustees are bound to uphold these rules and objectives. So, in setting up its endowment fund, the WSA would pre-determine how the funds would be distributed and this would then obligate the trustees to be diligent in observing these objectives. It is possible to set up the endowment where some chunks of the money are used more quickly. There are also other ways in which the fund can be set up for distribution once the long term objectives of the endowment are clear.

Second Proposal

Hardwin Blanchard explained that the endowment distribution for example, could be 10% for immediate distribution to help sustain WSA Activities and 90% to build the long term fund. Further, it was explained that once we have an endowment fund with MSF we will follow their portfolio which is managed by our Subud sister, Helen Jelman, a professional broker. A 6.5% return is conservative, but over the long term, is a good return which is what the MSF endowment fund return is on a yearly basis.

This proposal was given as an explanation of how the fund could be set up for distribution of funds to support the activities of WSA and for the long term.

PROPOSAL

Therefore be it resolved:

That WSA establish an Endowment Fund, whose income shall be used to support the general operations of WSA, and other special activities as are appropriate.

Furthermore, that a working party be established at the 2018 Subud World Congress to develop the following:

- Legal structure
- Management and investment
- Policies on use of income Publicity and fundraising
- Short-term and long-term goals

- Zone 7 recognizes that WSA is incorporated in the USA, so that the USA laws of UPMIFA (Uniform Prudent Management of Institutional Funds Act) govern the management and use of the Fund.

Voting: US proposes, Netherlands seconds 35-0-1

There was a clear intention of setting up the endowment at once. Hardwin Blanchard of the zone 7 working party stated that there is already 20,000USD in pledges. He brought to the meeting a fund raising form to be implemented immediately so that the present Congress members can initialize the endowment fund. After congress monies will be sent to the Wells Fargo bank in USA (which already holds some of the WSA funds) earmarked for this purpose.

It was also clarified that MSF would undertake to hold the endowment fund in the name of WSA if there was a total pledge of 200,000 in the fund. Further, in response to a question from Subud Canada, the MSF will agree to hold the build-up of funds if there is a clear intention to build the fund to the required amount and if WSA does the legal preparation of the endowment to clearly mark the distribution parameters of the endowment fund.

13. Policies presented to the delegates resulting from various working parties throughout the congress.

Communication: There has been a working group on communication with Sebastian Medina, which we hope will answer Subud Venezuela's proposal on communication.

On day 10 of the Congress policies and recommendations were presented to the delegates, which arose from working parties of the delegates during the congress:

These included -

- Selection process of new officers and world congress site for the future – working party
- Subud Centers and Centerprizes from Subud Great Britain
- Sub-committee for large Subud centers (Amanecer and Wisma Subud) – Subud Colombia
- Subud Youth representation; Coordinator and youth representatives by zone – youth representative
- SICA – SDIA relationship with countries to improve through communication and involve the zone representatives as the connecting point between international and national and local organizations
- Mental Illness and Crisis – paper from Matthew Moir
- Inclusion policy (voted) and recommendation for review by each country

13.1 SELECTION PROCESS FOR NEW OFFICERS DURING CONGRESS:

Based on the findings and discussions of the working group on organization with specific reference to the voting of new officers and next world congress site, it was recommended by the working party that the following be adopted for the voting procedure during the next World Congress 2022. (See attached working paper from delegates)

Recommendation to next Executive Team prior to next World Congress

Based on discussions of the working parties during the congress, the delegates of the 2018 World Congress make the following recommendations to the incoming WSA Executive Committee and International Helper team, so that a more inclusive process be formulated before the next world congress so that the process involved provides to the delegates more background of the candidates and that the criteria or needs of WSA be presented as part of the selection process of candidates. It was also suggested during the discussion that the international helpers could prepare the delegates with latihan and perhaps testing ahead of the presentation of the candidates. This in no way is meant to suggest that the current process of testing by the international helpers be rejected.

- Regarding the nomination and election procedures of the WSA Chair and Executive Chair –
 1. the incoming WSA Executive Committee and International Helpers shall review the nomination and election procedure of the WSA Chair and WSA Executive Chair positions during the 2018 Congress to determine if there were deviations from established procedures and to determine how such deviations can be avoided in the future; and

2. the incoming WSA Executive Committee shall review the 2014 procedures and recommend revisions to allow the Delegates to receive and consider more detailed information on the candidates and to provide the Delegates a greater role in the decision-making process; and, when reviewing the procedures, the Delegates caution the incoming WSA to review the worrisome trend of including a candidate's generational history in Subud.
- The incoming WSA Executive Committee shall review the process and procedures for the selection of the venue of the next World Congress with an eye toward providing the Delegates more information and a greater role in the decision-making process. The working party felt that there needed to be an overview of the outer criteria as part of the process. The WSA's review should include the timing of the testing and decision, allowing the incoming WSA team and the Delegates more time to deliberate.

To allow for more cohesion among the Delegates, the incoming WSA Executive Committee shall, when developing the schedule for the next World Congress, consider more opportunities for Delegates to get to know one another and to do latihan together before the Delegates' first meeting and to continue such opportunities during the course of the Congress. This Congress gave some opportunity to do latihan together but more kejiwaan time during the congress would be helpful. This congress also saw several sessions scheduled to help the coming together of the delegates in both an inner and outer way; however, this should be extended to include more time and attention to this process in a future Congress. In reviewing the process the suggested changes by the working party could be submitted for inclusion into the Book on Organization second draft.

Recommendation of working party presented and applauded by all

13.2 SUBUD CENTERS and GOOD GOVERNANCE;

Following the working parties on Subud Centers the delegates of the 2018 World Congress have the following recommendations to the next WSA team for the next four-year term.

BE it recommended that:

Number 1

In order to broaden the life of Subud Centers and countries, and the work of Subud as an institution in the world, as mandated by the first Subud World Congress and reconfirmed at Wolfsburg, Christchurch and Puebla; it is resolved that the original remit of Subud committees on all levels of our association, that they facilitate the development of social, cultural and profit-making public enterprises is confirmed.

This remit will require committees to work closely with appropriate wings who can provide technical support, evaluation and oversight and can assist in identifying individuals to manage these enterprises. Development of social, cultural and profit-making public enterprises will require committees to provide time and space at meetings for discussion of future possibilities with all members of relevant councils.

13.3 Team of Experts, that is Task Force as advisors

Number 2

It is recommended that the delegates request WSC and WSA Exec to continue to work with Bapak's Advice and Guidance Task Force to ensure that council members are aware of Bapak's vision of Subud and that means are provided at the Kalimantan World Congress to review and receive better ways to fulfil the wider aims that Bapak had for Subud.

Further, we recommend that the WSA executive establish a team of advisors in line with the proposals from the Future of Subud working group to advise and support them on the implementation of the WSA's policies and decisions.

Question to delegates for these two recommendations:

Delegates do you agree with the reminder that the policy passed in previous congresses be put into practice through action by the working together of the committees and wings so that all work together to implement social, cultural and profit-making public enterprises such as Centerprizes. This is to be worked out and

established as a mandate for the next council for the next term. It is recommended that we start with small steps but make sure we all work together to continue to implement the UNITY of all Subud activities at the international and national/local levels. Further we ask if you agree to have the body of experts known as the Task Force continue to help groups to find better ways to fulfill the wider aims of Bapak for Subud

Recommendation proposed by Subud Britain and applauded by all

Based on the workshop on the “Future of Subud 2025” the following paper was presented to the delegates

13. 4 SUBUD Colombia proposal for Sub-Committee

Subud Colombia put forth its proposal, as mentioned above, that a Subud Sub-Committee to the Executive be formed to help with the management of the big centers around the world. There are two big centers now in existence Amanecer in Colombia and Wisma Subud in Jakarta, Indonesia.

Subud Colombia agreed to rephrase their proposal to read as follows:

It is a recommendation to the next Executive Team to designate one person to be a coordinator to be responsible to look after the Subud Centers, right now Amanecer and the Gran Salon where in the relationship the WSA has a responsibility in the relationship and to come to a proposal to form a standing committee or sub-committee along the way if it is deemed necessary; that is, if there is a lot of intense work and therefore, a need to have a committee or subcommittee that it be brought to the next world Congress. BUT to have one person responsible to take care of the Subud Center at this time is what we would like to recommend. Subud Colombia agrees to this change.

Recommended by the Executive and applauded by all

13.5 SDIA and SICA and Sub-committees SIHA, SESI and SYIA

With regards to these affiliates as well as with the sub-committees of SIHA, SESI and SYIA, it was recommended that the relationship between the international organizations and the national or local groups/committees be improved through greater communication. The communication should be implemented in the languages of the countries. It is important for all interest groups to communicate and have a good relationship with the local organizations and that work be done to implement projects that take the interest groups as united into the world. Further it is recommended that zone representatives be involved and become the connecting links between the international organizations and the national and local groups. The recommendation is to have the wings look at how they can support members in their involvement in the world.

Recommended and applauded by all

13. 6 SYAI - it was recommended that following on the approved proposal of the new structure for the Youth Activities sub committee that the representatives from each zone be tested within the zones rather than at the Congress. That for the future appointment of the youth zone representatives be selected from within each zone during their zonal annual meetings.

Recommended and applauded

13. 7 MENTAL ILLNESS AND THE LATIHAN

Based on the recommendation of the Puebla congress that the issue of Mental Illness and the latihan be reviewed by a working group, it was noted that a working party was not established but that a paper on Mental Illness and Crisis was prepared by Matthew Moir, an international helper and psychologist, and presented to the delegates at the Freiburg Congress (see attached paper)

It was recommended that the working party established in Puebla be reactivated to help helpers throughout our Subud World understand more clearly the difference between what we mean by “mental illness” and “crisis which arises from purification process of the Latihan”. The working party would establish guidelines to assist helpers with the recognition of and response to these two different situations within the context of the advice and guidance of Bapak and Ibu Rahayu. As a result of this recommendation, a core-planning group has been formed for this purpose, with the additional goal of establishing a network of Subud mental health

professionals and experienced helpers worldwide to be available in an advisory and supportive capacity to helpers encountering these issues in their groups.

Various members from the previous international helper dewan have made themselves available to continue to work on formulation of a policy for the next World Congress and to work on developing resources to be of support to helpers on this topic.

14. INCLUSION

As a result of working parties during the Congress a policy and recommendations on inclusion was presented to the delegates:

PROPOSAL

It was proposed by the delegates of the 2018 World Congress that the WSA adopt the following policy of inclusion:

14.1 Policy

The World Subud Association (**WSA**) does not discriminate against any individual on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, or parental status, nor does it condone any such discrimination by any of its members. WSA is committed to diversity and inclusion and affirms that each member of the worldwide Subud community (Subud) has the right to participate in, benefit from, and contribute to all activities, programs, and services of Subud with dignity and respect. WSA affirms its obligation to ensure that it maintains an environment that is free from sexual harassment.

*Note prior to voting on the proposal, it was clearly understood that this policy is to safeguard WSA from any legal proceedings which could be filed against it as an organization for discrimination, and that this is a WSA policy, as a not-for-profit organization in the USA. WSA by no means tries to dictate how any country is to view this policy and understands that each country will look at this policy based on its own cultural and legal status.

Vote: proposed by Germany, Seconded by USA 29-0-4 abstaining countries ready to follow majority vote Canada, Spain and Peru

Subud Austria suggested that we have a moment of quiet to make sure that we are feeling the right way to handle this.

14.2 Procedure

The procedure to implement the inclusion policy as outlined with the policy (see attached policy) was subject to the following recommendation by the delegates of the World Congress 2018 and is subject to each country's cultural and legal status. It is only a recommendation for the countries to adopt this policy.

RECOMMENDATION:

Peru and USA recommend to form a working group on inclusion (see attached recommendation)

In passing the WSA inclusion policy, the Delegates of the 2018 Subud World Congress of the WSA intend that the incoming WSA Executive Committee shall establish procedures to assist countries to carry out the policy to the extent practicable.

1. In addition, the Committee shall create a multicultural and multilingual working group to assist countries with their efforts to meet the needs of under-represented communities within Subud, such as LGBTQ+, people with disabilities, and other minorities, which is essential for their greater wellbeing in Subud. ***The working group shall develop, and make available to countries and local groups, resources and recommendations to put into practice the policy in accordance with their unique cultural and legal contexts.***
2. The Delegates also intend that the incoming WSA Executive Committee shall address the multi-lingual diversity in Subud to ensure that each country can fully participate in international meetings.

It is recommended that the WSA form working parties made up of International helpers and other members to discuss inclusion within each country to formulate policies at the country level that would be respectful of the country's cultural and legal context and structure keeping in mind that Bapak told us that Subud was for all of Mankind. Prior to voting, it was understood by the delegates during a discussion, that in passing this recommendation the WSA couldn't expect individual member-countries to accept a policy of inclusion that is

contrary to their culture or legal status. Each country understands that they must work to formulate a policy that will be acceptable culturally and legally in their country and that the country is not being asked to implement the WSA policy.

Voting: proposed Australia, seconded Austria 29-0-5 abstaining countries will go along with the majority vote.

In passing this recommendation, the delegates acknowledge that this is the first step in a continuous improvement process that the WSA team will carry forward in each term.

NOTES:

All reports, supporting papers, proposals to host 2018 World Congress and Proposals and Recommendations to Congress were posted in the Google drive "preparation materials for delegates", the link to which was sent to all delegates prior to the Congress. Delegates had access to reports and supporting papers here prior to and during Congress. The majority were in English, Spanish, Babasa Indonesia, and French.

Any Reports, Proposals, Recommendations and supporting papers that were tabled during the Congress are listed here as Appendices and attached.

Appendices - List of proposals coming from within the Congress working parties:

1. Bylaws amendment for WSA Archives: (Wording changes)

Amended WSA Archives Resolution

The resolution regarding the WSA Archives is:

1. The International Archives be known as the World Subud Association Archives.
2. The WSA Executive & WSA Archives (in conjunction with the MSF where appropriate) continue to investigate the establishment of a permanent archive fund within MSF that can satisfy the long & short term funding needs of the WSA Archives
3. The WSA Executive together with the WSA Archives team develop an operational charter outlining the relationship and operating structure between WSA and WSA Archives in liaison with the WSA Executive
4. The WSA Archives Team, together with the WSA Executive, submits their recommendations from items 1 - 3 to the WSC by the end of April 2015 for ratification by the end of August 2015 or the next WSC meeting, whichever occurs earlier.

New wording:

Preamble:

The delegates of the Congress of the World Subud Association (WSA) find that the purpose of the WSA Archives (is to collect, preserve, and provide managed access to—

- (1) the work of Bapak Muhammad Subuh Sumohadiwidjojo, the founder of Subud, in its original form together with the evidential and contextual basis for that work;
- (2) the work of Ibu Siti Rahayu Wiryohudoyo in its original form together with the evidential and contextual basis for that work; and
- (3) those records giving evidence to the historical development of Subud including, **but not limited to**, legal, informational, and financial aspects as normally archived by an organization of global significance.

Therefore, be it resolved, that the Constitution of the WSA is amended to add at the appropriate place the following:

The World Subud Association Archives are a permanent and integral part of the WSA.

The World Subud Association Archives Charter defines the WSA Archives and its relationship with the WSA.

2. WSA Archives Charter (attachment)

3. Enterprise working party proposals to congress:

Number 1

Work of Centers to help with funding – Centerprizes concept

In order to broaden the life of Subud Centers and countries, and the work of Subud as an institution in the world, as mandated by the first Subud World Congress and reconfirmed at Wolfsburg, New Zealand and Puebla; it is resolved that the original remit of Subud committees on all levels of our association, that they facilitate the development of social, cultural and profit-making public enterprises is confirmed.

This remit will require committees to work closely with appropriate wings who can provide technical support, evaluation and oversight and can assist in identifying individuals to manage these enterprises. Development of social, cultural and profit-making public enterprises will require committees to provide time and space at meetings for discussion of future possibilities with all members of relevant councils.

Number 2

Task Force recommendation

It is resolved that the delegates request WSC and WSA Exec to continue to work with Bapak's Advice and Guidance Task Force to ensure that council members are aware of Bapak's vision of Subud and that means are

provided at the Kalimantan World Congress to review and receive better ways to fulfil the wider aims Bapak had for Subud.

4. Subud Centers proposal to Congress:

Big Center proposal from Colombia converted to a Sub-committee coordinator for centers like Amanecer

Subud Colombia agreed to rephrase their proposal to read as follows:

It is a recommendation to the next Executive Team to designate one person to be a coordinator to be responsible to look after the Subud Centers, right now Amanecer and the Gran Salon where in the relationship the WSA has a responsibility and to come to a proposal to form a committee or sub-committee along the way if it is deemed necessary; that is, if there is a lot of intense work and therefore a need to have a committee or subcommittee that it be brought to the next world Congress. BUT to have one person responsible to take care of the Subud Center at this time.

5. 1 Good Governance within WSA

Organization Proposal on selection of new officers and Congress site for 2022-2026 term of office
WSA Organization Working Group Proposal
Nomination & Election Procedure for WSA Chair & WSA Executive Chair Positions,
Selection of World Congress Venue,
Fostering Greater Cohesion Among Delegates and
Selection of Youth Zone Representatives
2018 World Congress
Freiberg, Germany

Background

The World Subud Association (WSA) Organization Working Group (“Working Group”) found that the “[Nomination & Election Procedures](#) for WSA Chair and WSA Executive Chair Positions,” as adopted by the delegates of the 2014 World Congress,¹ were not followed precisely during the selection of those positions for the coming term.

In short, the cited procedures set forth three main steps in the selection process: Communication, Nomination, and Election. The 2018 nomination and election procedures deviated in two of the three main steps as follows:

- **Communication:** CVs were not shared. WSA Executive Committee provided a short summary for most candidates and nothing for a couple of candidates.
- **Election:** Although the 2014 World Congress established procedures requiring the Delegates to base their votes on information presented and on testing, little or no information was presented for the Delegates to consider, necessitating reliance solely on testing by the International Helpers.

The Working Group found that the WSA Executive Committee provided insufficient information on the proposed venues for consideration of the next World Congress, necessitating reliance solely on testing by the International Helpers.

The Working Group found that, as the Congress progressed and Delegates got to know one another, the work of the Delegates progressed more efficiently and harmoniously.

The Working Group explored a vision of the future where the Delegates, fully prepared and paying close attention to their inner guidance, would come to a correct decision on matters normally deferred to testing by the International Helpers. They felt that greater Delegate participation in the decision-making process would provide a training to bring us closer to this vision of full Delegate participation in critical decisions of the WSA. The Working Group heard from a number of KCs that the process and procedures for testing Youth Zone Representatives lacked clarity and organization.

5.2. World Subud Association - Vision of Subud 2025 – 100 years of Latihan in the world

This workshop dealt with the goo

Hanafi Fraval presented the ROADMAP paper prepared by the group of experts consulted during the “Listening” trip to California with Ismanah and Hilaria

Subud professionals would follow through on their expert advice by:

10. continuing to work with the Executive team and WSC oversight in between congresses,
11. a seamless handover process from one world council to the next,
12. creating a standing panel of experts to support the Executive office in specific subject areas,
13. including specialist and coordinators,
14. continuing the work of the Subud 2025 advisory working group after 2018 congress through the Executive office in coordination with entire WSA team,
15. using best practices in operation of organization to include training and education for appointed members using the concept of a dewan to insure helper/committee cooperation,
16. focusing on talent ID and outreach matching job requirements with individual skills and experience
17. using the best available tools for communication and project management making all communications available in at least the following languages: English, Spanish, French, Bahasa Indonesia, and Russian,
18. using paid professionals where appropriate.

The workshops on this topic first used testing about the inner approach we would need to implement a new process to fund the future. The feeling from those in the workshop was that there needed to be much more communication and that the whole process should express the views of the grass roots. Communication was seen as the key element needed to make a difference in the members' understanding of the needs of WSA.

5. There might be a recommendation that would come out of this to have a Director of Communication if the budget would allow
6. IT professionals meeting at congress could be developing the way to communicate in a safe and secure system to implement fundraising with the help of IT coordinator Sebastian Medina.
7. Big Fish project was presented: Idea to have many small fish/donations swim together to create one Big fish/donation. So all small contributions welcomed and put together in one large pot.
8. Have a pool of experts that could advise the new team in areas that they may not be strong in using the past chairs and executive chairs of our organization as resources to help. There are many past members of committees who have experience and expertise on how things have been done and need to be done to implement growth.

A recommendation was made that a pool of experts would be created and made available to WSA Executive for them to refer to when needed in various areas of management.

6. SYAI - it was recommended that following on the approved proposal of the new structure for the Youth Activities sub committee that the representatives from each zone be tested within the zones rather than at the Congress. That for the future appointment of the youth zone representatives be selected from within each zone during their zonal annual meetings.

7. Mental Illness: That a working party be set up to help the understanding of what is meant by mental illness. The work of this group should aim to develop and disseminate guidelines to assist with the recognition of and response to serious mental illness in applicants and as to temporary crisis situation in Subud members within the context of the advice and guidance of Bapak and Ibu Rahayu.

8. Inclusion Policy and Procedure Recommendation

Policy

Delegates of the 2018 World Congress of the WSA adopt the following policy:

World Subud Association (WSA) does not discriminate against any individual on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, or parental status, nor does it condone any such discrimination by any of its members. WSA is committed to diversity and inclusion and affirms that each member of the worldwide Subud community (Subud) has the right to participate in, benefit from, and contribute to all activities, programs, and services of Subud with dignity and respect. WSA affirms its obligation to ensure that it maintains an environment that is free from sexual harassment.

PROCEDURE/Recommendation to countries

Delegates of the 2018 World Congress of the WSA recommend that the incoming WSA Executive Committee establish procedures that—

1. ensure that all members can do latihan in an environment that is safe and comfortable for them;
2. respect all members' gender identity and gender expression by honoring their right to be identified and addressed by their chosen name and pronouns;
3. prohibit the exclusion of members based on their gender identity or gender expression and endeavors to provide members with the opportunity to participate in latihan in a manner consistent with their gender identity;
4. advise members to work with helpers in their own groups to identify in which latihan they will participate, in accordance with this policy;
5. advise Subud groups to work toward providing all members with access to facilities that best align with their gender identity;
6. identify a specialized committee from within Subud to advise the association and develop a public resource detailing best practices for creating and implementing inclusive and gender affirming policies and practices for all members and at all levels of Subud; if no such committee can be identified within Subud, WSA will hire an external consulting group to carry out these tasks; and
7. create a working group of Subud members dedicated to institutionalizing and continuing to develop the best practices identified by the specialized committee or consultants at all levels of Subud, which working group shall include members of Lesbian, Gay, Bisexual, Transgender, Queer, or Questioning (LGBTQ+) communities to ensure their voices, experiences, and opinions are central components of these endeavors and may also include heterosexual and/or cisgender allies.

Explanation

Members of Subud deserve a safe, comfortable, respectful, and inclusive environment where and when they do latihan. To ensure this type of environment, all members should acknowledge and accept their religious identification and practices, their cultural backgrounds and cultural differences, and their gender identity and gender expression.

The policy and recommended procedures recognize that members come from different religious backgrounds and that everyone doing latihan deserves to have their religious beliefs respected and honored as part of who they are. In the latihan, we are free of any religious rules. People of different religious backgrounds, if they so choose, may ask to receive the reality of their religion or their religious beliefs in general.

The policy and recommended procedures are intended to make clear that WSA believes that all people are equal and that cultural background or cultural status does not change the ability of a person to worship in the latihan or to perform any job for the association. When a conflict arises within the membership reflecting discrimination, meetings should be organized to try and solve this dilemma.

The policy and recommended procedures seek to address the discomfort and inequities that some members, including intersex, transgender, and gender nonconforming members, confront as they attempt to navigate through the gender binary model of Subud.

For purposes of this policy, recommended procedures, and the explanation, following defines terms associated with gender identity:

- Gender refers to the socially constructed roles, behaviors, activities, and attributes that a given society attaches to femininity or masculinity.
- Gender Binary refers to the social construction of a gender dichotomy between masculinity and femininity. The gender binary often ignores or denigrates alternate gender constructions.
- Gender Expression refers to the manner in which persons represent or express gender to others, often through behavior, clothing, hairstyles, activities, voice, or mannerisms.
- Gender Identity refers to a person's deeply held sense or knowledge of their own gender.
- Gender Nonconforming is a term for persons whose gender expression differs from stereotypical expectation. This includes persons who identify outside traditional gender categories or identify as both genders.
- Sex refers to a person's biology at birth and is generally categorized as male, female, or intersex.
- Intersex is an adjective describing persons born with a combination of physical, hormonal, or chromosomal features that distinguish male and female anatomy.

- Transgender is an adjective describing persons whose gender identity or expression is different from the sex they were assigned at birth.

Peru and USA Proposal
 Recommendation on Establishment of Working Group on Inclusion
 2018 Subud World Congress
 Freiburg, Germany

In passing the WSA inclusion policy, the Delegates of the 2018 Subud World Congress of the WSA intend that the incoming WSA Executive Committee shall establish procedures to assist countries to carry out the policy to the extent practicable.

In addition, the Committee shall create a multi-cultural and multi-lingual working group to assist countries with their efforts to meet the needs of under-represented communities within Subud, such as LGBTQ+, people with disabilities, and other minorities, which is essential for their greater wellbeing in Subud. *The working group shall develop, and make available to countries and local groups, resources and recommendations to put into practice the policy in accordance with their unique cultural and legal contexts.*

The Delegates also intend that the incoming WSA Executive Committee shall address the multi-lingual diversity in Subud to ensure that each country can fully participate in international meetings.

In passing this recommendation, the delegates acknowledge that this is the first step in a continuous improvement process that the WSA team will carry forward in each term.

ATTACHMENTS

1. Documents for Delegates – reports from countries, WSA working documents: “Assessing our Needs and Planning for the future”, “White Book”, “Referencing Guidelines”, “Advice and Guidance for Bapak’s Helpers”
2. Delegates present at the Subud World Congress (40 countries at maximum and 33 at lowest)
3. Proposals to Congress from member countries – zone 7 and Charter
4. Proposals formatted during the Congress as a result of working parties
5. Reports from the Wings: “Affiliates and Sub-Committees”
6. Reports from the zone representatives