



THE WORLD SUBUD ASSOCIATION  
WSA Executive

Minutes of World Subud Council Meeting  
July 26 and 27, 2018

at  
Freiburg, Germany

We, the undersigned, hereby certify that the attached minutes are a true and accurate record of the 2018 World Subud Council Meeting (Board of Directors) held in Freiburg, Germany, July 26-27.

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Date: Maria, (Ismanah) Schulze-Vorberg, WSA Executive Chair

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Date: Salamah Dick LeClaire, WSA Secretary

## **Attendees**

World Subud Association Chairperson	Elias Coragem Dumit
World Subud Association Deputy Chairperson	Lucia Boehm
World Subud Association Executive Chairperson	Ismanah Schulze-Vorberg
World Subud Association Executive Vice Chairperson	Anwar Ziesel
World Subud Association Treasurer	Hilaria Dette
World Subud Association Administrator	Salamah D. Le Claire
World Subud Accountant	Elwyn Vaughn
Muhammad Subuh Foundation Chairperson	Marston Gregory
Subud World Cultural Coordinator	Sebastian Flynn
Susila Dharma International Association Chairperson	Kohar Parra
Subud Enterprise Services International Chairperson	Hadrian Fraval

## **Zone Representatives/WSA Representatives**

Zone 1 & 2 Suryadi Haryono Sumohadiwidjojo, Zone 3 Howard Ray, Zone 4 Farah Czwiertnia, Zone 7 Fernando Fatah Nieva, Zone 8 Paloma Muñoz Nañez. Representatives for zone 5 and 6 Hakeem Naibi and Rida Liobo Lote, were not able to obtain visas for Germany from Africa to attend the Board of Directors' meeting in Freiburg (or the world Congress) Uraidah Becker, Zone 9 representative, was not able to attend due to personal reasons.

## **International helpers**

Area 1: Rashida Cooper, Isti Jenkins, Rosario Moir, Nahum Harlap, Lewes Hayward, Matthew Moir,  
Area 2: Olivia Brady, Dahliani Drejza, Sjarifah Roberts, Sahlan Crona, Arifin Konrad, Valentin Pizzi  
Area 3: Myriam Ramsey, Suzanne Renna, Sarita Rodriguez, Sjarifuddin Harris, Mahmud Nestman, Hoan Toan Phan.

## **1. Introduction:**

This year, 2018, the meeting took place on July 26 and 27, two days prior to the World Congress which started on July 28, 2018 in Freiburg, Germany.

Present at this meeting were WSA team members: Elias Dumit, Chair, Lucia Boehm, Deputy Chair, Maria Ismanah Schulze-Vorberg Executive Chair, Anwar Zeisel, Vice Chair, Hilaria Dette, treasurer, Elwyn Vaughn, accountant, and Salamah Dick LeClaire Administrator; zone representatives, Suryadi Suryono, Zone 1&2, Farah Czwertnia, zone 4, Howard Ray, zone 3, Fernando Fatah Nieva, Zone 7 and Paloma Muños Nañez, Zone 8, Zone 5, 6 Hakeem Naibi and Rida Liobo Loote representatives were unable to obtain visas for Germany and Uraidah Becker of zone 9 was absent due to personal conflict. The Wing chairs, Sebastian Flynn, SICA, Kohar Parra, SDIA, Hadrian Fraval, SESI, and Marston Gregory MSF Chair were also present at the meeting

The focus of the meeting was to finalize the plans for the upcoming world congress. The team had had meetings with the WCOT over the past year and preparations seemed well in place. The council reviewed the schedules and programs; delegate and general, for the Congress.

Architects and visionaries were working at the Messe, the site for the Congress, the Town Hall was being made ready to welcome the incoming delegates and guests. Many people were working hard to make sure everything would be well prepared for those staying in the “Old Town Hall”.

## **2. Plenary and Opening of Council Meeting**

Following a moment of quiet an opening prayer was voiced by Hoan Toan Phan, International Helper for Area 3.

World Subud Association Chair, Elias Coragem Dumit, welcomed everyone. Especially noted was the absence of our brothers from Africa an especially sad situation since this would be our last meeting with them during our term. Further, absence of the zone 9 representative was noted and congratulations on her wedding were expressed.

Of special interest in this meeting was the finalizing of the General Program with the morning activities and workshops for the Subud membership to take place in the “Subud Village”, Hall2 and finalizing the afternoon delegate program. It was intended that all program changes and updates would be reviewed and explained to be in place before the coming Congress.

Working with the international helpers, the first half day was devoted to becoming one body and one dewan.

The first piece of business for this Council meeting was the signing of the minutes from the previous council meeting held in Freiburg, Germany from August 19-25, 2017.

**Proposal:**

I propose that the minutes of the World Subud Council meeting held Freiburg, Germany in 2017 from August 19-25 be approved and signed as read.

Fernando Fatah Nieva	Zone 7 representative	proposed
Farah Czweirtnia	Zone 4 representative	seconded

A consensus of the council was taken – no additions or amendments were suggested.

Suryadi H. Sumohadiwidjojo	Zone 1 & 2 representative	approved
Howard Ray	Zone 3 representative	approved
Paloma MuñozNañez	Zone 8 representative	approved

Hakeem Naibi, zone 5 representative Rida Liobo Loote zone 6 representative and Uraidah Becker zone 9 representative were not present to approve the minutes.

The minutes were signed by Ismanah Maria Schulze-Vorberg, Executive chair WSA and Salamah Dick LeClaire, Administrator/Secretary WSA. The minutes were then handed over to Asmaniah Fraval to be placed in the archives in Canberra. A copy of the minutes is being kept in the WSA office.

The next order of business was to set the agenda for the two-day council meeting to follow. The discussions during this meeting were set to focus on the finalizing of the program for the upcoming Congress. The discussion would be around the timing and setting of the agenda for the first days.

### 3. World Congress 2018 Program

Oliver Haitzmann as coordinator for the organizing team gave a presentation on the concept of the Congress and gave voice to the ideas and movement of the concept through the work of the people attending the pre-council meeting workshop.

#### 3.1 Needs of pre-congress work:

- Review of the nomination and selection process for the new teams (national chairs)
- The Program for the first day – testing for the new MSF chair and the opening ceremony.
- Kejiwaan program for the second day with delegates in the afternoon.
- Review of the morning workshops to be held within the “Subd Village” (various WINGS).
- Time and space for a joint meeting of WSA and MSF and topics to be addressed.
- Voting on proposals for the next world congress site

### **1. Duties for zone representatives:**

Zone representatives will conduct their zonal meetings to select new zone representatives during the second day of Congress. They will meet in the Subud Village in the area dedicated to the zones and in other rooms being made available for these meetings.

Important to get the zone representatives for the next term so that a handover process of information may take place during the Congress before the new zone representatives are asked to take over their duties.

Some of the zone representative will conduct meetings with their new counterpart during the Congress.

During the delegates meetings, the zone representatives, Howard Ray, Fernando Fatah Nieva, Suryadi Haryono Sumohadiwidjojo and Farah Czwertnia have volunteered to help with the facilitation of the meetings. They will be time keepers, keepers of the order of speakers and help Elias as the Congress Chair, to facilitate the flow of the meetings.

The zone representative reported on their work over the past 6 months with their countries and with the planning of the delegate program during the Congress and the review of proposals being presented. They especially noted as effective the calls which happened between the WSA Chair, Deputy Chair and Executive team with the country chairs in each Zone. They noted that these were especially important to set the tone of the future delegate meetings during the Congress and were effective in determining what their aspirations were.

It was noted that the efforts to fulfill the recommendation from the last Council meeting that proposals should be submitted 3 to 4 months ahead of the Congress were actually successful as most proposals were submitted by May 2018.

It was noted that Country chairs almost unanimously stated that they wanted good kejiwaan time during the congress and wanted the proposals be vetted by the WSA Executive so that they would not spend endless hours discussing issues that should have been easily resolved.

### **2. Zonal Meetings during Congress**

As mentioned during the last council meeting the zone 1 & 2 meeting was held in February, the zone 6 meeting in September, the Zone 5 meeting in February. From these meetings the new zone representatives, Muchtar Rawlings, zone 1 & 2, Lutfiya Murray zone 5 and Mendes Mente Lemba zone 6 were selected to serve for the next term. Although Zone 3, 7 and 8 held their meetings during the year, the next zone representatives were not selected, The selection would occur on day 2 of the Congress.

The meetings to be held during the Congress are:

- zone 4 meeting at Congress
- Zone 9 meeting at Congress
- zone 3 selection of representative during Congress
- zone 7 selection of representative during Congress
- zone 8 selection of representative during Congress

### **3. Documents and Manuals ready for Congress:**

3.1 The document “Assessing our Needs and Planning for the Future” version 9 was distributed to the Council members and reviewed as the working document for the meetings elaborating the reports of the WSA Executive team.

3.2 The Manual on Organization “The White Book” was presented in both English and Spanish as being a draft of a working document to be given to the delegates at the time of the meetings at congress to be accepted as such. Suggestions for its use and changes would be welcomed at the time of the delegate meetings.

3.3 The referencing code for Bapak’s and Ibu’s talks was also presented in its translated form into Spanish and French. This document would also be given to the delegates to take back with them to distribute to their countries as a working document for implementing the correct referencing model for all quotes from talks to be used in the future.

All three of these documents has been uploaded into the file: preparation materials for delegates in the google drive the link to which was sent to all delegates and representatives 4 weeks ahead of the Congress.

#### **4. Topics to be reviewed during the council meeting:**

1. Reports: when would these be delivered and was there a need to have them read out since they are all contained in the google drive which was sent to all delegates prior to the Congress. It was thought that perhaps there would not be a need to read the reports but only mention that these had already been submitted.
2. Scheduling the meeting between WSA and MSF – what would be the main focus
3. Review of the delegate program as being presented with the agenda for the 11 days
4. Plans for a celebration after the signing of the Letter of Agreement between WSA and Subud Colombia with regards to the handing over of the title for the management and safekeeping of the WSA Asset “Gran Salon” at Amanecer from MSF to Subud Colombia
5. Time for the handover meeting from this team to the next team to take place. It was decided that perhaps day 5 would be good however, there was the question arising suggesting that perhaps not all officers would be selected by then as there seemed to be many candidates for each position. So despite the plan to have day 5 as handover day, this would need to be rescheduled if all persons are not already selected.
6. A review of the Day 8 “Synergy Day” explaining what the intent of this day was and how the Executive saw its being conducted. This was to help bring together the unifying factor of all the morning workshops attended not only by members but also by the delegates as part of their activities.

#### **5. Archives:**

It was reported that all the archivists would be attending the Congress. The hope is that the delegates will vote to continue the process of amending the bylaws to reflect the fact that the WSA Archives are an integral part of the bylaws. This would be the responsibility of the delegates.

It was reported that the Charter had been in its final draft stage and was to be presented to the delegates to be approved (voted) as a draft. This was an updated version from the one sent to the delegates prior to the Congress. The draft has been translated into Spanish and French.

#### **6. Kejiwaan program:**

The international helpers reported on the program which will be held in the mornings with latihan and personal testing being offered to the members. Helpers have been appointed who would be in charge of organizing the sessions for personal testing bringing helpers and members together. A roster sheet would be placed in front of the two latihan hall where members could sign up.

A program in the afternoons has been developed wherein two sessions would be offered to members for kejiwaan work.

A meeting with the KCs and the delegates would be held for kejiwaan work on the afternoon of day 2.

#### **7. Delegate program:**

The delegate program was reviewed and final adjustments were made to have it ready to handout to the delegates for their approval and adjustments during the first meeting of the delegation. It was understood that clarifications would need to be made on the morning program where delegates were expected to participate in workshops occurring and being presented by the Wings and the WSA topics of Subud Centers, Archives, and Finances in the "Subud Village". It was hoped that during these workshops delegates would gain insight and greater understanding of the needs of the membership and might then be able to bring new proposals/recommendations to the afternoon delegate meetings.

#### **8. SYA report:**

The youth feel very connected to the world congress and want to bring their energy and joy to the meeting in Freiburg with music, dance, art theater. They hope to video tape the main events of the Congress. Youth representative Konrad Muños mentioned that the youth were hoping to change the format of the existing representation around the world from the youth. They would like to have zonal representatives rather than area representatives as they feel this would be more manageable especially in case of some personal life change. They also feel that they may need to have more than one representative per zone if the zone is large (like the US). They have prepared a proposal which they will present to the Congress and ask the delegates to vote on this prior to testing. The coordinator would remain as the facilitator of the Youth activities and be voted on during the congress.

**9. SDIA** Kohar Para, current chair of the SDIA organization, asked that their AGM (annual general meeting) be held at a time and in a place that would facilitate members to attend. The selection of the new Chair should happen prior to the AGM as this person would then be able to attend this meeting that would set the work for the next term.

**10. MSF** The chair of MSF, Marston Gregory, explained that the trustees were to be selected during the morning of the first day of the Congress. As not all candidates were present to be tested, testing in absentia would happen, that is the International Helpers



would arrange for Skype testing of the candidates. As this testing would also need to be witnessed by the zone representatives, the timing for this would have to be coordinated and synchronized for all. All results needed to be presented at the same time prior to the vote on the selection of the new trustees. Testing in absentia is only done in extreme circumstances and is an exception and not a given.

#### **11. IT program and Web design:**

Sebastian Medina as the new coordinator would be present during the Congress to help with all IT questions from delegates and other members of the Executive new and old teams. He would be stationed in the WSA service area of the Subud Village, that is at the back next to Archives, Care Support, and Translations. Sebastian has been working on new ways of adapting the web design to the needs of WSA. He is in process of updating the Subud.org and Subud.com sites to improve their look and the security.

#### **12. Muhsmsf Subuh Foundation Draft Budget for 2019**

MSF and WSA held a joint meeting in the Stadt hotel, and during their joint meeting discussed the income and expenses of the Muhammad Subuh Foundation for the budget of 2019. The budget draft was approved.

#### **13. Amanecer**

Over the past year, much progress has been made with regards to the handing over of the title for the WSA Asset "Gran Salon" in Amanecer currently being held for WSA by MSF. Although not all the legal points in this handover have been worked out prior to Congress, Subud Colombia is ready to accept the title in the name of WSA of the asset "Gran Salon" During this past year meetings were held in Colombia wherein the groups were asked to support the process of Subud Colombia taking over the management of the Gran Salon. Overwhelming support was given by all the groups in Colombia.

This as well as conditions of support by MSF have made it so that the Letter of Agreement between WSA and Subud Colombia for the handover of the title is ready to be signed during the Congress. Although this does not need a vote by the delegates, support from the delegates in the name of their countries is being asked for.

We would like to prepare a celebration of this moment. The council was asked when and how this should be done. No clear answer was forthcoming so it was decided to decide this during the Congress.

Elias expressed his gratitude to all those among the Executive team, representatives and international helpers who made great efforts to bring this situation to a fruitful end and thanked God for His assistance in making the way clear for all in Subud Colombia to understand the content of Amanecer for Subud and become ready to take on this responsibility in the name of WSA. He especially thanked Arsad Medina, the new President of Subud Colombia, for his great work and insightfulness in the situation. He also expressed his gratitude for the hard work of the zone representatives from zones 7, 8 and 9 to bring the solution to this situation over the past four years.

#### **14. WSA Budget for 2019 (Draft)**

Hilaria brought forward the discussion that this year's budget was not balanced at this time. The usual donation for 100,000 from an enterprise would not be forthcoming leaving a deficit in the budget despite intensive fundraising which has been taking place over the past 6 months. This emphasized the need for finding ways of balancing the budget in a different way in the future. The need for a fund that would help to support the activities of WSA needs to be achieved. It is her hope that this budget will be brought into balance before the end of the year 2018.

A review of the Congress budget was also presented to the council. Taking into account the 2018 budget, the 2019 budget draft is being planned.

As this was our final meeting together as a council after four years there were some heart felt goodbyes and thank yous for all the work by one and all. We then adjourned early to make our way to the Congress venue, the Messe, to prepare our respective areas and to help others in their preparations for the coming of our dear brothers and sisters fom around the world. Photocopying was done for the first meetings with the delegates. It was an endeavor of working with love and care for the coming members.

*Hilaria I am not sure if I will include the minutes from the joint meeting in detail so it is here for now.*

## Attachmenets and Appendices

Minutes from the Representative joint meeting with the MSF Trustees - Decision on procedure for trustee appointment.

Summary of the meeting on the selection of MSF trustees

Participants:

From WSA: all directors with translators and Elias Dumit

From MSF: Rasjidah Franklin, Lachlan Hunter, Lucian Parshall

From IHs: Mahmud Nestman

Discussion began with what the trustee selection procedure had been used over the past twenty two years as well as the past three years. The participants also discussed the criteria that we used over the past three years.

The following procedures were agreed to:

1. Farah and Lucian will work on the one or two missing nomination criteria to be added to the procedure.
2. Elias agreed that there will be three separate `layers` to the procedure: MSF, IHs and WSA.
3. During the selection process all nominee's names will remain confidential, the candidate's names will be recommended to WSA. Nominees will not be ranked but identified as those that are acceptable and those unacceptable. Once the final candidate names are submitted to the IHs\WSA for approval the criteria will be available, if requested (IHs were not interested). IHs will test candidates the first or second day of the congress.

The meeting lasted a little more than one hour. All were satisfied with the outcome.

Paragraph 3 was corrected by Farah Czwertnia of WSC to read as follows in blue with areas of change underlined.

3. During the selection process all nominee's names will remain confidential, the candidate's names will be recommended to WSA. Nominees will not be ranked but identified as those that are acceptable and those unacceptable. Once the final candidate names are submitted to the IHs\WSA for approval the criteria AND all candidates NAMES will be available, if requested (IHs were not interested). IHs will test candidates the first or second day of the congress.

MSF Maintenance grant proposal in detail:

Muhammad Subuh Foundation grants to help groups to establish maintenance funds. So we are setting aside 30000 USD no single grant will be more than 5. As it says here the foundation has received an increasing number of applications for grants for routine repair

and maintenance of Subud properties. The foundation charge is to award funds primarily for new properties and capital improvements and not for the routine repair maintenance of the building. The foundation is aware that if maintenance are done on a timely schedule will prevent more serious problems later. It is also a concern if Subud properties are not well maintained they will lose their value and not be presentable to new applicants. Thus the foundation wishes to encourage Subud groups which own property whether they are national, regional or local groups to begin growing a property management fund for future repairs when they become necessary. In fiscal year 2018 the MSF will distribute funds to Subud groups who own property and wish to initiate a long term property maintenance fund for their Subud premises. Subud groups that own property whether national, regional or local that do not currently have a maintenance fund is eligible. We are allocating 30,000 of our 90,000 for this purpose. The major match would be 5000 and we will match 25% once the groups show the fund has been established and show their balance in the fund, we will grant the 25%.

The outcome is that Subud groups that own property will have a long term upkeep procedure through a property maintenance fund into which a recommended 2% of their income or donations would be transferred into a separate bank account entitled "(group name) Property Maintenance Fund". We are hoping, we are asking that 2% at least a % of their income be put into this account.

Separate meeting on Minutes on MSF Draft Budget

Separate meeting on "timeline for submission of proposals from zones and countries to congress" report to council next day

Minutes from recordings/transcriptions

Minutes from MSF

Budget drafts MSF and WSA 2017/2018

Appendices:

- Bapak's message to Congress in Paris France on August 1, 1970 taken from Bapak Talks volume 31
- 4 reports from Georges Ivanoff and task force on congress review.
- Power Point presentation from Hadrian Fraval SESI
- Four papers from the Congress Review task force
- Seven topics from the document on preparation for World Congress by the working team headed by Georges Ivanoff:
- To more clearly define the purpose of the international kejiwaan council and the framework for the helper organisation Bapak provided.
  1. Clarify the purpose and structure of our Association as it works through
  2. International, National, Regional, and Local Committee organisations according to Bapak's guidelines
- 3. Define the purpose of MSF more clearly
  4. Come to a better understanding of the purpose of the Zonal organisation Its function and responsibilities.

5. Purpose and relationships of the WSA Exec and Committees on all levels and subsidiaries/Wings/Affiliates (SESI, SDI, SYA, SICA, SIHA
6. Other topics and workshop) Internal communications
7. Topics which might come up during congress

### **All your meetings should be like a training**

“Brothers and sisters, as Bapak always says, a congress of the Subud Spiritual Association is not like an ordinary congress of other associations, because this is a congress of a community of human beings who worship Almighty God. For this reason, no matter what we discuss in the congress, we should not lose the peace and tranquillity of our inner feeling and, to some extent, we will feel the guidance of Almighty God. Therefore Bapak hopes that during the congress you will feel patient, calm, at peace and aware of yourself, not distracted by all manner of thoughts and imaginings. This is important, so that everything you discuss in the congress will follow what God wills. Then it will go smoothly, in an atmosphere of peace and calm, accompanied by a true family feeling.

The congress and all your meetings should be like a training, to teach you not always to be influenced by your desires when you are using your heart and thinking. So Bapak hopes that in these congress meetings you will not stray far from the inner feeling you receive just before and during your latihan. That would be best. If you are able to do that, you will receive the will of God that accords to your own will. You will then be able to end the congress with the results you hope for. In short, because you have been receiving the latihan not just for one, two or three years but for a long time, you should be quite good at recognising a quiet and calm feeling in all your movements and actions – inwardly and outwardly – through which you are able to receive the guidance of your soul<sup>1</sup>, even if it is not as much as you would like. For this reason, in whatever you do, you need to be attentive and to feel that the power of God always accompanies you in everything.

This is something Bapak has experienced. When he is talking to you he is not speaking in the way people normally do, by first thinking and planning what he will say. No. When he talks to you he simply follows God's will; meaning that when he speaks, he is made to speak; when he thinks, he is made to think; and when he feels, he is made to feel. This is true also for you, if not to the extent that Bapak has received it. You receive the same training Bapak received, so you are bound to be able to feel it to some extent. This is why you need to be attentive in all your actions, in the congress or in ordinary meetings, or when you are together with people, whether at home or elsewhere. Equally, when you go out to have fun, to see this or that, to go here or there, feel that you are always followed by God, by God's power.”

*Bapak's Talks, Volume 31, Talk # 10, Page 175 -179  
Code Number: 70 PAR 1  
Paris, France  
August 1, 1970*