

Think OutWord Core Group
Principles and Practices for working together

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| 1. Commitment | 1. We meet regularly. | 1. <i>Core Group members agree in advance on the number and location of meetings per year that they think are needed and are themselves willing to attend.</i> |
| 2. Unity | 2. We meet out of a shared interest in threefolding and anthroposophy and strive to become inspired by the group's highest intention. | |
| 3. Friendship | 3. We take a living interest in each other's lives and work. | 2. <i>What the group does - its operations - should not dominate every gathering; instead spaces should be created where the spiritual/cultural as well as social realities can be lived into.</i> |
| 4. Consensus | 4. Through conversation and out of a shared feeling of purpose and enthusiasm we decide on certain actions. | |
| 5. Recognition and Volunteerism | 5. Details of an action will not be worked through in meetings; rather individuals will seek and nominate others who they perceive could take up the action in a healthy way. It may be that one sees it is best to volunteer. | 3. <i>Individuals are not only aware of their shared work with others but also of what's going on with each other in general.</i> |
| 6. Trust
Freedom/Responsibility
Clarity | 6. When an action is entrusted to an individual it is understood that they are now the authority – the final author of that action. The scope of the action, including the timeframe, should be clear to everyone. | 4. <i>Primary issues and roles (such as treasurer, eNews editor, # of meetings mission, etc) are entrusted with consensus from the whole Core Group present. Secondary tasks (such as writing the annual appeal or taking charge of cooking for an event) are delegated by the individual(s) who were originally entrusted.</i> |
| 7. Faith
Positivity
Tolerance
Support
Loyalty | 7. In empowering each other, we should come to sense the goodwill and good intentions of our colleagues, assume their openness to suggestions, and trust in their eventual success. Feedback should be given on what is essential and not on one's tastes or preferences. Joyful appreciation should precede negative criticism. All criticism of an action should have the quality of objective observation and should be spoken openly within the group or directly to the individual. Even if one deeply disagrees with another, one should recognize that steadfast support and goodwill is the ground upon which all our work is founded. | 5. ...
6. <i>Some tasks should be decided and completed by one individual, while others it might be more appropriate for individuals to make a recommendation which the core group then decides upon. Which type of task it is should be clear from the outset. If it is to be carried through to completion, the individual in charge should not have their authority compromised.</i>
7. <i>Space should be created for both positive and negative feedback. At the end of meetings a space should be created for people to express thanks.</i> |