Ecovillage Design Education

From 22 January to 24 February 2018,
at Schloss Glarisegg, Switzerland

Contents

The Gaia Education survey gave us some key insights. Here we highlight a few of those insights around general evaluation of the course, the rating of each individual dimension and the learning community at the EDE Glarisegg.

Course overview

The Glarisegg community on the Swiss side of Lake Constance has been in existence since 2003. At Schloss Glarisegg, a place for 'encounters and awareness', with 38 more than 50 community members. The Glarisegg community uses various methods like the Scott Peck methode, Non Violent Communication, Forum, Possibility Mmanagement, and many others for continuous community development. Glarisegg also includes a free school, a permaculture garden, a seminar center with a guesthouse and campsite and offers amazing vetgetarian and vegan food.

This year for a third year in a row the four week Ecovillage Design Education (EDE) program was hosted at Schloss Glarisegg. With the four dimensions of social, worldview, ecology and economy we learnt how to create, develop and maintain eco villages and eco projects. We welcomed a total number of 36 participants from 16 different countries. Brought together by organisers Eisabeth Schrag, Jashana Kippert and Sonja-Vera Schmitt we practiced "Creating a transformative culture". This year the EDE was structured with Sociocracy 3.0, allowing participants to self-organise and make decisions with all voices heard. Other highlights on the learning journey were Possibility Management, Deep Ecology, Dragon Dreaming, Deep Democracy, Forum and Transparent Communication. Sessions were facilitated by community members and external facilitators who brought specialised topics.

Participants gathered around seven different dream projects to implement all lessons learnt in project work time. Ranging from a Spanish community project, to a holistic teacher support program, and a house to support the transition of birthing and dying, participants were fully engaged in creating a transformative culture together.

Organising team

The organising team, from left to right: Jashana Kippert, Elisabeth Schrag, and Sonja-Vera Schmitt.

Jashana Kippert has degrees in Environmental Science, Anthropology, a Masters in Social Ecology and Phd. in Philosophy. In her twenties, she was involved as an activist in attempting to stop the war in Guatemala. That struggle brought her to the alternative community movement with a commitment to become part of the 'solution'. She was "Community Trained" at Findhorn, and other smaller communities.

Elisabeth Schrag is community member at Glarisegg, and comes from traditional Psychotherapy, Group Dynamics, Biodynamic- Craniosacral-Therapy and Movement Medicine as well as Meditation and Shamanic Trance dance work and is a passionated wholistic approach worker.

Sonja-Vera Schmid co-founded the intentional community Schloss Glarisegg in 2003 and has been a crucial co-creator of its structural development. The community is widely known for its strong emphasis on exploring tools of social communication. An accomplished singer – flutist – dancer of contact improvisation, she has been active since 1995 in her profession as a body-worker and therapist for breath, speech and voice.

Participants

We welcomed a total number of 35 participants from 16 different countries; Spain, Germany, Romania, Canadian-Russian, Sweden, Norway, France, Switzerland, USA, Austria, Greece,

Hungarian, Netherlands, Romania, Egypt and Brasil. The youngest participant was 20 years old, and the oldest participant was 39 years old. Selma 1994 and Eva 1978 This year the majority of participants was female, with 28 women and 7 men. This was a contrast from last year where we had a fairly even distribution. Participants either joined through friends, or via the Gaia Education website. Some came from a more corporate and urban background, as volunteer manager at Sunseed in Spain, or living in community at Suderbyn. With this beautiful diversity in age, nationality and background we gathered and formed our temporary community in Switzerland.

Course rhythms

Before 9:00 - Optional morning practice
09:00 - 10:00 - Breakfast
10:00 - 10:30 - Morning circle with community members
10:30 - 12:50 - Morning session
13:00 - 15:00 - Lunch break
15:00 - 17:50 - Afternoon session
18:00 - 20:00 - Dinner break
20:00 - 21:30 - Evening session
21:30 and after - Free evening program

Optional morning practice
This was filled in by participants and sometimes consisted of free dancing, sometimes yoga, and a small committed group of the Gefroerli Club started their day with meditation followed with a swim in the lake.

Session times
The total average session time per day would be about 6,5 hours of session per day, keeping into account break times. On days on which evening slots were dedicated to group sharing or other extracurricular activities, the total session time would add up to 5 hours. The four dimensions were combined and so any participants could be in sessions of ecology, economy, social or worldview.

Working Groups
Each day, participant groups were responsible for cooking and dishwashing in the mealtimes. Each group had a focaliser with the responsibility to focus the group on the task.

Work times were opened and closed with check in and check out and ran efficiently throughout the program.

Evening program

After the evening session the seminar spaces were free for participants to organise themselves in dancing, play fighting sessions, movies, and music jams.

Our weekly rhythm

Cleaning parties

To keep spaces tidy and clean the, so called Beauty Gremlins organised a weekly 1 hour Cleaning Party, in which all participants collaborated in cleaning the shared spaces. This turned out to be a very effective and enjoyable way to organise ourselve.

Sundays

Sundays offered free time for participants and we scheduled a brunch at 10:00. Most Sundays, participants offered a wide array of activities themselves, ranging from Play Fight sessions to visual harvest of the EDE, and from tantra dance to an upcycling workshop creating wallets from tetra paks.

Highlights & challenges of each dimension

In the four week EDE the curriculum was designed to cover all four dimensions in a blended way, topics around social, economical, ecological and worldview were introduced from the beginning.

Social Dimension

In sessions that were part of the social dimension we covered sociocracy 3.0, possibility management, forum method, transparent communication and conflict work. We also covered leadership, inquiry about rank, communication skills, and deep listening.

This year, the EDE was organised following **Sociocracy 3.0** governance methodologies. This was a new and exciting format. Participants were introduced in Sociocracy 3.0 theory and practice in a full day introduction. We introduced the organisational design, with a Base Care and People Care and Top Circle. We practiced sociocratic nominations, proposal forming, and decision making. The Sociocracy 3.0 implementation was lead by Teodora Radulescu, trained in Sociocracy 3.0, permaculture and Dragon Dreaming.

Possibility Management (with Clinton Callahan and Anne Schmid)
Possibility Management was introduced after the first two introductory days of the EDE. In 3 full sessions days we dove deep in the PM methods and practice. Possibility Management gave us a shared vocabulary and opened up our communication to a more deeper and honest level. The majority enjoyed the sessions although from some of the participants some voices arose about the authoritarian style of facilitation. Clinton Callahan is originator of Possibility Management, author of Radiant Joy Brilliant Love and many other books. Anne Schmid is Possibility Management trainer.

Forum methodology was introduced by Francois Wiesman. Many communities all over Europe and even on the American continent have been successfully practising Forum for years. The intent of Forum is an exploration of human nature in general and of the inner worlds of the participants in a group in particular. It is mainly about the question how trust can be established by seeing deeply what really moves people in their hearts. Forum is also an instrument for ongoing social feedback. People learn how they are seen by others, and get a mirror in a kind supportive way for their essence, their shadows and their contribution to community life. Francois lived and worked with communities for over 20 years. For 15 years he specialized in processes of collective intelligence, transparent communication and community building.

Another highlight was **Transparent Communication and Conflict ork** inspired by the work of Thomas Hübl, offered by community member Daniel Auf der Mauer.

How useful and inspiring were these sessions?
In our additional survey we asked which sessions were deemed to be most useful. The percentage below shows how many participants considered the session 1 of the 5 most useful sessions of the EDE, and shows how highly regarded the social dimension sessions were.

- Conflict Resolution (Thomas Hubel methodology) - 75%

- Possibility Management - 70%
- Sociocracy principles & practice - 60%
- Forum method - 60%

Quotes

About Teodora: *"Thank you! Amazing energy and knowledge about so many things. I missed more relaxed sessions, so having more time specially for dragon dreaming and sociocracy huge topics"*

About Clinton: *"I observed that he is very eager to make a difference and bring his knowledge and experience to other people. I definitely gained a lot of new insights from the 3-day training."*

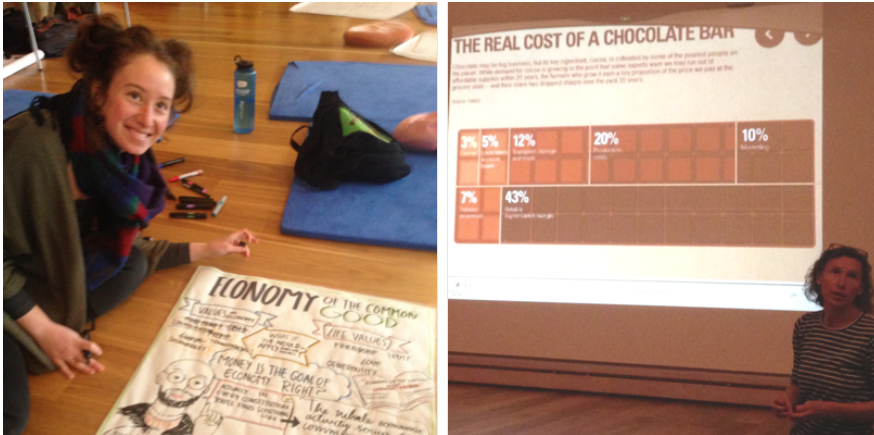About Francois: *"Great guidance in the preparation phase and the forum."*

About Daniel: *"Amazing! Super interesting tools and great energy from Daniel"*

Economic Dimension

In the economic dimension we touched on the big topic of the global economy, the global economy of food, the Economy of the Common Good and Transitional projects in the world. For the more personal and project toolkit skills were shared around entrepreneurship, fundraising and business models. Some of the highlights:

Global economy aimed to present us with a global picture of the economy, the causes and effects of globalisation, and how we can take responsibility by supporting the local economy, and initiating transitional and sustainable businesses. Facilitated by Jashana Kippert.
Economy of the common good showed us the meaning of value and wealth in a refreshing new way. In this more ethical economic model, the wellbeing of people and the environment become the ultimate goal of business. Johannes and Rouven participants of the EDE 2017 offered this session from keen personal interest. Participant about Economy of the Common Good. ??? Can you say what you mean with this?

Sonja-Vera offered sessions on **Being an entrepreneur,** and the theory and practice on **Empowered fundraising,** which was practiced in the group setting. In addition the **Business Model Canvas** was offered as a practical visual tool for mapping out the business model for the project group proposals.

Quotes

Economy of Common Good: *"Great! More time also for this would be great! I think it is a super clear, realistic, touchable example of how things could be done differently in economy."*

Business Model Canvas: *"This model offered us a number of very important questions that needed to be addressed. We wrote all these questions on big flipchart papers and we applied a group brainstorming to collect the more ideas possible. The result gave us an amazing insight about the planning of our project."*

Ecological Dimension
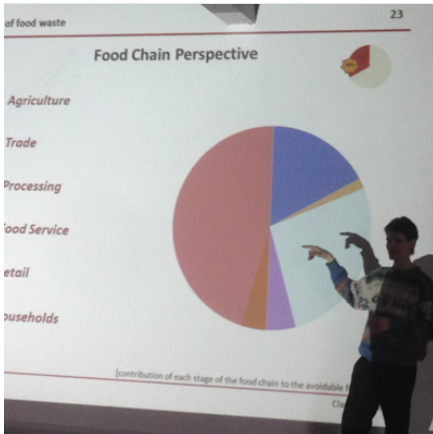
The global economy of food gave us insight in the bigger picture of food production and consumption on a global scale, and the footprint of our food. Previous EDE participant Claudio Beretta also introduced us to his ongoing PhD research on food waste in Switzerland.

Teodora introduced us to the **Permaculture Principles and design methodology** and showed inspiring examples of her application of permaculture design, such as an urban permaculture garden for school children in Romania. From design to implementation, we got to see all the stages of the journey. Participants also received a tour of the food garden at Glarisegg and had the option to work in the garden twice.

René Duveen from local **ecovillage Sennrüti** introduced us to living, working and growing at this young community. And participants like Kostas from Sunseed Technology, and Salma from Egypt shared with us low tech solutions used in their projects.

Jashana shared with us her journey in Hawaii of creating a **sustainable wood production** and community project, and the attempt to turn Maui into a food forest to reduce dependence on imported foods.

Community member Petra Heid presented on **global chocolate production**, its impact on the environment and solutions for more sustainable cacao production. Followed with a chocolate tasting session! Petra is head of sustainability & communication at Chocolats Halba and independent consultant in cocoa sustainability.

Quotes

About Rene: "*Super inspiring and real, practical, I enjoyed having this open conversation between him and the group, I took so many concrete things out of it.*"

About Claudio: *"Super interesting and clear, nothing else to say!" "Less numbers more fun!"*

About Ecology Dimension: *"I would like to learn a bit more about the ecological aspect, so really practical tools how you can make a self-sustained living. I would like to have a bigger simulation/practical experience in how to change the capitalistic system to a more holistic/sustainble system > common good economy."*

Worldview Dimension

An introduction to worldviews was introduced in the Possibility Management days, as we discussed the concept of the various 'gameworlds' we live in. How do you create a gameworld, how do you function in a gameworld, and how do you communicate with people that may not be familiar with your game world, to reach common ground for understanding. Principles of old and new story were discussed through collective brainstorms. We created our own shared worldview by committing to authentic communication and living the new story together.

In the Worldview dimension we covered Spiral Dynamics in which the basic principles of Spiral Dynamics were explained and embodied. Heike has accompanied people on their way of conscious evolution for 25 years, as a mother, seminar leader, osteopath, trauma therapist, dancer and singer. For the men there was a sweatlodge and men circle with community member Martin, who professionally offers lomi lomi massages, shamanic healing, sound healing and seminars. In an evening session the women gathered for a women circle with Sabine Blechstein which reconnected us with the womb through gentle bodywork. Sabine is a graduated sports teacher and yoga teacher, on the path of self-discovery and healing. Elisabeth offered sessions on how to take care of our own health before taking care of others. We did movement medicine, meditation and held a forest ceremony. We danced within our own circle meeting ourselves, others, community, ancestors, and the divine.

Quotes

Women circle: *"Wonderful self-love exercises! I would like to dive deeper into exploring my womb."*

Spiral Dynamics: *Bring more concrete examples on how we could develop ourselves to climb up in the spiral*

Movement medicine and forest ritual: "*The dance was well guided and very touching. The ritual was too fast in guidance."*

Design Dimension

In the design dimension we covered holistic design methodologies like permaculture design, dragon dreaming and design thinking. Participants created groups around dream projects and worked on applying all the lessons learnt throughout the four weeks.

The **Dragon dreaming** method was introduced in a half day workshop by Teodora, in which participants were introduced to the four steps of Dreaming, Planning, Doing and Celebrating and started a Dream circle around common agreements and vision and mission for the group projects. **Design Thinking** addressed the importance of empathy with the people you serve and offered different methods to understand who they are and how to involve them. To kickstart the design projects we hosted a morning of project presentations in which everyone was invited to share their dream project, whether only a seed of a dream, or

already active. We had over 10 project presentations. In the afternoon we followed up with World Cafe. Project initiators presented and discussed their project with anyone who had an interest in multiple rounds. In the end the following six projects were formed; Dragon Seed Camp festival, Active Love, Herberge Appenzell, house for transitions of birth and death, Norwegian farm, Spanish community project. In addition, some of the participants were already living in local community Trogen in Appenzell. Some of their community members completed the EDE in previous years, and for them we offered the opportunity to work together during project working times.

Some participants felt they had too little time to come up with a project, and to decide where to join. Some participants had to let go of their dream project for the EDE. We were prepared to work with any frictions at the time of selection after the World Cafe, although everyone made a choice at the time. Some frictions emerged in later days. The group Active Love ran into some conflict, which was facilitated through completion loop process. Four participants in this group were very much burning with a new idea of creating an educational toolkit for teachers in underprivileged communities, and so a seventh project group was born. We also used forum as a method to address the conflict, however in hindsight we learnt this was not needed and created more tension with some of the participants. We had five project group work sessions for the participants in which Jashana, Elisabeth, Sonja-Vera, Teodora and Inge were available for questions and support. Most groups worked independently. Most groups used Sociocracy 3.0 for their governance and decision-making.

Gelöscht: decision making

Quotes

"It worked very well our group dynamic through sociocracy and emotional sharing. It didn't work very well the time to go deeper in all the fields."

"We can still improve but as most of us were beginners I'm really proud of us:)"

"What worked well was the presentation times and empowering loveshower ceremony / witnessing of our feedback round. This experience of standing in front of an audience as a group felt very bonding and gave us a needed boost of gratitude for eachother in the core group. Next time I would ask for more support and mentorship for our project meetings."

Design Studio Case Studies

Below are short versions of the various projects, taken from the full project reports which each group handed in previous to their final presentation. Therefore these only show part of the project and not all their aspects in detail.

The Dragon Seed Camp Festival

Team: Miriam Amend-Straif, Franca Fox, Katharina Wiesner, Lena Norwat, Tina Brenneisen, Iris Prevesjek, Roos Derks, Michelle Hendriks.

Vision

A world in which all human beings are empowered to create a transformative culture. A world in which humanity evolves to be in a healing symbiosis within the whole web of life. Where people are connected beyond borders in a culture of honesty, respect, empathy, curiosity, compassion, sharing and reflection.

Mission

To achieve our vision, we will organize a co-created festival for a mixed group of curious people who want to create a transformative culture. Tools this project uses are Open Space Technology, Social permaculture, Gift Economy.

Economical dimension

The legal structure is a Limited partnership, which means that two people are main responsible for the organization and hosting of the festival. There is no minimum capital needed and the circumstances of the business are flexible, meaning that it is also for non-profit activities. We are planning to make money redundant on the festival area. Therefore we want to empower people to implement sharing and gift circles.

Ecological dimension

Description of the Land; The land for the festival should be located in Switzerland or southern Germany. We believe 300 hectare are needed for a festival for 100 - 200 people. We envision the festival as an outside camp. We designed the festival so that it can take place in the periphery. Ideally, it would be in a hilly area including access to a flat area. In general, we envision a place in the countryside, near a forest or agricultural land. A river or lake should be nearby (for natural hygiene facilities, cooling facilities and drinking water resources). The land should be easily accessible by car (max. 30 minutes walk), and there should be a train or bus station at walking distance. We are implementing all 3 dimensions of permaculture design: fair share, earth care and people care, in the planning process (infrastructure, organization during the festival and land designing) and during the festival.

Worldview dimension

Rituals
● Morning and Evening Circle
● Singing and Silence
● Food is served and we eat together
● Harvest round around the fire: talking stick goes round the circle and people share

Celebration
The day is divided in four parts of the Dragon Dreaming process: (1) Dreaming, (2) Planning, (3) Doing, (4) Celebrating. The end of each day we will harvast together what we learned and celebrate these experiences and insights.

Team process

We used several tools during the project working time:

● Sociocracy

● Dragon Dreaming

● Dreaming circles

● Mission Statement Dreaming Circle in three faces: (1) what do we want to do = action, (2) for who do we do this = audience, (3) in what will it result = impact.

● Timeline brainstorm for defining objectives: pieces of tape on the floor with all activities and

placing them in chronological order from February till August when festival should take place.

Herberge Appenzel

Team: Aila, Alina, Manual, Naima, Rahel and Sonia.

Vision

At the Herberge Appenzell we celebrate conscious coming and going.

Mission

In our Herberge different generations come together to share, witness and honor the natural processes of birth and death. We provide a caring space, where these transitions can be supported and celebrated.

Objective

Pregnant women experience natural birth and people close to death are supported in this process, in a sustainable environment.

Social Dimension

Common agreements

We agreed on: radical fun, which means we share energizers, poems, and jokes
to say, when we leave and tell, when we will be back to tell, when people struggle to be fully attentive. Than the group will decide, if they can stay as an observer, or maybe leave.
to be open to the unexpected to have in mind that we are exercising, beginners and that we are all doing our best to give space for time-out (sign: T), if someone feels uncomfortable in the group to give energy and power to the person that is speaking. It's about giving attention, clarity and quality without judgment, without taking things personally. It's not about giving your center away.We work with tools of Possibility Management (PM) and Nonviolent Communication (NVC). One main focus is on radical responsibility, so that every one of us takes action if she realizes a need. For the decision making process we decided to work with Sociocracy 3.0 and we used it for all levels of our process.

Economical dimension

As our Herberge is bedded into the village of Appenzell, we establish a contact to the municipality, companies (food, laundry, and cemetery) in the village as well as the local hospitals. We aim to work closely together with doctors, nurses and midwifes of the area. Additionally, we hope for the support of the nature surrounding us, like the beautiful mountains and the forest to make sure that our guests are feeling comfortable in the Herberge. Within our team we could have some alternative economic systems. The whole money topic will be transparent. The staff will check every three months there needs. So that each staff member themselves can decide how high its salary is. Through voluntary work, people can offer their skills to the project.

Economical dimension

When realizing our project, we take into consideration the three dimensions of permaculture: People Care, Earth Care and Fair Share. Our focus lies on the people that we wish to serve in their transformation phases. Therefore, we are dedicated to People Care in the first place. Not only our clients are cared for, but also the people who are working at the Herberge Appenzell. We also want to ensure that all people independent of their financial situation can afford staying in the Herberge by the help of a mutual fund. In line with the principle of Earth Care, we also wish to design our project in a sustainable way. We have collected some thoughts about the energy and water situation below.

Ecological dimension

There lies a big potential in the garden around the house. We want to grow our own vegetables on high beds in front of the house to cover some of our needs. The bed is connected with a natural pond, who also help to keep the water for the newly planted fruit trees and raspberry bushes. We give the vegetable and fruit scraps to the rabbits and the chickens, the partners of our pedagogical work. The ducks help with the slugs.

A very important part of our garden is the production of healing plants (herbal spiral), which we use as infusions and cataplasms for our clients. As well you will find there a yurt where women can give birth and where our courses like Yoga, Baby massage, Birth preparation are held.

Worldview dimension

In our work we integrate several rituals for coming and going to this earth. These rituals include:

- four element rituals
- rituals handling the umbilical cord
- rituals for the Placenta
- rituals related to death and farewell

Celebration is a main focus in our work. We do not only celebrate when we achieved project or process goals, we also celebrate working together. Our goal is to create a growing environment for every person involved.

Team process

We had in total seven meetings. One of these meetings was an excursion to a potential object in Appenzell. We did all our meetings, apart from the first meeting with the structure of Sociocracy 3.0. Working with Sociocracy as a structural instrument helped us to keep focused during our meetings. At the same time this tool challenged us, as it is still new and trusting this structure is still not easy. (...)

Peace of Land

Team: Laura, Petronela, Anneke, Nora and Bergitte.

Vision

We envision a world where people live fulfilling lives connected with each other and in line with nature. Healthy, locally produced food is available for everyone. Regenerative and sustainable technologies are researched, developed and shared. It is a world of collaboration and empowered communities.

Mission

Our mission is to incorporate care for the planet, care for people and a fair share of the common good through local, organic food production and the use, development and sharing of technologies and solutions within the frames of an active, nurturing community and an ethical, fair economic system on a local level.

Social Dimension

Common agreement for the project group;
• Active listening, no interrupting
• Meet on time
• Be mindful when speaking
• Facilitator raises awareness about time spent
• Trust, friendliness, understanding, allowing
• Every member pays attention to the needs of the group and is open to adjust accordingly
• We are honest to ourselves and others
• We always keep a written overview of the meeting culture minutes, project vision and project mission with us.
• At the beginning of every meeting we have a clear agenda and roles
• Check-in and check-out, including reflection about the team process

Decision making
We started our work with agreeing on using Sociocracy 3.0. as the organisational tool for decision making. We have not yet decided what will be the differences on the governance and the operational level. We will need to decide on different circles with different responsibilities and domains.

Economic Dimension

Business Model
We used the Business Model Canvas to structure our project and get an overview over our activities, resources, partners and customers.

Legal structure
The project has three different parts. A food producing farm, a community and an association that works towards buying up agricultural land and converting it into organic agriculture. This land is then offered to young people who want to go into farming, but cannot afford the investment to buy their own property. The land, in this part of the project is owned by the members of the association. Because of these different parts we find it suitable to combine multiple legal structures with each other. The farm will start as a privately run business. Whether it would be 1. a sole proprietorship (Enkeltpersonføretak), 2.

a private limited company (Aksjeselskap/AS) or 3. a general partnership (Ansvarlegselskap/ANS/DA) was not decided yet as not all the people that we want to include in the decision making process are with us right now.

We want to use the Community Supported Agriculture system. "The main idea of Community Supported Agriculture: a group of consumers get together with a farm in their proximity. Together, they share the costs of the farming season, including land rent, seeds, tools and the farmers' salaries. Likewise, they share the produce of the farm.

Ecological Dimension

Description of the land: The Rotheim farm is located in the Oslo area, Vormsund, Nes municipality (in the region of Akershus). The total size of the land available is 35 ha, of which 18 ha is forest area, situated a bit further away from the rest of the property and the rest is agricultural land. The buildings found on the property are: a house built in 1939 and renovated in 1992, a small cabin, two wagon sheds and an old storehouse in need of restoration.

Permaculture Design: We will do effective and ethical no tilling gardening, using only hand tools and excluding all fossil fuel based machines, applying the ethics and principles of permaculture as a main guideline. We recognize the importance of respecting the stages of the permaculture design process: observation, visioning, planning, development and implementation. The first 1 or 2 years will be used for observation and visioning, while gradually starting regeneration of the land and also some growing.

Worldview Dimension

Celebration and Rituals: To create the game world that enhances our vision we would start every working day with a check-in and end a small celebration, including community building activities and/or games. At the weekly community meetings we will also celebrate when decisions are made and when the meeting is ending.

Bigger celebrations throughout the year will be:
- When the season is planned and seeds are ordered
- When the seeds arrive
- In spring when the first harvest is happening

- In the summer when this season's harvest can provide the first full meal
- A harvest festival in the autumn
- Every time we build something new or fix something big (a house, a storage)
- Community members can contribute with their own occasions they want to celebrate (e.g. full moon, birthdays etc.)

Team process

We started with figuring out to which part of the process (dreaming, planning, doing, celebrating) each one of us has the strongest connection and shared this with each other. As a next step, using the method of Dragon Dreaming, we did a dreaming circle on the following question: "What needs to happen so that in this project group at this EDE I'm most fullfilled?". Doing this we also gathered a few thoughts already which we could use later on for our mission statement. After this dreaming circle we went around in some circles to gather thoughts on what would be important for us to have in the common agreements. First we had to decide on whether we want to use Sociocracy and got to the conclusion of using it for decision making. Then we exchanged our opinions about the different thoughts and reformulated them until we could agree on them. (...)

Vortex community of Sun and Music

Team: Kostas Sbomias, Lena Vester, Eva Viverde, Adriana Garcia, Selma Lavado , Iker Lavado, Vic Moliner.

Vision

We envision a world where all human beings live in sustainable communities and where all beings, natural resources cycles and wild ecosystems are respected.

We envision a world of empowered individuals, with trust-based relationships where our gifts and qualities shine while we are able to explore and share our shadows in order to embrace the conflict. We envision a world where we embrace all kinds of diversity, all genders are equal, and education plays a central role. Where we all, as active citizens, give up privileges and learn to live a simple life. A world of radical responsibility. We envision a world where art and music bring individuals and communities together, where we have fun and where we learn to love without fear and possession, where birth and death are beautiful rituals for celebration.

Social dimension

Common Agreements

We have agreed on the following values that are important in our communication and the structures we use for our meetings. In order to organize the meetings, we agreed to have a several roles: a facilitator, an agenda maker, a time-keeper and a secretary, which are elected for each session newly and can even change within a session if there is the need to do so. The role of the facilitator is to hold space and organize the meetings, whereas the agenda maker takes care of the schedule before the meetings. The facilitator makes sure that the processes are respected (e.g. in a sharing there is no discussion). The time-keeper raises awareness about the time we use and reminds us about the schedule. Last but no least the secretary takes notes of what we discuss in the meetings and about the process of our team during the project time. After the session the secretary is responsible for sharing the notes online. (...)

Economic Dimension

Our project is in a very initial phase, and even though we know the economic dimension is basic for making our dreams come true, we are not yet very deep into it. In the first steps we are gonna take, that we defined as our first objectives to pursue, the economic aspect is not very involved (building the core community through personal development, connecting to more people and defining a meeting culture, divide tasks according to skills and gifts and develop a working structure). Anyway, these are some of the ideas that came out after applying the business model canvas to our first objectives (...)

Legal structure; We still don't know much about this topic but it's clear for us that we would like to become a non-profit organization, a cooperative or something similar in order to implement a real horizontal structure, a culture based on shared use of things rather than property. We also think on having access to public funding, we know that there are a lot of possibilities around culture, arts and music, specially if they are promoted emphasizing their social aspect, which is one of our main purposes.

Gelöscht: ¶
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Ecological Dimension

Description of the land; The project will happen in Spain, in a region close to the Pyrenees, between Figueres and Girona. This is a quite flat area with good agricultural land, a lot of sun and enough rain for growing food. The summers are not as hot as in Southern Spain; temperatures are in average between 5 and 30°C. There are some rivers, coming from the mountains around. Even though there´s few wilderness left, some protected areas (natural parks) exist in this region.

Permaculture Design: The whole property will be designed according to permaculture principles. We will observe the land for one year before designing the future structure, to discover all the natural influences like influences of rain, sun, wind in all four seasons, days of frost, duration of vegetation period, shade, plant communities, animals living here or crossing the property, neighbours… After the first year of observation we will make a permaculture design considering the natural conditions and including a zoning that allows to easily maintain all the functions of each zone with minimum energy and time input. In order to maximise the efficiency of the planned structure we will make

Worldview Dimension

Our community is well rooted in personal and collective growth. We all share an interest in psychology health and empowerment. It is crucial for us to cultivate an atmosphere where everyone feel free to develop their 'spiritual practices' in order to keep each of us center, grounded, connected between us and our surroundings. We are not attach to any kind of religion. We understand 'spiritual practices' in many ways and we feel very creative about them so we don't follow any type of lineage as a group. We like celebrations and one important event that our community holds each year is 'The Festival

Team process

(…) We decided to apply shared leadership, so each time we encouraged the nomination of a different person as a facilitator. This gave the opportunity to more members of the group to take this role and develop his/ her leadership skills. Very often we used the talking stick, to keep a smooth rhythm in our process and to ensure that everyone listens and can be listened to. (…)

The Spiral Project

Team; Claire Rebert, Jon Eaton, Salma Fahmy, Tayla Antunes.

Vision

Creating aware communities of teachers and learners to envision a better future.

Mission statement

To develop the toolkit, train the teachers, work with NGO's and GO's to spread the toolkit that can be replicated worldwide and have it translated and transcribed into different languages and cultures all over the world. Work with teachers from poor and vulnerable areas offering a toolkit/manual and a training promoting the insertion of new subjects such as sustainability and ecology in order to empower them and consequently the community. Help the teachers in developing/underdeveloped/emerged/frontiere countries situated in quite isolated areas to get the knowledge and the way/method to teach a transition, entrepreneurial and sustainable culture to their students.

Social Dimension

Common agreements

1) Arrive on time to the project meetings and show commitment to the project. Be inclusive and avoid exclusivity.

2) Begin the session with coffee/tea and cookies as a way to calm our nerves before we start working as well as incorporate a few breaks throughout the work time in order to keep the mind relaxed

3) Everyone shares how they are feeling to make sure everybody is mentally, physically, emotionally and spiritually present. We have a deep inner listening with the respect for others.

4) There is no superiority within the project and everyone's input matters. Everyone is on the same level, working together in a cooperative and collaborative way.

5) We have a deep understanding of the cultural differences and values of each member and a profound mutual respect of each other.

6) We communicate with Non Violent Communication, have deep reflection and constructive feedback as well as deep inner listening

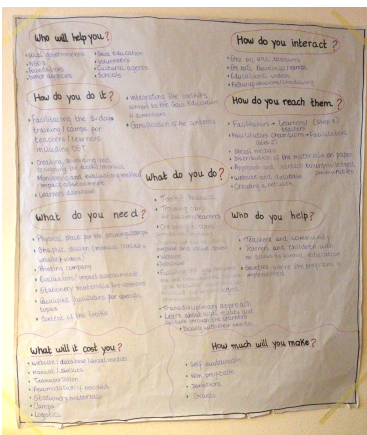7) Take risks within the group. Express displeasure only inside the group and don't hurt anybody

Economic Dimension

Legal structure; We will be a non-profit organization. Two NGOs (non-governmental organization) will be created, one in Egypt and one in Brazil. Initially, there will be two independent pilot organizations being implemented in each of the respective countries. In the long term, we hope to collaborate with specific institutions who will be able to assist in the legal integration of the two projects.

Ecological dimension

According to the permaculture design, we relate our project directly to seven of those:

1.   Observe and interact
We don't intend to go to a local community and start the project without observing their own dynamics and interacting with them and their culture accordingly.

2.   Apply self-regulation and accept feedback
We intend to keep on learning and getting better and self-reflexion and critics are essential for growth.

3.   Use and value renewable resources and services
To rise awareness for sustainability, we need to use and take care of our common resources properly, giving the practical example to our learning community.

4.   Integrate rather than segregate
The differences are always welcome and that is what makes us rich and diverse. Segregating is part of the old paradigm and we have to recognize that we are all together "on the same boat" sharing everything and living in the same home Earth.

5.   Use small and slow solutions
Big and fast is also part of the old failed system. Nature takes her own time wisely, in the small details. And that is wisdom we are trying to learn mimetically.

6.   Use and value diversity
All the cultures should be recognized and valued. We already lost too much so let's respect and preserve what we still have.

7.   Creativity use and respond to change
Everything is impermanent, everything changes all the time. Life is movement and we need to understand the cycles and the rhythms and dance accordingly, creatively to thrive!

Worldview Dimension

Celebration and Rituals: our gameworld is based on dancing to Brazilian, Egyptian and French music, eating sweeties and living in a stress free zone with the focus on having fun. We have several rituals in place regarding the project. The first ritual is drinking tea/coffee and eating chocolates from migros. Then we make sure everyone in the group is mentally, physically and spiritually there. After this we talk about random things completely unrelated to the project to clear our minds.

We celebrate every time a decision is passed, every time we reach a milestone and every time we take a break. We celebrate our agreements with "whoo hoo", we do the secret handshake when we feel we have made big achievement and throughout the entire process we dance to music. After the project launches, we will celebrate every time that we make a positive impact in any way.

Team process

Initially, the four of us were working on another project, "Active love". This team consisted of 6 people, including the project manager. The project aimed to broadcast humorous videos on the internet in order to raise awareness. The day of the project presentations, each of us had trouble deciding on which project to choose, hesitating between several visions. Finally, all four of us chose this project for different reasons. The first hour of work with the group went well. However when we regrouped in the afternoon, we spent over two hours discussing certain topics not related to the project itself and tensions arose in the group. (...) The conclusion of this experience is that communication is the key to the resolution of any conflict and without an exchange, our egos tell us a multitude of stories in which we attach a great importance: I am right, he is wrong ... In the final group meeting, everyone was able to express their feelings and what they wanted to share.

Lessons learnt

We used some session time towards the end of the EDE to harvest feedback, in addition to the feedback form of Gaia Education and the one we sent out ourselves. Some important lessons learnt:

Sociocracy

Sociocracy 3.0 was a very useful tool and many project groups implemented it in their design projects. However, in the future we would introduce sociocracy with more simple examples rather than more complex real life examples. And we would add more time for reflection.

Group structures

The organisation tried to design the group structure most suitable for the participants, but it was clear that the structure was too complex to use well in the short time span of the course. We now had working groups (4 kitchen groups and 1 cleaning group), family groups, home groups, and project groups. We also learnt that the group needed more moments where the group as a whole can share. This will depend on group size as in previous years the group was up to 50 people, and this would have been too challenging. However for the group dynamics to evolve, and be reflected upon, more sessions where everyone can meet would be welcome.

Open Space Technology

Participants requested more Open Space time to offer their skills and knowledge. For example there could be a weekly Open Space slot on the schedule.

Facilitators

Consider different facilitators for Possibility Management tools and techniques as many participants from current and previous years have a lot to offer in the areas of Possibility Management, Economy of the Common Good, etc.

World Cafe

One simple way to allow for participants to postpone the selection of a project group, would be to create a physical space in the room where they can stand if they realise they are unable to make a choice in this moment.

Stories and inspiration

The EDE in Glarisegg has a clear focus on the Social Dimension and offers a wealth of tools for both inner work and group work, by the main facilitators and many skilled community members. This focus on the personal and community building process is what makes the EDE Glarisegg unique. The common understanding and language that was adopted allowed for an experience to unfold that felt like a powerful practice ground for living the new paradigm. The Possibility Management tools helped us see our triggers, challenge each others to grow our comfort zone, and helped us negotiate physical, intellectual and emotional intimacies in a new and honest way. Sociocracy helped us to include concerns and objections, both within and outside of our sociocratic meetings. The group was continuously encouraged to be radically responsible, to take charge if they wanted to see change happen. The Growing Together week that followed the EDE'18 was a coming together of participants of the EDE's of all years. The intention is to grow a family of change makers, that can find community in sharing friendship, support and love. Projects are blossoming such as a Forest Community initiative and the continuation of the Trogen community. A total of 14 participants joined the Trogen community house in Appenzell after the EDE to live and work together for one week. This commitment to grow together is a sign that the focus on social tools and community building is making magical connections.

Key trends from the Gaia Education survey

The Gaia Education survey gave us some key insights. Here we highlight a few of those insights around general evaluation of the course, the rating of each individual dimension and the learning community at the EDE Glarisegg.
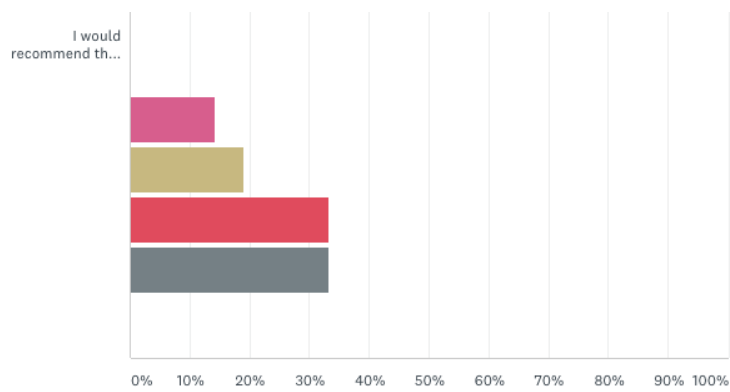
The course met my expectations

On a scale from 1 to 5 where 1 is "Not at all", 2 "Somewhat", 3 "Adequately", 4 "Well" and 5 "Very Well", could you please state the extent you agree with the following statements:
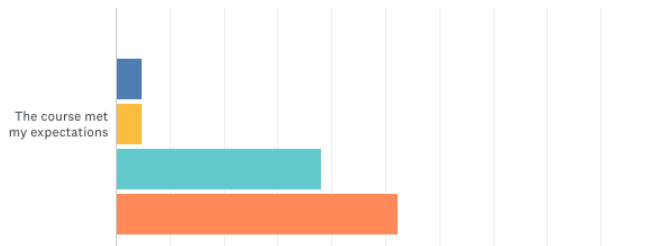
I would recommend this programme to others

On a scale from from 1 to 10 where 1 = "Not likely at all" and 10 "Extremely likely", please state if...

Overall quality of the programme and its organisers

On a scale where 1 = "Very Poor" and 5 = "Excellent, please rate…

	1	2	3	4	5	TOTAL
The Overall Quality of the EDE Programme	0.00% 0	0.00% 0	4.76% 1	66.67% 14	28.57% 6	21
The Organisers of the Programme	0.00% 0	0.00% 0	14.29% 3	57.14% 12	28.57% 6	21

Quality of each dimension

Please rate the overall quality of each Dimension (where 1 = "Very Poor", 5 = "Excellent")

Here it is clear that the social dimension is rated the most high, where all voices rate it as either 'good' or 'excellent'. In general all dimensions have a rating veering towards fair, good or excellent. According to these rates there is some attention needed for the ecological dimension, where 2 voices rate it as 'poor', almost half of voices rates it as 'fair, and over 40% rates it as either 'good' or 'excellent'.

	1	2	3	4	5	N/A	TOTAL
Ecological	0.00% 0	9.52% 2	47.62% 10	33.33% 7	9.52% 2	0.00% 0	21
Economic	0.00% 0	0.00% 0	47.62% 10	33.33% 7	19.05% 4	0.00% 0	21
Social	0.00% 0	0.00% 0	0.00% 0	23.81% 5	76.19% 16	0.00% 0	21
Worldview	0.00% 0	4.76% 1	9.52% 2	52.38% 11	33.33% 7	0.00% 0	21
Design	0.00% 0	9.52% 2	23.81% 5	52.38% 11	14.29% 3	0.00% 0	21

Living conditions

Please rate the individual aspects of your Living Community (1 = "Very Poor", 5 = "Excellent")

The accommodation in the guesthouse and seminar center, and the meals provided were generally rated as excellent. The orientation to the host community was mostly rated excellent or good, sometimes there was room for improvement.

■ 1 ■ 2 ■ 3 ■ 4 ■ 5
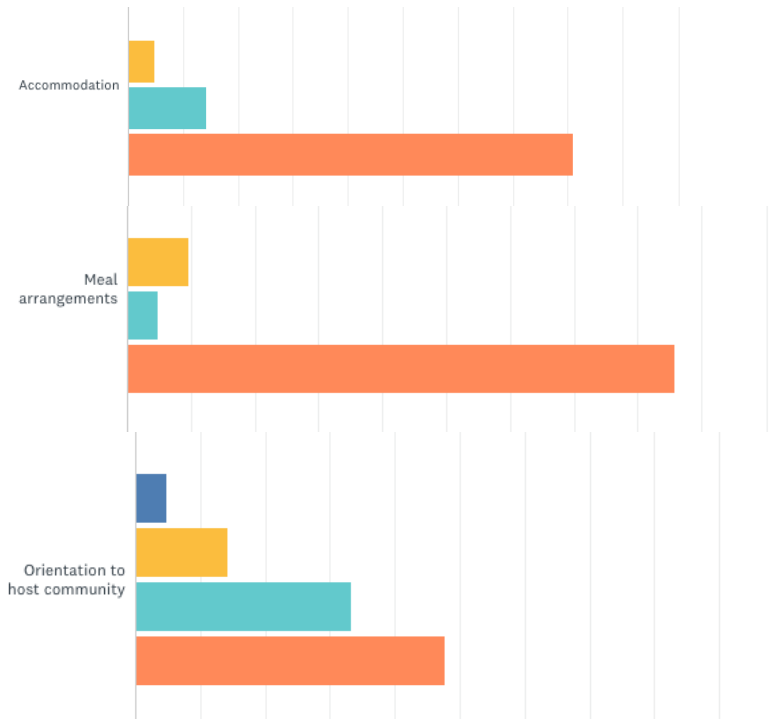
Learning community

Participants are generally very pleased with general and classroom facilities and their participation in the development of the group, and group interaction and connection throughout the course. Some participants see room for improvement when it comes to connecting with personal learning styles, there is some more need for balance between work and free time, and some voices require more balance between theory and practice.
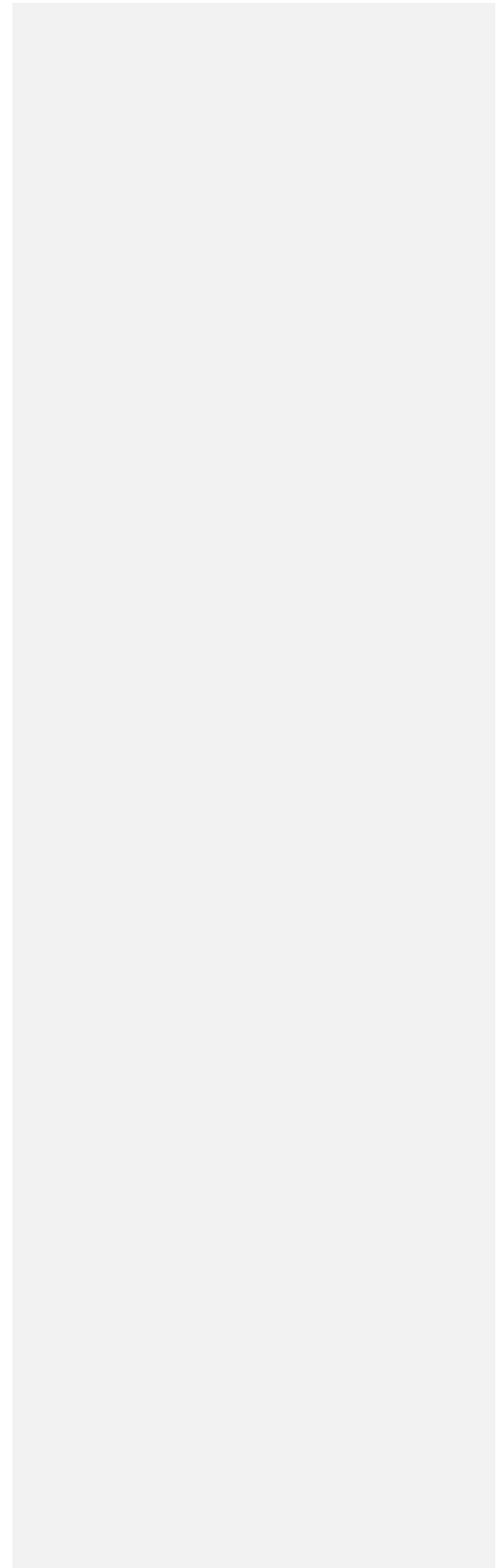
Future projects and activities of participants

Participant answers in the Gaia Education survey give insight in how they will take their learnings into their life and future projects;

Where & how are you going to start applying the knowledge and skills gained in this EDE?

"I hope soon on a deeper scale by finding the proper sustainable project for me. Currently living in the city I can apply the principles of buy locally, look for CSA initiatives for food suply, sharing with the local company I am working for about Sociocracy and propose to use it if they agree. Apply non violent communication in my interactions with other persons and share the concepts of Economy of common good, Food Sharing, Non Violent Communication, Food waste through social media and discussions with friends and working colleagues."

"I would like to share sociocracy in the groups where I participate. I am going to practice Transparent Communication and Conflict Resolution in my daily life with my close relationships. I am look more carefully the products I buy and I promise myself to life near a compost toilet in the next 2 months."

"Today! While visiting and helping in an intentional community that has been formed out of an EDE Glarisegg project group."

Two of the EDE participants will stay in Schloss Glarisegg as EVS volunteers working mosty in the garden, a third participant is already volunteering in the free school which is part of Schloss Glarisegg:

"I will continue to live at schloss glarisegg as an EVS volunteer and am curious how all the inner work, and inner movement stirred by the course will settle in my being and transform my being forever. I will use the facilitation tools, sociocrac, and project planning in the creation of the festival this summer. The whole language we learned to communicate about out inner worlds, our stories, our boxes, our emotions, will stay in my verbal being and help me express myself more richly."

One participant is a trained midwife and wants to carry out her project, starting a house that serves to support people in the transitions of birthing and dying.

"In my community and in my work as a independent midwife"

Participant quotes

"Strong social learning and personal empowerment, amazing setting and facilities, age range 20-35, interesting contributors, very close EDE family network, strong friendships, a lot of 'heart' and passion involved."

"Living together as a community and organising ourselves, strong focus on the social dimension and implementation of this, the fluidity of the program (4 dimensions interwoven)"

"Giving us the opportunity to learn a lot about us, giving us the tools, skills and knowledge we can use in everyday life and when we want to make our projects. I really appreciate sociocracy and dragon dreaming input. Giving us the strenght to cocreate programme with cooking, dumpster diving, cleaning, open space technology, free Sundays…"

"The strengths of this programme is around sharing tasks like cleaning, cooking, ... that makes everything real and we can experience direct some of the tools we learn in the classes. Also the care given to the group on behalf of the organizing team that makes a safe space to explore, go deep and feel connected."

The three organizers Elisabeth Schrag, Sonja-Vera Schmitt and Jashana Kippert

Self Sufficiency with Anne Lohmann

Forum with Francois Wiesmann and the support of the whole group

Deep experiences through the medicine of the dance