

The 13th of March 2016, Steckborn, Switzerland

Report of the EDE “Creating a transformative Culture”



Instead of touching glasses, we clicked with pineapple pieces the moment we got the GO for our EDE on the 23rd of August 2015. And there was for sure a lot of preparation, discussion, processes in our team, finding together a common ground and support each other in the trust that the whole thing will be running in a good way. And we found possibilities through conflicts to always come back to LOVE.



The three witches Sonja-Vera, Elisabeth and Jashana 21st of January 2016 before we started



Herbert Buffen, our male support during the preparation time!



Community and seminar centre Schloss Glarisegg at the Lake of Constance, 8266 Steckborn in Switzerland



Our little altar before we started. All team members and team supporters, like cook or teacher, chose an angel card from Findhorn for our support during the EDE. These landed on our big altar in the hall.

Basic stats:

Time:	28 th of January to 27 th of February 2016
Number of participants:	54
Range of age:	21 – 38
Female:	28
Male:	26
Countries:	Belgium, Germany, Switzerland, Spain, Austria, Netherlands, Portugal, Slovenia, France and Romania
Communities:	nearby ZEGG (Germany), Grubisbalm (Switzerland)
Movement/associations:	Swiss movement "Bio für Jede" (bio for everyone), deutsche reform jugend e.V. (german reform youth), barefoot academy, classroom alive, Lebenshof "Graben" (place/farm in Bavaria, Germany), YiP (Sweden), Portugal

Description of the course rhythms:

- 7:15 – 8 am preparing breakfast
- 8 - 9 am daily practice
- 9 - 10 am breakfast, dish washing

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|-------------------|--|
| - 10 - 10:30 am | morning circle with community members: song, stillness, inspiration for the day, announcements/logistics |
| - 10:30 am – 1 pm | morning session |
| - 11:30 am – 1 pm | preparing lunch |
| - 1 - 3 pm | lunch break, dish washing |
| - Every third day | “big cleaning party”/ “washing clothes” |
| - 3 - 6 pm | afternoon session |
| - 5:30 - 6:30 pm | preparing dinner |
| - 6 – 8 pm | dinner break, dish washing |
| - 8 - 9:30 pm | evening program |

Lectures:	108,5 h (including 9 h outdoor sessions)
Open Space:	8 h
Homegroups:	<u>9,5 h</u>
Session total	126 h

Project groups:	22 h
Project presentation:	15 h
Interaction with hosts:	17 h (daily morning circle, nonverbal evening, coffee/cake with community)

Practical sessions:

- managing a seminar centre for 60 people (participants, guests, teachers). This meant *for everyone 3 hours per week & 2 responsible jobs*
- building a “Hügelbeet” in the permaculture garden

Social times (voting, plenum):	4,5 h
Cultural optional offers in evenings:	12 h

Total :	126+ 73,5 =	199,5 h
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Free time (in program-session-slot):	22,5 h
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Highlights and challenges of each dimension:



Movement medicine community building ritual under the ruins with Elisabeth

Social and Worldview

Our approach for the first two weeks was to combine these two dimensions in our EDE. They inspired and supported each other very well.

We started on Thursday evening with building of three homegroups. These three homegroups met every third or fourth day during the whole EDE, to have a space for sharing and community building. Jashana, Sonja-Vera and Elisabeth each led a homegroup with 18 participants, Jashana used "the spirit of everything, which raised could take place and had its space", Elisabeth did "deep sharing" and Sonja-Vera practiced the sharing in the form of "Forum", as it is practiced in ZEGG and Tamera. The homegroups were very important for the whole EDE. They made it possible for Jashana, Elisabeth and Sonja-Vera to contain a bigger knowledge and connection to every participant. With this tool we could understand and care for each individual and each group process in an adequate way. The three team leaders met every morning at 9 o'clock for a common startup, a short personal check-in and sharing to clear issues of the day.

We jumped in the middle of social themes, as at the beginning we had to deal with a psychic woman who wasn't signed in and wanted to participate. We needed the police to search for her as she slept in the woods. Her mother came from Germany to carry her home. Two days later, we got the message she had to hospitalize her. This ill woman was disturbing us with ongoing SMS and phone calls. These caused first discussions with participants and in some of them deep feelings of personal stories came up.



On the first morning we started the day with **“We are all in this together”**.

On a practical level it meant for us, that the whole organization and the cleaning, cooking and dish washing was done by all of our participants. So the “hands on”-project itself was: leading and running the Schloss Glarisegg seminar centre for ourselves, our guests and the community members, who could sign-in, pay and eat with us in the dining hall.

The first afternoon we invited the participants to deal with all these jobs. We asked for three chefs to step into the middle: one chef for the cooking, one for dishwashing and one for the cleaning. We explained all the jobs and after this afternoon the participants took over the responsibility of running the seminar centre with the help of sous chefs and all other participants rotating with the jobs. Mostly we were 65 people and more. On the long run of the 4 weeks it was taken in an impressive careful way and nearly always in good mood.



Cooking party every day with Holger our cook

With our cook Holger (in the middle with the cap) we hit the jackpot. He as a Yoga teacher and cook taught our participants how to cook vegan, tasty and on a very low price. Before the beginning of all meals Holger initiated always cooks and participants in circles for singing and silence where he honoured Mother Earth, the food and the cooks with gratefulness.

One side effect of these ecological and economical themes was, that our food was cooked and arranged in such a careful way, that we had nearly no food waste. One of our participants was an expert who studied how to reduce food waste. He told us, that even at a food-waste-event of the Swiss University there was more food waste made then during our EDE.



The morning circle sometimes outdoors,



often indoors

We began our day with a daily ritual at 10 o'clock: "the morning circle". We sang a song together, went into stillness and then somebody read an inspirational text for the day out of a spiritual book or card. Twice a week community members joined us. It was also the space for logistical announcements and notifying the program of the day. Copying this ritual from the community, we didn't know, how it would develop in such a large group. Our conclusion for next year will be to take the logistics and announcements of the day out of the morning circle ritual and put it at the beginning of the morning programme.

Since we introduced a lot of theory and methods of social communication and community building tools, the participants implemented and used them for their project group processes.



Here for instance the "flocking" where one leads and if the group turns, the next in front leads.



Possibility Management and "Expand the Box" with Christine Dürschner



Design making processes in communities with Anne Lohmann

We used the whole first day introducing the grounds and the different places of Glarisegg. Then the different project groups presented themselves and participants could choose. This evening everyone landed in one group. Two women got facilitators for all the groups. They brought their knowledge of Dragon Dreaming, permaculture and business coaches into these fields and also facilitated the project group presenting time.



Illona Rotfuchs "Team building with drawing"



Our two Facilitators: "Teodora and Julia"

Introduced project groups:



"Monastery of Dreams"



"Bio für jede"



"refuGEN"



"Colectivo Enxara"



"Lebenshof Graben"



"Barefoot Academy"



"Classroom alive"



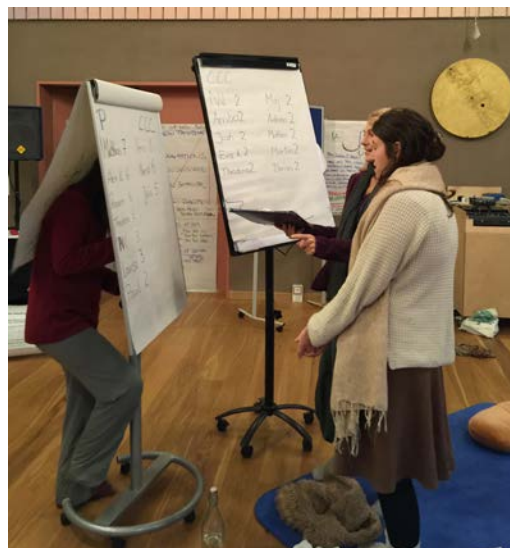
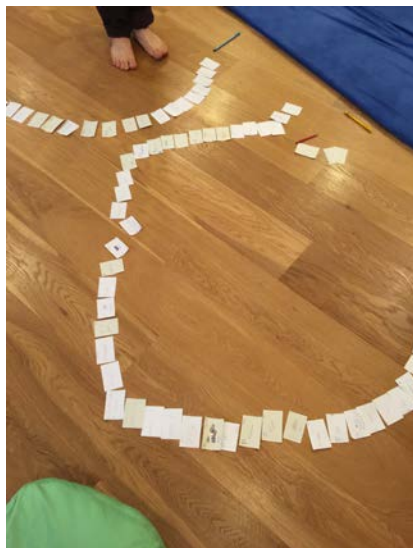
"edible forest community"

Installing the project groups was for some a hard decision. It was necessary to accept that the personal project didn't find resonance.

Andrei Luroaia gave us a theoretical introduction of sociocracy via Skype.

Sociocratic voting brought the EDE community two councils. The first was called "Pavillon". Its task was to give feedback that came from participants to the initiators (Elisabeth, Jashana, Sonja-Vera), leading two plenums (making decisions on the schedule) and continuing with us the development of the schedule. One of the Pavillon members dealt with the cash flow of the course.

The second voting was for their "Community Caring Council" (CCC), who arranged all around communication, mediation and the whole social field of the course. Three women and four men formed the CCC.



"Sociocratic voting"

Jashana led us with Joanna Macy's work to "Reconnection" and later in the month Elisabeth used time with J. Macy's "Truth Mandala" for more understanding of deep personal feelings. Deep Democracy was introduced by Jashana, Scott Peck by Sonja-Vera and Movement Medicine with the "Tree of Life", "Primary Respiration" and different rituals by Elisabeth, with the goal to find the deeper connection with themselves, others and the community life.



Social tools: "Co-counselling", "the work", "Insight council"

We also went quite deep into the theme of "post-colonialism" and the issue of status. For some participants it was very difficult to bare the fact of their privilege living here in Western Europe.



Tzegha Kibrom and Till Henning asked clearly for an opinion: „Do I know, don't know? Hot stuff! etc.

Nearly everyone went through profound inner themes. It took effort to allow looking at things and go through it. We as a team had to hold the space and be available for the necessary encouragement. What a wonderful and defying job. A great experience in our team was to support each other and the

ability to bolster the young group members.

At the end the feedback of many participants was: "This course changed my life!"

And a next time we would involve more people to hold the space with us.

The participants initiated and created different events like a mens and women's circle and a ritual where both genders met, as well as dancing with live music, an open-mic evening and a lot of cuddling and sharing into the late night.

So much knowledge came her together which was clearly to taste in the open space hours, where everybody could offer something.

Stephen Busby, with Daniel auf der Mauer und Heike Wegener offered "collecting healing. This was for all a slowing down and impressive feeling in to the own, the others and the whole world's behaviour.

Ecological

The permaculture principles were introduced and visible on a tour through our permaculture garden and our forest. This Forest has been left to nature since the last fifty years. Glarisegg's buildings gave an example on how to renovate structures in a sustainable ecological way (with natural based products such as clay). The participants' inputs to ecological, political and economic themes were adding important insights to the field.

A community member, working as a sustainability and fair trade expert in the cocoa production in a leading Swiss chocolate company, presented possibilities to support third world countries to become more sustainable in producing cacao by shifting from monoculture into permaculture.



Christian Felber: economical and ecological fields



Paul a participant



Paul showed "tree cares"



Hands on: Participants building an "Hügelbeet"

Economic

To connect deeply with this field we started with the money issue theoretically, with films and games. The second part was a Skype – connection with "Mumta Ito" about the development to a new approach of the law – "the rights of nature". Followed by a day with Christian Felber and the "Economy of common good". Some Contact Improvisation and music sessions in between the long and intense theoretical sessions helped for relaxation.

We had a very special experience during a silent dinner we informed the cooks and servers just before the meal about. We demonstrated the world truth with the service of this meal. One % of all humans' builds the upper class, 10% is middle class and the rest of the world has to share what is left. To feel in the body how the world functions, left consternation and helped them to realize how privileged they are. As a result, we needed less food (at least for a day or two).

We could describe our focus of the EDE here as "the possibility to connect to the field of Deep Ecology and Democracy in a community building way". As a next step these fields take to inner work and connection in a more profound and clearer way to the own heart and the GEN movement. The participants soaked in a lot of the programme and filled in their knowledge in power point presentations, songs, waking up games and sharings. This was a wonderful addition.



Loveshowers for every projectgroup

It was a pleasure to see each project presentation. The groups congratulations was a love shower of all the done work. A big network and meeting points all over Europe and in June an EDE-festival near St. Gallen (CH), is the result of this month work.

27. of Mai Lulu from Sweden wrote:

And off we go! _.:):.)

5 month of work we've put into this project.

A lot of talking, realizing, laughing, skypeing, writing, anger, love and in the end a lot of growth turned out of it - so far!

Now we happily look forward to 2 month of walking - Villach to Budapest

Goodbye my friends - i am off now -

See you in august!

<http://cavillachbudapest.strikingly.com/>

One sight story: Two Ghanaian people signed in came 4 days late and departed after 3 days, to see Brussels. We were left back with ungood feelings as they paid nothing. We had organized for them to get their visas, introduced them to this totally different life in Europe, and gave them warm clothes, food and accommodation. This was not a really nice experience even if it is comprehensible, as they travelled for the first time in their life.

So many challenges, highlights, questions, processes etc.!

Our last cleaning party at the last Saturday of this month stretched with all these goodbyes. Many of them journeyed together, to have still at least a little of this group feeling.

An EDE in Glarisegg, what an adventure and experience!

Our facilitators:

Jashana Kippert

“Animal play for group building”, “we are all in this together”, “decision making process”, “The work of Joana Macy that reconnects”, “sociocracy”, deep democracy”, “The work” Byron Katie, “Let’s talk about money”, “EDE review”

Elisabeth Schrag

Arrival ceremony, Movement Medicine and the “Tree of Life”, the ritual at the ruins “The Self/ the Others/Community/Ancestors”, “Insight council”, “Primary Respiration”, “Truth Mandala” (Joanna Macy), Movement Medicine: “Fullfillment/ Interconnection/Realisation/ Harvest”, “closure ceremony”

Sonja-Vera Schmitt

Had the entire planning and organization of all the Jobs, hold the whole economic task. She as a founder knew the most of the Glarisegg history. What does “daily practice” to us was another theme she introduced.

Stephen Busby

Together with Daniel auf der Mauer and Heike Wegener he offered collective healing and worldview, Transparent communication, connected with body-awareness and systemic constellation. At one point of the course their input released a lot of tension and slowed down. This also gave the men a possibility to connect to the wisdom of men in the field.

Anne Lohmann

Gave different speeches and presentations like: “decision making models in community”, “pro und contra of organizational structures of projects”, “spiral dynamics, permaculture principles”

Christine Dürschner

Gave a short introduction of Possibility Management with different distinctions about ego patterns and personality types, followed by an initiation process to get clarity of the difference between ego and being.

Till Henning, Tzegha Kibrom (parents from Eritrea)

Being very experienced as seminar leaders and being a mixed couple of white and black skin, having two little children they could introduce the theme of post-colonialism very carefully.

Petra Heid

Did a great and deep Power-point presentation to her profession of the fair-trade and ecological producing of chocolate with degustation. She also brought a lot of very cheap, fair-trade and bio-chocolate, nibs and beans from her company to our EDE.

Rene Duveen

Cofounder of the community “Sennrütli” (nearby and nearly the same size as Glarisegg with a much more ecologic energy- and heating-system). He is important also as founder for all the questions due to the money and energetic themes around founding a big community and project.

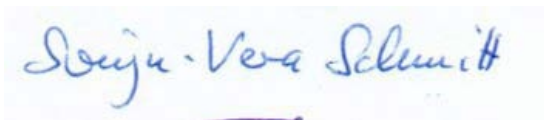
Christian Felber

Internationally known as capacity in the economic field and impressive as teacher and also a contact-improvisation dancer



Our last circle/ releasing all the guides, allies, helpers and elements

Respectfully



Sonja-Vera Schmitt

Commissioned by the EDE organization team with
Elisabeth Schrag and Jashana Kippert



Our EDE 2016