

Dear friends of Integral Europe,

it's been a while now since the initial gathering of representatives of European integral countries in Berlin in June. Many of you who were present and also those of you who weren't present throughout the meeting probably wonder what has been going on in the meantime. In Berlin we've heard country reports from the 21 representatives, built a picture of the status quo of the integral movement in Europe, brainstormed about a common purpose and goals of a newly emerging organizational holon, called Integral Europe, and deeply connected on a personal level. At the end of the gathering we, a group of five, Bence Ganti from Hungary, Raquel Torrent from Spain, Kevin Solinski from France, Miriam van Groen from the Netherlands and Dennis Wittrock from Germany, self-selected in order to work out an organizational proposal as an interim board.



*Participants of the Integral Europe Gathering in Berlin, 2012-06-18*

Finally we would like to update you on what we have been up to since our meeting in Berlin. The five of us have been meeting about once a month on Skype, mostly talking about the structure of this organization and how to present it to the world (in the form of an all-important website). Also, since we value this community and want to use any excuse to get together, we are planning some activities around Europe and also want to invite you to become involved in the next steps in the process of creating Integral Europe.

**The purpose of Integral Europe – Holacracy as its proposed organizational structure**

After our beautiful meeting in Berlin, which still vibrates in us, we set out to create a structure that could accommodate our deeply felt hopes and dreams, wants and needs for Integral Europe.

Because of Dennis' background in the organizational practice of Holacracy, he drafted a detailed proposal of a possible organizational structure for Integral Europe, based on Holacracy as operating system. It defines the initial purpose of the organization as follows:

*"The purpose of Integral Europe is to embody, represent, teach, develop and give voice to integral consciousness and its resulting practical applications on a European basis."*

In order to bring this purpose to life, we break it down into different circles, roles and specific accountabilities that will be pursued in the form of different projects and next-actions. The practices of Holacracy will hopefully enable us to dynamically steer and execute the different projects while staying open for new ideas and feedback from the environment. Another reason for choosing this operating system was the promise of purposefulness, participation, transparency and clarity for Integral Europe. Basically, Holacracy is an organizational structure from the integral altitude in which every voice is heard (without the 'tyranny of consensus') and people act based on their roles in the organization (as opposed to their personal agenda). More info here: <http://holacracy.org/>

In *figure 1*, you can see the proposed structure. As it looks now, there will be a Main Circle, an (advisory) Board and a Nation Circle. All circles are doubly linked: a lead-link from the higher holon to the lower (e.g. the main circle to a nation circle) and a rep-link from the lower holon to the higher. Both links take part in meetings of the higher and lower circle. This structure is potentially open-ended – "turtles all the way up and all the way down". Dennis fills the lead-link role for the Main Circle, Miriam was elected to fill the secretary role, Kevin was appointed to fill the web role.

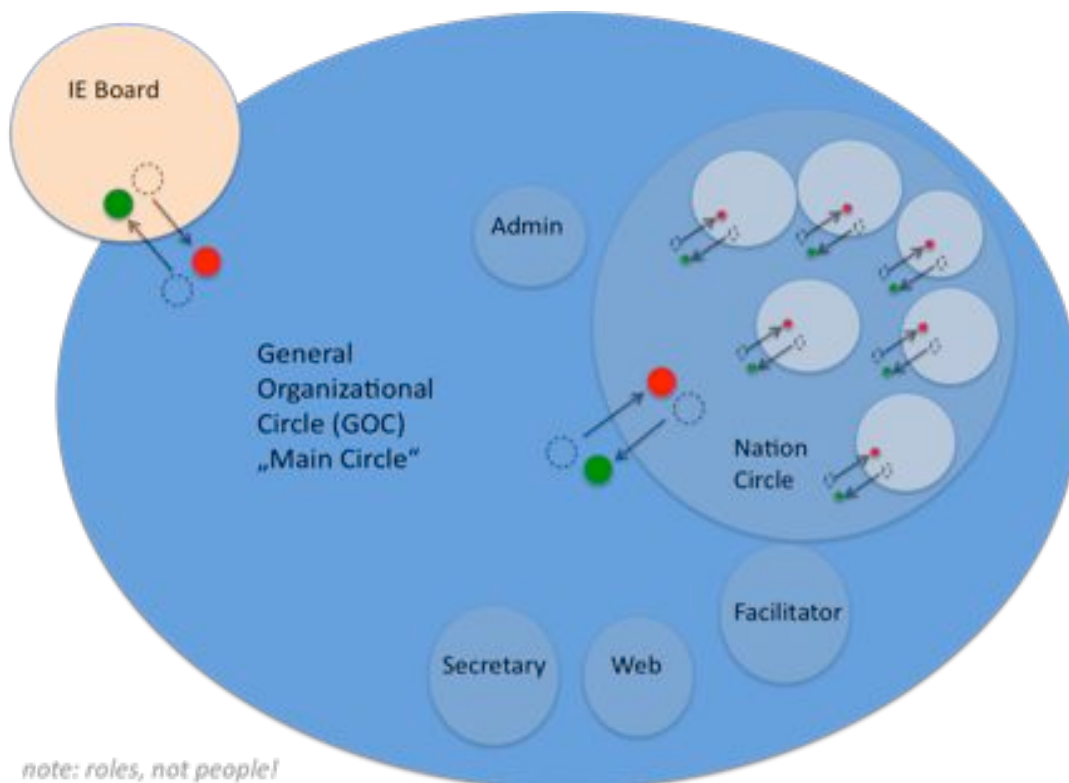


Figure 1: draft of initial IE structure (red: Lead-Links, green: Rep-Links)

Each role has a clearly defined purpose, scope and set of accountabilities and there is also a procedure for appointing and relieving people from their roles. We are defining the cell-boundary of

the organization, which is semi-permeable. We want to be an open organization, but not fall apart. Participation is always dependent upon connection to the organization's purpose. Clear conditions on entering and leaving will create trust and clarity among people on how to contribute. The interim board that the five of us are forming now, will be replaced in the future by a board consisting of several other representatives from different meta-contexts that Integral Europe is enmeshed in - in order to wisely steer the evolution of its purpose.

### **Initial strategic direction: “Integral *for* Europe” over “Integral *of* Europe”**

In the starting phase we will emphasize fostering the emergence of national hubs, that means the *service-function* of Integral Europe *for* national hubs, over the *representation-function* of Integral Europe as an outward representation *of* the collective of national integral hubs toward the rest of the world. The reason is that even though countries like Hungary, Germany, Spain and Poland may already have full-blown autonomous national organizations, other countries are in early phases of their organizational growth. We envision the future merging of a national organization into Integral Europe as a process where a national organization accepts the higher nexus-agency of the purpose of Integral Europe (IE), and receives a lead link from IE (they might propose somebody, IE will decide), while at the same time sending a representative-link to the Nation Circle. It would also mean, that IE would then be in charge of the resource allocation (time, money, energy) of that organization as its new sub-holon. At this point a national organization would have a voice in the governance process of Integral Europe. Since this is a huge step that requires mature organizations and a lot of trust, our strategic focus will rest on helping each other grow in the first place in order to get there. Then those entities who feel ready can join IE and get their interests formally represented through IE, each in their own time.

### **The Nation Circle**

We would like to establish a “Nation Circle” as a forum where leaders and representatives of the national integral hubs can give input and receive support on the development of their hubs, how to build a salon-network, media-offerings, national conferences, integral applications, etc., etc. If a national organization has not yet received a lead-link from IE it will be able to send a non-formal representative nevertheless. The Nation Circle will be led by Bence Ganti, who is intending to also create space for community building and deep encounter.

### **Website**

Our first project is the establishment of a professional website, based upon a content management system (CMS) that will enable each country to edit their own country pages. For the website set-up we received a generous grant of 1.500€ from the European Integral Academy foundation (EIA) which is mainly being used to create the CMS system and logo, a task delegated to Integrales Forum webmaster and designer Uwe Schramm, to get us started with a solid platform. Content we are considering are a list of national hubs and organizations, an event calendar, a questionnaire, a list of who-is-who, applications, etc. We hope to be able to get it in place by the end of the year.

### **Future meetings**

We are looking to bring ‘the five’ together in Budapest in January and to have ‘the 21’ and anyone else interested, gather in June of 2013, likely again right after the annual conference of Integrales Forum in Nürnberg (14.-16.06.2013). This will be a great opportunity for us to reconnect and feel into whether this structure is balanced, open and clear enough to suit our needs. The details of the

structure are too elaborate to share here, but we hope the basic premises we based it on make you feel like there is a space in this organization that has exactly your shape ;-).

### **Festival 2013, Conference 2014**

We are looking into possibilities to create a space for IE during the *Celebrate Life Festival 2013* (by Thomas Hübl) in northern Germany coming summer (August 2013). We try to get our own tent on the festival for a few days in which we organize workshops and other meetings. This would be a great opportunity to present ourselves and get the word out that we exist and have great things to offer. In 2014 we would love to organize the first full blown, official Integral Europe conference. If you feel called to help us in executing this exciting and fun project (which is also a hell lot of work), please let us know.

### **How you can become involved with Integral Europe – the organization**

Our structure is entirely based upon the purpose of the organization. In order to become involved with IE you need to fill a role in the organization that is actually required to fulfil its purpose. Based on the emerging needs and tensions we process along our path we will create, describe and announce roles of the organization that are open and need to be filled by people who are willing and able to do the job, primarily on a voluntary basis. Representatives of integral organizations can join the Nation Circle. Future board members will be invited after careful selection.

### **How you can become involved with Integral Europe – the community**

Of course we're not just an organization, we also aspire to be a real European community. But it is important to highlight the distinction between the organization and the community. Both can go together, but they are not the same. For the community aspect we will organize physical gatherings, teleconferences, media-offerings, online-forums, etc.

We welcome your feedback on what you think about all of this and how you are doing! We will try to post more regular updates from now on, if there is something worth communicating about. In the meantime, rest assured that we are working behind the scenes to make something beautiful happen. Thank you for your trust, inspiration and energy...

Much love,

Dennis Wittrock (Germany),  
Bence Ganti (Hungary),  
Raquel Torrent (Spain),  
Kevin Solinski (France),  
Miriam van Groen (Netherlands)