



Center for Human Emergence
the Netherlands

Annual report 2014



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In this annual report we are delighted to give you an overview of the activities of Stichting Center for Human Emergence, the Netherlands during 2014.

We wrote this annual report in the format of Integral Accounting. This model identifies six consecutive impulses for an idea to materialize and have an impact in the world. The Integral Accounting model is the brainchild of Dr David Martin of M-Cam in the USA. We are grateful to Robert Prinable of Core Dimensions in Australia, who is currently developing a course based on this material, for coaching us in the application of this theoretical model. We have chosen to adopt this model in writing the 2014 annual report as an exercise both to gain insight in the vitality of its activities and to contribute to the application of this theory.

Integral Accounting

The Integral Accounting model appeals to us, because it takes into account all aspects of being, creating, collaborating and getting to a meaningful end result. It allows us as an organization to take stock of where we have fulfilled our intention and potential in the year under review and where there is work to be done. You will see that the first three steps of the six fold path of Integral Accounting describe the inner process while the last three address what happens externally, culminating in a contribution for the good of the whole that in turn serves as energetic impulse for another turn of the wheel on a higher level. For those who want to know more, David Martin speaks about Integral Accounting [here](#).

For our purposes this short explanation suffices:

The Integral Accounting system is an attempt, by no means exhaustive, to identify value attributes other than, but also including, money. By assessing and accounting for value as part of a system, we open the possibility to assess explicitly ecosystems for the existence of multiple value sources and seek to understand community values, thereby organizing our endeavors to optimize all value for balanced wealth recognition. The Integral Accounting system uses six key principals to account for value exchange.



Commodity – elements present in communities which, through cultivation, production, or value-add, can be used to generate means of social or commercial engagement. Some examples of Commodities are potential energy, food, water and raw materials.



Custom & Culture - practices and expressions of individual or community held values and traditions which create a context for social interactions. Some examples of Custom and Culture are expressions of social values, gatherings, interactions, art, music, and ceremonies.



Knowledge - information and experiential awareness which can be transmitted through language, art, or other expressions. Some examples of knowledge are the transfer of information and the expansion of understanding through literacy, marketing, negotiation and stories.



Money - a mode of transmitting and recognizing value exchange using physical or virtual surrogates including currency, systems of credit and barter and engaging any artifact constituting a consensus of recognized value exchange which, itself, is devoid of the value it represents. Some examples of money are currency, trade credits, debt, equity, futures, bonds, and contracts.




Technology - artifacts or schemes by which value-added experiences and production can be effectuated including anything, action, or utility which allows for the manifestation of spatially and temporally defined tangible or intangible artifacts or event. Some examples of technology are appliances, tools, logistics, processing, communications, power, and infrastructure.



Well Being - the capacity for any person or ecosystem to function at their optimal level where conditions are suitable for a person to be at liberty to fully engage in any activity or social enterprise entirely of their choosing as and when they so choose. Some examples of well-being are health, sanctuary, medicine, inalienable rights, equitable and gainful engagement, fellowship, and fun.

With this annual report we intend to do an honest audit of what goes well in our organization and what could be better. Our intention is to report, to share, to learn and do better in the next round.

1.  **Commodity** – elements present in communities which, through cultivation, production, or value-add, can be used to generate means of social or commercial engagement. Some examples of Commodities are potential energy, food, water and raw materials.

+ in 2014: The heartbeat of the organization is strong as are the heartbeats of the salon evenings, the Constellations, the meetings of the Alignment and Synnervation circles. People feel connected and motivated to do the work within the organization and apply what is learned together in the roles they play in the world. Under the new lead, Jasper Rienstra, CHE Synnervation is coherent and pro-active. The renewed implementation of Holacracy throughout the organization in 2013 bears fruit. There are growing numbers of followers on Facebook and Twitter. Thanks to one large gift spread over a number of years and many small donations from souls in roles and attendees of the Salon evenings there is enough budget to finance the activities.

- in 2014: Dependency on one major donor, no energy towards fundraising, sending newsletters or consciously building a network of friends. Relatively much time goes into internal organization and governance. A number of people who have been active in core roles for many years are reducing the time available for this volunteer work because of activities that have mainly grown out of their CHE involvement and praxis. It remains difficult to find new souls to fill key roles.

Stichting The Center for Human Emergence, the Netherlands or CHE NL was founded on April 20, 2005 with the aim to find new ways to engage with the multiple challenges we face in the world that threaten our very existence, and to support the required shift in consciousness. In this period a non-linear transition in which old ways of thinking and acting prove obsolete, a wide variety of experiments is needed to give birth to a new paradigm. CHE NL considers itself part of this wealth of experimental activities, none of which may in the end prove to be the way forward while each of them is essential to find it.

The purpose stated as ‘Integral renewal of society as sacred partnership in life’ provides both the context and the content of the activities. The roadmap chosen to engage with the world is that of Spiral Dynamics Integral which provides insight in people’s value systems (sometimes called memes or colors). Value systems mirror the preferences in various worldviews, convictions and intrinsic drives of people and organizations. They vary from person to person and are determined by someone’s neurological wiring (nature/nurture) and the perception of the life circumstances. Intrinsic drives strongly determinate our perception, our thinking, feeling, acting and avoidance. Value systems indicate how people think and why we do what we do. They also provide insight in the next natural step for a person, an organization or a country in the world in transition.

In 2008, several independent consultants, trainers and coaches started CHE [Synnervate](#) as a consultancy firm that is totally in line with the purpose and principles of the foundation that fully owns it, CHE NL. The core product can be summarized as ‘Synnervating’. This two-part term affirms the dance between the individuating and the



accommodating colors of the Spiral as the two movements seen as necessary to develop organizations, institutions and societies to be fit for these times of increasing complexity and worldwide challenges:

- **Syn** - connecting the different parts of a person, organization or society, and
- **nervate** - vitalizing the new emerging whole.

In the year under review CHE NL worked with a budget of € 28,360. This provided for the much appreciated secretarial and administrative support, the bi-annual learning days and retreats, the project undertaken to do research into the praxis developed over the years within the four communities of practice and the delegation of four to present the findings at the 1st European Integral Conference that was held in the spring in Budapest.



2. **Custom & Culture** - practices and expressions of individual or community held values and traditions which create a context for social interactions. Some examples of Custom and Culture are expressions of social values, gatherings, interactions, art, music, and ceremonies.

+ in 2014: Customs and culture define who we are and what CHE NL offers to the world: a connected way of engaging that influences all steps of value creation. This aspect of a consciously shared culture proves a strong binding factor for the volunteers and professionals within the organization. The attendance of the bi-annual retreats and learning days remains high. This allows for bonding between those who rarely meet in the course of their work. The strategy, now updated twice a year, gives focus to the activities.

- in 2014: Lack of holding one another accountable and addressing tensions that invariably arise, especially with us being a distributed organization that depends on the goodwill of volunteers. An internal focus rather than outreach. Lack of availability and energy from souls in roles to start new projects on behalf of the organization.

The culture of CHE is founded on working on the basis of these principles:

- We assume oneness
- We acknowledge natural order in all life
- We enact the role that is ours to play
- We act when the time is ripe and hold when it is not
- We clarify creative tension until new insight emerges
- We act from mutual trust and are accountable to one another and the whole at all times.

The purpose and principles are reiterated at the beginning of meetings of the Alignment circle and at the beginning of every Salon. This proves extremely effective to set the tone and activate the field of consciousness.

To have a one-sentence, easy to remember strategy that is updated by the Alignment circle every six months has proven useful and productive. In March 2014, the strategy 'With our praxis we play a role of significance in the Netherlands – will you join us?' was adopted. In September of the same year, this changed to 'With SDi 3.0 we offer an attractive perspective – ready to join in?'

The strategy provides a focus for the three manifestation channels:

- the Constellations: these communities of practitioners each have a heartbeat of meetings of their own. In 2014, we four Constellations were active in the fields of Health, Politics, Energetics and Yin. The Constellation Education was in a process of exploration and has gotten off to a good start in early 2015.
- the Salons: the evenings that are open to the public and that we offer every other week. In 2014, 18 Salon evenings were offered with a wide variety of subjects. The



overarching theme this year was 'the daily practice' or ways in which one can work on personal and spiritual development.

- the fully owned training and consultancy company CHE Synnervation BV in which seven professionals meet clients where they are and guide them in identifying and taking their next natural step. In 2014, new Synnervate lead Jasper Rienstra had a focus on strengthening the collective as a tribe that lives the CHE principles and dares to take these into the world of business and public service. He also initiated a system of buddying between Synnervators and encouraged a shared sense of responsibility.

In line with our strategy we did a project of research into our own praxis, i.e. the body of practices that we have adopted and developed within the organization to engender insightful and revealing conversations.

As before, the aim in 2014 was to be the laboratory, the scientist and the guinea pig at the same time by trying new ways of being and working out within the organization and then making them available through the Salons, CHE Synnervate, strategic connecting, publications and conferences.

In this we endeavor to live up to our reputation as leader on the 'leading and bleeding edge':

- ⊗ Old way of working : things that should/could come to an end
- ⊗ Known ways of working : still workable – keep in healthy balance
- ⊗ On the edge : progressive, somewhat innovative, based in old paradigm looking for something new
- ⊗ Leading edge : new paradigm arising - experiment and learn
- ⊗ Bleeding edge : in (a form of) new paradigm from not-knowing, experiment and learn

In 2014, thirty volunteers ('Souls in roles') committed their time and energy to the organization. Including the people within the Constellations the count comes to 42. A rough calculation shows that, as in previous years, some 10,000 volunteer hours were given to the organization – this, of course, can only continue if what is gained from participating in CHE NL is deemed worthwhile.



3. **Knowledge** - information and experiential awareness which can be transmitted through language, art, or other expressions. Some examples of knowledge are the transfer of information and the expansion of understanding through literacy, marketing, negotiation and stories.

+ in 2014: Making our CHE-wide praxis explicit through a dedicated research project. Further development of knowledge and skills within CHE Synnervate and the Salon hosting team. Deepening of personal awareness and insight into group dynamics through the retreats and learning days. People picking up tasks not related to their roles because they see the work to be done and they do it.

- in 2014: The level of Holacracy practice is still unprofessional at times. A number of key roles have not been filled which results in tasks being left undone. The results of the praxis research were insufficiently shared. While SDi is undisputedly our common basis, not everyone is fully versed in this body of thought and practice. The role of the rather autonomous Constellations, and their connection to CHE as a whole, is not fully clear.

In 2014, the practice of Holacracy, reinstalled in 2013, was deepened and strengthened. Adhering closely to the practice as set by Holacracy One and as maintained by the trained facilitators within CHE NL started to bear fruit. The investment to give all souls in roles access to the online system Glassfrog did not pay off, in the sense that those not in the Alignment or Synnervate circles did not feel this excellent tool was helpful to them and did not really start to access it. Holacracy has both the Alignment and Synnervation circles steering from present tensions felt by people in their functional roles. Through the disciplined process of integrative decision-making new insight is generated, differences are integrated and workable solutions are found. It remains an art to participate in this process without giving voice to old stories, fears of future consequences or personal preferences. To support this discernment, souls in roles are invited twice a year to participate in a 23-hour retreat, organized by Marinette Ritz and Lisette Schuitemaker in the roles of Integrity Guardian and Organizational Space holder.

In 2014, themes during these retreats were:

- development of conscious intuition
- holon awareness or awareness of oneself and one's own purpose as part of the purpose of the CHE and of the earth as a whole
- how to incorporate all information present – including anger – in order to progress the system and find new answers.

After the CHE Board called for a stricter financial administration in June 2014, action was taken and Office Manager Diana de Groot stepped into the role of Financial Administrator with the back-up of an accountant. Financial Strategist and treasurer Jan de Dood is moving towards a transparent and up-to-date booking and reporting system.



Ably and inspiringly led by Leidje Witte, the Salon hosts gained a new team member and strengthened their hosting praxis. For each of the 18 salons held in 2014, the hosts brought the speakers to the edge of their knowing so new learning could be gleaned with the Salon attendants.

These 'discovering conversations' differ from debate or dialogue in that there is no downloading of what one knows but an open exploration of what wants to make itself known. Over the years, all souls in roles as well as regular Salon attendants have become experts in setting the tone for a meeting or gathering, holding a check-in and conducting co-creative, inclusive conversations that are markedly different from exchanges people usually have. In 2014, the 18 salons had 375 attendees.

Twice a year all souls in roles are invited to participate in a day of collective learning. The focus of the spring day was on getting things done within the context of the autonomy that Holacracy calls for. The fall saw a day with Systems Centered Training, a method that allows for all information in the field to be taken into account. Both days were tailored to what the system needed at the time: the first geared towards practical self-management and external collaboration, the latter on awareness and presence in relationship so the work can flow.

As from 2006, the CHE Constellations have been actively researching from an integral and 2nd tier perspective, looking at subjects as diverse as money, organizational development, education, coaching, politics, health, yin and energetics. Often starting out with an experience or a research question, a CHE Constellation may develop from an interest group to a community with their own research dynamics. While much attention is given to working on the basic assumption of oneness, less attention has gone into making this explicit. In order to gain more insight into the CHE praxis and to obtain a meta-view, a research project on our internal set of practices was initiated. Synnervators Ard Hordijk and Allard de Ranitz used the Integral Research Framework, developed in 2011 by Peter Merry and Ard Hordijk for the [Turquoise Research Project](#), to conduct this research within the four existing Constellations Health, Politics, Energetics and Yin.

On the basis of experiences of using the Spiral Dynamics model in working with clients in the corporate and public worlds, CHE Synnervate formulated a thesis on Spiral Dynamics integral that focuses on a healthy development of all consecutive evolutionary steps that make up the full spectrum of any organization, be it a human being, a corporation or a country. Further trainings in Holacracy provided two Synnervators with the capacities to implement this system of governance for clients. Insights gained within and outside CHE NL form the basis of the Integral Coaching School that was successfully started by Synnervator Marinette Ritz in 2013.

The Board of Stichting CHE, consisting of Lisette Schuitemaker (chair), Jan de Dood (treasurer) and Marise Voskens (secretary), had one formal meeting to approve the 2013 Annual Accounts and the 2014 budget. There was an informal meeting with CHE Synnervation BV's director Jasper Rienstra in September 2014 with a focus on how the Synnervators are developing a next version of SDi based on their experiences in the field.



4. **Money** - a mode of transmitting and recognizing value exchange using physical or virtual surrogates including currency, systems of credit and barter and engaging any artifact constituting a consensus of recognized value exchange which, itself, is devoid of the value it represents. Some examples of money are currency, trade credits, debt, equity, futures, bonds, and contracts.

+ in 2014: High quality in internal retreats and learning days. Continued interest in the Salon evenings, now in their 9th year. Lively exchanges and discoveries in the four Constellations. Promising SDi 3.0 research and development by Synnervate. First group graduated from the Integral Coaching School with high evaluations of the quality of the training. High societal relevance of Synnervate clients (municipalities, schools, sustainability organizations).

- in 2014: The visibility of CHE and CHE Synnervate in the market is limited and Synnervate experiences a degree of difficulty finding clients and enough participants for SDi trainings. The acquisition and amount of paid work within Synnervate is unbalanced: some Synnervators are in high demand while others are underutilized. There is a lack of traditional financial awareness and interest within the organization.

This fourth aspect of the Integral Accounting map marks the first step into the outside world. Money is like a time-machine of promises. Looking through the lense of promises, the first and foremost one that CHE NL makes is that of the potential of humanity living in a state of dynamic balance with each other and as part of the natural world of this earth as a sacred partnership in life. The promise we make is that by engaging with us you deepen into letting your actions stem from deeper values, putting attitude before content, coming from unity consciousness when working together within the organization and in relationship with partners and clients.

Another promise CHE NL makes and has been making again in 2014 is that of new ways of being together, new systems of governance and decision making, new ways of conducting conversations that render new perspectives, new visions, new outcomes. The information gained from our praxis research is a promise to all who are tired of the same old outcomes from the same old conversations. The fact alone that we CHE still exists, shows that it is possible to be organized, conduct business, take decisions and flourish as a sacred partnership in life.

As a foundation, CHE NL is largely dependent upon donations, both financially and in time given by volunteers. The number of financial donors who give on an annual basis has been shrinking to a mere two who together contributed € 450 in 2014. The long-term donor contributed € 24,000 in 2014 with € 52,000 still available for the years to come. Allowing for a redemption of the € 20,000 loan extended by Wisdom Council member Fred Matser right at the start of CHE's existence, the remaining € 32,000 is expected to cover one more year of CHE's budget deficit. As in previous years, donations are also granted in kind by volunteers not billing for hours spent, even when a budget was available.



The generous donation of volunteer hours that we estimate around 10,000 during each of the nine years of CHE's existence, is another value that the organization apparently contributes to the experience those connected with it.

The promise of the Salons is that those who attend such a co-creative and co-created evening event have an experience of the field of oneness. This is promoted by the instructions given: to speak from and to the center of the circle rather than to one another directly, to have an open mind, heart and will, to come from not-knowing, to speak only when the impulse prompts you to do so, to listen with attention, to gauge if what you are about to say improves upon the silence. In 2014, the underlying theme of the various subjects of the 18 salons was 'daily practice': what are ways and methods to practice being conscious? The 2014 Salons were attended by a total of 400 participants and the request for a minimum contribution in an income of € 1.175. We are continued to enjoy the hospitality of the Venwoude Center in De Lage Vuursche which is a huge donation in kind that we greatly appreciate. The expenses for occasionally having to rent space amounted to € 425, leading to a positive result of the Salons of € 750. This must be set against the costs of Diana de Groot in the role of Office Manager who spends about 45% of her time sending Salon invitations and monitoring registrations. The total annual cost for her indispensable administrative support is € 7.260 or about one third of the total budget. The souls in roles were requested to self-fund the retreats, while the costs of the two organizational learning days amounted to € 2,000.

CHE Synnervate showed an income of € 155,000 from trainings and consultancy. Work was done for existing customers, some of them longstanding relations:

- Nederlands Jeugd Instituut: Art of Hosting
- Alliander: coaching of executives and implementation of Holacracy
- Algemene Vereniging voor Schoolleiders: a structural collaboration in which they promote SDi1 and Confronting with Respect and a number of Synnervators are core teachers in the leadership courses that AVS offers to their members.
- The Hague municipality: train-the-trainers SDi (a longstanding client)
- Other important Synnervate assignments in 2014:
- using SDi to professionalize in a primary education facility
- leadership program for management team and heads of departments of a large (top 32) municipality
- Twente University
- Sustainable Seafood Finance
- Rabobank: helping to incorporate conscious intention in annual planning cycle
- Stichting Solidaridad

Income of € 125.000 was generated through the [Integral Coaching School](#) that had the first group graduating in the fall, a second group running and a new group ready to start at the beginning of 2015. Each group has 10 to 12 participants. On the basis of its negative income in 2013, Synnervate did not pay dividends into the 2014 CHE budget. For the 2015 budget, a € 2,000 dividend payment was foreseen and at the time of finalizing this report, it has become clear that the company has had a very good year so CHE NL can anticipate a dividend pay-out of over € 8,000.



Although the evaluation scores of clients and participants of the trainings are invariably high, Synnervate continues to cater to a small number of clients, most of them now in the public sector. The Salon in which the CHE Synnervate lead introduced how Synnervate has been progressing the SDi body of thought, led to the focus of the strategy of the whole CHE organization as from September 2014.

Expenses were also made for the 4-person strong representation at the 1st Integral European Conference in Budapest where one plenary session and three workshops were given centered around the CHE NL praxis of generating collective wisdom, while a number of posters gave further information. The feedback on these presentations and the presence of the CHE NL souls in roles was positive with an emphasis of the appreciation on the embodiment of what was presented.



5 **Technology** - artifacts or schemes by which value-added experiences and production can be effectuated including anything, action, or utility which allows for the manifestation of spatially and temporally defined tangible or intangible artifacts or event. Some examples of technology are appliances, tools, logistics, processing, communications, power, and infrastructure.

+ in 2014: Emergent process of sharing experience across Constellations of hosting the conversations and generating content and awareness. The 'CHE Way' was affirmed and clarified by the praxis research project and the embodied way the CHE NL praxis was presented at the 1st Integral Europe Conference in Budapest received appreciation and positive feedback. The four CHE representatives made good connections during this event. The large number of CHE NL posters further strengthened our participation. Synnervate found growing opportunities to apply specialty techniques, such as SDi, U-process, Art of Hosting, Holacracy.

- in 2014: CHE NL has a lot to offer but without real visibility or impact in the Netherlands we do not yet fulfill natural roles in the public eye. There was no large scale follow-up of content and contacts after the IEC.

This fifth step in the Integral Accounting cycle, technology, could be described as 'the cook and the recipe'. In 2014, the major dish CHE NL cooked up was the Praxis Research Report and its presentations during the 1st Integral European Conference in Budapest where, according to the positive feedback they received, the four CHE NL representatives made a tangible contribution to the conference as a whole. The Praxis research report was published in Dutch with an English translation to follow in 2015. A number of Salons were held sharing the findings of the Praxis Research, the experience of the IEC in Budapest and applying some of the techniques and inquiries used there to the Netherlands. The Constellation Leads met to explore the impact of both the Praxis Research and the presentations in Budapest on their next steps, applying the findings to the specific fields of Education, Coaching and Health. The Salons around the theme of Budapest also served to attract new participants and reunite people from the Integral and SDi communities in the Netherlands, strengthening connections and networks.

The relatively new Yin and Energetics Constellations both draw on the findings of Peter Merry who in 2012 did CHE-funded research on the energetic architecture. The premise of this research is that all matter pre-exists on an energetic level and it is through building relationships that things come into being. The working hypothesis is that if human beings can create greater coherence in the energetic architecture, the relational and material dimensions will manifest in greater alignment with universal principles of life, therefore vitalizing both parts and whole. All three of these architectures are held as emanations of the 'divine light' or 'unified field'.

Through Synnervate the year under review saw one delivery of the basic SDi1 training. Work was done throughout the year by a number of Synnervators on developing the online SDi platform for the Netherlands, <http://www.spiraldynamicsintegral.nl>.



This comprehensive site was launched early 2015. Apart from clear text on the theory and its potential applications it has 52 clips to inform on and illustrate the value memes that are free for all to use.

Four articles were submitted for publication in the 'SDi Applied' book compiled by CHE US colleague Tom Christensen that is due to come out in the fall of 2015. With the title 'Revaluing Purple, Red and Blue' Synnervate Lead Jasper Rienstra wrote on the SD1 3.0 approach developed by Synnervate. Based on her vast experience in working with Roma and on a project in Malawi, Synnervator Leida Schuringa wrote an article on Community Empowerment through strategic use of the SDi lense. Strategic Connector Anne-Marie Voorhoeve translated and adapted the article on Meshworking that she wrote for the Dutch publication 'Bloei' for a worldwide audience. The Turquoise research report published on the CHE website in 2011 will also be included in this publication.

To reach a new and wider audience insights gained are shared on Facebook and twitter. The numbers of followers are still limited.



6 **Well Being** - the capacity for any person or ecosystem to function at their optimal level where conditions are suitable for a person to be at liberty to fully engage in any activity or social enterprise entirely of their choosing as and when they so choose. Some examples of well being are health, sanctuary, medicine, inalienable rights, equitable and gainful engagement, fellowship, and fun.

+ in 2014: The common praxis maintained consistently is named by many souls in roles as the basis upon which they are building new ways of manifesting professionally, i.e. at Ubiquity, Integral Coaching Training, chair of the Findhorn Foundation, director of The Hague Center etc.

- in 2014: Insights and experiences gained internally are not collectively manifested externally as most souls in roles work on their own instead of as a strong and visible organization. There is no structure yet to bring what is being developed within Salons or Constellations into the wider world. We have not developed materials to show others and have no visible impact through social media. Here is a continuing sense of potential still untapped.

Peter Luijten resigned from the role of Salon host that he has been fulfilling for a number of years. The decision did not result in the sense of freedom or happiness he had expected. Quite the contrary. It made him realize that CHE is his community of practice where he is stretched to the edge of his comfort zone while working towards a common goal with peers, and thus gains experiences that he can apply both in his work environment and his life. So he asked to be restored in his role. A request happily honored. This short story might capture the well-being that souls in roles experience by being part of CHE NL. The level of engagement remains high as is shown by attendance of meetings, retreats and learning days and time given freely to the organization and its activities. There is cultivation of friendship between souls in roles. Tribe time, for instance around the fire on a retreat or at lunch before meetings, is appreciated and valuable.

Souls in roles report that the experience that they are still growing, individually and collectively. The bi-annual retreats play an important part in this as they provide common ways of self-management, spiritual deepening and approaching conflicts that invariably come up. There is a pride in being seen as embodying the praxis, practicing what we preach. This rests on souls holding each other accountable, not only for *what* is done but also for *how* things are being done. Holacracy is helpful and the organization could still gain in transparency and calling each other to task.

People who attend the Salon evenings on a regular basis report they feel more freedom in their work environments to bring in new ways of speaking and coming to decisions. They stress the importance of the inspiration and connection they receive on these evenings and the value of being able to practice in a safe and stimulating environment.



Within the Constellations inspiration continues to flow. Recently, a government official taking part in one of the Constellations remarked how this is the only place apart from home where he can speak without censoring his words.

The Constellations are stable and continue to plan their meetings based on the longing to come together for further common exploration.

Invariably at the bi-annual meetings with the Alignment Circle the members of the Wisdom Council, some of whom have been following us closely for almost a decade, mirror to us their appreciation for what we keep doing and how we do it. Appreciation for all involved with CHE NL in any way and gratitude that we can do this work together are certainly part of the well-being that propels us to be happy to make another spin on the wheel.

On we spiral 3.0

This concludes our audit of and reporting on the activities undertaken in the year 2014. We have started 2015 with renewed zest. Salons, Constellations and Synnervate are each conducting their business. The Alignment circle has decided to spend less time on governance and more on special topics. 'Sense lab' is the term we are currently using for our way of sensing into potential ways of working and living as a sacred partnership in life. The renewed strategy is to be open to new souls to step into the organization, even if this goes at the expense of the established order, and to be more pro-active in communicating what we do. Plans for a writers' collective to offer a perspective on what happens in the world through the SDi 3.0 lens are becoming concrete. This would address many of the minus points listed above. On April 20, 2015 we celebrated our 10th anniversary with a dance Salon. An existing group of professionals in the field of Education has joined CHE NL to become the fifth Constellation. All in all, after ten years we are still crazy enough to think that this experiment of assuming oneness helps change the world into a place where each and all find their unique spot to contribute as part of the one life.

*On behalf of the Alignment Circle,
June 2015
Lisette Schuitemaker*

BALANS PER 31 DECEMBER 2014

(in euro's)	31 December 2014	31 December 2013
Activa		
Deelneming CHE Synnervation BV	38.000	38.000
Debiteuren	0	7.030
Vorderingen	900	900
Bank en kasmiddelen	9.310	21.666
	48.210	67.596
Passiva		
Algemene reserve	(1.459)	19.587
Bestemmingsreserve Alignment Circle	29.669	27.337
Leningen	20.000	20.000
Crediteuren	0	40
Overlopende schulden btw	0	1.429
	0	-797
	48.210	67.596

RESULTATENREKENING

(in euro's)	2014	2013
Baten		
Donateurs	602	1465
Eenmalige gift	0	0
Inkomsten activiteiten	3.632	3.118
Dividend CHE Synnervation BV	0	4.562
Overige inkomsten	1.685	222
		5.919
		9.367
Lasten		
Uitgaven activiteiten	3.844	4.192
Uitgaven strategie, connecties	747	1.186
Resultaat overhead	18.027	7.841
		22.618
Resultaat voor belastingen		(16.799)
Vennootschapsbelasting		4.347
		0
Resultaat na belastingen		(21.046)
		(3.852)