

Annual Report 2016

Stichting Center for Human Emergence (NL)

The **Purpose** of CHE NL is:
Societal innovation from unity consciousness

The **Principles** with which we aim to realize this purpose are:

1. We assume oneness
2. We acknowledge natural order in all life
3. We enact the role that is ours to play
4. We act when the time is right and hold when it's not
5. We clarify creative tension until new insight emerges
6. We act from mutual trust and are accountable to each other and the whole at all times.

The **Mission** of CHE NL is to serve integral societal renewal by connecting and revitalising individuals, organizations and communities through experience, in the Netherlands for the world.

In general

2016 was another turbulent year in the world with the effects from climate change becoming ever more palpable, refugees camping out in abominable circumstances in southern Europe and near Calais, and Brexit and the election of Donald Trump showing the power of factfree politics. For CHE NL, this was a varied year with much dynamism and activity within Synnervate, at the Salons and in some of the Constellations. With many roles in the Alignment Circle unfulfilled, it was also a year to practice the principle of 'acting when the time is right and holding when it is not'.

From its inception in 2005, the roadmap chosen by CHE NL to engage with the world is that of Spiral Dynamics integral (SDi). This model provides insight in people's value systems which sometimes are called value-memes. Value systems mirror the preferences in distinct worldviews and intrinsic drives of people and organizations. They vary from person to person and are determined by someone's neurological wiring and the perception of the life circumstances

(nature/nurture). Intrinsic drives strongly determine our perception, our thinking, feeling, acting and avoidance. Value systems indicate how people think and why we do what we do. The value-memes also give insight in the next natural step for a person, an organization, a region or a country in times of transition.

Applied to CHE NL, with our assumption of oneness, in SDi terms we assume the yellow and turquoise value memes that acknowledge (yellow) and live from (turquoise) the interconnected, interdependent one universal web of life. We aim to embody and include all 1st tier value systems with heart and soul, so we can bring them alive in our thinking and acting from a 2nd tier position, and may offer that way of being and seeing in connection to what happens in the world.

Activities

2nd tier publications

In 2015, a group of four who have been connected with CHE long-term began enthusiastically with the initiative to offer a SDi perspective on world events. The purpose of the role was to make the praxis of CHE and Synnervate visible in the Netherlands. The idea was to translate CHE/Synnervate praxis - that what we have developed in ways of being and doing, our manner of communication, conjunction and cooperation- into understandable and attractive notions for publication in mainstream media. The aim was also to apply the SDi body of knowledge to actual (societal) questions and publish on applied methodologies to shape societal renewal and on Synnervate working practices. The group was accountable for spreading these products in writing through our websites and appropriate media and find and use authoritative channels to enlarge impact. As a result, one article by this group's Lead Leida Schuringa was published in the national newspaper NRC.

In 2016, Leida again wrote a number of articles with an integral and Spiral view on news and contemporary events. Although aiming high, none of them were accepted by mainstream news media. They were published on our own website and the Facebook pages of CHE NL and Synnervate. Her article *Refugees in the Netherlands, seen from Spiral Dynamics* won an award on the 2d Integral European Conference.

In the second half of the year, the group did not convene having decided to leave initiative up to the individual members.

18 Inspiring Salons

Salon evenings continued throughout 2016 in a rhythm of once every two weeks. A total number of 18 Salons and a threefold series on 'Money and Consciousness' provided high quality inspirational evenings. On average the Salons drew 16 participants per evening, with a total of 273 over the whole year as well as 94 dinner guests for Venwoude. These recurring events keep

drawing people towards CHE and provide a place for people to get to know CHE by experience at a minor cost of € 61 per evening, while salon revenue (over € 1000) covers the rest of the expenditure. As in the previous years, the team was capably coordinated by Leidje Witte and the Salons were skilfully hosted by Margreet Kooistra, Peter Luijten, Wendela Schenk as well as others from the CHE circle. With their exploratory format honed over the years, the Salons continue to help get a sense of the emergence of new ways of being and doing. We are grateful to the conscious community of Venwoude for their continued hosting.

Highlights of 2016 were Salons on ‘Co-creative science’ and ‘From we-thinking to I-thinking’ based on the experiences of a refugee from Sudan. A series of three evening was offered on the theme of ‘Money and Consciousness’ led by Jac Hielema from Economy Transformers. A dedicated group explored the history of economic systems, the development in philosophy and how we are influenced in the way we think and act now in this theme. The Salon on ‘Vortex healing’ was especially impactful for the people present. They let us know they were aware of a deep feeling of peace and trust for several days after this salon.

A learning organization

‘What have we become aware of?’ or a similarly worded question is how we end all meetings with the aim as a learning organization to reflect and integrate reflections. At its core, CHE is and has always been a learning organization. In every step we take, consciousness and on the edge development is a large part of our praxis and movement.

In the spring, we held an internal Learning Day to attune to what is next for CHE NL. Organizers Pleun Sevens and Hans Kunneman invited externals to give feedback on how the organization is perceived, and suggest ways of attracting new people in to fulfil roles.

Constellations continued

The Constellations (Integral Communities of Practice) Politics and Energetics continued in 2016 to organize their meetings according to their own heartbeat, and electing new members according to their own wishes and needs. After eight years of ongoing inquiry, the Constellation Health came to a natural ending. With the aid of Constellation Lead Anja Wolters, Jan-Willem van Aalst compiled an A-Z book on allopathic and complementary healthcare that was published in October 2016. The Yin Constellation also came to a natural ending. It started in 2012 with the original impulse to go down in the body, to the realm of sexuality and rooting, to find the expressions of ‘the divine feminine’ that we fear and long for, both men and women. In 2016, the cycle of exploration felt complete and with gratitude this Constellation was disbanded.

Synnervate, our full subsidiary

Synnervate has proven to be a place where our praxis, purpose and principles are tested, verified and put into practice. The seven Synnervators apply the models and our learnings both inwardly and in society. Consultancy was offered in companies, governmental organizations, NGO's. Training was given to individuals and in groups. Synnervators also contributed to projects in the field of societal development. In all they do, Synnervators strive for a way of working 'on the edge' of their own development and that of the people they work with. The 2016 activities include:

- New agreements for cooperation were made with the municipality of Steenwijkerland for implementing cultural change and learning to work with Spiral Dynamics integral, and with the AVS which is the foundation for school boards and directors.
- A new website that gives an overview of the models and techniques on offer was developed and launched.
- In June, October and December 'Workplaces' were organized. At these gatherings clients, prospects and other interested parties are taken through a structured step-by-step process of looking at cases in an integrally informed way. With topics varying from 'Integral Cooperation' to 'Holacracy' and 'Innovative organizing from Teal/Second Tier', each attracted around 25 participants.
- 5 newsflashes with varied content were published and sent to a widespread group of stakeholders.
- The Educational programme for Integral Coaching set up by Marinette Ritz started with its 4th group. She has broadened curriculum to comprise retreats, post-educational training and in-depth modules. Two co-trainers were engaged. For the third year in a row this programme was the largest contributor to Synnervate's revenue.
- Several articles written by Synnervators were published. Edwin Holwerda wrote an article on the development of man and his work with men's groups. Marinette Ritz wrote an article 'Are we actually yet to become adults' ('Moeten we eigenlijk nog volwassen worden?') for 'Tijdschrift voor Coaching', one of the Dutch leading magazines for coaches. Leida Schuringa won 1st prize for 'Best Scholar Practitioner Paper' at the Integral European Conference (IEC) in Budapest.
- The Spiral Dynamics integral website (www.sdinl.nl) was launched in an English version at the 2016 IEC in Budapest as a gift to the international SDi-community.
- The Spiral Dynamics integral-2 Team and Organizational Development training was given for the first time as an in-company training at the municipality of The Hague.
- The first cooperative training Synnervate/ValueMatch training was performed with nine participants.
- A newly developed Spiral Dynamics integral-2 ISO training is ready to market.
- Spiral Dynamics integral training programmes are in the top three range of revenue generators.
- Synnervate now counts one Certified Holacracy Coach, one Certified Holacracy Facilitator and three Certified Holacracy Practitioners.

- Two Holacracy implementation contracts were closed and executed, one of them being with Oliver Valves, a specialized industrial company embracing new ways of organizing.
- Synnervate paid € 5.000 as dividend to the foundation CHE NL.
- Through the efforts of Leida Schuringa, the Twin-farming project in Malawi was financed with € 4,500 so it could make a flying start.

The Wisdom Council

The Wisdom Council which continues to support us in staying connected to what is happening in Dutch society and providing an external perspective on our activities, convened twice this past year. We are grateful for their ongoing commitment to our Purpose, Principles and Mission. In 2016, we said goodbye to Fred Matser as part of this council. His parting gift of remitting the loan of € 20,000 that he gave right at the start of CHE NL was deeply appreciated. We salute Chantal Gill'ard in her battle with cancer. In the December meeting of the Wisdom Council we said a warm farewell to Herman Wijffels. As we honoured him for his presence in this council, he reflected that he had learned as much from us as we had from him. Salon Coordinator Leidje Witte immediately engaged him to give a Salon in 2017.

People

Although this is risky, the Board would like to thank Jasper Rienstra who continues in his role as Director of Synnervate and Lead Link of the Synnervate Circle in which capacity he also sits on the CHE Alignment Circle. He has made the role his own and we are happy to affirm him in this capacity for 2017.

We want to appreciate and thank Leidje Witte for her continued drive and care in selecting presenters for the Salon evenings, providing an inspiring programme year after year, and coordinating the team of Salon hosts with zest. Our hats off to her.

We also thank Pleun Sevens for hosting the New Year's party at her house, for stepping in fully as Organizational Learning Officer, and stepping out when her path took her elsewhere.

We appreciate Leida Schuringa for stepping into the role of 2nd Tier Publications, and thus stepping into the Alignment Circle.

In this time of transition for CHE NL, we are thankful that Ard Hordijk, Domi Lambregts and Leida Schuringa have felt compelled to take on the role of New Phase Research.

We acknowledge the committed support Diana de Groot has given us over the years in her role of Administrative Support, and wish her well as we change the relationship to a freelance status which has her step down from the Alignment Circle.

We'd also like to thank every other soul in a role for their contributions in the year under review. The full list is:

CHE Alignment Circle

Integral Alignment Officer	-
Wisdom Council Lead	Peter Merry
Synnervate Lead	Jasper Rienstra
Synnervate Rep Link	Allard de Ranitz
Organizational Learning Officer	Pleun Sevens (until August)
Salon Coordinator	Leidje Witte
Financial Strategist	Jan de Dood (until August)
New phase research (from November)	Ard Hordijk, Domi Lambregts, Leida Schuringa
2nd tier Publications	Leida Schuringa Diana de Groot (until August)

Constellations

Energetics	Peter Merry
Integral Politics	Peter van der Vliet
Yin	Arielle Brouwer

Salon Hosts

Ilse van Haastrecht (until May)
Peter Luijten
Margreet Kooistra
Wendela Schenk

CHE Synnervate Circle

Synnervate Lead	Jasper Rienstra Patricia Aerts, Edwin Holwerda, Ard Hordijk, Allard de Ranitz, Jasper Rienstra, Marinette Ritz, Leida Schuringa
Synnervator	Rienstra, Marinette Ritz, Leida Schuringa

Stichting CHE NL Board

Chair	Lisette Schuitemaker
Treasurer	Jan de Dood
Secretary	Marise Voskens

Finances

BALANS PER 31 DECEMBER 2016

(in euro's)	31 December 2016	31 December 2015
Activa		
Deelneming CHE Synnervation BV	38.000	38.000
Debiteuren	0	0
Vorderingen	5.000	0
Bank en kasmiddelen	4.114	23.771
	<u>47.114</u>	<u>61.771</u>
Passiva		
Algemene reserve	(22.503)	(5.690)
Bestemmingsreserve Alignment Circle	67.681	47.461
Leningen	0	20.000
Crediteuren	1.936	0
Overlopende schulden	0	0
btw	0	0
	<u>47.114</u>	<u>61.771</u>

RESULTATENREKENING

(in euro's)	2016	2015
Baten		
Inkomsten activiteiten	2.794	5.773
Dividend CHE Synnervation BV	5.000	8.500
Overige inkomsten	240	1.690
	8.034	15.963
Lasten		
Uitgaven activiteiten	1.924	7.763
Uitgaven strategie, connecties	1.541	3.736
Resultaat overhead	21.382	8.695
	24.847	20.194
Resultaat voor belastingen	(16.813)	(4.231)
Vennootschapsbelasting	0	0
	(16.813)	(4.231)
Resultaat na belastingen	(16.813)	(4.231)

In closing

Being connected to CHE NL continues to be a remarkable journey. Looking back at our beginnings in 2005, although the changes we seek never seem to go as quickly as we would like, we have made a difference in the personal and professional lives of all who have played a role within our circles and of many we touched. Our focus on oneness consciousness is still releasing inspiration and energy. As always, please contact us if you are inspired to be part of this great experiment.

With love,

Lisette Schuitemaker, Jan de Dood, Marise Voskens
Board Stichting Center for Human Emergence (the Netherlands)
June 2017