



1 Context

1.1 Goetheanum – School of Spiritual Science

- The Council with the people working together under its umbrella represents the interdisciplinary field of inclusive social development, and the work with people with support needs anchored within it, in the overall organism of the School of Spiritual Science and its sections and work areas. (In the following, “Council” always means the active colleagues).
- The form of the Council's integration into the overall context of the School of Spiritual Science is evolving in the context of the developments of the School and the field of work. Since active discussions are currently taking place on this question, the description intended for this section of the organizational paper has been excluded from the present version, pending further clarification.

1.2 National/Regional Associations and Networks

- The Council is the international network organization of the anthroposophical movement for inclusive social development, working with people with support needs.
- The anthroposophical organizations, initiatives, and professional education centers for inclusive social development work together regionally and nationally in differently structured associations and networks. These national or regional associations and networks represent their member organizations in the Council and are the Council's primary partners in the field of practice.
- At the invitation of the Leadership Team, each national/regional association and network provides one or more delegates to serve on the Delegates' Circle.
- The national and regional associations and networks secure the basic financing of the Council's office and activities through annual contributions.

1.3 Organizations in the Field of Practice and their Members

- The individual organizations and initiatives in the field of practice and their members and coworkers are members of the Council, in the sense of the international network, and are invited and called upon to take initiative in working groups and projects and in international cooperation.
- The Council supports the development of practice in the field through its working groups, projects, events, research, and publications, as well as collegial consultation, guidance, and support.
- In addition to the full-time staff working for the Council, this work is carried out by members of the movement collaborating in working groups and projects on a voluntary basis.

- In addition to the annual financial contributions of the associations and networks, supporting coworkers to participate in Council initiatives and projects is one of the key ways by which individual organizations and coworkers contribute to the mission of the Council in research, networking and development.

1.4 Partner Organizations

- The Council maintains informal and formal partnerships with other relevant organizations working in areas adjacent to the Council's mission.
- Informal partnerships take their form according to the requirements of common substantive interests and/or collaboration.
- At the invitation of the leadership team, particularly close or relevant organizations become formal partners and provide a delegate to participate in the Delegates' Circle.
- Partner organizations in this sense are currently
 - ECCE
 - Freunde der Erziehungskunst Rudolf Steiners
 - World Social Initiative Forum
 - Camphill Movement Group

2 Internal Organs

2.1 Delegates' Circle

2.1.1 Task

- The Delegates' Circle, as the central organ of the Council, is an organ of the School of Spiritual Science.
- The Delegates' Circle with its representatives is the relationship-, awareness- and impulse-forming body of the Council.
- It has the task to form a center in which the movement gathers in rhythmical intervals out of the periphery, and where that, which lives in the different contexts, places, and fields of work around the world can become perceptible. Personal collegial relationships with interest in mutual support, and impulses for the future of inclusive social develop take on form in this center.
- The Delegates' Circle also carries this awareness of the whole, the human and collegial relationships and the impulses for the future that form through the encounter in the center back into the worldwide work, so they can flow into local contexts and become fruitful for practical work.

2.1.2 Composition

- The Delegates' Circle is composed of
 - Delegates of the national or regional associations and networks
 - Delegates/speakers of the permanent working groups
 - Delegates from partner organizations
 - The staff of the Council
 - Members of the Fonds für Heilpädagogik und Sozialtherapie Dornach
 - The Leadership of the Medical Section (As noted under 1.1, the form of the connection with the School of Spiritual Science is currently being clarified.)

2.1.3 Ways of Working

- The Delegates' Circle meets once a year for a two- to three-day retreat at the Goetheanum.
- Cooperation during the year takes place via video conference, e-mail, and other forms of communication.
- Delegates act on their own initiative as a link between the Council and their respective association, network, working group or organization.
- Delegates integrate their initiatives into the overall context of the Council's work and communicate accordingly with other delegates, working groups, and/or members of the leadership team.
- Delegates are invited and encouraged to participate in working groups and projects of the Council and tasks arising from the Delegates' Circle according to their interest, possibilities, and relevance, or to initiate these themselves in consultation.
- The working languages of the Circle of Delegates are English and German, i.e., translations in these languages are provided routinely. For larger events, the languages for which translation is provided are expanded, as appropriate.

2.2 Fonds für Heilpädagogik und Sozialtherapie Dornach

2.2.1 Task

- The Fonds für Heilpädagogik und Sozialtherapie Dornach is the legal entity for the work of the Council, runs the office, provides the economic resources, is the employer of the salaried staff and contracts the freelance staff of the Council.
- The Fonds sets the annual budget, accepts the audit of the annual financial statements, and annually discharges the management and the Board of Directors.
- The Fonds also serves as a reflective organ and supports the work of the Leadership Team in an advisory capacity.
- The tasks of the Fonds are regulated in detail in its statutes.

2.2.2 Composition

- The Fonds is an association consisting of at least seven members. The members come from the Delegates' Circle or are representatives of closely related organizations.
- A president and two board members are elected annually from the membership as the Board of Directors.
- The Managing Director, members of the Leadership Team and the Business Office Manager participate ex officio in the meetings of the Fonds without voting rights.

2.2.3 Ways of Working

- The Fonds meets once a year for its Annual General Meeting. The AGM usually takes place on site in Dornach.
- The Fonds meets as needed for additional working meetings, either on-site or via video conference.
- The Fonds largely works together as whole. Ordinarily, no separate meetings of the Board of Directors are held.

2.3 Leadership Team

2.3.1 Task

The Leadership Team

- has overall responsibility for the development and implementation of the Council's work in the sense of the mission of the School of Spiritual Science as it relates to the field of inclusive social development.
- chairs the Delegates' Circle and coordinates its work.
- carries out various projects and activities of the Council.
- supports and accompanies the Council's working groups and project groups.
- fosters collaboration with other sections and initiatives of the School of Spiritual Science and the Goetheanum Leadership.
- represents the Council and the worldwide anthroposophical movement for inclusive social development internally and externally.

2.3.2 Composition

- The Leadership Team consists of three members who are salaried staff or independent contractors of the Fonds für Heilpädagogik und Sozialtherapie Dornach.

2.3.3 Ways of Working

- The members of the Leadership Team divide their primary areas of responsibility in the network according to geographic regions and, regarding working groups and projects, according to thematic fields of activity. This division is determined by agreement within the Leadership Team and is communicated transparently.
- The Leadership Team cultivates worldwide cooperation through, among other things, direct participation in working groups and projects as well as travel to the places of activity in the international network (including contributions in the form of lectures, workshops and/or seminars, as needed and possible).
- The members of the Leadership Team support each other through collegial exchange, consultation, and reflection.
- The broad lines of the work are coordinated jointly, taking into account input from delegates, working groups, and other stakeholders.
- The members of the Leadership Team carry out their tasks independently, communicate regularly and meet together in Dornach for intensive work phases.
- Once a year (more often if needed) the Leadership Team meets for team coaching with an external coach.
- The Leadership Team receives administrative support from the office in Dornach.

2.4 Office

2.4.1 Task

- The office is responsible for the administrative processes, especially in the areas of communication, financial administration, human resources, conference organization, project management and administration of the journal *Anthroposophic Perspectives in Inclusive Social Development*. This includes the administrative support of the Council's thematic activities and projects, as well as the administration of the Fonds für Heilpädagogik und Sozialtherapie Dornach.

2.4.2 Composition

- Managing Director
- Business Office Manager

2.4.3 Ways of Working

- The Managing Director carries executive responsibility for the functions of the office. The Managing Director is also a member of the Leadership Team.
- The day-to-day functions of the office are organized and carried out independently by the Business Office Manager.
- The Managing Director and the Business Office Manager communicate regularly as required and define procedures and processes in mutual consultation.

2.5 Editorial Team Professional Journal

2.5.1 Task

- The Journal's Editorial Team is responsible for the editing, production, and development of the Council's professional journal.

2.5.2 Composition

- Editor-in-Chief (also member of the Leadership Team)
- Managing Editor
- Two additional freelance members of the Editorial Team

2.5.3 Ways of Working

- The editorial and production process is coordinated by the Managing Editor.
- The Editor-in-Chief has the lead responsibility.
- All members of the Editorial Team are responsible for reviewing and editing articles and working with authors.
- Decisions on content are made by consensus within the Editorial Team.
- Conceptual questions are worked on jointly by the Editorial Team.
- External contractors may be engaged in the process for layout, design, translations, and final proofreading.

2.6 Working Groups

- Working Groups work together over a longer period as permanent organs of the Council with a self-defined thematic focus. Their status as Working Groups of the Council is affirmed by the Leadership Team.
- Working Groups are composed of Delegates and other members. They select their own members.
- Working Groups are represented in the Delegates' Circle by their speaker. This role is appointed by the group.
- Each Working Group organizes its ways of working and processes independently, according to its needs and possibilities.
- Each Working Group is supported by a member of the Leadership Team. This member of the Leadership Team can either be a member of the Working Group or be available as an external contact person.
- Working Groups shall report regularly to the Delegates in an appropriate form.

- Currently, the following permanent working groups exist:
 - International Training Circle with Training Council
 - Social Therapy Working Group
 - Medicine in Curative Education and Social Therapy (in cooperation with the Medical Section)
 - Eurythmy in Curative Education and Social Therapy (in cooperation with the Section for the Performing Arts)
 - LATAM (Latin American Working Group)
 - Future Shapers
 - Class Holders in Curative Education and Social Therapy
 - Zukunft Jetzt (conference series for students and young professionals)
 - In preparation: Working Group School (in cooperation with the Pedagogical Section)

2.7 Project Groups

Project Groups

- form around a specific, time-limited project. Their status as a Council Project Group is affirmed by the Leadership Team.
- can be formed out of Working Groups or out of an initiative in the Delegate's Circle or through another initiative.
- carry out their work either in connection with a permanent Working Group or in connection with the Leadership Team.
- report regularly in an appropriate form to the relevant Working Group, to the Leadership Team and/or to the Delegates' Circle.

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