

Section for Inclusive Social Development

Organization and Ways of Working

1 Context

1.1 Goetheanum - School of Spiritual Science

The mission of the School (University) of Spiritual Science, which was founded at the Christmas Conference in 1923/1924, is “research in the spiritual field”¹, using the approaches and methods of anthroposophical spiritual science and building on the research findings of Rudolf Steiner. Through this work, the results of which it makes publicly available, the School of Spiritual Science aims to make a contribution to the questions and challenges of the present day.

The School is divided into specialized Sections (Faculties), which work in three directions²:

- **Individual inner schooling:** They create space for “the striving for esoteric deepening of their members as individuals who are searching for insight and knowledge in connection with their professional work [in the respective field of work] [...].”
- **Collegial community-building:** They promote “cooperation in their professional field [...] by coordinating the global work in their field as far as possible.”
- **Practice-oriented research and innovation:** They form a “place where the questions and challenges of the various professional fields and spheres of life can be reflected on [and examined] from a spiritual perspective, orientated towards the human being”, so that practice can be constantly inspired and further developed in a contemporary way.

This means that the research mission has a broader and deepened definition: “This independent university should therefore not be a purely academic-scientific institution, but a purely human one; however, it should also be able to fully meet the esoteric needs of the researcher and artist.”³

Within this independent university, the General Anthroposophical Section (Faculty) creates the space for a general human path of development. At the heart of the activities of the General Anthroposophical Section is the work with contemplative practices of the First (or Foundational) Class. Admission to formal membership in the School of Spiritual Science and participation in the activities of the First (Foundational) Class falls under the responsibility of the General Anthroposophical Section. The work carried by the General Anthroposophical Section, including the First (Foundational) Class, is not directly related to a particular field of professional activity, but the generally human gesture cultivated in the General Anthroposophical Section serves as a foundational orientation to the work of the Sections (Faculties) dedicated to various fields of professional work out of the commitment of individuals to working with this path of inner schooling.

¹ Founding statutes of the General Anthroposophical Society (adopted at the Christmas Conference 1923/24, transl. JG).

² See Haid, C., Kaliks, C., Kühl, J. & Röh, C.-P. (2021). *Die Freie Hochschule für Geisteswissenschaft Goetheanum: Zur Orientierung und Einführung*. Dornach: Verlag am Goetheanum. (S. 44, transl. JG)

³ Steiner, R. (GA 260a). *Die Konstitution der Allgemeinen Anthroposophischen Gesellschaft und der Freien Hochschule für Geisteswissenschaft. Der Wiederaufbau des Goetheanum 1924/25*. Dornach: Rudolf Steiner Verlag. (S. 131f, transl. JG).

The following characterizes the professional Sections (Faculties) of this independent university⁴:

- In the Sections, members of the School of Spiritual Science and people who are active in research, teaching, training or practice in the relevant professional areas or fields of life on the basis of anthroposophically expanded impulses [...] work together with regard to the research questions of the present.
- The respective Section leaders are responsible for the Sections within the School of Spiritual Science. The procedure for the selection and appointment of Section leaders is governed by a procedural guideline [...].
- The leaders of the Sections, as the Collegium of the School, form the Goetheanum Leadership together with the members of the Executive Council of the General Anthroposophical Society, in accordance with its statutes.
- In the Sections, formal membership is replaced by active human and professional relationships with each other, with the shared field of research and work, and with the Section leadership in Dornach.
- The academic and artistic research activities, but also the training and further education pathways of the Sections are organized in a decentralized manner [e.g. in research and working groups].
- The Sections can form Section networks within a country, across several countries, in contexts connected by a shared language, or in cities or regions. Those active in the Section in a particular place organize and coordinate their work themselves, in consultation with the respective Section leadership in Dornach, on the basis of prior active recognition.

As an independent and self-governing organ of the School of Spiritual Science, the *Section for Inclusive Social Development* takes up the tasks arising from the general mission of the School in relation to the interdisciplinary field of activity of supportive education, social therapy and inclusive social development. It does this in partnership with the organizations and associations in its field of practice and in cooperation with the other departments and fields of work of the School,

The Section sees itself as a collegial community of people working together under its umbrella. In the following, “Section” always refers to this community of active colleagues.

1.2 National/regional associations and networks

The section forms a space in which the anthroposophical movement for inclusive social development and work with people with support needs networks collegially worldwide.

The anthroposophical organizations, initiatives and professional education centers for inclusive social development work together regionally and nationally in variously structured associations and networks. These national and regional associations and networks represent their member organizations in the Section’s Delegates’ Circle and are the Section’s primary partners in the field of practice.

Each national/regional association and each national/regional network provides one or more delegates to participate in the Delegates’ Circle at the invitation of the Section’s Leadership Team.

If there are not yet sufficient national/regional structures in place, the Section’s Leadership Team can co-opt one or more initiative-carriers into the Delegates’ Circle.

The national and regional associations and networks ensure the basic financing of the Section’s office and activities through annual contributions to the Fonds für Heilpädagogik und Sozialtherapie

⁴ The following points are excerpts from the internal working paper of the Goetheanum Leadership, *Zur Arbeitsweise der Sektionen der Freien Hochschule für Geisteswissenschaft* (version June 6, 2023, transl. JG).

Dornach ('Fund for Curative Education and Social Therapy Dornach'). Individual organizations in the Section's field of work are also invited to support the Section by making regular contributions to the Fonds.

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 staff are invited to see themselves as active contributors to the Section in the sense of a worldwide collegial context and to take initiative in working groups, projects and in the international cooperation of the Section.

The Section supports the development of practice in the field through its working groups, projects, events, research and publications, as well as through collegial advice, guidance and support.

This work is carried out not only by the staff of the Section, but also by those working in the field who are contribution on a voluntary basis or are made available by their organizations to collaborate in working groups and projects.

In addition to the annual financial contributions of the associations, networks and individual organizations, the release of staff members for initiatives and projects of the Section is an essential contribution of the practice organizations and their staff to the Section's activities in terms of its research, networking and development mandate.

1.4 Partner organizations

The Section maintains informal and formal partnerships with other relevant organizations active in related fields.

Informal partnerships take their form according to the requirements of the common interests and/or type of cooperation.

At the invitation of the Section's Leadership Team, particularly close or relevant organizations send a delegate as a formal partner to participate in the Delegates' Circle.

Partner organizations in this sense are currently

- Freunde der Erziehungskunst Rudolf Steiners, e.V.
- World Social Initiative Forum
- Camphill Movement Group

2 Organs

2.1 Delegates' Circle

2.1.1 Task

As the central organ of the Section, the Delegates' Circle is an organ of the School of Spiritual Science.

- The Delegates' Circle is the Section's relationship-, awareness- and impulse-forming organ.
- Its task is to form a center out of the periphery of the movement at rhythmic intervals, so that what lives in global contexts and the various places and fields of work can be perceived. This is where collegial personal relationships with an interest in mutual support develop and impulses for the future of supportive education and inclusive social development are formed.
- It is also the Delegates' Circle's task to bring this awareness of the whole, the human and collegial relationships and the impulses for the future that are formed through the encounter in the center back into the worldwide work, to allow them to flow into local contexts and to make them fruitful for practical work.

2.1.2 Composition

- The Delegates' Circle is made up of
 - Delegates from national associations and networks or transnational regions
 - Co-opted representatives of national contexts or transnational regions where there are not yet sufficient structures for a delegation
 - Delegates/speakers of the permanent working groups
 - Delegates from partner organizations
 - Staff of the Section
 - Members of the Fonds für Heilpädagogik und Sozialtherapie Dornach.

In addition, guests can be included in the work of the Delegates' Circle at the invitation of the Section's Leadership Team.

2.1.3 Ways of working

The delegates meet once a year for a two- to three-day retreat at the Goetheanum.

Collaboration 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 Section and their association, network, working group or organization.

Delegates integrate their initiatives into the overall context of the Section's work and communicate accordingly with other delegates, working groups and/or members of the Section's Leadership Team.

Delegates are invited and encouraged to participate in working groups and projects of the Section and tasks of the Delegates' Circle according to interest, possibility and relevance, or to initiate these themselves in consultation with a member of the Section's Leadership Team.

Working groups and projects created independently of the Delegates' Circle, as well as organizations that are not represented through the existing structures, can connect with the Section by contacting a member of the Leadership Team. The appropriate form of connection is determined in consultation with the Leadership Team, and integration into existing regional contexts and/or working groups should be created wherever possible.

The working languages of the Delegates' Circle are English and German, i.e. translations between these languages will always be provided. For larger events, the translation languages may be expanded as appropriate.

2.2 Fonds für Heilpädagogik und Sozialtherapie Dornach

2.2.1 Task

The Fonds für Heilpädagogik und Sozialtherapie Dornach (Fonds) co-facilitates the Section's work on the basis of a cooperation agreement with the General Anthroposophical Society (AAG). The Fonds provides the Section's office, supports the Section with financial resources and, alongside the AAG, can serve as a legal entity for the Section's projects and activities and as an employer for the Section's staff, and contract the Section's freelance staff, depending on practical considerations and conditions.

The Section Leader holds the role of Managing Director of the Fonds and ensures the integration and coordination of the resources and activities placed under the legal and financial responsibility of the Fonds or the AAG, respectively.

The Fonds sets the annual budget for the Section's activities carried out through it, adopts the audit of the annual financial statements and approves the actions of its Managing Director and Board at the end of each fiscal year.

The Fonds also serves as a reflective body and supports the work of the Section's Leadership Team in an advisory capacity.

The tasks of the Fonds are regulated in detail in its articles of association.

2.2.2 Composition

- The Fonds is an association consisting of at least seven members. The members are drawn from the Delegates' Circle or are representatives of closely related organizations.
- Each year, a President and two Assessors are elected from its membership to form the board.
- The Section Leader/Managing Director, members of the Section's Leadership Team and the Business Office Manager attend meetings of the Fonds ex officio without voting rights.

2.2.3 Ways of working

- The Fonds meets once a year for an annual general meeting. The AGM usually takes place on site in Dornach.
- The Fonds meets as required for further working meetings, either on site or via video conference.
- The Fonds largely works together as a single body. Generally, the board does not hold separate meetings.

2.3 Leadership Team of the Section

2.3.1 Task

The Section's Leadership Team bears overall responsibility for the development and implementation of the Section's core activities in line with the mission of the School of Spiritual Science, as related to the field of supportive education and inclusive social development.

The Leadership Team of the Section

- chairs the Delegates' Circle and coordinates its work.
- initiates and carries out various projects and activities of the Section.
- supports and accompanies the Section's working and project groups.
- fosters cooperation with other Sections and initiatives of the School of Spiritual Science and the Goetheanum Leadership.
- represents the Section and the worldwide anthroposophical movement for supportive education and inclusive social development both internally and externally.

2.3.2 Composition

The Section's Leadership Team consists of the Section Leader appointed by the Goetheanum Leadership and other members identified by a search committee in which the Section Leader, the Goetheanum Leadership and the Delegates' Circle participate. The members of the Leadership Team can take on their tasks as employees or as freelancers contracted by the Fonds für Heilpädagogik und Sozialtherapie Dornach and/or the General Anthroposophical Society (AAG).

2.3.3 Ways of working

The members of the Section's Leadership Team divide their primary areas of responsibility in the network according to geographical regions and, with regard to working groups and projects, according to thematic focus. This division of responsibilities is defined within the team and communicated transparently.

The Leadership Team fosters global cooperation through 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 support, advice and reflection.

The broad thematic directions of the core taking are defined together, taking into account the input of the delegates, the working groups and the 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 required), the Leadership Team meets for coaching with external support.

The Leadership Team receives administrative support from the business office in Dornach.

2.4 Business Office

2.4.1 Task

The Business Office is responsible for administrative processes, particularly 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 Section's thematic mission-related activities and projects, cooperation and coordination with other administrative departments of the AAG, in particular the Goetheanum Operations, as well as the administration of the Fonds für Heilpädagogik und Sozialtherapie Dornach.

2.4.2 Composition

Section Leader as Managing Director

Business Office Manager

2.4.3 Ways of working

The Managing Director carries the lead responsibility for the functions of the Business Office.

The day-to-day functions of the office are organized and carried out independently by the Business Office Manager.

The Managing Director and Business Office Manager communicate regularly as required and define procedures and processes in mutual consultation.

2.5 Editorial Team of the professional journal

2.5.1 Task

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

2.5.2 Composition

Editor-in-Chief (a member of the Section's Leadership Team)

Managing Editor

Two additional freelancers as 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 bears 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 mutual agreement within the Editorial Team.

Conceptual questions are dealt with jointly by the Editorial Team.

External contractors may be integrated into the process for layout, design, translations and final proofreading.

2.6 Permanent working groups

Permanent working groups work together with a self-defined focus as standing organs of the Section over a longer period of time. Their status as a Section working group is confirmed by the Section's Leadership Team.

Working groups are made up of delegates and other members. They determine their own membership.

Working groups are represented by a Speaker who serves as a delegate in the Delegates' Circle. They appoint this person themselves.

Working groups organize their working methods and processes independently, according to their needs and possibilities.

Each working group is supported by a member of the Section's Leadership Team. This person can either be a member of the working group or be available to the working group as an external contact person.

Working groups report regularly to the delegates in an appropriate form.

The following permanent working groups currently exist:

- International Training Circle with Training Council
- Social Therapy Working Group
- Medicine in Supportive Education and Social Therapy (in cooperation with the Medical Section)
- Eurythmy in Supportive Education and Social Therapy (in cooperation with the Section for the Performing Arts)
- LATAM Council (Latin American Working Group)
- Asia-Pacific Network (working group of the Asia-Pacific region)
- Future Shapers
- Professional Esotericism/Inner Aspects of Professional Practice
- Religion and Spirituality
- Supportive Education and Inclusion in Schools (in cooperation with the Pedagogical Section)
- Research

2.7 Project groups

Project groups are formed around a specific, time-limited project. Their status as a project group of the Section is confirmed by the Leadership Team of the Section.

They can be formed by working groups, on the basis of an initiative within the Delegates' Circle or through another initiative arising outside of the Delegates' Circle.

They carry out their work either in conjunction with a permanent working group or in connection with a member of the section's Leadership Team of the Section.

Project groups report regularly in an appropriate form to the relevant working group, to the Leadership Team of the Section and/or to the Delegates' Circle.

2.8 [Professional-esoteric circle] *(to be formed)*

[Envisioned: a circle of individuals, formed out of free commitment, who cultivate the professional esoteric impulse and make their work available to the Section. Not a structural or decision-making body of the Section. Compare e.g. Raphael Circle, etc.]

Adopted by the Delegates' Circle on October 10, 2021. Adapted by the Section's Leadership Team and the Fonds für Heilpädagogik und Sozialtherapie Dornach on the occasion of the founding of the Section. Accepted by the delegates on October 8, 2024. To be reviewed by October 2027.