

Leadership within Illuman A Letter from Paul Stoltenberg...

It may be because I missed the Saturday Leadership Zoom meeting where the list of invitees to leadership was created, but it made me wonder how the list was generated and what criteria was used to discern whether someone should be on the list. This was highlighted to me when I saw someone on the list that I wondered whether it would be good for Illuman and good for him to be on it. I knew he would like to be involved in leadership, but I felt a pause internally. So, it made me ask myself, “What qualities do I think are important for someone in leadership within Illuman? And why do I have this pause when it comes to this particular individual?”

So, here is what I came up with:

1. *Keep in mind where we are as a movement/organization*

I am mindful of Tom Reid’s helpful assessment of where we are as an organization. We are young and evolving, built on relationships, and organizationally fragile. (I may have added some things Tom.) But the discussions we have had around nailing down a vision statement, also revealed similar things. I think we concluded that the vision is incarnated in the individuals and relationships of a pretty committed core of men currently leading.

2. *They are doing their own work*

By this I mean they are intentional about the spiritual journey toward wholeness and union. This would likely be manifested by increasing awareness of others, of shadow; connection to a few others within Illuman in a frank and honest way; incorporating practices that are helpful in the process of maturing; change in life patterns.

3. *They are increasingly incarnating the values of Illuman*

Because we are in that expanding capacity and organizing phase as a movement, it seems important that the relational ties overcome missing elements that process and structure might help us with. (For example, deciding who we invite into leadership.) So, I would look for someone who seems to manifest the values of Illuman. We could start with the touchstones: Centering, Gathering, Connecting, Releasing, Serving. These actions come from values. I would also look to the Mission Statement, and ask, “Are these evident and growing within this person to some degree?”

4. *They are actively engaged in serving/helping others*

It seems that if we are looking to develop leaders, there should be some evidence of them serving others, and men responding to their service. This might be outside of Illuman, but at this expanding stage, it seems there should also be evidence of this within Illuman as well, since they will be looked to as incarnating the values and vision of Illuman.

5. *It is increasingly less and less about them*

I recognize that I am on my own journey away from pretense, and the constructed self, and toward the true self. But hopefully, it is less about me and more about others even as I release things and adopt new patterns. Basically, I would ask, “Is this person’s desire to lead mostly about him or is it about helping others? Is his trajectory in the right direction in this area?”

I don’t know if this is helpful to you or not. I will just throw it out there as something I am considering as I invite guys to the leadership portion of our gathering in February. And perhaps it would stimulate some good discussion around this topic.

FEEDBACK

This topic just came up in Guiding Council last night, it’s timely and helpful. One criteria in an individual that we identified was essential above personality, above gifting, was participation. Is the brother already participating, is he already in?! This I believe pairs with what you’re outlining here. -JB

I find the document attached very helpful. I would like to share it with the leadership here in Oregon. It clarifies how leadership is chosen for some who think it is a democratic process with all men being involved in the democracy. I think it is clear by this document that it is not such a thing.

I do have men who I would consider putting up there for leadership but we need them

here.  OK I will share. -CF