

**PROCESS FOR SELECTING A NEW BOARD AND LEADERSHIP TEAM**  
**from the Board of Directors of The Focusing Institute**  
**May 5, 2014**

**INTRODUCTION**

The Focusing Institute means a great deal to all of us, and many of us have put our whole hearts and souls into Focusing and into the Institute. We believe in Focusing, and we believe that The Focusing Institute is key to nurturing and spreading this life-giving process.

We, the transitional Board of Directors, recognize that there is a pent-up frustration among many to be more a part of setting the direction of the Institute. We are very cognizant of the desire for a more participatory way of decision making and direction setting at the Focusing Institute. We want this, too.

We have listened to and read the comments that many of you have made. Like you, we want wide participation in the Institute's governance and we believe that we have created a process that achieves this. This letter sets out the broad outlines of this new process and we are writing several documents to explain in more detail. When these documents are completed they will be posted on our website.

**SELECTION PROCESS FOR THE BOARD OF DIRECTORS**

The Board of Directors must be selected in a carefully considered way because it is a legal entity, and it is necessary to have people who fully understand the legal and financial obligations of being a member of the Board. Given the need to choose Board members with great care, we believe that an excellent method for finding candidates from among a broad pool of people is by means of a Nominating Committee. We therefore announce that we will name a Nominating Committee by May 10. The Nominating Committee will seek out candidates, and will discuss among themselves in a confidential way whether the suggested people are well suited to the work. They will also welcome all members of the community to suggest names of people to be nominated. The Nominating Committee will submit the names to the Board of Directors, who will make the appointments. The Nominating Committee will consist of up to six people, including our new Executive Director, one member of the current Board, and between two and four members of the Focusing community who know a wide range of people.

The Nominating Committee's task will be to propose names to us for two bodies:

The Board of Directors

The Leadership Team (which we explain below)

**CREATION OF A LEADERSHIP TEAM IN ADDITION TO THE BOARD OF DIRECTORS**

We have created a body called the Leadership Team which will work in collaboration with the Board in order to broaden the group of people at the center of direction-setting. Because the Leadership Team is not a legally-mandated entity, it can be a

more fluid group and can reflect the full wisdom of the worldwide community better than can the Board of Directors. The Leadership Team can grow and evolve more easily to meet the needs of the worldwide Focusing community. We are creating a policy for the Board that it will put on its agendas all formal requests made by the Leadership Team, and will seek its advice on major policy changes.

## **TIMELINE**

We anticipate that the Nominating Committee will give the list of candidates to the current Board of Directors on or around June 15th so that the new Board of Directors will be named by July 1. The Nominating Committee will give the list of candidates for the Leadership Team to the current Board of Directors on or around July 1, so that it will be named by July 15.

*If you know of individuals who would be well suited to the Nominating Committee, the Board of Directors or the Leadership Team, we very much want to know. Please send names to [board@focusing.org](mailto:board@focusing.org). We ask you to remain mindful of confidentiality, since not all those suggested may ultimately be nominated; therefore, please suggest names to us directly at [board@focusing.org](mailto:board@focusing.org) rather than through any public forums.*

## **AN EVOLVING PROCESS**

We ask you to be open to this new structure as a true and honest effort to balance the desire that we all have for deep democracy with the pragmatic, legal needs of an organization which has tax status in the United States as a non-profit. The Board of Directors is the body that has the final say on policies, but that does not mean that it will be closed and insular; we are committed to creating a collegial and collaborative structure that listens to your thoughts and opinions so we can figure out together how best to move forward. Having spent months doing little other than giving our attention to the future of The Focusing Institute, we have done everything that we believe is reasonable to get the balance right.

We wish to make it abundantly clear that this leadership structure is not intended to supersede the Focusing community's rich tradition of people acting independently, initiating their own new projects, and carrying out their work with Focusing in diverse ways with a minimum of interference from the center, and often with none. In setting up these new constitutional arrangements, we intend to respect and vigorously to protect our remarkable ethos of freedom, independence and diversity.

Of course, we will sense together over the years whether the process and structure we've laid out here suits our needs. We know that this arrangement will evolve over time, based on the wisdom which we gain as we live it. We welcome comments and questions.

Nina Joy Lawrence, President  
Rob Foxcroft, Vice President  
Cynthia Callsen, Secretary/Treasurer

Robert Lee, Process Monitor  
Catherine Torpey, Executive Director