

Dear Members of the Anthroposophical Society in the Eastern Region,

Greetings from Amesbury, Massachusetts which, like much of the country, has been suddenly plunged into sub-freezing temperatures. There is something centering and invigorating about these first few frigid days of late autumn that can inspire us to deepen our work, whatever that may be.

I am writing today with a brief summary of the 2-day General Council meeting that took place in October, immediately following the Annual General Meeting and Fall conference in Atlanta. Complete minutes from this meeting as well as all General Council Meetings since January 2018 are available in the members section at anthroposophy.org (login required).

- **Joint Meeting of the General Council and Collegium**

Several members of the North American Collegium attended the AGM at the invitation of the General Council, and both bodies met immediately following the conference at the Atlanta Waldorf School. It was the first meeting of this kind since 2010. Together we reviewed the relationship of the School for Spiritual Science with the various national societies. This significant meeting was a first step in coordinating the esoteric activities of the Collegium with the exoteric activities of the General Council.

- **Study**

The General Council always includes anthroposophical study in its meeting. We are currently studying *Karmic Relationships Volume 1* by Rudolf Steiner with a parallel focus on white privilege as it affects our work.

- **Strategic Planning with the Leadership Team**

In February of this year, the Leadership Team (LT) presented a 5-year strategic plan for the ASA. The five pillars of this plan are:

1. Strengthen the movement
2. Membership growth
3. Serving as a voice / Next stage communications
4. Generate and attract abundant resources to allow ASA to achieve its mission
5. Connect, serve, strengthen groups, branches, regions, and the School for Spiritual Science

The plan was reviewed as a backdrop to budgetary discussions that were held throughout the meeting.

- **Preparation for Treasurers' Meeting in Dornach**

In November, Dwight Ebaugh will represent the ASA at a meeting of treasurers from national societies around the world. A significant point at this meeting will be the financial donation of national societies to the Goetheanum in Dornach. Since 2015, the ASA has been contributing well below our historical donations as we've worked to put our financial house in order and to position ourselves to prosper in the future. As a Council we are committed to increasing the ASA's annual donation, but we must balance this with the needs of our employees and members.

- **Human Resources**

The position of Communications Director has been filled on a contractual basis for several years now, and it was agreed that the nature of the work suggests it is more properly a full-time salaried position. The General Council asked the HR Committee to establish it as a salaried position with benefits. John Beck will continue in this position.

The General Council decided that LT salaries should be reviewed and brought current. In 2015, in the wake of a financial crisis, LT members took voluntary pay reductions. While most of those reductions have been restored, there are still adjustments that need to be made. This will be a priority in the 2020 budget.

- **Budgeting**

The LT presented draft budgets for 2020 as well as a draft 5-year budget. Both budgets are currently under review for alignment with the 5-year strategic plan, compensation policy and bequest policy.

- **General Council Membership**

The General Council welcomed Hannah Schwartz as a member at large. Hannah is a co-founder and executive director of Heartbeat Lifesharing Camphill Community. We look forward to benefiting from her keen vision and organizational expertise.

The Central Regional Council recommended Marianne Fieber for another year of service as Central Regional Representative to the General Council. Marianne accepted, and for that the Council was most grateful.



I hope you find this kind of communication helpful. I welcome your feedback, and encourage you to contact me directly if there are issues that you feel should rise to the attention of the General Council.

I send my warmest regards to all of you as we move into the winter season.

Sincerely,

Dave Mansur

Eastern Region Representative to the General Council
Anthroposophical Society in America (US)