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Output Design Process

Process:

1. First thoughts: “what's on top?”
2. Goals and Intentions: “What are my goals for this output? What are my intentions?”
3. Expansion: “what were my projects in this OP cycle? What elements do I want to include? What elements do I need in order to fulfill the requirements? What kinds of aesthetic presentations will fulfill my goals and intentions? What technologies, formats, and layouts could be useful?”
4. Contraction: “Which specific elements, technologies, formats, and aesthetic styles will best meet my goals and the output packet requirements? What constraints, if any, do I want to apply to the creation of this output (i.e. no more than 2 hrs per day, finish by a certain time, stick to certain topics, etc...)?
5. Design: “What will the finished output look like? What is its structure? What are my specific next steps? What elements do I need to create? What will my time frame and work schedule look like? What specific commitments am I making with myself in order to achieve this output?”

First Thoughts: “what's on top?”

Brief, concise project report(s)

clearly articulate project design in project spec, output design in output spec

report on: collaborative visioning with lily, pathway redesign and accountability with learning contract

benefits to field: commitment questions, a new framework for thinking about commitment, commitment based financial planning

not a lot of time to complete this output. Make efficient use of material that has already been created, work quickly and efficiently, dedicate enough time to finish on schedule or close to it.

Great opportunities from this cycle for great benefits to the field. A little skimpy on outside thinking. How has my thinking been influenced by that of others in this OP cycle? Perhaps a little research on other ways of doing collaborative visioning?

Goals and Intentions: “What are my goals for this output? What are my intentions?”

Intentions

- I will create this output in a timely, efficient, energizing, and pleasant manner.
- I will take advantage of this opportunity to express myself and make my learnings useful to others.

Goals

- I create an output that fulfills all the requirements
- I create an output that is of tangible benefit to its readers
- This output is ready for peer review by the end of this month
- In this output, I clearly articulate the design of both the projects and the output
- In this output, I connect my thinking to that of others

Expansion:

What were/are my projects in this OP cycle?

- Visioning design session with Lily
 - Visioning questions
 - Exploring my relationship to commitment
 - Financial analysis
 - Research for Intima
- Starting the AOI course
- Designing the Quest Club ritual
- Reevaluating my goals and redesigning my pathway
- Creating this output

What elements do I need in order to fulfill the requirements?

- Output spec
- project spec
- pathway reflections
- project report
- process reflections
- learning journal excerpts
- guild meeting notes
- supporting evidence
- something of tangible benefit to the field
- something that demonstrates my engagement with thinking other than my own

What more specific elements might I want to include?

- A process for collaborative visioning, integrating someone else's process and the one me and Lily used
- a redefining of commitment and a process for shifting your relationship with commitment
- a model of how to engage with resistance
- my reassessment of my goals and how that changes my pathway
- my redesign of the "courses" portion of my learning contract
- a look at the beginnings of my business plan, including the sources I have used to learn about business plans

- a description of my financial analysis and projections, including its design.
- The notes from my meeting with lily
- a link to my blog entry describing the research I plan to do
- a summary of the research I have done so far

What kinds of aesthetic presentations will fulfill my goals and intentions?

What technologies, formats, and layouts could be useful?

- Templates and flowcharts are useful for describing processes in a way that benefits the field
- images from financial analysis tables
- picture of me and lily
- project (collaborative visioning)
 - design process
 - template, flowchart, process, or other benefit to the field
 - subproject (questions, research, financial analysis)
 - design process
 - report/outcomes
 - template, flowchart, process or other benefit to the field
- two documents, one for main report and one for appendices, like last op
- multiple documents for different sections

Contraction:

Which specific elements, technologies, formats, and aesthetic styles will best meet my goals and the output packet requirements?

- 2 simple documents. One for output spec, pathway reflections, project spec(s), project reports, and output process, and one for learning journal excerpts, skillflex reassessment, resource review, op design process, etc..
- project report follows this format
 - project (collaborative visioning)
 - design process
 - template, flowchart, process, or other benefit to the field
 - subproject (questions, research, financial analysis)
 - design process
 - report/outcomes
 - template, flowchart, process or other benefit to the field
- simple, clean aesthetic with few images
- use of bullet points and flowcharts to present complex ideas simply

What constraints, if any, do I want to apply to the creation of this output (i.e. no more than 2 hrs per day, finish by a certain time, stick to certain topics, etc...)?

- Ready for review by february 1st
- nothing flashy, spend no more time than absolutely necessary on formatting, image creation, etc...

Design:

What will the finished output look like? What is its structure?

- Mahara page with two documents for download and an introduction
 - Document 1: Main report
 - introduction
 - output spec
 - op design process in brief, link to appendices
 - pathway reflections
 - goals reassessment
 - mention and link to skillflex reassessment
 - impact for pathway
 - Project report
 - collaborative visioning
 - project spec
 - design process
 - report
 - template etc
 - questions, examining commitment
 - project spec
 - design process
 - report
 - template etc
 - research
 - project spec
 - design process
 - report
 - template etc
 - financial analysis
 - project spec
 - design process
 - report
 - template etc
 - output process reflections
 - Document 2: Appendices
 - learning journal excerpts
 - commitment
 - resistance
 - skillflex reassessment
 - full op design process
 - notes from meeting with Lily
 - resource review
 - details of financial analysis

What are my specific next steps? What elements do I need to create?

- Finish financial analysis
- do some more research
- finish writing pathway reflections
- write unwritten sections

- format, organize, add images

What will my time frame and work schedule look like?

- Tomorrow (friday): 8:30-12:30, 1:30-2:30
- Saturday: 8:30-10:30 at least
- Sunday: same
- Monday: All day during breadmaking
- Tuesday: 8:30-12:30, 3 hrs in the afternoon
- schedule further on tuesday

What specific commitments am I making with myself in order to achieve this output?

- I will work the above hours on this output, taking short breaks as necessary but essentially creating output material the entire time
- I will acknowledge and examine any resistance that comes up around this work, and I will not allow it to stop me from doing the work that needs to be done
- I will take excellent care of myself outside of output work time, so that I have the energy and clarity I need to accomplish this output

Learning Journal Excerpts

12/15/11

what does commitment mean to me? (free write)

something I have to do, I said I would so now I have to, I don't wanna. A trap, a thing that holds me down, scary. That which I care about so much, I said I would and now I have to, disappointment, I'm disappointed in you, I fell through, don't commit so you won't disappoint anyone, especially you, if I just keep my distance, if I don't make any promises, it will be ok. Fear of commitment, it's a young male thing, I can't help it, I'm here now but I can't promise I'll always be here.

Wow, it's pretty clear that when I just let my mind go about commitment, most of what comes up is about resistance, fear, and my belief that I'm incapable of commitment. This part of me defines commitment as "something I have to do, I said I would and now I have to", sort of a self-imposed obligation. In this definition of commitment, it is that which I tell myself I must do, whether I want to or not. It is about things I have to do, and it feels oppressive and bad, and it is associated with the feeling of guilt at not doing those things.

So, I see you, part of me that feels that way, that holds that definition of commitment. Just out of curiosity, how old are you? Early teens, and he lives in my belly, not surprisingly. So, part of myself, let's see how the dictionary defines commitment, and see if there are other ways we can think about it.

The relevant definitions:

Commit (from Latin *committere*, *com-* together, *mittere*- to send)

- 1) to give in charge or trust, deliver for safekeeping
- 2) to bind as by a promise, pledge, engage (*Committed* to the struggle)

Commitment

- 1) a pledge or promise to do something
- 2) dedication to a long term course of action or engagement

So, part of me, you seem to hold something like the first definition of commitment as "a pledge or promise to do something". And then, when I've promised to do something, you give me the sentence "Either I will do this thing, OR I will feel bad about myself for not doing it." And because I am afraid of feeling bad about myself, I am hesitant to make promises.

So what about the second definition, "dedication to a long term course of action, engagement, involvement"? That definition has a much more soulful feeling to it. It is about my values, what I deeply care about. It is not about life sentences I have given myself, promises I have made to myself or others that I will feel guilty for not fulfilling. It's about who I am at my core, about what turns me on and makes me feel alive, about what enrages or saddens me and I want to see changed. It is connected to my instincts and emotions, embodied.

And, with this kind of commitment, I can't fail. For example, I am committed to being a loving person. I am dedicated to the long term course of action that makes love a reality in my life and in my relationships. It's not a promise I've made to myself or anyone else. It's simply a part of who I am. It's what makes me feel alive. And I can't fail at it. I can, and will at times, be out of integrity with that commitment, act in ways that are not loving, but I can always be accountable to it and get back into integrity, and there is no failure or wrongdoing in that.

So, when I ask "What am I committed to?", I am first asking "What, because of who I am at the deepest level, am I dedicated to in the long term?". And then, within that, I choose to make smaller commitments, pledges or promises, that reflect my overall commitments. At my core, I am committed to being loving. As a part of this, I am committed to open and honest communication. To express that core commitment, I might make a commitment with a particular person to let them know if I am feeling angry with them. At the deepest, most soulful level, I am committed to:

- Being Loving
 - towards myself
 - towards other humans
 - towards other living and non-living beings
- Serving Life
 - by creating and encouraging...
 - diversity
 - resilience
 - beauty
- Making Beauty
 - with my words
 - with my actions
 - as an expression of who I am

12/27/11

In Intima, what do I want to offer, and what do I want to receive?

Offer

- My skill at holding space for transformation, my ability to create spaces where groups of people connect in meaningful and transformative ways
- My perspective and thoughts on intimacy, what it is, how to do it, why it's important.
- My loving attention and empathy.
- My insight, challenging questions, edge pushing.
- My passion and love of connection.
- Playfulness, innocence, and joy.

Receive

- Insight and new perspectives about relationships and intimacy.
- Insight about my own patterns.
- Practice holding spaces for groups and individuals
- Expansion of my edges in regards to business planning, marketing,

business collaboration.

- A sense of fulfillment in offering my gifts and having them be received.
- Abundance in the form of money and trade, compensation for my work.

What do I feel confident in offering now?

- Games Night, as I have been offering it.
- Some one-on-one support, at a light level, for trade or as a gift.
- My writing and thoughts.

What would I like to feel confident in offering? (the original question said by next fall, but I am thinking on a longer time scale right now)

- Workshops and classes on intimacy skills, similar to AOI
- Teacher trainings for other Intimacy Teachers
- Extensive one-on-one support for personal transformation and intimacy skill-flexing.
- A book or other published writing on intimacy and personal transformation.

What are my fears or concerns in working with Lily?

I'm afraid that one or the other of us will go in a different direction, that we won't stay engaged together. I worry that she will be too cautious, to unwilling to take risks and try things out.

op design process

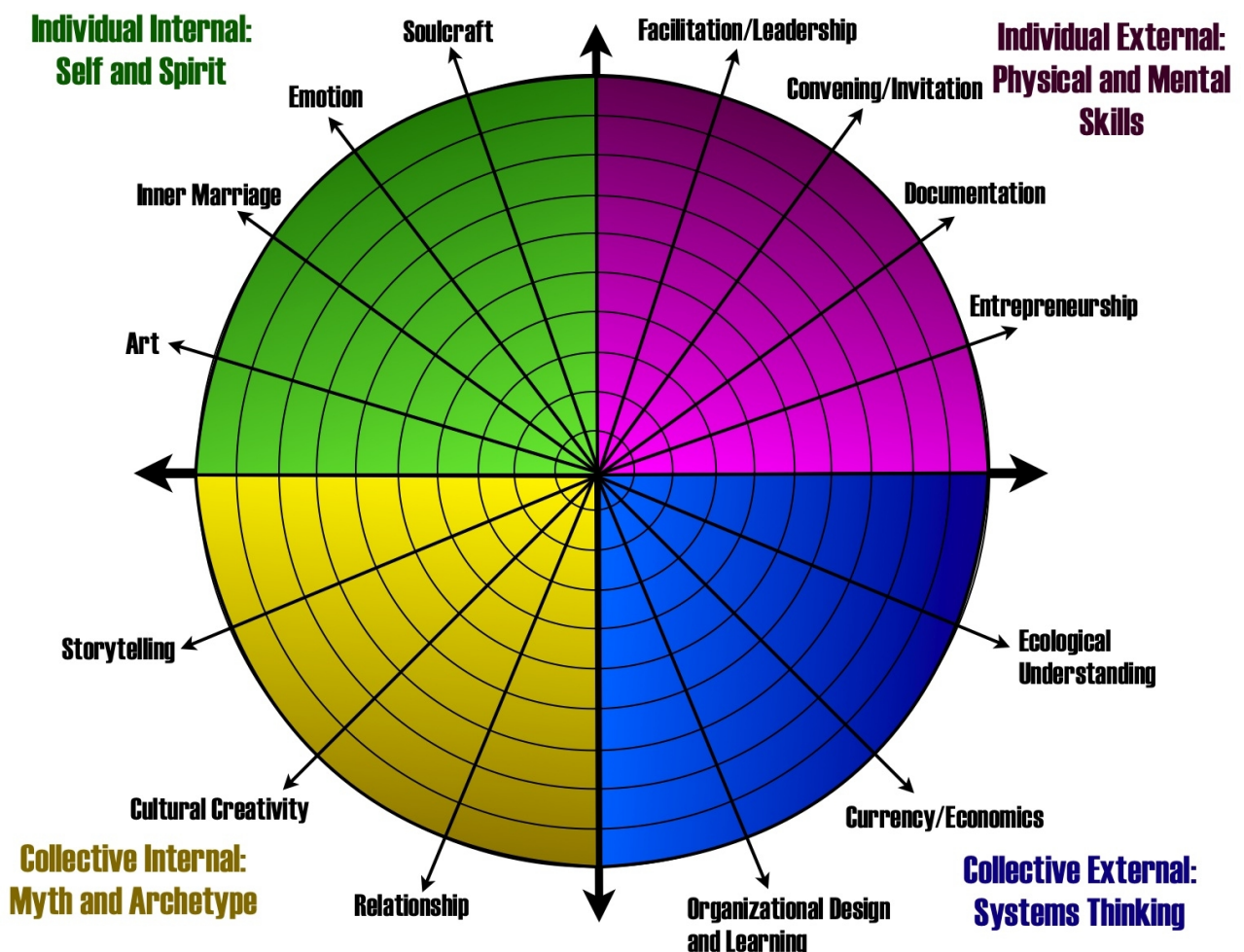
resource review

Skillflex Re-assessment

Process

To create my skillflex assessment for my LIPD, I borrowed a tool introduced by Gregory Landua at the recent Gaia event at Earthaven. In his graduation presentation, he demonstrated how he had made his learning measurable and visual by mapping his progress onto the [Integral Quadrants](#) model invented by Ken Wilber. For more on how this system works and why it is useful, check out the [Prezi presentation](#) about it in Gregory's portfolio.

I am tracking my learning in four categories, with 3 or 4 separate threads in each category. In my LIPD, I rated my existing capacity in each of these threads, and used those ratings to create a learning shape, a visual representation of my learning. Over time, as my capacity develops in these threads, the shape will change, hopefully becoming closer to a circle as I balance out the skills I have with new ones that I am developing. The image below shows the four quadrants and the learning threads that I will be tracking.



Ratings

The following tables show how I've rated my capacity in each learning thread. This information is used to create my learning shapes. There are two tables for each quadrant. The first ones are the ratings from my last output, and the second ones show my reassessment of these threads for this output. For the original ratings, see my LIPD, which you can download from my Mahara Page

Note: originally, ratings were between one and ten, one being no skill or knowledge, and ten being the best possible. Now I am recognizing that there is always room for growth, so there is no upper limit on ratings. The circle only continues to expand!

Upper Right: Individual External

OP 2:

Learning Thread	Rating	Explanation
Facilitation/Leadership	9	I have learned powerful lessons about holding safe containers, and about where I still need to grow, particularly in working with difficult or disruptive energies within a group.
Convening/Invitation	5	Learned new tools and technologies and social media marketing strategies, still working on effectiveness, ease.
Documentation	7	Increased effectiveness and ease in output process, lots of good learning journaling.
Entrepreneurship	4	Starting to get a feel for having a business, still at a small scale, very simple.

Competency: Gained competence in social media, invitation. Very competent in facilitation, documentation.

Edges for Growth: Increased effectiveness in creating abundance through entrepreneurship, new levels of skill in facilitation and leadership.

OP 3:

Learning Thread	Rating	Explanation
Facilitation/Leadership	9	Teaching AOI course has pushed my edge of collaborative facilitation, at the same time I feel more aware of growing edges than of gains.
Convening/Invitation	5	No gain here. I pulled a lot of energy back from this area of my pathway.

Learning Thread	Rating	Explanation
Documentation	8	Learning to document design processes clearly
Entrepreneurship	4	No change. Again, haven't been focusing here as much.

Competency: Similar to above.

Edges for Growth: Convening and invitation are big edges, looking to experiment with more direct marketing strategies with EH kid's project.

Lower Right: Collective External

OP 2:

Learning Thread	Rating	Explanation
Ecological Understanding	5	Not much change.
Currency and Economics	2	I've been reading the business section of the newspaper, listened to "The Soul of Money", working through resistance and distress.
Organizational Design and Learning	3	Working within the Tantra School and the beginnings of collaborative visioning with Lily I am starting to learn about organizational design, particularly defining purpose and intention.

Competency: similar to LIPD, with some expanded competency in visioning and collaborating on a small business project.

Edges for Growth: Same as LIPD.

OP 3:

Learning Thread	Rating	Explanation
Ecological Understanding	6	Reading "A Nation of Farmers" has pushed my understanding of the importance of humans in the landscape.
Currency and Economics	2	No Change
Organizational Design and Learning	3	No Change

Competency: understanding of natural systems.

Edges for Growth: looking to push edge of collaborative business enterprises.

Lower Left: Collective Interior

OP 2:

Learning Thread	Rating	Explanation
Storytelling	8	Not much change.
Cultural Creativity	9	Expanding scope of impact by repackaging offerings into a more easily accepted format.
Relationship	8	Clearly defining "love", clarifying deep desires and longings. Practicing presence and accountability.

Competency: very powerful vision of possible futures, able to transmit that vision and break it down into teachable skills and understandable ideas, able to put myself out there powerfully and bravely. High level of consciousness and commitment to integrity in relationships.

Edges for Growth: further refinement of packaging gifts and offering them, embodying communication skills and tools in relationship.

OP 3:

Learning Thread	Rating	Explanation
Storytelling	8	Not much change.
Cultural Creativity	10	Experimenting with new ways to offer my gifts, including AOI course, EH kid's program, men's sauna ritual
Relationship	10	Engaging fully and beautifully in a complex, very loving relationship

Competency: Presence, commitment, passion

Edges for Growth: Radical honesty, sharing even when it hurts

Upper Left: Individual Interior

OP 2:

Learning Thread	Rating	Explanation
Soulcraft	6	Haven't been focusing here overtly, but the process of learning to give my gifts is a part of this work.
Emotion	8	Gaining competency in emotional packaging and management, ability to put something away and come back to it later.
Inner Marriage	8	Huge leaps in embracing my inner feminine, powerful

Learning Thread	Rating	Explanation
(Masculine/ Feminine Balance)		sexual healing, experimentation.
Art/Creative Expression	4	Not much change.

Competency: very competent in tools, processes, and practices for internal growth, very aware and involved in my own internal life.

Edges for Growth: connection to spirit, transpersonal energies, deep and rooted connection to life purpose on a transpersonal level, creative expression of soul.

OP 3:

Learning Thread	Rating	Explanation
Soulcraft	7	Connecting with deep longings for family, home, rhythmic life.
Emotion	9	Feeling very deeply, communicating those feelings well.
Inner Marriage (Masculine/ Feminine Balance)	9	New connections with Masculine energy, accountability and integrity, sexuality.
Art/Creative Expression	5	Lots of crafting and a good bit of music playing lately.

Competency: strong feeling and lots of energy and attention for inner work

Edges for Growth: containment, quick transitions, packaging

Collaborative Design Process With Lily

An in depth explanation of the steps used by Lily and I in our collaborative design process (see page 6 of Main Report)

- What's alive right now?
 - We almost always start with a simple check in, to bring us to presence and clarity so that we can engage effectively, and so that we can each be aware of what is alive for the other.
- What is our intention or goal for this time?
 - This can be as formal as asking and answering this question, or as informal as talking conversationally until we get an idea of where we want to go. In this case, it was decided beforehand that this meeting was about envisioning Intima, and so our clear intention was to take the first step in that process.
- Holding space
 - This step often feels like awkwardness, stumbling, or not knowing how to proceed, but it is very crucial to the process. Basically, after we have clarified our intention, we tend to let go a little bit and wait for something to come up that will guide how we proceed. After a while, something arises, whether a thought, a feeling, or an intuition, that shows us the next step in our process. This step is crucial to ensure that something important is not overlooked in the rush to accomplish our stated goals.
- Following the thread
 - Once that crucial piece of guidance has arisen, we tease it out, often in back and forth conversation, and follow it to its conclusions. In this case, that thread was Lily's feelings of anxiety and uncertainty about engaging in Intima, and the conclusion we came to was that we needed to examine some things within ourselves and share them with each other before we were ready to build this business together.
- Creating an action plan
 - When the flow of new information, ideas, and feelings starts to slow, its time to create a plan of action. In this case, we knew that we wanted to gain clarity about how we wanted to engage in Intima, so we created a set of questions to explore. We knew we would need more information about starting a business, so we created a set of topics to research. And we knew that we had a lot of uncertainty about our finances, so we tasked ourselves with doing a detailed analysis of our finances to share with each other.

Goal Reassessment

These are the goals and visions that I created in my LIPD, with my current thinking in pink after each one

Long Term Goals and Visions:

Seven Generations

A world safe for all children. A world in which all children everywhere have the opportunity to grow into healthy, whole, adult human beings who are able to contribute to their ecosystem in beautiful and creative ways. *This vision is still beautiful to me, and pulls at my heartstrings. I love this idea, and I appreciate its hugeness, its seeming impossibility, because it gives me something to strive for. I feel a little overwhelmed by it, but as long as I remember that it is a vision for beyond my lifetime, it feels very resonant and powerful.*

My Lifetime

Raise at least one child, providing them with an atmosphere of abundance; abundance of love, food, play, connection, natural beauty, and opportunity for learning and growth. Provide this child with the best possible environment in which to grow into a healthy, whole, adult human being. *I've realized that this goal comes from my longing for family and for stability. It is true that this is something I want in my life, a goal that I have, but in another way it is also just part of the life that I want to be living. So the goal could be expanded to include having a family, living in community, learning to care for a home, learning to grow food and make medicine and bake bread and knit and build and whatever other homesteading activities allow me to care for and maintain family and home. In essence, my goal is to ground myself firmly in a simple, beautiful, connected life, in community, with a family of my own.*

What happens after this goal is achieved? An excellent sacred question to meditate on... *I think that once I achieve my goal of stable community and family life, I will have the energy from that place to go out into the world and do my work, whether that's as simple as making medicine and offering it to others, organizing events within the community, or something larger like founding a business, etc. This is not to say that its necessary to wait before doing those things. All the foundations for the work I want to do are being built slowly, along with the foundations for family and homestead. I have a sense that once I have established a firm foundation for my life, then it is possible for me to devote myself to my seven generations vision of creating the world that I would want my great great grandchildren and their descendants to live in. And of course, my homesteading is a part of that as well.*

Goals for this year:

Soul

Feel confident and secure in my sexual energy and self care, be my own best lover. *This is a really interesting goal, and its been fascinating to see how it plays*

out. I do feel as though I am making great progress in this direction, but it certainly hasn't been my main focus.

Sustenance

Meet my income needs with entrepreneurial projects that serve both myself and my community. I no longer feel that this is a reasonable or necessary goal for this year. As a total beginner to the world of entrepreneurship, I had unrealistic expectations of how much money I would be able to make right at the beginning. It has become clear to me that Intima is at least a five year project, that there is a lot that I want to learn before I am really ready to offer my services in that way and make money at it. I would revise this goal into two goals, the first being "meet my income needs in a way that aligns with my deepest values and commitments" and the second being "begin to build a foundation for future entrepreneurial projects, both by flexing basic entrepreneurial skills and by learning more about my chosen fields."

Push my edges with money and professionalism, and flex my skills as an entrepreneur. This I have certainly been doing to great effect, and although I am stepping back slightly from Intima and thinking about it more in the long term than the short term, I am still getting excellent practice in these kinds of skills.

Society

Build community with men, and learn more about sacred masculinity. This is certainly happening, I am organizing a men's ritual with another man from the community, and I plan to regularly attend the Mankind Project meetings, both here at Earthaven and in town.

Engage actively and fully with Gaia U, as an ELF, an organizer, a participant, and any other ways I can find. So far, I have not been as active as I could be. I have not been to any webinars recently, largely because I find the technological aspect of them quite frustrating, and because I tend to prioritize in-person interactions over them. I am still interested in playing the South role in the event at Earthaven in September, and I would like to reach out for more advising support.

Resource Review

In my LIPD, I designed several transformative action learning courses to pursue this year. These tables document the resources that I have learned from in each of those courses. The last table documents other resources I have found useful.

Loving and Intimacy

Resource	Date(s) Used	Description
<u>All About Love</u> - Bell Hooks	10/15/11-11/?//11	A clear and useful guide to Love as a verb. Empowering, cuts through distorted societal perceptions of love, deals with essence.
"Communities Magazine" Intimacy Issue	11/28/11	Great articles on honesty and love, intimacy in community. Useful perspectives.
"Power, Pleasure, and Play: a Playshop" with Steve Torma and Rebecca Chaplin	11/26/11	Sensual, embodied play, witnessing of others pleasure, working with boundaries and asking for what you want, exchange of sexual and life force energy.
Ted Talk: (look up speaker) oxytocin the intimacy molecule	12/10/11	Chemical basis of trust and connection, report from lab research
Ted Talk: Pamela Meyer, "how to spot a lie"	12/10/11	Sociological implications of honesty and deception, cues that signify deception
Lauren Berlant "Intimacy: a special issue"	12/10/11	Scholarly paper
Art of Intimacy Course Materials	01/01/12-Present	I am co-teaching this course with Steve Torma. The course involves many helpful exercises and ways of thinking about intimacy
Conversations and	Dec 2011-present	Relationship with Eli has

Connections With Eli		been a beautiful training ground for intimacy and loving
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Marketing and Social Media

Resource	Date(s) Used	Description
GNO515 studios	01/06/12	In depth description of holistic business planning, identifying market niche, writing a business plan, etc.
Wordpress "how to" pages	November, 2011	How to create a blog, get people interested.
Conversation with my dad	01/06/12	My dad explained to me how to write a business plan, how to use it to attract grants or investors.

Life Coaching

Resource	Date(s) Used	Description
Session with Steve Torma	11/20/11	Coaching session exploring issues present in a major intimate relationship. Dealing with questions of trust and truth telling, dealing with painful truths. Learned good coaching techniques, see "harvest from session with Steve.odt"
Sessions With Lily Ovadya	November, 2011-?	Support sessions, both giving and receiving, active experimentation in intimacy support, with feedback afterward. See "Lily Support Session Notes.odt"
<u>Life Coaching for</u>	November, 2011-?	Textbook style manual for

<u>Transformation</u> -Martha Lasley, Virginia Kellog, Richard Michaels, Sharon Brown		transformational life coaching, contains helpful theories, practices, techniques, and foundational understandings.
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Radical Health

Resource	Date(s) Used	Description
<u>Radical Healing</u> -Rudy Ballentine	November, 2011-	Comprehensive explanation of transformational healing practices, including diet, herbalism, homeopathy, movement, mind/body and energy healing. Health as a personal journey towards wholeness.

Other Resources

Resource	Date(s) used	Description
<u>The Soul Of Money</u> -Lynne Twist	November, 2011-present	Book and Audio Book about personal transformation through your relationship with money. Very freeing and enlivening
<u>A Nation of Farmers</u> -Sharon Astyk and Aaron Newton	Jan 2012-present	Inspirational call for an agrarian revolution