

The Fruits of Deep Design: How Integral City Harvested Pomegranate Impact of ITC2015



by

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Contents

I. Introduction	3
Overview & Purpose	3
Complexities involved in Organizing and Analyzing the Harvest.....	4
Understanding the “Deep Design” process including triple-loop feedback/learning	4
II. Our Intended Impacts	7
A. How our basic design process prepared for impact	7
B. Inside/Outside Process Facilitation.....	8
C. Three Lunches & Final Plenary Flow & Fit.....	10
D. Specific design of 3 PopUps and Final Plenary	11
(1) What are PopUps?	11
(2) What is an SCW?	11
(3) What were intended impacts of Popup Playgrounds (PUPs)?	12
(4) What was specific SCW design of Day 1 PUP?	13
(5) What was specific SCW design of Day 2 PUP?	14
(6) What was specific SCW design of Day 3 PUP?	16
(7) What was specific design of Final Plenary?	16
III. Harvest Outcomes & Impacts.....	18
IV. Conclusion	19
Glossary & Acronyms	23
References	25
APPENDICES	27
APPENDIX A: AQAL DESIGN INTENTIONS	28
APPENDIX B: The Process Steps of SCW at ITC2015.....	32
APPENDIX C: Details of SCW Day 1	35
APPENDIX D: Harvest Impacts – Details @ Quadrants & Levels	39
APPENDIX E: MATHIAS WEITBRECHT’S GRAPHICS - Plenaries Days 2 and 3.	42
APPENDIX F: MATHIAS WEITBRECHT’S GRAPHICS – PUPs Days 2 and 3	43
APPENDIX G: MATHIAS WEITBRECHT’S GRAPHIC – Final Plenary.....	44
APPENDIX H: ITC2015 Offers – Final Plenary Harvest	45
Integral City Harvest Team Contact Information	46

I. Introduction

Overview & Purpose

At ITC Integral City (IC) wanted to catalyze constellators who were reinventing how the city impacts all Life. We were wanting to show Integralists who wanted to reinvent organizational and city life how their work impacts the City.

ITC2015 wanted to explore how Integral was making a difference in the world through impact.

IC proposed to ITC2015 that we offer to participants a method of harvesting the conference that would draw on the Systemic Constellation Work (SCW) that IC utilizes for its core team and clients. The offer became known as the lunchtime Pop-Up Playground (PUP).

In turn, one of the major ways that IC created an opportunity to engage with Integralists at ITC2015 was to invite them to the PUPs. As a symbol of the “juice” that we wished to harvest at the conference IC adopted the pomegranate motif, chosen by ITC2015 as the conference symbol of BEING IMPACT. This Report describes our experience of designing the PUPs as habitats for participants to harvest ITC2015.

The opening plenary of each day became the key fulcrum for designing the PUPs. In retrospect we discovered that the ITC2015 plenary speakers prompted questions and propositions that resonated strongly with major design elements of IC’s previous meta-research projects – IC2OC2012 (Hamilton, et al, 2013) (and subsequent Learning Lhabitats (Hamilton, M., Sanders, B., 2013). Karen O’Brien offered us Mother Earth as a Motherboard to consider our first PUP question. For our second PUP Bill Torbert deepened the usual ways of researching learning (what we call “Integral Intel Inside”). And for the third PUP, Ken Wilber and Elza Maalouf challenged us with new strategies for AQAL research and evolutionary spiral engagement.

As a mirror to the PUPs IC also designed a Final Plenary to harvest the Impact fruits of the whole conference and gather the commitments people made to carry forward conference Impacts.

In order to explain the Harvest design, we have framed our intentions for the PUPs and Final Plenary in terms of AQAL Impacts, using MetaIntegral’s Deep, Wide, Clear, High definitions. By the same token in assessing outcomes and impacts we have used the same framework to set out examples of the tetra-arising, interconnected, multi-scale, emergents of the Harvest events.

As a final platform to glean a Meta-Harvest of our IC experience of harvesting the harvests, we summarize our AQAL experience of ITC2015 through three modes:

- Memory – which considers conference objects created in the past
- Meaning – which considers current meaning of Impacts developed through participation PUPs
- Momentum – which considers future Impact which emerged through the Offers at the Final Plenary.

The purpose of this report is threefold:

1. to describe the Harvesting Process, Design and Results
2. to show how IC was “BEING IMPACT” at ITC and beyond
3. to foster future synergies between IC and ITC/MI

It should be noted that we have created a Glossary to explain terms and acronyms used in the report.

Complexities involved in Organizing and Analyzing the Harvest

In organizing this Harvest Report we have identified 3 complexities that we discuss below.

1. Understanding of “Deep Design” process including triple-loop feedback/learning
2. Levels and Fractals of Impact
3. Quadrants and Stages of Impact

Understanding the “Deep Design” process including triple-loop feedback/learning

Ken Wilber (2006, p. 33) says Integral Methodological Pluralism (IMP) “involves ... at least 8 fundamental and apparently irreducible methodologies, injunctions, or paradigms for gaining reproducible knowledge (or verifiably repeatable experiences). ...the quadrants [with their inside and outside, and individual and collective dimensions] ...are often represented as I, you/we, it and its ... [as well as] the Good, the True, the Beautiful; or art, morals and science”

Inspired by IMP, the IC team considers that each quadrant’s methodologies call forth different epistemologies which IC has learned to apply in a process of Deep Design. Deep Design is a term coined by Hamilton and Aurami in September, 2015, to describe the methodology for integrating design with delivery that was -- as discovered in retrospect -- used by the Integral City team for ITC 2015.

This methodology relies on how we interpret Integral Epistemological Pluralism, which we defined for our purposes as:

Integral Epistemological Pluralism, is the concurrent employment and availability, for the purpose at hand, of all faculties and capacities of consciousness (especially those related to "knowing") available to a given individual or group at a given time, employed in priorities optimal to accomplishment of the purpose.

Deep Design is made possible when an individual or group has access to consciousness-capacities of intuition and inspiration, and to consciousness-capacities of the conscious uploading and downloading of design information (both plans and principles of design) to and from, a particular Morphic Field which receives, integrates, evolves, and then in-forms/in-spires the deliverers in the moments they are delivering, as they have the capacity to BE in-formed/in-spired by all that was held in or evolved within, that Field. (This is related to but perhaps another level beyond Third Order Learning or Torbert's Third Level of Feedback (Torbert, 2015)).

Deep Design enables the shaping of the delivery in an emergent way, both from within the deliverers but also those who might be at a distance and also in relationship to that Morphic Field. It also can enable the delivering as it unfolds to contain surprises to the deliverers, and frees them from having to work from notes or to memorize aspects of the delivery.

Deep Design is an all-quadrant process: Deep Design includes (a) research of the past geological and social history and current conditions/situations/circumstances of the land on which delivery takes place, then (b) sensing into that history and the current subtle energetics of the land, then (c) allowing that to both explicitly cognitively and subtle-energetically inform the design and delivery of the presentation. In particular, the current situation of the land is brought into the momentary decisions during delivery.

You might say, this aspect of Deep Design is a process that unpacks the **Master Code** of caring for self, others and place and planet (including through 4 levels of evolution – ego, ethno, world, kosmic) through the lenses and expansion of AQAL, by including the land and people as Context for both design and delivery. We use both dynamic steering (Robertson, 2007) and Orders of Love (Douglas, D., Hamilton, M., 2013) to guide the way. The Integral City team used this Deep Design explicitly at all points in the design and delivery of the PUPs and the Final Plenary.

In a fractal way, the same was true for the larger context of whatever organizations/factions/groups were involved in ITC. We worked with those starting way ahead of delivery time, in our Deep Design process, and that continued throughout the conference.

One way to grasp DD is to consider the metaphor that DD is like making coffee. The designed plan and design principles are like the coffee machine, the grounds, the water, the electricity, the filter. The Field is like the percolating; it changes what went in. The delivery is like pouring out and drinking the coffee, and is customized at that point or evolved even further, by creamer, sugar, whatever!!!

As a result, what is delivered is a changed version of what was designed, changed both during the percolating AND during the delivery time itself, as adapted to the situation during delivery. DD enables delivery to be done with more influence by the factors of the moment. DD turns conscious previous design into the Being of the moment, in the deliverer of the design (a form of 3rd order learning). DD responds to the future emergent in-formed by all the previous planned design. Deep design is emergent in delivery, more flowing than in ordinary design. What is said and done during delivery is in-formed by all that went before in the design process

DD involves the deliverer EMBODYING the design, rather than executing or carrying it out. This seems to be a subconscious process, guided by inspiration and intuition.

From the beginning of our designing process we made agreements formed part of our Deep Design, because they created energetic fields/grooves/information which in-formed the Field in which the design was delivered, to the extent the deliverers "listened." (Essentially our meetings involved everyone at some point during the design phase, so we all contributed to the design.) As a team hosting the Spirit of a Planet of Cities, we held the following agreements in working together:

1. When we met, we first discerned purpose of the meeting, the outcomes and impacts we sought from meeting.
2. Designers might or might not become deliverers, but deliverers were designers
3. The deliverers explicitly held the learning that was taking place (the designers did so implicitly)
4. We held the PUP and Master Code in the Knowing Field as metaphors for our design guides
5. We activated the Master Code as we worked together.

As we describe below we also embraced the complexities of designing for:

1. Graduated or differing Levels and Fractals of Impact; e.g. traditional, modern, post-modern, integral impacts at the scales of individual, group, organization, conference, culture(s).
2. Quadrants and stages of Impact; e.g. AQAL impacts at ego/ethno/world/kosmic stages of maturity.
3. How to measure impact e.g. gross, subtle, causal outcomes.

II. Our Intended Impacts

Our impacts were intended to align with and amplify the intended impacts of ITC: to assess the impact of Integral Theory on the world in measurable, AQUAL terms, and to increase future impact via increasing the sense of community among people interested in Integral Theory and (we added) among people interested in Integral City and/or Integral Theory as it applies to impacting the city.

A. How our basic design process prepared for impact

Our design embraced feedback processes and resources that became part of the SCW delivery (see details of each day below). Employing Deep Design we set intentions for embodying impact at gross, subtle and causal levels.

It should be noted that our design and delivery processes assumed that “actions” in the realm of subtle energies have REAL -- even if they are challenging to trace and measure -- impact in the gross/concrete/subtle world spaces. (This is a fundamental foundation of our use of SCW and other non-linear, non-concrete processes. This is also a foundational premise of Deep Design.)

In order to “bake in” the DD energetic architecture, in addition to the standard roles of designer and deliverer we added roles of subtle-energetic space-tenders (ST), whose specific intentions were to be in service to Gaia, our Planet of Cities, each city Place and the Master Code. ST activities included clearing communications spaces, acknowledging Spirit realms of Planet of Integral Cities, Spirit of Integral City, Univers city, ITC team, IC team, the SSU Hub, Rohnert Park City and surrounding ecological environments, history and cultures that have belonged there – the connectivity of such, and general tending to the energetic space grounding and energy flow at the higher vibrations. Also ST paid attention to the subtle energetic architectures of Receptivity and Greeting the place, people, structures and whatever else shows up to be greeted such as Indigenous peoples and heritages, historic gathering places. ST’s performed City Greeting Rituals for all GHFI endeavors and honored legacies. ST’s also noticed meta themes emerging from IC and ITC design and researched city history and plenary speakers.

ST’s formulated an affirmation that held the IC endeavor throughout the conference:

We align and intend, that everyone, visible and invisible, who aligns with and intends the Planet of Integral Cities as part of healthy Gaia support and facilitate the greatest, deepest, and widest positive impact and ripples from all aspects of Integral City's participation in ITC2015.

ST impacts intended to produce “honey for the Human Hive”.

As a result of this design framework we created a flexible capacity for including levels of worldview, fractals (scales of participation), quadrants (perspectives), stages of development, and pluralism of types to the design without requiring that any or all qualities show up in the PUP (or Final Plenary).

In order to attract participants to the PUP, we invited up to 30 hearts and souls to “Pop-Up for a “catalyzing” lunch in the Knowing Field”. We designed an experiment with our SCW guided by our Deep Design (as described above).

The Design Map unfolded to reveal these elements:

- Our container was the SCW informed by the Master Code - we sought to align energy around something participants could take home to their own particular city (as action in service of the Spirit of Integral City and/or the Spirit of the Planet of Cities)
- The design was complex, yet simple and elegant in execution – literally built on the Master Code Emerging
- We prototyped spontaneous invisible relationships embedded in the SCW question or proposition to a visible level of attention (and often intention)
- Participants experienced the power of we-space SCW methodology (Hamilton, et al, in press)
- Participants found value whether they attended all or any of the PUPs. (The events flowed from one to the next, but emerged as stand-alone experiences.)
- Multiple ways of knowing were honored and accessed
- Our time together at PUPs was playful, fun and meaningful - and contagious – making others want to join the next one.
- Maximized the potentials in people
- This was intentionally created as safe space for feminine energy, welcoming opening and receiving, as well as a space energized with masculine energy that could lead to action, as appropriate. Both energies brought forth a higher We.
- Participants were “stirred” and interconnected.

B. Inside/Outside Process Facilitation

As mentioned above we designed PUPs with on-site Facilitators and off-site Space Tenders (ST). This Inside/Outside process proved invaluable to the on-site Facilitators, who felt that their energies were both held and guided by the Outside Space Tenders. It was not until after the conference that we learned the actions and impact of the Off-Site Space Tenders.

The ST Lead set up a schedule for attending the Inside Facilitators and the conference as a whole as shown in Figure 1:

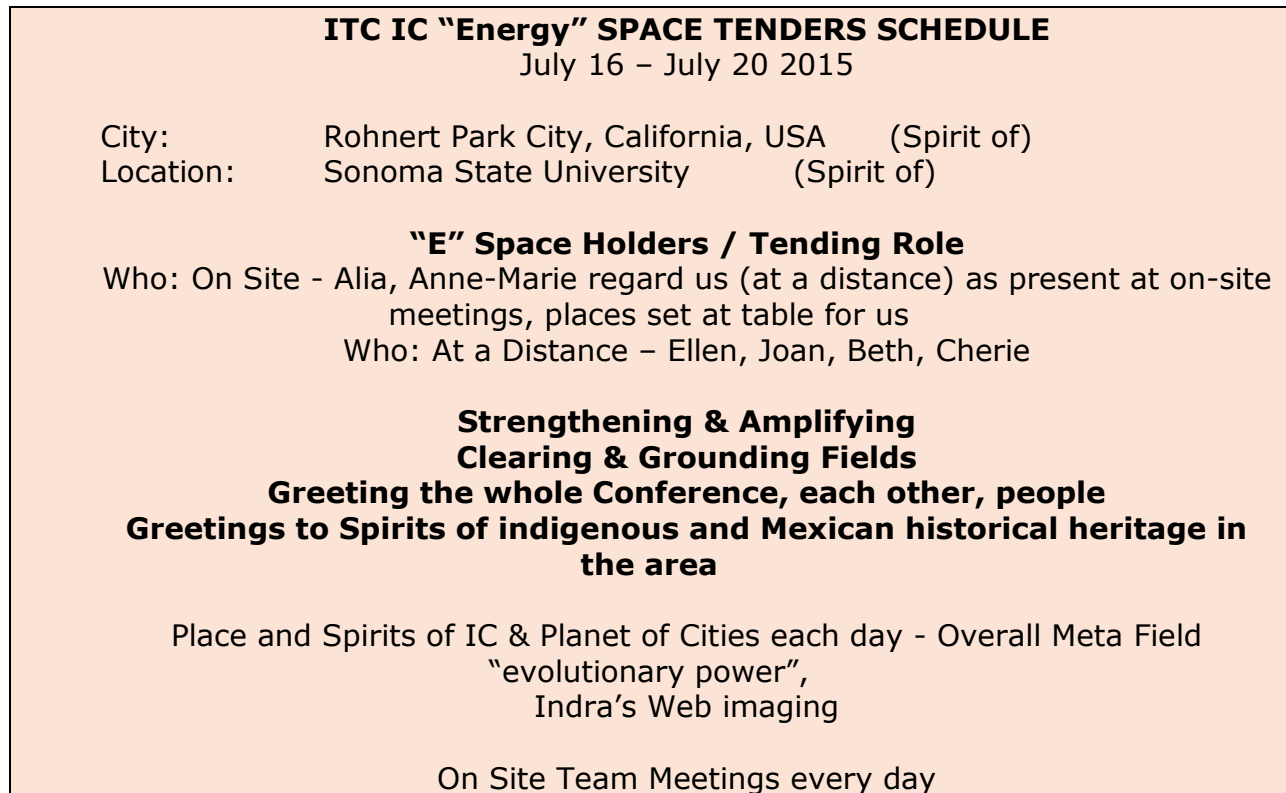


Figure 1: Space Tenders Schedule

Here is how the ST Lead described ST activities.

"WE cared"

Multi-layered, multi- dimensional - WE cared deeply as the Master Code in action. We cared for and about the conference in many ways. We didn't just take care of ourselves, each other and IC. Our whole approach and steps of our engagement carried the Master Code into relationship with IC and ITC and people, and place and planet. WE cared. And WE cared as GHFI's in service to our beloved Planet.

C. Three Lunches & Final Plenary Flow & Fit

The actual on-site architecture was formulated around 3 lunches and the Final Plenary. Each event was deep-designed to be independently relevant, yet related to each other and cumulatively effective, and interactive with ITC2015 as a whole.

As a symbol of embodying the design we looked to ITC's motif of the Pomegranate. We studied the stages of the pomegranate's life, recognized it as symbolizing a Panarchy stage of system development (Gunderson et al, 2002) and related it to the design of the PUPs and Final Plenary and incorporated it into our Poster designs and marketing materials (merging it with the Integral City logo):

Day 1 PUP: the Pomegranate was in flower and the Panarchy stage is at its peak.

Day 2 PUP: the Pomegranate had produced its crown and the Panarchy stage was breakdown.

Day 3 PUP: the Pomegranate had become unripened fruit and the Panarchy stage was chaos and dispersal.

Day 3, Final Plenary: the Pomegranate had ripened and split open to regenerate anew and the Panarchy stage was a new pattern – the beginning of a new cycle.

The pomegranate became embodied as an actual tree (with a single hardy bloom) at the conference Opening Ceremony, when co-host Mark Fabionar used the pomegranate tree to receive libations from the ancestors (called out by the audience). It reappeared in the Final Plenary in the center of the circle where the libations were converted into BE IMPACT commitments.

The core design considerations pivoted around these assumptions:

- Our intentions for the design tetra-rose from the four quadrants (as can be seen in the analysis in Appendix A)
- Harvesting occurred in the conference community so the community had a spontaneous place to see itself because:
 - Participants would be Generators of the Harvest
 - Individuals make a difference
 - It was possible to discover some new Harvest at every stage of ITC (see symbolic pomegranate cycle and Panarchy cycle)
 - The nature, parameters, and importance of "harvesting" of experiences at ITC2015 amplified their impact.
- Each PUP question (three in all) acted as a lens for focusing impact of the conference
- The SCW emerging from each question became 3 containers in which to harvest the conference
- Final Plenary questions framed overall harvest commitments

- The overarching harvesting meta-themes we used were memory, meaning, and momentum. Each captured a different arena of impact.

D. Specific design of 3 PopUps and Final Plenary

The specific design of our PUPs and Final Plenary incorporated the concept of Pop-Ups, the practice of Systemic Constellation Work, and setting intentions for impacts as described below.

(1) What are PopUps?

In modern cities PopUps are a new phenomenon; they can be anywhere; they Pop-Up in train stations, parks, street corners and conferences.

https://en.wikipedia.org/wiki/Pop-up_retail

Integral City's PopUp playgrounds were designed to attract spontaneous, unexpected, unplanned diverse people to discover in the moment what they can do together. All of a sudden the city's voices PopUp together - in an instant forming bonds amongst citizens, community and cultural organizations, the business community, and civic institutions. Our PopUp Playgrounds were intended to remind us of our capacities for joy, creativity, acting as a "we", and rediscovering our brilliance. They brightened our day and reminded us of the interconnections that we are so often blind to.

(2) What is an SCW?

Note that the design as well as the delivery of the sessions was emergent before and during the sessions; the SCW process itself was evolving on the spot, as a result of our Deep Design. That is impact!

Systemic Constellation Work (SCW – see Glossary) is a core process methodology that Integral City uses to do research and development to expand our ways of knowing the archetype of Integral City as a reflective organ for Gaia. SCW supports presencing, prototyping and processing for the Integral City Community of Practice. Our lead constellator (LC), Diana Claire Douglas, Founder of Knowing Field Designs used SCW to co-design with the IC Team, the Pop-Up Playgrounds at ITC2015.

Facilitators' Roles

The LC, through her work with IC (and other organizations), has found new ways of applying (and evolving) the SCW (see Glossary) experiential process as a natural emergence from the Knowing Field. She holds the palpable dimensions of SCW and through her embodiment of its philosophy and premises, she calls participants to reflect on and trust in the Knowing Field. At ITC, prior to the PUPs she communed with the Knowing Field and was given the possible questions/issues

to be constellated each day, derived from the ITC keynote speakers' topics. With input from the IC team, these were chosen and refined.

The founder of IC (FIC), (Marilyn Hamilton) as a co-facilitator, invited and supported the use of constellation in IC, and held the dimensions of the city in the Field. She proposed framing the derivative questions for the PUPs from the ITC keynote speakers and LC discovered the core question or issue we constellated each day. She also applied the information received from the Field in the IC Community of Practice and in her work with cities.

The process steps for the SCW are described in Appendix B.

(3) What were intended impacts of Popup Playgrounds (PUPs)?

The intended impacts of the Pop-Up Constellation Lunches were to provide a **place** (PopUp Playground), a **process** (SCW) and a conference **purpose** (Harvest) to tap into the Knowing Field to reveal what participants were learning at ITC2015. (See 30 Reasons to attend Pop-up Playground Lunch in the [Google Folder](#))

More specifically we offered the Pop-Up Playgrounds as a way to

- amplify the impact of the conference (especially the keynotes) on PUP participants (and by energy diffusion, everyone) plus
- harvest the conference and thus increase its long term impact on the world and be
- a non-linear process for people to work together in the moment, which fosters a deep, almost subliminal (because non-linear) sense of community. Non-linear meant Integrally Epistemologically Pluralistic, (see definition above) thus involving 2nd and 3rd order learning.

Our PUPs created a habitat for participants to harvest ITC2015 by:

- Experiencing Systemic Constellation Work as a collective way of playing and knowing
- Learning from 'Knowing Field Designs' Lead Constellator and Integral City AQtivators
- Experimenting with how we learn, think and play together
- Energizing our We-place and AQtivating questions, relationships, curiosities
- Deepening connections with community of Integral impact makers
- Digesting all that is flowing through individuals and through collective

- Discerning the impact the conference was having on self/others/place
- Harvesting personal and collective insights to take home to for self, work, family, community, and city

The generic design for each PUP included these steps:

- Opening breath work and movement
- Introduction and intention of PUP
- SCW Process
 - Intro to SCW
 - Posing Question for the day
 - Constellating Question by
 - Describing Elements of the SCW for that Question
 - Requesting volunteers to Represent Elements
 - Facilitating Process of the Constellation
- Check-out
- Bridge-out to next PUP

The site for each day's PUP was prepared by setting the chairs in a circle, and lightly transforming the room with colorful posters (reflecting pomegranate images and inspiring quotations).

Earlier in the morning the IC team checked-in to learn how the Lead Constellator had framed the SCW Question; to sense into what is - expressed and unexpressed - as the information of what to adjust/design for each/all days. The team cleared the Field each day and on days 2 and 3 discussed with the Graphic Facilitator what/how/when to capture the graphic of the PUP.

Each day had some unique design elements (such as the relation to the Plenary and what the Question and Elements were). But the basic process didn't change. The uniqueness of each day is described below. We have documented the details of each day (in our [Google Folder](#)) but have included only the details of Day 1 as an Appendix to this report.

(4) What was specific SCW design of Day 1 PUP?

The SCW for Day 1 was designed around the plenary keynote by Karen O'Brien "Integral in Action: Climate Change and Transformations to Sustainability". What the IC team noted was the importance of framing climate change as adaptive challenge rather than merely a technical problem...and the importance of adapting to climate change from the inside out.

The Question constellated acknowledged the very present focus of concern for humanity at this time, and asked: **What happens when we speak as Mother Earth?**¹

An IC Team Member sponsored the question for approximately 23 participants.

The Elements that were represented included: force of creativity, force of destruction, adaptability, Gaia, animals, birds, plants, insects, water beings, sun-moon-stars, fire, water, air, earth, 4 humans plus 1 conscious human, Mystery

The three Rounds progressed (see Appendix C and [Google Folder](#) for Details) with significant energy and insight being offered by Creation and Destruction)

LC noted these observations after SCW Day 1:

I have been asked about the number of elements included especially all the elements representing Life (animals, birds, insects, fire, water, air, earth, etc.) In preparation for the constellation, I was "shown" an image of all these elements sitting in a circle — the circle of life — with the forces of Creativity and Destruction in the center and to just watch what would happen. The magnetic attraction between Creativity and Destruction — their love and joy in each other, stays with me. As does Destruction's message, "I am here to serve."

Rather than interpretation, as a Facilitator I am looking for movement, even small movements. Karen O'Brien had commented that in the (high-level) discourse on climate change we had not discussed the impact of human consciousness on the Earth and that this was a necessary step to include humanity's collective assumptions, beliefs and mindsets on climate change so that we can adapt to the changes. I was guided to place all the reps for humans outside the circle of Life (as humanity has done) and to observe what happened and whether they were connected with adaptability. In the final image they were all inside the circle of life.

(5) What was specific SCW design of Day 2 PUP?

The SCW for Day 2, was designed around the plenary keynote by Bill Torbert, of Action Inquiry Associates, "The Kinds of Inquiry, Power, and Love Required for a Timely, Developmentally Transforming Practice."

¹ There were three possible questions which could have been constellated.

What happens when we listen to Mother Earth? What happens when Mother Earth speaks? And, in the context of climate change, what happens when we speak as Mother Earth.

This SCW for approximately 28 participants had 2 parts.

Part 1 was a Timed Partner Exercise with a purpose that each participant have the opportunity to experience being a representative and receive some of their own information.

The Process started by each person writing on a card, their burning question. Then in partners and in silence, Partner A handed his/her card to partner B. B became or represented their partner's burning question.

Partner A moved away from Partner B.

They stood looking at each other.

Then Partner A began to relate to his/her Burning Question. Partners then switched to repeat the same process.

Debrief: we did not share in large circle due to time constraints.

Part 2 constellated the Question: What will we do with this new level of power and love?²

An IC Team member sponsored the Question.

The Elements that were represented included: We, Do, With, New Level, Power, Love

The three Rounds progressed (see Appendix E for graphic recording and [Google Folder](#) for Details) with significant energy and insight emerging from a new Element – Be.

LC noted these observations after SCW Day 2:

This was the first time I have used the process of having people represent each word and to watch what happens in the relationship between the words. There definitely was a lot of movement during the process, everyone trying to find their place and the right order. "Do" became the one who needed the most support and attention. And "Be" was the missing element. The final image was not a resolution image, rather a transition image as I feel we needed to have more time to allow for potentially several more movements for the system to be in balance, strong and at peace.

² There were several possible questions to constellate: What is this next level of power and love asking of us? How can we be in this new level of power and love?

(6) What was specific SCW design of Day 3 PUP?

The SCW for Day 3 was designed around the plenary keynotes by Ken Wilber, "Integral Methodological Pluralism" and Elza Maalouf's, "Integral Design in the Midst of Chaos, Bloodshed and Revolution."

We had an intention to look at the Integral Field itself.

The SCW tested the proposition: What allows a movement (Integral) to have healthy impact is when the movement is in the flow of life and love.

A participant sponsored the proposition for approximately 10 participants. A circle was created that was open at both ends for a timeline to pass through.

The Elements that were represented included:

The cities each participant resided in

Dimensions/Time/Consciousness: Above, Below, Past, Future

Representatives for Different Scales of Integral: individuals (I), organizations (O), groups (G), Communities of Practice (COP), World-wide network

The three Rounds progressed (see Appendix E for graphic recording and [Google folder](#) for Details) with interesting relationships revealing themselves through the Time Dimensions.

LC noted these observations after SCW Day 3:

The number of participants for this constellation was small and the perfect number. Acknowledging what is — in this case that the underlying pattern is to be facing the Past (while believing Integral is facing the Future) — is the first step in a new movement(s) emerging from the Integral Field. It will be interesting to watch what these might be.

(7) What was specific design of Final Plenary?

The Final Plenary Design was led by Alicia Stammer and Marilyn Hamilton (both of whom also co-facilitated it) and co-developed in consultation with ITC2015 co-host Mark Fabionar and Conference Coordinator, Jordan Luftig. This quartet formed a trans-organizational bridge that allowed the final delivery to have the same kind of flex and flow as the PUPs.

The basic design was framed around the harvesting of "pomegranate juice" through responses to three core questions with an intention to utilize basic energetic architecture that would enable the participants to interact with as many other participants as possible. It climaxed with a final question that produced the ultimate harvest of the conference to BE IMPACT.

The plenary room layout was anchored with chairs set in four triads located at the center of the room in such a way that they were the inner points of four quadrants where the remaining triads were set out behind them. This allowed for easy movement along two central axes (North/South and East/West) and for the two facilitators and the participants to move around the room. In the initial seating, participants were asked to join a triad with two other people they did not know well. Subsequently they were asked to continue the “mix-up” to amplify new connections.

The core questions asked of participants were these:

1. (Asked 3 times with Silence in between and as participants changed triads each time). **What has been most juicy, fruitful, or impactful about your experience at the conference?**
2. (Participants stayed in the third triad and deepened their dialogue with these three questions.)
 - a. **What have you noticed from what you shared with others has the most juice?**
 - b. **What could we birth in us that could impact the world for the good of all?**
 - c. **What is emerging from your conversations for the good of all?**
3. (After Silence, they were asked these questions.)
 - a. **What’s next?**
 - b. **Who else needs to know? What needs to happen next? What is your role?**
4. (Next participants were asked for their Offers to BE IMPACT.
 - a. **On a post-it note, they were asked to write:**
 - i. **Your Name**
 - ii. **Topic of Interest**
 - iii. **Your email address**
 - iv. **Your offer**
 - b. **What support will you offer to keep the energy of our greater WE and this juicy weekend flowing in our lives, tribes, organizations, cities and eco-regions – so the whole world can thrive?**
5. Finally when the triads were complete in writing up their Offers, the chairs were moved to the sides of the room and everyone Circled Up. The Pomegranate Tree that had received the first libations at the opening of the Conference was placed in the center of the Circle.
Participants stepped forward to speak their Offers as the closing Libation to BEING IMPACT for the Greater Good of All Life.

After acknowledgement and celebration by the conference co-hosts and organizers, the participants posted their Offers on the plenary wall, displaying the BE IMPACT harvest of 43 commitments. (These are set out in Appendix H.)

III. Harvest Outcomes & Impacts

The intended Harvest Outcomes were initially embedded in the AQAL intentions summarized above and in Appendix A. The IC Team has recognized that the levels of complexity inherent in the conference preclude tracking every multi-dimensional and multidinuous impact that resulted from the conference.

Nevertheless, using MetaIntegral's own AQAL framework for evaluating its Research & Development projects, we offer a post-conference analysis that examines our key outcomes as framed in AQAL impact terms. Table 1 provides an overview of the impacts that transformed mindsets, relationships, behaviors and systems in both the PUPs and the Final Plenary through bringing people together in contexts or habitats that allowed for non-linear, emergent creativity that could build on the powerful messages in the daily keynote plenaries and finally in the last plenary weave together through instant but intimate explorations, the whole conference experience to build to the climax of commitments that washed over the conference in declarations of commitment to BE IMPACT.

Table 1: Summary of Deep, Wide, Clear, High Impacts

<p>DEEP IMPACT – Transforming Mindsets</p> <p>PUP enabled conference participants to engage deeply with the Plenary topics through SCW Questions/Proposition</p> <p>Final Plenary allowed participants to notice what they had noticed for the conference.</p>	<p>CLEAR IMPACT – Transforming Behaviors</p> <p>Within SCW participants engaged in behaviors as Representatives that opened them to new options after the PUP e.g.</p> <ul style="list-style-type: none"> • Experimenting with destruction and creativity as natural forces • Recognizing the dance between DOing and BEing • Experiencing the relationship between Above/Below, Visible & Invisible elements in the Integral habitat <p>In the Final Plenary participants discovered what mattered deeply to them and what they would act on.</p>
<p>WIDE IMPACT – Transforming Relationships</p> <p>SCW opened field for Representatives and Witnesses to play</p>	<p>HIGH IMPACT – Transforming Systems</p> <p>Recognizing the multi-holonic nature of individuals, organizations, sectors, cultures, cities that people at the</p>

<p>with the elements of the Plenary keynote issues: e.g.</p> <ul style="list-style-type: none"> • Climate as personal choice about relationship to Mother Earth • Transformation as relationship between power and love • Integral Movement's relationship to /alignment with Life and Love <p>Final Plenary widened the connection amongst people who had not connected during the conference and deepened connections which had emerged.</p>	<p>conference were simultaneously part of (as social holons). E.g. participants who were family systems constellators saw opportunities to translate their systemic skills with families into organizations and cities.</p> <p>The Deep Design of the PUPs and the Final Plenary transformed the system for inviting commitment from participants in the Final Plenary when IC Team interacted with ITC2015 team.</p>
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Further examples of detailed Harvest Impacts are set out in this AQAL frame in Appendix D, where we have not only analysed the four quadrants but have recognized levels of complexity along a spectrum of Orange, Green, Yellow/Teal and Turquoise. This allows the reader to see the many ways that the Harvest Design Intentions manifested in identifiable impacts that showed bottom line results, social networks, systemic ecologies and kosmic insights.

In addition to the AQAL Impacts our Harvest also included the dynamic in situ graphics created by Mathias Weitbrecht. These were offered during Days 2 and 3 for the Plenary Keynotes, PUPs and individual sessions that Mathias attended, as well as the Final Plenary. These vivid graphics can be seen in Appendices E, F and G.

Finally the most satisfying harvest of "pomegranate juice" came in the flood of commitments to "BE IMPACT" spoken into the final circle and posted on the plenary wall. These are summarized in Appendix H classified in self-selected categories that mirror AQAL intentions:

UL & UR: Expressing & Enacting: Academic, Arts, Organizations
UR: Embodiment
UR & LL: Diversity & Power
LL & LR: Love, Connection & Magic
AQAL: Other

IV. Conclusion

The AQAL Harvest analysis reveals how rich the conference design was.

As a way to summarize the AQAL richness of ITC2015 we provide three modes to savor the beauty, goodness and truth of the conference Impacts. These modes have the qualities of time and learning built in:

- **Memory** – frames time Past – like a photograph of the moments. It embraces first order learnings of observation and practical action.
- **Meaning** – frames time Present – with the ways we understand and share through our stories of what happened. It embraces second order learnings (of constructive goals and strategies to achieve them) and third order learnings (of imagination and visionary intentions).
- **Momentum** – frames time Future – with the impulse to move forward and make a difference. It creates a kind of “spin” on first, second and third order learnings.³

Memory is captured in the Harvest records including: written, audio-recorded, art, artifacts, etc. It is both individual and collective, tangible and in cyberspace. Also, it is what is learned and remembered - essentially **first-order learnings**. With this report we make the Memory Harvest widely available to many people, so it contributes to the wider community/world to use for the aspects/impacts of harvest involving meaning and momentum. An important impact of Memories is that they leave artifacts, histories, and records for use in the future, enabling greater impact by future efforts because they can build on the past.

In an attempt to create an online gallery of all the Memory Impacts we have assembled in a [Google Folder](#) as many artefacts as we could compile. (See [Google Folder](#) here.)

Meaning can be usefully regarded as having several phases: response, reflection, and re-formation/re-configuration/re-calibration.

- **Response** includes feeling-reactions: elated, intrigued, disgusted, frustrated, jumping for joy, surprised, etc. Responses are momentary impacts, but the memory of them, and the effects of them, can be long-lasting, and can even change Being of the person (Reconfiguration, see below).
- **Reflection** includes such things as poetic and other consequent (but immediate) creations, and both inner and conversational chewing/digesting, relating the content to one's life, to the world, etc.

³ This framework of Memory, Meaning, Momentum has been contributed by George Por and Alia Aurami.

Reflection includes what we might call **2nd-order learnings**: not content learned, but what one learned about approaching the matter, conceptual re-organizations, etc. Reflection is a kind of impact because it can change a person's future doings and/or their Being.

- **Reconfiguration** includes beyond conscious reflections, how one (or a 'we') is actually impacted and changed on the 'being' level by the event (and by the harvesting process reflections themselves.) This is 3rd-order learning and higher orders of learning. This can be especially potent impact if there is a learning loop such that future iterations of the event itself are reconfigured because of the reflections (and momentum.) Reconfiguration also includes the impact when contributors/contributions to the event are morphed/developed further based on feedback from the event (such as might happen with a reader of this report).

Momentum is the impact characterized by ripples forward and outward from the space-time event and the objects generated therein. It includes (for example) interpersonal, transpersonal, and intra-personal connections new and deepened, sparks of synergy begun, new endeavors and/or collaborations emerging either for individuals or groups, new learning curves inspired or undertaken, people feeling supported and encouraged and heartened to continue or increase their work in the world.

- Ideally, momentum-impact is as strong, as immediate, and long-term, and as wide as possible! Momentum includes, if looking at the event energetically, a strengthening of the morphic field(s) related to the purposes and intentions, shared and individual, around and for the event.
- Momentum in our Harvest lens was captured most dramatically by the written and spoken Commitments made during the final Plenary.

Combining Memory, Meaning and Momentum with our AQAL Impacts we can provide an overview of the conference Harvest in Table 2.

Memory highlights the mementoes of photos, conversations, posters, and pre and during the conference promotional materials and PUP delivery notations.

Meaning highlights the Response, Reflections and Reconfigurations from participants' responding to the SCW calls for elements, reflecting the pomegranate motif as a subtle stage metaphor and the reframing of plenary messages into personal and shared meanings that could be translated into actions and strategies.

Momentum highlights commitments to join MetaIntegral Foundation, the multitude of inter-intra-trans-personal connections made at the conference as well as the climax of the Final Plenary myriad of commitments to BE IMPACT.

Table 2: Overview of AQAL Memory, Meaning, Momentum

	Memory	Meaning	Momentum
Deep Impact	<ul style="list-style-type: none"> • ITC Photos • Emails 	<ul style="list-style-type: none"> • Response: SCW Representation of Elements • Final Plenary Response to Questions 	<ul style="list-style-type: none"> • MH/IC commit to MetaIntegral Foundation
Wide Impact	<ul style="list-style-type: none"> • Conversations • Shared Meals • PUP Design Documents 	<ul style="list-style-type: none"> • Response: Pomegranate Stages as Metaphor • Reflection: SCW Questions • SCW Checkouts • Final Plenary Questions • IC Team Debrief 	<ul style="list-style-type: none"> • IC Team Post-Conference reframe • Participants' Inter-Intra-Transpersonal Connections
Clear Impact	<ul style="list-style-type: none"> • Posters • Graphics • Bookmarks 	<ul style="list-style-type: none"> • Response: SCW Representatives Act 	<ul style="list-style-type: none"> • Final Plenary Individual offers
High Impact	<ul style="list-style-type: none"> • IC Blog & ITC emails re 30 Reasons to attend PUP • ITC Website & Program • PUP Design System • SCW Documentation 	<ul style="list-style-type: none"> • Response: SCW systems of Representatives interact • Reconfiguration: SCW Participants reframe Climate issues; Love & Power; Integral Movement 	<ul style="list-style-type: none"> • Harvest Report as systemic emergent • Strengthening of morphic fields of Integral Movement, IC Team, SCW • Final Plenary system of collecting Commitments

Ultimately if we review the intentions of this report we believe that the Harvest has created strong and lasting **Memories** of Final Plenary offers and commitments; made **Meaning** of the IC PUP and Final Plenary designs; and hopefully created **Momentum** towards ITC2017 for Integral City and ITC to work together again.



Glossary & Acronyms

Field, Knowing Field, Morphic Field

Our use of the word "Field" has more than one derivation. We embrace energetic AQAL state-structures as fields. We also use "Field" to mean the "Knowing Field" — a term created by Albrecht Mahr, a German physician, psychoanalyst and leader in Family Constellation Work. The "knowing field" is the constellation energy field, a sacred multi-dimensional field, which informs the facilitator, representatives, client, and those observing the constellation of the underlying (often hidden) dynamics that are blocking or resourcing the flow of Life.

During a session, the LC calls in the Knowing Field by saying: It is a sacred, multi-dimensional field that includes the Mystery, the seed from the Zulus (when we are connected with our ancestors, life flows smoothly); Bert Hellinger, the founder of Constellation Work; the facilitators and trainers sharing this work around the world; the thousands of constellations that have been done around the world; the mother and father lines of each person present; and support from the invisible realms.

Morphic Field is also used when we refer to the subtle realms. It is a term used by Rupert Sheldrake to describe the energetic field that each species creates and has access to stored species knowledge.

GHHI: Gaia's Human Hive Integrators is the name given to the group of women who convene regularly in service to Gaia and the wellbeing of the Human Hive. Amongst themselves they are affectionately known as "DG's" for short (Divine Gaians).

IC: Integral City

IEP

Integral Epistemological Pluralism, is the concurrent employment and availability, for the purpose at hand, of all faculties and capacities of consciousness (especially those related to "knowing") available to a given individual or group at a given time, employed in priorities optimal to accomplishment of the purpose.

ITC: Integral Theory Conference

LC: Lead Constellator

Master Code

Care for self, others, place and planet

PUP

Pop-Up Playground – the process developed for lunchtime harvesting using Systemic Constellation Work (see below). In modern cities Pop-Ups are a new phenomenon; they can be anywhere; they Pop-Up in train stations, parks, street corners and conferences. https://en.wikipedia.org/wiki/Pop-up_retail

Integral City's Pop-Up playgrounds were designed to attract spontaneous, unexpected, unplanned diverse people to discover in the moment what they can do together. All of a sudden the city's voices Pop-Up together - in an instant forming bonds amongst citizens, community and cultural organizations, the business community, and civic institutions. Our Pop-Up Playgrounds were intended to remind us of our capacities for joy, creativity, acting as a "we", and rediscovering our brilliance. They brightened our day and reminded us of the interconnections that we are so often blind to.

SCW

Systemic Constellation Work – ¹Diana Claire Douglas describes Systemic Constellation Work: SCW started in Germany and much of the original language used was translated into English from German. The nearest translation of the original German word "Aufstellung" was "constellation," which means "placement, assembly." So "Constellations" has a double meaning in this work: Constellations are groupings of elements within their home group — in families these are all the family members and in organizations, these are all the roles within the organization. It also refers to the process used of the setting up or placing of representatives in a visual way.

SCW itself is the over-arching term used by a world-wide community of constellators and coaches who practice both Family Constellation Work and Organizational Constellation Work. Originally founded by Bert Hellinger¹, a German philosopher and facilitator still working in his late 80s, SCW views problems, issues, conflicts, entanglements and designing the new from a systemic perspective, whether it be with individuals, families, organizations, or larger collectives. It is informed by a body of knowledge (based on living system design principles of belonging, balance and order) gathered phenomenologically from trainers and facilitators doing SCW's with thousands of people and organizations from around the world. It uses an experiential process in order to embody energy and information so that which underlies the issue, design or question is made visible. SCW is a change process revealing the hidden dynamics and potentials — the inner images, behaviors, challenges, and opportunities — that exist below our conscious awareness. SCW can be applied to an infinite number of issues on multiple scales, including individuals, families, organizations and collective groups like cities.

See Appendix B for full explanation.

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APPENDICES

APPENDIX A: AQAL DESIGN INTENTIONS

PUP Design in quadrants (analysis by Alia Aurami, Marilyn Hamilton)

DEEP IMPACT – Transforming Mindsets	CLEAR IMPACT – Transforming Behaviors
<p>IC sets out “catalyzing” intentions of city fractal.</p> <p>What to expect at SCW:</p> <ul style="list-style-type: none"> • Experience Systemic Constellation Work as a collective way of playing and knowing • Learn from ‘<i>Knowing Field Designs</i>’ Lead Constellator and Integral City AQtivators • Experiment with how we learn to think and play together • Energize our We-place and AQtivate questions, relationships, curiosities • Deepen connections with community of Integral impact makers • Digest all that is flowing through you, through us • Discern the impact the conference is having on self/others/place • Harvest personal and collective insights to take home to your self, work, family, community, and city • Decompress at lunch Pop-Up’s <p>Participants will experience:</p> <ul style="list-style-type: none"> • power of we-space • SCW methodology • Identify the value of SCW experience <p>Participants will find value if attending all or one of the events. The events may flow from one to the next, and/or serve as stand-alone experiences.</p> <p>Pop-Up Prep - Something surprising EACH Day Invitation from KF: The place where surprising interactions take place in the KF</p> <p>Be patient toward all that is unsolved in your heart and try to love the questions themselves ~Rilke~</p> <p>Day 1 Purpose - Discover your individual intention at the conference-- in context of O’Brien talk.</p> <p>Individuals make a difference -- more awareness</p>	<p>Engage action that takes care of yourself, takes care of others, takes care of ITC2015, and takes care of home.</p> <p>Experiment with our high impact Process</p> <p>The deliverers explicitly hold the learning that is taking place (the designers implicitly)</p> <p>SPACE TENDERS/HOLDERS - tend to the energy of each event from afar</p> <p>IC Team cleared the Field each day.</p> <p><u>Daily Room Prep/Coordination considerations here</u> (these were part of our Deep Design, even though only a few ended up being “done” explicitly. What ended up done, was definitely impactful. We will catalyze this Pop-Up playground each day of ITC. This place will be as alive as we are.</p> <p>Transforming a room rapidly with posters, chairs, even before we spoke to transform it further. This “pop-up mentality/energy” was present in rest of conference e.g. parties at lodging, lunch conversations, etc. Our use of posters was unique, impactful, creative.</p> <p>Mathias Weitbrecht – Graphic Facilitator - what/how/when to capture – part of our impact was that we designed and planned these kinds of things with him.</p>

<p>of that at every scale</p> <p>Discover some new Harvest at every stage of ITC (see symbolic pomegranate cycle and Panarchy cycle)</p> <ol style="list-style-type: none"> 1. Day 1: Discover personal intentions for the conference 2. Name what part of harvest you hold/seek? 3. Experience a constellation 4. Identify the value of SCW experience 5. Being is being changed moment by moment in SCW 6. ...to be different in relation to issue <p>Day 2 Shift to reflective leadership (from focus of Day 1, intentions)</p>	
<p>WIDE IMPACT – Transforming Relationships</p> <p>Integral City's Pop-Up playground attracts spontaneous, unexpected, unplanned diverse people to discover in the moment what they can do together.</p> <p>All of a sudden the city's voices Pop-Up together - in an instant forming bonds amongst citizens, community and cultural organizations, the business community, and civic institutions.</p> <p>Our Pop-Up Playground reminds us of our capacities for joy, creativity, acting as a “we”, and rediscovering our brilliance. They brighten our day and remind us of the interconnections that we are so often blind to.</p> <p>Join our Pop-Up Playground Lunch for some serious fun.</p> <p>Our PopUp Inspirators holding space for the ITC 2015 Integral City spirit:</p> <p>Contributes something new fresh - subtle field in play</p>	<p>HIGH IMPACT – Transforming Systems</p> <p>AQAL Systemic Constellation Work</p> <p>Integral City has catalyzed constellators who are reinventing how the city impacts all Life. We seek Integralists who want to reinvent how their work impacts the City.</p> <p>At ITC2015 our playground uses Knowing Field Design's © High Impact Systemic Constellation Process to explore how we can reinvent City Life together.</p> <p>The purpose of the Pop-Up Constellation Lunch is to provide a place (PopUp Playground), a process (SCW) and a conference purpose (Harvest) to tap into the Knowing Field to learn what we are learning at ITC2015.</p> <p>IC offerings to ITC2015: Uniqueness - Harvest mode. SCW. Pop-Up Lunch. Access Knowing Field more self-generativity, participation, create a feedback loop as conference proceeding, make it more meaningful, overcome too much in head, structured, passive</p> <p>-</p> <p>Our container is the SCW informed by the Master Code - we seek to align energy around something participants can take home to their city (action in</p>

<p>We prototype spontaneous relationships to another level</p> <p>Multiple ways of knowing are honored and accessed</p> <p>Our time together at Pop-Up lunch is playful and fun and meaningful - and contagious.</p> <p>Maximize the potentials in people</p> <p>This is safe space for feminine energy, welcoming opening and receiving, and space energized with masculine energy that leads to action, as appropriate. Both energies will bring a higher We.</p> <p>Participants will be stirred and interconnected.</p> <p>Gathering in a place, reflecting and integrating together</p> <p>Daily morning check-ins with team to sense into what is - both expressed and unexpressed as the information of what to adjust/design for each/all days.</p> <p>Day 2: Purpose - Tune into the collective “state of being together” in the ITC City gathered at Sonoma State. Purpose - Engage people’s questions and connect with each other through questions. What is going on in the ITC City/community? What do we notice from the public playground? Participants will: Recognize - and tune into - the “state of being together” in the ITC City Identify burning questions (individual yet see how those are shared)</p> <p>Participants will, TOGETHER: Recognize - and tune into - what needs to happen at ITC Create the release and healing and resolution for the whole conference</p>	<p>service of...)</p> <p>Use the Master Code of Integral City as a subtle design element</p> <p>The design is complex, yet simple and elegant in execution - Master Code Emerging</p> <p>Pop-Up Playground in the CITY as METAPHOR - Master Code, a key message in our discussions.... uber message that relates to IC as designer who aligns context, caring, capacity)</p> <p>We hold the Pop-Up Playground and Master Code in KF as metaphor for design guide</p> <p>Activate the master code</p> <p>The conference community (system) has a spontaneous place to see itself</p> <p>Participants are Generators of Harvest</p> <p>Greater understanding and acceptance of the nature, parameters, and importance of “harvest” of experiences at an event</p> <p>The complexity, levels, facets of our design were amazing! Here is just an example: Design Summary (there was also listing of relevant Life Conditions and Panarchy cycle:)</p> <p>In other words, we took conference events, and turned them via inspiration as to how to proceed, into deeply meaningful individual, group, experience AND actual changes in the subtle Fields of the conference and the Integral movement and the Planet. And we did that within extensive cognitive frameworks AND weaving in, the biological metaphor of the conference: Life Conditions</p> <ol style="list-style-type: none"> 1. Pomegranate - flower 2. Panarchy stage = Peak of ITC system <p>Generate organic questions, & connections – this is a systemic aspect of our intended impact. Organic, not metatheoretical, LOL!</p> <p>Create micro communities - neighborhoods</p> <p>Demonstrate “subtle” subjective and intersubjective</p>
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	design Access the Field for ITC City (multidimensional/realms)
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APPENDIX B: The Process Steps of SCW at ITC2015

(as described by Diana Claire Douglas)

Knowing Field Designs is a center for Systemic Facilitation offered through Coaching, Consulting and Training for Individuals, Organizations + Social Collectives using a powerful and proven process called Systemic Constellation Work

Definition of the "knowing field"

Our use of the word "Field" has more than one derivation. We embrace energetic AQAL state-structures as fields. We also use "Field" to mean the "Knowing Field" — a term created by Albrecht Mahr, a German physician, psychoanalyst and leader in Family Constellation Work. The "knowing field" is the constellation energy field, which informs the facilitator, representatives, client, and those observing the constellation of the underlying (often hidden) dynamics that are blocking or resourcing the flow of Life.

During a session, the LC calls in the Knowing Field by saying: It is a sacred, multi-dimensional field that includes the Mystery, the seed from the Zulus (when we are connected with our ancestors, life flows smoothly); Bert Hellinger, the founder of Constellation Work; the facilitators and trainers sharing this work around the world; the thousands of constellations that have been done around the world; the mother and father lines of each person present; and support from the invisible realms.

The Context:

LC started the SCW process by connecting with the Knowing Field to discern the question or proposition to use in the PUP and prepare the IC team – and later the participants - to enter the Knowing Field.

The Process:

LC facilitated and/or practised these process steps for working in the Knowing Field:

Preparation

1. LC prepared herself by tuning into the Knowing Field (a sacred multidimensional space⁴) and received its guidance.
2. IC Team members prepared themselves in their own way through meditation or other mindfulness practices.

Clarifying Intention & Placing Representatives

⁴ For example both horizontal and vertical dimensions: past-future; above-below.

3. FIC or IC team member guided a meditation to invoke the Master Code (care of self, others, place, planet) honor the Place, People, Planet in the locale of SSU and Rohnert Park City.
4. LC clarified the intention or question to be constellated and introduced the Sponsor of the question from the IC Team or participants. (See details for each day below or in Appendix C).
5. LC called in the Knowing Field which holds us in our work together. It is a “we” space.
6. The elements (unique to each constellation) to be represented in the field were named.
7. Representatives for each of the elements were chosen. (A representative is not taking on a role. The rep opens to the particular essence or field of what he or she is representing and allows that to speak to them. This may come in the form of images, body sensations, emotions, words, etc. These may feel totally familiar and personal or totally unfamiliar. Representatives do not need to know anything as a representative. There is no right or wrong in the information and energy registered. Whatever arises is from the bigger field.)
8. The representatives for each element were placed in the field. As the representatives stood mostly silently in their place, until they were asked to report back what they were experiencing (as images, body sensations, emotions, thoughts or phrases) from the Knowing Field.

Observing Images

9. **Round 1:** First image (which is a visual and kinesthetic map of the question or issue) externalized what the sponsor of the question and/or the participants were carrying internally and perhaps unconsciously. With the Element-Representatives the LC then explored this image — noticing how all the elements represented interacted with each other. Hidden dynamics began to reveal themselves.
10. **Round 2:** Transition images: At some point, the first image began to shift (this is the transition image) when representatives made slow movements — sometimes big, sometimes small — showing the direction for change. Most often the different elements dialogued with each other, which is one way we gathered collective intelligence.
11. **Round 3:** Resolution image: This occurs when everyone or thing represented felt strong and peaceful and in their rightful place. When this did not happen in the time allotted, the LC brought the process to completion, acknowledging there was more to do (particularly on Day 3).

Release, Harvest and Debrief

12. Representatives released themselves from the element they had been representing and came back into themselves.
13. FIC or IC Team Member closed the PUP by tying the SCW inquiry back to the ITC keynote message, what had been harvested in the PUP and the direction the SCW had opened for participants to frame ongoing harvests at ITC2015 and beyond (grounding the insights in some way back to the scale of the city).
14. **Debrief:** Although the SCW protocol is to not interpret or analyze the constellation process, we find that each member may interpret or give meaning to what we have heard or seen. At SCW we asked: What can we harvest? (And made a note for future PUPs how do we find a way to gather this in a short time limit?).
15. LC and the IC Team will track how the SCW process informs and impacts us over time. It is as if a seed has been planted, and its fruits blossom in their own time!

APPENDIX C: Details of SCW Day 1

Friday July 17, 2015 in Ballroom B

Participants: approximately 23

Plenary Talk by Karen O'Brien "Integral in Action: Climate Change and Transformations to Sustainability

The importance of framing climate change as adaptive challenge rather than merely a technical problem...and importance of adapting to climate change from the inside out."

Question constellated: Inspired by Karen's talk this morning and acknowledging the very present focus of concern for humanity at this time, we asked: **What happens when we speak as Mother Earth?**⁵ (There were 3 possible questions: What happens when we listen to Mother Earth? What happens when Mother Earth speaks? And, in the context of climate change, what happens when we speak as Mother Earth. The IC team felt that the question we used had the most "juice.")

Sponsor of question: IC Team Member

Elements: force of creativity, force of destruction, adaptability, Gaia, animals, birds, plants, insects, water beings, sun-moon-stars, fire, water, air, earth, 4 humans plus 1 conscious human, Mystery

Round #1

LC placed cards on the floor marking the **Past** and **Future** so there was a timeline, **Cataclysm, Creativity, Destruction, Adaptability, 4 humans** and **Gaia**

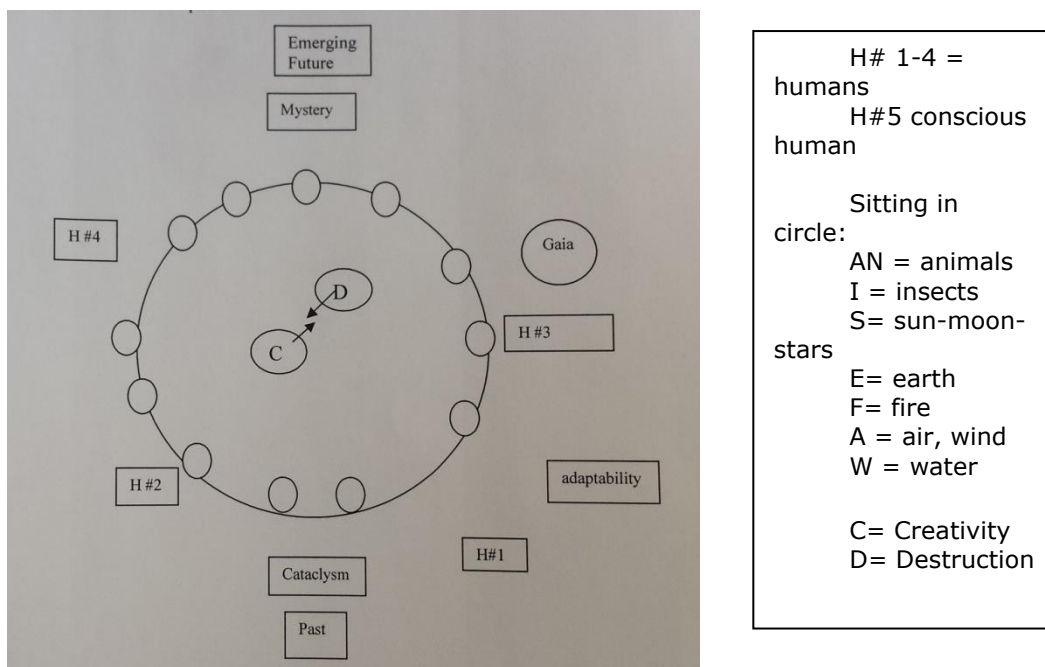
LC asked who was drawn to be each of these and asked them to take their place on the cards

LC handed out all the earth elements to the witness circle and invited them to stay seated unless they felt compelled to join the circle

Gaia and Human #5 (conscious human) found their own place

⁵ There were three possible questions which could have been constellated.

What happens when we listen to Mother Earth? What happens when Mother Earth speaks? And, in the context of climate change, what happens when we speak as Mother Earth.



Day 1-a

Creativity and Destruction were attracted to each other even before they had stood in the circle. They smiled, played, stayed very close throughout the session, aware of some other elements but not concerned with them.

Earth element joined Gaia and this began movement of all Elements (earth, fire, water, air).

Creativity and Destruction were engaged with each other in the center of the circle.

Water entered circle "As water I am creator and destroyer"

Fire entered the circle: "I am also creator and Destroyer"

Wind entered the circle behind Fire: "I feed the Fire. I am nondual, just 'is.'"

These elements surrounded Creativity and Destruction.

"As Gaia I hold the space for all of this."

H#1 became Indigenous: both strong and weak. "I am flying and dancing with all the beige."

Cataclysm (sometime in the past there was a great cataclysm and several extinctions): "I am standing in the heat of the flames of destruction. I know I am there."

H# 1 "I have a song, a chant, Aaao Oh." FAC invited her to continue the chant."

H# 5 could move around the space.

H# 2 noticed that she is anxious, something is not complete. "The chant is calling me."

H#3 Just observing. "What I think we would all do [observe] because we were raised with certain expectations."

Adaptability began to move

Future feels scared. "My feet hurt. I am in my place. My eyes can stay open."

Animals: "When H #1 started singing, I wanted to join the circle. I am afraid of Destruction."

Destruction: laughs

FAC: Do you wish to hide?

Animals: No, I am not that scared.

As Creativity and Destruction moved away slightly from the center, fully engaged with each other, Fire, Air, Water elements stayed together.

(Over by the side East? door) Human #5: "I am way back here, taking the metaview. Watching the wideview, especially the other humans.

[Not sure when this came into the process]Mystery placed between Emerging Future and circle. Emerging Future relaxed.

Humans begin to move.

Human #5 invites other humans to join the circle.

H #1 (Indigenous) joins the circle.

Insects: Just marking time

Gaia: "Rise, rise, rise, you are all my children."

H#5; "I needed a higher view. I feel strong. I see adaptability. Yes, I am connected to her. She is a very important interface. I am seeking adaptability. Fear stops us."

Wind: "I want to be honored as breath."

? I have trouble staying in time.

Insects to H#5: I have been around a long time and can offer adaptability.

? I want to bring Mystery and adaptability together. This is a key combination.

Mystery: observing and stayed outside the circle. Adaptability did not come to her.

Plants and Water creatures and Sun-Moon-Stars did not speak?

Sponsor had moved around the circle throughout. Tears of gratitude from the sponsor of the question.

Written after the SCW on cards:

Sun-Moon-Stars: "Death and Rebirth needed to be represented."

Creativity: "As Creativity, Destruction is my muse. It is the seed of me. It gives birth to me. I feel the Eros between creativity and destruction. It is a beautiful, powerful dance. I love it! It helps me to feel alive! As Creativity I am also Destruction. Destruction and Creativity are a Divine Union. As Creativity I experienced joy.

Destruction: "I will set you free. Deep love, big love and sourcefulness of and joy in watching Creativity. Respect for all you touch."

Participant Observation: Worried human needing to act, embrace the past and future at this very moment.

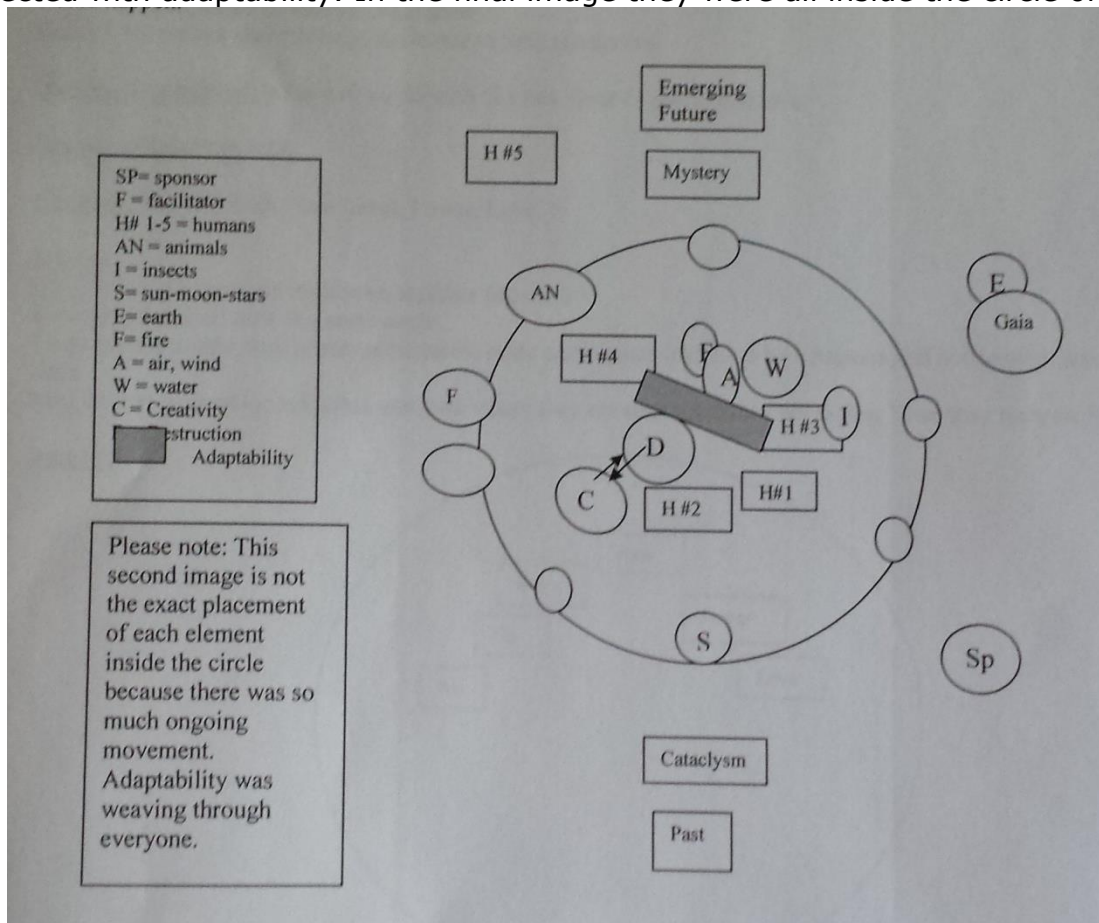
To pace all elements in harmony and gratitude.

Let go and be willing to embrace the change and adaptability.

Participant Observation: "I do not know how to say thank you for this sacred experience. Thank you!"

LC comments: I have also been asked about the number of elements included especially all the elements representing Life (animals, birds, insects, fire, water, air, earth, etc.) In preparation for the constellation, I was "shown" an image of all these elements sitting in a circle — the circle of life — with the forces of Creativity and Destruction in the center and to just watch what would happen. The magnetic attraction between Creativity and Destruction — their love and joy in each other, stays with me. As does Destruction's message, "I am here to serve."

Rather than interpretation, as a Facilitator I am looking for movement, even small movements. Karen O'Brien had commented that in the (high-level) discourse on climate change we had not discussed the impact of human consciousness on the Earth and that this was a necessary step to include humanity's collective assumptions, beliefs and mindsets on climate change so that we can adapt to the changes. I was guided to place all the reps for humans outside the circle of Life (as humanity has done) and to observe what happened and whether they were connected with adaptability. In the final image they were all inside the circle of life.



Day1-b

APPENDIX D: Harvest Impacts – Details @ Quadrants & Levels

(as offered by IC Team; analysis by Alia Aurami, Marilyn Hamilton)

Legend: L5 = Orange, L6 = Green, L7=Yellow/Teal, L8 = Turquoise

DEEP IMPACT – Transforming Mindsets	CLEAR IMPACT – Transforming Behaviors
<p>L5: <u>MH</u> /IC Declaring joining the F(o)unders Circle in the Harvesting session at the end of ITC</p> <p>L7: Many people at the conference knew about family constellation work (not collective constellations as we were doing) and said if they had known that the Pop-up lunches were about constellations, they would have come. So for next time in our promotion we can emphasize constellation work.</p>	<p>L5: IC was gold/silver (?) sponsor which makes the event financially viable.</p> <p>L7: First-time uniqueness of having a bridge person involved in both ITC Team and the partner organization</p> <p>L7: Catalyzing the introduction of graphic facilitation/harvesting throughout the conference for more left-brain/right-brain impact on participants</p> <p>L7: JR was "Force of Destruction" during the Day1 SCW. He reported, "What an experience! Anyway, since then I've been following MH's work. I listened to your chat with Ken on Integral Life and it is so inspiring and hopeful that there are people like you embodying this new way of being in (and with) the world. I want to be one of them.... [I want to go back to school]"</p> <p>L8: the Space Tenders' work, including with the Place.</p> <p>L8: "Subtle Activism" in the "morphic fields" of: the whole conference, the human arenas addressed in the plenaries, the planet as a whole, the land hosting the conference (and the history of the land), and the lives of the Pop-up Playground participants -- increasing conference "impact" in all those Fields.</p>

WIDE IMPACT – Transforming Relationships	HIGH IMPACT – Transforming Systems
<p>L7: IC engaged with multiple audiences:</p> <ul style="list-style-type: none"> • attendees at the Pop-up lunchtime sessions were certainly a main audience • some of the conference organizers • some of the conference presenters • IC team itself. <p>It is doubly challenging to qualify the impacts on all of these audiences, but there were many rippling impacts because IC presented and attended the conference. All of these audiences (to varying degrees) experienced something because IC showed up and contributed, and this certainly includes the IC team members. All of these audience members are 'practitioners' in their own realms, and they took something away from IC's work/presence and are taking that out into the world in some meaningful way.</p> <p>L7: Active use of "integral epistemological pluralism" in lunch sessions and in final plenary</p> <p>L7: Introducing SCW to the Integral Field – bringing different ways of knowing to the field.</p> <p>L7 & 8: We designed ourselves and our contributions based on the Master Code which is an integral object...</p> <ul style="list-style-type: none"> • We can report back what the impact was for individually and as GHHI for self • This report seems oriented to impact on others...which there are several individuals and collectives we can identify and report on • And we can report on our care, intent and engagement with the Place...as Joan mentioned <p>L7 & 8: How IC used Feminine energy to complement Masculine energy before and during the conference</p> <p><i>L8: "We cared!"</i></p>	<p>L5: Several months of wide spread advertising / promoting the conference through all of Marilyn's Integral City and other networks, IC website, LinkedIn etc. (and other GHHI's contacts?)</p> <p>L6: Ending the conference with invitation to specific offerings which are followed up on, a "ripple-forward/momentum" impact</p> <p>L7: Multi-faceted, fractal approach to "harvesting," with cities as one fractal</p> <p>L7: Co-design of important conference parts with a partner organization, including partner-dancing with relatively last-minute necessities for major design changes, and including many layers and levels of both theoretical and minutely logistical dancing moves before and during the conference (and this also helped ITC team expand their own capacities)</p> <p>L8: Having Final Plenary be a) co-designed with partner organization, b) involving subtle activism/morphic field work, c) fractal harvesting in all 4 quadrants plus physical/emotional/social/spiritual aspects or levels of the harvest, d) responsive to audience input in the moment (or we could say "partly self-generated with audience in the moment.")</p> <p>L8: We explored 3 very different questions/propositions in SCW's and in each there was significant movement:</p> <ul style="list-style-type: none"> • Day 1 – the 5 reps for human beings came into the circle/ the field of life. (This was one of Karen's main points – we need to take the impact of human consciousness into account.)

Multi-layered, multi- dimensional - we care deeply as the Master Code in action. We cared for and about the conference in many ways. We didn't just take care of ourselves, each other and IC. Our whole approach and steps of our engagement carried the Master Code into relationship with IC and ITC and people, and place and planet. WE cared. And WE cared as GHHL's in service to our beloved Planet.

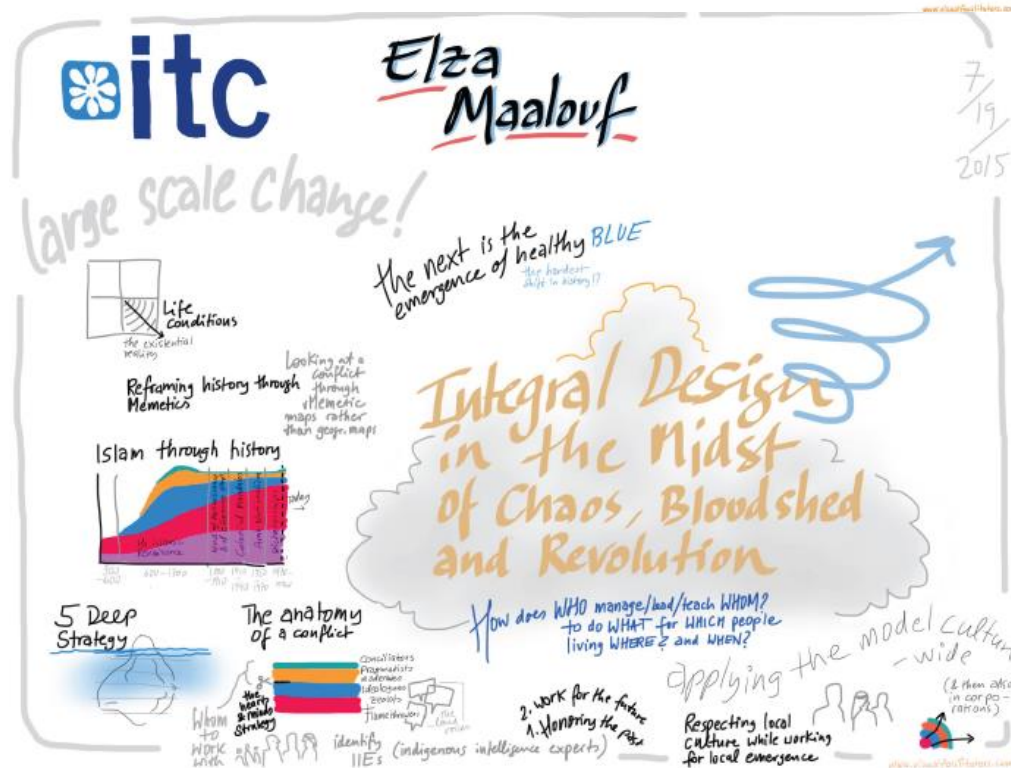
L8: I am aware of our impact on the ITC TEAM while the conference was still being designed and programmed. How IC changed direction at a late date (our Aikido move) and co-designed with ITC the PUPs was a significant deepening of our inter and intra- organizational relationships.

- Day 2: we saw the impact of “Do” taking up space and needing all the support and the impact of “Be” being left out. It seems to me Love embraced the space and power wanted to “Be power.”
- Day 3: much for the Integral Field to be with...

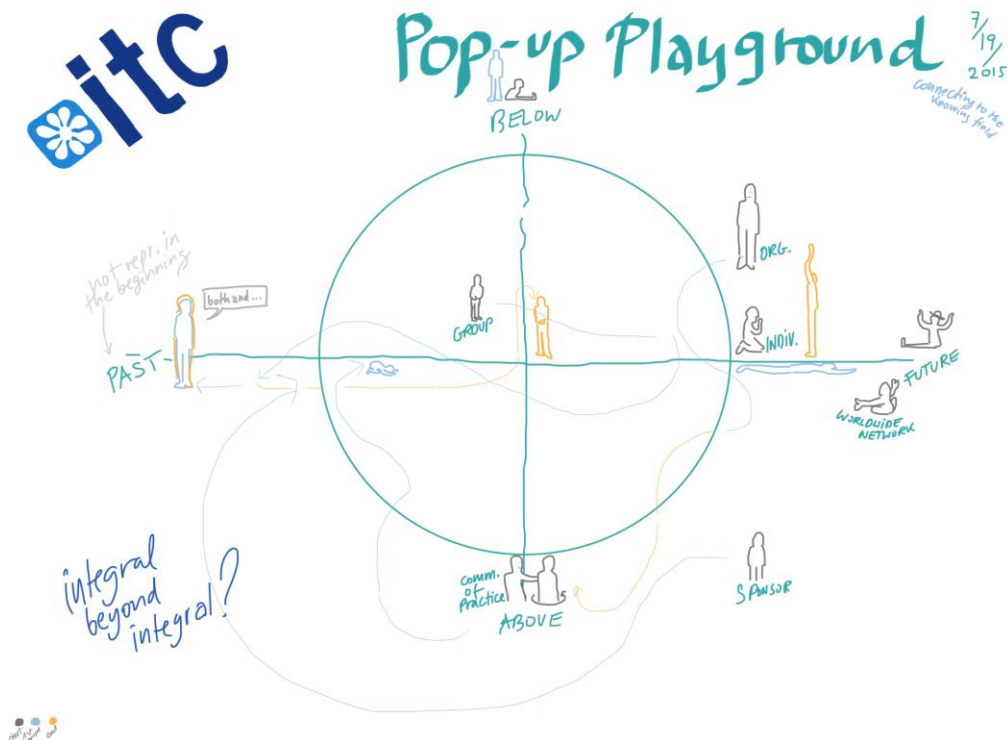
APPENDIX E: MATHIAS WEITBRECHT'S GRAPHICS - Plenaries Days 2 and 3



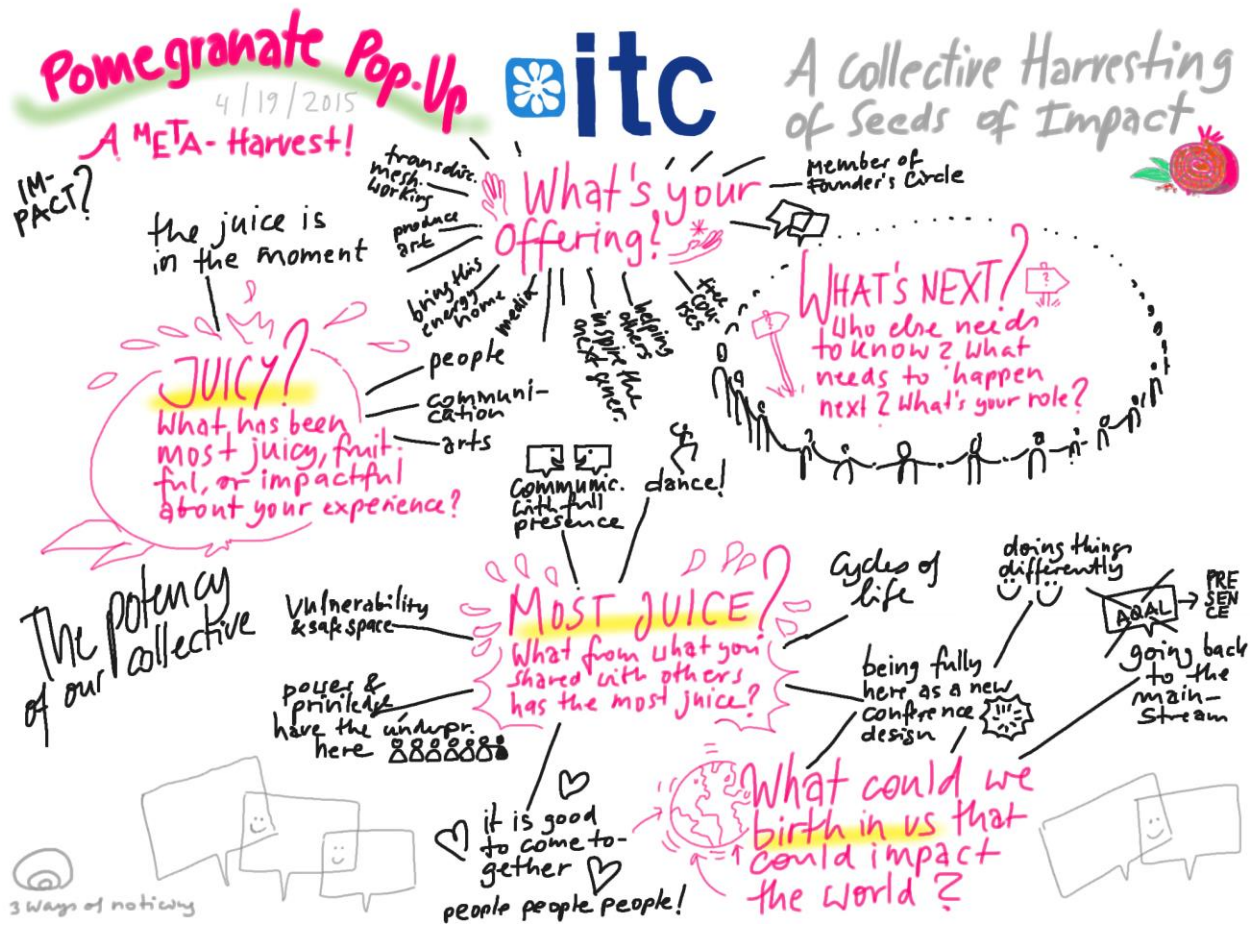
Bill Torbert



APPENDIX F: MATHIAS WEITBRECHT'S GRAPHICS – PUPs Days 2 and 3



APPENDIX G: MATHIAS WEITBRECHT'S GRAPHIC – Final Plenary



APPENDIX H: ITC2015 Offers – Final Plenary Harvest

- **Embodiment #1**

- Integral Dialogue
 - Voice dialogue and integral coaching in service of multi-dimensional embodiment
 - Jed Fox
 - foxjed@gmail.com

- **Issues of Diversity & Power #2**

- Diversity in the perspective of many perspectives. I work at University of California Davis Medical Center and I will integrate these diverse perspectives in person and in my employee review
 - Mary Janicki
 - maryjanicki@mac.com
- I offer integral constellations for the health of the spiral
 - David Slade
 - Davidslade8@gmail.com
- I'd like to chat w/ Mark more
 - Craig John Alimo
 - craig@craigalimo.net
- Bring the issue of global governance (UN reform) forward in our community
 - Byron Relitsa
 - 415-446-0166
 - Byron@originpress.com
- "Integral Climate Action"
 - Multi-racial [several illegible words] coalition bldg. for a thriving future
 - Paloma Pavel
 - 570-469-7777 (cell)
 - 570-652-2425 (org)
- Key decision makers in powerful positions invited to participate
 - I will make contact with 1-2 powerful decision makers and understand their needs
 - Derrick Yoder
 - yoderderrick@gmail.com

- **Love, Connection, & Magic #3**

- I will collaborate with others to develop an Asia-Pacific Integral Theory & Practice Conference
 - I will continue to donate to the Founders Circle

- I will definitely follow-up the connections made to build collaborations of people working in adult development to enhance and evolve our work together
- Create the opportunity to connect beyond the conference
 - Introduce a platform that allows access to directory, shareable bases, share work/projects, create a community of practice and topics of interest
 - Coordinate partnership between MetaIntegral Associates and Impact Effect
 - Darryl Greene
 - Darrylgreene@metaintegralassociates.com
- Create more structure to connect from the very start of the conference and help old AND newcomers feel welcome
 - Would create a basis to have more meaningful intentions at the conference and after
 - Suggestion: create home groups randomly on day 1 and get them to meet at the end of the day to share their insights
 - Sandra
 - Sandra@ipartners.com.au
 - Christopher Ratcliff
 - cpratcliff@gmail.com
 - Julie freyberg
 - freebird@well.com
- Connective support (including through partnership with conference participants and speakers) to use the power of love to (???) in integrally informed and non-integrally informed communities and group towards (???????)
 - Use the power of love as conveyor belt through developmental spaces
 - Fabienne.meuleman@gmail.com
- Publishing partnerships transdisciplinary meshwork
 - eric@integralleadershippreview.com
- Silently being my whole self – open, loving, non-judgmental, present with every person and in every moment
 - Being ready and willing to share with those who want to learn more about being fully human and integral
 - heather@kristenson.com
- Hylo – a new way for us to understand
 - Who is in our community
 - Who is working on what cool projects
 - How we can support each other
 - edward@hylo.com

- Marj Britt
 - Gift to the world
 - Called By Love Institute
 - www.livinglovinglegacy.com
 - Dr.Marj.Britt@gmail.com
 - (Couldn't read most of this one, but managed to figure out her contact info)
- Build relationships with mentors and mentees to address societies' current needs more deeply
 - zacharysclosser@gmail.com ("Trusting Desire" presentation – please reach out ☺)
- To be available to every person, especially the young, to give love and cheering on and realistic support
 - Susanne R G
- **Expressing & Enacting: Academic, Arts, organizations, etc. #4**
 - Marcelo Souza
 - Marcelo.eduardo@ambito.com.br
 - My contribution will be engage other (more) people of my company in the Integral movement both through bringing integral approach, tools, etc., into it and (?????) "bigger world WE SPACE"
 - Continue my pursuit of applying integral principles to help improve economic health of communities
 - Continue to work on embodying (sic) integral principles
 - Bill Douig
 - bill@donetogether.com
 - Karen O'Brien
 - Social transformation in the context of climate change
 - Karen.obrien@sosgeo.vio.no
 - I will inspire and engage the next generation to both be and lead the changes that are needed to support an equitable and sustainable world
 - I would like to see more integral education implemented in academic settings. I did my part by creating an integral education curriculum for my Masters in Liberal Arts at the University of Chicago. I consulted the book that Sean edited – Integral Education and many others. I can gladly share my project so it may be implemented somewhere else
 - George K
 - Goga1978@yahoo.com
 - Topic of Interest: consciousness development, community development

- Dialogue facilitation, organizational change, community development, participatory problem-solving, participatory decision-making, leadership development, facilitating emergent processes
 - Usha Gubbala
 - ushagubbala@yahoo.com
 - Come with me to the Parliament of World Religions in Salt Lake City, Friday Oct. 16th – Monday, Oct 19th with the Inaugural Women's Assembly Thurs, Oct 15 to represent Integral Spirituality and Dialogue with 40 faiths from 80 countries
 - Bonnie Johnstone
 - bonniejohnstone@outlook.com
 - Continue to write on the themes of this year's conference
 - Offer help to next ITC
 - Simon Hinchs
 - Redhawk.medicine@icloud.com
 - Offer free learning courses to integral community on interaction and learning design
 - Diversity/learning/facilitation
 - Lakia Green
 - lgreen@onesparkconsulting.com
 - Sustainability/climate change
 - To create an online hub for scholars and practitioners working on integral approaches to climate change
 - Nick Hedlund
 - NickHedlund@metaintegral.org
 - I can offer volunteer services for the next conference, and support for developing integral life practice groups
 - Jennifer Pourkhart
 - jnburkhart@gmail.com
- **Other #5**
 - Being with the presence of absence, including the negation present in any change
 - I can help with any presentation or workshop connected to this or am willing to talk
 - Janet Lewis
 - Janet.lew.md@gmail.com
 - Somehow play a role in the (????) together of the integrally informed (????) of climate change and sustainability
 - Annick de Witt
 - A.dewitt @tndelft.net

- Hosting discussions, conversations, writing/raising my voice, attending and supporting integral/metatheory events, contributions to integral/metatheory efforts, teaching integral/metatheory, continuing to learn, continuing to practice
- Continuing the meta-harvest and enactment of what wants to emerge from this in-person conference in virtual space (convening conference calls)
 - Eric Troth
 - etroth@yahoo.com
- Support with web maintenance, etc.
 - Paulette Luftig
 - pyluftig@gmail.com
- My offer is to learn and teach mindfulness and spirituality
 - amiamane@gmail.com
- Create a social/online network – learning community to bring the work, teams, and practice together (global connections)
 - Online university/academy
 - Continue learning and development
 - Julie Fox
 - Jeremy Johnson
 - Jehra Deurij
- I will hold myself up to a higher standard of personal and interpersonal practice.
 - I will bring a higher awareness and more perspectives to my family, friends, and work
 - I will deepen my spiritual practices and interpersonal practice
 - David Cicerchi
 - Dcicerchi@email.fielding.edu
- Photography for the next conference, MetaIntegral donations
 - <3 Thank you!
 - Deborah Boyar
 - deborah@deborahboyar.com
- I'm a "newbie", so... I need to read. Maybe 3 books.
 - I want to understand integral theory a bit more and discuss it with my mentor, Jane. Maybe with another mentor Marylou.
 - Jane has been doing some integral-like stuff in her writing and this may help my field
 - Craig John Alimo
 - craig@craigalimo.net
- Help enable leadership to show how enact change by educating people and change, integral, and power dynamic distinctions
 - Jonathan mozonter

- jonathan@mozenter.org
- Founders Circle #6
 - I will continue to offer financial support to MetaIntegral
 - Michael Bergstrom
 - reelhoy@pacbell.net
 - Integral City!
 - marilyn@integralcity.com
- Be Impact #7
 - Support his work with time and money
 - Terri O'Fallon
 - Terri.ofallon@gmail.com
- Friends Foundation #8
- Community Integrator #9
 - Topic/Intent – Connect to participate in ongoing discussion, postings online, and papers
 - Integral community service – homelessness, drug counseling, pain management, prisons
 - Irvin H. Collins
 - irvincollins@yahoo.com

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