



Guidelines for Inviting Others into the CAD Community

We do welcome new members into our CAD community. However, we do not proselytize. That means, we do not advertise or create broadcast invitations. We do not push to convince people. We do not sell. We are looking for people with a pull toward the work of a Will School as a change agent.

It is often most helpful to initiate from restraint rather than activating forces. Telling them they have to decide if it is a fit, because it is not a fit for everyone. "Instead, telling them your story. And therefore it tends to be one on one with people you know, or know there might be a reason to be interested. I mention it often when speaking, but often add that it is for a rare few who want to push themselves and therefore take on more in the world.

Who should you invite?

1. People you know in some other setting and have experienced the value you have for the community.
2. People who ask you about how you learn and grow
3. People who are talking about searching for help or development opportunities.
4. They may be inside or outside a business. They are most often in leadership or consulting roles.

Agreements

For the person inviting someone, you are agreeing to steward their growth and development as the person. You are not turning them over to the leader of the group, e.g. Carol, but are partnering with them in the community. I don't not screen people. That is the member's role.

The newly invited person agrees to pay for as well as to attend for a year. There is no 'sampling' allowed. They may attend other locations if they miss one in the home base site and are able to attend 16 in one year in the four locations.

They enter at the Personal/Professional New program level. The original program is closed and no longer available. They stay at that level for one year and then decide



if they will stay with us, continue in the community. A decision is made about the level that is appropriate then.

They use the materials (frameworks and processes) for the first year in their own mind and do not share them with anyone outside the group. If they move to the Business Development level, there is an agreement conversation with Carol to look at how they want to apply them going forward and the conditions for use. This determines the level and use. It is not a traditional licensing and certification. Not is it a workshop for whatever you learn is yours to do with as you please. It is a community of practitioners who all have stewardship for the Work and its practices and technology. Anything one of us effects the community as a whole and each member in it.

When are authorized to use School and CSI material in your income producing or volunteer work by entering Business Development Level, it is always in an essence to essence live oral tradition engagement and never in a public access passive arena. More conditions apply and will be considered if or when you move to Business Development.

How might you invite someone?

1. You share you personal experience and ask them questions about what they are working on in their own life. You are helping them see if it is a fit for them and will serve them. It may not. There are other ways to engage in personal growth.
2. If some one shows interest, you can send them to the website for more details. <http://seed-communities.com/change-agents/>
3. Help them understand what is different: e.g. We work on growing people in the context of being a Change Agent, working on System Actualization. That is, they are inspired to serve more than themselves. That is different than self-help to make your daily life better.

Approvals are not required by Carol. I don't invite people any longer and leave that to the members of the community. But you may contact Carol if you want help thinking about telling someone, or they want to talk to me.