

## **The Tree: Job Descriptions!**

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I am thinking of concentric circles. In the innermost circle are the small number at the heart of the Network, whose job seems to be threefold: (1) the bringing in of new people, which you, Evelin, do so amazingly; (2) meditating/reflecting on the core concepts of the Network: humiliation, dignity, appreciation, transformation, nurturing -- and how these are lived in day to day interactions/relationships with each other, within the Network, with anyone; the role of Tenders of the Mission, explorers of the "tactics" of appreciation, apology, forgiveness, etc; (3) providing service to the members in the next circle: encouragement, modeling of good relating, connecting them with one another as resources to each other, encouraging them in their own sense of mission, their own projects, etc. -- the Tree encouraging its branches to dare to grow their own fruit.

In the next circle are the members of the Network who are essentially doing their own thing, drawn to the Network by a shared focus on humiliation, dignity, nurturing, appreciation, transformation -- who participate in the sharing and cross-fertilization and mutual encouragement that takes place at the Conferences, and hopefully via the internet forums. The forums allow for an easier "networking" around shared interests -- education, research, etc. -- to compare, contrast, keep each other updated so that synergies can pop out and be taken advantage of, etc.

A coordinator or director of one of those forums is someone who takes the step out of the second circle into the first: S/he may continue to do their own thing, but that is not what the position is about. When acting in this role, the person focuses on the members in the second ring and what they are about, what they are trying to do, and provides encouragement, connections, brainstorming and the like for them in the pursuit of their own projects. A coordinator is a nurturer of other people in their own work, and sometimes in their own lives when they feel overall discouraged. A "coordinator" is not thought of as a "director" but more as a servant, a provider, one who seeks to be of help.

A coordinator also tends the larger picture in that domain, be it education or research or whatever: Where do all the individual efforts seem to be going, what do they have in common, where can they cross-fertilize, what does the bigger picture of global transformation seem to be most in need of that can be put out as a thinking-point that individual researchers might or might not want to take up as part of their work.

The other side of a coordinator role, as someone who has been brought into the first circle, is to enter into the shared process of reflection that goes on at the heart of the Network, reflection on humiliation/dignity/nurture/ transformation/appreciation/etc, as broad ways of understanding global life, its needs and possibilities, and on the "micro" level of our lived interactions. This is the realm of "walking the talk" and anyone who comes into the first circle as a coordinator takes on the responsibility for this kind of personal reflection so that, in the course of attending to the members of the Network he/she deals with, the interactions embody the effort to live what we think about. In this the goal is that whoever we have dealt with comes away with their own dignity "grown" or affirmed in the process.