

# The Experiment

## in Alternative Leadership

A Beyond Borders Haiti Program  
Coordinated by John Engle

### ANNUAL REPORT

July 1, 2003 through June 30, 2004

**Our purpose** is to cultivate peace and self-determination.

**Our vision** is for a society in which the practice of Open Space and Reflection Circle principles is as common in meetings, seminars, conferences, and classrooms as the use of podiums, flip charts, and chalkboards.

**Our core strategy** is to develop and nurture communities of Reflection Circle and Open Space practitioners who use these methods effectively, both in their own institutions and groups and with other institutions and groups.

**Our practice** is to conduct Open Space and Reflection Circle meetings on a regular basis. These gatherings offer opportunities for individuals and communities to work through difficult issues, while also enabling participants to become skilled in these methods of meeting facilitation. Individuals gain the skills needed to facilitate the meetings of their own organizations effectively, and share the methods with other groups with which they are affiliated. Open Space and Reflection Circle methods are two concrete ways to cultivate servant leadership and meaningful dialogue between people of different backgrounds—essential components for cultivating peace and self-determination.

To see The Experiment's budget for fiscal year 2004-05 or to obtain additional information, write to John Engle at [john@theexperiment.info](mailto:john@theexperiment.info) or PO Box 337, Hershey, PA 17033; or visit [www.TheExperiment.info](http://www.TheExperiment.info).

This fiscal year, The Experiment became an official program of Beyond Borders, rather than an independent project. The Experiment also established coordinating and executive committees to oversee funding and systematic training. The following timeline charts these developments:

#### September 2003:

The Beyond Borders annual open meeting includes a discussion of how the organization might create the necessary structures to systematize training in Open Space and Reflection Circles. Key people with Limyè Lavi and Beyond Borders join in on the conversation.

*During 2000-2003, a three-to-six-month training program with weekly sessions led by two practitioners had been piloted with numerous groups and was determined to be highly effective. Earlier experiments at teaching these methods through two-to-four-day seminars from 1997-1999 taught us that the facilitation of Reflection Circles and Open Space could not be taught effectively without ongoing coaching and mentoring.*

#### October 2003:

Notes from annual meeting conversation are posted to Website in English and Haitian Creole and the idea of a coordinating committee begins to gel. Key people within the Beyond Borders and Limyè Lavi network commit to being members.

#### November/December 2003:

Proposed guiding principles and policies emerge

from notes and conversations among initial members of the coordinating committee. These policies and principles are posted on Website. New members continue to be recruited.

#### January 2004:

The coordinating committee grows to 15 members who are fluent in Haitian Creole and skilled in Open Space and Reflection Circles, 10 of whom are based in Haiti. The committee identifies more than 30 practitioners who would qualify to receive funds from The Experiment for training programs that they (independent practitioners) would initiate.

#### March 2004:

John Engle and Kent Annan propose that The Experiment and Living Words become programs of Beyond Borders in partnership with Limyè Lavi, offering the organizations a new model of ministry and means for expansion.

#### May/June 2004:

Limyè Lavi and Beyond Borders approve the proposal for The Experiment and Living Words to become programs.

### FINANCIAL SUMMARY

#### Revenue:

Contributions from 78 individuals:	\$39,245
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Contributions from 8 institutions:	\$13,200
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Fees from Beyond Borders for services rendered:	\$ 6,000
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<b>Total Revenue:</b>	<b>\$58,445</b>
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#### Expenses:

Salary and Benefits:	\$24,040
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Documentary:	\$ 4,495
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Serving in Israel/Palestine Territories:	\$ 3,000
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Program and administration costs:	\$26,910
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<b>Total Expenses:</b>	<b>\$58,445</b>
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### ADDITIONAL HIGHLIGHTS

◦ *Circles of Change: a quiet revolution in Haiti*, a 20-minute documentary on Open Space and Reflection Circles, was completed.

◦ Three Haitian practitioners initiated Open Space Institute Haiti and took responsibility for holding the Third Annual Open Space on Open Space, a three day gathering of forty practitioners.

◦ Shimer College receives a grant for \$20,000 to be distributed in smaller grants for selected projects and training by Haitian Open Space and Reflection Circle practitioners. The Grant is administered by the school's dean, Dr. Steven Werlin, member of The Experiment executive committee.

◦ We celebrated the completion of our Website, [www.TheExperiment.info](http://www.TheExperiment.info) (accessible in English, Creole, and French). Haiti-based practitioners also establish a "wiki" Website to strengthen communication: [www.eksperyansla.info](http://www.eksperyansla.info).

◦ Haitian practitioner Fremy Cesar and John Engle participated in 11th Annual International Open Space on Open Space in Denmark.

◦ Haitian practitioners Ulrick Denis and Fremy Cesar joined John & Merline Engle as participants in Practice of Peace conference on Whidbey Island, Washington. Countries represented included: Burundi, Bosnia, Colombia, Israel, India/Kashmir, Nigeria, Northern Ireland, Palestine Territories, and South Africa.

◦ John Engle spent two weeks in Palestine Territories/Israel as a "reservist" with Christian Peacemaker Teams supporting the long-term team ([www.cpt.org](http://www.cpt.org)).

◦ The Open Space and Reflection Circle listserv reached 105 participants.

Audited financials are available upon request. The Port au Prince-based Limyè Lavi Foundation and Norristown-based nonprofit Beyond Borders served as fiscal agents for The Experiment. Financials for both institutions are audited yearly by independent CPA firms.