

Bringing the endeavor to life

1. The Committee for the Global Endeavor appoints the provisional staff who will proceed to implement the plan.

2. The provisional staff recruits readers of *The Urantia Book* who are interested in the endeavor and who would like to participate in electing members of the global bodies.

3. From among these well qualified readers, the provisional staff recruits candidates for election to the Coordinating Commission or Consultative Forum.

All potential candidates must be dedicated readers of The Urantia Book who pledge to pursue the plan for progressive growth and development that it portrays, while expressing an enduring commitment to its spiritual principles. Candidates for election to the Coordinating Commission would benefit from experience in general management, project management and efficiency analysis, accounting and finance, fund raising, economics, information technology, editing and publishing, public relations, law, and human resources. Candidates for election to the Consultative Forum would benefit from experience in philosophy, theology, political science and public service, history, sociology, medicine, psychology, counseling, and human resources. (These possible backgrounds are advisory suggestions, not definite requirements.)

4. At the appropriate time, the provisional staff organizes and convenes the founding convention.

5. Voters who participate in the founding convention — either by attending it or by sending in absentee ballots — elect the original five members and two alternates of each global body.

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(continued)

6. The Coordinating Commission and Consultative Forum hold separate organizational meetings to elect their officers.

7. The Commission and Forum meet jointly, thereby functioning as the Deliberative Council. The Council proceeds to elect the Administrator, the Deputy Administrator, and the Associate Administrator.

8. From this time forward, the Commission, the Forum, and the Administrator's team assume the full responsibilities that are described in Chapter 2 of the plan.

9. Whenever the Deliberative Council considers it appropriate and wise, it establishes a regional association — or more than one — by appointing the initial members of the two managerial working groups.

10. WG1 and WG12 recruit and appoint qualified people who will staff each substantive working group.

In all likelihood, WG1 and WG12 will establish substantive working groups one at a time — certainly not all ten at once. On the average, it may take the managerial working groups one full year to find enough qualified and motivated people to establish a working group. If that proves to be the case, it would take ten years for all ten substantive working groups to be operating in a particular regional association. (At that point the final two or three working groups would still be in the trial period.)

Loyalty and commitment

The substantive working groups seek to serve and assist individuals and groups in society who wish to promote initiatives, innovations, or reforms that relate to their own fields of experience, knowledge, or interest. Therefore the working groups are frameworks for altruistic and idealistic service aimed at fostering higher levels of human civilization. Members and associates must operate modestly and quietly; they must refrain from attracting attention to themselves and must stay well in the background.

Given the insights and perspectives that members and associates have developed throughout their lives, some of them may have strong views and perhaps an intense interest in certain initiatives or causes. On occasion such convictions may tempt one or more of them to deviate from the standard pattern of modest and quiet work.

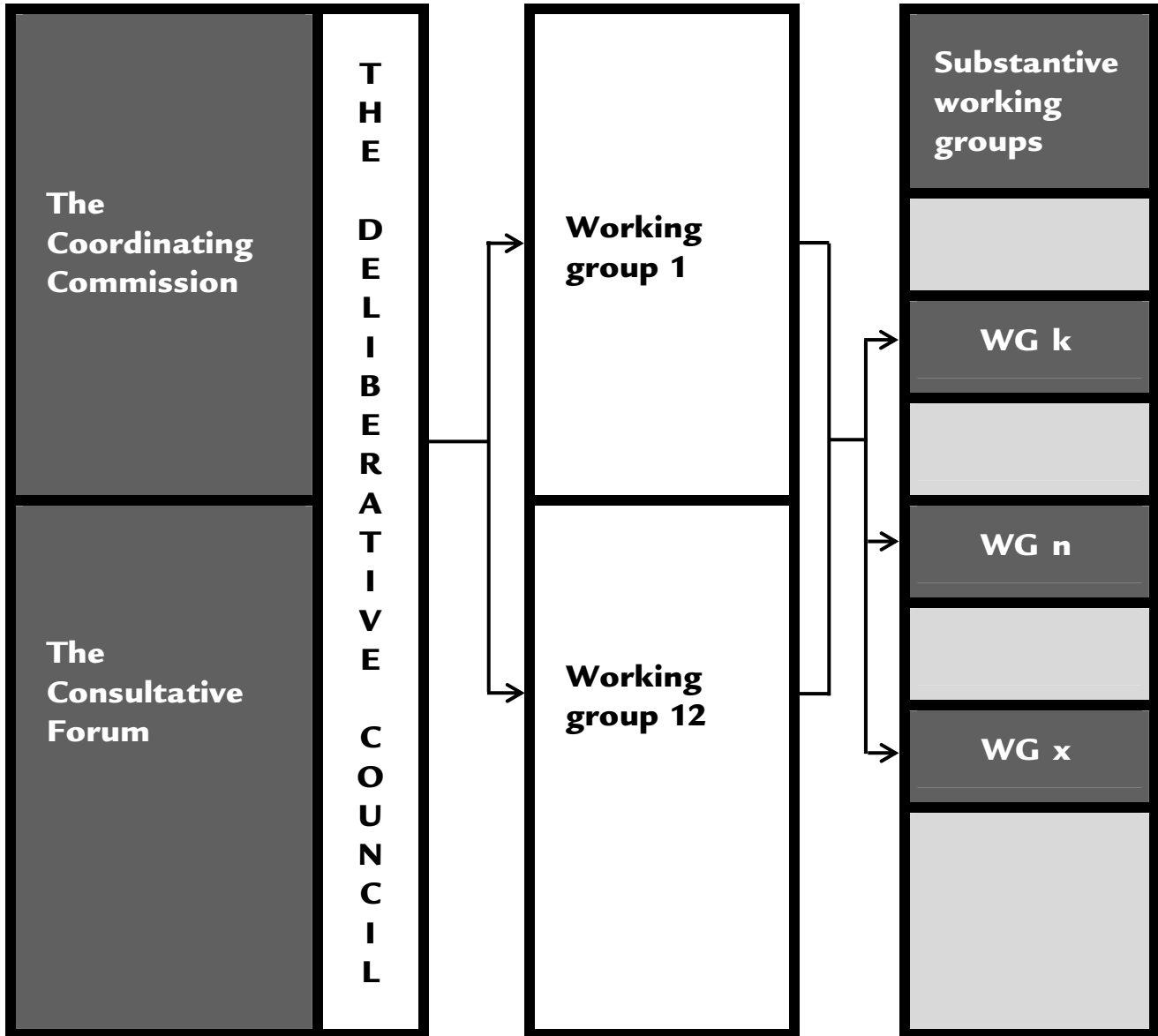
Although a temptation of this nature might accord with the personal goals or spiritual ideals of some individual, it would pose a grave threat to the purpose of the working group. After all, prominent public involvement in efforts to promote a particular initiative or cause would endanger the working group's reputation for impartiality and balance. If a working group were to lose that reputation, it could no longer function as a respected and influential resource for everyone who is active in the corresponding fields.

Loyalty to the working group must predominate and prevail. If a member or an associate insists on playing a prominent public role in promoting a particular initiative, then he or she must cease to participate in the work of the working group.

From a spiritual perspective it is important to bear in mind that members and associates are *living* the revelation, not preaching it. Like the master seraphim, members and associates serve others without inquiring into their philosophic convictions or religious beliefs. Members and associates may not evangelize those they serve, nor seek to impose their own views or values. Nonetheless, service and assistance to individuals and groups will inevitably cause some contacts to take an interest in the teachings. Members and associates must handle inquiries with sensitivity and skill, on the understanding that dissemination of the teachings will be an indirect benefit, the outcome of personal cooperation and natural curiosity.

Regional associations

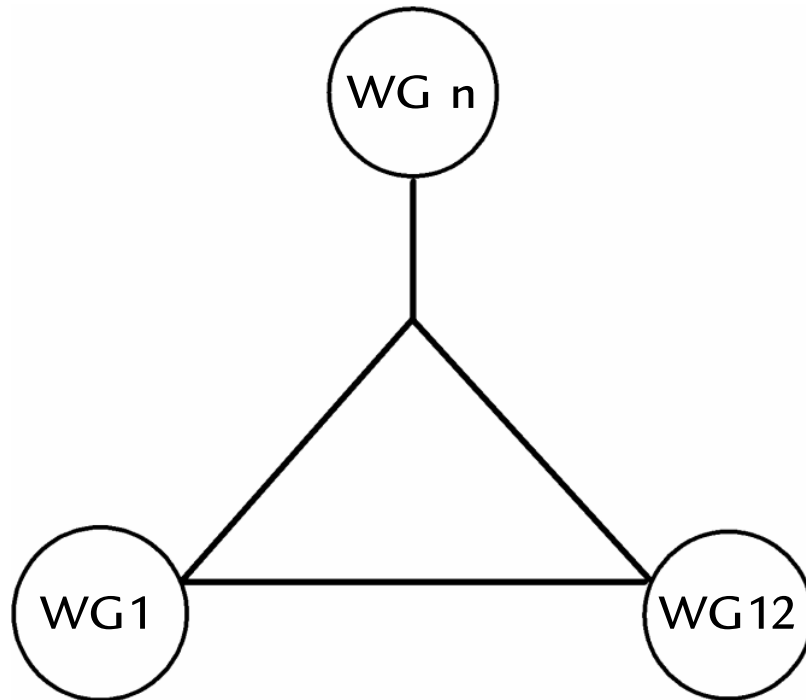
Development and growth



As WG1 and WG12 find qualified and motivated people, they establish substantive working groups in any order that seems appropriate. *(For the purposes of this diagram, we have assumed that all three substantive working groups that have been established thus far are still in the trial period.)*

While new working groups are being established, WG1 and WG12 report to the Deliberative Council. That is because the Coordinating Commission and Consultative Forum carry out joint supervision throughout this period, doing all they can to foster the growth and development of the new regional association.

The substantive working groups Growth during the trial period



WG1 and WG12 establish a new substantive working group by appointing its initial members, who proceed to elect their own officers. Throughout the trial period the managerial working groups operate jointly and on the basis of complete equality, doing their best to foster the growth and development of each new substantive working group.

One year after a working group is established, or at any time thereafter, WG1 and WG12 may announce that it is fully operational. If they do not, the trial period automatically elapses at the end of three years.

During the trial period a substantive working group submits a unified written report to the managerial working groups every three months, and they conduct a joint inspection and counseling visit every ten months.

After the working group is fully operational, it will submit separate written reports to WG1 and WG12 every six months. WG1 will conduct inspections every 18 months, and WG12 will make counseling visits at the same interval – but in a separate cycle and at different times.

Elections to the Commission & Forum

The early years



Elections to the Commission & Forum

Permanent patterns

The endeavor crosses the threshold on the first day of the calendar year after either of the following events occurs:

- All twelve working groups have become fully operational in at least two regional associations, OR
- The regional associations have elected at least seven Commissioners and seven Counselors.

The temporary seats in the Commission and Forum will be discontinued when the endeavor crosses the threshold. Nonetheless, Commissioners, Counselors, and alternates whose seats have been discontinued will be allowed to finish the terms of service to which they were elected.

**The
Coordinating
Commission**

**The
Consultative
Forum**

If the Global Endeavor includes one, two, or three regional associations:

- Each association with one to four working groups fully operational elects one Commissioner and one Counselor.
- Each association with five to eleven working groups fully operational elects two Commissioners and two Counselors.
- Each association with all twelve working groups fully operational elects three Commissioners and three Counselors.

When the Global Endeavor includes more than three regional associations, each regional association will elect fewer Commissioners and Counselors. The details are explained in the full text of the plan.

The permanent seats

The Administrator's team

The Global Endeavor will be founded from the top down, for there is no alternative. In the long run, however, it will be administered from the bottom up.

