The energy flow of Truth gave the base for the process!

Truth of thought creates truth of vision and truth of vision forms in us truth of being, and out of truth of being (satyam) flows naturally truth of emotion, will and action

Sri Aurobindo, The Secret of the Veda,
CW vol. 15, chapter X - The Image of the Oceans and Rivers, pg. 100

Values embodied and present during the 3 Day Selection Process (as per evaluation).

Steps to prepare for the “3 days selection process”
dated Friday 4th – Sunday 6th December, 2015

On 12th September, 2015 (N&N nr 614):
A open call for participation went out to the whole community for nomination/self nomination for the selection of additional

• 2 members for the Working Committee (WCom) and
• 3 members of the Auroville Council (AVCouncil).

On 26th November, 2015 in Auronet & on 5th December in N&N nr 626:
The final list of participants were published.
The Temporary “Feedback Review Committee” (Kripa, Chandresh, Fabian, Taj, Janet, Audrey and George) took 4 weeks to study the feedback received from the Residents Assembly carefully.
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Working Committee and Auroville Council Additional Members

Structure of the process
The structure was designed around 2 short days of process work followed from 1 half-day for the actual selection.
Dominique, Eugen, Helena, Isha, Jaya and Uma (Study Group for Organization) envisioned a Space for a joyful, inclusive and work-oriented experience - enriched by concentrating on actual topics holding our values. They were facilitating the table work.
The aim was, that during the table work, the participant
- get an idea of the actual work of our working groups and
- get to know each other - singly and in groups –

Following 34 Aurovilians were present during the process:
- From the WCom : Angela, Carel, Eric, Mandakini, Manohar and RanjitKumar
- From the AV Council : Daniel, Matriprasad, Renuka and Sindhjua (AVCouncil)
- As participants from the Residents Assembly : Amy, Biggie, Buvana Sundari, Divya, Fif, Hemant, Inge van Alphen, Kavitha, L’aura, Marc, Mario B., Matilde, Mita, Padmanabhan, Rajavelu, Rama Narayana, Rita, Sandyra, Shanti, Sonja, Sundar, Tomas, Umberto and Yuval

Inge from the Residents Assembly Service (RAS) facilitated the process of the first 2 days with the great support of Paula and Christiano. She handed it over on the 3rd day to Dave and Niva, who guided through the selection process itself.
Pala took care of the ambience by arranging meaningful flower arrangements
Patricia and Eugen took care of the snacks and lunch arrangements
Manohar took care of Photo
- https://www.flickr.com/photos/manohar_auroville/albums/72157661378612759

First day, 4th December 2015
"To Be a True Aurovillian" were read out.
"The first necessity is the inner discovery in order to know what one truly is behind social, moral, cultural, racial and hereditary appearances. At the centre there is a being free, vast and knowing, who awaits our discovery and who ought to become the active centre of our being and our life in Auroville."

All participants were then asked to introduce themselves and share what they stand for, what quality truly represents their soul and what is their fear that blocks soulful expression. This set the tone of trust and respect that permeated the coming days.

After a tea break people moved into small groups at tables.

Each table assigned with a flower name had a different topic given from WCom/AVC to examine.
In the first round participants were asked to consider the topic from the perspective of "Myself as an Individual in Auroville."
People described
- values and principles they must embody and
- how these values can support necessary action.
This process took one hour and was followed by a leisurely, nutritious lunch.

After lunch both working groups presented their work and challenges and replied to questions.
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After reading “The Auroville Charter” work resumed with second round of table work. Everyone moved to a table with a new group of people and a different facilitator. The facilitator shared a brief overview of what the previous group came to understand about the topic of that table. Now in the second round, the perspective shifted to "Myself as Part of Auroville - The City the Earth Needs.”

The questions were :

• how do Auroville’s values relate to this topic and
• how does this topic affect life in Auroville?

Lively discussions occurred throughout the room and concluded at 3pm with closure and tea.

Second Day, 5th December 2015
Began with a welcome and reading of some points from "Mother on Organization."

Third round of table work:
Again all participants moved to a different table with a new facilitator. The facilitators shared the outcome of the previous groups, thus respecting and building upon the work of all those in attendance.

Round three explored the various topics from the perspective of "Myself as a part of the present organizational systems in Auroville.”

The questions guiding the discussion were;

• when faced with this topic what qualities must be fostered,
• what needs to be in place to move forward and
• what needs to change and be left behind?

An incredible synthesis took place at the end of round three.

The facilitators and support people brought together the documents generated by each round at the tables. There were colorful sticky notes attached to carefully crafted statements, handwritten by inspired and dedicated Aurovilians. They were placed on a very large board that had the 12 qualities named by Mother as powers of manifestation: Sincerity, Humility, Gratitude, Perseverance, Aspiration, Receptivity, Progress, Courage, Goodness, Generosity, Equality and Peace. They formed a very large circle on the edge of the board. The questions from each table were taped to the center of the circle and the three levels of questions and conclusions radiated out. The facilitators then presented the work from their table and read out the conclusions. There was ample time for people to take a look at the work, discuss and listen to each other.
After the tea break **individual presentations** were given by those ready to serve on the WCom or AVC at this moment. The personal profiles and feedback was available for view. All present were free to read this material. People stood in respectful silence reading the comments and absorbing the information.

People reflected on the feedback that was presented and there was an impressive degree of deep listening. This whole process was respectfully facilitated and all those wishing to speak were given a chance with the mic.

Indeed, it must be mentioned that the process of inclusion and asking for input from participants was frequently present throughout the whole process. The mic was passed from hand to hand and all had the opportunity to speak and be heard.

After lunch the individual presentations continued. The facilitator made it clear that the process of placing oneself into the selection pool was totally open to anyone present. People who were hesitant were encouraged to think it over, sleep on it and decide on the third day.

**Third Day, 6 December 2015**

On Sunday, the last day of the process, people met with enthusiasm for the task ahead. Inge welcomed everyone and introduced the team of Dave and Niva who had joined to facilitate the final selection process. Some new candidates stepped forward and were given time to describe their interest in the work, what they would bring to the working group and what might be their limitations.

While the **first round** was a “democratic” session, where each individual gave the names of their preferred candidates. The outcome of this individual preferences were shared as an infographic after tea.
2nd round:
Small groups - randomly created by tokens - were selecting candidates through a process of agreement on each table.
The names of the selectees were placed on a large board and grouped according to whether they would be on the WCom or AVC.
This process was guided with skill and inclusiveness.
  * Full consensus in this case meant that all six tables had agreed on the person.
  * Large Agreement meant that there was a majority of tables that agreed on the person and the others accepted.

The additional members were selected and announced.
  * For the Working Committee: Hemant Lamba, Inge van Alphen.
  * For the Auroville Council: Mark from Coffee Idea, Sundar from Douceur, Sandyra.
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Working Committee and Auroville Council Additional Members

Working Committee – existing group members and additional new members:
Carel, Inge, Ranjith, Mandakini, Hemant and Angela. (Eliza ToS)

Auroville Council – existing group members and additional new members:
Matriprasad, Mark, Renuka, Sandyra, Sindhuja, Sundar and Daniel (Guy, Veronique ToS)
The outcome and the process were validated and evaluated by all participants. The outcome of the values survey are on top of this document.

It was asked to give a show of hands – you are in favor of:
- to go ahead with a 3 short days process or
- to shorten it into a 2 long days process

It was a clear sign given to go ahead with the 3 short days.

During the closing round
Mita lead the singing the Sri Aurobindo’s Gayatri Mantra to support the work of the newly formed teams.

The additional new members will join the existing group on 15th December, 2015.