

# PASCAS WORLDCARE



# TEAMS and Bottom Up Democracy



**“Peace And Spirit Creating Alternative Solutions”**

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**Pascas Foundation is a not for profit organisation**

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## **TEAMS and BOTTUM UP DEMOCRACY:**

Autonomy is to be vested within the individual business elements of all aspects of the Pascas agenda.

Pascas WorldCare central administration is to be viewed as a 'help centre'. Yes, it will set central guidelines and the overarching objectives, however, it is to be seen as the go to hub for support.

At all times the objective is to enable all who come into contact with Pascas to become aware of the Feeling Healing process and that the process essentially slowly but progressively, releases emotional trauma, which is the underlying cause of all of one's pains, discomforts, emotional and mental disconfigurations. In other words, we are meant to freely express our personality, our inherent feelings, and not to be restrained in the manner that we were during our child forming years.

In continuance of the objectives of self empowerment and self expression through the implementation of teams throughout every aspect of every Pascas activity, this foundation of teams is also to be the basis of the political structure for Pascas WorldCare. Essentially it is reasonable to consider (and will come to pass), that the size of the operation and the magnitude of the number of people involved within Pascas WorldCare, will be a state within many states around the globe. Accordingly, it is a community with personal and global issues, and these will need to be expressed, discussed, debated and resolved with policy decisions akin to any national political system.



We are to liberate our personality. All structures and modes of living need to progressively evolve to enable each and everyone of us to be our true self, to express our unique personality, and that is through fully embracing our feelings and at all times living true to our self – our soul based uniqueness.

**‘We NEVER lose our personality, it is ours, and it’s our precious gift from our Mother and Father. We are always who They have made us be. Personality is sacrosanct. It’s the most valuable thing in Creation, it is what all Creation rides on, it’s what all Creation exists for: the expression of personality.**

**‘All our Healing (through Feeling Healing) does is liberate our true personality, so it doesn’t actually change us, and make us be a different person, it just liberates all the parts of us that were stopped from freely expressing themselves.**

**‘All that is wrong or bad or imperfect within you, will turn into being perfect, right and good. You get rid of all the bad stuff by liberating all the hidden good, and as that comes to light, so the bad fades and then leaves altogether because you no longer need to be that false untrue you, the one your parents have made you be. But YOU, the basic intrinsic you, never changes, and all you don’t love about yourself will go as you gradually love yourself more, all as you keep bringing out your repressed feelings.’**

Notes from James and Helen 5 April 2017

‘People in power, governments and corporations, don’t understand the responsibility they have to those who they govern and should only have a positive (relative to the negative state you’re in) effect on. They believe because they are only a cog in the machine that they are immune, but they are not. They will suffer greatly, the hells are full of such powerful corporate men and women and high government officials, more so than your run-of-the-mill criminal. To be born in the upper privileged elite strata of society carries with it unknown perils, and so if you use your breeding, wealth and power to have power over those lesser than you, then you will have to endure all the pain and hurt you’ve inflicted on them. It’s a huge lesson to some, a massive humbling experience, and it can take a very long time to work through. So if you do find yourself in such a position of power, then it would be wise to work for the good of others, trying to do your best to ensure that you are not hurting or negatively affecting anyone, which can be very difficult. You at least need to have your heart in the right place, and even if it’s not, to at least want it to be.’  
Nanna Beth 15 May 2017

‘Look at how far most people are away from their true feelings, being able to do all sorts of bad things to other people and nature, half the time not having any bad feelings about their unloving actions. Look at parents damaging their children yet saying they are being loving. And in business it happens all the time, it’s just business, you either win or lose, no hard feelings, in government saying they will help and support people when all they do is make it harder for them, any situation in which someone is exerting control over another, even in just general conversation, people’s feelings are trampled all over by most people with either side being none the wiser. And all of that is causing pain, and all that pain has to be compensated for. And how you compensate for it is by feeling the same amount of pain; you can’t actually make amends, the damage is done, but you can fully feel the horror of the horror you’ve inflicted. And you’ll soon learn from those mistakes, pain is a good teacher.’  
Nanna Beth 25 May 2017



### **Golden Rule: that one must always honour another’s will as one honours one’s own.**

Those governments and agencies that suppress the population and restrict their freedom of expression will progressively be replaced with systems of governance that bring about autonomy and self expression on an ever increasing more localised and personal manner. This is a time of great change and this evolution in humanity will be traumatic in the disruption and disturbances that will precede these recognitions of necessity and then implementation.



‘Many are being played at their own game you might say, and this strategy is all soon to come to a head, which will result in a lot of very nasty things coming to light as to who and what really are in control of the world, what their motivation is, and at the same time throwing light on all their corrupt controlling systems. Some of which will come as no surprise to the more well informed Conspiracy theorists, but other stuff will completely shock humanity to its core. And once such exposure is revealed, then a lot of people will see what’s really been going on and how they’ve been taken in by it – and this is very high people – and they will not want to have anything to do with such control. So the dominoes will start to fall.’  
Helen – 3<sup>rd</sup> Celestial Heaven spirit 6 July 2017

## **TEAMS and DEMOCRACY:**

An organisational team structure is a culture within its self. The team is a de-facto social group. It is the bonding of a small number of people to achieve common interests. At all times it is to stimulate and enhance the personal development of each participant within a group. The numbers of personalities within a team may range from 2 to 24 with 12 being a probable optimum number for a well functioning team.

The control of the team is from within its own people. Yes, the team is to be supported by mentors.

The team is to appoint its own Leader from within its own people. Annually, the team members will assess each other in a constructive way. Annually, the Leader may be elected, thus, the Leadership role is one for annual reconsideration.

Thus, it can be considered that a team may consider assigning all of their 'political' votes to their Team Leader. In turn, all the Team Leaders of a particular unit, such as a single Pascas Care Centre, may together, collectively, assign the grouped up votes to one to represent all of the Leaders, being one of the Leaders within that particular centre.

This may further be extended. All the Pascas Care Centres within a zone, region, or country may in turn assign all their collective votes to representative.

Now, as a Pascas Care Centre may have significant elements that have very different focuses, then, with relationship to specific issues, then the vote representation can be realigned to address specialised matters to be discussed, debated and resolved. Thus the Pascas Café nutritional issues are very different to the Chaldi College needs, and both are very different to the Pascas Centre health services. All of these elements making up a standard Pascas Care Centre complete unit.

In this way, liquid democracy is facilitated from the bottom up. It is people at the 'coal face' who have the expertise to recognise and develop solutions that are unseen by a central help centre / administration.

It is this need of self empowerment and self expression by all, which needs to be accommodated.

This is possible through the foundation of the Team Management structure.

When matters extend outside of the operations of a Pascas Care Centre, then the adult members of the family of those who are within the Team may be franchised to express their views and vote. Thus, Bottom Up Democracy can be embraced throughout the Pascas WorldCare family community.

This is only possible by and through the technology of the internet and computerised systems.

In return, issues that are of need of discussion and debate can be disseminated throughout the community from the Pascas Help Centre (to use a term for central administration) and enable the input from all people who desire to participate within the development of a resolution to a given issue.

Voting would not be compulsory, except for major designated issues and five yearly appointment of senior delegates. It is preferred that in within all aspects of the structures that the male to female ratios be as close to even in number as possible. Further, as time goes on, appointments will continue from outside of the organisation, however, people from within will be preferred where possible.

**PASCAS CARE CENTRE – HEALTH CLINIC – THREE UNITS IN ONE:**

**PASCAS  
CARE  
CLINIC**

**Pascas Cafe**  
*with*  
**Raw Power!**



**CHALDI  
COLLEGE**

**Medical Clinic  
Consultations  
Day Care  
Treatment**



**Pascas Care Centre clinic mix:**

<b>Maxi Clinics</b>	<b>3%</b>	<b>120</b>	<b>and many more!</b>
<b>Standard Clinics</b>	<b>94%</b>	<b>3,760</b>	
<b>Micro Clinics</b>	<b>3%</b>	<b>120</b>	<b>in 5 – 10 years 4,000</b>



## WHAT AN INCREDIBLE OPPORTUNITY!

This is truly an opportunity to demonstrate a way of living with commerce that is supportive of the development and evolution of one's individuality, soul, and for all those within the environment of the enterprise.

Pascas WorldCare is to have many enterprises embracing many commercial activities, however, these are to introduce to humanity that a U-turn is in play in how humanity is to function, all of these events are to be a practical demonstration of how we are to enable our children to grow up without fear and pain, that is, to mitigate and eliminated childhood suppression.

Instead of the 'corporate headquarters' of the organization laying down the law as one's parents typically may do with their children, the central administration facility is to function as a help centre to enable the aspirations and feelings of those at the coal face to fully express their potentials and then be supported in realizing their true potential.

You could say that mum and dad are to let go and enable the chickens to fly. Well, that is what is to be.

As we embrace this U-turn we are being blessed by what is a first in humanity. Yes, Pascas WorldCare has the guidance of a Council of Elders beyond all expectations (understatement). For the first time in humanities history, our Celestial Friends are fully supporting the objectives in the delivery of what can only be said to be a mutually aligned agenda. The Council of Elders will not tell us what to do. Like each of us within the organization, we are to feel our way and discover the truth of what we bring about, as we progress, and then the Council of Elders can further support our evolution.

Thus, by bringing the organization to be driven from the bottom up, then we will further evolve the potentials for us all. The alternative, being the traditional way of commerce, is more of the same stagnation, frustration and harm to all, including the environment.

At first, this may seem fanciful. However, the events that have already unfolded and have been recorded are available to you all, and will clearly demonstrate that this is truly unfolding and it is just wonderful. So, strap yourself in and enjoy the ride.

Aspiring to Living Feelings First

*Brian Iverach, Graham Golding, Jim Baker and John Doel*

Pascas Foundation (Aust) Limited

**By living true to ourselves, true to our feelings, we are living true to God. It's that simple.**

**Feelings first**

**LIVE FEELINGS FIRST**

**WE are to LIVE BY and EXPRESS OUR TRULY LOVING SOUL BASED FEELINGS:**



We arrive into the physical world (at conception) with a pure and free personality and a soul based will that are to be truly and fully expressed. Unwittingly, our carers, namely our mother and father and those close by, set about remodelling our individuality. That is, they shut our personality and self expression down. The result of this is traumatic. This is reflected through our physical body. This childhood suppression is what brings about all of our pains, illnesses, and mental disturbances. Only by embracing our emotional pain and injuries, either good or bad, and longing for the truth of them, and expressing them (talking) through these experiences to a companion, can we release these dreadful encrustments suffocating our true selves and liberate our personality, being our soul. We are to follow our passions and heart felt desires and to live true to ourselves, this is how our Heavenly Parents know us as and this is what we need to return to so that we can find our way home to Them.



## **LIQUID DEMOCRACY being DELEGATIVE DEMOCRACY:**

**Delegative democracy**, also known as **liquid democracy**, is a form of democratic control whereby an electorate vests voting power in delegates rather than in representatives. The term is a generic description of either already-existing or proposed popular-control systems.

### **The delegative form**

The prototypical delegative democracy has been summarized by Bryan Ford in his paper, *Delegative Democracy*, as containing the following principles:

1. **Choice of Role:** Each member can choose to take either a passive role as an individual or an active role as a delegate, differentiating this from representative forms in which only specified representatives are allowed. Delegates have further choices as to how active they are and in what areas.
2. **Low Barrier to Participation:** The difficulty and cost of becoming a delegate is small, and in particular does not require political campaigning or winning a competitive election.
3. **Delegated Authority:** Delegates exercise power in organizational processes on behalf of themselves and those individuals who select them as their delegate. Different delegates, therefore, can exercise varying levels of decision power.
4. **Privacy of the Individual:** To avoid social pressures or coercion, all votes made by individuals are private, both from other individuals and from delegates.
5. **Accountability of the delegates:** To ensure the accountability of delegates to their voters and to the community at large, all formal deliberative decisions made by delegates are completely public (or in some forms viewable only to their constituents).
6. **Specialization by Re-Delegation:** Delegates can not only act directly on behalf of individuals as generalists, but through re-delegation they can also act on behalf of each other as specialists.

Variations on this general model also exist, and this outline is only mentioned here for orientation within a general model. For example, in the "Joy of Revolution" delegates are left open to being specialized *at the time of each individual's delegation of authority*. Additionally, general principles of fluidity can often be applied to the concept such that individuals can revise their "vote" at any time by modifying their registered delegation (sometimes called "proxy") with the governing organization. (see also Single Transferable Vote.)

### **Contrasted with representative democracy**

Crucial to the understanding of delegate democracy is the theory's view of the meaning of "representative democracy." Representative democracy is seen as a form of governance whereby a single winner is determined for a predefined jurisdiction, with a change of delegation only occurring after the preset term length (or in some instances by a forced recall election if popular support warrants it). The possibility usually exists within representation that the "recalled" candidate can win the subsequent electoral challenge.

This is contrasted with most forms of governance referred to as "delegative." Delegates may not, but usually do, have specific limits on their "term" as delegates, nor do they represent specific jurisdictions. Some key differences include:

1. Optionality of term lengths.



2. Possibility for direct participation.
3. The delegate's power is decided in some measure by the voluntary association of members rather than an electoral victory in a predefined jurisdiction. (See also: Single Transferable Vote.)
4. Delegates remain re-callable at any time and in any proportion.
5. Often, the voters have the authority to refuse observance of a policy by way of popular referendum overriding delegate decisions or through non-observance from the concerned members. This is not usually the case in representative democracy.
6. Possibility exists for differentiation between delegates in terms of what form of voting the member has delegated to them. For example: "you are my delegate on matters of national security and farm subsidies".

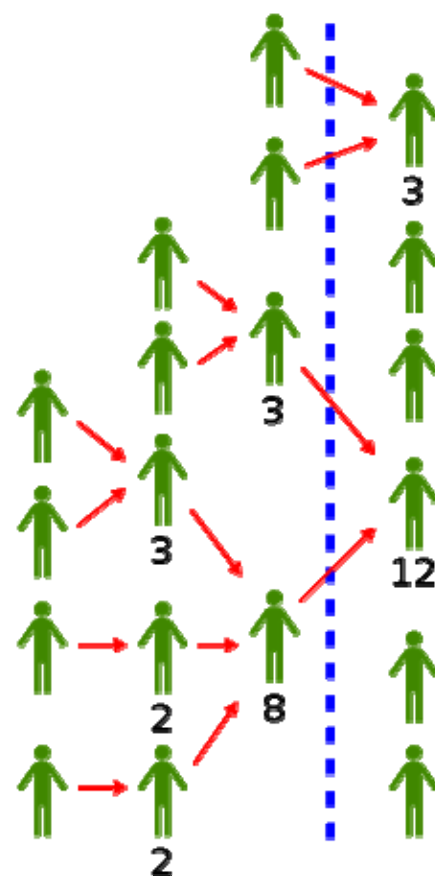
### Contrasted with direct democracy

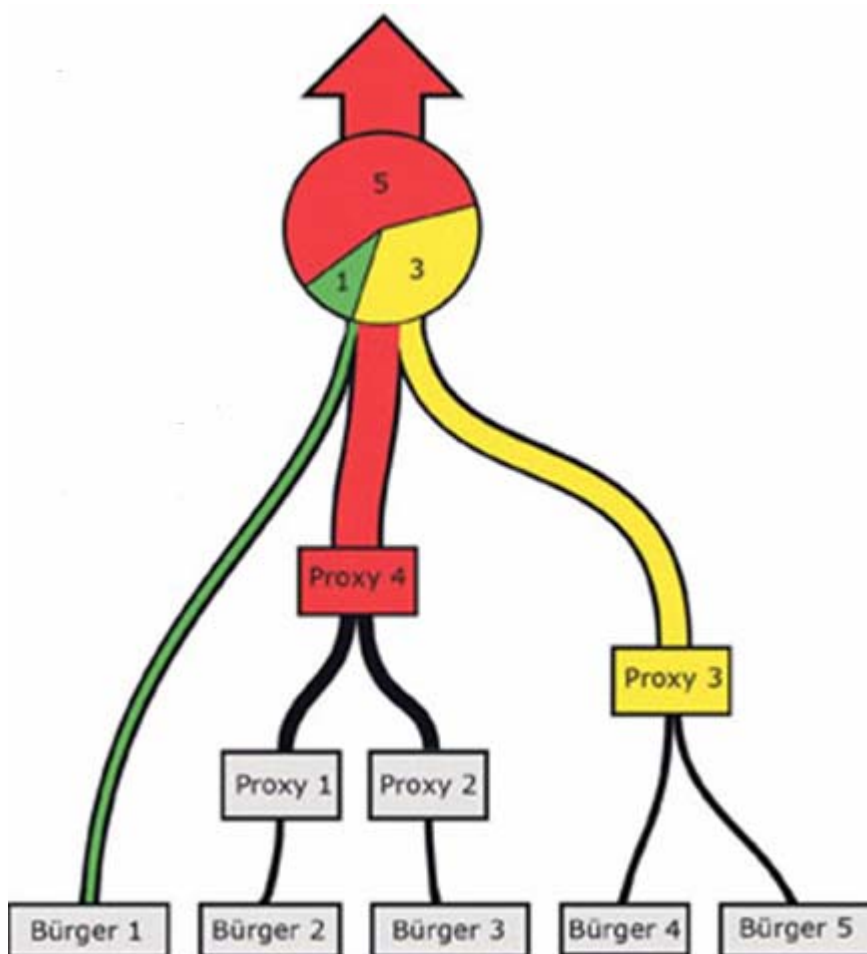
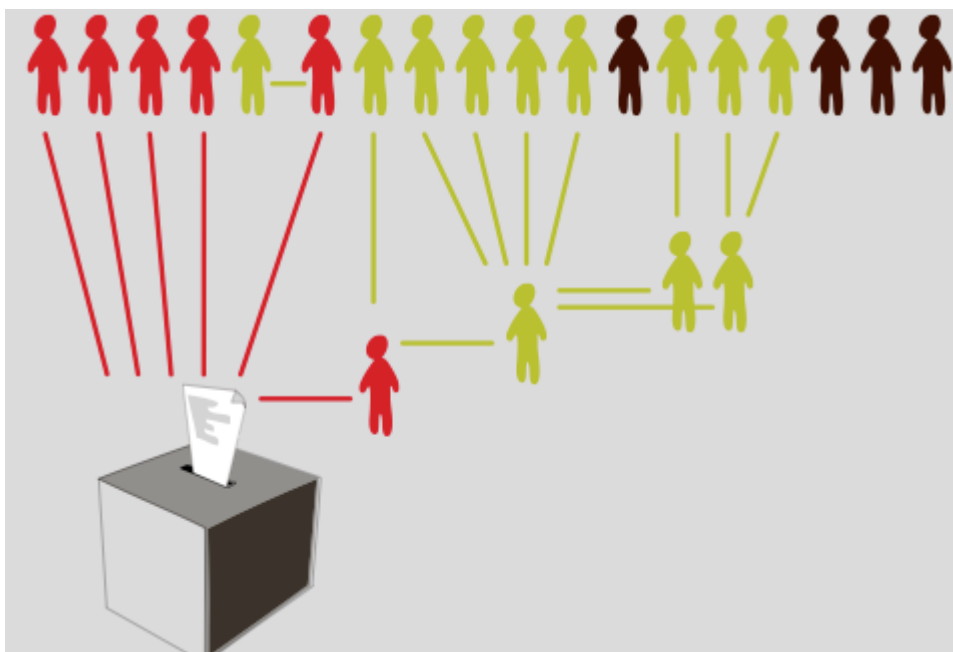
Direct democracy is a form of popular control where *all* collective decisions are made by way of the direct votes of constituents. Two key differences include:

1. Optionality of direct involvement. Delegative democracy can be called a "voluntary direct democracy" in that you can be included in decisions (and are usually expected to be, by default) however you can "opt out" by way of abstaining or delegating your voting to someone else if you lack the time and/or interest to vote on the delegated matter.
2. Reviewable decisions. Though not a perceived *advantage*, decisions are capable of (in a number of ways, dependent on the exact policies of the organization) being reviewed by the constituents. This is contrasted with direct democracy where decisions can only be changed (since the constituents will already have decided one way on matters.) This difference, though, is mostly overhead on the delegative model.

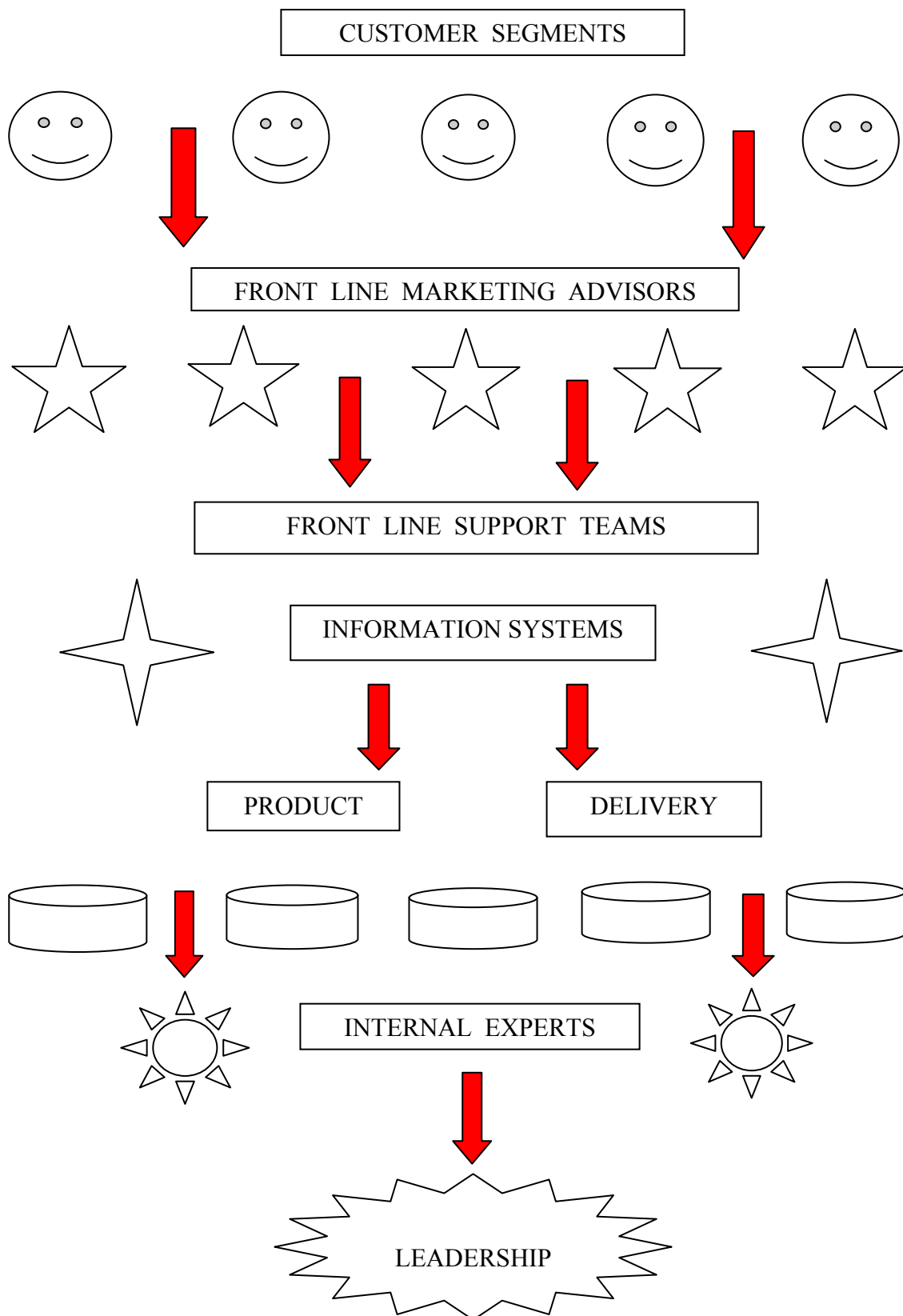
Outside of these two main differences, delegative models are seen as essentially a form of direct democracy. So much so that some have taken to calling the system a "direct democracy with delegable proxies" (though that name is less common.)

Illustration of delegated voting. Voters to the left of the blue line voted by delegation. Voters to the right voted directly. Numbers are the quantity of voters represented by each delegate, with the delegate included in the count.





# CUSTOMER ORIENTATED ORGANISATION CHART



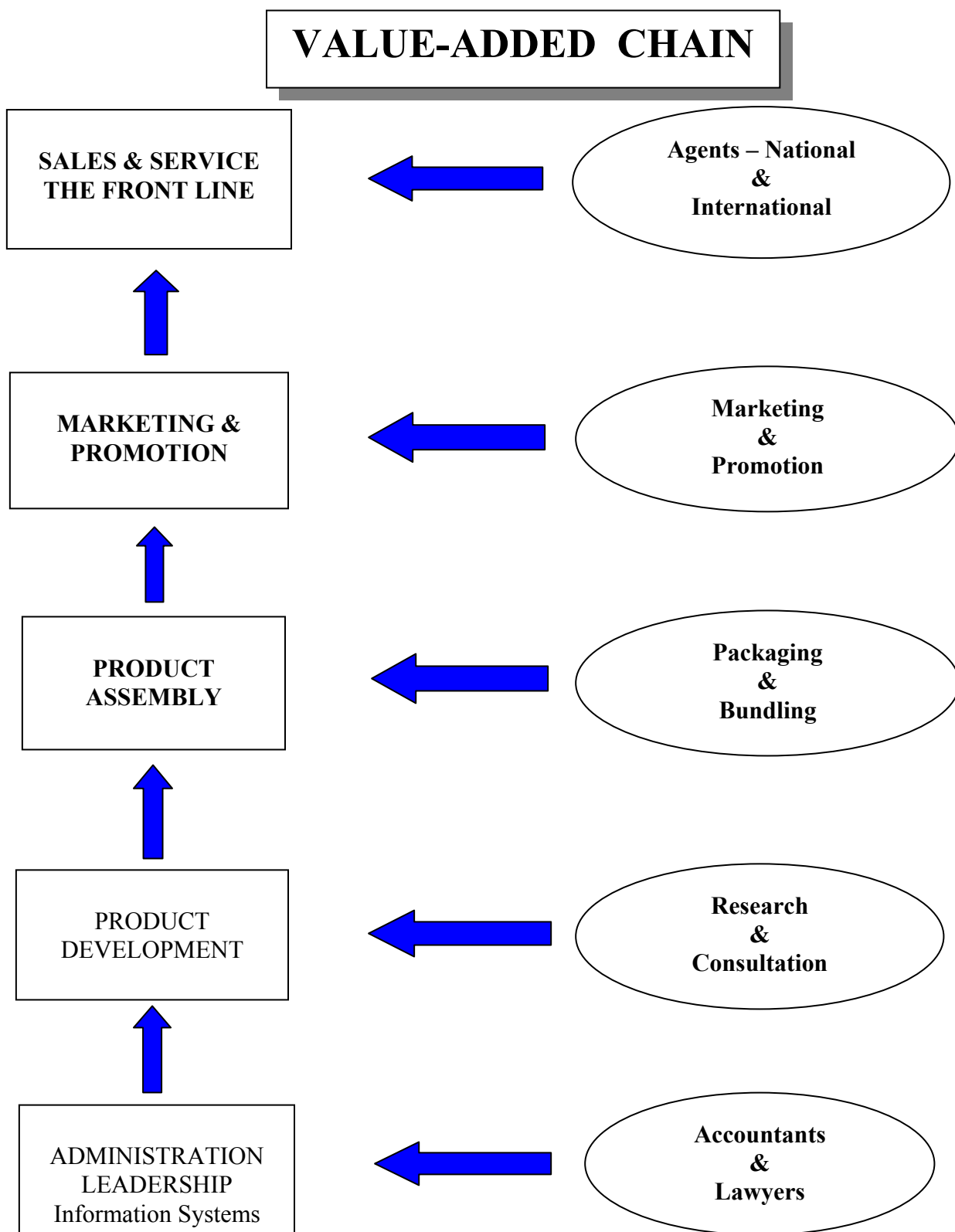
### **HALLMARKS of the CENTRALISED MANAGERSHIP APPROACH**

Centralism principles are everywhere  
 Every activity possible is consolidated  
 A few top executives set all of the policies  
 The authority is closely held – by the managers  
 The accountability is diffused and it's untraceable  
 There's little quality focus and only on a few things  
 A cost fixation controls quality – "quality is expensive"  
 There's very little measurement, comparison and feedback  
 Productivity and quality are the expectation; "do your job"  
 Performance is tied to compliance – so "do things right"  
 Management has its set of goals, but labour has another  
 The culture is one of distrust and tight supervision  
 The climate reflects austerity and cost obsession  
 Only a few profit from productivity improvement  
 The customer linkage is frail – and unfocused  
 The motivation tools emphasise the negative  
 Involvement is only a suggestion program  
 Commitment is expected, not fostered  
 The human system matters little

### **HALLMARKS of PASCAS DECENTRALISED LEADERSHIP APPROACH**

Decentralised principles abound  
 Diseconomies of scale are understood  
 All employees are involved in leadership  
 Authority is widely distributed throughout  
 Accountability is inseparably tied to authority  
 Quality is a way of life at all times, in all things  
 Quality reduces the costs – "Unquality is Unaffordable"  
 Measurement and comparison are widely used, at all levels  
 Productivity and quality flow from commitment; "Be involved"  
 Common purpose elicits strong commitment and achievement  
 The performance is tied to empowerment; "Do right things"  
 The culture emphasises LOVE, respect and cooperation  
 The climate features strong commitment to excellence  
 Success is shared: there's a stake in the outcome  
 The paramount focus is every customer's needs  
 Involvement and passion breed the motivation  
 Empowerment and ownership reach everyone  
 Commitment is the aim of all the policies  
 The human system is the cornerstone

The overall structure is based on teams, the supervisory focus is centred on the outputs, the work accomplishment mindset is on the team product. The total team process operates in a seamless leadership network – here at PASCAS.





## TEAMS and their LEADERS:

Teams, for example, do demand a merging of individual accountability with mutual accountability. Teams also do require lots of time together, indeed, it is folly to assume that teams can perform without investing time to shape and agree upon a common purpose, set of goals and working approach. Moreover, few groups become real teams without taking risks to overcome constraints imposed by individual, functional and hierarchical boundaries. Team members do depend on one another in pursuit of common performance.

The good news is that there is a discipline to teams that, if rigorously followed, can transform reluctance into team performance. Most of it builds on common sense ideas like the importance of goal setting and mutual accountability. This discipline applies equally well to teams that run things, teams that recommend things and teams that make or process things. What works at the front lines also works in the executive suite.



The bad news is that, like all disciplines, the price of success is strict adherence and practice. It requires constant practice and discipline. The fact remains that potential teams throughout most organisations usually can perform much better than they do. The key to such performance is in recognising the wisdom of teams, having the courage to try and then applying the discipline to learn from the experience.

### **Small Number:**

Size differs from meaningful purpose, specific performance goals, common approach, complementary skills and mutual accountability. These five aspects of teams are absolute necessities. From two to fifteen is the workable size of real high performance teams.



**Top down  
Support**

### **Some Team Perspectives:**

The six basic elements of teams for review are:

1. Small enough in number:
  - a. Can you convene easily and frequently?
  - b. Can you communicate with all members easily and frequently?
  - c. Are your discussions open and interactive for all members?
  - d. Does each member understand the others' roles and skills?
  - e. Are sub-teams possible or necessary?



**Autonomy  
Bottom up**

2. Adequate levels of complementary skills:
  - a. Are all three categories of skills either actually or potentially represented across the membership (functional / technical, problem-solving / decision-making and interpersonal)?
  - b. Does each member have the potential in all three categories to advance his or her skills to the level required by the team's purpose and goals?
  - c. Are any skill areas that are critical to team performance missing or under represented?
  - d. Are the members, individually and collectively, willing to spend the time to help themselves and others learn and develop skills?
  - e. Can you introduce new or supplemental skills as needed?
3. Truly meaningful purpose:
  - a. Is it a *team* purpose as opposed to a broader organisational purpose or just one individual's purpose (e.g. the leader's)?
  - b. Do all members understand and articulate it the same way?
  - c. Do members define it vigorously in discussions with outsiders?
  - d. Do members frequently refer to it and explore its implications?
  - e. Does it contain themes that are particularly meaningful and memorable?
  - f. Do members feel it is important, if not exciting?
4. Specific goal or goals?
  - a. Are they *team* goals versus broader organisational goals or just one individual's goals (e.g. the leader's)?
  - b. Are they clear, simple and measurable? If not measurable, can their achievement be determined?
  - c. Are they realistic as well as ambitious? Do they allow small wins along the way?
  - d. Do they call for a concrete set of team work-products?
  - e. Is their relative importance and priority clear to all members?
  - f. Do all members agree with the goals, their relative importance and the way in which their achievement will be measured?
  - g. Do all members articulate the goals in the same way?
5. Clear working approach:
  - a. Is the approach concrete, clear and really understood and agreed to by everybody?
  - b. Will it result in achievement of the objectives?
  - c. Will it capitalise on and enhance the skills of all members? Is it consistent with other demands on the members?
  - d. Does it require all members to contribute equivalent amounts of real work?
  - e. Does it provide for open interaction, fact-based problem solving and results-based evaluation?
  - f. Do all members articulate the approach in the same way?
  - g. Does it provide for modification and improvement over time?



- h. Are fresh input and perspectives systematically sought and added, for example, through information and analysis, new members and senior sponsors?
6. Sense of mutual accountability:
- a. Are you individually and jointly accountable for the team's purpose, goals, approach and work-products?
  - b. Can you and do you measure progress against specific goals?
  - c. Do all members feel responsible for all measures?
  - d. Are the members clear on what they are individually responsible for and what they are jointly responsible for?
  - e. Is there a sense that "only the team can fail"?

Teams differ from working groups. They require both individual *and* mutual accountability. Teams rely on more than group discussion, debate and decision; on more than sharing information and best practice perspectives; on more than a mutual reinforcing of performance standards. Without discrete team work-products produced through the joint, real contributions of team members, the promise of incremental or magnified performance impact goes untapped.

The team options promises greater performance than the working group, but, it also brings more risk. Because of deep-seated values of individualism and a natural reluctance to trust one's fate to the performance of others, the team choice demands a leap of faith. Rugged individualists – and there are many, especially at the top – cannot contribute to real team performance without taking responsibility for their peers and letting their peers assume responsibility for them. Yet they instinctively believe that "if you want a job done right, do it yourself". It is against their nature to rely on others for the really important tasks in life.

### Aspects:

Most potential teams can become real teams, but not without taking risks involving conflict, trust, truthfulness, respect, interdependence and hard work. For example, a common team purpose, set of performance goals and approach rarely arise without conflict. Indeed, quite the contrary – the most successful teams recognise their members, conflicting views and experiences as a source of strength. Similarly, mutual accountability requires trust and interdependence, which usually do not grow without risk taking. Finally, most potential teams include members who must develop the skills needed by the team after they have joined the team itself. This, too, implies risks and hard work for everyone on the team.



The eight "best practices" summarised here can facilitate the risks teams need to take. But each of the eight – like any team-building approach you or others might try – will only add value if it is employed in pursuit of performance.

*Each team must find its own path to its own unique performance challenge.* This is why the team basics of numbers, skills, common purpose, performance goals, common approach and mutual accountability are more of a discipline than a definition. Joining a team is a career risk, giving up individual control is

a performance risk, acknowledging personal responsibility for needed change is a self-esteem risk, allowing others to lead is an institutional risk and abandoning hierarchical command and control is a stability risk. Taking such risks makes sense only if it unleashes a team's capabilities in pursuit of performance. Only then can people avail themselves of the wisdom of teams.

### **TEAM LEADERS:**

By an outstanding leader making it clear to his people that he wants and needs their help, he instinctively reveals an attitude critical to team leadership: putting team performance first and recognising that he needs help.

Successful team leaders instinctively know that the goal is team performance results instead of individual achievement, including their own. Unlike working groups, whose performance depends solely on optimising individual contributions, real team performance requires impact beyond the sum of the individual parts.

The belief that "only the team can fail" begins with the leaders. Team leaders act to clarify purpose and goals, build commitment and self-confidence, strengthen the team's collective skills and approach, remove externally imposed obstacles and create opportunities for others. *Team leaders do real work themselves.* Yet, in each of these aspects, team leaders know or discover when their own action can hinder the team and how their patience can energise it. Put differently, team performance almost always depends on how well team leaders strike a critical balance between doing things themselves and letting other people do them.

Attitude is the key. Team leaders genuinely believe that they do *not* have all the answers – so they do not insist on providing them. They believe they do *not* need to make all key decisions – so they do not do so. They believe they *cannot* succeed without the combined contributions of all the other members of the team to a common end – and so they avoid any action that might constrain inputs or intimidate anyone on the team. Ego is *not* their predominant concern.

Simply abandoning all decision making to a potential team, however, rarely works either; the team leader's challenge is more difficult than that. He or she must give up decision space only when and as much as the group is ready to accept and use. This is the essence of the team leader's job – striking the right balance between providing guidance and giving up control, between making tough decisions and letting others make them and between doing difficult things alone and letting others learn how to do them. Just as too much command will stifle the capability, initiative and creativity of the team, so will too little guidance, direction and discipline.





There are no standard approaches or recipes that guarantee how to lead a team. Also corporate leadership, business unit leadership and team leadership differ.

Accordingly managers and others ought to worry much less about picking the ideal team leaders than about helping them to succeed afterwards – which means paying lots of attention to whether *specific* team leaders are in fact doing and not doing whatever *their* teams need in order to perform.

### **What team leaders do and do not do:**

Those who lead small groups must look to the specific of the performance challenge to help them choose how best to lead. If the group can deliver performance as an effective working group through maximising each individual's contribution, then the leader can rely on the normal decision-making and delegation approaches often associated with good management. If, on the other hand, performance requires a team approach, then the leader cannot assume that good management will be enough. Neither the leader nor those he or she leads should expect the leader to make all the decisions about directions taken, how resources get deployed and how individuals are performing. Instead, the leader must show a belief in the team's purpose and in the people who, individually and together, make up the team.

Moreover, the strength of the leader's belief in what the team is all about can be incredibly powerful.

1. **Keep the purpose, goals and approach relevant and meaningful.** All teams must shape their own common purpose, performance goals and approach. While a leader must be a full working member of the team who can and should contribute to these, he or she also stands apart from the team by virtue of his or her selection as leader. Teams expect their leaders to use that perspective and distance to help the teams clarify and commit to their mission, goals and approach.

2. **Build commitment and confidence.** Team leaders should work to build the commitment, respect and confidence of each individual as well as the team as a whole. There is an important difference between individual commitment and accountability versus mutual accountability. The leader must keep both the individual and the team in mind as he or she tries to provide positive, constructive reinforcement while avoiding intimidation.

3. **Strengthen the mix and level of skills.** Effective team leaders are vigilant about skills. Their goal is clear: ultimately, the most flexible and top-performing teams consist of people with all the technical, functional, problem-solving, decision-making, interpersonal and teamwork skills the team needs to perform. To get there, team leaders encourage people to take the risks needed for growth and development. They also continually challenge team members by shifting assignment and role patterns.

4. **Manage relationships with outsiders, including removing obstacles.** Team leaders are expected, by people outside as well as inside the team, to manage much of the team's contacts and relationships with the rest of the organisation. This calls on team leaders to communicate effectively





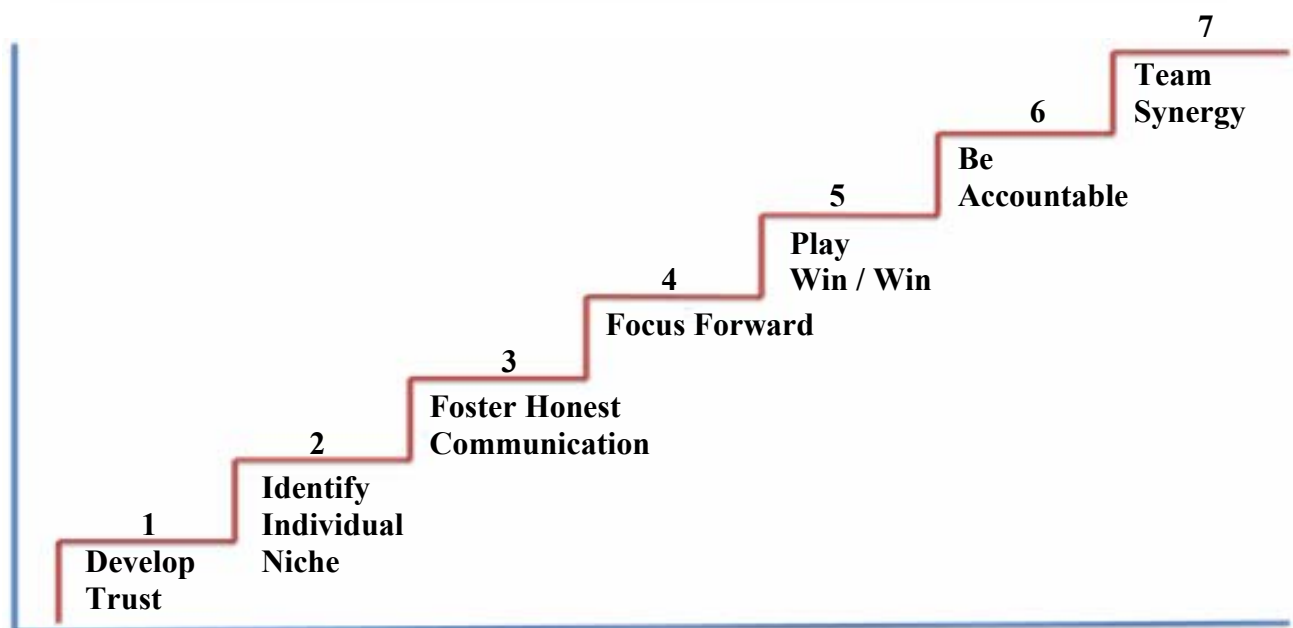
the team's purpose, goals and approach to anyone who might help or hinder it. They also must have the courage to intercede on the team's behalf when obstacles that might cripple or demoralise the team get placed in their way.

5. **Create opportunities for others.** Team performance is not possible if the leader grabs all the best opportunities, assignments and credit for himself or herself. Indeed, the crux of the leader's challenge is to provide performance opportunities to the team and the people on it.

6. **Do real work.** Everyone on a real team, including the leader, does real work in roughly equivalent amounts. Team leaders do have a certain distance from the team virtue of their position, but they do not use that distance "just to sit back and make decisions". Where a person's risks are high or "dirty work" is required, the team leader should step forward.

There are two critical things real team leaders *never* do: *they do not blame or allow specific individuals to fail and they never excuse away shortfalls in team performance.* Real team leaders honestly believe that success or failure is a team event.

## The Seven Steps to a Winning Team



### Conclusion:

The increased emphasis on teams that we observe and advocate enhances rather than replaces the value of other more familiar aspects of organisation direction and design. Top management will continue paying attention to where and how to compete (formulating strategy), changing individual roles and assignments (new job descriptions), realigning reporting relationships (reorganising the boxes), modifying management policies and processes (reworking the systems). Yet, top management is turning increasingly to teams for three compelling reasons.

*First, teams strengthen the performance capability of individuals, hierarchies and management processes.* Team performance require high-level contributions from every member of the team. Each must bring commitment, skill and real work to bear on the team's purpose. Moreover, they must do so by working together as well as working as individuals. Teams do not succeed without both mutual

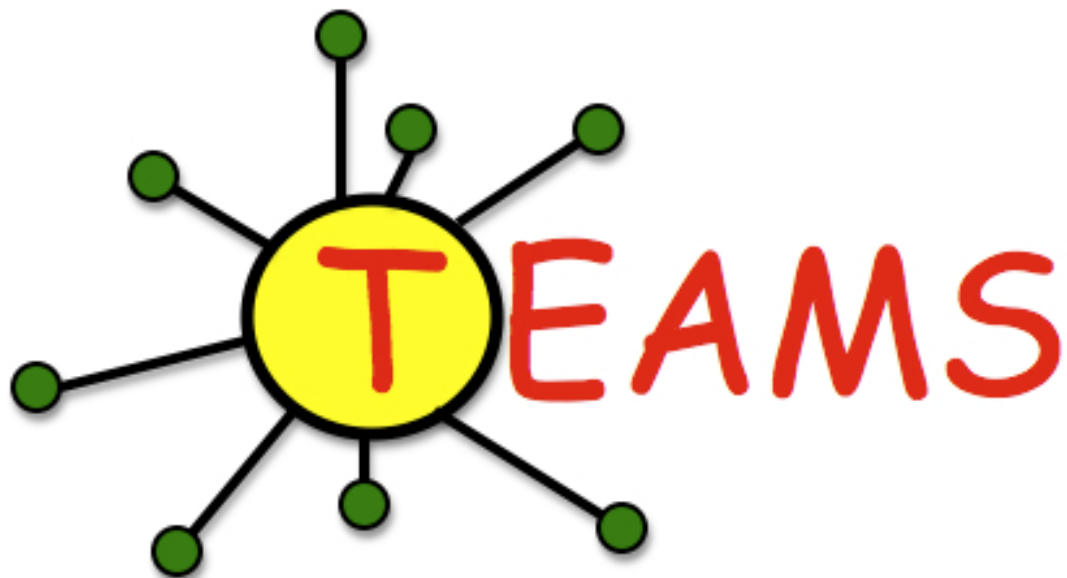
accountability *and* individual accountability. Accordingly, collective and individual achievement go hand in hand, making teams a primary vehicle for both extra performance and personal growth. Somewhat unexpectedly, the people on the teams do not run into any career obstacles because of their team roles or participation.

Teams also improve the performance impact of basic management processes such as planning, budgeting and evaluating.

Teams and hierarchy make each other perform better because structure and hierarchy generate performance within well-defined boundaries that teams, in turn productively bridge in order to deliver yet more and higher performance.

*Second, teams are practical.* By that we mean most people can make teams work. Teams thrive on performance challenges and set objectives. Teams have leaders. Teams have discipline.

*Thirdly, teams get results.* Real teams almost always perform better than any similarly situated set of individuals acting either separately or in a working group.



**BOTTOMUP**  
**Democracy**

## Conclusion:

Asking the following questions can help evaluate the team leader's attitude, behaviour and effectiveness:

1. Has the leader adopted a team or a working group approach? Does the leader:
  - a. make all important decisions in a loving way?
  - b. make all work assignments?
  - c. make all evaluations of individuals?
  - d. ensure work is conducted primarily on the basis of individual accountability?
  - e. do any "real work" beyond decision making, delegating and agenda setting?
  
2. Is the leader striving for the right balance between action and patience within the team? Does the leader:
  - a. promote constructive conflict and resolution in a loving way?
  - b. use distance and perspective to keep the team's actions and directions relevant? Intimidate anyone on the team?
  - c. constantly challenge the team to sharpen its common purpose, goals and approach?
  - d. inspire trust in people by acting in concert with the team's purpose and the team?
  - e. create opportunities for others, sometimes at his or her own expense?
  
3. Does the leader articulate a team purpose and act to promote and share responsibility for it? Does the leader:
  - a. think about and describe his or her assignment in individual or hierarchical versus team terms?
  - b. identify and act to remove barriers to team performance?
  - c. blame individuals for failure to perform, either within or beyond the team – is unloving?
  - d. excuse away performance shortfalls by pointing to "uncontrollable" outside forces?

*As for the best leaders, the people do not notice their existence. The next best, the people honour, praise and most of all, respect. The next, the people fear; and the next, the people hate. When the best leader's work is done, the people say, 'We did it ourselves'.*



## **GUIDELINES FOR ORGANISATIONAL GREATNESS:**

1. BUILD YOUR APPROACH AND ITS PRINCIPLES, ON FIVE SYSTEM PILLARS: PRODUCT – PROCESS – ORGANISATION – LEADERSHIP – COMMITMENT.

Product is the focal point for organisation purpose and achievement.  
 Quality in the product is impossible without quality in the process.  
 Quality in the process is impossible without the right organisation.  
 The right organisation is meaningless without the proper leadership.  
 Strong, bottom-up commitment is the support pillar for all the rest.  
*Each Pillar depends upon the other four, and if one is weak all are.*

2. FIRMLY ESTABLISH THE CHARACTER AND CULTURE OF YOUR ORGANISATION.

Develop the overarching principles, key them to the human spirit.  
 Ensure they are wholly understood and widely practised – by all.  
 Give them vigour through insistence, persistence and consistency.  
 Stress ethical conduct, integrity, courtesy and love in all endeavours.  
*The principles flow top down but their power must flow bottom up.*

3. USE A DECENTRALISED, INTERACTIVE SYSTEM THAT INTEGRATES ALL LEVELS.

Organise for the new realities. *Centralism* is a bankrupt approach.  
 Build a decentralised structure on the teams-outputs-product model.  
 Replace the *I and my* mindset usually found with that of *we and our*.  
 Foster belief in the rich rewards of teamwork and professionalism.  
*Build strong commitment by all to highest quality and productivity.*

4. ORGANISATION IS THE CENTRAL PILLAR – IT INFLUENCES EVERYTHING ELSE.

Create widespread ownership, decentralise the authority throughout.  
 Combine authority and accountability. Make that unambiguous to all.  
 Eliminate unnecessary layers. Tear down all of the functional walls.  
 Recast the rules. Streamline the paperwork. Shorten the cycle times.  
*Maintain coherence and control with incentive, not authoritarianism.*

5. BASE THE STRUCTURAL BUILDING BLOCKS ON SMALL TEAMS NOT BIG FUNCTIONS.

Organise by teams for involvement, agility and an ownership focus.  
 Keep each team at a manageable size. Provide each its own identity.  
 Every team has a product. Identify it. Dignify it. Celebrate it.  
 Form teams of teams. Clearly identify the interfaces between teams.  
*Provide each team ample authority over its own part of the product.*



6. ORIENT EMPLOYEE FOCUS AND ACTIVITY TO THEIR PRODUCT, NOT THEIR JOB.

One's job is self-centred. Build a group-centred product mindset.  
 Define each product in terms of its customer, internal or external.  
 Identify each product sub-element. Identify all involved processes.  
 Create process improvement by measurement, analysis and incentive.  
*Use the product as the focal point and rallying point for quality.*

7. PLACE THE PRIME LEADERSHIP FOCUS ON THE OUTPUTS, NOT THE INPUTS.

Inhibit micromanagement of the inputs. Champion output ownership.  
 Develop output goals repeatedly with the teams directly involved.  
 Make the goals understandable, relevant, attainable – and wanted.  
 Provide ample incentive for initiative, ingenuity and innovation.  
*Create strong desire for continuous improvement in every activity.*

8. KEEP SCORE, ASSESS AND PROVIDE TIMELY FEEDBACK TO ONE AND ALL.

Measure quality and productivity at varied product / process points.  
 Use quantification benchmarks to judge your progress – and needs.  
 Amplify objectivity through broad use of data, facts and surveys.  
 Use comparison to bring life to the data and to provide relevance.  
*Use goals and scoreboarding to decentralise and create ownership. Avoid competition.*

9. KNOW YOUR MARKETPLACE INSIDE OUT AND CREATE STRONG CUSTOMER LINKAGE.

Continually assess your strength and competitiveness in your niche.  
 Be sure your expertise is suitably matched to each of the products.  
 Pay close attention to the business of your business. Stick to it.  
 Create a product-customer linkage. Assure everyone understands it.  
*Ensure that every decision, every action, is keyed to the customer.*

10. PROVIDE A CLIMATE OF QUALITY WHICH PROMOTES PRIDE AND PROFESSIONALISM.

Mobilise dedication to highest quality in all things, at all times.  
 Pride is the fuel of human accomplishment. Create it. Sustain it.  
 Make continuous renewal and rejuvenation everyone's responsibility.  
 Calibrate your revisions on the level of motivation and enthusiasm.  
*Quality begets quality. Provide the means, tools and motivation.*





11. BASE ANY AND ALL DECISIONS ON THE INSEPARABILITY OF COST AND VALUE.

Get every organisational level involved – from the very bottom up.  
 Provide cost data to teams. Instil value consciousness throughout.  
 Be wary of costs that affect the quality mindset. Don't disable it.  
 The line cuts the costs not the staff, to ensure value sensitivity.  
*Use quality to drive costs down, not savings to drive quality down.*

12. PROVIDE DETAILED, FOCUSED TRAINING TO EMPLOYEES AT EVERY LEVEL.

On-the-job and ad hoc training are key parts, but are only parts.  
 Formal training is vital for proper quality mindset and know-how.  
 Make all training specific on key principles, methods and goals.  
 Train all employees at every level – including at senior levels.  
*Leaders at all levels must be teachers. Leaders create leaders.*

13. GIVE HIGH PRIORITY AND PAY GREAT ATTENTION TO THE COMMUNICATION FLOW.

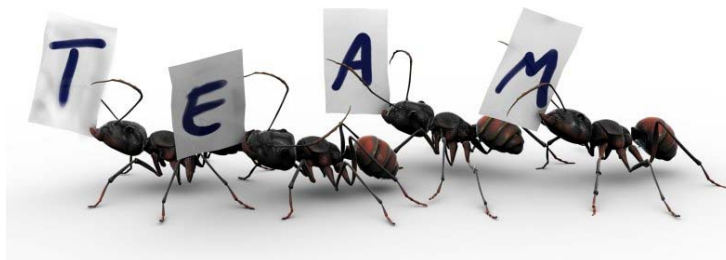
On key issues augment the hierarchical flow. Go several layers deep.  
 Talk numbers as well as words. Ensure full comprehension throughout.  
 Replace all inhibitions to upward communications with full openness.  
 Provide the requisite means and adequate incentives to make it work.  
*Listening, hearing and caring are the catalysts which make it thrive.*

14. WORK UNCEASINGLY TO INSTIL COMMON PURPOSE FROM THE BOTTOM TO THE TOP.

Close the classic management and labour gap. Make leadership seamless.  
 Assure the common purpose is keyed to the product and the customer.  
 Get all of the employees enthused and fully involved to support it.  
 Stay in touch and in tune with all of the employees all of the time.  
*Instil in all that commitment from all that determines success for each.*

15. BUILD THE COMMITMENT THROUGH GENUINE OWNERSHIP AND SHARED SUCCESS.

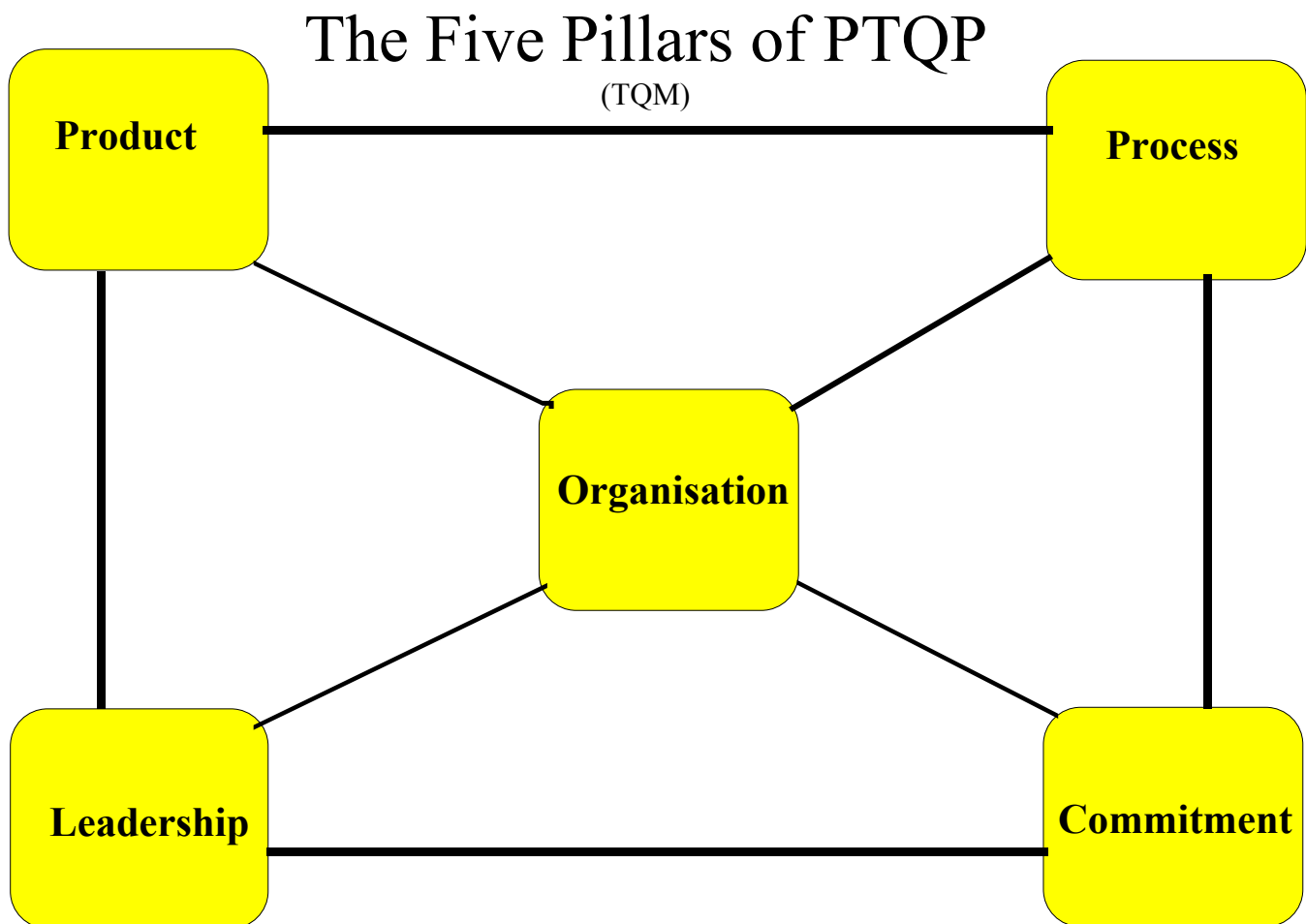
Emphasise the dignity and the worth of each job and every employee.  
 Make wide use of recognition and reward, for individuals and teams.  
 Make involvement real. Provide the opportunity and the incentives.  
 Make ownership real. The test is if they feel it – and apply it.  
*Provide a clear stake in the outcome for everyone, share success.*



16. ABOVE ALL, BUILD YOUR NEW MANAGEMENT APPROACH ON ALL FIVE PILLARS.

It's not complicated or mysterious. It need not all be done at once.  
But it requires actions – not just words. A slogan is not a system.  
The system isn't difficult to implement. Start with these principles.  
The very best companies, worldwide, use them to beat the competition.  
*All who use them reap far greater quality, productivity and success.*

**A HOLISTIC SYSTEM IS A PROVEN ANSWER TO THE NEW REALITIES  
OF THE NEW MILLENNIUM AND BEYOND**



**OUR SOUL is WHO WE ARE:**

**We are the personality of our soul. We never lose our personality.**



**We are a reflection of our parents' personalities. We wilfully embrace our parents' character traits and way of living and beliefs.**

**Our heritage is an outcome only of who we incarnate / individualise via.**



**All humans are descendant from Aman and Amon (Andon and Fonta), who lived about one million years ago. Not Adam and Eve who arrived about thirty eight thousand years ago. We all have the same colour skin pigmentation, just different amounts of it. It is our soul based personality that is who we are! Our nationality and racial background is imposed upon us at birth.**

**To liberate one's real self, one's will, being one's soul, is begun by embracing Feeling Healing, so as to clear emotional injuries and errors. With the Divine Love, then one is also Soul Healing. We are to feel our feelings, identify what they are, accept and fully acknowledge that we're feeling them, express them fully, all whilst longing for the truth they are to show us.**

## **BOTTOM UP DEMOCRACY being LIQUID DEMOCRACY:**

Did you know that the word ‘politics’ comes from ancient Greek that means ‘polis’, the city state in which the first kind of politics was carried out by its citizens. Like us today, identified problems and discussed them.

We do it in the streets and in bars, and in social and family gatherings. In Athens, the citizens all came together on a designated hill outside of the city to discuss issues and to create policies.

Literally every free man (only free men back then) had a say and a vote on each issue. Thus, word on the street was transformed into politics.

This input by citizens into policy making is what we call direct democracy.

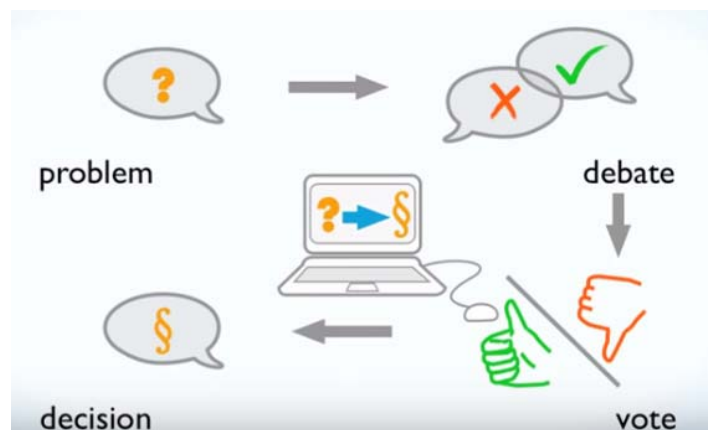
Modern nation states, all around the world, cannot share and do not share one common public space where all citizens can meet.

Reaching an understanding about common issues by merely talking them over is not feasible for the amount of people that need to be included in our modern societies.

The problems of our time are very much different to those of ancient Greece in three ways:

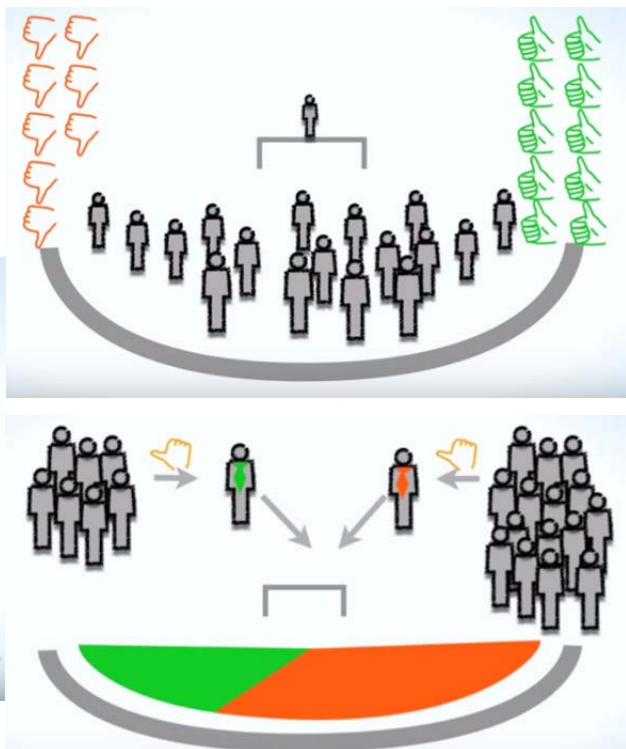
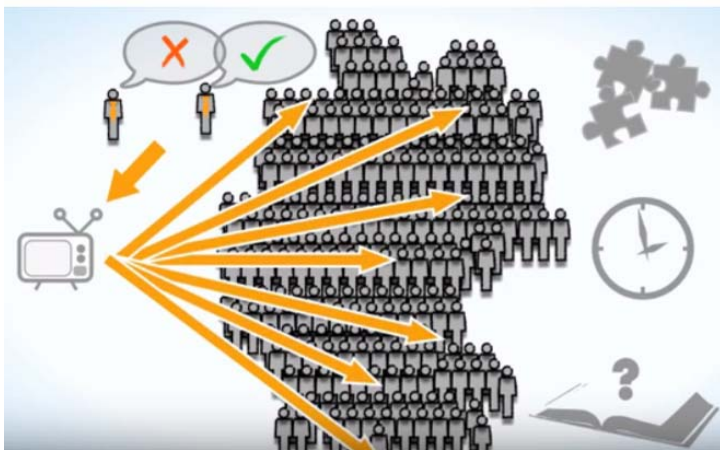
1. Because of the diversity of our modern citizens mitigating their issues is far more complex. Problems grow too complex.
2. More over, to be a citizen today is no longer a vocation. Unlike the man of Athens, we usually have to work to earn a living and we do not have the time to spend all day pondering and discussing political issues. We lack the time.
3. That may be part of the reason why many people may feel they have the adequate expert knowledge about those issues to contribute to the political sphere. We generally lack expert knowledge.

What most democracies do instead is to have designated representatives from the populace to





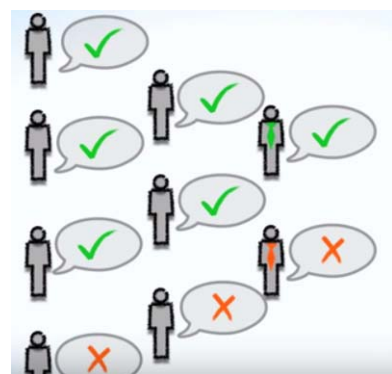
devote their full time to being professional politicians. They carry out the discussion of public issues in our place. Mass media channels their discussions and decisions back to our societies. But only the politicians get to decide on those issues through the designated political arena.



We, the public, do get the chance to vote for a representative of one world view or political persuasion at certain intervals, usually every few years. In most of our democratic systems, the representatives are being organised through party affiliation.

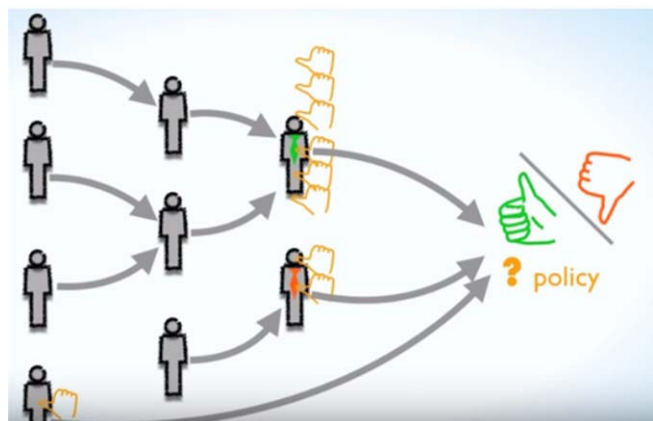
The majorities that come about in the elections then get to decide on current issues, and turn them into policies for as long as they are elected. We regular citizens do not get to have an input during that time, the term of the elected representatives. This is what is called indirect democracy.

Recently, there are a lot of people who are no longer satisfied with such a rigid system that but almost eliminates the citizen from input into policy making. They argue that any citizen at any time should have their opportunity to have their voice heard in the policy decision making process, even if they do not want to become full time politicians.



Full time politicians and parties may still be useful, but every citizen should be given a vote for every issue on the table.

In this system, people may choose to delegate their vote to another who they trust to make an informed decision in their place. They, in turn, may delegate those collected votes to somebody else. Such as a politician who stands for a certain welfare issue perhaps. And they may also chose to elect professional politicians themselves. And now, people also get to vote on policies directly.



Now there are several ways that the input from people may be transformed into policy.

More over, when ever there is a particular issue that



a person has such a strong opinion that they do not want to trust anyone else to make their decision for them, they can take back their vote from the person they delegated it to, and vote on the policy themselves.

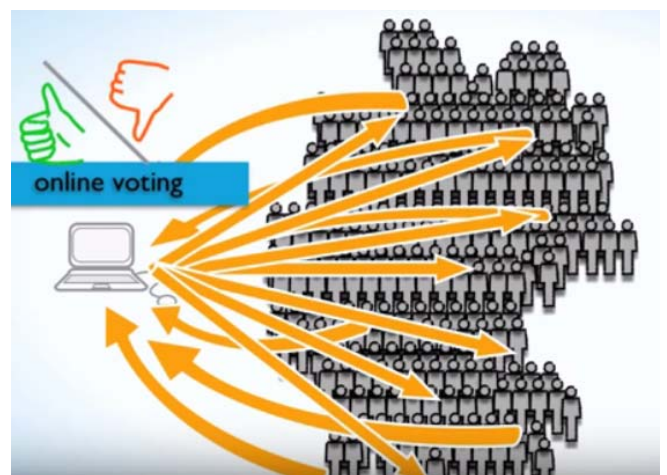
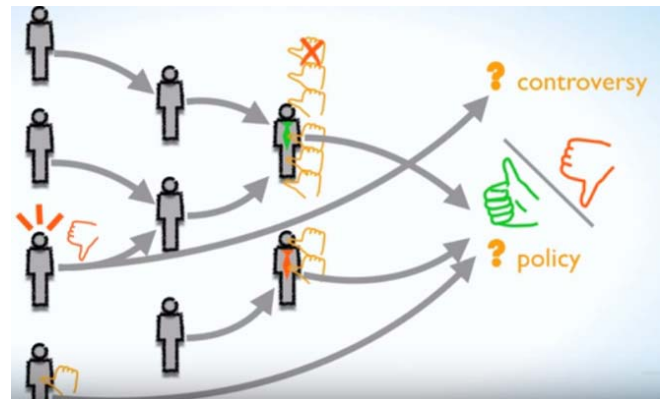
It is this fluid alteration between direct democracy and indirect democracy that gives the name of liquid democracy to this proposed system.

Modern technology has made the public space that all citizens inhabit possible.

Instead of on the hill outside of a city, we may meet in cyberspace. We may discuss on line to determine issues that warrant policy making.

Collaboration tools, such as Wikipedia, facilitate ways in which many people can influence and have ways to have input on policies. Computers and modern comptography can facilitate votes and tally votes and the delegation on votes so that we can decide on these policies.

In this way, all citizens can partake on policy making once again.



## 12 Futuristic Forms of Government That Could One Day Rule the World

<http://io9.gizmodo.com/12-futuristic-forms-of-government-that-could-one-day-ru-1589833046?IR=T>

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## Liquid Democracy: True Democracy for the 21st Century

<https://medium.com/organizer-sandbox/liquid-democracy-true-democracy-for-the-21st-century-7c66f5e53b6f>

by [Dominik Schiener](#)

In the direct democracy model all voters vote directly on issues. In the representative democracy model voters first vote for and elect representatives (Team Leaders, or as considered appropriate) who then vote on their behalf. The interesting take from the diagram is of course the Liquid Democracy model. Here voters can either vote directly on issues (like the two independent voters did on the left and right border below), or they can delegate their vote to representatives who have more specialized knowledge about the issue, or simply more time to stay informed.

Delegation is a sign of trust. A voter trusts a delegate to represent her on certain decisions. If this trust is broken (by for example increasing ideological differences or corruption of the delegate), the voter can simply revoke the delegation and either vote personally, or delegate someone else. As we will see later, exactly this notion of **provisional trust** is important to create a sense of responsibility and accountability for delegates.

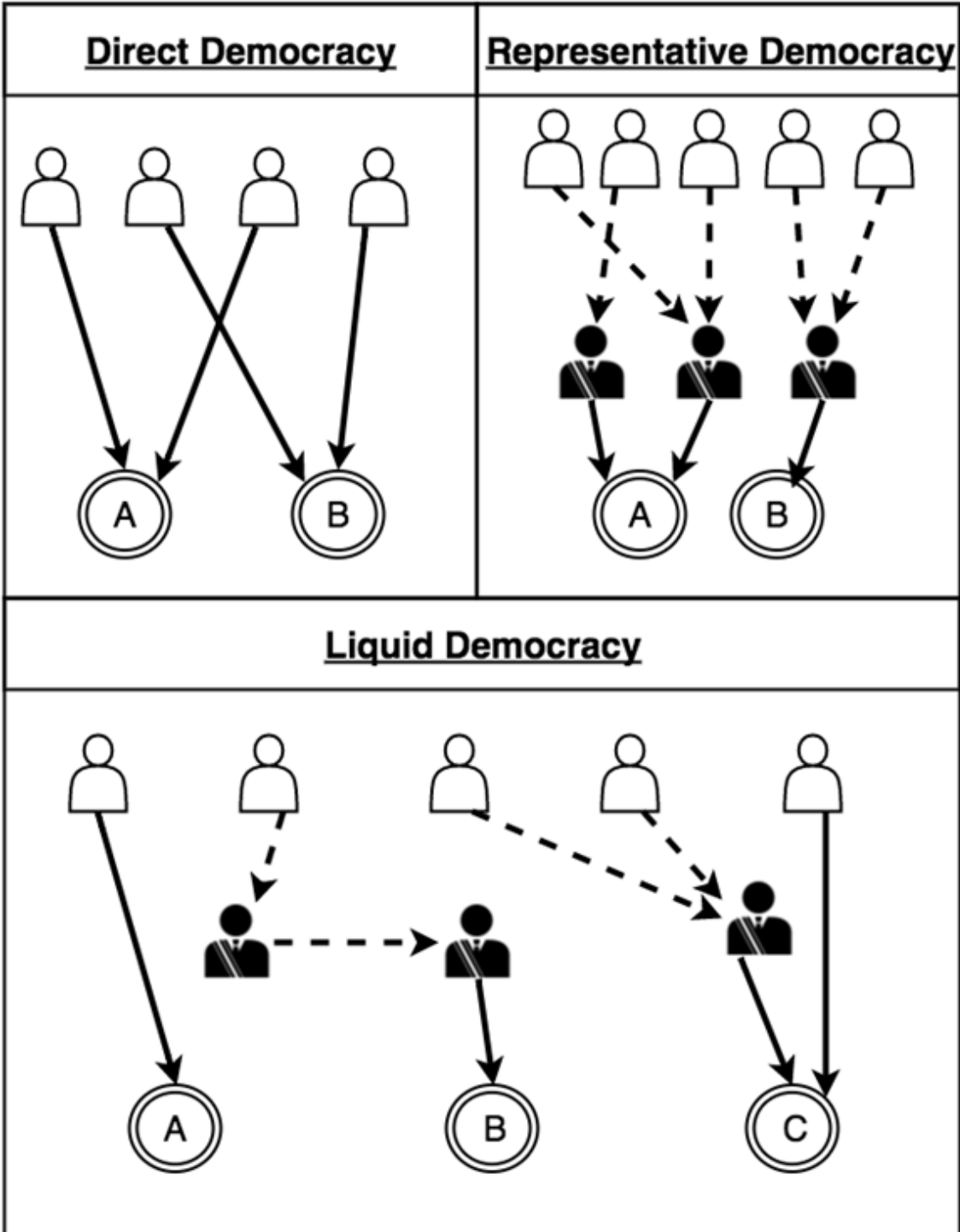
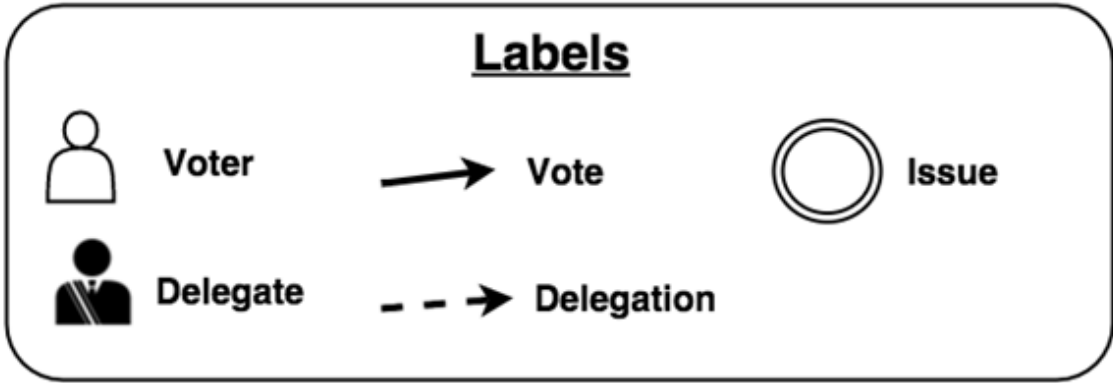
A very important property of Liquid Democracy is **transitivity**. Delegation can not only happen through single hop, but it is completely transitive. This means that delegates can even delegate other delegates to vote on their behalf and all the previous voters (who themselves have delegated their vote) linked in the chain. This transitivity ensures that experts can delegate the trust they've accumulated to other delegates on certain issues on which they have less knowledge and insight about.

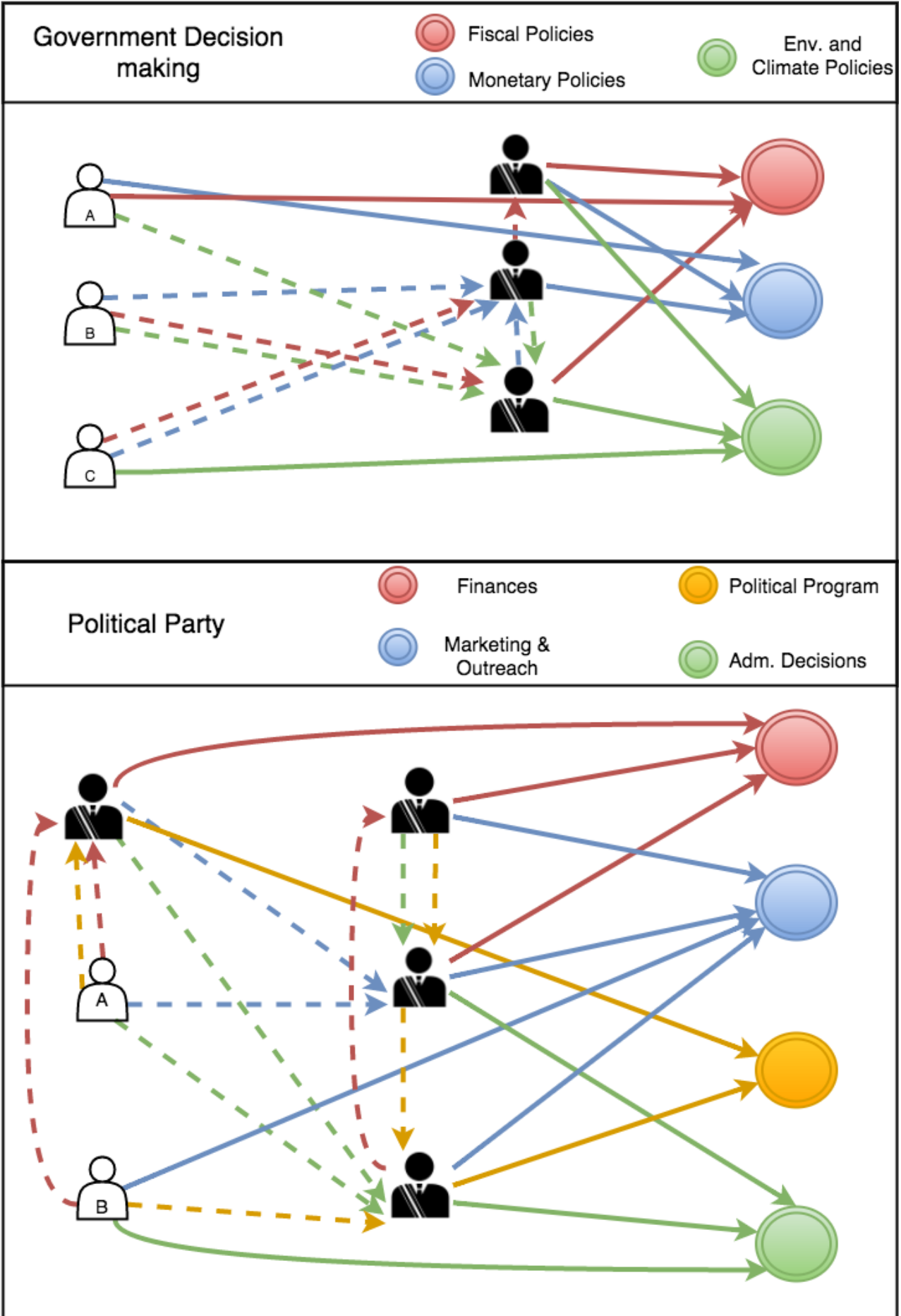
The distinctive factor of Liquid Democracy vs. Delegative Democracy is that of **vote recommendation**, instead of vote proxying (thanks to Josef Davies-Coates for pointing that out). As Sayke has pointed out in the original paper on Liquid Democracy, *“People need to see what answers are being recommended to them **before** they decide how to answer the question at hand. With vote proxying, they can't do that! Vote proxying puts the power in the hands of the proxy—answer recommendation keeps the power in the hands of the people”*.

What is missing from the above diagram is **domain-specific delegation**. A voter cannot only delegate her vote to a single delegate, but delegation can be made to a variety of different delegates that vote on behalf of the voter on domain-specific issues. Through such a system, it is more likely that experts can positively influence the outcome of problems and lead to an overall better result.

The categorization of issues is up to the entire community to decide, but a very simple categorization for decisions inside a government could be: Fiscal Policy, Monetary Policy, Environment and Climate Policy.

To provide you with another example, let's take a political party that is using liquid democracy for its internal decision making. The categories that would make a lot of sense for such a community would be: Finances, Marketing & Outreach, Political Program and Administrative decisions. Decisions that needs to be made will be categorized into these 4 categories. Members of the political party can then either vote directly on these decisions, or they can delegate their voting power on to people with more specialized knowledge that is required to form an educated opinion.





May we explain the diagram in more detail, it might seem a bit confusing at first sight. Let's explain the Government related diagram, the political party diagram is very similar. In total there are 6 voters, 3 of whom who have taken on the responsibility of being a delegate. As mentioned before, there are 3 types of issues (and thus, 3 areas of domain expertise): Fiscal Policies, Monetary Policies and Environment & Climate Policies.

As you can see, nearly each of the 6 voters has delegated their vote in one way or another, except for the top delegate, who voted independently on all issues (must be a true expert). Voter B has delegated every vote, either she is too busy, disinterested or does not have enough knowledge about the specific topics.

Overall, Liquid Democracy is only slightly more complex than direct or representative democracy. But the advantages it offers far outweigh this initial learning barrier. Let's get into details about the advantages.

### **Liquid Democracy: Why?**

Now that we have a better understanding about the problems of democracy today, and have a good overview of how Liquid Democracy works, we can get into details about the big "Why?" Most importantly, we need to provide a solid case as to why Liquid Democracy is a much greater solution than the status quo. I hope that we will achieve this with the following list of Liquid Democracy's greatest features and advantages over direct and representative democracy.

**Liquid Democracy is truly democratic.** Voters have the choice to either vote personally or delegate someone else. This is in stark contrast to the democracies in use today, where users are limited to either constantly vote for themselves, or vote for a representative once every few years. In these two models, voters are either overwhelmed with the kind of work that is required to participate, or they are completely underwhelmed and not included enough in the government's decision making. Liquid Democracy gives voters the freedom to decide their level of involvement, while being able to change it at any time. This means that the decision making of a country is directly in the hands of the entire population.

**Liquid Democracy has a low entry barrier.** The minimum requirement for becoming a delegate is another person's trust. Nearly anyone, willing to take on this responsibility, can become a delegate. No political parties are required to win over voters. Instead of outrageous marketing campaigns where voters are purposefully deceived, only a person's ability and knowledge about a subject counts in winning over delegates. By making the entry barrier as low as possible the overall decision-making process, which includes collection of ideas, comment and debate, will be much more vivid and filled with a diversity of ideas and point of views. Through that, the outcome of decisions will much more likely satisfy a large portion of the population and lead to an overall better governance of the country.

**Liquid Democracy is cooperation, instead of competition.** In representative democracies today the competition during the political race is dominated by lavish and unnecessary campaign spending, attempts at exposing political competitors and purposeful lies to win over voters. Often times, many candidates put more effort in crafting political campaigns to win the competition, instead of actually focusing on the supposed political program and the how's of leading a country. If making sure that voters vote for you is more important than the actual governance of the country, we can be assured that there is an inherent systemic flaw. **Win all and become elected, or lose everything.** That is the motto of democracy today. In Liquid Democracy this competition of becoming a representative is set aside. Instead, delegates merely compete on the basis of earning voters trust, which can only be achieved through continuous efforts and proof of one's abilities. Voters cannot be deceived (at least not in the



long run) and a person's merit, willingness and ability to improve the country, or institution, means everything.

**Liquid Democracy creates responsibility.** Delegation is a sign of trust. If this trust is broken, a voter is able to immediately find another delegate or vote for herself. This provisional trust creates a sense of responsibility and accountability for delegates, because they could lose their delegated voting power at any time. Through this, delegates are more likely to act honest and are willing to vote in favour of the community instead of their own selfish desires.

**Liquid Democracy means direct representation of minorities.** By having a low entry barrier, minorities have it much easier to be represented in the government, or institutions. This means that no extra laws, that require a minimum of representatives to come from a certain ethnicity or race, have to be implemented. Instead, Liquid Democracy is a direct representation of the society's structure and makes it possible for minorities and ethnic groups of any size to have a say in the decision making and governance of the country. Further, special interest groups can be strongly involved as required.

**Liquid Democracy leads to better decisions.** By evolving into a network of experts that make well-informed, domain-specific decisions, Liquid Democracy leads to overall better decisions. Liquid Democracy eventually evolves into a meritocracy where the most skilled, knowledgeable and experienced voters make decisions in their area of expertise.

**Liquid Democracy is scalable.** In today's time, people are far too busy to stay constantly updated on issues concerning the governance of the state, or institutions. Decisions that need to be made are ever-increasing, while time is a precious good that many simply don't want to spend on decision-making for the government. Additionally, we are a society of specialization, and very few are well-informed in different domains. Therefore, through delegation, decision-making is placed in the hands of well-informed experts who are willing to dedicate their time and knowledge to better the overall governance of the state.

## The State of Liquid Democracy Today

The main reason why Liquid Democracy has not been used in practice until the last decade is because of the implementation barriers. Liquid democracies, same as direct democracies, require an underlying technical infrastructure that makes it possible for participants to constantly cast or delegate votes. Only through the Internet and advances in cryptography has this been possible during the last few decades.

Apart from the technical barriers, a much larger barrier today is the educational one. As this survey has shown: <http://publicvotes.org/vote/ec94wL7Sw37iZtRwf> only a small number of people have even heard of Liquid Democracy. Therefore, to really implement Liquid Democracy in large communities, a lot more effort needs to be placed on educating citizens about the advantages and the new democratic possibilities offered. The only real solution for that is to create interesting use case that display to people inside and outside the community what Liquid Democracy really means and the advantages it offers.

A great effort is being done by Pirate Parties across Europe which are using software like LiquidFeedback (<http://liquidfeedback.org/>) for certain decisions and even elections. Apart from this, Google has recently published their results of an internal experiment with Liquid Democracy. ([http://www.tdcommons.org/cgi/viewcontent.cgi?article=1092&context=dpubs\\_series](http://www.tdcommons.org/cgi/viewcontent.cgi?article=1092&context=dpubs_series))

We will see a lot more developments in this area and I think that Liquid Democracy will progress well with new initiatives that take place. Bryan Ford (<http://www.brynosaurus.com/deleg/>) has published a lot of fantastic work about Liquid Democracy and I encourage you all to check it out.

I will personally work on an implementation of Liquid Democracy on Ethereum and also collaborate with a few existing voting solutions to create new use cases.

## Conclusion

Liquid Democracy is the democracy model fit for today's society. The technology is ready, the only thing missing is more effort into working on concrete implementations that research this area in more detail. Most importantly, we need to determine which models are applicable for the actual governance (directive or administrative) of a country.

I am confident that over the coming years many of the questions that I and others have will be answered. Who knows, perhaps we will see a small city, or even just a village, adopt Liquid Democracy in a decade or two? How about Pascas WorldCare on a worldwide canvas? That is certainly possible.

## Sources

[1] <http://homepage.cs.uiowa.edu/~jones/voting/pictures/>

[2] <http://www.civicyouth.org/2014-youth-turnout-and-youth-registration-rates-lowest-ever-recorded-changes-essential-in-2016/>



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**LIVE FEELINGS FIRST**

### COUNCIL of ELDERS:

What is distinctly different, presently, with the evolvement of Pascas WorldCare, is the support that it is provided with from what is referred to very appropriately as the Council of Elders.

We, being Pascas WorldCare, being in the physical environment are to find our own way forward. We must discover for ourselves how we are to evolve in love and truth, both of these being inseparable. Those who have gone, before us, into the spirit worlds cannot tell us what and how we are to do things.

This proviso does mean that we are to develop and evolve under our own initiatives. We have to take the steps and initiate the developments of our soul condition ourselves. This only takes one individual to evolve a step further and then our Celestial friends can then move in synchronicity with this progression and assist all of humanity up to this higher level of evolution.

As two have progressed with their Feeling Healing, upon reaching thresholds, our Celestial spirit friends have been able to shut down the interference from the mind Mansion World spirits of 1, 2, 4 and 6, this occurred on 22 March 2017. Further, as another threshold was reached on 22 May 2017, the earthing of the Law of Compensation began. That is, those who caused serious harm to other humans will begin to immediately feel the equivalent amount of pain they caused to others. This will progressively quicken for all of humanity over the years to come.

Presently, our Celestial friends are able to now utilise the Light of Truth and amplify its projections. We all possess the Light of Truth to a greater or lesser degree. Those who are endowed will find their communications generally more penetrating and effective than other wise.

The Council of Elders consists of a main soulgroup with 'Nanna Beth' presently as spokes spirit. A soulgroup consists of 12 soulmate pairs, that is, 24 individual personalities, 12 male and 12 female. The main soulgroup is assisted by a further 12 soulgroups, thus 312 individuals in all. Given a possible average age of 125 years, then Pascas WorldCare is assisted by some 39,000 years of experience.

It is understood that the Council of Elders will continue to assist Pascas WorldCare throughout its existence. Those with mediumistic capabilities and are fully engaged in their Feeling Healing will progressively assist with interconnecting with the spokes personality of the Council of Elders on behalf of Pascas WorldCare.

As such, as mediums become advanced in their Feeling Healing, it is most likely that their communications will extend not only to the Council of Elders, but become engaged with Angels, Nature Spirits, Teacher Son and Daughter Spirits and others, as we come to fully realise that we are also spirits, however, in the flesh. Mind spirits from the mind Mansion Worlds will continue to remain closed out. Developments as we move along on this journey will continue to remain timed to prophetic events.





# The Engine Room





**Upon entering the Engine Room of Pascas WorldCare, the touch screen will reveal:**

- Dominant languages of country or region.
- Population and population of centres within each country.
- Legal issues and freedom restrictions to be considered, country by country.
- Cultural issues within each community and country.
- Proposed and established Pascas Care Centres – and style thereof.
- Books and Pascas Papers that are available.
- Editing stage in the English language of same.
- Translation stage for each language of same.
- Who is doing what on each of the publications.
- Where the work is being carried out.
- Audio and visual productions in progress.
- Audio and visual language conversions in progress and completed.
- Location and name of each University and Centre of Education.
- Location of Libraries.
- Other institutions and services that can be supported with publications.
- People that are actively engaged with Pascas in each location.
- Additional projects that are Pascas supported in each location.
- Generally, every aspect that is in progress in every location around the World.

From day one, the Engine Room of Pascas Foundation will work to deliver into every community in every country on the planet. This is a global program to bring awareness.



JOURNEY of HUMANITY into and through the GREAT U-TURN:

Humanity reaching its most evilness, the most lost, the most separation of soulmates. Humanity can begin its Healing. The Great U-Turn begins, the dawning of the Spiritual Age.

Humanity increasing its self- and feeling- denial, its denial of truth. Soul partners getting further apart. Rebellion then Default

The true Healing of humanity. Humanity Healing itself by doing its Feeling-Healing and Soul-Healing with Divine Love. Soul partners getting closer together as people express all their feelings more truly.

The Great U-Turn will bring about the Ages of Light and Life.

First soulmate pair – Andon and Fonta

The last humans, the last soulmate pair on Earth.

Lucifer & Satan

Adam & Eve

Present Day

Jurisdiction of humanity and spirit worlds is now with Celestial Spirits.

Rebellion leaders are now removed

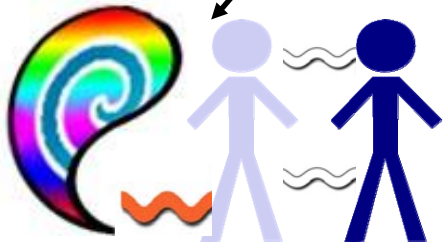


One Soul, two personalities: Each half being complete in itself.

Duplex Soul: Our soul manifests two personalities through the process of incarnation.



SOUL PARTNERS



PERSONALITY

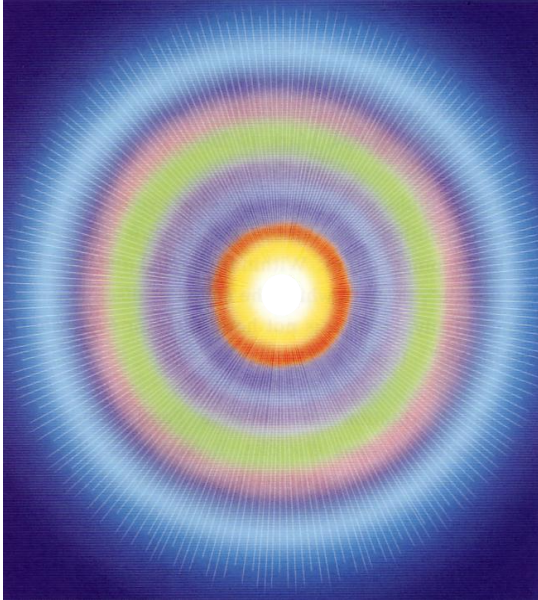


PERSONALITY

## DIMENSIONS of ONE'S EXISTENCE:

Our SOUL IS NOT ENSOULLED IN OUR SPIRIT BODY. Our soul exists existentially in a whole different level or plane or place or dimension of being – 'soul land'. It doesn't exist in Creation, it's not experiential like Creation is. The soul, all souls, help create their part of Creation by expressing their personalities into Creation, and then by having their personalities do things (further create) in Creation.

SOUL exists existentially



Our Physical Body and our Spirit Body are of Creation, being linked together by cords of light as are the two spirit bodies, male and female, to the one Soul.



One's unique personality is soul based. Our unique soul expresses its unique personality through the two spirit bodies and physical bodies expressing both the male and female aspects.

## PERSONALITY



**Our soul is the centre of our personality.  
We are children of our Heavenly Parents.  
Our soul manifests a male and female personality - it is a duplex!**



**MONITORING and MANAGING the HANDOVER to the AVONAL PAIR:**

To PARADISE, the HOME of OUR HEAVENLY PARENTS

The Central Soulgroup of the Council of Elders have established a 'Battle Room' on each of the Celestial Heaven spirit worlds and each of the Divine Love spirit worlds. From 'hot wired' connections on Earth, including the 'Engine Room' on Earth, events are recorded and broadcast live throughout these worlds. This enables spirits of all 6 spirit worlds to interact and engage in the changes that are now being implemented at an ever increasing rate.



Council of Elders now around 20 Soulgroups

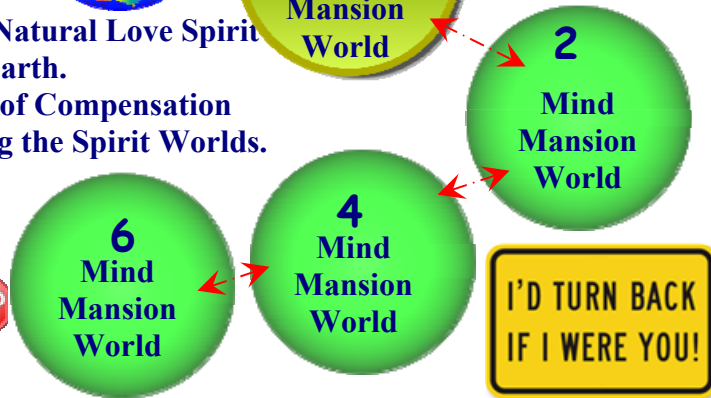


Rebellion and Default officially ended 31 January 2018



22 March 2017: Negative influence from Natural Love Spirit Mansion Worlds 1, 2, 4, 6, was cut off to Earth.

22 May 2017: The quickening of the Law of Compensation commenced, thus the beginning of earthing the Spirit Worlds.



**WHICH WAY? MIND SELF RELIANT or FEELING AND GOD RELIANT:**

To PARADISE, the HOME of OUR HEAVENLY PARENTS

# The Way Home



Council of Elders  
now around 20  
Soulgroups

Maybe something like 30 billion people have recognised that our Mother and Father's Divine Love, together with embracing one's Feeling Healing, that with these two aspects, have progressed through the Mansion Worlds to the Celestial Heavens and onwards.

Mansion World 7: is then about still working with the deepest and residual bad feelings, whilst looking to sort out how you wrongly relate to yourself and others, nature and God because of being unloving, understanding how your relationships are unloving, how you don't connect properly, how unloving you really are and why and fully accepting the truth of it, coming completely to grips with your parents not loving you as you needed to be loved – sorting it all out, including your self and feeling expression difficulties.

Mansion World 5: is then about going right into the depths of them, feeling how unloved you feel and seeing how unloving you are and how that makes you feel, bringing out the majority of your pain, your misery, fear, anger, guilt, hatred, boredom, terror, rejection, nothingness, feeling powerless, alone and abandoned, and so on.

Mansion World 3: is for waking up to the truth that you're not loving and starting to get in touch with your pain, starting to accept your bad feelings, starting to work with them instead of rejecting them.



More than 200 billion personalities have embraced their mind and self reliance through the misguidance of 'New Age' styled ideologies and the many thousands of different religious platforms, all of which take the person further and further away from our Heavenly Parents.

For a million years, humanity has gone in the wrong direction with its self-denial of self and feeling!



## **I'D TURN BACK IF I WERE YOU!**

The Natural love spirit Mansion Worlds as to how they have been for all these hundreds of thousands of years and as they are set up currently, are to help spirits advance to the fullest of their self-denial that they can. That is, so as to become as evil as they can. And all under the guise of being 'loving'.



It's why they are called the mind worlds, namely Mansion World / spheres 1, 2, 4 and 6. That is because the spirits are using their minds to complete their rebellion – denial of self and feelings, and rejection of our Heavenly Parents as well their Creator Son and Daughter. So yes, the top of Mansion World sphere 6, spirits are the most evil, the most in rebellion, the most in default, the most wrong and unloving and untrue, even though, they appear, because they've trained their mind to do so, to be the most loving, but it's all false and contrived – such as the Eastern gurus. Total mind over feelings, blocking all the bad ones and using your mind to only make you feel good.

Typical of those on their way up in the mind worlds are not open to anything, they do not want to know about feeling bad and going with their bad feelings looking for their truth, because that scares them, that's not nice, that doesn't make one feel good, it threatens their control, they reject that preferring to stay in their nice safe space. Which is how it is for these Natural love mind spirits using their minds to control their feelings.

We've all got to take responsibility for our evilness even though we were made to be that way and rebel by default, but there is no getting away from it, and it has to be compensated right to the last farthing, which is what being in the hell planes is all about, and which keeps being applied right the way through the Mansion Worlds. **In the mind worlds you can continue to use that inner pressure requiring compensation for your bad deeds, to further contrive love and pretend you are all holy and loving and not hurting anyone anymore, which on the surface of it you are not, but underneath still are, all the way up through to the sixth world; or, you can allow it to keep working on you right the way up through the Divine Love Mansion Worlds doing your Healing.**

And apparently what's going to happen is the Natural love mind Mansion Worlds are going to be divided, so within them, there will be spirits doing their Feeling Healing – without the Divine Love, and still limited to the sixth Mansion World, but looking to be true and end their rebellion. And then there will be those still carrying on denying themselves as they have always done. So you will have spirits in the Feeling Healing Natural love sectors that will truly perfect their Natural love; and those spirits still in the mind sectors perfecting their wrongness. The opposites or extremes living side by side. And then you'll still have the Divine Love Healing Mansion Worlds, being spheres 3, 5, and 7, doing their Soul Healing.

And as for a summation: "Divine Love Mansion World / sphere 3 is the waking up to the truth that one is not loving, also their being a lot of assistance. Sphere 5 is then about going right into the depths of feeling how unloved you feel and seeing how unloving you are and how that makes you feel, also this is a time when one can then progress and manage their own progress through their Feeling Healing. Sphere 7 is then about still working with the deepest and residual bad feelings, whilst looking to sort out how you wrongly relate to yourself and others, nature and God because of being unloving, this is a time of great realisation and comprehension with much of the prior experiences starting to be drawn together."

Mansion World 3: is for waking up to the truth that you're not loving and starting to get in touch with your pain, starting to accept your bad feelings, starting to work with them instead of rejecting them.

Mansion World 5: is then about going right into the depths of them, feeling how unloved you feel and seeing how unloving you are and how that makes you feel, bringing out the majority of your pain, your misery, fear, anger, guilt, hatred, boredom, terror, rejection, nothingness, feeling powerless, alone and abandoned, and so on.

Mansion World 7: is then about still working with the deepest and residual bad feelings, whilst looking to sort out how you wrongly relate to yourself and others, nature and God because of being unloving, understanding how your relationships are unloving, how you don't connect properly, how unloving you really are and why and fully accepting the truth of it, coming completely to grips with your parents not loving you as you needed to be loved – sorting it all out, including your self and feeling expression difficulties.

It is agreed that the lower worlds are about waking up to what's involved, however from then on it depends on how it's all structured for the individual in their negative state as to how much ongoing assistance they might need. Some need help all the way along, whereas others have been able to work with their feelings, themselves, right from the beginning.

And yes, each of the Divine Love healing Mansion Worlds, 3, 5 and 7, are equally painful to work through, just focusing on different aspects of yourself and your Feeling Healing with Divine Love. And then in the higher planes of the 7<sup>th</sup> world comes the transition, where one's pain starts to end, and you start feeling so much better about yourself, you are fully accepting of your negative unloving state, you are fully unloving although even starting to become more loving – truly loving, of yourself, God, and then other people.

Then onto the Celestial Heavens by progressing into Sphere 8 and then onwards further, all the way home to Paradise.

Maybe something like 6 billion people have recognised that our Mother and Father's Divine Love, together with embracing one's Feeling Healing, that with these two aspects, have progressed through the Mansion Worlds to the Celestial Heavens and onwards.

More than 200 billion personalities have embraced their mind and self reliance through the misguidance of 'New Age' styled ideologies and the many thousands of different religious platforms, all of which take the person further and further away from our Heavenly Parents.

The 1<sup>st</sup> and 2<sup>nd</sup> Spirit Mind Mansion Worlds / spheres are jammed to the rafters.

For a million years, humanity has gone in the wrong direction with its self-denial of self and feeling!

Nanna Beth

Sunday, 18 June 2017

**Firstly, consider discovering the truth of your emotional pain through Feeling Healing.  
Secondly, consider longing for our Heavenly Parents' Love as you progress with your healing.  
Primary and most important readings are the writings of James Moncrief.  
Then consider the Padgett Messages, and then The Urantia Book.**





God is God, who is our Heavenly Mother and Father, being SoulMates. There is only one Soul that is God's Soul, that being the Soul of our Mother and Father. Our Heavenly Parents are the First Soulmates; The Two Who Are One who have brought us all into being.

Jesus and Mary are soulmates and a son and daughter of God.

Mary of Magdalene and Jesus of Nazareth, where both free of sin. Mary and Jesus, combined in their love for us, are our spiritual teachers and guidance for us to find our way home to our Heavenly Parents. Mary and Jesus have liberated their Spirits of Truth who we can long to for assistance and guidance. They are known as Jesus and Mary of Nebadon, the universe system in which Earth is. They are the Creator Son and Daughter ruling this region.

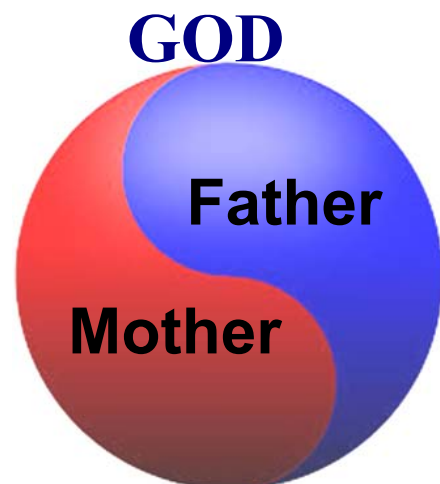


To start this journey we are to liberate our souls from being entombed within our suppressive minds, through feeling and longing for the truth of our feelings via our soul and peel away our injuries incurred since our conception.

The Avonal pair, should they be here, are to support humanity on Earth exclusively. They are to continue the work of the Creator Pair, Mary and Jesus, and will be assisted by them. The Avonal pair will, during their life on Earth, experience the full Feeling Healing process and Soul Healing process so that through their Spirits of Truth, which they are to release upon their physical death, will be able to be called upon by all those who embrace their own Healing. The Earth names of the Avonal Pair may not become known.

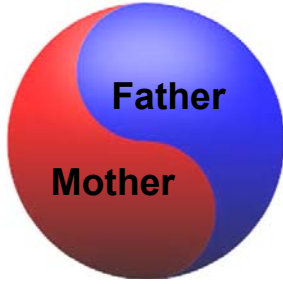


Humanity, all being soulmate pairs, are ascending mortal souls who are to reach inward and progress Paradise-ward for the God experience. As part of our journey of evolving our souls we are to experience evil, that is the denial of God and the Creator Pair. We can long to the Spirits of Truth of Mary and Jesus and soon to the Spirits of Truth of the Avonal Pair. Our Indwelling Spirit is our direct connection to and with God.



AVONAL PAIR to be RESPONSIBLE for SPIRITUAL WELLBEING of EARTH:

**Heavenly Parents**



The Paradise Pairs, children of God, are all only concerned with the spiritual wellbeing and upliftment of the planets and local universe. Creator Son and Daughter, Mary and Jesus, are focused upon the spiritual wellbeing and upliftment of the whole of Nebadon which involves Earth, one of 3.8 million planets.



**AVONAL PAIR**

The Spirits of Truth of the Avonal Pair are to join with the Spirits of Truth of Mary and Jesus.

**Soulmates**



**COUNCIL OF ELDERS**



The Council of Elders, 12 Celestial soulmate pairs, being a Soul Group, guide to Founder of the Global Humanitarian Fund that is to disseminate Feeling Healing and Soul Healing guidance.

**Soulmate PAIR** while living in the physical of Earth, are to complete their Feeling Healing whilst embracing Divine Love, thus completing their Soul Healing. Being the first humans to do so, they will subsequently, upon their physical deaths, release their Spirits of Truth so that the whole of humanity, for the next 1,000 years, can embrace and progress in their soul development through Feeling Healing.



**GLOBAL HUMANITARIAN FUND**

Through the Global Humanitarian Fund, humanity is to be introduced to the processes of Feeling Healing and Soul Healing. Further, they will also become aware that our Spiritual Teachers of Truth for the next 1,000 years will be the Avonal Pair who will be handed this task from Jesus and Mary, and much, much more.



# ENOUGH IS ENOUGH

Andon and Fonta, our first parents to long for our Heavenly Parents, lived nearly 1,000,000 years ago. Naïve humanity was seduced by high spirits, the Lucifer pair, to believe they could be gods through their minds, thus men subjected women to subordination 200,000 years ago. This was added to by the default of the Adamic pair more than 38,000 years ago when they failed in their mission.

## REBELLION & DEFAULT **200,000** YEARS

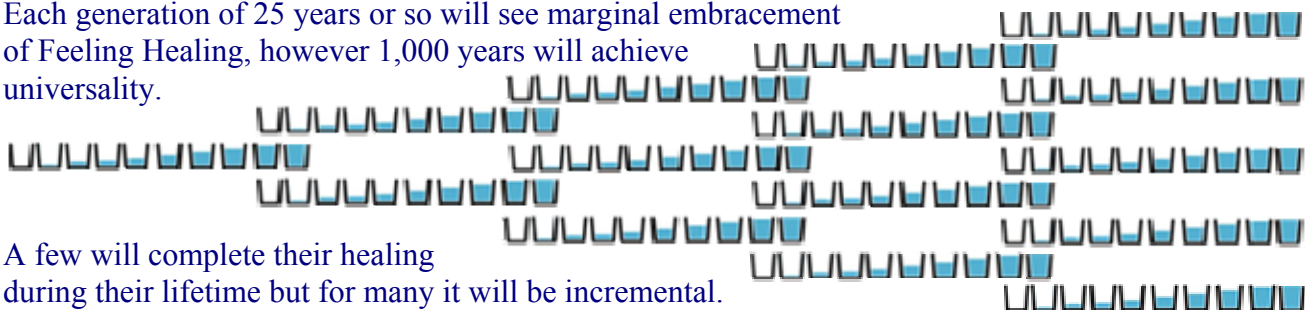
When Jesus with Mary achieved their full Regency of Nebadon, in 26 CE, they immediately had the Lucifer and Satan soulmate pairs assigned to a spirit world prison. Since then, the Creator Pair have been preparing for the end of the Rebellion and Default for humanity of Earth. The Avonal Pair now on Earth, once commencing their Healing, brought about the imprisonment of the Caligastia and Daligastia pairs in the early 1990s. As the Avonal Pair advanced with their Healing they brought about the formal end of the Rebellion and Default, on 31 January 2018. It is now for all of humanity to embrace the Spirits of Truth of the Avonal Pair and undertake their healing of the imposts of the Rebellion and Default.

## Avonal **AGE 1,000** YEARS

Spirits of Truth of the Avonal Pair will guide us through our Feeling Healing and into the Celestial Heavens with Divine Love, then the Spirits of Truth of the Creator Pair will lead us through the Celestial Heavens and out through Nebadon towards our Heavenly Mother and Father in Paradise.



Each generation of 25 years or so will see marginal embracement of Feeling Healing, however 1,000 years will achieve universality.



A few will complete their healing during their lifetime but for many it will be incremental.

Universality of Feeling Healing with Divine Love will see the mitigation of discomfort, pain and illness as well as the imposts of global warming and Earth changes. As those events are to ensure that each of us embrace our feelings, both good and bad, down to the very core, so that we fully come to know who we truly are. Sciences will endeavour to remove pain only to see disease manifest in different forms. Earth disturbances are a result of the Harmonic Convergence of the late 1980s, increasing the rotation of the Earth's central core, this will only abate when humanity has universally embraced Feeling Healing. These influences are only imposed upon us so that we do not step back into the Rebellion and Default through complacency. Live Feelings First. We are to become the true personalities we are, that being daughters and sons of our Heavenly Mother and Father.



# Crossover

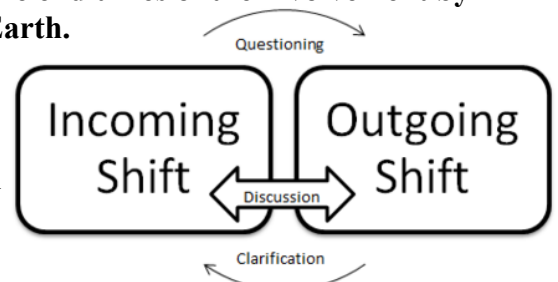
This time, in the history of humanity, is the most exciting time ever experienced.

# the Handover

This is the time that man is now able to evolve in its spiritual development. Man has endured 200,000 years of Rebellion and compounded this with the Default of some 38,000 years, now it has been provided with the guidance to put aside the negativities of the Rebellion and Default.

With the guidance that was provided through James Padgett (1914 through to 1923), man became again aware of the availability of Divine Love from our Heavenly Parents. This also heralded the handover. That is, the commencement of the end times of the involvement by Mary and Jesus in the spiritual affairs of humanity on Earth.

Soul groups that have been in place during Mary and Jesus' 2,000 year involvement with Earth have progressively handed over to soul groups that have been forming since 100 years ago. The older soul groups have mostly progressed on further towards Paradise.



The second revelation to follow from the availability of Divine Love is the processes of Feeling Healing and Soul Healing. These are being revealed through and by Marion and James Moncrief. Upon their completion of Soul Healing and upon their deaths they will release their Spirits of Truth which will unify with the Spirits of Truths of Mary and Jesus so that humanity, in whole, will have access to these knowings and guidance for the next 1,000 years.

Mary and Jesus, being responsible for the spiritual wellbeing and upliftment of the whole of Nebadon, are to withdraw from their direct involvement with Earth and hand over the responsibilities to an Avonal Pair who take individual responsibility for the spiritual wellbeing and upliftment of individual planets and their associated Mansion Worlds, in this case, Earth exclusively.

## COUNCIL *of* ELDERS

For the next 1,000 years, via the Avonal Pair and the newly forming Soul Groups, Earth will be able to evolve through embracing Feeling Healing, and with Divine Love, one's Soul Healing. These newly formed Soul Groups are effectively 'Council of Elders' to assist humans living in the physical on Earth to enable all to be aware of the way to evolve.

With the absolute end of the Rebellion, this is the first time in 200,000 years that mankind, humanity, can take control of his and her destiny and evolve in love and truth for all eternity!

Throughout this coming era, our spiritual leaders will be an Avonal Pair, yet to be identified.

# REVELATIONS



**Revelation 1:** Our soul becomes encrusted with harmful ways of life, plus negative and erroneous beliefs, these mainly stem from our childhood upbringing and environment. Thus we live untrue to ourselves, we become 'evil'. Whilst we hold to these injuries we limit the amount of Love that we can receive into our soul. To open our soul to the Love we must firstly and progressively feel into our emotional injuries and allow them to be released. Until we emotionally experience past errors and injuries we hold onto them.



To free our soul of damage and toxic emotions we must open ourselves to experiencing them. This is a progressive, slow and uncomfortable cleansing process that we must all experience. Only by addressing the generational injuries will we, as humanity, evolve in love.



To fully divest one's self of our badness, we have to 'go into' our feelings. Call this process of clearing toxic emotions as 'Letting Go', 'Emotional Processing', 'Journey Process' or 'Feeling Healing'. Embracing Divine Love then Feeling Healing becomes Soul Healing.

As part of our Feeling-Healing we will have to work our way into all our feelings to see if indeed they are coming truly from our heart and soul, or if they are being heavily influenced by our mind. And this will then lead us into questioning and uncovering the truth, if there is any, to our beliefs and why we behave the way we do; and is such behaviour based on truth, or is it based once again on untruth, belief, and rules of our mind.

**Revelation 2:** We can long for, ask for and receive the Mother and Father's Divine Love. The greater our soul is free of error and injury, the more of the Divine Love can be received and assimilated into our natural love formed soul. The Love does not free us of injury, however, it strengthens our resolve to continue on our journey to be free of error and injury, to step away from evil aspects that have been encapsulated within our humanness and soul. It is this Love, the Divine Love, that brings about immortality of our soul and it is this Love that will eventually fit us to enter the Celestial Heavens and progress for ever more onwards to Paradise. These two revelations free us from error and enable us to grow in love ever more.



**Immortality with the Love.**



# Steps UP!

## Quantum Jump 1



**REVELATION 1**  
James Padgett 1914 – 1923

James Padgett bravely introduced the availability of the Mother and Father’s Divine Love and a great deal of additional guidance and information, all of which has been supplemented by Samuels, Judas, Reid and Arnold. All writers were under restrictions of personality and circumstances. Revelation 1 opened the door for humanity.

## Quantum Jump 2

**REVELATION 2**  
Marion and James Moncrief 2002  
– ongoing

Marion and James Moncrief have recognised the need for one to engage in Feeling Healing and, by their actions, removed restrictions that James Padgett and others above endured, thus JM is able to critique the writings of the past 100 years resolving points of confusion as well as expand on what has been written. Revelation 2 is humanity’s turning point.

Due to the extra-ordinary nature of Revelations 1 and 2, humanity with the first Revelation would have continued on into its negative pathway of living, however, combining the first Revelation with Revelation two, now humanity can embrace this turning point and commence its evolutionary growth that has required two thousand years to put in place. This is the greatest event in the history of humanity and very few are aware of such, until we enable others to become aware.



Negative Spirit Influence blocked  
22 March 2017  
Law of Compensation quickening  
22 May 2017  
Rebellion and Default officially ended  
31 January 2018



## **WE ARE NOT MEANT TO BE ALONE:**

Feeling bad will make you feel BETTER – Eventually! by James Moncrief

**‘We are not meant to be alone, particularly during the hard times. We need to learn that it’s better to come straight out, to start accepting and speaking about how bad we feel. It’s okay to just cry and tell other people how bad you feel. It’s okay to feel bad. If we could all help each other to express our bad feelings allowing ourselves to feel as bad as we need to feel and for as long as we need to feel that way, wouldn’t life be more caring and loving?’**

‘The childhood suppression of our bad feelings has been so severe that we have to shut ourselves away during our crisis times, the very times when we should do the exact opposite and come out the most. Doing this because this was all we did during our early childhood when our parents rejected us, making us feel unloved, unwelcome and unwanted.

‘Wouldn’t it be nice if when you felt bad and someone asked you if you were okay and did you want to speak about it, you could say: Yes I do feel bad, and yes thank you, I do want to speak about it, and they were there for you all the way along. And you could speak and cry and be as miserable or angry or however you felt for as long as you wanted to. And they didn’t judge, criticise, or try and tell you how to get over it and how to make yourself feel better.



And they just allowed you to go for it, to slobber and blubber and grieve and go through all the natural releasing and healing stages without getting in the way; just being there for you, wanting you to tell them all about yourself – all you’re feeling. And when you were ready, you could long for the truth and try to understand why the pain is so bad, why you are feeling all the bad feelings you are feeling, all in the loving supportive trusting presence of your friend.

‘Wouldn’t it be nice if we allowed ourselves and each other to fully express all we felt and didn’t feel like we had to deny anything; didn’t have to reject ourselves when we felt the most in need. That we could seek help, love, care and attention when we felt we needed it, that we could even ask each other for it, if that’s how we felt, and it was willingly there and given for us to receive.

‘Wouldn’t it be nice if we could allow ourselves to feel and express our pain? And if we could, I’m sure we wouldn’t feel the pain for as long as we do (and in many instance may not even feel the pain to begin with). And we would be able to deal with it, to keep accepting it for as long as it was there, thereby allowing ourselves to move on, to mend, to heal, to come back to ourselves.’

**We are to truly and fully express our feelings and emotions and this is why Pascas is structured ‘bottom up’, so as to facilitate the possibility to enable all within its environment to be free to fully express their soul based feelings – your feelings are the real YOU!**

**Documents within this series – [www.pascashealth.com](http://www.pascashealth.com) library download:**

Pascas WorldCare – and 500 + Years!  
Pascas WorldCare – Corporate Shared Values  
Pascas WorldCare – Good to Great  
Pascas WorldCare – Management of Enterprise the Divine Love Way  
Pascas WorldCare – Teams  
Pascas WorldCare – Teams and Bottom Up Democracy  
Pascas WorldCare – Teams: The Wisdom of and their Operation  
Pascas WorldCare – Teams: with Total Quality Management

And

Pascas WorldCare – Against the Odds  
Pascas WorldCare – Against the Odds break through  
Pascas WorldCare – Against the Odds contact and launch

**By living true to ourselves, true to our feelings, we are living true to God. It's that simple.**

**Golden Rule: that one must always honour another's will as one honours one's own.**



**ALWAYS BE TRUE TO YOUR FEELINGS**