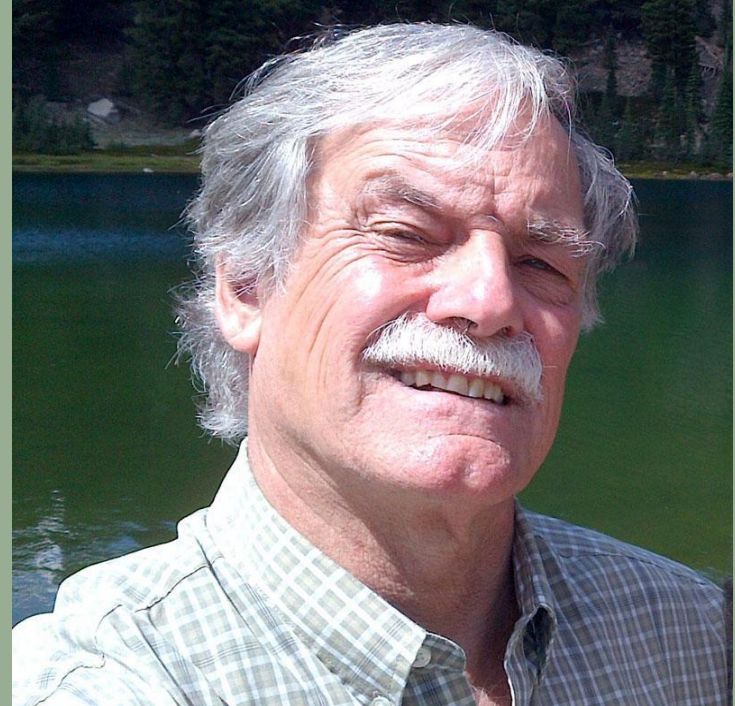


Building a Diverse & Community-Owned Waldorf School: Key Problems & Profund Possibilities

Emma Paulino
&
Ida Oberman

Tuesday October 8, 2024

2) Fr John Bauman and Mr. Ron Snyder Are The Co-directors of FIA International Network





Our organization is governed by a Board of Directors



The center of our work is relationship building and leadership formation in congregations and communities



In our work the leaders decide the issue focus



The organizer work is to provide trainings to develop the skills of people in our communities, and to provide the necessary tools to empower people to make the changes

4) WHO FORMS FAITH IN ACTION EAST BAY (FIAEB)

- FIAEB Board is formed by 25 congregations and organizations allies in Contra Costa and Alameda County. FIAEB represents around 25,000 families in both counties



5) OUR WORK IS GUIDED BY PEOPLE IMPROVING COMMUNITIES THROUGH ORGANIZING (PICO) PRINCIPLES

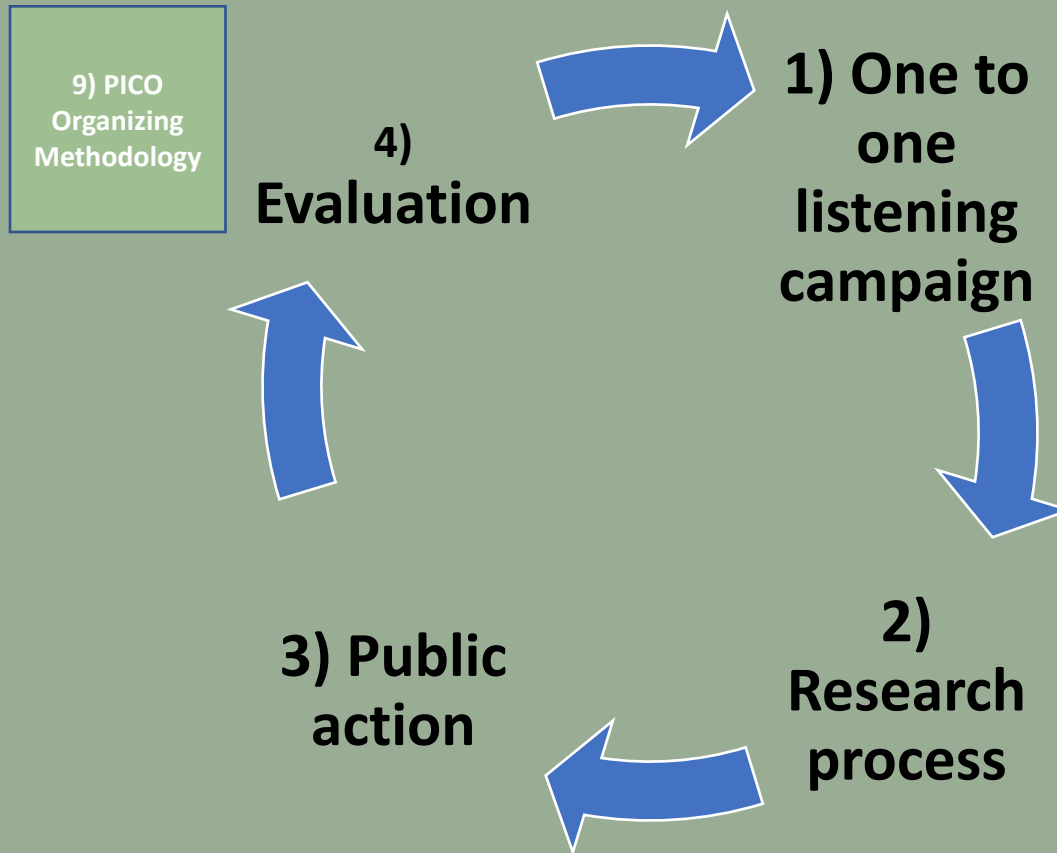
“Never do for what others
can and should do for
themselves”

“The first revolution is
internal”

“Self Interest moves
people”

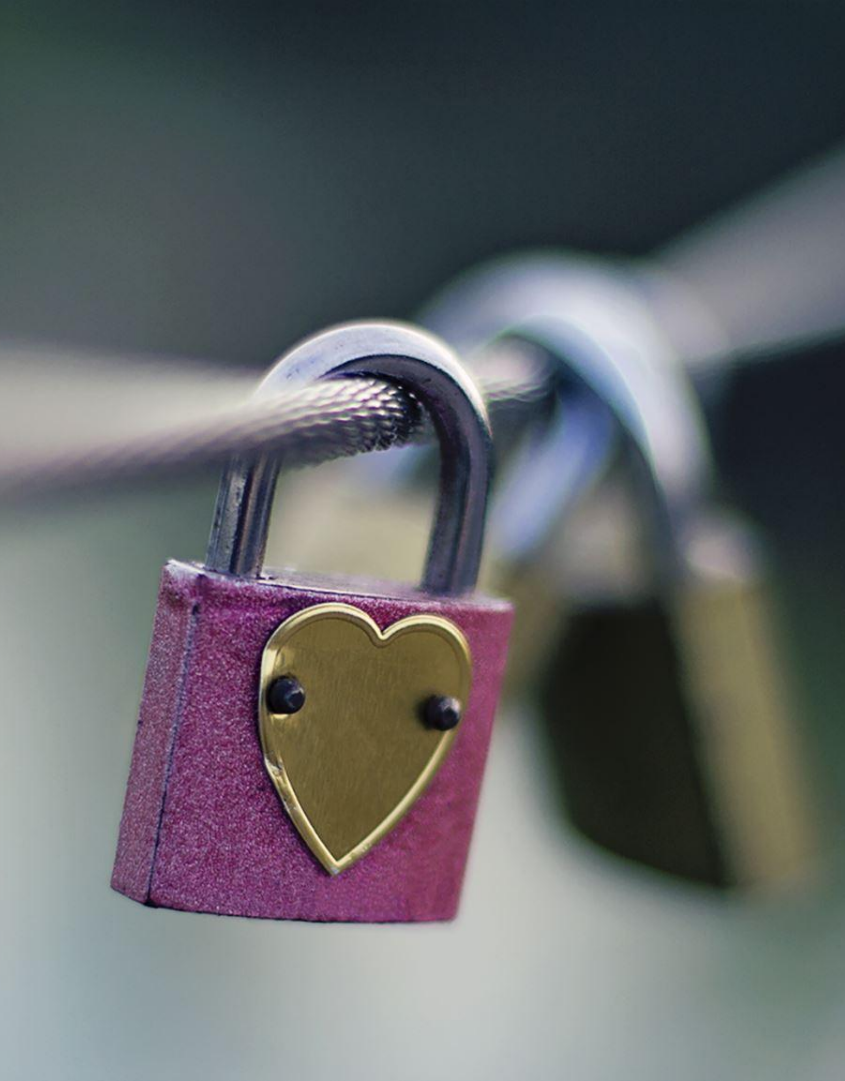
“Power is the product of
relationships”

“Power is the ability to act
and decide”



6) Our Organizing Methodology Demonstrates that:

- Through relationships, the interests of others are identified.
- - By building relationships within the community, we come to understand common pains or interests.
- - This interest leads us to do a research
- Through the research process we learn who and how decisions are made
- - Through this process we build power
- Through using this power, we transform communities, cities, and states,



**7) Through a one-to-one conversations helps us to build relationships
identify people self interest, through
one-to-one conversations
we build power to create
changes**







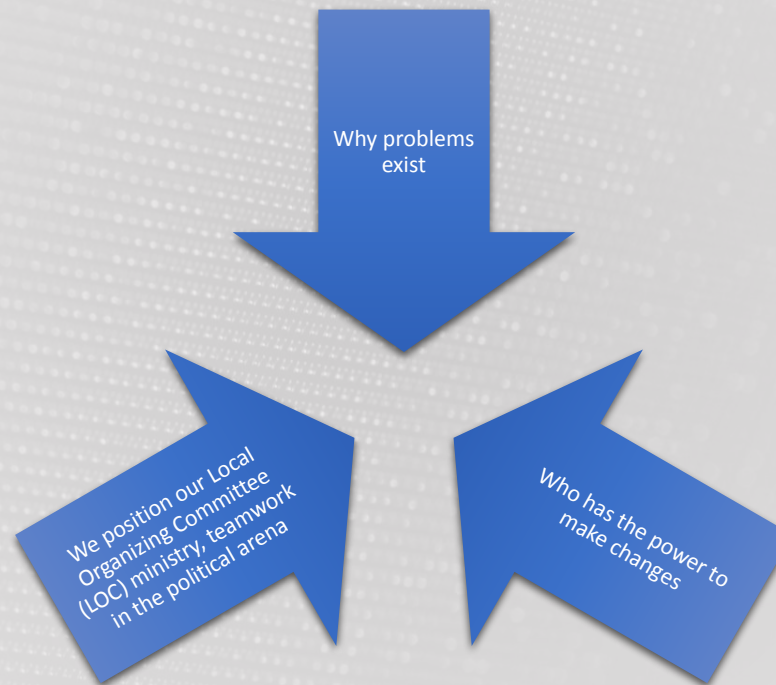
Through research we strengthen our relationships

Build relationships with people in position of power

Analyze and understand political and community power

We identify those responsible/s of our concerns

8) RESEARCH HELPS US TO UNDERSTAND



9) WE BRING PEOPLE TO A PUBLIC ACTION

We exercise power
in the public arena

We bring those
responsible to
make changes

We make demands

We came out with
concrete
commitments from
our guests

We grow our
leadership and
power

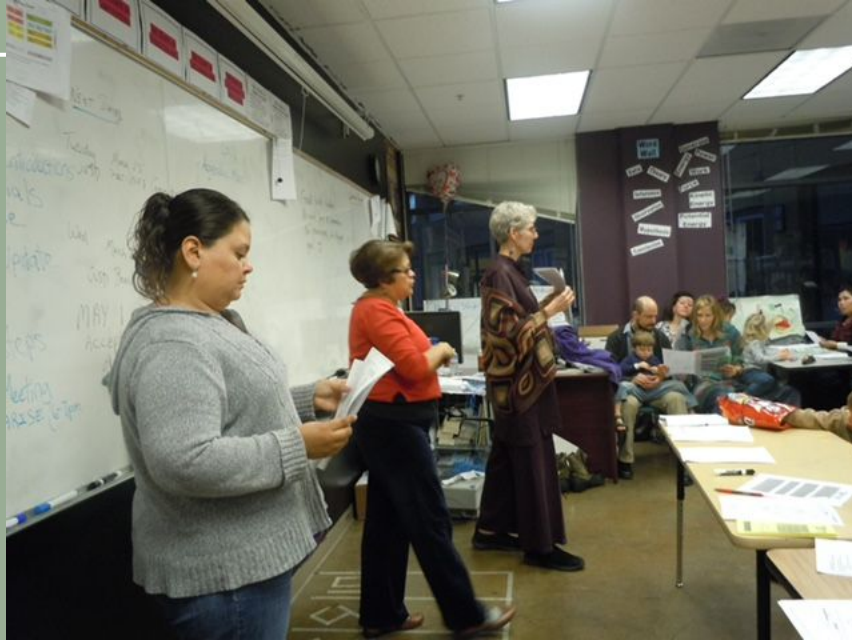
We build
relationships with
people in power

**SAFE STREETS!
SAFE KIDS!**











10) FIAEB IS A MEMBER OF PICO CALIFORNIA NETWORK

PICO is formed by 9 organizations, from the North to the South of the state

Through PICO we represent around 400,000 families throughout the state

11) OUR FEDERATIONS IN CALIFORNIA



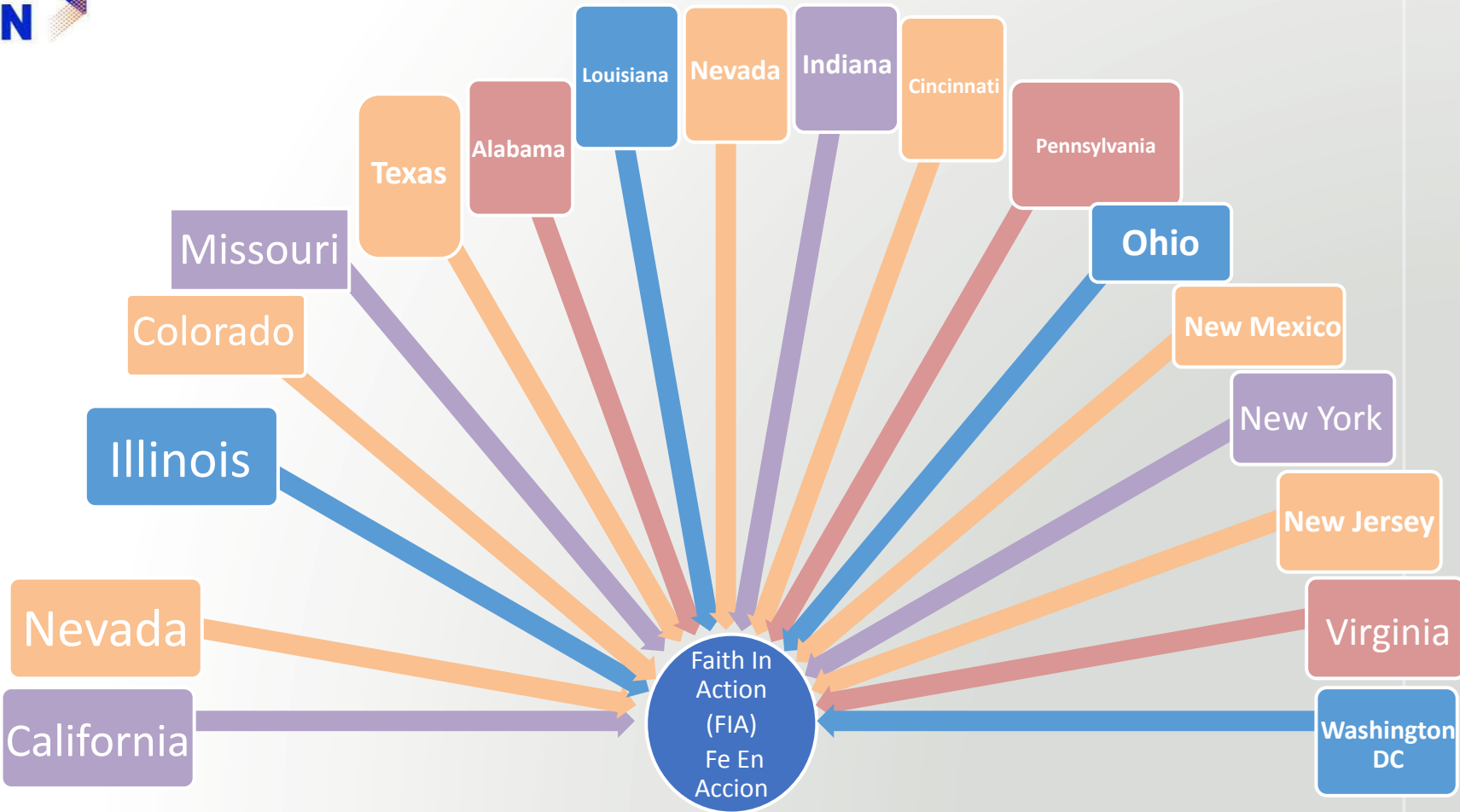


PRESS CONFERENCE WITH DELEGATOR MARIA ELENA DURAZO REGARDING SB567, WHICH WILL PREVENT HOMELESS IN CALIFORNIA

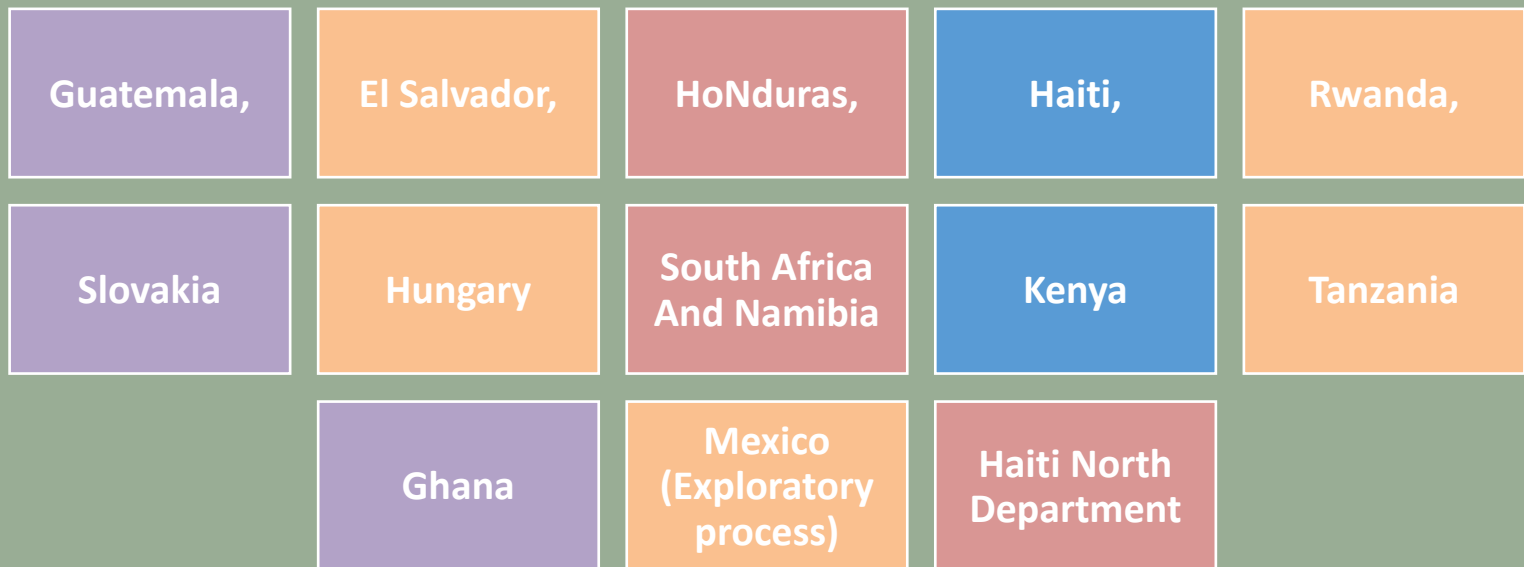
12) THROUGH PICO CALIFORNIA WE ARE MEMBER OF FAITH IN ACTION (FIA), A NATIONAL NETWORK

Through FIA, we are in 26 states

We have 150 organizations throughout the country using the same PICO organizing methodology



13) WE ARE PART OF A GROWING INTERNATIONAL NETWORK





14) THROUGH FIA NATIONAL WE ARE MEMBERS OF FIA
INTERNATIONAL

15) THROUGH THE INTERNATIONAL WORK AND THROUGH THE PICO ORGANIZING METHODOLOGY

We are
transforming lives
and communities

We are building
bridges

Schools

Clinics

Drinking water
systems and more



Focus On Step 1

- 3 Key Features of One to One:
 - An Intentional Conversation
 - A Listening to Identify the other's self interest
 - A Figuring out how I can move the other out of their self interest to take the intended action

Deepening in the one-to-one conversations

- When we share our stories, we share and listen with our head and heart.
- We learn and reflect about people's pain and how that affects the person, family and community.
- We move people to participate by connecting their pain to who do they love.
- We invite people to put their faith-values into action

During a listening campaign we

- Identify people self interest.
- We help people to connect their own pain to the larger community pain.
- We analyze the impact of the pain.
- We move into the research process.

ROLE PLAY

- Waldorf School Leader
- Parent the Leader would like to recruit
 - School leader:
 - Thank you so for meeting and taking time. What is your dream for your children... Are those fulfilled where your child is now..
 - Parent:
 - My child is very smart ; he gets restless just sitting in his chair all day.....
 - School leader:
 - Is your child getting to imagine, do art, move, sing... as ways of learning....
 - Parent:
 - There s a lot of focus on testing and homework
 - School leader..
 - We have a school... would you want to visit..
 - Parent:
 - I've seen people go in and out and concerned: will there be others who look like me
 - School leader:
 - We have open doors for you and others who look like you; feel free to invite your friends, people form our church.. I am going to meet with the pastor at your church and the rabbi at the temple below and the mosque over on the other side of town. We are open for all. Do come. On xx for school tour: our students are the ambassadors.. They will guide you as will I.
- -

Question & Answer

- Thank you for your attention and participation
- Resources for follow up:
 - Links:
 - [Community School for Creative Education](#)
 - [Faith in Action East Bay](#) (Oakland CA)
 - [Faith In Action International](#)
 - - Readings:
 - [Brinson&Oberman, Leading for Inclusion Spring 2020](#)
 - [DiPiero&Mueller, Oakland's Community School for Creative Education, Summer 2015](#)
 - [Goebel, The History of Waldorf Education Worldwide 2019](#)
 - [Oberman, The Waldorf Movement in Education from European Cradle to American Crucible 1919-2008 2008](#)