

THE GENERAL SECRETARY SELECTION PROCESS **Amended and Restated September 2023**

The General Secretary Selection Process attempts to work out of the spirit of Rudolf Steiner's words from 30 January 1924, in *The Constitution of the School for Spiritual Science*:

We have not the right to give people anything else than what they themselves are longing for. It is most important for us to gain this spirit. We have no right to place ourselves above the people to whom we have something to bring. We must wean ourselves of the habit of appearing in a doctrinal fashion or as agitators. We must be able to make it true, that insight – pure insight – is the fundamental element of the life of the Anthroposophical Society.

But the Anthroposophical Society must also be administered – that is to say, the spiritual treasure must be administered, and to this end human beings are needed. This too has had to be provided for by the Christmas Foundation Meeting. And those who support and sustain the administration of the spiritual treasure must be precisely those who come into the Classes, who will attach themselves in doing so to the Executive or Vorstand that has been chosen, and to the leaders at the Goetheanum. You see, my dear friends, to *understand* Anthroposophy, confidence or trust is not needed, but for the administration of Anthroposophy, it should go without saying, you must have the fullest confidence and trust in the human beings who have this work to do. Precisely where the classification into Classes begins, there must be the atmosphere of complete confidence. It is on confidence that we must build. There is no contradiction in this. Have I not said it again and again, ever since the Anthroposophical Society existed: “Anthroposophy itself is to be accepted, not on the basis of authority or trust, but on the basis of true insight. At the same time, the administration of the anthroposophical cause can only be founded on trust and confidence.”

PRELIMINARY NOTES (on the Role of the General Secretary):

(1) The position of General Secretary is addressed in Section 304 of the Bylaws of the Anthroposophical Society in America, paraphrased as follows: The General Council may appoint a member to serve as General Secretary of the Society. The General Secretary shall also serve as a Director (General Council member). The General Council shall appoint the General Secretary from nominations received from the Society membership and that have been designated acceptable by the Executive Council of the General Anthroposophical Society. The General Secretary shall serve as liaison between the Society and the General Anthroposophical Society and shall interact with, and provide guidance to, groups and branches of the Society, as directed by the General Council. The General Secretary shall serve for an initial four year term and then may be reappointed by the General Council to serve for up to two consecutive three year terms.

(2) The person taking up this role and responsibility of General Secretary must be an active member of the School for Spiritual Science.

(3) According to the Bylaws of the Anthroposophical Society in America, the General Council is the governing body of the Society and serves as its Board of Directors. It conducts the affairs of the Society in America in accordance with the principles of the General Anthroposophical Society, and it maintains a close relationship with the membership and with the leadership of the General Anthroposophical Society.

SELECTING THE GENERAL SECRETARY:

(4) Whenever it becomes necessary to select a new General Secretary for the United States, the

General Council will announce to the U.S. members that a vacancy exists (or is forthcoming) and that a Nominating Committee has been formed. The announcement will include the identities of the Committee members, the nature of the nomination and selection process, and an invitation to submit nominations.

(5) The Nominating Committee will consist of a minimum of 5 persons:

Two (2) persons to be chosen by the General Council from among its own members, one of whom shall be a Regional Council representative.

Three (3) persons, one from each region, none of whom may be a Regional Council member, to be chosen by the respective Regional Councils. In the event a Regional Council is unable to put forward a representative, one will be chosen by the Committee Chair or the General Council.

(6) The Nominating Committee shall remain in existence until the General Secretary is selected and begins his/her term after which time the Committee shall be disbanded. The General Council will recommend guidelines and timetables for the nominating process to be used by the Committee. The General Council may provide further duties and qualifications of the General Secretary to the Nominating Committee once it is formed.

(7) For the position of General Secretary, the Nominating Committee will receive recommendations of names and/or other input from members, Groups, Branches, Regional Councils and the General Council. The Nominating Committee will meet by virtual / telephonic / electronic means to save the expense of face-to-face meetings.

(8) After a reasonable period of not less than six (6) weeks, the Nominating Committee will present its recommendation of three to four candidates to the Executive Council of the General Anthroposophical Society. The candidates deemed acceptable by the Executive Council of the General Anthroposophical Society will then be submitted to the General Council for selection of the next General Secretary. If the General Council does not find that a suitable candidate has been presented, it may request that a new slate of candidates be developed by the Nominating Committee.

(9) Once a candidate has been selected, the General Council will promptly inform the members and the General Anthroposophical Society of the selection of the new General Secretary and the date on which he or she is expected to take office.