



## Village eView May 27, 2020

Colette Hoff, Editor



### For These Times We are In

#### Warmth, The Temperature of Happiness

Colette Hoff

“Spatially appropriate” feels better inside me to think and say rather than “social distancing!” We need **not** to push away socially in the middle of a worldwide health crisis. We are learning that the 6 feet rule is helping keep statistics down and masks protect ourselves from ourselves. BUT, none of these practices are about shutting someone out, pushing away, or going cold because you can’t hug anyway. Yesterday, toward the end of a very good conversation with a friend, we both were aware of the strong desire to hug. We chose not to but something more powerful happened. We both put words to the desire to be close and we experienced the space between us filling with warmth and good feeling. We took the time and gave the space for the warmth in our relationship to emerge rather than just a quick “sorry we can’t hug.” This wonderful experience reminded me that we know a lot about staying connected remotely if it becomes a priority in our inner life. Calling a friend can be catching up and chatting, and it could be more if giving and receiving warmth is encouraged by each participant.

My friend, Piero Ferrucci suggests what scientists have learned, we can’t have a good life without the warmth and closeness of other human beings.

*Like babies, we adults also need warmth – psychological warmth. Physical, too: sometimes we need to be touched and cuddled like babies. But mostly we need someone to talk to, someone who knows and appreciates us. Someone who cares about us. Warmth then becomes a metaphor. It is no longer a biological necessity, it is a quality we see in someone’s eyes, hear in her voice, sense in the way she greets us. It is at the very heart of kindness. Ferrucci*

#### **On-Line News of the Goodenough Community System**

The American Association for the Furtherance of Community

Convocation: A Church and Ministry

Mandala Resources, Inc.

Sahale Learning Center

The EcoVillage at Sahale

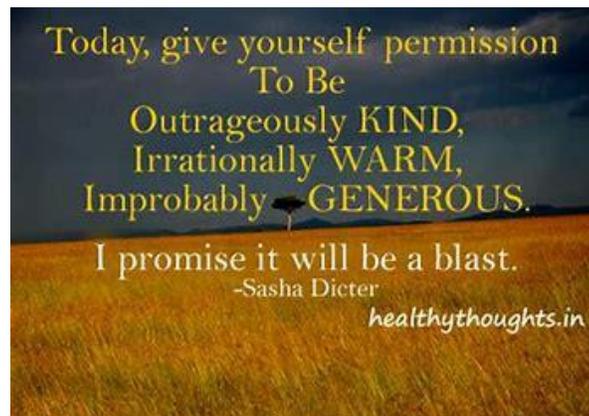
Intimacy, Ferrucci reminds us is not dependent on the being in the same place, it is psychological and spiritual. Warmth allows us to engage the choice to let someone else inside, to have our inner life known—dreams and issues without fear. Yes, some vulnerability is required and can feel risky, however a little risk is worth the benefits of moving closer.

And like some of the other traits of kindness, we humans make barriers to warmth and closeness. If we are too open, our boundaries will be disregarded, or we might get emotionally hurt. These barriers serve to keep people out for reasons ego depends on. Coldness and solitude result. Ferrucci, quoting Dante, describes hell as the absence of all feeling, a dark, frightening place with isolation and no warmth.

By risking the acknowledgement of the need for warmth, change is possible. Giving and receiving warmth happens simultaneously and the benefit is clear for both parties. Think of the image of petting a cat – who gets more out of the experience? We can focus on bringing warmth to our relationships through our presence, positive attitudes, and seeing others as vibrant beings.



*Knowledge of the heart is instinctive, direct, and wordless. You, friend, know your friend needs you. You partner, are aware that your partner is in difficulty, or not. You parent know how your child is feeling without having to ask. Ferrucci*



kindness, is one of the most underrated traits in the world. we focus so much on material things and attention, but forget that it is kindness that brings us a fulfillment that warms our soul.

° The Better Man Project

## 2020 Human Relations Laboratory, August 2 to 8

The Lifeways Circle has the responsibility to develop themes and the curriculum for the Lab. We are considering blending our learning about kindness with the 4 “A” words: Ambivalence, Anger, Arrogance, and Anxiety. **Kindness: A Healthy Response to Our Crazy World** is the theme statement we are developing. Thank you for your thoughts.

As you can imagine, the virus has caused at least three events at Sahale to cancel. In growing concern for our economics, **we are asking you to register for the 2020 Human Relations Laboratory as soon as you can.** On-line registration is available and please let me know if you have a problem. We hope you also might consider a donation to our scholarship fund to help others participate in the event.

You will read more about the Lab in the eView over the coming weeks. We hope it catches your interest.



### **Pathwork, a Program of Convocation: A Church and Ministry -**

The Pathwork Circle is meeting on Zoom and are finding it brings connection to friends and encourages reflection on our inner life and spiritual development. Guest Speakers and teachers are often invited through internet videos.



**You are welcome to join on Sunday, May 31 and June 14** at 7:00 p.m. Please email Colette at [hoff@goodenough.org](mailto:hoff@goodenough.org) to get access information to the Zoom call.



### **More and More Plastic! It gets in Everything.**

Kirsten Rohde

Here at Sahale we talk about how we can reduce the use of plastic and how we can prevent it from getting into our soil, rivers, food and more. For some reason ever since I was young, I knew there was something wrong with all this plastic being used. I've always opted for non-plastic whenever there is a choice but our lifestyles now lead to so much use of plastic. Some uses are essential now but what can we do to prevent the non-essential plastic from proliferating? Now with COVID, more plastic than ever is being used: plastic gloves, single use containers, disposable everything. Perhaps unavoidable in these times but hopefully not for long.

Consumer Reports had a good article about plastic in their June issue. “The reason the public thinks recycling is the answer is that the plastic industry has spent 30 years on multimillion-

dollar campaigns saying that. That was the absolutely wrong message. The message should have been: Don't use so much plastic." (Judith Enck, formal regional administrator of the EPA and president of Beyond Plastics, a nonprofit focused on ending plastics pollution.)

The article goes on to say that most plastic is less recyclable than we think. "Most products are composed of mixtures of different plastics and chemicals, which can make recycling impossible." Today recycling has gone down; much of what is collected is unlikely to be recycled. Much more plastic is made in a year than is recycled. Enck says, "the only solution is reducing the generation and use of plastic."

Because plastic breaks down and micro quantities can end up on surfaces, in water and ultimately in our soil, Sahale gardeners are being as careful as we can to remove all plastic from compost and the cardboard we use for mulching. Hot food put into plastic containers or covered with plastic wrap adds plastic into the food; if some of this food later ends up in the compost bucket then we have plastic in our gardens. Also fresh food beats processed or packaged food which has a higher risk that it contains chemicals which could also end up in our compost. When we go food shopping we can try to not use new produce bags and bring our own shopping bags. Some stores allow the re-use of cleaned produce bags for fruits and vegetables or we can bring cloth bags. (This is harder at some places now with the COVID precautions and we can try to be creative within the store's guidelines.)



While preparing meals, take a look at what ends up in the garbage. We can reduce the amount of plastic by buying bulk, bringing our own containers to use, thinking twice about packaged munchies etc. that use a lot of plastic packaging. I can err on the side of being a purist which doesn't really help. I commit to working together so that we can all be more aware and creative with new solutions. Borrowing on Al Gore's "The Inconvenient Truth" it *can* be inconvenient to change habits and perhaps take more time to do it differently and we can support each other in making changes.

The Consumer Reports article ends with this suggestion: "when possible, educate yourself about and support any city, county, and state legislation limiting single-use plastics."





## Mindful Mike's Blog: Warmth

Mike deAnguera

Warm is nearly always better than cold. It is good to keep warm during the wet winter months. Nobody wants to be cold during this time.

Drai Schindler and I have ordered things for Tardis II to enable him to be a home. Two reading lamps are included with LED lights that can be adjusted from warm to cold light. I react differently to warm colors such as orange than cold colors such as blue. Thank you Draí for helping me design a home. This is something I have never done before in my life. Instead I just acquired stuff and stored it in my place. As a result I never felt at home and maybe that was why I was not a good housekeeper.

A warm person is friendly but a cold one is aloof and might not display any emotions.

The outside world cares only about making a profit. Not conducive to warmth. The resulting urban landscape is often cold. Is it possible an urban landscape can affect how I feel, especially when I have lived there many years? A cold urban environment can make me feel cold as well. So I pass my cold feelings onto others. The result can be a lonely life for many of us. I can't function as a human being in a cold place.



Look how Josh DeMers, Marley Long, and Pam Jarrett-Jefferson replaced one bed with another in my house. This was my easiest move; just down the hill.

Institutions such as schools and businesses are usually cold even if they present an image of warmth on TV. I learned that working in a supermarket. These entities help create a society feeling like a people factory. We get processed just like our livestock. Makes for strange people and strange politics. No wonder some folks might question whether their lives are worth living.

It takes relationship to create warmth. Warmth is necessary for friendship. Otherwise I just occupy space and act like a robot. I wonder if enough of us act like robots long enough we will be replaced by robots? The one thing a robot can never be is warm. That's a human quality.

If I am reflecting the world around me that would explain my lack of feeling for a major part of my life. I focused only on becoming employable. Now I realize I missed a lot by being closed down and 'practical'.

Even B.F. Skinner with 'operant conditioning' didn't value warmth. But his Walden Two brought me to the Goodenough Community. John and Colette Hoff valued warmth. That's why I am writing about it now.

The Human Relations Lab enabled me to develop fully as a person although this change took many years. Even talking about it feels depressing. We give each other lots of warmth

and positive feedback. Now I feel better. The right soil for friendship to grow. I need friends to stay healthy.

Doris Kearns Goodwin, the author of 'No Ordinary Time' focused on the warmth of both FDR and Eleanor. Other authors have done the same. That's why FDR was my companion during my hospital ordeal last year. His fireside chats helped him bring the warmth necessary to connect with the American people. Wish we had that today. I think it would make all the difference.

You should see my old room now. We are naming it Tillicum, which means friend in the Chinook Jargon. It will be used for AirBnB in the future. Thank you Josh, Marley, and Pam for all your hard work on my behalf.



**NICA Sunday May 31, :30 AM and 5 PM**

**Re-membling the Song: The Role of Community in Cultivating Social, Ecological, and Personal Resilience in the Face of a Changing Climate**

Happy Spring 2020! It is a difficult time to be celebrating in the current COVID-19 era. But if we are connected to community, we have some supports which many others do not, so perhaps we can celebrate that. You might find this compiled list of resources helpful for living in close quarters during a pandemic: [Coronavirus Online Resources for Northwest Intentional Communities](#)

My name is Syd Fredrickson, a long-time member of the [Northwest Intentional Communities Association](#) (NICA), an educational 501c3 nonprofit organization. **NICA's Mission** is to grow and support Intentional Communities in Cascadia bioregion, to make visible the many models of successful, intentionally cooperative ways of living that exist here. We coordinate the exchange of knowledge about Intentional Communities not only to showcase how they benefit members' lives, but to foster ecological, economic and social sustainability in the

This month we will host an entirely online event: [NICA Spring Gathering 2020](#) in place of the usual live event NICA has done for 26 years. Using Zoom as a platform, we're excited that we can meet without asking people to travel. You can participate in as little or as much as you like. The plans involve virtual yoga, interactive discussion and presentations about various types of **resilience**.

We invite you to join us for this **Spring Gathering on Sunday, May 31** for as much of the day as you can, between 8:30 AM and 5 PM. A schedule is up on our [Facebook event page](#), with more details to be revealed soon!

**Registration is open** at <https://nicagathering.bpt.me> and it has a sliding scale fee. Highlights include Inclusive Yoga led by Miku Lenentine; Presentations from Diana Leafe Christian, Patricia Newkirk, Diane Biray Gregario, Anita Higgins and Joey Crotty. Hosts: Syd Fredrickson and Anita Higgins.



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WEEKLY WEDNESDAY WEBINARS  
WITH MICHAEL PILARSKI

1:00pm - 2:00pm PDT



**Hosted by Finnriver InCider Space Zoom!**

Finnriver is hosting a virtual gathering space, called InCider, through an online portal called zoom. To participate in InCider Space events, folks can make a sliding scale month

**Link to access tickets for these events and check out the InCider Space Event Calendar here:** <https://www.finnriver.com/farm-music-event-calendar>ly membership contribution.

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The glow of one warm thought  
is to me worth more than  
money. Thomas Jefferson

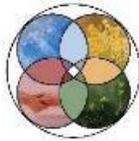
# Programs and Events of the Goodenough Community

**While we are in an unknown time, these dates represent our intention.**

**What makes community meaningful and fun?** The richness of life in community comes in many ways – getting together informally over a meal ... celebrating a significant birthday with long- time and newfound friends ... working together in a creative endeavor ... collaborating in a work party ... thinking deeply with others about what it means to be fully alive and connected with ourselves, each other, and Spirit ... and more.

In the Goodenough Community, we recognize such ways to connect as expressions of living life fully and in communities of all kinds. Throughout the year we offer programs that help you participate in your own development, learn about relating well with others, and discover your potential to have a good time in life and with others.

We welcome your interest and you will join us at any – or many! – of information about programs and our website:



## The **General Circle**

meets Monday evening for light dinner & business at hand. In 2020, our meeting schedule will be: June 1; 15.



your participation, and hope that this year's events. More upcoming events can be found on [www.goodenough.org](http://www.goodenough.org)

**The Women's Program** is a long-established and ever-growing way for women to enjoy each other's company, learn about themselves as women, and even perhaps to experience the Divine Feminine. We meet Saturday mornings from 10:00 to 2:00 with lunch included. For more information, contact Hollis Guill Ryan, [hollisr@comcast.net](mailto:hollisr@comcast.net)



## **True Holidays Celebration, Saturday, December 5, 2020**

Be part of this fun-filled family-oriented evening and prepare yourself for the winter season (whatever faith tradition you follow) that fills your heart. Contact Elizabeth Jarrett-Jefferson for more information.



**The Third Age** - Those age 60 and older have been gathering every other month, Friday evenings in Seattle. Contact Kirsten Rohde for more information: [krohde14@outlook.com](mailto:krohde14@outlook.com)

## **The Men's Program**

Our **Men's Circle** is an expression of brotherhood and practice with wisdom, gathered from own lives, other men's work advocates and the founders of this circle. The semi- annual men's weekend will hopefully be in June. Stay tuned. For more information, contact: [bruce\\_perler@hotmail.com](mailto:bruce_perler@hotmail.com)

**Pathwork, a Program of Convocation: A Church and Ministry** - On alternate Sunday evenings an interfaith circle of practice meets between 7:00 and 9:30 PM under the leadership of Colette Hoff. This is a time to learn together about our personal goals, to talk out our chosen practices for the development of a spirit filled life, and to learn the skills of joining with others in service. **In 2020, Pathwork will meet May 31; June 14.** Contact Colette Hoff for more information: [hoff@goodenough.org](mailto:hoff@goodenough.org)



**Summer Camp for Youth NEW DATES for 2020!**

**In 2020, Camp will begin Monday June 22 and will close on Sunday, June 28.**

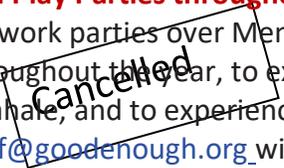
*Summer Camp* is a wonderful opportunity for children 9 to 12 to have a full camp experience in a beautiful setting with loving leadership. If you have interest or know someone who might be, please contact Colette Hoff, [hoff@goodenough.org](mailto:hoff@goodenough.org)



**Human Relations Laboratory, August 2 to 8, 2020**

This intense and joyous week-long event is a communal experience of personal growth and relational development within a rich culture with art, music dance, song, drama and more. This summer we will celebrate 50 years! Contact: Colette Hoff, [hoff@goodenough.org](mailto:hoff@goodenough.org)

**Work and Play Parties throughout the Year.** *Traditionally,* the Goodenough Community sponsors work parties over Memorial Day weekend (May 22 to 25, 2020) as well as other times throughout the year, to express gratitude for the presence of our beloved retreat center, Sahale, and to experience the satisfaction of playing and working together. Please email [hoff@goodenough.org](mailto:hoff@goodenough.org) with information about what may be coming up. It is a great time to bring friends to share Sahale!



**Quest: A Counseling and Healing Center**



Our belief is that mental and emotional health is a prerequisite for spiritual well-being, collaboration, and the expression of compassion. Quest's counseling and education programs, open to all interested individuals, focus on empowering individuals, couples, and family groups to be happier and more effective in relationships.

**Call Colette (206-755 8404) if you find you need to talk out your feelings regarding the crisis.**

## The case for demonstrating more than just competence.

Drew Calvert

When it comes to success in leadership, there has never been just one playbook. Some leaders are extroverts, natural mentors, and charismatic speakers; others prefer to lead by example and take a more hands-off approach.

There is, however, one simple fact that leaders ignore at their peril: those who demonstrate high levels of “interpersonal warmth” have a better chance at long-term success.

“Warmth is the differentiating factor,” says [Loran Nordgren](#), an associate professor of management and organizations at the Kellogg School. He [cites a Zenger Folkman study](#) that looked at 50,000 managers and found that a leader’s overall effectiveness is predicted more by warmth than competence. “If you’re seen as low-warmth, you have something like a 1-in-2000 chance to make the top quartile of effectiveness as a leader.”

The lesson for aspiring business leaders is not to smile more broadly. Instead, Nordgren recommends simply being aware of one’s perceived warmth and taking steps to manage that perception whenever possible.

Just as it pays to consciously demonstrate one’s own competence—by accepting challenging projects, say, or solving an issue without being asked—it helps to be more proactive, even strategic, about expressing warmth.

“There isn’t a single way to do this, but we know from social psychology that conveying warmth can be powerfully effective for just about any leader.”

Take a Page from Lisa Simpson’s Book

According to social psychologists who study how we perceive other people, our impressions of others essentially hinge on two characteristics. The first is competence: How capable, successful, and intelligent do we consider a person to be? The second is interpersonal warmth: How likeable or trustworthy does a person seem?

“A good leader will learn to convey high competence and high warmth,” Nordgren says. “You always need both.” (For more on the academic origins of this line of research [see here](#).)

“Any athlete who is just barely making the team has to be a good clubhouse guy—otherwise he’s got nothing. But there’s no reason why warmth should [only](#) be a means of compensating.”

To illustrate how warmth and competence matter in everyday life, Nordgren points to the cast of [The Simpsons](#). Moe, the sleazy, inept bartender, would fall squarely within the low-competence, low-warmth quadrant. Mr. Burns, the oligarch, is high competence, low warmth. Homer, who is basically a well-intentioned guy with an impulse-control problem, might be categorized as low competence, high warmth. The exemplar of good leadership in [The Simpsons](#) would be Lisa. “She’s accomplished and intelligent, but also other-focused and empathetic, and she conscientiously advances both sets of characteristics.”

Of course, on [The Simpsons](#) or in real life, “high warmth” is ultimately a matter of perception. “Leadership presence refers to how people perceive you,” Nordgren says. So the onus is on you to shift the dynamic in your favor.

## Get Over Your Discomfort

To some, the concept of actively managing warmth might rouse their inner skeptic. Who wants to be that hapless colleague who tries *just a little too hard* to ingratiate himself to others?

“It’s true that incompetent people sometimes try to compensate by being extremely warm,” Nordgren says. “Any athlete who is just barely making the team has to be a good clubhouse guy—otherwise he’s got nothing. But there’s no reason why warmth should *only* be a means of compensating.”

Others are put off by what they see as endless networking. “People are not accustomed to thinking about social interaction through a strategic lens,” Nordgren says. “They worry about being manipulative or inauthentic—or both. But when you’re thinking about how to build relationships around warmth, you want to make sure that those actions are genuine.”

For Nordgren, cultivating warmth is about being purposeful, setting aside the time, and thinking carefully about how to build relationships with people, rather than simply trusting that your natural warmth will win them over.

“The way to get comfortable with building relationships strategically is to think of it as an obligation rather than self-promotion,” Nordgren says. “If you see your role as one that requires building positive relationships, then this is something that makes sense to devote your energy to.”

## Choose Your Moments Thoughtfully

Given how crucial a reputation for warmth can be for one’s career, what should leaders keep in mind as they cultivate warmth?

Nordgren cautions against expressing warmth only occasionally or haphazardly. Choose the wrong moment, he says, and you may do more harm than good for your reputation.

“Often we sacrifice one dimension for the sake of the other,” Nordgren says. For example, highlighting your achievements may help to establish your competence, but it may not do much to improve your warmth. On the other hand, certain “warm” gestures—such as offering to take notes in a meeting—can sometimes convey submissiveness or passivity, which may not be ideal.

“You want to perform nice gestures,” Nordgren says, “but you don’t want to put yourself at a disadvantage.”

Other moments offer better opportunities. Choosing to lead at a difficult moment, taking risks to help people out when they are in trouble—these kinds of actions build reciprocity and help to convey warmth.

It is also important to remember that warmth is highly context dependent.

“It means different things across different organizations and cultures,” Nordgren says. “So part of the challenge is understanding how to convey it respectfully wherever you go.”

## FEATURED FACULTY

[Loran Nordgren](#)

Associate Professor of Management & Organizations

Drew Calvert is a freelance writer based in Iowa City, Iowa.

<https://insight.kellogg.northwestern.edu/article/why-warmth-is-the-underappreciated-skill-leaders-need>

May my thoughts of kindness  
stretch over like a warm  
blanket to envelop your being  
and caress your soul.

Truth Devour