



NGV

NEW GESTALT VOICES

REQUEST FOR INVESTMENT

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NEW GESTALT VOICES LTD. FLAT 5, 24 BEMERTON ST, LONDON, N1 0BT

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“Just as there is psychotherapy which addresses rigid and archaic disturbances of creative adjustments in the individual, so there is a therapy for abnormal and oppressive social institutions: ‘it is politics’” (Paul Goodman, (1973), Little Prayers and Finite Experience)

NGV REQUEST FOR INVESTMENT

EXECUTIVE SUMMARY

New Gestalt Voices (NGV) is a not for profit organisation, committed to widening participation and exploring new ways of creating community via application of gestalt and aligned disciplines. We aspire to do this by working across a number of domains including therapy, organisational/business, community, healthcare, education and government/political. We offer a test bed for innovation with a view to supporting application of gestalt to social justice, environmental and political challenges facing humanity. In summary we want to make gestalt relevant again as an active and engaged force for social change.

It is our contention that the original orientation within gestalt towards social justice and human rights has been squandered in recent decades as a result of the over-focus on therapeutic applications of gestalt and adherence to professional codes and standards. We wish to lean into gestalt as a practice related to our citizenship (Parlett, 2007) - that foregrounds the rights, duties and responsibilities we owe to each other as citizens; something closer to the vision Paul Goodman, called a "therapy for politics" (or for society).

Gestalt's founding text says that "it is impossible for anyone to be extremely happy until we are happy more generally." (Perls, Hefferline and Goodman, 1951). We identify the main ills that detract from our "human beingness" as linked to patriarchy, class, racism, and capitalism. In this document we seek to make a case for Paul Goodman's insights that personal ills are socially determined. Indeed we believe this could not be more timely and needed. Moreover the fit of gestalt therapy within

pro-socio consensus structures, and our general reliance (as therapists) on income deriving from these structures, implies a need for an alternative way of practicing, learning, making accessible, **and deriving funding** for, applications of a gestalt that have capacity to channel the broadly pro-change seeking spirit of our times.

From our work to date, we know something about how to do this. NGV has existed for almost four years as part series of experiments, part grassroots movement, part something akin to a political 'think tank'. We support anyone who comes to us. Our understanding of the science of change-making comes from our team's work across domains including political lobbying, activism, sociology, therapy and organisational consultancy. We understand how energy unlocks energy - and we see this with existing projects - in the way for example, that the NGV Journal, our first initiative has spawned sister journals in Slovenia and Russia.

This document goes on to elaborate something of the "How".

Nonetheless this is still a science that we are learning. One of the important aspects that we haven't managed to get right yet is how to create a 'business model' that will sustain our activities. The juxtaposition of structural societal change and 'business model' is possibly jarring. Nonetheless our work requires coordination, and we believe that paying people appropriately for the work they do for us is an important principle. This is in order that we can sustain our family lives whilst also doing what we are passionate about.

The income projections in this document are based on assumptions that NGV will continue to deliver seminars & learning programmes from which we will earn some income. We also expect to generate income from projects we run, and from consultancy. However these income streams will take a time to build, and therefore we are looking for immediate investment that will support us over the next year so we can invest the time needed to build a sustainable platform for NGV.

We imagine that most of this investment will come in the form of grants or longer-term (patient) loans, since we are not in a position to take on too much financial risk.

Notwithstanding this, with £60k of investment in year 1, our budget predicts that we will break even and be in a position to pay back investors from year 2.

In the remainder of this document we set out more about our approach, and our budgetary assumptions on which this investment ask is based. We conclude with biographies of principal team members - currently serving on NGV's Advisory Board.

THE WHAT AND THE HOW

Doing

Initiative is key! We believe in doing things. People within the gestalt world are overflowing with ideas. Foremost we believe that change comes by supporting people's capacity to do - (we also importantly believe that social change is more likely to be successful when it comes from an integrated and grounded position).

We began in 2016 - indeed our name "New Gestalt Voices" recognises the importance of widening participation and of supporting more people's voices. We don't necessarily expect to agree or support what everybody says. We think that the major 'interruptions' that act against change in the current time are those which deter initiative and expression. Saying something or doing something is often a good way of learning.

NGV's ethos esteems amateurism alongside appropriate professional expertise. However we believe that generally professionalism is esteemed too much, and the impact of this is to dull energy and to reduce contact.

Other organisations within the gestalt world, such as the associations, see themselves as having a role in supporting action in response to social justice agendas. However there is no 'dedicated test bed' for innovation - no place where people can come primarily to get support with developing and running gestalt-based socially focussed initiatives. This is where we see ourselves fitting in.

Connecting

A lot of gestaltists are doing wonderful things. Many of us are working in relative isolation in our own geographic communities. People benefit from having their work appreciated. Often individuals may get part way with an idea, and yet lack the support within their contextual field to fully articulate or realise it.

NGV connects people. Whilst from the outside you would see our products - advertising, journals. You may come to our events. And yet a lot of the work - and connecting - goes on in the background. We work together in facebook groups, WhatsApp groups and other forums. We work on projects bilaterally, and sometimes even individually. We bring people we know are working on similar projects together. We borrow Bruno Latour's idea of "worknetting" to convey the way that connecting and networking serves our end goals, and there is always a good deal of work gets done. Our reach is international. Our facebook page has 1500 likes, and we have active collaborators all over the world.

We also encourage people to run seminars or workshops that bring in others who can contribute to developing ideas - two current examples are a seminar on 'gestalt as modality of choice for therapeutic psychedelic drug trials', and a workshop to garner interest in 'gestalt group process as part of the training of medical doctors'.

We cross-fertilise between different projects. Our forthcoming 'NGV Radio' is envisaged as a great way of brokering interviews with people from different career paths and sectors, who may have valuable insights and

shared agendas, but whom we may not otherwise come across.

Activity can be a way of building social connection. Building social connection challenges our familiar ways of being together. Our work builds safety and supports self-development and growth, whilst this is not the sole focus.

Learning

We are not a training institute. However we do see gestalt practice in response to social justice and environmental imperatives as being under-theorised, and under-taught. We are also alive to how social activism can often be undermined by unworked through personal process - we do not however believe that the roots of all neurosis are personal.

For these reasons we place support for self-development and practical learning at the heart of what we do. Although the main differentiating point with many other gestalt entities is around the degree to which we foreground social justice, in practice we spend a lot of time supporting each other.

A lot of our learning has come about through preparing for NGV events which we plan together. Team planning for our recent "Gestalt in the Hot-seat" conference series for example as well as its realisation, brought to light key themes and interests for NGV:

- application of social and critical theory to gestalt, in understanding structured aspects of our wider field such as racism and patriarchy.
- "horizontalism" over hierarchy as a key tenet of learning environments.
- race - this consumed most interest during the first of our seminars, as we understand the injury to all of our selves (black, brown and white) that is being perpetuated by racial oppression.
- what we can learn about activism/social justice from outside of gestalt?
- how aspects of gestalt theory and practice might need to be (re)-em-

phasized or extended in order for gestalt to remain relevant.

The “Gestalt in the Hotseat” conference series brought together a wider group of gestaltists who are engaged by these issues. We will be taking some of our thinking and developing an 18 month NGV Learning Programme to run from Jan 2021 - 2022.

Sharing

Whilst we believe that there is a place for charging and commercial IP within the gestalt world, as a social change oriented organisation, we believe in making as much of our IP as we can freely available.

Indeed NGV won't hang onto projects or ideas. We see ourselves acting as first phase mover/supporter of innovative or new ideas, incubator and ultimately support for others to enter into new areas. Once this work is done, we will encourage projects to spin off - to become independent from NGV.

We will support those active within NGV networks to publish one off pamphlets, journal articles and to create videos to share their ideas.

Helping with Replicating/ Scaling (where desirable)

Whilst the essence of a gestalt intervention is that it is responsive to the situation, we know that there are some interventions - 'therapy' being a hugely successful one - where some degree of formalisation around how you do it, how you sell it, how it is paid for etc. can help others to do it.

There will be some projects piloted through NGV that can be packaged into a 'how to' guide. An example could be selling gestalt therapy into the UK's National Health System. Or bringing a gestalt philosophy (or lessons?) into schools.

Some of this work around scaling/replication will require investment, and we imagine that at some future time NGV support could help to leverage investment for such initiatives. We could also help projects to apply for

grant funding and social investment - both areas within our team's expertise. Our interest is in broadening accessibility and exposure to gestalt, rather than NGV itself expanding to deliver a vast amount of activity.

Unlocking Leadership

We are encouraged that we are not the only organisation within the gestalt world making the arguments above, and we acknowledge that we draw on a whole and long-standing tradition. Nonetheless since the inception of gestalt theory in the 1950's there has been a relative lack of engagement with it's potential as a theory of **social change**.

For understandable reason we continue to see most gestalt organisations focussed on the micro-level - therapy clients, organisations/teams. To change this requires leadership - and whether or not we end up being successful, this is what NGV aspires to create.

By locating those whose thinking and energy is motivated in similar directions, by bringing them together, supporting their thinking, and enabling them to publish and cross-fertilise off each other, we build momentum and leadership for a social justice orientation within gestalt. In doing so we also create economic models that will in time enable more of this work to be supported.

[Please also see our mission, aims, and values, p_]

STATISTICS

1278 FACEBOOK PAGE FOLLOWERS

500 (AVERAGE) VIEWS OF ONE OF EACH OF OUR FACEBOOK POSTS

150 (AVERAGE) ACTIVE ENGAGEMENTS WITH EACH OF OUR FACE-

BOOK POSTS

PEOPLE SIGNED UP TO NGV'S MAILING LIST

130 DOWNLOADS OF NGV JOURNAL ISSUE 5

35 PEOPLE SUPPORTED TO WRITE IN A GESTALT JOURNAL FOR THE FIRST TIME

67 PARTICIPANTS IN "GESTALT IN THE HOTSEAT" CONFERENCE SERIES

16 AUTHORS WRITING CHAPTERS FOR NGV'S BOOK ON GESTALT APPROACHES TO GENDER, SEX AND RELATIONSHIP DIVERSITY (GSRD)

A LITTLE ABOUT GESTALT, AND WHY WE THINK THE TIME IS RIPE

There are other places to learn about gestalt. Please see suggestions at the end of this document [need to add]. You can skip this section if you are a gestalt pro!

Gestalt is a non-dualist practice that sees humanity as existing as part of a unified field, where everything is connected to everything else. Gestalt is a 'field theory'. As such it invites an interest into the 'structure' of any given situation. Personal pathology or mental health is thus viewed in relation to the wider frame - instead of focussing on personal histories, we might ask how well is it possible to feel in a starkly unequal society?

Personal wellbeing might also be seen in light of the damage we are doing to our planet.

None of this is new, or unique. Some of gestalt's unique contribution comes from the way it's theory enables us to explore situations from the point of view of how contact is made, and is not made between individuals.

Some insights deriving from gestalt theory that are often illuminating to people who work with other people include.

- if you are feeling a difficult emotion in a group, it's guaranteed that somebody else is feeling it too!
- if you want to change something, paradoxically you have to stay with it. Once you're able to stay with your own discomfort, the situation changes.
- every situation is unique and different, although it may look the same. You can never step into the same river twice!
- you are unlikely to be able to argue somebody out of a deeply held position. You can only understand them from the point of view of imagining yourself into their situation, and then learn to talk with them from your different position.

THE CASE FOR INVESTMENT

We are asking for investment totalling a minimum of £60,000 in Year 1. This may be from one or, more likely, a number of investors.

Most of our work is currently done on a voluntary (unpaid) basis. Much of our impact will continue to be as a result of people putting in voluntary time. However there is only so much that can be achieved by voluntary input given that income for those involved must come from other life-domains e.g. therapy. If we esteem the work we do, and what we set out to do, then we need to find a way to finance it.

We are not a charity - yet! [we are looking at creating one in order to en-

able us to apply for philanthropic funding]. However the similarity with the NGO sector is in the fact that much of what we do and advocate for is **counter-systemic**. We are working for change not only in inbuilt systems of oppression, such as racism, and capitalism itself, but also of the institutional structures such as health services, businesses and educational establishments that have a role in perpetuating them.

We want to make clear that we are not looking for someone to fund us, but rather to invest in us. There is an important difference. **'Funding'** implies that we need an ongoing inflow of external money in order to keep us going. We are not expecting to be reliant on such a flow - we fully expect to be in a position in 1-2 years where we are earning enough income to pay costs and overheads, and we even forecast that we will be in a position where we can pay back capital on a loan. Hence we are seeking **'investment'** - i.e. somebody (or more likely several people/institutions) to put money into NGV because they like what we do, and wish to help us grow to a scale at which we can become self-sufficient.

We are looking for support. This might be a one off gift, a long-term loan, or what is known as quasi-equity (money invested in the expectation of social returns). We would welcome an engaged investor, that is one interested in how their money is made to work for social returns.

£60k investment will enable us to pay a coordinator's salary(ies) for 1 year - and or procure external help with tasks where needed. It will cover improvements and updates to our website, and it will give us a small cash buffer (working capital) in order to allow us to spend money ahead of receiving income.

We believe the role of coordinator is critical for NGV's success. The role will cover:

- covering of and support for NGV worknets
- developing organisational structures and governance
- NGV product and service development (income generation)
- social media coordination and marketing

-
- coordinating fundraising and investment strategy
 - accounting to advisory board for day to day work of NGV
 - outreach - having conversations with key people in influential/interesting positions - forging partnerships etc.

The current overview investment case aims to demonstrate viability by setting out a costed development scenario. The proposal is that the £60,000 investments in year 1 will enable us to generate sufficient revenues over three years to break even. Our budget (below) forecasts breakeven some point in year 2. From this position onwards we expect be in a position to pay investors back (if required).

YEAR 1-3 FINANCIAL FORECAST (inflation not factored in, nor interest on capital)

| | Year 1 | Year 2 | Year 3 |
|---|----------------|----------------|-----------------|
| Income | | | |
| Learning Programme | £10,000 | £15,000 | £20,000 |
| Institute Partnerships | £5,000 | £7,500 | £15,000 |
| Leadership Development Offer | £8,000 | £10,000 | £15,000 |
| Offer to healthcare settings | £3,000 | £5,000 | £10,000 |
| Grant funded work | £8,000 | £30,000 | £70,000 |
| Consultancy | £2,000 | £5,000 | £10,000 |
| NGV Publications | £3,000 | £3,500 | £4,000 |
| Seminars | £2,400 | £3,600 | £4,000 |
| Other groups/events | £2,600 | £3,000 | £4,000 |
| Donations/fundraising | £2,000 | £5,000 | £10,000 |
| Total Income | £46,000 | £87,600 | £162,000 |
| | | | |
| | | | |
| Expenditure | | | |
| Salary(ies) + on costs | £45,000 | £45,000 | £60,000 |
| Design work | £1,500 | £1,500 | £1,500 |
| Website design & hosting/social media management | £1,000 | £2,000 | £2,000 |
| Costs associated with project delivery (e.g. project worker costs on grant funded projects) | £5,000 | £20,000 | £50,000 |
| Other marketing | £1,000 | £2,000 | £2,000 |
| Total Expenditure | £53,500 | £70,500 | £115,500 |
| | | | |
| Accumulated Surplus (Deficit) | (£7,500) | £17,100 | £46,500 |
| | | | |

PROGRAMME AND SERVICES DEVELOPMENT YEAR 1-3

Whilst our primary aims in developing projects are not financial, here follow the activities that are partly oriented towards generating income. We wish to reassure potential investors not only of our values-based aspirations, but also our capacity to run a viable business. The wider (social) benefits of investment are listed in the next section.

Investment is sought to capitalise development of the following projects over the next three years. Financial targets are indicated, as presented above in the financial forecast. Break even in year 2 is estimated in the expectation that some strands will be more and some less successful than anticipated. We will tweak the allocation of time and resources across the programme streams correspondingly. We believe the overall financial targets are realistic.

Over the next year we will be reviewing how we can offer CPD learning credits for our seminars and learning programmes.

1. 18 month Learning & Development Programme (see Appendix

A) This will be NGV's learning flagship learning programme, where we emphasise collaborative learning, support personal development, and continue to hone what NGV uniquely has to offer, at the intersection of gestalt practice and social, systemic and environmental challenges.

- Meets 10 days over 18 months + monthly group process/ and bi-monthly 1:1 support with allocated mentor.
- An investment in NGV's development alongside self development
- Gestalt as applied to larger systems & beyond therapy.
- Trainees supported to undertake practical projects alongside group process and participative learning.
- Understanding issues and challenges pertinent to NGV's mission.
- Didactic input mentorship from gestalt senior practitioners as well as contribution from those in adjacent fields - sociology, political change

making, social & ecological movements, the wider NGO field and business-corporate perspectives.

- Targeted 20 paid places in year 1 at £500 / 30 in year 2

Target income year 1 £10,000 / Year 2 £15,000 / Year 3 £20,000

2. Offer to training institutes; Seeking partnership/affiliate arrangements with 10 institutes in year 1
 - We want to support gestalt training institutes by contributing teaching content, personal and professional development opportunities; networking opportunities for their students, and outreach which may help with recruitment
 - Free or discounted access for trainees to selected NGV products & services - e.g. Journals/ online process groups/ seminars programme
 - We can help meet professional development requirements of some programmes that require students to submit articles for journals/or give presentations at conferences.
 - Discounted places in NGV Learning & Development Programme
 - NGV run training days at your institute (bringing a combination of theory/ intro to NGV/ and experimenting with self-facilitated group process)
 - Other support e.g. promotion of institutes institutes' activities via NGV social media

Targeted 10 affiliate institutes year 1 generating £500 per institute / 15 in year 2/ 20 in year 3 (year 3 income supplemented by additional training fees)

Total income year 1 £5000 / £7500 year 2/ £15,000 year 3

3. **Generate and pilot a series of “off the shelf” gestalt-based professional development/leadership offer for a range of professional settings e.g. business leaders, health, social work, intact and disparate teams etc.**

- Delivered by NGV affiliates
- Courses in e.g. 6 week blocks, and ad hoc consultancy
- Combination of didactic learning & process.
- Understanding & research into the challenges/benefits gestalt cabring in different settings.
- Pilot in 3 places/organisations in year 1- roll out in year 2
- Commission e.g. 10% for NGV

Total income for NGV year 1 £8000/ £10,000 year 2 / £15,000 year 3

4. Develop and upscale approach offering gestalt into health-settings - e.g. possibly group therapy in UK GP's surgeries.

- Explore where to source funding
- Provide listing alongside support/vetting for those with appropriate gestalt group experience to offer their services
- Select and adapt methodology for measuring outcomes/benefits
- Provide "how to" manual covering the benefits of gestalt group process.
- and advice in how to link to the right people and 'sell' the benefits of gestalt.
- Research process and outcomes.

Total income for NGV year 1 £8000/ £5000 year 2 / £10,000 year 3

5. Set up a charitable arm/affiliate enabling NGV to bid for grant/government funding (year 1 explore potential in 2 countries)
 - Current advisory board expected to transition to charity board membership
 - Access £8000 in grant funding e.g. £5k grant from London borough of Tower Hamlets to work with people experiencing loneliness.
 - Costs of delivering this work have been factored into budget

Total income year 1 £8000 / £30,000 year 2 / £70,000 year 3

6. Launch NGV organisational consulting offer

- Targeting those in corporate/public settings
- Bringing expertise from NGV affiliated consultants
- Supports affiliates' professional development and access to new & international markets
- NGV takes a commission
- On-sell from initial conversations with corporates around contribution to our leaning programme and to help them understand what gestalt can offer.

Total income £2000 in year 1 / £5,000 year 2 / £10,000 year 3

7. NGV Journal & Publications

- 2 issues + 1 special issue per year
- Publishing other material - special papers/ worthy dissertations/ research
- This will remain a subsidised product to ensure money is not a barrier to access.
- Targeting 500 unique sales @ £5/sale
- plus £1000 advertising revenue

Total Income year 1 £3000 / £3,500 year 2 / £4,000 year 3

8. NGV Seminar Programme

- Monthly seminars delivered mainly by newer gestaltists
- Themes for year 1 programme include - 'understanding white privilege'/'therapy after Covid' / 'The case for a gestalt response to ecological crisis' / 'Gestalt and Critical theory' / 'The chem sex epidemic amongst gay men in major cities' / 'uncultivated certainty' - the role of certainty in therapeutic practice. / 'gestalt therapy and psychedelics'
- 12 seminars year 1 x 10 paid places per seminar (@ £20/ ticket) / 50% growth year 2

Total Income year 1 £2400 / £3600 year 2 / £5000 year 3

8. Online development/process groups/short-term thematic groups “e.g. gestalt as a form of mysticism” / “understanding white privilege in gestalt”

- 4/year x Gestalt Marathon zoom groups (8 people per group @ £50)
- Opportunity for gestalt trainees/graduates to share their passions.
- Mix of other groups generating £1000

Total income year 1 £2600 / £3000 year 2 / £4000 year 3

BENEFITS FROM INVESTMENT

To individuals and organisations

- We provide a space people can express themselves freely, free of the constraints borne of judgement, assessment and accrediting environments.
- We invite people from different fields and sectors (e.g. business/public sector/NGO) to engage in conversations. We can potentially bring the prism of a gestalt approach to these audiences.
- To the gestalt training community our offers are all low cost, and we offer discounted places.
- We offer a different perspective on gestalt - one that leans into its originators' concerns with social justice.
- Being a part of the NGV community and navigating relationships and groups is supportive of personal development.
- We provide a space for learners of gestalt to fail safely and without judgment - a safe platform for professional development.
- We offer a platform for trying out new skills - e.g. editing, co-facilitating, or bringing a hinterland of life experience to our community.
- We support individuals to bring their ideas and run with them, using the cache of the NGV brand as support when this is helpful.

To training institutes:

- We offer an additional platform to support profession and career development for the next generation of gestaltists (via publishing, facilitating and workshopping opportunities, and project leadership).
- Our groups and development opportunities draw a significant number of trainees who struggle for one reason or another in their training, often providing an additional, if not counter, experience necessary for helping these people to stick with it. E.g. "Thank you for this opportunity. If it wasn't for these conferences, I might have become totally disillusioned with gestalt and it's community".
- We innovate around non-hierarchical learning, and team (rather than individual) facilitating - e.g. our retreats and process groups are largely self-facilitated. Our experience is that this offers a safer space than traditional environments for some people to do sensitive bits of personal development.
- We anticipate that these approaches may in time add to the repertoire of teaching approaches institutes employ.
- We 'worknet' in trainees and graduates of gestalt teaching programmes to an international community.
- We are widely known within the trainee community & beyond.
- Partnership with us may help institutes recruit as well as marketing their wider services.

To the body of gestalt:

- NGV explicitly addresses applications of gestalt outside of therapy - embracing Malcolm Parlett's idea of the gestaltist as 'citizen practitioner'.
- NGV seeks to tap into and channel the substantial energy of those mobilised to share their creativity and innovation with the gestalt field and beyond, and those needing support in order to do so.
- We nurture and incubate new ideas through connection, dialogue and cross-fertilisation - facilitated through our networks.

- We occupy a niche as an organisation serving as a testbed for trying out and supporting new ways of creating community via application of gestalt, and emphasising meetings with those outside of gestalt.
- We bring ideas current around 'social movements', community organising and self-organising, to the gestalt field.
- We explore topics that are edgy or marginal and pose interesting questions to the gestalt field - e.g. sex, trans identities, psychedelics & therapy, gestalt in relation to social theory.
- We support a new generation of gestaltists to make gestalt their own, - supporting a continued relevance of gestalt and its development in response to social and generational shifts, and through application into wider professional fields of practice/expertise..

To wider social and global concerns

- NGV prioritises learning in relation to issues around social injustice, inequality, and environmental & climate sustainability. E.g. [O'Koon B., and Johnson (2019) *A Dialogue on Race*. R.; Bialy, K (2020) *Decentering the subject further - a meeting between gestalt and sociology*; Price-Robertson R., (2019) *How we gestalt therapists underestimate the social world - an attempt at a critical case study*]
- Our supposition is that gestalt could benefit people in different communities and professions that may not currently have access to it.
- And/Or... gestalt and gestaltists are likely to grow through meetings with different communities etc. It is important to note that we don't regard gestalt nor our agenda as imperialist.
- NGV's approach combines practical action in the world alongside learning.

NGV GOVERNANCE

NGV assets are currently held by New Gestalt Voices Ltd. a company limited by shares and registered in the UK. Our three year Business Plan involves creation of a subsidiary or affiliate charity or co-operative (with mirroring goals) in order to house some of our socially oriented work and

qualify NGV to access charity specific funding. Our vision is that NGV's IP may at some future stage move over to this new entity once adequate structures and processes are in place.

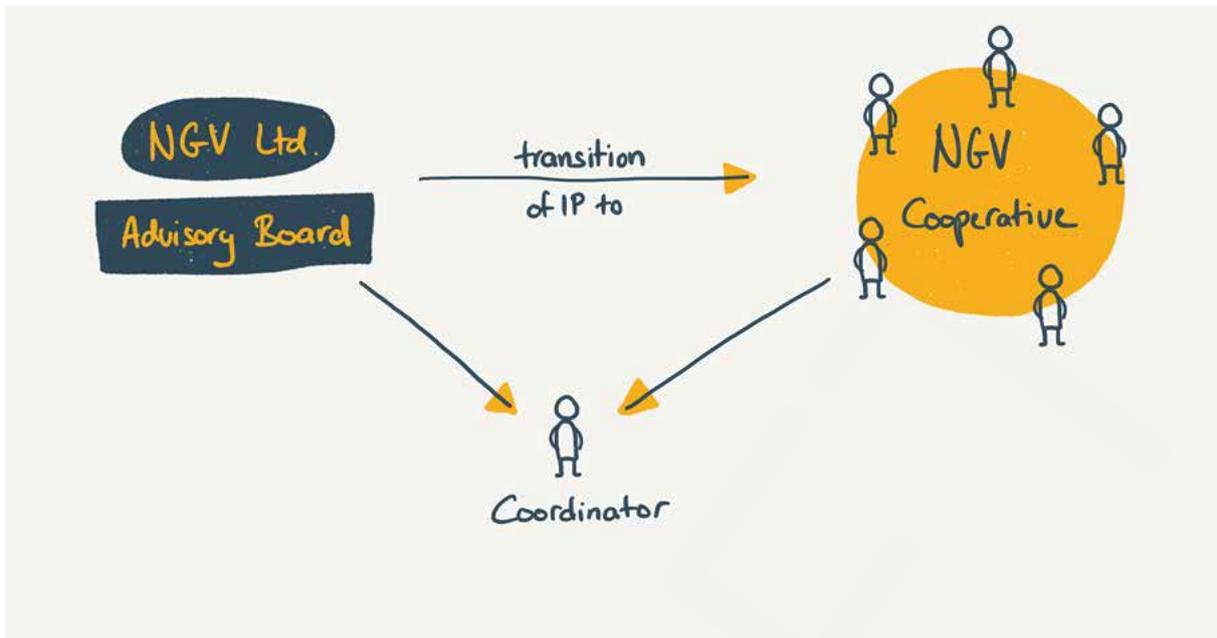
John Gillespie founder of NGV currently serves as co-ordinator.

Advisory Board membership consists of Bernadette O'Koon (Latuch), Laura Martinelli, Toni Clarkson, and Kamila Bialy.

The role of the Advisory Board is to:

- Help to define the strategic direction of NGV, and ensure structures, process and governance are put in place to support it to achieve its vision.
- oversee NGV current projects and those in development.
- support the co-ordinator with decisions pertinent to NGV strategy.
- Oversee the implementation of NGV business plan - as set out in this investment document.
- Ensuring good financial probity, and having oversight of NGV incomes and expenditure ensuring good financial management.

The Advisory Board commits to meet via zoom no less than four times per year, and support the running of NGV in between these times in a manner and to an extent that does not make excessive demands on members' time.



RISK APPRAISAL

| RISK | PROBABIL- ITY (LOW - MED - HIGH) | SERIOUS- NESS (LOW - MED - HIGH) | IMPACT/ MITIGATION |
|---|---|---|---|
| We fail to secure sufficient investment. | MED | HIGH | There is a fairly high chance that we won't hit target investment levels within year 1. This will mean we are able to devote less time to NGV immediately. / We may look at bank lending/ Or simply accept that the project will take longer to build. |
| The current economic contraction (post Covid) results in less income than predicted | MED | HIGH | Again likely. We hope we can compensate for shortfalls in particular programmes by over-achieving elsewhere. The overall climate however may mean that revenues take longer to build. We would tilt our business model in the short-term towards grants/ no strings investment. |

| | | | |
|--|-----|------|---|
| We struggle to build contacts outside of the gestalt therapy world | MED | HIGH | Most of our current contacts are within the gestalt training space. This is mission critical, so the impact if we don't succeed is high. We will use our existing contacts to broaden our networks. We will cross-fertilise between programmes to build interest - e.g. we will use 'gestalt radio' to solicit interviews with people working in interesting areas. |
| We enjoy too much success too quickly and can't meet demand | LOW | MED | What is more likely is that opportunity to do exciting projects grows faster than income. In this eventuality we will need to be careful not to over-commit. We will need to ensure that our business practices are sufficiently commercial, meaning that our portfolio contains sufficient projects that are delivering income. |
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| | | | |

List of NGV Projects - Current & In Development as of July 2020

| Project name | Leader(s) & Team | Strategic Purpose/ Rationale | Progress Update July 2020 |
|-----------------------------|---|---|---|
| 18 Month Learning Programme | John, Kamila, Laura, Bernie, Heather? Who else | Deepens NGV learning, Builds our narrative & wider team, income generator | Will run early 2021-2022 / needs focus to develop programme content & marketing |

| Project name | Leader(s) & Team | Strategic Purpose/ Rationale | Progress Update July 2020 |
|---|--------------------------------------|--|---|
| Frontiers of Gestalt Seminar Series | John | Highlights important topics. Helps us in thinking through some contentious areas -e.g. profit, income generator | Scheduled Sept 2020 - 21 (9 out of 11 proposals received) |
| One off groups e.g. Marathon Groups | John/Bernie | Development opportunities, builds our network, income generation | Post Covid Event raised £400 Next Marathon group scheduled 18-19th July |
| Institute Affiliations/ Partnerships | John/ Bernie? | Builds bridges with institutes, Supports the gestalt training market, Builds awareness of NGV | Need to work out how to approach institutes/ what are we offering in difficult economic times? |
| Leadership Development | Toni/ Thomas Ameel | A commercial offer to leaders, helps NGV to reach sectors we may struggle to otherwise | In development (expected to be ready to offer autumn 2020) |
| International Journal | John/ Daiana Albeanu/ Angel McKissic | Supports links with the core gestalt community. We can use future editions to highlight more edgy issues | Next issue late July |
| Research Journal | John/ Annie Garrety? | We've been asked to publish trainee research case studies which don't fit well with International Journal. We would need to charge students to publish | Try a first issue March 2021 / Research community needs approaching to assure we're the best organisation to be doing this. |
| GRSD Book | Ayhan Alman de la Osa/ John | Lack of published content in gestalt - particularly related to trans experience | First batch of articles at peer review stage. More articles needed. We're unlikely to publish before 2022 |

| Project name | Leader(s) & Team | Strategic Purpose/ Rationale | Progress Update July 2020 |
|-------------------------------------|------------------------------|--|---|
| NGV Radio | John/ Thomas Ameel | Main focus of radio os on having gestalt based conversations with people with different life-professional experience. Supports us to connect with new people/sectors | In development. First broadcast August/ September |
| “Therapy And” (group support model) | Stacey Klein/ John Gillespie | Midway between a therapeutic intervention and peer support. How do we make therapy more accessible/less elite? How do we aid different communities’ understandings of trauma | In development. Pilot may run later this year |
| Gestalt in Schools/ Education | ? | | Early stage/ Badr H may have an interest in leading on this |
| Gestalt in medical Dr trainings | John/ Karolina Burda | | Early stage/ Next step to host zoom meetings for interested parties |
| NGV affiliate consultancy model | ? | Income generation / NGV earns 10% from consultancy fees - or charges practitioners to advertise with us | |
| | | | |

APPENDIX 1, NGV MISSION, AIMS AND VALUES

Our Mission

The over-arching mission of NGV is to provide a platform and support

for voices that are less often heard to take part in conversations - at different levels of system - community, national and global levels.

Our Aims

- Using gestalt as a tool or prism NGV seeks to support meetings and conversations that shed new light on individual, team, organisational and world problems.
- NGV seeks to support and incubate practical innovations that have benefit to wider communities.
- NGV seeks to revitalise the body of gestalt - for established members of our community, new practitioners and trainees, the world at large.
- NGV seeks to contribute towards developments in gestalt theory.
- NGV is committed to an 'open source' ethos whereby so far as possible the work we do is made readily available, affordable and replicable.

Our Values

Outward looking - with a focus on social and global imperatives.

Open source - making as much as possible of what we do available to others

Egalitarian - open to everyone regardless of experience

Edgy - supporting marginal experience.

Investment Ethos - personal investment is also contribution to something larger; you matter!

Organic - supporting distributed leadership, and staying with the process of our evolution.

Relationally oriented - relationships are at our heart. We privilege these where we can over structures and systems.

APPENDIX 2, OUR HISTORY

The idea for New Gestalt Voices came out of a meeting of gestalt therapy trainees and recent graduates in the UK during summer 2016. We looked at how we can support each other as trainees, and how we draw support from the profession to unlock the potential of the next

generation of gestaltists.

Our first innovation was the NGV International Journal. This is a platform for people who have not published before to share their creativity and for those with more experience to try out new things. Subsequently NGV has birthed a retreat, an online conference series (Gestalt in the Hotseat 2019 - 20), online process groups, and a forthcoming book on applications of gestalt therapy to GSRD (Gender, Sex, and Relationship Diverse) communities. NGV journal has spawned sister journals in Slovenia and Russia.

Structurally NGV has been emergent, privileging relationships and the working through of relational dynamics over organisational structure and systems. We see ourselves as akin to an open tent where people can come and go on to develop projects of their own.

Moving to the next stage in our development requires some formalisation of our structure. However we wish to maintain the integrity that comes from placing relationships at our heart, and to continue to be an experiment in new forms of organising.

APPENDIX 3, CVS OF MAIN PRINCIPLE TEAM MEMBERS

John Gillespie, Founder and Co-ordination Summary

John has held CEO positions and worked across voluntary, public and commercial sectors in business development and leadership positions where success has depended on making relationships work and navigating strategic and contextual challenges. From 2019 -202 he was Director of BowHaven mental health charity in East London.

Expertise in:

- Event and programme development; clients NHS England/ National Council of Voluntary Organisations NCVO, New Gestalt Voices
- Interim project/change management; clients include Age UK Sutton, NCVO
- Psychotherapeutically informed coaching, workshops & group work.
- Developing individual and organisational narrative
- Various writing tasks.
- Founder, New Gestalt Voices, Jan 2016 – present.
- All aspects of non-profit governance, fundraising and social investment.

Director, BowHaven, July 2019 – April 2020

A management and leadership position at a local charity supporting people with serious mental health.

Freelance consultant, & Associate of NCVO and Rocket

Science, 2015 – Present

Training and consultancy support to clients including Age UK Sutton, NHS England, Voluntary Action Stoke on Trent, University of Central Lancashire, Vestia Community Trust (Worcester), Positive East and EACH Counselling and Support, the Bridge East Midlands, Citizen Coaching (Birmingham), Support Staffordshire, Norfolk PCC.

Health & Wellbeing Officer, Tower Hamlets Council for Voluntary Services, 2015 – 2017

Support for voluntary sector organisations to be more involved in delivery of health and social care services.

Trustee, C2 Neighbourhood Networks, 2017 – Present

A founding trustee of the charity set up to support propagation of the C2 (Connecting Communities) model of resident-led neighbourhood change that draws on complexity approaches in support of better health.

Fellow of Centre for Welfare Reform, 2010 – Present

A founder member of the 'think tank' dedicated to people-led solutions in response to the needs of those with disabilities and others often failed by the welfare state.

Director of ACEVO Solutions, 2011 – 2015

Founding Director of ACEVO's training and consultancy arm and helped to grow the business from a start-up to £0.5m turnover in three years. Projects around consortia development, social investment, organisational evaluation.

Lead Research/ Evaluation, Health Empowerment Leverage Project, 2010 – 2011

Evaluated impact of community development projects on NHS performance objectives, and built up a set of indicators to help the NHS monitor the benefits of community development.

Community Development Programme Lead, In Control, 2008 – 2010

Involved in the cutting edge of transforming social care through introduction of personal budgets (self-directed support)

Development Director, Scarman Trust, 2007 – 2008

Secretariat Support, Commission on Unclaimed Assets, 2006 – 2007

Conducted research & helped produce interim and final report into the needs of the voluntary sector for social investment.

Qualifications

- Gestalt Centre London/UEL, MA in Gestalt Psychotherapy, award pending
- The Open University Diploma in Management, Management/Business, 2008 - 2010
- University of Oxford BA, Politics, Philosophy and Economics, 1993 - 1996

Toni Clarkson, MSc, PG Dip, FCIPD, MAC, GPO

Formerly Head of O.D for a multi-national Electronics and IT company, and Head of L & D for a UK national bank, I have wide strategic and practical experience across a number of industries and sectors including the Private, Public and Not for Profit Sectors.

Experience

My background and experience encompasses a range of areas within OD but my main interest and expertise lies within coaching and leadership; I spend most of my time as an executive coach, and also as a coaching Supervisor, trainer and educator of coaches and researching in the coaching field.

I have worked with many senior level leaders and leadership teams ranging from the NHS, Government, Private Sector, MOD, Military, Scientific Research establishments as well as mental health/ registered care organisations. The industries, organisations and individuals are very different but the purpose is same – to help people to increase their effectiveness and leverage their own strengths. Coaching topics have encompassed career transitions, leadership challenges, stress and career management but have all focussed on working with the individual to build their capacity, range and resilience.

Personal Style

My style as a coach is often described as challenging, insightful and supportive. My coaching approach is to use a humanistic and integrated style of coaching – focussing very much on understanding you, your challenge and context first, and then using a range of techniques from various disciplines which suit both

you and your context. I work very much WITH you, rather than 'doing to' you - Coaching is an equal partnership; and with that we get the best from each other.

Qualifications and membership of professional bodies

- Currently undertaking Professional Doctorate in Coaching at Oxford Brookes University
- European registration in Relational Organisational Gestalt (European Association of Gestalt Therapy)
- Post Graduate Diploma in Relational Gestalt Coaching
- Post Graduate Diploma in Coaching Supervision
- Post Graduate Diploma in Jungian Shadow work mastery
- MSc Coaching Psychology
- Certificate Shadow Work Practitioner
- Certificate in Transactional Analysis
- Certificate in Solution Focussed Coaching (London Centre for Coaching)
- Certificate in Executive Coaching (Strathclyde University)
- Certificate in Coaching with MBTI (OPP)
- Certificate in Relational Organisational Gestalt (ROG)
- Fellow Chartered Institute of Personnel Development
- BPS Level A and B (intermediate). Accredited to administer and give feedback on MBTI (Step 1& 2), FIRO-B, 16PF, GZTS, McQuaig
- Full Member of Association for Coaching,

Kamila Biali

Personal information:

Name and first name: Bialy Kamila

Address: Poland, 90-243 Lodz, 80 Jaracza Street 2

Tel/Fax: +48 608 884 320

E-mail: kamila.bialy@gmail.com

Website: <https://kamilabialypsychoterapia.org>

Date of birth: 16.07.1980

Education

2004 MA, Sociology, University of Lodz, Poland

2009 PhD, Social Sciences, „The Changes of the System of Higher Education in Poland. From the Critical Discourse Analysis Perspective”, University of Lodz, Poland

2010-2014 4-year Gestalt Therapy Certificate Program, Gestalt Therapy Institute, Krakow, Poland

2015 Certificate of European Gestalt Therapy Association

Work Experience

2010- Associated Professor, Department of Sociology of Culture,

University of Lodz, Poland

Personal psychotherapy:

Individual therapy - 250 hrs, Agnieszka Grodzicka

Training in psychotherapy - theory and methodology :

Instytut Integralnej Psychoterapii, Gestalt Krakow, Zofia Pierzchala, Dorota Wegrzyn, Andrzej Wronski , Gestalt, 800 hrs

Other modalities - 150 hrs , Bogdan de Barbaro, Bernadetta Janusz, Mariusz Furgal

Practice with clients within the training (under supervision):
400 hrs

Depression, social phobias, difficulties in identifying and expressing emotions, in building relationships, personality disorders

Supervision:

2010/2011 group supervision 100h – Andrzej Wronski

2012/2013 individual supervision 80h – Dorota Wegrzyn

2014/2016 individual supervision 80h – Andrzej Wronski

2017 individual supervision 20 h - Dorota Wegrzyn

2018 individual supervision 20 h - Anna Tanalska

2019 individual supervision 15 h - Piotr Mierkowski

All supervisors (Gestalt modality, certified therapists and supervisors of EAGT)

Publications

Books:

2018 (eds. K. Bialy & M. Domanski) Understanding boundaries. Boundaries of Understanding. Phenomenologically inspired interventions in the field of art and humanities. Akademia Sztuk Pięknych, Lodz. [in Polish]

2011 The Changes of Contemporary University – from Humboldt idea to the Enterprise Model. University of Lodz Editor [in Polish]

Articles :

2020 Hypermodernity in corporate biographies. *Kultura i Społeczeństwo* (Culture and Society) [in English]

2020 Postmodernity in corporate biographies. *Kultura i Społeczeństwo* (Culture and Society) [in English]

2018 (Eds. K. Bialy & K. Haratyk) Outline of the Concept of Order-generating Dimensions. A case of Hypermodernity in Polish Society of Late Capitalism. *Kultura i Społeczeństwo* (Culture and

Society) Vol. 4. [in English]

2018 Book Review: Hartmut Rosa. Resonanz. Eine Soziologie der Weltbeziehung. Suhrkamp. Berlin 2016 [in English]

2018 Rozumienie granic. Granice rozumienia. Pare uwag pokonferencyjnych na temat zwiazkow miedzy psychoterapia a spoleczenstwem. ("Understanding boundaries. Boundaries of Understanding. Post-conference Remarks on the Links between Psychotherapy and Society"). Kultura i Spoleczenstwo (Culture and Society) Vol. 2. [in Polish]

2017 (Eds. K. Bialy & K. Haratyk & M. Gonda) Biographical meanings of work: the case of a Polish freelancer. Przegląd Socjologii Jakosciowej (Polish Sociological Review) Vol. XIII no. 4. [in English]

http://www.qualitativesociologyreview.org/PL/Volume40/PSJ_13_4_Bialy_Gonda_Haratyk_sp.pdf

Scholarships, Funding, Grants:

2012 Study Visit – School of Social Work, Lund University, Sweden

2013 Study Visit – University of Gottingen, Germany

2014-2017 National Science Centre (NCN), government agency, supervised by the Ministry of Science and Higher Education, Poland, Funding Scheme OPUS 6 „Poles in the world of late capitalism: changes of biographical processes in terms of professional careers, social relations and identity at the time of system transformation in Poland”, position: Chief Investigator

2017-2020 National Science Centre (NCN), government agency, supervised by the Ministry of Science and Higher Education, Poland, Funding Scheme OPUS 14 Formation of the subjectivity and biography of individuals in the transforming neomodern society; position: Chief Investigator

DRAFT

Bernadette O’Koon (Latuch), J.D, M.A., Psy.M.

EDUCATION

Doctorate of Psychology, Clinical Psychology (In Progress, 4.00 GPA) - Fall 2016 to Present

Wright State School of Professional Psychology

Wright State University, Dayton, OH

Dissertation: Toward Greater Synthesis: Integrating Dialectical Behavioural Therapy, Gestalt Therapy and Multicultural Therapy.

Master of Psychology (4.00 GPA) - Fall 2016-2018

Master of Arts, Clinical Psychology (4.00 GPA) - Fall 2014 - Dec 2017

Juris Doctorate (Cum Laude, 3,350 GPA) - 2000- 2003

Brandeis School of Law

University of Louisville, Louisville KT

Bachelor of Arts, English (Summa Cum Laude, 4.00 GPA) - 1997 - 2000

Bellarmino College, Louisville, KY

CLINICAL AND RELATED EXPERIENCES

Psychology Trainee August 2019 to Present

University of Dayton Counseling Center

Supervisor: Terri Pelley, Ph.D.

Psychology Trainee July 2018 to July 2019

Wright State University Counseling and Wellness Center

Supervisor: Daniela Burnworth, Ph.D.

Community/Clinical Psychology Practicum Trainee Aug. 2015 to May 2016 Supervisor: Roger Reeb, Ph.D.
University of Dayton

EMPLOYMENT HISTORY

University of Dayton

Member through 2007 Member through 2007 Member through 2007

Student Ambassador Summer 2018 to Present American Psychological Association

Division 32: Humanistic Psychology

Act as liason between Wright State School of Professional Psychology students and Division 32 (Humanistic Psychology)
Inform students of opportunities to collaborate with leaders in humanistic psychology, including opportunities to present at national conferences

--Graduate Assistant to Roger Reeb, Ph.D. and Greg Elvers, Ph.D., 2014 to May 2016 --Assisted with research on behavioral activation in homeless shelters (Reeb and Elvers) --Supervised undergraduates in service learning project at homeless shelters (Reeb) --Assisted with teaching undergraduates in courses on homelessness (Reeb)
--Assisted with research on motion induced blindness (Elvers)
--Proctored exams and graded papers/assignments as needed

Montgomery County Court of Common Pleas

--Staff Attorney for Magistrates' Office, May 2009 to Au-

August 2014 --Law Clerk for Magistrate David H. Fuchsman, April 2008 to May 2009 --Assisted Magistrates in research and writing of decision
--Conducted status and scheduling calls regarding case management

Law Office of Nicholas Stein New Albany, IN

--Associate Attorney, October 2003 to January 2008
--Law Clerk, May 2002 to October 2003
--Civil litigation and trial practice (primarily medical malpractice, personal injury)
Ricketts & Travis Louisville, KY
--Law Clerk, Spring 2001 to May 2002
--Civil litigation (primarily personal injury, insurance defense)
Courts
--Admitted to Indiana in October of 2003, license currently inactive, in good standing --Admitted to Kentucky in April of 2004, license active, in good standing
--Admitted to Ohio in November of 2008, license currently inactive, in good standing --Admitted to Federal Courts in Eastern and Western Districts of Kentucky --Admitted to Federal Courts in Northern and Southern Districts of Indiana