



The Economy of Communion North American Companies

Canada

- Arc-en-Saisons, commercial and residential cleaning, Montreal, Andre' Roberge and Celine
- MChaussures Frank, shoes and foot apparel, Montreal, Francois Luc & Lucie Beaulieu
- Flores and Lim, CGAS, Certified General Accountants, Toronto, Tony Flores and Collin Lim
- Spiritours, travel and equitable tourism, Montreal, Ann Godbout
- The Locksmith Company, Montreal, Dominique Amyot and Giles Gallant

U.S.A. - West Coast

- Active, Inc., electronic component import/export, California, Mario and Bice Spagna
- First Fruit Farms, agriculture, California, Su Paroski
- Playa Pharmacy, California, Joe and May Chehade'
- The Solinsky Financial Group, Inc., financial consulting/insurance, Arizona, Philip Solinsky

U.S.A. - Midwest

- Ideal Safety Communications, Inc., bilingual health and safety training, Illinois, Mery P. Sennett
- Sofia Violins, handmade stringed instruments, Indiana, John Welch
- C-Sharp Opticians, Inc., eyeglass fittings, Illinois, Dito Camara
- J.L. Funk & Associates, leadership training/corporate management consulting, Indiana, Jim Funk
- Mondo Nuovo, LLC, property management, Indiana, Julia/John Mundell
- Mundell & Associates, Inc., environmental consulting, Indiana, John/Julie Mundell
- People Base, software development for car dealerships (temporarily inactive), Indiana, Ed Brown
- Visitation Law Office, a legal practice, Illinois, Clare DuMontier

U.S.A. - East Coast

- BF Dyer & Henning, Inc., land surveyors, Georgia, Frank Deve
- CHB Associates, business coaching for small business, New Jersey, Claude Blanc
- Finish Line, tutoring, New York, Joan Duggan & JoAnn Rowley
- Phorall, LLC, trade, investment and tourism consulting, New York, Zuzana Andreanska
- Terra Nuova, ceramic restoration, New York, Roger Krokey

Dominican Republic

- Celebraciones y Servicios, wedding and event planning, Dominican Republic, Sandra
- La Dulceria, sweets and cookies, Dominican Republic, Rosa Ibelise Hernandez Goris
- La Joya, Dominican Republic, Rose Mary, Celeste, Trais, Fatima



2012 – 2013 NORTH AMERICAN
ECONOMY OF COMMUNION
ANNUAL REPORT

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The Economy of Communion in Freedom

North American Report Summary 2012/2013

Who We Are

The Economy of Communion (EoC) is an international economic and social movement made up of citizens, workers, scholars, students, organizations, and people in need, that work at different levels and with diverse tools in order to transform day-by-day, in synergy with many other expressions of the civil society, the whole market economy into a more humane environment where living, working, and loving, is a place of communion in freedom.

MISSION

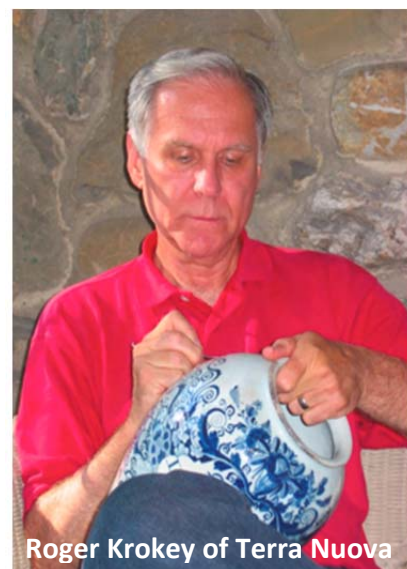
To promote and live a culture of giving and social justice through business enterprises animated with the universal values of liberty, equality, fraternity and communion, so as to alleviate poverty and encourage self-sustainability through an equitable redistribution and sharing of resources and needs.

VISION

To build a more just and humane market economy and society in which “No one is in need.”

The EoC Business Network

The backbone of these efforts to fulfill this universal mission and vision is the EoC companies which commit themselves to following management principles and beliefs that enable them to bring the universal values of liberty, equality, fraternity and communion to bear on their day-to-day decisions while working within market structures. Since its beginning in 1991, the EoC global network has grown to involve over 860 small to medium size businesses in more than 50 countries worldwide. The businesses employ more than 8000 people, with more than 25,000 people depending on the EoC for income and family support. From the beginning, the network has helped support between about 3,000 to 12,000 people in need each year, with food, clothing, shelter, health-care, education, job-training and business startup.



The EoC business network includes a wide variety of companies across the spectrum of possibilities, with nearly every type of industry and occupation represented. About one-half provide services, from professional services such as doctors, lawyers, engineering, IT and management consultants to home cleaning and auto repair. About 1 in 4 companies produce products, from significant industrial components and wastewater treatment equipment to health care products, violins and clothing. Finally, about 1 in 5 companies are in retail, selling items such as fresh fruits, meat, clothing, baked goods and motorcycles.



How We Operate

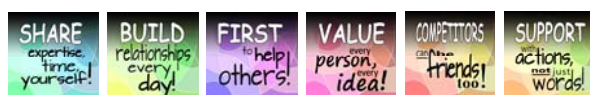
Business owners who take part in the EoC embrace a lifestyle of communion as the fundamental value of their organization. Cornerstones of their business operations include fostering communion with employees by paying particular attention to their

health, well-being and development, as well as to establishing, sustaining and enhancing ethical relationships with each employee, vendor, customer and local community member encountered as well as with governmental groups and labor unions.

VALUE STATEMENTS

- The EOC believes in voluntary sharing of business profits and societal needs to create an equitable re-distribution of global resources in an atmosphere of solidarity and reciprocity. Our global network actively shares in the lives of those in poverty and facilitates timely financial support to address the lack of food, shelter, clothing, medical care and job training.
- The EOC believes in building sound relationships based on mutual respect, care and open communication among executives, managers and employees, and with customers, suppliers, and competitors. We promote the spreading of a 'culture of giving' and the sense of 'family' by placing the human person at the center of our enterprises.
- The EoC believes in fostering participative environments within the workplace by promoting teamwork and encouraging innovation, creativity and responsibility. We dedicate time and resources to implement policies that model and reward this behavior.
- The EoC believes in building cohesive and healthy organizations. We work to clearly communicate fundamental values and create business environments that are open, honest, hospitable, and environmentally-friendly.
- The EoC believes in adopting the highest ethical standards. We recognize each person's inherent dignity and the need to comply with all laws and regulations while protecting our environment.

In order to accomplish this vision, our EoC organizations are ones in which:



- Each person recognizes the shared responsibility of building a workplace community of mutual respect.
- Listening with openness is a key component, and involving and empowering others are actions used to draw from each person's strengths and talents so as to build a workplace community from our diversity.
- The talents, skills and shared resources of our people create something that is greater than the sum of our parts.

As people-centered organizations, EoC companies work together to meet the needs of their customers and stakeholders, while giving back to society and to their local communities always aware of the well-being of others and the common good.

North American Activities

North American has been very active year in spreading the mission, vision and ideals of the Economy of Communion this past year. Here is a brief summary of the companies currently involved in the project and highlights of various key events of 2012/2013.

EoC Company Participation

There are currently thirty-one (31) EoC companies and business initiatives from North America that have chosen in freedom to share of their business profits and participate regularly in EoC meetings and ongoing communications including conference calls, email communications and newsletters. The current list of companies and initiatives is provided in an attachment to this report, with a geographic breakdown as follows:

Canada - 5
 West Coast - 4
 Southwest – 2
 Midwest - 9
 East Coast & Caribbean - 11
Total - 31



This year, we have added two new businesses and three part-time initiatives that desire to participate in the EoC:

- Via Maria Consulting, LLC, a consulting company in Royal Oak, Michigan,
- ZOPHIA, a fashion design company in Washington, D.C.,
- Azienda di Consulenza Felipa, a consulting initiative in Maryland,
- Sunray, a women's purse boutique, in Texas, and
- Cardoza Sales, second-hand product sales, in New York.

Via Maria Consulting assists individuals, parishes and businesses with integrating faith, spirituality and vocation into their daily missions. ZOPHIA designs and manufactures custom-made business apparel for

women. In addition to these active EoC companies and initiatives, there are also two additional companies that have elected to follow the guidelines and values of the EoC and participate in communications and meetings, but are not able to share profits since they have accountability to stakeholders not involved in the project: Netuitive, Inc. and CDISC.

North American EoC Commission Members

The North American EoC Commission currently consists of 10 members representing all regions of North American, including:

- Elizabeth Garlow, Head of North American EoC Commission, Detroit, MI
- John Mundell, International EoC Commission Representative, Indianapolis, IN
- Zuzana Andreanska, New York, NY
- Joan Duggan, Hyde Park, New York (Mariapolis Luminosa)
- Anne Godbout, Montreal, Quebec
- Mary Clare Parker, Houston, Texas
- Su Paroski, Santa Paula, California
- Nick Sanna, Washington, D.C.
- Paulina Sennett, Chicago, IL
- Linda Specht, San Antonio, Texas
- Phil Solinsky, Tucson, Arizona

A summary of each of the responsibilities of the commission members is attached to this report.

Worldwide EoC Programs

The North American zone provides significant support for three worldwide programs for the EoC:

- *The International EoC Internship Program* – provides short work-related internships for young people in EoC companies worldwide, coordinated by North America.
- *The EoC Business-to-Business (B2B) Website* – a website that provides a listing of active EoC businesses and a means for communicating among the businesses and EoC local commissions (www.edc-info.org), managed by North America.
- *The Company Cube™ Initiative* – a way to spread the values of the EoC in businesses, launched worldwide by North America in 2013 (see below for more details).

The EoC Internship Program

This last year, North America welcomed three international EoC interns: Ines do Vale from Lisbon, Portugal (environmental engineering), Danieli Sherer from Sapucaia do Sul, Brazil (international trade), and Ruben Solera from



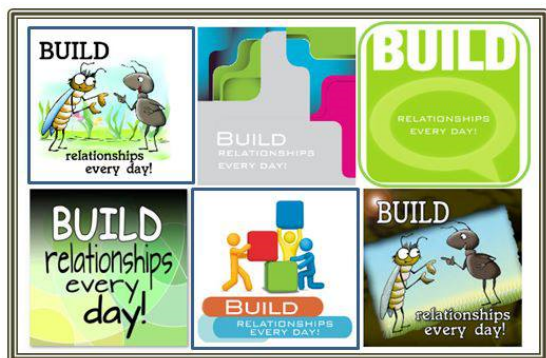
Murcia, Spain (computer science). To date more than 39 interns from 11 countries have participated in the EoC internship program, with twenty companies from eight countries now offering internships. A summary of the current internship program and highlights for 2013 are attached.

The EoC Business-to-Business (B2B) Website

The purpose of the website is to provide EoC company information and business contacts, to encourage communication of experiences of living the EoC business lifestyle among those participating. During 2013, the EoC B2B website continued to expand, with more than 244 EoC companies now listed, representing about 30 % of all EoC companies worldwide. The sharing of business experiences and collaboration continues. Communication forums have been setup to allow for local EoC commission discussions to occur. One significant project in 2013 that has been worked on by North America is the automation of the worldwide Annual EoC Census using the B2B website to collect appropriate information. These efforts should be ready for full implementation by the 1st Quarter of 2014 so that all business information can be gathered into a real-time database for use by those interested in the EoC.

The Company Cube™ Initiative

Inspired by Chiara Lubich's Cube of Love, **The Company Cube™** initiative is a new cooperative strategy for small businesses whose objective is to transform work environments and bring about social change through daily, person-centered decision-making and action. It was introduced at the 2012 North American EoC Congress at Mariapolis Luminosa, and formally launched at the North American EXPO 2013 in Chicago in April 2013 as a means of spreading the values of the EoC to other businesses and working people. Since then, **The Company Cube™** has been produced in six languages (English, Italian, Portuguese, Spanish, French, and German), and launched at several large EoC Congresses throughout the world. A multi-lingual website was developed at the beginning of May 2013 (www.TheCompanyCube.org) that now has 58 businesses and 107 individuals supporters from



28 countries. A Facebook page begun in May 2013 currently has 335 followers. A short booklet has been produced and is available that explains the background of **The Company Cube™** and how it can be used in a business setting (see attached example). In October 2013, the first Mobile Phone App for **The Company Cube™** was launched to allow use of the Cube on both Android and Iphone operating systems.

North American EXPO 2013 - Chicago, Illinois

The North American EoC meeting was held in conjunction with the North American EXPO 2013 Focolare event "Building a Renewed Humanity" held this year in Chicago. The day before the event, the North American EoC Commission met to assess future priorities for the EoC, and discuss possible efforts for the coming year. Three key focus areas resulted from those discussions:

- 1) **Academic and Business Cooperation** - A renewed cooperative effort between academic research and EoC business efforts was established, with a focus on the publication of a book about the North American research that John Gallagher and Jeannie Buckeye completed on EoC



companies over the last four years. As a result these discussions and through support by the North American EoC and potential internal crowd-sourcing, the book will be published by New City Press in 2014.

- 2) **Young People Engagement** – the importance of young people involvement in the EoC continues in North America. A large number of young professionals attended the EoC presentations at EXPO 2013, with many discussing the formation of a tangible active young professional's network for staying in touch about how to live the ideals of the EoC in business life. Several young professionals showed an interest in exploring new business startups and other cooperative relationships.
- 3) **The Company Cube Initiative** – the North American EoC Commission viewed the launching of this initiative as a real way to begin dialogue with American business culture. Work will continue in the coming year on looking for opportunities to share the EoC lifestyle through **The Company Cube™** and helping to expand its reach worldwide through digital and social networking media.

During EXPO 2013, workshops were held on *"Businesses Rooted in Relationships and Reciprocity"*, *"Transforming Our Business and Work Environments with Values-Based Action"* and *"New Enterprise Solutions for Economic Development"* by members of the North American EoC Commission. Over 150 people attended the workshops, with a significant number of young people showing interest in the EoC and the desire to form a 'young professionals group'. During the workshops and at the EXPO exposition booths, **The Company Cube™** Initiative was also launched, with over 200 cubes purchased by attendees at the conference.



Anne Godbout at EXPO 2013

Business Financial Contributions to Those in Need

As part of participating in the Economy of Communion, business owners commit to sharing their profits for three purposes: 1) to support future business growth, 2) to spread a 'culture of giving' through educational initiatives, and 3) to provide support for those in need. During 2012/2013, the North American businesses were able to provide about \$167,000 for the EoC project. These funds included monies donated to local and global poverty initiatives including development projects, job training and job creation, as well as spreading the ideals of the EoC via presentations, social media and education.

EoC Papers and Presentations by North America

Entrepreneurs and academics involved in the EoC in North America have continued to spread the EoC culture of giving by publishing papers and making presentations at local business meetings, in academic settings and at significant EoC gatherings during this last year. In addition, the North American EoC Association sends out periodic newsletters to keep members informed of the latest EoC happenings. Papers published and presentations made during 2012/2013 include the following:

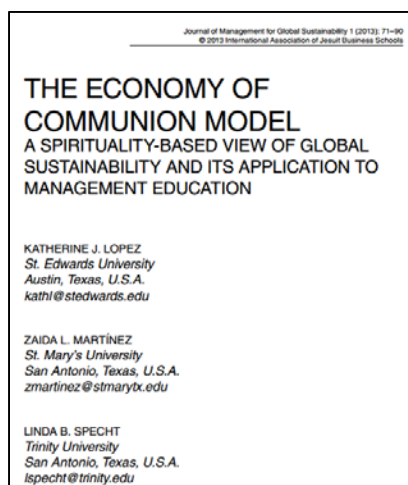


Cuadra, P., 2013, "An Environmental Experience in an EoC Company," EXPO 2013: Building a Renewed Humanity, Chicago, Illinois, April 27-28, 2013.

Garlow, E., 2012, "Poverty Solutions: Young People of the Economy of Communion Take Recommendations to the United Nations, April 2012, Living City Magazine, pp. 18-19.

Garlow, E. and Garlow, M., 2013, "The Economy of Communion," Sacred Heart Seminary, Detroit, Michigan, March 2013.

Garlow, E. and Mundell, J. A., 2013, "Businesses Rooted in Relationships and Reciprocity," EXPO 2013: Building a Renewed Humanity, Chicago, Illinois, April 27-28, 2013.



Garlow, E. and Sanna, N., "The Economy of Communion," Religion and Social Innovation Conference, Toronto, Canada, October 27-29.

Godbout, A., 2013, "The Art of Loving in Business," EXPO 2013: Building a Renewed Humanity, Chicago, Illinois, April 27-28, 2013.

Jurasek, J., 2012, "An Appreciated Internship: from the Czech Republic to the U.S. for the Economy of Communion, January 2012, Living City Magazine, p. 26.

Lopez, K. J., Martinez, Z. L. and Specht, L. B., 2013, "The Economy of Communion Model: A Spirituality-based View of Global Sustainability and Its Application to Management Education," Journal of Management for Global Sustainability, Volume 1, International Association of Jesuit Business Schools, pp. 71-90.

Mundell, Julie A., "Who Is My Employee?" October 2012, Living City Magazine, p. 13.

Mundell, J. A., "The Economy of Communion Entrepreneur and a Business Life of Communion," The 1st Economy of Communion Congress 'A Path towards a New Kind of Wealth', Puebla, Mexico, November 23-24, 2012.

Mundell, J. A. "Transforming Our Business and Work Environments with Values-Based Action," EXPO 2013: Building a Renewed Humanity, Chicago, Illinois, April 27-28, 2013.

Mundell, J. A., 2013, "Diary of an Entrepreneur," June 2013, Living City Magazine, pp. 14-15.

Mundell, J. A., 2013, "The Economy of Communion Today and the Renewal of Business Life through Communion," 2nd EoC Congress in Mexico, Puebla, Mexico, August 24-25, 2013.

Mundell, S. M., 2013, "Seeking an Undivided Life," June 2013, Living City Magazine, pp. 10-11.

Sanna, N., 2013, "New Enterprise Solutions for Economic Development," EXPO 2013: Building a Renewed Humanity, Chicago, Illinois, April 27-28, 2013.

Scavo, J., 2013, "Facing Troubles Together," June 2013, Living City Magazine, p. 9.



Economy of Communion Newsletter
January 2013

REMINDERS



Uelmen, A., 2012, "Toward an EoC Future," October 2012, Living City Magazine, pp. 10-11.

Uelmen, A., 2013, "Putting Down Roots by the Stream," June 2013, Living City Magazine, p.30.

Zolinas, Erica, 2012, "Fashion Designer's Business Plan Put to the Test, October 2012, Living City Magazine, pp. 12-13.

Copies of selected papers and articles are available upon request from the North American EoC Commission.

EoC Business Reports and Experiences

The following attachments to this report provide selected EoC business reports and works experiences from 2012-2013, as sent in by various companies or shared at EXPO 2013, and on the Business-to-Business and The Company Cube websites.

Some of Our Amazing North American EoC Entrepreneurs



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The Economy of Communion in Freedom

North American EoC Companies and Initiatives 2012 - 2013

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Everclean, cleaning services, Dallas, Texas, Rose Schmitz

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Ideal Safety Communications, Inc., bilingual health and safety training, Illinois, Mery P. Sennett
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People Base, software development for car dealerships (temporarily inactive), Indiana, Ed Brown
Sofia Violins, handmade stringed instruments, Indiana, John Welch
Via Maria Consulting, LLC, spirituality/ministry, Michigan, Judy Maten and Mary Garlow
Visitation Law Office, a legal practice, Illinois, Clare DuMontier

East Coast & Caribbean

Azienda di Consulenza Felipa, consultants, Maryland, Felipa Coleman
BF Dyer & Henning, Inc., land surveyors, Georgia, Frank Deve
Celebraciones y Servicios, wedding and event planning, Dominican Republic, Sandra
CHB Associates, business coaching for small business, New Jersey, Claude Blanc
Finish Line, tutoring, New York, Joan Duggan & JoAnn Rowley
Cardoza Sales, garage sales, New York, Grace Cardoza
La Dulceria, sweets and cookies, Dominican Republic, Rosa Ibelise Hernandez Goris
La Joya, Dominican Republic, Rose Mary, Celeste, Trais, Fatima
Phorall, LLC, trade, investment and tourism consulting, New York, Zuzana Andreanska
Terra Nuova, ceramic restoration, New York, Roger Krokey
ZOPHIA, fashion design, Washington, D.C., Betsy Garcete



Economy of Communion
North American Commission 2013



Anne Godbout
Montreal, Quebec



Elizabeth Garlow
Detroit, MI



John Mundell
Indianapolis, IN



Zuzana Adreanska
New York, NY



Mary Clare Parker
San Antonio, TX



Paulina Sennett
Chicago, IL



Joan Duggan
Hyde Park, NY



Linda Specht
San Antonio, TX



Nick Sanna
Washington, DC



Phil Solinsky
Tucson, AR



Sue Paroski
Santa Paula, CA

Responsibilities of the North American EoC Commission Members

Paulina Sennett, John Mundell, Anne Godbout

- Create and maintain a master database of contacts for EOC commission to 'follow'
- Provide input on content to Violet team for quarterly email newsletter
- Identify outreach opportunities and support event needs (presentations, materials etc.), including annual meeting
- Promote B2B website and provide resources to help businesses operate in a sustainable and healthy manner

Linda Specht, Nick Sanna

- Responsible for reference lists and depository of all key materials/same language documents regarding the EoC.
- Responsible for developing, with others, teaching materials for children, youth, adults, mass movements and inundations.
- Serve as point person for US-based youth interested in pursuing EOC internship opportunities. Assists internship candidates with the approval process for securing course credit at their colleges/universities.
- Supports and assists with the development of research and courses for credit at colleges/universities.

Joan Duggan, Elizabeth Garlow

- Coordinate annual membership drive.
- Balance North American Association checkbook (collect membership dues and pay bills)
- File tax returns and paper work for non-profit association representing the EoC in each country.
- Coordinate submittal of annual EoC business reports concerning distribution of profits.
- Continuously check in with EOC companies to facilitate communion of goods/souls.

Su Paroski, Mary Clare Parker, Zuzana Adreanska, Phil Solinski

- Coordinate contributions of EOC content for New City Press and website.
- Schedule and send invitation for quarterly conference call (January, April, July, October).
- Develop and share quarterly EOC reflection/meditation for Board Members and Businesses.
- Coordinate and develop a quarterly newsletter to EOC database (includes EOC note page and updates /experiences with input from all board members).
- Develop EOC Social media presence with outside guidance.
- Upload content relative to all of North American to the B2B site with outside guidance.

Elizabeth Garlow

- Maintain unity with all commission members.
- Suggest new projects.
- Serve as point person for communication between all Zones and EoC commission regarding EoC life, experiences and involvement in various events.
- Consider formation within commission/Focolare interns/at large.

Have You Considered The Economy of Communion YOUTH INTERNSHIP PROGRAM 2013?



Dear Young People of the Focolare and those interested in the Economy of Communion:

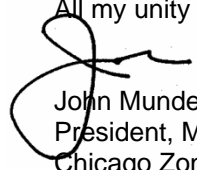
In 2004, the *Economy of Communion (EoC) in Freedom* project began a simple 'pilot' internship program for those young people involved in the Focolare Movement who might be interested in having an experience of working in one of the 840+ EoC businesses worldwide for a short period of time. During these last 9 years, more than 38 youth have participated from Brazil, Italy, Spain, Venezuela, Argentina, Chile, the Czech Republic, Slovakia, the Philippines and the United States. Today, 18 companies from 8 nations offer EoC internships and interest continues to grow.

What has been our experience with the program? Outstanding young people have been able to have a unique work experience, with many contributing significantly to the companies in which they have worked. In return, they have gained valuable experience that has changed their lives: contributions to their student studies and thesis/dissertation research, improved technical capabilities that have helped them land jobs in their areas of expertise, and increased participation and sharing of their expertise in their own countries with several becoming youth representatives on their local geographic EoC commissions.

More importantly, they have contributed to this spreading of the culture of giving, and a more vibrant network among those young people who believe in a united world.

For more information on this program, please see the attached summary. If you are interested, we encourage you to apply.

All my unity with your continuing studies and work experiences!


John Mundell
President, Mundell & Associates, Inc. ("Mondo Nuovo")
Chicago Zone, U.S.A.
Member, International EoC Commission

Unlike a consumer economy,
based on a culture of having,
the Economy of Communion is based on the culture of giving.

This might seem to be difficult, ambitious, heroic,
but it is not so, because human beings
made in the image of God, who is Love,
find their fulfillment in loving, in giving.
This need is in the deepest recesses of their being
whether they have faith or not.

On this basis,
supported by our experience,
lies the hope of a universal spreading
of the Economy of Communion.

Chiara Lubich, Brazil, May 1991

Have You Considered The Economy of Communion Youth Internship Program



"The community of believers was of one heart and mind...
...and no one was in need among them."
- Acts of the Apostles, 4:32-37

WHAT: The Economy of Communion (EoC) is a worldwide economic reality based on the Focolare's spirituality of unity and Christian social teachings. The EoC began its development in Brazil in 1991, and has since expanded with participation by over 840 companies worldwide. In 2009, Pope Benedict XVI mentioned the EoC in his newest social encyclical '*Caritas in Veritate*' (*Charity in Truth*) as a promising form of intermediate activity between for-profit business and classic non-profit institutions. EoC businesses use their profits 1) to provide support for those with financial, health, housing and educational needs in contact with the local Focolare communities, 2) to promote the expansion of the EoC business network and growth of the EoC companies, and 3) to provide formation and training in the 'culture of giving' for those interested in participating in the EoC. As part of this spreading of the culture of giving, the EoC Internship Program was begun in 2004.

PURPOSE: To give young people a real-life experience of working in an EoC company that would allow both technical training in their area of interest as well as spiritual, ethical and cultural formation in the ideals and goals of the EoC as lived in a company.

WHO: Young people who are involved in some aspect of the worldwide Focolare Movement or selected other youth who are 21 years of age or older and are currently studying at a university or have completed their studies. Intern candidates send a completed *Application for the EoC Internship Program* and a resume summarizing their educational experience and work area of interest and their language(s) proficiencies to their local Focolare contact, accompanied by an introductory letter/email telling why they are interested in participating in the program. They then require two additional recommendations: one from a Co-director of the Focolare within their geographic zone, and one from either the International EoC Commission or the local zone EoC Commission.

Once accepted into the program, the candidate's information is provided to the zone EoC Commission and other representatives via the EoC Business Network Website (www.edc-info.org) to begin to circulate among the EoC businesses both within and outside of the candidate's Focolare Zone. Final selection is completed by the EoC companies and is based on existing internship availability, candidate qualifications, company needs and economic conditions.

LENGTH OF TIME: an internship program normally of from 1 to 3 months is expected.

EXPECTATIONS: Each EoC company, local EoC commission and/or local Focolare community will provide transportation/food/lodging resources for the intern (or seek support). A program of selected readings, on-the-job training and hands-on work activities, and interpersonal dialogues will occur on a daily basis. Weekly meetings with the intern and the EoC entrepreneur will take place to share personal experiences of managing the EoC business and putting into practice the vision and ideals of the EoC. Outside of daily work, the intern is expected to also participate in various scheduled cultural events as well as share in the life of the local Focolare community at meetings of New Humanity, New Families, the Gen or in the annual Mariapolis.



PRACTICAL ECONOMY OF COMMUNION INTERN GUIDELINES MARCH 2013

What is needed to apply for an internship?

Letter/Email of Interest; Resume (name, age, address, phone number, e-mail, education, work experience).
Language proficiency/level (or test results to insure the necessary proficiency of the local language).
Letters of Recommendation from the local Co-director of the Focolare within their geographic zone or Gen Assistant and local EoC Commission.

How does the EoC evaluate the applicants for an internship?

Education, Professional Skills, Language Skills, Age, and Life Experiences
(the actual requirements may vary within each EoC company).
Compatibility with available EoC companies, other interns, host community resources.

What required intern expenses must be covered before an internship can be approved?

It is necessary before each internship begins that there is a perfect agreement between the entrepreneur and the young candidate about who supports each expense. These costs include:

- Housing and Food.
- Transportation to and from the company location (plane, taxi, parking, gas, drivers).
- Transportation during the internship (bus, taxi, gas money to work and local activities).
- Visa costs
- Personal needs: personal care & health items, personal house supplies, recreation expenses.
- Communication: as needed, to contact home and/or to arrange travel.

How do we, together, make the intern program possible?

Intern contribution (pay some expenses when possible, works for EoC company, for local Zone, or for host).
Intern family contribution (gives financial support, which may include hosting other interns)
Home Zone contribution (gives financial support, which may include hosting other interns)
Host Zone contribution (give financial support, welcomes the intern as a citizen of the zone)
Host Community contribution (give financial support, welcomes the intern into the local families)
EoC Company contribution (provides work, pays intern/some expenses when possible, arranges room & board)
EoC World (gives financial and/or educational support to bring the EoC intern program ahead)

What optional expenses will the intern need to cover?

Personal travel during the internship (if/when the EoC company schedule and host schedule allow).
Interns are free to plan additional travel before/after the internship, as passport/visa laws allow.
Language class or private tutor.
Expenses for any visitors (if/when the host EoC company and host home allow).
Gifts and personal items to take home.

What is the intern required to bring.

Valid passport, visa (as required), both must be valid until 6 months after the internship.
Medical history including a complete record of vaccinations.
Medical insurance, good for care in the host country.
A list of bi-lingual 'emergency contact' family, friends, phone numbers, e-mail addresses, Skype addresses.
Work clothes, as needed to participate in the work of the host company (this varies).
Outdoor clothing, as needed to walk about in the local climate at the time of the internship.
Dress and casual clothing, as needed for free time activities.

What optional, helpful items would the intern perhaps want to bring?

Cell phone, alarm clock, laptop, watch, overnight travel bag, Skype account information.

Camera, batteries, flash drives.

What not to bring?

Do not bring anything of great financial or sentimental value

What should an Intern expect?

- To work full-time, as needed, for the host EoC company, as any other company employee.
- To live together with other interns and/or with a local Focolare/Gen or host family.
- To look after your own laundry and personal needs during your free time.
- To share responsibility for preparation of meals, house chores and yard work where you stay.
- To be given rides to all required events not within walking distance.
- To walk to the laundry, Mass, grocery, office.
- To find bus options, available for a fee.
- To attend some required local Focolare activities.
- To be invited to optional local Focolare activities.
- To spend some time on your own, or with other interns, exploring the city or neighborhood.
- To write a brief report (at least bi-weekly) with pictures back to Zone sharing EoC experience as it happens.
- To make presentations on the EoC Intern experience after returning to Zone.
- To write up the EoC Intern experience as a university paper or article for Citta Nuova/Living City.

Economy of Communion Internship Offerings Company List, May 2013

AC Cardoso & Associados Ltda., Management Consultants, Campos, SP, Brazil (Portuguese)

ARBI, Architecture, Zagreb, Croatia (Croatian)

AREA PROGETTI srl, Architecture (sustainable),Torin, Italy (Italian)

ARECO sas, Health and Safety Consulting, Firenze, Italy (Italian/English)

Alexis Versele, Architects, Gent, Belgium (English)

DIMACO S.A., Construction Materials, Parana, Argentina (Spanish)

Dalla Strada, Igarassu, Brazil, Handmade handbags and apparel (Portuguese)

ECIE Srl, Motorcycle Manufacturing, Milan, Italy (Italian)

Estrela Sao Paulo Agencia de Viagens e Turismo Ltda., Sao Paulo, Brazil, Travel/Tourism, (Portuguese)

Estudio Arje S.R.L., Construction Development and Management, Buenos Aires, Argentina (Spanish)

Executrainig, Language Training (English/Spanish), Tucuman, Argentina (Spanish)

INFOJOCA – INFORMATICA UNIPESOAL, LDA, Web design/maintenance, Estoril, Portugal (Portuguese)

Mundell & Associates, Inc., Earth and environmental consulting, Indianapolis, Indiana, U.S.A. (English)

RA Fortes Constructora Ltda., Construction Sao Paulo, SP, Brazil (Portuguese)

Rainbow, Business Training (Human Resources, Management), Padua, Italy (Italian)

Spiritours, Tourism/Travel, Montreal, Canada (French)

Terre di Loppiano, Organic and Food Agricultural products, Incisa in Val d'Arno, Italy (Italian)

Unigen Tecnologia do DNA Ltda., Molecular Biology, Sao Paulo, SP, Brazil (Portuguese/English)



APPLICATION FOR ECONOMY OF COMMUNION INTERNSHIP PROGRAM

Name: _____

Country of Origin: _____

Primary Language: _____

Secondary Language: _____

Course of Study: _____

Age: _____

Available Time Period: _____

Place of Interest: _____

Questions:

Why is the Economy of Communion of interest to you?

What do you hope to 'receive' from this internship experience?

What do you hope to 'give' to this internship experience?

What unique experiences, education or abilities do you think you have to offer an EoC company?

If you had your choice, what type of EoC company would you like to go to and why?

What are your future plans for work after finishing school?

ATTACHMENT:

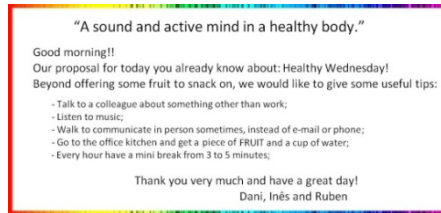
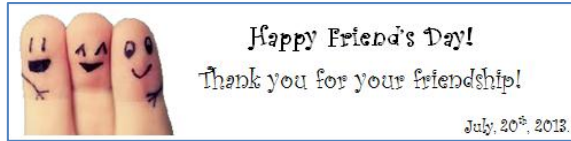
Curriculum Vitae/Resume

Recommendation from Focolare EoC Commission, Gen Leader, or Advisor/Faculty Member



SELECTED EOC INTERNSHIP HIGHLIGHTS

Photographic highlights: (upper left) Friends Initiative; (upper right) Healthy Wednesday Initiative; (upper middle left) EoC interns with Chicago youth; (upper middle right) Intern led company game; (middle middle left) company lunch; (middle middle right) interns together; (lower middle left) interns together; lower right: Ines de Vale introduces new EoC intern business.



EoC BUSINESS REPORTS

ZOPHIA – Betsy Garcete

Z O P H I A

October 9, 2013

As a fashion design startup, ZOPHIA strives to empower women by embracing the beauty of all body types. Each garment is made by local artisans that provide unparalleled sewing precision and a creative dialogue with our customers. By adding a more personal interaction to the heavily saturated online world of fashion, we hope to expose our team and customers to the reality of this new culture of business. As we grow, we aspire to be part of this EOC community, not only by the sharing of profits but by encouraging a fashion culture that is rooted in love of neighbor.

A few months ago we had a new product launch event and co-hosted it with an emerging fashion blog. I wanted to work with them because I knew them personally. At first, they weren't really interested in monetizing but I saw potential in their blog. I encouraged them to embrace the DC market with me. Our aesthetic aligned with their image and it seemed to be a perfect collaborative opportunity. We quickly developed the agreement including press expectations and scope of their work.

As the date of the event approached, we realized that all of the planning and logistics were being done by our team (ZOPHIA). Very aware that we would evenly share the profits of the event, I gently brought to their attention their responsibilities. I did this by holding a short conference call with both parties to discuss loose ends of the upcoming event. Afterwards, I was relieved and felt that we were all on the same page.

On the day of the event, the bloggers show up an hour and a half late. They failed to help with the setup, boldly complained about the space not being setup on time and posted marketing materials only including their logo and not ours. As you can imagine I was furious. Our team had been working endless nights for this launch. To make matters worse, I was coming down with a cold and was losing my voice. It was hard for me to be friendly when they arrived. I felt that they didn't deserve to be there. All they did was show up and post their name on everything that ZOPHIA had worked on.

As guests trickled in, I began to feel nervous, anxious and even more upset with myself. I felt that I had made such a terrible decision by including them. When it was time to present, I tried to put my negative feelings aside and love instead. It was hard to say the least. They hadn't memorized or prepared what they were going to say. On the outside I smiled, trying to really live this difficult moment.

Days after the event, after cooling off, I met with them privately to recap. They were so excited to talk and thought the event was a success. Their blog had increased traffic by 50%. They even received emails from other local designers to plan more events in the future. So, whatever I had meticulously prepared to say, I kept to myself. I briefly mentioned some constructive feedback and glossed over my feelings of anger. I couldn't ruin that moment for them. After all, I wanted to help them. Although they failed to follow through with our agreement, I still gave them the portion of the profits we agreed on. We really could have used this money, my team was aware of this. They even suggested that we not share it. But, I felt it wasn't the right thing to do. So I chose to love and let go of my pride.



We continue to have a great professional relationship with them. They are always willing to promote our brand and expanded their own team. Their followers have increased exponentially and I am truly happy that we were able to help them. For me this is what it means to love in business. Giving so that others can succeed. I learned that God is present in those moments.

CHB Associates - Claude Blanc

This year has been marked by an expansion of my business with one large corporate client, while the number of my small business clients has shrunk. The programs I have delivered included 'train the trainers' sessions, "Collaborating Across Boundaries", "Leadership Development Boot Camp", "Coaching for Performance and Impact". All programs were centered on the importance of "the other", fostering and nurturing relationships and the imperative of inclusive behaviors.

The feedback from the participants has been very gratifying. One recently wrote: *"I wish you could teach all of the classes. I appreciate that you cared about us. Haven't had that feeling in a good while. There is so much I could learn from you. You taught me a lot about myself. Thanks a million!! That's what you input was worth to me!!"*

J L Funk & Associates - Jim Funk

J L Funk & Associates is on a calendar fiscal year, so at this time 3 quarters have been completed. The company's net income to-date is tracking to be approximately 25% lower than last year due to decreased revenues. Some of the reduction is due to failing to be selected in two RFP's submitted to potential new clients, and some is due to less time available for marketing efforts this year. The amount of time that was dedicated to serving on the healthcare committee for the Focolare Expo this year, while contributing to the event, unfortunately had a significant effect on reducing the time that was needed to market my services to potential clients. As a one-person company who must do all the marketing, development and delivery of my consulting services, it is necessary to limit the amount of non-billable time incurred in a given year. On the brighter side, the company has recently acquired two new clients and has expanded services with an existing client, which together have potential to bring next year's net income back up to targeted levels.

Mundell & Associates - John and Julie Mundell

This year we have continued to maintain our revenues while expanding our service areas, completing several significant environmental projects for some of the largest industrial clients in the State of Indiana, including cleaning up contaminated properties and groundwater. We also continue to be the primary consultant for the City of Indianapolis, helping to protect the City's drinking water supplies.

During this past year, we provided support to the EoC worldwide through our international EoC internship program (three interns from Brazil, Portugal and Spain), support for the development of *The Company Cube* project, and supporting the EoC Business-to-Business website. In North American, our company was significantly involved in the presentation of the EoC at EXPO 2013, including sending several of our employees to attend, work at, and participate. We continue to also provide input through

the International EoC Commission membership activities, including SKYPE presentations to local EoC meetings throughout the world, and attendance at the 2nd Annual EoC Mexico Congress.

The company and employees continue to actively support a number of local organizations involved in environmental action, help for those in need, community development and education for the Indianapolis and Irvington communities, including the following activities:

- Improving Kids Environment (supporter)
- Indiana Wildlife Foundation (supporter)
- Run for World Water (primary sponsor)
- Earth Day Indiana (sponsor)
- Bishop Chatard High School Robotics Team (State finalist, National competition participant)
- Town of Irvington Halloween Festival
- Downey Avenue Christian Church (Disciples of Christ) Food Pantry (employees volunteer monthly)
- Downey Avenue Christian Church Community Hog Roast (host/supporter)
- Town of Irvington Development Organization (pro-bono environmental support)
- Town of Irvington Green Initiative (meeting host; community environmental films)
- Town of Irvington Historical Society
- Town of Irvington Music Festival
- Keep Indianapolis Beautiful (community tree planting and beautification event)
- Great American Cleanup (neighborhood cleanups)
- Muslim-Christian Dialogue Events
- World Unity Week, Youth for a United World and Focolare Gen Retreats – host to events
- Engineers Without Borders (support for Guatemala water project)
- Haiti Water Supply Project (through Eli Lilly client to provide water supply)

The most significant local EoC development project MUNDELL took on this year was to support our company ‘cleaning lady’ in starting a cleaning business of her own. The name of the business is “*Two Ladies and a Mop*”, with the catch-phrase: “Leaving the Competition in the Dust.” We also provided her with a micro-credit loan to allow her to purchase a home for her family which she is paying back on a weekly basis. This is the result of our relationship built over several years that has become like family.

Through The Company Cube project, MUNDELL also funded the development of a mobile phone App, that allowed a new EoC IT company to startup in Mexico.

EoC EXPERIENCES FROM EXPO 2013

A Youth EoC Experience at the University

John Mullin

EXPO 2013

The following is my experience of the ideals of the Economy of Communion lived out in my life as a student. My experience is perhaps not active, since I have not been active yet in business, but what I have noticed in my management classes is that the ideals of the EoC are alive in the business world today. When it comes to managing groups of people, motivating them and working together as an effective team, we are being taught to recognize each member of the team as a whole person, to work on collaboration and mutual empowerment. Competition for personal advancement within the workplace is seen as a negative thing, to be replaced with cooperation.

Each person, my class agreed, must be willing to let their own ideas go and to recognize and support the positive input of the other members. Old theories of management once held that people were basically lazy, and would look to do the least amount of work that they could get away with responsibly. So, managers had to constantly harangue and exhort them to do more and do better. Modern management practice gives each person the benefit of the doubt, assuming instead that each person wants to be a meaningful contributor and if they are made to feel participant in the grander scheme of the business, then they will take more initiative and be more willing to contribute their efforts to the success of the company.

So, managers and all business leaders are called to empower their subordinates, not lord power over them. I understand this in light of Pope Benedict's letter on the vocation of the business leader. We are called to be "servant leaders" to love and come to understand the situation and circumstances of the people we've been placed in charge of. Leadership does not entail privilege, but rather responsibility, the responsibility to love each person and help them be the best that they can be.

The Art of Loving in Business

Anne Godbout, CEO, Spiritours

EXPO 2013

My name is Anne Godbout, I'm the CEO of Spiritours, a tour operator specialized in spiritual journeys and Christian pilgrimages with an accent on fair-trade tourism. I founded my business in 2003, and from the beginning decided to follow the principles of the economy of communion, because it offered me a concrete way to live my faith in my business life. How? By putting the human person, not the capital, at the center of the business, by sharing our profits to the needy, and by spreading a culture of giving. I will give you two concrete examples how the art of loving helped me overcome difficult situations I encountered.

Two years ago one of my employees went through a depression after her husband left her. Other employees and myself did our best to support and love her. We offered her a week-end getaway with her two teenagers a few weeks after the break-up and six months later we offered her the chance to go on one of our Holy Land pilgrimage in order for her to heal and renew herself. A few weeks before the trip, she started being really negative and hurtful towards me and others. Her work performance had dropped considerably and for that reason I had taken upon myself some files that should have been hers



and I was double checking a lot of the things she was doing. One day I was in her office and we had a discussion. She told me I was always criticizing her, that I didn't trust her, that she thought we had a personality clash and that she didn't want to go to the Holy Land anymore... I felt really hurt when she talked about incompatibility, but I listened to her until the end, then I simply told her that I didn't feel the same way, that I liked her and always believed in her and that I thought she should go to the Holy Land. Finally she went on the pilgrimage and came back renewed and filled with hope and joy! She thanked me and apologized for what she had said. I also apologized and told her I would do my best to place more emphasis on the good things she was doing instead of her mistakes, and trust her again with all the files I had kept on my desk. She needed to feel I trusted her, so I told her as clearly as possible what my expectations were and decided to trust her again with all my heart and to stop double checking everything she did. She had her ups and downs after this, made a few small mistakes, but always came to me right away to let me know about a problem or mistake and see with me how we could fix it. Today I see her much happier and more motivated than ever. She is a different person, open to receive and give love and for me it's really a miracle.

The second experience I want to share with you happened on a recent trip to Italy for the canonization of Kateri Tekakwitha. A 92-year-old man came with us. He was seen as a problem by many because he was unaccompanied; he was half deaf and was not able to follow the group on walking tours. Nobody wanted to take care of him, so I chose to take care of him (with the help of other tour leaders), even though I already had a lot of other responsibilities with 250 pilgrims and 12 staff members to coordinate. I learned to delegate, we had a lot of staff, and once they knew what to do, I could take the time to be with this elderly man. He loved to walk around at his own pace and take pictures of the monuments and he loved to sit down in a terrace and have some ice cream. I enjoyed spending time with him even if he had a bad attitude at the beginning, but I saw him being transformed from a grumpy old man to a happy and grateful person and I believe it's because he felt loved.

These simple experiences are examples of how the art of loving can transform the work environment in everyday life from sorrow to joy, from darkness to light. Of course as entrepreneur I am conscious that there is a cost of doing this; my employee who was going through depression was not very efficient for months, and my client cost me a lot of energy, but people and relationships are far more important than profit to me.

Environmental Consulting in the EoC

Pilar Cuadra, Staff Environmental Scientist, Mundell & Associates

EXPO 2013

Ecology and environmentally-friendly practices and life styles are not just a trend or a current fad. The care for the environment is a profession that entails complex relationships with the different parties involved in various situations regarding the environment. In the environmental consulting firm where I work, our clients normally contact us when the damage to the environment has already been done, and in most cases, expect us to complete a large task to help remediate the current state of contamination or other problems with very little time and funding. In addressing the topic of ecology as a part of the interest area of Health and Well-Being, we like to present and dialogue on the importance of building and maintaining relationships with the various parties involved in our projects (state and federal regulatory agencies, clients, subcontractors and the community), and also to bring awareness to the responsibility and opportunity all of us have to make a positive difference in ecology, based on a focus on the value of the person and the common good.



There are many examples of the complex interactions with other parties involved. In one case, our company has been involved in the remediation of a Site east of Indiana for the past 7 years. In an effort to save costs, our clients decided to have a different environmental consultant (smaller and cheaper) conduct various routine tasks needed for the site, while keeping our company to handle the most complex aspects and provide general oversight of the project. Early last year, we started noticing some problems with a report produced by the other consultant. The field techniques used were deficient and the results obtained did not seem realistic. After various honest reviews of the work and different attempts to explain to the other consultant how to approach the site and also how to report the difficulties encountered, the reports were still incorrect.

For us, it would have been easier to just tell the client that it was better if we conducted the field activities and reported the data ourselves. Instead, our company proposed to send our own field crew to the site and to include the consultant's field crew in order to provide some training for them. The two crews went to the site and conducted the work in a collaborative way that was beneficial for the whole project.

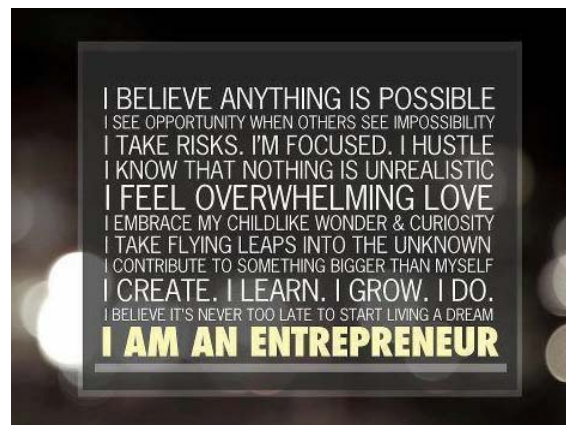
EoC EXPERIENCES FROM THE BUSINESS-TO-BUSINESS WEBSITE



April 15, 2013

Topic: I Am An Entrepreneur

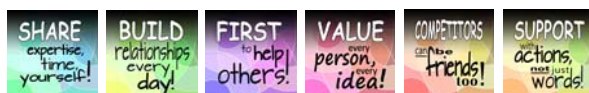
Dear Everyone: I came across the attached 'picture' describing an entrepreneur:



I liked it, but it surely does not capture everything about us. It is from a group called Kiva, which funds many new companies with crowd-sourcing capital, and helps those in need with micro-credit loans. What I want to know is this: Do you agree? Do you have anything else to add?

Here is my own 'fast' attempt at thinking of good attributes which describe an: **E-N-T-R-E-P-R-E-N-E-U-R**:

- E** - Energy beyond normal to put an idea into practice!
- N** - Not ever giving up on the dream!
- T** - Tested daily, but always willing to finish the exam!
- R** - Resolute in your desire to achieve your goals!
- E** - Effort beyond human capacity!
- P** - Positive attitude in the midst of chaos!
- R** - Recognizes limitations, and seeks help!
- E** - Everyone is valued on his/her team!
- N** - Needs to find time to relax, reflect, and rejuvenate to keep perspective!
- E** - Expects the best out of himself/herself, especially in love and forgiveness of others!
- U** - Unexpected difficulties met and embraced immediately, always and with joy!
- R** - Ready to build relationships every day with those he/she meets.



Ok, so that was a 5-minute exercise for me. What do you think it takes to be an: **E-N-T-R-E-P-R-E-N-E-U-R?**

You can spell any word you would like! And use your own language!

County on my unity this week! JM, U.S.A.

April 15, 2013

Topic: I Am An Entrepreneur

Hi John,

Our priest's homily on Sunday reminded me of our EoC businesses. He said that a drop of water by itself evaporates and is soon back in the atmosphere. A cup of water drunk alone is sustenance for one person. If you pour that drop or cup of water into a river, it becomes part of something very strong and powerful, something that can change the course of a landscape, eventually entering into the mighty ocean. This made me think of our EoC businesses and the goals of universal brotherhood we share. If we work alone in our businesses, we move ahead very slowly and profit only ourselves. On the other hand, if we work together by sharing ideas, profit and experiences, we become very strong and powerful, moving ahead quickly and profiting many.

So, in answer to your encouragement to give a word, my word would be: WATER.

WATER: a molecule, a drop, a cup, a puddle, a creek, an ocean, a sea . . . water is life. . .

W - Work for universal brotherhood in every moment.

A - All that you do should be done in love.

T - Try to listen well by emptying yourself.

E - Every hour should be a masterpiece of precision, harmony and order.

R - React to others as you would have them react to you.

Thanks, John, for a thought-provoking challenge! CD, Visitation Law

25 Sept 2012

Vorrei mettere in comune una piccola esperienza fatta nel mio lavoro.

Premessa: Faccio l'albergatore esperienza riferita al booking.

Se fai una riserva e parti prima c'è una penalità da pagare che va seconda l'adesione dell'albergatore o le regole del caso.

Sentite questa:

In alta stagione quando l'hotel è al completo una copia fuol partire con 3 giorni di anticipo.

Io dico che mi dispiace ma che può partire e non deve pagare niente.

Una famiglia con un figlio in carrozzella arriva con una meli che non è una conferma della prenotazione ma che lui pensa che sia.

Sono felice perché li posso dare la camera della famiglia partita in anticipo.

E così son tutti contenti ed anche la mia cassa perché l'hotel continuo ad essere al completo.

Mi son sentito di dover scrivere questa esperienza perché son tanti i piccoli miracoli che succedono .

Un grande saluto a tutti.

Luigi Nodari, Hotel Baia, Azzurra, Italy

December 31, 2012

Dear Fellow Entrepreneurs: Happy New Year! I hope this brief message finds all of you being able to take a little amount of time off for the Christmas and New Year holidays. I know for me it is always a point of the year to try to re-connect with family, friends and others and think about how I am living my life and what I want to do differently, or what I think God wants me to do differently. Last year at this time, I made a list of personal 'New Year's EoC Resolutions' that I wanted to try to achieve. You can check back in this FORUM for the list, but for ease of finding, I am again listing them below, and giving myself a 'Report Card' on my performance (or should I say "Moment of Truth"):

EoC RESOLUTIONS 2012:

Resolution No. 1 - To share at least some experience of Living the Word in Business each month with my fellow entrepreneurs (again, this means I must better live the Word in order to share it!). **Grade: B** I think I did try to communicate some kind of experience each month, but I think I could have done a better job at remembering to share the fruits of this life even more frequently with not only our B2B group, but also those in my North American Zone and my Chicago zone. How did you do? Were you able to share some of your business experiences with others?

Resolution No. 2 - Communicate directly with at least one business owner per month to see 'how it is going', learning more about their particular business and challenges. **Grade: C** Even though I'm sure I spoke with many businesses throughout the year, I probably spent more time 'speaking' instead of 'listening'. I'm going to make an even bigger effort this coming year, especially with those in my Chicago Zone, but also perhaps one company on each continent. Who are you hoping to get to know this coming year?

Resolution No. 3 - Continue to encourage the remaining 500+ businesses that are not on the B2B site to 'sign up' so that we can really make it everything that God intends. Goal at end of 2012: 400 businesses signed up on the website. **Grade: C-** I had big hopes that we would be near 400 businesses signed up this year, but we are still well below 300. I'm going to continue to push this in 2013, and really try to help us reach 400. Is anyone else out there able to help? If we each took responsibility to add 4 new businesses to the B2B, we would have 100 % of all of the businesses in the EoC (now at 860).

Resolution No. 4 - Continue to offer EoC Internships as part of the B2B network to young people from the Focolare. (note: If any B2B business owner knows a local youth that is interested in the program, please encourage them to forward an email). **Grade: A** This year, our company had four EoC interns: 2 from Brazil, 1 from the Philippines, and 1 from Italy. We really benefited from each one of them coming; not only did they learn something of the EoC, but were able to contribute to help our company become more of what it should be. We also received practical help in social communications (Facebook, Twitter, Website), community relations (events for local community) and internal company communications. Were you able to offer an internship this year, or share your business experience with a young person in the Focolare? Someday, we will each have to 'replace' ourselves with a new company. If that is going to happen, we have to start planting the seeds for that right now. Don't underestimate what you have to offer a young person.

Resolution No. 5 - During each monthly company meeting, share some 'Value' of the EoC with the employees to encourage them to live it within the company. **Grade: B** We were able to do this on



probably four of the months, and passed out a single sheet on one of the EoC Values. We hope to make it more often. Have you started talking to your employees about the EoC yet? Or the values we share?

Resolution No. 6 - Improve the delegation of authority and decision-making within the company according to the principle of subsidiarity. (note: this is personally difficult for me, as I tend to think that my ideas are really good; but i have to trust in ideas springing from unity). **Grade: C** This is on my continuing 'to do' list, but I was able to share more responsibility in a number of areas, and we have a couple of new employees who will help with this. More improvement is need for me so that the business is not so dependent on one person. How about you?

Resolution No. 7 - Promote additional community projects to involve the employees in, so that they are able to more directly understand our attitudes toward the poor. **Grade: D** This was an incredibly busy year, and although we had several things we did for community, we need to focus on a particular project that all employees can help with and are better able to see our connection to those in need. If you have any ideas, I would like to hear them!

Resolution No. 8 - Carve out more frequent one-on-one time with each employee to improve mentoring as well as share about the company's mission. **Grade: B** I did find time for more one-on-one meetings and times with employees. However, I want to keep improving on this, and find ways to continue to speak about the EoC.

OVERALL REPORT CARD GRADE: B It looks like 2013 has plenty of room for improvement! How about you? What will you do in 2013 to improve your EoC performance? If you want to share any ideas, I'm sure everyone will benefit! Let's stay united even more in our efforts! All the best for 2013! 1, JM, U.S.A.

Hotel Baia Azzurra Torbole sul Garda

Trentino Italia 12 Maggio 2013

Saluto tutti.

Come sapete la nostra azienda è un Hotel e Ristorante a gestione familiar 45 stanze 16 dipendenti. Alla reception abbiamo un bussolotto cilindrico riutilizzando il contenitore di una bottiglia di whiskey per raccoglie soldi offerte per le adozioni a distanza. Parte il racconto di questa domenica mattina. L'hotel è al completo principalmente con clienti sportivi, in mountain bike, ieri pioveva e son rientrati la sera con gli indumenti tutti bagnati. Noi non facciamo servizio di lavanderia. Un ospite arriva alla reception con un sacchetto di vestiti bagnati e chiede a mio figlio Simone che è in servizio alla reception se glieli puo lavare . Il buon cuore di Simone li da una risposta affermativa, pensando che la cosa finisse li con quel sacchetto. Non è stato cosi , la buona notizia circola e tantissimi altri clienti arrivano con un sacchetto di vestiti bagnati. Il tempo era brutto e per li ospiti era una piccola emergenza . E' successo che con la disponibilità ti tutti abbiamo potuto lavato e asciugato tutti questi vestiti.

La mattina i clienti trovano tutti i loro vestiti asciutti in una grande cesta alla reception.

Si forma un bel gruppetto ci ospiti intorno alla cesta e cercano di pagare. Il mattino alla reception c'è mia figlia che si trova con sorpresa ad gestire questa faccenda e fa così: prende il bussolotto per la raccolta dei soldi per le adozioni lo mette sul bancone, informa li ospiti dell'iniziativa e li invita a meter dentro il corrispettivo, secondo il loro buon cuore, del costo della lavanda E il bussolotto si sta riempiendo. Di solito non commento ma questa volta faccio una eccezione. C'è una contaminazione di "buon cuore"



“amore” che fa bene a tutto. Alle persone che fanno l’atto d’amore. Ai clienti che trovano i vestiti lavati di fresco quasi caldi dal asiugabiancheria. Ai bambini che adottiamo e possono andare a scuola, mangiare.... Alla cassa della direzione che non soffre e guadagna stima e soddisfazione ... Al papa, che sono io, che vede soddisfatto che l’azienda funziona.

Luigi Nodari, Hotel Baia, Azzurra Italy

March 4, 2013

Dear Entrepreneurs:

I just received this email from one of our fellow EoC members from Florence (see below). Let's all (230+ B2B) pray for the safe return of his friends family from being kidnapped in Cameroon. Alberto: Please know they are in our prayers, and we will generate this global chain of prayer for them.

1 John Mundell, Indianapolis.

From: alberto

Sent: Monday, March 04, 2013 11:29 AM

To: John Mundell

Subject: Re: [edc-info.org forum] New post: A greater dialogue among the businesses on issues related to the EoC

I am Alberto Recami, EdC member in Florence.

I have never written to this forum but now I want to make everybody known about 2 of our French friends whose 2 sons, with wife and 4 little children, living in north Cameroon, have been kidnapped probably by Nigerian rebels 2 weeks ago. My friends don't know where they are and they have no news about their lives. The only thing we all can do is now to pray for them, in a long, strong chain. I beg everybody to deeply feel close to these poor parents and children. Thanks for forwarding this message.

- Alberto Recami

October 2012

Dear Entrepreneurs:

Here is an excerpt of the Word of Life we are all trying to live also in business this month:

"But at your command I will lower the nets." (Lk. 5:5)

“How can we put this Focolare Word of Life into practice? We can do so by making the same choice as Peter — "But at your command ..." We should have faith in God's word; we should not cast doubt on what he asks of us. Furthermore we must base our behavior, our life, everything we do, on his word.

“Our lives will then be based on something truly solid and secure. We will be astonished to see that in those very situations where every human resource fails, he intervenes, and even where it would be humanly impossible, life is born.” (Chiara Lubich, Word of Life Commentary, October 2012)

For me this Word of Life has special meaning, as sometimes in an EoC business, you can convince yourself not to follow through on something that has, on the surface, no apparent value to the company from a revenue and profitability standpoint. This may come in the form of not responding to some email



or communications from parties that don't appear to offer any 'possibility' of work for the company, but whom, nonetheless, are connected to the company in some way.

I now see more and more clearly this call of Jesus to 'lower the nets', which means to do my 'little' concrete part so that God will have His opportunity to intervene in our business lives. Last week, I received a call from an attorney (a former client) I had not heard from in quite a while after I had taken the time to 'lower the net' and make contact, even though it 'didn't make much sense' from a human standpoint. The attorney, it turns out, had some work he wanted our company to do because of our past relationship we had built. As a result, we are now 'pulling in the full nets, overflowing and on the point of breaking'....a good position to be in during the present difficult economic time.

As my EoC comrade here in Indianapolis John Welch often says: "Providence strikes again!" But, in this case, as in many cases, we have to do our part for the Providence of God to fill our nets. If the nets aren't lowered, the fish still swim by the boat (i.e., the Providence 'school of fish' still surrounds us), but none of the fish can find our nets. So, we might 'think' are nets are 'empty', when they really are just 'hanging up drying' and waiting to be tossed overboard?

This is a strong reminder that if we are to be transformers of the world by our work, to truly become 'fishers of men and women', we have to not only purchase our fishing gear, but also use it!

So, let's cast off our boats, head into the wind, and have a big fish fry at the end of this month!

1, JM, U.S.A.

May 17, 2013

Hello Economic thinkers of the EoC,

I was searching for an explanation of why the stock market has been booming amidst a still-troubled economy, and stumbled across this article. I don't know the author or the site, but I liked their perspective. They wrote:

"I know how hard it is for our society to loosen its grip on the concept of *Ever More* and to contemplate the idea of *Enough*. But I recommend trying it. Not only might it release us from cycles of boom and bust, it might even bring us to an economy designed around real human welfare instead of constant growth. Maybe we could even learn what life might be about, when it isn't about making more money."

The full article is here:

http://www.sustainer.org/dhm_archive/index.php?display_article=vn164stocksed.

Best wishes for you and your businesses. Ed Brown, Peoplebase Corporation, U.S.A.



Nov 5, 2012

Greetings North American Commission Members:

As you can see now, we are set up to do 'auto translations' for all Forum posts. Even though we don't need it among ourselves (well, maybe Ann might!), you can see how it works now by selecting different buttons below the posted message and it will automatically translate into the other languages.

I think it works well enough so that people can now see what is being posted. Thanks to Ed Johnstone for this fantastic feature! Now, I would encourage each of you to go to your profile and load up a recent picture of yourself, so that anytime you post, we can see you. 1 John

EoC EXPERIENCES FROM THE COMPANY CUBE WEBSITE 2013



For full experience, go to: www.TheCompanyCube.org



Follow Up Actions

(J.M. – Indiana, USA) - Rolled my Cube this morning: "SUPPORT With Action, Not Just Words!" I took the time to send a helpful email to a colleague this morning that followed up on something I had promised yesterday. It's feels good to follow through on what I said I would do!



In the Midst of Difficulty

(Ateki, Caxton – Yaounde, Cameroon) – One of my colleagues had just lost her mother-in-law but in the office she had two evaluation reports to develop. She had to go meet the rest of the Family. The deadline for our report was so close. So I opted, even with my own tasks, to prepare one [...read more](#)



More than a Book

(from Texas, USA) Yesterday morning the cube said, "Be the first to help others." I was at an event, selling my children's books. A hearing-impaired boy and his dad stopped at my table. He wanted books, but his dad had no money on him. I gave him one of my "free gifts"—a bag with a [...read more](#)



Compartir con Mis Competidores

(Hidalgo, Mexico) – En mi segundo día de cubo, me tocó el de COMPETIDORES, en el tipo de mercado que vivimos hoy, mis competidores son muy fuertes en algunos aspectos. Decidí que tenía que escribirles unas líneas a aquellos agentes de comercio que conozco de algunos de mis competidores, donde les compartí un poco de [...read more](#)



Towards a Common Goal

(J.M. – Indiana, USA) – Today I was in a meeting with one of our competitors. I had been invited to attend a meeting to try to support a common client. During the meeting, I was able to work with them towards a common goal. After the meeting, we shared a beer with the client. [...read more](#)



On the Stand

(J.M. – Indiana, USA) Last week, I rolled The Company Cube and it read: 'Competitors Can Be Friends Too!' It just so happened that I was testifying that day in a court of law as an expert witness, and the attorney on the opposing side who was going to cross examine my testimony was a [...read more](#)



Changing My Attitude

(J.J. – Indianapolis, USA) This week one of my clients asked if I could be on a phone call with a salesperson who was selling a service that I was also suggesting to the client that I could provide. I said OK because I knew my client was a little confused and really just wanted [...read more](#)



Side by Side

(P.C. – USA) For the past 7 years, our company has been involved in environmental cleanup of a site. In an effort to save costs, our clients decided to have a different consultant (smaller and cheaper) conduct various routine tasks needed for the site, while keeping our company to handle the most complex aspects and [...read more](#)





El Primer Día

(Hidalgo, Mexico) – Hoy inicié por primera vez a utilizar el cubo en el grupo de trabajo, cuando llegamos lo primero que hicimos fue girar el cubo, y que me salió? COMPARTIR! Fue muy fuerte porque habíamos planeado una reunión con la contable del grupo para poder ver juntos el mejor modo de hacerlo sin ...[read more](#)



Challenges with Skype

(Chicago, USA) I had a meeting scheduled last evening and I made a request to our IT department to set up a Skype call for us. When I went to our room, our IT Assistant was having troubles setting up the camera. I sat down with her and tried together. I realized that I had ...[read more](#)



Sharing Smiles

(Vic Lahoz, Makati, Metro Manila, Philippines) Rolled the dice and got Share Expertise, Time and Yourself. Last Friday a supplier who visited me, commented how they felt it was a refreshing experience to visit the office and be greeted with a warm and friendly smile by everyone from the security guard to the receptionist to ...[read more](#)



The Problem Printer

(D.C. – USA) Lately, I have been given additional job responsibilities at work. I tend to get behind with paper work so I try catching up by working on it in between my other responsibilities. One morning I had the perfect chance to do it and I immediately plunged into it. Prior to that day ...[read more](#)



Working Late

(E.J. – USA) I was working late one night when I realized I had a voicemail. Earlier in the day a friend with whom I am working on a project had left a message to call her. She lives three time zones away. It was midnight and I was ready to call it a day. ...[read more](#)



The Joy of Celebrations

(J.M. – Indiana, USA) – The Company Cube came up: 'BUILD Relationships Every Day!' It was a busy day, but took time today to celebrate many events in our company: a wedding, a birthday, summer interns, and an employee leaving the company to live closer to home. The joy on everyone's faces filled me with ...[read more](#)



A Renewed Focus

(from Texas, USA) I just got my Company Cube a few days ago and find that it is reshaping the things that I do each day. The first day I rolled the cube, my task was to "Build Relationships Every Day." It was particularly fitting, as we are in the midst of discussions about restructuring ...[read more](#)



Telling the Truth

(J.M. – USA) Today I was in a meeting with a potential client who has a difficult problem. Instead of telling him what he wanted to hear, I told him the truth, which meant a possible postponement of the project, but a better long-term outcome for him. Trust and honesty always win out over short-term ...[read more](#)



Trouble with the Car

(J.M. – USA) We had car trouble in Chicago today. How to handle it? Rolled The Company Cube and it came up: Build Relationships Every Day! Posted photos of AAA guys on Facebook. They felt like movie stars! Ok, things were not so bad after I adjusted my attitude!



The Coffee Shop

(M.A. – USA) Our company is part of a network of companies called The Economy of Communion (EoC for short), in which we try to live out the principles of The Company Cube every day. As part of our work, we also run an EoC internship program in our company, and invite young people from ...[read more](#)

SELECTED EOC PHOTOGRAPHIC HIGHLIGHTS

Photographic highlights: (upper left) EXPO 2013 group sharing; (upper right) 2nd EoC Meeting in Puebla, Mexico; (middle left) EXPO 2013 group sharing; (middle middle) EoC Commission members Su Parolski and Joan Duggan at EXPO; (lower left) EoC Commission President Elizabeth Garlow presenting at EXPO; (lower right) EXPO group sharing.



EoC BANNERS MADE FOR EXPO 2013

Banners: (left) The Economy of Communion Internship Program; (right) The Economy of Communion Protagonists



E^oC The Economy of Communion Internship Program

Environmental engineer

"For me to work in an EoC company was the concretization of a project that aims not only for the communion of profits, but beyond that, the relationship with the people in and out of the company, 'treating each one as you would like to be treated,' creating in the company a mutual helping atmosphere and, why not say, a family atmosphere."

Fernanda Garcia
Sao Paulo, BR

International Studies and Spanish

"The EoC is not an overly idealistic, unsustainable business model. Hundreds of entrepreneurs around the world are successfully applying its principles. The internship exchange program helps young people put a human face on an alternative form of global economic development."

Dan Mundell
Indianapolis, U.S.A.

Development

"We didn't only have a work experience but also an experience of unity with the business owners, employees and community, with whom we shared the desire to make the world a better place."

Alejandra Vasquez
Santiago, Chile

Lawyer

"Through my experience I could see that when you treat the employees equally, listening about their family, opinion, worrying about their same limits, they end up acting the same way among themselves. They start to care about each other and about the company, looking for better solutions to help the company improve."

Leticia Teixeira
Sao Paulo, BR

Political science / Economics

"Being in such an environment on a day-to-day basis enabled me to understand the crucial and powerful relationships play in the role workplace, and to see how the 'wider vision' of the company served as the underlying motivation for many of its activities within its field of work, and within the community."

Elizabeth Garlow
Farmington Hills, U.S.A.

www.edc-online.org



E^oC The Economy of Communion The Protagonists

"The financial aid that I received allowed me to conclude my studies and to get to know the lifestyle of an EoC business. Since then, many things have changed inside me. Before, I had a deep hatred for rich people. I thought that they didn't care about the poor and that they only cared about themselves. Today, I understand that love put in practice in a business changes everything."

"Thank God for the care that He provides for my 3 children and me. Thanks to the aid that arrives regularly, I could send my 3 children to school and buy a sewing machine. This enabled me to work and take care of my family after my husband died."

"The Economy of Communion has allowed me to connect my daily work with the needs of the poor in a very concrete way. As a result, I am able to see more clearly God's will for me in even the most ordinary and routine activities of my day."

"Since the project to help people in need began, I always contributed with great joy. I never imagined that one day I would find myself among those in need. This year I cannot give my contribution; I can only communicate my needs with the certainty that in front of God both things have the same value: both are 'giving'. I experienced that I am part of a big family in which sometimes we give and sometimes we receive."

"Although we made a lot more money in our previous jobs, our 'job' now of being an active part of our global family fills us with a sense of gratitude and satisfaction that we could not have imagined. Everyone, students, parents, teachers, recognizes that each is important to us - and it makes a difference."

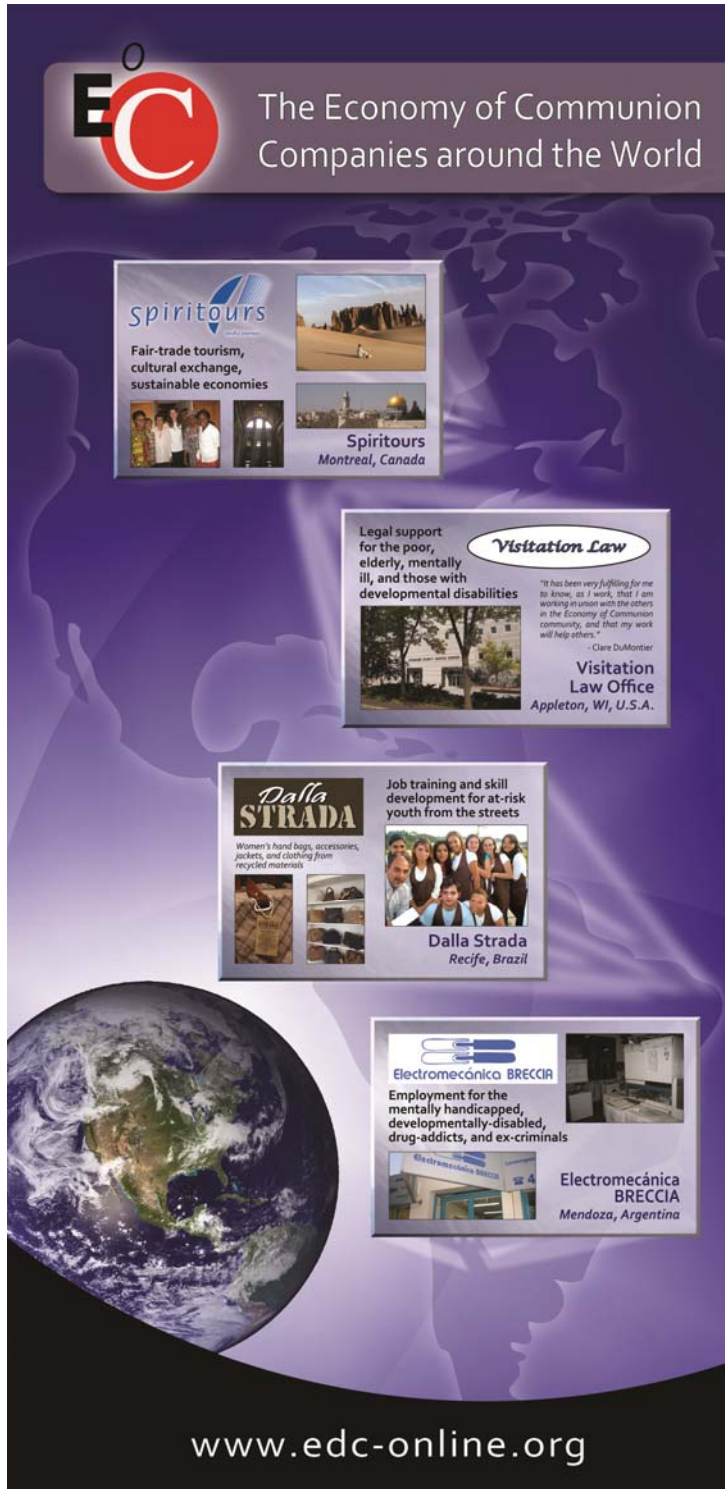
"I'm attending the Faculty of Agronomy. I've received the EoC scholarship for some years now, and is an essential contribution to the continuation of my studies. I study in Belem and I have to rent an apartment with a friend; without the scholarship I would not be able to sustain all the expenses. Each month I receive this money as a vote of confidence given to me through the EoC project. I try to do my part, not wasting the time allocated to my studies, because I know that, if I become a good professional, in future I will be able to give back all that I've received."

"We have found that our relationships with our customers and employees have been mutually more satisfying and fruitful by guiding our business practices by the principles of the EoC."

www.edc-online.org

EoC BANNERS MADE FOR EXPO 2013

Banners: *The Economy of Communion Businesses around the World*



E⁰C The Economy of Communion Companies around the World

spiritours
Fair-trade tourism, cultural exchange, sustainable economies
Spiritous
Montreal, Canada

Legal support for the poor, elderly, mentally ill, and those with developmental disabilities
Visitation Law
"It has been very fulfilling for me to know, as I work, that I am working in union with the others in the Economy of Communion community, and that my work will help others."
- Clare DuMontier
Visitation Law Office
Appleton, WI, U.S.A.

Dalla STRADA
Women's hand bags, accessories, jackets, and clothing from recycled materials
Job training and skill development for at-risk youth from the streets
Dalla Strada
Recife, Brazil

Electromecánica BRECCIA
Employment for the mentally handicapped, developmentally-disabled, drug-addicts, and ex-criminals
Electromecánica BRECCIA
Mendoza, Argentina

www.edc-online.org



E⁰C The Economy of Communion Companies around the World

Designing ecological and sustainable communities for those in need
Alexis Versele
• Technical and architectural projects for vulnerable groups
• Design that respects nature and the underprivileged
• Setting standards for new community interactions
Alexis Versele
Gent, Belgium

BK
BANGKO KABAYAN INC.
A RURAL BANK
Primavera
APCEI
Since 1986
Amella
Sustaining Life's Simplicity
EoC in Asia:
Roots in the Philippines

Fair trade and socially-responsible products made by disadvantaged communities
FOCOS
BRING TOGETHER
Focos Pte Ltd
Singapore

Fair-trade tourism, cultural exchange, sustainable economies
SAFARI EYE
Safari Eye
Kampala, Uganda

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