

# *Passing the Torch*

*an intergenerational collaboration  
to empower emerging leaders*



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"We have probed Earth, excavated it, burned it,  
ripped things from it, buried things in it.  
That does not fit my definition of a good tenant.  
If we were here on a month-to-month basis,  
we would have been evicted long ago."  
*Rose Elizabeth Bird*

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# *The Call*

## *Setting the Stage*

During the 1960s, many of us began feeling a demand for change that initiated a significant departure from our conditioned paradigm and way of life. Our combined actions became the collective arousal for change that catalyzed a shift from a limited and fragmented existence to one of infinite possibility.

Subsequently, many more change agents have responded to the call to change. We have radically expanded and deepened our awareness, the quality of our communication, relationships and lives, and our relationship with all life. We have carried the torch for change in preparation for the time when humanity will likewise need to transform how we organize ourselves into societies and develop cultures. *That time is now.*

## *Our Quality of Life is Rapidly Declining*

Countless changes in our national infrastructure are altering our quality of life. Federal funding and resources that support social programs and disaster relief are being redirected to war, terrorist threats, and Homeland Security. The national debt is ballooning, the dollar and economy are weakening, local and state budgets are stressed and services are being cut, environmental disasters are increasing, and energy crisis and global warming are now household words.

With this erosion juxtaposed against personal transformation, polarities are more prevalent than ever. We have unprecedented freedom and the ability and support to completely change ourselves and our lives. While many feel an unparalleled inner security, fulfillment, success, and joy, the infrastructure that supports our culture is subtly eroding, causing a growing unease, insecurity and anxiety.

The old paradigm and infrastructures no longer serve the greater good; hence they are eroding and will need to be replaced with that which honors and sustains all life. As they weaken, opportunities for cultural transformation are presenting themselves. The many people who have been preparing for this transformation are coming forth to erect new systems and structures based on respect, holism, wisdom, and inclusion.

## *A Synergized Force for Change*

Such comprehensive change must function in two phases, beginning with individual consciousness and lifestyle, which in time will inspire a cultural transformation.

*Phase One*, catalyzed in the 60s, began opening our hearts, which liberated caring, respect and insight. This in turn began transforming our world views and the ways we related to ourselves, each other, and all life. With this drive now established in

the human experience, the force for change is shifting to Phase Two.

*Phase Two* is ready to accelerate through emerging leaders in their 20s and 30s who are dedicated to transformation. They are divided into two major subcultures:

- *visionary regenerationists* who have been studying, training, and developing skills in life-honoring systems and structures that can build a new culture; and
- *inspired pragmatists* who have been studying, training, and developing skills in their chosen careers.

Since they will be the managers, leaders, entrepreneurs, architects and builders through the years of cultural change and stabilization, they will need impeccable ingenuity, strength, focus, perseverance, and a marketable expertise. They don't have the luxury of "learning the hard way" over decades. They must quickly learn to be "on top of it", confident, and perform at optimal levels, regardless of circumstance. For this they need guidance, instruction, and support to gain the understanding, knowledge, and skill for the roles they will accept.

Now, as Phase One catalysts are reaching elderhood, it is time to transfer our expertise, wisdom and skill to the next generation. This bestowal will return a rich endowment of revitalization and untold fulfillment for humanity and the Earth.

To this aim, Marianne Weidlein developed *Passing the Torch* - an intergenerational collaboration to empower and educate emerging leaders, and connect the generations in co-creative action, mutual understanding and wisdom exchange. Due to the great diversity of challenges globally, *Passing the Torch* currently focuses only on the United States.

Marianne completed it in Spring, 2007, with the invaluable assistance of Kirsten Liegmann, a highly gifted emerging leader who has dedicated her life to activating and assisting the shift from the waning paradigm to an emergent culture guided by heart-centered intelligence.

"Is our collective intelligence the brain of Gaia (Earth)?  
What is the proper function of humankind  
within the evolving consciousness of the larger organism?"  
*Danaan Parry*

# *The Response*

## *Exceptional Leaders are not Born; They are Made*

Extraordinary accomplishment is a state of being that is chosen and diligently cultivated through a consistent development of knowledge and skill and the adept self-management that fulfills clear intention. This self-mastery makes true leaders, and is especially important during challenging times.

Exceptional leaders have vision, commitment, integrity, courage, skills and knowledge, and the ability to effectively manage differences. They respect others' perspectives. They know when to make decisions on their own, and when to collaborate. When confusion and conflict inevitably arise, they neither judge, blame nor distance themselves; but with presence they inspire active participation in generating inclusive solutions.

## *Our Pledge to Emerging Leaders*

*Passing the Torch* mentees are between the ages of 20 and 40, and are fully committed to achieving excellence and serving humanity and Earth. They gain entree to a nexus of elder mentors, invaluable contacts, and resources. Through quality mentoring, committed emerging leaders are called to learn, develop and hone essential leadership skills, and skills in their chosen fields, refine their discernment and harness their power. With dedicated people supporting them, standing behind them covering their backs, and drawing forth their magnificence, success is assured. Mentors help emerging leaders to:

### *Quicken the pace of their evolution*

- Establish integrity through responsibility, self-discipline, organization, and a dauntless ability to stay the course.
- Develop trust, clarity, confidence, composure, self-mastery, strength and impeccability.
- Arouse and laser their passion.
- Unleash potential, creativity and innovation.
- Magnify the value of their contribution by becoming the qualities they know they must embody, and dramatically change their lives.

### *Effectively relate and collaborate*

- Discern who they truly want to know, and deepen those connections.
- Foster sustainable, thriving relationships.
- Collaborate with others for the betterment of all.
- Develop a productive interdependence and supportive communities.
- Resolve confusion and conflict with ease and grace.
- Mentor and inspire younger generations.

### *Develop essential leadership skills*

- Articulate and steward the emergent future.
- Design effective teams inspired into action through generative conversations.
- Manage diversity with respect and co-creative inclusivity.
- Resolve problems by discerning their inherent opportunities and taking action accordingly.
- Deftly handle confusion and conflict, and when necessary, willingly and calmly stand strong in the presence of disturbance and agitation.
- Wisely adapt to ever-changing circumstances and the dynamics of an uncertain and stressed world.

### *Become effective entrepreneurs and service providers*

- Clarify their vision and set attainable goals.
- Define their product or service.
- Understand basic management, marketing and financial matters.
- Develop organization and management skills.
- Direct and focus their time, energy and resources.
- Design a business proposal.
- Establish and maintain professional integrity.
- Generate revenue and solid growth.
- Develop and hone knowledge and skill with their specialized field.

### *Manifest for the highest good*

- Respect the power of intention and attention.
- Understand the relationship between vibrational frequency and brain output.
- Learn intentional manifestation and activate a successful partnership with the universal Law of Attraction.
- Channel their energy into only what they want and intend.
- Develop grounded plans for fulfilling their intentions.

### *Specialized Fields*

Given the many current changes, knowledge and skill with the following fields are essential for cultural transformation.

Permaculture

Agroecology

Mycology

Monetary Systems

Relocalization

Leadership

Sustainable Business Advising

Intrapreneurship

Systems Thinking

Youth Mentoring

Renewable Energy

Sustainable Forestry

Sustainability

Complementary Currencies

Globalization

Grassroots Leadership

Organizational Design and Development

Executive Succession Mentoring

Light on the Law

Community Development

## *Specialized Skills*

As per mentee request, support, guidance, education and knowledge, training, tutoring and mentoring are provided in skills, such as:

Peak Performance Training	Curriculum Development
Group Dynamics and Facilitation	Workshop Facilitation Plan Development
Writing	Editing
Communication	Public Speaking and Presentations
Conflict Resolution	Mediation
Publishing	Website Development
Graphics Design	Research
Customer Service	Nonprofit Organization and Management
Fund Raising	Finance and Economics
Personal Financial Management	Project Development and Management
Media Relations	Public Relations
Sustainable Management	Emergency and Disaster Response

More fields and skills will be added as suggested or requested. Mentors for each are listed in the *Passing the Torch* directory.

*And lastly:*

- Participants receive *Passing the Torch Updates & Related News*.
- Assistance with inviting specific mentors with whom mentees want to work.
- At a future time, collaboration with locating funding for mentee training, projects and entrepreneurial ventures.
- And more to come, as the needs arise and our collaborators increase.

*Passing the Torch* mentors and mentees can create lifelong relationships for the betterment of themselves, humanity and Earth.

"These individuals, linked together through resonant attunement,  
formed a kind of Human Battery.

This helped to shift the collective mental field, which is our beliefs,  
shaped by our collective mental field, that makes the world as we know it today.

Rupert Sheldrake calls this "field" of human experiences the *morphogenetic field*.

Creating a new morphogenetic field is the way to change the world.

This can be done by a "trigger event" to shift the collective mental field.

It was the end of an old mind set and the beginning of a new one."

*Sondra Ray*

## *Opportunities and Methodologies*

*These levels of participation are available to elders, emerging leaders, and guests:*

- 1) Mentees - receive leadership development with mentors, participate in groups, and can mentor youth
- 2) Mentors - provide mentorship and participate in the Council of Elders and groups
- 3) Guests - attend some activities and events; no mentoring

All collaborations focus on fulfilling mentees' specific needs and developing their skills, knowledge and projects. To this aim, specialized mentoring, in the forms of coaching, facilitation, guidance, education and training, occur in these contexts:

### *Mentoring opportunities*

- One-on-one
- Small groups
- Large gatherings

### *Mentoring methodologies*

- Virtual - Email, online discussion forums, workshops, conferences
- Telecommunication – Tutorials, courses, conferences
- In-person – One-on-one, groups, workshops, conferences

### *Group activities are available for:*

- Mentees only
- Mentors only
- Mentees and mentors
- Intergenerational exchanges
- Activating intergenerational synergy
- Mentees and emerging leader guests
- Mentors and elder guests
- Mentees, mentors and committed guests of any age

We are beginning with one-to-one mentoring and small tele-groups in specialized fields. Then as the need arises, we will add larger group tele- and in-person events and more...

Elders and emerging leaders with focused intention will surely evoke a powerful, high frequency field that amplifies their collective wisdom, ingenuity and joy! Our directory lists mentors and mentees by name, profession, and skill.

To support integrity and power, participants are asked to agree to strive for clear communication and honor all agreements in a timely manner, or change them as needed. Because we grow as new ideas arise, constructive feedback is essential.

### ***Council of Elders***

Accomplished elders can feel isolated from other committed equals. Therefore, an essential element of *Passing the Torch* is being connected with and drawing inspiration from peers... like councils of elders in former times. To this aim, we will convene a council of elders through a select crafting of complementary and deeply developed presence, wisdom, knowledge and skill.

The two main ways in which mentors can stay connected is through *Passing the Torch Updates & Related News*, and (optional) monthly tele-wisdom councils.

*Specifically they can:*

- Participate in a master mind for elder support
- Participate in a master mind to support specific mentees
- Receive assistance with a challenging situation
- Share marketing ideas
- Discuss creating coop online marketing collaborations
- Receive support and opportunities for further evolution
- Celebrate successes

### ***Emerging Leaders Wisdom Council***

One key to success is connecting with peers and drawing inspiration from them for mutual support. To this aim, we will call monthly tele-councils for emerging leaders to share their presence, wisdom, knowledge and skill.

*Specifically they can:*

- Participate in a Master Mind for specific support
- Receive assistance with challenging situations
- Share marketing ideas
- Discuss creating coop online marketing collaborations
- Receive support and opportunities for further evolution
- Value from new connections and opportunities
- Enjoy regular association with strong, committed peers
- Celebrate successes

### ***Intergenerational Synergy***

In the past 40 years, emerging elders have healed childhood wounds, and served as activists for important causes. We learned how to follow our own inner directives, develop honoring new values, modalities and ways of being and interacting, and be self-employed. This significant contribution was possible only through sacrifice by us and our children.

We helped to open the heart and activate the development of unconditional love, compassion, and the opportunity for true and abiding connection, collaboration, and union. Yet, we unwittingly imposed the dysfunction and pain of our family patterns onto our children. Some of us carry a private pain, knowing that we did to

our children in reaction to what was done to us. We also lacked unconditional acceptance and support of our parents, connection with our children, family stability, and without a sustained career, financial security and the comforts that create ease, and much more...

In many ways we left our children to fend for themselves and find their own way. While we didn't mold or control them as had been done to us, we couldn't provide consistency or reliability, nor teach them the necessities of structure, discipline, responsibility and accountability. Without these and an abiding, values-based foundation, they felt unsupported, deprived, and separate. Until this is corrected, the consequences of those deprivations will continue to exert subversive influences on them.

*Now it's time to prepare for cultural and global transformation.* With completely different functions for transformation, our generations are connected with different flows of information, which sometimes makes it difficult for us to understand each other. Elders must understand emerging leaders, their vision of the future, and what they want to contribute to it. Likewise, emerging leaders must listen in order to understand what took elders decades to learn "the hard way", then determine how to effectively apply it.

Most importantly, we must be able to trust each other. Emerging leaders want to experience that elders - as the generation of their parents - will now support them. Likewise, for elders to support emerging leaders and their projects with our knowledge, wisdom, expertise, and resources, we must trust that emerging leaders will dedicate themselves to developing discipline and accountability so they complete their agreements and plans, and communicate in a timely fashion.

However, from years of imposition and sacrifice, many people in both generations carry disappointment that brings "static" to our relationships. We must heal the wounds of our generations, and get right with each other and ourselves. This way we will become the powerful, synergized force of transformation that we are here to be. *Imagine us aligned in co-creative union!*

To begin, we must listen to each other's stories so we can see through our disappointment and grievances and understand the circumstances of their cause. And in that understanding, to forgive, appreciate, and feel compassion and respect each other.

Then we can thrive together and collaborate with open hearts, flowing wisdom, and ingenuity. With this synergized interpersonal foundation, we are empowered to establish a cultural foundation that can finally support humanity to thrive. *We can succeed because everything we need already exists. This honor is our reward.*

"This will remain the land of the free  
only as long as it is the home of the brave."  
*Elmer Davis*

## *How Elders Become Involved*

Mentors are models of achievement, integrity and personal development, who are respected and admired for their accomplishments. With drive and high aspirations, they persevere until they achieve their goals. Hence, mentors have developed mastery with a skill. Having developed their expertise and themselves for years - sometimes "the hard way" - they offer invaluable experience, knowledge, and wisdom as they listen, guide, teach, inspire and motivate.

Elders are accepted based on their alignment with the *PTT* mission, and their relevant professional skill for the needs of mentees. *They are:*

- 50+ years of age
- experienced in their fields of expertise for at least two decades
- of integrity and high ethical standards
- skilled in communication
- able to help grow the network by referring mentees and other mentors.
- able, but not expected, to participate in periodic wisdom councils by phone (scheduled Mon-Thurs between 11:00a.m. and 6:00p.m. Pacific time)
- able to send and receive Microsoft Word documents, and receive pdf files.

*To support the success of this collaboration and honor other participants, they agree:*

- a) not to market their services or products to other collaborators, and their clients, employees or colleagues who are not participants; however, they can include their professional signature line on their email correspondence; and
- b) not to promote their political agenda within *Passing the Torch*.

## *How Elders Apply*

1) Go to [empoweringvision.com](http://empoweringvision.com). Click *Passing the Torch* at the upper right. Look for *Mentor Application*, click on it, and fill it out.

2) *In word.docs only*, submit your completed application, curricula vitae, and two letters of reference that include your referrers' email addresses and website URLs, if applicable. You do not need to send these if you are well-known in your field; if you feel any doubt, please include them. *Send all to Marianne Weidlein in one email* at [mweidlein@charter.net](mailto:mweidlein@charter.net).

3) Marianne will review this information and, within three days, will email you. If your experience and skills match the needs of *PTT*, the last step is to schedule a 30-minute conversation to get acquainted and explore the possibilities.

4) During this conversation, you both ask questions to determine right fit.

### ***What New Mentors Do Once Involved***

- 1) Upon acceptance, you will receive the user id and password to the *Members Page*.
- 2) You can access the *Mentee Directory* and *Mentor Directory* to contact anyone you want to connect with.
- 3) To help defray *PTT* costs, you are asked to contribute 5% of the fees you receive from mentees. Please pay this honor system tithe by the 15th of each month.
- 4) Subscribe to *PTT Member Updates* to receive only *PTT*-related communications. Your name and contact info will never be shared with other groups.
- 5) Subscribe to *Passing the Torch Updates & Related News* for participants and interested non-participants. Again, your info will never be shared.
- 6) You will receive a copy of the *PTT Confidentiality Agreement* to use with the people that you mentor.
- 7) To help craft an elegant alliance of collaborators, please review your contacts. Consider inviting those who would be excellent additions as mentors or mentees to contact Marianne.

"A small body of determined spirits  
fired by an unquenchable faith in their mission  
can alter the course of history."  
*Mohandas Gandhi*

## *How Emerging Leaders Become Involved*

*Passing the Torch* mentees are emerging leaders in their 20s and 30s who are fully committed to achieving excellence and serving humanity and Earth. They must be self-sufficient, successful in their own right, and have their own telephone and a late model computer, or unrestricted access to one with Microsoft Word.

They submit an application and are evaluated based on their mission, level of commitment, and integrity.

*To support the success of this collaboration and honor other participants, they agree:*

- a) not to market their services or products to other collaborators, and their clients, employees or colleagues who are not participants; however, they can include their professional signature line on their email correspondence; and
- b) not to promote their political agenda within *Passing the Torch*.

### *How Emerging Leaders Apply*

1) Go to [empoweringvision.com](http://empoweringvision.com). Click *Passing the Torch* at the upper right. Look for *Mentee Application*, click on it, and fill it out.

2) *In word.docs only*, submit your completed application, curricula vitae, and two letters of recommendation that include your referrers' email addresses and website URLs, if applicable. *Send all in one email* to [pttmentees@charter.net](mailto:pttmentees@charter.net).

3) Marianne will review this information and, within three days, will email you about the status of your application and any thoughts she may have for you.

### *What New Mentees Do Once Involved*

1) Upon acceptance, pay the *Mentee Application Fee* on the *PTT* homepage. Soon after is received, you will receive the user id and password to the *Members Page*.

2) You can access the *Mentee Directory* and *Mentor Directory* to contact anyone you want to connect with, or the mentor/s you might want to work with.

If your desired mentor or mentoring category is not listed, email Marianne. She can help you to locate an elder to fulfill your needs. If you want to be mentored by a specific person, she can contact this elder to discuss her/his participation.

3) Subscribe to *PTT Member Updates* to receive only *PTT*-related communications. Your name and contact info will never be shared with other groups.

4) Subscribe to *Passing the Torch Updates & Related News* for participants and interested non-participants. Again, your info will never be shared.

5) To help craft an elegant alliance of collaborators, please review your contacts. Consider inviting those who would be an excellent addition as mentors or mentees to contact Marianne.

“Only the one who devotes himself to a cause  
with his whole strength and soul can be a true master.  
For this reason mastery demands all of a person.”  
*Albert Einstein*

## *Financial Matters*

Financial arrangements with *Passing the Torch* are designed to support everyone involved. All collaborators are encouraged to find the best balance between receiving what they need and contributing to the fullest extent possible. They are also invited to donate toward the costs of administration and programs. This can be once or even monthly, but is not expected!

### *Mentors agree to:*

- Ask a maximum mentoring fee of \$150 per hour, discount their fee, or volunteer.
- Pay 5% of their fees from mentees to help defray *PTT* expenses. This honor system tithe is due on the 15th of each month.

### *Mentees agree to:*

- Pay a \$35 application fee
- Pay mentors' fees directly and on time, or negotiate accordingly

Relationships between collaborators are handled independently. Some may decide to trade mentoring services for profit sharing or partial business ownership. Those arrangements, however, fall outside of the scope of *Passing the Torch* and are private agreements between the parties involved.

Mentors and mentees can also generate revenue by connecting their websites through affiliate arrangements. When a visitor buys products or services from a collaborator's site that they accessed from another collaborator site, a percentage of the sale price is paid as an affiliate fee. These are also private arrangements between the involved parties.

We are seeking to collaborate with a nonprofit that is eager to include *Passing the Torch* in its offerings. With this arrangement, we can include scholarships for mentoring and group programs, and we can do fundraising. And all donations will be tax-deductible.

"The universe operates through dynamic exchange...  
giving and receiving are different aspects of the flow of energy in the universe.

And in our willingness to give that which we seek,  
we keep the abundance of the universe circulating in our lives."

*Deepak Chopra*

## *About the Developer*

### *Introducing Marianne Weidlein*

I am a facilitator, teacher, mentor and author, with specialties in self-mastery, peak performance, intentional manifestation and self-employment. I bring 40 years of experience in business, human potential development and awakening spiritual awareness to help people achieve peace, success and freedom on all levels. I hold a BSBA; yet my most relevant education and training comes from my life experience, my work, and most of all my connection with Source.

Through untold awakenings, everyday moments, learning “the hard way”, and peak experiences, have I developed skill with changing self-limiting patterns, and gained an ardent reverence for integrity and the ability to gracefully navigate through the mystery of life.

Likewise-impassioned to catalyze others, since 1985 I have written several books and, with a repertoire of self-designed techniques and curricula, I have facilitated innumerable individual, partner and group programs of widely varying sizes, lengths, formats and topics.

I discovered that in groups people gain heightened awareness and experience, but lack the ability to sustain it in their day-to-day activities. Making lasting change requires regular facilitation and support. For this reason, in 1995, I began providing one-on-one telephone support.

Initially, I helped clients to remove self-limiting patterns while they developed or revamped their businesses. As I discovered what causes people to succeed and fail, I incorporated self-mastery, peak performance and leadership facilitation; then several years ago I began providing intentional manifestation guidance.

In recent times, I have been mentoring only people in their 20s and 30s who are dedicated to developing their highest potential and routing out self-limitation. My bliss, skill and leading honor is in uplifting these amazing people to stellar levels! Now I am solely dedicated to empowering emerging leaders.

My books include: *Empowering Vision For Dreamers, Visionaries & Other Entrepreneurs* (1991) *warm liquid life* (1993) and *The Passage to Freedom* manuscript based on my mentoring.

In 1991, I was a Colorado Entrepreneur of the Year Nominee. I am a proud mother and grandmother.

“When there’s a will, there’s an A.  
*Claude Olney*”