

# A Manner of Speaking

by Bonnie Neugebauer

So what do you do when a big idea comes along? Do you jump for it? Do you run away? Well, the funny thing is that while some ideas present themselves as life-changing, many ideas take us in baby steps, one decision follows another, and only later, perhaps in hindsight, the full vision of the idea comes into focus — a bit like the iceberg idea. In a way the work of *Exchange* continues to be that iceberg; we see our next steps, but the full scale of what can be is beyond our ability to imagine.

The work began in a small apartment with an intimate group of friends sharing ideas and questions. Think typewriter, postage stamps, a file cabinet and glue, oh, and laughter and wine. It involved research and risks and it depended on the generosity of others — others who were willing to share their challenges as well as their strategies for achieving goals. The work began to require a team and involved post offices, computers, classes and speeches. It held fast through beautiful successes and disheartening failures. It birthed *Beginnings Magazine*, *The Directors' Network*, *Exchange books*, *World Forum Foundation*, *TurnKey Training*, *Exchange Leadership Initiative* — all icebergs in their own right.

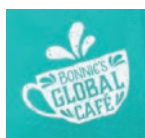
Our knowledge and experience inform our actions, but it is what we believe that determines our direction. What we believe about life and purpose, about others, and about ourselves.

Every step we take throughout our lives comes back to what we believe. Is it possible? Will others help? What does it matter?

*Exchange* has been what it has been for 40 years, is what it is now, and will become what it has yet to be because of what we believe.



Bonnie Neugebauer is founding editor of *Exchange* magazine and co-founder of the World Forum Foundation. You're invited to visit Bonnie's Global Café: [WorldForumFoundation.org/cafe](http://WorldForumFoundation.org/cafe)



**Children:** We believe that children know what we are trying to learn, that within each child there is potential and capacity to make the world healthy, to protect the environment, bring people together, and achieve peace.

**Relationships and Connections:** We believe that everyone has knowledge to share and a need to learn, that we are equal members of the human community.

**Diversity:** We believe that diversity in all its full-blown beauty and mystery is the source of all that was and all that is, and of all new knowledge and growth.

**Leadership:** We believe in leaders at all levels; these are the people who drive our field forward and hold us accountable.

**Risk-Taking:** We believe that stepping off, out, into and beyond — exploring in all directions — is one of the greatest joys of life.

**Engagement:** We believe that by being part of the field, part of the community we are committed to serve, we are better informed and positioned to be the changemakers we intend to be.

**Gratitude:** We believe in a community of gratitude. *Exchange* remembers and honors the many talented and generous people who have, over its history, shared their ideas, skills, and high standards in sustaining, protecting, and improving this work. Past, present and future, these special people bring big ideas to life and make it all possible. We think of each of you with gratitude and with open hearts look forward to the connections and the possibilities we cannot yet see.