

Dances of Universal Peace International

Minutes - Board of Directors

Tuesday, November 15, 2022

at 18.00 UTC

Board Members present:

Darvesha MacDonald (Chair), Arjun Calero (comments by email), Khabir Mayer-Glauninger, Rukmini Miller, Munira Reed, NurAna Wilansky.

Staff present:

Edmund Aziz Dixon (Executive Director), Martha Bracken (Office Manager)

Apologies: Yelena Swarana Dudarjoka

*Toward the One,
the Perfection of Love, Harmony and Beauty, the Only Being;
United with all the Illuminated Souls who form the Embodiment of the Master,
the Spirit of Guidance.*

1 Minutes of the Board Meeting held September 13, 2022

NurAna moved acceptance of the minutes and matters arising, seconded by Munira, approved unanimously.

2. 2021 Financial Reports: to the end of October 2022

- Balance sheet:
 - One CD has been invested in Treasury Bills, and the next one will be invested this month, to take advantage of improving returns. We will seek advice on the options for investing as much as possible allowing for necessary working capital. The Board recorded thanks to Martha for all her work on these transactions.
 - A priority has been to distinguish in the accounts i) ‘core funds’, matching core activity ii) Beyond funds iii) Small Grant Program (‘OP’) funds. Thanks to Martha for her work on this.

	<u>Oct 31, 22</u>
ASSETS	
Current Assets	
Checking/Savings	
Key Bank checking	16,446.29
Key Bank Grants MM @.01%	6,178.05
Key Bank Money Market @.01%	
Beyond Initiative Funds	18,583.54
Key Bank Money Market @.01% - Other	23,481.78
Total Key Bank Money Market @.01%	<u>42,065.32</u>
Total Checking/Savings	64,689.66
Accounts Receivable	
Accounts Receivable	5,745.00
Total Accounts Receivable	5,745.00
Other Current Assets	
AlaskaCreditUnion-OP-18 moCD@.4	201,654.69
Key Invest OP - US Tbill@2.875%	248,636.82
SoundCreditUnion-OPMoneyMkt@.35	131,241.23
Total Other Current Assets	<u>581,532.74</u>
Total Current Assets	<u>651,967.40</u>
TOTAL ASSETS	<u><u>651,967.40</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	109.42
Total Other Current Liabilities	<u>109.42</u>
Total Current Liabilities	<u>109.42</u>
Total Liabilities	109.42
Equity	
Fund Balances	
Prior Years Unrestricted Funds	21,884.74
Total Fund Balances	21,884.74
Unrestricted Net Assets	627,569.00
Net Income	2,404.24
Total Equity	<u>651,857.98</u>
TOTAL LIABILITIES & EQUITY	<u><u>651,967.40</u></u>

- Profit and loss:
 - Revenue: donations are rising following the recent mailing for fee support, and exceed budget for the Beyond Initiative.

- LG fees: regions: we are still waiting for fees from Germany and the Netherlands; fees from DUP UK have been received after considerable effort.
- Expenses: most non-staff expenses are moderately below budget.
- Postage: \$182 (of the \$236.52) of that is the cost of the PO Box. This cost has increased significantly in recent years.
- Grants Misc expenses: \$392 (of the \$542.18) is the early withdrawal penalties on the 2 CDs that we cashed in early; also some accounting costs.
- Copyright expenses are still within budget: little further work is anticipated.
- **Having allocated costs for the Beyond Initiative and the Small Grants Program to the funds budgeted for them, we have net income of \$2,404.24, compared to a year-end loss of \$4,000.**
- Further expenditure on Beyond (up to \$15,000) and on the Small Grants program (within the \$20,000 budget) are expected by year-end.
- Arjun expects to lead fund-raising for Beyond in the new year.
- In a separate part of the meeting the Board approved a 3% salary increase for the Executive Director and Office manager from 2023.

Dances of Universal Peace International
January to October 2022
Profit & Loss

Ordinary Income/Expense	Jan - Oct 2022	Budget 2022	% budget ytd
Income			
Investments			
Oneness Funds Interest account	0.10	1950	
Interest-Savings, Short-term CD	1,978.58	50.00	
Total Investments	1,978.68	2000.00	99%
Revenue - Current Year			
Donations - fee support	2,050.85	3,000.00	68.36%
Donations - Beyond Initiative	993.00	292.25	339.78%
Legacy Bequests	0.00	0.00	
LG Fees - Regions	26,920.27	28,500.00	94.46%
LG Fees - World Wide Region	6,580.62	7,000.00	94.01%
Royalty	0.00	0.00	
Sales	227.70	50.00	
Total Revenue - Current Year	36,772.44	38,842.25	94.67%
Revenue Prior Yr			
Fee support	0.00		
Guidance Council			
Initiatives project	5,199.38	10,000.00	
Grants program	13,915.47	22,000.00	
Total Revenue Prior Year	19,114.85	32,000.00	
Total Income	57,865.97	72,842.25	79.44%

Profit and Loss

		Jan - Oct 2022	Budget 2022	% budget ytd
Expenses				
Accounting				
	Financial advisor		0	
	QuickBooks payroll service	551.25	551.25	
	Total Accounting	551.25	551.25	100.00%
Contract Labor				
	Community Coordinator			
	Executive Director	11,200.00	13,440.00	
	Grants Manager	2,925.00	2,500.00	
	Guidance Council Chair	4,875.00	6,500.00	
	Outside Contract Services	0.00	250.00	
	Total Contract Labor	19,000.00	22,690.00	83.74%
Employee wages				
	Office Manager	6,666.70	8,000.00	
	Total Employee wages	6,666.70	8,000.00	83.33%
IN Website Construction				
	Technical Designer	899.00	2,000.00	44.95%
	Total IN Website Construction	899.00	2,000.00	
Office Expenses				
	Equipment	0.00	600.00	
	Internet Services	1,569.76	2,000.00	
	Office Supplies and fees	1,077.21	1500.00	
	Payroll Expenses	609.03	700.00	
	Postage	236.52	200.00	
	Telephone incl zoom	2,158.73	3,000.00	
	Total Office Expenses	5,651.25	8,000.00	70.64%
Project Budgets				
	Guidance Council	0.00	600.00	0.00%
	Beyond Initiative Expenses	5,199.38	10,000.00	
	Copyright expenses	3,267.68	4,000.00	
	Grants Expenses			
	...Disbursements	13,148.54	20,000.00	
	...Miscellaneous expenses	542.18	500.00	
	...Technical designer	0.00	100.00	
	...Transfer fees	224.75	200.00	
	Total Grants Expenses	13,915.47	20,800.00	
	Translation Projects	210.00	100.00	
	z-Contingency Fund	0.00		
	Total Project Budgets	22,592.53	35,500.00	63.64%
	Royalty Expenses	101.00	101.00	
	Total Expenses	55,461.73	76,842.25	72.18%
Net Income		2,404.24 -	4,000.00	

4. Executive Director's report, November 2022

- interactive website more suited to cellphone/mobile access
Survey feedback showed that our website and resources have been developed for a world in which primary access is via a laptop, whereas access via mobile devices may offer new opportunities, and be more in tune with members in the future eg one could receive news alerts and news of updates on resources.
In discussion it was identified how the resources can already be accessed on a mobile phone, that there is an opportunity to refresh aspects of the website and was agreed to explore an instagram account for DUP IN. we may also receive further feedback on this topic in the debrief from the Beynd initiative at the end of the year.
- In The Garden online leaders forum: this has not been used for over a year, and does not function as an effective forum for discussion. **It was agreed unanimously** to close the forum and let current subscribers know. The IN facebook group continues to attract ever larger numbers of subscribers, and other media may provide alternative opportunities for networking and discussion.
- LG fee collection and reminders – going well: thank you, Martha!
- copyright infringement: we are still waiting for trademark registration to be completed. This still has some months to run.
- since the last Board meeting newsletters were sent in five languages (English, Portuguese, German, Spanish and French).

5. Small Grants Program

The Grants Manager requested Board approval for the release of \$20,000 for Cycle 3 of its operation that will run from January 1 through December 1, 2023: Unless we experience a dramatic increase in the number of grant applications we receive in 2023 (perhaps a possibility given the end of most Covid-related travel restrictions), we anticipate that \$20,000 will cover all Cycle 3 grant awards.

Since it began in June 2021, the Small Grants Program has received over sixty grant applications from twenty different countries. To date, we have provided funds - usually in \$500 awards - to support more than four dozen in-person and online Dances of Universal Peace events and activities. Our review committee remains enthusiastic and dedicated. There have been no unforeseen costs and, except for minor challenges (i.e. a few international wire transfer complications), the program is running smoothly and efficiently. Thank you for your support!

Rukmini Miller, Manager

Support for this request was proposed by NurAna, seconded by Munira, **approved unanimously**.

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Small Grants Program: update – November 2022

Since my last report to the Board in September, the Small Grants Program has approved six more grants for DUP events in Chile, India, Mexico, Turkey, Venezuela and the United States. This successful Cycle 2 will come to a close on December 1, 2022. We anticipate that the SGP will finish the cycle slightly under our \$20,000 budget, with approximately \$2,000-3,000 remaining. Exact figures will be available in December once the grant cycle has closed and a final expense report has been prepared.

Grant recipients have been diligent about submitting final reports including beautiful photos and videos of their projects, camps and retreats. We regularly receive heartfelt messages of gratitude for DUPIN's generosity.

As always, thank you for your continued support and encouragement.

Rukmini Miller, Manager
DUPIN Small Grants Program

In subsequent discussion it was identified that all this year's allocation is likely to be spent on grants, so there would not be scope for offering additional grants to organizers of loss-making events; and it was suggested that 2 grants per organization per year would be appropriate. The Board can opt to increase the amount available for grants at a future meeting if desired.

6. Beyond Initiative 2022

Here is the latest update from Arjun:

Dear family,

Warm greetings from Asia where the Beyond Initiative of the Dances of Universal Peace is planting its first seeds to be able in the future to have a regional training and Caravan. This is part of the methodology we are using in the middle east. We just had an amazing program in Turkey (maybe some of you read Shabda's very good report). Approximately 25 people are now leading dances in the middle east, some on their first stages, a couple of them already certified after 4 years since we started the beyond initiative trainings.

Thanks to the generosity of Pir Shabda and Murshid Allaudin, who were the senior teacher on board, I was able to address our caravan people to offer a closing reflection on the theme of our 2022 program (Rashid Jabbar). And thanks to my dear Nur Jahan Roxana recording, I was able to present it again to the caravan participants as a late gift of gratitude.

I thought maybe a couple of friends from our JK family might enjoy it also, so here it is. (warning: 25 minutes)

<https://youtu.be/t43cj8vKLSf>

and from Vietnam:

We posted the recap of the session on facebook: it's a beautiful recap done by Phuong

<https://www.facebook.com/adeeplonging/posts/pfbid02nguznqmhHy34UzMhDH7oCAYfA5qcXcXfzHHYk1BWabngrrEPvWUZUe8xdPMDkBpl>

7. Guidance Council

7.1 update on guidelines

Guidance Council have agreed the following guidelines, which have been added to the [Leader Guidelines](#), and will be included in a forthcoming newsletter:

Guiding Circles and Events

Part of being a dance leader is about leading and safeguarding the participants in their dance circles and dance events. Guiding a circle may sometimes be difficult. A purpose of the Dances, according to Murshid SAM, is to increase joy. Any behaviors, comments or attitudes in a circle or event that diminish safety and joy to the circle and the individuals in the circle are antithetical.

Dance leaders are responsible for the circle. That doesn't mean walking a patrol; yet it does mean being attuned both to the individual participants and the circle as a whole. In order for us to expand our consciousness and free ourselves from the restrictions of personality and social conditioning, we want to be safe and free! If anyone's behavior encroaches on that feeling of freedom and safety, that needs to be dealt with.

Each individual, leader, circle and situation is unique. The leader simply has to be willing to be attentive, willing to inquire if there are warning signals, and willing to take necessary action if required. Action can include outlining guidelines, commentary, and sometimes intervention.

The way dance leaders maintain this safety net is up to them, and each dance leader (or dance team) will handle delicate or difficult situations in their own way, but here are some suggestions:

- 1. Dance leaders might want to let participants know that they are expected to be sensitive to each other's boundaries, while at the same time responsible for setting and maintaining their own boundaries.*
- 2. Sometimes dance leaders may feel the need to let participants know exactly what behavior is expected and accepted in the categories of sexual misconduct, drug and alcohol use, provocation, verbal aggression, and power dynamics.*
- 3. During DUP events, leaders might want to designate and make known to the participants a person or team that is available to those who need physical, emotional, or spiritual support. Sometimes the amount of energy generated in a dance awakens energies that are not always easy to integrate. As well there are times when someone*

feels challenged by something that has happened in the event. Those who feel challenged should know that there is someone they can talk to.

7.2 importance of the Walks in our repertoire

A forthcoming newsletter will illustrate the life-changing power of the Walks as part of the transmission of the Dances. Walks are illustrated on the DUP IN website in [Articles and Papers](#), and (under ‘Walk’) in the [Resource Library](#).

7.3 Cultural Appropriation has recently been discussed by the Guidance Council. The valuable article on this in a [recent newsletter](#) will be added to the Articles and Papers page.

8. Dates of future BoD meetings (2022):

Dates for Board meetings and the Annual meeting are as follows.

- Jan 31
- April 4 (Bod and Annual meetings)
- Sept 12
- Nov 14

Meetings are usually at **19.00 UTC November 5 to March 12, and 18.00 UTC March to November ie at 11.00 am Seattle time throughout,** unless arranged otherwise.

There being no other business, the meeting closed at 18.50 UTC.