

**PeaceWorks International Center for the Dances of Universal Peace
Board of Directors Meeting Telecon Minutes
12 January 2010**

(Action Items in italics)

BOD Members Present: Allaudin Sandy Hill, Kabir Stuart McKinnon, Maitreya Jon Stevens, Darvesha Victoria MacDonald, Halima Sussman

Also present: Munir Peter Reynolds (Interim Director); Martha Bracken (IN office manager); Sky Majida Roshay (Administrative Assistant/Recording Secretary)

*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.*

AGENDA

Welcome and Check in
Approve Minutes from 8 December telecon
Pubs update
Bylaws Revisions
2010 Budget
Leader Guild Dues
2010 Goals and Objectives
Request for Support from Oneness Project
Closing and Check Out

Next Telecon Dates: Tuesday, 9 February; 5 p.m. Eastern time; Tuesday, 9 March, same time; and Tuesday, 20 April, same time

Out of Town Schedules:

Munir is in New Zealand approximately 17 January – 3 February.

Sky Majida will be away approximately 5 – 25 February.

MINUTES

Darvesha volunteers to be the deep listening coach.

Approve Minutes of the 8 December telecon

Halima moves, Maitreya seconds, that the minutes of the 8 December telecon be approved for distribution. Passes unanimously.

Pubs update

The entire inventory of Mansur Johnson's book *Murshid* has been shipped from the Seattle office and received by him. An agreement to give Mansur the remaining books was signed with him in November.

In addition, Munir on behalf of PeaceWorks recently signed these agreements: With Mansur Johnson, to return his negatives and photos to him. Mansur will pay the shipping.

With Sufi Ruhaniat International to give SRI the remaining PeaceWorks inventory pertaining to the Sufi lineage. A driver may have been found to pick up and drive the materials from Seattle to their new fulfillment center in Talent, Oregon, stopping in Eugene to pick up other SRI materials. SRI will pay the shipping.

To sell 5 boxes of *Wisdom Comes Dancing* to Abwoon Study Circle. Abwoon pays shipping on this and remaining Abwoon items.

With Latifa Elizabeth Muller to store 40 boxes of the *Wisdom Comes Dancing* inventory at her warehouse in Oklahoma City. Latifa is willing to store the books indefinitely and do fulfillment for large quantities. She has purchased 4 boxes of the books, which will substantially cover the entire shipping costs.

Martha is now working on fulfilling final sales orders and closing the office. We need to concentrate now on transitioning the office.

Bylaws Revisions

Board agrees to a minor change to the objectives stated in the bylaws: "The objectives and purposes of this corporation shall be to support the work of the Mentor Teachers Guild, to support leaders of the Dances of Universal Peace, and to [delete: support and] link the worldwide community of participants in the Dances."

Kabir reviewed comments on the bylaws changes received from Farishta Karen Lindsay. Munir, Darvesha and Sky Majida have all commented and consulted with Kabir on her feedback. Kabir discussed each of her points with the Board; some were simple wording matters, others seem to be related more to the old organization rather than the new one that is being created.

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One concern was the need for “checks and balances” on the Board. Board agrees that the new service orientation of PeaceWorks lessens the need for this provision. Other reasons noted for this change included that PW Inc is technically not a membership organization (so this Board is acting in the model of a traditional Board), and we are making ongoing efforts to communicate with the leadership of the DUP regions and bring them into our plan.

Another concern was the role of the Spiritual Guide of the Ruhaniat in relation to PW Inc. Although Farishta felt concerned that the role is too strong, BOD feels that because of the relationship of the Dances and the Mentor Teachers Guild to the Ruhaniat, and the new role of PW Inc, the role of the Spiritual Guide as proposed is entirely appropriate.

Allaudin moves, Darvesha seconds, that the bylaws be approved with the one change to the objectives. Passes unanimously. *Kabir will contact Farishta to have a conversation with her about her concerns.*

Kabir outlines the next steps:

Kabir will renumber the sections of the bylaws.

Munir and Kabir will file notification of our change of Principal Address, and our new Agent for Service of Process, with the California Secretary of State.

The consideration of any change in the number of Directors can be done at the annual meeting.

Board discussed ways to determine staggered terms of office for Directors. After discussion, BOD agreed that terms will be:

Director 1 - September 22, 2009 to April 2010 plus 2 years = 2½ years
(could be re-elected for further terms);

Directors 2 & 3 - September 22, 2009 to April 2011 plus 2 years = 3½ years
(could be re-elected for further terms);

Directors 4 & 5 - September 22, 2009 to April 2012 plus 2 years = 4½ years
(could be re-elected further terms).

Kabir moves, Halima seconds, that this amended set of terms be accepted. Passes unanimously.

Kabir suggests that these matters be taken up in the annual meeting, which could be in conjunction with the regular Board meeting in April. Board agrees. Because of travel conflicts, the second Tuesday doesn't work, so the joint annual meeting and April telecon is set for Tuesday, 20 April, 3 p.m. Mountain Time.

Darvesha and Kabir volunteer to be Directors 4 and 5, Halima as Director 1, and Allaudin and Maitreya as Directors 2 and 3. Board agrees that each director can

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be elected for the remainder of their respective term at the annual meeting. There is no maximum number of terms, so anyone could be re-elected for future terms. Likewise, Board needs to know the protocol for resigning early if that becomes necessary; Kabir says that the only requirement is that the Board member must try to give notice so that there is time to recruit and elect a new Board member.

2010 Budget

Munir began by noting that the draft 2010 budget has been presented to the Board members; the goals and objectives describe what we hope the budget will “buy” in terms of service.

Kabir said that he, Munir and Darvesha prepared the budget under the assumptions that we discussed at the last meeting: that we would need to draw on reserves in this first year. He noted that \$20,000 is the maximum that will be withdrawn from the reserves into operating funds in 2010. We anticipate that income from dues will remain the same from previous years, but it is quite possible it could go up. Additional sources of fundraising (on-line auction, gift solicitation, etc) have to be created in order for this budget to work. Much of this budget is a guess, as we are heading off into new territory, but Kabir feels good about it and hopeful for the future. Ideally, income will be generated to keep from dipping further into the reserves.

Kabir moves, Darvesha seconds, that the 2010 budget be adopted. Passes unanimously.

Leader Guild Dues

Kabir points out that no dues amount has been officially set; he proposed that leader guild dues be set at \$30/year with provisions for low-income dues, though he doesn't know what that might be yet. Halima asked if leaders not in harmony with their region could join the Leaders Guild without joining their region. The board briefly discussed this situation. Kabir and Munir both stated that we are not now in a position to entertain allowing dance leaders residing in a region to join directly; Sky Majida points out that the North American regional Board is assuming that leaders must pay both regional and guild dues, so if this Board chooses to change that, a conversation needs to be held with that Board as soon as possible. This particular topic is tabled for the time being.

Kabir moves, Halima seconds, that Leader guild dues be set at \$30/year, with a low income provision so that no one will be turned away; a committee (Munir, Darvesha and Kabir) will determine those provisions on a case-by-case basis. Passes unanimously.

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Board needs to discuss its broader fundraising strategy soon. *Once that is done, Darvesha will begin pulling together a committee to work on the on-line auction. This will be a sub-committee of a fundraising committee.*

PeaceWorks 2010 Goals and Objectives

Munir presents the draft goals and objectives, saying that this is what will let the world know what PW Inc is doing.

Board asks if these are being translated into German and Spanish; they will be: *Darvesha will talk with Sylvia (Spanish) and Munir will talk to Alima (Germany).* Halima has a contact who might be able to translate into Russian, which reminds Munir that it is time to have a telecon with the Russian community; *Halima will look into both translation and telecon.*

Munir suggests that the MTG GC present the new MTG Guidelines in January 2010, and then PW Inc can begin working on publicizing the PW Goals and Objectives in February. Halima moves, Allaudin seconds, that the board formally adopt the 2010 Goals and Objectives. Passes unanimously. They are presented below as Appendix 1.

Request for Support from Oneness Project

Munir reports that Oneness Project has approved a \$7,800 grant for his salary to PeaceWorks in 2010. OP will continue to employ Munir and pay him this amount (as salary) in 2010. In addition to his work for PeaceWorks Munir will also work 4 hours per week for Oneness Project.

Closing and Check Out

Each participant offered their closing comments and thoughts, nearly all expressing excitement and anticipation regarding the work that has been accomplished. There being no further business, the meeting was adjourned.

APPENDIX 1: 2010 Goals and Objectives

PeaceWorks International 2010 Goals and Objectives

PeaceWorks Mission Statement

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PeaceWorks International (PW) cultivates excellence and spiritual depth in leading the Dances of Universal Peace and Walking Meditations by supporting the work of the Mentor Teachers Guild in guiding the Leaders Guild. PeaceWorks also links the worldwide community of participants.

Leaders Guild Development Goals

- 1) Work to ensure that the Leaders Guild members embody and teach from their spiritual depth**
 - a) Develop on-line resources in multiple languages to communicate the depth of the Dance work
 - i) Design and build an international network website capable of meeting the 21st century needs of the Leaders Guild, PW and the general public
 - ii) Create an on-line library/resource center of published Dances and Walks in various media, articles, and other materials
 - (1) By July 1, 2010 bring English language website including resource library on line
 - iii) By August 1, 2010 establish email contact with all mentored leaders to provide log-in information to them to utilize the new website and to initiate continuing contact
 - iv) Continue to make available the leader resource DUP booklets and CDs during the development phase of the on-line resources.
- 2) Develop and implement a plan to ensure the payment of dues from all dance leaders (in consultation with the regions, the Ruhaniat, and others)**
 - a) By March 2010 compile a data base of dues structures, fiscal years and budgets of all DUP regions
 - b) Consult with regions and the Ruhaniat to construct a coherent and clear plan for collecting dues in a timely manner, noting all issue areas to be resolved
 - c) By August 2010 establish a systematic plan for ongoing dues collection.
- 3) By June, 2010 develop and begin implementing a communications strategy to build awareness among the worldwide Leaders Guild members, including:**
 - a) Direct communication between the Leaders Guild and PeaceWorks
 - b) Regular periodic communications with the leadership of each established DUP region
 - c) Use of media, website resources and other forms of communication with a. and b. above and with the general public in advancing the goals of PeaceWorks
- 4) Introduce the newly revised Mentor Teachers Guild Guidelines**
 - a) Bring the new MTG guidelines before the Mentor Teachers Guild
 - i) In January 2010 use the forum of the MTG listserv to give mentors an opportunity to preview the material.

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- b) By February 2010 begin implementation of a plan to bring the guidelines before the Leaders Guild that includes:
 - i) Posting the new guidelines on the PeaceWorks web site
 - ii) Email and listserv awareness campaign
 - iii) Presenting telecons/forums as appropriate for discussion with the Leaders Guild
- 5) Trainings and Gatherings**
 - a) Begin to create a means for mentors to gather together internationally and/or in smaller regional gatherings, in order to advance their training in areas that are newly emphasized by the new guidelines.
 - b) Consider trainings for all members of the Leader's Guild for developing communication and conflict resolution skills

World Wide Linking Goals

- 6) Link the world-wide community of participants in the Dances**
 - a) Maintain a nexus, referral website that provides general information about the Dances of Universal Peace and Walking Meditations and links to all regional websites and list serves world wide.
 - b) Facilitate closer communication and cooperation between the leadership of the DUP regions and the international organization.
 - i) By December 2010 conduct at least one telecom between the PW board/staff and region representatives of each DUP region.
 - ii) Develop a review of region issues to inform policy and budget development.
 - c) Initiate and present periodic forums on topics of interest
 - i) By July 1, 2010 establish a forums committee; by December 31, 2010 hold first world wide forum

Organization Development Goals

- 7) Clarify the mission and goals of the international organization, those of the Mentor Teachers Guild, and the relationship between the two**
 - a) By June 2010 develop mission statement, goals for each and statement of structural relationships
- 8) Develop a fund-raising strategy**
 - a) By February 2010 design and begin implementing a fundraising program
 - i) Create and complete an on-line auction by May 2010
 - ii) Implement a contributions campaign to solicit major gifts and bequests by August 2010.
- 9) Purge the PW/NA data base of unneeded data and implement systems for improving data accuracy and timely recording of member dues**

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- a) Convene meetings of PW, NA and MTG personnel to determine exactly the information that is needed, and the information which is not needed
 - b) By June 2010 purge the data base of information no longer needed
 - c) Develop data systems and personnel job descriptions for capturing data accurately in 2010 and verifying the current data of record
- 10) Effectively organize the work of the PeaceWorks board of directors**
- a) By March 2010 create an effective committee structure for PW and recruit members of the Leaders Guild as appropriate to serve on PW committees
- 11) Determine whether a name change for the corporation is warranted and useful and implement by December, 2010**

Organization Roles and Relationships

Sufi Ruhaniat International

The Sufi Ruhaniat International is the order following on the founder of the Dances of Universal Peace, Murshid Samuel Lewis. The Dances of Universal Peace and Walking Meditations are held in trust by the Ruhaniat.

The Mentor Teachers Guild

The Ruhaniat Jamiat Khas, under the guidance of the Spiritual Director (Pir), has empowered the Mentor Teachers Guild (MTG) of the Dances of Universal Peace to nurture the certification, training and transmission of the Dances and Walks. The MTG consists of senior teachers of the Dances, from various Sufi orders and other world spiritual lineages, who agree to take personal responsibility for the Dance and Walk transmission and to work cooperatively according to the various guidelines and "way of working" agreements of the MTG (as published in the MTG Guidelines), and who maintain active membership in the Guild.

The Leaders Guild

The Leaders Guild consists of the entire body of mentored leaders of the Dances of Universal Peace who have agreed to uphold the MTG guidelines and have been acknowledged by the MTG (at various levels), and who maintain active membership in the Guild.

MTG Guidance Council

The Pir of the Ruhaniat appoints the MTG Guidance Council, a group of four to six Senior Mentors which guides, coordinates and carries out the work of the Mentor Teachers Guild and oversees the development and advancement of the Leaders Guild.

PeaceWorks International Center for the Dances of Universal Peace

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PeaceWorks International Center for the Dances of Universal Peace (PW) is a non-profit public-benefit corporation governed by a volunteer board of directors drawn from the membership of the Leaders Guild. PW functions as the administrative and fiscal arm of the MTG and as such implements the vision of the MTG Guidance Council and serves and supports the Leaders Guild. PW also links the worldwide community of participants in the Dances, largely through the provision of internet-based resources and through communication with regional Dance organizations.