

**PeaceWorks, Inc.**

**Board of Directors Meeting Telecon Minutes**

October 7, 2009

*(Action items in italics)*

**BOD Members Present:** Darvesha MacDonald (Interim President), Allaudin Sandy Hill, Kabir Stuart McKinnon, Maitreya Jon Stevens, Halima Sussman

**Also present:** Munir Peter Reynolds (Interim Director); Martha Bracken (IN office manager); Sky Majida Roshay (Volunteer Coordinator/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 29 September telecon  
Discussion of Distribution List  
Kabir McKinnon as Interim Treasurer  
IN Website  
Discussion of Unity Council Recommendations  
Pubs discussion  
Upcoming PW Inc BOD telecons  
Closing Check In

**Next Telecon Date:** Wednesday, 14 October, 3 p.m. Mountain Time

**Topic:** Briefing and discussion of other issues and current needs; presentation of Pubs proposal

**MINUTES**

**Welcome and Check-In**

BOD agreed that Munir chair the meeting; he asked Allaudin to be the deep listening coach.

**Approve Minutes of the 29 September telecon**

Halima moves, Darvesha seconds, that the minutes of the 29 September telecon minutes be accepted for distribution. Passes unanimously.

BOD agreed that minutes should be distributed to the current Advisory Council, the most recent Board members and Wali Ali Meyer.

BOD discussed the idea of having both meeting notes and meeting minutes, the first (more complete with discussion details) for the Board and the second (more of a summary) for distribution, in the future. The minutes from the last meeting give a good idea of how the Board is beginning to come together, and the “feel” of how things are progressing. Board and Martha agree that that is fine as a record, and agree that they will review future draft minutes carefully for both content and “feel” before approving them for distribution.

Munir has sent letters of appreciation to the outgoing Board, as tasked at the last telecon.

**Kabir McKinnon as Interim Treasurer**

Martha reports that the bank is fine with having Kabir as a signer on the account as soon as the paperwork has been filled out and returned. *Munir will research whether there is any problem with a Canadian serving as Treasure of a California non-profit public benefit corporation.*

**IN Website**

*Halima and Darvesha are continuing to gather input and ideas from Patsy Boyer, Maitreya, Kyra Eptstein and others as we go forward.*

**Unity Council Recommendations**

Munir has sent the UC recommendations to the MTG and Jamiat Khas, along with the schedule for the telecons. *He will contact key people, including Lucinda Abbe, the president of Peaceworks North America, to encourage them to be on the calls and to see if they can pass the word to their contacts; he asks everyone else to spread the word as well.*

Munir asked if BOD is agreeable to spending ten minutes on each section of the recommendations, letting him summarize and then moving into discussion. BOD agrees.

Section A: Peaceworks mission and programs. This section outlines the redirection of mission to providing support to Dance leaders and the MTG.

There is some urgency in dealing with Pubs. A sale is underway to reduce the inventory, and there has been a search to find an entrepreneur to take it on as a home business, but it has not yet been a successful search. One question is, “Are we doing this to reduce inventory or to make money?”

The value of Pubs inventory on the books is \$47,543, though Martha and others feel the actual value is much less. Munir would like to see the products in the hands of people who would find them useful. Darvesha says that it costs Peaceworks Inc thousands of dollars a year to maintain Pubs, and an employee like Munir cannot be maintained with that kind of loss. The idea is not to make

money but to “spread good seed;” the purpose has never been to make money but we definitely need to stop losing money.

There is a difference in publishing Dance items, which are just a handful of items, and acting as a clearing house for publications, which is something the BOD needs to get away from.

Will Dance write-ups be available free of charge only to Dance leaders or to everyone? This is a central topic, both as a resource for Dance leaders and as a technological publication issue.

Point 5 in this section urges that “understanding of the lineage transmission of The Dances and Walks be part of every Dance leader’s training.” There is confusion on the part of some Dance leaders in their perception of the Ruhaniat and of the Dance network among some Ruhaniat members, something which needs to be bridged and clarified.

Section B: Regions and Regional Networkers. Years ago, Peaceworks adopted a form of parliamentary organization, with the Core Council, the International Council, the Advisory Council, etc., which got very complicated after Peaceworks North America split away (“the mitosis”). This complicated structure took decision-making power away from the Board and confused everyone about who was in charge. This section is designed to correct that, and yet at the same time encourage direct telecons with regional representatives and discussion forums on specific topics.

There is a distinction between regional membership fees and the fee to the international organization that is part of leaders’ MTG recognition; this change in dues structure seems to be a pivotal thing to accomplish, though BOD doesn’t know quite how it will happen yet, including whether they are separate fees or both regionally collected fees. North America has been most supportive of this concept. Munir feels that the transition to having people pay directly to the international organization is a big one, and that it should be a considered transition – if the regions will work with us for a while on this, it can go slowly.

BOD agrees this needs to be considered in more detail in the future.

Section C: Structure. The recommendations are aimed at addressing what has not worked well in the past, by giving the Board more power, working in conjunction with the MTG Guidance Council. Over the years, the Board and the MTG have strayed away from each other; originally the Board was made up of MTG representatives. To bring this back together, the Board needs to work closely with the MTG Guidance Council, a group appointed by the Pir.

The Advisory Council in its current structure is to be done away with, retaining only a few advisors in specific capacities. Regional input will be sought directly,

with some regional volunteers also serving on committees, focused on getting specific projects done rather than as general representatives.

Darvesha asks how we will dismiss the current Advisory Council. Munir suggests rewriting the bylaws and having an annual meeting at the beginning of the year to explain the new structure and accept the new bylaws. Board discussed the need for a reduction in the level of complexity of the organization, and a desire for individual acceptance of and participation in the new system. Halima adds that what is important is the work of the Dances, not the organization, and we need to stay focused on that.

Munir observes that it may be necessary to make the rewriting of the bylaws a higher priority.

Section D: Staffing. Because of the amount of work involved in these jobs, a paid director and a stipend for the head of the MTG GC are necessary. Closing the office and automating as many functions as possible (especially on the website) are necessary as well. Munir has talked with Martha and Sky Majida about their work and what might follow on from the current situation; he has not talked to the MTG secretariat yet. Closing the Seattle office is not a simple act; there are papers and historical documents that need to be housed somewhere, for example.

A formal job description for the Head of the MTG GC might help the Board to understand what that person is doing, as well as being helpful for succession. Halima reminds BOD that this is an appointed position, not something that can be hired out.

We need to leave behind a structure and system that others can use, with roles that others can easily step into. It needs to be simple. The previous structure is not diagram-able – it is just too complicated.

The Recommendations propose that the paid director be called “director” rather than “executive director”. Board agrees. “Interim” is important til the end of the year.

Section E: Dues. BOD had no major discussion on this section, though two points were raised: one, that the new dues structure might encourage regions to recruit Dancers as members, and two, that an automated dues collecting process will encourage leaders to be current with their dues so that they can be listed as leaders on the website and have access to the leader section of the website.

Appendix: Kabir is greatly appreciative of the Unity Council laying this out in such detail, and feels the Board will need to come back to this in some detail.

Suggestions were made for a committee structure and/or working groups as ways to move forward. More discussion and education is needed in some large areas (dues structure, Publications, the MTG, for example) before breaking into

**PeaceWorks, Inc. Board of Directors Telecon Minutes, October 7, 2009**

committee work, although working in committees and making recommendations to the Board might bring about some faster progress, rather than having the whole Board hammer out all the details of all issues, especially with the need to move quickly on Pubs. *Munir suggests that he, Martha and Darvesha meet before the next meeting to come up with a plan to present to the Board about Pubs, with a rationalization.* Board agrees.

The immediate issues seem to be about Pubs, the finances and the staffing. New bylaws are also an immediate concern. *Kabir will talk with Munir, Sky Majida and others about getting started on new bylaws.*

Munir feels that good progress has been made in summarizing the high points of the recommendations.

**Upcoming PeaceWorks Board Telecons**

Wed Oct 14, 2009; 2 p.m. Pacific, 3 p.m. Mountain; 5 p.m. Eastern –  
Briefing and discussion of other issues and current needs; presentation of Pubs proposal

Wed Oct 21, 2009; 2 p.m. Pacific, 3 p.m. Mountain; 5 p.m. Eastern –  
Additional discussion and establishment of formal committees/working groups.

**Closing round of check-in:**

Munir thanks everyone for their attention and focus.