

## **PeaceWorks, Inc. Board of Directors Minutes, 8 December 2009**

### **PeaceWorks, Inc.** **Board of Directors Meeting Telecon Minutes** **December 8, 2009** (*Action Items in italics*)

**BOD Members Present:** Allaudin Sandy Hill, Kabir Stuart McKinnon, Maitreya Jon Stevens (BOD), Darvesha MacDonald (BOD), 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 10 November telecon  
Pubs update  
Regional Telecons and Dues Discussion  
New Bylaws  
2010 Budget  
Request for Support from Oneness Project  
Closing and Check Out

**Next Telecon Date:** Tuesday, 12 January; 5 p.m. Eastern time.

### **Out of Town Schedules:**

Kabir will be attending the Sufi Sesshin 1 – 10 January.

Sky Majida will be away 5 – 25 February.

### **MINUTES**

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### **Welcome and Check-In**

After a short attunement, Munir asked Allaudin to be the deep listening coach.

### **Approve Minutes of the 10 November telecon**

Kabir moves, Maitreya seconds, that the minutes of the 10 November telecon be approved for distribution. Passes unanimously.

### **Pubs update**

Munir signed an agreement on 24 November between PeaceWorks and Mansur Johnson to give him the stock of *Murshid*. Mansur paid the shipping on his books.

Martha will take the essential DUP items into her home and continue to fulfill from there after the first of the year. She will look into storage options for the rest of the material (22 boxes) including *Spiritual Dance and Walk*, outside of her home.

Ananda Hazzard, PeaceWorks' Fiscal Manager, recommends that we give away or otherwise dispose of all but the essential DUP books/cds by the end of the year so that PeaceWorks does not have to carry these items on the books into 2010. The Pubs committee is attempting to sign agreements by Dec 31<sup>st</sup> to do this.

Munir has also compiled spreadsheets of all materials belonging to PeaceWorks and the Ruhaniat, and has evaluated the cost of using a book fulfillment service versus other options for SRI and PeaceWorks going forward. The nature of the SRI materials that Peaceworks has been carrying is quite different from our core purpose, and SRI is interested in a longer term arrangement for book fulfillment than we are. Raphael and Yahya Birney's SRI center in Oregon is taking the SRI material and will offer fulfillment on the web for SRI materials.

DUP materials which will not be needed will be given to Frank Lombardo, the German network, DUPANZ etc as they willing to pay shipping.

Mansur Johnson's photographs are being given back to Mansur to provide fulfillment for them. *Munir will contact Mansur to see if he wishes to buy back the current stock of photos that Pubs has.*

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Allaudin speaks for the Board in thanking Munir for the immense amount of work and communication it has taken to get to this point.

### **Regional Telecons and Dues Discussion**

Both Munir and Kabir met via Skype or telecon with the PW-NA Board and staff during their inbody meeting in mid-November. The main topic of the discussions was the new dues structure. PW-NA has chosen to raise all the membership rates \$5 and to begin submitting \$30 per dance leader to the international organization beginning January 2010.

Munir has met via Skype with the Wisdom Council of DUPANZ (Dances of Universal Peace in Aotearoa New Zealand), consisting of Shafia Stevens, Jenatara, Wendy Hodder and Premanand Provan. The Council was appreciative of meeting with someone to discuss their questions and increase their understanding of the international situation. They have some concerns about the proposed \$30 per dance leader dues fee, the current New Zealand dues structure and the exchange rate. *Munir will look into that, including discussion with the region about their dues structure and investigating how Peaceworks Inc can support them.*

Darvesha points out that the first benefit of paying the dues is being a part of the Teachers Guild, with access to leader specific information, listed as a Dance leader, having a mentor, etc. There seems to be a disconnect for some people between paying dues and understanding the benefits.

Allaudin asks if there has been a mass communication about this with dance leaders. Darvesha and Halima think that this could be put out via the In The Garden listserv, which all dance leaders are supposed to belong to, as well as a possible video by Munir explaining the changes, as suggested by the NZ Council.

Kabir and Allaudin feel that communication is vital, especially in relation to the budget and the new focus of the organization, and communication strategies need to be developed early in the new year. For example, fewer than 400 of the over 1200 documented leaders are members of In The Garden.

Munir reports that the New Zealand group is skeptical of organization hierarchies, but were supportive of the new focus for the Teachers Guild and Dance leaders.

Halima clarifies that the Teachers Guild includes all Dance leaders. Mentors are a small subset of that group. Having an overarching umbrella that includes all mentored dance leaders is important.

**New Bylaws**

Kabir, Munir and Sky Majida met via telecon to draft changes to the bylaws. Kabir presented the draft of the new bylaws for discussion during this telecon.

The main revisions are:

- the name of the organization becomes Peaceworks International Center for the Dances of Universal Peace (to bring the Bylaws into conformance with the organization's legal name of record);
- the address of the principal office becomes that of the Mentor Garden (to provide a California address that does not need to change with changing personnel);
- the re-statement of objectives and purposes in line with supporting the Mentor Teachers Guild and Dance leaders, and supporting and linking the worldwide community;
- the discontinuation of the Advisory Council as a structure;
- the increase in the minimum number of Board members to 5 (from 3);
- the statement of minimum qualifications for service as a Board member (required because the Advisory Council has been discontinued);
- the provision that at least two Directors will be members of the Mentor Teachers Guild Guidance Council;
- the implementation of three-year terms for Directors (instead of annual terms) and staggered terms;
- the change in the month of the annual meeting to April (from September) and clarification of the purpose of that meeting (to elect Directors and to receive and review financial reports from the previous year);
- the nomination process for Directors (formerly a responsibility of the Advisory Council), including a nominating committee made up of the Spiritual Director of SRI and two current or past BOD members.

Board indicates its willingness to approve these revisions. *Kabir will send notification of the proposed Bylaw changes to members of the*

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*Advisory Council and MTG Guidance Council with a request for response within twenty days.* During the January 12th meeting, the Board will thoughtfully consider any comments received from the consultation process and, if the Board agrees, approve the proposed revisions.

After comments are received and assessed the board will review the proposed changes again and make a final decision. At the January meeting Kabir will bring forward additional implementation steps needed once approval by the Board has been completed.

The bylaws committee's guiding principle was to change only what is necessary to implement the Unity Council recommendations. The committee believes that there is a need to decide the name we want our organization to be referred to, but this is not a matter of urgency at this time. The organization's name is one of a set of issues that could benefit from consideration by a visioning or planning committee that also takes a fresh look at mission and objectives.

Munir suggests the need for the Board or part of the Board to meet early in 2010 to develop a visioning/policy/planning/communications strategy, which includes these topics. *Kabir will put together a presentation about how this might work, to present at the next telecon.*

### **2010 Budget Process - Background**

Munir and Kabir have had several telephone meetings about the 2010 budget. Kabir believes our focus for 2010 needs to be the Unity Council report, and at the same time, as a Board, consider carefully and perhaps re-think some critical and fundamental questions about the international organization. He would characterize 2010 as an exploratory year, putting the focus on creating the capacity to function at a high level of effectiveness, rather than setting goals that fit within a specified budget.

Board discussed the need to have some clear goals set for 2010: funding a Director and staff capable of supporting the Board in developing plans and carrying them out; making substantial progress on delivering the new website; creating an opportunity for the new Board to hold an inbody meeting for development and for planning; and supporting the vitality and effectiveness of the Mentor Teachers Guild.

From Kabir's preliminary look at projected income and expenses for

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2010, it's clear that no matter what expenditure budget we set, there will not be enough current income to support it. We will need to draw on reserve funds to keep the organization solvent. Fortunately, there are significant accumulated reserve funds available.

*Darvesha volunteers to be the third person on the budget committee along with Kabir and Munir.*

### **Request for Support from Oneness Project**

Munir reports that the Oneness Project Board received Kabir's letter regarding continuing to support Munir's salary in 2010, and met on 21 November. The Board members generally responded favorably to the letter and to Munir's written report on progress to date. OP is still working on its 2010 budget; more will be known once that budget is set.

Following a check-out process, the meeting was adjourned.