

Dances of Universal Peace International

Minutes - Board of Directors

Tuesday, September 13, 2022

at 18.00 UTC

Board Members present:

Darvesha MacDonald (Chair), NurAna Wilansky, Rukmini Miller

Staff present:

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

Apologies/by email: Arjun Calero, Munira Reed, Yelena Swarana Dudarjoka, Khabir Mayer-Glauninger

*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 April 5, 2022

Matters arising: minutes of decision approved by email August 30, 2022:

DUP IN Board agrees to open a brokerage investment account with Key Investment Services. The following Board members will be signers on the account:

- Victoria MacDonald, President (NM)
- Virginia Miller, Treasurer (NY)

The Board also authorizes our Office Manager, Martha Bracken (Seattle, WA) to be a signer on the account and to handle the day-to-day operation of this account.

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In discussions on May 10, July 13 and August 29 **the Board agreed** to adopt a process of sociocracy for making key decisions. This process is explained in a short video here - <https://www.sociocracyforall.org/consent-process-decision-making-in-sociocracy/>.

On August 29 the Board agreed to invest available Small Grants Program (SGP) funds (less a sum for current transactions), moving these funds from certificates of deposit and a money market account to an investment in one-year US Treasury bills.

NurAna moved acceptance of the minutes and matters arising, seconded by Rukmini, approved unanimously (by Board members present and by email.)

2. Sociocracy – feedback from our recent meeting

The Board reviewed the sociocracy process recently used, and identified learning points for future decision-making.

From the video referenced above, the steps in the process are:

1. Present the proposal
2. Work the proposal
 - clarifying questions, or confirm understanding – everyone to speak
 - quick reactions from everyone, including appreciation
 - consent round: *I consent* OR *I object*

If there is an objection:

- seek understanding
 - maybe revise content
 - maybe shorten the term
 - measure the concern
 - maybe need fuller external information
 - maybe get the proposal rewritten OR
3. iterate to the consent round
 - document the consent, and celebrate the decision

3. 2021 Financial Reports: to the end of August 2022

- Profit and loss:
 - This is showing a net profit after drawing down SGP expenses incurred to date, as per budget. We allowed for a net loss of \$4,000, representing the investment in copyright expenses. The copyright and trademark activity may be finalized in the next six months.
 - Fee income is on target, and donations income will likely be increased by an annual request for donations for fee support in the next month
 - Beyond funds: we approved expenditure of \$15,000 this year, after the annual budget had been set; we aim to have a full update on expenditure and fund-raising for Beyond by the November meeting
 - Small Grants Program: see below.
 - The call on prior year funds can be adjusted at year-end in line with actual expenditure on the Beyond initiative and the Small Grants Program.

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

Ordinary Income/Expense	Jan - Aug 2022	Budget 2022	% budget ytd
Income			
Investments			
Oneness Funds Interest account	0.10	1950	
Interest-Savings, Short-term CD	1,503.35	50.00	
Total Investments	<u>1,503.45</u>	<u>2000.00</u>	75%
Revenue - Current Year			
Donations - fee support	1,356.17	3,000.00	45.21%
Donations - Beyond Initiative	841.01	292.25	287.77%
Legacy Bequests	0.00	0.00	
LG Fees - Regions	23,722.56	28,500.00	83.24%
LG Fees - World Wide Region	5,123.40	7,000.00	73.19%
Royalty	0.00	0.00	
Sales	227.70	50.00	
Total Revenue - Current Year	<u>31,270.84</u>	<u>38,842.25</u>	80.51%
Revenue Prior Yr			
Fee support	0.00		
Guidance Council			
Initiatives project	0.00	10,000.00	
Grants program	0.00	22,000.00	
Total Revenue Prior Year	<u>0.00</u>	<u>32,000.00</u>	
Total Income	<u>32,774.29</u>	<u>72,842.25</u>	44.99%

Profit and Loss

		Jan - Aug 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	8,960.00	13,440.00	
	Grants Manager	2,347.50	2,500.00	
	Guidance Council Chair	3,250.00	6,500.00	
	Outside Contract Services	0.00	250.00	
	Total Contract Labor	14,557.50	22,690.00	64.16%
Employee wages				
	Office Manager	5,333.36	8,000.00	
	Total Employee wages	5,333.36	8,000.00	66.67%
IN Website Construction				
	Technical Designer	0.00	2,000.00	0.00%
	Total IN Website Construction	0.00	2,000.00	
Office Expenses				
	Equipment	0.00	600.00	
	Internet Services	1,143.48	2,000.00	
	Office Supplies and fees	620.37	1500.00	
	Payroll Expenses	481.34	700.00	
	Postage	236.52	200.00	
	Telephone incl zoom	1,720.73	3,000.00	
	Total Office Expenses	4,202.44	8,000.00	52.53%
Project Budgets				
	Guidance Council	0.00	600.00	0.00%
	Beyond Initiative Expenses	3,597.30	10,000.00	
	Copyright expenses	2,278.88	4,000.00	
	Grants Expenses			
	...Disbursements	11,148.54	20,000.00	
	...Miscellaneous expenses	149.92	500.00	
	...Technical designer	0.00	100.00	
	...Transfer fees	211.18	200.00	
	Total Grants Expenses	11,509.64	20,800.00	
	Translation Projects	210.00	100.00	
	z-Contingency Fund	0.00		
	Total Project Budgets	17,595.82	35,500.00	49.57%
	Royalty Expenses	101.00	101.00	
	Total Expenses	42,341.37	76,842.25	55.10%
Net Income		-9,567.08	- 4,000.00	

	<u>Aug 31, 22</u>
ASSETS	
Current Assets	
Checking/Savings	
Key Bank checking	16,445.19
Key Bank Grants MM @.01%	8,769.12
Key Bank Money Market @.01%	
Initiative Funds	7,031.33
Key Bank Money Market @.01% - Other	35,051.33
Total Key Bank Money Market @.01%	<u>42,082.66</u>
Total Checking/Savings	<u>67,296.97</u>
Accounts Receivable	
Accounts Receivable	9,967.00
Total Accounts Receivable	<u>9,967.00</u>
Other Current Assets	
AlaskaCreditUnion-OP-12 moCD@.4	201,292.72
AlaskaCreditUnion-OP-18 moCD@.4	201,385.35
Sound CreditUnion-OP-12moCD@.35	110,616.58
SoundCreditUnion-OPMoneyMkt@.35	68,155.83
Total Other Current Assets	<u>581,450.48</u>
Total Current Assets	<u>658,714.45</u>
TOTAL ASSETS	<u>658,714.45</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	212.94
Total Other Current Liabilities	<u>212.94</u>
Total Current Liabilities	<u>212.94</u>
Total Liabilities	212.94
Equity	
Fund Balances	
Initiative Fund Balance	18,583.55
Prior Years Unrestricted Funds	22,415.85
Total Fund Balances	<u>40,999.40</u>
Unrestricted Net Assets	627,069.19
Net Income	-9,567.08
Total Equity	<u>658,501.51</u>
TOTAL LIABILITIES & EQUITY	<u>658,714.45</u>

- Balance sheet:
 - SGP funds are identified as ‘OP’ ie from Oneness Project. The Treasury bill investments should be in place shortly.
 - A priority is to distinguish in the accounts i) ‘core funds’, matching core activity ii) Beyond funds iii) Small Grant Program funds in more detail for our November meeting.
- Inflation: the Board reviewed inflationary pressures on the budget and activities, and will take these into account when agreeing a budget for 2023.

4. Executive Director’s report, January 2022

- survey: an analysis of the survey will be published in the forthcoming newsletter. Much of the feedback we received, about trainings, may be best addressed by mentors. Some leaders expressed interest in volunteering, and are making a valuable contribution on specific activities.
- interactive website more suited to cellphone/mobile access
Feedback from the survey 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.

This implies a major revision of the website and database, and new sources of technical help. Further scoping work on this will be scheduled.

- LG fee collection and reminders – going well: thank you as ever, Martha!
- copyright infringement: we are still waiting for trademark registration to be completed. The examiner has approved our applications for publication. These will be published on September 27. Assuming no objection is asserted, our applications will proceed to registration. This process will still take a number of months to complete.
- since the last Board meeting newsletters were sent in five languages (English, Portuguese, German, Spanish, Russian). A new newsletter is being scheduled for September/October.
- regional contacts on the website have been updated in seven languages.
- dance write-ups: As reported in our May newsletter, we now have 685 dance records in English and 525 - nearly as many – in other languages (French, German, Spanish, Portuguese and Russian). Thank you to Wayne Rollack for help with scanning archive dance write-ups, which will be uploaded as permissions are cleared.

- when the investment in Treasury bills has been completed (see matters arising from minutes, above), a focus will be on refreshing our narrative for legacies and [bequests](#).
- [The Parliament of the World's Religions](#) is meeting next August in Chicago: DUP NA is managing a DUP presence at this meeting.

5. Small Grants Program: report from the Grants Manager

DUPIN's Small Grants Program is almost three quarters of the way through its second grant cycle that began in January 2022. Since the beginning of this year, we have approved twenty-four grants to Dances of Universal Peace projects around the globe. These events have shared the Dances, in-person and via Zoom, in Brazil, Colombia, Czech Republic, Ecuador, Germany, Israel, Latvia, Mexico, New Zealand, Poland, Scotland, Spain, Turkey and the United States. The global reach of our program is especially gratifying as only three of this year's approved grants have been submitted for programs and activities in the United States.

We have awarded \$12,000 to grant recipients in eight months. The DUPIN Board of Directors authorized \$20,000 for this second grant cycle. Although we may not spend the entire amount by the completion of the cycle in December 2022, grant submissions have remained steady. We anticipate that this submission pattern will increase as people return to more regular, post-pandemic traveling. We have already received three applications for events scheduled in 2023.

We routinely receive heartfelt thanks from our grant recipients. Once an event has taken place, we also receive inspiring reports and beautiful photos from each project. Below are a few samples.

We appreciate the Board's continued encouragement and support.

In service,

Rukmini.

6. Beyond Initiative 2022

A dance leader training event **over Easter** at Atlantida, Colombia included support for 3 core members of the Beyond Middle East team, including 2 local organizers from Turkey for the training camp happening in September.

130 dancers attended from more than 15 countries, mostly from countries in Latin America with a strong tradition of DUP: Chile, Ecuador, Peru, Mexico, Colombia. There were 30 dance leaders in direct training in the workshops; a total of 14 mentors supporting the learning process and the program. A video of the event can be seen here:

[La Gran Maestra Vida//Danzas de Paz 2022//Ecoaldea Atlántida](#)

A zoom meeting “Visions of the future for the Dances” was held on **April 30**, hosted by Pir Shabda, with several hundred participants: here is the [recording](#). This can also be found on the [home page](#) on our website.

September 8 to 10 there was a dance camp in Israel as part of the Beyond initiative.

September 12 to 24 there has been a **Turkish Caravan Rashid Jabbar**: details [here](#)



The training camp in Istanbul expected to around 130 participants from which 55 were taking part in the Caravan, and the rest were from Turkey itself and countries of the Middle East. The delegation from Iran will be 20 people. All participants from the region were under some type of scholarship, provided by the Beyond initiative, thanks to the initial legacy from Rosina Horeth and the fund-raising by the Beyond team.

There continues to be an increase in numbers of people joining the DUP IN [facebook group](#): this is in part an outcome from the Beyond initiative.

Seeding DUP in Asia in the next three months

There are DUP workshops scheduled already in India, Vietnam, Indonesia and Thailand (2 different events in each country). Due to regulatory difficulties only a delegate from Indonesia will come to the Istanbul training. The original budget that was planned for 3 delegates from Asia will be used to support the attendance of those same delegates to the Thailand mini training including a participant from China: in the period between now and the end of the year, Arjun will be taking the Beyond program to a major regional ecovillage seminar in Thailand, which has the potential to see the dances and the program seeded more widely in SE Asia.

By the end of the year we will have a clearer idea of the scale of the opportunities which could be funded for the Beyond initiative in 2023. A budget update on the Beyond program will be presented to the November meeting.

Depending on the trajectory for expansion of the Beyond program into new language areas, it may be necessary to plan a step change in administrative support for the Leaders Guild in the medium term – we currently work to some extent in 7 European languages (including Russian):

should we anticipate adding Hebrew, Farsi, Tamil, Thai, Chinese etc? This will become clear in the medium term.

7. Guidance Council

No report at this meeting.

8. Dates of future BoD meetings (2022):

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

- **November 15** (agreed)

2023:

- Jan 31
- April 4 (including Annual meeting)
- 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 18.40 UTC.