

Dances of Universal Peace International Board of Directors Telecon Minutes

November 20, 2012, 3 p.m. Mountain Time

(Action Items in Italics)

BOD Members Present: Kabir Stuart McKinnon, Darvesha Victoria MacDonald, Maitreya Jon Stevens, DiAnahita Diana Kanoy. Arjun Jorge Calero joined part way in.

Staff present: Munir Peter Reynolds (Executive Director), Martha Bracken (Office Manager), Sky Majida Roshay (Administrative Assistant)

*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.*

Munir welcomes all. After a short attunement and reviewing the agenda, the meeting begins.

1. Approval of Minutes from September 18, 2012

Darvesha moves, Maitreya seconds, the approval of the board meeting minutes from September 18th. Passes unanimously.

2. Financial Statements

Munir presents the third quarter financial reports. Kabir reports that the year to date follows the budget quite closely. Even though DUP IN did not request money from Oneness Project, the potential deficit was voided by more Leaders Guild fees than expected. There is enough money in the accounts that even if no fundraising was done (which he is not proposing!), there is enough money to sustain the organization at current levels for several years.

3. Draft Resolution on Charitable Non-Profit Registration

Munir reports that he has completed the paperwork for non-profit registrations and forwarded the paperwork to Martha for proofing and completion.

One state requires a Board resolution for the submission, so Munir requests that the Board create a resolution that would cover any states that require that. Kabir moves, DiAnahita seconds that, *Resolved that the Board of Directors delegate to the Executive Director all of the Board's authority with respect to the federal and state registration and reporting requirements for the fundraising programs of Dances of Universal Peace International.* The resolution passes unanimously.

4. Executive Directors Report

Visioning Document

Munir has distributed the Visioning Document to the advisors, Regional board, Senior Mentor IIIs and the Guidance Council. He hasn't gotten a lot of response except for the Guidance Council. He and Kabir made a report to the Jamiat Khas on DUP IN's work so far; the report was very well received, and people are very supportive. Munir feels that we are on the right track, doing what we are doing and taking a period of time for listening and determining our next steps.

The GC met during the Jamiat Khas (with Darvesha joining via phone); it did not see a need for additional initiatives at this time, but rather to continue consolidating and clarifying the work done to this point. The GC is very supportive of the work DUP IN has done so far.

Another item discussed by the GC was the Musicians Log in. The GC suggests that they be "mentored" by mentors and mentors-in-training, as musicians. A minor change to the Guidelines would state that the mentoring process is a deepening process, so this is a track for people who want to grow and deepen; people who want to do this are encouraged to get a mentor and walk along with us.

Munir will be sending out an email to the Leaders Guild members before the end of the year, reporting and asking for any feedback or input.

Darvesha asks what it might mean that people did not respond to the visioning document. Munir says people did not report any criticisms, so perhaps all is well. Kabir interprets silence as meaning that people are okay with what we are doing, and that there may be an opportunity here for asking people whose input is really desired to have a conversation about it. He gives an example of a conversation he had with Wali Ali at the Jamiat Khas. Wali Ali said he thinks it's an opportune time to be doing more teaching about the Walks in the context of the Dances of Universal Peace: Dance leading is flourishing but the Walks have not kept up. Munir adds that he got a report from the New Zealand organization, which is greatly appreciative of the resources and the work done so far. Their only suggestion was more communication between regions, as used to happen in *We Circle Around*. Munir feels we aren't finished listening to the silence and that if we actively ask people, we may get more ideas like we have heard here.

Kabir asks for the most recent version of the visioning document. *Munir will post it on the website with a link for any interested persons to get to.*

We Circle Around Online

Munir also reports that the project to replace *We Circle Around* on the website has been having trouble getting going. It seems to be difficult to get people's attention and gather contributions. DiAnahita still feels like it's a great idea, but it seems to be hard to do. Problems include people not responding and her not speaking other languages.

Darvesha wonders about a blog, where people could write in “in the moment”, because the main issue with the newsletter was always timing – news gets stale after a few days. She doesn’t recommend a Facebook format – if you aren’t there that day, you miss things – but rather a format that allows you to review posts from previous months.

Arjun points out that one of the responses from the Admin Committee minutes was that people don’t want more to read. There’s already the website, Facebook, the email newsletters. He suggests continuing the newsletter as it is, with articles from senior teachers, and adding an article from a featured region in each issue. Board really likes this idea with the possible addition of having brief updates from other regions as well.

Dates for 2013 Board Meetings

Munir presents dates for the 2013 Board meetings:

February 12

April 23

July 9

September 17

November 19

Munir asks Board and staff to review these dates and respond to him with their availability.

Telecon with DUPNA Board

A joint telecon has been set with the DUPNA Board for Tuesday, December 4, at 5:30 p.m. Pacific Time. An agenda will be forthcoming.

Ideas for 2013

Kabir suggests that we allow each person to give input for ideas for 2013. Munir suggests he go first.

Kabir says he has been working with this process for 3 years, and is feeling a great sense of accomplishment and fulfillment. It was a good moment for him at the Jamiat Khas to make the presentation, and to recognize how much support and appreciation there is for the work that is being done. He is completely in tune with the visioning document, to spend some time doing some deep listening and determining our new resting place as a place to move from together. He likes the idea of getting more people actively working with and giving feedback to us, taking time to get people involved.

Darvesha says that the only thing that comes up for her is the meeting with mentors at the California Quarterly, where so many of them have never logged on. It seems to be that they don’t remember their passwords; it’s an example of one of those little pieces of information that needs to get to people in small bites. Otherwise it’s wonderful that everything is going so well. The GC will take Wali Ali’s idea of stressing the Walks under advisement.

Maitreya’s only comment is “Good work, everyone!” He also likes the idea of putting attention to the Walks and the breaths.

DiAnahita has nothing to add except “Happy Thanksgiving” to Americans, and “Happy everything else” to others.

Arjun’s first idea comes out of an exercise done at the retreat last April. He really wanted to hear how everyone at the retreat felt about aspects of the camp, but he didn’t want to ask them to speak in the circle because they would all say “it’s great”, so he prepared a simple questionnaire for them where they only had to mark their preference on a few questions. He recommends we try something similar to that with members of the Leaders Guild, something that will take only a minute or two because they are being asked only to pick options, not write answers. We could end up with some interesting feedback and improve our capacity to invite and hear from all voices. Arjun says this can be done online very easily. DiAnahita agrees and adds that we could also provide the compilations to people who respond, because people like knowing how surveys turn out. Munir likes this idea; everyone can contribute to developing the questions for early in the new year.

Arjun also comments that a healthy network needs to be holographic in nature, where each part of the network could reproduce the whole thing. We need to consider a diagnosis of whether pieces of the whole puzzle are missing in some areas, for example mastery of the Walks. He also suggests an exercise to create collective conversations around simple questions, for example the future of the network, and have the “high holies,” the senior teachers answer the question in one to two paragraphs each. It will be both informative and inspiring.

Martha is grateful for the work everyone is doing; she is doing the picky details and is grateful that everyone else is holding the big picture. Board appreciates all that she is doing.

Sky Majida is excited about the new ideas she has heard; she sees them as ways to expand, inspire, deepen and strengthen connections. AND she feels that it’s important to consolidate the work we have done so far and to make sure that everyone understands and is comfortable with what has been set up so far, like Darvesha’s comment about passwords, and the confusion some people have about where/who to pay dues to.

Munir says that one of his major goals is to, at every retreat, identify someone who can hold a meeting and answer questions and help people understand the Leaders Guild and the work of DUP IN. He is very grateful for the work everyone has done and is looking forward to the new year. Happy Thanksgiving, everyone.

APPENDIX 1: Financial Reports through Third Quarter 2012

Dances of Universal Peace International

Sources and Uses of Funds as of October 31, 2012

	<u>Jan - Oct 12</u>	<u>Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense			
Income			
Revenue - Current Year			
Donations	5,222.95	3,000.00	174.1%
Grants	0.00	5,000.00	0.0%
LG Fees - Regions	20,876.71	23,000.00	90.77%
LG Fees - World Wide Region	3,367.09	3,000.00	112.24%
Royalty Income	201.85	20.00	1,009.25%
Sales	2,192.72	1,000.00	219.27%
Total Revenue - Current Year	<u>31,861.32</u>	<u>35,020.00</u>	<u>90.98%</u>
Revenue Prior Yr Restricted Inc			
Fee Support Fund	2,400.00	6,000.00	40.0%
Programs	14,000.00	14,000.00	100.0%
Total Revenue Prior Yr Restricted Inc	<u>16,400.00</u>	<u>20,000.00</u>	<u>82.0%</u>
Total Income	48,261.32	55,020.00	87.72%
Cost of Goods Sold			
Cost of Goods Sold	428.71	335.00	127.97%
Total COGS	<u>428.71</u>	<u>335.00</u>	<u>127.97%</u>
Gross Profit	47,832.61	54,685.00	87.47%
Expense			
Accounting			
Financial advisor	125.00	100.00	125.0%
QuickBooks payroll service	323.03	295.00	109.5%
Tax preparer	400.00	450.00	88.89%
Total Accounting	<u>848.03</u>	<u>845.00</u>	<u>100.36%</u>
Contract Labor			
Admin Assist	177.20	500.00	35.44%
Community Coordinator	2,762.76	3,281.00	84.21%
MTG Guidance Council Chair	5,906.25	7,875.00	75.0%
Outside Contract Services	0.00	200.00	0.0%
Total Contract Labor	<u>8,846.21</u>	<u>11,856.00</u>	<u>74.61%</u>
Employee wages			
Executive Director	17,500.00	21,000.00	83.33%
Office Assistant	3,150.00	3,780.00	83.33%
Total Employee wages	<u>20,650.00</u>	<u>24,780.00</u>	<u>83.33%</u>
IN Website Construction			
Technical Designer	1,525.00	2,500.00	61.0%
z-Misc & Contingency	75.00	100.00	75.0%
Total IN Website Construction	<u>1,600.00</u>	<u>2,600.00</u>	<u>61.54%</u>

Office Expenses			
Equipment	171.92	300.00	57.31%
Internet Services	491.47	600.00	81.91%
Office Supplies and fees	464.92	500.00	92.98%
Payroll Expenses	2,441.64	3,000.00	81.39%
Photocopying	0.00	50.00	0.0%
Postage	88.36	175.00	50.49%
Rent	512.55	700.00	73.22%
Telephone	540.00	800.00	67.5%
Total Office Expenses	4,710.86	6,125.00	76.91%
Project Budgets			
Fundraising Development	5.28	250.00	2.11%
Guidance Council Initiatives	0.00	266.00	0.0%
LG Rejuvenation Expenses	584.24	1,000.00	58.42%
Translation Projects	1,542.50	4,000.00	38.56%
Total Project Budgets	2,132.02	5,516.00	38.65%
Royalty Expense	101.00	101.00	100.0%
z-Contingency Fund	495.00	2,852.00	17.36%
Total Expense	39,383.12	54,675.00	72.03%
Net Ordinary Income	8,449.49	10.00	
Net Income	8,449.49	10.00	

Dances of Universal Peace International

Balance Sheet as of November 1, 2012

Nov 1, 12

ASSETS

Current Assets

Checking/Savings

Key Bank checking 326.82

Key Bank Money Market 10,148.04

UrbanPartnershipBank MoneyMarkt 51,940.98

Total Checking/Savings 62,415.84

Accounts Receivable

Accounts Receivable 560.00

Total Accounts Receivable 560.00

Other Current Assets

Inventory 5,021.09

Total Other Current Assets 5,021.09

Total Current Assets 67,996.93

TOTAL ASSETS 67,996.93

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

Payroll Liabilities 842.48

Sales Tax Payable -6.20

z- Shalem Center Fund 6,000.00

Total Other Current Liabilities 6,836.28

Total Current Liabilities 6,836.28

Total Liabilities 6,836.28

Equity

Fund Balances

Prior Years Unrestricted Funds 27,455.23

Temporarily Restricted Funds 25,061.12

Total Fund Balances 52,516.35

Net Income 8,644.30

Total Equity 61,160.65

TOTAL LIABILITIES & EQUITY 67,996.93