

**Dances of Universal Peace International  
Annual Meeting and Board of Directors Telecon Minutes**

**26 April 2012**

*(Action Items in Italics)*

**Ongoing BOD Members Present:** Kabir Stuart McKinnon, Darvesha Victoria MacDonald, Maitreya Jon Stevens

**Outgoing Board members (Annual meeting only):** Halima Sussman, Allaudin Sandy Hill

**Incoming Board Members Present:** Dianahita Kanoy, Arjun Jorge Calero

**Also present:** Munir Peter Reynolds (Executive Director); Sky Majida Roshay (Administrative Assistant); Martha Bracken (Office Manager)

*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 – ANNUAL MEETING**

1. Thanks to Outgoing Board Members – Halima Sussman and Allaudin Hill
2. Nominating Committee Report
3. Other Business – Motion to receive final 2011 financial report into the record.

**AGENDA – BOARD TELECON**

- I. Approval of Minutes from February 7, 2012
- II. 2012 Financial Reports January 1 – March 30, 2012
- III. Administrative Committee (Munir, Darvesha, Kabir) Motion
- IV. Executive Director's Report
- V. Guidance Council Report
- VI. Welcome to New Board members
- VII. Remaining Board meeting dates in 2012

**Next Telecon Date:** Tuesday, July 10, 2 pm Pacific, 3 pm Mountain, 5 pm Eastern

## ANNUAL MEETING MINUTES

### 1. Thanks to Outgoing Board Members

Halima Sussman and Allaudin Hill are leaving the DUP IN Board of Directors as of today. Kabir has a great well of gratitude for them, looking back on the early days when we had no idea what we were doing next and so appreciates their efforts over the past two and a half years.

Munir appreciates their work in setting this work in motion.

Allaudin says that if he had know Arjun was going to replace him, he would have retired a year ago!

Halima says that this whole process started for her back in the days of the Unity Council, when so many forms were explored and set aside, and now it is gratifying to look back and see how far we have come, and to recognize the positive frame for moving forward that exists now. Much healing work and envisioning has taken place, and she feels glad to have been a part of it for the extent that she has, and feels confident that it will continue on in the same vein: ya Fattah!

### 2. Nominating Committee Report

#### a. Board Members

Though the bylaws call for two Guidance Council members to serve on the board, the committee (Kabir McKinnon, Munir Reynolds, Darvesha Victoria, and Pir Shabda Kahn) felt that with Munir having come onto the Guidance Council, there is a strong connection between that body and DUP IN without having to ask for extra service from other GC members. The nominating committee therefore offers to the board the following slate for election:

To fill the 3-year term replacing Halima Sussman:

**Diana Dianahita Kanoy** - Dianahita Kanoy (Ft. McCoy, Florida), a certified dance leader and mentor in Florida, hosts monthly dances at Dancing Peacock Paradise, presents leader training events, leads “outreach” dances and facilitates retreats featuring world renowned leaders. Previously she served as Southern Regional Networker for PeaceWorks and currently is a teacher in the Ruhaniyat. Her background is in education as Director of Conferences at the University of Florida and Professor Emeritus of Public Speaking at the College of Central Florida, where she met Karen Leialoha who introduced her to the Dances in 1990. Presently she conserves her land, caring for the animals and organic garden, attending dance and Sufi gatherings whenever possible.

To fill out the remaining 1-year term of Allaudin Sandy Hill:

**Jorge Arjun Calero** - Jorge Arjun Calero (Colombia, South America) is an activist and teacher. Born in 1978, he was raised in close contact with nature and spiritual seeking. He finished his biology studies in 2001 with a special degree in ethno-ecology. He has worked extensively with local native communities and environmental groups in schools in environmental awareness and native spirituality. He was part of the Rainbow Peace Caravan, a nomad ecovillage, school and artistic company, that traveled throughout Latin America. In 2003 he co-founded Atlantida Ecovillage where he still resides and hosts 2 major DUP events every year. A mentor in the Dances since 2009, Arjun works actively with the ecovillage networks (national and continental) and the revival of the ancient wisdom of the Americas.

Allaudin moves, Halima seconds, that these nominees be accepted at the end of this annual meeting. Passes unanimously.

These people agree to their continuing Board Service:

Darvesha MacDonald (Term ends (April, 2014)

Maitreya Jon Stevens Term ends (April, 2013)

Kabir Stuart McKinnon Term ends (April, 2014)

**b. Officers.**

The nominating committee proposes the following slate for 2012:

President, Darvesha Victoria

Vice President – Diana Dianahita Kanoy

Treasurer/Secretary – Kabir Stuart McKinnon

Halima moves, Maitreya seconds, that this slate of officers be accepted for 2012. Passes unanimously.

**3. Other Business – Motion to receive final 2011 financial report into the record.**

Kabir moves, Halima seconds, that the final 2011 financial report be received into the record. Passes unanimously.

**BOARD TELECON MINUTES**

**I. Approval of Minutes from February 7, 2012**

Kabir moves, Maitreya seconds, that the minutes be approved for distribution. Passes unanimously.

**II. 2012 Financial Reports January 1 – March 30, 2012**

The financial reports, Sources and Uses of Funds (Income and Expense) and Balance Sheet, are below as Appendix 1.

The income and expenses statement is being called “Sources and Uses of Funds” because it includes money raised in 2011 and budgeted for use in 2012. The income looks pretty good: at 25% of the year, we have received 45% of our budgeted income. Expenses are also lower than anticipated.

**III. Administrative Committee (Munir, Darvesha, Kabir) Report**

The Board has previously set the number of Directors as seven (the range in the bylaws is between five and seven). Approving the Nominating Committee's slate, we will continue to have five members. The administrative committee recommends that we now reduce the authorized number to six, leaving only one position vacant for now, and reducing the quorum from four to three, since vacant positions count in determining a quorum.

The reason is that we do not foresee the possibility of expanding from five to seven members any time soon. One vacancy will allow the appointment of a new member from the GC, should that happen.

Kabir moves, Dianahita seconds, that this change be adopted. Passes unanimously.

#### IV. Executive Director's Report

##### A. Leaders Guild Project

Work continues on contacting leaders who have never paid Leaders Guild fees or whose fees have lapsed in preparation for our June 30 due date. Mentors have been copied on the fees notices and we sent a special email sent to mentors last week explaining why they were being copied on the dues notices. Current statistics are:

Leaders Guild Fee Payments	12/31/2010	12/31/2011	<b>4/19/2012</b>
- Current with LG Fee (LG-1)	517	711	<b>740</b>
- financially assisted (LG-2)	0	0	<b>24</b>
- lifetime / complimentary (LG-3)	22	22	<b>22</b>
- Paid but in arrears LG-1	1	146	<b>157</b>
- no record in LG-1 (never paid)	756	442	<b>354</b>
Total Leaders Year End	1296	1321	<b>1297</b>

The above 157 Leaders "in arrears" include some region people for whom we have not yet received fees payments, and some who have been dropped from region Leader rolls.

Darvesha and Sky have done extensive work to bring all mentors into being current with fees. Presently only 6 mentors out of 203 mentors and mentors-in-training are not current with dues.

We are preparing a regular mail letter to leaders for whom we have no email address.

Sky has been contacting lapsed and "never-paid" North America leaders. The originally generated list had 167 North American leaders who had never paid LG fees. 29 couldn't be contacted because they have no email address and 3 were actually listed twice because they have two mentors. Of the remaining 135:

12 were actually current.

7 have been end-dated, per their or their mentor's request.

19 have paid as a result of the email(s).

5 are either in conversation with me or have other situations that are being researched.

92 people have been emailed twice with no response.

Martha has been notifying Leaders in the other regions:

World Wide Region (WOW) includes 20 countries. Of 281 leaders, 60 have paid and 221 not current with dues; most have been emailed.

Australia has 43 leaders. Thirteen have never paid and have been emailed.

New Zealand has 33 leaders, with 3 who have never paid and have been emailed.

Swiss region has 20 leaders and they are all paying members.

Germany has 137 leaders; Martha still needs to work with the membership secretary to determine numbers and payments.

UK has 82 leader total, with 24 never and to be emailed.

VDN (The Netherlands) has 46 leaders total. Ten paid for 2011; the 2012 payment is being worked out and 36 never-pays need to be emailed.

So 361 leaders in Regions – 138 paying that we know of now.

Kabir greatly appreciates the work of Darvesha, Martha and Sky Majida in contacting these leaders and mentors, and in clarifying the picture of how many leaders we actually have in the guild and consequently the amount of money we can expect.

Munir especially appreciates the work of Martha and Sky Majida in contacting the leaders, which is tedious work. Sky Majida comments that she feels like she is developing a relationship with some of them, which for them is, by extension, a relationship with the organization.

Arjun requests to see a breakout of the South American portion of the WOW region. Munir will create that for him.

We now have about two months before our June 30 due date for fees payment.

### **B. The Netherlands Dance Network (VDN)**

This region has been reorganized, renamed and redeployed as a nonprofit organization supporting the Leaders in Holland. Noor Helwig transferred Leaders Guild fees for 10 leaders for year 2011 and fees for year 2012 are now being collected. We have created a new photo gallery on the IN website here for The Netherlands:

<http://dancesofuniversalpeace.org/international/galleries/NetherlandsGallery/> and their redesigned website is here: <http://www.dansenvanuniverselevrede.nl/>

### **C. Spanish Translations**

Sylvia Murillo is at work translating the DUP IN website and checking the translations and updates on the Foundation Dance Manual. Work will soon begin on creating a parallel Spanish language DUP International website and a resource library in that language.

### **D. Next Leaders Guild Newsletter**

A spring 2012 newsletter is being prepared, which will include a feature Elements of Mastery article by Abraham Sussman.

### **E. Administrative Committee**

Munir and Kabir met by phone with Dianahita Kanoy to discuss her participation on the board. Kabir and Munir recommend that Dianahita be appointed to the Administrative Committee. Board agrees.

### **V. Guidance Council Report**

There has been no meeting since our February board meeting.

### **VI. Welcome to New Board members**

The Board would like to make some time to welcome Dianahita and Arjun to the board and to hear from them about their interests and ideas for participation on the board of DUP International.

Dianahita says we have a kaleidoscope of opportunity here. She asked her mentor Radha what she has to contribute; Radha says she has the ability to network and listen well and the

ability to speak well; she has been to Dance camps all over and so is both well known and has something of the bigger picture. She also is a retreat leader and organizer.

She asks if our focus is the leaders or if the dancers are also being involved in the network and how would we get them more involved and show the benefits to them.

Darvesha says that when we reorganized we decided that DUP IN is to support leaders and the regions are support the Dancers. Munir adds that our mission statement says that we are to support the leaders and the transmission, as well as support networking between the regions. One of the things that was found that was when DUP IN tried to include the Dancers, it was a long reach from the organization to the dancers; because of cultural differences and such, it is better left to the regions to nurture that relationship.

Darvesha says reaching that clarity was a major breakthrough for us, and the beginning of stressing the Leaders Guild as an entity. As Munir says, there is no MTG anymore, there is simply a Leaders Guild and a Mentors Guild.

Arjun says he is so glad that this group has so advanced the organizational and bureaucratic parts of the work so that he doesn't have to come into that. For him, being on this Board is more to present the Latin American reality of the Dances than to come from a personal perspective. At their recent South American retreat, they shared what was happening in the different countries; he thinks this organization should have the capacity to monitor what is happening with the Dances in all countries, and to make things happen or to intervene and provide support when necessary. He knows this is a Board of the Dances, but he also knows that the Dances and Ruhaniat are closely mixed, and he would be happy to be part of conversations about ways to strengthen the presence of the Ruhaniat (through the Dances) in the South.

Munir appreciates his vision and ability to make things happen and bring people and resources together; he knows this will be of benefit to us.

Kabir is so appreciating hearing these introductory comments from both new Board members and is looking forward to working with them over the coming years. This represents a slight change in our make-up and focus and he has a sense of excitement about moving forward with this new group. Munir seconds that. He feels the work we are doing is taking root, and that leaders are recognizing the resources we are offering and responding to that, so now we can begin to build our international presence.

## **VII. Remaining Board meeting dates in 2012**

Tuesday, July 10

Tuesday, Sept 18

Tuesday, Nov 20

## **APPENDIX 1: Financial Statements**

### **A. Income and Expense**

#### **Dances of Universal Peace International Sources and Uses of Funds**

Ordinary Income/Expense

<u>Jan - Mar 12</u>	<u>Budget</u>	<u>% of Budget</u>
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<b>Income</b>			
<b>Investments</b>			
Interest-Savings, Short-term CD	68.72		
<b>Total Investments</b>	<u>68.72</u>		
<b>Revenue - Current Year</b>			
Donations	4,527.75	3,000.00	150.93%
Grants	0.00	5,000.00	0.0%
LG Fees - Regions	4,578.23	23,000.00	19.91%
LG Fees - World Wide Region	1,010.93	3,000.00	33.7%
Royalty Income	0.00	20.00	0.0%
Sales	974.11	1,000.00	97.41%
<b>Total Revenue - Current Year</b>	<u>11,091.02</u>	<u>35,020.00</u>	<u>31.67%</u>
<b>Revenue Prior Yr Restricted Inc</b>			
Fee Support Fund	0.00	6,000.00	0.0%
Programs	14,000.00	14,000.00	100.0%
<b>Total Revenue Prior Yr Restricted Inc</b>	<u>14,000.00</u>	<u>20,000.00</u>	<u>70.0%</u>
<b>Total Income</b>	<u>25,159.74</u>	<u>55,020.00</u>	<u>45.73%</u>
<b>Cost of Goods Sold</b>			
Cost of Goods Sold	163.54	335.00	48.82%
<b>Total COGS</b>	<u>163.54</u>	<u>335.00</u>	<u>48.82%</u>
<b>Gross Profit</b>	<u>24,996.20</u>	<u>54,685.00</u>	<u>45.71%</u>
<b>Expense</b>			
<b>Accounting</b>			
Financial advisor	525.00	100.00	525.0%
QuickBooks payroll service	323.03	295.00	109.5%
Tax preparer	0.00	450.00	0.0%
<b>Total Accounting</b>	<u>848.03</u>	<u>845.00</u>	<u>100.36%</u>
<b>Contract Labor</b>			
Admin Assist	0.00	500.00	0.0%
Community Coordinator	1,062.54	3,281.00	32.39%
MTG Guidance Council Chair	1,875.00	7,875.00	23.81%
Outside Contract Services	0.00	200.00	0.0%
<b>Total Contract Labor</b>	<u>2,937.54</u>	<u>11,856.00</u>	<u>24.78%</u>
<b>Employee wages</b>			
Executive Director	5,250.00	21,000.00	25.0%
Office Assistant	945.00	5,100.00	18.53%
<b>Total Employee wages</b>	<u>6,195.00</u>	<u>26,100.00</u>	<u>23.74%</u>
<b>IN Website Construction</b>			
Technical Designer	850.00	2,500.00	34.0%
z-Misc & Contingency	0.00	100.00	0.0%
<b>Total IN Website Construction</b>	<u>850.00</u>	<u>2,600.00</u>	<u>32.69%</u>
<b>Office Expenses</b>			
Equipment	0.00	300.00	0.0%
Internet Services	133.16	600.00	22.19%
Office Supplies and fees	53.71	500.00	10.74%
Payroll Expenses	1,008.09	3,000.00	33.6%
Photocopying	0.00	50.00	0.0%
Postage	88.36	175.00	50.49%
Rent	170.85	700.00	24.41%
Telephone	180.00	800.00	22.5%
<b>Total Office Expenses</b>	<u>1,634.17</u>	<u>6,125.00</u>	<u>26.68%</u>
<b>Project Budgets</b>			
Fundraising Development	5.28	250.00	2.11%
Guidance Council Initiatives	0.00	266.00	0.0%
LG Rejuvenation Expenses	500.00	1,000.00	50.0%
Translation Projects	0.00	4,000.00	0.0%
<b>Total Project Budgets</b>	<u>505.28</u>	<u>5,516.00</u>	<u>9.16%</u>
Royalty Expense	0.00	101.00	0.0%
z-Contingency Fund	0.00	1,542.00	0.0%
<b>Total Expense</b>	<u>12,970.02</u>	<u>54,685.00</u>	<u>23.72%</u>
<b>Net Ordinary Income</b>	<u>12,026.18</u>	<u>0.00</u>	<u>100.0%</u>
<b>Net Income</b>	<u><u>12,026.18</u></u>	<u><u>0.00</u></u>	<u><u>100.0%</u></u>

## B. Balance Sheet

### Dances of Universal Peace International Balance Sheet

Apr 1, 12

**ASSETS****Current Assets****Checking/Savings****Key Bank checking** 6,351.43**Key Bank Money Market** 16,144.18**UrbanPartnershipBank MoneyMarkt** 51,818.75**Total Checking/Savings** 74,314.36**Accounts Receivable****Accounts Receivable** 715.00**Total Accounts Receivable** 715.00**Other Current Assets****Inventory** 5,021.09**Total Other Current Assets** 5,021.09**Total Current Assets** 80,050.45**TOTAL ASSETS** 80,050.45**LIABILITIES & EQUITY****Liabilities****Current Liabilities****Other Current Liabilities****Payroll Liabilities** 1,114.12**Sales Tax Payable** -6.20**z- Shalem Center Fund** 12,000.00**Total Other Current Liabilities** 13,107.92**Total Current Liabilities** 13,107.92**Total Liabilities** 13,107.92**Equity****Fund Balances****Prior Years Unrestricted Funds** 27,455.23**Temporarily Restricted Funds** 27,461.12**Total Fund Balances** 54,916.35**Net Income** 12,026.18**Total Equity** 66,942.53**TOTAL LIABILITIES & EQUITY** 80,050.45