

Dances of Universal Peace International

Minutes – Board of Directors Telecon – November 19, 2013, 3 pm MDT

Board Members Present: Darvesha Victoria MacDonald, DiAnahita Diana Kanoy, Kabir Stuart McKinnon, Arjun Jorge Calero

Staff present: Munir Peter Reynolds (Executive Director), Martha Bracken (Office 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.*

The agenda and background information had been circulated. Munir welcomed everyone, noting with regret that Maris was unable to connect because of temporary technical difficulties. We began by reciting together the Sufi Invocation.

1. Minutes from September 24, 2013

DiAnahita moved, seconded by Darvesha, approval of the Minutes of the Board meeting of September 24, 2013. Carried unanimously.

2. Financial Reports

The Executive Director had provided the following information in advance of the meeting: **Note: the version below includes minor corrections discussed at the meeting.)**

a) Income and Expense Jan 1 – October 31, 2013

Dances of Universal Peace International

Statement of Income & Expense Jan 1 - Oct 31, 2013

	<u>Jan - Oct 2013</u>	<u>Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense			
Income			
Investments			
Interest-Savings, Short-term CD	117.36	500.00	23.47%
Total Investments	117.36	500.00	23.47%
Revenue - Current Year			
Donations	1,285.28	5,580.00	23.03%
Grants	0.00	0.00	0.0%
LG Fees - Regions	19,950.00*	23,500.00	84.89%
LG Fees - World Wide Region	2,682.13	4,000.00	67.05%
Royalty Income	26.23	200.00	13.12%
Sales	1,465.00	1,000.00	146.5%
Total Revenue - Current Year	25,408.64	34,280.00	74.12%
Revenue Prior Yr Restricted Inc			
Fee Support Fund	2,075.00	2,500.00	83.0%
Programs	9,130.00	11,000.00	83.0%

Total Revenue Prior Yr Restricted Inc	<u>11,205.00</u>	<u>13,500.00</u>	<u>83.0%</u>
Total Income	36,731.00	48,280.00	76.08%
Cost of Goods Sold			
Cost of Goods Sold	<u>334.50</u>	<u>204.00</u>	<u>163.97%</u>
Total COGS	<u>334.50</u>	<u>204.00</u>	<u>163.97%</u>
Gross Profit	36,396.50	48,076.00	75.71%
Expense			
Accounting			
QuickBooks payroll service	360.26	325.00	110.85%
Tax preparer	<u>100.00</u>	<u>450.00</u>	<u>0.0%</u>
Total Accounting	460.26	925.00	49.76%
Contract Labor			
Community Coordinator	1,539.57	2,000.00	76.98%
MTG Guidance Council Chair	5,381.50	7,875.00	68.34%
Outside Contract Services	<u>0</u>		
Total Contract Labor	7,180.95	9,875.00	74.91%
Employee wages			
Executive Director	17,500.00	21,000.00	83.33%
Office Assistant	<u>4,166.70</u>	<u>5,000.00</u>	<u>83.33%</u>
Total Employee wages	21,666.70	26,000.00	83.33%
IN Website Construction			
Technical Designer	1,541.25	1,500.00	102.75%
z-Misc & Contingency	<u>105.19</u>	<u>100.00</u>	<u>105.19%</u>
Total IN Website Construction	1,646.44	1,600.00	102.9%
Office Expenses			
Equipment	361.39	300.00	120.46%
Internet Services	<u>802.66</u>	600.00	
Office Supplies and fees	526.08	500.00	85.42%
Payroll Expenses	2,486.00	3,000.00	82.87%
Photocopying	301.92	0.00	100.0%
Postage	42.56	175.00	19.06%
Rent	342.00	700.00	
Telephone	858.00	800.00	67.5%
Office Expenses - Other	<u>0</u>		
Total Office Expenses	5,720.61	6,075.00	94.17%
Project Budgets			
Fundraising Development	0.00	500.00	0.0%
Guidance Council Initiatives	1,000.00	1,000.00	100.0%
LG Rejuvenation Expenses	0.00	0.00	0.0%
Translation Projects	<u>995.43</u>	<u>1,000.00</u>	<u>51.92%</u>

Total Project Budgets	1,995.43	2,500.00	60.77%
Royalty Expense	101.00	101.00	100.0%
z-Contingency Fund	0.00	1,000.00	0.0%
Total Expense	<u>38,511.51</u>	<u>48,076.00</u>	<u>80.11%</u>
Net Ordinary Income	<u>-2,115.01</u>	<u>0.00</u>	<u>100.0%</u>
Net Income	<u><u>-2,115.01</u></u>	<u><u>0.00</u></u>	<u><u>100.0%</u></u>

Notes:

* Includes \$6,379 in Region LG fee collections accrued but not yet received. UK \$1,830, Australia \$900, North America \$3,649.

Overages due to an increase in Darvesha's reimbursement allowance for internet services. Also, for the last quarter of 2013 the expense reimbursements previously contained in Darvesha's stipend have been reallocated to our own expense items, resulting in an equal amount reduction in Darvesha's stipend. These changes will be fully reflected in the 2014 budget.

Munir commented that it appears that the year's overall results will be fairly close to budget. In particular, Leaders Guild fees seem to be in line with our forecasts. Donations are lower than the target we set, but there are typically some gifts that come in toward the end of the calendar year. The expense for translations may exceed our estimates, and likewise there have been unexpected increases in the cost of internet services and for website issues. At this point, the contingency fund remains unallocated.

b) Balance Sheet October 31, 2013

Dances of Universal Peace International		
Balance Sheet, October 31, 2013		
		Oct 31,
		13
ASSETS		<u> </u>
Current Assets		
Checking/Savings		
Key Bank checking		1,088.27
Key Bank Money Market		549.54
UrbanPartnershipBank MoneyMarket		<u>32,092.33</u>
Total Checking/Savings		33,730.14
Accounts Receivable		
Accounts Receivable		<u>230.00</u>
Total Accounts Receivable		230.00
Other Current Assets		
Inventory		<u>3,896.05</u>
Total Other Current Assets		<u>3,896.05</u>
Total Current Assets		<u>37,856.19</u>
TOTAL ASSETS		<u><u>37,856.19</u></u>

LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	892.98
Sales Tax Payable	<u>-6.20</u>
Total Other Current Liabilities	<u>886.78</u>
Total Current Liabilities	<u>886.78</u>
Total Liabilities	886.78
Equity	
Fund Balances	
Prior Years Unrestricted Funds	27,455.23
Temporarily Restricted Funds	<u>21,628.12</u>
Total Fund Balances	49,083.35
Unrestricted Net Assets	-1,325.04
Net Income	<u>10,788.90</u>
Total Equity	<u>36,969.41</u>
TOTAL LIABILITIES & EQUITY	<u><u>37,856.19</u></u>

In response to a question from Kabir, Munir confirmed that the \$21,628.12 in Temporarily Restricted Funds is the balance remaining from the “Campaign 2012” that was carried out toward the end of 2011. Both Kabir and Munir commented that, while our current financial position is sound, we are nevertheless spending at a rate that exceeds our ongoing revenue stream, signaling the need to increase Leaders Guild fees and donations within the next few years.

3. Guidance Council Report (from the meeting of November 8, 2013)

Darvesha and Munir reported on the in-body meeting of the Guidance Council held during the recent Jamiat Khas gathering, describing it as an excellent meeting with both Pir Shabda and Murshid Saadi in attendance. It was reassuring to feel their support for Council’s work.

The Guidance Council discussed Murshid Saadi’s proposal that an “initiation” or “empowerment initiation” be given to Dance leaders by their mentor at three stages: at the commencement of being a mentored leader, on certification, and when the individual becomes a mentor. The consensus of the Guidance Council was that this reminder of the transmission of the Dances would help to carry forward the transmission of Murshid Sam and would further our desire that mentors and mentees view their relationship as a lasting one that goes beyond the time of certification. The idea is to introduce this step as a suggestion only that mentors may choose to follow or not. Eventually this suggestion may be incorporated into the Leaders Guild Guidelines.

Darvesha and Munir will be preparing a write-up of the proposal for communication to mentors.

Arjun expressed the view that it could be beneficial to ensure that those who are to give the new empowerment initiations have themselves received such transmission before offering the same to their mentees. Darvesha responded that the Guidance Council expects considerable variation in how this may be implemented, adding that Dance mentors who, like Arjun, would wish that to happen in their case could seek the empowerment initiation from their own mentors. DiAnahita pointed out the practical problem of physical distance between mentors and mentees in some cases; the empowerment initiations would be done in person. Munir added that those mentors already carrying transmission as Sufi guides may not require (or see themselves as requiring) further initiation before initiating their Dance mentees.

4. Changes at DUP North America

In October the DUP North America board voted to downsize the administration of their organization and move to make individual memberships optional. They will continue their newsletters and website activity using volunteers. They will no longer collect Leaders Guild fees for DUP IN beginning at such date that IN recommends. In other words, DUP Leaders residing in the US and Canada will no longer be required to join DUP NA in order to pay their Leaders Guild fees. They will pay their fees to DUP IN directly.

Munir reported that he is moving forward with plans and staff changes required to collect LG fees directly from leaders in the US and Canada (see also Executive Director's report below). DUP IN could begin doing this as early as December 1st.

However, we need to design a communications strategy to convey this news to US and Canada Dance leaders. Munir is drafting a Constant Contact email to be sent to these leaders jointly from Rahmana Sayer (NA's President) and Darvesha (IN's President) to announce this change. Because so much time and effort has gone into conveying the past arrangement with NA, it is expected to take a number of communications and notes in the LG e-Newsletter over months to get the news of this change across.

Darvesha asked whether DUP NA has agreed to having the change come into effect as early as December 1st. Munir confirmed that he discussed this with Rahmana Sayre who gave her support.

Motion: Resolved that due to organization changes at DUP North America that DUP International begin collecting LG fees from Dance leaders in the US and Canada commencing December 1, 2013, and that the staff make such administrative and budgetary changes needed to put this plan into place and communicate it to our members. Moved by Kabir, seconded by DiAnahita, and carried unanimously.

Munir noted that he apprised Murshid Tansen of this development during the Jamiat Khas. Tansen has just joined the management committee of DUP UK, which like NA is currently considering its direction and priorities. There may be interest from that Region as well in moving away from collection and of Leaders Guild fees, now that DUP IN has the capacity to collect these fees directly.

5. Executive Director's Report

a) Subscription Management Service

At the last board meeting Munir reported on research into subscription billing services to be integrated with our website. Subsequent investigation of this in technical meetings indicated that the most affordable service that we considered presented technical problems with processing different languages, countries and currencies. It was especially going to be too expensive to handle only the US and Canada leaders we are preparing to accommodate. (Fusebill would have cost \$3,000/year while these leaders would bring in less than \$18,000 in fees.) Munir decided that a system that would only accommodate these leaders, and not the Latin Americans for example, was too expensive. In short, we do not have the size “customer base” that would warrant a subscription management service that can handle international transactions and multiple countries.

Munir has therefore decided to go forward with an “Enhanced Recurring Billing” component of PayPal which has these components which will be very helpful to us:

- 1) The system will handle multiple languages and currencies.
- 2) Leaders can select a “recurring billing” option that will pay their Leaders Guild fees annually, without having to establish a PayPal account. The leader simply leaves their credit card number with PayPal. The system will notify them when their credit card is about to be charged and will contact them for updates to their card information. They can cancel the recurring billing at any time by contacting us. The Leader can pay for one year, or select recurring billing, without signing up for a PayPal account.
- 3) We will be able to send fees invoices to some Leaders through PayPal
- 4) The service costs only \$20 per month, an add-on to our business account.

Staff will still have manually to email most fees notices and mail postcards to US and Canada Leaders.

Munir is also going forward with new programming on the DUP IN website directing any leader whose LG fees have expired to a page notifying them that their fees have expired when they attempt to log in. They can then click a link to pay their fees immediately. Reinstating their password by extending their LG fee end date in our data base will still require a manual operation by one of the staff.

Though this falls short of the ideal, completely “in-house” system that Arjun described in his recent email to the board, Munir feels that this PayPal approach and the new programming will buy us much of what we have needed in this area at a fraction of the cost that we would incur to put it in place an advanced system. There will be little cost to implement the new system or train our staff to use it. Some planning and reallocation of staff responsibilities will be needed to accommodate the new changes.

Darvesha pointed out that the new provision for discontinuing access to the password-protected areas of the website when LG fees have expired could be extended throughout the WorldWide Region. Munir will follow up to add a request to the programming to incorporate multiple languages in the notification and payment button.

b) DUP Logo Issue

It was brought to our attention that an organization called Compassion Games has been using a logo nearly identical to our own. Munir contacted Jon Ramer in Seattle who is responsible for the logo and coordinating their work. Jon claims that their designer in developed the Compassion

Games logo independent of our own design. (We feel that this is likely true.) In the appendix is an email summarizing the developments in this area, with DUP International requesting Compassion Games cease using this logo that reads the same as our own. Also in the appendix is Jon Ramer's response, which Munir read to the meeting. The Compassion Games does not accept DUP IN's view that their logo infringes on ours, and accordingly plans to continue using it.

In the course of researching this area Munir discovered that the DUP logo (designed in 1984) was never actually registered with the US Copyright office. He completed an on-line registration for the logo in October. The Copyright office's process of confirming registration apparently takes four months or more.

Kabir commented that continuing to pursue this matter with Compassion Games is likely to require considerable staff time as well as expense for legal consultation, all without any assurance of achieving the outcome we have requested. He expressed the view that there is little change of confusion or risk to the reputation of the Dances of Universal Peace in this particular instance. He felt that it was important to express our objection, but having failed to receive a positive response, pursuing the matter further does not seem to be a priority. Darvesha and DiAnahita expressed similar feelings, adding that they find some merit in Jon Ramer's comments about the differences between the two logos. Munir will respond accordingly to the Compassion Games.

c) Spanish Language Dance Library

Munir completed formatting and uploaded ~100 Spanish language Dance write-ups to the Spanish Dance library. The write-ups are from the Foundation Dance and Walks Manual. He still has to complete the Articles/Papers page for the Spanish library.

At the Jamiat Khas, Munir had the opportunity to talk with Jelaluddin Hauke Sturm about further developments in the German language as well.

6. Other Business

Kabir reported briefly on the meeting of the Board of Trustees of the Sufi Ruhaniat which followed the Jamiat Khas gathering. His briefing on the relationship between the SRI and the Dances seemed to clear up some lingering mistaken impressions on the part of some Trustees. There were also some areas in which Kabir could see potential for collaboration (e.g. translations for websites).

Munir added that he received encouragement from a number of people at the Jamiat Khas in support of increased Leaders Guild fees if necessary, as well as willingness to contribute in the event of further fund raising efforts. Darvesha commented that Leaders Guild fees need to remain unchanged until after completion of the transition in North America. She invited Arjun to comment on whether there would be room for fee increases in Latin America. In response Arjun gave the example of Gaia University in looking at three groups within the world economy, of which Latin America would be in the middle group. His opinion is that there would be room in Latin America to increase LG fees by something like \$5 per year, and at the same time that it would be useful to open the door for leaders to make partial payments (i.e. a sliding scale) so that those with financial need could at least contribute something. Kabir appreciated this suggestion,

and gave his view that whatever plan of action lies ahead for increasing Leaders Guild fees also needs to include adequate notice and a long-term plan.

7. Schedule of Board Meetings for 2014.

The Board set the following meeting dates for 2014 (all Tuesdays, all at 3 pm Mountain time):

February 11
April 8 (including the Annual Meeting)
June 17
September 16
November 18

8. Next Board Meeting Date: Tuesday, February 11, 2014 at 2 pm Pacific / 3 pm Mountain / 5 pm Eastern / 10 pm British)

APPENDIX

From: [Jon Ramer](#)
To: [Munir Peter Reynolds](#)
Cc: [Jon Ramer](#)
Subject: Re: Dances of Universal Peace Logo
Date: Tuesday, November 19, 2013 11:39:01 AM

Hi Peter,

I apologize for the slow response. I was so deeply disappointed that I wasn't quite sure what to say. I've since sought legal counsel who has advised me that they believe there are sufficient differences with the logos that we are not exposed including the positioning of the hearts, the fact that they are not interlocking but overlapping, the colorization, the text, etc.

Nevertheless I can't imagine a public conflict between us, it just seems so out of step with any dance seeking peace. I also think that the group has missed the mark regarding the secular nature of the compassion games. Our work is inspired by the "charter for compassion" which is very much about how all the world's religions share in a common universal understanding about how to treat each other.

In your email you said that the consensus was that our proposal didn't go far enough. Can I take that to mean that there's some counterproposal you can make that you would be satisfied with? Please let me know. Hoping for a peaceful resolution.

In community,
Jon

From: [Munir Peter Reynolds](#)
To: ["Jon Ramer"](#)
Bcc: [Darvesha \(darv@starband.net\)](mailto:Darvesha(darv@starband.net)); [Kabir Stuart McKinnon](#); ["Tasnimf@aol.com"](mailto:Tasnimf@aol.com)
Subject: Dances of Universal Peace Logo
Date: Monday, November 04, 2013 11:50:00 AM



Dear Jon,

Thanks for your patience as we have considered your email proposing how we might resolve our logo situation. I have taken this up with my board members, looked our past responses to this kind of situation, and talked with a number of our members.

Jon, I am afraid that the consensus here is that the solution that you propose does not go far enough. Despite the fact that the purposes of our organizations are certainly aligned, there are clear distinctions between us. Among them, DUP International exists to further the sacred transmission of the Dances of Universal Peace. We are definitely focused on individual spiritual realization or “awakening”. Compassion Games on the other hand offers a secular approach to encouraging compassion, a creative and obviously vital one. DUP International represents the guild of Dance leaders worldwide who carry a specific spiritual transmission. Compassion Games again is a secular movement and approach.

These distinctions are important to consider. Whatever your impression of the Dances from your personal experience in Seattle, please note that we draw our material and inspiration from the sacred texts of the world’s religions and our purpose is overtly spiritual in nature. In terms of your proposed collaboration, this fact may possibly not sit so well with some of your members, if they come to really examine it. Among our own members secular activities for peace are wonderful and certainly needed, but the Dances are about something else.

We need to remember that logos exist to provide recognition and association in the mind of the public. The DUP logo has been associated with our work, and particularly with the integrity of the Dances of Universal Peace, for almost 30 years. Also, though the logos are not identical, they do “read” as the same image to everyone I have spoken with about this. We feel that going forward with your suggestion is just going to cause confusion, especially as your logo may turn up among leaders of the Dances of Universal Peace. We do not feel that choosing to encourage confusion between our organizations, their purposes and memberships, is in the best interest of either organization.

For many years only leaders of the Dances of Universal Peace have been permitted to use our logo. This is one way we have distinguished the work of our Leaders Guild from that of other sacred circle dancing forms and organizations. It carries a certain amount of goodwill, as well as recognition with our name.

It is hard to see how a disclaimer on a Compassion Games web page is going to mitigate these rather serious considerations. Moreover, whether or not our organizations choose to undertake a collaborative project together, blurring the distinctions between our organizations is no reason to do so.

Therefore it is our view that the Compassion Games logo infringes on the copyright of the long-standing logo of our organization. I am writing now to ask you to abandon the use of your logo,

which “reads” as our own. Please respond by November 15th confirming your intention to comply with our request and by what date you intend to comply. We understand that changing logos is a big undertaking. We would like to allow you a reasonable time in which to comply.

Jon, I am still open to ways in which our organizations might work together. However, thinking this through has pointed out the parallel, but distinctly different, organization tracks that we are taking. I look forward to exploring this with you further.

Warm regards, and all best wishes in your work,

Munir Peter Reynolds, Executive Director Dances of Universal Peace International 406 961-5181

Email From Jon Ramer:

Thanks again for the follow-up and for the dialogue about how we can collaborate. I've organized this message into two areas; one has to do with our logos and the other has to do with collaborating going forward. The purpose of the Compassion Games is to create safer, kinder, better and more just communities. I believe that the mission and spirit of the Dances of Universal Peace is aligned with our mission.

We understand the need for the Dances of Universal Peace (DoUP) to assert and protect it's property rights. I ask that you understand that the Compassion Games International (CGI) had no awareness of the DoUP logo when ours was designed and we had no intention of copying your logo. We choose to think that given the work of our respective organizations that we must have come together for some other reason then to settle a trademark dispute. It is with that in mind that we make the following proposal:

We ask that Dances of Universal Peace grant us permission to use the logo, which we see as distinct but very similar from the CGI logo; and in exchange we promise to give attribution and recognition of the DoUP logo. We suggest that on the CGI “about page” we have a subsection of the page dedicated to the logo. We will gladly show an image of the DoUP logo as it is in black-and-white with whatever appropriate registration mark. In that section we can tell the story of your discovery of our logo and reaching out to us to alert us to the similarity and that have we turned this into an expression of universal peace and collaboration.

We are interested in using this as a way to establish a relationship and partnership going forward. The

Compassion Games take place from September 11 through September 21st. This year the games were organized and played in 4 countries and in 19 communities while individuals played in 28 countries around the world. You can see the nearly 1200 reports on the Compassion Map

<http://compassiongames.crowdmap.com> We are planning a World Compassion Festival

www.worldcompassionfestival.org for 2015, the 80 birthday of His Holiness the Dalai Lama. We can use these opportunities to grow, strengthen and invigorate our organizations and the movement as a whole.

If our proposal is acceptable, we suggest that we start a separate conversation about how we can specifically collaborate to strengthen and support both of our aligned efforts. In community,

Jon Ramer