

**PeaceWorks, Inc.**

**Board of Directors Meeting Telecon Minutes**

October 21, 2009

*(Action items in italics)*

**BOD Members Present:** Darvesha MacDonald (Interim President), Allaudin Sandy Hill, Kabir Stuart McKinnon, Halima Sussman

**Also present:** Munir Peter Reynolds (Interim Director); Martha Bracken (IN office manager); Sky Majida Roshay (Volunteer Coordinator/Recording Secretary)

**Absent:** Maitreya Jon Stevens (BOD)

*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 14 October telecon

New Bylaws

    Annual Meeting

    Election of Interim Officers

Alima Stoeckel as Advisor/German Network Meeting

IN Website – update

Pubs Proposals, including Pubs Goals

Foundation Manual

PW Inc regional telecons

Committee Assignments

Next Meeting

Closing and Check Out

**Next Telecon Dates:**

Tuesday, 10 November; 5 p.m. Eastern time. Tentative.

Tuesday, 8 December; 5 p.m. Eastern time. Tentative.

**Out of Town Schedules:**

Darvesha will be away for a month, beginning 23 October.

Allaudin is unavailable 1-11 November.

## **MINUTES**

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

Munir welcomes everyone and asked Kabir to be the deep listening coach for this meeting.

### **Approve Minutes of the 14 October telecon/ Discussion of Notes and/or Minutes decision**

Halima moves, Allaudin seconds, that the minutes of the 14 October telecon be approved for distribution. Passes by consensus.

Munir offers the solution that he, Halima and Sky Majida came up with regarding minutes and notes: Sky Majida will send longer version of notes to Munir, who will amend them if necessary, then pass them as minutes to BOD for review. Everyone agrees.

### **Bylaws Revision**

Kabir has reviewed the bylaws and has a number of points to bring up.

#### Corporate Name

There is a name discrepancy between the name in the Articles of Incorporation (“The Peaceworks Center for the Dances of Universal Peace, Inc”) and the one in the bylaws (“International Network for the Dances of Universal Peace, Inc”). He feels that the name we operate under should reflect our role, and wonders if either of those names still works.

Alaludin likes “Peaceworks - Center for the Dances of Universal Peace, Inc”; Munir prefers “Peaceworks International” to distinguish us from any region. Darvesha wants to make sure we are clear that this organization is not the network. After further discussion, Kabir invites people to consider this further and email him with thoughts and suggestions.

#### Purposes

Kabir advises that the objectives and purposes as stated in the articles of incorporation and the bylaws are something to look at: do they still match our current mission?

Articles of Incorporation: “The purposes for which this corporation is organized include the operation of a center to further the study and teaching of the DUP and their relation to the fields of education, movement re-education, the arts, psychology and somatic therapy, peace studies, philosophy, intercultural exchange and comparative religions.”

Bylaws: “The objectives and purposes of this corporation shall be to conduct the activities of INTERNATIONAL NETWORK FOR THE DANCES OF UNIVERSAL PEACE, and to establish and maintain facilities for its program.”

### Advisory Council

Kabir continues; once the bylaws are revised, the section on the Advisory council will simply disappear.

### Directors

The number and qualification of directors are spelled out in the bylaws, but once the Advisory Council is disbanded, how do we recognize possible BOD members? In theory, the Advisory Council did that in the past, though Sky Majida says actual practice was different from that. The core question for BOD to consider is, what are the minimum requirements for membership on the BOD?

The election and term of office section says the terms are annual, from annual meeting to annual meeting, but the Unity Council recommendations call for staggered terms.

Kabir is willing to come up with suggestions on how to address these, with input from others who might have some, and asks people to email him with their comments.

### **Annual Meeting**

Kabir suggests that a date for the annual meeting be set and the new bylaws be presented to the Advisory Council at that time. BOD discusses dates, timing and the holidays and chooses Tuesday, 12 January. *Kabir and Sky Majida will look at timing of announcements and time of day for the meeting.*

### **Election of Interim Officers**

Kabir points out that the bylaws call for President, Vice President, Secretary and Treasurer. With Darvesha leaving for a month, it makes sense to have a full slate of officers. Kabir offers to serve as Treasurer and Secretary; Allaudin agrees to serve as Vice President. Halima moves that the slate be accepted; Darvesha seconds. Passes by consensus.

### **Alima Stoeckel as Advisor/German Network Meeting**

Alima has been confirmed as an advisor to Peaceworks Inc. The German group met last weekend; Munir met with them by telecon during that time. They are supportive and positive, but do have some questions about how this will function, and Munir told them we will work them on all of those.

The Unity Council recommendations state that advisors should be appointed for a specific term. Allaudin moves, Kabir seconds, that Alima and Rashid be appointed to a two-year term, pending their agreement. *Kabir will consider this requirement as part of the bylaws revision.*

### **IN Website - Update**

Munir reports that the project is currently gathering information to be included, like Murshid SAM's papers, the early Dance books, the Foundation Manual, etc. The delivery/appearance of the site hasn't been determined yet. Halima asks which of the materials will be in the password protected part of the site and which will be open to the public. The Dance specific works will be available only to mentored, dues current Dance leaders.

Kabir asks if the committee is looking at all aspects, from the appearance and materials to the finances, passwords, etc. Munir assures him that the committee is.

Halima feels that the MTG guidelines and dance leader certification information will be ready before the new website is finished, and hopes that this information can be uploaded onto the old website in the interim.

Allaudin asks if "design" means the intuitive way that people move themselves through the website, or the aesthetics. Halima says the committee is working with both. Sky Majida asks about Web 2.0 as well. *Halima will talk with Sky Majida off line about this.*

### **Pubs Proposals including Pubs Goals**

The Pubs committee (Allaudin, Munir, Darvesha and Martha) met by telecon last week. Munir presented the short term and long term goals meeting:

#### Short Term

- To close PeaceWorks' fulfillment service and shift resources used for this program to other purposes;
- To eliminate any materials not essential to leading the Dances of Universal Peace from PeaceWorks' inventory;
- To eliminate from PeaceWorks' inventory large overstocks of selected items, regardless of value into the future;
- To adjust the value of publication assets on the books of PeaceWorks to accurately reflect their market value.

#### Longer Term

- To ensure that print resources and materials essential to leading the Dances of Universal Peace are available to leaders;
- To identify alternative methods of fulfillment:
  - Send a letter to the JK, MTG and DancingPeace listserves asking if someone will serve to run a fulfillment service as their service to the community;
  - Continue to identify Sufi Centers or other groups willing to take materials and serve as fulfillment centers;
  - Cooperate with the Sufi Ruhaniat International as appropriate and useful to fulfill these goals.

Allaudin moves, Darvesha seconds, that these goals be accepted. Passes by consensus.

An inquiry has been sent out to the listserves asking for someone to take over the publications fulfillment service, and conversations are underway with Abwoon and SRI about taking over some of the inventory.

Munir reviewed with the board his conversation with and follow-up email to Mansur Johnson exploring possible terms for Mansur taking over fulfillment of his book *Murshid*. Mansur has changed his position from the time Munir spoke with him and more negotiations with Mansur are now needed. Munir will follow-up and report back to the board on the terms that Mansur is now willing to accept. Mansur has suggested taking back the fulfillment of his photos of *Murshid* SAM as well. Halima would prefer that the photos either stay with PW or go to the Ruhaniat. Darvesha proposes that the photos be kept out of the negotiations about *Murshid*. The consideration now is the party to pay shipping to send the copies of *Murshid* and *Wisdom Comes Dancing*. *Martha will research profit and loss information on those books.*

### **Foundation Manual**

Munir spoke with Radha Buko who is willing to take the copies of the Foundation Manual and the cds until such time that this material is uploaded onto the website. Darvesha observes that this manual has already been translated into Spanish and is ready to be included when the material is uploaded. The board appreciates Radha's support and cooperation.

### **PW Inc regional telecons**

Munir reports that the European telecon was attended by himself, Pir Shabda Kahn, Kabir, Sky Majida, as well as Alima from the German region, and Tansen Philip O'Donohoe, Glenda Kafia Huggons, Sandra Sunfire and Geoffrey Carter of the UK. There was general praise for the Unity Council proposals, and not many questions about how it will work. The Germans had already discussed that during their meeting last weekend. Most of the email feedback has been along the lines of "go for it", with few comments.

Kabir adds that one of the follow-ups to the European telecon was that someone from the Peaceworks Inc BOD be available for a telecon during the UK group's meeting on 14 November.

Munir reports that he is unable to be on the North American call tomorrow to moderate it. Halima is working on her schedule to see if she can be on the call, if not Darvesha can do it. *Darvesha, Halima and Munir will consult on how to moderate the call. Sky Majida will send the call-in information to the Board.*

*After Darvesha returns in mid-November, Munir will work with her about setting up a meeting with the South Americans. He is still working on scheduling a meeting with the New Zealand/Australian regions.*

### **Committee Assignments**

Munir presented a possible committee structure for moving through the main tasks ahead in the remainder of 2009, and BOD discussed the need for committees or not.

Kabir feels that Finances (transitioning the PW bookkeeping and bank accounts over to new personnel; begin planning and budgeting for 2010), are the work of the Treasurer with Munir, and others as needed. Kabir will also take on the review of past Peaceworks Inc policies, with Munir and Sky Majida.

Munir and Halima are focusing regional meetings and telecons; Sky Majida will support this effort.

The area of human resources is set aside for the moment, leaving two actual committees:

PW Pubs - Making decisions regarding the future of PW Publications and guiding staff to implement changes, with Allaudin (chair), Darvesha, Munir, Martha;

IN Website Redesign – with Halima (chair), Darvesha, Johara Reynolds and consultants Patsy Boyer, Kyra Epstein and Maitreya.

### **Next Meetings**

The Board chooses Tuesday, 8 December; 5 p.m. Eastern time, as a tentative next date, in keeping with the second Tuesday of the month as a regular time.

The annual meeting will be Tuesday, 12 January, time to be determined.

Following a check-out session the meeting was adjourned.