



**Dances of Universal Peace International  
Board of Directors**

**BOARD MEETING MINUTES  
On Tuesday, February 6 2024**

**ASSISTANTS**

<b>Board Members</b>	<b>Time zone</b>	<b>Start time</b>
Darvesha MacDonald, Chair	Daylight Mountain Time MST	12.00 pm
NurAna Wilansky	Illinois CST	1.00 pm
Rukmini Miller	New York EST	2.00 pm
Arjun Calero	Colombia GMT-5	2.00 pm
Munira Reed	Ohio EST	2.00 pm
Khabir Mayer-Glauninger	Germany CET	8.00 pm

<b>Staff</b>	<b>Role</b>	<b>Time zone</b>	<b>Start time</b>
Vakil Carlos Rojas	Executive Director	Colombia GMT-5	2.00 pm
Martha Bracken	Office Manager	Seattle PST	11.00 am

[Presented an excuse to assist due to travel times](#)

Douglas Stevenson	New Delhi	00,30 am
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Yelena Swarana Dudarjoka	New Delhi	00,30 am
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*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.*

**SUGGESTED TIMES, Total: 80 minutes.**

## Agenda

1. Minutes of the Board Meeting held November 14, 2023:
2. Financial Reports and 2024 budget
3. Executive Director's report.
4. Small Grants Program: update – August October 2023
5. Board configuration
6. Onness project information by Darvesha
7. Beyond Initiative, 2023 final report
8. Guidance Council
9. Any other business
10. Dates of future BoD meetings (2024)

### 1. Minutes of the Board Meeting held November 14, 2023:

see [LINKED DOCUMENT](#). One Board member to move acceptance of the minutes, one to second, record if all are in favor. Darvesha and Munira move in acceptance. We record all in favor accepting the referenced minutes.

### 2. Financial Reports:

#### BALANCE SHEET REPORT

#### ASSETS

##### Current Assets

##### Checking/Savings

Key Bank Checking Account	34,728.91
Key Bank Grants Checking Acct	1,099.79
Key Bank Money Market	
Beyond Initiative Funds	5,704.76
Key Bank Money Market - Other	11,990.24
Total Key Bank Money Market	17,695.00
Key Investment Sweep Account	67,544.53
Sound CU -Grants-MoneyMkt@2.02%	15,749.78
<b>Total Checking/Savings</b>	<b>136,818.01</b>
Other Current Assets	

	Key Invest Grants - US T-bills	297,953.92
	KeyInvst Grants CD5%-Mature 10/24	200,000.00
	Stocks- Unallocated 250 shares	62,120.00 (value at Dec 31,23)
	Stocks-Beyond Initiative 250 shrs	62,120.00 (value at Dec 31,23)
	<b>Total Other Current Assets</b>	<b>622,193.92</b>
	Total Current Assets	759,011.93
<b>TOTAL ASSETS</b>		<b>759,011.93</b>
<b>LIABILITIES &amp; EQUITY</b>		
	Liabilities	
	Current Liabilities	
	Other Current Liabilities	
	Payroll Liabilities	350.64
	Total Other Current Liabilities	350.64
	Total Current Liabilities	350.64
	Total Liabilities	350.64
	Equity	
	<b>Unrestricted Net Assets</b>	<b>646,157.04</b>
	<b>Net Income</b>	<b>112,504.25</b>
	Total Equity	758,661.29
<b>TOTAL LIABILITIES &amp; EQUITY</b>		<b>759,011.93</b>

### Assets by activity, December 31, 2023

Grants	499,052
Beyond	67,824
Core business + Unallocated	192,335
Total	759,011

## PROFIT AND LOSS STATEMENT Jan - Dec 23

Ordinary Income/Expense

### Income

#### Investments

Grants Interest Account	13,950.78
Interest-Savings, Short-term CD	903.70
Investment Gains/Losses	4,112.50

**Total Investments 18,966.98**

#### Revenue - Current Year

Beyond Initiative Dons - Cash	11,041.99
Beyond Initiative Dons - 240 Stocks (value at receipt June 2023) (we received 10 in 2022)	53,896.80
Donations - Cash	3,155.76
Donations - Unallocated 250 Stocks (value at receipt June 2023)	56,142.50
LG Fees - Regions	29,270.33
LG Fees - World Wide Region	9,377.50
Sales	122.00

**Total Revenue - Current Year 163,006.88**

Total Income 181,973.86

**Gross Profit 181,973.86**

### Expense

#### Accounting

QuickBooks payroll service	551.25
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**Total Accounting 551.25**

#### Contract Labor

Executive Director - Aziz	13,836.00
Executive Director - Vakil	4,000.00
Guidance Council Chair	6,500.00

**Total Contract Labor 24,336.00**

#### Employee wages

Office Manager	8,244.00
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**Total Employee wages 8,244.00**

#### IN Website Construction

Technical Designer	1,327.50
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**Total IN Website Construction 1,327.50**

#### Office Expenses

Internet Services	2,053.68
Office Supplies and fees	2,857.19
Payroll Expenses	751.97
Postage	211.57
Telephone	3,047.62

**Total Office Expenses 8,922.03**

#### Project Budgets

	Beyond Initiative Expenses	15,368.01
	<b>Grants expenses</b>	
	Disbursements	19,580.29
	Grants Manager	2,257.50
	Miscellaneous Expenses	227.50
	Tax preparer	562.50
	Transfer Fees	124.13
	<b>Total Grants expenses</b>	<b>22,751.92</b>
	Translation Projects	120.00
	<b>Total Project Budgets</b>	<b>38,239.93</b>
	Royalty Expense	101.00
	Total Expense	81,721.71
	Net Ordinary Income	100,252.15
	<b>Other Income/Expense</b>	
	Other Income	
	Unrealized Gains & Losses	12,252.10
	Total Other Income	12,252.10
	Net Other Income	12,252.10
	<b>Net Income</b>	<b>112,504.25</b>

## 2024 budget (compared to 2023 final values)

	2,023	2,024
<b>Income</b>		
<b>Investments</b>		
Grants Interest Account (approx 500,000 x 5%)	13,950.78	15,750.00
Interest-Savings, Short-term CD	903.70	1,000.00
Investment Gains/Losses	4,112.50	0.00
<b>Total Investments</b>	<b>18,966.98</b>	<b>16,750.00</b>
<b>Revenue - Current Year</b>		
Beyond Initiative Dons - Cash	11,041.99	5,000.00
Beyond Initiative Dons - Stocks	53,896.80	60,000.00
Donations - Cash	3,155.76	3,000.00
Donations - Unallocated Stocks	56,142.50	60,000.00
LG Fees - Regions	29,270.33	29,000.00
LG Fees - World Wide Region	9,377.50	9,000.00
Sales	122.00	50.00
<b>Total Revenue - Current Year</b>	<b>163,006.88</b>	<b>166,050.00</b>
<b>Total Income</b>	<b>181,973.86</b>	<b>182,800.00</b>
<b>Gross Profit</b>	<b>181,973.86</b>	<b>182,800.00</b>
<b>Expense</b>		
<b>Accounting</b>		
QuickBooks payroll service	551.25	716.00
<b>Total Accounting</b>	<b>551.25</b>	<b>716.00</b>
<b>Contract Labor</b>		
Executive Director - Aziz	13,836.00	0.00
Executive Director - Vakil	4,000.00	12,000.00
Guidance Council Chair	6,500.00	6,500.00
<b>Total Contract Labor</b>	<b>24,336.00</b>	<b>18,500.00</b>
<b>Employee wages</b>		
Office Manager	8,244.00	8,244.00
<b>Total Employee wages</b>	<b>8,244.00</b>	<b>8,244.00</b>
<b>IN Website Construction</b>		
Technical Designer	1,327.50	2,500.00
<b>Total IN Website Construction</b>	<b>1,327.50</b>	<b>2,500.00</b>
<b>Office Expenses</b>		
Internet Services	2,053.68	1,600.00
Office Supplies and fees	2,857.19	1,700.00
Payroll Expenses	751.97	800.00
Postage	211.57	300.00
Telephone / communications expense	3,047.62	2,500.00
<b>Total Office Expenses</b>	<b>8,922.03</b>	<b>6,900.00</b>
<b>Project Budgets</b>		
Beyond Initiative Expenses	15,368.01	20,000.00
<b>Migration project expenses</b>		
migration phase	0.00	2,450.00
pilot project	0.00	1,800.00
new platform set up	0.00	2,550.00
implementation	0.00	2,450.00
Reserve	0.00	5,750.00

	<b>Total migration project expenses</b>	<b>0.00</b>	<b>15,000.0</b>
	<b>Grants expenses</b>		
	Disbursements	19,580.29	20,000.00
	Grants Manager	2,257.50	3,300.00
	Miscellaneous Expenses	227.50	500.00
	Tax preparer	562.50	600.00
	Transfer Fees	124.13	200.00
	<b>Total Grants expenses</b>	<b>22,751.92</b>	<b>24,600.00</b>
	Translation Projects	120.00	200.00
	<b>Total Project Budgets</b>	<b>38,239.93</b>	<b>59,800.00</b>
	Royalty Expense	101.00	101.00
	<b>Total Expense</b>	<b>81,721.71</b>	<b>96,761.00</b>
	<b>Net Ordinary Income</b>	<b>100,252.15</b>	<b>86,039.00</b>
	<b>Other Income/Expense</b>		
	<b>Other Income</b>		
	Unrealized Gains & Losses	12,252.10	12,000.00
	<b>Total Other Income</b>	<b>12,252.10</b>	<b>12,000.00</b>
	<b>Net Other Income</b>	<b>12,252.10</b>	<b>12,000.00</b>
	<b>Net Income</b>	<b>112,504.25</b>	<b>98,039.00</b>

[ACCESS THE 2024 SPREADSHEET FILE HERE](#)

### 3. Executive Director's report.

#### MIGRATION PROPOSAL

From November 14 to February 6, the undergoing project achieved the following advances:

1. Created a diverse migration team with eight members from several world regions.

Name	Email	Country of residence
Stefan Posch	stefan.posch@posteo.de	Germany
Michael Gauthier	papillons-voyageurs@ecomail.fr	France
Sheri Sayar	sheri.sayar@gmail.com	Turkiye
Pulelehua quirk	pulermq@gmail.com	USA
Carla Medinaceli	intraparpados@gmail.com	Perú
Aya	aya.hibri@gmail.com	Lebanon
Victoria Valkyrie	Victoria.kolosova@gmail.com	Latvia
Yelena Dudarjoka	arunachala@inbox.lv	Latvia
Douglas Stevenson	douglas.villagemedia@gmail.com	USA
Vakil Rojas	vakil@dancesofuniversalpeace.org	Colombia

2. Created the migration team email group to perform the assigned tasks actively.
3. The migration team performed six online meetings or focus groups, including most regions and continents, with 30 participants from more than 15 countries.

Russian	Latin America / Spanish	Middle East / English	eastern Asia + Oceania / English	Europe / English	America /English
Dec 25	January 4	January 5	January 6	January 10	January 10
6.00 pm Latvia	6 pm Colombia	8 pm Istanbul, 10 am Col, 12 pm del4	6 pm Korea. 4 pm Indonesia, 4 pm Vietnam, 4 am Colombia	7 pm Germany, 1 pm Colombia	6 pm Colombia, 6pm Miami, 1 pm Hawaii

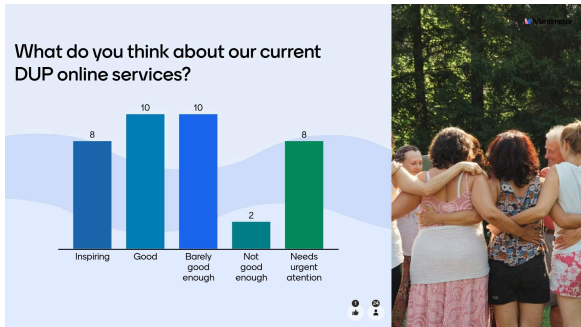
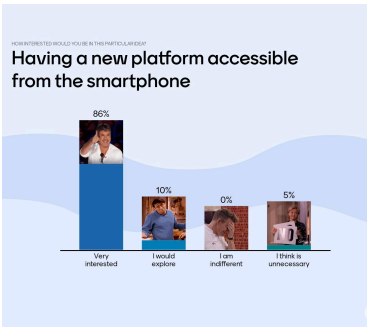
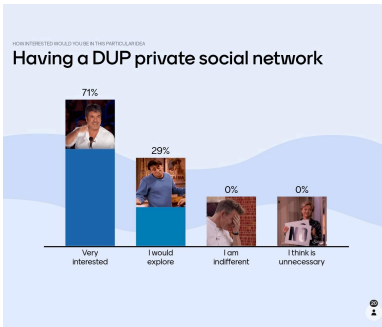
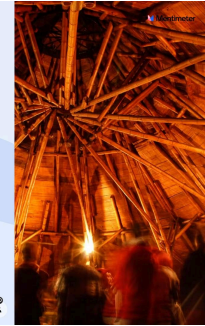
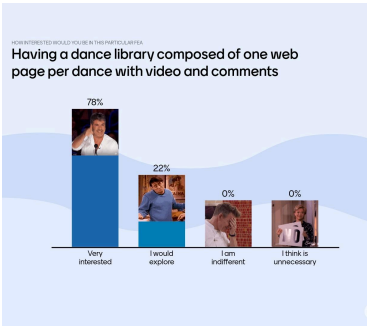
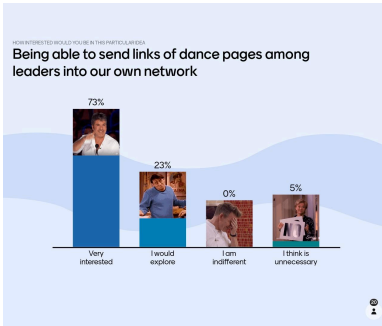
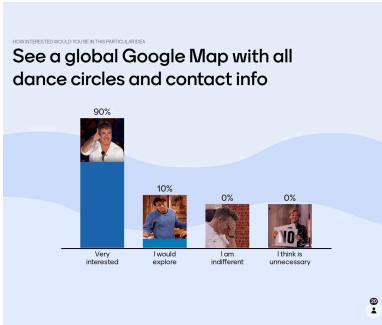
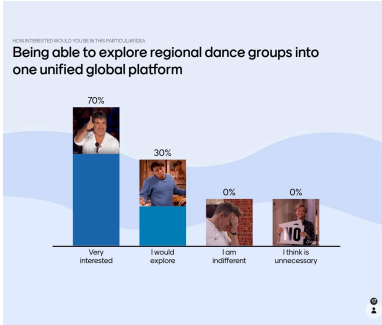
4. Performed a Facebook survey for improvements collecting dozens of valuable suggestions.
5. Created a very complete [IDEAS FOR IMPROVEMENT LIST](#) document with the results of all the focus group consultations and Facebook brainstorming chats. These ideas have been prioritized by voting by the migration team. This exercise will inform the selection of our platform service and the design of the new user interface.

New ideas have been collected for improvements in 5 main categories:

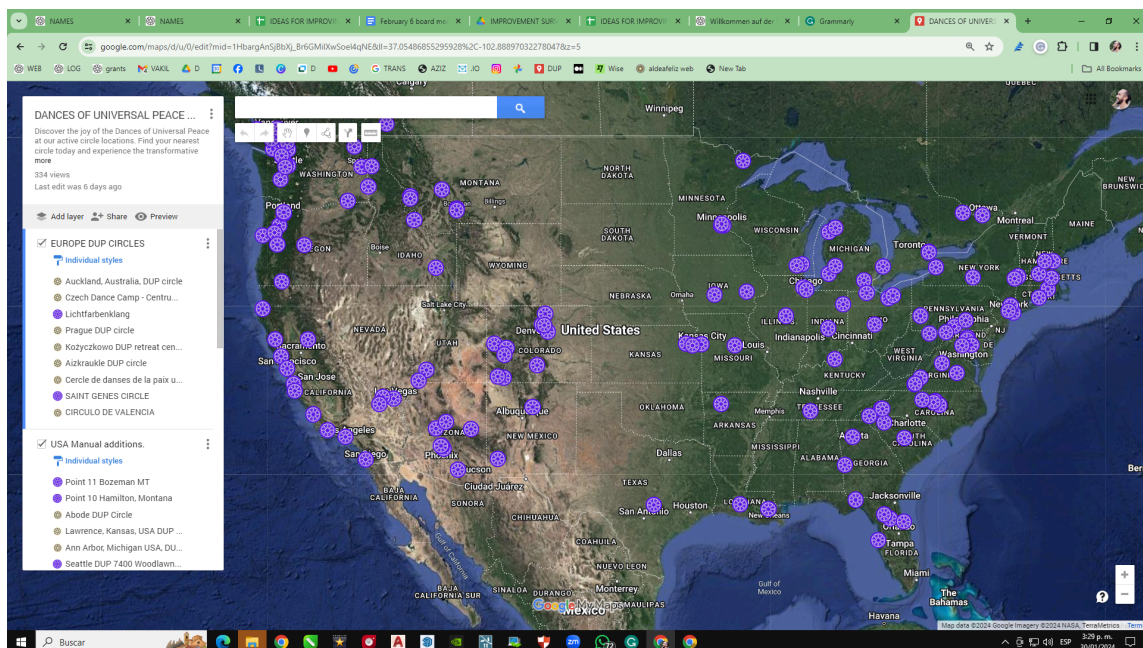
- 1. Library**
- 2. Circles information**
- 3. User Experience**
- 4. Videos**
- 5. Social Networking**

6. We also succeeded in having a [GRAPHIC POLL](#) testing a first reaction to the migration team main proposals.





7. We successfully launched the [IMAGE DESIGN CONTEST](#).
8. We got 15 participants from several continents in the design contest.
9. We received seven design proposals. Several of them are quite beautiful. I prepared a document for you to participate as juries commenting on the proposals, you will be able to participate even using your phone while traveling. You may edit the doc or just leave me a voice message with your comments, and I will add the comments to the doc. The jury for this contest is to be composed of those wishing to participate from the board, migration team, DUP staff, and, if Darvesha agrees... guidance council members she could invite, I would love their comments, too. Deadline for this task: Feb 12.  
  
[https://docs.google.com/document/d/1NcU5y5m7TqhPiOvwVafQGbO8zzcBfYCrTT\\_jTTV Ejls/edit?usp=sharing](https://docs.google.com/document/d/1NcU5y5m7TqhPiOvwVafQGbO8zzcBfYCrTT_jTTV Ejls/edit?usp=sharing)
10. Evaluations will occur with board and migration team participants and community members online (to be discussed).
11. We created a test map for the dance circle location using Google technology: This map has not been published but will be part of the new platform.



In agreement with Darvesha, we have put the talks on hold for a while. Giving priority now to the migration initiative pilot project.

### **SAVING DUP OFFICE EXPENSES**

We have decided to cut expenses on several software applications.

**ZOOM ROOM FOR 500 USERS** We stopped this service and could replace it with social media broadcasting using YouTube channels or Facebook live streams if we want to continue our interviews. We will save 600 USD per year.

**CONSTANT CONTACT** We will replace it by using free software with equal capacities. We will save 600 USD per year.

**DREAMWEAVER AND ACROBAT PRO**, our webmasters are using their software, and these services can be cut off, saving additional recurring expenses. We will save 650 USD per year.

In total, we will save around 2000 for 2024.

### **OUR DONATION CAMPAIGN**

We used a new system to send emails to potential donors and received **around 1,200 USD**, slightly over average but pretty much in the same range as previous years. We perceived a small shift in numbers from American to European donors.

## **4. Small Grants Program: update – August October 2023**

During Cycle 3 (January 1 – November 30, 2023), the Small Grants Program received a total of **47 grant applications from 19 different countries** (including five from the United States). All but four of the applications were approved: 41 in the amount of \$500, 1 for \$250, and 1 for \$175. A total of \$20,925 in grant awards.

Once again, the Small Grants Program ended the year slightly under budget. In addition to the \$20,925 spent on grant awards, we paid \$185 in PayPal and Wise fees to transfer funds, \$3,057.50 to cover contract labor (Rukmini, Martha, and a deposit to Inana), and \$94.50 as a reimbursement to the one grant recipient project that experienced a deficit due to Covid-related cancellations. (Grant #105 from Chile.) The total costs are \$24,262 from a proposed budget of \$25,000.

Grant recipients continue to diligently submit final reports that include beautiful photos and videos of their projects, camps, and retreats. At Vakil's suggestion, we also requested grant recipients post updates and pictures from their events on the DUPIN FaceBook page. (A great way to spread the word about the Small Grants Program!) We routinely receive heartfelt messages of gratitude for DUPIN's generosity.

In late 2023, we contracted with Inana Calero to produce a **short promotional video for the Small Grants Program**. The video will be completed in time to celebrate our third anniversary on June 1, 2024. It will include video clips of many of the projects we have supported and brief

testimonials from grant recipients. We hope that the video will introduce the SGP to those who don't know about it and provide a beautiful update on our many successes to those who do.

Our review committee remains enthusiastic and dedicated; we enjoy working together. There have been no unforeseen costs, and the program runs smoothly and efficiently. Thank you for your continued support!

Rukmini Miller, Manager  
DUPIN Small Grants Program

## 5. Board configuration

Darvesha and Vakil suggest accepting the end term for Rukmini as a board member rather than rushing to add a new member for the following reasons.

1. We treasure her work coordinating the grants program.
2. The board has a higher number of members receiving money than is recommended, which allows us to be more compliant.
3. The board has a complete number of members already.
4. If we receive a new member, we must look for a particular profile we may need to look for according to our needs.

## 6. Onness project information by Darvesha

Darvesha talked to Onness project members in Mexico to conclude the money they granted to DUP could be used in many different ways with no restrictions.

## 7. Beyond Initiative, 2023 final report

The Beyond Initiative included visits for local DUP development to the following countries, carried out by the following mentors, and including several locations and groups in many of these countries:

- Morocco and Tunisia in January (Nuraddin)
- Iran in August (Nuraddin and Lakshmi)
- Turkiye in September (the full team of 5 plus Munira, Jilani & Douglas special support)
- Maldives in October (Roxana)
- India in October (Arjun)
- Japan, Korea, Malaysia, Indonesia October-November (Arjun)
- Thailand October (Malika)
- Vietnam in December (Arjun+Malika plus Douglas special support)

Regional DUP leader's training of 5 days each held in Turkiye and Vietnam:

**Turkiye:**

31 countries, 140 participants, eight mentors, and 30 emerging dance leaders from non-western countries actively training in the labs of this 4th annual DUP training for the Middle East and North Africa (MENA region as they started to call it). We had our first leader's certification during the camp (adding to the other three previously certified leaders in the region).

**Vietnam:**

19 countries, 86 Participants, 3 mentors, 12 new dance leaders in training after the camp. (in the process of choosing a mentor) + 13 leaders in training already active from before picked a mentor during the camp + 8 leaders already mentored from before + 6 new dance-leaders-in-training who didn't come to the camp. TOTAL PEOPLE LEADING DUP IN ASIA (only those directly associated and supported by the B.I. ) = 39

18 full scholarships

24 special offers (only covers the minimum cost of lodging and food)

13 travel helps for participants.

A document with recommendations for new dance leaders was created by the team and distributed. This was in response to issues about unskillful social media posts and an episode of competitiveness among leaders. This doc is available for using in other regions in case DUP-IN wants to use it. Here is the link to download or read:

<https://docs.google.com/document/d/1I-JAPNlqhMn6IWUd7C4euKLOwm1YfQ4GLDhtdkRrbM/edit?usp=sharing>

**TOTAL EXPENSES 2023** passing through the books of DUP-IN, B.I. fund: \$14.116 USD (a detailed financial report has been submitted to our director Wakil and president Darvesha)

Other sources of funding in 2023: OP grant for Vietnam, DUP-IN Small Grant program for Morocco, Turkish Caravan funding lots of scholarships in Turkiye, Middle East local fund for Iran (roughly another \$5.000 USD in total)

Just on my end, I calculated 76.000 Km of travel, 30 different flights, 450 hours of actual travel and 18.700 Kg of CO2 emissions, which require a fast-growing forest of 10.000 m2 to be captured in a year.

Fun fact: 180.000 m2 of forest were planted here in Atlantida 5 years ago. A program in which Fatima, the main sponsor of the Beyond Initiative, also participated with small seed funding for the trees.

**BEYOND INITIATIVE FOR 2024:**

-First pilot in central and south Africa (small, humble, experimental, probably only 2 or 3 countries)

- Middle East and North Africa (the program continues without my participation or direct funding from the central budget. The other four members of the team will be there for the

training in Turkiye, and finance flow will depend on the Caravan, Middle East fund, and DUP-IN small grants program by the local leaders).

- Asia will repeat the same strategy with more support from the team, except from India, where B.I. won't operate anymore due to an abundance of foreign DUP visiting teachers, 8 in my count, most of whom are already in relation with the circles that B.I. opened in this country (Bangalore, Pune & Auroville). So we prefer to prioritize our time and budget for places with no other sources of learning.

- Offer a free online Sufi Intro course to the B.I. leaders in training (probably also open to others) to reinforce the transmission depth. Elementary 7 audio classes have already launched with great success in Latin America and Spain.

- Keep the personalized support for all new leaders and local organizers around DUP leading skills, community weaving capacities, and event production. Always remember that the success of the B.I. will be measured by its obsolescence and dissolution. This means B.I. teachers are kept from establishing themselves as permanent recurrent teachers in these places. Both B.I. should indefinitely remain as an active project. The goal is to empower local teams to sustain the legacy independently. To get to the point of empowering local mentors and autonomous national DUP camps where they invite whoever they want.

Once again, thank you very much for your trust and support,

I am delighted with the results.

DUP has proven beneficial in these new territories and is growing roots in many hearts.

The legacy of our teachers keeps unfolding.

Without the support of the members of this BoD, the directors Aziz and Vakil, Martha, the GC, the Pir, and Fatima, our primary sponsor, none of this miracle would have been possible.

An exceptional recognition to my core team of mentors, all of them excellent DUP leaders and mentors but incredibly, fantastic and successful community weavers in the places they have operated.

And the Turkish and Vietnam local teams who make the regional training camps and caravans possible by absorbing the full load of work (promotion, logistics, and admin of everything).

Cordially, Arjun Calero.

## **8. Guidance Council**

Darvesha will provide a Verbal report.

## **9. Any other business**

## 10. Dates of future BoD meetings (2024)

The proposed dates for Board meetings are as follows.

**Tuesday, February 6, 2024**

**Tuesday, April 16, 2024 (includes Annual Meeting procedure)**

**Tuesday, June 11, 2024**

**Tuesday, September 10, 2024**

**Tuesday, November 12, 2024**

Meetings are usually at **19.00 UTC** from November 5 to March 12 and **18.00 UTC** from March to November ie, at 11.00 am Seattle time throughout, unless arranged otherwise.