

International Pathwork Foundation
Interim Trustee Meeting
January 27 through January 29, 2006
Holland

Present: Jan de Ruiter; Graça Casarsa; Gustavo Monteiro; Amanda van Boven; Gloria Costa; Barbara Azzara; Paul Czempin; Lillian Trebilcock; Donna Gray; Catherine Karas; Beita Arechavaleta; Zoë Willow

Friday January 27th – morning session.

Summary: The meeting began with an opening attunement and an expression of personal intentions for the meeting. A meditation followed on the question *what keeps you from being present in this moment?*

A sharing after the meditation exposed some fear, confusion about our task, doubt about willingness to be present and feelings of incompetence. Others expressed a willingness to move forward in the process of unfoldment, acknowledgement that much inner work has already been done and a preparedness to be a conduit for service to the International Pathwork Foundation in whatever way is needed.

Barbara shared the following Guide quote:

"What is not sufficiently understood yet is FELLOWSHIP! If you cannot follow you can never be a leader. You have to be a follower, to see your human dignity, autonomy and honor as men and women in your ability to trust leadership and follow it. This never means blindness, selling out or submission. These only exist when you adamantly refuse self-responsibility and want the leaders to establish your autonomy and self-esteem while you refuse to take the risks of being an adult. You are then so ashamed of the weakness that you yourself create, of the secret desire to submit in order to obtain this utopic selfhood, that you rebel, not only against the best and purest of leaders, but also against your feelings of love and trust. You distrust your trust and are ashamed of your gratitude and thus rebel against learning adult autonomous, self reflecting, aware followship. This type of followship, however is the sound foundation on which your own leadership and authority can be built"

Q&A 1/25/78

Friday January 27th – afternoon session

Summary: There is, in this group, a deep commitment to the Pathwork process. In this session the group continued to look at the question *what keeps you from being present in this moment?* The group also reviewed the IPF Functional responsibilities document and began to acknowledge and express both personal and perceived community needs. In this process what began to emerge was definition of the IPF as a new organization.

Some feelings of attachment to the past and grief were expressed as well as the acknowledgement that the German and Italian communities continue to express deep irrational distrust toward the “Foundation.” The group is experiencing both an internal and an external demand to produce something. They would like to develop transparency and believe that would help to alleviate some of the pressure.

Also, the group acknowledges the need for a balance between receiving and doing—the female and the male. While staying conscious that there is not creation without receptivity; In order to move forward some expressed the willingness to understand more deeply how the IPF has come to a place of establishing negative mutuality toward and within the Foundation by looking at our relationships with authority and with God.

Review of the IPF Functional Responsibilities document.

The following items were highlighted and merited further discussion:

1. Translations
2. Status of the interim trustees. What is the task of the interim trustee group? Can they make decisions with regard to the translations? Or are the interim trustees simply a group of advisors to the 2 remaining trustees?
3. Communication – expressions of a strong need for improving worldwide communication. Improve the IPF website. Create connections/transparency. Communication versus information.
4. Regional contacts – There is a need for someone in each region to serve as a contact for individuals looking for information in there outlying areas. i.e. Spain.
5. IPF Newsletter – Need for support – help in checking translations/ proofreading. We need a form, design and concept

Friday January 27th - evening session

Summary: The group continued along the lines of bringing definition to the IPF through a series of questions and responses to those questions. There is a deepening of presence, and an opening to expression of both personal and community needs. And, there is a growing sense of personal and shared leadership amongst the interim trustee group.

Questions:

1. What is the role of the interim trustees?
2. How do we create a form for the IPF?
3. What do we want to give to the Pathwork?
4. Are you committed? Are you willing to stay?
5. What is your longing?

Expression of worldwide needs:

1. Means to improve teaching systems and methods
2. Need support and guidance for teaching the Pathwork
3. There is a longing for union
4. And, a desire to separate accompanied by feeling the pain of separation
5. There is a need to take care of each other
6. There is a need to be aware of the other and oneself

Personal guidance after this evening session:

In order to feel committed they need to feel their longing. This longing will bring them back again and again.

January 28, 2006 Saturday morning session:

Summary: In this session the group continued to explore the feeling that they are practicing a form of peer leadership as taught by the Guide. By allowing this new form of leadership to emerge among members of the group we are coming to a deeper understanding of the meaning of the Guide's words. And, there is the hope that this practice could continue beyond this meeting and this group. They began to share feelings of being called to a task and they are finding a deep sense of value in this process and thus in the emerging organization. They continued by asking questions.

1. How do we perceive value in this organization?
 2. What would you perceive as value?
 3. What do we feel has value in our own structure?
 4. What is the intended form for the meeting with the Holland group this evening?
- ** It is worth noting here that Barbara and Paul felt called to be trustees.

We are asking that others step into their own leadership.

And, we acknowledge that we can not skip steps. We only fall back when we do. So we must continue to be patient with this process.

January 28, 2006 Saturday afternoon session:

Summary: This session began with a meditation which proved to be a powerful tool in helping to shape and define the needs of the organization and the potential gifts being offered. The group was led through a series of questions which helped to define his/her potential job title. These job titles were acknowledged personally to the group and then read out loud back to the group. This exercise helped in establishing personal responsibility, leadership and a more unified sense of purpose.

Gloria Costa led the group in a meditation on each person's personal "job description" by following these steps:

1. What are your primary qualities/ gifts?
2. Then out of those qualities which is most present/ available right now? In other words, which of these gifts do you feel a willingness to offer now?
3. Then, write yourself a job description
4. Then, give yourself a title.

These were the results:

Coach/ and relation builder – Amanda

Chief information officer – Gustavo

Communicator – Graca

Relationship coordinator – Beita

Good-will Ambassador – Catherine

Heart communication and trust ambassador – Gloria

Process work leader – Paul

Coordinator of International regions – Spiritual leader – Barbara

Memory man (to remind us of our connection to the Divine) – Jan

Truth seeking documentary diplomat & traveler – Donna

Public relations spokesperson – Lillian

Guardian of the Pathwork Lectures – Zoë

Saturday January 28th evening session with the Holland group

Summary: The interim trustee group was met this evening by a group of 15 people old and new from the Holland Path. We were guided by Jan de Ruiter and Barbara Azzara in sharing our personal experience in the changing and unfolding of a form of peer leadership during the IPF meeting. The Holland group was invited to share their experience of the Pathwork in Holland at present.

1. This was some of the initial sharing from the Holland Path:

What we do to our leaders when we don't own our own stuff. They lack nourishment. We need to remember that our leaders are our sisters and brothers. We must stop giving them responsibility and they will in turn stop taking it on. That is what is new. We are leaders and we are brothers and sisters not Mothers and fathers.

The IPF is viewed as a spider in the web. Bringing stories to other paths. Keeping the contact with other paths and in doing that you will know what to do. You will know how to serve.

2. These questions were asked and sentiments expressed.

How can we serve each other?

Ask yourself “what is your gift?”

There is a fear of connection

A confusion

A NO

A happiness that the structures are broken.

Many communities are going through this process of not knowing. Called it the “dark night of the soul” but they are not talking about it. And, at the same time, the Brazil path which is less than 20 years old has almost 4000 members

There seems to be a correspondence between the new HOPE of the Brazilian Path and the new FORM of the IPF.

A member of the Brazil Path shared their view that what contributes to their current success is going with the flow and allowing groups to form and spread. They are learning to trust.

Sunday January 29, 2006 morning and afternoon sessions

Summary: The group at this stage felt ready to move the process to the next step of bringing spirit into matter. And, it acknowledged the feeling that this is also an unknown. Here some resistance to development, to growth, and to letting go and trusting was expressed; but, because there is such a strong commitment within the group to use the Pathwork process they did in the end come to some significant decisions and actions with regard to the organization and definition of the International Pathwork Foundation.

The growing sense was that one purpose of the IPF and its interim trustees is to inspire in others leadership in the model taught by the Guide where everyone is a leader. A task would be to share as they feel called the realizations that this form, while it is new to the IPF leadership group, is not something to become; it is already here. It exists in each and every Pathworker worldwide. And, stepping into personal leadership is life affirming.

** Note that the group feels inspired to offer a leadership retreat this year.

Foundation tasks discussed and action items:

1. Translation: There is a consensus to enter into dialogue with other regions and with the PWP regarding development of a process for translation.
PROPOSAL: Create a translation committee to oversee translation. Use PWP policy as a guideline. Also, it is apparent that a separate committee is needed to

draw up a translation and distribution agreement for the already translated Spanish lectures.

DECISION: All are in favor of creating a committee

DECISION: Jan de Ruiter, Beita, Donna Gray, and Zoe will work to form a formal container for the Spanish lecture translation and agreement

DECISION: Amanda, and Donna will be members of the general translation committee and will work with the form created for the Spanish lecture translation agreement.

ACTION: Amanda will approach Paul Avis to solicit translation committee member

ACTION: Gustavo to approach PWP committee to elicit volunteers for the general translation committee and to bring the topic to the awareness of the PWP committee

DECISION: Amanda will be general contact for the General translation committee

DECISION: Beita will be the contact for the Spanish lecture translation contract

2. Historical documentation IPF newsletter

There is awareness of a demand and calling for the IPF to maintain in a variety of ways historical documentation for the Pathwork.

Donna expresses a willingness to offer her expertise and time in this area.

DECISION: Donna will be the contact for development of an IPF newsletter

ACTION: Amanda and Donna will be in contact regarding final pieces for the newsletter

ACTION: Donna will organize materials she has and propose a production deadline for the IPF newsletter.

ACTION: Zoë to create a form, process, and budget. Will work together with Donna to define the newsletter and solicit volunteers.

3. Status of the Group

What is the status and meaning of the interim trustees? At present there are 2 people formally responsible for the IPF

DECISION: the interim trustees will form a committee to propose changes to the bylaws that will formalize the status of interim trustee

ACTION: Jan, Catherine, and Paul will work together to clarify the bylaws to allow for a formal status called "interim trustee"

DECISION: Amanda and Catherine will become interim trustees

4. Finances

Zoe reviewed with the interim trustee group the general state of the IPF finances. That we are spending in deficit and have been doing so for many years. In order to change this there is a need to attach value to the tasks of the Foundation and to communicate this value to the worldwide community.

At present there is a feeling in the worldwide path that the Foundation does not serve them. As a result of this meeting this group is in agreement of the following values and would like to communicate this to the worldwide communities:

- We value the lectures
- We value the translation and distribution of the lectures
- We value worldwide interconnectedness
- We value the container
- We value holding of space to contain and bring together Pathworkers internationally
- We value our inner authority – the inner leadership of each individual pathworker.
- We value the experience of each individual
- We have a longing to share with others our own experience

PROPOSAL: Review and plan to create a mission statement at the next in face meeting

DECISION: all in agreement that the group is ready to create a mission statement at the next in face meeting.

DECISION: Catherine will continue on as financial contact for the IPF.

ACTION: Jan will make a financial overview for the interim trustee work and give estimates of revenue and expenditures for the next two years.

5. Communication

What are we communicating?

PROPOSAL: Form emissary teams and an emissary committee where

Each individual can go out as they feel called to: Share your experience; Listen to the needs of others in your community; Bring that back to the interim trustee group at the next meeting

DECISION: The following in agreement and are willing to participate in an emissary committee – Lillian, Gloria, Beita, Barbara, Amanda, Gloria, Gustavo

Minutes/ Summary report

ACTION: Zoe will have a first draft of the minutes within 2 weeks after returning to the US

ACTION: Amanda and Barbara will put a summary of the minutes together for worldwide distribution.

ACTION: Amanda will call Roddy

6. Misc. Actions:

ACTION: Zoë to send to Gustavo a PTH CD

ACTION: Zoë to check www.pennytalk.com

ACTION: Zoë to look into unemployment insurance with the state

ACTION: Zoe check Gustavo's wire transfer