

INTERIM TRUSTEES OF THE PATHWORK FOUNDATION
Meeting in Mahwah, New Jersey, USA
September 13 - 17, 2006

Present: Donna Gray, Gloria Costa, Graça Casarsa, Beita Arechavaleta, Amanda Van Boven, Louise Stevenson, Catherine Karas, Barbara Azzara, Gustavo Monteiro, Zoë Willow (Administrator), Lorraine Marino (Consultant)

Absent: Lilian Trebilcock

I. Overview

The weekend began with a group attunement, prayers, and a sharing from Gloria that Eva (speaking through her) was very excited about this meeting and that the Spirit of the Pathwork was present with us.

Interim trustees welcomed Lorraine Marino who had offered to be with us for two days to help us clarify our goals and purpose, our processes for communication and decision making and to help us define a clear and efficient method for consulting Pathwork communities about the future Foundation. Her generosity in offering this was enormous and our gratitude equally so. She made the trustees work incredibly hard, and the process was both fruitful and fun.

II. Setting the Group Norms:

The group spent time defining and exploring group needs in order to have a good meeting. The needs expressed were:

III. Leadership

The Interim trustees discussed the questions, “What does it mean to be a leader?” and “What are we doing in this group that we would like to take out into the world?”

Some of the points made were:

- A. There is a desire in this group to set a new template for the way we relate to leadership. We wish to set an example that we model, as leaders who deeply see, hear, and listen to those we lead.
- B. Need to be connected to inner authority and to explore the connection between leadership and “followership”
- C. Self-responsibility – A human struggle which is a world problem It is reflected in difficulties between countries and in our reactions toward other countries. “America vs. the World” reflects the larger split – me vs. other; same vs. different. Are we willing to be self-responsible in these attitudes?.
- D. There is a safety in this group that is not experienced in the outer communities.

- E. How do we keep the spirit of the open hearted sharing among peers when we organise and set up structures?
- F. Temptation of power – how do I want to use my power?
How do leaders hold a difference of opinion?

III. Goals:

Trustees agreed to come to decisions/definitions on the following during this meeting:

- Clear purpose statement
- Clarifying/defining the way forward for current work of the Foundation.
- Agreement on overall approach (framework) to new IPF
- Agreement on consistent way to gather input from communities
- Clear task assignments
- Accountability system/norms; expectations of one another
- Agreement on processes for our communications: emails, conference calls, conflict resolution
- Trustees authority: authority, power, knowledge
- Define next steps

IV. Common Purpose:

The IT group discussed the sharing of common purpose and this group's main reason for being. The discussion was followed by a sharing of objects from each group member, which expressed their own idea of the purpose of this group, with the intention of finding the commonalities and differences.

- Catherine – midwifing – the evolving form of the foundation
- Amanda – ball of string – creating links – web of threads that connect each one of us and then goes out into the world. A network. (website) all colors respect differences
- Graça – quality of the Pathwork higher self and to offer this to the world. Pictures of globe and alter –
- Beita – image of the open undefended receptive individual that receives with joy what comes to it.
- Gustavo – to find ways to bring union and a means to promote Pathwork in the world. With Clarity and transparency.
- Zoë – divine order. Sameness – bring that into the world
- Gloria – depending on which facet I will see something different. I have to move myself to see all facets. In order to see the whole. Brings reminder of Holy spirit to each other to know that we are not alone.
- Donna – Ganesh – remover of obstacles – bringing together of the Christ consciousness and the feminine as represented by the moon. Striving to go deeply

within ourselves to find truth to bring out into the world. With Open heartedness, and the ability to move through obstacles with ease

- Barbara – individual bells of awakening – when you hear the bell remember our purpose. At the sound of the bell – its time to take ourselves off the cross. We are not victims. We are source not victims. We are a child of God.
- Louise – Bell – great bowl. To bring mindfulness and to hold path to ring true and resonate in to the world.

In the sharing of objects the interim trustees became more aware of the unity of the purpose of the group. In their variety and multiplicity, the objects represented different facets of this unity. The differences underlined the necessity for trustees to be careful when they are talking world-wide because words have different meaning in different cultures and languages. Whatever form we come up with for the new Foundation must accommodate a lot of diversity.

V. The business of the “old” and “new” Foundation Trustees discussed the evolution of a new form for the Foundation and its relationship to the existing Foundation.

There are clearly two streams of work. One is looking after the basic current responsibilities of the Foundation with regard to all the aspects of the stewardship of the Guide material, finances, the Pathwork Press, the website, international conferences. The other is moving toward a new form for the Foundation. The general view is that developing this new form is a ‘special project’ led by the IT group. This project needs a budget and a timeline. What results from the work of this group will eventually merge with the ongoing work of the Foundation to become the NEW Foundation structure. In the meantime the IT group should work to bridge the two paths. And the group does not want to force this process.

Out of this discussion emerged the following **purpose and vision statements.**

PURPOSE OF THE INTERIM TRUSTEE GROUP:

Our purpose is to dialogue with our Pathwork communities world-wide and together with that input create the new form of the International Pathwork Foundation. We do this while also ensuring that the ongoing work of the Foundation is attending to, cared for.

VISION OF THE INTERIM TRUSTEES

To create a spiritual container for the world-wide Pathwork that helps us to live the teachings and bring them out into the world

VI. Current work

Trustees reviewed and discussed the document “Functional responsibilities and current work of the Foundation” (Attachment A)

The most important tasks include:

1. 2006/2007 Budget for both the ongoing work and the consultation on the new Foundation

Louise will help with drafting both Foundation and project budget. These will be incorporated in one budget document

Decision: Approval process. The budget will be reviewed and approved by the “official” trustees. The interim trustees will be asked for input and kept informed.

2. Press Chairman - Status

Decision: Gustavo will lead the effort to find a Press chairman

3. NAPAC

NAPAC seems to be dissolving. This raised the question of the policy on groups, chapters, and regions and how groups get recognised in North America. The discussion about whether the Foundation now needs to go back to defining this policy was inconclusive

4. Copyright issues -

We need a small committee to sort out the facts of our current copyright issues.

1. Find truth of correct copyright handling
2. find a solution to accommodate the legitimate needs of both Moira and IPF

Decision: Louise will discuss the issues with the Foundation copyright lawyer, Larry Jordan, and report.

- Andre Leites – Catherine and Amanda will finalise the legal agreement with André
- The use of Pathwork material over the internet could become an issue which would be difficult to address.
- Orkut: Zoe will send a letter from the Foundation, base on information to be supplied by Lillian and Graça

5. International Conference - Requests for cheaper accommodations should go to Yolanda

6. Translations:

The group discussed translations into Portuguese, Spanish, French and several other languages. It was agreed that there is a need for a Translation Committee, and a consistent translation policy.

Decision: Donna Gray will set up the Committee which will, gather history about how translations have been and are being done, and work out what is needed.

VII. ROAD to the NEW: (The “special project”)

The group reviewed and discussed Amanda’s proposal and vision for going forward with the work of the IT group. And Louise and Gustavo presented their proposal for specific work and meetings with the various Pathwork communities. (This proposal is called the “Framework”)

The Interim Trustees expressed satisfaction that the work of consulting the communities was now under way. They began to talk of the timeline for completion of the consultations with communities and the formulation of a proposal for the new Foundation. They began by summarising the themes that arose out of the community meetings that had already taken place in Brazil, Canada and the US.

1. South America/ Brazil Theme (Sao Paolo and Goiana): There was an expression of a longing for world-wide connection. People recognize the importance of having the organization, the umbrella. They value the sense of being protected. And want a Foundation that gives concrete information. The following is a sampling of details expressed
2. Paraiba; Salvador; Rio themes: This group felt it was important to bring awareness and give information about what is going on with the Foundation. This awareness makes the IPF more real. And, gives the feeling hat they are part of something much bigger. There is a longing to be part of something bigger and to know about the roots. Historical background.
3. Uruguay: A preliminary meeting has been held in Uruguay. A consultation will follow in November. This group was very open to listening. They expressed a desire to know more about the history of the Pathwork, how the Foundation was born, how it developed, and what is today’s reality of the Pathwork in the world.
4. Ottawa has also held a preliminary meeting, with a consultation to follow immediately after the trustees meeting. The group spoke mainly of wanting a community where we could find commonality and connection amongst many differences, and tools for crossing boundaries and barriers - “a party with a universal translator”. There was a wish to connect with the wider Path through prayer.
5. California (39 members): More people attended the 3 meetings than are in the CA programs.

Communities that remain to be consulted: UK; Holland; Italy; Germany; Israel; Mexico; Guatemala; Nicaragua; Uruguay; Argentina; Australia; in Brazil, Porto Alegre, Belo Horizonte, Belem, Brasília, Manaus; Tijuana, Mexico; In the US, Vermont, Philadelphia, SevenOaks, Georgia, Texas, Baltimore, Chicago, Iowa, Minnesota.

It was **agreed** that most of these consultations could take place before the International conference in Mexico in March, although some could obviously not be consulted in person. Trustees made some tentative plans for visits, to be followed up as soon as possible. Meetings with Vermont and Sevenoaks could not be scheduled until after the International Conference

VIII. Community Meeting “Framework” Document (Attachment B)

The Interim Trustee Group reviewed and revised this document to prepare for the meeting with the New York Region group on Saturday, September 16.

Decision: It was agreed that the steps outlined in the “Framework questionnaire” would be used to implement the community consultation project.

Trustees also refined the Vision, Question and the order and details of the consultation meeting process. Important points:

- Give examples of the kind of input we would like to have.
- Strive for clarity
- Capture the consistent themes
- The more clear and specific the questions are the better your feedback will be.

Lorraine gave us an excellent tool for moving from a general and abstract suggestion to a concrete one. Through questioning and asking people to be more specific, one can move, symbolically, from the abstract to the particular, as follows:

- Entity
- Animal
- Dog
- German shepherd
- German shepherd with sore front paw and floppy left ear

The agreed upon statement of the **Purpose and Vision** of the Interim Trustees, as well as the **Essential Question** to be asked of the communities are as follows:

PURPOSE: Our [Interim Trustee] purpose is to dialogue with our Pathwork communities worldwide; and, with that input, to create the new form of the [an] International Pathwork Foundation. We do this while also insuring that the ongoing work of the Foundation is cared for and attended to.

VISION: To create a spiritual container for the worldwide Pathwork that helps us to live the teachings and bring them out into the world.

ESSENTIAL QUESTION: What do you see is needed to manifest this vision?
You may wish to look at this from a personal, community, or international level.

VIII Communications:

The group discussed process around e-mails, conference calls, and conflict resolution

IX. Accountability: Task Assignments

The group spent time looking at tasks they agreed to and why, in some cases, those tasks didn't get done. Each person shared what they learned and trustees discussed the effects of tasks left undone.

X. Trustee Authority

Proposal – The trustees need to come into compliance with the Bylaws of the Foundation, which require that there be at least 5 trustees.

Decision: Barbara Azzara, Gloria Costa, Donna Gray, Louise Stevenson, will join Catherine Karas and Amanda Van Boven as trustees.

In further discussion about Trustee authority, power and knowledge Gustavo shared with the group the Adizes theory and method for decision making profiles. The basic premise being that solution requires = decision and implementation. And that there are four basic qualities needed for good decision making. It is important to form a team that has a good balance of all qualities.

See www.Spiraldynamics.net for more information on these principles.

XI. CONSULTATION WITH THE NEW YORK REGION PATHWORK Saturday, September 16th

Some 39 Pathworkers, old and new, from the New York Region, came to this meeting with the Interim Trustees. “The Framework” was used as a guideline for the organization of the meeting.