

PATHWORK FOUNDATION INTERIM TRUSTEES MEETING
CUERNAVACA, MEXICO
OCTOBER 31 - NOVEMBER 5, 2007

MINUTES

PRESENT: Catherine Karas, Louise Stevenson, Lillian Trebilcock, Gustavo Monteiro, Donna Gray, Gloria Costa, Beita Arechavaleta, Zoe Willow

WEDNESDAY OCTOBER 31, 2007

I. SHARING, CLEARING, RE-CREATING OUR CONTAINER

II. NEWSLETTER

Donna Gray updated the group on the status of the Foundation newsletter *In Connection*. She reports that with a few more minor adjustments the newsletter will be ready for distribution.

III. THE STATE OF THE FOUNDATION

A. Role and responsibilities of the "legal" trustees

The group reviewed some of the primary responsibilities of the legal trustees including: to create and monitor a budget and approval of expenses (treasurer); management of the investment fund which is done by Gene Humphrey and Peter Schaeffer. It is also the Trustee responsibility to uphold the integrity and reputation of the Pathwork teachings by authorizing use of the Trademark and copyright. All of these items need clarification. The "legal" trustees have some legal and functional responsibilities that the Interim Trustees do not share. We need to make these clear and be sure the Foundation is in legal order. Over time several trustees have resigned or been overtaken by other difficulties in their lives. It is perhaps time to review our commitment as we go into the final phase of the Interim trustees work. Finally, Zoë's role has shifted since we began working, such that it seems she has been given greater and greater responsibility and less support.

B. Trustees' commitment

The group shared individually and from a personal place their level of commitment for service to the Foundation.

C. Policy

The Trustees discussed and formulated the following policies

1. Approval of Minutes.
2. Development of Policy
3. Quorum
4. Editing of Lectures

D. Role of the Administrator

Zoe acknowledges that the boundaries and responsibilities of the Administrator have become blurred and difficult to define. It will be easier to define what it is not. Also, redefining the roles of the trustees and creating policy and procedure for the IPF will help to define the position.

IV. FINANCES

The group deferred review of the 2007/2008 budget to the next meeting for approval by the legal Trustees. Trustees also discussed whether or not to include an officer's honorarium in the 07/08 budget.

V. COPYRIGHT

The trustee group discussed and made decisions pertaining to copyright on several pending issues and projects.

VI. LEADERSHIP MEETING 2008

The group had a discussion about the pros, cons, and effects on the community of the Mexican conference. It was acknowledged that we didn't have clear contracts with the Mexican organization prior to the start of the planning process. Therefore, we did not benefit financially from the event. It is clear that the IPF needs to do some fundraising but this question is premature. For future conferences we need to have a proposal for the communities before committing to sponsorship. The Dutch Path is having a meeting on 11/3 with their community and will discuss our proposal to them to host a small leadership meeting in 2008 at that time. We will wait to hear from them before proceeding further.

VII. COMMUNICATION PROBLEMS

The group discussed issues related to communication with Pathwork Communities around the world. All agreed that it seems that while we are initiating distribution of a variety of communications not many people seem to be receiving them, reading them or both. It is unclear as to why some people continue to hold the view that we are not communicating with them.

VIII. TRANSLATION & PRESERVATION OF PATHWORK MATERIAL

The group discussed pending and new issues related to translation and preservation of the Pathwork material.

THURSDAY NOVEMBER 1, 2007

IX. WRITING OUR PROPOSAL FOR A NEW STRUCTURE FOR THE PATHWORK FOUNDATION

The group heard from Gustavo who gave general information about organizational structure based on the *Adiges Method* as background. Then it began the process of analyzing the data by reviewing and defining themes and summarizing the notes received from the communities meetings. This was the first step in the process of organizing the proposal.

A. General

Gustavo explains that there are two major divisions to an organization

B. Review and Summary of the Material

The group had, prior to the meeting, pulled together and summarized suggestions from Pathwork communities under the headings of a number of *keywords* as follows: (The numbers after each word indicate the number of times a theme—related to a keyword—was mentioned by the communities as a whole)

Source (22) –

Communication (18) – Heart

Connection (38) –

Dissemination (14) –

Transparency (11)

Community (11) – Heart

Respect (9) – Heart

Safety (8)

Support (8)

Diversity (8) – Heart

Container (8)

Love (8) – Heart

Expansion – (7)

C. Vision Statement

The Trustees discussed how they see the Foundation *being* in the future (vision). It emerged as:

VISION STATEMENT

We envision a spiritual container that helps us to live the Pathwork and bring it out into the world; preserves the integrity of the Pathwork teachings; and holds the worldwide community in mutuality with one another.

FRIDAY NOVEMBER 3, 2007

D. Mission Statement

From the Vision above, the trustees developed the following:

MISSION STATEMENT

The Mission of the International Pathwork Foundation is:

1. To preserve the integrity of the Pathwork and its teachings
2. To live the Pathwork teachings and bring them out into the world
3. To facilitate communication and connection among Pathworkers worldwide, in a spirit of mutuality and cooperation
4. To be receptive to the needs, longings and diversity of Pathwork communities.
5. To be of value to the International Pathwork Community and to make the Foundation self-sustainable.

E. Strategies

Trustees set out the following strategies to fulfill the Foundation mission

1. **To Preserve the integrity of the PW and its teachings**
 - Through maintenance of the copyright of the guide material
 - Through preservation of the archival material
 - Through establishment of guidelines for accurate translations
 - Through establishment guidelines for forming Pathwork groups and communities;
 - Through assistance to communities in matters of ethical conduct when requested.
 - Through granting use of Pathwork® TM
- 2a. **To live the PW teachings.**
 - Pathwork Trustees will meet regularly by telephone and in person; clear obstacles to unity among themselves in order to conduct Foundation business harmoniously.
 - Through establishment of criteria and requirements for serving as a trustee
 - Through grounding in the Pathwork teachings (lectures) and spiritual laws
- 2b. **. . . and bring them out into the world.**
 - Through publications and translations of Guide material.
 - Through maintenance of an international website
 - Through holding, promoting and assisting in the organization of international events and workshops and establish guidelines to elucidate the involvement of the IPF
 - Through assistance in creating new ways of teaching and training
 - Through promotion of exchange programs between Pathwork Communities
 - Through promotion and maintenance of a database for exchange of teaching materials
 - Through promotion of Pathwork through the media
3. **To facilitate communication and connection among Pathworkers worldwide in a spirit of mutuality and cooperation.**
 - Through maintenance of the International website
 - By providing an International Pathwork Directory

- By providing a calendar of worldwide Pathwork events
 - Through cross links among Pathwork websites worldwide
 - Through Pathwork events; and leadership meetings that allow for process among Pathwork leaders.
 - Through worldwide prayer and meditation
 - By providing periodic tips on Pathwork process for individuals who are practicing on their own.
 - By providing an open chat room
 - Through promotion of small leadership process/supervision groups
 - By fostering representation on the Foundation from various regions and groups around the world.
- 4. To be receptive to the needs, longings, and diversity of PW communities.**
- by providing a structure that facilitate communication between the foundation and the outlying communities
 - by active listening
 - by practicing objectivity and the willingness to be guided by the movement of spirit.
 - By cultivating appropriate boundaries and discernment.
- 5. To be of value to the International Pathwork Communities and make the Foundation self-sustainable.**
- by publishing and selling books
 - by retaining royalties from translation and publication of books
 - Through investment income
 - Through profit from events
 - Through donations
 - Through membership dues
 - Through profit from supervision workshops
 - Through profit from leadership workshops that relate to our mission
 - Through international workshops with trustees
 - Through international theme workshops
 - Through suggested contribution for website service
 - Through suggested contribution for use of TM
 - By developing products and services that would gain revenue
 - By changing the paradigm from give for free and ask for donation to include charging for services.

E. Developing the Structure

This stage of the process relates to development of the organizational structure—maintenance of the organization and operations. The group began by answering the question, “How do we get there?” The goal was to devise an approach or a strategy to fulfill the needs expressed by the communities. This stage of the process was developed more fully later by Gustavo and Louise who worked independently from strategies defined by the group. The result is a visual map of a proposed structure for the IPF. It is based on the following

general guidelines and definitions of strategies where each strategy is supported by a function. The map is attached as (APPENDIX A.)

SATURDAY NOVEMBER 3, 2007

X. MEETING WITH THE MEXICAN COMMUNITY

See attached (APPENDIX B)

SUNDAY NOVEMBER 4, 2007

XI. MISCELLANEA

A. President of the Foundation

The Foundation has been operating under leadership by the Interim Trustees as a group since Amanda van Boven stepped down from the position of President of the Foundation in March. Catherine Karas continued, after Amanda's departure, to serve as the only officer for the organization. During this meeting she began to feel, significantly, the call to step into the position of President for the Foundation. This morning's discussion moved organically into an opening of space for Catherine to consider more seriously the proposal that she take on the role of President. The group agreed enthusiastically that she would serve the Foundation well at this stage of our growth. We experienced her leadership during this meeting and especially her sense of integrity and responsibility in communications with the Mexican leadership.

PROPOSAL: Gloria nominates Catherine as President

DECISION: All agreed

ACTION: The group held a brief ceremony and passed on the traditional Presidential mantle as an acknowledgement of this very important transition.

B. Spanish translation contract

Discussion regarding necessity of a contract with Mexico or some association which would work in cooperation with Uruguay and Argentina for the ongoing maintenance of the Spanish lecture translations. It is suggested that we consider a contract with Mexico since they are organized as legal entity.