

PROPOSAL FOR A NEW INCARNATION OF THE INTERNATIONAL PATHWORK FOUNDATION

*Submitted to all Pathwork Communities by the
Interim Trustees of the Foundation
July 19th, 2008*

Dear Pathwork friends around the world,

Since our first meeting in Rio de Janeiro in July 2005, the Interim Trustees have meditated, discussed and processed together; sat in emptiness... worked and processed again. We have then carried that process to many Pathwork communities to ask them to share with us their inspirations and suggestions for the new international “container” for the Pathwork that we hoped to co-create with them.

At our last meeting, in Mexico, in November 2007, we did our final consultation with the Pathwork of Mexico and set to work to pull all our findings together. And to our delight and somewhat to our happy astonishment, **we did it!**

What follows here is a proposal for a new incarnation of the International Pathwork Foundation. We offer this to our fellow pathworkers with some justifiable pride in our accomplishment, and with enormous gratitude to those among you who shared with us their needs and longings, and contributed their time and suggestions. We come also with some trepidation and feelings of vulnerability; how will this “infant” be received? Have we interpreted you correctly? What if nobody cares?

We have worked hard, had our share of difficulties and - it has been for us a joyous venture. We now give this proposal into your hands and ask you to give it serious attention. Please take it into your meditations, discuss it in your communities, and send us your responses, your critiques, your suggestions. And please know that we would far rather hear criticism than nothing!

In the interest of keeping this proposal to a readable and digestible length, we are not including background material. If readers are interested in knowing more about the background to the formation of the Interim Trustees and their work, we refer you to the report of our first meeting in Rio de Janeiro in July 2005, and to the minutes of our meetings since then. They can be found at: <http://www.pathwork.org/foundationMinutes.html>

BACKGROUND

The Pathwork Foundation consists of a board of volunteer Trustees and an Administrator that has served our community in a variety of ways since 1972. It has functioned primarily as the steward of the Guide material— lectures, Q&A’s, individual and group teaching sessions— recorded by Eva. In so doing it has allowed organizations (international groups, chapters, & affiliates) to use the Pathwork trademark without charging a licensing fee making it possible for people around the world to build communities and, for many, careers as helpers based on the Pathwork

material. The Foundation does not charge royalties to those who use or distribute the Pathwork lectures; instead it has offered them freely. Its responsibilities are defined around the following main tasks:

1. ***Support for the Study and Teaching of Pathwork Internationally.*** The IPF is responsible for creating, licensing, accrediting, and supporting Pathwork organizations, programs, and teaching methods.
2. ***Legal Affairs:*** The IPF is responsible for managing legal affairs that concern the collective interests of worldwide Pathwork, including international copyright and trademark protection for proprietary Pathwork material and intellectual property.
3. ***Preservation and Dissemination of Pathwork Material:*** The IPF is responsible for controlling and preserving proprietary Pathwork material and intellectual property, to assure its quality, and to make it available to all people. It maintains and develops www.pathwork.org, translations of the lectures, Q&A's and books, the Pathwork Press, a Helper registry, and archives of the original recordings.
4. ***Administrative and Financial Management:*** The IPF is responsible for maintaining an administrative capability and financial management sufficient to meet the requirements of its mission.
5. ***Public Relations and Promotion:*** The IPF contributes to public and community relations, promotes understanding of Pathwork and the work of the IPF through community meetings and international events.

We believe that it is important for the future integrity of the worldwide Pathwork that the Foundation continue to serve our communities in these ways and we understand deeply and we want you to understand that your financial support will be essential to the continuity of these functions in the coming years. We no longer have the resources to continue being so generous and we need funding from our communities to sustain us. For most of the years we have operated in a deficit resulting in a significant depletion of our endowment. We are considering a variety of solutions such as charging membership fees to individuals, groups, chapters, and affiliates; licensing fees for use of the Pathwork trademark; expansion of our website to include more income producing functions such as downloadable files; fundraising drives; and offering of workshops as means to become self-sustainable. We believe that a creative collaboration within and amongst our communities will bring the solution most needed. It is time now for communities to give back, to contribute to our efforts to sustain the integrity of the Pathwork teachings. And we look forward to your contributions to this end in the coming months.

COMMUNITY CONSULTATIONS

Over the last two years interim trustees have met and consulted with many Pathwork communities and groups in Brazil, Uruguay, Europe, the U.S., Canada, Mexico and the U.K. We shared with them our vision of a renewed Foundation which could be a spiritual container where the diversities of culture, language and ways of practicing the Pathwork would have their

voices and place; a Foundation which would at the same time maintain its role as steward of the Pathwork teachings, both physically and spiritually. The consultations ranged from whole days with several trustees present, to phone and e-mail conversations with representatives of small groups.

We asked groups to sit with us in meditation, and to share what the Pathwork means to them. We then asked them to meditate on this possible new entity and to express to us their needs and suggestions about how it could be brought into being and how it might operate. In some meetings painful subjects needed to be spoken of, and room was made to hold this also.

We listened and took notes.

FINDINGS

In examining the responses we gathered, we pulled together and summarized suggestions from Pathwork communities under the headings of some thirteen keywords, each having a number of related themes or subheadings. This list will provide rich material for future examination. It is attached here as Appendix 1

Highlights of the Findings:

As we listened, some consistent themes emerged. It appears that the main needs of the Pathwork communities are

- A deep connection to God and to the source (teachings) of the Pathwork
- A safe container for Pathwork communities to express themselves and interact
- The acknowledgment of, and respect for cultural differences among various communities.
- Effective integration and active participation of communities in a truly collaborative and international process (i.e., the communities are the Foundation.)
- An economically self-sustainable existence of Pathwork communities and entities worldwide.

CONCLUSIONS: VISION, MISSION, STRATEGIES;

From discussion of the findings, the trustees created the following Vision Statement (how we see the Foundation being in the future) and Mission Statement (what the Foundation needs to do to realize the vision)

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.

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.**

STRATEGIES

The trustees then elaborated some 44 strategies to implement each of the five sections of the Mission Statement. This may sound like an intimidating number! Please note, however, that a portion of these are things that the Foundation already does, and others are expansions and elaborations of current activities, such as expansion and enhancement of the website. These strategies would be implemented with the collaboration of Pathwork communities and individuals, as time and money permit, and as people come forward to take on the work

For the full list, please see [Appendix 2](#). We include a couple of sections here as examples.

To preserve the integrity of the Pathwork and its teachings

1. To maintain the copyright of the Guide material
2. To preserve the archival material
3. To establish guidelines for accurate translations
4. To establish guidelines for forming Pathwork groups and communities
5. To assist communities in matters of ethical conduct when requested
6. To grant use of the Pathwork® Trademark

To be receptive to the needs, longings, and diversity of Pathwork communities

1. By providing a structure that facilitates communication between the Foundation and outlying communities
2. By active listening
3. By practicing objectivity, and the willingness to be guided by the movement of spirit
4. By cultivating appropriate boundaries and discernment

These activities might involve, for example, 1) refining the existing guidelines for establishing Pathwork communities (regions, chapters and groups), in discussion with existing communities; 2) continuing to establish and maintain guidelines for accurate translations, (such as the current requirement that Guide lectures must be translated using either the Unedited Lectures or the 1996 Edition); and 3) preserving archival material by recording Eva's original lecture and Q&A tapes on archival quality CD, as the old tapes will begin to deteriorate. And there will likely be further measures to take to create archives for translated material.

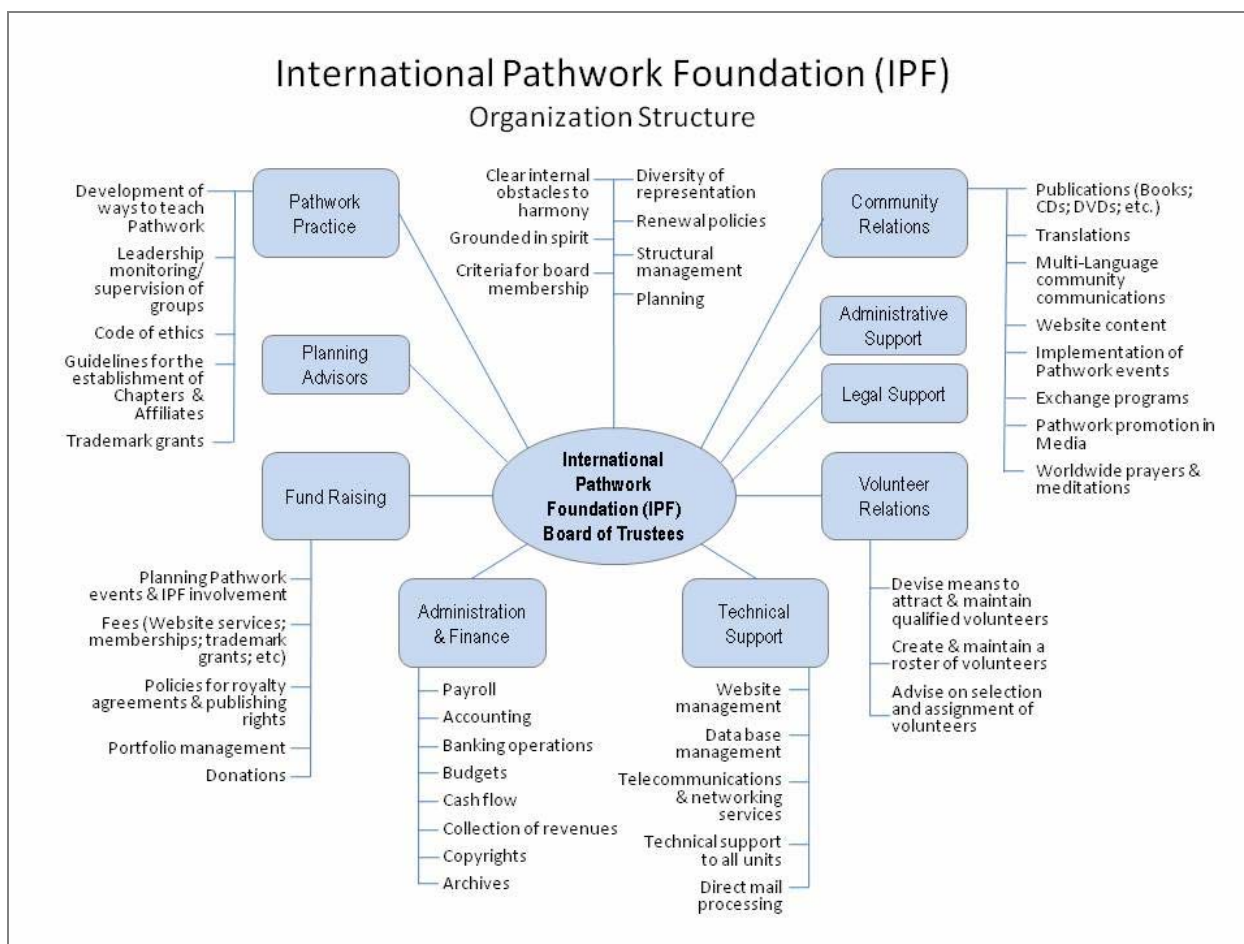
ORGANIZATIONAL STRUCTURE

The next stage of the process was to develop a structure capable of implementing the strategies which flowed from the Mission Statement. It needed also to reflect the wishes of Pathwork communities to be involved with the Foundation in mutuality, collaboration and ongoing communication.

We would like to draw your attention to the fact that this proposed structure involves a fundamental change of paradigm in the operations of the Foundation. This consists in making the Foundation a financially self-sustaining organization.

The proposed organization chart is shown on the next page. You will see that it is not drawn in the traditional pyramidal or hierarchical fashion, but approximates a wheel, with the Foundation at the hub and the spokes indicating the main categories of activity – Pathwork Practice, Community Relations and Volunteer Relations, plus the support categories of Administration and Finance, Volunteer Relations and Fund-raising.

You will see that the various strategies designed to implement the Mission are divided among the “spokes” of activities. This results from the fact that the structure was designed to foster the implementation of each and every one of the established strategies. Once this structure is put to work, it is quite likely that things will change place and even “spokes” (categories of activity) renamed as the structure is refined in consultation with Pathwork communities - which means *you*, dear reader!



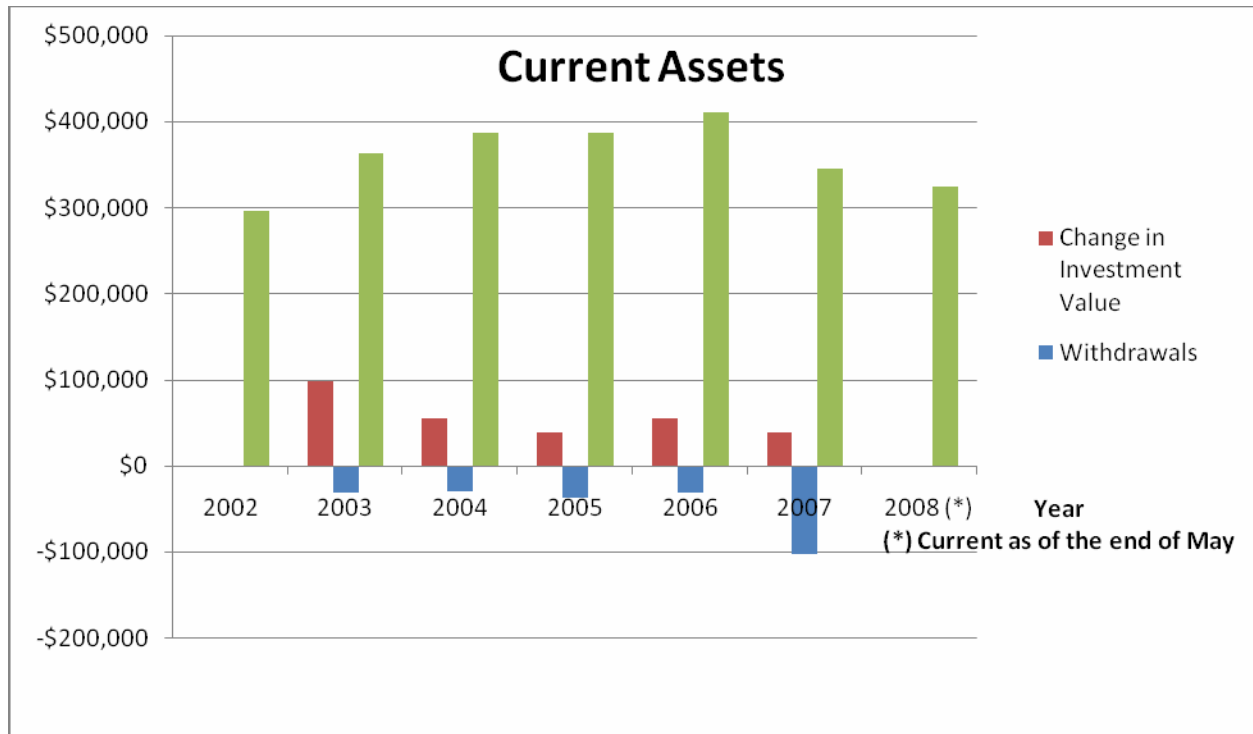
The proposed functions of the Foundation Board of Trustees (the hub of the wheel) would be both spiritual and practical. If, as one community suggested to us, the Foundation is to be “the Being from which the Doing flows”, then the trustees must commit at all times to doing their own work, clearing internal obstacles to harmony, striving always to be grounded in Spirit. The trustees must then bring the spirit of the Foundation into matter by ensuring diversity of representation among themselves and the many volunteers who will be needed to carry out the work, by devising and implementing trustee membership criteria, and by attending to overall planning, structural management and renewal policies

Fund-raising and Finances

As indicated above, the strategy to make the Foundation self-sustaining (which comes under the Fund-Raising “spoke” in the chart) constitutes a paradigm shift in its operations. Hitherto the Foundation has operated on a basis of “give-for free and ask for donations”. This has been singularly unsuccessful, and for many years now the Foundation has been digging into capital to meet its annual operating budget.

The following chart illustrates the evolution of the Foundation’s assets over the past years, along with the yearly capital gains and withdrawals from the investment account. The withdrawals in 2003 and 2004 were relatively modest, as there were only two or three trustees and funds were needed only to maintain the Foundation office and website, as well as some for legal fees and maintenance of copyright. Withdrawals increased in 2005 as the Interim trustees began their

work, and peaked in the fiscal year 2006/07 as we traveled and consulted with communities around the world. We expect that expenses will decrease again in 2007/08, as discussions with communities will take place mainly by phone and e-mail. Unfortunately however, income will also decrease, unless a miracle occurs in the financial markets!



The stark reality is that there is now very little capital left. At the time of writing the investment portfolio is worth approximately \$324,200. If the Foundation were to now start spending within its means, i.e. not spending capital, it could count on only a scant \$15,000 per year!

The fact that there is even that much capital left is due in part to the booming financial markets of the last few years, and in great part to the wise and capable management of the portfolio by Gene Humphrey and Peter Schaffer.

There are a number of other financial summaries and reports for the Foundation, which we would be happy to share with you, but we feel they would need some explanation. If anyone is interested in more financial information on the Foundation, please contact either Louise Stevenson, (luisaste@magma.ca), or Gustavo Monteiro (gustavo.br.sp@gmail.com).

Obviously, a good deal of voluntary work and new money is needed, and soon. Therefore, while the Foundation will gratefully continue to receive any donations and to manage its portfolio with care, trustees propose that funds be generated through various fees and Pathwork events such as conferences, workshops and exchange programs, as well as the design of teaching materials.

The Community Relations “spoke” comprises all the strategies designed to foster taking the Pathwork out into the world, through translations and publications and promotion in the media. It also covers fostering communications and connection among pathworkers worldwide through expanded information and links on the website, and also through various “events”, such as workshops, exchange programs and conferences. Translations will need to include translation services. If the Foundation is to truly reflect diverse cultures, important Foundation matters and communications among communities will need to be translated into several languages; at least Portuguese, Spanish and English at first, and perhaps more in due time. This work could be undertaken by a roster of volunteers

Under Pathwork Practice you will find activities to preserve the integrity of the Pathwork and its teachings – copyright, trademark, translations, as already mentioned. This “spoke” also includes development of new ways of teaching the Pathwork and development of leadership skills.

In all these activities the question of Volunteer Relations is of crucial importance, as the majority of the strategies and activities will need to be implemented and carried out by volunteers from around the world. Here many questions will need to be answered. How will volunteers be recruited and how will others be “trained up” to take over when others step down or new jobs develop? And in the areas of finance, administration, and technical support, where will professional staff be necessary and where will the Foundation rely on volunteers?

Other major questions also need thought, such as: How often and to what extent should the Board of Trustees be renewed? What membership criteria are needed for the Foundation trustees? How will they be selected? We believe there may also be a place for regional or country representatives who are not trustees, but who would be in connection and dialogue with the Foundation. And in an organization which hopes to provide a container for cultural and linguistic diversity, how will we deal with the question of language on this earth plane? Above all, how can this venture be supported, financially and spiritually - and how is the actual work of this co-creation to be organized and managed?

Readers additional questions are welcome; suggestions for solutions even more so!

FEEDBACK

If a new Foundation is to incarnate, we need discussion, suggestions, criticism – all manner of input – about this proposal. We need it from all Pathwork communities, large and small, and also from individual pathworkers. At some time in June, one of us interim trustees will be in touch with your community to find out your preliminary thoughts and responses, and answer any questions. We hope to have gathered most communities’ responses by September of this year. If you have not heard from one of us by mid-July, please contact Zoe Willow at pathworkfoundation@pathwork.org to give us a reminder.

This proposal is being distributed in English, Spanish and Portuguese, but we will welcome feedback in other languages, and will find ways to receive and understand what you have to say.

With blessings from us all,

Catherine Karas, President
Louise Stevenson, Treasurer
Beita Arechavaleta

Barbara Azzara
Gloria Costa
Donna Gray

Gustavo Monteiro
Lilian Trebilcock

Appendix 1

Summarized suggestions from Pathwork communities worldwide.

This appendix is a summary of the themes collected from meetings held by the Interim Trustees with communities around the world from 2006-2007. They are expressed here as keywords indicating what communities want from the Foundation. The numbers after each keyword indicate the frequency that theme was mentioned.

Source (22) –

- a. Leadership with connection to God
- b. core of inspiration
- c. the call
- d. lectures

Communication (18) – Heart

- a. technological
- b. mental, emotional, spiritual

Connection (38) –

- a. heart
- b. sense of belonging
- c. exchange
- d. longing for union

Dissemination (14) –

- a. translation/publication;
- b. spreading the teachings and teaching methods
- c. marketing (?)
- d. planting seeds

Transparency (11)

- a. being in the truth
- b. openness and honest in leadership
- c. dropping the mask and being undefended
- d. (self) disclosure (appropriate)

Community (11) – Heart

- a. holding
- b. safety
- c. sense of belonging to a tribe
- d. interpersonal connection (face-to-face)
- e. support
- f. spiritual family
- g. place to practice Pathwork

Respect (9) – Heart

- a. acceptance and validation
- b. to be seen in one's reality
- c. courtesy
- d. keeping appropriate boundaries
- e. acknowledgement
- f. non-judgment
- g. positive regard

Safety (8)

Support (8)

Diversity (8) – Heart

- a. Freedom to practice and teach Pathwork in various ways.
- b. respect for cultural differences
- c. freedom to take helpship into the wider community

Container (8)

- a. boundaries and safety
- b. holding the bigger picture
- c. structure
- d. order
- e. discernment
- f. support
- g. love
- h. protection
- i. grounding
- j. sacred space

Love (8) – Heart

Expansion – (7)

- a. growing into new ways of experiencing the Pathwork
- b. furthering the objectives of the Pathwork
- c. growth – attracting more people & places

Appendix 2

Strategies to Accomplish the IPF Mission

The following strategies were devised to implement each of the five sections of the Mission Statement. These strategies shall be implemented with the collaboration of Pathwork communities and individuals, as time and money permit, and as people come forward to take on the work.

1. To preserve the integrity of the Pathwork and its teachings:

- a. To maintain the copyright of the Guide material
- b. To preserve the archival material
- c. To establish guidelines for accurate translations
- d. To establish guidelines for forming Pathwork groups and communities;
- e. To assist communities in matters of ethical conduct when requested.
- f. To grant use of the Pathwork ® TM

2. (i) To live the PW teachings

- c. Pathwork Trustees will meet regularly by telephone and in person; clear obstacles to unity among themselves in order to conduct Foundation business harmoniously.
- a. Pathwork Trustees will establish criteria and requirements for serving as a trustee
- b. Pathwork Trustees will be grounded in the Pathwork teachings (lectures) and spiritual laws

(ii) ... and bring them out into the world

- c. Through publications and translations of Guide material
- d. maintenance of an international website
- e. holding, promoting and assisting in the organization of international events and workshops and establish guidelines to elucidate the involvement of the IPF
- f. assisting in creating new ways of teaching and training
- g. promote exchange programs between Pathwork Communities
- h. promote and maintain database for exchange of teaching materials
- i. Promote Pathwork through the media

3. To facilitate communication and connection among Pathworkers worldwide in a spirit of mutuality and cooperation.

- j. Through the website
- k. Maintaining an International Pathwork Directory
- l. Promoting Pathwork events
- m. Organizing and publishing a calendar of worldwide Pathwork events
- n. Cross linking Pathwork websites worldwide
- o. Creating and maintaining open chat rooms
- p. Through worldwide prayer and meditation
- q. Providing periodic tips on Pathwork process for individuals who are practicing on their own.

- r. Promoting small leadership process/supervision groups
- s. 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.

- a. by providing a structure that facilitate communication between the foundation and the outlying communities
- b. by active listening
- c. Practicing objectivity and the willingness to be guided by the movement of spirit.
- d. to cultivate appropriate boundaries and discernment

5. To be of value to the International Pathwork Communities and make the Foundation self-sustainable

It was agreed that this will involve a paradigm shift for the Foundation from its current way of functioning through giving for free and asking for donations, to charging for services and products, while not abandoning the first. This paradigm shift will be accomplished by:

- a. publishing and selling books
- b. retain royalties from translation and publication of books
- c. investment income
- d. profit from events
- e. donations
- f. membership dues
- g. profit from supervision workshops
- h. profit from leadership workshops that relate to our mission
- i. international workshops with trustees
- j. International theme workshops
- k. suggested contribution for website service
- l. suggested contribution for use of TM
- m. developing products and services that would gain revenue

Where the IPF is concerned with INTEGRITY & DISSEMINATION, it shall focus on:

- 1. Lectures
- 2. Books
- 3. CDs – DVDs
- 4. Code of ethics
- 5. Training & certification policies
- 6. Practice aids
- 7. External liaison
- 8. Universe; other links to likeminded organizations

Where the IPF is concerned with COMMUNITY INTEGRATION & SUPPORT it shall:

- 1. Define Chapter
- 2. Define Affiliates
- 3. Care for Offices
- 4. Accreditation & liaison
- 5. facilitate exchange programs

6. maintain and update website contents
7. organize and sponsor Events
8. Census membership

Where the IPF is concerned with FUNDRAISING, it shall:

- Develop programs & campaigns

Where the IPF is concerned with ADMINISTRATION & FINANCE, it shall emphasize:

1. Human relations
2. Accounting
3. Asset management
4. Treasury
5. Budgeting

Where the IPF is concerned with INFORMATION & COMMUNICATION TECHNOLOGY, it shall:

1. Develop and maintain a technological infrastructure that facilitates interaction, integration and collaborative work among multi-language, geographically dispersed communities
2. Emphasize the user friendliness of its technological infrastructure and services