

International Pathwork Foundation
Penn Valley California
Minutes Oct. 4 – 9, 2009

Present: Catherine Karas, Gustavo Monteiro, Barbara Azzara, Gloria Costa, Beita Arechavaleta, Zoe Willow Not Present: Donna Gray

1. Implementation of New Foundation Proposal

Trustees discussed how they would begin the process of implementing the structure of the New Foundation Proposal (**Appendix 1**) by reviewing the job descriptions document (**Appendix 2**) for each Trustee Position and the Administrator.

Review of the job descriptions was followed by a period of time where each of the current Trustees decided to temporarily hold the newly defined Trustee positions until a replacement could be found for those whose terms are complete. Those positions will be posted on the website for public acknowledgement.

2. New/Future Trustees

The Trustees engaged in a discussion about future trustees to answer the questions of how are they going to be called, when, and for how many years of service? They compiled a list of basic requirements, and refined the application process.

3. Liaisons

The group continued with a discussion around the responsibilities of the community Liaisons. They clarified that the general duties of the Liaisons fall under the department of Community relations. And, that the Liaisons should report to the Trustee in charge of Community Relations. At this time Gustavo temporarily serves in that position.

The applications for Liaisons were reviewed and approved by the group individually. Those applicants follow: *Kanaya Chieko* – Japan ; *Elizabeth Ryan* – Melbourne Australia; *Efimia Meimaridou Rola* – Ceara, Brazil; *Djanira Cavalcante Ribeiro* – Brasilia, Brazil; *Claudia Hiller* – Uruguay; *Joao Ismael D. Pinheiro* – Rio de Janeiro and Espirito Santo, Brazil

4. Volunteer proposals – The group reviewed and accepted a proposal contributed by Bonnie Chung for volunteer coordination (**Appendix 3**)

5. Leadership Conference

The group discussed in more detail plans for a Leadership conference in 2010. They would like to consider the possibility of a separate conference in US to acknowledge the changes occurring in the Pathwork in the US. This would allow focus in Brazil to be clearly placed on the objective of that conference: to teach about leadership, authority, and self-responsibility and, to come to an understanding of why there continue to be splits in the Pathwork community. Also, the trustees would prefer a more unstructured organization of the conference which would allow for a multitude of networking

opportunities and plans for future conferences. The group made preliminary decisions about location, date, and conference fees pending approval by the selected community.

6. Translation agreements, Trademark and copyright:

The group discussed issues surrounding pending translation agreements and copyright infractions that have been found on the WWW. Decisions were made with regard to an ongoing negotiation with Marianne Hubert for the French Translation and Distribution agreement; an addendum to the Pathwork in Brazil Translation and Distribution agreement; and general issues regarding Translation agreements.

7. Connection to the Pathwork Leadership

The trustees would like to understand more deeply why there is such difficulty in connecting to regions, why some communities have NOT supported us or responded to our communications. The Group did a meditation on what blocks us from effective communication and sharing. One of the things that we have found is that people respond to a more personal address i.e. intimacy. Everyone agreed that our goal in efforts to communicate effectively with Pathwork communities should emphasize personal contact and intimacy.

8. How do we become self-sustainable?

The group reviewed last year's budget with the focus on revenues and projected for a budget for the fiscal year 09-10. One of the questions that arose was whether or not helpers should pay a membership fee. It was noted that groups and chapters in Brazil were tithing at one point but stopped many years ago.

Some of the projects planned for the new fiscal year include an online auction, membership and fundraising drives, a leadership conference, and an extended list of downloadable audio files. The budget will be forthcoming. Please email pathworkfoundation@pathwork.org if you would like a copy.