

11/10/10/ BOD Meeting Subud USA / Portland Oregon

I. Attending the meeting were:

Rasjidah Franklin, Shoshanah Margolin, Sonya Conrad, Marsten Gregory, Hannah Matteson, Lucian Parshall, Diana Roth, Ramon Hildreth, Deliana Fuddy, Myrna Ramsey, Christine Czepeszi, Margaret Aldis, Liza Ramey, Lorraine Tedrow, Hadidjah Gregory, Malama MacNeil, Alexandra Blonde, Aminah Ulmer, Rachman Ulmer, Laurie Lathrop, Suzanne Renna, Hoan Toan Phon, Sjarifuddin Harris, and international and local visitors.

II. Roll was called and a quorum was reached.

III. Approval of minutes from prior board meeting. Lucian made a motion to approve the minutes and Diana Roth seconded. The minutes were approved.

IV. Questions Tested After Latihan:

1. What is the meaning of serving the members of Subud USA?
2. What is the significance for you of serving on the Board of Directors of Subud USA?
3. What is my role as a Board of Director of Subud USA?
4. What actions do I need to take to be an effective member of the Board of Directors?
5. What do I need from the national committee to effectively perform my work as a member of the Subud USA Board of Directors?

V. Board Development Session Facilitated by Hannah Matteson

1. Hannah asked each member of the board “What is a good board of directors?” Answers were given such as openness, clarity, direction, content, communication, flexibility, commitment, trust, sincerity, integrity, accountability, transparency, intention, follow-through, etc.
2. Everyone was given a maximum of two minutes to share what was the most significant receiving from the test questions.
 - A. Deliana – All testing was about standing in the light of God and being careful. Needed goal and vision from the committee.
 - B. Diana – Learning about Subud, reporting back to members, listening and being guided by God, organization and harmony.
 - C. Malama – To provide the protective structure, we need to call for turning concept of BOD on its head. Needs to excuse herself from functioning on BOD in old model. Action needed to take was to bear witness to the reality that the wings are not appendages, but integral rooms in the mansion to the growth of the members.
 - D. Ramon – Serving in humble way.
 - E. Myrna – Calling out to members, sharing.
 - F. Lucian – Action is being present.

- G. Christine – Role is a supplicant, to serve the members with fun and inclusiveness following God.
- H. Sonya – Action to take without a title is just to be herself, to shake off the burden of a title, willingness to serve as just herself.
- I. Rachman – Not on board, but on action, patience, consistency, understanding, clarity, strength, On committee, clarity and harmony imposed on diverse group of people.
- J. Suzanne – Sense that why we exist is to give a chance for humanity to take hold, to develop and express it.
- K. Hoan Toan – Connected to God, link between parts of organization with surrender, patience, and harmony. Stronger connection between BOD members and committee to communicate about needs of members.
- L. Aminah – To be completely aware and engaged in loving way with everyone and be open to be a channel for God’s grace and bring it down to what we are all doing.
- M. Laurie – Act as a container for latihan to come in to us and be there with all of us and lift it up. No actions, do inner work.
- N. Sharifuddin – Role is to repeat “thank you.” Sharing appreciation of our gifts and gift of latihan.
- O. Rasjidah – Serving members only comes from serving God first and then the details come. Straight is the way and narrow is the gate. Keep this vision and move us forward.
- P. Alexandra – Meaning of serving members was about removing obstacles and serving with love., deepening surrender to God.
- Q. Marston – Serving members by facilitating the action of the latihan and create the space for this. Greatest gift is to serve the whole country.
- R. Liza – Serving membership is seeing everyone and being connected to latihan, cradling the vortex of life, feeding it; role with a lot of humility, playfulness, surrender; from committee needed bring strong energy and then release of cocoon of light.
- S. Hadidjah – Metaphor of workers building a road where you couldn’t tell what everyone’s role was; role was someone tending a fire, keeping it alive, sharing the work, building it up wherever it needed it.
- T. Margaret – Serving members means to do latihan while does work, be in the game, hold the place on board to represent the needs of the region. Actions to be quiet, open to guidance, and hold self as an upright woman. From NC to have openness and believe her.
- U. Lorraine – All movement came from power of God in all receiving. Role was much more active than expected, first clearing things away, lightening things, dancing, sharing being alive; needs to be very active, open and transparent. From NC needs a complete sense of inner and outer support and trust and money.
- V. Shoshanah – Being straight and tall, not active, but being very aware so parts of organization can be supported.

3. Hannah shared that she shared two days prior to BOD meeting, she saw transformation, connection and communication has been great. Now goal is to include everyone. There is expectation for input, latihan transferred into action.
4. What will make this meeting really worthwhile? Not clear, open to what happens. Listening is important with courage to trust. Start reports with what is happening in wings and regions to become aware of what is happening. To be asked to provide support. To better understand what the wings are. Come away as one body, not just as different segments, moving together. Margaret spoke about needing national support to raise money for Washington DC Subud house which will also serve as regional center. As a structure to be together, create a web of connection where all can support each other while performing our own roles. Practical next steps re: goals and vision of board, action items, support system, practical next steps. Report to each other on a regular basis what we need, what we're doing like a family meeting. We can leave feeling united, that we're all doing this work together, that we keep our picture of the big Subud picture. Helpers need to truly support the actions of the committee by being the channel to let the grace of God come through to support the committee. To have a very clear understanding of the needs of the membership before any actions are taken.
5. Wing Chairs came to center of room facing each other in circle, made eye contact with each other without talking. Rest of group came around them in a circle. Then wing circle turned and faced outer circle, rotated around and made eye contact with each person. Then wing chairs faced each other and all were seated.
6. Same exercise with regional chairs.
7. Sharing experiences of exercise: Beautiful to see each person. Thankful for the support; profound, never to be forgotten, important to see everyone; love coming out of eyes; prayer or benediction or blessing arose; you could see each person's wisdom, fears, etc; takes trust and be vulnerable; each person was talking through their eyes; many of us have known each other before
8. Same exercise with national committee.
9. Has anything shifted in anyone?
 - A. Rasjidah – It's nice to have someone else do the facilitation. Structural shifting going on in Subud USA.
 - B. Alexandra – Renewed sense of hope and trust because of everyone being aligned and positively oriented towards each other before we begin the work on the business side.
 - C. Marston – More hopeful that we will be united.
 - D. Liza – Feel the openness that fosters safety and trust. Grateful.
 - E. Hadidjah – What happened is a miracle compared to how she imagined it would be, willingness to serve.
 - F. Margaret – The role of chair combines organization and kejiwaan.
 - G. Lorraine – At first uncomfortable, in circle still that way, now more at ease with it, how vulnerable she feels.
 - H. Deliana – Feels more connected to those in room.
 - I. Diana – Apprehension at first, now feels better.

- J. Malama – Even more passionately dedicated and more tender and vulnerable in hope that we will pull this off, to really do the work from surrender, every minute choosing not to exert ego and power.
- K. Ramon – Didn't know what to expect, made space inside to trust that all will be okay, the space is bigger, the things that will fill that place has started. He feels this is the right time, right place.
- L. Myrna – Feared more responsibility, but feeling connections to everyone and pulse of the region was liberating and expanding.
- M. Lucian – Feels good about it all.
- N. Christine – Came filled with the material practicalities of being away from home and all the arrangements to get here, now “thread trimming” has occurred so that she feels completely present.
- O. Sonya – Cathartic experience; came feeling something was to happen and it did. Feels hopeful after this morning that the group can manifest things.
- P. Rachman – Encouraged. Shift happened back in Feb. when NH dewan got together and learned to work together and accept differences; dewan has become one. In last couple of days, has been happening with the committee. Takes courage and being vulnerable and accepting our mistakes.
- Q. Suzanne – From feeling tired, feels more energized and hopeful. Now has sense of Subud USA that wasn't there before.
- R. Hoan Toan – Feelings of love and support from this time forward.
- S. Aminah – Amplified feelings of love and support.
- T. Laurie – Still processing shift of closeness you don't ordinarily feel helping us to become one body.
- U. Sharifuddin – All are willing to serve and give, Subud is us and we have the potential to thrive, even the youth are participating.
- V. Hannah – This is the leadership group of Subud in the Untied States of America.
- W. Shoshanah – Some real and deeper and more honest connection with some of the members of the board.

VI. Rasjidah Franklin reviewed of legal roles and responsibilities of board members .of Subud USA. Revisions are currently in the works. Review of Section 6 in the by laws called Powers and Duties of Directors. Items a – j were read aloud.

VII. Review of Financial Statements – Marsten Gregory

1. Balance Sheet reviewed in detail – Marsten described the different funds in Assets and said that some funds were greater since deposits had been made. Lorraine sought to clarify Subud Cultural Association vs SICA. Total Assets = \$371,187. Marsten felt that the total liability of \$1,855 was commendable. Marsten stated that funds available to loan out are available in the amount of \$74,000 but the whole amount is not paid out. Archive funds are growing and need to be tapped. Permanently restricted funds remain untouchable by design and have gained by \$31,398. The goal for endowment is \$250,000. Deliana Fuddy discussed Pension Fund for Melinda Wallis. Recently \$58,000 has

gone to Melinda Wallis, and some funds earmarked for her, remain in the endowment as per donor instructions. Shoshana asked what the housing fund endowment was for. Rasjidah clarified that a second housing fund was for the development of a national office. Ramon asked about how the funds are monitored. A discussion ensued about the fees associated with setting up trust funds.

2. Review of Profit and Loss statement by Marsten Gregory. The financial statement showed an annual revenue of \$193,810. Total expenses for the year 2010 P & L was \$194,827, leaving a net income of (-\$1,017). Deliana Fuddy asked if the amount shown for World Subud Association was an annual fee was for the entire year or only through September. The answer is that the amount of \$22,350 was only through September, 2010.
3. Christine Szepesi asked about the cost of the mail out Newsletter and raised the idea of the online news letter as a potential money saver.
4. Review of Budgeted to Actuals for the 9 months of 2010. Marsten verbally reviewed Regional Contributions. Liza Ramey asked about Professional fees, and an explanation was given by Marsten

VIII. Rasjidah Franklin made a motion to accept the financial reports and the motion was seconded by Lucian Parshall.

The motion was passed to accept the Financial Report as Submitted.

Malama MacNeil asked if she was able to vote and seemed surprised to find she had no power.

- I. A. Julia Hurd, Secretary of WSA said she was here to ask for a contribution to pay for the cost of registering the name SUBUD in the USA. She stated that the symbol's registration has been renewed for the next 10 years., but not the name. WSA is offering to pay 1/2 possibly \$4,000.. 53 Countries are members of WSA. 81 Countries have Subud members in them. Subud.Com is the website for the general public, and has links to other related sites and contacts in each region. Subud.org is primarily a site for members. She stated that the sites are easily changed and managed. Christine Szepesi discussed templating websites for visual continuity. Lucian Parshall asked why Worldwide websites were not initially templated. Julia Hurd declined to respond at this time.
 - a. Liliana Schilman, administrator for MSF, talked about funding 35 Subud houses over the past. She said their most recent projects are in Africa. Working on creating a untied fundraising appeal. In addition to Susila Dharmah Funds the longterm aims such as proning Bapak's talks, history of Subud, send money to crisis situations and scholarships. IH travel. Help to promote and grow Subud itself, humanitarian activities worldwide. Rasjidah said it was exciting to talk about collaborating fund raising events. Discussion of starting a listserver for people interested in endowments across all levels.

- b. Lucian Parshall discussed Congress for 2014. A proposal of April of 2014. Is this a good time? All is under discussion. Shoshanah Margolin suggested June. The rainy season in Mexico is through the summer. Discussion ensued about the most appropriate month for Congress to be held in Puebla, Mexico. Deliana Fuddy brought up the issue of safety in Mexico and Lucian said he'd been assured by Subud brothers in Mexico that safety should not be a concern.

II. Rasjidah asked for Wings Reports

- a. Alexandra Blond SES – focus on communication and plans for 2011, working on their website, 1/3 of visitors to site are international, \$8,800 requested for assistance. Suggested “Fun Run” as fundraiser at national gathering, plus workshops at National Congress. Requested ideas and thoughts. From the board.
- b. Lorraine Tedrow SICA – Sent email to board re: testing about being know as SICA. She is exploring relation to SICA International as well as USA. Has been a slow start for a variety of reasons. Mary resigned. Wants to continue as is, but is seeking to expand the understanding of “culture”. Further info. In report submitted. IS requesting \$5,000 from SubudUSA. Doing project with SYA at Menucha by sales in gift shop.
- c. Susila Dharma – Liza Ramey – Effective way to be out in Community is thru this wing. Have 2 annual board mtgs per year, has active media team, teams are structured to delegate and even out the work load . Granted \$47,000 to national and international humanitarian projects. How are we to work with USA. Trying to build endowment. Ops are standard . Not only about projects but about people coming away from their own Susila Dharma. Wants to connect with people.
- d. Malama MacNeil – SIHA – Not recognized at a national level. How can Subud care for themselves and bring true human development into the world through schools and hospitals. It has not happened. She is trying to find out why this is so. Thought of 3 enterprises related to Health. She is trying to implement this. We have done initial outreach to health care professionals in the general membership only, and wants to target her approach by formal invitation to certain people. Some of best advice is ask members what they want SIHA to be. Lets not make promises than can't be fulfilled. A first attempt to show the membership as a call to enlist interest and commitment. Asking for 50 people to attend a function and to be coordinated with other wings. Talked about art and healing as represented by our membership with implication for fundraising. Wants to continue serving people at the end of life with hands-on healing practices and therapies. Planning to offer these workshops free of charge in California.
- e. Hadidjah Gregory – SYA First talks about Subud Youth were in 1983. Described age groups.... Subud youth are doing great! Wants to meet with Sonya Conrad to draw on her experience with this Wing. Wants to find advisors for Subud Youth and develop a council or “friends of Subud youth”. Wants to be well-organized. Wants to create a situation so the next SYA chair will already be “hooked-up”. Tested with Melinda Wallis to receive what youth needed, saw a herd of wild horses. Needs to find help and ways outside Subud. SYA are not

children. Bapak said 'Subud doesn't have children. The youth are people doing latihan.'

XI. Reports from Regions

- a. Rocky Mountain – Myrna Ramsey-Needed a project for the region. Tested and decided to Adalanta and Albuquerque projects. No one in the region owns their own location. Albuquerque has the largest group, 15 members. Phoenix has 5 regular members. Trying to organize a meeting for May. The region is large. Everybody wants a family camp meeting. Council is wonderful – special people. Has a housing fund with \$64,000. If we had a plan there is money there. We contribute \$500 per month to SubudUSA. Treasurer doesn't respond to phone calls. We don't know how much we have to spend. Maybe the amount is \$7,000. Feels that members are just going along and feel they need a place to rent or buy. They need a focus.
 - a. Pacific Islands- Deliana Fuddy – Small region; had a gathering in August. Rasjidah attended with Rachman and Aminah Ulmer. Has a full committee. Made a payment of \$185 to USA so they are current with their pledge. Set up a social website for the region. 24% of members have an enterprise. Suggested an Enterprise workshop in Hawaii. Will invite whole membership to attend. Says members are very dedicated to latihan, and all in region are very supportive of each other, and harmonious.
 - b. East Coast – Margaret Aldis – 457 members in region; only 3 centers give \$ to USA. She and Hussein have been traveling around Florida to help them feel comfortable and a part of East Coast. Helpers and Committee are committed to making Washington, DC house a national center. Asked for money from New York and was turned down for a loan and a grant. There is no council of the chairs on the East Coast . They turn over too fast. Trying to pull east together with feelings and participation. She says she needs something from this National Committee, but isn't sure what that is.
 - c. Pacific Northwest- Ramon Hildreth- apologized for lack of written report to the Board of Directors; 215 active members, 352 total members. Wants to includr outlying members. He loves the region and says there is a lot going on. He also says it is a challenge. They are experiencing growth and are more cohesive. Latham has worked hard to help Ramon regarding housing and joining their Subud house to other houses in the region.
 - d. Subud South – Christine Szepesi – Most members are in Texas. Initial goals are focused on Community and Finance. Say region needs more energy to include fun events. Their dewan meets once a month by phone. Centers have started holding gatherings. Focus is to make the

newsletter an e-letter. Had a visioning session facilitated by Sonya Conrad. Needs to tackle finances. Says the region is poor.

- e. MidWest- Lucian Parshall by proxy; Membership is 95 households in 14 states; they host regular regionals. Our budget is in good shape. They don't have a full committee. Subud Chicago, with membership of 35, is in a major transition at this time. They had owned a house in which they invested \$75,000 plus had a monthly payment. Ran out of the money in 2005. Now landlord has asked the group to relocate, but they won't recover their investment as a lump sum, but only in small increments. Marsten Gregory asked Shoshanah Margolin if she had any advice for others. She said that houses should only be by group ownership. A member should not own a Subud house themselves as bad feelings develop. A discussion ensued among members regarding securing funds and/or credit to fund Subud houses.
- f. California- Diana Roth- Dinan invited everyone to their regional event in San Jose, CA on May 27th 2011. Wants more cross-regional interaction to ensure future engagement. 684 members and 344 are active. They are 35% of all USA members. Los Angeles dewan is very harmonious. Says success of California is due to past chairs including Rasjidah, who focused in part on insurance for all properties. Has an excellent treasurer who instituted a policy for insuring funds for maintaining houses. Pays \$3,800 to SubudUSA per month. She wishes all the blessings bestowed on California are bestowed on all regions.

XII. National Helper Report was made by Aminah Ulmer and Sjarifuddin Harris

XIII. Rasjidah Franklin made a brief report on the National Committee

IX. Marston Gregory

Background

To get a tax ID:

990 – File this if over 25k in value

501c3 – file this if under 25k?

Portland has been under this tax status for many years

Our decision today is about the policy –

Latham

Pnw was created in 2000

Question is whether Portland is separate or not (has separate status) or should merge back in to the region. They would become subud pnw/portland

There are some strong feelings and bad feelings that this is not resolved

Started meeting in September

- why difficult to resolve?
 - o Not accustomed to working together
- Goals
 - o Healing
 - o Methodical/thorough/fact-based – objective so that everyone feels heard
 - o Effective
 - o Efficient
- method
 - o define pros and cons
 - o ? more
- what/why
 - o mission, objectives, vision
- how
 - o long term plan
 - o ? more

See background – Lathan’s preso

This was generally about what has been done and working with groups to gain consensus

The lawyer says that they are a church, Lathan to clarify with the lawyer 3 of the issues

Julia hurd - Wsa is registered as an association of churches

Deanna mentioned that California did this as well

Marston pointed out other challenges with becoming a church (ie: more difficult to get grants)

Rasjidah proposed that we request that portland remove themselves from susa umbrella in two years

Lucian seconded

Lathan asked that we give less time

Martson was concerned this sets policy for all groups and future groups might need more time

? - This is specific to Portland so doesn’t create universal policy

Discussion

Shoshanna – how much time do you need?

Latham – group on Sunday said they weren’t ready he thinks a year to year ½ is plenty

Margaret moves to amend to one year from date of this meeting

Second?

Discussion:

Deanna asks about what it would take to establish as church

How to meet threshold for church.

Lathan says: If you meet the def. of church you auto qual for 501c3 status
Deanna suggests that we contact Amelia because she worked on this for California
Sonya – how long do they need?
Rasjidah – from boards point of view, they need to be outside of susa which means they need a different tax status.

Margaret wants to withdraw her amendment. Suggests they make the decision within 3 mos.

Latham still thinks a year is fine
Margaret leaves her amendment in place
Question has been called – rasjidah

Requesting that subud Portland remove themselves from susa tax umbrella within one year

Unanimous vote.

No objections or abstentions

Susa adopt the following policy about affiliate status. If they are required to file a 990, they may not be an affiliate of susa and may not be under the susa tax umbrella.

Lucian moved, Margaret seconded

Discussion:

Who is an affiliate vs. separate

This is going forward, not back

Marston – looking at irs status. Susa umbrella can apply to small groups who don't have a tax id

Malama questioned the usage of affiliate b/c it's used in bylaws.

Rasjidah proposed we Change from affiliate to subsidiary in bylaws.

Lucian calls the questions

11 in favor. Unanimous

last issue:: Atalanta

Lucian – susa thought susa had been extracted. Received communication that rocky mt council would like to reinitiate their involvement in the project. Because they are under susa tax, susa would have to approve involvement.

History

Atalanta Was a project in rocky mountain where subud could receive a project and build and improve over time.

Faulted and stopped worked

People who gave them the property said that rocky mt has defaulted and sued them.

Sica and subud usa were named in the suit

Sica got out with 7k, susa 3k

Atalanta association and parent co.

myrna & muki sent out a letter – see doc – encouraging a win/win resolution & dropping suit because rmc wants to develop the land

Ruslan Feldman hopes to have dismissal of suit this month

Atalanta is incorporated and has 501c3 status

Ramon says it sounds as though the suit has no merit

Delianna – lawsuit has been in progress for 4 years, we have paid money for a lawyer, sica and susa have paid, they tried to go after international

Marston – was on the board and exec director when title was taken. Issue now is: lawyer sent a letter that we were released with prejudice (can't sue susa again) so that is good.

The difficulty is that susa needs to make sure that regions and subsidiaries inform susa about projects. Understands rocky mt. wants to continue project but he cautions that we know all the details.

Ruslan suggests that they put something on the land to help the lawsuit.

Marston says they need to be careful about who owns that property (susa)

Lucian – what we have discussed and our position

Rasjidah – cautioned ruslan to be careful about moving and implicating susa

Myrna – people seem to be very enthusiastic about it now.

Malama – letter was well written. People moved to co to support. Still has a life (and teeth)

Delianna – needs a clear title first

Rasj – needs to come through board

Marston – could b/c a 501c3 and do on own, if want to do under susa umbrella need sign off

Rasjidah asked for motion.

Deliana: while we support the good efforts of atalanta, at this time we can't financially support the project

Subud usa is not financially interested, has no legal responsibility, is not legally associated with them, has no financial interest and is not financially liable with the atalanta project. Subud usa and its subsidiaries and atalanta are separate legal entities.

Lucian moves and it was seconded that we disassociate ourselves in a formal way from the atalanta project and assume no financial liability.

Motions is passed

Motion to adjourn for dinner

Question:

Testing - State of each region and wing

Or go back to work

Regarding Subud National Office and its Succession Plan

Regarding Melinda Wallis and her retirement . As early as one year from now we hope to have the plan in place. There currently is no plan and Melinda needs to be involved in developing the plan. The office is in Bellvue, WA, but the physical facility is unacceptable. Improvements that need to be made are insulation, and other basics. The land lord does not provide appropriate updates. The national committee spent 2 days with Melinda and spent time looking for other office space also looked into buying the office space. The realities suggest that purchasing the building is not in the best interest of Subud USA. Melinda like the office as she has been there a long time. We value Melinda's attributes and need her help in securing the smooth functioning of the national office when she eventually retires. Malama MacNeil wishes the board to test regarding this transition. Hannah Matteson explained that the smooth functioning of the office in the event that Melinda retires.

Deliana makes a motion to ask the national committee to move forward in developing a "Continuity of Business Operations" plan for the natnl office.

Ramon seconds. Liz Ramey wishes to be a part of being included as a wing. Sonya suggests that Regions make requests as to what is needed with regard to national office functions. Rasjidah say that a slow process is best. The membership agrees that we would be "up a creek" if Melinda leaves the planet with all her knowledge. Deliana suggests calling this plan "Continuity of Business Operations".

The motion passed unanimously.

Review of Budget (proposed) See doc. – Marsten Gregory

He explained we are on a zero based budget. Primary increase in proposed budget is to for Helper Travel. The hope is to give more money to the Wings. The budget is aggressive and will be a challenge to meet it. There is a hope for more income from the pledge drive. The whole group discussed how to increase donations to SubudUSA. Wings are asking for travel support as well. Liza Ramey, S.D. spoke to this. She said SD tries to refund 25% of members travel costs. She requests the committee consider increasing travel funds to SD.

*Ramon Hildreth moved to accept the proposed budget for 2011. Myrna Ramsey seconded it. The motion was passed unanimously.

Review of Wings Projects, activities and funding: Marsten Gregory explained Wings funds and said each fund has a new policy for its administration. These policies, seen as housekeeping steps, have been agreed to by the Wings prior to the meeting. (See doc.)

Rasjidah Franklin stated that the Pension Endowment fund falls under Endowment and should not be treated similarly to other funds listed in this doc.

Day 2 Board of Directors Meeting, Subud USA /Portland, OR

Testing of each region and each wing occurred, asking the current state of each, how would God have it be, and what is needed to be in accord with God's will. The membership broke into small discussion groups.

Following lunch, the National Dewan tested regarding a site to hold the summer Kedjiwaan gathering. Receiving was inconclusive and led the dewan to reconsider whether to have the gathering or not. It was decided to share the receiving with the entire membership and seek correct solutions. One consideration was to allow Wings to host a gathering.

Rasjidah Franklin requested a moment of deep quiet to begin the meeting. She then mentioned these sub committees

Organizational Structure

Outreach Sub-committee

Dignity and Caring

And the committee's responsibility to respond to the resolutions of Congress.

*Sonya moved to maintain current subcommittees and Ramon seconded, Motion passed.

Out Reach Committee

Shoshanah Margolin spoke about the Survey.

-Communication to public about Subud

-Speaking to our own membership

-And to those of different faiths.

Dignity and Caring Sub Committee

for members having difficulty in the Material

For aging members, needs for one time financial emergency

Emanuel and Amelia Williams are interested in this co-housing committee and Malama MacNeil read a letter to the membership from the Amelia Williams. They are initiating first steps in research and exploration.

Aminah Ulmer- National Helper

Hoan Toan Phan – National Helper

ShoshanahMargolin – liason

Lucian Parshall suggested attaching all related material, letters and documentation discussed in this meeting.

Alexandra was asked to respond regarding SES. Rasjidah said she was also on this committee since Alexandra didn't know what was happening. Marsten Gregory expressed a model for SES in Seattle in which small business owners or would be owners gather to discuss possibilities. He said several businesses have arisen from this process.

Rasjidah accepts reports from Caring for Members as presented.

Shoshanah, on Survey results analyzed. Gives preview of National Communications Survey. Resolution passed in Congress to get membership feedback.

Demographics – 393 members or 27% of active membership completed survey

Lorraine requested to analyze paper copy vs computer surveys returned.

74% of 393 members said they preferred communication online.

New members should be asked in their welcome packet which method would be appropriated for them – by Liz Ramey

3% between 16 – 30 years old completed the survey

49% between 61-75 years old completed the survey

Side conversation

Malama MacNeil and Sonya Conrad both agreed that contact data on members has a certain degree of inaccuracy that needs to be factored in and repaired.

Ramon Hildreth suggested an updated system to record Member preferences online.

Rasjidah asked Ramon to be responsible for a committee to resolve this concern.

Liza Ramey expressed her concern about integration of multiple new systems. Marsten wants us to look at the World Congress website since he thought it was exceptional.

Newsletter feedback – moderate general interest in news letter, members are most interested in personal spiritual experience, personal stories and projects, as well as international news; requested improved layout, wants USA newsletter more like Canada's newsletter;

Email – in general members appreciate email communication 54% very satisfied with frequency.

Shoshanah continued to share highlights of the survey with many side conversations and ideas interrupting the flow.

Membership wants updated website and new design

Categories :Newsletter Feedback, Email, List Servers, FaceBook, Website, Regional Members 40% want conference call latihan .

Rasjidah asked Christine, Ramon and Lucian to form a committee to review online communications systems.

Organizational Structure (subcommittee report from Deliana Fuddy)

1. Governance – Looking at strengthening the board's structure, improve continuity and effectiveness. At NC level, have a chair elect for two years, be the chair for two years, and then then past chair for two years (2-2-2). Secretary and treasurer be voting members and have different terms. Regional reps on Board of Directors will serve a 3 year term. Decision as to who sits on the board can be a regional decision, not necessarily the regional chair. Chair can then focus only on its region if it wishes. Directors at large, one or two, will have voting rights and specific duties as chair of a committee. Wing reps. will have voting rights on board. Governance committee is hoping to finish decision-making by end of year, then put it on paper for the next gathering.
2. Membership – Committee has not begun to look at this, but intend to do so in the coming year.

3. Policy and Procedure Manual – Lucian Parshall sought to provide a sole source document that is simple, easy to use, consistent, and able to be shared by the membership. He presented a working draft of an Operations Manual (SOPPS). This draft is to be approved and/or amended by the Board. Lucian informed the members regarding items missing and items that require revision and/or expansion. Members made recommendations and asked questions for clarification. Questions arose about treatment of sub-committees, standing committees and relationship of Wings to the Organizational Structure. Addition to the Ops manual of policies and plans for “Continuity of Business” across terms was suggested. Many comments for additions ensued. Hannah Matteson was volunteered to be on a committee to pursue future revisions.
4. Shoshanah discussed definition of National Center vs National Office. She discussed the testing for National Center which was unanimously NO. The testing for pursuing development of National Office was unanimously YES as a priority for the National Committee. Margaret Aldis read a letter from Siti Rahayu regarding the Washington, DC housing project. She requested “support” from the National Committee. “Support” was never defined. Marsten said he was not comfortable offering any kind of support without supporting documentation. Lucian said he offered his enthusiastic personal support and good wishes for the regions development of the new housing project, but nothing more.
5. *The Board of SubudUSA enthusiastically supports the Metro Washington DC housing project seconded by Deliana Fuddy. The vote is unanimous. It is also supported by the ex-officio members of the board.

Endowment Fund Report – Deliana Fuddy

1. See Document submitted by Deliana Subud USA Endowment Report (11/02/2010)
2. Marsten reported that he did an analysis of savings accounts across the country in Subud and suggested those funds be consolidated into one fund at the national level.
3. Decisions on investment were made based on 10 year projections of future markets.
4. A request is made to use \$4,000 as a small portion of the endowment fund to pay legal fees.

*Lucian Parshall moved and Margaret Aldis seconded that the Subud USA Board of Directors, with permission of the donors of the sub fund of the Pension Endowment Fund be used to pay the legal fees for Melinda’s Pension, and that the sub-fund then be closed. The motion is passed unanimously.

Rasjidah proposed that the content of the annual gathering, 2011, be presented by the Wings. and asked them to discuss and test this possibility.

National Helpers were asked to continue testing more general questions regarding a location for this gathering.

Marsten requested a motion to clarify allocation of interest income to various funds.

*Lucian moved that Subud USA restricted fund's income be distributed equally to each fund and 10% will be allocated to the general fund. He also moved that Subud USA shall be allowed to use the Archive's Fund to pay for storage of Archival Materials beginning 1/1/2010. Deliana Fuddy seconded and the motion passed unanimously.

Fund Raising discussed: It was suggested to develop a collaborative fund raising group for Subud USA. A lively discussion ensued. Those most represented were Lorraine Tedrow, Liz Ramey, Sonya Conrad, Marsten Gregory and Christine Szepesi.

Recommendation was made by Alexandra Blond that Subud USA develop a fundraising plan. Rasjidah requested that she work with Marsten Gregory developing this plan. Marsten Gregory agreed to present it by the end of January 31, 2011. Christine suggested that fundraising ideas are published for the entire membership, and that Subud USA offer support to regions for fundraising.

Wings vs Professional Organizations: Alexandra Blond
Sonya Conrad stepped down from her role as Vice Co-Chair Subud USA

Rasjidah moved to adjourn Shoshanah seconded. Meeting was adjourned.

National Helpers returned from a long testing session and reported:
The best possible location for the 2011 annual gathering of Subud USA was in the middle of the United States. The test that received the most light was to gather on a cruise ship either ocean or river.

