

Annual Report | 2014



RIGHT USE OF POWER INSTITUTE

<http://rightuseofpower.org>

Message from Institute Directors

In our first official year as a 501(c)3 non-profit organization, we begin by thanking all our supporters including our Board of Directors, Guild members, donors and friends. Your support means a great deal. We also want to especially acknowledge the input and expertise of our generous volunteer consultant, Ren Feldman.

Amanda and Cedar have thoroughly enjoyed working together, continuing to develop their partnership as directors of the Right Use of Power Institute. 2014 is the 20th year of development for Right Use of Power programs! The first book (the teacher's manual) was published in 1994.

Amanda's creative and technological strengths have brought us our new user-friendly website and online resources for our Guild members. We plan to continue to develop our online tools, and social media utilization and to create webinars in the coming year.

Having been the only trainer of new facilitators for 20 years, Cedar, in planning for the future, approved Magi Cooper of Nanaimo, British Columbia, to begin training facilitators and to provide ongoing mentoring. Amanda, who is also stepping up in teaching and mentoring, accompanied Cedar to Grand Rapids to assist with a 16-person Facilitator's Training.

It's been a good and satisfying year. We feel and experience Right Use of Power energy, information, and reputation spreading through book orders, requests for guidance, training and consulting with organizations outside Cedar's network. It is evident that people are recognizing more and more the value of this relational approach to ethics and issues of power.

Our membership and income are slowly but steadily building, as you will note in this report. With big plans for the future, we intend to raise funds to further this important work in the coming years. With your continued support, we are confident of the Institute's ability to fulfill its mission in the coming years.

Warmly,

Cedar & Amanda



Cedar Barstow, M.Ed., C.H.T.
Executive Director



Amanda Mahan, M.A.
Administrative Director

Mission

The mission of the nonprofit Right Use of Power Institute (RUPI) is to assist in creating a global culture of peace through vital education in the right use of personal, professional, status, and collective power. Right uses of power are relationship actions and attitudes that prevent and heal harm and promote conflict resolution and empowerment for the common good.

To accomplish this mission, we develop and provide programs that teach practical, inspirational, and engaging practices for wise use of power with both strength and heart. We train and support facilitators to work with organizations and individuals—children, adults, and professionals—in a variety of fields all over the world. We maintain a website and sell relevant books and e-courses as well as offer a newsletter, blog posts, material and information as well as guidance and consulting services to help people and organizations use their individual and positional power with wisdom, compassion, sensitivity, and skill.



Core Concepts



Be Informed & Present - Ethics, in its greatest context, is the practice of the right use of power in all relationships. Here, you'll learn about the inherent dynamics that accompany relationships where there is a role-power difference—the potential for good, the responsibilities, the distortions, the vulnerability and risk for harm. You'll learn to gather the guidance you need for right-use-of-power actions from the people you are with, your internal felt sense and intuition, and the lived history of your service profession in the form of ethical codes or guidelines.



Be Compassionate & Aware - The focus of this dimension is self and self-awareness. You'll come to understand and learn from your attitudes, beliefs, wounds and habits in relation to issues of power and authority. You'll explore your empowered and disempowered self and discover how your use of power and influence affects others. You'll reflect on examples of misuses of power and work with understanding and healing shame, an isolating and disempowering emotion. You will bring mindfulness and presence to your responses and learn how to live in the power zone.



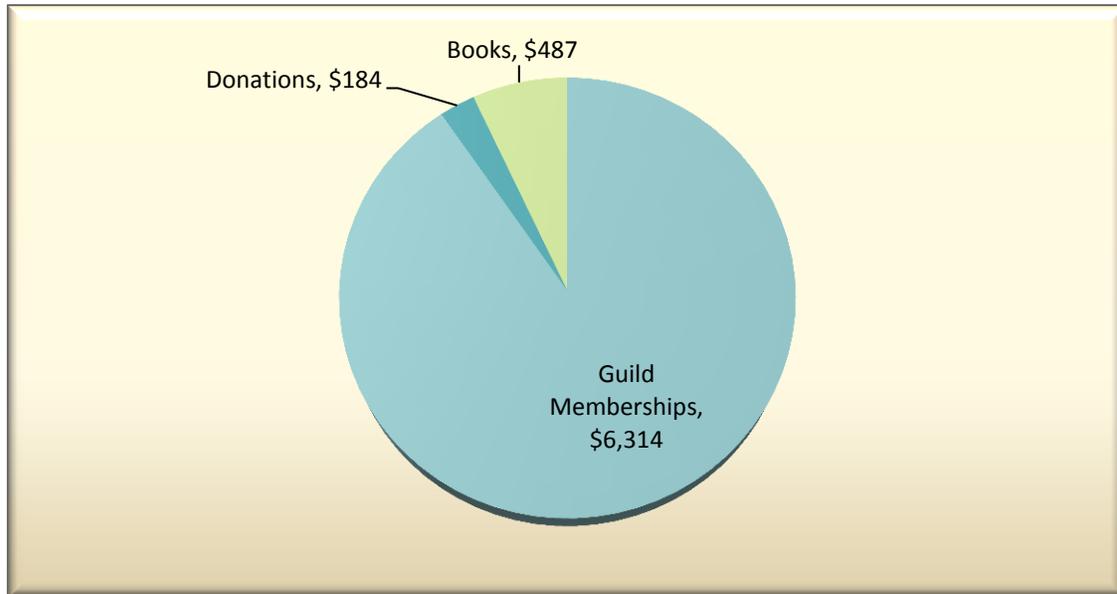
Be Connected & Accountable - You'll learn that ethical behavior is dependent upon being in right relationship, which begins by acknowledging the power and complexity of connection. You'll increase your skillfulness in sensing difficulties and staying current in both personal and professional relationships. You'll learn about the many factors that can lead to unintended harm. You'll practice staying connected even in conflict and using conflict to clarify, resolve and repair relationships. Lastly, you'll begin to understand that accountability is an expression of caring.



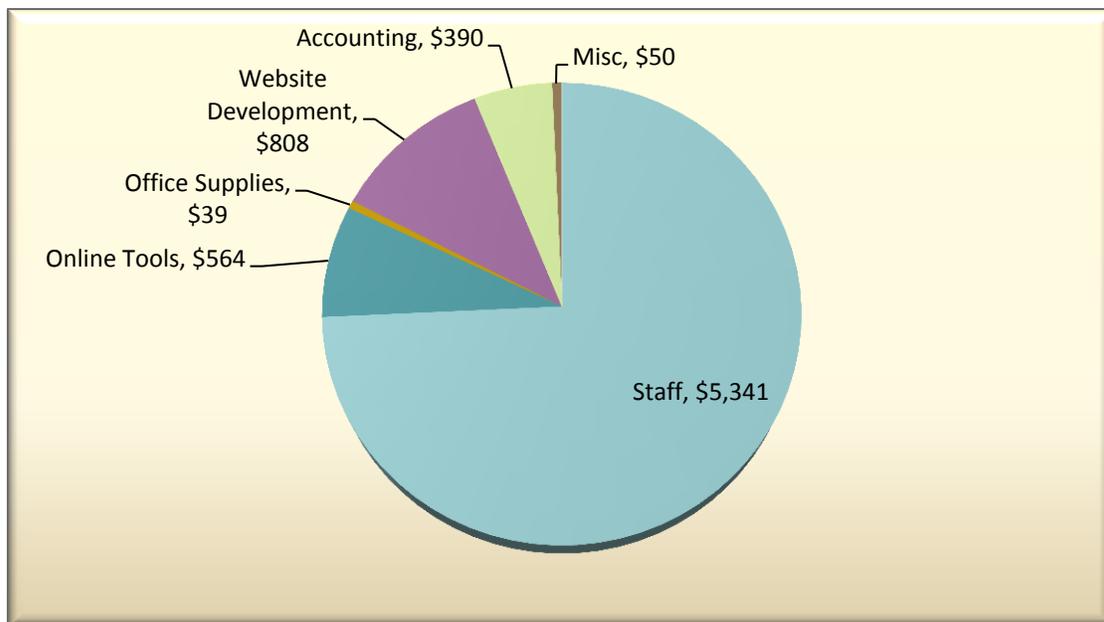
Be Skillful & Wise - In this dimension, wisdom is developed and utilized. You'll learn that doing the right thing is more effective when it's done skillfully. You'll identify and study personal tendencies, beliefs and barriers that may make us vulnerable to specific misuses of power. You'll increase your understanding of power dynamics and diversity issues, while putting into action good self-care, which is vital for the wise use of power. You'll refine skills of asking for, receiving, giving and using feedback. Ultimately, you'll come to see that wise and skillful uses of power are a social force for good.

Financial Management

Income – In 2014 the Institute’s income was primarily from Guild Memberships, followed by book sales and then donations. **Total income for the year was \$6,985.**



Expenses – Similar to 2013, the greatest expense was for Institute staff (Administrative Director and Administrative Assistant). The Executive Director does not receive a salary from the Institute. New expenses this year include the new website and hiring an accounting person to help manage the Institute’s financials. **Expenses for 2014 totaled \$7,192.**



Although our expenses exceeded our income for the year by \$207, our ending bank account balance for 2014 is \$680.69 from our positive account balance from the previous year.

Membership

Currently with over 250 teachers across the globe, those trained in the facilitator’s training through the Right Use of Power Institute are invited to join the RUPI Guild. The Guild provides supportive resources to allow these teachers to adapt the RUP material and provide training to populations in their area of the world. Resources provided include marketing and curriculum-development support from RUPI staff and a Guild portal on the RUPI website with a library, discussion area, membership lists, partner-organization references, networking functions, and creative brainstorming and program-development tools. Teachers may join at any level suitable to their circumstances and level of support needed.

Level	2013	2014
Patron (\$250+)	3	5
Teaching (\$120)	32	38
Networking (\$48)	38	55
Friends (Donations)	2	3

Accomplishments

Non-profit Status

While the Right Use of Power Institute applied for 501(c)(3) status from the IRS in 2013, we received our formal determination letter in August of 2014. We are pleased to be an official tax-exempt non-profit working towards the goal of bettering humanity through the right use of power.

Website & Online Support

One of our greatest achievements in 2014 was the development of our new website which offers more user-friendly access to the Institute’s ideas and offerings. Also developed were two locations on the site that offer support to our Guild members and Board of Directors: the *Guild Portal* and *Board Portal*.

Training

In 2014 Cedar trained 34 new teachers and provided multiple workshops in several parts of the world. Many more Guild members than last year have reported scheduling and conducting trainings in 2014. We have supported this growth through monthly conference calls for teachers to debrief their workshops and create goals for accountability. This year Cedar added a new component to the teacher’s training in which they report back on their first presentation within two months. This initiative has shown substantial potential for inspiring confidence for new teachers to adapt the material and use it more consistently.

Up until this year, Cedar has been the only one to train RUP teachers. This year she has started to train others to do the same. Magi Cooper of British Columbia is now officially teaching all levels of training including facilitator training and has been offering support and fresh ideas for new exercises and programs. Amanda Mahan is also being trained in this capacity.

Outreach

In addition to monthly Guild conference calls, RUPI has expanded its outreach efforts to include enhanced social-media use and continued distribution of monthly electronic newsletters to reach an ever-increasing number of interested readers. (The current number is approximately 1,100.) We also created a monthly newsletter specifically for Guild members to support and inform RUP teachers.

Consulting

Cedar has been sought out and hired as a consultant and trainer by 6 organizations working with national and international populations in the last year. She provided guidance with ethical concerns, issues of power and grievance processes. This development indicates the reputation of right-use-of-power ethics is reaching a much broader audience and is seen as providing some important and needed information.

Looking Forward

Fundraising

With our newly granted non-profit status, the Institute will be heavily focused on fundraising in the upcoming year. Projected efforts include an electronic “ask” campaign, pledges and a mini-book promotion.

New Edition of Right Use of Power: The Heart of Ethics book

Cedar is currently writing a new, 10th-anniversary edition of her first perfect-bound book. The new edition is set to be released in early spring of 2015.

Webinar Series

A series of videos and webinars are in the plans for development in the coming year. We are excited to offer teaching on a variety of RUP topics for both the public as well as guild members.

Mentoring Program

In an effort to encourage teachers to offer more programs, we plan to implement a mentoring program for those guild members who would like a structure for their continued training as RUP teachers. We expect this program to increase the skill and confidence of teachers both new and experienced.