

# Annual Report | 2015

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RIGHT USE OF POWER  
INSTITUTE

RIGHT USE OF POWER INSTITUTE

<http://rightuseofpower.org>

## Message from Institute Directors

Now at the end of our second year as a 501(c)3 non-profit organization, we begin, as always, by thanking all our supporters including our Board of Directors, Guild members, donors and friends. Your support is the foundation for our growth and development.

In August of this year Cedar published the 10<sup>th</sup> Anniversary edition of the *Right Use of Power: The Heart of Ethics* book. She added over 100 pages of new material from ten years of learning and teaching. To go along with the new book, Amanda created a new Starter Guide to aid new teachers in creating their first RUP programs. Our hope is that these materials will continue to evolve over time.

Cedar, Amanda and Magi co-taught a RUP workshop and teacher training in July of this year with great success. Together they are planning and will co-teach the Advanced Teacher Training scheduled in 2016. The cultivation of more advanced teachers will ensure RUPI's continued growth for many more decades to come!

We continue to feel and experience Right Use of Power energy, information, and reputation spreading through book orders, requests for consulting from organizations all over the world, and training. This year Cedar and Amanda completely revamped the RUP CEU offerings online and have made them more available to a wider audience. We are also happy to announce that RUP material is now successfully embedded in the ethics courses of seven different graduate programs!

As you will see in this report, our membership and income continue to build, particularly with this year's added fundraising campaign. 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 Aguilera, 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.



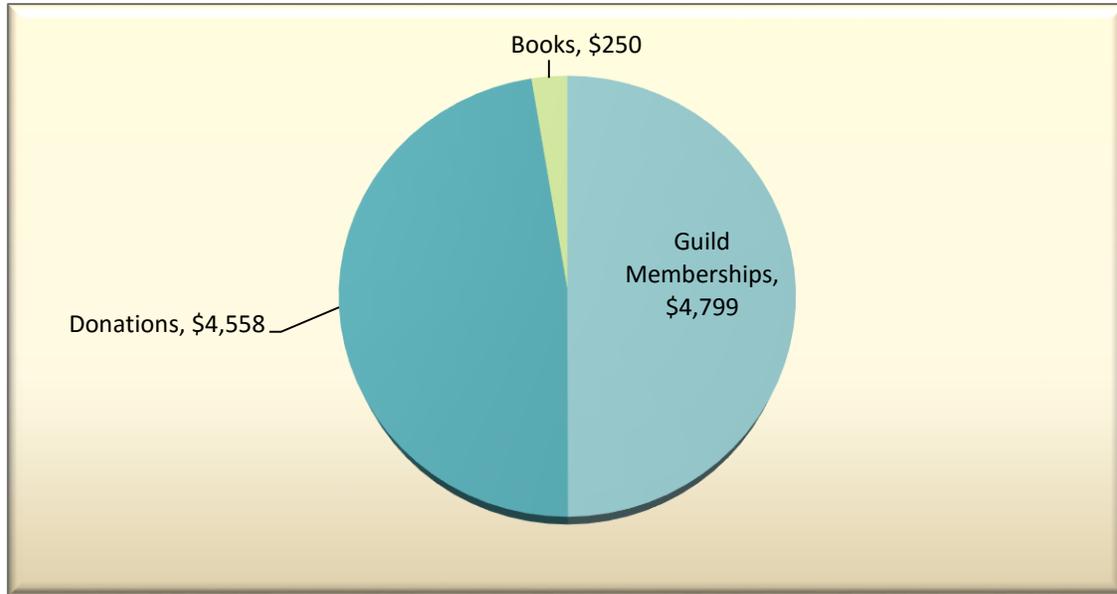
**Be Connected & Accountable** - You'll learn that ethical behavior is dependent upon being in right relationship, which begins by acknowledging the power and complexity of connection. You'll increase your skillfulness in sensing difficulties and staying current in both personal and professional relationships. 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 2015 the Institute’s income was primarily from Guild Memberships, followed by donations in the fundraising campaign and book sales. **Total income for the year was \$9,607.** This amount is \$2,622 more than 2014’s income.



**Expenses** – Similar to previous years, the greatest expense was for Institute staff (Administrative Director). The Executive Director does not receive a salary from the Institute. New expenses this year include gifts for donors and accounting software. Office supplies includes printing and postage. **Expenses for 2015 totaled \$8914.**



## Membership

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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	2015
Patron (\$250+)	3	5	3
Teaching (\$120)	32	38	48
Networking (\$48)	38	55	35
Friends (Donations)	2	3	31
<b>TOTALS</b>	75	101	117

## Accomplishments

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### Webinars & Video Conferences

We were able to offer our first webinars online in 2015 to Guild Members to enhance and continue RUP teachers’ learning experience. Since Cedar is constantly developing new material this is a great way to get the new information out to our international community of teachers. We also enhanced our monthly call experience this year with the use of an online video conference platform. This platform allows teachers to see and interact in a deeper way and we have received good feedback from Guild Members.

### Fundraising Campaign

One of our greatest achievements in 2015 was our very first fundraising campaign. We had a campaign page on our website with a fundraising video, gifts offered at different pledge amounts, and an especially-designed pledge card for the event. We raised about half of our \$10,000 goal which substantially enhanced our income for 2015.

### 10<sup>th</sup> Anniversary Edition of RUP Book

Cedar spent a great deal of time updating and adding new material to the most used book in RUP instruction: *Right Use of Power: The Heart of Ethics*. With over 100 pages of new material including new exercises, subjects, and more depth in existing RUP topics, the book provides the most up-to-date RUP information that is now accessible for all.

### Training

In 2015 Cedar, Magi and Amanda trained 16 new teachers together in Boulder, and Cedar provided multiple workshops in California. Though there were fewer trainings and fewer teachers trained in 2015, there was a much larger number of people trained than in 2014. For

example, in the 2015 Boulder training Cedar trained more participants than she has ever taught in a single regular RUP workshop (24 participants) and teacher training (16 participants), and she trained almost 200 participants in California!

### CE Credit Courses

Amanda spent time re-formatting RUP CE Courses and creating a new platform that fits both new NBCC requirements and creates more ease for users and staff for accessing and completing e-courses. This streamlined process will mean less time spent in management and provides a platform that can be used by Advanced Teachers in offering webinars for CE credit online.

### Consulting

Cedar continues to be sought out and hired as a consultant and trainer with national and international organizations throughout the world. She provided guidance with ethical concerns, issues of power, leadership skills, organizational problem solving, and grievance processes. These organizations range from healthcare providers, to large corporations, to spiritually based organizations and small non-profits.

## Looking Forward

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### Fundraising

We will continue our fundraising efforts to provide necessary resources to support the ever-growing Institute. We hope to create an annual campaign that will inspire continued pledges of support. In addition, Amanda plans to start researching applicable grants that could help diversify the Institute's funding sources.

### Advanced Teacher Training

We are so excited to announce our very first Advanced Teacher Training happening in the Spring of 2016. Applications have already been submitted by experienced teachers and we are looking forward to developing an intimate community of about 12 Advanced Teachers who will be able to offer webinars, RUP consulting and specialized RUP trainings in their area. Eventually we will draw from these teachers to help offer teacher trainings in the future. The training itself will be four days of intensive training in new RUP skills, teaching skills, relationship and organizational building, marketing tips and an integration of ideas for developing the RUP curriculum.

### Teaching Videos

We are planning to capture Cedar on video teaching the fundamental RUP exercises and theory. These videos will be available sometime in 2016 to Guild Members through the Guild Portal.

### New Guild Portal Membership

Amanda will create a new login membership structure for the Guild Portal giving each Teaching level Guild member their own username and password with access to exclusive Guild pages on the RUP website.

### **Graduate RUP Ethics Course**

We plan to further the development of an ethics course with RUP as a foundation that is designed specifically for graduate degree programs in psychotherapy and counseling.