

# Annual Report | 2016



RIGHT USE OF POWER INSTITUTE  
<http://rightuseofpower.org>

## Message from Institute Directors

Our third year as a 501(c)3 non-profit organization was one of stability and growth. While we didn't reach all of our goals, we could not have come this far without the support of our Board of Directors, Guild members, donors and friends.

In July of 2016 Amanda joined Cedar and Cedar's co-trainer, Magi Cooper, in teaching a Core Workshop and Teacher Training with 22 participants and 18 new RUP Teachers. Notable in this training were a heartening and significant increase in the number of men and people from multiple countries, cultures, and races.



**Cedar Barstow, M.A.**  
*Administrative Director*

Cedar, Amanda, and Magi also taught the very first Advanced Training for people who had already completed the basic Teacher Training. It provided a chance for these teachers to share what they have been doing with RUP, review and go deeper with foundational exercises and concepts, learn new material, and collaborate in developing new ideas and directions. Another Advanced Training is scheduled for the fall of 2017. The cultivation of more advanced teachers will ensure RUPI's continued growth for many decades to come.

In addition to having a baby, Emma, and buying their first house, Amanda created RUPI's first Intranet through Bitrix24. The intranet gives staff and teachers a robust set of tools for collaboration, organization and communication.



**Amanda Aguilera, M.A.**  
*Administrative Director*

We continue to feel and experience Right Use of Power energy, information, and reputation spreading through book orders, continuing education e-courses, university courses, requests for specialized programs, and our core training. Right (and wrong) uses of power are highly visible and charged these days and our teachings about understanding power, its shadow aspects, and how to be vigilant and use it wisely and well are, as always, both needed and transformative.

Warmly,

*Cedar & Amanda*

## 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 teachers 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.

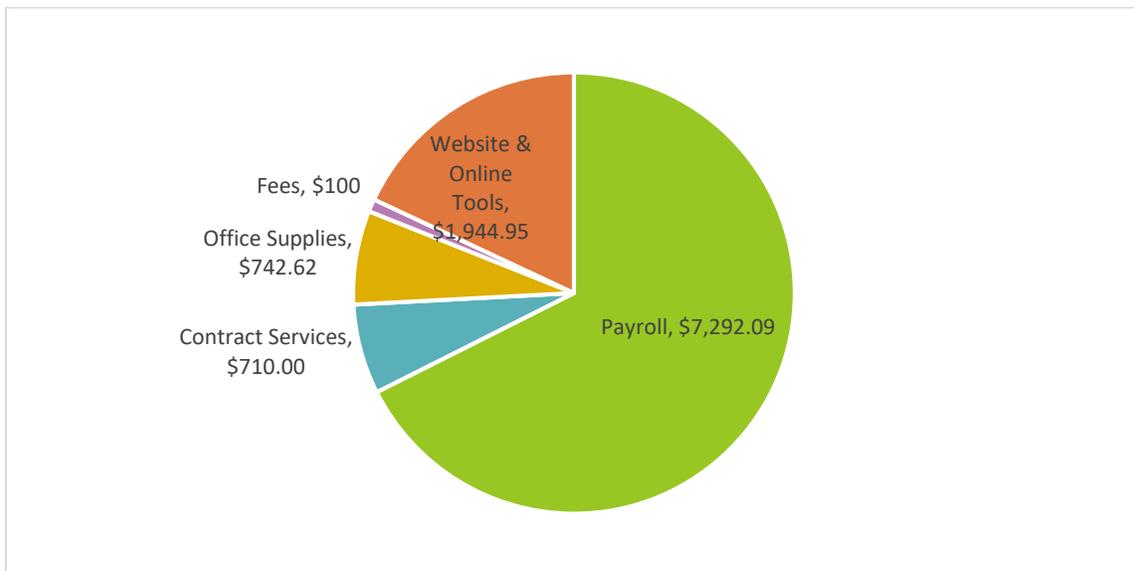
## Financial Management

**Income** – In 2016 we saw an increase in funds from Guild Memberships and a significant decrease in donations. We are evaluating our fundraising efforts to increase our donors in 2017.

**Total income for the year was \$8,575.** This amount is \$1,032 less than 2015's income.



**Expenses** – This is the first year we have ended in the red. We decided to get a credit line for the Institute so we could invest in the Intranet and other services and hardware for the Institute's expansion. Similar to previous years, the greatest expense was for payroll and contract work. The Executive Director still does not receive a salary from the Institute. Office supplies includes new software, hardware, printing and postage. **Expenses for 2016 totaled \$10,789.66.**



## Membership

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Currently with over 275 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, the RUPI Intranet with a library, discussion area, workgroups, video conferencing and other networking functions. Teachers may join at any level suitable to their circumstances and level of support needed.

Level	2013	2014	2015	2016
Patron (\$250+)	3	5	3	6
Teaching (\$120)	32	38	48	54
Networking (\$48)	38	55	35	15
<b>TOTALS</b>	<b>73</b>	<b>98</b>	<b>86</b>	<b>74</b>

## Accomplishments

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### Advanced Training

In March we held our very first Advanced Teacher Training where 12 of our RUP teachers came together to collaborate, learn and commit to a higher level of RUP involvement. Teachers had the opportunity to go deeper with the RUP material, get to know one another, and learn more practical tools for teaching RUP for an income.

### Workgroup

In the Fall of 2016 we started a small workgroup of 8 of our RUP teachers who volunteered to brainstorm ideas for branching out into new realms with RUP. This group is actively working on several tasks: RUP coaching and consulting with individuals and organizations, offering guidance to small organizations in writing ethics guidelines and creating RUP grievance procedures that focus on education, resolution, and repair; customizing programs for specific groups; curriculum packages for bodyworkers and psychotherapists; developing assessment tools; and new marketing plans.

### Volunteer Program

Amanda started a volunteer program for RUPI. It started with the 2016 fundraising effort and includes three ways to get involved: 1) Gather Together (getting groups together to talk about power); 2) Own Your Power, Spread the Love (presenting RUP – for those trained in RUP); and 3) Skill Share (skills that can be useful for RUPI). This is now expanding into a section on the website where RUP activities can be downloaded and used by anyone to: help understand the nature of power and how to use it well; help people talk about differences (political and personal) without ignoring or arguing; help activists stay healthy and effective.

## RUPI Intranet

In the Fall of 2016, Amanda began putting together the RUPI Intranet with Bitrix24. It includes features like workgroups, discussions, video conferencing, a fully functioning CRM, cloud drives, calendars, task management, and much more. The intranet was initially used and tested by RUP staff and then expanded to the Consulting Workgroup. In 2017, the intranet will be available for use for all RUP Teachers who are current guild members.

## Fundraising Campaign

With a different approach in 2016, the fundraising effort had the theme of “Own Your Power, Spread the Love” and was connected with the GivingTuesday event. Amanda created a new webpage for the fundraiser. The effort raised about \$2000.

## RUP Teachers Advancing RUP

We feel proud of the work that a number of our Guild Members have done this past year. RUP Teacher and RUPI Board member, Kathy Ginn has been developing, adapting and teaching Right Use of Power to massage therapists and bodyworkers for more than ten years now. Board member Magi Cooper, has been using RUP with Canadian First Nations people and has co-developed a curriculum to be taught in schools, Deena Martin teaches RUP regularly at conferences and at her university in Canada. Peg Syverson is being called to present RUP in an international meditation organization. Linda Baird was asked by an international yoga group to help them write a code of ethics and set up the RUP model for a grievance process that focuses on education, resolution, and repair. Sallie Engle works with RUP in public schools and has taught more than 10 programs this year. Kippi Klausen integrates RUP into youth training programs throughout the state of Colorado and and the U.S. Amanda Aguilera was contracted by the State of Oregon to create a state-wide RUP curriculum for the staff who work in youth corrections. These are examples of the many directions that RUP teachers are taking leadership.

## Looking Forward

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### Reconnecting with RUP Teachers

One of our main goals for 2017 is to re-connect with the over 250 RUP teachers that have been taught over the years. We plan to contact everyone individually by phone or email (when we don't have phone numbers). The purpose is to make connections, gather information, and extend an invitation or offer support to get more involved with RUP. We also want to set up a bi-annual check-in process for Guild members to let us know what they are doing in greater detail and with more regularity.

### Advanced Teacher Training

We will be offering a second Advanced Teacher Training in the Fall of 2017. The training will be a little longer and will include everything we learned from the first training. We hope to provide more support for teachers after the training and include what we learn from the Consulting Workgroup.

### **Teaching Videos**

This was a goal for 2016 that we didn't get to. We are still planning to capture Cedar on video teaching the fundamental RUP exercises and theory. Some of these videos will be available to the public on the RUP website and some exclusively for RUP teachers.

### **Workgroup**

We plan to continue the Workgroup to explore options for RUP expansion.

### **Development of the RUPI Intranet**

Amanda plans to continue to develop the RUPI Intranet. She will be developing the CRM function to be used to track teachers, donors and guild members. It will be tested by using it for the re-connection phone calls. She also plans to continue making tutorial videos for RUP teachers so that can more easily access the Intranet's features.