

PHANA – PHASE 2

1. INTRODUCTION

Having actively contributed towards the creation of the North American Pathwork Association (NAPA), PHANA enters a new phase. NAPA has now essentially taken over what was previously PHANA's overall mission, namely: "to foster communication, cooperation and mutual understanding between and within all Pathwork Regions, Chapters, and Groups" in North America. This frees PHANA to focus in a more concentrated way on the needs, interests, and concerns of PHANA members.

Please review the following PHANA Phase 2 proposals:

- A. New PHANA initiatives for the 12 months ending August 31, 2005 (Section 2 below).**
- B. Revised PHANA mission statement (Section 3 below and Appendix 1).**
- C. Revisions to PHANA membership criteria (Section 4 below).**

Please send your comments and suggestions to Roddy Duchesne.¹

2. NEW INITIATIVES

The following new initiatives are proposed for the 12 Months ending August 31, 2005. These are in addition to already ongoing initiatives, including (a) The existing Register of Pathwork Helpers; (b) PHANA's website; (c) Web/desktop services.

A. Extension of the Pathwork Teachers Helper (PTH) service.

During the service's present introductory period that ends February 28, 2005, the service is available free-of-charge to (a) PHANA members and (b) Pathwork Helpers, Apprentice Helpers, and teachers worldwide. Helper trainees may also use the service with the approval of their respective training programs.

At the end of the introductory period, PHANA members will continue to have free access to PTH. PHANA Associate Members will also have access. PHANA Associate Member is a new PHANA membership category that we will create. It will open a number of specific PHANA services to Helpers, Apprentice Helpers, Helper trainees, and teachers worldwide who are not eligible for full PHANA Helper/Apprentice Helper membership. Teachers include lecture study group leaders.

Those applying to become Associate Members will be able to do so over the Internet. They will be able to pay their membership fees electronically, e.g. using an ecommerce shopping cart and/or Paypal.

In addition, we propose to notify PTH users on a regular basis of new additions to the PTH database.

B. Professional liability insurance

PHANA will offer information on professional liability insurance. If possible, it will negotiate an advantageous group rate.

C. Enhancements to the PHANA website and the Register of Pathwork Helpers

The website will be made more visible over the Internet by making it more accessible to Internet search engines, improving its search engine ranking, and improving its display in searches made in services such as Google. This will improve the usage of the Register and increase the number of referrals received by members listed in the Register.

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An additional Register part will be created that duplicates the entries of all members willing to work at a distance, improving the ease of use of the Register for potential workers in areas without local Helpers.

The maximum text size for Register entries will also be increased by 50% (to 120 words) to provide more informative Register listings.

D. Assistance to Pathwork Lecture Study Groups

An information package to assist new lecture study group leaders will be created and publicized.

E. Initiatives in cooperation with the North American Pathwork Association (NAPA)

Section 3 below notes a number of areas of common interest between PHANA and NAPA. Practical examples include guidelines and standards (e.g. Code of Conduct for Pathwork Helpers); a public register of recognized Helper training programs and PT/Pathwork Studies programs; fostering the Pathwork in new areas; conflict resolution.

F. Calling forth of new PHANA Council members

We are inviting members to join the Council. Council particularly seeks volunteers who will help with the following functions: the Pathwork Teachers Helper (PTH) service; membership liaison; accounting; website work, and projects (for example work relating to malpractice insurance, and to creating and publicizing an information package to assist new lecture study group leaders).

3. REVISED MISSION STATEMENT

As noted in the introduction, the newly created North American Pathwork Association (NAPA) has now essentially taken over what was previously PHANA's overall mission, namely: *"to foster communication, cooperation and mutual understanding between and within all Pathwork Regions, Chapters, and Groups"* in North America. The full text of PHANA's original mission can be reviewed at the PHANA website: www.phana.org.²

With NAPA now responsible for this wider and more organizationally-oriented mission, PHANA is free to, and needs to, focus in a more concentrated way on the needs, interests, and concerns of PHANA members. Hence the proposed new mission statement shown in Appendix 1.

To help show the relationship between PHANA and NAPA, Appendix 1 is laid out in a way that facilitates comparison between the two bodies. PHANA and NAPA will cooperate in a number of important areas, including:

- Applying Pathwork principles and fulfilling the Pathwork task at the individual and community levels.
- Helper training guidelines and standards.

While NAPA is the main regulatory authority in North America with respect to these guidelines and standards, PHANA has a critical interest because these guidelines and standards underpin PHANA's Register of Pathwork Helpers.

- Code of Conduct

PHANA's Code of Conduct is for individuals, while NAPA is interested in an organizational code of conduct, as noted in Appendix 1. PHANA and NAPA share some common interests in this area, partly because organizations are composed of individuals.

- Public awareness, recognition, and trust in Pathwork Helpship
- Growth of the Pathwork in new areas
- Conflict Resolution

² Click on the "Mission" link in the top left box on the home page.

4. REVISIONS TO PHANA MEMBERSHIP CRITERIA

To date, new and renewing members have been asked to sign their acceptance of seven criteria that are based on the views expressed by respondents to the 1999-2000 survey of US/Canadian Helpers. Experience over the 2 ½ years since PHANA's inception has shown the need to modify the original criteria.

The table below shows proposed revisions – with additions to existing criteria shown in **bold italic font**. Deletions are shown in ~~struck through~~ font.

| | |
|-----|---|
| (a) | I base my work on the Pathwork Guide lectures. |
| (b) | I have made a Stage IV commitment as recommended by the Guide in AD6: <i>Stages and Questions</i> ³ or a commitment that is equivalent in substance even if it is worded differently. |
| (c) | I consciously incorporate the Pathwork principles into every aspect of my life. |
| (d) | I am in peer or paid supervision with a recognized Pathwork Helper or other person approved by a recognized Pathwork Regional Organization or by PHANA. <i>Honoring the law of brotherhood, I do continuing personal work including individual and/or group process work. In addition, if I have workers, I am in peer or paid supervision with a recognized Pathwork Helper or other person approved by a recognized Pathwork Region or Chapter or by PHANA</i> |
| (e) | I honor the International Pathwork Foundation copyright and trademark policies. ⁴ |
| (f) | I am willing to engage in cooperative personal dialog with other Helpers; with the Foundation and its Councils and Committees; <i>the North American Pathwork Association; and with PHANA.</i> I am willing to be constructively confronted within the Pathwork community. |
| (g) | I agree to train others to become Pathwork Helpers and Counselors only within, or in cooperation with, a training program recognized by the Pathwork Foundation, or as authorized by PHANA <i>North American Pathwork Association.</i> |
| (h) | <i>I commit to conduct myself in ways that build trust, confidence, and respect in the title Pathwork Helper. To this end, I commit to maintaining standards of social, professional, and ethical behavior that meet or exceed social norms. I sign that I accept the basic commitments above; that I have read the PHANA Code of Conduct; and that I agree to abide by it</i> |

The above changes and additions reflect considerable discussion among the PHANA Council, and consultation with the Helpers Advisory Group (HAG), the North American Pathwork Association Council, and a number of PHANA members.

Criterion (h) above refers to the 7-page *PHANA Code of Conduct*. We invite you to comment on the latest draft of the Code. You can access a copy of this on the PHANA website: www.phana.org.⁵ You can read the copy on your computer and/or print it out. If you print it out, the Acrobat PDF version is best for printing.

If you do not have access to the web and would like to have a printed copy sent to you, please contact Roddy Duchesne, the PHANA Coordinator. Footnote 1 on page 1 provides his contact information.

³ The text of AD6 is posted on <http://www.phana.org>. Click on the "Helpership Materials" link on the lower left of the home page.

⁴ A summary statement of these policies can be found at the end of each 1996 Edition Lecture and each Unedited Lecture. Please go to the same link noted in footnote 2. A full statement of these policies can be found on the *Complete Lectures of the Pathwork* CD-ROM. A full statement can also be obtained from the Foundation Office.

⁵ Click on the "Helpership Materials" link on the lower left of the home page

PHANA AND NAPA: MISSIONS AND FUNCTIONS

| PHANA | NAPA |
|---|--|
| <p>Description</p> <p>Financially self-supporting and self-governing professional association of Pathwork Helpers and Apprentice Helpers, with associate membership for others (e.g. Helper trainees, teachers and study group leaders) who assist the growth of the Pathwork.</p> | <p>Description</p> <p>Financially self-supporting and self-governing voluntary association of Pathwork organizational entities in North America: Regions, Chapters, Groups, and PHANA.</p> |
| <p>Mission:</p> <ul style="list-style-type: none"> • Contribute actively to applying Pathwork principles and fulfilling the Pathwork task at the individual and community levels (See selection of relevant Guide quotations in last panel below). • Promote quality in Pathwork Helpership, and increase the public visibility, knowledge, and standing of Pathwork Helpership in North America. • Provide the services and benefits of association to Pathwork Helpers, Apprentices, trainees, teachers and group leaders, | <p>Vision and Mission:</p> <ul style="list-style-type: none"> • NAPA serves, guides, inspires and unifies the Pathwork in North America and contributes to the flourishing of the Pathwork worldwide. • NAPA brings together diverse approaches to the Pathwork in order to create synergy and wholeness. • NAPA provides a container using the Pathwork process to achieve consensus, mutuality and connectedness among Regions, Chapters, Groups and organizations. • As members of an organization dedicated to teaching and following the Pathwork, we implement the following principles as fully as we can with fellow Pathworkers or on behalf of the organization: open and honest communication; loving confrontation of fellow Pathworkers; self-responsibility including identifying and resolving any issues that separate us from the other; surrendering our self-will and the willingness to give over to the higher good of the organization and all concerned. |
| <p>Main Functions:</p> <ul style="list-style-type: none"> • Promote both high standards of Pathwork Helpership practice and public recognition and trust in Pathwork Helpership, for example by maintaining a publicly accessible professional register, and by requiring members to abide by stated membership criteria and a Code of Conduct. • Increase public visibility and knowledge of Pathwork Helpership, e.g. through the PHANA website. • Provide services that assist Pathwork Helpers, Apprentices, teachers and study group leaders, e.g. through the Pathwork Teachers Helper (PTH) service, insurance. • Promote communication and cooperation among Pathwork Helpers, Apprentices, trainees, teachers and group leaders. • Represent the interests of PHANA members, for example in relation to issues under consideration by the NAPA Council (NAPAC) and the Foundation. | <p>Main Functions:</p> <ul style="list-style-type: none"> • Definition and Recognition of Regions, Chapters, and Groups within North America, including an organizational code of conduct. • Setting minimum standards for Pathwork entities in the following areas while still affording constituent entities flexibility: guidelines for helpership; helpership development/training; Pathwork Studies/Transformation programs. • Conflict Resolution within the North American Pathwork. • Making Pathwork readily available (marketing). • Improving communication and cooperation among the various constituent entities. • Improving communication and cooperation with the international Pathwork community. |

The Pathwork Task at the Individual and Community Levels – Guide Quotes

"It is your **task** to uncover this divine substance, to free it of these God-opposed layers which rob you of your unity with yourself and with God." (20: *God: The Creation*, p. 4)

"Until now, this emphasis was directed exclusively toward your individual fulfillment. Now a new phase has arisen where your own inner expansion has readied you to realize that individual fulfillment is the necessary basis for fulfilling a task in cohesiveness with the total movement that sweeps your world. In other words, more is and must be at stake than your individual fulfillment ... **Your individual fulfillment, which cannot exist to the extent you are unpurified and alienated from the truth of your inner processes, is the most important thing, and at the same time there is something much more at stake. Perhaps I can put it in the following way: you can only find total individual fulfillment if you serve a greater cause** ... You have found that this very service enhances your fulfillment, just as this service requires you to be a fulfilled and happy person. You are beginning to experience that fulfillment of the self lies in the service. And the service can only be executed through self-fulfillment ... The individual is only apparently opposed to the whole." (223: *The Era of the New Age and New Consciousness*, pp. 2-3)

"This particular path will and must create further such communities. And as these communities grow and begin to function better and better, this will be the model, **a new model for world governments, for conducting humanity's business in every area of life.** It will gradually infiltrate." (AD3: *Guide Session for the Washington Group*, p. 3)

"I very rarely make predictions, but if I do, they have a purpose ... If you build and work in a community that lives in this honesty, in this truthfulness, in this intimacy of self-revealing as you really are, not as you want to appear; it must create greater spiritual power centers. It is such a rarity in this world that it will draw power in the spiritual sense, not in the worldly sense. This power will have its effect, and one day the difficulties and frictions that are inevitable in such a venture at the beginning will have taught you the necessary lessons. By handling obstructions in a truly honest, open, self-revealing way according to the principles of this path as you have learned and tried to put into practice, **you will set an example for world government.** It will come, perhaps in years, but most of you will live to see it right here on this earth. Little by little politicians and people of influence will be drawn into this circle, perhaps first seeking work on themselves, and thus bring into the world a new approach. It is a task that will set examples." (209: *The Roscoe Lecture*, p. 4)