

Dear Friends,

I would like to submit some more thoughts on the situation of our current board and adopt a strategy that is fully compatible with our D.O.T. and at the same time will help the resolution of this difficult problem.

My opinion is that Gard will not join us even if we give him facts and tangible proofs. This is based on the following:

- Gard acknowledged many times that Mo was immature and impatient but refuse to draw the conclusion that the board cannot function properly with immature and impatient individual.
- Gard and Mo are from the Fellowship since 20 or 30 years and have developed during the years this friendship that accepts everything from one another. Gard is confusing friendship and loyalty.
- Gard, by his own nature and education is a peacemaker unable to make a decision that may lead to potential conflict. He don't want to face problems and adversity. He will compromise to the extend that he is compromising himself and others.
- Gard wears rosy glasses and don't realize that Mo has put the copyright on the English text and the translations in a very dangerous situation with the policies he presented to us and which we accepted. Gard don't realize that Mo is openly against the use of the trademarks as service and membership marks (discussion with Kathleen and us, the fact that no letter were send to the trademarks website infringers despite our numerous requests) and he is opposed to the expansion of the IUA worldwide. Also Gard draw no conclusion about the long discussion Mo had with the Fellowship officers (more than 6 months) about the license for the web site resulting in great confusion and a "de facto" situation where the Fellowship website carries more than 5 unauthorized translation.

We have to comply with our D.O.T and we must admit that for the time being we have no legal means at our disposal to get ride of Mo. (I really start to question the objectivity of Gard and I would favour his replacement too)

My suggestion is the following:

1. All board decision are discussed and pre-made in a restricted group composed with Kwan, Richard and I. (the majority of the board). All topics could be discussed by e.mail among the 3 of us instead of costly teleconferences but those discussion should be deleted from our computers after the decision is made.
2. The topics are send to the other two (Gard and Mo) for their review but no discussion will take place between the 3 of us and the 2 of them.
3. The next teleconference, Richard call for a vote and whatever Gard and Mo say we vote according to the pre-made decisions.
4. All topics that involve legal and Harry will be refused to them under the fact that they are members of the Fellowship and friends of Harry, which leads to a conflict of interest. (we must check that with Quin.)

The result will be that if we do this during a couple of months or even 6 months both will get tired of being passive Trustees sooner or later and will resign because they will have no input on the decisions.