

BROTHERS,

The Illuman of Texas board met for our annual in-person meeting on November 8, 2020. We conducted our meeting virtually rather than in-person due to the pandemic. We have taken to heart the responsibility our brother's keeper in a fundamental way. The meeting focused on the following areas: reconciliation; board building; and organization financial health and growth.

The board's reconciliation work was not something new for our Texas Chapter. As the organization has matured over the last ten years we have dealt with a number of issues and difficulties that are expected in any organization as it grows. In 2020, as we scan the faces and hear the voices of men who make up our organization, the challenge of our lack of diversity and inclusivity was brought to light. Addressing the challenge reminded us of the importance that we are being called listen to one another with our hearts. The work done at the board meeting was not and could not be conclusive. This work will be going on as we move forward as a board and organization. Our goal is to create in us a new culture that honors and fully utilizes the strengths and gifts of the diverse cultures and races of men that comprises those who are engaged in our work and whom we are called to serve. In order to equip ourselves for this work, we committed to work through the book, White Fragility, with the understanding that our work together is the beginning of this process. Please know that we continue to build our skills to implement on-going truth telling and reconciliation. We are now working through My Grandmother's Hands.

We encourage you as elders on the path towards spiritual maturity to create and participate in forums in which you are asked to listen, witness, and seek reconciliation with those we have designated as the "other." We see this as a practice of one of our Five Touchstones, **"GATHERING-WE ARE MEN WHO LISTEN DEEPLY TO EACH OTHER'S STORIES"**.

In the area of building the board of directors, we committed ourselves to increasing the number of board members, creating a stronger role for our Wisdom Elders, increasing our outreach to local areas and building local councils. This will be accomplished while being racially and ethnically diverse and inclusive. We discussed our financial health, focusing on how a healthy financial profile will enable us to expand our activities for the growth of the organization. Our goal is to use our personal and organizational wealth to bring spiritual, numerical, and financial growth to the organization.

We are realizing this goal as we plan the Umbrales (bi-lingual) MROP. That event is underwritten by proceeds from past events and a generous donor. The board of directors also agreed to commit funds to the Umbrales from chapter financial resources. As you will see in our Annual Financials, we ended 2020 with small operating deficit of \$54. That deficit is the result of our annual operating costs of \$6,435 being more than our annual donation income of \$6,245. Due to the pandemic, we were able to hold only one (1) state-wide event in February of 2020, the Journey of Illumination on the Enneagram lead by Andrew Miller which generated a small profit of \$135. We cancelled two (2) other events. Please see our annual financial statements for 2019 and 2020 posted on our website.

With our growth goal in mind, we invite the Illuman of Texas to make charitable donations that will equal or exceed our operational costs. This will give the Illuman of Texas the ability to use event profits to underwrite future events and ensure that we can fund generous scholarships for men who want to attend events but see the costs of participating prohibitive.

Charitable donations can easily be made by going to our website- Illuman of Texas and following the drop-down menu, "Donations." This will accommodate either one-time donations or scheduled monthly giving.