



## POLICY ON PAYING TEACHERS

May 2022

Our basic policy is that *The International Focusing Institute (TIFI)* does not pay people to teach or give presentations in classes or conferences.

### Reasons:

As a small organization, we do not have the resources for vetting courses and teachers; negotiating contracts; administering payments; creating a system for choosing teachers which is fair to all languages, time zones and individuals; nor for dealing with the tax implications of paying people outside the United States. Focusing organizations which do pay their teachers tend to be training organizations who choose teachers from among those they've trained. This does not resemble the way that TIFI works. We certainly want our Certified Focusing Professionals to make good livings from teaching, and for that reason we intend (eventually) to have an income-splitting option in return for promoting teachers' courses. However, we are not in a place now to implement such a scheme well.

### Benefits of having teachers volunteer:

Using volunteer teachers means that any of our Certified Focusing Professional members can offer classes. (Sometimes certification or membership is not required if someone has a particular expertise which we believe will be of interest to our audience.) Since people offer their classes as gifts, we don't need a laborious vetting process. It also means that we can charge reasonable prices. We find that this is fair and transparent to all; virtually anyone who wants to make this volunteer contribution can do so. They don't have to be the popular teachers who we know will draw large registrations.

Though we cannot offer payment, many appreciate that teaching through TIFI raises their visibility, and anecdotally we know that this has resulted in teachers attracting more students and therefore making better incomes. We are always happy to "plug" our teachers' courses, books or other efforts as part of advertising their class with us. Beyond this benefit, our volunteer teachers enjoy offering their wisdom and experience, and using their talents to strengthen TIFI and the Focusing community. Whether they are wanting to boost their own income or not, our volunteer teachers get satisfaction from being able to contribute.

We do make a few exceptions to this policy:

There is no certain formula for when exceptions are made, because exceptions are based on the judgement of the Executive Director, who reports such exceptions to the Board. The kinds of circumstances which would warrant making an exception by paying a teacher are below. These can change as circumstances change. When there are significant changes, this policy will be revised to reflect them.

One exception which is "grandfathered" in:

It is long-standing tradition to pay the members of the Weeklong "Core Team" (usually 3 people). The payment is not so much for their teaching as for the fact that they meet twice a month all year and have more responsibility for the program than teachers in other programs. Also, they typically lose a week's worth of income in order to do the Weeklong.

Other rare exceptions:

At this time, our only other exceptions are being made for the handful of people who are able to offer exceptionally sophisticated "deep dives" into Gendlin and his philosophy. However, some other exceptions could be made. Our motivation for paying these teachers is to help the Institute to fill holes in what we want to offer based on our strategic goals; the motive is not to favor certain individuals.

Such arrangements are based on these types of considerations:

- (1) Is this person able to offer exceptionally high-level philosophical content?
- (2) Is this person able to draw a large enough audience to bring in substantial money for their TIFI courses, such that even after paying them, we will still have income which will more than cover our administrative costs?
- (3) Is it necessary to pay them in order to attract them to teach?
- (4) Does this person have a PhD in philosophy or other substantial academic credentials?
- (5) Does this person have a recognized deep understanding of Gendlin's intellectual legacy?
- (6) Is this person an exceptionally good teacher?
- (7) Is this person someone who works well and cooperatively with TIFI staff, and is willing to adapt to parameters that TIFI needs to set to make their class viable and to serve our audience?
- (8) If not an expert in Gendlin's philosophy, does this person have some other exceptional quality to offer the Focusing community or world, such that other teachers cannot offer it? Are they uniquely situated to offer something of great value that others are not in a position to offer?

These exceptions will be quite rare, and will be made when the Executive Director perceives a unique opportunity to fill a particular need. The details of contracts are at the discretion of the Executive Director, who will report on these agreements to the Board but does not need to seek approval for them.