

Minutes of the Metaphorum AGM: 7 pm April 30th 2026

Members present (16):

Emil Jacobs
Olaf Brugman
Czeslaw Mesjasz
Ben Wood
Martin Pffifner
Iffat Sabir
Zeltzin Matamoros
Adler Looks Jorge
Juliana Mariano Alves
Ayham Fattoum
Jon Walker
Angela Espinosa
Allenna Leonard
John Waters
Panagiotis Panagiotakopoulos
Chel Ginés Vázquez

The quorum is 10 members, thus the meeting was authorised under the constitution.

Minutes

Jon explained the meeting's purpose, which includes appointing new directors as all current directors stand down at the first AGM. The meeting included a directors' report from Angela, a treasurer's report from Jon, discussion of Martin's resolution, and administrative matters including the appointment of an accountant.

Angela presented an update on the organization's transition from a members' association to a cooperative, highlighting their activities over the past year including conferences, webinars, certification and VSM coach courses. The organization currently has approximately 600 associates and 150 registered members and is currently focusing on the 100 Years of Stafford Beer project with a conference planned for September 17-19 at Alliance Manchester Business School.

Angela presented an update on the [Stafford Beer Centenary Project](#), which includes: a book; a special issue on system research and behavioural science; a special issue on Systems Practice and Action Research; a video documentary; a [conference in Manchester](#) in September 17th-19th and a new journal called Organizational Systems. She outlined the project's organizational structure, including steering committees, research groups, and collaboration with various organizations. Angela also mentioned the growing community of volunteers and the progress made in organizing membership management.

The meeting then discussed the progress of a certification initiative led by Martin and Angela, which has certified over 200 people in three-day VSM trainings. Martin mentioned plans to expand the initiative and suggested forming additional special interest groups to share insights and experiences.

Jon presented the financial accounts, reporting a profit of £1,655 after taxes and expenses for the year, primarily generated from certification work.

Metaphorum Cooperative Volunteer Updates

The group discussed the current state of Metaphorum Cooperative, highlighting their reliance on volunteers for various roles including IT, secretarial work, and content development. Jon noted that while Metaphorum doesn't have significant financial resources, they have a strong volunteer base including contributions from the Council members, as well as from Martin Pffifner, Krishan Mathis, Vanilla Beer, Melinda Balog, Ben Wood, Malik Radwan, Bojan Angelov, Panos Panagiotakopoulos, Garrick Filewod, Arseny Krassikov and others. Angela and Jon emphasized that despite limited funding, the organization's human capital and enthusiasm are growing, with increased recognition and engagement from partner organizations.

Appointment of Directors

Eight members were standing for the position of director. As the board can accommodate ten members, and all the candidates have significant experience, a vote was held to appoint all candidates. This was passed with 15 votes For, 0 votes against and 1 abstention.

The new directors are:

1. Iffat Sabir
2. Juliana Mariano Alves
3. Ayham Fattoum
4. Jon Walker
5. Angela Espinosa
6. Allenna Leonard
7. John Waters
8. Pedro Pablo Cardoso-Castro

Appointment of Accountant

Jon proposed the appointment of Bev Scotland who prepared the accounts for 2025. This was passed with 15 votes For, 0 votes Against and 1 Abstention.

Exemption from appointment of an auditor

As Metaphorum is a small business it does not need a formal audit. The exemption was proposed by Jon. This was passed with 15 votes For, 0 votes Against and 1 Abstention.

Resolutions

The group then discussed Martin's resolution summarised below:

“Metaphorum should seek to resolve the trademark situation with Malik (Constantin Malik), pursue a constructive and mutually beneficial collaboration, and, on that basis, define a coherent strategy to support the dissemination of Syntegration and Team Syntegrity in all its forms.”

Angela reported that conversations had been held with Constantin Malik and passed on his full support for Martin's resolution. Following the discussion, the resolution was passed unanimously.

Next steps:

The board will meet soon to discuss next steps, including the appointment of a Chair, Treasurer and Secretary, formation of a new Team Syntegrity group and planning for the upcoming 100th anniversary conference.

Suggestions from the meeting, for consideration by the new Board.

- Angela (and relevant team): Attempt to record main sessions of the upcoming 100th anniversary conference and upload them to the Metaphorum YouTube channel for later viewing.
- New board of directors: Organize at least one additional general meeting during the year, as required by the Constitution, and inform members of the date and details.
- Ben expressed interest in starting a new special interest group and received encouragement from the team to do so.

The meeting closed at 8.00 pm.