



Recognition of the Sacred in the Heart of All Beings

**Board of Directors
Fourth Orientation Meeting ~ February 13th, 2017**

Meeting Minutes

Attendees: Aida Ponce Del Castillo, Adolfo Fernandez Sauri, Christel Meulebroeck, Christina Fu, Benjamin Finnerty, Desiree Eastham, Doc Savage, Kevin Taplin, Letizzia Wastavino, Royce Battleman, Maria Grazia Orlando, Chaya Spencer, Romina Schlender-Sesé

Platform: GoToMeeting Facilitators: Kim Friedman and Deb Payne

Agenda Items	Main Discussion Points	Decisions/Actions/Recap
Welcome & Roll Call	<ul style="list-style-type: none">• Kim greeted everyone and opened the meeting.• Kim took Roll Call.	



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<p>Approve January 2017 Board of Director's Meeting Minutes</p>	<ul style="list-style-type: none"> • Kim asked the Board if there were any corrections that needed to be made to January minutes. No corrections needed. 	<p>◊ All the board members "Approved" the January Board of Director's Meeting Minutes</p>



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<p>Committee Updates</p>	<p><u>Marketing Committee Update:</u></p> <ul style="list-style-type: none"> ● Adolfo Sauri, the committee chair, gave a brief update. ● Adolfo and the committee reached out to various regional teachers, like Jeannine Plaiche, the Canadian Regional Representative. Jeannine stated that the Canadian teachers feel isolated. ● The Marketing Committee is working with Canadian Teachers to create a Regional Event. ● Romina reached out to the LA Region. The teachers and students in this region are very enthusiastic about having a Regional event. ● Adolfo spoke about the need to find all the social media pages for ASHY and making sure they are “official”. The committee wants to integrate the whole community through social media. ● A Board member asked if the ASHY “State of the Union” that was emailed went to all the teachers in the community because she did not receive it. Furthermore, Jeannine, Chaya and Kim did not receive it. 	<ul style="list-style-type: none"> ◆ Marketing will reach out to Christina and Benjamin in China regarding advice for creating Regional events. ◆ Deb Payne will check to make sure that the “State of the Union” was emailed out to all the teachers.
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	<p><u>Fundraising Committee Update:</u></p> <ul style="list-style-type: none"> • Kevin Taplin, gave a brief update. There has not been much momentum and the Fundraising Committee has yet to have their first meeting. • Kevin and Doc did have a teleconference regarding a plan for the Fundraising committee. • Doc volunteered to serve as a temporary committee chair until the committee can find somebody to take that role more permanently. <p><u>Policy Committee Update:</u></p> <ul style="list-style-type: none"> • Royce Battleman, the committee chair, gave a brief update. • The committee is drafting a governing 	<p>◆ Doc will set up a Doodle poll for scheduling the first meeting for the Fundraising Committee.</p>
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	<p>agreement and plans to have it ready by the next meeting.</p> <ul style="list-style-type: none"> • The committee is close to finalizing a “Policy Submission” form and will present at the next meeting. • There is a finalized “Confidentiality Agreement” ready to be “adopted” by the Board. • The “Conflict of Interest” document will possibly be ready by the next meeting. • Committee members, Benjamin, Aida, Deb and Tiffany are working together to draft a “Code of Conduct” document. • Grazia stated her concern that any “Code of Conduct” policy needs to address behavior on social media. • Aida and Gail Corvette are collaborating and planning the process for the next selection of Board members for the next ASHY 2017-2018 Board of Directors. 	<ul style="list-style-type: none"> ◆ The Policy Committee will possibly have “Conflict of Interest” document ready for the March Meeting. ◆ Aida and Gail will possibly have a proposed policy by April regarding Nominations for the next ASHY Board of Director’s. ◆ The policy committee will follow-up with Grazia regarding a policy and implementation of ASHY’s Core Values and Ethical Guidelines including social media behavior. ◆ Aida will follow up with Tiffany and Kim to discuss procedures to follow if the norms in the Code of Conduct are not met. ◆ Desiree will email Royce with a question regarding a question from a teacher regarding posting on social media.
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	<ul style="list-style-type: none"> • Doc shared his previous conversation with Aida and Gail about the next selection process. • Doc stated 2/3 of the previous year’s board will remain so there will not be complete turn-over with new board members. • The process of selection of Board members will be very similar to the previous process. • Royce stated there will be a “vetting” process for potential new board members and this policy will be presented to the board for approval in the very near future. 	



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<p>Remaining Orientation Items:</p> <ul style="list-style-type: none"> - ASHY's customers/constituents - Board of Director's Governance Handbook 	<ul style="list-style-type: none"> • Deb discussed the 3 snapshot documents of the community's constituents, customers and teachers. • Adolfo inquired about important documents being translated into Spanish and other languages. • Deb stated Tanya of the Operations Team is working to translate many of these documents. • Letizia and Chaya both voiced concerns about previous attempts reaching out to the community and not getting any responses. • Benjamin suggested appealing to teachers by enhancing their skills, allowing them to teach and gain exposure so they can "pay the rent". • Kim briefly discussed the purpose and drafting of the "Board of Director's Governance Handbook" that she created. 	<ul style="list-style-type: none"> ◊ Deb, Tanya and Adolfo will follow-up with one another regarding a list of translated documents and future "to be" translated documents. ◊ Deb, Tanya and Adolfo will follow-up with one another to create a flow chart of the regional teachers and share further ideas regarding incentives to attract teachers and students. They will share these ideas with Jackie and Tanya . ◊ Adolfo will discuss with the Marketing Committee additional incentives to attract people to ASHY and other benefits/services ASHY could offer. This could include creating a



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	<ul style="list-style-type: none"> • Kim is further working with Doc, Deb, Donna and Desiree to complete the document. • A completed first draft is expected by the end of February and ready by the end of August. • The Policy Committee will slowly add to it and finalize. There were no further questions. 	<p>survey to send out to the teachers regarding ideas about how to market them better.</p>
<p>ASHY's Board of Director's Operating Agreement</p>	<ul style="list-style-type: none"> • Doc briefly informed the Board that the purpose of the "Board of Director's Operating Agreement" serves as a guideline of how it functions as a body. • Doc stated it serves as a reference document and is subject to change. • The timelines proposed in the document can be adjusted as needed. • Kim suggested a change to #8b and #10. There were no further questions or comments. 	<ul style="list-style-type: none"> ◆ Doc will make the changes to #8b and #10 in the document. ◆ The Board decided that Board members and Operations Team members must email Grazia at least 7 days prior to each Board meeting with items for the agenda. The Board will re-visit this timeframe if it isn't working..



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		<p>◆ The Board approved and adopted, “ASHY’s Board of Director’s Operating Agreement” using the “Gradients of Agreement.”</p>
Confidentiality Agreement	<ul style="list-style-type: none"> • There was a brief discussion about the draft Confidentiality Agreement. 	<p>◆ The Board approved the Confidentiality Agreement with no changes.</p>



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		<ul style="list-style-type: none"> ◆ Royce and Deb will collaborate and then send to Desiree the final “Confidentiality Agreement” for emailing to the Board. The Board will sign and return, possibly via electronic signature, as Doc suggested. ◆ Doc will discuss the electronic signature process with Royce
<p>Using the Gradients of Agreement & Kim’s role</p>	<ul style="list-style-type: none"> • Aida briefly voiced concern about the Board’s reactions to her “Gradients of Agreement” vote of 7 during the last Board Meeting. She requested that Board members be more sensitive. Aida stated that the Board needs to abide by a “Code of Conduct.” • Aida also asked the Board to reconsider Kim Friedman’s further involvement in helping the Board as it transitions to an independent, fully functioning body. 	<ul style="list-style-type: none"> ◆ Aida was satisfied with what had been said regarding her concern. ◆ Doc, Grazia, Kevin and Deb will convene a conversation about the topic of the possibility of extending Kim Friedman’s involvement and contract. This will be a future BOD decision.



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	<ul style="list-style-type: none"> • Doc asked that anybody with future conflicts within the Board can either talk to him, Grazia or Tiffany. • Kim went “on the record” stating that she had nothing to do with Aida’s personal request to continue Kim’s involvement with the Board further than what has been already been contracted. • Doc further stated that there are many factors that play into whether or not Kim would be able to stay involved and further stated that the Board “is not ready to have this discussion.” 	
ASHY’s Conflict Resiliency Framework	<ul style="list-style-type: none"> • Tiffany briefly explained that she received no additional changes or comments to the last version of the “Conflict Resiliency Framework” document. 	<ul style="list-style-type: none"> ◊ Kim and Tiffany will follow-up with Aida about the “Code of Conduct”. ◊ The Board approved and adopted “ASHY’s Conflict Resiliency Framework” using the “Gradients of Agreement.”



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Meeting Evaluation	<ul style="list-style-type: none"> Everybody was generally pleased with the meeting. 	
Next Meeting	Monday, March 13th, 2017, at 8:00 AM EST.	

*Please contact Desiree, Anusara School of Hatha Yoga Secretary, with any questions or comments, Desiree@anusarayoga.com