



Recognition of the Sacred in the Heart of All Beings

Board of Directors
Fifth Orientation Meeting – March 13, 2017

Meeting Minutes

Attendees: 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. (Absent with notice: Aida Ponce Del Castillo)

Platform: GoToMeeting **Facilitators:** Deb Payne

Agenda Items	Main Discussion Points	Decisions/Actions/Recap
Welcome & Roll Call	<ul style="list-style-type: none"> • Doc greeted everyone and opened the meeting. • Doc took Roll Call 	<ul style="list-style-type: none"> ➤ Aida gave prior notice that she would not be able to attend today’s meeting
Approve February 2017 Board of Director’s Meeting Minutes	<ul style="list-style-type: none"> • Doc asked the Board if there were any changes that needed to be made to January 2017 Board Meeting minutes. No changes were requested. 	<ul style="list-style-type: none"> ➤ All board members “Approved” the February Board of Director’s Meeting Minutes by the Gradients of Agreement.
Committee Updates	<ul style="list-style-type: none"> • <u>Marketing Committee Update</u> • Adolfo, the Marketing Committee Chair, informed us of the next steps • The Marketing Committee will further promote Anusara regional events • Adolfo stated that many teachers are coming back on board • The committee will focus on making communities stronger within regions • Tanya is helpful with translation documents and is an ongoing process • The committee asked Latin American teachers if they would like to be translators • For the next meeting, they will continue to focus on promoting ideas from the community, e.g. blogs, newsletters for 	<ul style="list-style-type: none"> ➤ Doc and Adolfo will look into using Vimeo for videos.

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	<p>communities, free classes, Facebook Live events</p> <ul style="list-style-type: none"> • Aida suggested creating mini-campaigns using core values • Romina is recording master classes in Argentina 	
	<p><u>Policy Committee Update</u></p> <ul style="list-style-type: none"> • Royce, the Policy Committee Chair, informed the Board that certain Policy submissions may not need Policy Committee involvement • The Policy Committee will rely on the judgment of the Operations Team to decide whether a Policy Submission needs any Policy Committee involvement • If the Operations Team does not receive a response within 30 days from the Policy Committee regarding a Policy Submission, it has been mutually agreed that the Operations Team can move forward with the Submission without further Policy Committee or Board involvement • Letizzia is working with the individuals who submitted a Policy Submission regarding guidelines and best practices for the Certified Teacher certification process • The Policy Committee hopes to have a Policy proposal regarding the guidelines and best practices for the Certified Teacher certification process before the Board by the April Board meeting • Royce informed us that by the next Board meeting, the Policy Committee will have a proposal regarding the procedure for the nomination, selection and transition of the next Board 	

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	<p>Fundraising Committee Update</p> <ul style="list-style-type: none"> • Doc, the interim Fundraising Committee Chair, met with Leslie Hermann, a retired consultant for non-profit organizations regarding ideas for fundraising • Doc stated we first need to obtain 501-c non-profit status before any fundraising • Doc stated our 501-c application has been submitted, but may take up to 6-18 months for approval • Kevin asked whether fundraising would be at the regional or global level. Kevin stated global fundraising could be tricky. 	<ul style="list-style-type: none"> ➤ Doc and Kevin will create a form for financial requests and the level of approval needed for request.
CY17 Budget	<ul style="list-style-type: none"> • Doc briefly covered the CY17 Budget and ASHY's current financial status • Doc stated there was a very low number of Elements teachers renewing their licenses • There are 465 licensed teachers • ASHY sees the biggest incoming income in the first quarter of the year due to license renewal fees • Doc stated the Quarterly Financial Report will give better insight to the financial status of ASHY • Deb suggested that personal contact by teachers would be a great way to gently remind other teachers about renewing licenses • Maria emphasized the importance of reminding the teachers to renew their licenses as it supports the school • In regard to emailing teachers about license renewal, Kevin pointed out that we should be mindful of any European Data Protection Laws 	<ul style="list-style-type: none"> ➤ Donna will send another email out reminding Teachers to renew their licenses. ➤ Deb will work with the Operations Team and the Country Co-coordinators regarding current Teachers reaching out to other teachers that need to renew licenses. ➤ Kevin will email a copy of the U.K. Data Protection Laws to Deb ➤ Royce, as Policy Committee Chair, will further look into better understanding European Data Protection laws. ➤ The Board Approved & Adopted the CY17 Budget for 2017 using

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		the Gradients of Agreement.
Treasurer's Report	<ul style="list-style-type: none"> • Kevin stated that his role as Treasurer has been difficult because of differences of how things are done in the U.S. • Kevin stated he would like to work closely with Doc for a better understanding 	<ul style="list-style-type: none"> ➤ Kevin will work with Doc and plan a meeting to further understand his role and responsibilities as Treasurer.
Samavesha 2018	<ul style="list-style-type: none"> • Doc informed the board that Samavesha 2017 "near break-even point" • Doc stated Mexico was interested in hosting Samavesha 2018 • Doc posed the question, whether Board members thought that the selection process for Samavesha 2018 should be a Board decision or Operations Team decision • Samavesha will move from Region to Region in a (5-year cycle) • Lisa Long is stepping in as the U.S.A. Country-Coordinator • Royce suggested that there be set criteria and procedure for the selection of the Samavesha 2018 location, so no one country feels they are mistreated unfairly 	<ul style="list-style-type: none"> ➤ Doc will work with the Operations Team to gather Events Policy and Criteria for Samavesha 2018. ➤ The Operations Team will report back the board about the process for selection of Samavesha 2018.
Conflict of Interest Policy document	<ul style="list-style-type: none"> • Royce suggested that if we thought of anybody, including ourselves, with financial ties to ASHY and is involved with participating or any decision-making that we speak to them about any conflict-of-interest 	<ul style="list-style-type: none"> ➤ The Conflict of Interest Policy document was Approved and Adopted by the Board by using the Gradients of Agreement. ➤ Doc will follow-up with legal Counsel regarding the Conflict of Interest policy document. ➤ Royce and Doc will work together to send

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		<p>the Conflict of Interest and Confidentiality Agreement out to all Board Members and other relevant individuals for electronic signing.</p>
<p>Staff Transition Plan</p>	<ul style="list-style-type: none"> • Doc stated that he, Deb and Donna will be scaling-back their roles for the upcoming board • Doc stated the Staff Transition Plan calls for a small turn-over of 1/3 of the board • Doc inquired whether any Board members wanted to participate in the creating of the plan • Desiree and Royce will participate in the Staff Transition Plan 	
<p>Open Discussion & Share</p>	<ul style="list-style-type: none"> • Adolfo stated that the Samavesha location should be decided by the Operations Team • Maria informed the board that there will be an Italian Anusara Teacher gathering on April 1, 2017. • Chaya inquired about the possible future hiring of an “Executive Director”, a standard position in a non-profit organization who handles the day-to-day operations • Doc stated that hiring an Executive Director is dependent on the funds available • The Executive Director issue will be part of the Transitional Staff Plan discussion and briefing • Kevin stated he wished to better understand the operational structure of ASHY • At the end of March, U.K. will move 1-hour ahead • The time of the Board Meeting will stay at 8 AM EDST 	<ul style="list-style-type: none"> ➤ Doc and Adolfo will follow-up with Desiree about submitting the “Roles and Responsibilities” information for the “Board Governance Manual”. ➤ Desiree will follow-up with Deb about the name that was not contacted from the Samavesha 2016 sign-up board for groups



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Next Meeting	<ul style="list-style-type: none"> • <u>Monday, April 10th, 2017 at 8 AM EDST</u> 	<ul style="list-style-type: none"> ➤ Doc will send out an email stating the Time for the April Board Meeting.

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