

Board of Directors
Sixth Orientation Meeting – April 10, 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, Aida Ponce Del Castillo. (Absent: Romina Schlender-Sesé)

Platform: GoToMeeting **Guests:** Deb Payne and Gail Corvette

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"> ➤ Romina could not attend due to a work obligation
Approve March 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 March 2017 Board Meeting minutes. No changes were requested. 	<ul style="list-style-type: none"> ➤ All board members “Approved” the March 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 the Board of the marketing committee updates • Chaya is the liason with North America and Canada Regional Representatives • The committee has been helping to promote and market regional events like Samunnati in the U.S. • The committee helped draft a recent Canada newsletter • The committee is working on possibility of hiring a marketing consultant with the help of Tanya White and Kim Friedman • Current Regional Representatives are: Canada, Jeannine Plaiche; USA, John Seely; 	<ul style="list-style-type: none"> ➤ Adolfo agreed to be the Regional Representative for Mexico.

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	Latin America, Camy Mackee; Peru, Susan Meier, Brazil, Heimy, Mexico, Adolfo Sauri.	
Committee Updates	<p><u>Policy Committee Update</u></p> <ul style="list-style-type: none"> • Royce, the Policy Committee Chair, informed the Board of the policy committee updates • The committee is finalizing the “Self-Governance Agreement”. This policy document addresses issues that may arise within the committee • Royce stated that there is not much more to report as the committee is presenting two proposals later in this meeting: 1) Timeline for Certification policy 2) 2017 BOD Nomination Plan 	<ul style="list-style-type: none"> ➤ N/A
Committee Updates	<p><u>Fundraising Committee Update</u></p> <ul style="list-style-type: none"> • Doc, the interim Fundraising Committee Chair, informed the Board of the Fundraising committee updates • The Committee convened its first meeting • Doc will draft its Operating Agreement • ASHY will obtain its 501(c) non-profit in the very near future. Doc stated that it “looks good” but no definite date to offer. • Doc stated that once ASHY is registered as a non-profit 501(c) organization, fundraising will be “picking up” • Deb suggested re-phrasing “day to day operations” in relation to purposes for fundraising • Deb’s feedback above is good to remember for vision and mission statement 	<ul style="list-style-type: none"> ➤ Doc will draft “Operating Agreement” for the Fundraising Committee ➤ Benjamin will draft mission and vision statements with the help of the committee
2017 Nominating Committee Plan	<ul style="list-style-type: none"> • Gail Corvette presented the 2017 Nominating Committee Plan 	<ul style="list-style-type: none"> ➤ Gail to follow-up with Chaya about a pre-email before the 5/1 email

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	<ul style="list-style-type: none"> • The Nominating Committee is an Ad Hoc committee of the Policy Committee • The plan proposes: continuity with rotating terms of 3 years; quality and selection criteria based on skills needed; the composition of the BOD will be of teachers, students with certain skills needed; an interview will be conducted for all selected nominees (new to the process) • 5/1 email will be delivered to the community regarding nominations for the next board • Kevin, Doc and Chaya expressed they would be leaving after the current term • Doc stated that members of the Board can serve 3 years, and continue if they enjoy it, for another 3 years • Deb suggested to Gail about presenting the nomination plan to the Samavesha Italy attendees • Deb suggested to Gail about creating a video about the nomination plan to embed into the website 	<ul style="list-style-type: none"> ➤ Gail to follow-up with Deb about creating a video to embed in the website about the nomination plan ➤ Present nomination plan to Samavesha Italy attendees ➤ Current board members should Email Gail or Aida about whether they want to do 2 or 3-year term
Staff Transition Plan	<ul style="list-style-type: none"> • Deb presented the Staff Transition Plan • Deb and Kim Friedman are working on the plan together • The Staff Transition Plan team convened and held the first meeting • The possibility of hiring of an Executive Director is not feasible at this time due to lack of funding • An interim step plan is to follow the model of an “Operations Team Coordinator” and “Operations Team Administrative Specialist” and support from other volunteers 	<ul style="list-style-type: none"> ➤ Deb will follow-up with Benjamin about furthering his understanding regarding the “Operations Team Coordinator” model. ➤ The BOD voiced a “vote of confidence” regarding the “Staff Transition Plan” proposal so that Deb can move forward.

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	<ul style="list-style-type: none"> • Kim Freidman offered to step in as the “Operations Team Coordinator” for the term of 1-year • Tanya White would be the “Operations Team Administrative Specialist” • Deb presented the proposed “Staff Organizational Chart” and how Kim and Tanya’s responsibilities would span the 3 columns of the chart along with the help of volunteers • Kim’s work hours will be limited to 20 hours per week as Operations Team Coordinator • Kim and Tanya would meet weekly and meet monthly with other support volunteers, change as needed • Kim’s current contract has been extended through June 2017 (40 hours) • Kevin stated we are on track for the projected budget for the year • Deb asked the Board for a “vote of confidence” to continue to develop this proposal and model • Kevin briefly presented the ASHY Budget • Kevin stated that it is essential that ASHY’s structure change to stay sustainable as a business and that it is typical to pick up additional costs with a transition • Doc asked for a “vote of confidence” from the BOD of this initial proposal and to advance forward refining it • Staff transition to happen by 8/1/17 with a BOD transition by 1/1/18 	<ul style="list-style-type: none"> ➤ Deb will get the final proposal of the “Staff Transition Plan” proposal to the BOD.
<p>Timeline for Certification Policy</p>	<ul style="list-style-type: none"> • Deb presented the draft “Timeline for Certification” Policy 	<ul style="list-style-type: none"> ➤ The BOD Approved the “Timeline for Certification” Policy

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	<ul style="list-style-type: none"> • The time was appropriate to “tighten up” the process with a financial consequence if the applicant “drags” the process out • Deb stated one area that needs attention and where we can improve is at the operational level, like following up with the teachers in the certification process and supporting them fully • Chaya suggested to set the boundary moving forward from now, so people won’t be blind-sided by a \$50 fine if no recent activity • Deb informed the BOD that Denise Hatch may step-in for Jackie as the “Director of Licensing” and oversee the certification process. There is no definite date for this to happen. 	<ul style="list-style-type: none"> ➤ The policy will be posted on the website
Open Discussion & Share	<ul style="list-style-type: none"> • Kevin briefly presented the “Discretionary Spending Limits” Policy to the BOD. This policy proposal is for any expenses outside of the budget. For example, there was an event in the U.K. where some teachers needed to pay for an event venue • Royce asked Kevin if it would be beneficial for the future ASHY Treasurer to be familiar with U.S. practices. Kevin stated it would be helpful. • Samavesha 2018 may be coming to Mexico! Tanya will bring the proposal to the BOD at the near future meeting. 	<ul style="list-style-type: none"> ➤ The BOD Approved the “Discretionary Spending Limits” policy.
Next Meeting	<ul style="list-style-type: none"> • <u>Monday, May 8th, 2017 at 8 AM EDST</u> 	<ul style="list-style-type: none"> ➤ Please schedule on your calendar.

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