Anusara®
School of Hatha Yoga
Recognition of the Sacred in the Heart of All Beings

Board of Directors
4th Orientation Meeting ~ January 9th, 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 (Absent: Romina Schlender-Sesé, on vacation)

Platform: GoToMeeting   Facilitator: Kim Friedman

Agenda Items	Main Discussion Points	Decisions/Actions
WELCOME & ROLL CALL	● Doc greeted and opened the meeting. ● Kim took roll call and everyone exchanged greetings.	

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APPROVE OCTOBER, NOVEMBER AND DECEMBER BOARD OF DIRECTOR'S MEETING MINUTES	• Kim explained it is best practice in USA to approve BOD meeting minutes at the next meeting to ensure an accurate record that everyone agrees with what was decided at each meeting. • Approving the previous month's board meeting minutes will be a "standing" item at each subsequent meeting. Kim asked the Board if there were any corrections that needed to be made to previous minutes. No corrections needed.	➤ All the board members "Approved" the October, November and December Board of Director's Meeting Minutes. ➤At every Board Meeting, the previous Month's Board Meeting Minutes will be a "standing" item for approval by the Board.

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| COMMITTEE UPDATES | **Marketing Committee**
Adolfo, the Committee Chair, gave a brief committee update.
• Jackie Prete will serve as the liaison between the Operations Team and the Marketing Committee.
• Adolfo explained the committees short-term and long-term goals.

    o <u>Short-term goals include:</u> Approving an Operating Agreement; Building on the Social Media platform to promote the vision to the local and global communities
    o <u>Medium-term goals include:</u> hiring a consultant to help with marketing and promoting Samavesha 2017 especially using the interviews that Evelyn Pate is conducting | ➢ The Marketing Committee will reach out to licensed teachers to let them know the Marketing Committee exists and is available to help with marketing teachers and their events.

➢ The Marketing Committee will approve an Operating Agreement by its next meeting and will focus on the promotion of Samavesha 2017. |

	o Long-term goals include: Promoting ASHY's Core Values; Promoting the ASHY Affiliate studio program; Promoting the 300-hour Teacher Training program; Discussing the hiring of a professional Marketing consultant and creating a new ASHY Website. Adolfo is open to answer any questions. **Fundraising Committee** Kevin, Board Treasurer and committee member, gave a brief committee update. • Kevin spoke about the need for a Fundraising Committee Chair. The committee is actively seeking a Committee Chair from the current board and/or from the greater ASHY community. • The committee agreed to operate by "The Gradients of Agreement" in their meetings.	➤ Kevin will follow up with the un-named volunteer that has stepped forward as a potential Chair. ➤ Donna will check the Fundraising Committee volunteer list from Samavesha 2016.

	• Aida mentioned items to be discussed by the Committee:
	
	   o oversight of ASHY's financial situation and its fundraising plan
	      o ASHY's financial sustainability
	      o ASHY's auditing procedures
	
	      o Assessment of Financial Risk both for ASHY and Board Members
	      o Discussion around the need for guidance from an accountant/auditor.
	• Donna had a meeting with the Accountant and will report back to the Committee. A long-term goal of the Committee is to hire an Auditor for guidance.
		➢ Donna will report to the Committee at the next Fundraising meeting about her meeting with the Accountant.
		➢ Kevin will invite Doc to the next Fundraising Committee meeting to provide background regarding 2017 Fundraising Plan.
		➢ Desiree will arrange a Doodle Poll for scheduling the next Fundraising Committee meeting.
		➢ Kim, Doc and Kevin will meet to discuss a Fundraising Committee plan.

	Policy Committee	➤ The Policy Committee will submit the following for the Board's review and/or Approval at the February or March Board meeting:
	Royce, the Committee Chair, gave a brief committee update.	
	• The committee agreed to the function of the committee and decided that 1) Policies set the intention of the mission and 2) Procedures are the day-to-day duties.	-"Confidentiality Policy" -"Conflict of Interest Policy"
	• The committee is very close to finalizing a template for policy submissions to the Policy Committee for review.	➤ The Policy Committee will work closely with Tiffany Wood, the Community Relations Team Leader, to create and develop the Social Media Policy for future presentation to the BOD.
	• The committee completed a Confidentiality agreement for Board Members that will need to be reviewed and approved by the Board members at the next meeting.	➤ Royce will follow up with Kim and Doc regarding the conflict of interest policy.
	• The Committee is also drafting a "Conflict of Interest Policy" and will be ready for review by the February or March Board Meeting.	
	• Letizzia volunteered to be the Policy Committee Secretary.	

Agenda Items	Main Discussion Points	Decisions/Actions
	• The Committee is operating by the "Gradients of Agreement." • The development of the "Governance Agreement" and the request to approve the "Compensation Policy" were tabled by the Committee due to other priorities. The committee will discuss its operating agreement at its next meeting.	

| SOCIAL MEDIA POLICY | • Royce gave a brief and general overview of a conflict that arose online in the ASHY community. Royce stated the importance for ASHY to set the norms for the community to interact on social media sites with ASHY's Core Values in mind.
• Kim clarified that all conflicts need to be immediately brought to Tiffany Wood's, ASHY's Community Relations Team Leader, attention.
• The Board then turned the conversation towards whether there needs to be a policy for Social Media interactions. After some discussion, Kim conducted a "straw" (informal) poll to get a better sense of whether the Board believes ASHY can set clear expectations for behavior of ASHY licensed teachers by linking the core values to behavior on social media platforms *without* the need to create a new social media policy. Using the "Gradients of Agreemen"t: Grazia, Kevin, Christina: 1; Letizzia, Desiree, Christel, Chaya, Adolfo: 2; Benjamin:2/3; Doc: 5; Aida: 7 | ➤ Deb will provide ASHY' existing Ethical Guidelines to Royce.

➤ Kim, Tiffany, Deb and Royce (copy Doc on emails) will set up a meeting to discuss:
 ▪ the development of a Policy or guidelines (Code of Conduct?) behavior (on social media, at events, at meetings, etc.)
 ▪ the relationship between the Ethical Guidelines and Core Values. |

Agenda Items	Main Discussion Points	Decisions/Actions
	• Based on the results of that "straw" poll, Kim explained that if any board member voted 5-8, the discussion would need to go back to the Committee for further development and discussion. • Kim stated the "next steps" might be to create a means for ASHY's Ethical Guidelines and Core Values to apply to Social Media and bring it back to the Board for presentation and discussion. • Royce suggested that someone from the Operations Team be in attendance at the next Policy meeting.	
ASHY'S CONFLICT RESILIENCY FRAMEWORK	Tiffany Wood, ASHY's Community Relations Director, introduced and gave a brief overview of the Conflict Resiliency Policy document and framework. The Conflict Resiliency Framework: • Provides a tool to resolve conflicts through innovation and trust	➢ Any comments and/or changes to the draft Conflict Resiliency Framework need to be received by Tiffany by January 16th.

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	• Strengthens policy by providing a framework for building a conflict-resilient community. • Promotes ways to strengthen communication between parties • Uses self-assessment to encourage inquiry • Encourages resolving conflict between the parties alone • Incorporates ASHY's Core Values. The framework provides is a protocol and process in place for conflicts. • Royce asked if this framework could operate within the scope a Social Media conflict. • Kim used the "Gradients of Agreement" to gain a sense of where the Board stood in its readiness to approve the "Conflict Resiliency Framework" at the next February 13th Board Meeting with any comments and discussions received by 1/16. (All	➢ Tiffany will follow up with Royce and Aida. ➢ Desiree will email Board contact information to Tiffany. ➢ The Board will finalize and adopt the Conflict Resiliency Framework at the February Board Meeting.

Agenda Items	Main Discussion Points	Decisions/Actions
	Board members voted 1, except Royce and Aida, both voted 5) .	
DECISIONS & TASKS	● See "Decisions/Actions" Column.	➢ See "Decisions/Actions" Column.
MEETING EVALUATION	● Generally, everybody was very satisfied with the meeting.	

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Agenda Items	Main Discussion Points	Decisions/Actions
• Next Meeting	**MONDAY, FEBRUARY 13TH, 2017. 8:00 - 10:00 AM Eastern Standard Time**	

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