

ASHY Board of Directors Meeting
Monday, March 12th 2018
Meeting Minutes

Present: Adolfo Fernandez Sauri, Letizzia Wastavino, Maria Grazia Orlando, Desiree Eastham, John Seelye, Aat Bos, Royce Battleman, Aida Ponce Del Castillo, Christina Fu, Benjamin Finnerty, Giovanni Nigris

Absent: Laura Casini **Platform:** Zoom **Facilitators:** Kim Friedman

Agenda Items	Main Discussion Points	Decisions/Actions
<p>Welcome & Roll Call</p>	<ul style="list-style-type: none"> • Kim took roll call <p>Present: Grazia, Aat, Desiree, Royce, Benjamin, Christina, Adolfo, Letizzia, Cecile, John, Kim, Aida (joined at 9:30 AM), Giovanni (joined at 9:30 AM)</p> <p>Absent: Laura</p>	
<p>Approve February 2018 Board Meeting Minutes</p>	<ul style="list-style-type: none"> • Only change: Add 3/12/18 meeting regarding possible John Friend mediation meeting 	<ul style="list-style-type: none"> ➤ Decision: The BOD approved the February 2018 BOD Meeting Minutes, using Gradients of Agreement ➤ Action: Desiree will resend minutes in the regular meeting minute template
<p>Samavesha Mexico Report and Proposal of New Approach on Tantric Philosophy Teaching</p>	<p><u>SAMAVESHA</u></p> <ul style="list-style-type: none"> • Adolfo: We are alive and strong! I'm so proud to be part of the school. • Desiree: wonderful to see teachers who have come back. It was nice to see "older" teachers. It was very heart-warming, the energy was great, everyone was warm and loving! It felt more like a holiday with friends! 	<ul style="list-style-type: none"> ➤ Action: Adolfo will follow up with Karen and Jayendra re. the Board's decision & questions/feedback/suggestions ➤ Decision: Using the Gradients of Agreement, the BOD approved Carlos, Karen & Jaynedra's move forward on developing a proposal to taking a more graduated and deeper

	<ul style="list-style-type: none"> • Kim: It's like someone took the lid off! <p><u>CARLOS POMEDA</u>: One highlight from Samavesha was a dinner meeting with Carlos Pomedá, who believes that Anusara is only yoga school to teach Tantric philosophy. He proposes taking a more graduated approach to teaching Tantric philosophy with a deeper "end" point:</p> <ol style="list-style-type: none"> 1. Immersion: introduction 2. 200-hour TT: introduction 3. 300-hour TT: Deeper understanding 4. 4th level: advanced module after 300-hr TT 5. 5th level: advanced module after 300-hr TT <p><u>His Role</u>: Carlos is <i>not</i> expecting to be Anusara's only scholar. However, he does not want to work on the curriculum in committee. Therefore, we agreed that he would work with Jayendra & Karen as ASHY's point people.</p> <p><u>Next steps</u>: Carlos will develop a proposal that he will take back to Karen & Jayendra assuming the Board is supportive.</p> <p><u>Questions/Feedback/Suggestions</u></p> <ul style="list-style-type: none"> • Yoga Sutras & Gita: Will they remain part of our teachings? (believes they should be) • Immersion: introductory level is fine • Risk: 200-hr TT students' understanding of Tantra will drop to the point where they don't have a good grasp (make sure students finish with a strong base) 	<p>approach to teaching Tantric philosophy.</p>
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- 300-hr TT is a good point to go deeper and add more content.
- Students need to be exposed to enough early on so that the beauty of Tantric philosophy is revealed *early on*.
- Clarify: Is this ASHY's or Carlos' intellectual property (IP)? Is he expecting that it be trademarked? (It must remain ASHY's IP.)
- ASHY's philosophy teachings must remain open to multiple scholars.
- option
- Be cognizant of language differences (e.g. translate modules eventually)

Gradients of Agreement: May Carlos, Karen & Jaynedra move forward on developing a proposal to taking a more graduated and deeper approach to teaching Tantric philosophy? **YES**

Grazia: 1
Aat: 1
Desiree: 1
Royce: 1
Benjamin: 1
Christina: 1
Adolfo: 1
Letizzia: 1
Cecile: 1
John: 1

<p>Committee Updates (only Marketing & Policy Committees)</p>	<p><u>Marketing</u> (Adolfo)</p> <ul style="list-style-type: none"> • Adolfo is working on scheduling the committee’s first 2018 meeting. The committee will focus on how to reach ASHY’s global regions, such as a regional newsletter. • The committee will work with Karli Roller, ASHY’s Marketing Specialist. • Kim continues to do marketing with Karli in the meantime. <p><i>JOHN SEELYE LEFT THE MEETING AT THIS POINT.</i></p> <p><u>Policy</u></p> <ul style="list-style-type: none"> • Aida is the new Committee Chair. Letizzia will remain the Committee Secretary. • Upcoming topics: <ul style="list-style-type: none"> ○ Regional events & Samavesha will be discussed at upcoming meetings including Event Planning Guide. ○ Data Protection/Privacy policy ○ Quorum requirements in Board’s Governance Agreement 	<ul style="list-style-type: none"> ➤ Action: Adolfo, consult Doodle poll and confirm the next meeting. ➤ Action: Kim, integrate Aat’s marketing recommendations into Marketing Committee’s work plan. ➤ Action: Desiree, Send Adolfo Amanda Morley’s recommendations’ ➤ Action: Aida, send Grazia Policy Committee’s recommendation regarding a quorum for April Board meeting ➤ Action: Policy Committee, will wait to discuss events until it receives the recommendations of the ad-hoc Events Committee (which grew out of the special Board meeting in February).
<p>Proposal of Formation of an Ad-Hoc Nominations Committee</p>	<p>There is some concern re. whether there are enough Board members willing to serve on this committee.</p> <ul style="list-style-type: none"> • Consider whether people could be relieved of other Board committee responsibilities • Structure Nominating Committee so that it requires fewer meetings 	<ul style="list-style-type: none"> ➤ Action: Royce, follow up with John after this meeting re. results of Board poll ➤ Action: Grazia, discuss in April

<p>Fundraising Committee Update</p>	<p><u>Update:</u> Fundraising Committee: John, Kim, Christina, Aida, Grazia, Desiree, Cecile): meeting March 19th</p> <ul style="list-style-type: none"> • Fundraising call with Elizabeth Finlayson March 20th: focus on fundraising plan <p><u>Discussion</u></p> <ul style="list-style-type: none"> • Concern re. over-asking teachers given that some don't see the benefits/services that ASHY offers; must see the value. Need to work closely with the Marketing Committee • We could target students (vs. Teachers) i.e. offer mini-membership that acts as a donation 	<ul style="list-style-type: none"> ➤ Action: Aat, send Cecile Aat's value proposition from his marketing work ➤ Action: Cecile, Fundraising Committee, consider Aat's idea of a "mini membership" for students
<p>Operations Team Update and Anusara Rising Events Proposal</p>	<p>Kim provided an overview of her proposal.</p> <p><u>Discussion</u></p> <ul style="list-style-type: none"> • Be clear on what types of events we are soliciting • Lisa Long's time will be donated. • "Anusara Rising" suggests that we're coming from a place that isn't so good. Focus instead on one of ASHY's core values? <ul style="list-style-type: none"> • Link to "I Am Anusara"?—not "kula" focused enough • Kim shared Laura's concerns from her email: How to maintain professionalism and also recognize the fact that many events are already in the works. 	<ul style="list-style-type: none"> ➤ Acton: Aida, Kim & Aat develop events policy (build on the February special BOD meeting & existing policies) including Samavesha & local/regional events policy with simple guidelines in mind. ➤ Action: Policy Committee reviews proposed events policy. ➤ Action: Board reviews & approves events policy.

GRADIENTS OF AGREEMENT (*STRAW POLL*)

Benjamin: 3 (concerns about name)

Aat: 1 (concerns re name)

Adolfo: 2 (concerns re. name)

Aida: 5 (don't understand issue; bit complicated to tackle events from this end)

Christina: 2 (concern re. name)

Cecile: 2

Letizia: 2

Royce: 3 (like concept but struggling with how to make distinction between local workshops & larger events)

Giovanni: 3 (concerns re. how to make this something that is perceived for advantage to local teachers)

Desiree: LEFT MEETING

Grazia: 3 (likes concept, change the name, see it in a larger context)

How to tie this into the proposed June 21st fundraising day?

Aida: Organizers of Belgium event are looking for guidance. We need to develop the policy first then do the marketing. 🗳️ Draft an events policy based on Kim's proposal

Aat: Invite proposals (not commitment) to tap existing energy (indicate our requirements at a high level eg. type of events, ballpark #s); use the time between now and deadline to clarify our requirements

	<ul style="list-style-type: none"> ○ Responses from teachers would help us co-create our events policy • Grazia: We lose [momentum] which creates more distance between teachers & School. We need to get clear on guidelines for events. <ul style="list-style-type: none"> ○ Policy Committee + Belgium organizers work on event policy between now & the April BOD meeting. ○ Board decides at April meeting. ○ Kim launches Event Series. • Letizzia: Local organizers are getting stuck on name, logo, etc. No answers! Finish one thing at a time. Don't move too fast. • Royce: People need operational guidance <u>now</u> on smaller events (other than Samavesha). <ul style="list-style-type: none"> ○ Ad-hoc Events Committee work on higher-level discussion while [Kim] gives operational guidance. • Giovanni: It is important to build on existing momentum by offering guidelines quickly. <ul style="list-style-type: none"> • Invite proposals now & use responses to create guidelines. Involving teachers is helpful. • Kim's concerns: Don't invite proposals then promulgate guidelines. People will be annoyed. • Aat: Policy Committee have guidelines ready for April Board meeting. Go out for proposals after April Board meeting regardless. 	
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	<p>GRADIENTS OF AGREEMENT Re. NEXT STEPS</p> <p>Letizzia: 1 (she will help)</p> <p>Aat: 3 (not sure we'll have time for step #2)</p> <p>Aida: 2 (need to go back to Policy Committee)</p> <p>Benjamin: 1 (need to go back to Policy Committee)</p> <p>Giovanni: 1 (need to go back to Policy Committee)</p> <p>Desiree: 1</p> <p>Cecile: 1</p> <p>Christina:</p> <p>Grazia:1</p> <p>Possible name: Anusara Thriving?</p>	
<p>Survey on Effective Communication of Benefits and Services</p>	<ul style="list-style-type: none"> • Discuss at April Board Meeting. 	<ul style="list-style-type: none"> ➤ Action: Grazia, send survey results
<p>Recap and other Decisions & Tasks</p>	<ul style="list-style-type: none"> • No further comments 	
<p>Next BOD Meeting on ZOOM!</p>	<ul style="list-style-type: none"> • Monday, April 9th, 2018 	<ul style="list-style-type: none"> ➤ Action: Please calendar! 😊

Please contact Desiree Eastham, ASHY BOD Secretary, for any changes,
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