

AGM #1: Mon, Oct. 18, 2021, 3-5 CDT

Section I:

Facilitator Cathy Madden welcomed all to the meeting. For languages, Corinne Cassini (French), Irene Schlump (German), and Clara Sandler (Spanish) were available for translation.

Cathy went over virtual meeting guidelines: Please keep mics muted and videos off unless you have a Formal Consensus role or you wish to speak to the group. There is a note in Chat about using only private chat, keeping “everyone” chat open for meeting business. Please raise your virtual hand if you wish to be recognized. Marilou put up the agenda.

Rosa Luisa Rossi and Marya Spring Cordes gave a welcome from the Board of Directors.

Corinne Cassini read in French the meeting intentions. (For reference the meeting intentions are at the end of AGM #5 minutes.)

The Agenda was accepted as presented.

Formal Consensus Roles for today:

Agenda Planner – Marilou Chacey

Facilitator – Cathy Madden; Assistant Facilitator Catherine Kettrick

Timekeeper – Marya Spring Cordes

Doorkeeper – Morgan Ford Brunketurner

Notetaker – Diane Foust

Public Scribe – Dani Loesch

Peacekeeper – Jen Mizenko

Advocate – Joshua Myrvaagnes

Language Advocate – Rosa Luisa Rossi

FC Advocate – Diana Bradley

Interpreters – Corinne Cassini (French); Irene Schlump (German)

Light & Lively: Sarah Barker and Jen Mizenko

Section II:

Announcements:

- Marilou asked for volunteers to serve in Formal Consensus roles throughout the week.
- Morgan encouraged all to visit people in coffee hours between meetings and workshops.
- If you see the live transcript rolling across the bottom of the screen, pay careful attention if you are using that and are not a person whose first language is English.
- Marilou announced that documents for business meetings will be posted on the session page. Please read and be prepared ahead of the business meetings.

Light & Lively: Sarah Barker

WPC: Morgan thanked Rileigh Roberson, Board of Directors, Site Committee, International Committee, Agenda Planning Committee, Debi Adams, and Sara Goldstein. Morgan recognized Workshop Planning Committee members: Sara Goldstein, Marilou Chacey, Lucia Walker, Abigail Whitman; thanks from Sara G. for flexibility of presenters in moving from live/hybrid conference to virtual. She invited new presenters to participate for next year.

SITE COMMITTEE: On behalf of Site Committee, Linda expressed regret at not being in Boone and that we will always have some virtual component to future ACGMs. Thanks to WPC and APC; thanks to Rileigh & Synergos; please explore Pheedloop to get the most out of your conference experience. From Corinne, thanks to Linda & Fiona for help in moving from Boone to virtual.

5-min screen break

Section III:

Jamee Culbertson presented the Ethics Advisory Committee Policy Proposal.

Policy Proposal from the Ethics Advisory Committee for the 2021 Annual Conference

The Ethics Advisory Committee proposes altering the appeals process so that the board has the final say on an appeal.

Current Policy:

Appeals: The member complained against has the choice to abide by the decision of the committee or has the right of appeal to the board and after

that the further right of appeal to a General Meeting of the members (2004 & 2005 Policy)

Proposed Policy:

Appeals: Parties engaged in an ethical dispute have the choice to abide by the decision of the committee or have the right of final appeal to the board.

Rationale:

The Ethics Advisory Committee (EAC), wants to **remove** 'further right of appeal to a General Meeting of the members' from the current policy document. The EAC needs to protect all parties engaged in an ethical dispute from unnecessary damage to their reputation as stated in the ATI policy under tasks in the Ethics Committee section (7.)

- "protects members from unnecessary damage to their reputation;"

The ethics process in ATI goes to great and appropriate lengths to preserve confidentiality for the protection of all parties in the process and for the protection of ATI from legal jeopardy. Opening the process to the entire membership on appeal would effectively nullify any attempt to maintain this confidentiality.

Board and Ethics Advisory Committee members are elected to their positions by the membership. Voting represents the voice of the membership. It is important to the integrity of the organization for members to uphold their trust in decisions made by these committee members they put in place.

If we allow **the complainant or** the respondent to bring their issues to the membership after it has been addressed by both the Ethics Committee and the Board:

1. If either party involved in a complaint process (the person who wants to make a complaint and the person complained against) feel their issue would potentially be exposed to the membership, they may not want to bring their complaint to the Ethics Advisory Committee at all. The EAC is here to support those who feel a breach of the ATI Ethics Code has occurred resulting in possible injury. This person turning away may not get the support the EAC could offer them.
2. Either person involved may choose to leave ATI rather than go through the ethics process knowing that there is a potential for exposure to the entire membership of vulnerable, personal information.
3. We do not have a process to manage ethical issues at the ACGM. What does it mean to bring the issue to the membership? How will this be fairly and confidentially handled for all parties involved? Without a way to provide true confidentiality, it can be potentially hurtful to all or some of the parties directly involved. We are all human. If confidential

information is made public or goes beyond those present at an ACGM, there is room for gossip and rumors to spread.

4. In cases of a complaint about sexual harassment or bullying, it is possible a potential perpetrator could use the membership to expose or diminish the potential victim.

Section IV:

Clarifying questions:

- Rosa Luisa asked for an explanation of point 4. Jamee clarified the meaning.
- Are any board members on EAC? No
- At some point a process for appealing to the Board needs to be established.
- In the proposed change, all parties can appeal; in the current policy can all parties appeal?

There is consensus on understanding the proposal.

Light & Lively: Jen Mizenko

Section V:

Everyone read the Vision/Mission Statement on mute. (For reference, the V/M Statement is found at the end of the AGM #5 minutes.)

Level One: Values

- This change supports #2 and #3 - it encourages the use of the F. M. Alexander Technique in both human and environmental relationships & embodies the principles of the F. M. Alexander Technique in ATI's structure and means of operation.
- It supports our members by giving them a safe place to present their ethical concerns.
- There's an intent in the proposal for open communication as in #1.
- It supports not just our mission but our vision - if we're going to be inclusive, we need to allow people to feel safe in that inclusion. Once you feel unsafe, you're being excluded. This supports diversity.

Section VI:

Level two: Concerns

- The final appeal to the board process seemingly hasn't been worked out. It states they can appeal to the board but not how.
- There's no apparent calendar timeline for this, just an order for it.
- *[Parking lot: If the change is adopted, then it's very clear both parties can appeal. If not, then the original language is unclear.]*
- If the person wanting to appeal can't appeal to the membership, they could make it even more public and drag it out in front of the entire public outside ATI, thus potentially embarrassing or humiliating the other person further than if it were kept within the membership.
- *[Clarifying: Are there guidelines for the behavior of the person making the complaint & are they presented at the same time as the rest of the process? - look at [ethics info on website](#) between meetings - ([link to policy is available to the public](#)).]*

Section VII:

Meeting Review & Evaluations:

- A bit frustrating that preparation for this proposal didn't include members actually reading the complaint procedure – should that have been suggested by ethics committee? Or maybe it was the responsibility of meeting participants to read that.
- Often screen share is longer than what we see on the screen - it would help if the person writing would remember to scroll so the new part shows up.
- The pause was appreciated when asked for.
- The work that's been done on this is extremely important. The goal seems to have been to minimize humiliation & exposure to the people involved in the case. It may be in our best interest to leave the case solving up to the board and the committee. The proposal was done well and the meeting ran a little bit off course. We'd do well to draw ourselves back to what we're here for.
- The clarification of how to use the chat was appreciated - the chat conversation could've been distracting and it was helpful to bring that all back to the public arena. It's hard to do two things at once.
- Suggestion to remind about how to enlarge one's screen share viewing area on our screens - at beginning and again later on to remind everyone. Someone couldn't see what was shared on the screen share without scrolling.

- Emphasizing staying on track in the meetings. The policy is clear and it's up to us to stay the course. The change to the policy is small: the appeal cannot go to the membership. However, the implications are great if this change happens.
- Given that most people had never used or even heard about Pheedloop, things went pretty smoothly!
- Between meetings, will the scribe notes be available? [Scribe put the Google Docs link in the chat.]
- Impressed by the desire to take care of the person complaining and being complained against. The sensitivity shared about that, not just in ethics as the way we all behave, but being sensitive to each other. It was characterized by all our tones of voice - really clear, as specific as possible, incredibly respectful for the whole process. Orchestrated beautifully by a facilitator. Thanks to all.
- Such a well-prepared meeting. The way everything was handled was beautiful, respectful, and supportive of the AT. Thanks to all.
- The pace and light & livelies were appreciated. And the peacekeeper's ability to step in before things got hot, for the break.
- If we put important info in the chat that we need to access later, it needs to go in Pheedloop chat not Zoom chat. (But we can choose to save the chat.)
- Members in waiting room were accepted by general participant - how was that supposed to have been handled. [Doorkeeper needs to let them in - they may be updating them before letting them in.]
- Great friendly, safe, good spirit through the facilitation.
- Response to Holly's Q may have been unsatisfactory, so more info was put in the chat.
- Jamie's presentation was well done. Pacing was great, and good job explaining for those who may not be native English speakers.
- Chat: people not here should see the notes taken regarding the concerns & clarifying Qs. [Holly will save the chat as a text file for people to access.]

Lowest number of members present = 58; quorum = 21

AGM #2 – Tues Oct 19, 2021, 8-10 CDT

Section 1:

Marilou opened the meeting and turned it over to Facilitator Diana Bradley. Gabriele Breuninger was available for German translation.

Announcements/How we organize:

- send to Marilou in private chat any AGM-relevant announcement. Please keep chat open for meeting business.
- Jen M – tomorrow the CEC will present information on the upcoming procedure for submitting continuing education. She will be in coffee room following if you have questions.
- Everyone was reminded about muting mics and videos off unless you have a FC role or wish to speak to the group.

Eric R. read the Meeting Intentions in German

The agenda was adjusted from 15 to 20 minutes for showing the board video as the Board of Directors report.

Formal Consensus Roles for today:

Agenda Planner – Marilou Chacey

Facilitator – Diana Bradley; Assistant Facilitator Jen Mizenko

Timekeeper – Liz Talbert

Doorkeeper – Morgan Ford Brunketurner

Notetaker – Diane Foust

Public scribe – Carol Chung

Peacekeeper – Maria Weiss

Advocate – Robin Gilmore

Language Advocate – Irene Schlump and Corinne Cassini

FC Advocate – Catherine Kettrick

Video of individual board members was shown for the Board of Directors report.

The question was raised: why do we record? Marilou spoke of the need for transcribing minutes for those not present; time zones might be an issue for live attendance so members can watch the meeting at a later time.

Another question: what is ATI doing to support younger teachers and to support more diversity in ATI? Jen M. added that the CEC plans to offer opportunities for continuing education based on feedback they get from the reporting procedure that will begin next year; and Maria added that in the coming year there will be a group working on promotional materials for young teachers to use. There is a working group on diversity that is also active and in process of exploring those issues for ATI.

Section 2:

EAC Policy Proposal

Level two concerns from yesterday (October 18, 2021):

- The final appeal to the board process seemingly hasn't been worked out. It states they can appeal to the board but not how.
- There's no apparent calendar timeline for this, just an order for it.
- *[Parking lot: If the change is adopted, then it's very clear both parties can appeal. If not, then the original language is unclear.]*
- If the person wanting to appeal can't appeal to the membership, they could make it even more public and drag it out in front of the entire public outside ATI, thus potentially embarrassing or humiliating the other person further than if it were kept within the membership.
- *[Clarifying: Are there guidelines for the behavior of the person making the complaint & are they presented at the same time as the rest of the process? - look at [ethics info on website](#) between meetings - ([link to policy is available to the public](#)).]*

Level two concerns (October 19, 2021):

Clarify: Spell out the Ethics Advisory Committee as the committee in "abide by the decision of the committee."

No additional concerns.

5-minute screen break

Section 3:

Gabriele and Eric presented the following proposal from the CCC:

Policy Proposal from the Certification Coordinating Committee for the 2021 Annual Conference

The Certification Coordinating Committee proposes to adjust the requirements and recommendations for becoming an ATI Sponsor.

Current Policy:

1. Requirements for becoming an ATI Sponsor:

- The ATI Sponsor applicant must find three members in good standing who nominate the applicant.
- All nominators must have personal knowledge of the applicant.
- The applicant must hold an ATI Teaching Certificate.
- All applicants need to be familiar or involved in ATI in some way before applying (i.e. be on a committee or have attended a few annual conferences).

2. Recommendations for becoming an ATI Sponsor:

- One nominator must be a current ATI Sponsor.
- The length of time teaching the Alexander Technique needs to be at least seven years before applying.
- During these seven years, the applicants need to be using the Alexander Technique (Suggestion is an average of fifteen hours of lessons or classes per week or teaching equivalent).
- Applicants have been an ATI member for three years. (2007 & 2008 Policy)

Rationale:

ATI Sponsors not only evaluate teaching certification candidates but represent ATI at the highest professional level. They need to have a deep understanding of our community. The Certification Coordinating Committee believes that a certain length of time as an ATI Teaching Member be a requirement and not just a recommendation. It is important that at least one nominator has deep insight into what is required to be an ATI Sponsor.

Proposed Policy Adjustments (in strawberry):

1. Requirements for becoming an ATI Sponsor:

- The ATI Sponsor applicant finds three members in good standing, at least one of whom is an ATI Sponsor, to nominate the applicant.
- All nominators have personal knowledge of the applicant.
- The applicant holds an ATI Teaching Certificate.
- All applicants are active members of ATI for at least three years before applying. (Active includes being on a committee, serving on the board,

writing for one of our publications and/or attending at least two annual conferences.)

2. Recommendations for becoming an ATI Sponsor:

The length of time teaching the Alexander Technique is at least seven years before applying. (Suggestion is an average of fifteen hours of lessons or classes per week or teaching equivalent).

Section 4:

Clarifying questions:

- Do you intend to have just one recommendation in the new proposal? Yes, because we moved some items from recommendations to requirements.
- What is meant by 'personal knowledge'? Recommender really knows the person, not just on paper, but from personal experience.
- Does attending an AGM include the one in which they are up for election? The intention is that attending 2 conferences happens before applying to be a sponsor, so it does not include the AGM in which the election takes place.
- What does 'teaching equivalent' mean? The intention was a time/lesson guideline of 15 lessons/week.
- Remember it is only what is in strawberry print that we are considering.
- Does 'active' mean all the things in the list, or do you mean 'or' be placed before each item?
- Why is teaching at least seven years a recommendation and not a requirement? We want to be careful putting numbers in any requirements so we kept this from the current recommendations.

Light & Lively: Catherine K.

Section 5:

Level One: values

Jen M. read aloud the vision/mission statement.

- Aligns with vision mission #4
- Consistent with vision mission #3
- Professional
- attends to means-whereby

Section 6:

CCC Policy Proposal Level Two: Concerns

- Three years is not long enough for new members to deeply experience the culture and workings of ATI. Knowledge of how ATI works and its history is important, along with work experience.
- Teaching equivalent is not defined.
- Concern over requirement of length of time for ATI membership versus no requirement listed for teaching AT for a certain length of time.
- Concern over activities as an ATI member versus as an AT teacher.

Section 7:

Meeting evaluation

- Missing body language and energy of all being together in the same actual room/space. Harder to sense over video conferencing, leading to uncertainties.
- Beneficial to review the formal consensus process when viewing a proposal - focus on the part being changed versus rewriting parts that are not being changed.
- Thanks to all from Gabriele, first time presenter, for making her feel comfortable in presenting. :)
- All the things coming up regarding sponsorship will continue coming up until sponsorship criteria is agreed upon.
- Gratitude for how formal consensus process works. Also missing the energy of being all together. Challenge in juggling being in the meeting and looking at supplementary forms across various windows and screens.
- Learning the FC process in the trenches, via experience. Still not clear to a relatively new person if there is room to clarify within clarifying questions.
- Add two minutes to Level One Values time to give everyone time to review the vision/mission.

Announcement: We are now ready for ballots to be sent out. They will go out this afternoon. Please vote!

Lowest number of members present = 57; quorum = 21

AGM #3, Wed, Oct 20, 8-10am CDT

Section 1:

Facilitator Alison Deadman welcomed all to the meeting. Corinne C. provided French translation in the room. No one requested German translation.

Announcements/How we organize:

- If you sent Marilou an announcement yesterday in the chat, or volunteered for a role in the chat, please send it again because she did not save yesterday's chat.
- EAC and CCC will meet afterwards in Coffee Room to discuss resolutions for concerns.
- Please turn Video/mic off unless you have a role; if you speak, raise hand (at bottom of screen) activate both; after speaking lower your hand; if you have a role keep video on
- Use private chat and leave 'everyone' chat open for meeting purposes

Everyone read meeting intentions individually on mute.

Agenda was accepted as presented.

FC Roles for today:

Agenda planner – Marilou Chacey

Facilitator – Alison Deadman; Assistant Facilitator - Cathy Madden

Timekeeper – Maria Weiss

Doorkeeper – Liz Talbert

Notetaker – Diane Foust

Public scribe – Fiona Cranwell

Peacekeeper – Peter Nobes

Advocate – Robin Gilmore

Language Advocate – Morgan Ford Brunketurner

FC Advocate – Diana Bradley

Interpreters – Corinne Cassini (French) and Gabriele B. (German)

Section 2:

CCC Policy Proposal Level Two: Concerns (from AGM #2)

- Three years is not long enough for new members to deeply experience the culture and workings of ATI. Knowledge of how ATI works and its history is important, along with work experience.
- Teaching equivalent is not defined.
- Concern over requirement of length of time for ATI membership versus no requirement listed for teaching AT for a certain length of time.
- Concern over activities as an ATI member versus as an AT teacher.

Level Two: Concerns, continued today

- Many of the concerns have nothing to do with the proposed changes - changes are in strawberry, black text is existing policy
- None of the concerns thus far involve the changes!
- Ref point 1.4 is unclear: do you mean at least one of those items?
- Moving from recommendation to requirement is a change. 3 years is enough as a recommendation but not as a requirement.
- There is no requirement to attend ATI ACGM.
- ATI Sponsors are our highest level. We need ATI Sponsors who know and understand the culture of ATI and how we work. 3 years is not enough time!
- To ask people to attend conferences in faraway places is a lot.
- Going forward we will be online.
- Not specific enough to let would-be ATI Sponsors know what is required of them.
- Is the future DEFINITELY Hybrid, some virtual component?
- Being at business meetings (AGMs) is important for seeing and understanding how ATI works

Screen Break

Section 3:

Announcement: The next part of the meeting video may be sent to members not present here. Turn off your camera if you do not want to be seen.

Continuing Education Committee Report

Corinne introduced current CEC members: Jen Mizenko, Emmalee Hunnicutt, Sarah Barker, Maria Weiss board liaison. Corinne, Jen, and Sarah, who have been on CEC for a long time, are delighted to share the implementation of the project to report continuing education. Jen walked members through the process on the website that members will use to report their continuing education activities/experiences. Membership is divided into 3 groups; each member will be

notified when to report, group 1 beginning in 2022, next group in 2023, next group in 2024.

Light & Lively: Marya

Sarah explained that now the CEC needs to add continuing education possibilities and explore new territory. She invited new members to participate on CEC. Please volunteer to Jen via chat.

- Do we just go back 3 years for the first submission? Yes. First submission will cover the past 3 years.
- I see credits/hours on the form. These can be used for other purposes if the member needs them. Hours and credits are not required for ATI purposes.

FYI: Pheedloop will make a certificate for you this year if you need one.

Section 4:

Evaluation

- Found it chaotic today without scribe notes being a constant presence and visible, and different documents being put up on screen and replaced by other documents, find it hard to concentrate and be in my heart with the group
- Well organized, best you could with platform we are using
- Corinne, commend you for your ability to switch hats and be in the room for interpretation
- Worst trouble with Pheedloop, made me black out and I had to come back. Making me nuts
- Commendation to leaders, presenter and interpreters
- You guys are amazing, what you've pulled together. Perfect example of when a committee really comes together to collaborate. Thank you.
- Happy anniversary Corinne and Davide
- I felt this was a wonderful meeting.
- Perhaps we each need to print out proposals and documents to look at during meetings. Old fashioned still works!
- Many thanks to the committee. I feel so much clearer about the CE. (Continuing Education)
- Great facilitation Alison!!! Brava!

Lowest number of members present = 53; quorum = 21

AGM #4, Thurs., Oct. 21, 3-5pm CDT

Section 1:

Facilitator Dana welcomed all. Reminded all to mute mics and stop video unless you have a FC role. If you wish to speak, raise your virtual hand. Practiced raising and lowering virtual hands.

No language interpreters today. Raise your virtual hand if English is your second language. Ask language advocate if you need help.

Announcement: please wear a hat tomorrow for Friday Hat Day.
How we organize: Please use chat for meeting business.

Kristin read aloud the Meeting Intentions.

The agenda was accepted as presented.

FC Roles for today:

Agenda planner – Marilou C.

Facilitators – Dana, Catherine, Dani; Assistant Facilitators Catherine, Dani

Timekeeper – Marya

Doorkeeper – Morgan

Notetaker – Diane F.

Public scribe – Fiona C.

Peacekeeper – Diana B.

Advocate – Antoinette

Language Advocate – Irene S. and Corinne C. (French)

FC Advocate – Debi

L & L - Robin

International Committee report: Corinne

We will have new co-chairs, Manuele and Tania, for the next year. Finding interpreters last year and this year was challenging. The IC is working on a flow chart re: translation process. This next year we will continue the work of Rosa Luisa and Maria with meeting with international groups. For each country there is a country coordinator. For countries with small numbers there is one coordinator. The USA has regional coordinators. International Committee members: Sean

Redpath, Alexandra Mikheeva, Ursula Zidek, and Clara Sandler. Co-chairs Tania and Manuele introduced themselves.

Light & Lively: Robin

Section 2:

CCC Policy Proposal Level Three: Resolving Concerns

These are the people who worked on the resolutions: Gabriele CCC co-chair; Sarah Barker, Corinne Cassini., Linda Hein, co-chair Eric R., Gabriella Minnes Brandes

Resolving Concerns (**in purple**) Proposed Policy Adjustments
Requirements for becoming an ATI Sponsor:

- The ATI Sponsor applicant finds three members in good standing, **at least one of whom is an ATI Sponsor**, to nominate the applicant
- All nominators have personal knowledge of the applicant
- The applicant is an **active member and** holds an ATI Teaching Certificate.
- **The applicant is actively teaching the AT.**
- **The applicant shall have actively participated as a volunteer in a committee, as a member or chair, or served as a board member of ATI for at least three years.**
- **The applicant shall have attended at least two ACGMs with in the five years prior to applying to become a sponsor, and which includes having participated in the business meetings during each of the ACGMs attended.**

Active member means someone who pays their dues.

This is a list of resolutions; can we put this beside the concerns to see how they match.

Bullet #5 put 'for at least three years' at the beginning of the statement.

Screen Break

During the break a small group will work on listing resolutions beside the concerns. If there is time, they will bring this back to the meeting.

Section 3:

ATI Committee Organization – Debi Adams

The board has categorized committees into branches to streamline communication and more clearly define processes.

2020-2021 ATI Committees

Membership Services

- Membership Committee
 - International Committee
- Teacher Competence
 - Certification Coordinating Committee
 - Professional Development Committee
 - Continuing Education Committee
- Guidance and Governance
 - Vision Mission
 - Ethics Advisory
 - Nominations
 - Formal Consensus Process Committee
- Conference Planning
 - Site Committee
 - Workshop Planning Committee
 - Agenda Planning Committee
- Communications
 - Communications Committee
 - Exchange Journal Current
- Working Groups
 - Working Group on Racism and Diversity

Section 4:

EAC Proposal: Level 3, Resolving Concerns

Jamee, Irene, Peter, and Rachel worked on resolving the concerns.

***Special Note:**

Please understand that Policies and Procedures are treated differently. Policies are determined by members finding consensus at an AGM and must be adhered to. Procedures can be created and revised by the Ethics Advisory Committee as long as they don't conflict with the Policy. Most concerns below address the procedure. Our Proposal addresses a Policy change.

- (Clarifying: Are there guidelines for the behavior of the person making the complaint & are they presented at the same time as the rest of the process?) *Yes, this is discussed during the pre-process, the Chair(s) goes over the procedure with all parties to be sure they are understood. The guidelines are found at [ethics info on website](#) and ([link to policy is available to the public](#)). This past year we have been working on making those guidelines more understandable and user friendly. This work continues.*
- There's no apparent calendar timeline for this, just an order for it. *A timeline is spelled out in the grievance procedure document under 'Procedure' in sections 1E, F, G, H, I, J, M, P, Q*
- *[Parking lot: If the change is adopted, then it's very clear both parties can appeal. If not, then the original language is unclear.]*
- *Yes, the new document says both parties can appeal to the Board. We will be working on this the coming year. The new language will be clear.*
- The final appeal to the board process seemingly hasn't been worked out. It states they can appeal to the board but not how. *EAC will be working on this in the coming year. We will post our progress to the membership. Comments are welcome, we will inform you how to comment when we post our progress*
- If the person wanting to appeal can't appeal to the membership, they could make it even more public and drag it out in front of the entire public outside ATI, thus potentially embarrassing or humiliating the other person further than if it were kept within the membership.

We have the following ways a person will be listened to:

- 1. the Ethics pre-process with the Ethics Chair(s).*
- 2. the Formal process with the Ethics Advisory Panel.*
- 3. the choice for either party to bring in an advocate*
- 4. an ATI appointed non-member professional Ethics counselor is available; currently we can reach out to Cherie Sohnen Moe. Cherie wrote a book called, 'The Ethics of Touch', that many training programs use, and did a workshop for us at the AGM in Arizona, USA some time ago.*
- 5. the option to file a counter complaint.*
- 6. an appeal to the Board.*

And, In the current Policy we also have:

- 7. an appeal to the membership.*

With this proposal change the Ethics Advisory Committee wants to remove number 7.

We are aware we cannot control what people do outside the membership we hope to set clear boundaries within the organization. This is a long process of listening and evaluating. The solution the Ethics Advisory Panel, (EAP), brings to all parties involved are

considered thoroughly to the best of our ability. Before the solutions and consequences are spelled out the EAP is in conversation with the board to be clear that it follows the ATI bylaws and the US jurisdiction, (because ATI is based in the US)

Hearing no more concerns, we have reached consensus on the EAC policy.

The Policy

Appeals: Parties engaged in an ethical dispute have the choice to abide by the decision of the Ethics Committee or have the right of final appeal to the board.

Section 5:

The small group returned after working on the resolutions for the CCC proposed policy change.

Concerns:

- The only change in the above resolution document is that 'for at least three years' was moved to after 'participated.'
- It is not clear as written that the applicant should attend all business meetings.
- It is not clear that the active three years don't have to be consecutive.
- Has #5 become too restrictive.
- There were a few hands of people who did not get to express their concerns and we are at time; please contact CCC members through chat.

Section 6:

Evaluations

- Really lively AGM. Thank you everybody. I was concerned Dana wasn't going to be heard as people tried to take it away from her but she was great.
- A little chaotic now and then but we got the work done.
- Resolution fell apart because we missed the live part where we grouped concerns. Regret that.
- Thank you to all who supported me. 25 minutes was too short after all.
- Well done. Great creativity and pivoting as needed.
- Express gratitude to my EAC colleagues. Thank you to all facilitators and to Marilou for taking care of details.

- Importance of being super clear in how a committee presents a proposal to membership. Importance of grouping concerns. Means-whereby as we present and the beautiful process of learning from the group.
- Dani is facilitating for the first time a proposal. Dana's first time to do a proposal.
- I found it so helpful to be able to scroll down on Pheedloop for Jamee's document. The fact that documents can be posted overnight is incredibly helpful.

Lowest number of members present = 47 during consensus on EAC policy proposal; additional members in a breakout room; quorum = 21

AGM #5, Fri, Oct 22, 8-10am CDT

Section 1:

Jen welcomed all. Introduced Sakiko Ishitsubo for Japanese interpretation. Everyone please turn off your video unless English is not your primary language so we know who to look out for. Maria Weiss is Language Advocate today.

How we organize meetings

Please keep mic muted/camera off unless you wish to speak or have a FC role. Use your virtual hand.

Meeting intentions were read by Sakiko in Japanese.

FC Roles for today:

Agenda planner – Marilou C.

Facilitator – Jen M.; Assistant Facilitator – Alison Deadman

Timekeeper – David Mills

Doorkeeper – Sara G.

Notetaker – Diane F.

Public scribe – Cathy M.

Peacekeeper – Cathy M.

Advocate – Rosa Luisa

Language Advocate – Maria W.

FC Advocate – Debi A.

Interpreters – Sakiko (Japanese)

L&L – Maria and Jen

CCC proposal will go back to committee before coming back to the membership.

The Agenda was accepted as presented.

Jen introduced Lane Velayo of Synergos, who spoke briefly about the positive relationship with ATI.

Light & Lively - Maria

Section 2:

Membership Committee/Communications Report

Dana: We want projects fostering collaboration among members, such as game nights; a survey will be sent out in the next month – please fill it out; website page for volunteering for individual projects is in development. Jen spoke of the importance of participating in ATI.

Treasurer's Report

We are in good shape; a summary is posted; our largest item is Synergos. An online event saves expenses in travel and housing; conference expenses will be finalized after the conference. Two important budget items happened this year: (1) parity of membership fees working group came up with a proposal taking into account economic disparity and exchange rates and will be used in upcoming 2022 dues; (2) website has been updated with lots of work from Debi Adams, Diane Hovenesian, and web designer Stephen Simon and so far has come in under budget. Upcoming budget projects include (1) work on parity of sponsorship and candidate fees; (2) Policies and Procedures state we should increase dues 2.5% every other year to keep up with inflation; we will need to consider where we are in light of pandemic and economic situations; (3) ExChange editor will become a paid position. Information is on the website. Bill shared a financial summary through September. We have funds we can devote to needed projects.

Concern: IC is struggling to get translators from volunteers. We need paid translators to be a professional international organization.

Screen break

Section 3:

AGM Evaluations

- Reminder to email the ATI Office for any Pheedloop issues
- Resolving and Sharing Concerns needs to be handled differently online - reassess online process for FC
- thank Marilou for behind-the-scenes
- pleased/relieved with new facilitators
- unclear about when/where a member can bring up something that comes up that is outside the agenda
- wondering how business meetings would go with interpretation (time question)
- central place where all documents are stored - clearly accessible

- kudos to membership committee for community building activities
- professional interpreters could use language channels simultaneously
- appreciated that everyone - most everyone - remembered to speak slowly and clearly
- appreciated patience/support when things needed sorting out
- found it challenging to keep in touch with the committees that were having proposals, and to fill roles - it is just finding them took a different level of work - looking for grace in the process
- felt not as much connection as when we were in person; all cameras on sometimes; wanted love/connection moment - possible in light and lively
- committees looking for process to be more clearly involved between meetings
- missed grouping of concerns
- great work everybody
- poll request: do you want 5 minute breaks? /do you want more light and livelys?

Light and Lively: Jen

Corinne shared a brief video of Boone, NC

Section 4:

Conference Evaluation

- International committee needed more time in the switch to the online platform; knowing how many people would need translation etc.
- Congratulate all of us - climbing steep learning curve - conference was smoot
- Found it difficult to be in charge of finding my own translator/ I wanted French/ move to providing one interpreter/workshop?
- Fun, enjoyed, met many people/used interpreters for recording purposes as well...even if no one in the room needs translation
- Loved the whole, looking forward to being able to download and look at them in the next weeks
- Concern that the pre-recorded sessions were not viewed much (available through August of 2022)
- next year, perhaps recordings available ahead of Meeting is the plan
- Thanks for organizers re: translations

- How do we attract more of our international audience? (international committee request)
- Appreciating all the behind-the-scenes work and am very grateful/very pleased
- Will all members have access to view the recorded sessions?
- How wonderful all the workshops were - appreciate preparation and presenting - inviting people who haven't given workshops or who would like to present in their language - WPC requesting response to emails
- Liked all the young people around - enjoyed their work, enjoyed the need to interpret to English workshop for script: enjoyed workshop in Russian language to be also used in her country
- Wish I went to coffeehouse more, value just getting to spend time hanging out with people outside of workshop/business meeting
- Fine job overall, especially having to do so much so quickly; we are doing things we have never done before well enough to be dissatisfied with how we are doing them....look forward to power of in-person/global together...future looks good
- Enjoyed it more than I expected to.... reminds me how much I appreciate and love this community of people
- Important when committees come in with proposals, would advise to bring more background, appreciated how the Ethics committee rallied - be prepared to meet people where they are/not everyone will have read the emails
- Not enough info on the public website - you do not know what you registered for - feels weird to log in to something you do not know - needs decision that you do not need to log in to see what is going to happen
- Enjoyed time I could be on the conference - hard to get in
- I was very impressed by the FC process and the business meetings. The tone is so respectful. And also I'm very grateful for all the work that has gone into the online presentations and forum. This is so important for access now because of covid, but our carbon footprint will be an issue with travel
- Support Irene's comment re: website - found it frustrating to log in from emails
- Thank you - every year more and more inclusive - having the videos are great opportunity for those who are intimidated to be online to get the feel and maybe next year they can participate...
- Emphasize that we can see conference recordings...

- I only tried to speak once over the 5 meetings, and I was interrupted and shut down before I could even finish one sentence. I did not feel comfortable to speak again. If you want people to speak up, you need to let them say what they have to say when they do speak.
- have been so happy to be with everyone at this conference. Thanks to everyone who have worked so hard to make it happen.
- Perhaps we need real sales approach to promoting the ACGM imagining people who are not familiar with ATI
- I want to say, similar to Debi, that it's been a surprisingly great week (even on zoom) that felt quite like our usual in person conference.
- Linda thanked all who participated and thanked Fiona and Rileigh; this conference was pulled off with short notice.

ACGM 2022: Linda introduced Maria Weiss, who showed Hotel Mägelsee on Lake Mägelsee outside Berlin. The 2022 ACGM will be August 17-21 before the 12th AT International Congress. Site Coordinators will be Rosa Luisa Rossi and Maria Weiss. Lowest number of members present = 48; quorum = 21

Annual General Meeting Intentions

- The purpose of this meeting is to conduct the business of ATI. We will view this as a learning conversation as much as possible.
- We will listen and participate with goodwill and assume others are also acting from goodwill.
- We will attend to our means-whereby and listen with respect and resiliency, especially when we feel strongly.

ATI Vision Statement

Alexander Technique International (ATI) is a world-wide professional organization created to promote and advance the work begun by F. Matthias Alexander. Its members include teachers, students, and friends of the Alexander Technique. ATI embraces the diversity of the international Alexander Technique community and is working to promote international dialogue.

Our Mission is:

1. To create and sustain open means of global communication for people to discuss, apply, research, and experiment with the discoveries of F. Matthias Alexander.
2. To encourage the use of the F. M. Alexander Technique in both human and environmental relationships.
3. To embody the principles of the F. M. Alexander Technique in ATI's structure and means of operation.

4. To provide a means for recognizing Alexander Technique Teacher competence and providing certification for those teachers who qualify.

Minutes from all five AGMs respectfully submitted,

Diane Foust, Secretary

ATI Board