

Friday, August, 1989
2:00 PM

PRESENT: Kathy Alef, Jennie Arndt, Bonita Bradley, Arthur Kilmurray, Pat Layton, Manouso Manos, Janet MacLeod, Toni Montez, Donald Moyer, Melinda Perlee, Patti Sullivan, Mary Lou Weprin

ABSENT: Larry Hatlett, Judith Lasater, Ramanand Patel

1. Pat Layton introduced Manouso Manos to present a statement regarding a sexual misconduct issue. Manos agreed that the incident was true and apologized to the group. He informed those present that he was in the process of preparing a letter to send to Mr. Iyengar; this letter would not be sent immediately as Mr. Iyengar is presently involved with the problem of Prashant's injuries. Manos also intimated that he had already sought psychiatric help and had arranged for a further appointment. At that point Manos left the meeting so that the faculty could discuss how to deal with the issue of sexual misconduct on the part of a faculty member.

Layton gave the history of the case. Thirteen days prior to the meeting, a student had called the office informing the Institute that she had been involved in a sexual relationship with Manos for 4½ years. The main purpose of the call was to protect other students in the future.

Donald Moyer talked at length on an issue he personally was dealing with which he felt was related to the issue at hand. Moyer is still experiencing feelings of anger towards Manos regarding an incident in Pune in November, 1988 where Moyer felt that Manos had exercised abuse of power by publicly insulting Moyer. Moyer feels that the hierarchical structure of our community led to the delinquent behaviour on the part of Manos.

Bonita Bradley felt that action should be taken to avoid the Institute being involved in a lawsuit.

Several participants shared their feelings of sadness and shock regarding this incident, especially as Manos has shown outstanding skill as a yoga teacher and also gave of his time generously when the Institute needed volunteer labor. It was felt that we had to make a careful decision as this would set a precedent should we be faced with a similar issue in the future.

Several resolutions were moved and passed, viz:

- A. Arthur Kilmurray moved that Manos be suspended indefinitely from October 1st from all teaching positions at IYI, with a review after one year; therapy recommended,
Seconded by Toni Montez
Passed
- B. Kilmurray moved that faculty recommends that Manos resign from all positions of power in the community:
 - i) Assessment
 - ii) India Selections
 - iii) Advisor to San Diego Convention
 Seconded by Moyer
Passed

Our work is to develop a mission statement and clarify the role of the Board vis-a-vis the faculty and the director. We need a personnel committee to develop job descriptions. We need to develop a strategic plan with short and long term goals.

2. Jamie Lamka has resigned from the Board. We are looking for a replacement. If you are interested, please speak to Mindy or any other Board member.

3. Mindy reported that the Board held a special meeting on Friday, August 8 to discuss the allegations of unethical and unprofessional conduct at the Institute by Manouso Manos. The result of that meeting was a resolution to suspend Manouso from teaching at the Institute for six months, beginning October 1. He is also removed from his position as assessor on the Certification Committee. The resolution was verbally conveyed to Manouso on Saturday morning by Judith. (Manouso was in Los Angeles.) Manouso verbally agreed with the resolution. The resolution is binding upon his signature.

There followed a lengthy discussion of the issue and the proposed resolution between the Board and those present, both Association members and Manouso's students. Concern was voiced over the moral, legal, and economic implications of the resolution.

Some people expressed strong disagreement with the resolution passed by the Board.

Executive Director's Report:

1. Attendance for the summer term was down. Traditionally, this term has carried us financially through the year. Kofi's classes were popular and helped to keep people coming in.

2. The new bookkeeper has set up a cash flow reporting system.

3. We need to address how the Association makes money. Right now, the burden is on the Institute's classes. We need to address fund raising and consider it as a source of income for the future.

4. The teacher training program is not drawing the number of students it used to, partly because there are now other training centers in the U.S. However, the faculty and Board are looking at making changes to reach students interested in deepening their practice, as well as teacher training.

5. A new brochure is out. It is a draft of what we hope to do in the future. It combines the public class mailing with the teacher training mailing in an attempt to inform public students about the Association, the classes, and options available. It presents us as an Institute with lots of activity. Pat is looking for design and graphics people who would like to comment or help with the brochure. (We already know about the typos!)

Committee Reports

Please remember that we are here to meet your needs. If you see any committee activity that you want to be involved with ... PLEASE VOLUNTEER!

Membership - Jito reports that Yoga Day was a success with 20 new members. A big THANK YOU to all the teachers who offered their time and all the students who made it a success. We may do it again in February.

Don Tuttle had such a good time he has offered to teach a workshop free to members in the Winter Quarter.

Scholarship - Maura Emanuel, the person who won the Neil Stansky Memorial Scholarship, used it this summer for a workshop and conveyed her thanks for the scholarship.

Certification - The Assessors elected to the Certification Committee to assess people in the introductory level are:

Kathy Alef
Patti Sullivan

Janet MacLeod
Mary Lou Weprin

Jenny Arndt

Thanks to all the volunteers, staff, and Board members who worked on mailing the letter.

EXECUTIVE DIRECTOR'S REPORT: Two new faculty members have been added: Tony Briggs and Don Tuttle.

IYI made \$400 on the Holiday Fair. Participants gave IYI 20% of whatever they made. Thanks to Randy Dean for coordinating a successful, fun fair. Let's make it annual.

GRANT INVESTIGATION: Mary reported that organizations must be tax-exempt (we are) ; that 95% of applications are turned down and that a large (37%) percentage of grants go to education, which would be our major niche. Target those foundations which are local to our area and likely to give grants- whatever the purpose. It takes 3-6 months to obtain a grant, so applying and receiving grants is a long-term project. Mary and Mindy will continue work in this area.

SCHOLARSIPS: A quilt panel is being made in memory of Neil Stansky who died of aids in 1988. Pat suggested having a dinner when the quilt is finished to raise money for the Neil Stansky Memorial Scholarship Fund. Then have the quilt displayed at the Institute for donations. She suggested giving the scholarship to someone in the Teacher Training Program who is HIV positive.

VOLUNTEERS : Thank you for working on the two big mailings - the fund-raising letter and the new Winter Quarterly. We always need volunteers. Contact Mary Pierce at 751-7886 if interested in volunteering.

NEW BUSINESS: To deal with our pressured finances, Jonathan got an extension on one month's rent. We will pay it back gradually to the landlord over the next 24 months.

OLD BUSINESS: Due to recent inquiries from various centers regarding Manouso's teaching status, the Board discussed what our policy and response should be. We have made our decision of a six-month suspension based on problems at our Institute and Mr. Iyengar recommended an additional six months. Manouso will not teach at IYI for one year (starting Oct. 1989) . Mr. Iyengar and the Board recommend that each center make their own decision regarding Manous's teaching.

ASSESSMENT COMMITTEE: Janet MacLeod's report follows:
Since the Assessment Committee was first formed there has been a change in the makeup of the committee. The team now consists of Kathy Alef, Jennie Arndt, Janet MacLeod, Patti Sullivan, Gayna Uransky and Mary Lou Weprin.

We have already had two sessions and 15 newly certified teachers at the Introductory Level: Leslie Bradley, CO, Deborah Bristos, CA, Nora Burnett, CA, Claire Colvin, CA, Theresa Elliot, WA, John Fliessbach, CA, Dale Hails, AZ, Mary Paffard, CA, Mary Pierce, CA, Joanne Peason, WA, Ellen Serber, CA, Osha Hanfling, CA, Jean Harkin, CA, Brian Jackson Co, Joe Naudzun, CA.

The next sessions are planned for May, 1990. Please contact the Institute, marking your envelope "ASSESSMENT" if you wish to be sent an information package on certification. We will announce the exact dates closer to the time, so please read your Minutes!

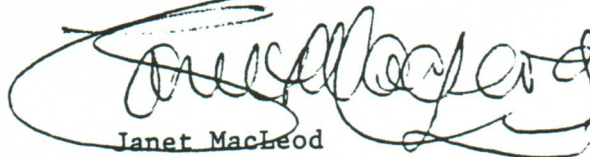
IYENGAR YOGA INSTITUTE - FACULTY MEETING MINUTES

- C. Moyer moved that a letter to Mr. Iyengar be composed (by Kilmurray) on behalf of faculty, detailing nature of misconduct and steps that faculty has taken.
Seconded by Patti Sullivan
Passed
- D. Moyer moved that letters (composed by Kilmurray) be written to Presidents of all Associations throughout US and Canada detailing misconduct issue, actions we have taken, that Manos has acknowledged problem and is seeking therapy and that we have informed Mr. Iyengar.
Seconded by Kathy Alef
Passed
2. Code of Ethics - Sub-Committee to be set up by Moyer, Montez, Kilmurray and Bradley.
3. Grievance Procedure to be led by Layton. It was agreed that anyone who has any ideas on this matter contact Layton who will consolidate information to form policy. She will liaise with Vickie Austin who has some experience in this matter.
4. It was decided that faculty should make its own decisions regarding policy and not lean as heavily as it has been on Layton. Layton wants to be an administrator which is itself a big responsibility. Kilmurray discussed the fact that the school programs do not seem to be addressing the needs of students; felt there was a need for a more sophisticated program for people who are already teaching or serious students who want to deepen their practice. It was decided to form a sub-committee to define the role of the faculty within the context of the association. Kilmurray and Moyer expressed interest in pursuing this matter.
5. A further sub-committee was formed to develop a "serious practice" track that is not leading to teacher certificate. Kilmurray and Jennie Arndt to participate.
6. Restructuring and updating teacher training program. Janet MacLeod discussed the possibility of combining teacher training program with Iyengar Certification so that a more standardized training program could be set up. MacLeod, Arndt, Mary Lou Weprin, Melinda Perlee, Alef and Sullivan all expressed interest in participating.

Meeting closed at 4:30 pm

Next meeting scheduled for Friday, November 10th at 2:00 pm.

~~Respectfully submitted~~



Janet MacLeod