US Instructor Conference, 2017 Report

Sara Firman designated facilitator, introduced the WABA Conference June 23rd, 2017
Harold, Calias, Minakshi, Peggy, Cameron, Ahara, Mary S, Inika, Alexi, Amir, Sara, Gianni, Ruth, and Ann Cole attending.
Not present: Theri and Nati

Welcome circle - introductions
Sara set up the rules for communicating and group process.
Common good guidelines
Emphasis to keep us moving forward:
What's the Goal?
What's the solution?

Post-it ideas
To be taken to small groups to create future discussions

What is important to each person to help direct focus ?
Be aware of the whole and the space for each other.

Agenda

1. Updates
2. Futures
3. Commitments and actions (by the last day)

How to address the circle:
Sara: logistics
Inika: guardian of wholeness

What is the Aim of this conference ?
The registry is a primary topic of interest

There are 100 instructors worldwide (24 -25 in the US).

The new chair for WABA is Maurice Koprowski Garcia January 2017, and followed from Tomasz approved October 6, 2016.

The instructor survey link from Tomasz :http://www.ankietaplus.pl/s/16724YZT

1. Questions of priority
2. Level of commitment
3. Teaching authorization
4. Progress in teaching authorization
5. Your current teaching
6. Your cooperation with WABA
7. What else can be addressed, promotion of Watsu

Three scribes Ahara, Mary and Ruth were designated. Inika designated as the guardian of the 'CIRCLE'. Calias is the timekeeper.
Ruth: in charge of recording and only if deemed necessary by group consensus

Session A: Updates

Update 1. Introduction to new WABA Board with Gianni, Harold, Cameron and Mary present.

Theri notified the organizer on Thursday evening around 10 PM that she had hurt her foot and could not attend.

Friday morning June 24th, 2017

Update 2. ITC progress reports

Group Discussion about Theri not able to attend:
The group conclusion:
Theri will be invited to present on Skype for her part of the ITC presentation.
A special recording will be made of the ITC presentations for Theri
Recording of ITC Discussion for Theri will be sent after the conference.
Nati also unable to attend, but will be given no recording.

Theri Thomas Skype in for 15 minutes to inform and update the Conference on her ITC.

- Mary and Amir recorded the ITC session for her.

Theri's ITC Presentation

History: ITC started by Michelle in 1999.
The original Manual by Michelle contains handouts for different subjects updated for water work including;

Group dynamics & class dynamics
Communication
A long reading list
Learning styles
Professional student
Self-awareness

It is a career course and includes things instructors will run across

Theri is offering
ATC (Assistant training course) once a month
ITC (Instructor Training Course) once a year
The Aim in ITC :
Theri is using the original manual plus Personal handouts.

Michele's handouts were passed around the room. Theri mentioned that she had an additional new handout for her ITC.

Theri Requests a copy of written materials from US team-taught ITC In order to create consistency with all handouts and to be on the same page.
POST IT: Kim for Theri : Merge ITC course Materials

- She spoke of all the years she has been teaching ITC.

Theri presented her History with ITC:
WABA Instructor program: Theri 17 years teaching it, 15 or 16 years on her own.
There are 4 separate ITC programs at this time:

1. The original program
2. The program in Europe, Watsu Italia
3. Watsu India
4. Team US

Ruth post it: consensus and questions?

Theri's shared her Water focus:

1. Private pool
2. Medical consensus
3. PTSD
4. Chronic pain
5. WAVE Institute

ATC and ITC: Theri overview

1. Hands on protocol
2. Individual attention including: where a student is in the material, polish own life, where they stand in their strengths
3. Types of challenges as stay neutral relationship to the material and their goals
4. How do you keep everyone on track

Theri was asked how many ITC students she had the last year and she said one.

Question from the circle: How many ATC's and students?
Theri Answer: listing ATC She did not know how many ATC students that had come thru her training.

- Theri requested a listing on the WABA Website of Senior Instructor's, Coach Advisors, and Providers

- Theri asked that Basia be reinstated as a Coach Advisor in North America.

Theri pointed out that Basia is a full coach advisor worldwide and should also be one in the US as well as Europe, Canada and elsewhere.

All present agreed to the principle of Confidentiality. That the participants would not talk with out side Instructors but would wait for the Instructor Conference notes to be sent out.

The Team ITC Presentation: Mary, Peggy and Cameron

The Team ITC presented their training and passed their handouts around the room.

History
Team ITC was asked in 2012 to create an alternate path to the ITC (originally taught by Michelle and now taught by Theri.) The Team ITC is based on Watsu Italia's Team approach.

+2014 Teachers Conference:
The ideas of Team ITC were presented:
What makes a great instructor?

Numerous eyes and fresh eyes on a teacher in training
Communication including inter-personal and intra-personal work.
An inclusion of language-ing; also through modeling.
Based on experience and mistakes we've made, build this into the program.

These are some core ideas to create a safe place to support learning.

+2014 Team Taught ATC: The Core information was shared with Theri thru email.

Students can go to many instructors

Team Taught ATC:
2015 - 11 students
2016 - 9 students
2017 - 5 students

First Team Taught ITC following Instructors Conference

11 International Students
First time taught; Ahara and Minakshi attending (to provide eyes on us)
Sara, Harold and Gianni participating the first 2 days.

The Team ITC expressed their gratitude to follow the leadership of the Italian Team ITC.

Guidelines for Team Taught Courses:
Maximum 1 ITC & 1 ATC per year

1. Believe group interaction in class this critical
2. Different roles for participants
3. With feedback and support from all three sets of eyes
4. Student models: real first-time students. (massage therapists)

5. Practicum teaching

The team-taught program is about adding an option and continuum of WABA.
There's no phasing out of any other ITC program, it is about giving options as stated at Instructors Conference 2014

From Amir: We feel disconnected if we are not invited.
Kim Theri feels threatened.

Response: Students are given options and made fully aware on the WABA website of what options are available. It is clarified and listed on WABA website.

Alexi: The group experience is important to prepare and to be ready to instruct
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Question: will we then go out and individually teach ITC?
Answer: No, the idea of Team is for a Team approach, that for our latest ATC we had two Instructors and that then Cameron Skyped in to talk individually with students.

Minakshi: Suggestion that the Team taught ITC be offered on the East Coast also
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Ahara question: how were the core pieces of Team Taught ATC shared with Theri?
Answer: Via email

HEALING DANCE TEACHER TRAINING
Inika
Healing Dance assistants are Encouraged to go to ATC, however it is not mandatory.
There is s certain number of assists necessary
INVITE: can ATC be more universal for all modalities?

Healing Dance Teacher Training Mentoring
Intro to HD
HD 1: 4-5 days
HD 2: 4-5 days

Healing Dance ITC: individual techniques, less about communication.

Ahara report on the Healing Dance TT steps:

1. Taking and Assisting HD1 numerous times (3x each)
2. Initial 5 day training to become a Junior Instructor
3. Junior Instructor able to teach IHD; to teach 3 times within 2 years and send class reports and feedback forms to Alexander

4. Teach HD 1 with Alexander given temporary HD Instructor for two year period to teach three HD 1 in two years and send reports and feedback forms to Alexander

5. Co-teach HD 1 again with Alexander (Kathryn George present for a second set of eyes)

6. Permanent HD instructor

7. Take HD 2 and Assist HD 2 numerous times (3 x's each)

8. Co-teach HD 2 with Alexander (Kathrin George present for a second set of eyes)

9. HD2 Instructor

AQUATIC INTEGRATION
Cameron
Common apprentice type program and a transfer of information thru mentorship

WATERDANCE
Minakshi
Classes and Training
Teachers Training

Gianni shared that Watsu Italia

- has 16 teachers/team teaching, all materials are available:
- 15 days 2 modules for a total of 70 hours
- ATC – practicum/apprentice/mentor
- 5 basic Watsu; 2 assist then 3 basic Watsu to co-teach – organize, last with coach advisor

- Gianni introduced Watsu Italia thru showing us a PowerPoint of the principle for instruction. That PowerPoint is available upon request.

Some points included: methodological way to teach movement – based on Swiss Sports University – providing structured and unstructured learning; self – experience and practice – GAG global analytical global

There's not a specific menu, all the documents are on the website.

THE AIM: How to arrive at the goals of becoming a WABA instructor

1. Movement is not mechanical
2. Build a program around principles
3. Team of instructors: teach each teaches specialty in an area.

GOALS: student should be able to instruct after learning process

Movement emphasis is self-experience in self-practice
Uses a global method of easy movement
Applied is more difficult

First level:

1. Seeing and doing
2. Doing mistakes
3. If I go too much into detail it creates a stress situation

Second level:

1. Still allow mistakes

Third level:

1. Refine only what is necessary to refine this creates less intellectual stress

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Transfer those few details as possible
Give guidance in:

1. What needs most attention (is the biggest problem)
2. Posture

Where there is resistance to flow
Where blocking experience (less analytical more in body feel level)

Third level laboratory
Do not repeat mistakes after 3 to 5 times, give a little input

Three levels clarify

1. Create favorable situations
2. Allow room for variations, perspective and orientation
3. Build in stimulation in learning process
4. Refined and create different situations

Can introduce a new movement:

1. Show move one time in the late afternoon when students are tired
2. Sleep overnight
3. Watch video in the morning
4. Then do it in the pool

We adjourned to the meeting room.
Amir asked several times to add Theri on Zoom. The group all except Amir agreed that having anyone, including Theri or Nati both of whom had planned to attend and couldn't at the last moment, be on the phone or on technology (including on Skype or Zoom) would not be beneficial for the safety of the container.

Updates and significant changes related to teaching practice and WABA

Update 3. Introduction to new registry website

Harold talked about new Fee Structure. Gianni and Harold have compiled these following notes. The description for mentor member, supporter member etc is on the WABR web site under Statutes.

100 USD for any kind of WABA Instructors (include 40 USD as WABA annual fee)
150 USD for TI with more than 4 instructors (only for WABA)
100 USD for TI with more than 2 instructors (only for WABA)
50 USD for TI with 1-2 instructors (only for WABA)
10 USD for students that want to be WABA members (only for WABA)
The annual WABA fee for a local Aquatic Bodywork Association is fixed in USD 100 (only for WABA)
The annual WABA fee for a mentor member is fixed at a minimum of USD 200.00 (only for WABA)
The annual WABA fee for a supporter member is set at a minimum of USD 30.00 (only for WABA)
50 USD for registering as a Watsu® practitioner the first time (half for developing countries) (only for WABR) valid till the end of the next year.
25 USD for renewal of practitioner status for 1 year (half for developing countries) (shared 10-15 with the collecting TI if there is one, otherwise only for WABR: $10 for WABA, $14 to registry. If Institute listed practitioner: $10 registry, $10 WABA, $4 Institute) No one is listed as a practitioner unless they pay dues.
50 USD for provider intern registration (half for developing countries) valid for 2 year till the end of the over next year (only for WABR).
50 USD for professional practitioner for the first registration (half for developing countries) (only for WABR) valid till the end of the next year.
For practitioner's listings: Anyone who adds a modality pays a $50 fee ($25 in undeveloped Countries) and is kept entirely by the registry.

ALEXI REQUESTS THAT UNDEVELOPED AREAS BE SPECIFICALLY POSTED AND THEIR FEES. (AS PEURTO RICO).
Instructor fees: $60 goes to registry; $40 goes to new WABA website
An additional 40% was added to posting fees

WABA FEES 2017 from X hours to Y hours for a course	Fees USD	Requested Fees Euro to students in Europe	Requested Fees USD to students in developing countries

1-7	$2	€ 2	$1
8-11	$3	€ 3	$1.5
12-14	$4	€ 4	$2
15-18	$5	€ 5	$2.5
19-21	$6	€ 6	$3
22-25	$7	€ 7	$3.5
26-29	$8	€ 8	$4
30-32	$9	€ 9	$4.5
33-36	$10	€ 10	$5
37-39	$11	€ 11	$5.5
40-43	$12	€ 12	$6
44-46	$13	€ 13	$6.5
47-50	$14	€ 13	$7

Harold spoke to the issues of Passwords on WABA website,
Name + email, student will receive their password (An email is required to enter students, personal or proxy)

Changing the term Celebration to Rounds

HAROLD ASKED,PLEASE DO NOT LIST CLASSES ON THE REGISTRY MEMO BOARD,
IT IS ONLY FOR MEMOS !

Instructors: when adding a class

At the bottom left of the new class entry there are buttons to duplicate classes, change dates and place, there is also a button to change country. When changing country is selected, a list of countries comes up (select one) or writes in an additional country.

Buttons : One change at a time But can change multiple items as location, country, another instructor, etc.

ANYONE WHO IS ON THE INSTRUCTOR LIST, NOT JUST WATSU INSTRUCTORS, CAN COME TO THE INSTRUCTORS CONFERENCE.

A WABA INSTRUCTOR HAS TO BE A WABR MEMBER
First time students receive in the initial email: 1. Password; 2. Feedback Form; 3. Class list.
Stored memo on registry included in automatic email
Automatic email sent also includes registry #.

Students can change password (view details)
They have to know the original email used to access
To find a student use: search by name, view details or find under Supervision

HAROLD TO DO-LIST
A BOX SEEN ONLY BY INSTRUCTORS: A place for instructors to put secure notes about students that only instructors may see
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Closing Classes

1. Automatic charge when grades put in
2. Grades: one file per student
3. Cannot close class if leave extra students in, even if put in grades
4. 5 days after end of class, the class automatically closes

Feature: Add a picture (add a picture from your computer files)
You can add class group pictures in the student class list that goes out with the automatic emails when the class is closed
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Help Tab: lists all things on the left panel
And what you can do as a practitioner and an instructor

- There was a discussion from Harold wanting to add the student member. That is someone who is not a Practitioner but is taking the needed steps to become a Practitioner. The student member can download videos and have access to articles that are not visible to the rest of the public. Fee for this ability would be $50 with $25 renewal fee.

Sara discussed new Platforms on line. Videos could be stored and viewed thru these Platforms. If you have questions check out

https://www.thinkific.com/pricing/

https://www.thinkific.com/feature-comparison/

SARA IS INVESTIGATING PLATFORMS
HAROLD ASK FOR A VOLUNTEER TO LOOK AT INSTRUCTOR'S VIDEOS PRIOR TO UPLOADING for the students to make sure they comply with the current teachings.

- Harold presented an idea to have videos of each class available once it has been taken. This is for members of the registry only. This could be revenue generating for WABA, as it would give incentives to be a member. Harold gave an example: Perhaps WABA members would pay $10 for the download instead of $30 for a DVD. This DVD/Videos could be prepared by Instructors as well as by Harold. (Perhaps $15: $5 to Instructor, $5 to Training Institute, $5 to the Registry.) Auditors would pay no extra fee.

- **<u>Update 4. Practitioner certification classes</u>**

- **General Discussion: What is best for the Group, not just the individual. We talked about not having triangulation and about being transparent in the group or in any group.**

There was concern from an Instructor who had not met Theri from what she heard on Skype that she felt a strong push back from Theri. The Instructor felt she (the Instructor) did not want to ask questions. She didn't understand why Theri could not report how many students had gone through her ATC program in the past year.

Amir brought up the idea of how to Include not Exclude, and suggested a way to include Theri.

Discussion Watsu 3:

- Ahara started a discussion around the different Watsu 3 being taught. There was a discussion re Adaptive and Free flow. The question, which was broached, was there any way Watsu 3 had both Adaptive and Free Flow in its curriculum.
- Both Peggy and Cameron who teach Adaptive Watsu 3 spoke to the fact they also teach Free Flow in their Adaptive classes. Possibility of creating a class called Adaptive Free Flow. Peggy talked about how we all have some adaptive needs as Practitioner and as client. That the adaption could be just listening skills. Learning to listen to each unique body and what it needs.
- The discussion was punctuated with the remark that Instructors only teach within their scope of practice. There was also the suggestion that any new ideas per each Instructor be presented to the Board and to ESAC, but a standardized practice be in place.

- Cameron talked of Batia and her unique collaboration; Watsu 3, "Practitioner To Be". CAMERON IS TALKING TO BATIA ABOUT A POSSIBLE SHARING.
- Watsu 3 could be developed for the specific skills of their profession.
- Can there be a core material for Watsu 3 that then each Instructor adds their own area of interest within their SOP? Suggested that Instructors bring in real bodies for students to work on, not just other students.
- Gianni started the discussion about additional training to become a Practitioner, he suggested that there be a hands on requirement after Watsu 3. Watsu Italia requires one prior to becoming a practitioner, called Demonstration of Proficiency. It could be done at the end of Watsu 3 or within months of completing the required courses. It would be a final evaluation of their skills in which the Instructor presents as a client.
- Discussion that in the US most students have a License to Touch in addition to their 200 hr WABA approved classes. Question for those who teach Watsu 3 have you had a student that does not give a good session? If yes then a supplemental class should be required.
- THERE IS A CONSENSUS FOR THOSE THAT TEACH WATSU 3 THAT TOWARDS THE END OF WATSU 3 EACH STUDENT FLOATS THE INSTRUCTOR FOR MINIMUM OF 20 MIN. OR ENOUGH TO ASSESS SKILLS CORRECTLY.
- Discussion on Poolside notes, that all Instructors should keep current on the new poolside notes.

In the afternoon we went into the pool for demo and abbreviated flow through of the new Watsu® Round with Harold.

June 25th, Saturday
Board members Skype in together for their meeting 8-9 AM.

Pool session: video project - variations on moves (Topic suggested and spearheaded by Minakshi) 8-9 AM Clinic exploration of variations (from small group Discussion on evening of June 24th): Undershoulder , Sweep Around, Near and Far Leg Rotation and Spine Lengthening. Amir filmed.
MINAKSHI IS TAKING ON THIS PROJECT OF CREATING OF SHARING VIDEOS OF VARIATIONS.

Circle started at 9:15 AM and each person checked in from the heart.
Circle – silence/intention
Hold in space, no response required, speak from heart, allow to speak and complete thought and be heard; remind to use post-it notes and intervention

Responses of feeling settled, excited, connected, gratitude, passionate, enthusiasm; appreciation of intellectual stimulation of group; that feeling of why we are passionate about aquatic bodywork

Let go of expectations

How do we face challenge of organization

Ahara with the help of Amir presented on the subject of New Ethics Form. The complaint form, which is visible to everyone on the Watsu.com web site, was read and discussed., compiled and reviewed.
AHARA REQUESTED AN EBLAST BE SENT OUT TO ALL STUDENTS, PRACTITIONERS AND INSTRUCTORS INFORMING THEM OF THE NEW COMPLAINT FORM LINK.
THERE IS CONSENSUS THAT THE COMPLAINT FORM BE INCLUDED IN THE LOG BOOK
There was a discussion around anonymity and the need for confidentiality.

Protocol for complaints:

1. As soon as someone sends in a complaint an automatic email gets sent out saying they received the email.
2. The Board is notified and it needs to be decided which Ethics Committee will handle the situation. There are presently three Ethics Committees, US Ethics Committee oversee English-speaking countries. European Ethics, the South and Central America Ethics Committee.
3. The first question is there a possibility for mediation? Question, have you brought the issue up to the person you have written a complaint about?
4. Can mediation be done by with an Ethics Committee member or with outside our community paid mediation?
5. Lexy is now trained as a professional mediator
6. About three years ago Ahara and Mary talked with Kathy Ginn who teaches an Ethics on line course. She voiced that she would be available for mediation for a nominal fee.
7. We additionally were introduced to Erika Baern at the ITC she presented a riveting class on Business Ethics. She said she would be available if needed.
8. The committee has two months to follow up on the original complaint. In extenuating instances they can ask for a months extension.
9. Serous complaints will also be sent to licensing bodies.

In the case of a Healing Dance or WaterDance complainant he Ethics Committee needs to contact the legal owners of those trademarked organization to see if they wish to handle it by themselves or be in support the Ethics Committees.

THERE IS A NEED FOR COMMUNICATION ABOUT THE COMPLAINT FORM AND THE ABILITY FOR WABA ETHICS COMMITTEES TO COLLAORATE AS NEEDED WITH THE DIFFERENT MODALITIES AS: ALEXANDER (HEALING DANCE), ARJANA (WATER DANCE), CAMERON (AQUATIC INTAGRATION) AND AQUATHERICS (THERI)

QUESTIONS:
Should there be a required number of Ethics hours taught in each level, Watsu® 1,2,3?
Possible reading suggestion-Cedar Barstow, Right to Use of Power; The Heart of Ethics
Should there be additional Continuing Education requirements once they become a Practitioner?

Topic of Institutes there was a discussion on supplemental vs. elective classes. An Institute must offer a whole Practitioner Training, i.e., Wastu 1 , Watsu 2, Watsu 3 and a fourth WABA Approved elective. Supplemental classes are those classes, which have not been approved and are supplemental to the above classes. Concern that supplemental classes for Institutes can create some gray areas that need to be more clearly defined.

Harold offered to look at simplifying the Institute agreement on line.

Discussion on Continuing Ed requirements. How do we post on line classes we have taken outside of the WABA approved classes? In 2014 it was agreed that you could take a class as in Energy awareness, Cranial, Shiatsu, Psychology, Trauma etc. subjects that would deepen our therapeutic skills and awareness. Additional continuing education classes can include Inner Exploration Classes, Land (as Tantsu Body Work and Shiatsu) and WABA elective classes and TI approved supplemental classes.
All supplemental classes must include:

1. Name of class
2. Dates
3. A fee could be charged, same fee structure as posting fees (as $14 for a 50 hour class). 6. Transferred in courses from Institutes, the transcript is not tracking the CE from TI. There is a responsibility of TI for supplemental classes.

Required 50 hour Ceu every three years. The web site can adjust for adding these additional Ceu classes.
Discussion that on the WABA site currently all taught classes show up, IT IS REQUESTED THAT ONLY WABA ACCREDITED CLASSES SHOW UP UNDER THE INSTRUCTORS INDIVIDUAL HOURS, so that what the public sees is their WABA approved hours versus their supplemental. A Practitioner or Instructor can write in additional information in their description or connect their Web link.

All WABA elective classes are posted in blue.
The practitioner program includes only 50-hour courses.

For a class to become a WABA recognized class there are a few steps:

1. Application
2. Course in Progress (student evaluations)
3. Course Review
4. CV qualifications of Instructor for given course
5. If Watsu 1 is not a pre-requisite for a Water class, please explain

When a Practitioner is renewing HAROLD IS SETTING UP A FEATURE THAT IF THEY DO NOT HAVE THE SUFFICIENT NUMBER OF CEUS HOURS, THEY WILL NOT BE ABLE TO RENEW.

HAROLD IS WORKING ON A FEATURE THAT THROUGH AN AUTOMATED EMAIL WILL INFORM INDIVIDUALS SOMETIME PRIOR TO THEIR WABA RENEWAL TIME HOW MANY CEUS THEY REQUIRE FOR RENEWAL.

Students can renew through the registry or through a TI (if they are part of that TI) or can go straight to WABA (as Pavana).

Discussion: Training institutes: Minakshi; Cameron; Mary, Theri, Ahara, Kim and Peggy all have Institutes…
CEU are class specific; posting fees
Transfer credit for classes taken out side of the WABA approved classes
CEU are not tracked on our personal transcripts
CEU and mentoring for Practitioners (Sara)

Mentoring idea for formal and informal support, for students or practitioners to receive the right support.
Sara posed who has signed up to be mentors?

*For short and long term commitments or contract or formal mentoring.
*Should there be an application process, Participation as a Mentor?

Further discussion:

Encourage meet up groups to allow practitioners and students to explore – help create communications – be sure facilitator is paid and pool/facilities paid
Supervision is more formal with fee and contract
Budget for professional development
Further ideas included creating a package, can include Zoom on line, personal interactive mentoring over a period of time. These can include group forums with individual challenges and questions both practical and emotional at the level of the Mentor. Can always refer to another Mentor.

A Forum on line with a topic in advance, and recorded conversation sent afterwards in an email and follow up. (Charge accordingly). This could be Ethical mentoring.
Mentoring in Short packages for supervision CE hours, and anything recorded is linked with you (and includes some sort of end questionnaire or conversation), perhaps learning platforms as clinic videos (start small).

ACTION FOR HAROLD: AN OPTION FOR ADDING ANY NUMBER OF HOURS FOR A SUPERVISION (CAN BE ADDED AFTER BECOMING A PRACTITIONER ALONG WITH THE APPROPRIATE POSTING FEE). THE POSTING FEE FOR THE PRACTIONER SUPERVISION WILL AUTOMATICALLY BE DEBITED FROM THE STUDENTS ACCOUNT.

There is no charge for a DOM.

Waba.org with links to Waba.pro Loretta needs material to post on the new web site.
Link to all aquatic bodywork modalities thru the new Web site: Waterdance, Healing dance; equanimity; Aquatic integration, Fluid Presence, Woga/water yoga.
Reach out to other groups: ATRI; aquastretch; MFR/CSR
Role of WABA as a service organization – improve profile
Listing different interests such as Spa Massage Therapists (advertisement available for Spas offering Watsu and Aquatic Bodywork)

ASSIST IN CLARIYIFYING BOTH ON THE REGISTRY AND TO THE PUBLIC AS NEEDED WHAT A TRAINING INSTITUTE IS AND ITS RESPONSIBILITIES AS WELL AS Provide more upfront descriptions of classes and videos.

Harold opened discussion of the **Horizontal Path** and the work that he and Calias have been doing with the Watsu Round
Offering two 3-hour sessions to the public – total of 6 hours instructing Watsu rounds, ½ tandem, ½ basic; WHO CAN TEACH THESE SESSIONS? (practitioner level/assistant level? Harold suggested Providers in spas as well.)
Offer specific training to teach these classes to those who are Practitioners, first three hours only.
Assistants can perhaps learn to leach the first 3 hours as part of ATC.
Any instructor can teach the 6 hr class.
Format for spas to promote; thoughts of offering to assisted living centers

PM
Nati and Simon wrote a letter inviting everyone to the next IC in Puerto Rico –
Instructor survey

Presentation of the book: *Overcoming the Five Dysfunctions of a Team* by Lencioni

Some specific pointers:
Think about Actions and What's Next.
3 key points:

1. The true measure of a great team is that it acknowledges the results it sets out to achieve. is that it Special group concerns
2. To avoid Distractions team members must prioritize the results of the team over their individual or departmental needs.
3. To stay focused teams must publically clarify their desired results and keep them visible.

Instructor discussion:

1. Practitioners – support them through their process, how to stay informed/aware
2. Instructors: auditors- clarify time frame allotted if taken long ago; parameters
3. Instructor communication on auditor fees: some 50%, others $200 discount from $850
4. Number of students: instructor discretion for number of auditors or assistants/class
5. $1500/5days pool fee; interns pay 50% class/50% pool no standard needed , materials are different
6. What if practitioner fails CEU – what is consequence? Invite to practice, "you might want to consider…"

Pool maintenance and chemical balance for health of professional. Aquatic body workers – water quality; air quality, regular care; is the current pool operator course relevant/necessary; provide more specifics on therapy pools and water quality IN NEXT BOOK. This matters for long term care for practitioner self care. Understanding of regional/local bather codes – self care; test kit; impact of acid rain on pool supplies; knowing not only halogen and pH, different types of water as city different than well water, calcium hardness, total dissolved solids, etc- keeping records for surface air as well as water quality.
A pool maintenance mentorship or links to resources or a potential WABA class.

*Communication of Action amongst all – board, providers

Harold: LIST SENIOR INSTRUCTORS AND COACH ADVISORS AND THEIR FUNCTIONS; as Senior Instructors can co-teach and mentor those moving through the Instructor steps, and need to send assessment reports, etc., and Coach Advisors can ... see below).
There is a progression and requirements at each level for teachers in training:
1. Co-teach and mentored by Senior Instructor: till they get you are ready
2. Assessed at each level both by themselves and by the Instructor, Senior Instructor or Coach Advisor.

Senior instructors : Peg; Cameron; Minakshi , Theri, Amir, Mary, Ahara Harold - Watsu 2 plus 5 years – assessment for co-teach; instructor has continuously taught for the past three years, has not had complaints. Is current on the new material.

Coach/advisor: Watsu 3 for 5 years
An Instructor in Training has to:

1. Invite the Coach
2. Calculate and agree upon a Coach Advisor Fee
3. Gather the students, at minimum 4 students
4. ITC needs to set up an agreement between Coach Advisor and Instructor in training

Concern: Basia – observations; ongoing chronic complaints – desire to teach in USA.
Europe and the US have different number of complaints. The Europeans were not aware of the complaints when they made her a Coach Advisor in Europe. To be a Coach Advisor in the US there cannot be a series of complaints.
No Action needed- it's up to Basia to write to the Board directly to ask to be reinstated. 6 Instructors present voiced their concern about Basia being a Coach Advisor in North America. They relayed experiences they had with her in the past and some in recent past.

Training Institutes
Watsu Italia asking to teach 600 hours; Germany and Switzerland with training institutes- the process of credentialing institutes is an emotional process – Watsu Italia requesting longer training in order to be reimbursed by insurance and goes beyond WABA requirements.
European training institutes and the US are now all exchangeable – may need some local supplementation based on the country specific requirement – Items such as professional licensing, aquatic work, body work training: shiatsu; discussion of whether 100 shiatsu is required or tantsu or another eastern modality – these can be taken as CEU

If a student is associated with different Training Institutes they decide which training Institute they are associated with. And they can still study with other WABA Instructors.
In Germany IAKA is connected with WABA but has a special agreement.
There is a discussion: that a TI needs to evaluate if a student has understanding of the energy system of the body.
All TI instructors, there needs to be a core minimum program and each TI can require other WABA classes they do not teach.
Fees for TI as 1-2 teachers: $50/year (not including guest teachers, all money goes to WABA, supplemental classes or invited Instructors, WABA or otherwise have to follow WABA standards. If an instructor is not a WABA Instructor the class has to be

put up by a TI. If you are personally teaching a class, add the supplemental class with your name.)
Action THE CORE COURSES OF A WATSU PRACTITIONER IS POSTED, IN WHICH THE PUBLIC CAN DISTIGUISH BETWEEN WABA APPROVED AND SUPPPLEMENTAL COURSES.
Other Modality Core WABA certification can also constitute an Institute
In HELP button: there is a TI button
Discussion that we create Standards for Institutes and their Supplemental classes and Electives. Vote: all agreed.

Discussion on **Provider/Intern**
There is a need for Spa Contract that is legal. The Instructors who teaches Spa certifications need to be held responsible for following up to see that their students have complied with the contract. That they take Watsu 3 and another 50hr WABA approved Elective within two years of getting their Provider/Intern status approved.
Cameron developed a contract that she will share with other Instructors.
Concern that Spas don't differentiate when paying Interns or Practitioners they are all paid the same.
The concern is that they leave the Spa and go out on their own acting like Practitioners
If the Intern does not follow the agreement (that is if they know there is an agreement) then it becomes an Ethical issue.
There was a proposal that perhaps providers put down payments on their last two required classes and that perhaps the money could be held in a WABA account till needed. The Provider could choose any Instructor for the classes but would forfeit their money to WABA if they did not complete their practitioner requirements.
There is a need for Spa continuing education as: We would like to fulfill your obligation so you can have seasoned practitioners in your spa.
The Spa threat is to change the name from Watsu to something else.

IT IS A NEED TO HAVE A DEFINITION MADE ON THE WABA SITE BETWEEN REGISTERED PRACTITIONERS AND PROVIDERS, AND PROVIDERS BE LISTED. WITH THEIR DATES OF EXPIRATION. A celebration of Practitioner-ship, also maybe can teach the first 3 hours of Rounds.

CAMERON AND MARY ARE MAKING A WABA PROVIDER/INSTRUCTOR/SPA AGREEMENT/COMMITMENT FORM TO BE POSTED ON THE WEBSITE.

Discussion about the logbook: need to update/redo log book and supporting materials:
There was a statement about taking the provider out of the logbook!
(ACTION STATEMENT: THE PROVIDER MATERIAL BE TAKEN OUT OF THE LOG BOOK AND HAVE ITS OWN SPECIAL BUTTON.)

Discussion of how to advertise which spas have practitioners – link within website so clients may confirm that the spas they are going to have certified practitioners
Importance of improved communication between providers and instructors to clarify progression in Watsu journey
Proposal that there be a committee/council that would review these issues in spas and promote accountability- is it possible to submit cease and desist to spas advertising Watsu provided by non practitioners KIM VOLUNTEER THAT HER FATHER WHO IS A PATENT LAWYER CAN COMPILE A CEASE AND DESSIST LEGAL FORM TO HELP ACCOUNTABILITY.
– be able to access CEU on website
Clarify/strengthen communication between provider/instructor – majority of instructors on site stated they do follow their student' progression and are available
Can there be a progression of standard letters of communication be formalized?

Ethics Classes in WABA

- Discussion of ethics _ profession/business – do we need to require a separate ethics course – each state which licenses body workers has different requirements

Have online ethics course/ required reading? Ethics committee collaborate with ESAC

Ethics classes on line and in person when possible.
Forums for practitioner issues, Ethics in Water in fluid environment.
Choose subject matter and go deeper as dual relationships.
1. Continuing Education
2. How would this be different on land vs water
3. Role play, discussions
Sara interested in creating classes or forums

IF someone is not following a standard of ESAC, that will be the task of the Ethical Committee for example if someone is not respecting the protocol. If someone is brought on charges, an in-person Ethics class needs to be required, otherwise on-line OK.

- ESAC responsible for standards – evaluating the person's performance
- Ethics committee evaluates the professional ethics of the provider's behavior

Horizontal discussion- **The Watsu Round**: who will teach this?
Students/practitioners/instructors- CONSENSUS was practitioners and above could offer.
Would spas/ CCRC (continuing care retirement communities) want to teach Watsu rounds?

Recommend the person who wants to teach will attend 3 Watsu Round sessions, demonstrate and assist – further discussion about where it will be offered

How to market Watsu Round?
Communal Pools
Use pools, income for pools
Intro to build business

What is our Goal with Rounds?
To share Watsu with the world, Watsu to reach more People, group activity in spas
To Demonstrate it
Transformative
Just a taste of it
Not to get more students
Working in triads teaches us quickly
Bonding experience
Profound not as complicated, Simple
Drop in Water Classes

Order of presentation for Rounds, Harold has a button for it on left column in the registry of the WABA website

Harold shared a story of trading a Watsu with a visionary and she said 'the reason I (Harold) was brought to this world was to bring Calias into this world,
Calias and Pavana will inherit the WABA registry WAB-R'

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Sunday June 25th
Sara asked that we all look to what we agreed to and the next step made and commitments.
Discussed steps that had been taken since 2012-2014 Instructor Conference
1 Team Instructor Training
2.Updated ATC/ITC on the WABA web site
3. New WABA Board
4. Sub Committees being formalized
5.There are ethic committee changes coming; complaint form up on Watsu.com, a nonpartisan ethical contracted person (Kathy Ginn) on the US Ethics committee.
6. Up grade Data Base
7. Harold proclaimed Calias and Pavana to inherit the WABA registry

Sara multiple time during the weekend she mentioned that there are new platform, format and database structures already designed – can we transfer Harold's created program into a more user friendly/accessible/transferable format ust be Instto create the legacy and transferability
Future consideration of having video/recording of session/training/online interaction for new instructors; importance of physical presence/ safety and containment for instructors to share and be present – concern of Theri's absence from this meeting. Is it possible to video the conference , record specific sections or have on line participation to the conference and still create safety?
Discussion of the importance of the safety and sensitivity for the conference (or of any container): the safety of the physical surround. A discussion of the dissipation of energy when someone is on technology. The acknowledgement of organic discussions and relationship that happen in person. A discussion for a possible growth into formal presentations on technology for those not present.

We will send out the report once the Conference is over to all Instructors. It will be presented to the European IC for review. Acknowledge all the people who could not be here.
Asked for an E-news be sent out on the topic of safety issues for Practitioners and clients. Promote public awareness. The importance of self care of the providers – exposure to water and air of body and lungs – chloramines – ventilation HVAC systems vs. fresh air self care- massage, acupuncture, diet, exercise, sleep, chiropractic, hydration, nutrients
Health and safety – Inika shared the concept of the pool as a Petri dish
The impact of cool water vs. warm water, importance to take cool shower- how to manage skin; variations based on well water, public water, seawater, minerals
Osteoporosis- weight bearing, resistance training
Importance of showering before enter pool to clean butt and remove oils/lotions/biologic; using yogurt topically to impact skin pH
Research concerning urine in pool creating carcinogenic – cyanide substance – have links to the research to lets practitioner know to take care of themselves and their clients, how to support nutrition in ourselves and in students

Asked for commitments for the future.

Kim Harts offered to be on the Trade Mark committee and
Sara Firman offered to be on Marketing

WABA Challenge: to find people to offer time as volunteers on committees to bring their skills and ideas. Face to face contact is best, Ann says she will go ask some to solicit support. Also an Idea: On the WABA registry, if you want to become involved: Here's how: an evaluation form. Or a UTUBE on the WABA cite to personally invite.

WABA news is sent via Mail Chimp; check your spam
To write the WABA board: wababoard@gmail.com

Suggestions for futures

- 2-3 times/year newsletter gets sent out
- Develop a committee to address the technology transition plan-email/website/platform (The WAVE Academy website makes use of Platforms)
- Marketing and promotion committee
- Review pool chemical and update
- Harold asked if anyone wants to contribute additional chapter to the next edition of the book
- Harold will write down and share the order of presentation for basic Watsu – optional round – offer 4hours orient then 3 hours in the pool, Training rounds Watsu round A and B, 2nd 4 hour class 3rd round - $60 or $100 for two
- Full Watsu round in 8 hours with tantsu yoga
- Basic Watsu is 16 hours
- New notes for Watsu round and pool notes for Watsu round B on the web site

How moving forward – small groups
1.practitioner certification process
2.WABR Mentoring Supplemental. Education
3.Special group concerns: create an instructor advisory to Training Institutes
4.Communication/awareness promotion

- Harold plans to create an eBook/kindle/print on demand book – he wants more articles – applications of Watsu and topics based in studies. More links, articles, pictures YouTube and links to each move can be added later
- Perhaps there will be two or three versions (how much to make public), student version, public non-technical version. Students would buy a kindle or e-book. The nontechnical printed book would have some links but not the how to. Perhaps making the ebook available to students who become WABA members or any student of any class to purchase it or perhaps free ot students
- Cameron and Ruth volunteered to list each move and describe what to do, additionally what is happening in the Body and the effect and what happens in the body muscles
- What is needed for our students and the community?
- Is there evidence-based information on Watsu or aquatic bodywork?
- Are there other aquatic organizations we want to invite in as we transition?

Ruth, Ann and Cameron will work together via Skype/Zoom

- Decisions about who has access to student records and how much access do students, practitioners and instructors have

- Concerns about ethics – each country is different – international requirement – 6 hours – online – teacher variations
- Complaint form update – in logbook; Amir and Minakshi - use introspective questions.
- Create auto response to initial complaint; the call for clarification – discuss specific – balance of power, background, repeated/continuous/one incident; delay of time; feelings
- Discussion of exclusion of provider/intern
- Ethics committee makes recommendations they are advisory Committees

Clarify WABA approval of credit hours – electives – ESAC minimum15 hours

More discussion of succession plan for WABR – operating system is unique and no one to work on other than Harold- info in cloud;
Pavana has access and knows lots- service provider is helping (who?)- software is unique – created by Harold Who to contact for technical support?
Importance of having password known and backup. Harold said he would give that information to Calias and start tutorials with Calias. What is that time line?
Additionally put passwords in another safe location. Calias is continuing this work as a life passion.

Discussion of practitioner certification – Kim Lexy/Gianni – importance of coach advisor
Proficiency to become a practitioner: Professional Practitioner Practicum -PPP
Nonprofessional - 300 hours classes; professional 200 hours – demo of mastery before watsu3 (Europe organizes this differently
Does there need to be a full session received by instructor at the end of each class- demonstration of mastery- change name to demonstration of competency as mastery takes more time
ESAC discuss change form DOM to Demonstration of Proficiency

Harold: list of the DOM proficiency items under the DOM button (soon perhaps DOP?)

Does there need to be a requirement of every watsu3 student needs to practice on the instructor – conversation based on how well the instructor know the student and whether they have been held by student in prior classes
Future education proposals – not a high priority at this option
Practitioners who have been inactive for3 years need to demonstrate mastery/competency

Special groups
Providers versus practitioners
Interns

Spa behavior – contract – definition, implementation – providers need to be listed under spa
Sara- to do coherent report on integrated learning platform – online classes/mentoring – observation
Spas are not differentiated whether employee is provider or an intern or practitioner
Spa pays fee or splits fee with student/new employee
Balance between ESAC and EC
Provider intern – project – ESAC,
    strict requirements and definition of limitation
    Esac writes specifics for TI concerning providers, and what to do if do not follow rules
    Mary and Cameron providing a provider contract to ESAC
    All providers under training institute
    Provider Intern pays $50 fee- registered for two years; receives a certificate
    ESAC and Harold – simplified packet to training institute – agreement, responsibility, protocols, specifics
    Website – what are the consequences if TI or spa does not comply?
CORE education supplemented by mandatory electives
    ESAC qualifications for supplemental classes (mandatory, elective, supplemental -Cameron & Mary
Ethics Committee or ESAC? By the time a student becomes a practitioner if they have not taken a 6 hours of ethics, it is mandatory. They can take it on-line.
    CEU for those already practitioners and haven't taken any.
Going forward
Importance of communication and connection
Invite instructor to join a committee
Update WABA logo- Watsu/tantsu- increase facebook presence
Social network: Sara, Kim, Alexis- editing promotional paper materials or articles, education and e-news letter
    Facebook page managing it, clear idea , managed in a cohesive way
    By joining marketing committee
    Different parts of it: Educational materials & resources, research that meet the needs of Instructors, Practitioners, and the general public
    To communicate with the internal and external –public factors

Harold: on edit page wants to add a link to see what others have to offer about a particular class
Harold; adding a notation space for Instructors to add a note about a student that is not seen by the student, a date needs to be included, if a note exists the instructor should contact the Instructor who made the notation. Note can be about learning style and what did or did not work as well.

Video Project
1.Minakshi, making the video of the Watsu clinic available and creating a forum for variations of moves
2. Video for teacher variations for students

Action Ahara: send Introspective list of questions for post complaint form to participants for comments

Ruth: Needed to create a committee to embrace technology for WABA,

ESAC committee communicate to Senior Instructors about forms for coach advisors when working with co-teachers

Ruth contacting Aqua Stretch to know what they are doing

Board has completed internal rules and is meeting end of July

Respectfully submitted, Ahara, Mary and Ruth Meyer , 7/24/2017