WABA Board Chair Report January 2020- December 2020

Board Member during April-Dec 2020. Cameron West (Chair), Tomasz Zagorski (Vice Chair), Mary Seamster (Secretary), Gianni De Stefani (Treasurer), Antonio Maria Cardoza Acosta, Calias Dull.

January 2020

- Discussion on registering Logo before Brexit while UK is still in the European Union. Decision needs to be made whether 1. BD wishes to cover the logo 2. Decision to divide expense with Dull Family and WABA International.
- If BD registers the Logo and GB opposed, the BD can prove that WABA had the World TM before.
- Long discussion regarding Lawyer fees, speaking with Pavana regarding costs and legalities.
  Tomasz will contact Lawyer regarding 2 applications. Pavana has a new logo. All agreed wth the logo.
- Discussion with Lawyer regarding E-book, costs for rights. Discussion included Pavana's concerns. At this time of registering the Watsu logo in EU we cannot use ® after the word as its not registered yet. We need to wait for approval then we need to add the ®
- We decided to file 16, 41,42 with this logo that we got from Pavana under the WABA International, then we will give license to the Dull family to use as they wish. Dull family would get exclusivity for class 16 No need to talk with Austria -Portugal when its contested.
- Maxwell fixed the Institute and Instructor updating. Pavana will individually update them.
- About actual problems with the Registry: e-mail to Max and Pavana with copy to the Board for the next restyling of the Registry.
- Requests for exceptions from W1 Instructor in training. All agreed

February 2020

- Update on discussion wth Calias, Gianni and Keli re:Watsu Round
- GDPR Update
- Discussion of issues between 2 Brazilian Instructors. A letter needs to be sent to EEC.
- All agreed that Secretary will write a formal letter stating that the BD members they will not use the WABA registry to look at instructors classes taught inappropriately.
- US Ethics Committee wants a response from Board to go ahead with making changes to agreements for students, Practitioners, assistants, Instructors. Discussion that the existing Ethics agreement is to vague. Agreed it is a work in progress.
- Tomasz will work on this and go over this in different culture, China, Eastern Europe. We will table to next meeting on how to save them.

- US and Euro Lawyers will be consulted re: Ethical Probation of a US Instructor. RE: Article 15 of statutes.
- Discussion of Jun Konno, is he still teaching, what is his Instructor status. Cameron will get more information when in Japan to teach. Suggestion is to write a letter to Jun inviting him to come into compliance.
- Follow up on WABR and TM discussion after the January 13th meeting. Polish lawyer sent information Brexit the law will be the same until the end of the year.
- Discussion on Task Committee to form to do research on New WABA Registry.
- Approve 2019 WABA member accounting.
- Discussion on 2 TI's in Czech Republic. Particpants on existing TI are not getting along. Request has been made to form another TI. Letter will go out from the Board, guideline for communication. Find an agreement with mediation from Jurgita, chair of EEC, how to use WABR TI facility in an ethical way for all 3.
- Discussion on Swiss Instructor requesting to be Watsu 3 Instructor. The secretary will write a letter give him suggestion on issues to reflect on. We give him three years from the time of the event, self-reflection and work with a consultant. All Agreed
- Request from Spanish Instructor to teach Clinical Watsu 3. Asking for exemption. Peggy and Cameron have given the criteria to teach Clinical Watsu 3. Are open to partial exemption not full.
- Mary Seamster approved to be Coach Advisor.
- Anat approved to be a Watsu 2 Instructor
- Adel Putney approved to be Watsu 1 Instructor.
- Swiss Instructor request to teach a 2 day module on Breath. ESAC Pending.
- BD should ask Max to add a Watsu 3 integration 25-hour class to each WABA Watsu 3 Instructor. Done with Pavana acting as go between.
- Update on HDI Human Development Index from UN, there are now 55 countries that are above 50 % of US GNI PPP.
- All agreed Instructor in India can be grandfathered in as an assistant not an Instructor
- Received an instructor's concern for 2 TI's in Russia. Very complex issues with Watsu Rossia and TM rights. Bring to the next agenda for revising the agreement. That all other instructors can teach in Russia.
- Tabled a discussion re Practitioner and Provider in underdeveloped countries paying $25. Waiting to see how it looks when we have the index, if the 60% is applied. Then Pavana needs to be brought into the discussion.
- Revision of WABA ATC/ITC guidelines
- ITC possible discussion: An ATC/ITC class has to have at least 3 new students in order to guarantee some group dynamic. <u>The Board can allow exceptions in according to local needs</u>.

March 2020

- Update of Covid 19 and actions to be taken. Letter to be sent out to all IT's. Instructors, social media, WABA registry.

- Brazilian Instructor Issue of not teaching Basic Watsu in 20 hr format over 2 days. Issue is sent to EEC and South American EC.
- Letter written re: WATA with WABA interface with student names and payments.
- Update on US Instructor Probation, Appeal. Utilizing Swiss and US Lawyer to help establish correct protocol for appeal.
- Discussion on Senior Instructor with IAKA being able to walk Instructors thru WABR. Mary has agreed to do a zoom to help educate SI.
- Discussion re: Jun in Japan and the registered Watsu TM with ADI. Is it possible to file for a new Watsu TM in Japan. . Ask Toru to seek advise from a legal Japanese specialist. Letter will be writtin by Tomasz and edited by Secretaries.
- Polish lawyer sent information Brexit the law will be the same until the end of the year. The BD can add all the services but after TM is registered.
- Reinstate the request to the subcommittee task force led by Teresa Piddington to get a second bid for WABR
- Agreed that Swiss Instructor can have Breath Class ("Souffle de l'eau"), but Basic Watsu must be a pre-requisite.
- Update on HDI Human Development Index from UN, there are now 55 countries that are above 50 % of US GNI PPP. Pavana needs to update the WABA Website.
- Secretaries will inform Russian Instructor the need to work out issues with Trainee wanting to create another TI in Russia.
- Revision of WABA, ITC guidelines has been sent to ESAC. US ITC sent a proposal and we need to come under agreement with international ITC.
- ITC possible discussion: An ATC/ITC class has to have at least 3/**4** new students in order to guarantee some group dynamic. The Board can allow exceptions in according to local needs.
- Local TI should have priority on organizing such classes with WABA certified ATC/ITC Team **if** there is a local problem
- Discussion on ITC protocols. Establishing how many teachers/min students. Allowing single teacher ITC that are already established. If exceptions are given they must be given to all ITC.
- Final wording for revised WABA internal rules from Tomasz and Gianni. US Lawyer will be hired to help with the rewriting.
- EGA 2020 for financial year 2019
- Changes of IR or Statutes must be passed by members. EGA to be organized prior to end of June, Chair needs to write update f EGA.
- Secretaries will send out letter to all committees asking the Committee chairs to send a report on 2019 activities by 15th of April.
- Letter to be written to Polish Instructor re: agreement of 2 year probation and re-evaluation to have a TI.

April 2020

- Approval of Tomasz Zagorski for Coach Advisor

- Discussion and Preparation for end of 2020 EGA and election protocol
- Discussion re: New WABA Registry. Pavana and Maxwell to be involved in the early stages of research.
- Discussion on waiving instructor fees for 2020 due to Covid. And the repercussions to WABA and to Pavana if fees are waived.
- EU Ethics and US Ethics collaborating on Ethics Agreement.
- EU Ethics followed up with Czech Republic TI experiencing relational issues.
- Letter to water community re: Update on Covid-19. Approve to place on Registry.
- Calias updated the Board re Watsu Round format
- Gianni updated the BD on GDPR status, concern is that data is stored in US server.
- Discussion on Pavana's job description and what her future role will be when new registry is completed.
- Discussion of possible forgery issue with one of WABA Instructors. Decision to wait till small claims decides the case.
- Request by BD member to help setting up a TI in Belarus and Kazakhstan. Discussion regarding the need for at least an Assistant to be on location and if there would be conflict with other TI in Russia. Discussion tabled till more information.
- Editing language of IR by all BD members.
- Decision to have a Watsu 2 Instructor applying to be a Watsu 3 Instructor seek Ethics Counseling before application to be approved.
- US ITC team submitted Assessment forms for Instructors in Training to ESAC. ESAC suggested acceptance of forms.
- Xavier approved for SI.
- Watsu 3, Adpated name to be changed to Clinical Watsu 3 approved by ESAC and the BD. Guidelines for certifying for Clinical Watsu 3 completed.
- Discussion on BD, ESAC, and TM committee need to complete Annual Reports
- ESAC will take on the task in the future regarding rational exceptions for Elder Instructors especially CA.
- Estimate/Bid from Maxwell to do New Registry 500 hrs. Need to know hourly wage.
- Pavana joined in on discussion re: payments and membership fees. Percentages were discussed, all agreed on the importance of one solution.

May 2020

- ESAC documents and where the BD stands in reference to their advice. ESAC docs can be finally approved over e-mail.
- WABA probation of Senior Instructor update by US Ethics Committee
- Eu Ethics update re: Instructor in Brazil. Letter written to Instructor clarifying hours needed to complete Basic Watsu and hours for WTF. Also the need for defining when teaching WATSU and when teaching PT techniques. Not to blend them into the required Watsu Basics/WTF hours.
- BD suggested to Polish TI to stay under 1 umbrella and not to divide into two separate TI's. EU Ethics is handling issue.

- Discussion on Training Institute document/ BD members volunteered to edit and send to all BD members for next BD meeting discussion.
- Discussion on redoing WABR. BD members updated on different processes and systems to be researched for such a complex Registry.
- Discussion on EGA ~ Members are notified they can reply on SLACK . The BD will continue to monitor SLACK discussion and inform EGA about topics needing approval. Only members who have pd 2020 dues have the right to vote.
- So far most discussions on SLACK have been positive.

June 2020

- ESAC recommendations for certification of Polish Instructor in Training approved.
- Pavana requests simplest changes only to WABR Instructor fees for 2020.
- Tellers for upcoming Election once they are approved will be shown how to send out Survey Monkey. Also need to be clear on GDPR requirements for EU members.
- Names of potential New (2021) BD members were discussed.
- Delay on WR, needing input from Paul (ESAC Chair), needs input from ESAC
- Discussion on Watsu 3 Instructor application. Need to look at the work outside classes in the WATSU community.
- Update and discussion on Senior Instructor on Probation. The need to define primary and secondary issues regarding complaints against Instructor. Letters will be written to Instructor explaining in detail (again) probation, first and secondary issues
- Update on Brazil and Czech Republic situation. Letters are written to key players in the situation.
- The discussion re: creating new TI where there is no Watsu Representative living in local area. The subject to be brought up at the EU Instructor Conference.
- Agreed for edited TI document to be placed on WABA registry.
- Discussion of our old agreement with IAKA. And the possibility of creating a new agreement with Karla/IAKA.
- Request for Maxwell to research OBA website and if he can use to simplify and reduce cost of redoing a new WABA registry.
- EGA was postponed for 1 week.
- All Tellers have been approved
- Task force update. Basic Watsu manual doc to be sent to ESAC for approval. Task force dealing with non current members and how to bring them back under WABA umbrella.
- Discussion on staggering BD and committee members to 2 year - 4 year commitments. Statutes will need to be re-done for EGA 2021. Approved for 2021 and go into affect 2022. Swiss Law will be brought into discussion to make sure legal.

July 2020

- Updating Practitioners who have not paid. If someone is late in paying 2020, they can be sent to Pavana for updating. Pavana wants individuals to contact her to pay their WABA fees and she will adjust behind the scene.
- More Discussion on formatting WR Certification/***On the registry Harold already allowed Watsu Instructors to teach WR after having done a related IC or a co-teaching of WR with him or with a Mentor.*** We need more clarity prior for the Watsu Conference in Krakow so it can be clearly discussed and approved.
- Gianni to send new form for Watsu 1-3 applicarion. Discussed Covid exemption through 2020 for BasicWatsu Instructors in Training. Allowing 4 students (1 new,3 audits)
- Updating and discussion on a SI on Probation and Brazilian Instructors video sent in for review of style of teaching Basic Watsu/Watsu 1, also the way of advertising class.
- Agreed and approved that ethical matters, issues, decisions should be shared with all Ethics Committees.
- Czech TI issues escalating, lawyers are being consulted.
  TI agreement document being edited by a few people. As of now requirements for minimal condition is still in discussion ***and will be on the agenda of next IC.***
- When TI agreement doc completed and approve, doc will go on WABA Registry.
- Core requirements need to be placed on Registry; supplemental classes are not required to be ADDED.
- Further conversation regarding using OBA as possible template for new registry. Sub committee from BD will speak directly to Maxwell.
- After the week of July 10th to 12th members will apply the new internal rules that can be approved. Survey Monkey will be sent out by BD Member.
- Report on Mail Chimp: Out of 230 invited to vote/53 voted. Average from previous yrs 46 votes.
- Discussion of Harold's Celebration of Life. Calias and Pavana creating a zoom presentation with pictures from past IC, classes, WABA members. Harold's Poem to be read at ceremony.

August 2020

- Ideas for discussion at Instructor Conference in Poland. What are some pivotal issues that have been left un-discussed prior to the next Board taking charge? Because of Covid limited travel is available to participants. There will be a physical conference and an online access for Instructors and assistants. Every instructor Conference is open to everyone so all Instructors from around the world can vote. Topic of WR, Body mechanic support, Covid 19, GDPR, new ethical code.
- Discussion for IC is the concept of negative legacy. Watsu students in the past have been allowed to get away with treating before becoming Certified Watsu Practitioners. In past there was fewer people to spread the watsu way. Now it is different.

- Allow time for institutes and associations to carry out regularization.
  Prohibiting professional performance to those who are not Practitioners.
  (*this is already given on our guidelines)*
  SENIOR INSTRUCTORS MUST COMMIT TO SUPPORTING THIS DETERMINATION. SIGN AN Agreement.
- More discussion on the need to possibly modify more Basic Watsu Instructor in Training requirements due to Covid. Issues are not the same in Europe as in the US. Do we give exceptions to individual or make it a 2020 general exemption for all Basic Watsu IIT.
- All approved that general exemption till **June 2021** will be minimum 3 students required for BWIIT, 1 new and 2 can be audits. No need to send to ESAC for approval, but do need to send to ESAC for their information of exemption approval.
- Another Discussion on rights of SI who is on Probation. Student feedback is to to be sent directly to US Ethics as written in the Probation Requirements. Been very difficult to get these students to send evals direct to US Ethics. Letter have been written to all SI's students, there has been push back from students and confusion.
- Update from EU Ethics committee re: Czech TI and Brazilian. Continued efforts to mediate Czech TI and move inform Brazilian Instructor and students of correct procedures.
- Update on the new Watsu Round discussion. The recent Watsu Round document with list of Instructors capable to teach WR.
- At this time not enough Board candidates for upcoming BD Election. Tellers are not needed. Tellers are notified. The applications can be ratified thru Survey Monkey. At the same time, we can submit candidature for chair.
- Information on upcoming IC will be advertised. One way will be Facebook.
- BD members interviewed candidates from US and Israel for BD position.
- IAKA agreement with WABA BD. Ongoing refining of agreement, still in process.
- Update on Aquasoma and ISWatsu. add key words for search engine to create more Watsu.com visibility.
- BD members met with Russian Practitioner re: issues around Russian TI, ownership, process in working together, need for mediator.
- Discussion on Watsu 2 Instructor not meeting the request to see an Ethics Counselor before submitting application for Watsu 3 IIT. Does this stall request to become Watsu 3 IIT? BD member will discuss with W2 Instructor to find out goals.
- Discussion on red flags of a student teaching Watsu before completing ITC Requirements. If proof, needs valid complaints and given to appropriate Ethics Committee.

September 2020

- This was sent out to all ITC's 1th Sept 2020:

WABA Board of Directors (BD) approved 24th of August 2020 the following exceptions for Instructors-in-Training for level Basic and Watsu 1 during the Covid-19 pandemic.

- **Minimum class sized** three students with at least one new student, instead of four students with at least two new students.
- **One Senior Instructor can simultaneously Co-teach with two Instructors-in-Training.**
- **Coach Advisor (CA) Evaluation can be via video,** in cases where local authorities restrict travel to the country or region. Instructors-in-Training must first demonstrate good-faith effort to work directly with a CA before this exception can be authorized.

All exceptions relating to Covid-19 pandemic are valid until June 30th, 2021

- Letter written to SI on Probation. Regarding the need for student evaluations to be sent to US Ethics. Instructor wrote with requests for leniency on a few aspects of probation. Instructor is notified that each time in asking for leniency or change to requirements, Probation is on hold and lengthens the end date of probation.
- Update on International Instructor Conference in Poland.
- Interview with BD candidates are complete. Request to send all redacted minutes to approved New BD members.
- Update on Interview with Russian owner of TI, in dispute with Russian practitioner.
- New website still in research stage.

October 2020

- BD Meeting Oct. 2020. Old BD met with new BD members. Introductions, what is your intention for serving on the BD. Gave brief description of obligations serving on the BD. Discussion and agreements on BD roles.
- Discussion on time limit and which requirements an Instructor is under when applying to teach next level of WATSU. 3-10 year is discussed. 5 years is agreed upon with the knowledge that IIT can apply for exceptions.
- Still have not received an estimate to build new registry. BD member is asked to consult with Maxwell.
- Discussion on the right to create new WATSU video's now that Harold has passed. Need to speak with Owners of TM, tabled for next meeting.
- Discussion and feedback from BD members re: validity and truth of an interview held with Russian TI Owner. Decision is that SI's involved need to step back so that the Russian practitioner and TI Owner can work on solutions to their relational issues.
- Discussion on Russian TI, how communication, collaboration and agreements could be implemented. How much do SI's, Bd participate in helping Russian Practitioners and TI(s).
- ESAC/BD discussion re WIC guidelines. Discussion re: a couple SI applications for Watsu 3 ITT, that have been help up due to Transition of old ESAC to new. Old BD to new.
- Discussion of a new applicant for BD that will fill the Asian position. Decision to open up to vote for 1 more candidate to BD from Asia/ Oceania till end of Nov 2020.
- Minutes from International IC will be sent to BD. 2 models of TI were discussed and voted upon at conference. Majority voted Yes. The new Tis will have the same

agreements to sign. The Ti differences are between virtual training institute and in country approved TI.

- Discussion on Virtual Instructor Conference 2021 US inviting everyone to join. Assistants and all Instructors. All Instructors from around the world should be invited. We postponed in person conference in Europe. Postpone for 5 years. Maybe not try to do two conferences in a year. Possible postpone the Symposium to 2025.

November-December 2020

- EU Watsu TM has been registered!. Great achievement for our Board.
- Discussion on exchanging WATA fundamentals for Watsu Basic. All agreed to allow for one time only.
- Discussion about wording for the IAKA TI agreement. "IAKA does not exclude the presence of other training institute and Instructors in the German territory, as long as their trainings will be according with the international didactical standards of WABR and WABA."
- IAKA has agreed to pay the past class fees and that all Practitioner they have around 700-750 hours to become a Practitioners, but they need to post all these classes.
- New: IAKA recognizes WABA's free but fair market philosophy and promotes in their ITC trainings the concept and understanding of "Respectful Communication". This builds collaboration vs competition. An Instructor invited to come to a new city, state, country should research if there is another pre-existing Institute/Instructor(s) in the community that is already teaching Watsu®. Communicating the invitation when and for what level, to see if there is already a class being taught. This encourages good will within the TI's and amongst all the Instructors and allow possible coordination of classes taught.
- Update on Survey Monkey results. More than 100 members participated!
- BD discussed possible mediation with a neutral party for on going Russian issue.
- BD requests that a previous ethical complaint by a BD member with Russian Practitioner/TI Owner be delayed till mediation has an opportunity to happen.
- South American application to become Watsu 3 ITT is on hold for new ESAC.
- Last Old BD meeting conducted. Due to some interpersonal disagreements our last BD meeting dealt with developing a solution that two members were not allowed to vote, due to conflict of interest. Ground work was laid for discussion.
- Final agreement on Instructor fees for 2020. Price was agreed upon $50 instead of $100. All instructors paying 2020 fees needed to contact Pavana to do so.
- Owner of Watsu TM will pay debt to WABA
- On Going discussion with Maxwell re: use of OBA as template for new Registry. And to answer question of how many hrs to create registry.
- International IC notes, items that were discussed and asked to come to the BD/EGA is the issue of too much Power at the top (BD). Too many rules and restrictions to becoming a instructor. And that there should be a ongoing platform for Instructors, Assistants can meet on a regular basis.

- Approval of member requesting to be on WWW committee.
- Unanimous agreement that the editing of TI Agreement needs to be done before new BD takes office 2021. Much discussion between members of the BD regarding politics, and fair distribution of rights in beginning and maintaining a TI.
- In depth discussion re: Russian TI and issues of abuse of power and present license. Ethical complaint by BD member with Russian TI Owner. Result in request for both Russian parties to begin a working dialogue on disagreements. At this time it is not recommended that a second TI be developed.

Submitted by: Cameron West/ 2017-2020 WABA Board Chair