

NPSI Special Board Meeting via Zoom
April 14, 2020

Officers:

President – Maxine Nelson, LICSW, FIPA
Treasurer – Eileen Fletcher, SPHR/SHRM-SCP
Secretary – Michael Dougherty
Acting Director of Training – Maxine Nelson, LICSW, FIPA
Education Committee Chair (rotating) – Don Ross, MD, FIPA

Directors:

Caron Harrang, LICSW, FIPA
David Jachim, PhD, FIPA
Alison Kneisl, MD, MBA, MS
Carolyn Steinberg, MD, FRCPC, FIPA

Candidate Representatives:

Anna Delacroix, MA, LMHC
Nicole Wiggins, MA

Administrative Staff:

Recording Secretary – Hollee Sweet

Present: Anna Delacroix, Eileen Fletcher, Caron Harrang, David Jachim, Alison Kneisl, Maxine Nelson, Carolyn Steinberg, Nicole Wiggins

Absent: Michael Dougherty, Don Ross

Advisory Council Guest/Meeting Chair: JoAnn Mills

Guests: Dana Blue, Julie Hendrickson, Barbara Sewell

The meeting was called at 7:30 pm. Maxine Nelson then turned the meeting over to JoAnn Mills.

I. Call to Order

JoAnn Mills called the meeting to order and greeted the board members and guests, Dana Blue, Julie Hendrickson, and Barbara Sewell.

II. Why We are Here

JoAnn Mills discussed the current NPSI leadership gap, and introduced the board's idea to create a leadership team, consisting of President, President-Elect, and Past-President. The leadership team would then create a leadership succession plan. JoAnn has offered to chair the task force that will include the leadership team.

Caron Harrang discussed how this new group leadership plan came from the board's review of the Self-Study report and evaluations. The group discussed in detail how this relates to what they experienced and learned from the Self-Study Retreat, report, and evaluations.

III. What the Task Force Requires

JoAnn Mills discussed the requirements of an ongoing task force over the next twelve months, including board support, administrative support, organizational knowledge, and a dedicated team.

IV. The Payoff

JoAnn Mills noted the payoffs of a task force and new leadership team are the sustainability of the organization, protection of member investment, shaping of strategy, and cultural change.

JoAnn noted that members appear to be interested in the mission of NPSI, and its training goals, but not in leadership. She also expressed her concern that all members and stakeholders, including candidates, would be hurt by NPSI failing to have successful leadership succession. JoAnn advised the group of the importance of clarifying what board members get out of their leadership experience.

V. Board Discussion

The group discussed their thoughts on a task force, and a change in the leadership structure, including reducing the term of the President.

JoAnn Mills suggested following up with members and candidates who had stepped forward at the Self-Study Retreat, and who expressed interest in assisting with leadership succession.

VI. Next Steps

JoAnn Mills suggested going forward with a next group process, which will have to be designed and lead by the group at the next Special Board Meeting. Caron Harrang asked JoAnn to chair a follow-up meeting with members, which JoAnn agreed to, suggesting it be soon as NPSI needs to establish their incoming leadership team as soon as possible. Dana Blue and Julie Hendrickson offered their regrets at not being able to be a part of organizing the process.

Maxine Nelson suggested a Membership Assembly in May, after the May 16 Board Meeting.

The meeting was adjourned at 9:00 pm.

The group agreed to a follow-up Special Board Meeting for April 28, 7:30-9:00 pm via Zoom.