

NPSI Special Board Meeting via Zoom
April 28, 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, Michael Dougherty, Eileen Fletcher, Caron Harrang, David Jachim, Alison Kneisl, Maxine Nelson, Carolyn Steinberg, Nicole Wiggins

Absent: Don Ross

Advisory Council Guest: JoAnn Mills

Guest: Barbara Sewell

The meeting was called at 7:30 pm by Maxine Nelson.

I. Call to Order

Maxine Nelson called the meeting to order.

1. The revised organizational chart was approved.
2. Barbara Sewell was unanimously approved as President-Elect, and JoAnn Mills as Community Member Director. Their positions will be voted on in October 2020 at the Annual Membership Meeting.
3. The Board unanimously approved paying the outgoing administrator, Hollee Sweet, her PTO accrued for FY2020 (currently \$962), along with a \$1,000 termination bonus. This item has been removed from the consent agenda.
4. Maxine reported that NPSI has hired a new administrator, Tese Mason. Tese is currently a part-time business manager and office clerk for Theater Puget Sound, has excellent references, and vast experience with non-profits.
5. Maxine and Barb will discuss the upcoming issue of *Selected Facts* being published in July rather than June to allow the incoming administrator time to

determine whether she will be able to become the Managing Editor, and become familiar with the process of publishing the newsletter.

Maxine Nelson turned the meeting over to JoAnn Mills.

II. Update on Leadership Development

JoAnn Mills reported that NPSI now has a President-Elect, Barbara Sewell, but that additional leadership roles need to be filled. Maxine Nelson discussed the actions of the Nominating Committee, which resulted in Barb becoming President-Elect. Maxine also noted that there were potential candidates for the roles of Director of Training and Dean of Students.

The Board discussed the new leadership structure, which will embrace a leadership team, and how that new structure should be included in future discussions with members who may be approached for vacant leadership roles. Barb discussed how she made the decision to take on the role of President-Elect, which JoAnn suggested is very valuable information to use when appealing to other potential leaders.

It was decided that the Nominating Committee be dissolved, and the Board will follow-up with recruiting/selecting the next President-Elect.

Caron Harrang noted that the Bylaws will need to be updated if and when the new leadership structure is changed.

Action: Caron will set up a task-force to make the proposed changes to the Bylaws when the new leadership structure is approved by the Board.

III. Developing a Vision for NPSI

JoAnn Mills recommended creating a process to transition the Board into more strategic planning a way to facilitate organizational growth. She also noted this forward-focused style of leadership will have the potential of attracting new Board members.

IV. Action on Retreat Initiatives

Maxine Nelson noted that the urgency for a follow-up to the Self-Study Retreat has lessened now that NPSI has Barb as President-Elect, as well as a potential Dean of Students and Director-of-Training. She discussed with the group planning a three-hour retreat in June in follow-up to the Self-Study Retreat.

The meeting was adjourned at 8:45 pm.

The next Board meeting is scheduled for Wednesday, May 13, 6:30 – 8:00pm by Zoom.