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California Association of Marriage and Family Therapists

CAMFT BOARD OF DIRECTORS  
MEETING MINUTES  
December 5-6, 2015  
Renaissance Long Beach  
Long Beach, CA

*Board Members In Attendance:*

Jurgen Braungardt, Chief Financial Officer  
Bob Casanova, Secretary  
Jonathan Flier  
James Guay  
Cathryn Leff  
Mark Perlmutter  
Patricia Ravitz, President Elect  
Laura Strom, President  
Chris Trailer  
Danah Williams

*Board Members Not In Attendance:*

Jodi Baldel, Past President  
Liz Birch

*Staff:*

Cathy Atkins, Deputy Executive Director  
Jill Epstein, Executive Director  
Ron Hynum, Managing Director, Finance and Operations

*Observers:*

Laura Haynes  
Howard Levitt  
Carol Timmons  
Curt Widhalm

## **I. Call to Order**

President Laura Strom called the meeting to order at 8:32am on December 5, 2015.

## **II. Anti-Trust Compliance**

President Strom acknowledged that the CAMFT Board adheres to the CAMFT Policy on Antitrust Compliance.

## **III. Consent Agenda**

Motion (1) – Ravitz: Accept the consent agenda.

APPROVED

## **IV. Member Open Forum**

Two members participated in Member Open Forum. Laura Haynes raised concerns about CAMFT's perceptions/perspective about SOCE. Howard Levitt discussed his proposal for CAMFT to create a program to allow members to travel overseas to share the practice of marriage and family therapy and exchange ideas.

## **V. Policies and Procedures**

### *A. Policy on Policies*

The Board reviewed a draft "Policy on Policies" to serve as a formal mechanism for creating, issuing, and maintaining CAMFT policies. The intent is to ensure consistency, practicality, and appropriateness of proposed policies.

Motion (2) – Perlmutter: Approve the "Policy on Policies", as presented.

APPROVED

### *B. Enhancing Communication between Board Candidates and Members*

The Board reviewed existing opportunities and additional proposed opportunities for Board candidates to communicate with members.

Motion (3) – Ravitz: CAMFT to establish an "Elections" page on the CAMFT website and offer candidates the new options of: submitting a video (up to 3 minutes), obtaining a temporary camft.org mailbox (which includes the word "candidate"), and submitting one letter of endorsement (up to 250 words and a picture of the endorser, if desired).

APPROVED

### *C. Implications of "Policy on Restricting Advertising SOCE in CAMFT Publications" on the CAMFT Community*

The Board reviewed the intent of the existing policy and agreed that the intent is to ban advertising that promotes SOCE. The intent was not to ban or limit discussion of SOCE practices in the CAMFT Community.

### *D. CAMFT Statement on SOCE*

The Board discussed the current CAMFT Statement on SOCE and whether it should be amended and expanded to include language that condemns SOCE practices for adults, given CAMFT support of the intent of HR 2450.

Staff was directed to research whether other organizations' statements condemn SOCE practices for adults, condemn use of psychological interventions to change a person's gender identity, and support psychological interventions that provide support of identity exploration and development. The Board will discuss this research in March, 2016.

*E. APA Guidelines for Psychological Practice with Transgender and Gender Nonconforming People*

The Board discussed a position statement on Therapy with Transgender and Gender Nonconforming Clients that affirmed being transgender or gender nonconforming (TGNC) is a positive and healthy variation of gender identity and gender expression and recognized the APA Guidelines.

Motion (4) – Guay: Adopt the CAMFT Statement on Therapy with Transgender and Gender Nonconforming Clients.

APPROVED

*F. Board Discussions in CAMFT Community*

The Board reviewed the history of private Board discussions in the CAMFT Community and the 2011 "Policy on Board Member Communications on the CAMFT Community Board Group".

The Board agreed to maintain the existing policy and took no action.

*G. Frequency of Demographic Surveys*

The Board reviewed the history and rationale behind the format and timing of the CAMFT Demographic Survey.

The Board took no action.

**VI. Committee Actions and Nominations**

*A. Committee Nominations*

Motion (5) – Perlmutter: Approve the candidates for the Prelicensed Committee.

APPROVED

Motion (6) – Ravitz: Approve the candidates for the CEPA Committee.

APPROVED

*B. Public Outreach Committee*

Pasadena Advertising presented an overview of the goals of the public outreach plan and reviewed associated costs.

*C. Crisis Response Education and Resources Committee*

The Board discussed a request by the Committee to amend the Committee description to allow the Committee to hold four in-person meetings per year instead of one in-person meeting.

Motion (7) – Casanova: Re-affirm that the CREC meets in-person once per year. In the event of an urgent situation, the Committee can appeal for a specific variance. CAMFT to develop videoconference capability for meetings.

APPROVED; OPPOSED – Trailer

*D. Certified Supervisor Program Committee*

The Board reviewed proposed changes to the Committee description.

Motion (8) – Ravitz: Remove reference to “Manual” and substitute with “periodic review of clinical content of supervision trainings.” Accept other changes, as proposed.

APPROVED

*E. Bylaws Committee*

The Board discussed whether the Committee should meet and what directions the Committee should be given.

Motion (9) – Casanova: Convene the Bylaws Committee to address online voting and other housekeeping matters and make recommendations to the Board.

APPROVED

Motion (10) – Perlmutter: Request that the Bylaws Committee recommend that interns have voting rights for Board elections.

NO VOTE

Motion (11) – Ravitz: Postpone vote on Motion (10) to Saturday, March 19, 2016.

APPROVED; OPPOSED – Braungardt, Perlmutter, Trailer

**VII. Finance**

*A. Financial Reports*

Chief Financial Officer Jurgen Braungardt presented the financial reports.

Motion (12) – Trailer: Accept the financial reports

APPROVED

*B. Update on IT Consultant*

Ron Hynum, Managing Director of Finance and Operations, reported that the consultant has begun interviews with staff and is expecting to issue a report by year-end.

*C. Update on Lockbox Research*

The Board reviewed the research and took no action.

*D. Sacramento Property*

The Board debated whether to sell the Sacramento property at this time.

Motion (13) – Casanova: Accrue a modest amount of money in anticipation of future expenses associated with maintaining the Sacramento property.

FAILED

The Board took no action and will review this topic again in March, 2016.

*E. 2016 Proposed Budget*

The Board discussed a proposed dues increase as part of the 2016 budget. The Board noted that dues had not been raised since 2010/2011, yet many programs/services continue to be added and cost of doing business has escalated.

Motion (14) – Leff: Increase dues by \$30 for clinical, life, and associate members and \$20 for prelicensed members.

FAILED

Motion (15) – Ravitz: Increase dues by \$25 for all membership classes.

FAILED

Motion (16) – Perlmutter: Increase dues by \$25 for all membership classes and remove the \$50 fee for prelicensed members to post profiles on CounselingCalifornia.com.

FAILED

Motion (17) – Strom: Increase prelicensed dues by \$19 and increase clinical, life and associate member dues by \$29 and remove the \$50 fee for prelicensed members to post profiles on CounselingCalifornia.com.

FAILED

Motion (18) – Ravitz: Increase clinical, life and associate members' dues by \$25 starting in April, 2016; Increase prelicensed member dues by \$20 in April, 2016, escalating to \$25 increase in prelicensed member dues in January, 2017 and remove the \$50 fee for prelicensed members to post profiles on CounselingCalifornia.com.

FAILED

Motion (19) – Perlmutter – Increase clinical, life and associate member dues by \$25 starting April, 2016; Increase prelicensed member dues by \$20 in April, 2016, escalating to \$25 in January, 2018 and remove the \$50 fee for prelicensed members to post profiles on CounselingCalifornia.com.

APPROVED; OPPOSED – Braungardt, Leff

Motion (20) – Trailer: Approve the 2016 budget, as presented, with adjustment to dues revenue pursuant to increases approved in Motion (19).

APPROVED

Motion (21) – Ravitz: Authorize the Executive Director to execute a contract with Pasadena Advertising pursuant to the CAMFT Procurement Policy.

APPROVED

### **VIII. Proposed Partnerships**

#### *A. Shrink Sync*

Board members reviewed their experience with the product. The Board took no action and invited the vendor to re-submit a proposal in December, 2016.

#### *B. Practice Management Partnership proposals*

The Board reviewed proposals from Argonaut (CAMFT's current exclusive practice management partner), Simple Practice and Therapy Partners.

The Board took no action.

#### *C. North Central University*

The Board reviewed the NCU proposal.

Motion (22) – Casanova: Accept the proposed affinity partnership proposal from NCU.

APPROVED; Leff recused herself from the vote because she is a student at NCU.

### **IX. Proposed Projects**

#### *A. Computer Assisted Therapy (CAT) Articles*

The Board reviewed a proposal for CAMFT to issue a six-part series in *The Therapist* about CAT, written by the member submitting the proposal.

The Board took no action and directed staff to suggest that the member submit a proposal to the Clinical Editorial Committee and/or to apply for the CAMFT grant to conduct market research pertaining to CAT.

#### *B. International Therapist Travel Program*

The Board reviewed a repeat proposal for CAMFT to sponsor a delegation to travel internationally for professional and cultural exchanges. Members would be charged to participate.

The Board took no action and directed staff to suggest that the member advertise his travel program in *The Therapist*.

### **X. Member/Chapter Issues**

#### *A. Chapter Agreement*

Executive Director, Jill Epstein, reported that, to date, two chapters have executed the Chapter Agreement.

*B. Sacramento Valley Chapter Variance Request*

The Sacramento Valley Chapter requested a variance to allow a prelicensed member serve as their President-Elect for 2016-2017.

Motion (22) – Ravitz: Approve the variance request from the Sacramento Valley Chapter.  
APPROVED

**XI. Executive Director Report**

The Board received written reports on CAMFT Staff/Operations, External Groups, *The Therapist*, Marketing and Public Relations, Continuing Education Provider Approval Program Report, Chapter Relations, and Professional Development.

The Board reviewed proposed changes to the Employee Handbook that reflect changes to the employee health plan and changes required by the Affordable Care Act.

Motion (23) – Casanova: Accept proposed changes to employee handbook.  
APPROVED

The Board reviewed the annual retirement contribution, per the employee handbook.

Motion (24) – Ravitz: Approve the retirement contribution.  
APPROVED

**XII. Legislative/Advocacy Update**

The Board received written reports on the BBS and state and federal legislation/advocacy and heard updates on the 2016 legislative priorities. The Board also received an update on invited member-attendees for the DC lobbying trip and President Strom appointed James Guay and Cathryn Leff to the delegation.

The Board discussed the 2015 legislator of the year award nominees.

Motion (25) – Casanova: Award Assemblymember Jim Wood as the 2015 State Legislator of the Year.  
APPROVED

Motion (26) – Braungardt – Award Senator Debbie Stebenow as the 2015 Federal Legislator of the Year.  
APPROVED

**XIII. Closed Session**

The Board went into Closed Session at 11:20am on Sunday, December 6, 2016 to discuss a Board member issue. The Board then returned to Open Session at 12:50pm. The Board voted

to use reserves, pursuant to the Reserve Policy, to pay for unanticipated legal expenses incurred in 2015. The Board intends to use its best efforts to replace those funds.

#### **XIV. Open Forum**

The Board brainstormed and engaged in a discussion of the Board process.

#### **XV. New Business**

The Board discussed emerging issues for future Board agendas. Items discussed included:

- Improved, electronic Board book
- Mindfulness of time and expense of tasks assigned to staff
- Explore costs/benefits/challenges of supporting select interns who want to challenge the Labor Board

#### **XVI. CAMFT Connects De-Brief**

The Board reviewed the suggestions and outcomes from the two CAMFT Connects meetings.

Motion (27) – Ravitz: Convene the CAMFT Connects Task Force to develop a communication of outcomes and next steps.

Danah Williams volunteered to join the existing Task Force.

#### **XVII. Adjourn**

The meeting adjourned on Sunday, December 6, 2015 at 1:35pm.