



**CONNECT
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California Association of Marriage and Family Therapists

BOARD OF DIRECTORS

MINUTES

March 22, 2013

Hotel George

Washington, DC

In Attendance:

Guillermo Alvarez, President-Elect
Catherine Auman
Jodi Blackley, Secretary
Antonia Bouyer
Victoria Campbell, Chief Financial Officer
Sharon Duffy
Leah Flagg-Wilson
Gayaneh Karapetian
Larry Langford
Jondra Pennington
James Sanders, Past President
Sandra Wolf, President

Staff:

Jill Epstein, Executive Director
Ron Hynum, Managing Director of Finance and Operations

I. Call to Order/Introductions

President Sandy Wolf called the meeting to order at 8:30 a.m. on Friday, March 22, 2013. Ms. Wolf acknowledged and congratulated the incoming Officers and Directors of the 2013-2014 Board: President-Elect- Jodi Blackley, LMFT; Secretary - Leah Flagg-Wilson, LMFT; Board Member At-Large - Antonia Bouyer, LMFT; Board Member At-Large - Larry Langford, LMFT; and Pre-Licensed Member At-Large - Mark Perlmutter.

The CAMFT Policy on Antitrust Compliance was referenced and acknowledged.

II. Approval of the Consent Agenda

Motion (1): Approve the consent agenda, without the January 12-13, 2013, Board meeting minutes.

APPROVED

Motion (2): Strike Motion (16) from January 12-13, 2012, Board meeting minutes since withdrawn motions are not recorded (per Robert's Rules) and break paragraph two of Section XI (F) into two sentences.

APPROVED

III. Strategy Summit – CLOSED SESSION

The Board participated in a closed-session from 8:35 a.m. until 8:45 a.m. to discuss strategic updates.

IV. Board Outreach/Evaluation

The Board was asked to submit names of potential future Board members and Committee members. Staff will pursue these members to gauge their level of interest in applying for positions. Information on Board member outreach to legislators will no longer be collected at Board meetings since that information is now collected monthly and incorporated in "Behind the Scenes" and posted on the CAMFT website.

V. Committee Reports/Updates

A. Bylaws Committee – Executive Director Jill Epstein presented the new draft bylaws and highlighted the proposed deletions and changes. The Board discussed the proposal and requested changes to the following articles: Article II, Section 1a (3) and Section 9 (a)(b); Article III, Section 4(c); Article V, Section 2 and Section 5; and Article X, Section 2.

Motion (3): Approve the bylaw proposals, with changes as requested by the Board.

APPROVED

Clinical members will be sent the proposed new bylaws and a ballot late April. All ballots must be received by CAMFT by June 6, 2013. The ballots will be counted on June 7, 2013.

B. Educational Foundation – Ms. Epstein reported on fundraising efforts of the Educational Foundation.

C. PAC Committee - Ms. Epstein reported that a solicitation letter was sent on March 12, 2013. She noted that it is encouraging that members are also contributing to the PAC when they register for other CAMFT events. The annual PAC fundraiser reception will take place on May 18, 2013, in conjunction with the Annual Conference.

D. Honors Committee - Ms. Epstein noted that the honors awards were promoted more heavily in 2012 than in past years, which resulted in multiple nominations for each category. It was recommended that CAMFT limit the number of award recipients to one per category to maintain the prominence of the award and to allow CAMFT to appropriately budget award expenses.

Motion (4): Direct the Honors Committee to recommend up to one award winner, for each honors award, per year.

APPROVED

Motion (5): Accept the award nominees as presented by the Honors Committee: *Mary Riemersma Distinguished Clinical Award*: Sue Alexander, LMFT; *Honorary Distinguished Member*: Patti Johnson, PhD, Licensed Psychologist; *School and Agency Award*: WEAVE, Inc.; *Clark Vincent Award*: Authors of “*Advances: A Comprehensive Guide for Treating Female Sex and Love Addicts*” (Alexandra Katehakis, LMFT; Jill Vermeire, LMFT; and Sonnee Weedn, PhD, LMFT).

APPROVED

Motion (6): Re-name the “School and Agency Award” as the “Outstanding School and Agency Award.”

APPROVED

VI. Policies/Procedures

A. Compensation Philosophy – The Board reviewed the revised draft Compensation Philosophy.

Motion (7): Adopt the Compensation Philosophy as presented.

APPROVED

B. Nominating Committee Purview/Procedures – Ms. Epstein reported on research into best practices for Nominating Committees. She noted that the process was missing two key pieces: a clear charge for the Committee and a Committee analysis of Board strengths, weaknesses, and needs.

The Board discussed the desire to keep the process as open as possible and also acknowledged that the Committee should recruit and nominate a slate based on a strategic analysis of the Board’s needs. The desire is to identify a pool of candidates that will complement the existing Board and for all appropriate candidates to be added to the slate.

Motion (8): The Board shall issue a formal charge to the Nominating Committee and the Nominating Committee shall complete a strategic analysis for its recruitment and selection of the slate.

APPROVED; Antonia Bouyer, Leah Flagg-Wilson, Larry Langford OPPOSED

Motion (9): Board application shall require three professional references.

APPROVED; Larry Langford OPPOSED

The Board requested that each candidate’s references be asked the same questions and that the responses be documented by the Committee member checking the reference.

Motion (10): Direct staff to develop, for June Board meeting, proposed language for a charge for the Nominating Committee.

APPROVED

C. MFT Interns on CounselingCalifornia.com – The Board discussed the existing policy that precludes Interns from posting profiles on CounselingCalifornia.com. While there remain some concerns about the validity of the supervisor information that the intern could post, ultimately the Board agreed that Interns should be permitted to post, provided that the profile template

requires compliance with advertising laws and that the Intern attests to keep the information updated.

Motion (11): Pre-licensed members who are registered with licensing Boards shall be allowed to post on CounselingCalifornia.com, provided that supervisor and employer information are required fields and are displayed on the profile.

APPROVED

The Board discussed fees to post a profile. Associate members are charged \$50 to post a profile.

Motion (12): Pre-licensed members to pay \$50 to post a profile on CounselingCalifornia.com.

APPROVED

D. Policy on Compensation of Board Members and Annual Conference and Continuing Education Committee Members for Presentations – The Board discussed the policy, which states that Board members and Annual Conference and Continuing Education Committee (“Committee”) members may not present at the Annual Conference or CAMFT events and may not receive compensation for presentations given on behalf of the organization.

The Board agreed that it would be counter-productive to preclude an influential, respected Board member from being a resource to members as a presenter. The Board also agreed that well-trained, known professionals might not be willing to serve as leaders of CAMFT because of this policy.

The recommendation to the Board was to modify the policy to remove the ban on Board members from presenting at CAMFT events and maintain the ban on receiving compensation for such presentations while serving as a Board member. Any Board member who wishes to present must disclose his/her role on the Board to the Committee and shall disclose to the audience that he/she is not receiving any compensation for presenting and is not speaking on behalf of the Board. Members of the Committee shall not be eligible to present at CAMFT Conferences and workshops.

Motion (13): Approve policy as recommended.

APPROVED

VII. Proposed Partnerships

A. Update on Guaranteed-Issue Health Insurance - Ms. Epstein reported Western Health Advantage (WHA) is now offering CAMFT members in Marin, Napa, and Sonoma counties the opportunity to purchase insurance as a “group of one”. The first open enrollment ends April 1 and members in the covered areas have been sent information about the program. It is expected that more people will take advantage of this offer for the September open enrollment period.

B. EBSCO Business Book Summaries – EBSCO approached CAMFT regarding a possible affinity program for EBSCO’s Business Book Summaries. Chief Financial Officer Victoria Campbell

agreed to evaluate the product to determine if it is relevant to members. Ms. Campbell will report back in June.

VIII. Member/Chapter Issues

No member or Chapter issues were raised in advance of the meeting.

IX. Proposed Project

No proposals were submitted in advance of the meeting

X. Member Forum

No members presented during Member Forum.

XI. Executive Director's Report

A. CAMFT Staff/Operations Report – The Board participated in an Executive Session from 1:00pm until 1:05pm to discuss personnel issues. When the Board returned to open session, they announced that Ms. Epstein’s contract has been extended to June 9, 2013, so the Board can conduct a timely performance review.

Ms. Epstein provided highlights of her written report. She noted that the new Education and Event Coordinator is Nancy Milazzo and she will begin at CAMFT on March 25, 2013.

B. External Groups Update - Ms. Epstein referred the Board to the written report.

C. The Therapist - Ms. Epstein noted that the format to receive two CEUs by reading *The Therapist* has changed from essay response to true/false and multiple choice questions. This format has been well-received and has increased participation.

D. Marketing and Public Relations Report - Ms. Epstein noted that the new Public Relations firm has already secured two live, in-studio placements for members. CounselingCalifornia.com was prominently promoted in these interviews.

E. Continuing Education Program Report – Ms. Epstein presented a recommendation to discontinue the Clinical Consultation Groups due to lack of participation and concerns with control over the integrity of the program.

Motion (14): Discontinue Clinical Consultation Groups. The two existing groups are allowed to complete the program.

APPROVED

Ms. Epstein presented a recommendation to discontinue the Mentorship Program due to lack of participation. It was noted that local chapters facilitate mentorship programs more effectively and, thus, members in the Mentorship program could be directed to local chapters for future assistance.

Motion (15): Discontinue Mentorship Program.

APPROVED

Ms. Epstein noted that the CE programs offered in the first quarter (CPT coding webcast and “Helping Our Heroes and Their Families”) were very successful, with nearly 700 people participating in the events. In addition, sponsorship/exhibitor income for the 2013 Annual Conference has nearly doubled since 2012. Ms. Epstein also noted upcoming programs, including repeating the CPT webcast, Supervision I, II, III, and DSM-5 program.

F. Chapter Relations – The Chapter Advisory Council discussed the issue of people who register for the Chapter Leadership Conference (no charge to attend) and fail to attend. The Council will be making recommendations to the Board on how to address this problem since there are costs to CAMFT when an attendee does not cancel in advance of the event. The intent is to raise accountability and avoid wasting resources.

The Board also clarified that Chapter Agreements can only be distributed when/if the new bylaws are passed.

Motion (16): Staff to present Chapter Agreements to Chapters for signature within 90 days after bylaws are approved.

APPROVED

XII. Finance

A. Financial Reports/Fund Balances – Ms. Campbell presented the December financial reports and fund balances. The reserve fund balance as of February 28, 2013 was \$5.96 million. Ms. Campbell also reported on fund balances for the PAC and Educational Foundation.

Motion (17): Accept the financial reports and fund balances.

APPROVED

B. Finance Committee - The Finance Committee met in advance of the Board meeting. The Committee reviewed the 2012 Audit and Form 990.

Ron Hynum, Managing Director of Finance and Operations, reported that the auditors deemed that all financial statements fairly represent the financial position of CAMFT and are in conformity with generally accepted auditing standards. He noted that less than 9% of resources were allocated to general and administrative services, which is extraordinary.

The Board reviewed the IRS Form 990 and made minor, non-substantive changes.

Motion (18): Approve the form 990, with recommended changes.

APPROVED

XIII. Legislative/Advocacy Update

A. BBS Update - Ms. Epstein directed the Board to the written BBS reports. She noted that the BBS Continuing Education Provider Review Committee completed its work and regulations are being drafted with a proposed implementation date of July 1, 2014. CAMFT will be one of a select, few providers that will be authorized by the BBS to provide continuing education. In addition, Ms. Epstein is exploring the process for applying to the BBS to become an Approval Agency for other CE providers. Ms. Epstein also noted that the

BBS has introduced legislation that would allow the BBS to have access to all confidential child custody evaluations in order to determine whether to proceed with an investigation of an evaluator. CAMFT is opposing this legislation and other provider organizations have expressed the same concern.

The Board briefly discussed the presentation before the BBS regarding the guidelines for reporting sexual activity of minors. It was suggested that CAMFT be part of this conversation as a coalition is formed.

B. State/Federal Legislation Update - The Board reviewed the lobbying visits and the requested follow-up for CAMFT's lobbyist. There was also a discussion about pursuing other, non-lobbying options to demonstrate the savings and value of adding LMFTs as Medicare providers.

Ms. Epstein reviewed the CAMFT-sponsored legislation: AB 268, SB 282, and SB 578.

XIV. Open Forum

Mentors were assigned to the newly-elected Board members. Vic Campbell will mentor Mark Perlmutter and Leah Flagg-Wilson will mentor Barbara Griswold.

It was requested that CAMFT use Calibri as the official font for the bylaws as that font has been deemed the ADA font for the visually impaired.

There was some discussion about Board members' commitment to attend Board and Committee meetings and events and the expectation to fulfill that commitment. The Board asked staff to research how other Boards hold members accountable to this commitment and how they censure members who do not fulfill their commitment.

The Board requested that all CAMFT policies be posted to the Board library on the Community.

The Board also discussed the preference for CAMFT to host breakfast at Board meetings in lieu of members having breakfast on their own. Those members who prefer to have breakfast on their own will be free to do so and will not be included in the guarantee for the group breakfast.

The Board requested that staff create a policy to present at June Board meeting that reflects that only Board members, staff, and invited guests of the Board shall attend Hill visits.

XV. New Business

No new business.

XVI. Adjourn

Motion (19): Adjourn meeting at 3:25pm.

APPROVED