

**Minutes – IASWG Board Meeting
November 12 & 13, 2016
Fordham University, New York City**

Members present: Willa Casstevens (NC Chapter), Barbara Muskat (Practice), Mark Macgowan (Commission), Meghan O'Donnell (Membership), Anna Nosko (Toronto Chapter), Andy Malekoff (Editor, SW with Groups), Jorune Vysniauskyte-Rimkiene (Lithuania Chapter), Hilde Muller de Navarro (German Chapter), Mamadou Seck (NE Ohio Chapter), Carol Cohen (Commission), Martin Camire (Member-at-large), Maria Gandarilla (Member-at-large), Zaneta Smith (Member-at-large), Werner Lieblang (European Chapter), Tanja Schmitz-Remberg (Chapter Development), Mark Doel (VP), Ginnette Berteau (Francophone Chapter), John Genke (NY Chapter), Sam Benbow (PA Chapter), Dominique Steinberg (Treasurer), Olga Molina (Central Florida Chapter), Sari Skolnick (Long Island Chapter), Joyce Webster (Secretary), Kristen Perron (MN Chapter), Ann Bergart (Illinois Chapter), Charles Garvin (Practice), Kyle McGee (Nominations & Elections), Michael Wagner (Historical Secretary), Brian Kelly (Marketing), Dana Leeman (Symposium), Martin Birnbaum (Life Member), Greg Tully (President), William Pelech (Member-at-large), Jennie Fleming (Editor, Groupwork), Rhonda Hudson (Tennessee Chapter), Mei Kameda (Southern CA Chapter), Reshawna Chapple (Member-at-large), Alexis Howard (Member-at-large)

Absent: Kris Drumm (Florida Chapter), Daniela Riccelli (Member-at-large), Christine Wilkins (Local Symposium Representative), Sera Godfrey Grantz (MA Chapter), Daniella Ricelli (Member-at-large), Jay Sweifach (Member-at-large), Reineth Prinsloo (South Africa Chapter)

IASWG Board Meeting Agenda

Saturday, November 12

1. Welcome and approval of Agenda
2. IASWG General Issues: Greg
3. Treasurer Report: Dominique
4. NYC 2016/2017 Symposium Planning Committee Report: Dana (with Sari, Emily) - New York 2016; New York 2017
5. Reflections on IASWG Chapters from Chapter Representatives: Tanja (and Chapter Representatives) –
6. Discussion of recent IASWG efforts on diversity: Sam, Mark, Ann
7. Brief Committee remarks on proposed afternoon agendas: Commission on SW Education Committee: Carol/Mark M.; Membership Committee: Meghan/Ann; Chapter Development Committee: Tanja; Practice Committee: Charles/Barb; Marketing Committee: Brian; Nominations/Elections Committee: Kyle; Symposium Planning Committee: Dana
8. Committee Meetings during afternoon

Sunday, November 13

9. To arrive at our mutually agreed upon goals/actions/responsibilities for future work, the entire Board meets to review/discuss/vote on major issues that were surfaced Saturday

Welcome/Introductions/Approval of Agenda:

Greg Tully (President) called the meeting to order at 9:00am. All 38 Board members offered brief introductions per their role on the Board (members-at-large, chapter representatives, committee chairs/co-chairs, executive committee, journal editors, etc.)

Dana Leeman made a motion to approve the Meeting Agenda; Ann Bergart seconded; and all were in favor. *(Note: minutes from the June 2016 Board meeting were approved via electronic means prior to this meeting.)*

General Discussion:

Members took several moments to reflect on current global concerns, including in the context of this week's U.S. Presidential election. Carol Cohen and Mark Doel framed the discussion, with comments from Kyle McGee, Dominique Steinberg, and other members. Members formed small process groups and spent a few minutes exploring concerns and potential actions, followed by larger group reflection and discussion. Members agreed to continue to dialogue throughout the weekend, with an eye toward action steps IASWG can and should take moving forward (e.g. taking social action by issuing a statement on the website.)

Greg Tully described and acknowledged the good work being done across the entire organization. He thanked members of the Board for their commitment to committee work and other aspects of the organization.

Treasurer's Report/Budget Discussion, part I:

Dominique Steinberg reported a good overall financial picture, due in large part to the 2016 NYC Symposium earning a strong profit.

The Treasurer's Report with attached budget was made available. It showed a good amount of cash on hand, and a balanced proposed 2017 Budget due to proposed minor increases in: membership income; symposium income; and ongoing fundraising efforts. The budget also reflected the inclusion of a small subsidy in the expense column for funding a symposium international scholar.

Prior to voting on the budget, Andy Malekoff, Maria Gandarilla, and William Pelech offered clarification to the Board about the use of cash reserves in budgeting. Discussion about how to fund special projects began, and was tabled until the newly developing Budget and Finance Committee (potential members: Dominique, Greg, Andy, Maria, William, Michael, and Kristen) met in the afternoon. All members agreed to review and vote on the revised 2017 budget when the Board reconvened on Sunday morning.

Update on New York Life Annuity: The process of closing out endowment funds located in our NYL Annuity (it was in Steve Kraft's name, and upon his death must be closed), and considering a new strategy for them, is still ongoing; this is a lengthy process and requires additional time. Dominique and Greg are in discussion with NYL as to a new strategy.

ACTION: *Dominique and Greg will report to Board members in the next 2-3 months when the process of determining a new investment vehicle for the endowment funds is further along. Members agreed to conduct an electronic vote, if so needed.*

Journal Updates:

After a short break, Greg acknowledged journal editors Andy Malekoff and Jennie Fleming; they highlighted upcoming special issues of *Social Work with Groups* and *Groupwork*, respectively. Andy spoke about an upcoming issue on the theme of diversity and Jennie spoke about an upcoming student essay contest. Information about both projects will be e-mailed to all IASWG members when available.

Review of 2016 Symposium:

Dana Leeman, Emily Wilk, and Sari Skolnick offered a review of the 2016 Symposium, held in June in NYC. A PowerPoint presentation provided information on various aspects of the 2016 event, and a proposed budget for the 2017 symposium was addressed by the Board members (it was attached to the Treasurer Report provided earlier); the 2017 budget included details that the 2017 income and expenses were similar to the 2016 symposium budget income and expenses due to the same location in 2017, although both the expense and income categories were both slightly higher for 2017.

ACTION: *For the 2017 Symposium, it was emphasized (and the Board members agreed) that we need to do a better job reaching outside of our own current membership for abstract submissions and for symposium attendees.*

Operation Administration:

Emily Wilk (Operations Administrator) spoke to the group about membership operations, as well as recent organizational upgrades (i.e. MemberClicks membership software, website upgrades, etc). The Board acknowledged and applauded Emily's tireless efforts.

ACTION: *Members were asked to provide Emily (membership@iaswg.org) with information about recent and upcoming chapter events, so she can continue to highlight events on our website and social media platforms.*

Chapter Reports:

The following chapter representatives were present and offered remarks about recent and upcoming chapter events:

Tennessee – Rhonda Hudson
 North Carolina – Willa Casstevens
 Illinois – Ann Bergart
 Toronto – Anna Nosko
 NE Ohio – Mamadou Seck
 Online/virtual – Dana Leeman
 Southern California – Mei Kameda & Maria Gandarilla
 Francophone – Ginette Berteau
 Pennsylvania – Sam Benbow
 Lithuania – Jorune Vysniauskyte-Rimkiene
 Minnesota – Kristen Perron offered remarks
 Central Florida – Olga Molina
 NY Red Apple – John Genke
 Germany – Hilde Muller de Navarro
 Long Island – Sari Skolnick
 European – Werner Lieblang
 Florida – Mark McGowan offered remarks.

South Africa - chapter representative was not present; Mark Doel offered remarks
 Massachusetts - chapter representative was not present

Various IASWG Diversity Initiatives:

1) Kyle McGee and Sam Benbow provided an update on the symposium's Diversity Institute. Members agreed this offering is important and discussed institutionalizing it as a standard offering at symposia each year. Dana Leeman inquired about extending this work beyond the symposium, and perhaps offering our expertise to train IASWG members in working with diverse populations.

ACTION: *Carol Cohen indicated she would bring a motion to institutionalize the diversity workshop at symposia to the next Board meeting.*

2) Mark Doel introduced a motion from the European Chapter related to IASWG diversity initiatives that would require all symposium presenters to follow a set of communication guidelines to enhance the experience of all symposium attendees, specifically non-English speakers and those who are hard of hearing. A sample list of guidelines was provided. A brief discussion ensued and broad support was voiced. Members noted the guidelines could be provided 1) when abstracts are accepted, 2) at symposium registration, and 3) in the symposium program. Ann Bergart seconded the motion; 37 voted in favor, 0 voted against, and 1 abstained.

ACTION: *A specific set of communication guidelines will be provided for symposium presenters beginning in 2017.*

3) Ann Bergart reported on efforts to survey existing IASWG members regarding diversity and self-identification (i.e. who are we and how we identify).

ACTION: *It was agreed that this work should be revised/continued in the future.*

Lunch Break

Other Business:

Hilde Muller de Navarro (German Chapter) introduced a motion to be put forth for discussion on day two of this meeting. The motion relates to changing the primary two-day meeting of the Board to June, in advance of the Symposium, and adjusting the November meeting to be a four-hour virtual meeting.

Meghan McDonnell (Membership) appealed to Board members to conduct personal outreach for membership renewal to their non-renewing chapter colleagues. She provided lists of non-renewing members by chapter, and she requested chapter representatives to add personal notes to form letters she provided. This project will be continued throughout the weekend.

Greg adjourned the group to committee meetings at 2:35pm.

Committee meetings ended at about 5:00PM, and the group adjourned for dinner.

Sunday, November 13

Greg called the meeting to order at 8:45am, followed by general announcements.

Jennie Fleming (GroupWork journal) distributed fliers for the upcoming Student Essay Contest (deadline 5/15/17), discussed the publishing of a special issue of student work from 2016, and made a request for members to submit articles related to group work practice.

John Genke and Ann Bergart announced the 5th Group Work Camp in Wisconsin will take place July 27-30, 2017. The Camp Planning Committee is actively seeking donations for student scholarships. Other group work camps are in development, including one possibly sponsored by the Francophone Chapter in Quebec.

Treasurer's Report/Budget Discussion Part II:

Dominique Steinberg presented a revised 2017 IASWG Budget. The revised 2017 Budget was balanced and assumed: slightly increased membership income and increased symposium profits; inclusion of small subsidy expenses for two symposium scholars; and ongoing fundraising efforts. After review, William Pelech moved to approve the budget as submitted, and Michael Wagner seconded. All members voted in favor, except for one member abstaining. (*Note: the final 2017 Budget is available by request*).

Dominique presented a Special Projects budget for 2017, on behalf of the Budget and Finance Committee which met the previous day. The proposed special projects would apply to 2017 only, and would include: 1) small funding for any proposed marketing endeavors (\$2,000); and 2) funding proposed new chapter project requests (\$5,000). Thus, the total special projects budget is \$7,000. Brian (Marketing) called on members to assist with new marketing task ideas, and Tanja (Chapter Development) indicated delight at providing grants to chapters for special projects and events in 2017. Brian Kelly moved to approve the 2017 Special Projects budget, and Michael Wagner seconded. All members voted in favor, except for one member abstaining. (*Note: the 2017 Special Projects budget is available by request*).

Mark Macgowan requested that the Board consider, as a future agenda item, the possibility of increasing membership rates to offset expenses. This discussion was tabled for a future meeting.

General Discussion (continued from Saturday):

Greg re-opened yesterday's discussion about how IASWG could address ongoing global issues and divisiveness. It was determined that a small group should be tasked with creating a message for the website (and to send to members) about the time being "The Time for Group Work". Mark Doel volunteered to steer this work, along with assistance from Dana, Carol, Jennie, Ann, and William. ***ACTION:*** *Over the course of the next seven days, this group will develop and finalize a brief statement that 1) outlines IASWG's core values in the context of the current climate; and 2) offers group work-related resources and action steps. This statement will then be sent out to all IASWG members, as well as posted on the website. Tanja and Ginette offered to translate into German and French, respectively.*

Greg addressed Hilde's motion from yesterday, regarding changing the structure and schedule of future Board meetings. The motion sought to move the two-day meeting to June and eliminate the in-person meeting in November in favor of a brief virtual meeting. (Possibilities for the new in-person meeting

included the Tues/Weds before the Symposium or the Sat/Sun after the Symposium.) Hilde clarified the motion as an effort to reduce costs for international members and ensure strong attendance at Board meetings. After a robust discussion of the pros and cons of such a change, William suggested forming a committee to explore the feasibility of hosting a virtual meeting with such a large number of attendees. **ACTION:** *Hilde, William, Martin, Tanja, and Mei volunteered to work on the task of determining the feasibility of a large virtual meeting. The motion was tabled until further discussion can take place in June 2017.*

Committee Reports:

Practice Committee: Barb Muskat and Charles Garvin indicated they are looking for additional members to join the Practice committee. Barb reported that the committee is still in the process of developing practice tips for the website. Barb and Brian Kelly developed a template for sharing practice tips, and will be soliciting members to provide content.

Marketing: Brian Kelly reported that the Marketing Committee is focused on the use of social media to promote the organization. There is some concern about how to keep up with our presence on social media, so Brian is creating a sub-committee to identify the best platforms for each of our events/projects.

Chapter Development: Tanja reported that chapter representatives had a productive meeting the previous day; they engaged in an exercise about intersectionality and support.

Commission on Social Work Education: Carol Cohen reported the Commission is still requesting syllabi for posting on the IASWG website, but that overall the Commission section of the website is growing. Carol also discussed the Group Work Track at APM/CSWE (US Social Work Conference), the upcoming 2017 Social Work Day at the UN, and the updates to the SPARC project (endorsements and funding for group work-related projects). There was one request for endorsement and funding at today's meeting. Rhonda moved to approve the request, Dana seconded, and all members voted in favor.

Symposium: Dana Leeman reviewed feedback from the 2016 Symposium and discussed ideas for the 2017 Symposium, including how to increase opportunities for connection throughout the event. Dana called on Board members to help increase advertising revenue this year. There was a discussion about the proposed theme and title of the 2017 Symposium that was tabled for electronic voting after this meeting. Dana made a motion to modify the eligibility rules for International IASWG Honorees to no longer meet specific age/retirement requirements. Rhonda moved to accept this change, Maria seconded. During discussion, Michael Wagner offered a historical perspective of how individuals have been selected to be honorees. There was also discussion about the possibility of adding a Lifetime Achievement honoree. After discussion, the motion carried with a majority, with five members voting no, and one member abstaining. Dana proposed increasing Symposium rates by 7.5% across all registration categories. As discussion was limited due to time constraints, a motion was made by Mark Doel and seconded by Dominique to increase rates for 2017. The motion did not carry, and members agreed that this conversation will be revisited at the next meeting.

Membership: Meghan O'Donnell reported that IASWG currently has 632 dues paying members for 2016. Meghan again made a push for personalized membership renewal outreach efforts. She also discussed the importance of the recruitment and retention of IASWG Organizational Members. *(Note: Membership Committee report is available by request).*

Nominations/Elections: Kyle reported that the 2016 election process went smoothly. He also reminded Board members that a transition of the roles of President and Vice President will be happening in the near future, and potential future leaders need to be reflected upon.

The next Board meeting is scheduled for June 7, 2017, in New York City at NYU at 1:00PM.

Respectfully Submitted,

Joyce Webster
IASWG Secretary