



**PDA Board of Directors Meeting by Zoom Conference Call  
August 10, 2021, 9:00 – 11:30 a.m. EST  
Meeting Minutes**

**Color Key:** ACTION ITEMS highlighted in Yellow. VOTES highlighted in Turquoise. FUTURE meetings and agenda items

**In Attendance:** (X = present)

X	<b>Kelly Gfroerer</b> <i>Executive Director</i>	X	<b>Jody Malterre</b> <i>Co-Chair</i>	X	<b>Ari Hurtado-Molina</b> <i>Co-Chair</i>
	<b>Suzie Bohm</b> <i>Treasurer (non-voting officer)</i>	X	<b>Solenne Roland-Riche</b> <i>Director</i>	X	<b>Gloria Cleve</b> <i>Director</i>
	<b>Nuria Rodriguez Font</b> <i>Director</i>	X	<b>Lois Ingber</b> <i>Secretary (non-voting officer)</i>	X	<b>Esmat Lamei</b> <i>Director</i>
X	<b>Omneya Askar</b> <i>Director</i>	X	<b>Aisha Pope</b> <i>Director</i>	X	<b>LaTysa Flowers</b> <i>Advisor</i>
X	<b>Jane Nelsen</b> <i>Founder</i>	X	<b>Lynn Lott</b> <i>Founder (partial attendance)</i>	X	<b>Brad Ainge</b> <i>Consultant</i>

The meeting was called to order at 9:00 a.m. EST

The meeting began by welcoming Aisha Pope, Director, and LaTysa Flowers, Advisor.

1. **Financials.** The pandemic and fewer workshops offered has resulted in reduced revenue for the organization. Strategies to address this include creating alternative revenue sources such as with the Adlerian series and minimizing spending as much as possible.
  - a. **Scholarships.** Budgeted funds for scholarships this year have been spent due to increased requests plus other factors. There was unanimous approval to augment the amount and re-assess need in October. The BOD agreed the membership should be informed of the situation and request donations be made toward this fund. The BOD will research other contributing factors such as possible greater need in certain regions.
  - b. **Staff Benefits: 401K plan.** There was unanimous approval to add a 401K plan to staff benefits to start in Q4. Employee contributions only to start.

**2. Events.**

- a. **Conference and Think Tank San Diego.** Currently there are approximately 70 registrants for conference, and Kelly is concentrating on marketing the pre-post events to meet minimum numbers.
- b. **Online TT Planning: Early Winter, 2022.** Kelly is working to coordinate the booked Atlanta hotel contract, online needs, as well as partnering with other Adlerian events. She recommends collaboration with ICASSI for Summer, 2022 in The Netherlands. (*See details included at end of agenda for other future events*)

### 3. LT Updates.

- a. **LT Trainings: Non-English Speakers.** There is a need for LT Trainings in Spanish and French. Further discussion needed on how these LT groups might function independently, and how coordination would occur with the current English-speaking LT group. Staff support would be needed for translation channels during meetings.
- b. **Lead Trainers.** A meeting was held with Kelly, the Co-Chairs and LT leadership. There is agreement to align LT contributions and structure with the PDA bylaws as well as the Strategic Plan.

### 4. Cultural Responsiveness.

- a. **CROS Assessment.** LaTysa is experienced in this process and offered to assist. It is reflective in nature intended to be an opportunity for growth. This video explains the process: <https://www.cpedv.org/cultural-responsiveness>  
The assessment results will be discussed at the October meeting.
- b. **Wes Wingett: 5-Part Series in Adlerian Psychology.** Adlerian practitioner and educator Wes Wingett offered this series scheduled to start after the San Diego Conference and TT. Language translations will be offered.

### 5. Program Development

- a. **Positive Discipline in the Montessori Classroom: Manual, Class and Certification Workshop.** The new book, *“Positive Discipline in the Montessori Classroom”* by Jane Nelsen and Chip DeLorenzo is now available. They along with Jody Malterre are proposing a new class on the topic as well as a workshop to certify participants to teach the class to Montessori teachers, sponsored by the PDA. A workbook is being created to be used in the class which would be a pre-requisite for taking the certification workshop. Jane, Chip and Jody request time for beta testing. A point was made of potential competing and confusing certifications of “who can teach what,” and if this would replace other workshops. A PDA goal is to have a bigger reach, and this would bring in a potential new market. Maintaining the philosophy of “You are good enough to teach this” as advocated by Dreikurs, Nelsen and Lott can sometimes conflict with specialization. **There was consensus for the PDA to offer sponsorship of the certification workshop.**
- b. **PDC Restructure Ideas.** Interested BOD members are forming a focus group to analyze the results of the PDC survey.

### 6. Outreach.

- a. **Arabic NGO.** Manal Rostom has volunteered to train foster parents in Cairo.
- b. **India.** Yogi continues to work on outreach in India. There was a public ceremony acknowledging the newly certified Educators which was carried in newspapers and other media. There was also formal acknowledgement of the PDA and the Founders.

## 7. Misc.

- a. **Online Programming, 2022.** Kelly would like to schedule additional offerings. Planning includes one on Montessori. **Reach out to Kelly with offerings or suggestions.**
- b. **Research Update.** Kelly and Esmat reported that longitudinal research is being done through her school. Kelly connected with both the Egyptian researcher, Dr. Rasha, and Dr. Jon Sperry, editor of the Journal of Individual Psychology, who will be working together to publish the research study Esmat shared: "*The Impact of Positive Discipline Implementation on Academic Achievement: A Comparative Study in Two Schools from Different Socioeconomic Backgrounds in Cairo.*" Future research in both public and private schools would involve the effects of classroom meetings on student life skills, distinguishing between those whose families do family meetings and those students only involved in class meetings at school. It was suggested to do daily class meetings, however this is not always possible. An alternative is for 1x/week for high school students, and 2x/week for Elementary and Middle school students. Esmat reported 1622 parent workshops have been offered since 2015 for the school community, free of charge. They plan to offer TP workshops for others to teach parenting classes. All the above can be included in a special issue on PD in the Journal of IP, anticipated publication in 2023. The longitudinal study could be included if it is completed by then.

**8. Reflections and Gratitude.** Comments were shared to close the meeting. The meeting was adjourned at 11:30 a.m. EST.

## Conferences and Think Tanks

1. Think Tank and Conference (in-person), San Diego, United States: October 8-10, 2021. Pre-post workshops include TP, EPW and Art of Facilitating PD.
2. Conference with Trainer Track May, 2022: Potential collaboration with NASAP in Washington, DC/ Northern VA.
3. Think Tank and Conference, July, 2022: Potential collaboration with ICASSI in The Netherlands.
4. Think Tank and Conference, San Diego, United States: Summer, 2023.

## Other:

Wes Wingett - 5 part Adlerian Series: Fall, 2021 (Dates TBD)

## **Upcoming Meetings: 2021 Meeting Dates**

### 2<sup>nd</sup> Tuesday from 9:00 - 11:30 a.m. EST:

Sept. 14, 2021

Oct. 6-7, 2021, in-person in San Diego

Nov. 9, 2021

Dec. 14, 2021

## Electronic votes since July 13, 2021 meeting:

7/31/21: Approval of July 13, 2021 meeting minutes. (Jody, Omneya, Esmat, Nuria, Ari, Solenne, Gloria)

Respectfully submitted by  
Lois Ingber, Secretary