

Positive Discipline Association
Board of Directors meeting minutes
Date of Meeting: August 03 and 04, 2016

In attendance:

Carol Dores – Co-Chair Kelly Gfroerer – Co-Chair
Chantal Bourges – Treasurer - Secretary
Nadine Gaudin – Director
Lois Ingber – Director
Gina Graham – Director
Dina Emser – Consultant
Brad Ainge - Consultant
Jane Nelsen – Co-Founder

Absent:

Lynn Lott – Co-Founder

Electronic Votes Recorded:

-

Meeting began at 9 AM on Wednesday August 3 at Town and Country

- Compliments and appreciations shared.
- Review how we work together:
Be respectful of one another, listen for understanding, request specificity -ask curiosity questions, trust the process, work it through, maintain deep sense of gratitude and appreciation for everyone, Honesty, Be open in our needs, Appreciate we may go to “flipped lid” and recognize that in ourselves and others...allow for calm breath...wait, allow for ease and fun, know “we’ve got this”, be kind and firm, busy peaceful, BOD confidentiality, what is said with to us stays with us-- confidentiality, self-care. PDA needs must come before our own, if there is a conflict of interest we recuse, Presuming positive intent, focus on staying ahead/think outside of the box. Put a pen up if you have something to say. Try to work on consensus, but go to vote when needed (July 2014, updated January 2015 Board meetings)
Adding: “Keep the spirit of Positive Discipline as guiding philosophy.”
- Infrastructure – Considering Taisha’s skillset and efficiency, an increase in her salary has been unanimously voted. **Action:** Kelly will communicate by August 12.
Both Amy and Taisha have submitted their self-evaluation.
- Transition of workload between Brad and Kelly
Brad, Kelly, and Taisha started the transition.
Kelly and Taisha respond to the info/workshops/scholarship@positivediscipline.org emails.
He will continue answering the phone, he is easily available anytime of the day.
Taisha is now very knowledgeable with the website and the financial peace of it (Wild Apricot)

Brad will probably concentrate on and do more of marketing email blasts, Face Book ads, and supervision.

- Financial Firm
It has been unanimously agreed to go for a smaller, less expensive, and more inclusive financial firm. **Action:** Carol will let Jennifer Goldfarb from Keep My Books, Inc. know by August 12, as well as inform TAG. Chantal will give Jennifer Goldfarb access to the Wells Fargo account.
Brad will be the contact person.

- CA BBS
Even if CA BBS will no longer be CE provider starting 1/31/17, there is no need to apply to become CAMFT provider, as APA CE's should be sufficient. **Action:** Kelly will provide a CE update on the next Newsletter.

- Malpractice group insurance policy
Agreement to look into insurance group rate to offer as member benefit.
This will be a member benefit. **Action:** Kelly will research insurance which would offer a group rate for PDA members in September.

- Proposed Task Forces
In 2016/2017 PDA will offer members to get involved in Task Forces. More efficient and encouraging than Committees, as they have specific objective, beginning and end dates. They will be the following:
 1. Translation: for PDA communication, PDFs, and website only
 2. Research for TT location in 2018
 3. Mentoring
 4. ResearchThe tasks forces will be offered and explained at TT.

- Gina joined the meeting after lunch, the Board briefed her on the morning's discussions and decisions.

- Work on the Pecha Kucha presentation
Review of the 2016 goals: growing research, structuring for success and support of International Growth, quality and consistency to activities and documents, quality and standardization of training programs and material, following of copyright standards as well as principles, practices, and materials of Positive Discipline.

THURSDAY AUGUST 4

- ADPF, French Positive Discipline Association
Reminder, the standardization is about assuring consistency and standards all around the world. The Board appreciates French trainers and educators for being the first ones to want to connect with PDA and create an affiliate and regrets the way things were set originally. We all are learning through the process.
PD philosophy reminder: Adler, Dreikurs, Nelsen, and Lott said "just go teach", have the courage to be imperfect, have faith in people and their ability to learn. More prerequisites give the feeling of not being good enough. We have to respect

everyone's style, some are comfortable with a short training, and the ones who are not can seek for more. The original goal of a TP is not only to go out and teach.

Consensus: keep the TP in two days and with no prerequisite.

If trainers want to run separate 2 day additional trainings it is ok, with a different price.

It has to be made clear to trainers that they are allowed to run 2 day TPs.

DVD training and other live training core workshops have to be accepted.

Be careful of the language, people might feel inferior and not capable if ADPF or trainers "strongly encourages" prerequisites or further training.

Same comments as above are made for PDCs.

Action: Kelly and Carol will ask Teresa LaSala to work with the Board on the response to ADPF as she is the liaison and very close to them.

- Update on Deni Camit's request to become an LT, and on her whole work with Fresno County.

- PDC Manuals

Question has been raised of combining both manuals.

After discussion on pros and cons, costs and effectiveness, consensus is reached to keep them separate.

Another agreement is reached to create a task force inviting people who use the manuals most and including the 3 revisers to improve the manuals.

The copyright attorney suggested a new contract be created called "writers for hire" contract. Once we have recommendations from users and revisers we will know which work to be done and then be able to create the appropriate contract.

Revisions must be sensitive for translators.

Action: Kelly in her new position will communicate and respond to the revisers by September 1st, and after TT will communicate to "bigger" users about creating a task force.

- Review LT guidelines document

Discussion about what a leader is.

Revision of the LT choosing process to lead an ACT.

Discussion about LT status, stepping back, and being active.

Action: Create a document including the following requirements: Maintains membership at Trainer's level, facilitates a certain number (TBD) of core workshops per year.

- European Conference, March 2017

Discussion whether this should be a PDA sponsored event, and if it could be called a "TT." It will not be open to the public. We prefer to call it a "Conference." Question:

Will the European conference compete with attendance at 2017 US TT and ICASSI?

Decision to call it a conference until there is more of a PD foundation in Europe.

What then will be the guidelines of a TT? Gina: South American conference was not strictly Adlerian. **ACTION ITEM: TASK FORCE: Create guidelines for TT's internationally. Invite an experienced TT planner to assist the European planners.**

At some point, since China is experienced now with conferences are run, we could also work to have a TT there.

Chantal: Financial considerations: If it is a PDA sponsored event, this affects expenses and funding. Cannot be officially “sponsored” by PDA because of precedence with other countries and financial complications. Solution: A video welcome can be sent from invited people.

We are working on having a few Think Tanks in the next few years.

11:50-12:00 - Post workshop policy when certification fees are not paid in a timely manner. Should we have a late fee? Look at exchange rate for certification fees (Kelly)

PDA sends a re-invoice. **ACTION ITEM: Kelly and Brad will work on a policy for follow through on missed payments such as follow up emails, calls, possible late fees.**

2:02-2:17 – 2016/17 Calendar Planning (non-core workshop)

-ACTs – November 1-5, 2016 – Shanghai, China

March 13-16, 2017 - Barcelona, Spain

October 19-22, 2017 - Peru

-Conferences: 10/22/16 – East Coast – CT

3/17-19/2017 – Barcelona

France

China

U.S. – July 15, 2017, Butler University, Indianapolis

-Think Tank – July 13-14, 2017 – Butler University, Indianapolis

-LT Training Criteria is on the website. LT’s can also submit candidates. Queries have also coming in. Do we have enough candidates? Kelly will follow up.

-In-Person Board meetings – January 27-28, 2017 NEXT BOD MTG.: ORLANDO.

Carol will check with Jane, Lynn and Brad re: availability.

July 11-12, Butler University, Indianapolis

RESEARCH UPDATE (KELLY) Parenting study in Chicago, Kelly encouraged BOD members to show support for them as they working very hard on their own and making a huge contribution for PD and the organization. Carol and Robin are connected to replicate this in CT.

Carol: School and CT (Cal State did the measure, high school, control schools). Jan. 2015: School only has funding for Teacher Guides. Can PDA provide PC book, then we provide the manuals, less than \$1000. **VOTE: PASSED.**

Provided to Kelly Loy (sp?), Boise, ID: DVD training has grant money to provide the PDC book. Can we cover downloadable manuals, less than \$1000 - **VOTE: PASSED.**

Let’s support the researchers. Goal: have outside universities independently design and analyze these projects.

ACT STIPEND: LT assistant. Inequities of paying for assistants at an ACT. Do we pay for assistants in countries?

Brainstorm: If you want assistants, you pay for them from your payment. In April we decided having an assistant is not required. The old policy was in place when the Aug., 2016 ACT's were set up. Jane: participants pay a price when receiving feedback from three people. (Option 2). Kelly will ask China's upcoming ACT LT's to decide if they want an assistant. (Susie could be offered to translate). Consensus: this is a PDA event vs. a CPDA/PDA co-sponsored event.

ACTION ITEM: Sept. Agenda to discuss ASST's.

Meeting adjourned at 3 PM PST on Thursday, August 4.
Submitted by Chantal Bourges and Lois Ingber.