

# Minutes of the Board



The International Association for Social Work  
with Groups, Inc.

June Board Meeting 2013

June 6, 2013

Simmons University

Boston, MA

Present for this board meeting were:

Greg Tully, Jen Clements, Linda McArdle, Olga Molina, Anna Nosko, Reineth Prinsloo, Rhonda Hudson, Dorlisa Minnick, Susan Ciardiello, Dana Leeman, Sonai Spelters, Tanja Schmitz-Remberg, Willa Casstevens, Mamadou Seck, Maria Gurrola, Joy Rubin, Mark Macgowan, Julie Clifton, Kristen Perron, Nancy Sullivan, Barbara Muskat, Carol Cohen, Ann Bergart, Sarah Spunt, Mark Smith, Mayra Bagnoli, Beverly Feigelman, Kyle McGee, Karen Ring, Mark Doel, Steve Kraft, Hilde Müller de Navarro, Donna McLaughlin, Mark Gianino, John Genke, Martie Finkelstein, Marty Birnbaum, Dominique Moyses Steinberg, Charles Garvin and Michael Wagner (recording).

President Greg Tully called the meeting to order and announced regrets from William Pelech (delivered by Karen R). Greg announced that Julie Clifton, Barb Muskat and Mark as well as Jean Bacon were transitioning off the board as of this meeting having completed their at-large terms of service. The board thanked them for their efforts on behalf of IASWG.

President asked to adjust the order of business highlighting accomplishments first to bring the board up to speed after not having met in November 2012.

Minutes of the Board Meeting of June 2012 were presented to the board via email and updates and corrections were solicited from the board with the document closing for comment and becoming final on 6/30/2013. Updates were provided by email from members. Minutes were moved to be accepted as submitted with corrections to be made by 6/30. There were no objections.

Greg highlighted the activity of the year for the board –

Acknowledged this was a difficult year for members with many challenges

Noted that our organization was founded in a Boston Symposium and despite challenges from the terror bombing at the Boston Marathon that the city is staying strong. Greg commented that the board is strong and that the committees are working strongly.

Symposium 34 in Long Island went well

Symposium 35 in Boston has strong registration

Symposium 36 to be in Calgary is making strides in planning

Symposium planning is strong in the association

Two new chapters have emerged and been approved in email voting – North Carolina with Willa Casstevens and Anne Jones, and the European Chapter under Tanja S. have both completed their formation work and are our newest chapters. Greg thanked Linda McA. for her leadership.

5-6 years we have held steady membership numbers for which Greg thanked Olga M. and Rhonda H. Association has over \$235,000 in endowment with over \$100,000 cash to operate out of. Greg thanked Dominique for her leadership.

Three new members have been elected to the board – Kyle M., Mayra B. and Maria G.

Five candidates are running for the 3 at large seats for this year's election

Chapter Chairs and Reps have started conference calls to maximize inter board meeting work Greg thanked Linda for her leadership

Noted that chapters outside of the US led by Anna N., Hilda M., Reinith P. and Tanya S. are able to be integrated in this way also.

Greg noted that the Executive Committee continues to meet regularly by conference call and that that work has been important to our forward momentum.

In the Practice & Commission they are working on the Standards and linkages to other organizations Social Work Camp in 6-8 weeks will provide another venue to do the association's work.

We are striving to strengthen our international connections work using phone and Skype technologies to communicate more often.

Last year we attended International Groupwork Conference in Stockholm Sweden through the Marketing Committee's work and this year we will be at CSWE

We have formed a web committee to work on the electronic presence with Emily W. working with Jared on the content for the web. Sarah Spunt is working to optimize the association's search engine performance to make sure IASWG appears when web users look for group work resources.

The SPARC committee has begun to accept and prepare to make awards to projects.

Greg noted that we continue to have a lot of student membership out of volunteers and group work camp grant recipients who become members meaning that we have a good number of 22 to 30 year olds in the organization and that we are starting to see them in leadership and committee assignments.

Greg noted that this is also true in the German and European chapters.

Students are talking about creating electronic versions of documents like the Standards to help them work and to build the organization.

Greg noted that this represents a great deal of work and asked the board to support this report of the work of the association.

Report on Student Retention and Involvement: Ann Bergart

Ann reported that use of phone conferencing and social media are important tools for maintaining student connections to the association. She noted that students often have changes of email addresses associated with the ends of their school careers and so work needed to be done to update people's contact information to achieve this end. She noted that person to person methods are what the association has been using. Ann reported that her team are eager to have a more robust presence on the web and discussed a larger and more active Facebook account, Twitter account and use of services like Linked-In to promote and discuss the work of the association. Julie C. reminded the board that we have established a You Tube channel and Karen reported that there is a plan working to try to have one of the days at Calgary a course or institute that would be presented online as well as at the symposium which would make symposia accessible to people who could not afford to lose work in order to attend. Members suggested that the chapters recruit representatives to have social media pages for each chapter that could be linked and programmed for the next month or up to a year in a calendar to remind

people about upcoming events. It was also noted that podcasts could be used as content resources for us. Carol C. reported that there are 30 or so videos from the LI Symposium that could be uploaded to YouTube and a suggestion was made that we develop webinars or podcasts as a content development process for our outreach on the web. It was thought this would be nice to be able to mount in Calgary. A caution was made that we need to control audio so that our videos don't end up with poor production values that make them less desirable to participate in. The board was reminded that 3 years ago Jeanne Gil had donated funds to help develop distance presentation at IASWG from Montreal. There was a recognition that we need to develop tools for these online processes and a recommendation that we distribute them in a way that reaches people outside of social work so that all group workers will have access.

Dominique discussed the Treasurer's Report: Reviewed with the board that our budget is a cash on-hand budget creating some difficulty in describing our financial status but that our budget has been pretty stable for several years. Our endowment is currently at around a quarter of a million dollars and is currently in money market funds earning just 1%. Dominique showed that the budget described a good deal of product creation this year and that we have been growth oriented and included the re-development of logo and website redesign. This budget also includes the new technology expenses. Dominique noted that the board had pledged significantly more funds to Web, Marketing and Publicity than we have ever before. Other expense areas included translation services. We are nearly complete in bringing up to date our past due proceedings from Symposia and that all of these expense came in the last year. As a result the budget reflects expenses outpacing income. Dominique also stated that because this is a cash budget it does not reflect some funds from the Katy Papell donation as they have not come into the treasury yet and that there are returns from Long Island Symposium that haven't gone into the Treasury yet which will off set the costs in the budget in the coming year. Budgets submitted in November are different from those presented for January to April 30<sup>th</sup>. Dominique invited discussion about the budget and about fundraising and development tasks.

A question was asked about whether our cancelled board meeting in New York had a significant positive impact on the budget and it was noted that it did not match the overages in the budget. It was noted that the budget described our actual spending and that it was important to spend what we did but that we would need to be more careful going forward month to month to assure that we don't overspend year after year in pursuit of our mission but that we would want to be able to do more funding for SPARC programs and/or scholarships to symposia. Some ideas about fundraising were shared including mailings requesting donations, grant writing to see what we might be eligible for and the creation of a development and fundraising ad hoc committee for the board. Members asked if there were precedents from other organizations for this sort of fund raising and if we could hire someone to spearhead writing grants with a recommendation that such a grant writer be compensated a percentage of the size of grant that is obtained. Another recommendation was to allocate funds raised to make sure donors knew specifically how their funds were expended to affect individuals who receive them. Members noted that our finances do not look dire and that our endowment is quite impressive for an organization of our size. Our efforts to be international will require expenditures for things like

translation that would need to be fund raised against the costs of for the meetings processes. It was suggested that a development committee could be charged with making 5 year plans for development of the translation infrastructure and our growth. It was recognized that some countries are more expensive to travel from and have less economic capacity leading to greater costs for our organization.

Greg indicated that the board would start to constitute a development and fundraising committee to take on such questions and advise the board.

Jen provided the Group Work Camp Update:

Group Work Camp will be July 25-28 at Lake Geneva, WI and there is a good deal of student interest. The planning group has scholarships for 30 students and has 50 requests, such as a worker from Oregon who is coming for the first time and leaving Oregon for the first time in their life! There are great plans for students to interact with practiced professionals and educators and so they were pitching for board members to plan to attend. They have arranged for CEU's of up to 19 units for the camp for participants. Forms and information are available on the website. Members talked about their experiences at camp and how the hierarchy of academics and work life seem to disappear allowing for real connections. It was noted as a unique experience where students and instructors felt transformed by one another. It was noted that the group attended included social workers but also included people in education, in occupational therapy and mental health counselors and people interested in seeking social justice.

Greg confirmed that committees at the symposium would schedule to meet between 2:15 and 3:15 to provide some work time within our board meeting and bring back reports. Board was dismissed for committee meetings.

Upon return Greg confirmed that our regrets to the meeting members of the board were: William Pelech, Amirithini Ambrose, Jean Bacon, Alex Fleiss, Andy Malekoff, Katy Papell and John Ramey. It was noted that pictures from the board meeting were already posted to Facebook.

Symposium Committee Reports:

Previous (Long Island, NY): Steve Kraft provided the final budget of the symposium Passion for Groupwork: An International Conversation. Steve noted there were 272 attendees and reported out all of the presenters of the named invitationals and noted that the international honoree was Ellen Sue Mesbur. The LI planning group thanked Nancy and Dominique for centralizing much of the symposium process and the editors of the proceedings for hitting the ground running. The budget reflects a surplus of \$10,550.

Present (Boston): Donna M. and Mark G. reported that there were 254 attendees before any onsite registrations with 78 volunteers and 32 poster presentations. The Boston planning group encouraged the board to support new folks and to make sure people are engaged particularly on Saturday night and Sunday.

Future (Calgary): Karen R. reported that the 2014 Symposium would be at the University of Calgary and an arrangement with the Student Union Facilities was signed for space at the university and food as well as arrangements for the hotel Alma on the university grounds. The hotel would be able to handle all of the reservations at a cost of \$143 per night for a single, a suite for \$193 a night and apartments for \$180 per night. Apartment doubles for \$82 per person with a \$5.00 amenities fee in addition. The planning group is working on a field visit to the Banff National Park and Lake Louise and with the Blackfoot Crossing Sweat Lodge run by indigenous people on the campus. They are trying to arrange a BBQ event in recognition of Alberta's reputation as a beef producer, Indigenous Peoples' Round Dance and other "outdoor" things to do. The theme is selected is Unity in Diversity: Embracing the Spirit of Group Work. Languages will include both English and French with translation available as well as Blackfoot. Approval of the plan was asked of the Board. The Board approved the plan.

The planning group is asking for volunteers to vet proposals and they are planning to use online registration. They note that the faculty of social work at the university are symposium sponsors. They are planning a local and international exhibit with programs and books and that they are planning a hospitality chair and recruitment coordinators for volunteers. The planning group is also looking forward to having an on-line session for a morning or a day worth of sessions for streamed media. Karen is interested in researching who this might be helpful for. The call for papers was circulated for review by the board and for a vote to be taken later. Budget for the symposium is planned to be circulated by email later this summer.

#### Commission Report:

Carol provided the report and noted that Group News which was taken on by the commission went out and that all publications and conferences that we receive calls for should get forwarded to Carol and Mark M as well as information about individual and chapter accomplishments so that the commission can participate in guiding the architecture and content of the web design. Mark noted that the current redesign work is intended to make searches find IASWG data more often and more easily than before. It was also noted that the Commission is interested in sending mailings to an updated – expanded list of email addresses to remind people that the association is viable and ready to help with their need for information of resources for GW. Report on SPARC was that it started in 2011-2012 with the Youth Development project and that now a formal motion was made to form a SPARC Committee to request and then select projects that would further the mission of IASWG and advance the teaching and practice of group work. The protocol for the call for proposals and selection process went well. 2013 allocation for SPARC projects was \$2,500. There are four proposals that are being presented to the board:

- 1). Alice and Ellen Sue asking support of \$900 to produce a casebook to support teaching SW with Groups.

- 2). Shirley and Teresa asking support of \$750 in support of CW dissertation (pending IRB)
- 3). Glynn Z. asking support of \$850 to purchase projector and laptop for Powerpoint presentations in multiple locations in SA.
- 4). Sari S. asking support to use IASWG member database to research sustaining motivation for GW. Support takes the form of an eblast to members asking for responses (pending IRB).

It was confirmed that all requesters are members. Donna moved that the board accept all SPARC nominations. Steve seconded the motion. The motion was unanimously accepted by the board. Next round of proposals will be due in November with \$7,500 in the 2013 budget for SPARC activity.

Mark discussed the need to explore seed funding as a demonstration for federal funding to create empirical research about how to effectively teach social work with groups and Carol noted that the Commission is very interested to hear about idea related to SPARC and funding.

Commission spoke about the need to develop procedure about how to address requests for republication of articles in “special editions of SSWG” and to think about our copyright with respect to publications. An agreement was sought to republish the Standards and the Commission requested Board approval to work out the issue. They recommended to the board that we sign an agreement for the republication of the Standards for a token cost or return of published works to us. Steve moved that the board accept the Commission sign the agreement. Jen seconded the motion. The board unanimously accepted the recommendation and passed the motion.

#### Chapter Development Report:

Linda referred the board to the annual report in the symposium bags for an accounting of chapter activity this year. In April, twelve chapters participated in a conference call where they spent time talking about development issues and discussed what was working and what was not to keep chapters active and innovating. They are now considering two conference calls annually in the Spring and September to prep for board meetings and to help aid and support chapters. Linda welcomed Willa and the newest North Carolina Chapter to the Board. Linda discussed the development work that Sonia and Tanya were doing to develop a new European Chapter. Tanya described the desire to create a ‘cross-boarders’ chapter to help recognize a desire to be more unified despite being across borders and countries. Young professionals in Europe were particularly interested in such international efforts and seemed to represent a large group of potential members. The group as it is composed now includes Germany, Britain, Scotland and Lithuania. Steve and Greg spoke about attending kick off events and noted they are off to a good start.

Linda stated that the European Chapter submitted their organizational documents to be named a Chapter and moved that the board accept the European Chapter as the newest chapter of the Association. Jen seconded the motion. Discussion included acknowledgement that the relationship between the German Chapter and the European Chapter has been discussed by their members and

agreements on how recruitment will be managed was described. It was noted that the German Chapter has 30 members and the new European Chapter now has 14. Sonia stated that the focus of the new chapter is on diversity and is not planning to be a "second German" chapter. It allows the new group to have members participate with a different membership and due structure. It was noted that this is an emerging model of chapters not associated with a specific metropolitan area. The question was called. The motion was carried unanimously. The European Chapter is accepted as the newest IASWG chapter.

Mark spent a moment describing the work in the Practice Committee: the committee has been working on the Standards and now there are articles in the Journal. Next the committee is working on definitions of Mutual Aid to get at empirical measures of it and its effects. Now working to gather evidence and define measures. Mark stated that the dialogue is exciting. The question at hand is if it can be operationalized to measure how it advances in a group.

#### Marketing Committee Report:

IASWG had a table at the International Conference in Stockholm in July and it went well. We will have a table at CSWE in Dallas and we have arranged a new banner for the conferences and table drape with our new name and logo. Susan called for volunteers to sit at the table and help work the exhibit at CSWE. There was a further discussion about what the budget will bear for covering costs for exhibit coverage at conferences as of now it is only partially covered. People were encouraged to attend CSWE. Alex G. and Carol have again arranged a group work track and Robert Ortega is getting an award so it will be an opportunity to support group work in a particularly special way. IASWG will take a program ad. There was a recommendation that we should write an article to describe the international developments at IASWG to be published and help make more international inroads.

#### Membership Committee Report:

Olga reported that we have held to about 600 members annually and that in 2011 we were as small as 505. This year we are already at 514 and that there is still GW Camp to add new members. Membership committee is hoping for about 700 members by the end of the year. We have added two to three more countries to our members bringing that number now to 18. The committee felt that monthly emails were good for renewals and the large outreach mail campaign was successful this year. Kyle and Greg did an outreach mail to 2011 and 2012 non-renewed and we will see how that pans out. Olga stated that the committee would like to explore having a way to have membership renew automatically (maybe by credit card) and that they would explore this further and bring back information for the committee and the board to consider.

#### Nominations and Elections Report:

Mark S. reported that participation in elections is really growing. Two years ago when he started as co-chair there were 125 votes. Last year there were 151 and this year we had 206. The outreach is getting better and better.



Mark identified the three newly elected members but since they will not be named officially until the membership meeting they are not recorded in these minutes.

Mark noted that the committee is anxious to reach out and talk with potential people to be on the next slate for election. It was noted that an eye towards a diverse slate is important for developing a diverse board. It was suggested that people who ran and were not elected should be approached about other roles to keep them engaged. It was also noted that nominations should be driven by identifying skills and abilities that the organization needs in its board as deciders of who to recruit. It was determined that the people not elected needed to be informed before the membership meeting since that is where it will be announced. This is also when the SPARC awards will be announced. One of the Boston presenters was recommended as a potential good board member and the name given to the committee.

Greg called the board to a close and asked for a sessional closing from the Secretary. The November Board meeting is proposed to occur in November. The Executive Committee meeting November 15, the board the 16<sup>th</sup> and 17<sup>th</sup> in New York.

Respectfully submitted in draft to the Board on 11/12/2013

Approved by the board effective 11/30/2013

Michael Wagner, Secretary