

**NASW Oregon Chapter
Board of Directors Meeting Minutes**

November 7, 2009

Attendance: Larry Betcher, Aimee Coughlin, Sara Westerfeld, Lisa Bates, Valenka Langlois, Jo Ella Anglin, Victoria Bones, Nancy Wilms, Barbara Kollmar, Carolyn Mounts, Jonathan Dahl

Staff: Stacey Skala Orr

Guest: Susanna Rempel, MSW Student Intern

Absent: Dave Olson, Dawn Williamson, Raina Banu-Clayton, Amy Reynolds

The meeting was called to order at 10:08 am.

Consent Agenda:

1) Minutes from the 09/13/09 Board Meeting; Note that Nancy Wilms should be added on the 09/13/09 meeting minutes as absent.

2) Board Reports

Action: Victoria moved to pass the amended consent agenda, Barbara seconded. Motioned passed.

President's Report:

1) Update on Dave Olsen

Dave has been involved in this chapter for more than 20 years; recently he accepted an appointment for a year service as Treasurer. Dave suffered from a major stroke, he is now recovering at Crestview and Dave is making excellent progress. Janet has been visiting Dave often. Dave is open to visits.

After consulting with the national legal council of NASW, it has been determined that Larry will appoint a current board member as an acting treasurer through June 30, 2010. Larry is appointing Lisa Bates, President-Elect as the acting treasurer.

2) Request for Lunch Speakers at Board Meetings

Over the last three board meetings and today, we have been seeking lunch speakers to offer a one hour presentation and they would receive \$100.00 honorarium for their time. Please email Stacey if you have suggestions after contacting the person you have in mind directly. Also, if you have a reflection to read at the opening of the meeting please let Larry or Stacey know.

3) Chapter Holiday Party/Volunteer Recognition Event

Despite little interest in the past, Larry and Stacey are proposing a holiday party to recognize volunteers who serve on the board and committees. We would offer a nice venue with appetizers and a cash bar. We need to determine that 50% of the board would attend to make the event worth the time and planning. After polling the present board members, it was decided we would proceed with the event. Possible dates are December 10, 11, 17 or 18. Stacey will look into venues and will send out an invitation and the details.

4) Ethics Committee Appointments

Every year we need to either re-appoint or appoint members to the Ethics committee. New: Gary Loomas, Vicki Johnson, Marc Andrews, Jennifer Lief, Dawn Williamson. Continuing: Krystal Ashling, Katherine Oberholtzer, Leora Hughes, Anna Black, Marilyn Callahan, Diane Roelandt.

5) SWPAC Appointments

Every year we need to either re-appoint or appoint members to SWPAC. New: Valenka Langlois. Continuing: Amy Reynolds, Sara Westerfeld, Victoria Bones.

6) Regence BCBS

At our last board meeting we decided to send out a memo to the stakeholders about our decision to not pursue legal action against BCBS regarding their reimbursement rate cuts. Larry attended the subsequent Legislative Committee meeting and our lobbyist Maura Roche felt that our chance of passing any legislation to change the cuts by Blue Cross would be very low. Additionally, in order to pursue this we would need more assistance by forming a coalition and would need additional financial resources. If any board member wants to take a special interest in pursuing this issue, they are free to do so. We are still participating in coalition phone calls to address this issue; we had taken many measures to influence this. We did not get much response from the memo that Larry sent. Those members who express concerns are given a summary of what we tried to do and our exploration of media and legislative efforts rather than legal action. As a coalition we will continue to engage legislators on the issue and ask the Insurance Commissioner's office to intervene.

7) ASWB fee increase issue/relationship with BCSW

The Association of Social Work Boards (ASWB) is the group that regulates licensing exams (various levels). We found out that an increase was proposed via a listserv from other NASW chapters. For the associate bachelors & masters program there would be a 31% increase; the clinical exam increase would be 49%. Although some believe that an increase would be reasonable, these increases seem too high for social workers. We sent a letter to the Oregon State Board of Clinical Social Workers (BCSW), encouraging their vote against the increase, however the response indicated that the increase was approved by BCSW at their September 2009 meeting; the fee increase proposal passed at the October ASWB meeting. The fee increases will go into effect January 1, 2010.

Although BCSW did not have to alert us in advance, we feel that a better relationship with and presence at BCSW meetings would allow us to better advocate on issues that impact our members. Larry proposes that we have a NASW board member attend the monthly BCSW meetings. Nancy Wilms volunteered attend meeting in Salem, Barbara Kollmar volunteered to be an alternate, others are welcome to rotate and attend when possible.

8) BCSW Rules Advisory Committee

The Oregon Board of Clinical Social Workers (BCSW) has formed a Rules Advisory Committee (RAC) regarding the implementation of SB 177 (Title Protection and Limited Practice Act) and other legislation that passed during the 2009 session. BCSW has invited LCSWs to serve on the RAC, and meetings will be open to the public. NASW does not support defining social work practice at the bachelor's and non-clinical masters level, as this was the agreement when the legislation passed given concerns about a broader definition of social work leading to a full practice act. BCSW is proposing to define social work practice in the rules. Maura, our lobbyist, is concerned about this because DHS and SEIU oppose this and would likely introduce legislation during the 2010 special session to repeal the legislation or introduce legislation exempting all state employees from the law. We are trying to avoid being put in a difficult political situation that will require a great deal of resources.

If there is a NASW board member willing to join the RAC, we would appreciate that as there are likely to be additional issues we want to have direct input on during the rule writing process. Today the BCSW is meeting in Salem, and Sarah Bradley from PSU SSW and our Legislative Committee is attending. There will be some aspects of SB177 that will go into effect for 2010 and other aspects that would go into effect in 2011.

Nancy Wilms is interested in attending the RAC meetings; Lisa Bates is interested as well.

9) Nominations Committee/2010 Board Elections

Currently, we do not have an active Nominations Committee and our Chair from 2008-2009 was only willing to serve one year. The national office indicates that this is the most important committees of the Chapter as it is key in recruiting new board members. Board members who will continue serving next year or are planning to run for another term cannot serve on the committee. However, if you are being termed off or not seeking re-election then we would appreciate your willingness to serve on the Nominations Committee during this transition period until we can identify a new Chair and members willing to serve.

One of the best ways to seek new board members is personal recruitment. This committee meets between January and March, and is time limited. There are phone calls involved outside of the meetings.

Larry agreed to serve on the committee, and is looking for others to serve.

10) Update on Meeting with WA Chapter

Regionalization was the topic of a meeting with the Washington chapter on October 16, 2009. Our executive committee reviewed the meeting outcome at its October 27 meeting. A regional Chapter would consist of our two chapters merging, combining resources and eliminating duplicative services (i.e., one website, newsletter, audit, budget, bookkeeper, a single investment portfolio, etc.). Both Stacey & Hoyt are passionate about the efficiency of pooling resources, and estimate that this would save at least \$25,000. In addition, there would be great potential for increasing revenue, allowing the chapter to grow and hire additional staff. This would require staff restructuring, though an office in each location, state lobbyists, and a balanced governance model between the two states would be key.

There are approximately 2,500 members in the Washington chapter with a budget of \$275,000 whereas we have 1,800 members and a budget of \$250,000. Hoyt Suppes is the executive director of the Washington chapter. Both Hoyt & Stacey are both visionaries, and have made gains in their respective chapters since coming on board.

This endeavor would require resources up front; we would want to hire a consultant, we would need legal assistance, and would want to engage in a branding campaign. Larry has submitted his name to run as a Region Representative on the National NASW Board of Directors in a further effort to support regionalization. Stacey feels that there is a looming crisis with our organization when you look at our member demographics and the viability of our current structure.

Board members expressed their support of this idea. This is a beginning step in a multi-year process; it would require a change in national bylaws. The intention would be to submit a request to change the bylaws in July 2010. As for a timeline, FY 10-11 is likely to be a planning year, FY 11-12 a transition year, and a possible implementation date in FY 12-13.

11) SWPAC Bylaws*

A review of the SWPAC bylaws was triggered by fraudulent activity with our SWPAC bank account, as there were two forged checks on the account. A police report was filed, we were reimbursed by the bank, and opened a new account. However, this prompted Larry to call for a review of current policies and the bylaws. At this point, Stacey needs to have the chapter president or treasurer sign off on a check above \$500.00 (with few exceptions).

At the retreat, a taskforce met to review the SWAPAC bylaws. The revised bylaws were reviewed by the board. Larry proposed that we change the existing minimum of 7 SWPAC members to a minimum of 3, one of which who should reside outside of the Portland metro area.

Action: Sara moved to amend the draft for change in SWPAC bylaw with Larry's edit. Lisa seconded. Motioned passed.

Action: Jo Ella moved to approve the amended SWPAC bylaws. Sara seconded. Motioned passed.

12) OADP Supporting Organization Request*

Our policy position as documented in Social Work Speaks supports a stance against capital punishment. Oregonians for Alternatives to the Death Penalty (OADP) submitted a written request for NASW's endorsement, as well as a draft proclamation to use publicly. Stacey will

use the language from Social Work Speaks on any public document as it relates to our position on this issue.

Action: Victoria moved to approve the OADP supporting organization request. Valenka seconded. Motioned passed.

13) Urban League of Portland Support*

There is an upcoming event called the Equal Opportunity Day Awards Dinner: The State of Black Oregon, Charting the Course of Equality, being held on November 12, 2009. Larry explained that NASW has a long-lasting connection to the Urban League and proposes that we send both he and Stacey to the awards dinner, which would cost \$500. In addition, he proposed that we become a Community Organization Member, which costs \$100. There was a discussion about the Urban League of Portland being focused on the metro area, and ways that we can expand our endorsement efforts to include rural areas.

Action: Aimee moved to send Stacey & Larry to Equal Opportunity Day Awards Dinner, to spend \$600.00, and to become a supporting member of the Urban League of Portland. Barbara seconded. Motioned passed.

Meeting was adjourned at 12:06pm for a brief break for lunch.

Guest Speaker: Danette Burchill, L.C.S.W. presented.

Meeting was called back to order at 1:38pm.

14) Approve the Endorsement Request Form/Endorsement Process

Stacey presented a draft of an endorsement request form and review process, so that we can be more consistent and proactive in our efforts to support the various events, campaigns, activities, etc. of allied organizations and groups. The executive committee would review the endorsement requests and vote via email, and report back to the board. Raina Banu-Calyton reports that she will be able to serve on the executive committee.

Action: Victoria moved to approve the endorsement request process. Barbara moved. Motioned passed.

15) Holiday Bonuses (Executive Session)

Executive Session called into order at 1:45pm, Stacey exited the room.

We discussed and approve holiday bonuses for this year. The executive committee reviewed the bonuses given last year, particularly in the area of work performance. Stacey continues to receive high regard for her work and productivity.

Executive Session ended at 2:08pm.

Retreat Follow-Up:

1) FY 09-10 Action Plan: Membership, Diversity, Growth

Stacey & Larry were well received at the September PSU faculty meeting and will be planning a recognition event in conjunction with their new building.

The diversity action plan will be monitored and carried out by the Diversity Taskforce. Stacey recommended a time-limited Membership Taskforce to carry out the Membership tasks. Interested members schedule a meeting for December. The growth action plan will be carried out by the Executive Committee

The following Meetings were scheduled:

- The membership taskforce will be meeting on December 17th at 5:30pm at the NASW office.

- The executive committee will be meeting on Thursday December 7th at 5:30pm at the NASW office.
- The diversity taskforce will be meeting on Thursday December 3rd at 5:30pm at the CODA office in SE Portland.

2) Personal Action Plans

Everyone should review their tasks/goals on their personal action plans and report back at the next board meeting.

Finance Report:

1) September 2009 (1st Quarter) Financial Statements

Our cash in the bank has increased substantially mainly due to our event revenue and the surplus from FY 08-09. Our investments have made a slow but steady climb in the right direction. We are stronger now than we were at the end of the last fiscal year. Stacey noted that the Board's decision to approve a mailing to all LCSW's statewide and hire Cliff Jones as our retreat facilitator may affect our bottom line for the fiscal year, as these were not budgeted activities. These expenses will be reflected in the October 2009 statements.

2) FY 08-09 Audit

Rob Rambo is unable to continue as our auditor and recommended Mr. Richard Winkel. The executive committee voted to approve the proposal by Mr. Winkel, and we authorized him for our auditor for FY 08-09 and to prepare our tax returns. The total fee, including the SWPAC review, will be \$5,900.00. The board will vote at the May 2010 meeting whether to request a multiple-year bid from Mr. Winkel based on his performance and Stacey's recommendation.

Executive Director's Report:

1) Student encyclopedia giveaway update

As a follow up from the September board meeting, Stacey announced a free drawing at the new student orientation for the PSU School of Social Work for an encyclopedia giveaway. We received approximately 60 entries, and the winning student was extremely grateful. We recommend to offer a similar giveaway next year.

3) Multnomah County Audit- Property Tax Exemption

We are a tenant in a city owned building and all tenants are supposed to be providing services to the public to be exempt from property tax. We were flagged because we are a membership organization. Stacey presented an application packet to the city, which was denied. Stacey will be appealing this decision, and seeking assistance from NASW General Counsel. Eventually this could lead to us having to move if the Multnomah Arts Center determines us to be an ineligible tenant, or pay property taxes (estimated \$1,000 per year).

4) Ballot Measures 66 & 67

We are an active member of the Defend Oregon / Yes for Oregon Coalition, urging our members to vote YES on measures 66 and measure 67 in January. Stacey distributed materials and asked board members to consider signing the pledge to vote yes.

5) SWPAC Donations

As we approach the end of the year, we encourage all board members to contribute to SWPAC, which is eligible as a tax credit, up to \$50.00 for an individual or \$100.00 for filing jointly. Please donate by 12/31/09.

6) Chapter Awards

We do have an open call for nominations for the 2010 Chapter awards, which are due by 12/31/09. Awards are given out at the luncheon at the statewide conference.

7) Statewide Conference

Stacey reminded the board about the statewide conference on March 12, 2010, which will be held at the Oregon Convention Center. Registration will open by early January. We are looking for exhibitors at the conference. Please consider directing those interested to our website. Stacey proposed that we offer student conference scholarships and make that announcement. The two ways of funding this would be by personal donations from board of directors, or it could come out of a line item budget. Jon recommended that we create a flyer for students and include language about a limited number of scholarships that are available, but not to specify how many or try to coordinate a selection process or drawing. Stacey will follow up at the February board meeting about any requests and if contributions are needed from board members. The board also supported adding a line item to the conference registration brochure to support student scholarships.

8) COCE Meeting Report

Stacey distributed a report from the national meeting she attended in Chicago October 2009. Stacey feels that a significant issue that came up at the national meeting is the idea of alternative Chapter models, including a regional structure. The COCE approved the edited version of the NASW 'Models for Efficiency in Chapter Operations,' which will be presented to the NASW Board of Directors. Communication challenges between Chapters and the national office was discussed at the COCE meeting; recently national decided to shift the cost of printing membership brochures to the local Chapters which prompted a lot of discussion about decision making and the lack of Chapter input. This issue will be addressed on an upcoming conference call with Betsy Clark. Stacey currently serves as the COCE Secretary.

9) Membership Update

We reached our highest membership to date, as we have 1,827 members as of 10-31-09, with the largest gain in regular and reinstated memberships. Stacey acknowledged the efforts by national and ASI in reaching out to lapsed and suspended members.

10) SWR Taskforce Update

Please see handout in board packet (SWR 2009-2010 Action Plan). The SWR Taskforce is performing well, and has been a great opportunity to work with the schools. We currently have a representative from each school serving on SWR Subcommittees, including George Fox University. Many events have been planned, including a second "Future of Social Work" forum on February 26th, 2010. Also, a breakfast summit for high school counselors to promote social work as a career choice.

Stacey's vision for SWR is that it becomes its own collaborative entity, as an example the Oregon Center for Social Work – modeled after the nursing reinvestment efforts and the Oregon Center for Nursing. This would require funding; in the meantime NASW will continue to support the initiative.

11) Strategic Plan

An updated 2009-2010 version of the strategic plan was passed out. It is the role of the board to review, update, and approve the strategic plan regularly. The priority Chapter goal areas were adopted at the Board retreat in September; the priority SWR goal areas were adopted at the SWR retreat in June.

Action: Victoria moved to approve the annual strategic plan. Aimee seconded. Motioned passed.

Board meeting adjourned at 3:08 pm.

The board recognized Lisa's birthday which is today!

The next board meeting will be held on Saturday February 27th 2010.

Respectfully submitted by Aimee Coughlin, Board Secretary.

Draft