



Quarterly Board of Directors Meeting Minutes

NAMI

Jan 21, 2024 at 12:00 PM EST

@ Inn & Spa at Loretto - Santa Fe, New Mexico (Tesuque Ballroom)

Attendance

Present:

Members: Joyce Campbell, Cathryn Nacario, Joe Gatto, Jeff Fladen, Sheldon Jacobs, Devika Bhushan, Amy Brinkley, Vanessa Fernandes, Victoria Harris, Laklieshia Izzard, Ray Lay, Pooja Mehta, Jeremiah Rainville, Dhanu Sannesy (remote), Lauren Simonds, Glenda Wrenn-Gordon
Advisory Council Chairs: Rich Callahan (APC), Sue Abderholden (EDC), Diane Banks (PLC), Chris Eichhorn (SMVFC) (remote), Steve Slayton (SPC)

At-Large: Ruth-Ann Huvane, Darien Wright

Immediate Past President: Shirley Holloway

NAMI Staff: Teri Brister (remote), Ken Duckworth (remote), Jessica Edwards, Annette Gantt, Dan Gillison, Darcy Gruttadaro, Cassandra Halyshyn, David Levy, Lisa Lewis (remote), Sue Medford (remote), Hannah Wesolowski

NextGen: Imaan Siddiqi, Maddie Stults (remote)

I. Welcome/Establish Quorum

Quorum was established. President Campbell called meeting to order at 8:01 am MT.

A. Land Acknowledgement (Presenters: Shirley Holloway)

Shirley Holloway opened meeting with tribute and land acknowledgement of the Santa Fe, New Mexico community.

B. Approve Meeting agenda

Meeting agenda was approved as presented.

C. Approve Consent Agenda

Consent agenda was approved as presented.

1. CEO Quarterly Update

 Q4 CEO Board Report 2023.pdf

2. Meeting Minutes




















 2023.11.02 Special Board Meeting Minutes (1).pdf

3. Committee Minutes/Workgroup Notes

a. Executive Committee

 2023.10.26 Executive Committee Minutes (1).pdf

 2023.11.16 Executive Committee Minutes (2).pdf

- b. Board Policy & Governance
 -  2023.12.05 Board Policy & Governance (December) Minutes_Approved.pdf
 -  2023.11.27 Board Policy & Governance (November) Minutes_Approved.pdf
 -  2023.10.03 Board Policy & Governance (October) Minutes_Approved.pdf
 -  2023.09.05 Board Policy & Governance (September) Minutes_Approved.pdf
 - c. Finance & Audit
 -  2023.11.29 Finance & Audit (November) Minutes.pdf
 -  2023.10.27 Finance & Audit (October) Minutes.pdf
 -  2023.09.27 Finance & Audit (September) Minutes.pdf
 - d. Justice Workgroup
 -  2023.11.13 Justice Workgroup (November) Minutes.pdf
4. Advisory Council Reports and Minutes
- a. Executive Directors Council
 -  NAMI EDC report.pdf
 - b. State Presidents Council
 -  SPC Reporting and minutes for Consent Agenda.pdf
 - c. Affiliate Presidents Council Meeting Minutes
 -  NAMI APC Report.pdf
 -  Affiliates Presidents Council Meeting Sept 11 2023.pdf
 -  Affiliates Presidents Council Meeting Oct 7 2023.pdf
 -  Affiliates Presidents Council Meeting Nov 6 2023.pdf
 -  Affiliates Presidents Council Meeting Dec 4 2023.pdf
 - d. Service Members, Veterans and Families Council
 -  NAMI SMVF Council Report_01222024.pdf
 -  08012023_NSMVFC_Meeting_Minutes_Final.pdf
 -  09052023_NSMVFC_MeetingMinutes_FINAL.pdf
 -  10032023_NSMVFC_Meeting_Minutes_FINAL.pdf

D. Conflict of Interest Declaration

As of Jan, 2024 the following are declared:

- Brinkley: NASMHPD

- Mehta: Senior Policy Associate, Inseparable
- Nacario: CEO of NAMI San Diego & Imperial Counties
- Simonds: Executive Director of NAMI Washington
- Abderholden: Executive Director of NAMI Minnesota
- Sannesy: NAMI NYS Board of Directors
- Jacobs: President NAMI Southern Nevada
- Harris: NAMI WA Board of Directors, PLC Rep & NAMI Jefferson County (WA) Board of Directors
- Wright: Discussion on potential executive level opportunities w/Russell Reynolds Consultants

II. Reports/Updates

A. Advisory Councils

1. State Presidents Council (Presenters: Steve Slayton)

Verbal update was provided. See attachment for details.

 SPC Board Meeting Report Outline 2023.pdf

2. Service Members, Veterans and Families Council (Presenters: Chris Eichhorn)

Continuing efforts to increase overall participation on State and local level including participation with NAMI programs, as well as Vet Justice/Vet court programs. With addition/attrition, membership number is slightly increased since last update. Council has enhanced the orientation process. Still experiencing communication issues between national office and state/affiliate leaders who are overstepping. There is some confusion representative designation/onboarding process for the council. Hope to create roadmap to eliminate confusion.

3. Affiliate Presidents Council (Presenters: Richard Callahan)

Verbal update was provided. See attachment for details.

 APC Chair report 01-22-24.docx


4. Peer Leadership Council (Presenters: Diane Banks)

Chair requested help from the board to put a tool in place to help both the peer and there State/Affiliate leadership (which have been requesting help) that can be utilized when peers that are assigned to represent their states on the PLC are not in a place of active recovery. Currently, working to ensure that NAMIcon 2024 has a heavy peer presence (active duty personnel, veterans, PLC member, substance abuse, Peer Supporters & criminal justice involved); with a goal to make NAMI a well known and user friendly name within the full spectrum of the peer community. Chair requested 30 scholarships to be used within the peer community to assist in getting peers from the PLC and SMVFC to have the opportunity to attend NAMIcon 2024 in Denver. There has been a rising number of peers that volunteer within their Affiliates and States that are becoming susceptible to Vicarious Trauma and finding themselves no longer in a place of active recovery while still teaching/facilitation NAMI Support Groups, and

NAMI Signature programs; our goal is to build a stronger alliance while protecting peers and the NAMI Brand.

5. Executive Directors Council (Presenters: Sue Abderholden)

B. NextGen Voice (Presenters: Madeleine Stults, Imaan Siddiqi)

 Santa Fe Presentation (2).pdf

Verbal presentation was provided. See attachment for details.

NAMI New Mexico & NAMI Santa Fe


Gabby Dietrich, NAMI New Mexico, Jessica Shover and Betty Shover, NAMI Santa Fe

 NAMI New Mexico_NAMI Santa Fe Slides.pdf

Verbal presentation was provided. See attachment for details.

Peer Session (Presenters: Pooja Mehta, Amy Brinkley)

 Peer Session.pdf

 Peer Discussion Presentation.pdf


Verbal presentation was provided. See attachment for details.

C. Committees/Workgroups

1. Board Policy & Governance (Presenters: Cathryn Nacario, Hannah Wesolowski)

- Field Governance updates
- Public Policy

ACTION ITEM Motion to approve Public Policy position: Workforce: Scholarship and Loan Repayment Programs (approved by BP&G Committee 1/9/24)

 Public Policy Position Feedback Summary - Workforce (1).pdf

 Public Policy Position (predecisional) - Workforce (1).pdf

Cathryn Nacario provided verbal update on election key dates, stated bylaws are under review and stated formation process is under review.

Motion to approve Public Policy position: Workforce Scholarship and Loan Repayment Programs. Motion: Cathryn Nacario Second: Lauren Simonds. Approved.

2. Personnel Assessments (CEO & Board) (Presenters: Jeff Fladen)

Jeff Fladen provided verbal update on timeline. CEO assessment will be launched at the end of January, 2024 with a 2-week response period.

Board assessment will be launched shortly there after also with a 2 week

response period. There will be a supplemental survey measuring board against 12 governance principles to an excellent board. Results for both assessments will be presented to full board at April board meeting.

3. NAMI10X (Presenters: Richard Callahan)


 NAMI10X UPDATES.pdf

Verbal presentation was provided. See attachment for details.

4. Justice (Presenters: Victoria Harris)

- Criminal Justice Survey results

 Justice Workgroup Report.pdf


 Criminal Justice presentation.pdf

Verbal presentation was provided with board discussion. See attachment for details.

5. Peer Credentialing Standards of Excellence (Presenters: Amy Brinkley, Diane Banks)

Pending Workgroup vote by 1/17/24:

Motion to approve Peer Credentialing Standards Workgroup Charter.

 NAMI PCSE Workgroup Charter 10-24-23.pdf

Verbal presentation was provided with board discussion. See attachment for details.

6. NAMIcon Workgroup (Presenters: Ruth-Ann Huvane, Jeff Fladen)

- NAMIcon 2024
- NAMIcon 2025 & 2026

Three meetings of the NAMIcon 2024 Committee have taken place with active participation from board members including peers along with staff involvement from Jessica and Roseanna. We explored “peaches and pits” as well as suggestions such as offering CEUs to encourage participation.


We have worked together to create agendas and to assist the staff, where possible by providing input and advice for key decisions. Early meetings reviewed who is the target audience and the purpose of NAMIcon as well as proposed tracks.

Together we explored the proposed budget for 2024 which leaves a deficit that is significantly reduced from 2023. There has also been discussion of the location for 2025 and 2026.

The committee appreciates the strong collaboration that has taken place during this process.

 NAMIcon Jan. 2024 Board Meeting Update.pdf

Motion by Cathryn Narario that NAMIcon 2025 will not be held in Washington DC. Seconded: Victoria Harris. Approved. Options will be discussed on how best to move forward with future NAMIcons, as well as locations.

7. Workplace Mental Health (Presenters: Sheldon Jacobs, Steve Slayton)
8. Strategic Development (Presenters: Ruth-Ann Huvane)
 NAMI Strategic Development Working Group.pdf

Verbal presentation was provided. See attachment for details.


DAY 1 BOARD MEETING BREAK

Day 1 board meeting broke at 4:30 pm MT.


Tuesday, January 23, 2024: Tesuque Ballroom

Meeting resumed Tuesday, Jan. 23 at 8:00 am MT.

D. Staff updates

1. CEO Update (Presenters: Dan Gillison)
 CEO Sieze The Moment - Q4 Board Slides.pdf

Verbal presentation was provided. See attachment for details. Board discussion took place to address the following questions:

1. Why is the Organizational Audit not being done immediately — a great tool for the new COO coming in?
 2. Why proposing hiring of additional staff when we have a very large deficit and no Organizational Audit to assess need and/or allocation of resources? What has been the value added of all the additional staff?
 3. Requesting an accounting of how much money is being allocated per department and the number of staff in each.
 4. Running schedule of the MKS funds — what is spent/allocated, remainder; structure of the grant-opportunity for additional funding.
 5. What levers (revenue/expense) can the team pull to make the deficit break even?
 6. What is the data from the Innovation Grants regarding implementation and value added?
 7. What amount of budget is considered investment rather than operational?
 8. How are we measuring impact and performance?
 9. Real accounting of the cost of the National board and councils — not currently being done pursuant to best practices.
2. Finance and Budget Review
 2024 Present to F&A Cmte 01-22-2024.pptx

Verbal presentation was provided with board discussion. See attachment for details. Motion to approve NAMI Budget for 2024: Glenda Wrenn-Gordon. Seconded: Ray Lay. Approved.

III. Unfinished Business

None at this time.

IV. New Business

A. NAMIWalks Licensing


Annette Gantt provided verbal presentation with board discussion. See attachment for details.

B. NAMI Bylaw changes

ACTION ITEM: Motion to approve potential NAMI bylaw and membership changes.

 NAMI Bylaws DRAFT Revisions for 2024 - (FG&M).pdf

 NAMI 2024 Proposed Bylaws Amendments Chart.pdf

 NAMI Bylaws DRAFT Revisions for 2024 (clean version).pdf

Board discussion took place regarding potential bylaw changes for upcoming ballot. Motion to approve potential bylaw amendments: Ruth-Ann Huvane Second: Jeremiah Rainville. Approved with 3 minor changes. 1) NextGen will have a 3-year term (1st year non-voting; years 2-3 with voting rights) 2) All councils will have a voice on the Nominating committee 3) President needs to have served as either 1st or 2nd VP before being considered as President.

C. Strategic Plan review & implementation

 NAMI Strategic Planning - board update Jan 2024_vSEND.pdf

Bridgespan guests: Lindsey Waldron, Margaret Boasberg, Ale Rodriguez presented virtually with board discussion. See attachment for details. It was agreed Bridgespan will have a working session at upcoming board meeting for strategic planning. Bridgespan Steering Committee will convene shortly after board meeting.

V. Adjourn

President Campbell adjourned meeting at 3:26 pm MT.