



Quarterly Board Meeting (in-person) Minutes

Monday, April 8, 2024 at 8:00 AM EDT

@ NAMI National 4301 Wilson Blvd. Arlington, VA (Founders Room)

Attendance

Present:

Members: Devika Bhushan, Amy Brinkley (remote), Joyce Campbell, Vanessa Fernandes (remote), Jeff Fladen, Joe Gatto, Victoria Harris, Laklieshia Izzard, Sheldon Jacobs (remote), Ray Lay, Pooja Mehta, Cathryn Nacario, Jeremiah Rainville, Dhanu Sannesy, Lauren Simonds (remote), Glenda Wrenn-Gordon

Guests: Margaret Boasburg, Isabella Jorgesen-Heiman, Esther Boykin - NAMI DC President, Alejandra Rodriguez, Garrett Katz - NAMI DC Treasurer, Mark Linton, Lindsey Waldren

Advisory Council Chairs: Rich Callahan - APC, Sue Abderholden - EDC, Diane Banks - PLC, Chris Eichhorn - SMVFC

At-Large: Ruth-Ann Huvane, Darien Wright

Immediate Past President: Shirley Holloway

NAMI Staff: Ann Andrews Morris - CCMO, Jessica Edwards - CDO, Dan Gillison - CEO, Sue Medford - Executive Assistant to CEO, David Levy - CFO, Annette Gantt - CFRO, Lisa Lewis - CHRO, Darcy Gruttadaro - CIO, Ken Duckworth - CMO, Teri Brister - CPO, Cassandra Halyshyn - Executive Assistant Board of Directors

Absent:

Advisory Council Chairs: Steve Slayton - SPC

NAMI Next Gen: Imaan Siddiqi

I. Welcome/Establish Quorum

Quorum was established. President Campbell called meeting to order at 9:00 am ET.

A. Approve Board meeting agenda

Tuesday, April 9, 2024 Victoria Harris motioned to add New business item: Discussion on Council Membership. Seconded: Jeff Fladen. Approved.

B. Approve Consent agenda

A consent agenda is a practice by which non-controversial board action items are organized apart from the rest of the agenda and approved as a group. Specific items can be removed from the consent agenda on the request of any Board member. In approving the Committee reports via the consent agenda, including the Executive Committee, the Board considers approval to constitute ONLY an approval of the report of the meeting — not an affirmation of any specific action taken in those meetings.

All items referenced in the Consent Agenda are attached for Board members' review prior to action on the consent agenda.




Consent agenda approved as presented.

1. Board Meeting Minutes



-  2023.05.22 Quarterly Board of Directors Meeting Minutes.pdf
-  2023.10.09 Quarterly Board of Directors Meeting Minutes.pdf
-  2024.01.21 Quarterly Board of Directors Meeting Minutes.pdf
-  2023.12.11 Executive Committee Meeting (December) Minutes.pdf
-  2024.02.22 Executive Committee (February) Minutes.pdf
-  2024.03.21 Executive Committee (March) Minutes.pdf
-  2024.04.03 Executive Session Committee Minutes (added 4/6/24).docx

2. Committees/Workgroups



a. Board Policy & Governance

-  Board Policy & Governance (December) Minutes.pdf
-  Board Policy & Governance (January, 2024) Minutes.pdf
-  Board Policy & Governance (February) Minutes.pdf



b. Finance & Audit

-  Finance & Audit (January) Minutes.pdf
-  Finance & Audit (February, 2024) Minutes.pdf

c. Justice Workgroup

-  Justice Workgroup Meeting (January, 2024) Minutes.pdf
-  Justice Workgroup Meeting (February, 2024) Minutes.pdf

d. NAMIcon workgroup




-  2024.02.08 NAMIcon Work Group Meeting Recap.pdf
-  2024.03.11 NAMIcon workgroup.pdf

e. NAMI10X

-  2024-04-08 NB10X Workgroup Report.pdf

3. Advisory Councils

a. Service Members, Veterans and Families Council

-  NAMI SMVF Council Report_04082024.docx
-  12052023_NSMVFC_Meeting_Minutes_Final.docx
-  01022024_NSMVFC_Meeting_Minutes_FINAL.docx

 02062024_NSMVFC_Meeting_Minutes_Final.docx

b. Executive Directors Council

 NAMI EDC Council Reporting 4.2024.docx


 Executive Directors Council _Jan2023.pdf


 EDC February 14, 2024.docx

 EDC March 2024.docx

c. Affiliate Presidents Council


 2024-04-08 NAMI APCReport to the BOD.pdf


 2023-12-04 Affiliates Presidents Council Meeting Minutes.pdf

 2024-01-08 Affiliates Presidents Council Meeting Minutes.pdf

d. State Presidents Council

 NAMI Council Reporting SPC March 2024.docx

 NAMI SPC Meeting Minutes - January 4, 2024-DRAFT.docx

 NAMI SPC Meeting Minutes - February 1, 2024-DRAFT.docx

e. Peer Leadership Council

 PLC March 2024.docx

4. CEO Quarterly Board Report


 CEO Q1 Board Report 2024 FINAL.pdf

C. Conflict of Interest

As of April, 2024 the following declarations were made:

- Bhushan: Discussion on potential executive level opportunities w/Russell Reynolds Consultants
- 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

No other declarations declared at this time.

 Vendors Added 01-01-2024 to 03-15-2024.pdf

Executive Session to discuss personnel (closed sessions)

Cathryn Nacario motioned to enter executive session - 9:03 am. Seconded: Jeremiah Rainville.
Approved. Exit executive session 9:16 am ET.

Motion to approve the addition of Dr. Glenda Wrenn on the 2024-2025 general board of directors election ballot. Moved: Pooja Mehta. Seconded: Ray Lay. Approved.

Motion to enter Executive Session 9:17 am. Moved: Devika Bhushan. Seconded: Jeremiah Rainville. Approved. Exit Executive session - 10:38

Motion to approve: CEO 15% bonus - \$75,000 with the understanding 20-40% target will be renegotiated. Moved: Darien Wright. Seconded: Ray Lay. Approved.

Motion to go into executive session 11:05. Moved: Jeremiah Rainville. Seconded: Ruth-Ann Huvane. Approved. Exit executive session - 12:30 pm ET.

Motion to enter executive session - 12:41 pm ET. Moved: Devika Bhushan. Seconded: Ray Lay. Approved. Exit executive session 1:00 pm ET.

Break from Day 1 at 1pm ET.

Tuesday, April 9: Day 2 of Board Meeting

Meeting resumed at 8:30 am ET.

II. Reports/updates

A. Advisory Councils

1. Service Members, Veterans & Families Council (Presenters: Chris Eichhorn)

There is a Military and civilian gap. Currently planning for NAMIcon and mentoring 6 new reps. There will be interactive exercises at NAMIcon and identify service members to work with them. Working with reps to map Vet courts. Recommend Vet courts analysis in U.S. Challenges: Communication/planning from National is critical; time to navigate/resolve; shift in initiatives and communication is heavily impacted. Dedicating 4/15 as Military Kids are Heros too to honor military children. SAMHSA has a toolkit on their website for school aged children. Council is ready to move beyond the grass roots advocacy.

2. Affiliate Presidents Council (Presenters: Richard Callahan)

See report for details.

 2024-04-08 NAMI APCReport to the BOD.pdf

3. Peer Leadership Council (Presenters: Diane Banks)


PLC goal: to get NAMIcon well attended. Peers not getting NSONA support. Budget established and no funds for NAMIcon. Peers include: JEDI spectrum and starting Indigenous community. Diane would like guidelines on how to be an Ambassador. Would like Peer Readiness workgroup established and active (Glenda/Diane to co-chair) . Struggle with peers not being in a good place of mental wellness; struggle for state EDs. Jessica = PLC scholarships (\$20K) Darcy suggested PLC contact for YA scholarships

4. Executive Directors Council (Presenters: Sue Abderholden)

Provided professional and personal background; with NAMI for 20+ years. 10% EDs employed under 6 months; 5% under a year. Meetings are info updates from National. Planning for 2024 EDLE. Goals: plan and execute EDLE; stay informed of National. Stay updated in field. Survey/Letter from 29 State EDs: Walks (state and affiliate work better together). How can board support 3 levels. (see attached). ED Survey results to be shared with Board annually. NSO ED's meet monthly on their own discussion on the

role of the NSOs; creation of two separate councils (NSO and NA ED Councils) Letter will be digested and looped back by the next meeting

 NAMI EDC Council Reporting 4.2024.docx

 Letter from SA to BOD_040924.pdf


B. Committees/Workgroups


1. Finance & Audit (Presenters: Jeff Fladen)

ACTION ITEM: Jeff Fladen motioned to accept NAMI National Financial Statement Audit (brought forth as shared by Finance & Audit Committee on 3/27/24). Seconded: Darien Wright. Approved.

NAMI in strong financial position than previous. Clean audit, no management recommendations or findings/concerns. Motion to accept National Financial statement audit shared on 3/27/24: Jeff Fladen; Seconded: Darien. Approved. Strong 2023 with a slight surplus (since Jan. Board meeting). Endowment: vigorous process with 6 proposals. Had one meeting to review services. 2nd meeting scheduled week of 4/15. Need way to enhance/bring in revenue. Endowment group: Tom Starling, several board members, Adrienne Kennedy. Will share ideas with board to get recommendation from board on feasibility. Open to other members. Jessica Edwards showed interest to assist for success.

 Finance Committee Report.pdf

 NAMI-23-BL-Draft 3.18.24.pdf

 NAMI-23-FS-Draft 3.18.24.pdf

2. Board Policy & Governance (Presenters: Cathryn Nacario)

Approved by BP&G 4/2/24.

ACTION ITEM: Cathryn Nacario motioned to approve Affiliate Status for NAMI Outer Banks, NC (Model B). Seconded: Jeremiah Rainville. Approved.

Pursuant to the signed NAMI State Charter Agreement (Section III.H.): NAMI Affiliates: STATE ORGANIZATION shall, pursuant to procedures adopted from time to time by NAMI, receive, review and, if appropriate, recommend acceptance by NAMI of applications by groups located within the STATE to become NAMI Affiliates.

If requested by NAMI, STATE ORGANIZATION may assume legal responsibility for the operation and activities of unincorporated NAMI Affiliates operating within the STATE.

Furthermore, pursuant to the NAMI Bylaws (Article I § 2(2)(e)): Organization Endorsement of Affiliate Applications for Membership - All applications to NAMI for Affiliate membership in NAMI shall be endorsed by their respective Organization.

NAMI North Carolina has, upon review, recommended for approval by the NAMI Board of Directors and endorsed the applicant group located within their state to become a NAMI Affiliate (Model B).

 Affiliate Approval NAMI Outer Banks.docx

3. Justice Workgroup (Presenters: Victoria Harris)

Staff and workplan posted on portal. Interactive map based on results from CJ survey. Would like partnership between NAMI and states that are doing Stepping up and SIM; 2 states only with both programs - Florida and Ohio. What states have programs? What will partnership look like? Victoria wants help driving this direction.

 CJ report 324.pdf

4. Workplace Mental Health (Presenters: Darcy Gruttadaro)

Resources/infographics on key topics in workplace will replace guide. Topics: preventing burnout, types of mental health specialists, seeking accommodations leave, what to look for in benefit coverage, strategy on talking accommodations with employer.

5. NAMICON (Presenters: Ruth-Ann Huvane, Jeff Fladen)

Nice staff and board collaboration. Shared future NAMICON dates through 2029. Possibility of offering incentives to have local NA's & States have receptions or watch parties during virtual NAMICON? Discussion of virtual vs. human connection. Message about NAMICON future dates should go out to field ASAP. Experiment with virtual and discussed with EC. Need to explain benefit of change (virtual).

 NAMICON report.pdf

6. Strategic Development (Presenters: Ruth-Ann Huvane)

2nd busiest time of the year May 5-7 chiefs American Psychiatric assoc in NYC to meet with pharma. Going to LA "Hollywood in Mind" (Maybelline \$200,000 gift). Macy's "Engaged for Good" in Minneapolis with Boys and Girls club. 9/9-10 Partner day and Crawford book w/board meeting in Washington DC. World Mental Health Day hosting fundraising in NYC in Soho House "Soho sessions" partner with charities (we get guest list). 3 scripts (end of summer/Sept) Hollywood, NY on Broadway, DC at Kennedy Center; hope to bring in high level donors. Chiefs calendar of events for board member support to be released.

 NAMI Strategic Development Working Group.docx

C. The Raben Group

Guests: Mark Linton, Parnian A-Shiraz, Grace Carmichael

See presentation for details. [The Raben Group Presentation April 9 2024](#)

Lunch with NAMI Washington DC guests

Guests: Esther Boykin, NAMI DC President and Garrett Katz, NAMI DC Treasurer

See presentation for details. Introductions took place and some National staff provided business cards and support.

 NAMI Washington DC (added 4/9/24).pptx

D. Staff updates with discussion

1. Alliance Relations (Presenters: Annette Gantt)

See presentation for details.

 AR Board Report_Apr 2024.pdf


2. Government Relations, Policy & Advocacy (Presenters: Hannah Wesolowski)

See presentation for details.

 2024 Q1 BOD slides GRPA.pptx

3. Strategic Alliance & Development (Presenters: Jessica Edwards)

See presentation for details.

 2024 Q1 BOD slides SA&D.pptx


4. Office of Innovation (Presenters: Darcy Gruttadaro)

See presentation for details.

 2024 Q1 BOD slides OI.pptx


5. Research, Support & Education (Presenters: Teri Brister)

See presentation for details.


 2024 Q1 BOD slides RSE v.2 (updated and added 4/9/24).pptx


6. Marcom (Presenters: Ann Andrews Morris)

See presentation for details.

 2024 Q1 BOD slides MarCom.pptx

7. CEO

 NAMIcon & 10x Slides.pptx

 Human Resources (added 4/9/24).pptx


Break at 5:00pm ET.


Wednesday, April 10

Meeting resumed at 8:30 am ET.

E. Bridgespan

Guests: Lindsey Waldren, Margaret Boasburg, Isabella Joregenson, Ale Rodriguez
Discussion and breakouts took place. Follow up with next steps/recommendations to come from Bridgespan team.

 NAMI Strategic Plan - Board Update 1 of 2 - April 2024.pptx

 NAMI Strategic Plan - Board Update 2 of 2 - April 2024.pptx

 NAMI Strategic Plan - Board Update (updated 4/10/24).pptx

III. Unfinished Business (none at this time)


IV. New Business


- A. ACTION ITEM: Motion to select and approve candidate to fill Board Member vacancy to complete 3-year Board term 2023-2026 with the option to run a second term. (Presenters: Shirley Holloway, Pooja Mehta, Ruth-Ann Huvane)

Motion to go into executive session - 12:38 pm ET. Moved: Ray Lay. Seconded: Jeremiah Rainville. Approved. Exit Executive Session

Motion to appoint candidate, Sukhi Sahni by ballot to complete remaining 2023-2026 board term. Moved: Victoria Harris. Seconded: Jeremiah Rainville. Approved.

 Kevin Fischer CV.pdf

 Sukhi Sahni CV.pdf

 Board Nomination Recommendations (added 4/9/24).pptx

B. Officer Preferences/Call for Officers

Details were provided on Officer preference process. Survey will open on 4/15/24 for 2 weeks to get an idea on who would like to be in an officer role if elected.

C. Council Membership

Victoria Harris led discussion on Council membership and will work with Diane Banks for PLC. Asked for ideas; no action will be taken at this time. Ideas: NSO has 6 months to vet/commit. NSO requires peers in bylaws, but not all have PLC. Respond within 72 hours. Allow all peers to attend.

D. Future NAMICons

Jeff Fladen motioned to approve future NAMICon dates: 2025 Virtual, 2026 Atlanta (EC approved 12/21/23), 2027 Washington DC (EC approved 3/21/24), 2028 Virtual (tentative), 2029 Madison, WI (NAMI 50th anniversary). Seconded: Jeremiah Rainville. Approved.

Adjournment

Meeting adjourned at 1:52pm ET.