

2022 Board Retreat Minutes

Saturday 6/18/22 Session

<p>Introductions</p>	<p>Robert - past past prez; retired SSWr Essy - LA Regional Rep; recent MSW grad Tam - LACOE; Membership Co-Chair Katie - Membership Co-Chair; San Diego SSWr Vanessa - SF non-prof; edu equity projects; Legislative Chair Patrick - VP soon to be Prez; SSWr, SSWAA rep, lecturer Cherie - LCSW & lecturer; current treasurer Paul - current prez; SDSU ppsc/lecturer, etc Kimberlee - LCSW, insurance, former SSWr, organizational liaison Julie - NorCal region rep & secretary; @ Cal Poly Humboldt Maria - SD North County SSWr; currently SD regional rep Honoring Marianne Pennekamp - started CASSW!! And so much more *The in-person portion of the treat takes place on traditional Yurok, Wiyot, and Tolowa land</p>
<p>Review & Approve Agenda</p>	<p>Maria made motion; Julie seconded; 11 ayes; motion approved</p>
<p>9:40 - Debrief past two years</p> <p>What were the challenges?</p> <p>What were the successes?</p> <p>What did we learn?</p>	<p>*proud of most of board stuck it out through the 2 years; got to know each other; some regional & state-wide events; increased membership; strong relationships with partner orgs; challenges: pandemic, virtual, people stretched thin; broaden connection statewide; get board minutes, etc available to membership</p> <p>*proud of antiracism statement & some action; has dipped a bit; early webinars built connections; challenges: logistics of meetings</p> <p>*proud of early on drop-ins for LA region for support; Paul's leadership & holding of space</p> <p>*Patrick helped the reminder of acknowledging challenges</p> <p>*some good actions & connections to other orgs made; visibility; continue collaborations; appreciate the regional reps maintaining the activities; want to see inclusion of membership more to spread the work & collaboration; meeting schedule</p> <p>*so much enthusiasm, has inspired continued involvement; challenges regarding communication within</p> <p>*strength is our passion & we did get a lot done; biggest challenge was we committed to too much; move forward: pare down & triage</p> <p>*statewide camaraderie, foundation for what we want to do moving forward; macro practice & advocacy; pulling in NorCal</p> <p>*how do we sort through all the demands to decide what we focus on to move out of the chaos of the past years? Forced to develop new skills; now can integrate those and return to other useful skills</p> <p>*website disfunction raised a red flag</p> <p>*listserv very valuable to find the community and connections</p> <p>*our conference is a strength & offering professional development</p>

<p>10:30 - Reflection on CASSW Vision.</p> <p>Consider the CASSW Mission:</p> <p><i>The purpose of CASSW is to promote the professional growth of School Social Work (SSW) services and programs in schools and to influence the California school system's responsiveness to the social, emotional, educational and mental health needs all students.</i></p> <p>If we are successful in doing that, what would it look like?</p> <p>Over the next year?</p> <p>Over the next two years?</p>	<p>What it would look like:</p> <ul style="list-style-type: none"> Hosting professional development events Constant clarification of our roles as SSWrs - social media posts & resources, professional development Joint statements Pupil Services Coalition meeting presence Legislative endorsements Identifying needs of CASSW community (surveys, etc) & responsiveness Explicit theme/focus for the year Helping facilitate collaboration across membership Helping streamline SWrs transition into SSW - a flowchart on website, a video that explains the PPSC, resources, etc Accessibility of resources on website Cross trainings & presentations at other conferences Increased connection/collaboration with PPSC Coordinators Group (currently Paul & Julie are involved) Make visible benefits for members-only Opt-out of listserv option; create a digest newsletter with upcoming events, etc Mentorship program Promote our visibility to other disciplines &/or general public (ex: admin groups) Strengthen ways that people find us (ex: NASW-CA, SSWAA) Templates & tools on website Explicit efforts to find balance between the two pieces of the CASSW mission: promote the profession AND promote responsiveness of schools Open each meeting w/ review statement Collaboration with other folks supporting youth MH, especially BIPOC-led Mentorship for non-MSW students Mini grants & scholarships for members Workforce development; job postings Advocacy for diverse hiring practices <p>JamBoard Link: https://jamboard.google.com/d/13cWQoihuiWZWYpaHI7G67pUK7ul-nsU0mReQERs6c/viewer?f=0</p> <p>*Note regarding JamBoard: we started to move some ideas into the various categories, then realized it was getting too ambitious again; see afternoon notes regarding simplifying priorities</p>
<p>Morning check-in</p>	<ul style="list-style-type: none"> *hard to engage; someone moderate virtual participation *Jamboard really helpful - adaptation! *Reimbursement for folks online for a meal available as part of retreat - f/u w/ Cherie

<p>2:00pm - organizing visioning from morning session</p>	<p>Paring down: 1-2 priorities per committee:</p> <p>Conference & professional development plan (PR)</p> <p>Member feedback and responsiveness & cleaning up website (membership)</p> <p>Pupil Services Coalition & 'Ad-Hoc Coalition' - funds coming in and being aware & at the table (legislation & advocacy)</p> <p>Mini-grants (finance)</p>
<p>2:40pm review member survey; brainstorm next survey questions</p>	<p>Vanessa review previous survey (fall 2021): https://my.thoughtexchange.com/scroll/224104275/results</p> <p>Main feedback: more access for direct support, answer questions, other communication & connection (idea: Slack; monthly drop-in support/consult session, clinical consultation group)</p> <p>Possibly a live forum for members to provide feedback? Could review current survey feedback first</p> <p>What CASSW benefits most enjoy? What should our professional-focused advocacy be this year? What should our SSW community-focused advocacy? What professional development would you like to see? What benefits would you like to have through the org? Interest in serving on committee? Area of interest/skill you'd be willing to share/do prof dev on? What would you like to see from your Regional Coord? Think of containment type questions (5 possible benefits, rank top 3)</p>

<p>Official Inductions (quorum confirmed)</p>	<p>Essy appointed to LA Regional Rep Robert makes a motion to induct all new board members; Cherie seconds; motion is approved - welcome and thank you new and returning board members!!</p> <p>President- Patrick Mulkern Vice President- Valetta Molofsky Secretary- Julie Slater North Legislative Chair- Vanessa Danielle Marrero Organization Liaison- Kimberlee McMillian Student Affairs and PPSC Program Liaison- Kealani Beltran Professional Development and CEU Liaison- Cristina Dobon-Claveau Katie Ouimet and Tam Nguyen, the new Membership Co-Chairs of CASSW Ehsan Knopf, the new LA Regional Representative of CASSW Arturo Chavez and Jeffrey Coggan, the new Central California Co-Regional Representatives of CASSW</p> <p>Also on Board</p> <p>Past President- Paul Brazzel Interim Treasurer- Cherie Hudson North Bay/SF Regional Rep- Maggie Bishop San Diego Regional Rep- Louisa Triandis</p>
<p>Mini Finances Review</p>	<p>Have a savings account we can't access; will resolve asap Monthly Zoom & website management bills 2x/year po box bill Need to cancel Survey Monkey account (who is admin??)</p>
<p>Afternoon check-in</p>	<ul style="list-style-type: none"> *Good communication & pivoting *appreciate 'ands' instead of 'buts', Robert's leadership; need a specific plan for follow up *physical presence; everyone's labor to make it happen; paring down focus *priorities feels more doable *Sunday: after Cristina's presentation, schedule conference & meetings; master calendar of what needs to be tracked all year

Sunday 6/19/22 Session

<p>Conference Scheduling</p>	<p>Tentatively weekend of Feb 18th in San Diego; need to identify a theme and get committee going asap</p>
<p>Retreat Scheduling</p>	<p>Tentatively June 15-18</p>
<p>Monthly meeting Scheduling</p>	<p>Looking @ 1st Thursday of the month @ 7pm</p>
<p>Cristina's presentation regarding professional development</p>	<p>Monthly 75 minute professional development with different topics each month https://docs.google.com/presentation/d/1GfkzfUEGL1b__tcsnPsn99VrGyJLXb0niT0_sQWlQQ/edit#slide=id.ga073618e60_0_16 3rds Wednesdays of the month \$200 pay for presenters On zoom but regional reps could host local in-person watch parties Figure out CEU aspect for regional reps to manage Suggested additional topics: psychodynamic intervention; culturally responsive rather than competent; unhoused/in foster care students Julie made motion to approve \$2000 for paying presenters Maria seconds 10 ayes; motion approved Also an idea about a 'New School Social Worker Institute' https://docs.google.com/presentation/d/1INicng16AMoOnsTmVn4GFyvXdGUnLFoZh5Vt47Meve0/edit#slide=id.p Cristina would take the lead; other board and members could join in to present or join the consultation sessions</p>
<p>Final Business</p>	<p>Free Membership for Students: proposal for free membership for MSW students; used to be the case, but didn't see anyone shift into paid memberships, so set it at \$10 for students; links to issue of membership management complexities; also free things tend to feel less valuable; possibly discounts for limited time as a middle ground? Maria made a motion to approve free memberships by end of September; Cherie seconds; 7 ayes & 1 nay & 1 abstention; motion approved</p> <p>Stipends: proposal for stipends for board members; most folks have never received payment for board service; question of accountability; seems certainly reasonable for board members to be paid for participation in PD; do bylaws speak to the issue?; some research: https://www.councilofnonprofits.org/tools-resources/can-board-members-be-paid https://cof.org/content/compensate-your-board-legal-and-ethical-considerations https://www.socialworker.com/nonprofit/management/nonprofit-ethics-nonprofit-handbook/</p>

	<p>Admin or bookkeeper paid position? Our income is minimal- we just have savings; unlikely unrealistic to hire someone without a sustainability plan as well as a very well-thought out business plan and job description (is it feasible or viable?)</p> <p>Election Cycle: currently every 2 years; for sustainability, proposing elections every year, but rotating positions so not all new incoming positions at once; would have to write bylaw proposal and send it out to members for a vote; Patrick will take the lead on this; policy & procedure committee would need to be created if an election in 2023</p> <p>Budget: Cherie & Patrick working on plan for transfer of access to funds; Patrick will present a budget template; noted our lack of non-profit status; are we able to apply for funding/grants? No; we would need to become a 5013c; we can charge fees to cover costs; if we make a profit, it becomes an issue; we are affiliated with NASW-CA to some degree, though are very free to do what we want; based on our charter, we can spend without taxes and reporting; but if we start notably increasing that, we may need to do such things; Patrick will look into these various statuses; will be asking questions @ SSWAA</p> <p>SSWAA: Cherie motions \$1500 per person for Patrick and Valetta for SSWAA conference attendance; Paul seconds; 10 ayes; motion approved</p> <p>Social Media Presence: suggestion to beef it up, and maybe a sub-committee to be intentional; experience of managing multiple social media channels shows that young people are not using social media for community connection; noted our members are varying ages; clarification that the suggestion is for more info sharing & branding purposes; PR committee to further explore?</p> <p>Process for reimbursement for retreat: Cherie will send out a form; mileage is on the form</p>
<p>Final Thoughts</p>	<p>* need for active and intentional effort to diversify our board; Patrick to f/u with board regarding a plan of action</p> <p>Appreciations!!</p>

<p>Follow Up Items</p>	<p>Listserve intentionality Meeting minutes on website Slack thread (or other) for board members for quicker contact? Meeting logistics: schedule that works for all, reminders of meetings, zoom (& other) links Question about how to explicitly & continuously stay focused on the needs of youth & families & not just promoting our profession (& also making this profession accessible) Professionalization of SSW & who is left behind; pressure of contract agencies w/</p>
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clinicians @ schools vs hiring SSWrs
How make CASSW welcoming to all professionals focused on youth MH in schools?
Do we want to do so?
We are system agents; SSWrs help the system be responsive
Essy to work with Robert about website management & functionality
Kim & Paul create a list of orgs & meetings for advocacy/participation

Homework for all:

review bylaws:

https://docs.google.com/document/d/1gUxjhSX9rhifg_3rnVWZT6K6_ZF-eyM834GgMFI6tNk/edit

Robert's Rule of Law

review retreat minutes

connect w/ person who previously held board position

Next steps: review priorities, everyone sign up for a committee at upcoming meeting