



Washington State Society for
Clinical Social Work
Identity • Integrity • Diversity

June 16, 2021 Board Meeting

Present (via Zoom): Aimee Roos (ex-officio), Salomé Valencia-Bohné, Betsy Strewler, Brenda Bible, Ross Artwohl, Nitara Dandapani, Chris Garrido-Philip, Noah Starer. Julie Hemminger

Absent: None

Notes and Updates:

- Chris's last meeting as a Board member. *Thank you*, Chris, for your work on this Board! You are so valued. We look forward to seeing you as an ongoing WSSCSW member.

Discussion: Updates from Meetings with CSWA leadership

- Two meetings recently held between Board members and members of CSWA leadership at the national level
 - Kathy Ryder and Kendra Roberson were at meetings from national CSWA level
 - Julie, Salomé, Ross, and Brenda were at first meeting
 - State chapters doing really well in terms of member engagement: Greater DC, Georgia, California
 - Salomé plans to reach out to these chapters to ask for insights and suggestions to increase membership engagement
 - Suggestion from leadership: holding town halls, cutting membership costs for some groups we'd like to have more of in the organization
 - Suggestion from leadership: possible Co-President model, to span dual generations of social workers
 - Meetings didn't directly address the questions Board prepared, more of an organic conversation around where this Board is at, needs, informal evaluation
 - How to incentivize Board participation?
 - Suggestion from leadership: incentivizing Board membership now (not after participation)
 - Suggestion from leadership: emphasizing community aspects to encourage more diverse voices on Board
 - Other updates from meetings:
 - CSWA Summit will be online this year
 - Upcoming training on Boards - what is a Board, how does one function

Brief Update on Website Design

- Noah has been making changes to website, in tandem with Aimee, to streamline and improve useability
- Noah enact changes to website with Aimee, and Board can submit feedback after changes have been made, as needed
 - *Thank you*, Noah and Aimee for this work!

Discussion: Review of 501 Commons Proposal



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- 501 Commons provided proposal for consultancy work to Board on 6/7/21; Brenda sent to Board for review and consideration prior to this Board meeting
- Board agrees that outside consultancy would be helpful and is needed, to (a) address underlying ongoing organizational challenges and (b) provide meaningful/aligned restructuring to suit needs of the contemporary membership and future direction

Motion: Accept 501 Commons proposal for consultancy with the following deliverables:

- Assessment of the board's approach to diversity, equity and inclusion
 - 18 month work plan with an outline of accountability measures
 - Written recommendations for strengthening board effectiveness
 - Total cost to organization: \$1,800 - added to FY 21-22 budget
- **Motion unanimously approved by the Board**
 - Action item/next step: Brenda will follow up with 501 Commons accepting the proposal and requesting that Board retreat and rewriting of bylaws be considered for inclusion in final plan

Discussion: Plan for 2021 Outstanding Student Paper Awards

- Brenda, Salomé, Chris volunteered to be readers of this year's paper submissions
- Plan: Offer two winning papers free membership and free access to PD events for that year.
- Action item: Craft general email to membership informing them that the Outstanding Student Award is open for submissions. To be sent out on Monday, 6/21/21. Refer to Salomé's email with link to draft email.
- Action item: Craft email response to student who requested more information about the Outstanding Student Award and email on Monday, 6-21-21. Refer to Salomé's email with link to draft email.

Discussion: Scholarship Idea (presented by WSSCSW Member)

- Member stepped forward with idea to facilitate a scholarship award for social justice work, with offer that member would provide \$1,000 toward scholarship
- No bandwidth for this at present, with organizational shifts that are currently underway
 - Good idea for potential future direction for WSSCSW to consider pursuing, could be considered during reorganization process with 501 Commons consultancy
- Follow-up: Aimee will send e-mail response to member who submitted proposal with Board's answer
 - Scholarship Email (Board Approval due by Sunday, June 20th at 5pm; Aimee will send via WSSCSW email on Monday morning)
 - See Salomé's e-mail for link to letter.

Discussion: Budget Discussion and Ratification for FY '21-22

- Board members estimated projections for next year's budget, based on this year's budget and organizational history
 - New mentorship group, with free membership as compensation
 - Organization successfully met budget for FY 20-21!



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- Will include budget for Board retreat in FY 21-22
- Discussion to problem-solve in order to increase Lobbyist compensation closer to market rates
- Action item (from May meeting): Aimee to look into other possible options for the website host and report back to Board

Motion: Increase monthly budget for Melanie, our lobbyist, by 30% for FY 21-22

- **Motion unanimously approved**
- Action item: Aimee and Brenda to work with Melanie to draft and approve Melanie's contract agreement for FY 21-22, which goes into effect July 2021

Discussion: Revision of WSSCSW's Organizational Bylaws

- Bylaws subcommittee has made limited progress--big task to fully review bylaws!
- Discussion of how best to 'chunk' this project into doable pieces for best overall effect
- Need for inclusion of online Board meetings to be added to new Bylaws
- Plan: Salomé and Noah will review CSWA national bylaws, with goal of adopting national bylaws wherever possible
 - Noah and Salomé will compile doc and send it out to everyone one week before the July meeting; see Salomé's recent e-mail for Google doc link

Discussion: Increasing Membership/Offering Accessibility for BIPOC Social Workers

- Currently at a standstill after Ross checked legality of offering membership to BIPOC members free of charge, and learned that this would be considered discriminatory practice per the Washington State Human Rights Commission.
- Noah reached out to Seattle Counselors' Association for insight on their similar move; no response as yet

Discussion: Membership Renewal Discussion

- Tabled for July meeting

Discussion: President Nomination Process

- Are we following current bylaws? Specifically - "The Nominating Committee shall submit a slate of nominees to the Board for ratification." (Article VII, Section 2.)
- Follow-up on email discussion regarding proposal to re-open nomination process for all board positions including president.
- Tabled for July meeting

Post Meeting Dropbox Reminder from Aimee

- "We have Dropbox for the board and for the individual board departments. The goal is to add information so that the person who replaces your position doesn't have to start from scratch, and for other board members to easily find information when questions arise... if yours is one that doesn't have many documents, this is the place to store documents, processes and procedures that you do for the future you!"



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Next full board meeting: Wednesday, July 23rd, 2021 ([link](#) to July agenda)

Respectfully submitted,
Betsy Strewler