

# PDA Board of Directors Minutes

Date: Wednesday, March 27, 2013

## Attendees:

- Linda
- Molly
- Gigi
- Deborah
- Teresa
- Kathy

## Appreciation

- Board expresses appreciation to Ellen Shrouf for taking a leading position in organizing research to support PD, including travel at her own personal expense.

## Winter Minutes

- **Motion: Board approves Minutes with correction of language in personnel benefits section and addition of Conflict of Interest review. Specifically:**
- Re: Paid leave and sick leave -- *Accrue, but not available until probationary period (comprised of a maximum of 6 months, given satisfactory performance) is complete.*
- *Conflict of Interest forms completed by all directors, consultants, and staff and reviewed.*
  - Made: Deb
  - Second: Gigi
  - Minutes: approved

**Preliminary Financial Reports, pending approval of final budget** – reviewed and accepted by consensus.

## ED Report

- Personnel issues discussed and plans and timeline for staffing discussed.
- ACT inquiries coming slowly.

## 2013 Budget

- ED revised budget based on feedback from the Board in February and to reflect undated information and situations.
- Board reviewed and discussed.
- Noted that this budget requires foundational work to succeed.
  - The PDA budget is limited in income stream and has significant expenses to cover.
  - Needs to be monitored closely throughout the year.
- **Motion: The Board approves the 2013 Budget as presented by the ED.**
  - Made: Molly
  - Seconded: Deb
  - Vote: Approved

## PDA Tax Return

- ED updated with corrections.

- **Board reviewed and approved with changes noted.**
  - Vote: Approved

#### **PDSC Manual Foreign Rights - China**

- Susie Zhang has requested rights to translate and publish PDSC Manual in Chinese. (She wants to have a translation ready for August PDC.)
- Discussion regarding whether to charge a percentage or a dollar amount (as previously decided) to foreign publishers.
- Board wants pricing to be consistent across countries/publishers.
- Acknowledgement of difficult balance between what affiliates need and the priority work and time investment of the PDA.
  - Board desires to support affiliates in the building momentum and acknowledges their vital work for PD.
- **Motion: It is our intent to make an agreement with Susie Zhang regarding translation and publication rights in Chinese. We are not ready to present a formal contract (pending completion of work with attorney) but will share an outline of key points, including pricing. Board gives approval to begin translations with good faith intent to develop formal contract giving agreement on general outline of terms.**
  - Vote: Approved

#### **Vote for Approval of Certification**

- **Julietta Skoog: met requirements for extending certification to PDC – approved by consensus.**
- **Felissa Covin: recommended for certification in TP – approved by consensus.**

#### **Discussion regarding participants, who are not initially recommended for certification, retaking the ACT:**

- In past, Board has recognized logistical issues
  - Cost to participant.
  - Inability to offer discount due to PDA costs, especially reasonable facilitator payment.
- Repeated patterns indicate that individual coaching and one-on-one mentoring is a better process for teaching the Adlerian issues that are generally a part of the issue.
- Follow-through with recommendations, especially working with a co-facilitator, is a much better indication of ability to progress in role of trainer.
- If participant has completed recommendations, is willing to pay full price, and if there is a space available once all new trainer candidates are registered, she/he is welcome to retake the ACT.

#### **Scholarship Fund Policy**

- Suggestion from membership to take an additional \$5 from facilitator fees for core workshops (TPs and PDCs) to add scholarship fund.
  - This would increase amount dedicated to scholarships to \$10 per participant.

- **Motion: Board adds additional \$5 from facilitator portion of new fee structure to be designated to the scholarship fund.**
  - Made: Molly
  - Seconded: Deb
  - Vote: Approved

**Membership Feedback Process Discussion**

- Board discussed letter to board and list serve feedback re increase in fees for core workshops.
- Board commits to focus immediately on developing several options for productive feedback from the general membership.
- Discussion moved online due to time restraints of meeting.

Respectfully submitted,  
Molly Henry (Acting Secretary)