



**PDA Board of Directors Meeting: Via Zoom Conference Call  
January 14, 2020, 9:00 – 11:30 am EST  
Meeting Minutes**

**Color Key:** ACTION ITEMS highlighted in Yellow. VOTES highlighted in Turquoise. FUTURE meetings and agenda items

**In Attendance:** (X=present)

X	<b>Kelly Gfroerer</b> <i>Executive Director</i>	X	<b>Jody Malterre</b> <i>Co-Chair</i>	X	<b>Cathy Kawakami</b> <i>Co-Chair</i>
	<b>Ari Hurtado-Molina</b> <i>Director</i>	X	<b>Agust Jakobsson,</b> <i>Director</i>	X	<b>Judy Wu</b> <i>Director</i>
X	<b>Yogi Patel</b> <i>Director</i>	X	<b>Gloria Cleve</b> <i>Director</i>	X	<b>Nuria Rodriguez</b> <i>(On-boarding)</i>
X	<b>Lois Ingber</b> <i>Secretary (non-voting officer)</i>	X	<b>Suzie Bohm</b> <i>Treasurer (non-voting) until 10:00</i>		
X	<b>Jane Nelsen</b> <i>Founder</i>		<b>Lynn Lott</b> <i>Founder</i>	X	<b>Brad Ainge</b> <i>Consultant</i>

Meeting Called to Order at 9:00 a.m. EST

- Financials.** Year-end wrap-up occurring. Insurance update. The PDA now has a cyber insurance policy.
- LT Retreat.** Scheduled for Feb. 20-22. Topics to be covered include planning for the organization, role of the LT, connection, growth.
- Educator/Facilitator Terms for Certification and Global Consistency.** A proposal for changing the term from “Educator” to “Facilitator” was presented. Examples of cultural/language considerations were shared: two years ago, the French affiliate changed the term for better translation, and China has also reviewed the term re: the Adlerian meaning for parenting educator. The point was made that the term “parenting educator” is generally used world-wide, and that the proposal seems to apply more to the PDA’s term of Classroom Educator. It was pointed out that the website can be confusing as different terms are used. “Classroom Facilitator” is proposed as an alternative. Some BOD members expressed that a change is not anticipated to be an issue in Spain, and that Iceland doesn’t really use the educator term. Educator is a title vs. level of training, and there is confusion both within and outside the organization about what the certification entitles Educators to actually do (the terms educator and trainer are used interchangeably). Questions were raised about what would be involved in making the switch, such as the cost to change the manuals. The manuals already use educator/facilitator. **ACTION ITEM: Take time to ponder the change and how and when it**

would be rolled out. NOTE: This can also be discussed in the LT retreat. If any change is made, it should occur soon so it can be announced at the Atlanta and Madrid TT's.

#### 4. Requests from Trainers

- a. **ACT and TT in Egypt.** Omneya requests a TT in Egypt. She has the TT planning manual.
- b. **Kenya.** Sarah Joseph provided trainings in Kenya. The trainings were organized by the Beacon Teachers organization. These teachers have now connected with Sr. Rosemary to collaborate. Nadine as an LT is offering to work there. Some of the examples used in activities need to be changed for cultural relevancy (e.g. wash dishes vs. putting them in the dishwasher), with permission from the authors. Jane stated this is acceptable as long as the basic concepts and principles are not changed. Financial support from the PDA is requested for Nadine to work with the teachers. Sr. Rosemary is now in a stable area for internet service. There is a re-request by Kelly Pfeiffer to subsidize the expense, about \$3000/yr. Kelly reports there are funds to support this. Carol Dores is credited for her work there. The training will be done in English while being culturally sensitive. Gloria moved, Yogi seconded to cover internet expenses for Sr. Rosemary for a year. Cathy moved, Gloria seconded to support Nadine and Sr. Rosemary to explore offering trainings in Kenya. Unanimous vote in favor by those present.
- c. **DEI Etiquette.** A "Cultural Detective Workshop" was attended by Yogi and Dina. This program offers culturally specific education about language, customs, examples of conflicts resolved, etc. Yogi will purchase an individual membership for using the website and share out at the Feb. meeting if there is time. Reference: [Website](#)

5. **Strategic Plan.** Cathy prepared a summary document for communication with the membership. It includes a Year One progress report, plus other plan years. The plan is meant to be a living/working document as well as a "to-do" list to maintain focus.

Meeting Adjourned: 11: 50 a.m.

#### Upcoming Meetings: 2020 Meeting Dates

##### All Tuesdays from 9:00 - 11:30 a.m. EST:

February 18-19, 2020, IN-PERSON: San Jose, California

March 17, 2020 (**\*NOTE - THIS IS THE 3RD TUESDAY OF THE MONTH**)

April 14, 2020

May 5, 2020 (**\*12th conflicts with China Conference travel**)

June 9, 2020

In person meeting Atlanta – July 8-9, 2020

August 11, 2020

September 8, 2020

October 13, 2020

November 10, 2020

December 8, 2020

Electronic Votes Since December 10, 2019 meeting:

1/3/20: Approval of December 10, 2019 BOD meeting minutes (Gloria, Yogi, Cathy, Jody, Agust)

Respectfully Submitted by

Lois Ingber, Secretary