

Minutes IPI Steering Committee

November 11, 2020

Present: Caroline (Director), Steve, Karen Sharer-Mohatt, Colleen, Suzanne, Jane, Michele Reed, Patrizia, Carla, Anna, Charles, Lorrie, Jim, Ana Maria, Mike, David.

- 1) Approval of Minutes (submitted by Steve Morris) for last month. Caroline added that she overestimated net income for previous conference because of reduced tuition for some, so IPI made approximately \$3000, and paid out approximately \$1500 for scholarship help. The Diversity Scholarship is a separate fund however. This is already noted in last month's minutes.

Minutes approved by acclamation.

- 2) Congratulations to Norma and Jim on being elected to the Board. Thanks to Steve for being willing to run.
- 3) Caroline reported the establishment of a listserv with a discussion board which will be available when people sign an agreement to the policies behind it. Rollout was approved by Tom Roha, our legal counsel. This should enhance IPI's provision for connection.
- 4) Proposal for new recruitment strategies:
 - a. Hold open houses as opportunity to interact with prospective students, scheduled closer to launch of new programs
 - b. Hold more no-cost events to bring in more students, increase diversity. Currently 75% of Town Hall attendees come to the following recruitment sessions;
 - c. Caroline joined with Diversity Committee to hold "Year of Diversity" events at no cost. Patrizia proposed monthly 2-hour event with readings, pertinent material and GAM groups. Also partnering faculty and advanced students to facilitate candidature to faculty. And to do research in order to increase knowledge of agencies as places to recruit. Patrizia invited people to suggest agencies that would benefit from our presence. Suzanne asked if students could be members. Caroline added that these courses are membership benefit, but those attending could be encouraged to become Associate Members. Clarification: Certificate students are members, so this is for those attending non-certificate events.
- 5) In re Adjunct Faculty of various programs: Caroline proposes growing the number of adjuncts, and to nurture our relationship to them, which will also help to preserve our resources. She proposes no adjunct faculty dues as Associate Member for the first year, but to continue affiliation, we ask them to pay \$200.00 dues from then on. Benefits include ability to supervise and other benefits. This would also increase our income stream. Steve advocates clearly spelling out the benefits. Awkward to ask them to come and teach AND to pay. Caroline noted that if adjuncts supervise, they are earning revenue. In the discussion, consideration was given to what adjuncts could derive as benefits. Patrizia noted that membership-based organization are no longer viable based purely on membership dues, and need to diversify. Caroline felt this discussion prompted no objections to this proposal.
- 6) Scholarships: We now have a Diversity Scholarship Fund for \$5000. Caroline has been getting other requests for scholarships, including matching funds for scholarships from Affiliates. No policy is in place about this, and there is a lack of clarity about it. We could use a model similar to the Diversity Scholarship, where set amount is set aside, then the Director would know the

available resources to match with requests, and we could either advertise this or at least speak more freely about it. Any such fund is replenished through any excess income IPI has, and could be a matter for requests during the annual fundraising drive. Scholarship support could be not only for Certificate Program students, but for single events too, pending checking on financial eligibility. There is a need for discretionary judgment as to need in administering this. Caroline will take this to the Board for approval at its level. Charles noted that if there is money for this, it could be applied to the PPP situation. He would like to keep \$20,000 as a live topic to consider. Patrizia notes that Caroline's intention to link all such subjects to the website was laudable.

- 7) Partnership with Psychotherapy Action Network. Faculty can now join for free. People came to October conference from that listserv, so it is an important opportunity for recruiting. Now we need someone to represent IPI on its steering committee. When no faculty volunteered, Caroline recruited Vanessa Zito who has been active in the Welcoming Committee, and she enthusiastically agreed. Caroline will determine the term for that post, and how she will give feedback to IPI. She is a promising student who gives generously of her time to IPI.
- 8) Beverly Greene has agreed to come back to IPI for a weekend. Caroline plans to propose her for the IPI board. Caroline also proposes a suggestion that has come to her for an in-house conference for next year on the kind of work people do in agencies. Patrizia elaborated that an in-house conference could focus on diversity, and specifically psychodynamic psychotherapy to show agency workers the importance of this in their work. Caroline thought this might be an opportunity to partner with the Psychotherapy Action Network.
- 9) Faculty Development Committee: Michele Reed discussed the idea of different levels of faculty. Current ideas were to have an "Assistant to the Chair of Weekend Conferences" to help share tasks, which might help encourage people to apply. It has to be at least an Associate Member. Some people have applied but not followed through, others are reluctant to become faculty. There is the question if this helps the faculty chairs, or just creates more work. Carla discussed the question of how to designate people in this intermediate status. We are doing this, but have not given it a named status. Steve suggests calling this "Faculty Associate".
- 10) Following the work group on self-care and professional wills from the April retreat, chaired by Sharon Dennett, Caroline connected her with Mike to further the conversation on professional wills. We would never require this, but in the spirit of educational resources on self-care, we can facilitate this discussion. Mike agreed this meeting is to move it forward. Colleen seconded the idea that there should perhaps be a place for the spirit of "best practices" links for wills, COVID policy as a service to our membership. This is in the spirit of more resources for faculty.
- 11) Update: Caroline called a meeting for faculty of GAM Leader/Teacher Training Course, so she is in the process of finding a chair for that course and finding ways to develop the next steps, since currently nothing is in place for that training. The evaluations of the course in the past have been extremely complimentary, so while it can be improved, the essence of current model will prevail in order to support graduates of that course. Mike agreed that essence and the need to find ways to support leader-graduates.
- 12) Current registration for conference: Thursday Case conf is 32, and 21 weekend only, and 4-5 for all day Saturday/Saturday morning.
- 13) Meeting ended at 1:00 pm.

Submitted, David Scharff, November 11, 2020