

Wednesday, June 5, 2019
12:30-5:00 pm
New York University
IASWG Board meeting

Present: Barb Muskat, Dominique Steinberg, Sam Benbow, Brian Kelly, Maria Gandarilla, John Genke, Lorrie Gardella, Zaneta Smith, Sera Kaplan, Hilda Baar, Donna Mclaughlin, Roberta Wallace, Ann Bergart, Kristen Perron, John Lukach, Christine Wilkins, Helene Onserud, Rose Primivere Jacques, Christine Wilkins, Alexis Howard, Mark Magowan, Carol Cohen, Shirley Simon, Kristina Lind, Dana Lehman, Sari Skolnik, Greg Tully, Anna Nosko, Andy Malekoff, Anike Bujold, Mamadou Seck, Kyle McGee, Mark Smith, Charles Garvin, Ginette Berteau, Reineth Prinsloo, Anite Mariselle, Donna Guy, Olga Molina, Cindy Wilks, Donna Guy.

Absent: Gloria Kirwin, Michael Wagner, Jorune Vysniauskyte-Rimkiene, William Pelech, Linda Ducca, Poppy Masinga, Mark Doel, Joyce Webster, Martin Birnbaum, Reshawna Chapple, Rhonda Hudson, Mei Kameda, Werner Lieblang, Tanja Schmidt-Remberg

Welcome: (Barb Muskat): Everyone was welcomed, including Donna Guy, from New Zealand, who attended a small segment of the meeting as an observer, representing the developing Australia/NZ chapter.

Introduction (Barb Muskat and Ginette): Reminded the board to be mindful of using confusing language or jargon, and to please be comfortable to ask questions if desired regarding unfamiliar terminology. Ginette suggested that board members briefly greet one another in their preferred languages, so all are made aware of the preferred languages in the room, and several attendees shared greetings in their preferred languages. To make the best use of the limited time during this meeting, formal introductions were deferred until after the initial business portion of the meeting.

The Year in Review (Barb Muskat): Lots of celebrations, such as the German chapter 25th Anniversary Event (100 attendees); SW Day at the UN; and events within many chapters. Also, the upcoming edition of SW with Groups journal will focus on narratives on social justice.

Symposium (Dana Lehman and Christine Wilkins): Acknowledged work of IASWG Symposium Committee. Total symposium attendance should be close to 300. Presenter abstracts are of high quality and have a strong connectedness to symposium theme.

Investment Vote (Dominique Steinberg): IASWG received in past year two generous gifts- \$80K gift from Anna Fritz, and \$25K special events gift from Marty Birnbaum. IASWG already has one endowment investment instrument with NY Life, and to add more we will be creating a new investment instrument with NY Life. The vote being suggested is asking to combine the two

gifts (Fritz and Birnbaum) so that the investment instrument will yield more income (Fritz investment interest annual funds to go to operating budget, and Birnbaum investment interest annual funds to go to special projects. By combining Fritz and Birnbaum funds into one NY Life account, the annual interest earned will be greater since the total deposited will surpass 100K. Also, when Steve Kraft died, needed to create a new annuitant for investment products at NY Life, so Kyle McGee has stepped into this role. The formal proposal was read. A discussion of the proposal ensued: Interest percentage about 2.5%; clarification of the definition of annuity, annuitant, and endowment; the annuity is like a life insurance policy, it's a fixed instrument; endowment fund can only spend the interest of the capital that is invested; we started an endowment campaign so that we could use annual interest for general purposes; annuity is a low-risk investment; Steve Kraft did research on what our annuity is invested in, and it was determined it was invested in ethical products; NEO Chapter invested \$60,000 in CDs and are receiving 2.85% for 2 years; CD instruments are time-limited, with our annuity guaranteed for a longer time, and thus the interest paid will be slightly less than 2.85%; The IASWG special projects budget item was developed in recent years because we realized we had some additional cash we wanted to spend to the benefit of our mission of supporting events, so the Board voted on the "special projects budget" in recent years to support chapter events or activities with an application process that goes through Joyce, and now the Birnbaum interest funds can go to special projects; it may look like IASWG has a lot of money, including an additional surplus recently due to donated gifts, but we do not have a lot of excess operating funds available to use for everyday expenses because the majority of our funds are in endowment funds; the need to develop an IASWG Development Committee to discuss ways to seek out and manage donations and grants was suggested. A motion to vote on the proposal was made by Ginette with a second by Dana. All voted "Yes", except for Dominique and Maria who "Abstained".

Report of SPARC Committee: (Carol Cohen)- A brief history/overview was shared, and four proposals (see updated SPARC email from Carol) were cited/described. Mark Smith motioned to approve, and Donna seconded. Everyone voted "Yes", except for Olga and Kyle who "Abstained". Carol shared that over 10 SPARC projects will be presented at the 2019 Symposium.

Brief Intros: All attendees shared brief introductions with the other attendees in the room.

Brief Summary of IASWG Committee Work:

Practice (Donna and Charles): Donna is new to co-chairing role, and she is hoping to meet during this Symposium with members of this committee. Charles shared that he and Robert Ortega are presenting on Saturday on the growing threat to democracy and how is it impacting practice. Please connect with Donna if you are or would like to be a member of this committee.

Commission (Mark & Carol): Continue to work on creative ways to infuse group work across the curriculum. Announced selected and updated papers from previous proceedings in *Group Work: Applications across the social work curriculum* edited by Carol Cohen and Mark

Macgowan. Whiting and Birch currently running a student essay context. Committee members not planning on meeting during this Symposium. Gloria Kirwan new editor of Groupwork Journal, so IASWG is awaiting new IASWG Board Representative. Andy Malekoff added that another special edition of SWWG on psychodrama will be edited by Sari Skolnik and a colleague of hers.

Membership (Sam): Starting new initiative welcoming new members, including taking their pictures. Created IASWG pins for new members and selling them for \$5 to all others. Will be welcoming new members with pinning ceremony at membership meeting. Currently aligning language with surveys.

Marketing (Brian & Maria): Please connect with Brian regarding volunteering time at IASWG table at CSWE APM. Please submit "practice tips" for website. Important to continue conversations about social media use- we may not be fully equipped to do full blown digital marketing because it's a full-time gig, but how might we have more diverse language and cultural presence/representation in content on website? One example of innovation: Zaneta took videos of Board members and put them on the website. Also, practice tips can be tips for teaching group work, and practice tips in languages other than English are highly encouraged.

Budget & Finance (Dominique): Discussed board travel expense, need to get Board insurance, management of endowment, and the relationship of chapters to "mothership" or "IASWG Central" related to both legal and tax issues as we grow, globalize, and become internationally sophisticated. Handout of budget update that includes the value of chapters for the first time.

Nominations & Elections (Kyle): Welcome to NYC! Exciting year, new executive leadership representation. Alexis new co-chair with Kyle of this committee. Focus on international representation, and continued dialogue about what diversity means. Thank you to the committee members. Requesting nominees for next member-at-large election. Thank you for those who translate for us! Please think about skills that we are missing on the board to target for incoming Board members.

Chapter Development (Shirley): All chapter reports received, and \$200 support funds sent out to all. In communication with folks initiating a Spanish-speaking chapter and an Australia/NZ chapter. (See reports from chapters.)

International (Lorrie): Shared some priorities that are part of the soul of IASWG, including creating an international impact survey as a consciousness raising tool regarding language and other issues. Lorrie also shared a bravo to the members of this committee for keeping internationalization at the forefront, including creating material for presenters to consult to monitor the content of their presentations to make sure the content is welcoming to global symposium attendees at symposium presentation sessions.

Additional IASWG Activity Information:

IASWG Group Work Camp (John & Ann): Had hoped to go to Loyola location for camp event during summer 2019, but communication delays led to postponing camp event for summer 2020 at George Williams College. Note: Francophone chapter camp is happening this July.

IASWG Certification: No update on the progress of this effort as William Pelech was unable to attend this symposium week.

Brief Chapter Reports by Chapter Representatives:

Francophone: Ginette discussed a short video about social work with groups, watched the most on stages of group development.

Florida- Mark Smith shared that six chapter members are attending Symposium 2019. Review of chapter activities: day-long workshop on sharing practice tips; training for agency with at-risk children; Cindy Wilks, a chapter member, created a book of activities (printed and electronic) which will support new graduates interested in group work; the Florida Institute for Group Leadership does a 3-day training for group facilitators, and will start next cohort in fall.

Northeast Ohio- Mamadou described two recent chapter workshops: Larry Shulman on group intervention, and supervision and ethics; and motivational interviewing for use in group therapy; also, ethical dilemmas in the digital age. All very successful and will be doing more again next year.

German- Hilde shared greetings and information from both German Chapter and Lithuania Chapter members.

Toronto- Anna described a chapter event on using manuals in group work. At least 12 presenters at 2019 Symposium are from Toronto.

Long Island- Sari described various chapter activities such as a supervision workshop around single-session groups, and an activity with a speed dating format that had 75 attendees moving among 4 topics.

NNE Chapter- Kristina described successful chapter activities, including citing that field instructors were among attendees.

Chicago- Shirley & Ann are pleased with current large membership in chapter, and they shared that many faculty and students are with us at Symposium 2019.

South Florida- Olga described workshops that addressed gangs such as working with the Latin Kings, and also that addressed innovative group work with veterans.

Minnesota- John described 5 events with theme on making authentic connections and discussed the election process.

North Carolina- Roberta shared that Willa is moving to Iowa, and shared that the chapter has a current core of 6-8 members.

Massachusetts- Sera said that 12 chapter members were attending Symposium 2019, with some presenting a film they created which will be made accessible as a tool.

Southern California- Zaneta shared there are 16 active members and described activities like: having a scholarship for an MSW student; holding monthly meetings; and working on coffee gatherings to discuss practice issues. Barriers to growth are member recruitment due to and distance/traffic, and member differences like students versus practitioners. Mai sent regrets she could not be here.

New York- John will be calling a meeting at Symposium 2019 to address future chapter development/leadership.

Pennsylvania- Sam described members excited about organization, including students working to continue commitment to IASWG post-school.

Attendees briefly addressed past topic of outreach to chapter folks not connected with a chapter (maybe with an online chapter) to keep them connected to IASWG.

Discussion, Brainstorming, And Prioritizing Related to IASWG Organizational Issues:

Barb initiated a discussion/brainstorming/prioritizing section of the meeting to help to discuss organizational issues, prompted by a proposal from the German Chapter citing issues that have been raised among their members in relation to membership and symposium fees, language and translation, and cultural nuances, with the hope that a discussion would air concerns and lead to concrete plans to address them. Barb noted the unfortunate absence of board members from outside North America who would be helpful to this discussion but could not attend this meeting, including Mark D., Linda, William, Poppy, Jorune, Tanja, and others.

Discussion-

To begin discussion, Barb asked Hilde to share thoughts from the German chapter. Hilda explained that the German chapter pays annual dues approximately equivalent to \$120-140, which combines chapter and IASWG dues. The chapter has 60 members, and is a very active chapter, with an annual group work weekend, a group work training program, and a certification committee. Some chapter members are questioning the value added of IASWG membership when the IASWG website is primarily in English, and the symposia have been largely held in North America.

Brainstorming

Brainstorming began with a variety of initial issues being cited: language differences; what constitutes a chapter; feeling heard is really important in terms of internationalizing IASWG; why be a member of an international organization; younger members speak English and are more skilled with computers; these issues not limited to German chapter, including not only language but also economic situations and value of the dollar.

Brainstorming continued with a variety of related issues being cited: what does IASWG currently offer globally to members; how do we define and promote benefits of IASWG; what does IASWG still need to work on/improve in terms of making sure members understand and can access benefits; what is the relationship between chapters and IASWG; is there a need for revision of fee structure of membership dues; need to take into account the local economies, and consider developing suitable fee structure; UN has a list that can be used for fees based on development of countries; do we need a committee to rethink budgeting; promote opportunity to collaborate globally to address issues; greater need for technology to help internationalize, including in meetings and to translate materials; need to identify group workers in Central and South America, but how do we liaise with them; translation and localization services needed to adapt to specific cultural differences on the ground; encourage chapters to submit materials to the website; German questions cannot be separated from questions of what does it mean to be international- must listen not as if North America-centric because members want to be listened to regarding what's in it for me, and what's in it for the world, and that it's time for group work; the "why" behind having IASWG exist needs to come from international representation, but what do we understand and expect in regard to the "I" of International; do we lose out from wealth of international knowledge when symposia are in North America; is it necessary to unite in methodology to promote constructive connecting with people and democracy; need to keep discussing symposium location, planning, and fee; it is essential to respond to these questions with a social justice lens; Is NY symposia expensive, and should symposia be in other countries to get new membership from more international locations, but that means folks need to step up to host. Is it okay if not everyone is able to go but there is connecting with segments of countries that represent whole country; group work camps are one way of thinking about international participation; do we need more outreach on what is going on in group work internationally; need to be solution-focused; need to continue communicating in 4 languages; spending money shifts us to thinking about value; agreement that we all want to be international; need to respect autonomy of each chapter and what each chapter contributes.

Prioritizing Activity:

Barb summarized that we need to develop a plan of action, with people taking tasks to identify/prioritize for November meeting, with the goal of considering stretching our boundaries.

Barb suggested the group create "buckets" for areas of future organizational direction for the Board members to explore. Four "buckets" were agreed upon and prioritized by the group.

Barb and the entire Board agreed that the four “buckets” would be discussed in the upcoming months for further discussion at the November Board meeting. (It was pointed out that the four “buckets” are interconnected, so some suggested that, when we attempt to discuss the “buckets” together in the future, if we discuss each individually we may miss the impact of the whole.)

The following four “buckets” were prioritized, with some Board members volunteering for a particular “bucket” discussion group to begin working in the upcoming months (some Board members shared that they would like to volunteer for a particular “bucket” discussion group upon more reflection of the choices, and it was also agreed that absent Board members would hopefully join a particular “bucket” discussion group in the future):

1. Fee Structure: Hilde, Barb, Dominique, Christine, Helene, Reineth, Donna, Kristen
2. Translation/Language Access: Olga, Carol, Mamadou, Ginette, Helene, Sam, Rose, Cindy
3. International Membership - Benefits and Responsibilities: Lorrie, Dana, Sari, Kristina, Sera, Mark Smith, Ann, John Lukach, Hilde, Anna, Charles, Anite, Shirley, Mark M.
4. Location of Future Symposia: Kristen, Zaneta, Kyle, Ginette, and the entire current IASWG symposium committee members.

Special Announcement and Final Thought: Lorrie shared a special announcement that the International Committee will be meeting at 5pm on June 6, 2019. There was a final thought of a group affirmation to acknowledge who we are and to challenge us to consider who we will be.

Respectfully Submitted,
Joyce Webster

July 10, 2019