



THE INTERNATIONAL FOCUSING INSTITUTE

Building on the work of Eugene T. Gendlin since 1979

Board of Trustees

MINUTES

March 12, 2021

Online

Documents sent via email prior to meeting

- Agenda
- Minutes from previous month
- ED report
- Draft annual board calendar

PRESENT: Nelle Moffett, Evelyn Fendler-Lee, Leslie Ellis, Peter Afford, Catherine Torpey, Paula Nowick

ABSENT: no absences

PRIME MOVER: Nelle

I. REFLECTION - Evelyn

II. APPROVAL OF THE MINUTES. Approved with very minor changes.

III. APPROVAL OF ANNUAL BOARD CALENDAR. No objections.

IV. EXECUTIVE DIRECTOR REPORT

- Further to her written report, Catherine spoke to the type of organization currently reflected by TIFI: that of a CLAN: flexible, internally driven. (Other types are Adhocracy, Hierarchy and Market. Based on a model described at <https://builtin.com/company-culture/types-of-organizational-culture>.)
- Catherine noted that the increase in membership dues to date relative to this time last year reflects an improved tracking and dues collection process.
- The board discussed and approved a letter to the Coordinators' list in response to the many reflections and opinions offered about the Diversity Statement. It was agreed this response be posted on the Coordinators' list, although this is not normally the venue for board communications.

The points approved for inclusion in the letter were:

- There is a consultation process in motion and all responses will be looked at, through July at least. They should go diversitystatement@focusing.org
- We are hearing that you are concerned about the sentence on certification, and we will take seriously the question of whether that sentence belongs in the statement at all. We sense that some have an impression that the board has a plan to change certification. The ILC is charged with looking at certification, and they have a long way to go before they might have suggestions. The board's policy is that TIFI will not make changes to certification without a lengthy consultation process with Coordinators, such as the ILC has been doing over the last few years
- Evelyn and Catherine will have more Zoom calls, which is the best place for a back-and-forth.

V. STRATEGIC CONVERSATION

- Catherine led a conversation with board members on how to strategically prepare for the kind of organization that would be best suited to TIFI's unique strengths 10-20 years from now.
- Each of the board members offered initial reflections on the suggestions offered by Catherine, with the acknowledgment that this is the beginning of a larger process. Discussion threads included:
 - what it means to lead "from the top" or "from the bottom," and the most effective way for TIFI to function. The Gendlin Centre is an example of TIFI functioning well;
 - a desire to focus on existing strengths while expanding applications of Focusing and Thinking at the Edge (TAE);
 - whether and how to change membership structure to accommodate TIFI's larger vision

Catherine challenged the board to think "outside the box," to imagine a structure that might be quite different from what currently exists. The board responded positively to the exercise of thinking from the perspective of the future, and to creating a vision of where we want to be in 10-20 years.

VI. MEETING CLOSED

The next Board Meeting will be Friday, April 9 at 12 noon (U.S. Eastern time)