



THE FOCUSING INSTITUTE
carrying life and thought forward

MINUTES - The Focusing Institute Board of Directors

Date March 2, 2016 via Zoom

Documents submitted prior to the meeting via email

- Agenda (from Catherine Torpey)

PRESENT: Jim Iberg, Mary Jennings, Kevin Krycka, Susan Lennox, David Rome, Catherine Torpey, Jane Quayle, Elizabeth Cantor (for minute-taking)

MEETING FACILITATOR Jane Quayle

I. OPENING SILENCE AND SHARING

II. AGENDA DISCUSSION Kevin suggested incorporating Coordinator roles as part of the Strategic Planning discussion.

III. STRATEGIC PLANNING

Catherine asked each board member to distill the most important issues from the work that has been done so far:

Mary

- The Strategic Planning Committee asks all board members review the documents circulated related to the Strategic Plan.
- To prepare for ongoing Strategic Planning meetings scheduled for March and April, board needs to identify 3 or 4 main areas/issues.

Susan

- To do Mary's second point, we need to determine criteria used to select action items.
- In a meeting with International Leadership Council (ILC) member Barbara McGavin suggested the following criteria: 1) How will a project serve Focusing worldwide? 2) Is it doable with current staffing? 3) Is it unique to TFI? 4) Is it TFI alone or TFI in collaboration with someone else?
- Does it maintain integrity and strengthen the community?

Jim

- Amount of material involved with strategic planning feels overwhelming
- What kind of organization do we want to be?
- ILC and Board relationship still needs defining
- How do CC's fit in?

Jane

- Need to clarify: who are we? what are we doing?
- Is what we are doing reflecting who we want to be? Getting clear: do we need to do these? What are we already doing?
- What roles do we play? As a certifying body, we need to own this and do it well; hub; holder of Gene's legacy; making Focusing available
- What does the community think we are? A two-way flow comes from us being strong leaders, acting collaboratively
- Place of the Coordinators?

Kevin

- Overwhelming amount of info - don't have a clear picture

- Who didn't we consult? Do we have the information we need?
- It's not just prioritizing - it's that potent question: what kind of organization are we?
- Our goals in Seattle came from an assumption about what kind of organization we are. We were tweaking an old structure. Now we're looking more fundamentally. It's a perilous question. Could we be making ourselves vulnerable to collapse?
- We can't do everything we want to do. We don't have the staff, the resources, the community support.

David

- We've identified the big questions. We need to articulate these in writing along with some action steps. One action step is the small meetings we're having between the Board and ILC.
- Big questions:
 - Organizational structure
 - Certification
 - Role of Coordinators
 - Respective roles of Board, ILC, Executive Director
- Now is the time to say "We've done enough exploration." I'd like consolidation around the 4 goals, to circulate it and get feedback.
- What is our business model is the more important question. I'd postpone the meetings about the big questions.

Note:

It was confirmed at this point that David and Barbara McGavin would be working on the April document.

Susan

- We need to assess our capacity. What do we need to build to make sure we have what we need? It breaks down into areas:
 - Leadership
 - Finances
 - Communications
 - Human Resources (including volunteers)
- What do we have and what do we need to build?
- What would be lost if the Institute didn't exist?
- What are the holes in the matrix?

Mary

We're not going to solve them all. For instance, certification: how will we approach that process? We come to an agreement of how we will tackle it. How much conversation do we need before we put them in a plan. What do we agree on and not agree on. It's useful to set that out. "This is what we're going to do."

Susan

Yes. Do we have consensus on the questions?

IV. Evaluation of Executive Director

Catherine left the meeting so that the Board could discuss her evaluation.

XI. Selection of Prime Mover for April