



THE INTERNATIONAL FOCUSING INSTITUTE

Building on the work of Eugene T. Gendlin since 1979

Board of Directors

MINUTES

March 11, 2022

Online

Documents sent via email prior to meeting

From Nelle:

- TIFI BoD 2022.01 Agenda
- Minutes of February meeting
- Board strategic directions 2022
- ED Evaluation Procedure - for Review
- Portfolio Policy - for review

From Catherine:

- ED performance review response 2022
- ED report 2022.03

PRESENT

Nelle Moffett, Florentina Sassoli, Darryl Commings, Evelyn Fendler-Lee, Catherine Torpey, (Peter Afford to say goodbye)

MEETING NEW COORDINATOR

Mary Jennings (Ireland) came to meet with the Board and receive thanks and congratulations

GOODBYE TO PETER AFFORD

Peter Afford came to the first part of the meeting to officially resign from the Board and to say goodbye. He had emailed the Board a list of his insights and suggestions for the Board's work going forward. The Board thanked him for his service.

ATTUNEMENT

Flor led an attunement.

MINUTES

The minutes of the February meeting were approved with some minor changes

REVIEW OF ED EVALUATION PROCESS

The document describing the ED Evaluation Process was distributed and there was a discussion of how the process had gone this year. Points included

The general feeling was that the process worked well. It was smooth, straightforward, and useful. It is helpful for Board members to give feedback specifically in regards to their portfolios. It was felt that one thing missing was for members to be able to express a more general sense of how things are going,

beyond their portfolios. Catherine mentioned that the things she thinks she's best at and worst at, are not things that fit into portfolios.

Catherine wrote a response to the evaluation which emailed just before the meeting. A suggestion was raised that Catherine could write up what she would like from the Board as well.

Conclusions from the discussion:

A. AGREED: the importance of celebrating successes as well as identifying where improvements can be made; speaking as one board; giving the ED the feedback so she can do her job well

B. AGREED: Identifying any remaining issues on the previous year's action items that still need to be addressed

C. AGREED Referring to the Direction Setting document and identifying any specific action requests, by Portfolio area

In addition:

Ask each board member if there's more, beyond their portfolio areas

Include an opportunity for the ED to make requests of the Board

Invite Catherine to identify areas that the board might not be aware of where she feels things are going well or where she might be struggling and needs assistance

The Board, in its strategic planning, needs to identify areas that are important and need to be measured

These will be added to the process by Nelle and voted on in April.

PORTFOLIOS

Portfolios were discussed, the purpose and the specific portfolios. The discussion was to identify possible portfolio areas.

It was agreed that there is probably no longer a need for the website to be a portfolio; the Board can request updates on the website as desired. Portfolios that might be needed going forward include those already assigned (finances, nominating, diversity, Gendlin Center), and others might include membership, communications/public relations, goodwill calls and Intellectual Property

FINANCIAL REPORTING "BY EXCEPTION"

Darryl presented the notion of reporting "by exception;" the idea that if things are moving along as expected, detailed reporting isn't necessary. It's when things go unexpectedly out of bounds that more engagement and reporting is needed.

The Board agreed to this as a principle of reporting from the Executive Director.

EXECUTIVE DIRECTOR REPORTING

A written report was submitted in advance. The following items were discussed:

- The problem with the word "Focusing," which now has an added issue with automated translation apps. If there were a name such as "Experiential Focusing" regularly used, it would provide more clarity, especially as these automatic translators learn to recognize that as having a special meaning.
- Rob Parker asked that his reading courses be administered by TIFI with a split of the income, and Catherine agreed. This alters the previously stated policy on paying teachers, so the board asked that Catherine write up a new policy.

Meeting closed

The next Board meeting will be on Friday April 8, 2022 at 12noon (U.S. Eastern time)