

# Wednesday, May 26, 2021

[Presentation](#)

[Chat](#)

[Recording](#)

## Attendees

**Voting:** Sara Metcalf, Paulo Gonçalves, Birgit Kopainsky, Bob Eberlein, Thomas Wittig, Eliot Rich, Hyunjung Kim, Jack Homer, Asmeret Naugle, Lees Stuntz, Len Malczynski, Stefano Armenia, Diana Fisher, Brad Morrison, Krysa Stave, Munaf Aamir

**Non-voting:** Kerry Turner, Luke Porwol, Billy Shoenberg, Eduardo Franco, Dave, Gloria Perez Salazar, Tom Fiddaman, Elke, Luke, Raquel Buzogany, Rebecca Niles

## Agenda

0:15 Welcome (Paulo Gonçalves)

- See the System (Kerry Turner)
- Approval of Minutes (Brad Morrison)

0:15 Contract and Search Committee Report (Bob Eberlein)

0:30 VP Membership (Asmeret Naugle)

0:30 VP Meetings - Future of Meetings (Len Malczynski, Sara Metcalf)

0:05 Announcements

Adjournment

## Minutes

President Paulo Gonçalves brought the meeting to order and thanked the VPs for their efforts in coming up with reports and engaging the PC meeting. He also mentioned his appreciation for the PC initiatives that developed from the strategy and will follow up with them. Paulo then reviewed the agenda, and mentioned motions to be presented in the meeting.

Kerry Turner introduced herself and mentioned an initiative, See the System, to bring systems education to children and their communities. More information at:

<http://kerry.tries.fed.wiki/view/about-kerry/view/power-of-exponential/view/see-the-systems-partners>.

**Secretary**, Brad Morrison, moved to approve the February through April 2021 minutes. Seconded by Lees Stuntz. Motion approved.

**Contracting Committee Report.** [Eliot Rich](#) gave a financial update: 1) FY 2020 was completed with a slight operating surplus, mostly due to conference cost savings as per online operation; 2) FY 2021 financial outcome is still uncertain given the conference / hotel situation; 3) an investment committee has been put in place and it is meeting regularly to study investment options, it plans to take action after the Chicago conference.

Bob Eberlein reported the dissatisfaction with CHMS and the satisfaction with Rebecca's work. Further, the committee proposed a motion (1) to approve a USD10'000 bonus for Rebecca Niles retroactive to FY2020, and a motion (2) to approve a USD25'000 bonus to be shared by the SDS staff (including Rebecca) regarding FY2021.

The staff bonus would be overviewd by a new Performance Review Committee that potentially would come up with performance measures by March of each year and reevaluate performance in November. Until the committee would be structured, the 2021 Executive Committee could take on this task as they are doing work aligned with this. From 2021 on, there could be a more permanent committee.

Once some clarifications were made and it was decided that both motions would be dealt separately, Raafat Zaini seconded the decision to discuss motion 1. Rebecca Niles was asked to leave the room so that motion 1 could be discussed. Conversation went off record. Comments included: 1) the great work Rebecca has been doing, 2) there should be a process in the Society to reward good practice as well as to clarify expectations for staff.










Brad and Bob showed their agreement in having motions on financial matters being electronic as there is no rush to approve them and this gives PC members time to review the financial reports. They agreed though that motion 1 could already be voted on. Shayne moved motion 1, Munaf seconded. Three people abstained, nobody opposed, motion passed.










For discussion of motion 2, recording resumed and Rebecca was called back. Eliot clarified that the 25k would include the Executive Director as well as any other paid staff. [Will Glass-Husain](#) added that approving the motion does not require spending the money, it would still depend on the staff performance evaluation. Jack mentioned that the committee's report states that bonuses will occur "if the performance of the Central Office exceeds expectations and the finances of the Society are solid." Answering one of the questions in the chat, Rebecca mentioned that staff would include her, Raquel, Fernando, Meagan, Roberta, and external contractors; Bob added the decision on who to include would be responsibility of the committee as well as Rebecca as the executive director.

Krys Stave wondered if the poll discussed in motion 2 could also be used to reward volunteers. Eliot mentioned there are other considerations to this, such as tax complications; the best practice up to now has been to give them a lovely plaque and a great thanks for their service. Krys replied that a financial reward might be interesting to consider. Eliot suggested that this idea be passed on to the committee to consider, to which Krys agreed. Paulo agreed with forwarding the idea to the committee but was concerned that rewarding volunteers could interfere with the volunteers' expectations, corrupting the spirit of volunteering. Jack wanted to reinforce that the bonus in motion 2 is supposed to go to the home office, not to be diluted among volunteers. Lees added most people in the PC had done extraordinary work and this could be rewarded if the PC chose to, but this should be done in a personal not monetary way. Brad: expressed that rewarding volunteers might be interesting but this would be completely separate from motion 2 which is only about rewarding staff; discussion on motion 2 should go on online and the voting occur electronically after a scheduled discussion period.

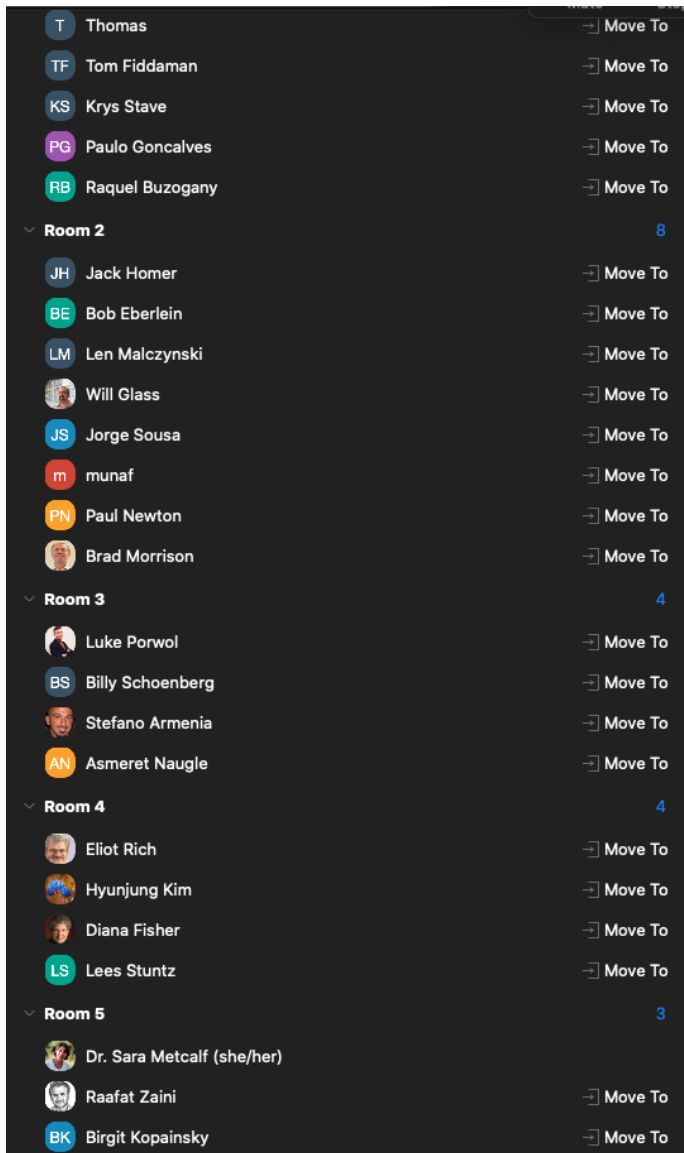
**VP Memberships**, Asmeret Naugle, reminded participants of current membership categories (champion, practitioner, researcher, teacher, learner) mentioning they can overlap and asking if somebody would like to add to this, all were comfortable with current categories. She then asked participants to split into breakout rooms to think about issues these categories face and what the Society can do to better serve members. Groups were asked to send their thoughts to Rebecca who will forward them to Asmeret.

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PG	Paulo Goncalves	→ Move To
RB	Raquel Buzogany	→ Move To
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BE	Bob Eberlein	→ Move To
LM	Len Malczynski	→ Move To
	Will Glass	→ Move To
JS	Jorge Sousa	→ Move To
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PN	Paul Newton	→ Move To
	Brad Morrison	→ Move To
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BS	Billy Schoenberg	→ Move To
	Stefano Armenia	→ Move To
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	Hyunjung Kim	→ Move To
	Diana Fisher	→ Move To
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	Dr. Sara Metcalf (she/her)	
	Raafat Zaini	→ Move To
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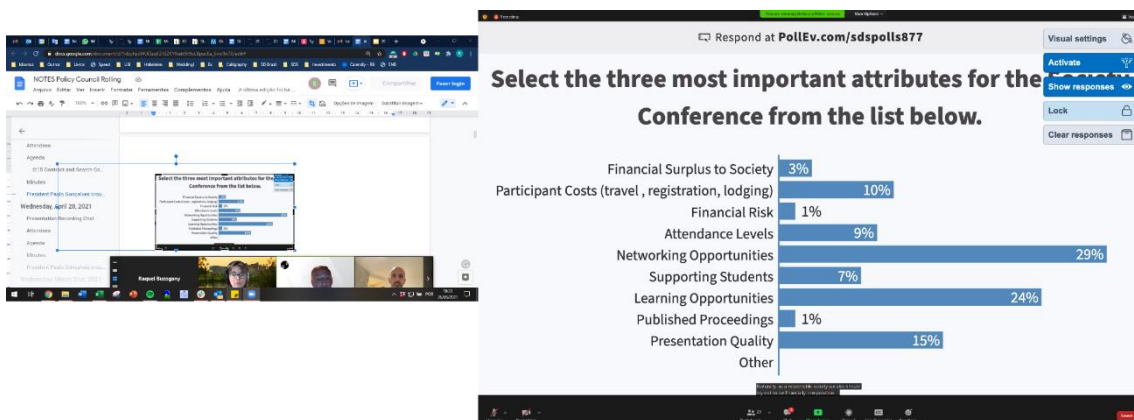
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**VP and AVP Meetings**, Len M and Sara M, shared concerns about designing the future of meetings. To gather information, participants were asked to answer a poll on what they perceive are the most important attributes of the conference. Results below:



Eliot commented this group might be biased and results shouldn't be considered representative. Several people agreed.

Sara and Luke then shared their work on Communication Affordances and Principles of Dialogue to frame the subsequent discussion on online meetings and the international conference. According to them, there are three dimensions to communication: immersion (access), presence (hability), and sense of community. The lack of time didn't allow for the full engagement in the next activity which was just shortly described by Sara: PC members are asked to envision the ideal hybrid conference using the above-mentioned communication framework (if helpful) and reflect on the conference format the Society wants to present in the future.

Paulo Gonçalves asked for additional time in the next PC meeting for Asmeret and Len/Sara to further engage the PC meeting on the membership and meetings topics.

Paulo Gonçalves asked who would like to adjourn the meeting. Sara Metcalf moved. Jack seconded. Motion approved.