



NAMI Board of Directors Meeting Minutes  
Q4 Session 1 – Thursday, December 03, 2020  
via Zoom 6:00 pm – 8:00 pm ET

2020-21 Board Members present:

Shirley Holloway, President, (22)  
Joyce Campbell, 1st Vice-Pres. (21)  
Charma Dudley, 2nd Vice-Pres. (22)  
Dave Stafford, Treasurer (21)  
Carrie Roach, Secretary (22)  
Carlos Larrauri (23)  
Connie Mom-Chhing (23)  
Jim Reiser (22)  
Lisa Carchedi (22)

Lisa Dixon (23)  
Micah Pearson (23)  
Stacey Owens (21)  
Steve Pitman (21)  
Tracy Plouck (22)  
Vanessa Fernandes (21)  
Vanessa Price (23)  
*Adrienne Kennedy (20), IPP \*ex officio*

Council Chairs present:

Brenda Scott, ED Council  
Jeremiah Rainville, Peer Leadership Council  
Kay Jewell, State Presidents’ Council  
Nadine Lewis, SMVF Council

Key Staff present:

Daniel H. Gillison, Jr., CEO, *ex officio*  
Sherman Gillums, Jr., CSO  
Glenn O’Neal, CCO  
David Levy, CFO  
Katrina Gay, interim CDO  
Ken Duckworth, CMO  
Angela Kimball, Nat’l Director, Adv & Pub Policy  
Annette Gantt, Nat’l Director, Field Adv

Karen Gerndt, Nat’l Director,  
Info., Supt & Educ  
Lisa Lewis, CHRO, Human Resources  
Monica Villalta,  
Nat’l Dir. of Inclusion & Div. Off  
Sean Stickle, Director, IT  
Teri Brister, Nat’l Director, Res & Qual Assur  
Cassandra Halyshyn, Exec. Asst., NAMI BoD

- I. Meeting called to order by Holloway with quorum established by Roach at 6:02pm ET
- II. Action Item: Agenda Approved; motion by Pitman, 2<sup>nd</sup> by Dixon, carried
- III. Conflict of Interest by Declaration called for by Holloway, none revealed
- IV. Action Items

A. Action: Motion to approve consultant Harris for expanded survey as presented by Brister and the Research and Quality Team made by Pearson, 2<sup>nd</sup> by Dudley, carried

B. Action: Motion to approve adoption of the following ten policy positions put forward to the Board by the Public Policy Committee no motion needed, motion carried (10 attachments)

1. Extreme Risk Protection Orders: NAMI believes that public policies should be guided by credible, evidence-based, research. NAMI supports Extreme Risk Protection Orders (ERPOs) that focus on specific, current behaviors and evidence-based risk factors for violence. NAMI opposes any ERPO laws that target, single out, or discriminate against people with mental health conditions.
2. Medicaid IMD Exclusion: NAMI believes that health insurance should provide comprehensive mental health and substance use disorder coverage without arbitrary limits on treatment. NAMI opposes Medicaid's discriminatory prohibition on paying for mental health treatment delivered in certain inpatient settings known as "institutions for mental disease" (IMDs).
3. Psychiatric Advance Directives: NAMI believes that all people with mental health conditions deserve access to supports that promote wellness. NAMI supports public policies and laws that encourage the development and use of psychiatric advance directives (PAD).
4. Care in Custody: Solitary Confinement: NAMI believes that no one should be subject to practices that can cause or worsen mental health symptoms. NAMI opposes the use of solitary confinement and equivalent forms of administrative segregation for people with mental health conditions.
5. Gun Violence Research: NAMI believes that public policy should be guided by credible, evidence-based research. NAMI supports funding for research to understand the causes and effects of gun violence in the U.S., including self-directed violence, and opposes restrictions on gun violence research.
6. Marijuana/Cannabis Research: NAMI believes that public policies should be guided by credible, evidence-based research. NAMI supports public policies and laws that facilitate research into the risks and benefits that marijuana and other cannabis products have on people with mental health conditions.
7. Affordable Care Act Coverage Expansions & Consumer Protections: NAMI believes that all people with mental health conditions deserve accessible, affordable, and comprehensive health care. NAMI opposes public policies and laws that undermine or eliminate coverage expansions or consumer protections established by the Patient Protection and Affordable Care Act (ACA).
8. Therapeutic Substitution: NAMI believes that all people with mental health conditions deserve access to effective medication and treatment options. NAMI supports public policies and laws that prohibit therapeutic substitution of psychiatric medications.
9. National Hotline for Mental Health Crises and Suicide Prevention: NAMI believes that public policies and practices should promote access to care for people with mental health conditions. NAMI supports a nation-wide toll-free hotline that can adequately respond to people experiencing mental health crises.
10. Crisis Response for Mental Health: NAMI believes that public policies and practices should promote access to care for people with mental health conditions. NAMI

supports the development and expansion of mental health crisis response systems in every community.

C. Action: Motion by Stafford to approve Online Training of Trainers' Vendor Contract from the Education Department, 2<sup>nd</sup> by Fernandes, motion failed with 7 yes, 8 no

Deliberation included the following statements:

- Timeline of development and delivery to the field
- Selection process of vender – used for NAMI Homefront OnDemand, worked well, have offices in Boston area even though a U.K. company
- Not presented to Quality Assurance Committee when that committee was specifically designed to work with staff on new projects like this
- Quality Assurance Committee was given the materials on this project's charter in mid-November
- This online training would prepare people to take the online training of Train the Trainers
- NAMI 360 frustrations still exist in the field and are high for some and there was concern expressed that NAMI 360 users would be frustrated some more with this added layer of training to the already fifteen hours needed
- NAMI staff have been working with a team inclusive of field people to streamline field challenges
- Inception of this idea arose about October when the April 2021 Training of Trainers on location event became evident it would need to be online
- Concern for the supply of trainers, bottleneck was expressed
- Training can occur online, mentors across the country can be established
- Next Quality Assurance Committee meeting is on December 21<sup>st</sup>

V. Action Item: At the request of Secretary Roach the Consent Agenda was brought up for business, (attachment) motion by Pitman, 2<sup>nd</sup> by Campbell, carried

VI. Sherman Gillums – presented early observations for NAMI given the competitors in our field, the space our organization sits in, and the current Strategic Plan we would like to achieve given the environment that impacts all organizations at this time

VII. 2020-2021 Committee Chair Work Plan/Goals

- A. Quality Assurance – Pitman reported on the committee's workplan inclusive of field testimonials gathered on Family-to-Family 12- and 8-week courses, IOOV soon to follow, recordings available to any Board member and summaries available in January
- B. Strategic Alliances & Development – Fernandes reported on the committee's workplan inclusive of having a very, very strong financial position to bring about the operational dreams and desires of our organization
- C. Public Policy – Pearson reported on the committee's workplan inclusive of making NAMI's Public Policy Positions more forward facing

- D. DEI Champions Coordinating Committee – Dudley reported on the committee’s workplan inclusive of continuing to establish a Board, a set of staff members, and members across the alliance to be more and more integrated with diversity
- E. Strategic Planning Committee – Roach reported on the committee’s workplan inclusive of its three goals:
- STRAT PLAN COMM FOCUS GOAL 1: Committee Members Update the Strategic Planning Committee on the execution of NAMI’s 2020 Operational Plan and influence the creation of the 2021 Operational Plan and its execution
  - STRAT PLAN COMM FOCUS GOAL 2: People Get Help Early OBJECTIVE 1. By 2025, NAMI will reach more families, caregivers, and youth-serving professionals with peer-informed education and support aimed at children and adolescents.
  - STRAT PLAN COMM FOCUS GOAL 3: People Get Diverted from Justice System Involvement OBJECTIVE 3. By 2025, NAMI will influence public perceptions of mental health and the criminal justice system.
- F. Policy & Governance Committee – Plouck reported on the committee’s workplan inclusive of four goals:
- OBJECTIVE: Strengthen the National Office SMARTIE Goal 1 – By the end of the Board year, with support from BoardSource, the Committee will recommend to the full Board (via Executive Committee) a streamlined set of Board Ops for adoption
  - OBJECTIVE: Strengthen Our Alliance SMARTIE Goal 2 – No later than December 31, 2020, the Committee will have addressed all outstanding items on the list presented by Annette Gantt at the August 26<sup>th</sup> committee meeting.
  - OBJECTIVE: Strengthen Our Alliance SMARTIE Goal 3 – No later than March 2021, the Committee will develop a set of recommendations outlining the process to address circumstances outside of those currently documented (e.g., disputes) in which an affiliate can bring a concern to the Committee for resolution, and the proposed role/responsibilities of the affiliate’s state organization in those circumstances
  - OBJECTIVE: Strengthen Our Alliance SMARTIE GOAL 4 – The Capacity Building Workgroup will develop a 2021 Board elections candidate pool that includes more individuals from under-represented populations compared to the 2020 process
- G. Finance & Audit Committee – Stafford reported on the committee’s workplan inclusive of these four goals:
- Charity Navigator has given NAMI four stars again, the highest award!
  - Plan to budget support of the Strategic Plan
  - Update the Investment Policy
  - Develop Business Model Documents in support of State Organizations and Affiliates inclusive of grant writing efforts
- H. Executive Committee – Holloway reported on the committee’s workplan inclusive of
- CEO Performance Assessment for each Board member to complete, week of 12/7, looking for 100% participation
  - January will have the results of the CEO Performance Assessment to share with the Board

- Jim Reiser agreed to partner with David Stafford to work on the Board self-assessment to come out in the Spring (April) along with the CEO Performance Assessment
- Model toward goal orientation and measuring CEO's performance in February
- Increase Executive Committee visibility through the Weekly Updates
- DEI integrated throughout Alliance, per Committee, what do we do next so that we don't have stand alone efforts

VIII. Final Comments / Announcements given by Gillison included appreciation for not only time attending but also high levels of engagement and anticipating closing out the Board year during tomorrow's meeting



Q4 Session 2 – Friday, December 04, 2020  
Via Zoom 6:00 pm – 8:00 pm ET

2020-21 Board Members Present

Shirley Holloway, President, (22)  
Joyce Campbell, 1st Vice-Pres. (21)  
Charma Dudley, 2nd Vice-Pres. (22)  
Dave Stafford, Treasurer (21)  
Carrie Roach, Secretary (22)  
Carlos Larrauri (23) – joined late  
Connie Mom-Chhing (23)  
Jim Reiser (22)  
Lisa Carchedi (22)

Lisa Dixon (23)  
Micah Pearson (23)  
Stacey Owens (21)  
Steve Pitman (21)  
Tracy Plouck (22)  
Vanessa Fernandes (21)  
Vanessa Price (23) – joined by telephone  
*Adrienne Kennedy (20), IPP \*ex officio*

Council Chairs Present

Brenda Scott, ED Council  
Jeremiah Rainville, Peer Leadership Council  
Kay Jewell, State Presidents’ Council  
Nadine Lewis, SMVF Council

Key Staff Present

Daniel H. Gillison, Jr., CEO, *ex officio*  
Sherman Gillums, Jr., CSO  
Glenn O’Neal, CCO  
David Levy, CFO  
Katrina Gay, interim CDO  
Ken Duckworth, CMO  
Angela Kimball, Nat’l Director, Adv & Pub  
Policy  
Annette Gantt, Nat’l Director, Field Adv  
Karen Gerndt, Nat’l Director,  
Info., Supt & Educ

Lisa Lewis, CHRO, Human Resources  
Monica Villalta,  
Nat’l Dir. of Inclusion & Div. Off  
Sean Stickle, Director, IT  
Teri Brister, Nat’l Director,  
Res & Qual Assurance  
Cassandra Halyshyn, Exec. Asst., NAMI BoD  
Barb Solish, Director Marketing and  
Communications  
Sue Medford, Administrative Assistant to the  
CEO

- IX. Continuation of Board Meeting from December 3 – Session #2
  - A. Quorum was established by Roach and meeting was called to order by Holloway at 6:00pm ET
  
- X. CEO Update (and all reports in this Section have a slide deck attachment and a Word document attachment) – Daniel H. Gillison, Jr. gave appreciation and acknowledgements to Cassandra Halyshyn for her one month work anniversary, introduced Glenn O’Neal, thanks to Barb Solish, highlighted the SWOT analysis which means we are needing to build more and better partnerships, Getting Help Early has become critical especially for our youth and young adults

and the organization is looking for potential partners, research needs to continue to be done and launched, as well as our Strengthening the Alliance efforts, the CEO Taskforce is moving through the phases of Notice, Talk, Act

A. CFO Report – David Levy presented the below two topics:

- i. Finance report as of October 31<sup>st</sup>, 2020 identified a very strong position and the forecast for the fiscal year end is really strong
- ii. NAMICon 2021 report holds no program tracks set yet, this would be the first step following a request for permission from the Board to hold the Convention virtually this year. The date for the Convention is yet to be established. The Convention Team with Board members, staff will meet shortly, President Holloway requested there be a clear and concise distinction between Convention events and activities and workshops and sessions, and the Election of Board members with its Annual Meeting.

ACTION: The NAMICon 2021 will be held virtually. Motion by Pitman, 2<sup>nd</sup> by Owens, carried

ACTION: for NAMICon 2021 the Board, with advisement from the CEO, recommends to the NAMI Convention 2021 Staff Team to immediately negotiate use of the contract with the Washington, D.C. Hilton Hotel and our \$500k deposit be moved to use of that same facility for the NAMI Convention in the year 2024. Motion made by Owens, 2<sup>nd</sup> by Mom-Chhing, carried

- B. Strategic Alliance & Development – Katrina Gay – slides attached, Team effort, large gifts, communities involved, helpline great advantage across the country and partnering with Black Minds Matter for mental health in the area of justice for youth and frontline workers, Johnson & Johnson, many supporting our work at higher levels of giving, Frontline Wellness getting partnerships, look ahead to Starbucks POS (point-of-sale) donation opportunity
- C. MarCom – Barb Solish – responses to recent tragedies, word out on issues for communities, Suicide Prevention Month, Mental Illness Awareness Week, #Vote4MentalHealth, Advocate “Be a Force for Change” with online availability impressive growth, storytelling want you to know social media is doing very well with our ambassador there is more engagement about 875k reached on World Mental Health Day 32% in news reaches with other organizations, down from prior quarters may be due to election season and APA being more vocal RE: candidates, recommendation to look into delivering to professional development and training to supply the workforce, may be an outgrowth from Bedlam
- D. Advocacy & Public Policy – Angela Kimball – light lift materials for State Organizations and Local Affiliate members to be briefed on issues, i.e., ACA, S. 785 and S. 2661 bills were turned into law, we also have plug and play advocacy tools
- E. CMO – Ken Duckworth – People Get the Best Possible Care, is done through an increase in information to that end a review of the Ask The Expert sessions was provided and the upcoming one stated
- F. Research Quality Assurance – Teri Brister – Accolades to Carlos for being the AMP co-Chair of the Steering Committee, Frontline Wellness request for print media was a surprise to the team, rolling forward into 2021 with \$200k funding, IOOV research to be

published in the American Journal of Psychiatric Rehabilitation, Mental Illness and Smoking is on the NAMI website holding information and overall wellness related to Hearts & Minds which will be re-vamped in 2021, Starbucks gift cards have NAMI's logo on them

- G. Information Support & Education – Karen Gerndt – Trulio nationwide volunteers, Cleveland, Indiana align, Basics on Demand within three courtrooms the parents will be required to take the course, leverage community leaders, Family & Friends, Spanish speaking communities through the end of next week, Black Minds Matter with NYC Metro support group, Psycho Graphic social media for field in English and in Spanish, curriculum to increase facilitation comfort in remote settings
  - H. Field Advancement & Governance – Annette Gantt – degree of Board Operational Efficiency, State Office ability to support their Local Affiliates, Fidelity, accessibility to programs and advocacy, model with opportunities in capacity, run out of time to deliver on objectives in the way Annette wants, contractors will be necessary, online training
  - I. IT – Sean Sickle – connect dots, aggregation of buildings without ability to fix, Salesforce, 360, unplanned, ungoverned, membership request not good or easily attained because large parts need to be rebuilt, moving to enterprise architecture, have worked for two months, working for two more months, People+Process+Progress, dealing with barriers to the enterprise architecture
  - J. HR – Lisa Lewis – ceded time to Monica
  - K. DEI – Monica Villalta – new infrastructure being built, she has added 2 ½ FTE, in CSO office, with Staff Council, with Board DEI Champion Coordinators Committee, vision, infrastructure, budget, message and sponsor's meeting
- XI. 2020-2021 Council Chair Work Plan/Goals deferred to March BoD meeting Agenda by Chair with agreement by Council Chairs
- A. Peer Leadership Council (Jeremiah Rainville)
  - B. State Presidents' Council (Kay Jewell)
  - C. Service Members Veterans & their Family Members Council (Nadine Lewis)
  - D. Executive Directors' Council (Brenda Scott)
- XII. Final Comments / Announcements
- XIII. Failed Adjournment by Holloway at 8:43pm ET
- XIV. Access to the Zoom Chat was denied during this meeting and so the Chat was not captured completely, access within Zoom and within OnBoard needs to be given to both Cassandra and Carrie

Respectfully Submitted by,

Carrie Roach, Secretary  
NAMI Board of Directors  
Friday, December 4, 2020