



**SEPTEMBER BOD MINUTES
TUESDAY, SEPTEMBER 10, 2019**

AGENDA:

- certification events?
- NWDC = PALS event?
- open positions for volunteers?
- another volunteer recruitment event in South Seattle
- review of certification discussion and aligning it with SOP

ATTENDING:

Mariah Falin
Rebekah Gilley
Tiffany Renee
Jen Hamilton
Matilda Linden
Charlene Hamilton
Laurie Levy
Amber Hohl
Janiece Collopy
Riss Jursich
Kylie Russell
Tiffany Guenther + Odessa
Dorothy Landeen
Kim James
Jamie Hunter {via Zoom}
Barrie Rein-Thunemann {via Zoom}
Barb Decker

MINUTES:

10:30am - call to order - closed session. Kylie Russell is approved as Community Outreach Lead {a Board position}.

Laurie volunteers to take on the website challenges. Mariah and Charlene to coordinate with Laurie.

We need a newsletter person/team. The goal is 3-4 pages.

Open positions: Education, ADT, Marketing/Newsletter/Communication

Conversation about PALS' CEU credits

11:06am - Official call to order! Introductions

11:11am - recap: we are discussing whether or not to create a framework for PALS' own CEUs. Laurie thinks that we should go for it; Matilda agrees; Rebekah agrees that making our ADTs have our own CEUs will add value to the ADTs and bring in some cashflow.



11:17am - reconfigure seating arrangements - introductions again!

11:21am - resuming CEU conversation - pros: can be more inclusive about who is an expert, can define our own parameters, add value to our ADTs and to PALS, value-add for our members
cons: work!

Laurie is willing to take it on; Jen and Tiffany Renee and Charlene are willing to help.

We are forming a new committee. Timeline? Committee will have proposal by the October board meeting.

11:30am - Kim shares about Scope of Practice taskforce. 400-800 working doulas in WA - for argument's sake, let's call it 600. 230 survey responses were needed; 255 responses came in! The big issue was current advocacy vs proposed/expanded advocacy for doulas. There were lots of feelings about this. Supporters felt it was a humanity issue, and opponents felt that doulas should NEVER speak for their clients, with no nuance. Overall, the response was positive: PALS Doulas should be able to speak up for their clients.

The other issue is clinical tasks - non-invasive vs invasive. No doulas perform invasive clinical tasks. Some doulas perform or help perform non-invasive clinical tasks, and these doulas are not certified and/or not acting in accordance with a scope of practice. The guiding spirit seemed to be, "Does this save lives?" The majority of the time, doulas are assisting in getting information, not interpreting that data. The goal is promoting autonomy and agency. Kim recommends that this become a part of our scope, especially if it saves lives.

Kim reads proposed revised scope of practice for clinical tasks and advocacy.

11:47am - Barb talks about role-playing with clients before the birth. Kim says that there is a difference between role-playing with parents and role-playing with doulas.

Laurie shares about the certification process and how they threw out the formal training portion and instead want to ask folks to demonstrate how they will uphold the scope. It could be like an exam with situations and certifying doulas can respond with how they will react.

Kim suggests the option for doulas to create their portfolio of how they have responded/reacted.

Tiffany shares that this ties into the ADTs and how doulas can expand their own training.

Jen talks about community doulas and the specific training that needs to happen, specifically around racial/cultural humility, in order for doulas to not cause harm.

Laurie talks about making sure our bases are all covered and having a group of people look at the certifying doula to make sure their skills are all there.

Barrie shares her concern about the doulas who are already certified.

Laurie responds that there would be an announcement to the community, especially the providers, and also not all doulas will want to speak on behalf of their clients or want to perform non-invasive clinical tasks, and that's fine because that's in scope for them.

Mariah summarizes that we have to create a plan and a process in order to implement these changes. The goal is to create more space at our table.

Tiffany reminds us that the reason we're doing this is not just for doulas, but for the people who are hiring doulas. The clients are asking for doulas to advocate for them in stressful situations. The concern for "doing harm" is ignoring the fact that the situation already has a high potential for harm



being done.

Riss shares from their anti-oppression training that actions that are not taken in order to not cause harm can also cause harm. There is a risk of causing harm when a connection is being reached for, but we want the connection to be made. We have to understand that we're going to make mistakes, but the attitude has to be that we're learning.

Barb wonders if advocacy can be a part of the birth plan and that protects the doula. Mariah suggests making a birth plan template for PALS doulas to use with their clients.

12:15pm - Mariah reminds us that this is a lot to process and percolate. The Scope of Practice taskforce should have their formal proposal later this week.

Laurie talks about getting the results from Doulas4All.

Pause for parking movement.

12:33pm - resume. What do we do next? The NWDC is our prime audience, so do we have something we can share with the attendees?

This means updating our mentors and preceptors, updating our communication, updating our resource list, bringing clarity and guidance. We need definitions. We have to think about language. What will the new assessment/certification process look like?

1:02pm - what do we say?

1:06pm - NWDC - we need registrants for the stand-alone workshops and for the conference itself.

Decided to pay preceptors \$10 more than current set-up.

MEETING ADJOURNED AT PM

JULY AND AUGUST 2019 PRESIDENT'S REPORT TO THE BOARD

- Letter to providers completed, copies made and preparing to send out (or drop by) to area offices
 - Website update completed
 - added Parent Map/Golden Teddy Info to website
 - Task forces started!
- Researched cake and salad options for picnic (recommend Panera and a local bakery that can do gluten free cake)
 - Working on latest newsletter including a number of open positions postings (posted to website and in newsletter)
- BabyFest table and giveaway (recommend PC&N and The First 40 days, and a \$200 G.C. for doula services with a PALS certified or certifying doula and maybe a prenatal or postpartum massage G.C.?)
 - setting up online training recording for ambassador, mentor/preceptor
 - ordered some new marketing materials (table runner and table stands))



Tasking each board member: we need volunteers! Each board member should be engaged in a support activity. Board commitments

JULY AND AUGUST 2019 VICE PRESIDENT'S REPORT TO THE BOARD

No report.

JULY AND AUGUST 2019 TREASURER'S REPORT TO THE BOARD

JULY AND AUGUST 2019 SECRETARY'S REPORT TO THE BOARD

No report.

ADT UPDATE

CERTIFICATION UPDATE

Date	Transaction Type	Name	Memo/Description	Amount	Balance
Certification Packet Purchases					
07/03/19	Receipt	Alexzandra, Crystal	Certification Packet Purchase	\$35.00	
07/14/19	Receipt	Ehling, Laura	Certification Packet Purchase	\$35.00	
07/18/19	Receipt	Martin, Elizabeth	Certification Packet Purchase	\$35.00	
08/01/19	Invoice	Swedish-Tiffany Renee	Mentored Pathway packet	\$25.00	
08/24/19	Receipt	Porter, Lucinda	Certification Packet Purchase	\$35.00	
Total for New Certification Packets				\$165.00	
Applications					
07/04/19	Receipt	Hao, Szu-Ting	Fee for Certification Application review	\$35.00	
08/01/19	Receipt	Swedish Doula Program - Tiffany Renee	Fee for Certification Application review	\$35.00	
Total for Recertification Application				\$70.00	



Certification Fees					
08/03/19	Receipt	Boisjolie, Natalie	One-time extension of certification deadline	\$10.00	
Total for Certification Fees				\$10.00	
Apprenticeship Pathway Fees					
08/24/19	Receipt	Porter, Lucinda	Apprenticeship Pathway fee	\$135.00	
Total for Apprenticeship Pathway Fees				\$135.00	
TOTAL				\$380.00	

COMMUNICATIONS UPDATE

None this month.

CERTIFICATIONS UPDATE

MARKETING UPDATE

None this month.

MONTHLY MEETINGS UPDATE

MEMBERSHIP UPDATE

Date	Transaction Type	Client	Memo/ Description	Amount	Balance
New Membership Packets					
07/18/19	Receipt	Martin, Elizabeth	Membership Packets including annual dues for PALS Doula membership	\$60.00	
07/29/19	Receipt	Doulas, Angela	Membership Packets including annual dues for PALS Doula membership	\$60.00	
08/01/19	Invoice	Swedish Doulas -	Membership Packets including	\$60.00	



		Tiffany Renee	annual dues for PALS Doula membership		
08/24/19	Receipt	Porter, Lucinda	Membership Packets including annual dues for PALS Doula membership	\$60.00	
Total for New Membership Packets				\$240.00	
Renewal Memberships					
07/03/19	Receipt	Alexzandra, Crystal	Annual dues for PALS Doulas membership	\$60.00	
07/14/19	Receipt	Ehling, Laura	Annual dues for PALS Doulas membership	\$60.00	
08/16/19	Receipt	Vaughn, Andrea	Annual dues for PALS Doulas membership	\$60.00	
Total for Renewal Memberships				\$180.00	
Supporting Memberships					
07/10/19	Receipt	Lovejoy-Guro n, Vanessa	Annual dues for Supporting Membership	\$45.00	
07/25/19	Receipt	Wilson, Kathryn - Vendor	NWDC Vendor - Supporting Membership	\$0.00	
07/25/19	Receipt	Tree of Life Chiropractic - Vendor	NWDC Vendor - Supporting Membership	\$0.00	
08/07/19	Receipt	PEPS - Vendor	NWDC Vendor - Supporting Membership	\$0.00	
08/09/19	Receipt	DONA Int. - Vendor	NWDC Vendor - Supporting Membership	\$0.00	
08/22/19	Receipt	Puget Sound Midwives & Birth Center - Vendor	NWDC Vendor - Supporting Membership	\$0.00	
Total for Supporting Memberships				\$45.00	



TOTAL	\$465.00
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MENTORSHIP UPDATE

MONTHLY FINANCIAL UPDATE

none this month

REC UPDATE

none this month

VOLUNTEER COORDINATOR UPDATE

July 8th - met with Kate Lindberg and I have now taken over membership coordinator

Jamie Hunter has taken over for Jason King for switchboard

Planning Welcome Doula training for July 21

NWDC Update

ACTION ITEMS: [UPDATE THROUGHOUT MEETING]