

## JSSS Board minutes

- 1. Attendance:** Luke Hockley, Heather Taylor-Zimmerman, Greg Mahr, Susan Rowland, Evi Vestergaard, Petra Otero, Cynthia Cavalli, Lisa Pounders, Matthew Fike, Susan Wyatt, Peter Dunlap, Elizabeth Nelson, Khrystine Kelsey, and Inez Martinez
- 2. Agenda:** Luke started the meeting with a welcome and thank you, acknowledging that we have continued to be very successful in our ongoing efforts.
- 3. Previous Minutes:** Confirmation of the minutes as a fair and accurate record was unanimously passed. Additionally, there are no items in the minutes not covered by agenda items.
- 4. Election of Board Members and Officers of the Board:** Everyone is willing to continue in those roles for the term of office (which is 3 years), except Luke who intends to step down after the next conference. The Board positions were proposed, seconded, and voted on in the affirmative.

**Details for the Record:** Inez nominated Luke and Greg seconded Luke. Evi was nominated by Lisa and seconded by Susan. Heather as art director and secretary was nominated by Evi and seconded by Elizabeth. Greg Mahr as treasurer and Alexandra Santo as public relations officer were nominated by Petra and seconded by Cynthia. Robert was nominated by Inez and seconded by Susan as Communications Director and an officer position (amend bylaws to reflect). Elizabeth was nominated as Journal Editor by Lisa and seconded by Inez.

**Election of Members at Large:** Cynthia (Susan and Lisa); Peter (Inez and Cynthia). Matthew (Elizabeth and Lisa). Sukey (Susan and Elizabeth, who was elected and allowed to assume the position or not); Inez (Peter and Susan); Petra (Peter and Inez); Susan Rowland (continuing); Susan Wyatt (Susan R and Lisa). All votes are unanimous. Hessein Zoler has not responded but was acknowledged as a valuable member in the past who is leaving the board. \*Kate Ladd could not attend but is still in her 3-year cycle.

**Introduction:** Khrystine introduction. Currently a PhD candidate at Pacifica in DJA who has been attending and participating in JSSS conferences since 2017. She was a potential site coordinator for Philadelphia. (Nominated by Lisa and seconded by Evi). Sharon Pelton has not attended and will be contacted.

Concludes the election. Again, all unanimous.

- 5. Reflections on the Symposium:** Acknowledgement and gratitude for the symposium organizers and experience. Specifically, Evi thanked the team, Inez, Lisa, Heather, and Greg, and the speakers. It was a small (40-50) and important event as well as our first online offering.

Luke noted that the artistic and experiential elements blended successfully with the historical and critical part. It was noted that it was important for the continuity of the JSSS community. Special note was given to the poetry, creativity, and break out groups as elements to continue.

Luke asked if there a way to keep a digital presence like this. Cynthia said that she is a part of another group that has increased their membership during COVID through their digital presence. Will be pursued. Lisa and Evi asked to join the subcommittee for online offerings.

**6. 2022 In-Person Conference:** Evi began by saying that we would keep the same program, honoring submissions with a reconvened committee to allow amended submissions. The committee will put out a new deadline for new submissions as well.

Lisa noted that September is the time to gear up for a new conference, but we are in a COVID surge. Luke said that we should move forward to make the deadlines of a timely conference. Evi suggested that we assume a conference and move forward with the previous conference planned and contracts.

It was noted that if we cannot do the in-person conference, we could do a symposium or online offering with discussion about increasing membership and hiring a staffing person, since Lisa is already over-taxed. Cynthia liked that idea and acknowledged that Lisa bears the burden. Cynthia mentioned maybe we can look to other organizations and how they have put on their conferences. Peter and Cynthia would be part of a subcommittee to look into the virtual conference and can look to examples like IAJS, which had a successful conference with technical support.

**7. Treasurer's Report:** Greg's state of the society's finances.

Current balance \$26,463.64 with \$5358 revenue in PayPal. Conference with speaker fees, legal fees, and miscellaneous. See attachment. Shout out to Lisa and others who helped with the treasury.

At some point the money from PayPal will go to Wells Fargo. No Fargo where Greg is, so banking online.

**8. Journal Editor:** Elizabeth thanked the editorial team of Matthew, Heather, Lisa, Peter, and Don, introducing new job description to better understand, document, and fulfill the roles and labor involved. One of the things that has become clear is that the job of the journal has increased working with the University of Alberta. Production used to be a minimal job, creating a single Word and then PDF file. Now each item needs to be separated out and converted with proper page numbers and converted as well as the full volume. Uploading is not hard but tedious and time consuming.

As a result, Elizabeth proposed 2 amendments: 1. design and layout be created as a separate job from the journal editor and compensated with the housing of the uploading being part of the design and layout person's job; and 2. Additionally, it was proposed that we go back and do the individual uploading retroactively for past journals with compensations.

Luke contextualized the discussion with background. Because our journal is open access, we want the work to be accessible by each author/artist and article. Each has its own identifiable number. To treat the poetry and artwork on equal terms to the submissions with DOI for each poetry submission. There are implications with funding and budget for the proposed changes, which require recompense for professional services in submission and journaling. Luke acknowledged that while we have never had a set of policies as a society regarding outside compensation, we need to have equity across the board.

Potential cost was discussed as well as the difference between volunteerism and professional expertise and the fact that the only potential income is raising membership dues. To understand this Luke

proposed that we get more information to make sure that we treat all jobs equitably. Elizabeth started by collecting the descriptions to start with the first step of what is the work and compensation. Then we could address the issue of compensation. Certain technical and administrative roles are growing and will grow further in the coming technological age. Certain jobs are beyond the range of what is reasonable to expect.

A clarification regarding payment and precedent in the past was made, reporting that a criterion was making the scholarship and art available to the public, which would allow us to accept Elizabeth's budget and compensate Lisa for all of her communication work.

While the spirit of volunteerism was acknowledged, it was agreed that there is a legitimate need regarding a specific skill and the amount of time invested that could determine compensation.

Additional strategies were discussed, including reducing the tasks into smaller jobs or subcategories in jobs. Yet it was also noted that sometimes you can lose time in communication and the ability to track and organize if things are not coordinated centrally.

Luke proposed that a way forward is that there is a parcel of work to go back over the past journals to make sure that the DOIs are attached with meta data. An estimate could be offered by Elizabeth. He suggested that the work be taken up with a budget as a discrete job with a review by a subcommittee to draft a proposal regarding professional and technical services that require substantial amounts of time and expertise. This could lead to a concrete proposal by December. Elizabeth said that she would take this on and meet with the editorial team to do so. Other interested parties (Luke) can email Elizabeth to be included in this meeting.

Voting will take place later, perhaps at the next meeting. In principle, there is agreement that there is a time-consuming administrative role in creating the journal work retroactively. It was proposed that the editorial team also look into the amount of time for website design and maintenance to compensate Lisa. This will be looked at for compensation along with other critical roles.

A motion was put forward to vote by Matthew.

**Two elements to the motion.**

**Motion 1.** As the Board we ask Elizabeth as part of her role as journal editor to undergo a scoping exercise for updating. Lisa proposed and Inez seconded.

**Motion 2.** Form a small committee convened by Elizabeth to look at whether recompense is appropriate and what form it will take. Proposed by Susan and seconded by Elizabeth. Unanimously voted in favor.

**9. Communications Director Report: Lisa**

Part of Lisa's role is website and emails. MailChimp allows us to take in and send out large amounts of communications. We have over 800 emails on our list. We have our proposals and calls for submissions through a spreadsheet on Google drive. Thus, part of our technical archiving is set up to have repositories of information, growing our reach of communication. There is also a new journal page that can highlight or have blogs on articles.

**Social Media.** Increasing our following on Facebook with a public relations person who would be willing to have a more active role was discussed as part of membership management. These roles need to be

looked at and redefined before the upcoming conference. It would be useful would be to draw up the job description for the roles to bring to the next Board meeting.

Khrystine stated that having an accurate description will help people to take up those roles.

10. **Other Business:** The Board is asking Evi to look at board roles to be prepared for the next meeting. This was proposed by Lisa, seconded by Greg, then unanimously accepted.

**Update on Privacy Policy.** Our privacy statement is on the About page of our website where it can be reviewed. This brings us into compliance with data privacy policies and legislation both nationally and internationally. We hold a lot of data on our members and need to inform them on how we use that information. Kate drafted this document and Lisa made it available. Evi asked how we take this from a draft form to accept and finalize it. Luke proposed that we ask Kate if she is content with the policy as is. Evi said that Kate had said that it is.

**Proposal that we accept the draft privacy policy and Elizabeth and seconded Petra. Unanimously accepted as a policy.**

**Ecology Statement:** Luke and Heather have not refined the ecology statement. Luke asked if there are further considerations for revision. The response was: the removal of the word “stewardship,” more about/clarification of the word “reciprocity,” the removal of Anthropocene as negative, and the addition deep psychology regarding all life. A clarifying sentence about the land-based justice and the word spirit was also put forth (psyche instead). Follow up emails were encouraged for those with input.

11. **Increasing diversity and Diversity Committee Report:** (Cynthia as the chair. Committee: Inez, Evi, Cynthia, Kate, and Heather)

Cynthia acknowledged that it had been almost a year without an update, presenting a synthesis of the committee’s thoughts thus far in a draft statement. The idea is to create and host a world café to get membership input at a committee or virtually.

The hope is that the **World Café** gathering will bring in the practical application of the research, promoting discussion and action. Inez reported that this year we did a lot of research around this topic which we could share, citing the book *Braiding Sweet Grass* as an example of gratitude and cultural training that has psychological consequences around relatedness and reciprocity. For example, in our culture, we lack relatedness toward each other regarding the vaccine. If we had this sense, it would change how we relate and counter our individualist bias and promote individuation. In this sense, the Jungian emphasis on individuation could be focused on the therapeutic practice of the interrelation.

Sharing these and similar insights from the committee via the journal, Facebook, etc. could help to expand our theoretical diversity into reality. Evi added that it is important to make these insights practical and concrete, avoiding abstract statements, proposing the use of the questions: why, what, and how. Discussion will continue in our subcommittee and be proposed regarding how we move forward.

Lisa noted that there is a symbiotic interrelationship between diversity and ecology that could blend the two statements. Elizabeth said that she would like to see a stronger distinction made between 2 kinds of diversity: equity and inclusion. She clarified with the question: what is social and cultural diversity,

equity, and inclusion on an archetypal level? This would be a meaningful way of looking at this in a Jungian perspective.

People who are interested in joining this conversation: Elizabeth, Khrystine, and Petra would like to join. Thank you to Cynthia.

No other business. Closing with gratitude and acknowledgement for all.