



Board of Directors Meeting
Wednesday, February 20, 2024
6:00-8:30 PM

[Join Zoom Meeting](#)

ID: 3421228902

Passcode: Yorra

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Board of Directors Meeting Agenda
 March 20, 2024 6:00 – 8:30 PM

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(LAUREN HIT RECORD)

1.	Call the Meeting to Order	Carol Byers, President	6:05 PM
2.	Intros & Grounding	Carol Byers, President	6:05-6:20 PM
3.	Financial Review – Jan & Feb 2024	Whitney Phillips, Treasurer	6:20-6:40 PM
4.	ACTION ITEMS <ul style="list-style-type: none"> • Consent Agenda • NAMI Jefferson County Bylaw revision 	Carol Byers, President Lauren Simonds, CEO	6:40-6:50 PM
5.	EXECUTIVE SESSION EDI Grievances Update Archbright Contract Meeting with Affiliate Executive Directors	Carol Byers, President	6:50-8:00 PM
6.	For the Good of the Order Walk Teams Others	Carol Byers, President	8:00-8:30 PM
7.	Adjournment	Carol Byers, President	8:30 PM

Table for future board meeting: NAMI Eastside (WA) Bylaws revisions



National Alliance on Mental Illness

Washington

MISSION

NAMI Washington's mission is to improve the quality of life for all Washingtonians affected by any kind of mental health condition.

VISION

NAMI Washington envisions a world where all people affected by mental health conditions live healthy, fulfilling lives supported by a community that cares.

VALUES

- Hope: We believe in the possibility of recovery, wellness and the potential in all of us.
- Inclusion: We embrace diverse backgrounds, cultures and perspectives.
- Empowerment: We promote confidence, self-efficacy and service to our mission.
- Compassion: We practice respect, kindness and empathy.
- Fairness: We fight for equity and justice.

STRATEGIC PRIORITIES 2021-2024

PRIORITY 1: ORGANIZATION SUSTAINABILITY

- GOAL 1: Ensure Financial Stability
- GOAL 2: Build and Maintain Organizational Leadership & Stability
- GOAL 3: Update Staff Structures, Trainings, and Policies
- GOAL 4: Evaluate & Update NAMI WA Organizational Documents with a Racial Equity Tool/Lens

PRIORITY 2: VISIBILITY, COMMUNITY ENGAGEMENT & INCLUSION

- GOAL 1: Increase Recognition as a Leader in Mental Health
- GOAL 2: Expand NAMI WA Program Reach especially in Underserved Communities

PRIORITY 3: ADVOCACY

- GOAL 1: Implement an Annual Advocacy Agenda
- GOAL 2: Mobilize grassroots legislative advocacy

PRIORITY 4: AFFILIATE SUPPORT & EDUCATION PROGRAMS

- GOAL 1: Maintain good State-Affiliate Relations
- GOAL 2: Support Affiliate Fundraising
- GOAL 3: Provision of Signature Education & Community Education Programs

PRIORITY 5: EQUITY, DIVERSITY & INCLUSION

- GOAL 1: Create & Use EDI Lens/Racial Equity Tool Across All Departments
- GOAL 2: Implement EDI Assessment for the Organization
- GOAL 3: Offer EDI Strategic Planning Across the Alliance
- GOAL 4: Define NAMI WA's Role in Creating Programming for BIPOC and Specialized populations

FINANCIALS

Notes on January 2024 Financials

STATEMENT OF FINANCIAL POSITION

ASSETS

PCB WA Money Market 7044 (NAMI Washington Savings Account): This is NAMI Washington's savings funds along with NAMI Kittitas Model B funds. Analysis of the balance indicates the following grants were held in restricted funds and while spent – were never released into the operating account:

- 11/8/2018 - \$31,390 Youth grants
- 9.18.20 - \$137,015 balance from Norcliffe COVID funds
- 1/26/21 - \$5,331.48 balance from the Cambia fund grant
- 12/30/22 - \$60,500 balance of funds from the Mckenzie Scott allocation from NAMI
- TOTAL: \$234,236.48 – can be released from funds into operating at any time.

Model B Accounts

- **40561** – Kitsap Affiliate
- **40579** – Lewis Affiliate
- **40553** – TriCities Affiliate
- **31066** – NAMI Skagit
- **5467** – NAMI Snoislie Affiliate – this account is being closed as NAMI Snoislie has returned to Model A status

1400 - Assets Pre-Paid Expenses: Contains the deposit we were required to put down on the new office. Stays on books until we move.

3210 & 3220 Other Assets - Temp Restricted Net Assets: -\$32,243 – restricted assets

LIABILITIES

2030 – Model B Affiliates Funds: Holding account for funds belonging to Model B Affiliates.

2100 – Payroll Liabilities: Payroll related liabilities still owing including L&I and ESD. Report is run with end of the month date, and while payroll ends on the last day of the month, it doesn't actually process until the 2nd of the next month.

2110 – Direct Deposit Liabilities: These funds are actual payroll and it's a timing issue, same as above.

2400/2410 – Dues to Pay Affiliates & NAMI National: This is the holding account of the amount we owe to affiliates and NAMI National for membership renewals since they were processed through the NAMI WA office.

P&L BUDGET PERFORMANCE

INCOME:

- **4040 & 4050 – Individual Donations Year to Date Giving**

Giving Area	January 2024	Change
Workplace Giving	\$5220.45 <i>Sustaining</i> \$1162.60	
Board Gifts	\$150.00 <i>Sustaining</i> \$0.00	
Spring Direct Mail	\$0.00	
Fall Direct Mail	\$17,899.088*	
Walk Revenue	\$0.00	
Other	\$439.94 <i>Sustaining</i> \$162.30	
4050 Third party donations	\$0.17	

***Fall Direct Mail – received in FDM envelope in Jan 2024**

- **4150 Model B Affiliates:** This is the transferred revenue to pay for Model B Affiliate expenses. We currently hold their funds in savings account and when they need something paid, the funds are tx into the operating account and the bills paid, and reflected in this line item (See GL6900 Expenses). The \$1200 listed in the annual budget line is actually the \$200 admin fee that each affiliate pays; we will collect this in February 2024.

EXPENSES

- **5040 Dues & Subscriptions:** Total amount for this line item was entered into QB to be spent by Dec – the current expense was for NAMI WA LinkedIN subscription
- **5100 Insurance** – Spread evenly across the months, but the insurance company’s monthly bills are not always spread evenly across the year – so sometimes this line item will be over, sometimes under, and sometimes right on target as planned.
- **5290 Rent** – This line item may be over budget for the year due to the % increase in the CAM costs as the building has fewer and fewer tenants to spread CAM across.
- **5550 Office Supplies:** Spread evenly across the year, some months won’t have any office supply expense.
- **6560 Payroll Expenses** Spread evenly across the year, this line item will go down as some staff have resigned.
- **6900 Model B Expenses:** This is where all the Model B affiliate expenses will be listed.
- **69800 Uncategorized Expenses:** To be reviewed with bookkeeper.

3:25 PM
03/17/24
Cash Basis

NAMI WASHINGTON

Balance Sheet

As of January 31, 2024

Jan 31, 24

ASSETS

Current Assets

Checking/Savings

1070 · PCB WA Checking 7028	145,114.96
1071 · PCB WA Money Market 7044	320,871.53
1072 · PCB Walk Money Market 7036	11,310.47
1073 · 40561 Kitsap Affiliate	46,067.23
1074 · 40579 Lewis Affiliate	27,979.21
1075 · 40553 TriCities Affiliate	78,717.31
1076 · 5467 (Snoho)	6,113.21
1077 · 31066 Skagit Affiliate	92,816.75

Total Checking/Savings

728,990.67

Other Current Assets

934.70

Total Current Assets

729,925.37

Other Assets

-32,243.13

TOTAL ASSETS

697,682.24

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

2012 · NAMI National Payable	-59.88
2030 · Model B Affiliates Funds	211,980.64
2100 · Payroll Liabilities	32,208.61
2110 · Direct Deposit Liabilities	5,078.78
2400 · Dues to Pay Affiliates	-325.01
2410 · Dues to Pay NAMI - National	988.96
2411 · Dues Passthru	1.03

Total Other Current Liabilities

249,873.13

Total Current Liabilities

249,873.13

Total Liabilities

249,873.13

Equity

447,809.11

TOTAL LIABILITIES & EQUITY

697,682.24

NAMI WASHINGTON
Profit & Loss Budget Performance
January 2024

	<u>Jan 24</u>	<u>YTD Budget</u>	<u>Annual Budget</u>
Ordinary Income/Expense			
Income			
4030 · NAMI Walk Program Revenue	0.00	0.00	180,000.00
4039 · NAMI WA Conference	0.00	0.00	50,000.00
4040 · Indiv Donations	23,871.94	6,666.67	395,128.00
4051 · NAMI WA Training Fees	0.00	0.00	0.00
4090 · Membership Dues Received	888.00		
4100 · Grants & Contracts	50,000.00	35,000.00	1,124,901.00
4150 · Model B Affiliates	2,408.86	0.00	1,200.00
4300 · Program Earnings	0.00	0.00	8,500.00
4301 · Ldrshp Conference	0.00	0.00	22,000.00
4400 · Brainpower Chronicles	0.00	0.00	60,000.00
8000 · Interest Income	135.99		
Total Income	<u>77,304.79</u>	<u>41,666.67</u>	<u>1,841,729.00</u>
Expense			
5010 · Conference Expenses	0.00	0.00	30,000.00
5030 · Administration	58.02	145.83	1,750.00
5040 · Dues & Subscriptions	44.09	0.00	550.00
5100 · Insurance	810.43	759.75	9,117.00
5200 · Interest Expense	1.92		
5210 · Licenses & Permits	0.00	0.00	300.00
5230 · Postage and Delivery	0.00	62.50	750.00
5250 · Professional Fees	5,945.08	10,833.33	132,000.00
5270 · Public Policy/Advocacy/Nami Day	515.96	3,333.33	10,000.00
5280 · Communications & Marketing	0.00	708.33	23,500.00
5290 · Rent	2,755.92	2,595.92	31,151.00
5360 · Telephone	30.95	740.00	8,880.00
5370-2 · COVID19	0.00	112.50	1,350.00
5370-6 · Valentine's Day Bags	0.00	0.00	3,000.00
5370 · Affiliate & Community Engagemnt	0.00	1,666.67	49,000.00
5400 · Affiliate Support & Membership	22.81	2,916.67	35,000.00
5550 · Office Supplies	223.76	83.33	1,000.00
5551 · Office Equip, Softwar & Repair	0.00	0.00	11,000.00
5552 · Bank Charges	0.00	29.17	350.00
5553 · Printing/Copying	0.00	270.83	3,250.00
5597 · Training/Expenses	3,212.41	4,916.67	429,529.84
5651 · NAMIWA Edu. Grant to Affiliates	0.00	0.00	21,000.00
5900 · Walk Program Expenses	350.00	3,200.00	172,000.00
6000 · Community Events	0.00	0.00	15,000.00
6560 · Payroll Expenses	70,450.36	69,729.82	836,758.00
6830 · Travel and Meetings	1,311.44	1,916.66	15,750.00
6900 · Model B Affiliates Expenses	5,086.27		
69800 · Uncategorized Expenses	79.43		
Total Expense	<u>90,898.85</u>	<u>104,021.31</u>	<u>1,841,985.84</u>

NAMI WASHINGTON
Profit & Loss Budget Performance
January 2024

	<u>Jan 24</u>	<u>YTD Budget</u>	<u>Annual Budget</u>
Net Ordinary Income	-13,594.06	-62,354.64	-256.84
Other Income/Expense			
Other Expense			
80000 - Ask My Accountant	1,052.67		
Total Other Expense	1,052.67		
Net Other Income	-1,052.67		
Net Income	<u>-14,646.73</u>	<u>-62,354.64</u>	<u>-256.84</u>

Notes on February 2024 Financials

STATEMENT OF FINANCIAL POSITION

ASSETS

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- **40553** – TriCities Affiliate
- **31066** – NAMI Skagit
- **5467** – NAMI Snoislie Affiliate – this account is being closed as NAMI Snoislie has returned to Model A status

1400 - Assets Pre-Paid Expenses: Contains the deposit we were required to put down on the new office. Stays on books until we move.

3210 & 3220 Other Assets - Temp Restricted Net Assets: -\$32,243 – restricted assets

LIABILITIES

2030 – Model B Affiliates Funds: Holding account for funds belonging to Model B Affiliates.

2100 – Payroll Liabilities: Payroll related liabilities still owing including L&I and ESD. Report is run with end of the month date, and while payroll ends on the last day of the month, it doesn't actually process until the 2nd of the next month.

2110 – Direct Deposit Liabilities: These funds are actual payroll and it's a timing issue, same as above.

2400/2410 – Dues to Pay Affiliates & NAMI National: This is the holding account of the amount we owe to affiliates and NAMI National for membership renewals since they were processed through the NAMI WA office.

P&L BUDGET PERFORMANCE

INCOME:

- **4030 Walk Program Revenue:** The total revenue was put into the QB budget in December, revenue for the 2024 Walk will come in January through end of August.

- **4040 & 4050 – Individual Donations Year to Date Giving**

Giving Area	February 2024	January 2024	Change
Workplace Giving	\$5268.45 <i>Sustaining</i> \$1154.60	\$5220.45 <i>Sustaining</i> \$1162.60	+\$48.00
Board Gifts	\$1335.20 <i>Sustaining</i> \$357.50	\$150.00 <i>Sustaining</i> \$0.00	+\$1185.20
Spring Direct Mail	\$0.00	\$0.00	No Change
Fall Direct Mail	\$17,899.088*	\$17,899.088*	No Change
Walk Revenue	\$0.00	\$0.00	No Change
Other Unrestricted Gifts	\$16,006** <i>Sustaining</i> \$457.87	\$439.94 <i>Sustaining</i> \$162.30	+\$15,566.06
4050 Third party donations	\$0.17	\$0.17	No Change

***Fall Direct Mail – received in FDM envelope in Jan 2024**
**** Major donor gift of \$10,340.09 received**

- **4150 Model B Affiliates:** This is the transferred revenue to pay for Model B Affiliate expenses. We currently hold their funds in savings account and when they need something paid, the funds are tx into the operating account and the bills paid, and reflected in this line item (See GL6900 Expenses).
- **4300 Program Earnings:** Model B affiliate annual administration fee.

EXPENSES

- **5040 Dues & Subscriptions:** Total amount for this line item was entered into QB to be spent by Dec – the current expense was for NAMI WA LinkedIN subscription
- **5100 Insurance –** Spread evenly across the months, but the insurance company’s monthly bills are not always spread evenly across the year – so sometimes this line item will be over, sometimes under, and sometimes right on target as planned.
- **5290 Communications & Marketing:** Total amount is spread across the monthly evenly. This is higher than YTD budget because of the Spring Direct Mail – it will balance later in the year.
- **5290 Rent –** This line item may be over budget for the year due to the % increase in the CAM costs as the building has fewer and fewer tenants to spread CAM across.
- **5550 Office Supplies:** Spread evenly across the year, some months won’t have any office supply expense.
- **5553 Printing/Copying:** Spread evenly across the year, hopefully will go down. Usually when it is over budget it is because of making more copies than our contract covers.

- **5597 Training/Expenses** – Due to the January winter storm, the Training Manager thought she would be unable to get materials for the early-February training printed locally because the printer was unable to receive supplies because the passes were closed. Materials were printed in Seattle, and then were also printed in Colville, which is why the line item is over YTD.
- **6900 Model B Expenses:** This is where all the Model B affiliate expenses will be listed.
- **69800 Uncategorized Expenses:** To be reviewed with bookkeeper.

8:54 AM
03/18/24
Cash Basis

NAMI WASHINGTON

Balance Sheet

As of February 29, 2024
Feb 29, 24

ASSETS

Current Assets

Checking/Savings

1070 · PCB WA Checking 7028	76,932.52
1071 · PCB WA Money Market 7044	320,566.53
1072 · PCB Walk Money Market 7036	11,310.47
1073 · 40561 Kitsap Affiliate	45,801.73
1074 · 40579 Lewis Affiliate	25,732.01
1075 · 40553 TriCities Affiliate	78,817.87
1076 · 5467 (Snoho)	7,773.86
1077 · 31066 Skagit Affiliate	89,733.03

Total Checking/Savings

Other Current Assets

934.70

Total Current Assets

657,602.72

Other Assets

-32,243.13

TOTAL ASSETS

625,359.59

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

2012 · NAMI National Payable	-59.88
2030 · Model B Affiliates Funds	208,019.00
2100 · Payroll Liabilities	35,677.42
2110 · Direct Deposit Liabilities	5,078.78
2400 · Dues to Pay Affiliates	-325.01
2410 · Dues to Pay NAMI - National	988.96
2411 · Dues Passthru	1.03

Total Other Current Liabilities

249,380.30

Total Current Liabilities

249,380.30

Total Liabilities

249,380.30

Equity

375,979.29

TOTAL LIABILITIES & EQUITY

625,359.59

NAMI WASHINGTON
Profit & Loss Budget Performance
January through February 2024

	<u>Jan - Feb 24</u>	<u>YTD Budget</u>	<u>Annual Budget</u>
Ordinary Income/Expense			
Income			
4030 · NAMI Walk Program Revenue	2,930.05	0.00	180,000.00
4039 · NAMI WA Conference	0.00	0.00	50,000.00
4040 · Indiv Donations	40,966.93	13,333.34	395,128.00
4051 · NAMI WA Training Fees	0.00	0.00	0.00
4090 · Membership Dues Received	888.00		
4100 · Grants & Contracts	52,500.00	35,000.00	1,124,901.00
4150 · Model B Affiliates	7,629.21	0.00	1,200.00
4300 · Program Earnings	1,000.00	0.00	8,500.00
4301 · Ldrshp Conference	0.00	0.00	22,000.00
4400 · Brainpower Chronicles	0.00	0.00	60,000.00
8000 · Interest Income	135.99		
Total Income	106,050.18	48,333.34	1,841,729.00
Expense			
5010 · Conference Expenses	0.00	0.00	30,000.00
5030 · Administration	58.02	291.66	1,750.00
5040 · Dues & Subscriptions	44.09	0.00	550.00
5100 · Insurance	1,620.86	1,519.50	9,117.00
5200 · Interest Expense	1.92		
5210 · Licenses & Permits	0.00	0.00	300.00
5230 · Postage and Delivery	0.00	125.00	750.00
5250 · Professional Fees	16,203.41	21,666.66	132,000.00
5270 · Public Policy/Advocacy/Nami Day	1,499.16	6,666.66	10,000.00
5280 · Communications & Marketing	6,675.19	1,416.66	23,500.00
5290 · Rent	5,412.84	5,191.84	31,151.00
5360 · Telephone	351.43	1,480.00	8,880.00
5370-2 · COVID19	0.00	225.00	1,350.00
5370-6 · Valentine's Day Bags	0.00	3,000.00	3,000.00
5370 · Affiliate & Community Engagemnt	86.32	3,333.34	49,000.00
5400 · Affiliate Support & Membership	542.64	5,833.34	35,000.00
5550 · Office Supplies	223.76	166.66	1,000.00
5551 · Office Equip, Softwar & Repair	0.00	0.00	11,000.00
5552 · Bank Charges	0.00	58.34	350.00
5553 · Printing/Copying	624.66	541.66	3,250.00
5597 · Training/Expenses	6,905.10	9,833.34	429,529.84
5651 · NAMIWA Edu. Grant to Affiliates	0.00	0.00	21,000.00
5670 · NAMI National	5.00		
5900 · Walk Program Expenses	350.00	6,400.00	172,000.00
6000 · Community Events	0.00	0.00	15,000.00
6560 · Payroll Expenses	136,554.60	139,459.64	836,758.00
6830 · Travel and Meetings	1,899.30	3,833.32	15,750.00
6900 · Model B Affiliates Expenses	12,336.33		
69800 · Uncategorized Expenses	79.43		

NAMI WASHINGTON
Profit & Loss Budget Performance
January through February 2024

	<u>Jan - Feb 24</u>	<u>YTD Budget</u>	<u>Annual Budget</u>
Total Expense	191,474.06	211,042.62	1,841,985.84
Net Ordinary Income	-85,423.88	-162,709.28	-256.84
Other Income/Expense			
Other Expense			
80000 - Ask My Accountant	1,052.67		
Total Other Expense	1,052.67		
Net Other Income	-1,052.67		
Net Income	<u><u>-86,476.55</u></u>	<u><u>-162,709.28</u></u>	<u><u>-256.84</u></u>

ACTION ITEMS



NAMI Jefferson County Proposed Bylaw Changes

Background: On June 5, 2023, NAMI voting members across the country approved changes to the Bylaws. **One of the amendments have a direct impact on all NAMI Affiliates.** The amendment expands the protected classes within the NAMI Non-discrimination Clause to include caste origin. NAMI State and Affiliate Charter agreements require that the bylaws include the National Non-discrimination Clause as a minimum — states are welcome to adopt bylaws that expand protections based on local community needs.

NAMI Jefferson County is changing their Bylaws as follows, and this will be voted on by members at their May 2024 meeting:

Non-Discrimination

NAMI Jefferson County shall not discriminate against any person or group of persons on the basis of race, ethnicity, culture, language, national origin, **caste origin**, age, disability, gender, sexual orientation, gender expression, education, religion, faith, socio-economic status or lived experience.

CONSENT AGENDA

Board of Directors Meeting Notes

January 27, 2024

9:00 AM-12:00 PM

Present: Michelle Strait, Kenneth Mondal, Frances Marshall, Lisa Hammer, Whitney Phillips, Quinn Yackulic, Alice Nichols, Carol Byers, Christopher Jackson, Melissa Butler, Maddy Wilson, Victoria Harris, Alex Sheehan, Megan Mayes, Gerardo Perez-Guerrero, Debbie Ranniger
Staff: Lauren Simonds

Call to Order: Carol Byers, President 9:04am

Intros and Grounding: What sparks hope in challenging times?

Financial Review – December 2023, Whitney Phillips - Treasurer

- **Biggest 2023 challenge** was the actual revenue vs projected – we didn’t reach the amount of grants we had anticipated for Private Foundations and Corporations; Conference revenue came in lower than projected, and BPC also did not meet financial expectations
- Other NAMI offices also having difficulty with raising funds (donations specifically)
- This year is 45th anniversary of NAMI WA, so will be leaning on that going into this year
- Spring Direct mail will be going out in March

Board Focused EDI Discussion: What would be meaningful EDI work for you at the board level; what expectations do you have or would you like us to consider? NAMI WA Board and our role in EDI as leaders of NAMI

- Glad that we’re doing this work, and want to make sure everyone is on the same page and using the same language
- “EDI work is like water, it’s easy to see where it flows first”
- What would it look like if full EDI work was actualized?
- Want to make sure that we’re hearing from communities we serve what we can do better, or what we’re missing

Action Items

- Consent Agenda
 - Motion to approve: Alice Nichols
 - Motion Second: Michelle Strait
 - Discussion:
 - Do people participate in this vote even if they missed some of the meetings?
 - Yes, can read the minutes and still vote
 - Motion passes unanimously
- NAMI Veterans, Service Member and Families Council Rep
 - There are 5 NAMI National Councils, this is one of them

- Requirement - someone who is/ was in the military and/ or is a family member/ caregiver of a service member
 - We currently have 2 community members who serve on NAMI WA's version of this council, and they're open to serving
- No interest from Board – so 2 reps from NAMI WA will serve as the NAMI National rep
 - This is done by presidential appointment, and Carol approves of this
- Discussion:
 - VH: This is a very important position since there are only 5 councils, and they provide this group a direct path to what's happening at the national level
- NAMI Washington Lobbying Conflict of Interest Policy
 - This policy states that Board members, committee members, staff and volunteers cannot lobby against a NAMI WA stance on bills/ policies as a representative of NAMI Washington
 - They can lobby as an individual.
 - This ensures that they don't create a conflict of interest or compromise NAMI WA's political integrity
 - Discussion:
 - CJ: What would the push back look like?
 - AN: We all represent mixed interests and mixed groups of people. We can represent a different stance but if doing so, we should do that as an individual
 - WP: It would be good to have a one-pager that has NAMI WA's positions on various bills, etc. as opposed to a large document somewhere
 - GP: Bill tracker link: <https://www.quorum.us/spreadsheet/external/PpVnYiegSoHyiPfxPCFX/>
 - LS said she could forward this to the Board; the link has our stance and reasoning for our positions
 - GP: I think that would be helpful, having short paragraphs on why NAMI-WA is in support since we don't see that on the bill tracker. If you play with the filters and toggle bills that NAMI-WA is in support and high priority, there are 15 so kudos to the public policy team anytime the legislature is in session.
 - MM: Advocacy alerts come out and those are good opportunities to advocate
 - These are sent out broadly when there's a floor vote, otherwise are just sent to those whose elected officials are on the committee
 - VH: What happens is someone goes against this?
 - Policy has wording that disciplinary action will be taken, it's broad and includes "up to" language
 - LS: Can add in language around possibly having a review by the BoD if they're suspected to have been in violation
 - Take out "up to and include removal from..."
 - FM: Lauren, do you sign one for NAMI National?
 - LS: Yes, have to sign a conflict of interest agreement quarterly
 - Motion to approve the policy: Frances Marshall
 - Motion Second: Alice N
 - Discussion: None
 - Motion Passes unanimously

Peer Leadership Council Update – Victoria Harris

- VH and LS met about a plan to get staff involved to get this up and running
- National coming out with Peer Readiness for Service to NAMI

Discussion Items

32-hour work week

Continuation from December of the 4-day work week proposal.

Some staff may choose to work their 32 hours over 5 days, but overall would be fewer hours per day
HR attorney recommends changing work week definition in documents to 32-40 hours

- In nonprofits it's common to work more than the usual 40 hours a week
 - What would be put in place to make sure that people are actually not overworking
 - LS: Culture of NAMI WA is to not overwork – there's no overtime
- Have other nonprofits in the area done this and how has it gone for them?
 - What could be some challenges of this?
 - This is current discussion, with some more research that can be ongoing
- This could be another example of our EDI work and working to dismantle white supremacy assumptions on how work should be done
- Would like to make it clear in any policy that the 5th day is not an on-call day, it should be fully off
- Any pilot program would have to have education around how to manage tasks and work portfolio in a shorter amount of time
 - Some pre-work would need to be done to help guide staff through this process
- Potential outcome could be that people take another job in their extra time, which would lead them to working more
 - LS: No change in salaries will happen, and studies results have shown while this does happen, it is not frequent.
- “For many ages to come the old Adam will be so strong in us that everybody will need to do some work if he is to be contented. We shall do more things for ourselves than is usual with the rich to-day, only too glad to have small duties and tasks and routines. But beyond this, we shall endeavor to spread the bread thin on the butter-to make what work there is still to be done to be as widely shared as possible. Three-hour shifts or a fifteen-hour week may put off the problem for a great while. For three hours a day is quite enough to satisfy the old Adam in most of us!” (Economic Possibilities for Our Grandchildren, page 5)
 - Just an interesting quote that Gerry shared
- Should refer to this as a 32 hour work week as opposed to a 4 day work week, since some people may choose to spread these hours over 5 days
- Gerry: how long would the pilot be for?
 - LS and Summer would do research around this, present it to the Exec Board with all of that information prior to implementation
- Motion to Approve a 32-hour work week project: Francis Marshall
- Motion Second: Victoria Harris
- Vote:
 - 1 oppose
 - Doesn't think we have enough information yet to proceed with a pilot
 - No abstentions
 - Motion passes by majority

- Next step will be more research
 - Which metrics will be measured, how long, etc.
 - LS has no intention to implement anything prior to April
- For the good of the order
- Lobby Day is Feb 19th - it is a federal holiday. Please attend Lobby Day if you can.
 - NAMI Walks is June 1st – It’s time for Board Members to start getting their Walk Teams registered
 - Three NAMI WA affiliates (Southwest, Spokane, and Thurston Mason) are having separate Walks
 - No revenue sharing will be happening with them, and there won’t be any support from NAMI WA for their Walks

Meeting Adjourned by Carol Byers at 11:44am

Respectfully recorded and submitted by Michelle Strait, Secretary
Edited by Lauren Simonds, Executive Director/CEO

Executive Committee Meeting Notes
February 21st, 2024 6:30-7:30 PM

Present: Michelle Strait, Carol Byers, Whitney Phillips, Gerardo Perez-Guerrero, Alex Sheehan, Alice Nichols
Staff: Lauren Simonds

Call to Order: 6:40pm by Carol Byers, President

EDI Grievances

Lauren Simonds shared information about an EDI incident related to the Feb 2-4, 2024 CSG state training. Gave background on the two filed grievances.

Discussion

What are barriers that are stopping NAMI WA from successfully implementing EDI and anti-racist goals in our trainings and programming?

- What policies can we implement? Are there changes at the National level that can help us?
- Need more detailed information from the Affiliate Executive Directors related to issues in their letter – for example, “tone” – was it the informality of how the trainings are run?
- NAMI National has policies in place that prohibit spoken language interpretation during trainings
 - o This is a barrier – we’ll want to speak with them to figure out impacts to fidelity and ways to address this in WA state
- NAMI WA currently doesn’t have any state trainers that can offer trainings in Spanish
- The Sr. Training Manager knows that grievances were filed. Info she shared with Lauren regarding the training:
 - o Offered to find the participant a Spanish language training, but they declined
 - o She reports feeling “stuck” in this scenario, but is open to change and learning

EDI Grievance investigation team will be the Executive Committee and Board & EDI Committee member Carrie Huie.

Next steps

- Reach out to ArchBright to see how they can assist in this process
- Carol will reply back to ED’s to let them know what steps have been taken, plan moving forward, and addressing the demands they made in their grievance as best as possible
 - o Will say that we’ve met, discussed, and are moving forward with investigation
 - o They would like to meet with NAMI WA Investigation Team as soon as possible

Meeting adjourned 7:31pm by Carol Byers, President

Respectfully recorded and submitted by Michelle Strait, Secretary
Edited by Lauren Simonds, Executive Director



Executive Director Board Report
March 2024
Submitted by Lauren B. Simonds, MSW

Administration & Staffing

Staff Updates

- **Bilingual Volunteer & Community Engagement Director:** This position has been posted as of mid-March.
- **Director of Philanthropy:** JT Nelson resigned from the position effective Feb. 27th, 2024 – he is moving to Whidbey Island and found a job there. However, on March 14th, JT requested to return to his position, and he will start as a re-hire and a 2nd year employee on March 25, 2024! When JT resigned, NAMI Washington re-engaged former contract Development Officer, Kris Eschman. We will retain Kris 5-10 hours per week to assist JT with the Walk.
- **Director of Community Programs:** Matt Kanter tendered his resignation on March 15th, and his final day with NAMI Washington will be April 15th. There are not current plans to rehire to fill this position due to fundraising and cash flow unknowns. The tasks of this position will be redistributed among the staff and VISTAs.

Office Space: Unbelievably, our new office space still is without an internet connection. Lauren will be escalating this issue with CenturyLink since we have continued to pay our bill for this service, but have not received service since we moved.

Affiliates & Programs - General

Student Capstone Project: Chai & Chat will be offered in April – registration emails and marketing began in mid-March.

EDI Issues: During the February 2-4, 2024 CSG training, a trainee was asked not to continue after the first day because the State Trainers were unable to understand the participants spoken English. Sr. Training Manager, Deanna Roy, notified the Executive Director immediately, and Deanna sent email notification to the affiliate. During the decision making to ask the participant not to continue, Deanna asked NAMI Washington’s Community Mobilizer, Alonda Torres to be part of the decision making. A few days after the training ended, after a supervision meeting with Alondra, Deputy Director, Summer Starr felt it was necessary to file a formal EDI Grievance. Upon receipt, Lauren shared with Carol, Alice, and Carrie along with a plan on how to begin the EDI investigation with the Executive Committee being the investigation team, along with Carrie who is not only a board member, but an EDI Committee member; with the decision that Lauren would not be part of the investigation team. Lauren notified the Affiliate Leaders during the February 12th, 2024 monthly meeting of the above. On February 20th, 2024, Lauren and Carol received an email with an EDI Grievance attached from 6 of the 8 NAMI Washington Affiliate Executive Directors. This also has been shared with the investigation team. NAMI Washington has engaged [Archbright](#) to lead the investigations and recommendations.

Fund Development

Division of Behavioral Health & Recovery (DBHR) Funding:

K4894 Education Funding: \$140,000 Awarded Oct 1, 2022-Sept 30, 2023 – This discretionary funding from the “Secretary” of DBHR has been anywhere from \$250,000 to \$40,000 since the late-1990s, and funds our state trainings, grants to affiliates, and train the trainer funding. There is no application for this funding, as it is Medicaid MH funding that the leader of the department grants. As with our other state funding, the HCA has made this grant difficult for the first time in my 9 years with NAMIWA. We did receive a “bridge” contract and when last reported, the contract length was Oct 1 – Feb 28, 2024. We are now working through that issue. Also, for the first time – they have added items to the contract that need approval and that we must include the HCA logo when advertising our trainings (to show they are partially funding them); items they want to approve: all curriculums, all marketing and how we market. This has now been extended to June 30, 2024 – the normal length of the contract.

K5119 Budget Allocation Funding: \$250,000 Awarded July 1, 2022-June 30, 2023. We were told by our grant administrator in May that this award may be open to public bid by other nonprofits. This is funding that NAMI WA got put into the state budget in 2020 to backfill losses to 6 affiliates – which totaled \$250K/year. By the time of the January board report we had been told that we would receive bridge funding contract for this – however, the Department of Enterprise Services rejected the language of the contract, even though it was submitted to them by the HCA DBHR. Therefore, we are still in a holding pattern for the 23-24 funding. Our Director of Public Policy, Anna Nepomuceno, and lobbyist, Michael Transue, also spent session trying to fix the language in the budget proviso so the funding is specified for NAMI WA – the Senate will put NAMI WA’s name on the proviso, the House will not – we remain working on this issues.

NAMI Walk Washington: Walk planning is well underway! We request board members consider being team captains – so please start registering your team, and recruiting Walkers. If NAMI Washington board members participate in the Walk, whether as a team captain and/or donor – your efforts must be for NAMI Washington, and cannot be for the 3 affiliates running their own Walks – Spokane, Thurston/Mason, SW Washington – because those affiliates will not be revenue sharing with NAMI Washington.

Community Engagement

NAMI National Governance & Policy Committee – Monthly Meetings

NAMI National Peer Credentialing Committee – Monthly Meetings

NAMI Executive Director’s Executive Council – Monthly Meetings

NAMI Executive Director’s Council – Monthly Meetings

NAMI State Executive Directors Group – Monthly Meetings

NAMI Chai & Chat Meetings – weekly

NAMI Joint Council Meeting

HCA DBHR Funding Meetings with Director Michael Lanager and Grant Administrators Alex Agidius and Dakota Johnson

Staff Development Training: Imposter Syndrome webinar; White Fragility webinar

NAMI Washington Weekly Lobby Day Lead Meetings

NAMI Washington (Lauren Simonds) & Teva (Debbie Fox)

NAMI Ask the Expert: I’m not sick and I don’t need help

NAMI Washington (Lauren Simonds) & Mollie Forrester of UW Center for Behavioral Health & Learning

NAMI Lewis County – Lauren Simonds & Summer Starr met with their President, Ross to help him do NAMI Lewis planning

NAMI National Strategic Planning meeting with Bridgespan

NAMI Washington ED, NAMI Seattle ED meeting with [Good360](#)

NAMI National NSO quarterly call with Regional Coordinator, Sherronda Anderson. Sherronda has resigned, and until NAMI

hires a replacement, Sheel Pandya will act in her stead – LS shared training EDI issues

NAMI National NSO Training Dept quarterly call with Mallory Kloucek and Deanna Roy – discussion focused on Signature

Program training EDI issues

NAMI National StigmaFree Toolkit program relaunch webinar

NAMI Washington (Lauren Simonds) meeting with SCORE (South Correctional Entity) Jeffrey Gepner about NAMI Washington’s materials and programs in SCORE – creating a partnership

NAMI National SAMHSA Statewide Consumer Network block grant info session



Affiliate Support and Development Board Report March 2024

Submitted by Summer Starr, Deputy Director

VISTA Support

Catherine and Willow continued their VISTA work with the following affiliates:

Kitsap

- Catherine registered the affiliate for the Kitsap Great Give. She also researched community events and Kitsap has decided to participate in 2 this year, Vikingfest and Bridges to Bainbridge. She organized a volunteer from Catchafire who will be supporting with website updates.

Tri-cities

- Catherine provided board recruitment support. Moving forward she will help with sponsor recruitment for the walk, creating a calendar of events for May as mental health month, some grant support, and supporting Alondra's outreach in the region.

Sno-Isle

- Catherine is providing some support with NAMI Walks sponsor recruitment, though there is confusion from the affiliate about who is in their region to approach.

Skagit

- They talked with Catherine about supporting with creating a volunteer manual, but have not followed up with her.

Lewis

- Willow has helped them with updating their contact list and is helping to identify areas of growth for their volunteer management

Grays Harbor

- Willow is helping with a rebuild of this organization, so mainly board recruitment at this point. We are proposing that they become a model b organization.

Pierce

- Willow is providing support with their NAMI Walks sponsor and team recruitment

Trauma informed work

Kody Morris has identified key areas of support requested by affiliates related to trauma-informed awareness:

- Supervision from a trauma-informed lens
- Cultural implications of Trauma
- Self-care and trauma (especially dealing with secondary trauma)
- Substance Abuse and trauma - co-occurring issues

Kody is developing a substance abuse and trauma presentation. He is doing staff surveys about self care. We wish to hold a cultural implications of trauma discussion group with the support of Carrie Huie. Kody is also creating a toolkit about these topics. He also created a policy brief analyzing our lobbying priorities from a trauma-informed lens

New affiliate formation

- Coville – Deanna Roy is making steps to start an affiliate and had a public meeting
- Adams county – There is a group that is interested in organizing in this county
- Grays Harbor – there is a recommendation to change this affiliate to a model B as the current leadership there has dissolved
- Clallam – also a recommendation to change this to a model B, although there has been little interest by local community leaders in supporting programming there.

Affiliate leader calls

- January - NAMI National governance department presented
- February – NAMI National Do It Your Way department presented

Community Mobilizer Board Report
February 2024

Submitted by Alondra Torres, Community Mobilizer and Summer Starr, Deputy Director

Youth Presentation in Spanish Update

Survey Completion: As we continue to advance with the Youth Presentation in Spanish project and finalize the slide deck, the community input survey is drawing to a conclusion. This survey played a crucial role in shaping the development of the YPS, providing valuable feedback on the mental health information and resources desired by the Latino community in Washington. I am pleased to report that the combined English and Spanish versions of the survey received over 100 submissions from community partners, leaders, and members of the public.

First Presentation Completed: On February 22nd, Alondra Torres, the Community Mobilizer, traveled to Yakima, Washington to deliver a pilot version of the YPS in partnership with West Valley High School and their Migrant Education Program Coordinator, Minerva Pardo. The event was well-received, with excellent engagement from the audience, which consisted of approximately 10 adults, youth, and staff members. Following the presentation, a discussion was held to gather feedback and insights from the attendees, effectively turning the audience into a focus group.

Next Steps: Following the completion of the first presentation and slide deck, Alondra will be collaborating with Deidra to coordinate additional presentations as a preliminary launch of the presentation. This will provide an opportunity to gather feedback from the audiences before finalizing the presentation for statewide use. Part of this process will involve identifying Ets presenters who are bilingual in Spanish and interested in presenting the young adult portion of the material. This approach aims to streamline the process by utilizing existing resources and expertise, eliminating the need for additional training. In the interim, Alondra will take on the role of lead presenter until a formal training session can be established at the state level. Additionally, Alondra will be collaborating with Maria Castellanos from NAMI Thurston-Mason to plan a second event focusing on the YPS, serving as another opportunity for feedback and insights from a different demographic of Latinos. More information on this in the *Compartiendo Esperanza* section of this report.

Furthermore, NAMI Washington recently participated in a statewide Migrant Health Resource panel, where Alondra had the opportunity to discuss the YPS in greater detail. As a result of this event, NAMI Washington has been invited to participate in a state-wide migrant health convening called the Migrant Health Network Improvement Community, scheduled for May 7th, 2024 in Anacortes, Washington. Moreover, the resource panel has facilitated connections with potential schools in Whatcom, Yakima, and Benton counties that have expressed interest in hosting the YPS presentation.

Compartiendo Esperanza

Event to Promote Support Group for Latina Mothers: An event was held on January 19th, 2024 in collaboration with NAMI Eastside and in partnership with Centro Cultural Mexicano in Redmond. Prior to the event, we received approximately 35-40 RSVPs, and on the day of the event, approximately 55 people attended. The event was a success and we are looking to continue hosting similar events in the future. The event included a traditional Mexican meal followed by a presentation. In addition to sharing information about NAMI and promoting the new support group, we had an obstetrician speak on Perinatal mental health and answer questions from the attendees. Community-building activities took place during the event, with several winners receiving self-care baskets from NAMI Washington. The baskets included items such as face masks, candles, traditional Latin American hot cocoa, a journal, a NAMI Washington branded pen, a copy of "Meet Little Monster," and more.

We are currently discussing with Centro Cultural Mexicano on how to present our new Youth Presentation in Spanish for Spanish-speaking youth and their families.

Thurston-Mason Event in Progress - YPS Soft Launch Presentation: The event, in collaboration with Maria Castellanos, NAMI Thurston-Mason's Bilingual Programs Manager, is scheduled for March 29th, 2024 in Mason County. The objectives of this event include promoting NAMI to the Latino community, such as by providing tailor-made resources tailored to the Latino community in Thurston-Mason, and promoting the new YPS survey to a different Latino community compared to that of the Yakima Valley.

Support Group/Programming Updates

The goal for NAMI Washington is to eventually offer CSG, FSG, and F2F trainings in Spanish. Below is what Alondra is doing to meet the necessary qualifications for potential nomination for NAMI National's "Trainer the Trainer."

Connection Support Group: Having completed the CSG training at the start of February, Alondra will be leading a Spanish-speaking CSG support group as a facilitator with NAMI Seattle. Alondra will begin co-facilitating in mid-March.

Family Support Group: Following discussions with NAMI Thurston-Mason, a mentor/mentee partnership between Alondra and Maria has been established to prepare for the launch of a FSG. This decision was made to enhance their hosting skills and expand outreach and engagement to the Latino Community in Thurston-Mason prior to starting a support group.

Family to Family: Due to the demands of CSG and FSG, the start of F2F training in Spanish has been temporarily postponed. Plans to resume this training will be made once CSG and FSG are further along at the state level.



Training Department Report March 2024 Prepared by Deanna Roy, Senior Training Manager

NAMI Signature Training Programs:

NAMI Homefront Grant Update: Collaborating with Anita Herron at NAMI, and the VA to advertise the class for us and provide us with the attendees. The new class will begin February 20, 2024. Update: The roster provided 29 contacts from New Jersey, California, Taiwan, Ohio, and Pennsylvania; all but 3 had been vetted. Class 1 had 4 attendees. Skyler made some calls and is expecting 5 more for Class 2.

Training	Dates	2024 Applications	2024 Graduates	2023 Equivalent	2023 Applications	2023 Graduates
Peer to Peer Zoom	January 20-21, 2024	10	5	September 9-10, 2023	20	5
CSG Zoom*	February 2-4, 2024	25	6	April 14-16, 2023	18	9
Basics Zoom	March 1-3, 2024	14	Estimated 8	No Basics Training	0	0

*Please refer to the Executive Director's March Board Report regarding EDI issue during this training

NAMI National Train the Trainer program for the Third quarter of 2023 graduated 1 Family to Family Leaders, 1 Family Support Group, and 1 In Our Own Voice state trainer. The 2024 first quarter has 1 Connection Support Group candidate moving forward to training April 24-25, 2024, giving NAMI Washington 5 state trainers. There are currently 10 applications of interest waiting to be processed. The vetting process will begin in the next month or so. The next scheduled Train the Trainer Trainings are not until November, unless NAMI deems a training is necessary in August.

State Trainers Quarterly Meeting by Zoom. The First Quarter State Trainer Meeting is scheduled for March 5, 2024. The agenda has been sent and the Discussion Topic is Affiliate Interviews and State Trainer Interviews.

Upcoming 2024 Training Dates

Training	ACTUAL TRAINING DATES	Application Deadline	Affiliate Approval Due	Estimated Applicants	Applications Received	Certified (Cert/Prov/Non)
Basics Zoom	3/1/24-3/3/24	1/7/2024	1/14/2024	16	14	
F2F In Person**	4/20/24-4/21/24	2/25/2024	3/3/2024	16	4	
FSG In Person	5/17/24-5/19/24	3/24/2024	3/31/2024	16	7	
IOOV Zoom	6/29/24-6/30/24	5/5/2024	5/12/2024	16	4	
P2P In Person	7/20/24-7/21/24	5/26/2024	6/2/2024	16	8	
CSG In Person	8/16/24-8/18/24	6/23/2024	6/30/2024	16	2	
Provider Zoom	9/14/24-9/15/24	7/21/2024	7/28/2024	16	0	
HF Zoom	10/4/24-10/6/24	8/11/2024	8/18/2024	16	0	
F2F Zoom	10/19/24-10/20/24	8/25/2024	9/1/2024	16	0	
IOOV Zoom	11/2/24-11/3/24	9/8/2024	9/15/2024	16	0	
FSG Zoom	12/6/24-12/8/24	10/13/2024	10/20/2024	16	1	

** F2F in person was cancelled due to lack of enrollment by the deadline

Youth and Young Adult Program Report

March 2024

Deidra Burke, MSW - Youth & Young Adult Program Manager

We continue to modify our Ending the Silence training program to support our volunteers and our affiliates better. Currently, we have 1 BSW intern. We continue to be excited about the changes that are happening and hope that we continue to grow our youth department.

Youth Engagement & Outreach:

NAMI Washington's Youth Engagement & Outreach programs continue to grow and excel. This year marked the 3rd year of our 2nd three-year grant with Kaiser-Permanente (KP). With this grant, we have been able to maintain and increase the number of paid Ending the Silence coordinators working at affiliates, adding funds for ETS coordinator positions at NAMI Seattle, NAMI Thurston-Mason, NAMI SKC, and NAMI Pierce, as well as funds to pay BSW/MSW interns working in the program. Our dedicated team of ETS Coordinators and Program Managers continue to meet monthly to share updates, and successes and engage in discussions on how to build a more effective ETS Program. If there is a leadership change among the ETS Coordinators or Program Managers, NAMI Washington will work one-on-one with those individuals to ensure they are adequately trained and understand the policy and procedures for Ending the Silence and NAMI on Campus.

In 2024, we received 3 grants from NAMI National focusing on youth and young adults. Our Youth Mental Health Advocacy Grant will be allocated to support vital policy advocacy initiatives, encompassing policy research, stakeholder consultations, youth involvement, and the organization of advocacy events tailored for youth. The initiative is designed to empower youth to participate actively in activities that bring about positive change, address issues affecting their well-being, and advocate for policies that enhance their rights and opportunities. The other two grants received will focus on expanding the reach to college students by providing resources and extending the reach for the Ending the Silence presentations.

Lobby Day

February 19th, we extended the invitation of constituents to incorporate youth and young adults. We had a total of 21 youth and young adults who registered and 15 who were in attendance. During the day, the young people participated in a scavenger hunt, made posters for pictures, and attended lobby day meetings with their elected officials. Our NAMI Thurston-Mason affiliate provided youth and young adults with 2 gift cards totaling \$50, lunch, and NAMI on Campus swag. Youths were excited to attend the event and enjoyed speaking with their lawmakers.

EtS State Training

The first EtS training of the year was held in February. We had 9 individuals who were certified, with 5 being trained as young adult presenters. 3 individuals who were certified are bilingual and speak both English and Spanish. With the new rollout of our youth programming in Spanish approaching, we hope to train our bilingual EtS presenters in the new presentation.

With the EtS State Training moving from a 1-day training format to a 2-day training format and with the increased number of individuals that must attend the training due to current requirements of our DSHS – HCA grant, trainers are having a difficult time meeting the needs of the trainees and staying on schedule. We are in the process of recruiting additional EtS State Trainers to help us meet the needs of the trainees and still meet the requirements of the grant.

There are still 3 EtS State Trainings scheduled for 2024: April 27th and 28th, August 17th and 18th, and November 2nd and 3rd. The Youth and Young Adult Program Manager is still meeting one-on-one with individuals who want to be trained in EtS for Staff and EtS for Families. In 2023, we trained 12 additional presenters for EtS Staff and EtS for Families. We plan to increase these numbers in 2024 to schedule more staff and families presentations across the state. So far, for 2024, we have trained 1 new presenter for EtS for Staff and EtS for Families and have 4 working on scheduling their one-on-one time to be trained.

Training	Dates	# of Graduates	2023 Equivalent	# of Graduates
EtS	February 10 th & 11 th	9	March 2023	7
EtS	April 27 th & 28 th	TBD	April 2023	5
EtS	August 17 th & 18 th	TBD	July 2023	6
EtS	November 2 nd & 3 rd	<u>TBD</u>	Nov 2023	9

Comments from trainees included:

- “It was very organized, and the structure flowed nicely. There were plenty of knowledgeable trainers and support that made the scripts way less intimidating to complete.”
- “I enjoyed the content, the people, and the overall ambiance. I think it worked really well with the flow, and they were mindful of the time and our paces and did great in making sure needs were met!”
- “The facilitators kept us on time, provided helpful information and feedback, and contributed to a safe space. My fellow participants spoke up and provided helpful viewpoints.”
- “The performance of the trainers was amazing. They made the training easy to get through despite being really long, and they answered questions in a concise and friendly manner.”
- “I felt like I wasn’t judged in the training and was given feedback that was helpful.”



2023-2024 School Year Ending the Silence Presentations (January 2024 – March 2024)

Affiliate	EtS Students	EtS Families	EtS School Staff	Total Presentations	Total People Served
Chelan/Douglas	No presentations during this time	No presentations during this time	No presentations during this time	0	0
Clallam	No presentations during this time	No presentations during this time	No presentations during this time	0	0
Eastside	1 presentation reaching 32 students & 6 upcoming presentations	No presentations during this time	No presentations during this time	1	32
Kitsap	No presentations during this time	No presentations during this time	No presentations during this time	0	0
Pierce	1 upcoming presentation scheduled	No presentations during this time	No presentations during this time	0	0
Seattle	4 upcoming presentations scheduled	1 presentation reaching 28 family members/caregivers & 4 upcoming presentations scheduled	1 upcoming presentation scheduled	1	28
Skagit	2 upcoming presentations scheduled	No presentations during this time	No presentations during this time	0	0
Sno-Isle	No presentations during this time	No presentations during this time	No presentations during this time	0	0
South King County	No presentations during this time	1 upcoming presentation scheduled	1 upcoming presentation scheduled	0	0
Southwest Washington	No presentations during this time	No presentations during this time	No presentations during this time	0	0
Spokane	1 presentation reaching 17 students & 2 upcoming presentations scheduled	2 upcoming presentations scheduled	No presentations during this time	1	17

Thurston/Mason	7 presentations reaching 197 students	2 presentations reaching 64 family members/caregivers	No presentations during this time	9	261
Tri-Cities	No presentations during this time	No presentations during this time	No presentations during this time	0	0
Walla Walla	No presentations thus far	No presentations thus far	No presentations thus far	0	0
Whatcom	11 presentations reaching 267 students & 1 upcoming presentation scheduled	1 presentation reaching 9 family members/caregivers	No presentations during this time	12	276
Yakima	1 presentation reaching 11 students	1 presentation reaching 7 family members/caregivers	4 presentations reaching 75 staff members	6	93
Okanogan (no official affiliate yet)	No presentations thus far	No Presentations thus far	No presentations thus far	0	0
Lewis County	No presentations thus far	No presentations thus far	No presentations thus far	0	0
Totals					
King County				2	60
WA State				30	707

NAMI on Campus:

Currently, we have 4 NAMI on campus chapters: University of St. Martins, UW Bothell, Lake Washington High School, and Capital High School, and 2 partnerships with Active Minds Chapters (UW of Seattle and Gonzaga University). Also, we have 2 new NAMI on Campus Clubs in the process of being established and 10 which are interested in starting a club.

In the Process

- South Puget Sound Community College
- West Valley High School

Interested Schools

- UW Tacoma – needs to define club roles – the club already has an advisor
- Pacific Lutheran University – in the beginning stages of discussing
- Skagit Valley College – difficult time finding an advisor, which is delaying the process
- Eastern Washington University – in the beginning stages of discussing
- Spokane Falls Community College – in the beginning stages of discussing
- Lynnwood High School – in the beginning stages of discussing
- Olympic High School– in the beginning stages of discussing

- Skyline High School – in the beginning stages of discussing
- Naches School District – in the beginning stages of discussing
- Eastlake High School – in the beginning stages of discussing

With NAMI National extending NAMI on Campus Clubs to high schools, we have seen tremendous growth in this area. Several of our affiliates have received the Macy’s grant this year and will use those funds to strengthen their outreach for NOC.

Community Programs Board Report
March 2024
Submitted by Matt Kanter, Director of Community Programs

The role of the Director of Community Programs, a recently established position resulting from the 2023 reorganization, has witnessed significant developments amid challenges posed by health issues and familial responsibilities impacting productivity throughout this quarter. In the spirit of complete transparency, both mental and physical health, as well as family matters, have played a role in influencing my output. The following outlines the noteworthy accomplishments and ongoing initiatives:

Internship Program:

In continuation of the internship program initiated towards the end of the previous quarter, efforts were dedicated to formalizing and structuring the entire internship process. As a result, the groundwork has been laid for commencing interviews for the upcoming year's interns during this upcoming quarter. Emphasis has been placed on collaborating with schools with established relationships and those with the potential for fostering new connections. This strategic approach facilitates a more manageable and streamlined process.

Lobby Day:

While I regretfully couldn't attend Lobby Day in person, I contributed to the event by providing technical support and creating a district lookup tool for our Google Sheets. This tool proves instrumental in efficiently determining districts, enhancing the overall effectiveness of our advocacy efforts.

Mental Health Moment:

Unfortunately, the impact of health challenges on my mental well-being has been substantial during this period. Notably, the Adam Smith event is currently on hold, and discussions are underway to integrate it into the NAMI Walks kickoff. Additionally, we are exploring the prospect of expanding this program to coincide with Mental Health Awareness month, broadening its reach and impact.

In navigating these challenges, the commitment to the mission of NAMI Washington remains steadfast. The focus on strategic partnerships, process improvements, and innovative solutions persists, laying the groundwork for a more resilient and impactful future. As we continue to adapt to changing circumstances, the dedication to promoting mental health awareness and support remains unwavering.



Philanthropy Board Report March 2024

Submitted by JT Nelson

Director of Philanthropy

I want to thank the Board for this opportunity and for all that I have learned over this past year. You all have been wonderful to work with and I hope you continue the great and important work you do for mental health in our state. I wish you all the best and look forward to continuing to support NAMI in my future as well.

Walk Update – NAMIWalks revenue share agreements have been submitted by South King, Eastside, Seattle, Jefferson, Yakima, Pierce, Snolesle, and Tri Cities. In addition, Yakima will be hosting a Pop-Up Walk at Franklin Park on the same day as the main Walk. Sponsorship brochures and marketing materials have been created for each affiliate and our goal is to support them with more as the process continues. Kris Eschman will be taking over for me as I exit from NAMIWA. I have made sure the transition will be a smooth as possible. We also had our initial SET Meeting with our logistics coordinator Kind Event Co and the City of Kirkland. All initial planning as been approved and we are set with next steps. I have made my suggestions for this year's Walk and I know it will be successful.

NAMI Do It Your Way – The pilot program has reached it's end with no sign ups. However, we provided great feedback which has turned into program development on the National end. Most of the states that participated in the pilot program also had little to no participation. I think the timing of the roll out is to blame as it conflicted with our end of year asks. I still feel this is a good platform to have available in the future for those looking for different ways to raise funds for NAMIWA. It is now being rolled out and available to the affiliates and state orgs nationwide. The DIYW National team will be presenting the program in our next affiliate leader's meeting in March and also answering questions. My hope from the beginning was to have this program to offer affiliates fundraising tools.

Committee – Lauren will take the lead on scheduling Philanthropy Committee meetings and work to grow the committee and its participation and involvement this year.

Grants - We have submitted 10 grants so far this year with many more proposals in the works for the coming quarter.

Spring Direct Mail – Meredith and I created a direct mail campaign that will be going out in March celebrating our 45th anniversary with a timeline showcasing the growth of NAMIWA.

Respectfully submitted by Anna Nepomuceno, Director of Public Policy and Advocacy

Public Policy Committee: Public Policy Committee meetings have been held weekly during the 2024 Legislative Session, every Thursday from 12 to 1pm via Zoom. The PPC members are updated every week on the status of NAMI WA's priority bills. We gained new Public Policy Committee members from NAMI Lewis, NAMI South King County and NAMI Sno-Isle, NAMI Yakima and the NAMI WA Board. We still need Public Policy Committee representatives from NAMI North Central WA, NAMI Clallam, NAMI WA Coast and NAMI Kittitas.

2024 Legislative Update

As of writing this report, we are only 9 days away until Sine Die- the end of the 2024 Legislative Session. This short session went very fast, with a lot of bills introduced at the beginning and a lot of bills dying at every step of the legislative process. Our of the 7 bills that NAMI Washington prioritized, there are still 4 bills alive. Advocacy efforts will be made to get these final bills to the Governor's desk.

NAMI Washington 2024 Legislative Priorities

NAMI Washington's legislative priorities fall into three priority topics: 988 Behavioral Health Crisis Response, Youth and Young Adult Mental Health, and Behavioral Health Workforce.

- **Youth and Young Adult Behavioral Health**

HB 2239: Supporting student well-being through instruction in social-emotional skills.

- Provides support for public schools to provide skills that promote social, emotional and mental health wellness. - *This bill passed the House but did not receive a hearing in the Senate and is essentially dead.*

HB 2280/SB 6216: Establishing a statewide network for student mental and behavioral health.

- Creates a statewide network for student mental health to maintain, expand, and provide oversight to Washington's school-based mental and behavioral health system for youth. - *This bill passed the House but did not receive a hearing in the Senate and is essentially dead.*

HB 1929/SB 6050: Supporting young adults following inpatient behavioral health treatment.

- Creates a post- inpatient housing program to provide supportive transitional housing and behavioral health support for 18 to 24 year olds coming out of in-patient care. – *25HB 1929 is currently in Senate Rules for it's second reading*

- **Behavioral Health Workforce to Increase Accessibility**

HB 1946: Establishing the WA Health Corps Behavioral Health Scholarship

- Provides conditional scholarships for individuals pursuing behavioral health professions who agree to work in underserved communities. – *HB 1946 is currently in Senate Rules for it's second reading*

SB 6144: Prescribing Psychologists

- Creates a new credential for a prescribing psychologist- a fully independent, licensed psychologist who has completed specialized training and credentialled to prescribe psychotropic medication. – *This bill did not get an executive vote in House Healthcare and Wellness and is essentially dead.*

- **988 Crisis Response**

SB 5853: Extending the crisis relief center model to minors

- Establishes 23-hour behavioral health crisis facilities specifically for youth. - *E2SSB 5853 has been referred to House Rules for review*

SB 6251: Coordinating Regional Behavioral Crisis Response and Suicide Prevention Services.

- Behavioral Health Administrative Service Organizations are given the responsibility of coordinating the behavioral health crisis response and suicide prevention system of their regional service areas. - *E2SSB 6251 has been referred to House Rules for review*

Coalition-building Efforts

NAMI Washington’s coalition-building efforts have proven to be very effective in pushing priority bills through the legislature and boosting up registration for Lobby Day. There were three coalition partners that adopted at least some of NAMI WA’s legislative priorities as their own priorities, providing stronger advocacy and more visibility for these bills. NAMI Washington’s Public Policy Director was also asked to give mental health policy briefings for the members of the Healthcare is a Human Right, League of Women’s Voters and Patients Coalition of Washington. There was also a speaking opportunity at the 2024 State of Reform and at Faith Action Network’s Lobby Day. All these speaking events combined have helped raise awareness of the most pressing mental health issues in our state as well as gaining more visibility for NAMI WA as the leading organization for mental health policy advocacy.

Lobby Day and SMARTS for Advocacy

NAMI Washington had a successful Lobby Day on Monday, February, 19th, 2024. There were over 220 registrants for Lobby Day and about half of the registrants attended. NAMI WA’s Lobby Day kicked off with speakers Rep. Tina Orwall and Rep. Carolyn Eslick followed by a presentation from Michael Transue our Lobbyist, and Anna Nepomuceno on what to expect when speaking with your representative.

The attendees enjoyed being at the capital and meeting with their state representatives. The boxed lunch that NAMI WA offered was well-received. The youth activities were also successful, with about 20 youth attending and participating in the scavenger hunt. Overall, NAMI Washington’s Lobby Day made an impact on raising awareness on mental health and the priority bills.

There were 9 SMARTS classes held during the two weeks leading up to Lobby Day. The SMARTS modules, “Telling Your Story, Meet Your Policymaker,” “Contact Your Policymaker” and “Budgets: Financing Our Future” were taught, with most taught at least once per week with daytime and evening options to accommodate multiple schedules. The classes were generally well-attended with people going to multiple classes to learn about the different ways they can advocate. The SMARTS trainings proved to be very useful for those who attended Lobby Day.

There are approximately 12 active SMARTS teachers and there will be efforts to train more. NAMI National is holding a SMARTS teacher training on March 22nd and each state is allowed up to three participants.

Legislative Goals for 2024

NAMI Washington’s list of legislative priorities is ambitious this year especially considering the shorter session. Nevertheless, the goal is to get as many of the priority bills to the Governor as possible and continue conversations with sponsoring legislators and stakeholders to try again next session. There are plans to increase coalition efforts for youth

behavioral health as well as expand youth behavioral health advocacy. An educational campaign to demystify and debunk myths around social and emotional learning is also in the works.

Over the course of the interim, the public policy director will research potential bills for NAMI Washington to champion during the 2025 Legislative Session. The ultimate goal is for NAMI Washington to take the lead on a bill for 2025.



Quarterly Report (1st Q 2024)

Submitted by Charlie McKinney, Board President

We started our new Family Support Group in early February and have had two successful meetings of the twice per month group. An additional volunteer and Board member is scheduled to go through FSG Training next month so we will be able to cover the absence of one of the other facilitators. We continue to run two other support groups; a monthly CSG and a monthly group called Successful Beginnings. This is similar to the Connections model and is intended for new and soon-to-be mothers who are facing mental health challenges. This group is connected to our Perinatal Mental Health grant from DCYF.

Our efforts at Board development and recruitment continue. We added an excellent new Board member at each of our January and February meetings. We have prioritized adding representation from Upper Kittitas County and expect to have a candidate from Cle Elum attend our March meeting. That would give us 7 members on our Board. We hope to add another 1 or 2 in the coming months.

We will begin implementing a committee structure that the Board has recently approved. A job description for a part-time Administrative Assistant Intern has been developed and we hope to find a CWU student to fill that for the spring and summer quarters. NAMI Kittitas continues to build our partnership with the Kittitas County Health Network, an important networking organization for a wide array of health providers in the County. Charlie and Colleen gave a presentation on NAMI to their Executive Committee in February. We are planning to participate in NAMIWalks with Yakima.

NAMI Kittitas hopes to extend our reach in providing support groups to other areas of the county through the addition of in-person and/or virtual groups along with increased publicity about them. NAMI Washington has loaned us a Meeting Owl and we would like to experiment in the coming months with trying hybrid meetings for reaching more people.

As our Board makeup becomes more complete, we will be giving more attention to the looming necessity of fund raising as well as the exciting challenge of bringing additional NAMI Signature Programs to Kittitas County such as Compartiendo Esperanza, Homefront, NAMI on Campus and NAMI Provider.



Board Report – 1st Quarter 2024
Submitted by Barb Weymouth, Co-chair

NAMI Skagit has been active with presenting ETS in our local middle and high schools. We have three presenters and will be busy until school lets out in June.

We also have a Family-to- Family class starting on February 26, 2024.

We offer a monthly support group which met 3 times this quarter.

We issued our quarterly newsletter in January.



NAMI Tri-Cities Quarterly Report, 1st Quarter, 2024

ADMINISTRATION

Affiliate Advisory Board Meetings
NAMI WA Monthly Affiliate Calls
NAMI Model B Affiliate Meeting
NAMI WA Program Mgr. Meeting
ETS Coordinator Meetings
VISTA Volunteer, Catherine Chambers Assigned to TC

PRESENTATIONS

Migrant Health Network Improvement Community Resource Panel

SIGNATURE PROGRAMS

Family Support Group (FSG)
Connection Support Group (CSG)
Basics Training - 2 Program Leaders
NAMI TA Call - Support Groups

COMMUNITY PARTNER MEETINGS

Youth Access & Resource Program (YARP)
Benton-Franklin Behavioral Health Committee

EVENTS

NAMI Lobby Day

Respectfully submitted,

Fred Yapuncich
President, NAMI TC Advisory Board
Tri-Cities Model B Affiliate

Peer Leadership Council Representative Board Report
March 2024

Submitted by Victoria Harris, MD, MPH

- 1). *NAMIcon24*; While there were no specific peer scholarships for *NAMIcon24* announced, earlier this spring, 25 scholarships were made available to NSOs or affiliates who were eligible. Entry date has passed. Recipients will be announced in April. There is a \$60 room rate reduction for peers at the conference hotel; and all speakers receive a reimbursement package – which will help offset the cost to those presenting in the peer-track;
- 2). The issue of “... peer readiness for service to NAMI”, headed by Diane Banks (Chair, NAMI PLC) is pending a group meeting; and
- 3). NAMI WA PLC. There has been some exchange of documents, including a draft Mission and Vision of the NAMIWA PLC. Noel Corder, NAMI WA Alternate PLC Representative, Lauren Simonds and myself held a meeting. We agreed to a skeleton structure for the state PLC which will address leadership training, activity and goal setting, and succession planning. If possible, the PLC will be presented to the affiliate leader meeting in May, or at the next earliest possible monthly meeting.



Washington

Service Members, Veterans, and their Families Committee Report

March 2024

Prepared by Deanna Roy, Senior Training Manager

The Service Members, Veterans, and their Families Committee did not meet during the last quarter of 2023 because the meetings landed on holidays. This will be a future discussion topic to avoid going so long without meeting in 2024.

At the January 25, 2024 meeting a lot of time was spent discussing the NAMI Homefront Grant and meeting the requirement of 1 affiliate (NAMI Snohomish & Island Counties) offering a 6-week class. Having exhausted all avenues at the hands of the affiliate and the committee, Anita Herron was contacted. Anita presented an idea of using the VA to recruit for the class. This brought forth 29 applicants, 3 of whom had not been vetted. On February 20, 2024 only 4 people attended the class. The affiliate leadership contacted the applicants and are expecting 5 more people for Class 2.

SMVF Committee discussed sending a survey to the 29 applicants to find out why they did not show up. The hope is to gain knowledge about becoming more accessible to those interested in the class.

SMVF Committee discussed upcoming veteran events in the state. Since we did not have anyone on the committee to attend the upcoming 2024 Women Veterans Conference coming up in Yakima, the Committee decided to send the information to NAMI Yakima and let them know about the tabling opportunity. It was further discussed to attempt to create a spreadsheet listing upcoming veteran events and attempting to connect those events with local affiliates.

SMVF Committee meets monthly on the 4th Thursday of each month, 430p-6pm and open to more members joining.