

SFBTA 2023 Conference Guide

Moving forward together:
Collaborating on preferred futures



October 19-21, 2023

www.sfbta.org/conference

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President's Message, Dr. Marcella Stark



Welcome to the 2023 SFBTA Annual Conference!

Although I am fortunate to teach in a counseling program that emphasizes a solution-focused approach, there's nothing quite like interacting with SF practitioners across the globe. There's always something new that I take away from the annual conference, particularly the individual conversations with fellow SFBTA members. It feels like forever since we've met in person, and I'm grateful that each of you made the decision to stick with us. I'm sure that you've had your fill of Zoom meetings over the past few years, and I am thankful that you are choosing to spend your time and energy to engage with your SF community this week.

I have been honored to serve as SFBTA's President this year. I think the best analogy for the work of the 2023 Board is that of organizing a closet:

Man, there's a lot of stuff here! Does anyone know how this thing works?

Where's that thing we used to have? Who had it last?

Remember when . . . what great memories! And yet, we really should update.

That has been the way of many conversations in Board meetings this year. With several former members transitioning out of leadership roles, we were left with a newfound respect for all of their contributions and a motivation to improve the Association for future leaders. With that in mind, we focused on three primary areas: updating bylaws and procedures, focusing on technology, and returning to in-person gatherings.

- During our Members' Meeting on Friday, October 20, we will vote on major revisions to the Association's bylaws. The draft of proposed changes may be found on [page 27](#) of this program. We hosted two Town Hall meetings—one to listen to what is important to our membership, and one to review and discuss

proposed revisions to the bylaws. Additionally, members of the EDI Committee met multiple times to discuss inclusive wording and ask questions regarding procedures that are equitable. Finally, all were given an opportunity to comment online over the past few weeks. We hope that you will review the revised draft and attend the Members Meeting.

- You may have noticed some changes to the website as we transitioned to the Wild Apricot platform. Although there are some growing pains associated with any change, this platform allows us to better keep track of our membership and quickly make changes to the website without relying on one individual's expertise (thank you Matt Schwartz for your commitment to onboarding).
- Finally, while Zoom affords us the opportunity to engage over long distances, I am excited to see some of you gathering in person—shout out to our watch parties in Toronto, Miami, and Fort Worth! I invite all of you to join me in Texas next year as we meet IN-PERSON for the 2024 Conference!

None of this would have been possible without the hard work of my fellow Board members: Carol Buchholz Holland, Johnny Kim, Dawn Crosswhite, Shaema Imam, Shirley Shani Ben-Zvi, Mo Yee Lee, and Kyle Sobey. By the way, we're looking for a couple more dedicated volunteers to fill open positions on the Board for 2024-26. Please consider nominating yourself or someone else (with their permission) at the Members Meeting. You may see who has already submitted nominations [here](#).

I also want to thank our committee members for their significant contributions. Our EDI committee met to keep us accountable to our striving for equity while staying in touch with our SF mission. The Research Committee members oversaw the distribution of research funds and put together an informative Research Day. And I especially want to thank the Conference Chair- Carol Buchholz Holland, Conference Programming Co-Chairs- Keiko Yoneyama-Sims and Cebail Karayigit, and the many volunteers who served on the conference planning committee or helped review proposals. Putting together a conference is no small feat (I'm hopeful many of you will volunteer next year)! If you have been looking for a way to get more engaged with SFBTA, we welcome your involvement. Just contact the Board liaison ([see here](#)), and we'll put your talents to use.

I hope you all enjoy your time of curiosity, learning, and fellowship over the next few days. Have a great conference!

Warm regards,
Marcella Stark
 SFBTA President

Joining the Conference with Zoom & Conference Materials

We will be using 4 Zoom rooms throughout the conference. Zoom links for each room will remain the same for all 3 days. One week prior to the conference, we will email you the links to the Zoom rooms and a Padlet which will contain conference information. If you are registered for the conference and do not receive this information by **October 18**, please contact **Carol Buchholz Holland** at carol.e.buchholz@ndsu.edu.

Host Party Locations

<https://www.sfbta.org/conference>

- The **Canadian Centre for Brief Coaching - University of Toronto Campus** (**Day 1-Oct 20 only**); click [here](#) for more information.



- **Munich, Germany** (**Day 1 Oct 20 only**) – click [here](#) for more information
- **Fort Worth, Texas** (**Day 2-Oct 21 only**) - contact [Katharine Davis](#) for more information
- **Florida International University**- contact [Michelle Bradham-Cousar](#) for more information

PRECONFERENCE: Thursday, October 19, 2023

NOTE: All times are **Eastern DST** (UTC/GMT -4)

10:00 A.M.-1:00 P.M.

3-HOUR WORKSHOPS

ZOOM ROOM 1

Introduction to Solution-Focused Brief Therapy



This introduction to SFBT is meant for those who know little about the model and will give them an opportunity to learn about the model so they can enjoy the conference.

JOEL SIMON

Joel Simon has been in clinical social work practice for over 40 years in a variety of both inpatient and outpatient settings. He is a solution-focused practitioner, trainer, presenter, and consultant. Joel trained at the Brief Family Therapy Center. Joel is a founding member of the Solution Focused Brief Therapy Association. Currently, he is in private practice, provides solution-focused training, supervision, and consultation. Joel co-authored several articles on solution focus including two with Insoo Kim Berg and has authored or co-authored 4 books on solution-focused topics. He is the 2014 recipient of the Steve de Shazer award. You can visit Joel's website at www.0to10.net.



ZOOM ROOM 2

Bringing SF to frontline social care: How we did it, what worked well, the difference it made, and what it might lead to



ALLEGRA HARRISON

Allegra has over 25 years of experience in the social service and mental health fields working within a variety of contexts and populations in the UK and USA. Over the past 10 years Allegra has been working in various teams within the DBIT Service, a therapeutic Solution Focused intervention Service within Essex County Council Social Care. In her current roles she is responsible for staff development and training, including providing solution focused training for internal and external teams and organisations, whilst also providing direct Solution Focused Emotional Wellbeing support for young people, parents and families open to ECC children's social care.

How on earth can you safely and effectively bring solution focused thinking and practice into statutory contexts, or contexts where you're holding multiple roles and responsibilities? Hi, I'm Allegra Harrison with the Essex Solution Focused Centre Based in Essex, UK, and if you're curious about the answer to that question come along to my workshop where I will tell you in detail about one of the many ways we've done just that. But why should you listen to me? Well In addition to successfully providing solution focused interventions to children and families in our edge of care service based in Children and Families Social Care for over a decade, we have developed our own Solution Focused Training Centre. As a part of a special project in 2021/22 in response to the impact of the COVID pandemic, we were tasked to provide a group of Newly Qualified Social Workers in case-holding frontline social care teams with a wraparound Solution Focused training and support provision. And so, as the project lead for designing and implementing that provision, in my workshop I can absolutely and *enthusiastically* tell you all about it, including how it was dreamed up, what we did, how we did it, what it took, how we evaluated it, the impact and outcomes . . . and we can think together about what this might mean, the difference it could make, and/or what it might lead to in the future. So if you're curious about any of this, or about how you might effectively bring SF thinking and practice into your organization or into the contexts within which you work (or wish to share how you've already done so), come along and I'll look forward to seeing you there!

ZOOM ROOM 3

"Reflact" – actively using solution-oriented insights in continuing education and academic teaching



Our award-winning framework Refract is interdisciplinary and builds on the principles of systemic teaching and learning. Refract integrates SFBTA's principles on two levels: Not only do we transfer the principles in terms of content, but also transfer these important aspects to the way we learn together. We call this Refract (reflect + act). We think everything can be googled, youtubed, ChatGPTed. So, instead of telling participants what to learn, reflection and solution oriented action is more relevant than content.

What is the focus of the workshop?

DR. ASTRID DOBMEIER

Astrid enjoys passing on her research, knowledge and experience in the world of systemic work to students and teaching faculty. A lively network of generations X, Y and Z with a systemic approach has grown out of the many people who have received courses and further training. Some of them are now committed colleagues with whom Astrid works in larger processes. They all share an enthusiasm for lifelong learning. Astrid was awarded the 2022 Teaching Award of the Fresenius University of Applied Sciences for learning online with Dr. Veronika Sweet.

**DR. VERONIKA SWEET**

Veronika is passionate about research and teaching in a variety of contexts academics and practitioners. She is a member and peer reviewer of the British Academy of Management. At several universities in Europe, she is an adjunct lecturer and first and second supervisor for bachelor's and master's theses. Veronika works interdisciplinary, with a focus on systemic processes and intercultural contexts. Veronika was awarded the 2022 Teaching Award of the Fresenius University of Applied Sciences for learning online with Dr. Astrid Dobmeier.

Our aim is to get in touch with colleagues from the solution focused field in order to bring our research and our way of teaching and continuing education teaching into contact with colleagues. Participants experience the principles of Reflect, connect them with the solution focused approach and walk with us through the first steps of our nine Hoops.

Step 1: Prepare & Design Your Choreography

We begin with two future oriented questions:

- What will make me able to say that I experienced valuable learning?
- How can we best prepare for what we cannot prepare for?

Step 2: Create Contact

With mindful communication, we create contact. A comparison of expectations at the beginning creates orientation and meaning.

Step 3: Enable Rooms for Dialogue

We create space for dialogue in order to anchor what has been learned. We record our findings in the form of an agile script.

HOW do we do that?

Together with the participants, we experience the first three steps in an interactive way on three levels:

The level of self-reflection

The level of small group reflection

The level of plenary reflection

For further reading, please go to reflect.institute.***

1:00 P.M.-2:00 P.M. LUNCH

*** **ZOOM ROOM 1** will stay open during the lunchtime for people who would like to have a virtual lunch together.

2:00 P.M.-5:00 P.M.

3-HOUR WORKSHOPS

ZOOM ROOM 1**A legacy of possibilities: Solution- Focused conversation to prevent suicide****DR. HEATHER FISKE**

Heather Fiske is an enthusiastic and experienced solution focused practitioner, trainer, and supervisor. She is one of the founders of the Solution-Focused Brief Therapy Association and author of *Hope in Action: Solution-Focused Conversations about Suicide* as well as articles about solution-focused practice applications and solution-focused training. Heather is the recipient of the Insoo Kim Berg memorial award for contributions to solution-focused training, and of the Canadian Association of Suicide Prevention's national service award. Heather lives on the glorious east coast of Canada near Halifax, Nova Scotia.

In this interactive workshop, participants will be invited to consider how solution-focused brief therapy can be uniquely helpful in conversations with people who see suicide as the solution to their problems. Constructive listening and co-constructive conversation are key platforms for this work. Hope-inducing and safety-building practices include future-oriented questions; scaling; and both attention to, and utilization of, client strengths, capacities, and reasons for living. The workshop will include mini-lectures, client examples (taped, transcribed, or recreated), discussion, and practice exercises.

ZOOM ROOM 2**Relationspaces (RS) in Family: A Solution-Focused Approach to Equitable and Inclusive Parenting****VICKY ESSEBAG**

Vicky Essebag MEd - CPSY, OCT, CSFC (Toronto, Canada), pairs her extensive background in education, as a teacher, guidance counsellor, consultant and vice-principal, with her experience and expertise as a parent, family therapist, and solution-focused coach & trainer. Vicky is widely known for adapting the Solution-Focused Brief Therapy (SFBT) model to support effective relationships within families, schools, and organizations. She is a public speaker, instructional leader and consultant. Vicky is Founder of www.relationspaces.com, and Author of *Relationspaces; A Solution-Focused Handbook for Parents*.

This interactive workshop will touch on elements of Vicky Essebag's new book, *Relationspaces; A Solution-Focused Handbook for Parents*. Grounded in solution-focused communication, *Relationspaces (RS)* highlights six key principles (reflection, strengths, success, action, noticing and hope), which provide a conceptual understanding of relationships and transform the way in which we communicate with our children and families. RS prioritizes self-efficacy, belonging and well-being, while promoting equity and inclusion in relationships. 'Parenting' is loosely defined as a consistent practice of caring for another human being - in any capacity and of any age. Vicky's best hopes for this workshop is that participants will challenge personal assumptions and biases through reflective exercises and case scenarios - revealing hope and promise for preferred relationspaces with their children and families.

ZOOM ROOM 3

Collaborating on Preferred Futures through the lens of Queer, Latinx, and Indigenous Futurism



SER BROWN

Ser Brown is a non-binary trans behavioral health provider at Clinica Family Health in Denver. For twelve years Ser had the privilege of working in Denver and across Colorado within grassroots movements for systemic change. During this time it became clear to them not only how deeply our communities are affected by trauma, grief, and inequity, but also how healing and liberation are possible. This belief led them to pursue their master's degree in social work at the University of California, Berkeley and go on to coordinate a mental health clinic in Quito, Ecuador prior to their return to Denver to serve low-income Latinx clients in their current position.

In this workshop we will be using the theoretical lenses of Queer, Latinx and Indigenous Futurism to explore the SFBT tool of building preferred futures, both individually and collectively. These three multifaceted community perspectives challenge Eurocentric and cis-hetero-centric norms about mental wellness and can transform our practice as diverse practitioners serving diverse communities. We will have opportunities to share and apply this theory to our own cases through discussion and role play.

2:00 P.M.-5:00 P.M.

RESEARCH DAY

This three-hour virtual meeting is designed to bring together practitioners and active SFBT researchers interested in the study and implementation of Solution-Focused Methods. This Research Day provides an avenue for academics and practitioners from diverse domestic and international communities to exchange ideas, and provide support to each other, and to enhance SFBT research. The goal of the Research Day is to support the growth of SFBT research evidence and to share the progress of SFBT studies with the community.

******This ZOOM ROOM is only for the Research Day**

<https://boisestate.zoom.us/j/96794300316?pwd=N3E1SE11em5qQmd5cGYxdThnOWVHQT09>

Meeting ID: 967 9430 0316

Passcode: 374564

Research Day Agenda for Thursday, October 19, 2023

Eastern DST	Topic	Presenter(s)
2:00 p.m.	Welcome and research updates	Johnny Kim
2:25 p.m.	Presentation of previous award results	Zach Cooper
3:05 p.m.	Announcement of 2023 Research Award winners	Mo Yee Lee
3:30 p.m.	Break	
3:30 p.m.	<ul style="list-style-type: none"> Announcement of intention to update SFBT Treatment Manual (2013) Recognition of Janet Bavelas Introduction to Microanalysis methods 	Peter De Jong
4:30 p.m.	Closing	Cynthia Franklin
4:40 p.m.	Optional networking breakout rooms “meet the researcher with each of the committee members”	N/A



CONFERENCE DAY 1: Friday, October 20, 2023

NOTE: All times are **Eastern DST** (UTC/GMT -4)

9:15 A.M.-9:45 A.M. ZOOM ROOM 2 **Heart Opener Yoga by Eszter Fruzsina-Boross**

Continuing our tradition of morning Yoga at SFBTA conference, Eszter will guide a 30-minute energizing yoga session to prepare you for an exciting day at the SFBTA conference. All conference registrants are welcome. No equipment is needed. All you need is a small space to stand and to lay down.

10:00 A.M.-11:30 A.M. ZOOM ROOM 4 **Welcome and Keynote Presenter: Dr. Haesun Moon**



Haesun Moon, Ph.D., is a communication scientist, an educator, and author of *Coaching A to Z: The Extraordinary Use of Ordinary Words* and several collaborative books, including *Thriving Women*, *Thriving World*, and *Foundations of Brief Coaching*, a short handbook for professional coaches. Haesun received her Ph.D. in Adult Education and Community Development from University of Toronto. She cares about people experiencing better conversations at home and at work - and she does that by training, coaching, and consulting. She believes that conversations can change the world, and she defines this process as hosting dialogic conditions in which people participate to imagineer and perform their preferred change. Her academic and professional research in coaching dialogues and pedagogy from the University of Toronto led to development of a simple coaching model, Dialogic Orientation Quadrant (DOQ). The DOQ has transformed the way people coach and learn coaching worldwide. Haesun teaches Brief Coaching at the University of Toronto and serves as Executive Director at the Canadian Centre for Brief Coaching, and Principal at The Human Learning Institute. When not writing, Haesun enjoys filmmaking, carpentry, and golf. Haesun is a lover of early mornings, naps, good coffee, and fine pens with fine nibs, currently residing in Toronto with her mother and two exceptionally affectionate and independent dogs. You can visit her online at www.briefcoaching.ca and www.coachingatoz.com

11:30 A.M.-11:40 A.M. Break

11:40 A.M.-12:55 P.M.

Breakout Sessions & Open Spaces

ZOOM ROOM 1

Using the Solution-Focused approach to support clients who are grieving

Presenter: Dr. Carol Buchholz Holland

It has been said before that death is a part of life. Even before the pandemic began, many of us faced the death of a loved one, colleague, client, student, or neighbor. Many individuals have also experienced other forms of grief and loss. In the presentation, the presenter will discuss how the solution-focused counseling approach can be used to help support clients who are experiencing grief. Attendees will learn how to listen, amplify, and activate clients' competencies and coping strategies. Furthermore, attendees will learn how to use solution-focused questions and techniques which can help facilitate the healing and hope building process.

ZOOM ROOM 2

Stating the imagination: A "dramatic" approach to SF practice

Presenters: Aton Stellamans & Vonneke Beeker

As Vonneke and Anton creatively misunderstood Steve de Shazer's "Remain at the surface" as "Remain on the scene", we started to uncover a new, dramaturgical, way of talking about our SF work. Dramaturgy is the art of convincingly representing a story as a series of (inter)actions on stage. Good dramaturges will not resort to explanations. Nor will they tell the audience what is happening in the protagonist's life. They will show you how that life unfolds as an entanglement of verbal and non-verbal actions and reactions. This workshop will present these ideas in 5 refined acts. And in each act we will set up brief interactions in break out rooms that will help you to experience what we are talking about. Act 1. Tragedy: on getting stuck. The mess we're in is not caused by an underlying condition, but is the result of a series of interactions. Act 2. Changing the plot. The future is negotiable, not fixed. Act 3. Enter the therapist: moving forward together, remaining on the scene. The set of your therapy room. Act 4. Solution Focused vs Problem focused speech acts. Every question opens another door in the internal theatre of our client's imagination. Act 5. Staging the imagination: helping our clients to mirror themselves in their concrete descriptions of what is possible and what's already working. One of the advantages of talking about SF in this way is that it is immediately clear for our listeners that we are dealing with life itself in our SF practice and not with causes, explanations, and reductionist models. Another advantage is that it helps our SF trainees to realize that they are not sitting in the audience, looking at and assessing their clients' lives, but on stage interacting with them and looking for ways to move forward together.

ZOOM ROOM 3

Radically Hopeful!

Presenters: Angela Murphy, Emma De Lafontaine-Jovani, & Sarah Burkart

Projet P.A.L. an alternative mental health community organization located in Montreal Canada, has embraced and integrated a Solution Focus approach in all aspects of its programming, activities and internal structures. In this workshop the presenters will focus on the PAL Action Program. This program invited 15 individual with moderate to severe mental health challenges to participate in the co-creation of a hopeful future despite the prevailing issues of poverty, recurring mental health crisis' and social isolation. Over a period of two years Projet PAL created more than 50 Solution Focused mental health support groups, developed follow up strategies, and suicide intervention plans while integrating the basic tenets of a Solution Focus practice. The results have been remarkable.

ZOOM ROOM 4

The main meeting room for the conference will be available for Open Spaces and a "Coffee & Chat" during this time period.

12:55 P.M.-1:10 P.M.

Break

1:10 P.M.-2:30 P.M.

ZOOM ROOM 4

Members Meeting

****Proposed SFBTA Bylaws changes can be found on [page 27](#) in this program.*

2:30 P.M.-3:30 P.M.

Lunch

**** **ZOOM ROOM 4** will stay open during the lunchtime for people who would like to have a virtual lunch together.*

3:30 P.M.-4:45 P.M.

Breakout Sessions & Open Spaces

ZOOM ROOM 1

Creating a Preferred Future without violence for an at-risk student

Presenter: Dr. Linda Metcalf

This workshop will utilize a solution focused approach with narrative therapy in order to help a despondent ten-year-old Black student create a preferred future where violence is not an option. The participants will view a family session of the Black ten-year-old student who had made a threat to another student and to himself at school. The session includes both the son and his father in a session which illustrates the power of a solution focus rather than a problem focus for a student who had been suspended from school and ostracized by administrators. This workshop will provide instruction that illustrates the use of the solution focused approach with narrative therapy in addition to separating the "violent threat" from the child and building a preferred future with his strengths. This workshop will be interactive and provide steps to take to work with clients who are acting out in dangerous and threatening ways to others. Participants will learn how to use the solution focused approach as the primary vehicle for change and narrative therapy exercise as a means of bringing forward the expert within every client.

ZOOM ROOM 2

Currere: A constructivist approach to developing multicultural awareness

Presenters: Dr. Franchesca Garza-Fraire & Dr. Marcella Stark

Counseling and other helping professions encourage the development of multicultural and social awareness, responsiveness, and advocacy (MSARA) skills. Currere is one pedagogical approach that offers a process for reflection and dialogue and identifying positionality in diversity curricula relating to personal and professional identity and sociocultural realities. Currere aligns with SF concepts including maintaining a not knowing stance, trusting student as expert on their experience, and seeking multiple perspectives. The result is new awareness which aids the practitioner in recognizing and managing bias. The currere process provides a respectful and (relatively) safe means for ongoing reflective practice when complicated ideas associated with race or ethnicity arise in the classroom or future clinical practice. In this session, presenters will share results of empirical research and provide step-by-step instruction and ethical considerations for using this instructional method. Additionally, attendees will engage in an activity to experience this reflective practice for themselves as they engage in collaborative conversations about their cultural orientation and how they want to move forward with newfound awareness.

ZOOM ROOM 4

The main meeting room for the conference will be available for Open Spaces and a “Coffee & Chat” during this time period.

4:45 P.M.-6:00 P.M.

Open Spaces & “Coffee & Chat”

ZOOM ROOM 4

The main meeting room for the conference will be available for Open Spaces and a “Coffee & Chat” during this time period.



CONFERENCE DAY 2: Saturday, October 21, 2023

NOTE: All times are **Eastern DST** (UTC/GMT -4)

10:00 A.M.-11:30 A.M.

ZOOM ROOM 4 **International Panel**



Emma Burns, ASFA

I have been a registered psychologist in New Zealand since 1996, working in mental health, education, traumatic incident response, family harm and suicide prevention/postvention. Since 2010 I have been employed by New Zealand Police, initially working with young offenders, working with family harm, and have recently moved into a role as Senior Advisor Organizational Development, with primary responsibility for developing and delivering the National Coaching Framework. The highlight of my career (so far!) has been developing a project called Conversations in Custody, having Solution Focused conversations with people in police custody. I also deliver free suicide prevention workshops for members of the public, do a small amount of private counseling and supervision, and run Solution Focused training for professionals and organizations. I am currently the President of the Australasian Solution Focused Association, and generally known as a mad advocate of the approach. Most importantly, I am the mother of four amazing young people, a competitive swimmer, and a chocolate enthusiast!

Mark McKergow, SOLWorld

Dr Mark McKergow is an international speaker, trainer, consultant, author, and director of the Centre for Solutions Focus at Work, based in Edinburgh, Scotland. Mark has written six books and dozens of articles on using Solution Focused ideas within organisational and coaching practice, including *The Solutions Focus* (with Paul Z Jackson – new 3rd edition coming in 2024) and *Solutions Focus Working* (with Jenny Clarke). He cofounded the SOLWorld community (<http://solworld.org>) sharing

SF work in organisations in 2002. Mark is a global pioneer in hosting as leadership, where he wrote *Host: Six new roles of engagement* (Solutions Books, 2014) with Helen Bailey, and *The Host Leadership Field Book* (Solutions Books, 2019). Mark is widely known for his ability to connect complex ideas with simplicity in practice. He has recently taken over as editor of the Journal of Solution Focused Practices (<http://journalsfp.org>) and sits on the Editorial Board of the Journal of Systemic Therapies. His latest books are *Hosting Generative Change* (BMI, 2020) and *The Next Generation of Solution Focused Practice* (Routledge, 2021).

Jesús Mendoza, Solutions Focus Mexico

I am a clinical psychologist and family therapist with a solution-focused approach. I live in Guanajuato, Mexico. I founded the Solutions Focus Mexico Training Center where we teach the approach and organize trainings with world leaders in the solution-focused approach. I am also dedicated to psychological private practice and postgraduate teaching.

Anne-Marie Wulf, EBTA

Anne-Marie Wulf is a social worker, licensed Family Therapist and Master in Educational Development, living and working in Copenhagen, Denmark. In 2016 she founded the Danish Solution Focused Institute offering a 3-year training program as Solution Focused Master Practitioner accredited by IASTI, - today she teaches, trains and supervises. Furthermore, she's an author, and board member in EBTA and IASTI.

Baijesh Ramesh, ASFP-India

A Psychologist, Trainer, and Coach with over a decade of success in co-creating innovative solutions that have empowered people and organizations around the world. As a catalyst for change, his professional journey revolves around crafting evidence-based solutions that ignite transformative change. Baijesh is a Mental Health Advisor for Minerva University, a consultant to multiple organisations across the world and currently serving as the General Secretary of the Association for Solution-Focused Practices- India (ASFP-I).

Tim Newton, UKASFP

Tim has a Master's Degree in Social Work and Post Graduate Certificate in Management Studies and has worked in a wide range of social service roles including family support, child protection, youth court, restorative justice, quality assurance, and safeguarding partnership governance. In the last five years, Tim has changed focus and now works on climate change and the natural environment. He became a Company Director of the UK Association for Solution Focused Practice in 2018, is the sole remaining Director from that time, and has helped to see the Association through very difficult times with COVID-19 towards a new chapter re-co-creating the organisation fit for the future.

11:30 A.M.-11:45 A.M.

Break



11:45 A.M.-1:00 P.M.

Breakout Sessions & Open Spaces

ZOOM ROOM 1

Reframing Relationships in Parenting with Relationspaces (RS): Questions that spark conversations on equity and inclusion

Presenter: Vicky Essebag

This interactive session provides an opportunity to address how we can develop healthy relationships in family by prioritizing how we enter into conceptual relationspaces (RS) that honor our own and our children's individualities and unique attributes. Participants will reflect on their role in relationspaces with their children, including when their children challenge their own mindsets. Vicky is hopeful that participants will feel energized after engaging in conversations that speak to equity and inclusion, and that these conversations will spark their own hopes in preferred relationships with their children and families.

ZOOM ROOM 2

Future cross-pollination of solution-focused approaches: Worker's comp

Presenter: Dr. Mark Peterson

With this year's Conference theme, "Moving forward together: Collaborating on preferred futures," this presentation investigates the often-overlooked contributions that early SFBT founders (Berg and de Shazar, 1980's-90's) made by adapting the emerging SFBT therapeutic framework so that it could benefit a range of other professions such as Child Protective Services investigators, and other family service workers faced with adversarial relationships. Dr. Peterson will be sharing historical details on SFBT founders' efforts to collaborate decades ago to move the boundaries of their emerging strengths-based modality into these other fields. One example that will be looked at closely is how Berg and Kelly (2000) helped revolutionize the State of Michigan's Child Protective Services (CPS) investigator training (among other agencies; 1990's and beyond). How does this journey "back to the future" in review of SFBT's cross-disciplinary history help point us toward "preferred futures", perhaps in newly applied ways? Dr. Peterson will walk you through a current incarnation of SFBT founders' visionary legacy across disciplines by looking at a newly developed *injured-worker-centric* model of workers' compensation claims investigations which he developed for DigiStream, Inc., known as "Solution-Focused Claims Investigations" (SFCI). Remarkably, emerging evidence from this pilot study suggests that SFCI's early-claim approach provides substantial support for the top two advocacy-based WC goals: (1) reduced litigation rates, and (2) improved return-to-work self-efficacy (injured-worker support, resulting in fewer "delayed recovery" claims). Q & A and a breakout discussion will be included (topics may include how to adapt SFBT approaches across disciplines for your own area(s) of expertise). Illuminating handouts with samples of integrated research used in the early development of SFCI will be provided to attendees of the 10/21/2023 presentation.

ZOOM ROOM 3

School communities working forward together

Presenters: Mary Gauthier & Richard Hood

SF focused approaches is the pathway to creating community and belonging. 2) To create belonging, SF approaches include resourceful past and hopeful future voices of community (school) members 3) How schools can value all voices and grow as a community with practical approaches for schools and 4) connected to #3, what this would look like in other schools and organizations based on conference participants to build on their resourceful past and look to SF possibilities as a pathway in their communities.

ZOOM ROOM 4

The main meeting room for the conference will be available for Open Spaces and a “Coffee & Chat” during this time period.

1:00 P.M.-1:45 P.M.

Lunch

**** ZOOM ROOM 4 will stay open during the lunchtime for people who would like to have a virtual lunch together.*

1:45 P.M.-3:00 P.M.

Breakout Sessions & Open Spaces

ZOOM ROOM 2

Utilizing Solution Focused Brief Therapy to address fears in couples

Presenters: Aniek Bradley & Dr. Arlene Brett Gordon

This presentation utilizes SFBT strategies to address relational fears in couples from diverse populations living in South Florida.

ZOOM ROOM 3

Plans to paths: The permissive hope of presupposing collaboration

Presenter: Nathan (Nate) Guyton

Language matters, an obvious statement in the Solution Focused movement. The importance of language in our work must be constructed in useful ways that will invite change in us, the practitioners providing Solution Focused Therapy, as much as it promotes change for our clients. Join Nate Guyton, a new Solution Focused therapist, and take stock of your current path in your collaborative competencies through three areas of exploration: 1) Language with the field; 2) Language with clients; 3) Language with ourselves. All three areas will challenge how we use language in purposeful ways to elicit, amplify, and reinforce collaboration. For each objective, participants will first give themselves permission to think about and use language around these topics in a new way. Once a participant has given themselves permission, constructing a new reality via presuppositional language will ensue. The best hopes from this breakout session will, of course, be unique to each person. It is the facilitator's best hope that this reflective process will enable every person present to construct new ways of collaborating with themselves, their clients, and the systems we work in. We will make a shift from plans to paths, recognizing our agency in carving new terrain where a more inclusive, collaborative mindset is built.

ZOOM ROOM 4

The main meeting room for the conference will be available for Open Spaces and a “Coffee & Chat” during this time period.

3:00 P.M.-3:30 P.M.**Break****3:30 P.M.-4:45 P.M.****Breakout Sessions & Open Spaces****ZOOM ROOM 2*****Creating a solution-focused plan for autistic students and students with intellectual disabilities***

Presenters: Sharon Casey

This workshop will describe how the staff at a school for autistic students and students with intellectual disabilities integrated the solution-focused (SF) approach in multidisciplinary case conference meetings. The goal is to show how a relatively small project with a modest budget can make a big difference in the lives of students and school teams, and to provide both inspiration and concrete tools for those who wish to hold their own SF case conferences.

ZOOM ROOM 3***“My plan” to Succeed: A pilot implementation of an app-based solution-focused intervention***

Presenter: Dr. Erica Magier

This session will explore the development and implementation of a Solution-Focused app-based intervention. The four-week intervention utilizes Solution-Focused strategies to help students in grades seven through twelve set future goals. Simultaneously, the intervention serves as a teaching tool for social work students to develop their skills as Solution-Focused practitioners. This session will explore the implementation and intervention outcomes from the pilot study conducted in one Central Ohio school district. These data will help to explore how Solution-Focused practices can be used with diverse client populations, among different practitioners, and within various practice settings. The session will encourage thoughtful discussion and brainstorming about implementing app-based interventions in schools and other settings.

ZOOM ROOM 4

The main meeting room for the conference will be available for Open Spaces and a “Coffee & Chat” during this time period.

4:45 P.M.-5:00 P.M.**Break****5:00 P.M.-5:30 P.M.****ZOOM ROOM 4****Closing Session**

Meet Our 2023 SFBTA Breakout Session Presenters

Vonneke Beeker



Aniek Bradley



**Dr. Arlene Brett
Gordon**



Dr. Carol Buchholz Holland



Sarah Burkart



Sharon Casey



**Emma De Lafontaine-
Jovani**



Vicky Essebag



**Dr. Franchesca Garza-
Fraire**



Mary Gauthier**Nathan (Nate) Guyton****Richard Hood****Dr. Erica Magier****Dr. Linda Metcalf****Angela Murphy****Dr. Mark Peterson**

Dr. Marcella Stark	Aton Stellamans	
 A portrait of Dr. Marcella Stark, a woman with curly brown hair and glasses, smiling. She is wearing a grey button-down shirt with a purple "TCU College of Education" logo on the left chest. The photo is set within a white border, which is itself inside a larger black frame.	 A portrait of Aton Stellamans, a man with grey hair and glasses, smiling. He is wearing a black turtleneck sweater. The photo is set within a white border, which is itself inside a larger black frame.	 A stylized red graphic on a light beige background. It features three small circular shapes at the top, connected by a horizontal line. Below this, there are three vertical, curved lines that resemble stylized figures or calligraphic strokes.

Thank You to Committee Members & Conference Volunteers

SFBTA wishes to extend appreciation to all presenters, reviewers, and committee chairs/members for lending their time and talents this year.

Research Committee: Cynthia Franklin- Committee Co-chair; Taylor Yates -Committee co-Chair; James Beauchemin Research Day Co-chair; Swathi Reddy-Research Day Co-chair; Mo Yee Lee, Board Liaison; Peter DeJong; Karla Gonzalez; Johnny Kim; Stephen Langer; and Kristin Mapson

Equity, Diversity and Inclusion (EDI) Committee: Shaema Imam, Board Liaison; Toya Nicole Brown; Dawn Crosswhite; Franchesca M. Fraire; Cebraill Karayigit; Teri Pichot; Shirley Shani Ben-Zvi; and Joel Simon.

Also, a special thank you to all of the conference committee members and the conference proposal reviewers: Carol Buchholz Holland, Conference Chair; Cebraill Karayigit, Conference Programming Co-chair; Keiko Yoneyama-Sims, Conference Programming Co-chair; Erin Booher, Elaine Cook; Cecile Dietrich; Vicky Essebag; Emily Fuss; Amanda Goertz; Nathan Guyton; Angela Hayes; Beverley Kort; Mo Yee Lee; Rhonda Mauricette; Katharine Ottone Davis; Christopher J. Richmond; Monica Rotner; Shirley Shani Ben-Zvi; Joel Simon; Olivia Wedel; and Austin Williams.



Feedback & Certificate of Attendance

FEEDBACK

Your feedback is critical to improving the work of the SFBTA and the annual conference. We invite you to share your anonymous feedback with us at:

https://tcu.co1.qualtrics.com/jfe/form/SV_bNoFxNimnHBBwGy

CERTIFICATE OF ATTENDANCE

A link to download a certificate of attendance will be provided to the email that you registered for the conference for within the next 7-10 business days. We thank you for your patience in waiting to receive this important document.



Join us IN PERSON for our 2024 SFBTA Conference!



Details coming soon!



SFBTA Proposed Bylaws Revisions

Article 1- Organization

1. The name of the corporation is the Solution Focused Brief Therapy Association.
2. The Board of Directors may change the name of the Association.
3. The organization is incorporated in Colorado, with an address of:
The University of Denver, Graduate School of Social Work
c/o Dawn Crosswhite (SFBTA)
2148 S. High St. Denver, CO 80208
4. The Board of Directors may change the address of the corporation **without approval from the membership if the Treasurer's address changes.**

Article 2- Purposes and Nature of the Organization

1. The corporation is organized exclusively for purposes as specified under Section 501(c)(3) of the Internal Revenue Code.
2. The specific purposes of the organization are:
 - a. To foster the exchange of ideas, **resources, research, instruction,** and practices in the field of Solution-Focused Brief Therapy.
 - b. To provide research awards, scholarships, and/ or fellowships to further the development of **practice, scholarship, and research** of solution-focused brief therapy.
 - c. To hold an annual conference

Article 3- Membership

1. Everyone seated on the Board of Directors is considered a member of SFBTA.
2. Everyone in attendance at the annual SFBTA conference will be ~~considered a member~~ **offered free membership in SFBTA** until the next annual conference
3. If someone would like to be considered a member of SFBTA but is unable to attend the conference, they may pay a \$25 fee to be listed as a member until the next annual conference. (moved). ~~No refunds will be issued, and no one attending the conference will receive a discount if they do not wish to be listed as a member.~~

4. Individuals may be members even if they do not wish to receive SFBTA-related emails.
5. Members receive no benefits other than voting for board members at the annual conference and the privilege of saying that they are members.
6. A Membership Coordinator, appointed by the President and approved by the Board will track the membership each year. ~~The Membership Coordinator is a non-paid volunteer and will make membership information available to all members who wish to be listed.~~
7. ~~The Membership shall meet at least twice per year, once in conjunction with the annual conference and one additional meeting virtually at a time to be determined by the Board.~~
8. ~~Members are asked to adhere to the Association's Diversity & Inclusivity Statement:
In our mission to expand and further develop solution-focused brief therapy, we realize the importance of both diversity and inclusivity. As an Association, we recognize that our success is dependent upon the engagement, inclusion, and valuing of the rich diversity of all individuals. We acknowledge diversity as it relates to race, ethnicity, gender identity, sexual orientation, veteran status, religious and spiritual beliefs, nationality, political affiliation, and/or physical, mental, and neurological abilities. We are committed to treating all individuals and groups with dignity, respect, and a sense of belonging.~~
9. ~~If a member believes that another member of the Association is not adhering to the previously-mentioned Diversity & Inclusivity Statement, they may pursue one or more of the following options: a) try to resolve the issue with the person directly; b) if requested, members of the EDI committee may provide non-binding consultation to the involved parties; c) if the member deems it necessary, the member may file a complaint with an appropriate licensing/certification body (whichever entity has jurisdiction over the other individual's ability to practice). As a membership association, SFBTA has no powers of investigation and cannot revoke any license, restrict an individual from practice, or require that any member do what is desired.~~

Article 4- Board of Directors

The Board of Directors consists of the following:

- A President
- ~~Vice President~~ A President- Elect
- A Secretary
- A Treasurer
- Maximum of 6 Members-at-large

1. Officers/ Duties of Office

The officers of the corporation shall be a President, ~~Vice President~~ a President-Elect, a Secretary, and a Treasurer.

(moved)

a. The President

1) The President, ~~or, in his or her absence, the Vice President~~ shall preside at all meetings of the Board. In the event they are unable to attend a meeting, the President will communicate with and delegate this task to the President-Elect.

2) The President shall appoint all ~~temporary or permanent~~ or ad hoc committees.

3) The President shall be the chief executive officer of the corporation and shall supervise and control the affairs of the corporation and the activities of the officers.

4) ~~He or she~~ The President shall perform all duties incident to their office and such other duties as may be required by law, by the Articles of Incorporation, or by these Bylaws, or which may be prescribed from time to time by the Board of Directors.

5) Except as otherwise expressly provided by law, by the Articles of Incorporation, or by these Bylaws, ~~he or she~~ the President shall, in the name of the corporation, execute such deeds, mortgages, bonds, contracts, checks, or other instruments which may from time to time be authorized by the Board of Directors.

(moved)

b. The President- Elect ~~Vice-President~~

- 1) The President-Elect shall preside at meetings in the absence of the President.
- 2) In the absence of the President, or in the event of **their** inability or refusal to act, **the President- Elect** shall perform all duties of the President, and when so acting shall have all the powers of, and be subject to all the restrictions on, the President.
- 3) **The President- Elect** shall have other powers and perform such other duties as may be prescribed by law, by the Articles of Incorporation, or by these Bylaws, or as may be prescribed by the Board of Directors.
- 4) **The President- Elect is a two-year commitment to the Board, as they are expected to serve in the role of President the following year, to provide continuity.**
(moved)

c. The Secretary

- 1) The Secretary shall ~~keep take and store~~ the minutes and records of the organization.
- 2) The Secretary is responsible in consultation with the Treasurer for reporting to the state of Colorado, and to the federal government for purposes of maintaining the status of the organization as a 501(c)(3) non-profit organization.
- 3) The Secretary also is responsible for reporting official correspondence to the President and the members of the Board.
- 4) The Secretary shall keep a copy of these bylaws as amended or otherwise altered to date. ~~The Secretary shall keep a book of minutes of all meetings.~~

- 5) The Secretary shall be the custodian of the records and the seal of the organization and affix the seal as authorized by law or the provisions of these Bylaws, to duly executed documents of the corporation.
- 6) The Secretary shall, in general, perform all duties incident to the office of Secretary and such other duties as may be required by law, by the Articles of Incorporation of the corporation, or by these Bylaws, or which may be assigned to this person from time to time by the Board of Directors.
- 7) Upon leaving office, the Secretary shall provide instruction and transfer of electronic documents, to assure smooth transfer of all documents to the new Secretary. (added)
(moved)

d. The Treasurer

- 1) The Treasurer shall ~~care for~~ oversee the money accounts of the organization and is authorized to sign checks for the organization.
- 2) The Treasurer will ensure that the President serve as a second authorized bank account holder. (added)
- 3) The Treasurer shall have charge and custody of, and be responsible for, all funds and securities of the corporation, and deposit all such funds in the name of the corporation and in such banks, trust companies, or other depositories and shall be selected by the Board of Directors.
- 4) The Treasurer shall receive, and give receipt for, monies due and payable to the corporation from any source whatsoever.
- 5) The Treasurer shall disperse, or cause to be dispersed, the funds of the corporation as may be directed by the Board of Directors, taking proper vouchers for such disbursements.
- 6) The Treasurer shall keep and maintain adequate and correct accounts of the corporation's properties and business transactions, including accounts of its assets, liabilities, receipts, disbursements, gains, and losses.

- 7) The Treasurer shall exhibit at all reasonable times the books of account and financial records to any Director of the corporation, or to his or her agent or attorney, on request.
(moved)
- 8) The Treasurer shall report the status of the accounts to the Board annually. (moved)
- 9) The Treasurer shall render to the President and Directors, whenever requested, an account of any or all of **their** transactions as Treasurer and of the financial condition of the corporation.
- 10) The Treasurer shall prepare, or cause to be prepared, and certify, or cause to be certified, the financial statements to be included in any required reports.
- 11) The Treasurer is responsible for providing required documents to the Secretary for reporting to the state of Colorado, or the federal government for purposes of maintaining the status of the organization as a 501(c)(3) non-profit organization.
- 12) The Treasurer shall, in general, perform all duties incident to the office of Treasurer and such other duties as may be required by law, by the Articles of Incorporation of the corporation, or by these Bylaws, or which may be assigned to this person from time to time by the Board of Directors.
- 13) Upon leaving office, the Treasurer shall provide instruction and will take steps to transition bank account to the new President and/or the new Treasurer to assure smooth transfer of duties.
- 14) For a period of six months after leaving office, the Treasurer will serve in the role of a Past- Treasurer to provide support and mentorship to the new Treasurer.
(moved)

2. Board of Directors

- a. The Board of Directors controls and manages the affairs and business of the organization.
- b. Board business may be conducted in person, through email, by phone, or through technologically- assisted means. (moved)

3. Board Terms

- a. Members of the Board of Directors serve 3-year terms or until otherwise no longer able or willing to serve **the remainder of their 3-year terms.**
- b. **In the event that a member is elected to serve as President- Elect in their third year of term, the term may be extended into a fourth year.**
- c. Board members may be reelected to one additional term but may serve no more than two consecutive terms.
- d. **After serving two terms,** Board members may be elected to additional terms **after leaving when they have been off** the Board for at least 3 years. (moved)

4. Election of Board of Directors and Officers

- a. **Election of Board of Directors** - Vacancies will be filled by **plurality majority** vote of the members of SFBTA attending the annual election meeting.

~~To begin this process, the two most senior members of the board will rotate off by the end of the calendar year of the first election and two new members will be added. Two new members will be added with one or two senior members going off each year until all board positions are filled with elected members. The board will develop a transition plan.~~

- 1) Each year, Board vacancies will be posted on the SFBTA website at least one month prior to the annual conference. In addition to nominations made from the floor at the members meeting, nominations may be made by submitting a brief bio and/or statement of interest to the SFBTA President. The information will additionally be posted on the SFBTA website up to five business days prior to the conference.

- 2) A business meeting of the Association will be scheduled during the annual conference. In the event that the Board falls to fewer than seven directors (due to resignation or other departure) more than 60 days prior to annual members meeting, a special members meeting may be called by the Association President or **President-Elect**. The purpose of the meeting would be to elect directors to fill the vacant positions, following the same procedures outlined in these bylaws.
(moved)
 - 3) The Elections committee will entertain nominations via Robert's Rules of Order from the floor sufficient for each vacant Board position. Nominees must be current members of the Association.
 - 4) Names of nominees who agree to be nominated will be written in such a way to be apparent to all members attending the meeting (e.g., projected) and repeated aloud before members vote.
 - 5) Members may vote for as many positions as they wish, one vote for each vacant position. Voting will be conducted electronically.
 - 6) Elections Committee members will count the ballots. Nominees receiving a **plurality majority** of votes will be elected to the Board. **In the event of a tie, there will be a run-off vote between the tied nominees.**
- b. **Election of Officers-** Officers are determined by the current SFBTA Board each year at the first meeting after the elections. No single person may serve in more than one Office **concurrently**.
(moved)

5. **Removal of Board Members and Officers**

- a. A Board member may be removed by 2/3 vote of the current Board for sufficient cause.
- b. Members may petition the Board for removal of a member.
- c. **An officer may be removed from their role by 2/3 vote of the current Board for sufficient cause.**

6. **Meetings of the Board of Directors**

- a. The Board shall meet at least **annually at the time of the annual conference quarterly**.
- b. Votes may be taken in person, through phone, through email, or through other technology-assisted means.
- c. Any Director may request a conference call meeting of the Board.

- d. At least **50% of the Directors, including the President or the President-Elect**, shall constitute a quorum of any meeting. Decisions shall be made by majority vote.
- e. No notice need be given of any regular meeting of the Board of Directors.
- f. The Secretary of the corporation shall give at least one-week prior notice to all Directors of any special meeting of the board.
- g. Whenever any notice of a meeting is required to be given to any director of this corporation under provisions of the Articles of Incorporation, these Bylaws, or the law of the state of Colorado, a waiver of notice in writing signed by the director, whether before or after the time of the meeting, shall be equivalent to the giving of such notice.

Article 5- Committees

1. **Executive Committee-** An Executive Committee shall consist of the President, **President- Elect**, Secretary, and Treasurer ~~or Secretary/ Treasurer~~. The Executive Committee shall have the powers and authority of the Board in the management of the business and affairs of the corporation whenever a full meeting of the Board is not possible or practical. The Executive Committee shall keep regular minutes of its proceedings, cause them to be filed with the corporate records, and report them to the Board from time to time as the Board may require.
2. **Appointment of Committees-** The Board shall elect, or the President shall appoint committees as decided upon by the Board. Committees may be standing or ad-hoc **(e.g., Archives, Awards, Bylaws). Each committee will have a Director who will serve as its liaison to the Board.**
3. **Standing Committees:** Standing committees include Conference; Research; Finance; Equity, Diversity, & Inclusion (EDI); and IT. Each committee will be composed of a Chair, chosen by the committee and approved by the President, and additional members chosen by the Committee Chair and approved by the Board. With the exception of the Conference Committee, the term of the Chair for standing committees will be two years, and another two-year term may be added by the President. The terms of the committee members will be open.

a. Conference Committee: The charge of the Conference Committee is to organize the annual conference.

- 1) The corporation's Conference Policies shall be used for the direction of the conference.
- 2) The Conference Committee Chair is accountable to the Board for the conference and is authorized to sign contracts for the Board after ~~consulting~~ ~~receiving permission~~ from the Board.

~~The Board shall elect a Scholarship Committee. The purpose of the Committee is to develop criteria for scholarships, research awards, and/or fellowships; develop policy for soliciting awards; and make recommendations to the Board for awarding monetary scholarships, research awards, and/or fellowships.~~

b. Research Committee: The charge of the Research Committee is to:

- 1) Serve as the official research arm of SFBTA
- 2) Encourage research in SFBT
- 3) Help SFBTA serve as a clearinghouse for research in SFBT via its website
- 4) Provide research materials and consultation to those interested in pursuing research in SFBT
- 5) Maintain a state-of-the-art Treatment Manual, fidelity instrument, and other appropriate instruments and measures to be used by SFBT researchers
- 6) Develop guidelines and make recommendations to the board for research awards
- 7) Coordinate research presentations (e.g., Research Day) to take place in conjunction with the annual conference

c. Finance Committee: The charge of the Finance Committee is to:

- 1) Monitor and report income and monthly expenditures, including budgetary implications.
- 2) Prepare a basic annual financial report addressing the past as well as the upcoming budget for the board to review, approve and implement.

d. Equity, Diversity, & Inclusion (EDI) Committee: The charge of the Committee is to:

- 1) Review Association's existing and future initiatives regarding equity, diversity, and inclusion, and provide recommendations to the Board that support the Association's efforts toward ensuring equitable access to opportunities, benefits, and resources for all of its members.

2) Provide general guidance on respectful and just conflict resolution with respect to member concerns related to equity, diversity, and inclusion.

e. IT Committee: The charge of the IT Committee is to:

- 1) Improve the Association's Internet presence so that it may better engage with its members and the wider world
- 2) Responsibilities include overseeing content for the Association's website and social media presence (e.g., Facebook, LinkedIn, Twitter)

4. The Association shall not be responsible for decisions or business conducted by any committee that is not appointed, approved, or sanctioned by the Board.

Article 6- Execution of Instruments, Deposits, and Funds

1. Execution of Instruments. The Board of Directors, except as otherwise provided in these Bylaws, may by resolution authorize any officer or agent of the corporation to enter into any contract or execute and deliver any instrument in the name of and on behalf of the corporation, and such authority may be general or confined to specific instances. Unless so authorized, no officer, agent, or employee shall have any power or authority to bind the corporation by any contract or engagement or pledge its credit, or to render it liable monetarily for any purpose or in any amount.

2. Checks and Notes. Except as otherwise specifically determined by resolution of the Board of Directors, or as otherwise required by law, checks, drafts, promissory notes, orders for the payment of money, and other evidence of indebtedness of the corporation shall be signed by the Treasurer or the President.

3. **Spending Approval.** Any spending over \$500 USD requires approval of two Board members (one can be the Treasurer).

4. Deposits. All funds of the corporation shall be deposited from time to time to the credit of the corporation in such banks, trust companies, or the depositories as the Board of Directors may select.

5. Gifts. The Board of Directors may accept on behalf of the corporation any contribution, gift, ~~devise~~, or bequest for the nonprofit purposes of this corporation.

~~6. Donations. Donated funds will be prioritized for research awards and conference scholarships. Other uses may be voted on by the Board. Donated funds are not to be used for administrative costs of the association.~~

6. Restrictions. The association does not pay for any alcohol, drugs, or otherwise illegal substances or materials.

Article 7- Nonliability of Directors

1. The Directors shall not be personally liable for the debts, liabilities, or other obligations of the corporation.
2. The directors and officers of the corporation shall be indemnified by the corporation to the fullest extent permissible under the laws of the State of Colorado.

Article 8- Corporate Records and Reports

The corporation shall keep:

- a. Minutes of all meetings;
- b. Adequate records of account; ~~correct books~~
- c. A record of members of the Association;
- d. A copy of the corporation's Articles of Incorporation and Bylaws as amended to date, which shall be open to inspection by the members of the Board of Directors and members of the Association.

Article 9- IRC 501(c)(3) Tax Exemption Provisions

1. Limitations on Activities
 - a. No substantial part of the activities of this corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation [except as otherwise provided by section 501(h) of the Internal Revenue Code], and this corporation shall not participate in, or intervene in (including the publishing or distribution of statements), any political campaign on behalf of, or in opposition to, any candidate for public office.
 - b. Notwithstanding any other provisions of these Bylaws, this corporation shall not carry on any activities not permitted to be carried on (a) by a corporation exempt from federal income tax under Section

501(c)(3) of the Internal Revenue Code, or (b) by a corporation, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code.

2. Prohibition Against Private Inurement

- a. No part of the net earnings of this corporation shall inure to the benefit of, or be distributable to, its members, directors or trustees, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes of this corporation.

3. Distribution of Assets

- b. Upon the dissolution of this corporation, its assets remaining after payment, or provision for payment, of all debts and liabilities of this corporation shall be distributed for one or more exempt purposes within the meaning of section 510(c)(3) of the Internal Revenue Code or shall be distributed to the federal government, or to a state or local government, for a public purpose such distribution shall be made in accordance with all applicable provisions of the laws of the State of Colorado.

4. Private Foundation Requirements and Restrictions

- a. In any taxable year in which this corporation is a private foundation as described in section 509(a) of the Internal Revenue Code, the corporation
 - 1) shall distribute its income for said period at such time and manner as not to subject it to tax under section 4942 of the Internal Revenue Code;
 - 2) shall not engage in any act of self-dealing as defined in section 4941(d) of the Internal Revenue Code;
 - 3) shall not retain any excess business holdings as defined in section 4943 (c) of the Internal Revenue Code;
 - 4) shall not make any investments in such manner as to subject the corporation to tax under section 4944 of the Internal Revenue Code; and
 - 5) shall not make any taxable expenditures as defined in section 4945(d) of the Internal Revenue Code.

Article 10- Amendments

1. These bylaws may be altered by an affirmative vote by two-thirds of the voting members in attendance at a regularly called ~~annual~~ member meeting.

Article 11- Construction and Terms

1. If there is a conflict between the provision of these Bylaws and the Articles of Incorporation of this corporation, the provisions of the Articles of Incorporation shall govern.
2. Should any of the provisions or portions of these Bylaws be held unenforceable or invalid for any reason, the remaining provisions and portions of these Bylaws shall be unaffected by such holding.
3. All references in these Bylaws to the Articles of Incorporation shall be to the Articles of Incorporation, Articles of Organization, Certificate of Incorporation, Organizational Charter, Corporate Charter go in the document, or other founding document of this corporation filed within office of the State of Colorado and used to establish the legal existence of this corporation.