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NIDCAP Federation International
changing the future for infants in intensive care

**Minutes of the Annual NFI Membership Meeting
Chicago, Illinois USA
The Westin Chicago River North
Grand Ball Room
Tuesday, 6 October 2009**

Members of the Board Present: H. Als, D. Buehler, J. Helm, S. Kosta, g. Lawhon, R. Sheldon,
K. Smith, K. VandenBerg, J. Sizun, V. Youcha

Staff: D. Wahl

Facilitator: I. Warren

The Annual Meeting of the NIDCAP Federation International (NFI) Membership was called and held in Chicago, Illinois, USA on Tuesday, October 6, 2009, from 9:00 AM to 10:45 AM (CST).

Dr. Als opened the meeting at 9:00 AM (CST) and welcomed the Membership.

President's Report

Dr. Als reported that the slate of officers presented to the Board of Directors for election on Friday, October 1, 2009 was elected as follows:

President: Heidelise Als

Vice President: gretchen Lawhon

Secretary: Deborah Buehler

Treasurer: Gloria McAnulty

Assistant Secretary: Sandra Kosta

Dr. Als reported on the activities of the NFI since the first meeting of the 2008-09 year:

- She announced that the minutes of the Board of Directors' meetings are posted on the website in two different formats, as rapid minutes that include only the votes taken at the meeting, and as full minutes that include detailed discussions.
- The NIDCAP Nursery Certification Program Committee certified two nurseries over the course of this past year: The Newborn Intensive Care Nursery at St. Luke's Children's Hospital in Boise, Idaho and The Newborn Intensive Care Nursery of The Children's Regional Hospital at Cooper University Hospital in Camden, New Jersey.
- Two new categories of Membership were established: Emeritus and Honorary Members. Eligibility requirements are described in the written report.
- Student Membership status for all NIDCAP Professionals in training: As of October 1, 2009 any new trainee will be designated a Student Member and have full access to training materials. Trainers are responsible for informing the trainees of this requirement. All trainees who began

training prior to October 1, 2009 are also eligible for Student Member status and should be encouraged by their trainers to become Members.

- NIDCAP and APIB Professional Membership: As of October 1, 2009 all trainees achieving certification will be designated NFI Professional Members. Trainers are responsible for informing newly certified individuals of the membership status change. The addition of these members and thus NFI votes will strengthen the training process and the work in the future.
- All the persons who have become Professional Members over the last 20 years who do not fall into this category should be encouraged to apply or be nominated to be full Members.
- Dr. Als reported that the Products and Services Committee was disbanded and its responsibilities were subsumed under other committees. The training material work now falls under the Quality Assurance Committee and the activities of the *Developmental Observer* now fall under the Communications Committee.
- Dr. Als reported that after much debate the Board agreed to rename the Marketing Committee the Outreach Committee and Dr. Roger Sheldon agreed to be its Chair.
- A new committee, the Design and Aesthetics Committee was established with Dr. Buehler as the Chair.
- Drs. Youcha, Sizun and Buehler joined the Fundraising Committee. Dr. Buehler joined the Program Committee and Dr. Lawhon joined the Family Committee.
- Dr. Als encouraged the Membership to join committees.
- She reported that the Nominations, Elections and Appointments Committee developed new guidelines for electing Directors to the Board of Directors. The guidelines were used in this year's election and are printed in the written copy of the President's Report.
- The Board agreed to organize and host a *Funders Event* at the 20th Anniversary NIDCAP Trainers Meeting, with the hope to attract new funders. Invitations were sent to current and prospective funders over the summer months of 2009. The event included a Welcome Breakfast on Saturday morning and the invitees' attendance at the opening session of the Trainers Meeting that included the presentations by Drs. Als, Browne and Gilkerson. The invitations made many funders aware of our presence. Ms. Iris Krieg of the Pritzker Foundation was in attendance and helped guide the Board to other potential funding agencies.
- Dr. Als reported that the eleven currently active committees have been very productive this year.
- Dr. Als summarized the three votes cast by the Board of Directors at the Final NFI Board of Directors Meeting for NBY 2008-2009: (1) She explained that when the category of Family Members was established the Membership Policy did not specify that Family Members had voting privileges. Therefore, the Board voted to revise the Membership Policy to state that Family Members have voting privileges; (2) The Board voted to approve the creation of a position of Director of the NIDCAP Nursery Certification Program (NNCP). Dr. Als stated that the NNCP Director job description will be distributed to the Membership at this meeting; and (3) The Board voted to accept Dr. Katherine Peters as the first Honorary Member of the NFI.

Report from the Executive Director

Mr. Wahl reported that although funding by current funders had been scheduled to end in 2007, financial support from these foundations has continued. He stated that these funders have an investment in what the NFI is accomplishing. He reported that he has been cultivating contacts with new foundations and that over the course of the past year he and the members of the Fundraising Committee have quintupled the number of contacts made. Mr. Wahl expects that some of these

contacts will evolve into funding opportunities in the coming months. He reported that concurrent with efforts to increase fundraising, the organization has been prudent with spending. The NFI message has been formalized in order for more efficient delivery. He reported solid progress in correlating the Strategic Plan with the budget and the timing of funders' fiscal years. He also stated that the NFI and NNCP budgets have been correlated and balanced carefully. He reported that the overall financial stability of the NFI has been enhanced by more careful analysis. One of his goals for the upcoming year is to give increased focus to Membership services. He stated that he looks forward to getting to know the Membership better.

Finance Committee Report

In the absence of Dr. McAnulty, Chair of the Finance Committee, Mr. Wahl presented the Finance Report. He distributed a copy of the FY09 End of Year Report as well as the projected FY10 budget to the Membership.

FY09 End of Year Report

Mr. Wahl pointed out the negative variance of \$21,379 between the budget and the actual figures in the Revenues category. He explained that this is due to a timing issue of not having received the final payment from the Mailman Foundation at the time the accounting was done. He stated that the check for \$20,000 is expected soon which will reduce the actual variance. He reported that Expenses were under budget mainly due to the delay of the second phase of the website design which has been built into next year's budget. The Products and Services category also shows under-spending mainly due to the delayed timing of the NNCP's third pilot visit, scheduled for 2010. He stated NNCP committee members have contributed substantial time and efforts with minimal expense to the NFI. He reported that the Operations expenditures are on budget.

Proposed FY10 Budget

Mr. Wahl reported that the proposed budget for FY09-10 was built on conservative numbers in terms of grant funding. He explained the dollar amounts presented in this category can be reliably expected. He stated that he was pleased with the response rate of center membership dues payment last year and expects the same moving forward into the new fiscal year. Mr. Wahl will send reminders to those individuals and centers that have not yet paid last year's dues. In terms of Expenses, Mr. Wahl stated that the Professional Services category is straightforward and self-explanatory and the amounts represented in the Products and Services category represents money rolled forward from the FY09 budget. He explained that the Operations expenses are based on experience of expenditures over the last few years. Mr. Wahl reported that the projected cash balance at the end of the FY10 is \$70,925. He stated that the Board hopes to increase the budget's bottom line through grants and revenue sources.

Fundraising Committee Report

Dr. VandenBerg reported that the Fundraising Committee intends to continue its outreach efforts. She pointed out that the written committee report contains a list of the foundations that have been contacted and those to which Letters of Intent were submitted. She reported that the Fundraising Committee has expanded to include Dr. Buehler, as well as Dr. Sizun who will help broaden the international fundraising contacts. Future goals include creating a PowerPoint Presentation to be used to appeal to prospective funders.

Nursery Certification Committee Report

Ms. Smith reported that Dr. Buehler has been working with Mr. Rob Catalano, a graphic designer, to produce professional-appearing NNCP application materials and is also working on creating an NNCP brochure, for which she continues to search for photographs. Ms. Smith reported that the Criterion Scale Manual is nearly complete and has entered the “beautification” process. The manual will be bound into a book for ease of use by trainers and units in general. All of the application materials will have a uniform look. She reported that plans for the third pilot site visit are underway. The third pilot will take place at WakeMed in Raleigh, North Carolina under the guidance of Dr. Helm who is currently working with his team to complete the application materials. The date of the visit has not been established. She stated that more recently the Board has discussed the creation of a position of Director of the NNCP. A job description has been created and she announced that the position is now open and applications are being accepted. The deadline for application submission is November 2, 2009. She also reported that the NNCP Committee has accepted an NNC application from Meir Hospital in Kfar Saba, Israel and also an application from the University Hospital in Brest, France. The French site has translated the NNC documents into French with grant support.

Membership Committee Report

Dr. Helm reported that over the course of the year, he helped redefine and expand two new categories of membership that have been approved: Emeritus and Honorary Membership. He reported that as of mid-September the Membership count reached 152 with a breakdown as follows: 116 Professional, 27 Student, four Emeritus and five Family Members. As of Friday, October 2, 2009 one Honorary Member was accepted and there are three to four more applicants in process. He reported that he and Mr. Wahl have worked to develop a new billing and follow-up system for membership applications, acceptance, and dues. The goals for the upcoming year include: Changing the forms on the website in an effort to consolidate the information gathered and improve communication with Members; update the welcome packet for new members. He asked the Membership to let him know if there are any suggestions for additions to the welcome packet. He asked those with more than one email address who wish to communicate through an email other than the one he has to please let him know.

Design and Aesthetics Committee Report

Dr. Buehler reported that the newly formed Design and Aesthetics Committee has worked on the NFI brochure and stationery, and the next steps include tailoring the stationery to the specific needs of each training center. She asked those Centers interested in center-specific stationery to please contact her. She reported that NFI note cards were also designed and produced this past year. She instructed Members to contact Mr. Wahl for purchase of note card sets. She reported that she also worked on the NIDCAP short film and the commemorative 20th Anniversary of the NIDCAP Trainers Meeting training center poster that were presented at Monday evening’s festivities. The committee is currently working on NNCP materials. She reported that a preliminary layout of ingredients has been accomplished. The application materials will be available soon on CD and after the last pilot site visit the materials will be available in hard copy. She reported that the committee’s goals for the coming year include working on the development of a fundraising packet.

Program Committee Report

Dr. Lawhon acknowledged the members of the committee and stated that the committee is open to more members. She did not elaborate on her report as the Trainers Meeting itself includes much of the information relevant to the Program Committee Report.

Family Committee Report

Ms. Youcha reported, for Chair Ms. Price-Johnson, that the Family Committee is looking for input from the Membership for what direction the committee should take and is also inviting individuals to join the committee. The committee is also looking for family resources to post on the website. She stated that she will email the Membership via the listserv to remind them of these needs.

Quality Assurance Committee Report

Dr. Als reported that two new Quality Assurance Policies will be posted on the website. They are as follows: Quality Assurance Policy for Training governing Student Membership for NIDCAP and APIB Professionals-in-Training (QAT-ITSM) and Quality Assurance Policy for Training governing Student Membership for NIDCAP and APIB Professionals-in-Training (QAT-ITSM). These policies were described earlier in the President's Report.

Dr. Als reported that all training binder materials are now available to be ordered and purchased through a central location. This accomplishment was facilitated by Ms. Karen Smith. With Ms. Smith's perseverance the Training Binder Materials are now available for order through OfficeMax ImPress in Idaho by contacting Mr. Hisashi Tatsumi.

Mr. Hisashi Tatsumi
Strategic Account Manager
OfficeMax ImPress - Idaho
Cell: 208-571-7233
Fax: 208-375-2074
E-mail: HisashiTatsumi@officemax.com

The costs are as follows:

NIDCAP Training Binder	US \$ 25.91;
APIB Training Binder	US \$ 26.11;
NIDCAP Training Center Development	US \$ 21.04.

Training Center representatives may order electronically by email from Mr. Hisashi Tatsumi, OfficeMax ImPress directly. OfficeMax ImPress will bill the NFI (Mr. Wahl, Executive Director). The NFI will subsequently bill the Center that ordered the Binder(s). OfficeMax will also ship the Binders to wherever the Center wishes them shipped. The ordering Center is responsible to the NFI for reimbursement of the shipping costs. European style paper and binder formats are being explored with the contact at OfficeMax. All contents of the NIDCAP and APIB training Binders have been translated into Spanish.

Dr. Als reported that since the growth charts currently being used are no longer considered valid, the NFI will move to using new charts approved by WHO. The WHO has issued new standards for growth charts based on the work of the WHO Multicentre Growth Reference Study Group. She stated that one should refer to the written QAC Report for information on how to download the WHO charts. She also

stated that work is in progress with OfficeMax to produce them on good quality paper and make them available for order with the binders. This is the one item that needs to be checked on until it is in place. The references are listed in the report.

Dr. Als reported that Ms. Smith was active in setting up a Land's End account to provide the opportunity to order apparel containing the NIDCAP logo. A number of items are available for NFI logo application. Ms. Smith distributed a flyer containing the ordering information. To place an order with Land's End one must access the NIDCAP e-store via ces.landsend.com/nidcap.

Dr. Als reported that the QAC has determined that those nurseries that achieve NIDCAP Nursery Certification will qualify to purchase NIDCAP pins for all of their staff members. The pins are otherwise available only to NFI Members.

Dr. Als reported that the QAC is working with the Membership Committee to update and improve the Membership Applications Forms.

Dr. Als urged those that are Trainers to abide by the training rules and use only the standardized materials for training, specifically the APIB forms and NIDCAP observation sheets. Trainers should be sure that they are working with updated forms at all times. The website contains all up to date forms. When forms are updated, Ms. Kosta emails the Trainers listserv with the newly updated forms and/or informs the Trainers that new forms appear on the website.

Dr. Als reported that there has been an increase in APIB training and therefore more need for standardized APIB kits. She indicated that the written report contains information on where to order the individual parts of an APIB kit.

Training Updates

Dr. Als reported that Monique Flierman, PT applied for inactive status; Pia Lundqvist, RN, PhD suspended her Trainer-in-Training status; Deana Demare, PT applied for inactive status; the Scandinavian NIDCAP Training Center changed its name to the Karolinska NIDCAP Training Center; Ann Sofi Gustafsson was certified as a NIDCAP Trainer. Agneta Kleberg, RN PhD, NIDCAP Master Trainer, upon application, was granted dispensation from the requirement to be certified as APIB Trainer (on the basis of her achievement of NIDCAP Master Trainer Status before the NFI requirement for APIB Trainer Certification for NIDCAP Master Trainers came into effect). Ms. Kleberg works in collaboration with APIB Trainers Drs. Als and Buehler; Lindsay Lightbody, MA was approved to become a NIDCAP Trainer-in-Training; Graciela Basso, MD, Dorothy Vittner, RN, MSN and Samantha Butler, PhD were approved as APIB Trainers-in-Training. Dr. Als listed the Training Centers in Development that are working to complete certification, located in: Ålesund, Norway; Phoenix, Arizona, and Modena Italy. Dr. Als explained that the NFI, NIDCAP and APIB Trainer listing is attached as an appendix to the QAC report.

Sub-Committee on the Production and Web Posting of Training Materials in Different Languages

Dr. Als reported the establishment of a new sub-committee on training materials in different languages. She urged Center Directors to explore ways to bring about: (1) The translation of the training

documents into their own language, especially the NIDCAP Training Binder (when this exists it will bring on an enormous shift). She reported that the Spanish documents are as complete as can be for the NIDCAP Training Binder as well as the APIB Binder, and the Center Development Binder is underway; and (2) For the website translation, Dr. Als reported that the goal of this committee is to have the website available in all languages in which training occurs. Since the resources of the NFI are limited at this time she encouraged attracting resources locally to help cover the costs of translations.

Sub-Committee on Specific Training Resources

Dr. Lawhon thanked her committee members and reported that the committee has completed the revised NIDCAP Required Readings list. She stated that the list containing 90 articles was loaded onto each jump drive that was distributed at the Trainers Meeting by the Trainers Meeting hosts. Most of the articles exist as PDF files; however, the committee is continuing to work on obtaining a few of them. The committee is now working on the revision of the NIDCAP reference library (the one sent from center to center many years ago).

Sub Committee on the Protection of NFI Intellectual Property

Dr. Als reported, for Dr. McAnulty, that the trademark process in Sweden has been completed.

Sub-Committee on the Standardization of Certificates

Ms. Kosta reported that the certificate production and approval has progressed well. Of the sixteen centers, only two have yet to complete the approval process. One of the two has only the hard copy remaining to be approved and the other site has delayed production of their certificate until their hospital merger and administrative changes are finalized.

Communications Committee Report

Website

Ms. Kosta reported that the new NFI website, designed by *Planeteria, Inc*, was launched on April 20, 2009. The website's design is user friendly and has a look and feel of a modern and professional website. The content of the site includes much of what the old site contained as well as some new pages. This includes the *NIDCAP Nursery* page that is dedicated to the NIDCAP Nursery Certification Program. This page will be developed over the next several months to include information on the application process as well as the application materials. The *News* page is another new addition and contains the latest NFI news and will be expanded to include NIDCAP in the media. The *Resources* page will eventually contain links to resources for professionals and families. The *How You Can Help* page was built with online donation capability making it easier for donors and also allowing easy reporting of donor names and donation amounts. She reported that the new site contains a *Find it Fast* button located at the top of each page that contains a listing of items that the committee felt may be the most frequently accessed pages: *Developmental Observer*, *Donate Now*, *Program Guide*, and *Trainers Meeting*.

Ms. Kosta explained that the site design includes a custom content management tool. This tool allows the members of the Communications Committee to update certain sections of the website themselves. She added that this feature allows for more timely updates of crucial information, as well as offers a cost savings element to the design. She stated that the committee has used this feature on several occasions over the last six months. It has proven easy and time efficient. In cases where a change request has been required of *Planeteria* and was submitted through their online system, the average time to complete these requests ranges from five to ten days.

Ms. Kosta reported that the committee continues to oversee and manage the three Google listservs of the NFI. She added that over this past year the general NIDCAP listserv became a Members only listserv. Prior to the changeover, all individuals on the listserv were informed of this decision and invited to join the NFI.

Database

Ms. Kosta reported that the Training Data from the Sept 07-Sept 08 training period is being added to the Microsoft Access data file and being collected for the Sept 08—Sept 09 period. She stated that plans are underway with *Planeteria* to design and build a centralized and secure web-based database to track and report NIDCAP and APIB training for the web site. She explained that the existing training data from the Access database will be downloaded into the web-based database. She added that Trainers and or center representatives would develop general reports for review on the web site. The option to download data to one's computer for customized analysis through Excel is also part of the design plan.

Developmental Observer

Ms. Kosta reported that in the committee restructuring that occurred in April of 2009, the duties of the *Developmental Observer* were subsumed under the Communications Committee in a Sub-Committee on the *Developmental Observer* (DO). As Chair of that sub-committee, Dr. Lawhon will report on the activities of the DO in a separate report to the Membership.

Ms. Kosta listed the goals of the Communications Committee as follows:

1. Maintain and expand upon the new site;
2. Complete the database design phase;
3. Work with the Family Committee to develop the Resources page of the site; and
4. To explore with Planeteria the costs to translate the site into different languages and to work with individual centers to gather translations of the website.

Sub-Committee on Developmental Observer (g. Lawhon)

Dr. Lawhon acknowledged the editors and the time spent in producing the latest issue of the *Developmental Observer*. She stated that she hoped everyone had received the recent issue. She explained that the editors appreciate feedback on the newsletter and encouraged readers to give feedback in the form of letters to the editors.

Outreach Committee

As Chair, Dr. Sheldon reported that this is a new committee that will be responsible for the positive promotion of the NFI and of the NIDCAP approach. The committee will help to formulate a message for presentation at press campaigns, at speakers' bureaus, etc. Committee members include Mr. Wahl and Dr. Youcha. He invited others to join the committee.

Nominations, Elections and Appointments Committee

Dr. Helm, Chair, reported that the Nominations, Elections and Appointments Committee had two activities last year: (1) The election of the Board Officers; and (2) To create a process to allow all Members to vote in the Election of Board Directors (i.e. absentee voting). He and his committee members developed guidelines as discussed earlier to allow for a fair election. He explained that

although the process was not necessary this year, as there were only two candidates running for two separate seats, the Committee felt it important to begin to reach out to those not in attendance at the NFI Annual Meeting. He stated that the guidelines would be modified slightly to make it easy for as many as possible to participate in the election process.

Announcement of Election Results for Three-Year-Term Board Membership Position; and Three-Year-Term Board Family Representative Position

Dr. Sheldon announced the election results. He explained that because Dr. Helm was a candidate in this year's election, the duties of the election process fell to him. He stated that it was an email-based election where the candidates were announced and a call for nominations was made. He explained that there were two candidates: Victoria Youcha, EdD for the three-year term Board Family Representative Position and James Helm, PhD for the three-year term Board Membership Position. There were no additional nominations. Dr. Sheldon opened the floor for motion to vote in by acclamation these two candidates. The vote occurred and the two candidates were elected.

Open Forum for Membership Discussion

Ms. Inga Warren, the meeting's facilitator thanked the Board for a succinct account of a large amount of activity opened the floor for discussion:

- Dr. Westrup thanked the Board for the reports and especially for the financial report; he stated that there is no budget for revenues for NNCP and asked the Board how they envision the expenses. Mr. Wahl responded that the NNCP budget, including expenses through the final pilot site and workshops, is encompassed in the overall NFI budget. He stated that the Board is still in the process of determining the costs to applicant sites and added that the Board is seeking to understand what the market will bear; as soon as that is accomplished the details will be outlined and made available to the public.
- Dr. Westrup asked how the Board plans to use the revenues from the NNCP. Ms Smith replied that some of the revenues will be used to enlarge the program; to staff the program; to administer the program and some funds will be used to develop additional NFI educational materials such as an APIB film.
- Ms. Spence stated that under Expenses there is a proposed amount for the NNCP. Mr. Wahl clarified that within that line item the NNCP committee may allocate the amount as they see fit; She also asked if the budget is to be accepted by the Membership. Dr. Helm stated that he would check the NFI By-laws for the rules around voting on the budget.
- Dr. Browne first thanked the committees for their reports and especially for the detail about the APIB; she stated that she feels the Family Representatives have enriched the Board; she stated she would like to see an increase in the international representation on the Board. Dr. Sheldon stated that the Board welcomes that as well but pointed out that no such candidate was put forth in the last election.
- Ms. Smith interjected that with regard to the NNCP Directorship position, interested candidates should contact Ms. Karen Smith and Ms. Sandra Kosta. The position will be posted on the listserv.
- Dr. Sizun stated that being part of the Board is enriching work. Addressing language barriers, he stated that Trainers need to encourage Trainees to join the NFI but the Trainees need to have benefits. He stated that to date, it is difficult to see the benefit when all materials including the

website are in English only. He encouraged the translation of the website. He also stated that up to now Western Europe is the most actively involved in NIDCAP and that his site would like to reach out to the Eastern Europeans.

- Dr. Browne asked, in light of the requirement for trainees to become Student Members, whether the membership fee is built into the Trainers' fees. Dr. Als replied that it seems to be the Trainees' desire to become Student Members for the access to the training documents. She explained that for those who are not in a position to cover the Student Member dues there are hardship clauses and this is taken very seriously by the Board. Typically the site will pay for the student but this does vary greatly. Ms. Warren pointed out that some Trainees are certified in shorter time than others; the centers may have to pay for many years. She suggested establishing a student fee that covers the entire student period regardless of length of time.
- Dr. Helm stated that upon quick review of the NFI By-Laws, the policies do not address the voting practices of the budget specifically, so he believes the NFI Board may determine the policy. At present, the NFI Board of Directors votes to accept the proposed budgets.

Confirmation of 2010 Venue and Establishment of Venues for 2011 and Beyond

Dr. Buehler announced that the 2010 Trainers Meeting would be held September 25-28, 2009 in Maastricht, The Netherlands. The meeting will be hosted by the Sophia NIDCAP Training Center in Rotterdam, The Netherlands. At this time, the locations of meetings beyond 2010 have not been established.

Questions and Comments from the Membership

Dr. Westrup suggested that the Board consider what to concentrate on when more funding is secured; he suggested funding could be used to lower the cost of the Trainers Meetings or the cost of running the NNCP.

Dr. Als explained that what is in need of funding is infrastructure growth; the NFI is functioning with a 50% Executive Director and a 50% staff member and all other work is performed by volunteers; and the NFI has no physical office space. She explained that the bigger initiatives that require funding include the NNCP, expansion of training center development; and outreach to third world countries. She stated that the NFI welcomes the identification of potential funders with pointed outreach.

Ms. Spence asked about the strategic plan and where it could be found. She was told that an Executive Summary could be found on the NFI website. She stated that in Australia, local individual Trainers might be able to receive funding.

Ms. Warren asked whether individuals should be informing the NFI about funding they receive for the NIDCAP work locally. She also mentioned that in the UK, there is difficulty-securing funding for individual training fees.

Further, Ms. Warren raised the question about the Board's position regarding the ethics of receiving funds from for-profit companies. Dr. Als responded that if the company's product is not in keeping with the principles of the NFI, or the company's mission is in conflict of interest with the mission of the NFI, then funds would not be accepted from such a company.

There being no further business upon motion, duly made, seconded and carried, Dr. Als adjourned the meeting at 11:45 p.m. (CST) on Tuesday, October 6, 2009.



Deborah Buehler, PhD
Secretary
NIDCAP Federation International



Sandra M. Kosta, BA
Assistant Secretary
NIDCAP Federation International