



**NFI Board of Directors Meeting FY 2024  
Video Conference Call  
Wednesday, August 21, 2024  
1300 – 1430 EDT**

**Attending** Deborah Buehler, PhD, Fatima Clemente, MD, Mandy Daly, ACII, DLDU, Jennifer Degl, MS, Jennifer Hofherr, MS, OTR/L, Jean Powlesland, MS, RNC, Dalia Silberstein, PhD, RN, Charlotte Tscherning, MD, Juzer Tyebkhan, MBBS, FRCPC, Dorothy Vittner, PhD, RN, FAAN

**Absent:** Gloria McAnulty, PhD, Apoorva Sudini, BS.

**Quorum Present:** Yes

**Executive Director of Administration and Finance:** Sandra Kosta

*Our Mission*

*The NFI improves the future for all infants in hospitals and their families with individualized, developmental, family-centered, research-based NIDCAP care. (Adopted 29 June 2022)*

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*Highlights of the Meeting*

- The Board of Director Meeting Minutes from June 2024 were approved.
  - Apoorva Sudini was removed as a director of the Board.
  - A discussion about providing discounted registration fees for NIDCAP Trainers Meeting attendees from low resource countries was held.
  - Feedback received from the individual Board Directors regarding the future roles of President-Elect and President was presented and a discussion was held.
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## Meeting Minutes

D. Buehler called the meeting to order at 1405 and led a short reflection.

### Board Business

#### *Board of Director Meeting Minutes*

Goal: To approve the Board of Directors Meeting Minutes from the Board of Directors Meeting held on June 12, 2024

Discussion: J. Powlesland had previously circulated the Minutes, and no changes had been requested. J. Powlesland motioned to approve the minutes from June 12th. F. Clemente seconded. There was no further discussion.

Outcome:

***Upon motion duly made, it was unanimously***

***Voted:*** To approve the June 12th, 2024, Board of Director Meeting Minutes.

#### *Director Status*

Discussion: Apoorva Sudini, appointed as a Board Director in August 2022, had been an active member of the Advancement Committee and has provided invaluable input and work for the NFI with its World NIDCAP Day festivities in 2023 and 2024. However, due to failure to meet Board expectations of attendance and to respond to contact efforts, it was determined that her seat on the Board should be vacated.

Outcome: J. Powlesland motioned that A. Sudini should be removed from the BOD for cause, due to prolonged absence from BOD meetings and lack of response to contact efforts. Further discussion: It was asked if there was any precedence for this situation. In the past there have been times when Directors voluntarily resigned before their term ended. It was suggested that the Board of Director decision should be communicated by certified mail.

***Upon motion duly made, it was unanimously***

***Voted:*** To remove Apoorva Sudini from the Board of Directors for cause.

#### *Discussion on the setting of NIDCAP Trainers Meeting registration fees: Low Resource Countries*

Goal: To discuss the recurring requests to develop a policy for NIDCAP Trainers Meeting registration discounts for Low Resource Countries.

Discussion: There have been requests from NFI members to consider discounts for attendees from lower income countries. The total costs of the meeting are divided by the number of participants, which means depending on the number of discounts given, the other attendees' expenses might be significantly higher. The virtual option is being priced at the lowest cost possible this year to help those who cannot afford, or attend, in-person attendance. Directors suggested that discounts could apply

only to Trainers or Trainers-in-Training who are required to attend. Setting up scholarships, as done by other conferences, may be important. There is no precedence on discounts given based on geography. Currently, there are three countries that have active members that are considered low resource. This year's budget is very tight financially and there is no room to provide discounts. And year-to-year the NFI may not be in a position financially to offer promised discounts. As an additional point, the NFI has accepted a donation intended to sponsor registration for a specific low resource country. The Board discussed accepting donations with specific restrictions. At this time, the NFI doesn't have a policy though it may develop one.

Outcome: The NFI wishes to encourage global NFI participation, and steps to find outside funding to sponsor attendance at the NIDCAP Trainers Meeting are important. However, at this point the NFI cannot afford to enact a policy to guarantee discounts to individuals from low-income countries.

*Officer Development: President-Elect and President*

Discussion: J. Powlesland and D. Silberstein had contacted all current members of the Board of Directors to ask about their willingness to serve as President-Elect or President in the future. They summarized feedback received, as well as responses to concerns based on the Governance Committee prior work. Those individuals that might be willing to serve did not see it as feasible this upcoming year. Additional concerns expressed: The NFI should not make the President responsible for fundraising as it is a significant responsibility that requires its own staffing; it may also not be considered a typical part of the President's duties in non-USA countries. Assets and strengths for President-Elect or President officers were explored. One director offered that a serving as a President requires time to create a team with the right skills.

*Announcements*

Next month's meeting will be on September 11 at 1400 EDT.

In addition, members of the Board of Directors are expected to attend at least one of two Membership Forums to be held on Sept 10 at 2000 EDT or Sept 11 at 1300 EDT.

The meeting was adjourned at 1436.

Submitted by Secretary,

