

## **MEMO FROM CAMFT PRESIDENT PATRICIA RAVITZ**

September 28, 2016

It has been brought to the Board's attention that the East Bay Chapter is circulating a petition to submit to the Board. When the East Bay Chapter expressed concerns earlier this year, citing a desire to maintain dialogue and a spirit of cooperation, the Executive Director and President quickly reached out and offered to meet, in person, in the Bay Area, to address their concerns. Regrettably, the East Bay Chapter failed to respond to these overtures.

The Board and staff, particularly those referenced in the petition - Executive Director Jill Epstein and Managing Director of Finance and Operations, Ron Hynum, work tirelessly on behalf of members and the profession. Tremendous effort and resources have been devoted to the creation of a Public Outreach campaign to highlight the breadth of work done by MFTs to drive people to seek treatment from CAMFT members. Countless hours have been dedicated to fighting proposed legislation that could have eroded the stature of the license and/or created new barriers for MFTs. And the Board has supported innovative initiatives such as the On Demand Learning Library and Continuing Education Provider Approval Program, which provide non-dues revenue for new projects to benefit members.

Since 2014, the Board has launched six new Committees and hosted four CAMFT Connects meeting to reach out to members for input and feedback. Board members attended all of the CAMFT Connects meetings and had positive, constructive conversations with many members. Members have been surveyed multiple times in recent years on topics including: member satisfaction, potential dues increase, evaluations of continuing education programs, feedback on managed care and insurance plans, telehealth issues, and demographic data.

In keeping with our commitment to transparency and responsiveness, the Board would like to take this opportunity to provide information to address the concerns and allegations raised in the petition.

### PETITION LANGUAGE:

We, the undersigned, petition the Board to take action to improve the culture of CAMFT towards transparency, fiscal accountability, engagement and responsiveness to its members. We ask CAMFT leadership to:

- Develop greater attunement to the reality of our profession by engaging and polling the membership directly through a sub-committee that surveys the membership prior to lobbying for new laws and business codes.

### CAMFT RESPONSE:

In 2015, the CAMFT Board created a Legislative Committee, comprised of CAMFT member-clinicians, for the first time in CAMFT's history. For decades, the legislative agenda was determined exclusively by staff and the Board. The Legislative Committee analyzes proposed legislation for bills being considered for CAMFT sponsorship and makes recommendations to the Board. The Legislative Committee also reviews state and federal bills and determines CAMFT's position. Furthermore, CAMFT routinely collaborates with sister psychotherapy

organizations and other stakeholders on issues before the BBS and other government entities. CAMFT members with interest and experience in analyzing legislation are encouraged to submit applications for the Legislative Committee for consideration.

In recent weeks, both of the legislative priorities selected by the Legislative Committee and Board were signed by the Governor. These new laws will provide Californians with more access to mental health care and will provide CAMFT members with more job opportunities. To learn more about CAMFT's legislative efforts, visit the Advocacy section of the CAMFT website:

<http://www.camft.org/ias/COS/Advocacy/COS/Advocacy/Advocacy.aspx?hkey=d3792c66-6bd9-4de0-b90b-e9ffc2e7cd11>

PETITION LANGUAGE:

- Discontinue the practice of closed door meetings and classification of files that are not directly related to personnel issues.

CAMFT RESPONSE:

In 2014, the Board adopted a Closed Session Policy that was carefully designed to allow the utmost transparency, while protecting individuals' privacy and business strategy promoting the interests of CAMFT members.

The policy can be viewed here:

[https://www.camft.org/IAS/COS/Members\\_Only/Policies/closed\\_session\\_policy.aspx?WebsiteKey=8e6183d3-f25b-47e1-bcef-8e2b023c58ba](https://www.camft.org/IAS/COS/Members_Only/Policies/closed_session_policy.aspx?WebsiteKey=8e6183d3-f25b-47e1-bcef-8e2b023c58ba)

PETITION LANGUAGE:

- Publicize the "classified" 2015 audit committee financial report and the Chief Financial Officer's financial report.

CAMFT RESPONSE:

All annual audit reports from the independent auditor and all quarterly financial statements have been accessible to members on the CAMFT website for many years. As with any report or statement, only those approved by the Board are posted.

Furthermore, the audited reports indicate that CAMFT routinely directs more than 90% of its resources to program services, while less than 10% were used for general and administrative purposes. CAMFT staff and the Board take great pride in the large investment of resources into member services and programs and our resolve to keep our administrative expenses very low.

These reports can be viewed here:

[http://www.camft.org/ias/images/PDFs/AssocDocs/2015\\_Annual\\_Business\\_Report.pdf](http://www.camft.org/ias/images/PDFs/AssocDocs/2015_Annual_Business_Report.pdf)

[http://www.camft.org/ias/COS/About CAMFT/Leadership/Board Meetings/COS/About CAMFT/Board/Board Meetings.aspx?hkey=389aaf66-68a1-4797-b704-18959dc318ec](http://www.camft.org/ias/COS/About_CAMFT/Leadership/Board_Meetings/COS/About_CAMFT/Board/Board_Meetings.aspx?hkey=389aaf66-68a1-4797-b704-18959dc318ec)

PETITION LANGUAGE:

- Remove the non-disclosure agreement and anti-trust agreement clauses from all Board and Committee contracts.

CAMFT RESPONSE:

The Board is asked to sign a document that binds them to respect and uphold the fiduciary duties, duties of loyalty, and duties of care for Boards of Mutual Benefit Corporations. This document also aligns with Robert's Rules of Order, whereby those present must maintain the confidentiality of the discussion, and anyone who violates that confidentiality is subject to disciplinary action.

CAMFT has had an Anti-trust Compliance Policy for decades to protect CAMFT and its members, both of whom are especially vulnerable to anti-trust issues.

To read the Anti Trust Policy,

visit:[http://www.camft.org/IAS/COS/Members\\_Only/Policies/Antitrust\\_Compliance.aspx](http://www.camft.org/IAS/COS/Members_Only/Policies/Antitrust_Compliance.aspx)

PETITION LANGUAGE:

- Join the NASW and the APA in advocating for fair reimbursement rates for therapists. Hire lawyers who understand and are capable of advocating for reimbursement parity.

CAMFT RESPONSE:

NASW and APA share the same limitations as CAMFT when attempting to advocate for fair reimbursement. Despite CAMFT's smaller size and budget, staff has consistently focused on creative approaches to this issue.

In recent weeks, CAMFT staff was able to meet with both the Insurance Commissioner and the chief executives at Department of Managed Health Care and address reimbursement rates and other managed care issues, including administrative hurdles our member providers face. At the recommendation of the CAMFT Insurance and Healthcare Reform Committee (comprised of member-clinicians), CAMFT is working on a CPT Code Change Application to the AMA to obtain certain CPT codes for reimbursement. In addition, the Board has directed staff to continue prioritizing advocacy for telehealth reimbursement. CAMFT remains committed to continued work on this important issue.

To see regular updates on CAMFT's efforts, visit the CAMFT Insurance Corner at:

[http://www.camft.org/ias/COS/Resource\\_Center/Insurance\\_Corner/COS/Resources/Insurance\\_Update/Insurance\\_Updates.aspx?hkey=fbbd69bb-cefd-421e-be7e-bf155c43515a](http://www.camft.org/ias/COS/Resource_Center/Insurance_Corner/COS/Resources/Insurance_Update/Insurance_Updates.aspx?hkey=fbbd69bb-cefd-421e-be7e-bf155c43515a)

To learn more about CAMFT's monthly advocacy on these issues, read CAMFT's "Behind the Scenes" column:

[http://www.camft.org/ias/COS/About CAMFT/Behind the Scenes/COS/About CAMFT/News and Updates/Behind the Scene/BTS August 2016.aspx?hkey=16da34ce-8c8a-4ad3-9664-9d206c95b951](http://www.camft.org/ias/COS/About%20CAMFT/Behind%20the%20Scenes/COS/About%20CAMFT/News%20and%20Updates/Behind%20the%20Scene/BTS%20August%202016.aspx?hkey=16da34ce-8c8a-4ad3-9664-9d206c95b951)

And read the CAMFT monthly e-newsletter:

[http://www.camft.org/IAS/COS/About CAMFT/News/News and Updates/COS/About CAMFT/News and Updates/News and Updates.aspx](http://www.camft.org/IAS/COS/About%20CAMFT/News/News%20and%20Updates/COS/About%20CAMFT/News%20and%20Updates/News%20and%20Updates.aspx)

PETITION LANGUAGE:

- Hire an Executive Director who is an MFT

**CAMFT RESPONSE:**

**CAMFT has always been served by Executive Directors with demonstrated association executive experience and skill sets to run a non-profit business and take direction from a Board. Many of CAMFT's successes have been attributed to the dedicated and hard-working people who have served, and continue to serve, in role of CAMFT Executive Director. This month, the Board unanimously supported offering Ms. Epstein a contract through December 31, 2018.**