

## **MINT Incorporated Board of Directors Candidate Questionnaire**

The mission of the Board of Directors is to oversee and guide the development of MINT Incorporated and establish mechanisms for long-term growth that recognize the realities of being a multinational, multilingual and multi-professional group.

Board members are required to actively participate in ongoing Board listserv discussions and join biweekly, 2-hour Board conference calls. They are also expected to attend two in-person meetings annually, a 1-day meeting immediately prior to the Forum and a 3-day retreat held midyear at a place and time agreed to by all Board members. In 2018, the midyear retreat will take place on March 23-25. Newly elected members of the Board are expected to be present.

Members are expected to devote a substantial portion of time to MINT projects and working groups, and to lead efforts in important areas of MINT development. Members—committed to MINT values of quality, generosity, openness and respect—need to be able to differentiate between personal preferences and a viewpoint that considers the interests and concerns of MINT at large.

In order to ensure that MINT members have sufficient knowledge to cast their votes in an informed manner, each candidate for Board membership must complete a Candidate Questionnaire. If you wish, in addition to responding to the specified questions, you may also add any other information that you believe is relevant in supporting your candidacy. Please remember that MINT members whose first language is not English will read what you are writing. Completed questionnaires will be posted to the website for all members to review prior to the election.

Thank you!

MINT Nominating Committee 2017

Cristiana Fortini (Chair), Jeff Breckon, Margo Bristow, Joel Porter

Karen Ingersoll, MINT Board liaison

1. Please describe your experience in MI in any or all of the following roles: practitioner, trainer, supervisor, researcher, and/or administrator.

**Experience as a Practitioner:** I have ten years of experience as a practitioner of MI (beginning with my work as a Substance Abuse Prevention Specialist, and including many years as a Sexual Assault Victim Advocate). The bulk of my work has been related to violence against women in various capacities (sexual assault, rape, domestic violence, discrimination, and harassment).

Over the years, I have received intensive supervision, including MITI coding on about 150 recorded sessions. **Experience as a Trainer:** In the 6 years that I have been a MINT member, I

have provided over 300 trainings in 12 states and 6 countries (Germany, Belgium, Canada, Ireland, Japan, and Korea). About 50% of my trainees come from the field of violence intervention (military victim advocates, sexual assault nurse examiners, domestic violence hotline workers, etc.). The other 50% of my trainees come from a wide variety of fields:

medicine, education, corrections, social work, nutrition, etc. **Experience as a Supervisor:** I have

now supervised four individuals who are either currently MINT members, or will be MINT members by the close of the Malahide TNT. **Experience as a Researcher:** I have been a part of 6 research teams examining Motivational Interviewing in some capacity (see my CV for more information).

2. Please describe your involvement in MINT and any activities that demonstrate your commitment or service to MINT.

In 2014, I volunteered as a mentor for the **MINT + Program** in Atlanta, Georgia. In 2015, I applied for an open position on the **Program Planning Committee**. I was accepted for the position, and I was 1 of 3 people who planned the workshop schedule for the Forum in Berlin, Germany. In 2016, I became the **Chair of Program Planning Committee**, which meant that I led the 3-person team to plan the Forum in Montreal, Canada. And most recently, in 2017, I continued my work with the Program Planning Committee (for my 3<sup>rd</sup> year) and I assisted with the planning of the **International Conference on Motivational Interviewing (ICMI)** in Philadelphia, Pennsylvania.

3. MINT's strategic plan is consistent with the following three pillars:

- Membership Engagement
- Global inclusion, outward-facing
- Provide guidance, standards and resources to the world

Please provide your input on these three pillars, on how you might contribute to achieving them, and on any other perspectives you think should be included in MINT's strategic plan.

Through my service to MINT, I have had to think carefully about how to engage an international group of people at the annual Forum. But more recently, we have begun to think beyond the annual event to engage members all throughout the year. It is part of the reason why I initiated MINT's first twitter account (which I currently help manage) and MINT's first Facebook page (which I also help manage). I am the sole manager of the MINT Event Website. I created it and maintain all of its content. Along with my teammates on the Program Planning Committee, I have been experimenting with live broadcasting to bring access to members all around the world. One area where I would like to contribute more is related to accessibility for new members. It is difficult to get access to MINT, especially if you don't have access to good training where you live. I think, perhaps, if MINT could help expose economically disadvantaged populations to quality training, we'd have a more diverse membership. And once we increase diversity in our membership, we have a responsibility to meet their needs as best as we can.

4. Here are the current members of the Board :

- Hilde Jans (chair)
- Tim Godden (vice-chair)
- Karen Ingersoll (treasurer)
- Terri Moyers (secretary)
- Majella Greene (member at large)
- Colleen Marshall (member at large)
- Helen Mentha (member at large)

Please explain how you might contribute to the diversity of the Board.

Rather than just promoting diversity, I support perspectives and policies that would embrace a multiculturally affirming approach to leadership. My doctoral degree in Social Justice has afforded me an understanding of the ways in which institutional policy can shape an organization's accessibility. The Board will never be more diverse until MINT membership is more diverse (both nationally, linguistically, racially, and economically). I believe I can be helpful as we look to grow our diversity because I am comfortable having conversations about privilege and the sacrifices that may be necessary in order to make the organization more accessible to diverse populations. That is the work that I do every day with people who feel disempowered and voiceless.

5. Please describe any experiences you have had in serving on other committees or boards, either in a professional or personal capacity that might support your candidacy. Specifically, include dates of involvement, positions held, experience of working as part of a team, challenges of the positions held, successes and frustrations. How have these experiences prepared you for serving on the MINT Board?

Roles: 2016-2017: Chair of Diversity and Inclusion Council at Peirce College

2016: Chair of the Program Planning Committee for MINT

2016- Present: Voting Member of the Dental Quality Alliance (I serve on the Board to inform Cultural Competency practices)

I've learned that justice and fairness takes time and requires patience. For Boards, coming to a vote may be a frustratingly long process, but it is worth it. I've learned that leadership requires the guts to be vulnerable and leaves you exposed to criticism. That's part of the position.

6. Board work currently consists of both operational tasks (keeping the organization functioning day to day) and strategic tasks (overseeing and planning). Describe your interest in and capacities in both these areas.

I run my own training company, which much like the board position, requires me to both manage day-to-day business and also develop a vision for the future. I have no employees to rely on. I handle everything from marketing and budgeting, to strategic planning and mission building.

7. The typical Board member spends 5-10 hours per week on MINT Board matters. Please indicate how you will integrate this commitment with your ongoing professional and personal activities.

I am coming to the end of my 3 year term on the Program Planning Committee, and I'm actively seeking a new way to serve MINT in the absence of PPC involvement. If I am not elected to the Board, I will look to serve MINT in another way. I have been setting aside 5-10 hours/ week for MINT for 3 years already, and I would like to continue doing so.

8. Please send a current CV and also provide the contact details (email and telephone number) of two references that we may approach as part your nomination process. These people should be able to provide information about your suitability for this position.

Attached

Please send the completed questionnaire to [Cristiana.Fortini@chuv.ch](mailto:Cristiana.Fortini@chuv.ch) by 29<sup>th</sup> September 2017.