

MAMFT COLLABORATIVE CONSENSUS⁻¹ DECISION MODEL (CC⁻¹)

The Minnesota Association for Marriage and Family Therapy is a 501c3 non-profit governed by a recurring Board of Directors elected by membership to serve in their respective board positions. The Board of Directors is responsible for making decisions regarding the overall governance of MAMFT in pursuit of actualizing the designated mission statement and vision of the association. During official Board Meetings where the majority of these decisions take place, MAMFT utilizes the MAMFT CC⁻¹ which is an integrative decision-making model specifically designed for the purposes and needs of MAMFT's Board of Directors in service of MAMFT's membership and overall sustainability and vitality of the association at large. This manual provides an overview of the MAMFT CC⁻¹ including an outline of its overall process and definition of key terms.

OVERVIEW AND DEFINITIONS OF KEY TERMS

The two pillars of the MAMFT CC⁻¹ are **collaboration** and **accountability**. This model was designed to both facilitate consensus amongst board members relative to the various initiatives adopted by the board, as well as providing a layer of accountability by requiring the board to take ownership of presented issues that fall within MAMFT's purview in addressing.

Accountability

A unique aspect of the MAMFT CC⁻¹ is its assurance that the board takes on responsibility for addressing issues deemed as relevant to the association's mission and vision while also landing within the purview of MAMFT's role to advance the profession of Marriage and Family Therapy. When the board reaches consensus⁻¹ regarding whether an issue is in fact an issue worthy of being addressed, the Board has then assumed responsibility in developing and implementing a method to address the problem. This flow of this decision-making model will be addressed in greater detail throughout the **process** section of this manual.

Collaboration

It is essential that initiatives taken on by MAMFT's Board of Directors are enacted with the full support of the board. The MAMFT CC⁻¹ model is designed to require a full board consensus (with no more than one individual opposing the initiative) prior to embracing an issue worthy of address as well as the development and implementation of a specific initiative to resolve the problem.

Reaching Consensus

The process of reaching consensus organizes around discourse and collaboration. In the consensus reaching phases of this decision model, board members engage in dialogue to ask questions of clarification, present any concerns or objections, and ultimately determine whether consensus will be reached on each matter. To balance collaboration with efficiency, this model utilizes the concept of consensus⁻¹—meaning, that no more than one Board Member can object to a motion for it to pass.

Blocking a Motion

Any individual Board Member can exercise their discretion around the appropriateness of a motion and block its implementation. After proper discourse has been enacted, a Board Member can block the motion from passing by affirming their contestation. Only Board Members with active voting rights are able to formally block a motion.

Standing Aside

While engaged in the process of consensus in either Phase-I or Phase-II of the decision-making model, Board Members may choose to *stand aside*. The designation of standing aside varies from blocking a motion. As opposed to blocking a motion from reaching consensus, standing aside allows the voting Board Member to remove themselves from quorum. Standing aside is commonly exercised when an individual is unable to fully reach consensus on passing a motion but discern that the opposition to the motion does not rise to the level of blocking the motion. Individuals can stand aside on a motion so long as quorum is sustained.

THE MAMFT CC¹ DECISION MODEL PROCESS

PHASE I (STEP-I): Identifying and Defining a Problem to be Addressed

To present a motion to the board for MAMFT to act upon addressing an issue, you first identify and define the recognition of a problem affecting the profession. The two ways to look at what constitutes a problem are through the lens of either an *internal* or *external* issue.

1. **Internal Issues:** MAMFT is *not* acting upon providing a service or intervention that would *benefit* the profession (i.e., MAMFT needs to *start acting* by developing a resource that does not yet exist but should). **Internal issues** speak to what MAMFT is not doing but should be, or what MAMFT is doing and should not be.
2. **External Issues:** External issues are evident in outside systems or dynamics acting in opposition to MAMFT's mission and vision in advancing the profession. External issues may include legislation, insurance companies, regulatory boards, or competing associations and professions.

PHASE I (STEP-II): Reaching Consensus on the Problem

After a Board Member identifies and defines an issue to the board, the board will discuss whether this problem is in fact a problem and evaluate the extent to which it falls within the purview of MAMFT's mission and vision. If more than two voting Board Member block the motion of identifying a problem, then the motion fails. If consensus is reached around the problem being a problem that falls within MAMFT's purview, then the board assumes full responsibility for addressing the issue and moves on to Phase II of the decision-making model.

PHASE II (Step-I): Board Assumes Ownership of Addressing the Problem

Now that the board has assumed ownership of addressing the problem, the process shifts to approving a motion on the specific method or intervention via the same consensus minus-one process. Generally, the individual that first presented the identified problem will begin the proposal of how MAMFT can address the issue. Other members present at the meeting are mutually able to offer insight or suggestions on the proposed motion. Dialogue around addressing the issue will resume up until the point that the board reaches consensus (Note: Since MAMFT has already assumed accountability for addressing the issue, the board of required to reach consensus on the method of addressing the issue).

Consensus is NOT Reached on Initial Proposal

In the case that consensus is not reached on the initial proposal, voting Board Members that are not in consensus are expected to present modifications to the proposal that would be necessary in reaching

consensus. After modifications to the proposal are presented and organized, consensus is again evaluated. This process repeats until the board reaches consensus minus-one.

PHASE II (Step-II): Board Establishes Consensus and Delineates Steps for Implementation

Now that the board has reached consensus on taking ownership of addressing the problem and the specific method of action, the Board is responsible for designating a lead on the initiative with a timeline for execution. In the case that a board member does not volunteer to lead this initiative independently, a lead will be appointed by the current Board President.

Administrative Tasks

Proposal Lead Monthly Updates: Once the board appoints a lead to a proposal approved by the board, that initiative will be automatically added to the agenda for each upcoming board meeting until it is seen through to completion. The lead will be responsible for updating the board on the proposal's progress monthly.

Data Tracking: All proposals adopted by the board will be recorded and tracked in an inventory stored in MAMFT's cloud drive. A brief update on the proposals progress will be noted monthly until the proposal has been fully executed and closed. There are two primary purposes to the data tracking:

- (1) Compile a growing inventory documenting the initiatives completed by MAMFT's Board of Directors to both inform membership of our association's value and record and service.
- (2) Create consistency in seeing proposals through completion as the board's makeup shifts throughout the elections process (if a proposal's lead reaches an expired term, the President will appoint a new Board Members to lead the proposal until completed).