

La Leche League of Southern California, Inc. Board of Directors' Minutes

Call to order: A regular meeting of the Board of Directors was held on April 11, 2021 via Zoom at 7:17 pm with Stephanie Laurean as host.

Members present :

Stephanie Laurean

Network Financial Coordinator/ NFC

Karima Khatib

Network Coordinator of Leaders- NCL / Events co-Chair

Elise Hamel

Network Coordinator of Communication and Social Media / Events co-Chair

Patricia Ochoa

Area Representative / AR - San Diego Imperial Valley

Renee' DiGregorio

Executive Council Facilitator

Not present:

Hedi Herrmann-Blanton

Network Professional Liaison / Events co-Chair

LLL USA Council Delegate for LLLSCNV Network

Elizabeth Krey

Area Representative / AR - Nevada and Northern CA Deserts

Emily Niemeyer

Area Representative / AR - Orange County Inland Empire

Romy Rapoport

Area Representative / AR - Central LA Beaches

Sharon Savene

Board President

Departments not currently represented:

Leader Accreditation - Network CLA not assigned

Agreements - OPEN

LLL USA Delegate (2nd seat) OPEN as of 3/31/21

Approval of Minutes

A draft of the Minutes of Board of Directors Meeting held 3/14/21 was sent for review during the month and approved by quorum vote. The minutes have been posted on the Network website. A notice will go out to Network Leaders that these documents are available for viewing. [Elise]

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Old Business

- All Groups with new EINs are now aligned with LLL USA. (See Finance report)
- Communications Skills status (refer to Board Minutes of 11/9/20, 1/10/21 and 2/21/21 - Old Business). Karen Peters has agreed to set up 2 - 3 full workshops for our Network. She and her team of CS Facilitators will consult their schedules and arrive at dates. She has also agreed to train interested Leaders to become Facilitators so that, ultimately, our Network can provide our own CS enrichment. At the time Karen was given an open calendar as our Network had not yet planned any dates for enrichment. At tonight's meeting, May 23, 2021 was chosen for LES. Renee will reach out again to Karen Peters to give her this date exception when planning their scheduled workshops

Update 4/11/21 Renee wrote to Karen Peters soon after the last Board meeting to ask status regarding workshop assignment dates. Without response she wrote again this week. The response received indicated a hesitancy in fulfilling our request, and that planning workshops for our Network was not a priority. Board discussion covered holding our own workshops based on outlines created by other Area Networks. An experienced CS participant can be found to conduct a curriculum that would satisfy this important aspect of Leader Enrichment. It was decided to respond to Karen and ask for dates for at least one workshop and ask that the dates be provided by June 1. If they are unable to commit, we would express our thanks for the effort and withdraw the request. Patricia suggested that the IAN DCE has established a condensed 5 hour curriculum, though designed for IBLCE requirement, could also be suitable for Leaders.

- Suspension of in-person meetings. A statement was sent out to all Leaders (see Minutes of 12/3/20 and 1/10/21) as a reminder on November 17, 2020. While still to be confirmed, the Board has received some second hand information that a Leader/Group might be planning on starting in-person meetings again. LLL USA recently, as of last week, sent out another reminder that the suspension of meetings mandate has not been lifted.

4/11/21 Update: During the month a question arose if the Leader/Group Liability insurance would be voided if a Leader chose to hold in-person meetings, despite knowledge of LLLI mandates to suspend in-person meetings, and a COVID exposure was traced to an in-person meeting. Hedi had indicated she would ask during a USA Council meeting, but forgot to ask that specific question.

Renee will write to the Executive Director for guidance. Update 4/20/21: Response from Zion Tankard was as follows: "LLL USA and Alliance have both committed to not encouraging in person meetings due to COVIC-19. LLLI insurance will not cover (in person) meetings during this period and Leaders do assume all the risk that may be attached". Discussion will continue on the necessity to send out another reminder to specifically include the risk element.

- LES May 23 planning (PL department report)

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Department Reports

Leader

-Stats Survey was sent to all Primary Connected Network Leaders. Response has been best when the AR follows up with phone calls. At times, the AR will obtain those needed stats and fill out the survey based on their answers. Future requests will set a 4 weeks response deadline.
3/14/21 Update: Emily Neimeyer is still compiling all Leader responses for the Network Report
4/11/21 Update: Status has not been received. Elise will reach out to Emily to learn more.

LAD

There are 7 current active Leader Applicants.

A new link has been added to the LLLI website under "Become A Leader" where an interested party can respond to a short google form. Cindy Garrison responds with an email giving links to the most basic requirements and if interest remains, she forwards to the closest RALA. Lori Bryan has reached out several times in the last two weeks to Renee to locate the closest Leader so that they can acquaint themselves and perhaps lead to an official applicant for leadership. It is expected to give a substantial surge in applicants.

Finance

-Conference Acct: \$5,000.00

-General Acct: \$10,088.94

-Morgan Stanley: \$22,875.06

-Renee sent out LLL USA alignment Letters to each group with a new EIN by postal mail. Two copies were set, one to keep, one to sign and return in a provided self-addressed-stamped envelope. All were received back in a timely manner, scanned and forwarded to Linda Anderson. All Groups are now aligned with LLL USA for tax purposes.

-Stephanie created/updated the Group Financial Report and it was sent out to all Groups with bank accounts. This includes those groups who closed accounts in the 2020-21 fiscal period. Those accounts who had obtained a new EIN in previous fiscal years will be required to file a 990-N form by August 1st. All others will not be required to file until after May 2022.

-Status has not been received regarding the restoration of the Corporate non-profit status and reverse of the revocation of the EIN, though forms and restoration fees were submitted approximately 3 months ago. It is noted that the check has cleared. Stephanie will inquire with the IRS this week.

-1st Quarter cost sharing was paid for 77 Network Leaders = \$1,039.50

-Stephanie has obtained a Network Zoom account

PL

LES planning. The desired timeline is to have LES Agenda and Registration out by 4/17/21. Hedi and Sharon will be asked for exact titles of sessions (pending titles: Supporting Mothers After Hospital Stay; and WHO code review) and requested time slots for each.

-new start time will be 2:00 PM and end at 6:00 PM.

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PL department report continued:

-Further discussion on registration fees. It was concluded that a \$5.00 fee will be asked from our Network Leaders and official Applicants. A \$15.00 registration fee will be charged to out of Network Leaders and official Applicants.

- Plans for a minimum 4 webinars focused for lactation professionals.- no update as of 4/11/21
Topics: - On 2/21/21 a new suggestion was made that Marian Tompson be considered for an 'Afternoon with Marian' for a Leader Enrichment event. Update 3/14/21 Next Leader Social will be held during August World Breastfeeding Month with intention to invite Marian Tompson (added: perhaps an opportunity to sell our surplus of "My Passionate Journey")
4/11/21 Update. Moved to be discussed after LES.

Communications and Social Media

- Continued work to compile a list of Network Group social media platforms using Facebook pages/groups and if they are holding virtual meetings. When completed it will be maintained on the home page of our Network website. FB groups are being discovered we didn't know existed. Next step will be to contact each group to learn page administrators etc.

- A Save-The-Date for May 23 LES was sent out 4/9/21.

-Elise gifted still relevant books to other LLL groups. Shipping costs were paid by the recipient. She has purged dated supplies and organized the remaining stock. Update 2/21/21 Further discussion revealed that Area supplies are scattered in several homes (garages or storage units). Renee currently is using a small portion of her personal storage unit for Conference supplies and ADA records and offered to share space to accommodate all supplies for a small reimbursement amount. Discussion will continue and perhaps obtain an inventory of all stored items to determine what should continue to be stored or purged. For historical purposes: In order to purge and lessen Network costs, 2 storage units in Orange Co were cleared in 2017.
No update as of 4/11/21

Events - see PL Report

Agreements

Workgroup was held 3/28/21. Next workgroup has been rescheduled for May 2, 2021. It was discussed that the input by each participant should be heard and respected by all. All Board members are encouraged to attend all or at least as many as possible.

Following draft completion, the agreements will be sent to Network Leaders for approval or suggestions. Areas may use Network agreements as a template for Area agreements.

LLL USA Delegate Report

No report as of 4/11/21

- Plans have begun for the LLLI 65th Anniversary celebration - tentative date in October 2021

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New Business

-Patricia Ochoa launched an effort to compile an international database of Spanish speaking Leaders. A similar proposal had also been considered by Mexico administrators. The 'Liga' FB group has many participants from all over the world, but lacked USA Leaders on that reference list. Attempts will be put forward to build that list as often cultural expressions and translations differ in other countries. Ultimately this list will be made available as a link on the LLLI website.

3/14/21 Repeated here for the benefit of new Board member:

-Review of written communications: It has always been good practice to ask for review for all communication sent to Leaders, either individually or to a group. We are encouraged to continue that practice even for those of us who are more seasoned at this form of communication. All Board members should make themselves available to review when asked. Members should use their instincts especially if they feel the situation deserves special handling. Reviews will catch 'tone' if evident and appropriate attempts at clarity. A good starting place would be when the draft of Board Meeting Minutes are received, input/corrections are always welcome. Those members who are unable to attend the meeting should respond with comments if the summary of discussion seems confusing.

- Repeated here for reference: Discussion began regarding new Leader mentorship expectations. It was determined that any new Leader, but especially those who will be starting their own new Groups/leading more independently of an established Group/Leader, should receive a personal phone call from the PL department. Phone call can be a friendly introduction to offer continued support as well as follow up to the Leader welcome email sent by Renee/ADA/the Board. This email should include reminders of WHO Code Compliance, requirements for Leader reporting (including links to personal contact Google form & meeting sign-in Google form once completed) and best practices for avoiding liability in giving "medical advice".

Next Board meeting is scheduled for May 16, 2021 at 7:00 PM with special focus on LES planned for the following weekend.

Meeting adjourned at 8:50 PM

Respectfully submitted

Renee' DiGregorio - Executive Council Facilitator