

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 September 12, 2021 via Zoom at 7:04 pm with Stephanie Laurean as host.

Members present :

Stephanie Laurean

Network Financial Coordinator/ NFC

Sharon Savene

Board President

Hedi Herrmann-Blanton

Network Professional Liaison / Events co-Chair

LLL USA Council Delegate for LLLSCNV Network

Patricia Ochoa

Area Representative / AR - San Diego Imperial Valley

Tyler Dodge-Griffin

LLL USA Council Delegate for LLLSCNV Network

Renee' DiGregorio

Executive Council Facilitator

Not present:

Elise Hamel

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

Karima Khatib

Network Coordinator of Leaders- NCL / Events co-Chair

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

Departments not currently represented:

Leader Accreditation - Network CLA not assigned

Agreements - OPEN

Approval of Minutes

A draft of the Minutes of Board of Directors Meeting held 8/8/21 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]

Page 2 of 5 - Board Minutes of 9/12/21

Old Business

-Discussion revisited on creating a donation button for our website and for the public Network FB page. Stephanie will work with our webmistress and Elise on how to make this happen. Both can be connected to our existing PayPal account. Stephanie will work on the verbage to accompany this and provide account information for connectivity. As discussed before, this has been a missed opportunity to assist in the financial health of the Network. Update 9/12/21 Stephanie will explore with our webmistress.

- Live Love Latch final stats from Elise : “Live, Love, Latch 5K - We had 77 registrants, totalling 285 signatures in support of breastfeeding and raised over \$1,800!!! I don't have final #s of SCANV fundraising because I am still working on final accounting.”

- Quarterly Stats Report for January - June, 2021. The survey update was delayed due to family obligations, but it had been considered non-urgent as we had not received the official request from LLL USA. It was discovered that ‘the ask’ had been sent to our Delegate but missed. With some obligations lessening, Elise will be able to complete the necessary updates. It was determined that by sending the revised Google survey directly to each Leader (by-passing the ARs) it would remove one level of compilation. The ARs would still keep contact with the Area Leaders to assure timely response. The survey responses would be returned automatically to one person to compile Network numbers/responses to be sent on to LLL USA. That person is to be determined soon. Surveys are expected to go out in one week asking for an October 31 deadline. [Elise]. Patricia asked that a field be created asking ‘languages spoken’.

- A Communication Skills Workshop is planned for (all Tuesdays) October 26, November 2, 9, 16, 30 and December 7 with approval by all after review of a Memorandum of Understanding signed September 7, 2021. Elise will assist with administrative tasks for these sessions.

- LAD description on website: Several months ago it was discovered that the LAD Dept. description on the website was out-dated. Focus on that update will be accomplished during the next Agreements Workgroup meeting.

Department Reports

Leader

- The NCL continues to be on family leave from her administrative obligations.

- A recent transplanted Leader from Texas was found to be living in NCCLAV Area. Renee has been in contact with the ANDA of Texas and has sent a welcome letter to the Leader.

- A Primary Connections Leader with NNCAD, who had been deployed abroad for 5 years, is now living in Texas. She wishes to explore connecting with her current Area. Renee has put her in contact with the ANDA for Texas.

Page 3 of 5 - Board Minutes of 9/12/21

Department Reports - continued

LAD

- There are currently 7 active Applicants.
- People with interest in leadership continue to submit forms from the LLLI website. Lori Bryan has been reaching out to Renee to find the closest Leader contact. The Leader will reach out to evaluate interest and readiness.
- Update of LAD description on website: see Old Business

Finance

- Conference Acct: \$5,000.00
- General Acct: \$9,339.21
- Morgan Stanley: \$23,165.08
- Group Financial Reports: All but 5 groups have reported. Two of which are accounts that have closed and are required to respond with a final report. One is trying to get to the bank after applying for a new EIN. Stephanie will reach out to all 5 Group Leaders. Three of the reporting groups must submit a 990N before August 1, 2021. Update 7/11/21 Efforts continue to reach these groups. Update 8/8/21 Another effort will be made to reach those groups who have yet to submit Financial Reports. Update 9/12/21 Only 2 Groups have yet to respond.

PL/Events

- Speakers considered for a future webinar were forwarded to the USA Code Committee. Sharon spoke with Linda Anderson who questioned that one speaker as 'too profit oriented'. As this speaker suggestion originated from a Board member, more input will be requested. Original supportive/recommendation is attached: **See Addendum #1.**
- Renee has sent an email on August 23 to a Leader who had spoken at numerous Area conferences on this topic to ask for her input. A response has yet to be received. Renee' will attempt to reach her by phone.
- See Addendum #1 attached to Minutes of 8/8/21
- The next Leader Social was planned for the end of August. Due to heavy LiLoLa involvement of Event Department planners, it will be difficult to plan this month. It can be re-considered for October to coincide with LLLI 65th Anniversary. Update 9/12/21 No plans are being made for a Leader Social until after the first of the year.

Communications and Social Media

- See Old Business, Live Love Latch

Events - see PL Report

Agreements

Last workgroup was held August 29, 2021. Future dates (to be held on the 4th Sunday of every month) are now as follows: September 26, October 24. Due to the holidays, November and December workgroup will not be held and will resume January 23, 2022. Attention will be given to the description written for the Leader Accreditation Department as it appears on our website..

Page 4 of 5 - Board Minutes 9/12/21

LLL USA Delegate Report

- The 65th LLLI Anniversary Conference. Leaders should be encouraged to apply for registration scholarships as they are liberally available
- A one hour EDI webinar created and led by Nikki Killings specifically for Leaders, is soon to be released. There are excellent EDI resources, including informative webinars still available. Leaders are expected to advance knowledge and skills annually. Equity, diversity and inclusion is an integral part of this commitment.

New Business

- Sister Songs Grant - Patricia presented a grant proposal designed to reach out to women of color to support birthing justice and seeking cultural and language competency among those who support them. Stipulations: Project leader must be WOC and represent a well organized entity/organization. It will be announced publicly in October and open for applications in November. Discussed 'fit' for LLL as there are only administrative salaries and the majority are volunteer based...possible funds for training could be an incentive. Questions arose regarding who in LLL would benefit. It was proposed that funds could subsidize Leader Assessments.
Problematic: Johnson and Johnson is sponsoring. Hedi will check with the WHO code committee to find if compliant.
Consensus: Apply, if only for the experience.
- Revisited Discussion- Dissolving of Network:
See previous dialogue on this subject as it appeared in previous Meeting Minutes
See Addendum #2
Presented again by Hedi "difficult to be sustainable as a Network without people stepping up to open positions (leadership roles)"
Prior to tonight's meeting, Renee wrote to ANDAs of other Networks to ask primarily about their administrative structure and what they charge their leaders to cover cost sharing (if applicable).
Response was heard from LLL US West Network, LLL of Texas Network, and LLL Garden State Network. Responses were provided without hesitation and very informative. This research and more is to determine, if we choose to dissolve the Network, which Network would be the right fit or which could benefit from having us join them. Possible scenario: Dissolving SCANV as a Network and a return to the 1 Area structure. We would request to join and be accepted by another Network. Our current Board and Team would probably remain the same. Such action would result in losing our delegate seats on the LLL USA Council. Yet, for example, if we joined LLL US West, who is currently without delegate representation, that perhaps our current Delegates would step into those open positions.
Discussion included promoting applications to grow our Leader base.
Topic will continue to be discussed on advantages and disadvantages and what form our Team structure would take.

Page 5 of 5 - Board Minutes 9/12/21

New Business continued:

- 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. A direct 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 October 10, 2021 at 7:00 PM.

Meeting adjourned at 9:12 PM

Respectfully submitted

Renee' DiGregorio - Executive Council Facilitator

Attached:

Addendum #1 Original recommendation of speaker

Addendum #2 Network Dissolution Summary from Board Minutes

Addendum #1 Original recommendation of speaker

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Elise's comment: "I found Free to Feed and Dr. Paullin through Instagram (through another gal I follow who is a biological infant sleep specialist and very in line with LLL philosophy). Yes, she does have paid services but I feel her knowledge on BFing and allergies is really cutting edge and researched backed (she's won grants for her research and her invention). Do we not allow people who have a product to sell to share their knowledge? I mean, of course if council/PL want to do their due diligence into her research they could and should. And yes, much of what she says is not what LLL says in our general statements about sensitivities/allergies but from what I've seen if her work is more current evidence based stances. It's new information, which is why I think it could be beneficial to us. For example, she says food proteins do not take a full 4-6 weeks to clear your system. If that's true women can interrupt breastfeeding for a much shorter duration to rule out certain breastfeeding sensitivities which in turn will likely lead to better breastfeeding rates if it doesn't take that long of an elimination. Her services and product would not be marketed to leaders, they are marketed directly to families who need more specialized breastfeeding support, just like any IBCLC."

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Renee's comment: "My comment on this: Since our last known speaker on this subject was Leader Susan Aldana (with unpublished research) yet totally popular and accepted at several of our conferences)...then why don't we have her look over Dr. Paullin's site and see what she thinks. Susan was asked to speak at our November 2018 Conference but claimed her talk was in need of major updating which she was not prepared to do/tackle. I could ask her since we worked together back when she was on the Board.

> Renee'

> P.S. though we prefer to inform parents that there is no special diet or food avoidances required to breastfeed. Many parents pass on traits such as food sensitivities to their children. Dr. Lindon Smith was the first I heard at one of our Conferences (hmm maybe the Western Division Conference we hosted) speak on this subject. Dr. William Sears based his book 'The Fussy Baby..how to care for your high need baby" on food sensitivities as the cause of behavioral reactions; this is not a new subject. Personally, both Drs Smith and Sears enlightened me to the behavioral issues with my middle child. We found a chiropractor who used applied kinesiology (muscle testing) ...originally referred by Chele and Ellen which they used to demonstrate during one of their IBCLC preparation courses. Hedi, you probably remember this. I was a little late to the game in elimination of the suspect food for my son; but he changed to a totally different child after we removed dairy from the entire household (Dad, btw, was the contributor), My Johnny never had a rash or running nose...but instead showed as an nearly inconsolable infant, my fussy baby...then into a child that would have probably been misdiagnosed as AD/ADHD. So, I don't believe this topic should be set aside as not important to parents.

> I definitely agree that if Dr. Paullin is the only one speaking on this subject, we either have to ask her to submit an outline and narrative on a talk she would present AND give her the ground rules. Or start first by asking Susan Aldana to look it over."

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Addendum #2

Network Dissolution discussion from past Board Meeting Minutes

On Sept 10, Hedi wrote and asked that this topic be added to Sunday's agenda.

"And, I'd like to put on the agenda discussing merging the SCANV AN into another AN (US West? Texas?). There are reasons and options. Let's discuss. We can keep the corporate status with some by-laws changes and meet the most minimal legal requirements (have an annual meeting with 2 officers?) so Leaders once connected to SCANV can benefit in some way by the financial resources. There's more to discuss, but this seems inevitable. There are simply no Leaders stepping into open positions. "

I offered to research this topic by going back in the Board Minutes to discover when this was first discussed. **If you wish to cut to just the minutes reference, scroll down to section marked between *****s**

The first discussion (August 2018) was in response to our lowering Leader numbers...as we were beginning to fall below the "20 Leaders to form an Area" minimum. The topic rested after Sharon was assured that unofficial Leader counts could include Leaders with a Secondary Connection.

A copy of that discussion dialogue was posted again 'as reference' in every minutes the rest of that year. No new updates as that later portion of the year was devoted to November 2018 Conference.

2019 Topic showed monthly, with no new updates thru August. From Sept 2019 it was not found as part of the discussion. Discussion also resumed about keeping Corporate status

Here is the last published entry from the **August 18, 2019** Minutes:

The following will remain in minutes so that it is readily available:

While covering the topic of Agreements, the pros and cons of dissolving our Network was discussed further. There is no precedent and it was thought that perhaps maintaining the status-quo might be best. Some considered it best to explore BEFORE it is discovered that we no longer have the Leader numbers to support it. Looking for a Network to join would be another consideration as LLLWest asks \$98.00 per Leader cost sharing. An attempt to explore other Networks should be considered.

Update 4/14/19 Further discussion on the advantages of releasing our Corporate status. *It was also considered to dissolve our Corporate status...(though unrelated to dissolving a Network) is basically due*

Addendum #2 continued

to several unfulfilled Director positions and loss of quorum. If considered, it was suggested that a pro-bono attorney be retained for counsel on dissolving LLL of SoCA Inc. Without a Network or Corporate structure; we would return to the basic Area Council structure.

[The following is re-printed here to show initial discussion]:

As suggested at the last meeting, the Delegate presented the hypothetical to Council regarding our lowering numbers and how they would affect our Network status.

Feedback: A precedent for this scenario has not arisen before; but it is felt that any Leaders we have secondarily connected to our Areas may 'count' in maintaining Network status. These Leaders will not be included in our count for cost sharing fees.

Discussion from 8/12/18 Board Meeting copied here for reference:

*"With our progressively lowering Leader numbers, discussion regarding whether it is feasible to retain Network status. As no precedence exists for this action; our LLLUSA delegate will present the hypothetical to obtain input of advantages or disadvantages. **In addition**, with the pending retirement of 3 Board*

Directors in the next few months; legitimate concerns exist whether we are able to maintain our corporate status.

Possible advantages:

We would no longer have to file taxes

Possible disadvantages:

Loss of a Network LLLUSA Council delegate seat(s)

*Most neighboring Network(s) distribute fees differently (approx. \$62.) as opposed to what LLLUSA requests (\$58.00). Our small earnings would become smaller..unless we raise assessments fees."} **See comment above. We would have to either find a Network that charges less or fundraise to cover the balance for each Leader. Update: In all probability, LLLUSA will encourage and support our remaining a Network.***

Topic showed in, somewhat, in January 2020 again discussing pros and cons of dissolving the corporation. Not mentioned again, as maintaining corporate status is a different issue than dissolving the Network. Not discussed again throughout 2020.

Neither topic was brought up in 2021 thus far.