

## **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 October 10, 2021 via Zoom at 7:10 pm with Stephanie Laurean as host and Sharon Savene leading.

### **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

Elise Hamel

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

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:

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 9/12/21 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

-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 continue to explore with our webmistress.

Update 10/10/21 Elise shared what they did for their website and will explore adapting to our needs.

- 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.”

Update 10/10/21 \$57.60 raised for SCANV. Whittier/Downey group will be reimbursed \$7.33 for provided giveaways.

- Quarterly Stats Report for January - June, 2021. Updated survey went out on 9/21/21 to ARs. Responses will come directly back to Elise to retrieve and compile with Patricia. Elise will send a report to the ARs of responses so that they may follow-up to achieve the October 31 requested deadline.

- 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.

Update 10/10/21 As of this date, 10 of 12 spots are filled. Karen shared that full participation will award 5 communications skills training hours for those pursuing requirements for IBLCE. No additional costs are required, and should be a possible perk to mention for future workshops.

- 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.

Update 10/10/21 It is felt that the importance of having a clear updated job description will encourage interest in the position. Elise compiled an edited version and will save it in the Board drive for all members to look over to edit/add or accept changes. Board members are encouraged to respond in a timely manner.

- Grant status from 9/12/21 New Business. Contact person has not responded to Patricia. Hedi has offered to help Patricia for, if nothing else, the experience applying for a grant.. The sponsoring company was found to be WHO Code compliant.

-Continued discussion on whether to remain a Network. See New Business from 9/12/21. Pros and cons revisited. What Network would we join? Advantages to the Network that would accept us? Would returning to Area status actually relieve SCANV of administrative responsibilities in serving our Leaders? It was concluded that focused effort should be returned to growing our Leader numbers and encourage interest among current Leaders to give consideration to assuming Network leadership roles. Discussion will be re-addressed at any time in the future depending on the results of this effort.

## **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. That Leader has chosen to accept NCCLAV as her secondary connection.
- Recent inquiry from LLL of NoCA/Hi asked for the date that SCANV 'released' Northern Nevada Groups and Leaders to their Area. After searching Board Minutes Archives, it was found that May 2002 was the effective date of transfer.
- ADAs have until November 9 to work on RE Area lists to update for accuracy. On that date, the Raiser's Edge will not be accessible to ADAs. Admins will send Area lists to each ADA to check for accuracy. Upon completion and return, the ADA will regain access to the RE. Ultimately the Leader count recorded on January 31, 2022 will be the figure used for cost sharing invoices.

### LAD

- There are currently 7 active Applicants with 1 soon to reach accreditation.
- Update of LAD description on website: see Old Business

### Finance

- Conference Acct: \$5,000.00
- General Acct: \$9,424.23
- Morgan Stanley: \$22,930.76
- 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. Update 10/10/21 A member treasurer, who had helped with applying for a new EIN for Las Vegas, was included in a reminder to complete the required Financial Report. It is hoped that this new action will provide a quick response.
- 3rd Quarter Cost Sharing invoice received and payment will be sent in this week's mail

Finance Report continued:

- Working to complete the EIN report to LLL USA. Addresses listed must match address on the EIN statement. As instructed, groups were to list the corporate address when applying for EIN. One group used a personal address. This is recorded and will be monitored should the responsible Leader retire. Using the corporate address will eliminate unreported abandoned accounts and delinquency mailings from IRS going to a bad address.

#### 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. 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

Update 10/10/21 Further attempts to reach this Leader have been unsuccessful. It was decided that Elise will compose a letter of interest summarizing our needs and specific La Leche League speaker guidelines. Hedi has offered to assist in composing this letter.

-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.

Update 10/10/21 It is proposed that a date be chosen for January 2022. No date was chosen, but it is suggested that we discuss how virtual meetings have been managed thus far and how to compensate for the personalized experience missed since the loss of in-person meetings. It is also thought that finding a way to improve the virtual experience might reveal parents interested in leadership.

#### Communications and Social Media

- See Old Business, Live Love Latch

- See Old Business, Network Stats

- List of Virtual Meetings held within SCANV is near completion. If created in google drive, updates will automatically occur in places posted (Network website and FB pages). The list will be sent to all Leaders via MailChimp.

Events - see PL Report

#### Agreements

Last workgroup was held September 26, 2021. Next date (to be held on the 4th Sunday of every month) is October 24. Due to the holidays, November and December workgroup will not be held and will resume January 23, 2022.

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Department Reports continued:

LLL USA Delegate Report

- The 65th LLLI Anniversary Conference. Leaders should be encouraged to apply for registration scholarships as they are liberally available

**See Addendum 1 for full report.**

- 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 November 14, 2021 at 7:00 PM.

Meeting adjourned at 9:34 PM

Respectfully submitted

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Renee' DiGregorio - Executive Council Facilitator

**Addendum #1 - LLL USA Delegate Report**

LLL USA Delegate Report:

Sept 2021

(posted as received)

EDI Update: Letters to ANs and Leaders have been sent. Starting work on a grievance policy/conflict resolution policy for USA. Starting to renew the EA program with the goal of having 2 EAs per Area. We have 2 new members on committee. Create grievance policy. Gather more resources for Leader page. Review Area Agreements for EDI statements and EDI education.

In Person Meetings, Considerations to resume include: Discuss/review waiver from attorney, questions for attorney to finalize the form: filing, storage, use?

Discuss/approve survey. Delegates consult on current thinking with their ANs; what do they think about the waiver? Areas/AN protocols for resuming? Do we need to audit/have copies of waivers?

LAD relationship to LLL USA: Scheduled call with Sara Dale-Bley, Lori Bryan (ALA), DLAD (Linda Weiser) Board Bylaws Co-Chair (Jo Rhys-Davies). At DCE-Board quarterly call, discrepancies in DCE relationships with their LAD were pointed out; in other DCEs, the Areas set the fees, other LADs don't have separate treasuries; other LADs are accountable to their DCEs; DCEs choose their ALA. it was agreed to equalize treatment of LLL USA to the other DCE's.

Resolution Team: SCANV, Mosaic, US West and TXAN need representatives. How does this general resolution team deal with EDI grievance resolution?

Specifically in LLLI sphere: call with LLL USA BOD rep focused on: Follow up with "language letter" (letter about erasing mother and breast) - what about the 40 more people that signed beyond the original 138? Without stronger LLLI response, including repercussions, Leaders are emboldened. Council finds it worrisome the responses from LLL USA Leaders (those who signed the letter)

This needs to be addressed. We need a rebuttal! That has consequences as severe as the harms.

Not a good look to have these Leaders who signed the letter represent League.

Next edition of WAB: working on sending out a survey to Leaders. Lots of discussion on inclusive language. Ashley Mazzanti, TXAN rep to Council, is serving on the WAB Committee of LLLI and is retiring end of October.