

## **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 February 13, 2022 via Zoom at 7:18pm with Stephanie Laurean as host and Renee DiGregorio leading.

### **Members present :**

Karima Khatib

Network Coordinator of Leaders- NCL / Events co-Chair

Stephanie Laurean

Network Financial Coordinator/ NFC

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

Romy Rapoport

Area Representative / AR - Central LA Beaches

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

Elizabeth Krey

Area Representative / AR - Nevada and Northern CA Deserts

Emily Niemeyer

Area Representative / AR - Orange County Inland Empire

Sharon Savene

Out-going Board President

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 1/9//22 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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## **Annual Elections of Corporate Officers**

**Sharon Savene's 1 year term has ended. Proposed that Patricia Ochoa assume the position of LLL of So CA Inc Board President for the term of 1 calendar year.**

**Opposed: 0 Approved 6**

**It is proposed that the position of Vice President remain unfilled.**

**Opposed: 0 Approved 6**

**Stephanie Laurean to continue as Board Treasurer**

**Opposed: 0 Approved 6**

**Also proposed that Sharon Savene assume the Agreements Chair. Without Sharon's presence at tonight's meeting an email will be sent to make this suggestion and obtain her input on this proposal.**

**Should she not wish to fill this position the current Board member total will be 10.**

**\*\*\*\*\***

## **Area Positions**

**-Liz Krey, Area Representative for Nevada and Northern California Deserts has been chosen by the Area Leaders to continue her representation for one additional year.**

**A letter will go out as an official announcement. [Renee]**

**-Romy Rapoport 5 year term is ending in April. A search letter will go out to the Leaders of Central L.A. and Beaches [Renee]**

**-Renee DiGregorio wishes to assume the commitment as Area Representative of North Counties Coastal and L.A. Valleys. A letter will go out to Area Leaders for approval. [Karima]**

**-As LLL USA Council Delegate representing our Network, Hedi Herrmann Blanton's term is ending in March. A search letter will be created adding a required commitment to equity and diversity goals. [Renee]**

**-Lori Bryan, our interim CLA, suggested a search letter go out seeking anyone interested in LAD work may apply for the Assistant Area Coordinator of Accreditation.**

**Unlike as it was suggested in previous search letters, this position would not automatically assume CLA responsibilities [Renee]**

## **Old Business**

**-LLLI Board of Directors ballot to be sent to all active Leaders and 24% of Network Leaders responded.**

Old Business continued:

-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. See Finance Report for 11/14/21.

Update 12/12/21 It was found that the previous NFC was still listed as the responsible party on the PayPal account. A letter was drafted on Board stationary to update to current NFC. An email confirmation was received. Further updates will be completed to change from business status to non-profit.

Update 1/9/22 Responsible party has been changed on PayPal account. Action will be taken to change the account from business to non-profit.

Update 2/13/22 Working to rectify bank account and provide documentation as non-profit

- Quarterly Stats Report for January - June, 2021. Update 12/12/21 Preparation to send out the next request for Stats will entail, in particular, how to compile the numerous zip codes of attendees. As approximately one third of our Network Leaders responded, further discussion was conducted on how to increase responsiveness to these stats requests. It is thought that the survey, with it's numerous questions beyond asking for true contacts, that some Leaders may be questioning the necessity of reporting. Hedi will draft a message to explain the reason(s) for required reporting and how the gathered stats are used. It is also agreed that the ARs would take an active part in communicating one on one with each Leader to encourage regular dialogue and to also stress the importance of reporting.

Update 1/9/22 Consensus is to hold off on updating form and send out to Leaders as is [Elise]

Update 2/13/22 Stats Report sent to all Leaders. Tracking of responses will assist ARs in contacting those who have yet to respond. A deadline of March 10 will be given.

- A Communication Skills Workshop Update 1/9/22 Profits were shared with Pacific Horizons based on the agreement detailed in the MOU.

- Patricia, as a CS Trainee, relayed the plans to hold a special 'Communiating With Children' CS Workshop soon after the March 6th Leader Social and open to Leaders, parents and professionals. It would be a 2 - day event of 2 hours each. Maximum attendance would be 60 and could be a fundraiser for the Network and Pacific Horizons Area. Fees were discussed. Patricia will extend our support and enthusiasm so that plans can begin. An announcement will go out in News & Notes.

Update 1/9/22 Registration info sent out on all platforms and will go out in News & Notes this week. Scheduled for February 8 and 15th, 11:00 AM to 1:00 PM. \$10 for Leaders and Applicants, \$40 for interested parents. Registration is limited to 60 participants. Shared profits will be distributed similar to last CS Workshop.

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Old Business continued - CS workshops

Update 2/13/22 After lowering registration costs and moving workshop dates to two consecutive Saturdays, registration remained low. Dialogue on how to proceed is expected this week.

- A full CS Workshop is planned for April/May with 12 maximum limit..more details to come.

- Grant status outlined in 9/12/21 Board Minutes 'New Business'. Contact person has not responded to Patricia. Hedi has offered to help Patricia for, if nothing else, the experience of applying for a grant.. The sponsoring company was found to be WHO Code compliant. Update 11/14/21 Patricia heard from one of the coordinators of the grant and indicated that they are still working on the details and Patricia will be notified when applications will be accepted. Update 12/12/21 No update available for this meeting 1/9/22.

Update 2/13/22 Without further communication from those working on this grant, it was suggested this topic be removed from the agenda until new information is received.

\*Maintained here for quick reference

-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 has intentions to resume active participation as able

- ADA report. Area lists were reviewed and returned. New access was given to the new RE NXT platform. Issues of functionality continue. As of this date, there is a total of 73 active Leaders. Secondary connected Leaders amount to 20. Due to on-going down time of the RE, ADAs have not had access to make changes in preparation for receiving year end Area lists for review. It was only in the previous week that lists were received for review. Final Leader numbers by the January 31, 2022 will be used for cost sharing.

Update 2/13/22 Final count of 73 Network Leaders was recorded and noted by LLL USA Financial Committee.

ADA worked extensively to update LLL USA Group Locator. All Network Group contacts are accurate. 3 of the 4 Pacific Horizons groups on our contact page have outdated information and broken links. Proposal: Remove PH groups with inaccurate references from our website contact page.

Opposed 0 Approved 6

## Department Reports - Leader continued

-During the month research revealed that there are no term limitations for Area Representatives. Term limitation was common in the past, but for some unknown reason omitted from the Network Agreements. Other discussion felt it should be restored and subject to the same term limitations as department heads. ARs are voting Board members and should be subject to term limitations. It was suggested that perhaps term limitations are outlined in individual Area Agreements. Renee will reach out to those ARs with expiring terms and discuss their intentions. Update 2/13/22: This topic will be tabled and discussed perhaps during Agreements workgroup meetings

### LAD

-There are currently 5 active Applicants.

### Finance

-Conference Acct: \$5,000.00

-General Acct: \$10,074.54

(Leader Enrichment Fund has been transferred to General Account-it was found that this would allow for easier bookkeeping when paying for a requested waiver of assessments)

-Morgan Stanley: \$22,502.79

-Group Financial Reports: One Group remains to apply for a new EIN and go to the bank to update signatures; upon which a Group Financial Report can be completed. No update as of 2/13/22

- Donation Button: see Old Business

- Amazon purchases charged to Network account: Four (unknown to us) charges were discovered on our statement. Dialogue has begun to discover the source(s) of these charges and obtain resolution and credit. Update 1/9/22 Amazon had no details and suggested we contact our bank to dispute and reverse charges

Update 2/13/22 Bank has credited back charges (\$86.11) .

-Quarterly Cost Sharing received and paid.

-Website domain names are coming up for renewal. Stephanie will send Board a summary detailing costs and choices and whether to maintain underused domain names. A quorum vote will be required. Update 2/13/22 Still in discussion. Stephanie will check with our website manager to determine which sites get the most activity.

### 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 suggested speaker originated from a Board member, more input will be requested. Renee had 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

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Department reports - PL/Events continued

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.

Update 11/14/21 Elise has not yet written to the speaker

Update 12/12/21 Hedi will assist Elise in the wording to be sent to the proposed speaker.

No update of of 1/9/22

Update 2/13/22 Renee provided wording from old Events materials which Elise will use to communicate to this speaker. Elise is suggesting that someone else manage this outreach.

See Addendum #1

-The date of March 6, 2022 has been chosen for the next Leader Social. Hedi, Sharon and Ty plan an informal discussion on 'language'. Another focus would be on virtual meetings. (From 10/10/21 meeting: It is also thought that finding a way to improve the virtual experience might reveal parents interested in leadership). Update 12/12/21 A Save The Date will go out in the next News & Notes in January, with the official invitation to be sent out 6 weeks prior (approximately the end of January)

Update 1/9/22 Save The Date will go out this week in News & Notes.

Update 2/13/22 Ty and Hedi plan an informal EDI topic. Sharon or Ty will host. Announcement went out. Those that responded with intention to attend will be sent the Zoom link when created. It was decided that final registration go out by February 21 that will include the Zoom link. [Elise] ARs will be asked to remind their Area Leaders to attend.

- Special Speaker(s) event for 2022. It is planned to ask Leaders at the Social for their preferences of topics/speakers. No update as of 2/13/22

- The tentative plan for Leader Enrichment Day is the end of May - It is intended to be EDI focused with another session covering the effectiveness of Virtual Meetings as well as the Hark ceremony and Milestone Recognition observance.

### Communications and Social Media

See Addendum #1

Events - see PL Report

### Agreements

Last workgroup was held January 23rd. Proposed future workgroups meetings are: Feb 27, March 27, April 24, May 22, June 26, July 24. Remainder of year dates will continue on the 4th Sunday of very month, if needed.

Order of review after completion: to be sent to the USA Council for review and to be distributed for review to other Area Networks, revisions if necessary. Then once approved, we would send them to our Areas as a template to create and update their agreements.

### LLL USA Delegate Report

- Hedi's term is ending in March. A search letter, revised to require a commitment for equity and diversity issues, will be sent out by ARs as soon as possible
- The EDI topic webinar by Nikki Killings is scheduled for next month and expected to fulfill training specifically suited to the role of a Leader. Every Leader should be encouraged to view it as part of required EDI training. It is understood that the platform used will track attendance.
- action is currently being taken to have every Area appoint an Equity Advocate
- action being taken into investigating Leaders who misuse their Leader status
- discussions continue with LLLI legal team regarding the 'when and how' in-person meetings will be able to resume.
- re-evaluation of requirement of eligibility of LLL USA members on the LLLI Board of Directors. Seats were originally determined on 1,250 Leaders to hold 3 positions. With Leader numbers dropping nationwide, that figure is subject to change and may require the altering of by-laws to reflect these new figures.

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### New Business

Ballot received from Morgan Stanley to obtain LLL of SoCA Inc proxy to approve 5 new Board of Directors candidates. It was stated that if response is not received, it will be understood that our proxy will automatically be counted in favor of all candidates proposed.

Proposal to ignore.

Opposed 0 Approved 6

-Question arose and suggested by Ty that an Area Representative should physically live in the Area she supports.

Supportive different opinions were:

- If the Leader maintains a Primary Connection to the Area she supports, (remains in good standing ie pays Assessments and reports personal contacts) AND maintains her commitment to the responsibilities as Area Representative, there should not be any hesitation that she may continue to serve
- The ADA added that all moving-out-of Area Leaders are given the new ADA contact information and encouraged to connect and make them aware of her presence. They are encouraged to also include their new Area as a Secondary Connection to receive local support until the time (if ever) they chose to change their Primary Connection
- With the on-going difficulty to fill Area positions, it would be to our advantage to maintain and appreciate their commitment to the job.
- Suggestion was given that this should be in our Agreements.

-Further discussion on the definition of a non-geographic Area. Hedi emphasized that most non-geographic Areas have names that are non descriptive as to locale; whereas Texas and SCANV are specific. Both in the past and currently, SCANV has Leaders living in other states/countries who carry their original Network Areas as their Primary Connection.

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A reminder:

- Elise Hamel, Comm & Social Media Director...4/20/22 is the end of 3rd year - 2 - 1 year extensions available
- Emily Niemeyer, AR for Orange Co Inland Empire...6/20/22 is end of 3rd year - 2 - 1 year extension available
- Karima Khatib, NCL 9/18/22 is end of 5th year
- Agreements Chair remains open

- 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 March 13, 2022 at 7:00 PM.

Meeting adjourned at 9:07 PM

Respectfully submitted

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Renee' DiGregorio - Executive Council Facilitator

Attached:

Addendum #1

Addendum #1





Feb 11, 2022, 7:55 PM (8 days ago)

**Elise Hamel**

to Sharon, Renee,  
Stephanie, Hedi,  
Karima, Emily, Tyler,  
Romy, Elizabeth,  
Patricia, me

I will do my best to be there at the beginning but we will be at a Superbowl party.

The Delegate and AR openings (for CLAB and NCCLAV) were included in the January News & Notes.

Results of LLLI Election were sent in by Hedi by the deadline of Wednesday, Feb. 9 at 9am PST. (I tallied but it was asked that a delegate send in results)

No deadline was given for Leader stats, was hoping with ARs making contact we would have good results soon. Sadly because I was waiting for Leader social details I didn't get the email out as soon as I wanted so that ARs could give a phone call to remind them to vote in the LLLI Election and do their Stats reminder together. I don't know the status of ARs contacting Leaders. I can follow up with ARs this week. As of yesterday there were about 6-8 responses.

Reschedule of CWOC sessions resulted in one of the 2 registrants no longer being available and no new registrations have come in. If I'm being honest I don't think our timing is right. First it was smack dab in the middle of a week day, then it got rescheduled to 7am on a weekend. If we

want this to be attractive to families, it needs to be a Monday/Friday evening or Saturday/Sunday afternoon/evening. I understand that we have to work around facilitator's availability but it doesn't matter if no one attends.

I have not had a chance to sit down and write up an email for Dr. Paullin regarding speaking. It just keeps getting pushed down the list on what I need to do by more urgent matters (Election, Stats, CWOC, etc.) To be honest I have no personal relationship with her, so it wouldn't make any difference whatsoever whether someone else reached out to her with the proposal or I did. Or even if someone wrote it up and I sent it. I don't even have her email address, I just sent her a few messages over Instagram.

If we are having LES just 2 months later I really think we should let the Leader social be simply a social gathering and save the "educational" topics for the LES content.

I have not made any progress on Remind. Again, it keeps getting bumped for more pressing tasks. I'm also not sure I like the service for what we want it to be so I may try to find another service. With so few people I may be able to use Google voice. I hadn't used it before because my number was linked to our Whittier & Downey Google Voice number but we just got rid of it so I will look into that.

Elise

