

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 10, 2022 via Zoom at 7:04 pm with Stephanie Laurean as host and Renee DiGregorio leading.

Members present :

Stephanie Laurean

Network Financial Coordinator/ NFC

Hedi Herrmann-Blanton

Network Professional Liaison / Events co-Chair

Out-going LLL USA Council Delegate for LLLSCNV Network

Patricia Ochoa

Area Representative / AR - San Diego Imperial Valley

Renee' DiGregorio

Executive Council Facilitator

Area Representative / AR - North Counties Coastal and L.A. Valleys

Not present:

Tyler Dodge-Griffin

LLL USA Council Delegate for LLLSCNV Network

Elise Hamel - out-going Director

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

Departments not currently represented:

Leader Accreditation - ACLA/ Network CLA

Agreements Chair

Area Representative for Central LA & Beaches

LLL USA Delegate

Approval of Minutes

A draft of the Minutes of Board of Directors Meeting held 3/20/22 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.

Old Business

- Donation button is in place on the homepage of our Network website. It is suggested that a similar button be placed on the Network FB public page. This page receives several 'likes' throughout the month and might encourage donations.

- Semi-Annual Stats Report for July - December 2021. Responses were compiled and sent to LLL USA. It was suggested that Area Representatives write and extend thanks to those who reported and to prepare monthly for the next request period that will cover January 1 thru June 30, 2022.

Repeated here from 3/20/22 discussion.

Extensive discussion on how to encourage better response.

-Emphasis on it being a basic requirement of Leadership whether or not there has been any reportable activity.

-It was agreed that if ARs build a relationship with Area Leaders through increased individual communication, it should improve results. Regular dialogue about stats throughout the year would help Leaders understand the importance of this basic requirement. Leaders should also be made aware of the commitment made by their chosen Area Representative and acknowledge information emails (a thumbs up response), attend enrichment opportunities, and submit semi-annual stats collection in a timely manner..

As this recent Stats Request survey went out in conjunction with other announcements in News & Notes, it is felt that, in the future, it should be sent as a separate email to stand out better and be easily retrievable.

- Announcement and registration went out for Communication Skills Workshop scheduled for consecutive Saturdays starting April 23, 30 and May 7, 14, and 21, 2022., 7:30 - 9:30 AM

A training webinar by Karen was recorded and is saved in the Board Drive. Permissions will be obtained for internal use. Update 4/10/22 unknown if permissions have been 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.

Old Business continued:

Department Reports

Leader

- The NCL has intentions to resume active participation as able
- ADA report.
- Renee sent out a search letter for Area Representative for Central L.A. & Beaches. Update 4/10/22 no response. Romy's term ended 4/7/22. Renee will assume responsibilities as Interim AR. The search letter will be sent out again to include a thank you to Romy for her service.
- A request for waiver of assessments was received from a less than active Leader. The Area Representative had dialogue to the Leader to determine her activity level, which seems minimal but within the definition of active status. Renee will respond to the Leader to inform her that her waiver was granted, but to also explore an increase in activity to minimally attend Leader Socials and Leader Enrichment Seminar and, soon to be required, EDI webinars offered. Renee will send out Network Waiver Request guidelines to all Directors created in 2017.
- On-going: 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. Update 2/13/22: This topic will be tabled and discussed perhaps during an upcoming Agreements workgroup meetings.

LAD

- There are currently 5 active Applicants - there was one recent drop out.
- Renee created a search letter that was sent out via the ARs for the position of Associate Coordinator of Leader Accreditation (ACLA). Update 4/10/22 No responses as of this date. Area Representatives will send out again.

Finance

- Conference Acct: \$5,000.00
- General Acct: \$9,390.66
- Morgan Stanley: \$21,752.28
- 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. No communication received as of this date. The responsible Leader will be informed that since no action has been taken to open an EIN or update the bank, that funds will need to be surrendered to the Network. Hedi may attempt to reach out to this Leader. Update: no update

Department Reports - Finance continued

- Donation Button: see Old Business

- 1st Quarter Cost Sharing Invoice received and payment will go out this week. New charges will be \$5.00 less per Leader.

- Zoom Meeting renewal was paid for the coming year (\$160.39) It was agreed that we should inform our Leaders/Groups that they may be given access to use the Network Zoom account for Virtual meetings needs. This would be a great advantage to groups without or lean on group funds. Only requirement is that it is only available for one use at a time, which we doubt could happen. The announcement will have them reach out to Stephanie for details.

PL/Events

-Speaker 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.

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 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.

Update 3/20/22: Elise will attempt to reach out and define our specific needs and requirements to this speaker. She had learned that any honorarium would be placed in a fund for parents who cannot afford registration fees for her seminars.

Update 4/10/22 Elise has obtained more details from Dr Paulin. Her honorarium is intended to be used to sponsor registration for parents in need so that they may attend her workshops.

During the month a quorum vote approved the requested honorarium. Elise will continue to write and obtain best available dates. Once decided, fees, recordings and publication will begin.

- Leader Enrichment Seminar is tentatively scheduled for May 22 or June 5. 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.

- Hedi must arrange to be available. This LES will be virtual as was last year's event.
- Renee will compile milestone list and order any pins necessary

Department reports - PL/Events continued

Update 4/10/22: Over the month discussion continued on whether to hold the LES as a virtual or in-person event. It was decided that an in-person event would require full involvement of all (active) Directors, including those who would be presenting. With the recent loss of two Directors, it is felt that we do not have the required directors to fulfill the varied responsibilities involved with conducting an in-person event. With that, a Virtual meeting will be planned. Hedi has tentatively marked either Sept 11 or 18, 2022.

Communications and Social Media

- Nuisance Caller informative letter was sent out to all Leaders. A caller has had a recent upswing of calls and texts to local, state and nationwide Leaders. The letter sent was authored by another Network and shared for Areas to send out to their Leaders.
- Sent out the LLL USA announcement on the return to In-Person meetings. Elise shared some questions received. Though not required, Hedi suggested that we 'sell' the signing of the waiver as it protects all. To be clear, attendees will not be turned away if there is refusal to sign a waiver. It was also emphasized that if Leaders are not yet prepared or feel uncomfortable commencing in-person meetings, they should continue or start Virtual Meetings.
- Sent out Communication Skills workshop announcement and registration
- Announcement of EDI Webinar received and will be sent to all Network Leaders this week.
- It is agreed upon that the ARs will send out noteworthy announcements when they occur as individual topic emails to their Network Leaders. News & Notes may go out separately to summarize those announcements.
- Elise's term ends 4/20/22.

Events - see PL Report

Agreements

Workgroup met on March 27th and made successful progress. Next workshop is scheduled for April 24 with May 22, June 26, July 24 still on the schedule.. Remainder of year dates will continue on the 4th Sunday of every 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

Report not received

- No response on Delegate search. Area Representatives will send out search letter again.
- The EDI topic webinar by Nikki Killings announcement was received and will be sent out to all Network Leaders next week. Every Leader should be encouraged to view it as part of required EDI training. It is understood that the platform used will track attendance.

Department Reports continued:

New Business

- It was agreed that the password for the Board gmail account be changed. With three directors leaving at term end and the last update was in 2016, it was the best time for an update. Stephanie will send out the new password to all remaining Directors.
- It was observed that a SCANV Network Leader had made remarks on her personal FB page regarding the recently received announcement from the LLLI Board of Directors that the 9th Edition of 'The Womanly Art of Breastfeeding' will have the name changed to 'The Art of Breastfeeding'. Though on her private page, her statements reflected negatively about the changes LLLI made in the past and the present. She made similar remarks on the LLL Leaders FB page and the LLL Diversity and Equity FB page. Both in her private and League FB pages she received a majority of opposing comments. Her responses cemented what appears to be a long held bias to trans people. Hedi reminded us that the LLL USA FB discussions are monitored and Leaders posting viewpoints out of alignment with LLL USA and LLLI may be invited to the first rollout of the LLL USA EDI Webinar. Also, Leaders holding decision making powers in their respective ANs will also be invited.
- An additional issue was discussed about another Leader who has posted her private views on her personal FB page that are in conflict with COVID mandates. Though on her private page, her co-Leaders have exited the group due to their concerns parents might confuse her personal beliefs with other health and safety suggestions related to lactation. These Leaders indicated a desire to start a new group and the ADA gave her full assistance and support. Additionally, it was brought to the attention of the Board that this same Leader and Board member sent an email reply with added content that was an overreach of the SCANV and LLL USA position on complying with COVID mandates. The initial intention was to decline the facilitie's offer as, at the time, we were still restricted from having in-person gatherings. Hedi spoke with this Leader.

A reminder:

- 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

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 May 15, 2022 at 7:00 PM. (one week later in deference to Mother’s Day)

Meeting adjourned at 8:45 PM

Respectfully submitted,

Renee’ DiGregorio - Executive Council Facilitator