

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 March 20, 2022 via Zoom at 7:08 pm 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

Out-going LLL USA Council Delegate for LLLSCNV Network

Patricia Ochoa

Area Representative / AR - San Diego Imperial Valley

Romy Rapoport

Area Representative / AR - Central LA Beaches

Elise Hamel

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

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

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 - Network CLA not assigned

Agreements - OPEN

Approval of Minutes

A draft of the Minutes of Board of Directors Meeting held 2/13/22 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]

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 web site manager.

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

Update 3/20/22 All is ready to be embedded on the home page of our website. A short statement will accompany it and a best location for placement will be discussed with the web site manager.

- Semi-Annual Stats Report for July - December 2021.

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.

Update 3/20/22 With approximately 40 responses as of this date; compilation of stats will commence within the week [Elise].

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.

Old Business continued:

- A full CS Workshop is planned for April/May with 12 maximum attendance. Patricia is attempting to dialogue with Karen Peters to schedule dates. It is tentatively scheduled to begin April 22.

The other Network Leader involved has chosen to step away from training.

A training webinar by Karen was recorded and is saved in the Board Drive. Permissions will be obtained for internal use.

- Domain names renewal - see Finance Report

- Leader Social Feedback.

18 in attendance/ 2 of which were Leader Applicants. The shared pictures were well received. Introductions were missed and it was overlooked to ask for special speaker suggestions.

*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

- Renee DiGregorio appointed Area Representative by the Leaders of North Counties Coastal and L.A. Valleys.

- ADA report. PH groups with inaccurate references were removed from our website contact page.

- Renee sent out a search letter for Area Representative for Central L.A. & Beaches. As of this date, no response. Hedi was asked to approach two Leaders who would be possible candidates.

- ARs have been contacting Area Leaders to complete the Semi-Annual Stats Report.

-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.

Department Reports - continued

LAD

- There are currently 5 active Applicants - a couple at the preview stage
- Renee created a search letter that was sent out via the ARs for the position of Associate Coordinator of Leader Accreditation (ACLA). No responses as of this date.

Finance

- Conference Acct: \$5,000.00
- General Acct: \$9,359.02
- Morgan Stanley: \$22,299.73
- 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.
- Donation Button: see Old Business
- 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.

Update 3/20/22 Payment has been sent to renew the two domain names with '.org'

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.
- 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.
- 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.

Department reports - PL/Events continued

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

Communications and Social Media

Busy month of announcements. Three announcements were routed through the ARs to minimize workload. (Central LA/Beaches AR search letter, ACLA search letter, Network Delegate Search letter)

Will begin compiling results from Semi-Annual Stats Report and send off to LLL USA.

Events - see PL Report

Agreements

Workgroup scheduled for Feb 27 was cancelled due to unavailability of regular participants. Future scheduled workgroups are March 27, April 24, May 22, June 26, July 24. Remainder of year dates will continue on the 4th Sunday of every month, if needed. Hedi will encourage Sharon to continue participating in these Agreements workgroups to share her expertise and knowledge.

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 previous search letter was revised by Renee to add a commitment for equity and diversity issues as a requirement. The letter was sent out by ARs to all Network Leaders.
- 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.
- Council Face to Face was held earlier this month. The primary focus was to determine the best approach to lifting the no in-person meetings/gatherings mandate. The LLLI legal team submitted a Waiver/Release form for Networks to review. In summary, Leaders may or may not use this form at in-person meetings..but are strongly encouraged to implement it at sign in. Leaders will also be asked to follow state/county and city mandates that are currently in place. Leaders may conduct in-person meetings based on their personal comfort level. Virtual meetings may continue or be held in addition to or instead of in-person meetings.

New Business

- For approximately 2 years a “Area 412” spammer continues to reach nationwide Leaders through text and direct phone calls. An effort should be made to make notations on each incident that will be gathered at the local Area level and ultimately reported to city/county law enforcement agencies.
- The Board was informed that Elise Hamel, Communications and Social Media Director will not be extending her current term renewable next month, thus leaving the Board. She will make herself available for announcements and manage MailChimp communications as needed. Technically this will not impact current needs, but will leave a Board position open...leaving 9 Board members.

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
 - Agreements Chair remains open
 - Network CLA/ACLA 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 April 10, 2022 at 7:00 PM.

Meeting adjourned at 9:05 PM

Respectfully submitted,

Renee' DiGregorio - Executive Council Facilitator

