



**LEADERSHIP DEVELOPMENT COMMITTEE MEETING MINUTES  
MONDAY, FEBRUARY 26, 2018**

PRESENT	Kate Wren Gavlak	California Commissioner	Chair
	Laura Anastasio	Connecticut Commissioner	
	Sarah Forster	Maine Commissioner	
	Gary Hartman	Wyoming Commissioner	
	Marcy Herman	Alaska Commissioner	
	Craig Neuenswander	Kansas Commissioner	
	Cheryl Serrano	Colorado Commissioner	
	Cherise Imai	Executive Director	Secretary
	Richard Pryor	Communications Associate	

**ITEM 1 – CALL TO ORDER AND WELCOME**

- Executive Director (ED) Cherise Imai called the meeting to order at 1:10PM EST. Roll call was conducted, and seven members and 2 staff were present.
- ED Imai welcomed new members, Gary Hartman (WY) and Sarah Forster (MA) to the committee. She explained that when the Executive Committee (EXCOM) created the Ad Hoc in July 2017, they wanted to ensure that the EXCOM did not influence the Ad Hoc LDC discussion or decision making on the process of elections. For this reason, Daron Korte (MN) and Shelley Joan Weiss (WI), current members of the EXCOM, were replaced with Hartman and Forster by Commission Chair, Rosemarie Kraeger (RI).

**ITEM 2 – AGENDA AND MINUTES**

- The agenda was moved for approval by Gary Hartman (WY) and seconded by Cheryl Serrano (CO). The motion carried. A motion to approve the minutes of the October 25, 2017 meeting was made motioned by Serrano and seconded by Craig Neuenswander (KS). The motion carried.

**ITEM 3 – BACKGROUND, PURPOSE AND TIMELINE**

- Chair Gavlak reviewed the prior meeting minutes, background, purpose and the timeline of the Ad Hoc LDC. She noted that if the Ad Hoc LDC completes the work early, the remaining meetings would be cancelled. The hope is that the work can be completed sooner versus later.
- Chair Gavlak said the EXCOM was aware of the concern about transparency surrounding the elections process and slate of candidates. Therefore, in July 2017 the EXCOM discussed the possible need to change the By Laws and layout the process more clearly. Also, the EXCOM thought because Chair (Kraeger) and Vice Chair (Gable) would be moving into their second term, that forming the Ad Hoc LDC would allow most of the 2018 year to examine the current process, develop recommendations for appropriate By-Laws and present it to the Commission at the 2019 Annual Meeting.

**ITEM 4 – DISCUSSION**

- Historically, individuals have been elected into Commission leadership positions, such as the Chair and Vice Chair, with the understanding that they would serve two 1-year terms. (the Chair assumes the Past Chair position when a new Chair is elected) While the Commission had not codified this in the Commission By-Laws, this was the process followed since the start of the Commission.
- The purpose behind this process was:

- Serving a 1-year term was considered too short, and too uncertain for a Chair to accomplish what needed to get done, while serving two 1-year terms seemed sufficient to provide continuity and accomplish the goals of the Commission.
- Would provide a training ground for new individuals (such as committee chairs and others) to become acclimated to the Executive Board, and possibly move up in leadership positions.
- Would ensure that leadership would be selected from a pool of experienced commissioners.

7. It was agreed that the incident at the ABM in Rhode Island was a step allowable under the By-Laws. However, it was not past practice as candidates for the Vice Chair and Chair usually served for a total of two years. She only served one year as Vice Chair. Members of the Ad Hoc LDC said the non-reelection of the Vice Chair was not a reflection of the individual or dissatisfaction with her work on the EXCOM. This was, however, the first time the slate of candidates was not accepted.

8. There is a perception that the Executive Committee is working in isolation and other Commissioners are only able to interface during committee meetings. It was asked if there is a way to “pierce the bubble”. The ABM Survey results from the Florida meeting reflected members liking their Tier Groups, so it was suggested that it might be possible to hold mid-year conference call meetings for Tier Groups. The individual added that they are just one-state and was not sure how others felt about adding more meetings or others’ desires to participate since everyone is busy. The individual said they agree with the two-year term and knows that there are still “raw” feelings from the ABM in Rhode Island. They are not talking about this group, or the leadership of MIC3.

9. There is a great need to formalize the process and make it more transparent and the goal of the Ad Hoc LDC is to lay out the process for members to clearly understand.

10. It was clarified that the Past Chair position would change if a new Chair is elected. The current Chair, if not reelected, would move into the immediate past Chair seat.

11. As elections are held and states change Governors, this could result in changes in Commissioners as well. With constant changes in political offices across the country, there is concern for consistency within the leadership of MIC3.

12. In conclusion, all members agreed that a term change from one year to two years is needed to ensure stability and continuity for the organization. Chair Gavlak asked the national office to draft By-Laws language to change terms from a one-year to a two-year term. The draft will be reviewed at the next meeting. (OPEN ITEM)

#### ITEM 5 – ALTERNATE MEETING DATE FOR MARCH

13. *Upcoming Meetings* – Commissioner Herman, Serrano and Neuenswander have conflicts on March 12<sup>th</sup>. ED Imai will follow-up with the Committee on an alternate meeting date.

**ITEM 6 – ADJOURNMENT** – With no further business to conduct, Serrano motioned to adjourn the meeting, seconded by Hartman. Motion carries. Chair Gavlak adjourned the meeting at 1:37 PM EST.

Respectfully submitted by,



Cherise Imai  
Secretary/Executive Director