



**LEADERSHIP DEVELOPMENT COMMITTEE MEETING MINUTES  
WEDNESDAY, JUNE 21, 2018**

PRESENT	Kate Wren Gavlak	California Commissioner	Chair
	Laura Anastasio	Connecticut Commissioner	
	Sarah Forster	Maine Commissioner	
	Marcy Herman	Alaska Commissioner	
	Gary Hartman	Wyoming Commissioner	
	Craig Neuenswander	Kansas Commissioner	
	Cheryl Serrano	Colorado Commissioner	
OBSERVER	Rosemarie Kraeger	Rhode Island	Commission Chair
	Cherise Imai	Executive Director	Secretary
	Lindsey Dablow	Training and Operations Associate	
	Richard Pryor	Communications Associate	
EXCUSED	Rick Masters	General Counsel	

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

1. Chair Kate Wren Gavlak called the meeting to order at 1:01PM EST. Roll call was conducted by Executive Director (ED) Cherise Imai.

**ITEM 2 – AGENDA AND MINUTES**

2. The agenda was moved for approval by Commissioner Craig Neuenswander (KS) and seconded by Commissioner Gary Hartman (WY). The motion carried.

**ITEM 3 – DISCUSSION – Email from Commissioner Deanna McLaughlin (TN)**

3. Chair Gavlak asked if there was a member of the Committee who would facilitate the discussion as she intended to recuse herself from further discussion regarding the response to the email from Commissioner McLaughlin. Commissioner Cheryl Serrano (CO) volunteered to lead the meeting as Acting Chair.

4. Commissioner Serrano said she was shocked because when she received the email and she asked if anyone else felt there had been a misunderstanding of the LDC on the original intent of what we had been asked to do by the Commission in formalizing this process. We certainly have some trust issues that weren't there until recently. We were pursuing originally seeking a change in bylaws, however were told we couldn't do it that way due to state statutes. Therefore, we pursued this as a solution. Commissioner Laura Anastasio (CT) asked if the proposed process by the Leadership Development Committee (LDC) had been disseminated, Executive Director (ED) Cherise Imai responded that the note from Chair Gavlak was released last week which prompted the email from Commissioner Deanna McLaughlin on Sunday, June 17th.

5. Commissioner Serrano asked the committee if they felt the process wasn't fully communicated so it was clearer to everyone. Commissioner Sarah Forster (ME) indicated she thought this was not the case. Commissioner Anastasio added that the perception was that the LDC didn't get together and approve this process.

6. Commissioner Anastasio added that the Vice Chair of the Commission had called her shortly after the release of the email and questioned the legality of the process, suggesting that as a lawyer, “she should know better”. The Vice Chair also questioned if General Counsel Rick Masters had advised the committee. Commissioner Anastasio added that she was offended and violated by this approach.
7. Commissioner Marcy Herman (AK) suggested there should be a united professional response to the email. She added that she had also received calls following the release of the draft LDC Process.
8. Commissioner Rosemarie Kraeger (RI) reminded the committee that at the end of the 2017 Annual Business Meeting (ABM) she promised the commission members that we would develop a clear and transparent election process for the 2018 (ABM). She felt the LDC had worked diligently on this process and the minutes reflected the work done.
9. Commissioner Anastasio questioned why Commissioner McLaughlin’s email was sent the entire commission. She felt it caused more consternation among them members when the matter could have been addressed direct to the LDC. Commissioner Craig Neuenswander (KS) suggested that the response should be to the entire commission as the email had been initially directed to everyone.
10. General Counsel Masters suggested that the committee clarify to the commission this is an attempt to place some structure on the process. The bylaws and statute clearly require that an election be held annually. The only qualification is that the person only needs to have held office. The LDC’s work is an attempt to encourage leadership in a deliberate way to provide opportunity for any Commissioner to pursue a leadership position. This is not to say that we are trying to dictate to, supersede or conflict with what the bylaws and statute permit.
11. Commissioner Gary Hartman (WY) proposed that General Counsel Masters drafts a letter outlining the discussion and the purpose of the LDC that would be signed by the committee chair. Commissioner Anastasio suggested that the whole committee should sign the letter.
12. Commissioner Forster spoke on the issue of the Vice Chair of the Commission contacting a member of the committee questioning their professionalism and that this was a separate issue. She added they could not let a member of the elected leadership disparage another member of the commission. Commissioner Anastasio added she thought members of the Executive Committee (EXCOM) were not allowed to influence in any way the actions of an LDC member. Commissioner Kraeger agreed it was and added this was because there was a perception the EXCOM was a closed group and not transparent which is why the LDC was charged not to have an EXCOM member involved. The Chair of the LDC is the past Chair as it is the role of that position.
13. Commissioner Serrano excused herself from the meeting.
14. Commissioner Hartman made a motion for General Counsel Masters to draft a letter to be sent to all commissioners explaining what the LDC was attempting to achieve. Seconded by Commissioner Neuenswander. Motion passed unanimously less for Commissioner Serrano who had been excused. (OPEN ITEM)
15. Commissioner Anastasio asked if the committee felt there should be an initial response acknowledging that the matter was being addressed. Commissioner Anastasio motioned that the Chair of the Commission draft an initial response to all Commissioners that they are aware of the concerns raised and would be responding in the near future. Seconded by Commissioner Herman. Motion passed unanimously. (OPEN ITEM)

16. Members deferred to General Counsel Masters on the way forward regarding a Commissioner's earlier statements regarding a call she received by the Vice Chair of the EXCOM. General Counsel Masters stated that the aggrieved party should contact the EXCOM detailing in what way they had been aggrieved, this would allow him to provide an official response.

**ITEM 4 – ADJOURNMENT** – With no further business to conduct, Commissioner Hartman adjourned the meeting at 1:45 PM ET.

Respectfully submitted by,

A handwritten signature in cursive script, appearing to read 'Cherise Imai'.

Cherise Imai  
Secretary/Executive Director