



MILITARY INTERSTATE  
CHILDREN'S COMPACT  
COMMISSION

# LEADERSHIP DEVELOPMENT COMMITTEE MINUTES

FISCAL YEAR 2021

## TABLE OF CONTENTS

### LEADERSHIP DEVELOPMENT COMMITTEE MINUTES FY21

JULY 3, 2020.....	1
JULY 27, 2020.....	5
AUGUST 24, 2020 .....	10
MARCH 22, 2021 .....	14
MAY 24, 2021 .....	17
JUNE 28, 2021.....	CANCELED

**LEADERSHIP DEVELOPMENT COMMITTEE MEETING MINUTES**  
**Friday, July 3, 2020**

PRESENT	Rosemarie Kraeger Chad Delbridge Debra Jackson Greg Lynch Deanna McLaughlin Douglas Ragland	Rhode Island Commissioner Wyoming Commissioner New York Commissioner Washington Commissioner Tennessee Commissioner Alabama Commissioner	Chair
STAFF	Cherise Imai	Executive Director	Secretary
EXCUSED	Tim McMurtrey Tony Trongone Lindsey Dablow	Idaho Commissioner New Jersey Commissioner Training and Operations Associate	

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

1. Chair Rosemarie Kraeger (RI) called the meeting to order at 11:02 AM EDT. Roll call was conducted by Cherise Imai, Executive Director.
2. Chair Kraeger expressed appreciation for Members' time to attend the meeting as they are occupied with other business matters and with the Independence holiday this weekend.

**ITEM 2 – AGENDA AND MINUTES**

2. Commissioner Deanna McLaughlin (TN) motioned to approve the agenda as presented, seconded by Commissioner Greg Lynch (WA). Motion carried.

**ITEM 3 – WA Commissioner Greg Lynch's Email dated June 18**

4. Chair Kraeger yielded the floor to Commissioner Lynch who expressed appreciation for the opportunity to discuss his proposal with the committee. He stated that under COVID-19, states are dealing with the same challenges with cases increasing overall. Like many states, Washington is dealing with the changing scope of education and struggling with a plan to reopen school in the fall. Regarding his region's schools and work with 20 superintendents, they a hybrid option will be adopted, however a plan for an 100% virtual scenario will be made available for parents who may not be comfortable with sending children back to a physical school building.
5. Commissioner Lynch stated he is a member of several boards with several positions up for rotation this upcoming school year. In discussions, there was desire to be thoughtful of members. In several of the boards, they determined they would not change leadership positions where they could to avoid interjecting one more thing to do while dealing with the pandemic – whether it was onboarding or uncertainty under the process.
6. He reflected the MIC3 Executive Committee recently determined the 2020 Annual Business Meeting would be held in a virtual format this year, and it is yet another example of uncertainty for the organization under the pandemic. Commissioner Lynch stated due to this, he

proposed the Commission remain stabilized by keeping the same officers, Chair, Vice Chair, and Treasurer for another year. He stated how we go about this is subject for discussion. He referenced the ByLaws which require annual elections and the question if leadership would be willing to serve for one more year. He asked if the committee was open to supporting the proposal, and if they were, discussing the details was the next step.

7. Chair Kraeger thanked Commissioner Lynch for his proposal and asked for comment. Commissioner Chad Delbridge (WY) stated he supported the proposal and thought it was a good idea with the uncertainty under the pandemic. Commissioner Douglas Ragland (AL) concurred with Commissioner Lynch. He felt it was the best option for the Commission and he fully supported remaining stable. Chair Kraeger concurred with Commissioner Lynch's proposal as she is also a member of a number of other boards, and she stated his point on stability was important during these times.

8. Commissioner McLaughlin asked if anyone had reached out to current leadership on the proposal and if they were willing to serve. Chair Kraeger replied upon receipt of Commissioner Lynch's email, she connected with the Chair, Vice Chair, and Treasurer to inquire. All were open to serving one more year. She added the email was forwarded to the Executive Committee for their situational awareness.

9. Chair Kraeger stated the Commission's process would still be followed: an election would be held, and nominations would be taken from the floor. In addition, members are aware the deadline for applications were due next week, and she could request current leadership submit their applications.

11. Commissioner McLaughlin stated she wished the proposal was brought up sooner prior to the release of the application period. However, now there are people preparing their application submittals. She questioned what was the process for these new applicants?

12. Commissioner McLaughlin questioned the role and responsibility of the committee which she thought was to collect applications and put forth the names for vote to the Commission. She asked if the proposal by the committee was now to submit a slate to the Commission. Chair Kraeger affirmed her statement was correct, and although she too wished the idea had arisen sooner.

13. Commissioner Lynch stated the committee needs to be thoughtful on how to address this, and he wanted to honor Commissioner McLaughlin's concerns. He suggested since the nomination period is open, the committee could bring a strong endorsement from the committee and Executive Committee for the proposal to the Commission; and (the committee) can contact any new applicants directly, explain the situation and new proposal, and see if they still want to continue to run for office.

14. Commissioner McLaughlin stated the need to honor the applicants and allow their names on the ballot. She appreciated the suggestion to contact people who do decide to apply.

15. Commissioner Lynch asked how many applications have been received to date for each position? ED Imai stated no applications have been received to date. She reminded members the deadline is Wednesday, July 8, at 12 midnight Eastern/6:00pm Hawaii.

16. Commissioner Lynch suggested since no one has applied to date, that the committee draft a memorandum and send it to the commission. The memo would explain the proposal and reasoning behind it. Commissioner Delbridge agreed this was a good idea to send it out before the application deadline, so these individuals are not caught off-guard. He felt it was a fair for the individuals to be aware of before they submit or if they are in the process of submitting an application. Commissioner Ragland concurred and felt it was also important to acknowledge the committee had not thought about this prior to the release of the application period. Commissioner Delbridge added apologizing the committee had not thought of this sooner would go a long way.

17. Commissioner Debra Jackson (NY) commented this year is unusual with the pandemic, and anything we can do to keep the current leadership in place is good for the organization.

18. Chair Kraeger emphasized the need to be transparent and to follow organizational ByLaws. She asked the national staff to draft a letter with the points above and include that nominations would be accepted on the floor. She added the letter would be released over the weekend and by Monday at the latest.

19. Commissioner McLaughlin stated someone may have an application in the works, and perhaps they will not see the letter. She asked what would happen if someone submits an application - will they still be on the ballot? Commissioner Lynch replied that they could be contacted, explain the situation, and ask if they would like to retract their application or continue with the process. He stated if they agree to retract, the issue is resolved, if not, the committee can still process the application and include it on the ballot and the commission can vote. Though, the committee will still recommend the current leadership serve one additional year. Commissioner McLaughlin was concerned for any new applicants, and said she felt it was important to follow the current application process.

20. Chair Kraeger asked if anyone had any final comments or concerns on the today's discussion, transparency, the election process, proposal and way forward. Commissioner Jackson stated she appreciated the committee's efforts to honor the process and the best interest of the commission. Commissioner Delbridge, Ragland, Lynch stated they did not have any other comments or concerns.

21. Commissioner McLaughlin stated it was better that she would abstain. Chair Kraeger asked if there was anything that the committee could do to move her to an affirmative vote. Commissioner McLaughlin replied it was better for her to abstain from the vote, she also expressed appreciation for Chair Kraeger's question and asked members to respect her decision. Chair Kraeger acknowledged her statement for the record.

22. Chair Kraeger called for the vote. Commissioner Lynch motioned the committee recommend the current leadership remain for one more year, that a letter be drafted informing the commission of the recommendation and reasoning behind this. The motion was seconded by Commissioner Jackson. Motion carried with one abstention by Commissioner McLaughlin. Motion carried.

23. Commissioner Lynch stated as the proposal was his, he offered to assist with drafting the letter. Chair Kraeger thanked him for his assistance in advance.

#### ITEM 4 – ADJOURNMENT

24. With no further business to discuss, Chair Kraeger adjourned the meeting at 11:27 AM EDT.

Respectfully submitted by,  
Cherise Imai  
Executive Director

**LEADERSHIP DEVELOPMENT COMMITTEE MEETING MINUTES**  
**Monday, July 27, 2020**

PRESENT	Rosemarie Kraeger Chad Delbridge Debra Jackson Greg Lynch Deanna McLaughlin Douglas Ragland Tony Trongone Tim McMurtrey	Rhode Island Commissioner Chair Wyoming Commissioner New York Commissioner Washington Commissioner Tennessee Commissioner Alabama Commissioner New Jersey Commissioner Idaho Commissioner
STAFF	Cherise Imai Lindsey Dablow Beth Workman	Executive Director Secretary Training and Operations Associate Communications Associate

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

1. Chair Rosemarie Kraeger (RI) called the meeting to order at 1:00PM EDT. Roll call was conducted by Cherise Imai, Executive Director.
2. Chair Kraeger hoped members were doing well and she was aware everyone is busy dealing with the back-to-school plans for Fall. As the Superintendent for her district, it has been a monumental task, and for military families transitioning into a new community under the pandemic.

**ITEM 2 – AGENDA AND MINUTES**

2. Commissioner Deanna McLaughlin (TN) motioned to approve the agenda as presented, seconded by Commissioner Chad Delbridge (WY). Motion carried.
3. Commissioner Deanna McLaughlin (TN) motioned to approve the meeting minutes from June 5, 2020 as presented, seconded by Commissioner Delbridge. Motion carried.
4. Commissioner Greg Lynch (WA) motioned to approve the meeting minutes from July 3, 2020 with one correction, seconded by Commissioner Tony Trongone (NJ). Motion carried.

**ITEM 3 – UPDATE ON COMMISSIONER PETE LUPIBA (OH)**

5. Chair Kraeger yielded the floor to Commissioner Lynch for his report. Commissioner Lynch stated there are four applications in total, three which are in current leadership positions, and one additional application from Commissioner LuPiba for Chair. As discussed at the last meeting, the committee agreed to reach out to individuals that filed an election application beyond the three currently in office.
6. On July 9, Commissioner Lynch emailed Commissioner LuPiba asking if he had time for a phone call. On July 10, Commissioner LuPiba replied he was unavailable until August 3. Commissioner Lynch asked if he could spare three minutes to talk about the election, application process, and so forth, before today. To date, Commissioner Lynch has not heard

back from Commissioner LuPiba. In summary, he stated he attempted to contact the candidate, as agreed upon as a next step by the committee, at the July 3<sup>rd</sup> meeting. He stated the next step at this point, is he will notify the committee if Commissioner LuPiba contacts him next week.

7. Commissioner McLaughlin asked if Commissioner Lynch had specified the subject of the desired discussion or was it a “when you have time, can we talk” kind of thing in his email to Commissioner LuPiba. Commissioner Lynch replied he did state he wanted to speak with Commissioner LuPiba regarding MIC3 business. Commissioner Lynch referenced the committee’s July 5 memorandum which stated an LNC member would contact any individual that filed an application. He assumed Commissioner LuPiba would understand it was regarding this topic, which was clarified in Commissioner Lynch’s emailed reply.

8. Commissioner Lynch stated at this point, we are in “stand-by” mode and he would await Commissioner LuPiba to reach out to him when he is available, as he stated, either by email or phone call. Commissioner Lynch stated that if he does not hear from Commissioner LuPiba by August 4, he will attempt to contact him again to ask to talk about his application.

9. Chair Kraeger thanked Commissioner Lynch for his efforts on behalf of the committee.

#### **ITEM 4 – ELECTION PROCESS AND GUIDE**

10. The committee reviewed the guide and expressed appreciation to the national office staff for assembling a professional document. The guide includes: the history, timeline and background of the organization; leadership history and chronology; positions and responsibilities; application process and deadlines.

11. For the record, Chair Kraeger noted there were two applications received for Chair: Commissioner Don Kaminar (AR) and Commissioner Pete LuPiba (OH). One for Vice-Chair from Commissioner Laura Anastasio (CT), and one for Treasurer from Commissioner Craig Neunswander (KS).

12. ED Imai added a change was made in response to the feedback received from last year’s election survey which asked that the survey and ballot be separated (it was two-sided), This year, the election survey questions are added to the post-Annual Business Meeting survey, and the ballot would be virtual.

13. Commissioner McLaughlin asked if national office staff were agreeable to the key dates. ED Imai affirmed the dates were accomplishable and documents would be released through the Constant Contact platform. She added that upon review of the election documents, should items need to be reworked or additional time to process, dates could be adjusted.

14. Chair Kraeger continued to review the Election Guide which includes Campaign Guidelines. Commissioner Tim McMurtrey (ID) asked for clarity on lobbying and use of email by a candidate. He asked if it the responsibility of the person to inform the committee if they had been contacted by email by a candidate running for office, lobbying for elections? Chair Kraeger replied from her point of view the answer is yes, because if they are officially a candidate, it is clear in our guidelines that email or utilization of social media to lobby for office is prohibited. She stated that if individuals know this is happening, they can bring it up to the entire committee or inform her as the chair.



15. Chair Kraeger highlighted the By-Laws reference regarding elections, and FAQ documents; and noted the committee added information regarding the elections if the Annual Business Meeting was held virtually.

16. Commissioner McMurtrey motioned to adopt the Election Guide, seconded by Commissioner Debra Jackson (NY). Motion carried.

17. ED Imai noted should Commissioner LuPiba withdraw his application, the Guide would be modified accordingly. She also stated the intent was to release the Guide the same time as the Docket Book which is no later than September 17.

#### **ITEM 5 – COMMISSIONER SHELLEY JOAN WEISS (WI) EMAIL DATED JUNE 12, 2020**

18. Chair Kraeger reported she received an email from Commissioner Shelley Joan Weiss (WI) which was received on June 12, a copy of which was provided for the committee in their packet. Chair Kraeger added the email was shared with the Executive Committee at their July 16 meeting.

19. Commissioner Weiss suggested the LNC consider an electronic ballot, and she mentioned other organizations she was a member of. Chair Kraeger noted there were some considerations to be aware of and asked ED Imai to elaborate further. ED Imai suggested the *GoToMeeting* platform be utilized because members are familiar with the platform as it is used for standing committee meetings and surveys of the commission. The system has the email and contact information for Commissioners which is already utilized to disseminate the newsletter, Chair Message and other documents and information.

20. ED Imai reported it is a cost-effective measure because the commission already subscribes to the platform at a cost of \$600 annually, therefore using the system would require no additional budget.

21. Regarding integrity and security, the system reliability, the commission is able to confirm a single ballot was provided to a state and received by a state. The system captures if they received the ballot, when the email was opened, and when it was completed and returned. In summary, if a state wanted to confirm their ballot was received, the confirmation could be provided without issue. She was confident the system met the needs of the electoral process.

22. Commissioner McLaughlin asked if there was any way to verify of their email address was correct (in the system), such as comparison to the email they registered with for the Annual Meeting? ED Imai replied we can verify the email address in the constant contact file matches the email provided on the registration form. She noted the staff effort to ensure commission documents, Constant Contact system and website and pages are current and updated. This can only be done if a Commissioner informs the national office of any change in contact information.

23. Commissioner Delbridge asked if the committee will utilize this ballot system or will we utilize a different system in the future? ED Imai suggested once this election year is completed, the committee can assess if the ballot's effectiveness.

24. Commissioner Delbridge asked if the ballot system is a huge issue. ED Imai noted that when the election is held in person, the ballots are in a paper format, ballots are signed out by the state commissioner and signed in when it is returned and inserted into the box. The ballots

are tallied by the staff of the commission, and results are provided to the chair of the commission for the announcement during the general session. Chair Kraeger stated Commissioner Weiss was the only person that questioned the ballot, and she was unaware of dissatisfaction with use of a ballot for elections. ED Imai stated she was not aware of any concerns by commissioners regarding the integrity of the ballot or the staff tallying the votes.

25. Commissioner McLaughlin stated for clarification that in the committee's previous meeting and discussion about secret ballots, that she brought up that there may be a concern that could arise. Chair Kraeger corrected there are two Commissioners that have concerns about the ballot process. Commissioner McLaughlin stated everyone should be briefed on the ballot and election process to alleviate any concerns or questions.

26. Commissioner Lynch stated he was unsure what the issue was. He asked Commissioner McLaughlin to provide clarification on her concerns. Commissioner McLaughlin replied she didn't know if they had learned how she is over the last eleven years or so, but she always tries to think about what could possibly come up (worst case scenario) from somebody participating in anything. When she brought this to the attention of the committee, it was as the 'devil's advocate' trying to think about somebody having a concern about it.

27. Commissioner Jackson stated in recent New York elections and absentee voting. Some weren't sure it was confidential, and it was a matter of letting them know, no, it isn't confidential. It is about letting them know, no it isn't confidential. Chair Kraeger stated in the brief, we can inform the ballot is confidential, and she will respond to Commissioner Weiss.

28. Commissioner Lynch stated the Commission is a public entity, the Commission meetings are public, and his State Council meetings are public. He was unsure about the genesis behind the Commission and the confidential voting process and questioned if the Commission had the authority to conduct voting confidentially as a public entity. He asked if it was in statute, or if it was something we decided to do on our own. Chair Kraeger replied to the best of her knowledge, the ByLaws do not specify voting to be conducted by secret ballot, confidential ballot – just that voting will take place annually. Called for clarification, ED Imai concurred.

29. Commissioner Lynch stated the issue is more around the ByLaws, and if the ByLaws need to be changed because members believe it should be changed – which is a different issue from our discussion.

## ITEM 6 – ELECTION SURVEY

30. **2019 Survey Results** – Chair Kraeger reviewed the feedback from last year's post-election survey which included separating the ballot from the survey, which was corrected this year. She added feedback indicated an appreciation for transparency.

31. **2020 Survey Questions** – Members agreed the questions were applicable for this year's elections. ED Imai asked members to forward additional changes or questions for discussion at the next meeting.

## ITEM 7 – OTHER BUSINESS

32. Commissioner Lynch asked what platform would be utilized to host the ABM. ED Imai replied the staff researched over 45 platform, whose cost ranged from free to systems of

considerable cost, and the GoToWebinar system was selected by the Executive Committee. She noted there were suggestions by some commissioners to utilize Zoom. However, a couple of states notified the Commission that the Zoom platform was prohibited on their government system. Due to this, the Executive Committee eliminated Zoom as an option. She added GoTo Webinar is secure, will allow up to 1,000 users, and has the ability to separate the public attendee from the Commission members. She added that while the system is similar to the standing committee platform used at meetings, training sessions are planned, and more information will be released once logistics are confirmed.

33. Chair Kraeger announced the next meeting will be held on Monday, August 24, 2020 at 1:00pm ET.

#### **ITEM 8 – ADJOURNMENT**

24. With no further business to conduct, Commissioner Lynch motioned to adjourn the meeting, seconded by Commissioner Douglas Ragland (AL). The meeting was adjourned at 1:43 PM EDT.

Respectfully submitted by,  
Cherise Imai  
Executive Director

**LEADERSHIP DEVELOPMENT COMMITTEE MEETING MINUTES**  
**Monday, August 24, 2020**

PRESENT	Rosemarie Kraeger Chad Delbridge Debra Jackson Greg Lynch Deanna McLaughlin Douglas Ragland	Rhode Island Commissioner Chair Wyoming Commissioner New York Commissioner Washington Commissioner Tennessee Commissioner Alabama Commissioner
STAFF	Cherise Imai Lindsey Dablow	Executive Director Secretary Training and Operations Associate
EXCUSED	Tony Trongone Tim McMurtrey	New Jersey Commissioner Idaho Commissioner

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

1. Chair Rosemarie Kraeger (RI) called the meeting to order at 1:00PM EDT. Roll call was conducted by Lindsey Dablow, Training and Operations Associate.

**ITEM 2 – AGENDA AND MINUTES**

2. Commissioner Greg Lynch (WA) motioned to approve the agenda as presented, seconded by Commissioner Deanna McLaughlin (TN). Motion carried.
3. Commissioner McLaughlin motioned to approve the meeting minutes from July 27, 2020, as presented, seconded by Commissioner Douglas Ragland (AL). Motion carried.

**ITEM 3 – RESPONSE TO COMMISSIONER SHELLEY JOAN WEISS (WI) EMAIL DATED JUNE 12, 2020**

4. Chair Kraeger reported an email was received from Commissioner Weiss regarding the upcoming elections, the process in a virtual environment, and her interest in conducting the electoral process in an anonymous format. Chair Kraeger reflected on the committee's discussion in July and referred to her emailed response to Commissioner Weiss dated Friday, August 7 at 4:23 PM ET.

**ITEM 4 – UPDATE ON COMMISSIONER PETE LUPIBA (OH)**

5. Chair Kraeger yielded the floor to Commissioner Lynch for his report on outreach to Commissioner LuPiba regarding clarity on his candidacy for Chair. Commissioner Lynch reported no additional email exchanges had occurred. Commissioner Debra Jackson (NY) stated she was confused by his response and if it was clear what the LNC was asking.
6. Commissioner Lynch stated an initial email was sent on Thursday, July 9 asking Commissioner LuPiba for some time to talk via phone call. On Friday, July 10, Commissioner LuPiba emailed he was busy that day and could not meet by the August 1 deadline. He added

he was going to be on vacation from next week and for Commissioner Lynch to contact him via phone on August 3.

7. Commissioner Lynch responded later that same day he understood Commissioner LuPiba would be on vacation for three weeks and emphasized the need to speak with him for a few minutes on time sensitive business before July 27. Commissioner Lynch stated he was available evening and weekends to talk and could work around his schedule.

8. Commissioner Lynch did not hear from him during that time, until a follow-up email was sent by Commissioner Lynch to Commissioner LuPiba on Sunday, August 9. This email was copied to members of both the Leadership Nomination and Executive committees. Commissioner LuPiba responded to this email on Monday, August 10.

9. Commissioner Jackson said she was surprised at Commissioner LuPiba's initial response because if she had been in a similar situation in which a colleague stated it was important to speak with her on a matter, she would have made the time to speak with that person. In addition, she was confused if he was aware of the clarity the committee needed on his candidacy. Commissioner Jackson expressed appreciation for Commissioner Lynch's very professional email and diligent follow-up on the matter. She stated she knows Commissioner LuPiba and was very surprised by his response.

10. Commissioner Lynch replied the committee did a good job on their discussion and recommendation to the Commission regarding stabilizing MIC3 leadership under the pandemic, and release of the LNC memorandum dated July 5 which specified the background on electing current leadership for another term, and the committee would contact every applicant received to confirm the intent of the application light of the LNC's recommendation. Commissioner Lynch stated he assumed Commissioner LuPiba was aware of the memorandum and his connection with Commissioner LuPiba had to do with this. He asked the committee for comment on the next steps.

11. Commissioner Ragland stated, for clarification purposes, that his name is mentioned in Commissioner LuPiba's emailed response to Commissioner Lynch, and he wanted to provide background for the record. Commissioner Ragland reported he had a State Council meeting scheduled for August 7. He emailed Commissioner LuPiba on a separate business matter regarding the meeting, however he did not receive a response to his email at that time. Commissioner Ragland reported he then contacted Commission Chair Don Kaminar (AR), and received the information he required. Chair Kraeger thanked him for his clarification.

12. Commissioner McLaughlin stated she understood the confusion by everybody, because she too was confused when she read the emails. She stated at the last meeting, she asked for clarification on Commissioner Lynch's email to Commissioner LuPiba which stated "hey, do you have time for a chat?". She added the email was not specific for what it was referring to, and Commissioner LuPiba's response was "if it's about a family, just send me the information. Then it said, you know, otherwise call me on August 3<sup>rd</sup>". Commissioner McLaughlin asked if Commissioner Lynch called Commissioner LuPiba on August 3<sup>rd</sup>.

13. Commissioner Lynch replied no he had not because his reply to Commissioner LuPiba's email was to please give him a call as soon as he could, before that time, and Commissioner LuPiba never responded to that email. Therefore, he was under the impression that

Commissioner LuPiba was aware, based on the memorandum, the call was regarding his submitted application

14. Commissioner McLaughlin replied his answer is in the long response that he made, where she thought he seemed to understand it was about elections. She thought the point was clear once the email came back to the committee and copied to each of the candidates, and that might have been the trigger for him figuring out what was going on from his response on August 10, but she could be wrong.

15. Members restated the need to obtain final confirmation on the intent of Commissioner LuPiba to run for Chair. Commissioner McLaughlin asked if the committee could call Commissioner LuPiba now. Members did not feel it was in good practice or fair for the committee to call an individual to speak on the record without proper notification.

16. Commissioner Lynch offered to reach out again via email to reconfirm. He would share the response once received as it determined next steps on the release of the Election Guide.

#### ITEM 5 – ELECTION GUIDE

17. Chair Kraeger yielded the floor to Executive Director (ED) Cherise Imai for her report. ED Imai reviewed the document with the committee which included the changes from the meeting prior and all candidate applications received. She noted once Commissioner LuPiba's intent is clarified, the document will be finalized for release with the Docket Book which will be posted no later than September 17 on the Annual Business Meeting webpage.

#### ITEM 6 – ABM ELECTIONS

18. **Process and Presentation** – Chair Kraeger yielded the floor to ED Imai for her report. ED Imai reviewed the slides for the presentation. Regarding the ballot, the deadline for receipt is Thursday, October 1 at 6:00 PM Hawaii Time or 12:00 midnight ET, which will allow staff to reconcile the count and address any unanticipated issues. Members unanimously agreed the specified date and time allowed ample time for ballots to be completed by commissioners.

19. **Evening Reception (10/1), Time, Length, Program, Platform** – ED Imai asked members for input from their experience with online breakout sessions. Members suggested a designated room for each candidate would be helpful with a set amount of time for each candidate. Members agreed a simple platform, such as Zoom, would work best and avoid the need to call into separate lines to access the rooms. Members directed staff to research the best option for the reception and implement. ED Imai stated she would reach back to the committee if needed for further guidance.

#### ITEM 7 – ELECTRONIC BALLOT

20. ED Imai stated this item was addressed earlier. However, she restated the key dates/times for the record. These dates are referenced in the Election Guide.

- a. Ballot Release: Thursday, October 1, 2020, 4:00PM ET
- b. Ballot Deadline: Thursday, October 1, 2020, at 6:00PM Hawaii Time

#### ITEM 8 – POST ELECTION SURVEY

21. ED Imai reported the same questions from the 2019 post-ABM survey were added to the 2020 post-ABM survey. She asked if the committee had further changes or clarifications. Hearing none, she concluded her report.

#### **ITEM 9 – OTHER BUSINESS**

22. Chair Kraeger felt the committee was ready for the election. Members concurred unanimously. Commissioner Jackson was appreciative that individuals had good recollection and memory of events and discussion.

23. The Chair reminded members the annual debrief meeting would take place on Monday, October 26, 2020 at 1:00 PM ET. The purpose of the meeting is to review the activities, identify successes, opportunities for improvement, and focus areas for the next committee for the 2021 election.

#### **ITEM 8 – ADJOURNMENT**

24. Chair Kraeger thanked members for their thoughtfulness on the electoral process to ensure transparency.

25. With no further business to conduct, Commissioner Lynch motioned to adjourn the meeting, seconded by Commissioner Ragland. Motion carried. The meeting was adjourned at 1:33 PM EDT.

Respectfully submitted by,  
Cherise Imai  
Executive Director

**LEADERSHIP NOMINATING COMMITTEE MINUTES**  
**Monday, March 22, 2021**

PRESENT	Rosemarie Kraeger	Rhode Island Commissioner	Chair
	Douglas Ragland	Alabama Commissioner	
	Teresa Ferenczhalmy	New Mexico Commissioner	
	Tony Trongone	New Jersey Commissioner	
	Chad Delbridge	Wyoming Commissioner	
	Deanna McLaughlin	Tennessee Commissioner	
EXCUSED	Greg Lynch	Washington Commissioner	
	Debra Jackson	New York Commissioner	
	Tim McMurtrey	Idaho Commissioner	
STAFF	Cherise Imai	Executive Director	
	Lindsey Dablow	Training and Operations Associate	
	Mary Pendleton	Administrative Assistant	

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

1. The meeting was called to order at 1:02 PM EST by Rhode Island Compact Commissioner Rosemarie Kraeger.

**ITEM 2 – ROLL CALL**

2. Roll call was taken by Cherise Imai, Executive Director. A quorum was established.
3. MIC3 Administrative Assistant Mary Pendleton introduced herself to the committee.

**ITEM 3 – APPROVAL OF THE AGENDA**

4. Commissioner Tony Trongone (NJ) motioned to approve the agenda as presented. The motion was seconded by Commissioner Douglas Ragland (AL). Motion carried.

**ITEM 4 – APPROVAL OF THE MINUTES FROM OCTOBER 26, 2020**

5. Commissioner Chad Delbridge (WY) to approve the minutes from the October 26, 2020 meeting. The motion was seconded by Commissioner Deanna McLaughlin (TN). Motion carried.



## ITEM 5 – KEY DATES

6. ED Imai gave a summary of key dates upcoming for the Leadership Nomination Committee. She noted the Executive Committee would decide during their virtual retreat in April whether the Annual Business Meeting will be in person or virtual. The documents will be revised in May depending on the location of the ABM.

## ITEM 6 – REVIEW SURVEY COMMENTS/SUGGESTIONS TO IMPROVE THE PROCESS

7. ED Imai noted the items in the post-ABM survey that need to be addressed were separated. The items include the survey, the voting process and transparency, the Meet the Candidates virtual session, and survey comments about the “drama” surrounding the election process.

8. Chair Kraeger asked how many comments were made regarding the “drama” surrounding the elections, she asked ED Imai to follow up with the commissioners who referenced this in their survey.

9. Chair Kraeger asked members to weigh in on the voting process, specifically the format of secret ballot vs. roll call. No comments were given. She said the committee will need to discuss whether the numbers of the vote will be released at this year's ABM.

## ITEM 7 – REVIEW DOCUMENTS

10. The committee reviewed the Memo from the Leadership Nomination Committee regarding the nomination and election process. Commissioner Delbridge asked why the deadline is given using Hawaii time. ED Imai said the Council of State Governments has started using this for clarity purposes, since they do not observe Daylight Savings Time. ED Imai said she is open to changing the time zone for the deadline if desired.

11. No changes were suggested, the document will be updated with this year's current dates and released.

## ITEM 8 – OTHER BUSINESS AND ANNOUNCEMENTS

12. Chair Kraeger said this practice has been adopted for all the committees, a time devoted during the meetings for members to share things with the EXCOM. The purpose of this is to establish two-way communication between the committees and the EXCOM.

13. Chair Kraeger said one large decision coming is whether the ABM will be held in person. ED Imai shared there is a time element to the decision due to financial commitments to the hotel in Little Rock, Arkansas. Administrative Assistant Lindsey Dablow said Arkansas plans to be at full capacity in the fall and they are no longer as much flexibility with postponing events.

14. Commissioner Ragland asked whether there was a hybrid option, or if the ABM would be in person with no virtual option or all virtual. Ms. Dablow is preparing a cost analysis that covers three options: in person, hybrid, or fully virtual.

15. ED Imai said the status of vaccinations will affect the decision and there are a lot of questions that were submitted to the working group for some guidance.

16. Commissioner Delbridge stated he liked the idea of a hybrid ABM but expressed concerns of the workload it would put on the National Office. ED Imai said it would likely require additional support from the A/V company and perhaps other additional support from CSG. ED Imai said in accordance with the Finance Committee, the budget for the 2021 ABM was increased to reflect the possibility of a cost increase.

17. Commissioner Ragland asked if there was a cost savings from the 2020 ABM being held virtually. ED Imai said there were savings that went to the reserve, but it could be drawn upon if needed. Chair Kraeger asked if there was conversation about moving ABM to Spring 2022. ED Imai said it was a possibility, but it had not been brought up to this point. She will check with the Marriott in Little Rock regarding this possibility.

18. Commissioner Ferenczhalmy expressed interest in holding the ABM in a hybrid model to allow all to attend. Commissioner Trongone asked the number of minimum rooms we were obligated to rent. Ms. Dablow said she thought the minimum number of rooms was 85% of the block. He said with a hybrid model it would be more difficult to meet the room minimum.

19. ED Imai said a survey would be sent out to the rest of the commission to see if commissioners would be able to attend the ABM in person. The committee indicated they were looking forward to attending the meeting in person.

## **ITEM 9 – ADJOURNMENT**

20. With no further business to conduct, Commissioner Ragland motioned to adjourn the meeting, seconded by Commissioner Ferenczhalmy. Chair Kraeger adjourned the meeting at 1:41 PM EST.

**LEADERSHIP NOMINATING COMMITTEE MINUTES**  
**Monday, May 24, 2021**

PRESENT	Rosemarie Kraeger Douglas Ragland Chad Delbridge Deanna McLaughlin Greg Lynch Debra Jackson Tim McMurtrey	Rhode Island Commissioner Alabama Commissioner Wyoming Commissioner Tennessee Commissioner Washington Commissioner New York Commissioner Idaho Commissioner	Chair
EXCUSED	Tony Trongone Teresa Ferenczhalmy	New Jersey Commissioner New Mexico Commissioner	
STAFF	Cherise Imai Lindsey Dablow	Executive Director Training and Operations Associate	

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

1. The meeting was called to order at 1:01 PM EDT by Rhode Island Compact Commissioner Rosemarie Kraeger.

**ITEM 2 – ROLL CALL**

2. Roll call was taken by Cherise Imai, Executive Director. A quorum was established.

**ITEM 3 – APPROVAL OF THE AGENDA**

3. Commissioner Greg Lynch (WA) motioned to approve the agenda as presented. The motion was seconded by Commissioner Douglas Ragland (AL). Motion carried.

**ITEM 4 – APPROVAL OF THE MINUTES FROM MARCH 22, 2021**

4. Commissioner Chad Delbridge (WY) motioned to approve the minutes from the March 22, 2021 meeting. The motion was seconded by Commissioner Ragland. Motion carried.

**ITEM 5 – KEY DATES**

5. The committee looked at the key dates regarding the election process.

**ITEM 6 – 2021 ANNUAL BUSINESS MEETING**

6. The 2021 Annual Business meeting was discussed, both an in person and a virtual option will be offered. ED Imai noted the ABM is being planned with the current CDC guidelines.

**ITEM 7 – REVIEW SURVEY COMMENTS/SUGGESTIONS TO IMPROVE THE PROCESS**

7. The committee reviewed the comments and suggestions from the election survey. There was discussion about the LNC having a slate of officers. Commissioner Kraeger noted many organizations do this and have a succession plan.

8. Some commissioners shared they feel the process would not change much and indicated it may feel more exclusive to have a slate of recommended candidates.
9. Commissioner Delbridge noted it may be helpful for commissioners who don't know the candidates but also said it would likely add drama to the election process.

#### **ITEM 8 – REVIEW DRAFT DOCUMENTS**

10. The committee reviewed the draft of the LNC Cover Memo regarding the election process. ED Imai asked for concurrence from the committee on the highlighted portion of the document. The highlighted area provided the candidates two minutes at the ABM to address members of the Commission. The committee approved the document as presented.
11. The committee reviewed the draft of the Leadership Candidate Self-Nomination Application. The committee approved the document as presented.
12. The committee reviewed the draft of the 2021 Campaign Guidelines, specifically the highlighted portion entitled Opportunity to Meet with Commission Members and Speeches. The committee approved the document as presented.
13. The committee reviewed the Definitions and Position Descriptions document. The committee approved the document as presented.
14. The committee reviewed the Elections: Frequently Asked Questions document, specifically the highlighted portion regarding a virtual environment. ED Imai suggested adding language regarding attendees calling in virtually. She asked if the committee wanted the vote to be a ballot vote or a roll call vote. She noted Constant Contact does a time stamp when virtual attendees vote.
15. Commissioner Kraeger asked for discussion regarding the type of vote to have at the ABM. Commissioner Lynch said he represents his state and believes they should know how he voted so he does not have a problem with the roll call vote. Commissioner Debra Jackson (NY) said she believes in transparency and thought a roll call vote would be fine.
16. Commissioner Delbridge said he had no problem voicing his vote in front of others. Commissioner Ragland said he believes in transparency and openness and that a roll call vote is a no-brainer to him. Commissioner Deanna McLaughlin said because the organization is publicly funded the best option is a roll-call vote.
17. With the consensus being to change the voting style to a roll-call vote, Commissioner Kraeger said the language of Item #9 on the Elections: Frequently Asked Questions would be updated.
18. Commissioner Lynch said a roll call vote is in line with Robert's Rules of Order which the Commission follows. ED Imai said the National Office would compose the new wording on the voting process and send it to the committee for approval. Commissioner Lynch suggested changing the rules around the floor nomination process to avoid last-minute candidates.
19. Commissioner McLaughlin suggested any changes to the nomination process be voted on by the 50+1 members and be looked at for the 2022 ABM. ED Imai suggested discussing the slate of candidates and the nomination process at the 2021 ABM, so everyone has a chance to voice their concerns.

20. ED Imai said there was concern about the amount of time allotted for the candidate Q&A session. She asked the committee for feedback on how to improve the Q&A section of the ABM. Commissioner McLaughlin noted she didn't think Ex-Officio members should be able to ask questions of the candidates. She said her experience on other boards is that these people ask questions during public comment forums. Commissioner Kraeger asked ED Imai to ask Legal Counsel Rick Masters his thoughts on whether Ex-Officio members can ask questions. [OPEN ITEM]

21. Commissioner Kraeger asked for input on if the same questions should be asked to each candidate. The commissioners agreed the same questions should be asked to all candidates. There was some discussion on how this would go at the ABM. Commissioner Lynch suggested having a person who vets the questions prior to the candidates answering.

22. ED Imai said prior to last year's virtual meeting there wasn't a Q&A for the candidates, there was a meet and greet for the candidates for people to ask questions. She said her intent is to make the process more efficient and to allow for all the agenda items. The committee members agreed the Q&A is not needed. Commissioner McLaughlin asked what accommodations would be made for the virtual attendees. ED Imai said those attending virtually could be informed prior to the vote to submit any questions to the National Office who could forward any questions to the candidates for response.

## ITEM 9 – OTHER BUSINESS AND ANNOUNCEMENTS

23. **Items for the Executive Committee** - Commissioner Kraeger gave a summary of the May Executive Committee meeting. The EXCOM supported the advice from the Legal Counsel as to MIC3's role in the Purple Star Program. Commissioner McLaughlin clarified that Tennessee did not ask for funding for the Purple Star Program. ED Imai reported the EXCOM discussed a Commissioner Merit Program and some newly adopted CSG Employment Policies. She reported MIC3 adopted all the policies as well.

24. Commissioner Ragland asked for clarification on the mask guidelines for the ABM. Ms. Dablow directed him to the 2021 ABM section on the MIC3 website which indicated the mask wearing policy will be in alignment with the CDC recommendations. He also asked for a summary of the Legal Memorandum regarding the Purple Star Program. ED Imai said it stated participation in the Purple Star Program is not required by the commissioner, but states have the freedom to do what they want.

25. **State Compact Statute** – ED Imai said a legislator in Arkansas recently tried to combine the Compact language with other military friendly statutes. If passed, this would make Arkansas non-compliant with the rest of the Commission. Through the intervention of ED Imai and legal counsel, the language was pulled out and the Compact stayed intact. ED Imai reminded commissioners the Compact language must stay in its original format with no additions or changes.

26. **State Deadlines** – ED Imai reminded commissioners the end of the year reports are due June 30, 2021. She asked for commissioners to submit state council meeting agendas and minutes, as well as their End of Year Report. The deadline is a requirement under 1-2017 State Coordination Policy.

27. Commissioner Delbridge asked if there is a vaccination requirement to attend the ABM. ED Imai said, at this time, no proof of vaccination will be required. ED Imai noted masks are required in government offices in Arkansas even though there is no mask mandate in the state. The ABM FAQ regarding the ABM will continually be updated as the meeting date draws nearer to align with local, state, and federal guidance

## ITEM 10 - ADJOURNMENT

28. With no further business to conduct, Commissioner Lynch motioned to adjourn the meeting, seconded by Commissioner Jackson. Chair Kraeger adjourned the meeting at 2:08 PM EST.