

A4LE New York Chapter Meeting Minutes: June 14, 2018

Attendees:

- X Callie Gaspary
- Craig Dailey
- X Marty Griffin
- Gian-Paul Piani
- Shawn Hamlin
- Matt Monaghan
- Robert Hendriks
- Paul Johnston
- Janell Weihs
- Tina Mesiti-Ceas
- Dave Phelps
- X Carrie Spitz
- Jason Chevrier
- Mike Bennet
- Matt LaClair
- Joanne Vogel
- Brian Pabis
- X Edi Francesconi
- X Sandy Carpenter
- X Phil Poinelli
- X Sarah Woodhead
- X Kenneth Bonamo
- X Lorraine Finnegan

1. Future Events

- a. Most Likely to Succeed- CPL Newburgh Office
 - i. July 26th Event
 - ii. Invite Parents and Board members
- b. Try to partner with education foundations for an event
- c. Organizing Scarsdale school tour in the Fall

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- d. Ashley McGraw schools tour
 2. Proposed Organizational Reconstruction
 - a. 4 models—County Affiliate Model, Continent Affiliate Model, Multi-National, Hybrid Model
 - b. Want all members to join at the same level with same fiducial responsibility, no matter the location
 - c. See attached documents.
 3. Next International Conference is in Chicago- October 31- November 2
 4. Next Meeting
 - a. July 12, 2018 at 12:00

Hybrid Global Structure

6/13/2018

As a result of the Board poll we took during our last formal Board meeting the input from you reflects a combination of scenarios with regard to global structure.

Model	1st choice	2 nd choice
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Multi /National	8	4
Country	4	5
Continent	0	3

In an effort to reach a decision on a Model that will be acceptable to the majority of the Board, I am suggesting we combine ALL three of the proposed models as represented below keeping in mind that Board representation would consist of one Board member per 400 members.

The United States (currently 6 regions) would be set up as 3 regions: Western, Central and Eastern. The breakdown is as follows:

Western:

Pacific North West Region (excluding Canadian membership) and Southwest Region

Central:

Southern Region and Midwest Great Lakes Region

Eastern:

Northeast Region and the Southeast Region

Utilizing the March, 2018 membership enrollments, the breakdown of the new established regions would be:

Western – 1137 (*2 Bd. Members)

Central -- 1513 (*3 Bd. Members)

Eastern – 911 (*2 Bd. Members)

Total US membership – 3561 (* 7-8 Bd. Members)

Canada would (could) become a standalone region with 435 member or one Board member

Structure: One central operating organization with geographical affiliates, each representing one or more nation-states.

- One Global Headquarters equally supported financially by all affiliates proportionate to individual membership rolls
- Each affiliate operates in an independent manner pertaining to dues structure and collection, membership organization, financial management, headquarter operation, support of local issues.
- Any or all of these could be contracted or assigned to the Global HQ or a neighboring affiliate HQ if resources do not allow for an HQ operation
- Each affiliate will operate as a part of one global organization with a global mission, vision and values of the organization, branding, global initiatives, communications, support and regular activity and membership reports to the Global HQ.

Initial Structure -- Affiliates:

- LE United States – representing all regions / chapters and members within the United States,
- LE Canada -- representing ALL regions / chapters and members within Canada and territories.
- LE Australasia – representing all regions / chapters and members within Australia, New Zealand, Singapore, and territories
- LE Europe -- representing all chapters and members within the UK and other emerging memberships throughout Europe.
- LE Future Affiliates – (i.e. Central America; Africa; Asia; South America) would fall into an “at large” category until such a time that an affiliate can be established.

Governance:

- One global Board of Directors

- o LE US -7/8 members
- o LE Canada – 1 member
- o LE Australia – 2 members

Note: If New Zealand is a standalone affiliate then Australia would have one representative until a full 800 members is realized

Each affiliate would determine the methodology for appointing representatives to the global board under minimum requirements set for in the general policy and organizational bylaws. Each region would fund their representative's participation with regard to travel and participation.

In the initial phase of this governance model, LE U.S. and LE Canada would use the services of the global HQ for their business needs. Other affiliates would be self-sustaining or in some cases may combine HQ operations for purposes of efficiency.

Under this scenario, one association management system would be used for member records and event management. The MIGRATION to this system MAY TAKE SEVERAL YEARS to complete.

LE U.S. and LE Canada Structure—Initial Phase

The proposed North American regions and Chapters would remain intact as they stand with the exception of the Pacific Northwest. In technical terms, Canada would be their own region with a representation on the International Board. However, this would not prohibit the Pacific Northwest Region of LE U.S. with continuing to caucus and hold joint meetings with Canada membership.

LE U.S. Regions currently have representatives on the International Board which would change to having representatives on the LE US Board. The LE US Board would be limited to fiduciary and policy decisions confined within activities and actions that take place within the US. In addition, LE US would have to appoint (currently 7 / 9) members to the Global Board which would act on policy decisions that affect the entire association.

LE US would have to decide whether or not those current seats (not necessarily the people) should function in a dual capacity – serve on both boards. For the general membership and the current chapter structure there would be very little noticeable change.

Other details of this proposed model are still to be considered and spelled out, HOWEVER I feel strongly that we must get off “dead center” and have a structural model to present to our Board.

DRAFT

CONTINENT AFFILIATE MODEL - 2018 CURRENT MEMBERSHIP REPRESENTATION



INTERNATIONAL BOARD COMPOSITION

1 REPRESENTATIVE FOR EVERY 400 MEMBERS

NORTH AMERICA AFFILIATE
3935 MEMBERS/400
= 9 REPRESENTATIVES

EUROPE AFFILIATE
10 MEMBERS/400
= 0 REPRESENTATIVES

AUSTRALIA AFFILIATE
850 MEMBERS/400
= 2 REPRESENTATIVES

SOUTH AMERICA AFFILIATE
10 MEMBERS/400
= 0 REPRESENTATIVES

ASIA AFFILIATE
10 MEMBERS/400
= 0 REPRESENTATIVES

AFRICA AFFILIATE
10 MEMBERS/400
= 0 REPRESENTATIVES

ANTARCTICA AFFILIATE
NO MEMBERSHIP MEMBERS



Global Structure
“Country Affiliate Model”
DRAFT

Model: Blended Federation/Global Organization

Structure: One central operating organization with geographical affiliates, each representing one or more nation-states.

- One Global Headquarters equally supported financially by all affiliates proportionate to individual membership rolls.
- Each affiliate operates in an independent manner pertaining to*:
 - Dues structure and collection
 - Membership organization
 - Financial management
 - Headquarters operations (staff, etc.)
 - Support of local issues

*Any or all of these could be contracted or assigned to the Global HQ or a neighboring affiliate HQ if resources do not allow for an HQ operation
- Each affiliate operates as part of a global organization pertaining to:
 - Global mission, vision, and values of the organization
 - Branding
 - Global initiatives (i.e. LearningSCAPES, publications, etc.)
 - Communications
 - Support
 - Regular activity and membership reports to the Global HQ

Initial Structure -- Affiliates:

- LE United States – representing all chapters and members within the United States, the Caribbean, Central America, and territories.
- LE Canada -- representing all chapters and members within Canada and territories.
- LE Australia – representing all chapters and members within Australia and territories.
- LE New Zealand*
- LE Singapore
- LE UK -- representing all chapters and members within the UK.
- LE Future Affiliates as indicated in the illustration with membership numbers would fall into an “at large” category until such a time a chapter can be established.

Governance:

- One global board of directors
- Each affiliate would have one seat per 400 members
 - LE US – 8 members

- LE Canada – 1 member
- LE Australia – 2 members *(If New Zealand is separate, then AUS would have one rep until a full 800 members were realized)

Each affiliate would determine the methodology for appointing representatives to the global board under minimum requirements set for in the general policy and organizational bylaws. Each region would fund their representative's participation (travel and activities).

Role and Structure of the global board of directors:

Global Board of Directors:

- Board – (initially) 11 members
- Executive Committee 4 members (open only to current members of the Board and appointed by the Board)
 - Chair
 - Vice Chair
 - Chair Elect
 - Past Chair
- 3-year terms for board members with a maximum of 6 years if selected to serve on the executive committee. Qualifications to be determined (minimum service, leadership positions, etc.)

The role of the Global Board would be to set strategic policy for the regions, set the strategic plan and direction, facilitate growing the organization out of the current regions, analysis trends of the education industry, and set the vision of the organization and the industry of the educational environment worldwide.

The role of the executive committee ("EXCOMM") would be to organize, manage, and structure the steering committees, measure and analyze strategic plan (making adjustments as necessary), and act on behalf of the board for non-major decisions.

Programs, Services, and Finance

Initially, a global headquarters would be established with a CEO and appropriate staff. The mission of the global headquarters would be to:

- Execute the strategic plan of the global association.
- Manage the business and fiduciary affairs/actions of the association in accordance with best business practices in association management.
- Develop and manage a global operations budget.
- Maintain the overall records for membership and financial management.
- Explore new business opportunities and markets for association growth.
- Manage the global revenue centers and their operations.

Each affiliate would either employ an HQ to perform all of the above at the affiliate level or contract those services to the global HQ as a fee for service, proportionate to the number of members in the affiliate.

In the initial phase of this governance model, LE U.S. and LE Canada would use the services of the global HQ for their business needs. Other affiliates would be self-sustaining or in some cases may combine HQ operations for purposes of efficiency.

Under this scenario, one association management system would be used for member records and event management. The migration to this system may take several years to complete.

Each affiliate would be responsible for local legal and financial compliance. Initially (due to the membership population), the global organization would be incorporated within the United States in an appropriate state conducive to the organizational charter.

Services such as hosting conferences, education programs, and other services would continue on a regional basis. The Advanced Academy and the distance learning platform established in conjunction with San Diego State University would fall under LE United States.

LearningSCAPES: Under this scenario, the LearningSCAPES brand would serve all of the global affiliates and chapters. It will be up to each affiliate to manage each of the conference for content, location, and other factors.

The Global HQ would maintain trademark ownership for all branding and continue to operate an annual global awards program as well as have responsibility for LearningSCAPES and other programs that are global in nature.

LE U.S. and LE Canada structure – the initial phase

The current North American regions would remain intact as they stand with the exception of the Pacific Northwest. In technical terms, Canada would be their own region with a representation on the International Board. However, this would not prohibit the Pacific Northwest Region of LE U.S. with continuing to caucus and hold joint meetings.

LE U.S. Regions currently have representatives on the “International Board” which would change to having representatives on the LE US Board. The LE US Board would be limited to fiduciary and policy decisions confined within activities and actions that take place within the US. In addition, LE US would have to appoint (currently 8) members to the Global Board which would act on policy decisions that affect the entire association.

LE US would have to decide whether or not those current seats (not necessarily the people) should function in a dual capacity – serve on both boards. For the general membership and the current chapter structure there would be very little noticeable change.

Global Structure
“Continent Affiliate Model”
Draft

Model: Blended Federation/Global Organization

Structure: One central operating organization with geographical affiliates, each representing one or more continents.

- One Global Headquarters equally supported financially by all affiliates proportionate to individual membership rolls.
- Each affiliate operates in an independent manner pertaining to*:
 - Dues structure and collection
 - Membership organization
 - Financial management
 - Headquarters operations (staff, etc.)
 - Support of local issues

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 - Global initiatives (i.e. LearningSCAPES, publications, etc.)
 - Communications
 - Support
 - Regular activity and membership reports to the Global HQ

Initial Structure -- Affiliates:

- LE North America – representing all chapters and members within the United States, Canada, Mexico, the Caribbean, Central America, and territories.
- LE Australasia – representing all chapters and members within Australia, New Zealand, Singapore, and territories
- LE Europe -- representing all chapters and members within the UK and other emerging memberships throughout Europe.
- LE Future Affiliates as indicated in the illustration with membership numbers would fall into an “at large” category until such a time that an affiliate can be established.

Governance:

- One global board of directors
- Each affiliate would have one seat per 400 members
 - LE North America – 9 members
 - LE Australasia – 2 members

Each affiliate would determine the methodology for appointing representatives to the global board under minimum requirements set for in the general policy and organizational bylaws. Each region would fund their representative's participation (travel and activities).

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The role of the Global Board would be to set strategic policy for the regions, set the strategic plan and direction, facilitate growing the organization out of the current regions, analysis trends of the education industry, and set the vision of the organization and the industry of the educational environment worldwide.

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LE North America Regions currently have representatives on the “International Board” which would change to having representatives on the LE North American Board. The LE North American Board would be limited to fiduciary and policy decisions confined within activities and actions that take place within North America. In addition, LE North America would have to appoint (currently 9) members to the Global Board which would act on policy decisions that affect the entire association.

LE North America would have to decide whether or not those current seats (not necessarily the people) should function in a dual capacity – serve on both boards. For the general membership and the current chapter structure there would be very little noticeable change.

