



## AGENDA

### IOWA AEYC GOVERNING BOARD MEETING

Saturday, March 29, 2025

9:00 AM – 3:30 PM

Please RSVP to [wmosdal@iowaaeyc.org](mailto:wmosdal@iowaaeyc.org) with your intention to participate if you have not already done so. Iowa AEYC promotes high quality early learning for each and every child, birth through age 8, by connecting practice, policy and research. We advance a diverse, dynamic early childhood profession and support all who care for, educate and work on behalf of young children.

#### Attendance:

<input checked="" type="checkbox"/>	Brandy Smith	<input type="checkbox"/>	Kelsey Andersen	<input checked="" type="checkbox"/>	Kristin Rourk
<input checked="" type="checkbox"/>	Crystal Abbe	<input checked="" type="checkbox"/>	Jodi Grover	<input checked="" type="checkbox"/>	Tiffany Skaggs
<input checked="" type="checkbox"/>	Brian Kingrey	<input type="checkbox"/>	Marc Elcock	<input checked="" type="checkbox"/>	Monique Ortiz
<input checked="" type="checkbox"/>	Brenda Loop	<input checked="" type="checkbox"/>	John Kilburg	<input checked="" type="checkbox"/>	Allison Barness
<input checked="" type="checkbox"/>	Renee Hardman	<input type="checkbox"/>		<input checked="" type="checkbox"/>	Staff- Jillian Herink
<input type="checkbox"/>		<input type="checkbox"/>		<input checked="" type="checkbox"/>	Staff- Wendy Mosdal

TIME	TOPIC	STRATEGIC PRIORITY
8:45-9:00	Set up and network (Jillian Herink, Executive Director and board)	Networking and Building Relationships Leadership and Innovation
9:04-9:08	<ol style="list-style-type: none"><li><b>Call to Order</b> (Dr. Brandy Smith, President)<ul style="list-style-type: none"><li>Welcome introductions</li><li>Agenda additions and today's agenda approval;</li><li>Expectations for the board</li><li>In our discussions, please remember our HPIO Guiding Principles</li></ul></li><li><b>Agenda Approval</b> (Dr. Brandy Smith, President) Pgs 1-3</li><li><b>Consent Agenda</b> (Dr. Brandy Smith, President) Pgs 4-39<ul style="list-style-type: none"><li>Fiscal Reports</li><li>Finance Committee Minutes</li><li>Executive Director report</li><li>March Executive Committee mtg minutes</li><li>January Governing Board meeting minutes</li><li>Membership numbers</li><li>Updated Organizational Charts</li><li>Electronic Vote records</li></ul></li></ol>	Governance and Oversight Leadership and Innovation  <b>Motion Item-</b> Approval of agenda needed  <b>Motion Item-</b> Approval of Consent agenda needed



	<p><b>Brandy called the meeting to order at 9:04. Renee made the motion to accept the agenda. Crystal seconded this motion, and it passed unanimously.</b></p> <p><b>Brian made the motion to accept the consent agenda. Brenda seconded this motion, and it passed unanimously.</b></p>	
9:08-10:07	4. <b>Leadership Activity</b> (Dr. Brandy Smith, President)	Professional Membership, Leadership, and Innovation Organizational Excellence
	Brandy read the book <i>Say Something</i> and asked board members to do a “five minute write” to reflect on the things they need to say. This activity was to empower our advocacy. We shared in small group and then as a large group for discussion.	
10:07-10:15	5. <b>Election Results</b> (Brenda Loop President-Elect & Chair of Nominating Committee) Pg 40	Professional Membership, Leadership, and Innovation Organizational Excellence <b>Motion Item</b>
	<p>Brenda stated that John Kilburg was elected to the vice president position and Sam Early was elected to treasurer. Handoff for these positions happen at the July board retreat. John’s position of membership innovation recruitment and support co-chair will need to be appointed. We are in need of representation from the southern part of the state.</p> <p>The by-law changes were approved 55 to 3. The pool of people able to vote was 800 members.</p> <p><b>Crystal made a motion to accept the election results as presented. Brian seconded this motion, and it passed unanimously.</b></p>	
10:15-10:27	6. <b>Proposed Budget FY ’26</b> (Dr. Brian Kingrey, Treasurer and Jillian Herink, Executive Director) Pg 41	Professional Membership, Leadership, and Innovation Organizational Excellence <b>Motion Item</b>
	<p>Brian walked the board through the budget, explaining that it is smaller than previous years. It is sitting at \$11,743,763.92. He highlighted the proposed changes in budgeting from FY ’25- FY’26. The net income projection is \$358,908.91.</p> <p><b>Jodi made the motion to accept the proposed FY ’26 budget as it was presented. John seconded this motion and it passed unanimously.</b></p>	
10:27-11:09	7. <b>Salary Study Overview and Proposed Salary Chart</b> (Jillian Herink, Executive Director)	Leadership, and Innovation Organizational Excellence <b>Motion Item</b>

	<p>Brian made a motion to move into a closed session for the agenda item #7. Iowa AEYC staff, except for the Executive Director, Jillian Herink, left the room for the closed session. Brandy acknowledged this motion. Allison seconded this motion, and it passed unanimously</p> <p>Brian made a motion to move out of a closed session and move back into an open session. Brenda seconded this motion and it passed unanimously.</p> <p>-----</p> <p>Kristin made a motion to approve the proposed salary structure. Crystal seconded this motion, and it passed unanimously.</p>	
11:09-11:23	***BREAK***	
11:23- 11:48	8. <b>HPIO discussion</b> , (Renee Hardman, HPIO Chair)	Organizational Excellence Leadership, and Innovation
	Renee led the board through an activity called “Get off the fence” where we had to choose a side without sitting in the middle for each set of words. The activity was to show that without defining words, that we are left to our own perception of each word. Discussion followed about personal connection and interpretation with these words and how we have to find ways to intentionally remove our bias, labels and challenge our thinking.	
11:48-12:11	In short time that was available before lunch we discussed a variety of small information items. Jillian started by pointing out the the Understanding Child Care Issues (Feb 2025) file on pages 42-49 of the board packet. We discussed Lori’s retirement. There was a conversation about the upcoming membership meetings throughout the state. Allison discussed the Higher Ed summit and the agenda. Jillian brought up that Iowa AEYC and CCR&R have been getting requests for continuing ed credits.	Professional Membership, Leadership, and Innovation Organizational Excellence
12:11-12:51	***LUNCH BREAK***	
12:51-2:02	<p>9. <b>Public Policy Discussion</b> (Brenda Loop, President - Elect, Kristin Rourk, Public Policy Chair and Jillian Herink, Executive Director) Pgs 42-49</p> <ul style="list-style-type: none"> <li>• Day at the Capital, Jillian</li> <li>• NAEYC Public Policy Forum, Brenda, Kristin and Jillian</li> <li>• Week of the Young Child, Jillian</li> <li>• Day Without Child Care, Jillian</li> <li>• All About Child care, Brenda and Jillian</li> </ul>	High Quality Early Childhood Education Leadership, and Innovation Organizational Excellence The Profession



	<ul style="list-style-type: none"><li>• State and Federal updates/information, anyone</li></ul>	
	<p>Day At the Capital: Jillian gave a rundown of the successes of the event.</p> <p>NAEYC Public Policy Forum: Brenda told the board about the meetings held with Iowa representatives. Kristin described her experience as a first time attendee.</p> <p>WOYC: Jillian let the board know that there has been a social media push and scholarship opportunities for this year's WOYC.</p> <p>Day without Child Care: Toolkits will be posted on our website, and some will be handed out at Spring Institute.</p> <p>All about childcare: the document went over before lunch break.</p> <p>State and Federal updates/Information:</p> <p>Kristin gave a summary of the Early Childhood Continuum of Care. Jillian will have Wendy send out the FAQ and updated information to all board members.</p> <p>Brenda gave an overview of what is going on with ECI and Monique gave an overview of current updates with CCR&amp;R.</p> <p>Brandy suggested it's time to speak out to our own legislators.</p>	
2:02-2:33	<b>10. Annual Performance Review of Executive Director,</b> (Crystal Abbe, Vice-President)	Organizational Excellence <b>Motion Item</b>
	<p><b>At 2:02 Brandy called for a closed meeting to discuss the Annual Performance Review of Executive.</b></p> <p><b>Crystal made a motion to move out of a closed session and move back into an open session. Brian seconded this motion, and it passed unanimously.</b></p> <p>-----</p> <p>There was a motion to accept the proposed Executive Director Review and salary recommendation as recommended by the Executive Board. It passed unanimously.</p>	
2:33-2:37	<b>11. Succession Plan work time</b> (Dr. Brandy Smith, President and Wendy Mosdal Executive Specialist)	Professional Membership, Leadership, and Innovation Organizational Excellence
	The board discussed what is important to include in Succession planning and why we do the work. There	

	was not work time available due to being behind in the agenda.	
2:37-2:48	<b>Affiliate Council Update</b> (Crystal Abbe, NAEYC Affiliate Advisory Rep)	Organizational Excellence
	Crystal gave an update of what the affiliate council is working on and how NAEYC is showing their support in this difficult work climate.	
2:48-3:01	12. <b>Workforce Advisory</b> (Jodi Grover, Workforce Advisor Chair)	High Quality Early Childhood Education Leadership, and Innovation Organizational Excellence
	We talked about the Higher Ed summit before lunch.  There has been a TEACH and Wage\$ rebranding. Jodi talked about hoping to have more ECE degree partnerships with higher education. Jodi explained the conversations around alternative pathways through student teaching requirements.	
	13. <b>Membership Meetings</b> (Jillian Herink, Executive Director and Wendy Mosdal Executive Specialist) 14. Pg 50	High Quality Early Childhood Education
	Discussed before Lunch	
3:01-3:02	15. <b>Policy Paper discussion</b> , (Dr. Brandy Smith, President and Jillian Herink, Executive Director)	Leadership, and Innovation Organizational Excellence
	We have heard nothing from the state yet so it is still on the back burner.	
3:02-3:09	16. <b>Fall Institute</b> (Jillian Herink, Executive Director) <ul style="list-style-type: none"> <li>• Volunteer hours</li> <li>• Registration</li> <li>• Presentations</li> </ul> Connections to presenters	Professional Membership, Leadership, and Innovation Organizational Excellence The Profession
	Jillian reminded us that the best fall institute comes from board participation, training and volunteering. Presentations requests are due 6/13. There will not be a pre-institute but instead there will be opportunities for participants to do a deep dive into a subject for the rest of the day.	
3:09-3:13	17. <b>Professional Engagement Groups PEGs</b> (Crystal Abbe, Vice-President and Wendy Mosdal Executive Specialist) <ul style="list-style-type: none"> <li>• FCC Co-Chair</li> <li>• Co-Chair meeting</li> <li>• Upcoming events</li> </ul>	Professional Membership, Leadership, and Innovation Organizational Excellence
	Wendy said she didn't have a lot of P.E.G updates. There was an in person meeting this morning. More	



	are looking at in person meetings throughout the state. There is a co-chair meeting coming up on 4/18. In July all of our co-chair's terms will be up for renewal. Wendy will start reaching out to see who is interested in continuing. Wendy is working on a co-chair handbook, and the plan is to give it to them in July.	
3:13-3:20	18. <b>Executive Director Updates</b> (Jillian Herink, Executive Director) Pg 51 <ul style="list-style-type: none"><li>• Staffing</li><li>• Spring Institute</li><li>• Scholarships (PPF, Removing Barriers, Spring Institute)</li><li>• Questions?</li></ul>	High Quality Early Childhood Education Professional Membership, Leadership, and Innovation Organizational Excellence
	Jillian told us about a few items. Lori retired officially and Katie has been on boarding. Emily is leaving to go to school. Jillian will be advertising this position with enough time to onboard with Emily starting the second week of July. For Spring Institute: 163 registered for Friday and 47 for Saturday. It's a choose your session, and Saturday especially needs to be lifted to our networks. Scholarships applications have been working well, and Jillian has approved 5 Removing Barriers Scholarships. Jillian suggested looking at the ED report and seeing if there are any more questions that come up, asking us to reach out. Jillian gave a conflict of interest form with our new controller.	
3:20-3:30	19. <a href="#">NEW meeting survey</a> <b>Reminders about forms and upcoming meetings</b> , (Dr. Brandy Smith, President) Pg 52	Organizational Excellence
	Brandy told us about the retreat in July, which will be held in the Iowa AEYC office this year. She reminded us about the future dates.	
3:27	<b>Adjourn</b>	<b>Motion Item</b>
	<b>Brian made the motion to adjourn the meeting at 3:27. Allison seconded the motion and it passed unanimously.</b>	

**IMPORTANT DATES:**

6/13/2025 Executive Committee Meeting (Friday)  
**7/ 11-12/2025 Governing Board Retreat (Fri & Sat)**  
9/6/2025 Executive Committee Meeting  
9/20/2025 Governing Board Meeting  
1/10/2026 Executive Committee Meeting (Virtual)

1/24/2026 Governing Board Meeting (Virtual)  
3/7/2026 Executive Committee Meeting  
3/28/2026 Governing Board Meeting  
6/12/2026 Executive Committee Meeting (TBD)6/26-  
27/2026 Governing Board Retreat (TBD)



Iowa Association for the  
Education of Young Children

**Iowa AEYC Events:**

4/11/2025 Higher Ed Summit, Des Moines, IA  
5/2-3/2025 Spring Institute, Holiday Inn Airport  
5/12/2025 Day Without Child Care  
10/3-4/2025 Early Learning Fall Institute

5/1-2/2026 Spring Institute, Sheraton WDM

**NAEYC Events:**

4/5-11/2025 NAEYC Week of the Young Child  
11/19-22/2025 NAEYC Annual Conference, Orlando FL

## Strategic Priorities- Guiding Our Work Through 2026



High Quality Early  
Childhood Education



The Profession



Professional Membership,  
Leadership, and Innovation



Organizational  
Excellence