

LNC Meeting
St. Louis, MO
December 13, 2003
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Present: Geoff Neale (TX), Chair
Ken Bisson (IN), Vice-Chair
Bill Redpath (VA), Treasurer
Steve Givot (CO), Secretary

Mike Dixon (NC), At Large Representative
Austin Haugh (IL), At Large Representative
BetteRose Ryan (SD), At Large Representative
R. Lee Wrights (NC), At Large Representative

Ed Hoch (AK), Region 1 Representative
Joe Dehn (CA), Region 2 Representative
George Squyres (AZ), Region 2 Representative
Mark Rutherford (IN), Region 3 Representative
Sean Haugh (NC), Region 4 Alternate
Fred Childress (VA), Region 5 Representative
Mark Cenci (ME), Region 6 Representative
Steve Trinward (TN), Region 7 Representative
Mark Nelson (IA), Region 8 Representative

Also Present: Mike Fellows (MT), Region 1 Alternate
Dena Bruedigam (OH), Region 3 Alternate
David Owen (PA), Region 5 Alternate
Bonnie Scott (NY), Region 6 Alternate
Bob Sullentrup (MO), Region 8 Alternate

Absent: Don Gorman (NH), At Large Representative
Mark Hinkle (CA), Region 2 Alternate
Scott Lieberman (CA), Region 2 Alternate
Michael "MG" Gilson de Lemos (FL), Region 4 Representative
Tim Hagan (NV), Region 7 Alternate

Vacant: None

Staff: Joe Seehusen, Executive Director

The Chair called the meeting to order at 8:35 AM CST.

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Item: MOMENT OF REFLECTION

There was a moment of reflection.

Item: ANNOUNCEMENTS

Bisson announced that he will not be seeking reelection to the Committee in 2004. He also announced that he is accepting a position on the board of directors of the Advocates for Self-Government and that he does not see a potential conflict of interest in accepting that position, but he would submit a statement regarding a potential conflict of

Haugh announced that Ladies of Liberty Calendar is going on sale.

Givot announced that he will not be seeking reelection to the Committee in 2004.

Ryan clarified a comment she had made on the Inc-discuss email list.

Item: OPPORTUNITY FOR PUBLIC COMMENT

Clyde Cleveland, a past LPIA candidate for governor, announced that he is seeking the Party's nomination for the office of President of the United States.

Tom Knapp welcomed the Committee to St. Louis, St. Louis County, and Missouri.

Item: CREDENTIALS

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Rutherford announced that Dena Bruedigam has been elected as the Region 3 Alternate.

Childress announced that David Owens has been elected as the Region 5 Alternate.

Item: CHECK OF PAPERWORK

Additional paperwork was distributed and checked.

Item: CONFLICTS OF INTEREST

Cenci said that he has been a member of the board of Real Campaign Reform (RCR) for some time and that he did not see a potential conflict of interest in the past, because RCR did not have any interest in pursuing activities with the Party. He said that apparently RCR now wishes to rent the LNC mailing list, so he is disclosing this potential conflict of interest at this time.

Redpath said that he has also been a member of the board of RCR and wishes to make this disclosure at this time for the same reason as Cenci.

Scott said that she has been doing work for _____ for some time.

Givot reminded Committee members that the Policy Manual requires that such disclosures be made in writing prior to the meeting and maintained by the Executive Director.

Item: APPROVAL OF MINUTES

Minor changes were made to the draft minutes at the request of Committee members.

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Bisson moved that the minutes of the September 2003 LNC meeting be approved.

Nelson seconded.

The minutes were approved on a voice vote.

Item: CHAIR'S REPORT UPDATE

Neale presented the Executive Director's employment contract.

Neale reported that the estimated year end vacation accrual amount is \$12,000.

Neale reported on his decision to give Seehusen a bonus of \$3,500 for the third quarter.

Givot asked for a review of metrics established by the Committee in March 2003.

Neale reported that the following metrics were met:

- **By September 15, accounts payable should be current.**
- **Hire an Executive Director by December 31.**

Neale reported that the following metrics were not met:

- **By May 31 the transition to the new accounting system should be complete.** The transition was completed, but later than this.
- **By June 30 the staff should be fully trained in the use of the new accounting system, and the services of Jason Gray for accounting or bookkeeping-related activities should be complete.** The training was complete and the services of Gray are complete, but later than this.

Neale reported that the following metric results are still not known:

- **In 2003, the party should run at least 500 candidates for public office. This number will be reported to the LNC after year end.**

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- **By December 31, a calculated reserve of two times the December 2003 UMP payment should exist.** Neale said that he believes that we will be close to meeting this metric if we do not meet it.

- **A new database system should be purchased, installed, and the transition plan completed by December 31.** Neale said that the purchase and transition plan will be complete by year end and that the installation can be done if necessary.

Item: TREASURER'S REPORT UPDATE

Redpath announced that he will not be seeking reelection as Treasurer.

Redpath presented his report verbally.

Redpath commented on accounts receivable from LP News ads. He recommended that the Executive Director be authorized to write these off if the Executive Director believes that they are uncollectable.

Redpath recommended establish separate bank accounts for dedicated fundraising.

Givot moved that the Executive Director be tasked to review all accounts receivable aged over 90 days as of December 31, 2003 to determine:

- Whether they are properly recorded on the party's books
- Whether they meet the criteria in the Policy Manual for writeoff
- A recommendation regarding the disposition of each such item

and report his findings and recommendations to the February 2004 LNC meeting.

Nelson seconded.

The motion passed on a voice vote.

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The Committee recessed at 10:09 AM CST.

The Committee reconvened at 10:23 AM CST.

Item: EXECUTIVE DIRECTOR'S REPORT UPDATE

The Executive Director updated his report.

Seehusen stated that he supports and takes ownership of the decision to purchase and use the Raiser's Edge database system.

Neale stated that Seehusen has the "imperative" to terminate Neale in his capacity of Raiser's Edge Project Manager if Seehusen feels it appropriate to do so.

Cenci moved that the LNC has reviewed motions of the past LNC with regard to the American Liberty Foundation and Willis organizations in general and expresses recognition and support for these motions, and now finds that the American Liberty Foundation is in compliance with said motions.

Bisson seconded.

Bisson, Cenci, Childress, Dixon, Givot, Haugh, Hoch, Hough, Neale, Nelson, Redpath, Rutherford, Ryan, and Trinward voted in favor.

Dehn, Squyres, and Wrights voted against.

The motion passed on a vote of 14 to 3.

Item: GENERAL COUNSEL'S REPORT

Hall updated the Committee on recent developments.

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Rutherford moved to go into Executive Session for the purpose of discussion of the legal implications of BCRA.

Givot moved to add a discussion of potential litigation.

Nelson seconded.

The motion passed on a voice vote.

The Committee went into Executive Session at 11:11 AM CST.

The Committee returned to Open Session at 12:05 PM CST.

The Committee recessed for lunch at 12:05 PM CST.

The Committee reconvened at 1:21 PM CST.

Item: GENERAL COUNSEL'S REPORT (continued)

Bisson moved to appoint Rutherford, Hall, Redpath, and Haugh be appointed as a committee to make suggestions regarding possible LNC responses to BCRA.

Childress seconded.

Hall stated that the subject matter of this committee would not include possible responses by affiliate parties to BCRA.

The motion passed on a voice vote.

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Item: MODIFICATION OF AGENDA

Dehn requested than an item be added to discuss ballot access.

Givot requested that a report on transitioning the Policy Manual to the Policy Governance Manual which was scheduled for this meeting at the September 2003 meeting be added to the agenda.

Neale requested that an item be added to consider deletion of Policy Manual Article VII, Section 1E.

Item: CONVENTION COMMITTEE REPORT AND DISCUSSION

Nancy Neale updated the Committee on convention plans.

Nelson moved that the LNC supports our Convention Committee's invitation to Neal Boortz to speak at our National Convention in Atlanta in May 2004. We do not condition participation at our convention or membership in the Libertarian Party on 100% compliance with the national party Platform. We welcome the continued efforts of Mr. Boortz and many others to further the freedom movement in whatever way they choose.

Cenci seconded.

Bisson, Cenci, Childress, Givot, Haugh, Hough, Nelson, Redpath, and Squyres voted in favor.

Dehn, Dixon, Fellows, Ryan, Trinward, and Wrights voted against.

Neale and Rutherford abstained.

The motion passed on a vote of 9 to 6 with 2 abstentions

Item: REGIONAL REPORT UPDATE REPORTS

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The were no updates.

Item: AUDIT COMMITTEE REPORT AND UPDATE

Nelson presented the report of the Audit Committee.

Nelson moved adoption of the following resolution:

Whereas the LNC has created an Audit Committee and charged it with effect an independent audit of the LNC's accounts; and

Whereas three bids (available for the LNC for review) were obtained from smaller DC area firms while a larger national firm declined to bid when told the price we expected to pay; and

Whereas the Audit Committee unanimously deems Frye and Walcott to have

- superior professional expertise relative to the other bids received
- references that were able to explain how they improved their business practices subsequent to a Frye and Walcott audit, and
- the low bid of \$7,000 plus expenses not to exceed \$300; and

Whereas a consistent point of contact competent in accounting will help to ensure a positive result for the LNC and a positive experience for the auditor leading to a long-term relationship,

Be it therefore resolved that the LNC directs the Executive Director to enter into a contract with Frye and Walcott to conduct the 2003 annual audit and prepare the annual income tax return, subject to the price being as bid and the contract being reviewed by our legal counsel;

Resolved that instructions shall be given to Frye and Walcott requesting their guidance to the Audit Committee and the LNC on

- 1) liabilities as they relate to our relationship with our affiliates (UMP)

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- 2) liabilities as they relate to our membership structure (multi-year and life memberships)
- 3) accounting for receivables (particularly open-ended pledges)
- 4) accounting for restricted funds according to the language in our fundraising appeals
- 5) integrity / functionality of internal office processes

And be it further resolved that all direction and inquiry of the auditor shall be made via the Audit Committee.

Bisson seconded.

The motion passed on a voice vote.

Item: 2004 BUDGET REVIEW

Nelson presented the proposed budget for 2004.

Nelson said that the metrics embedded in the proposed budget are as follows:

- Membership of 24,000 by year end.
- Improved effectiveness in all areas of core fundraising – membership (\$25.00), pledges (\$20.00), and donations (\$22.50) – such that they achieve levels – on a per-member basis – noted in the budget.
- Improved efficiency in all areas of core fundraising – membership (\$5.00), pledges (\$1.25), and donations (\$3.50) – such that they achieve levels – on a per-member basis – noted in the budget. Additional consideration is given to developing a cost of funds raised measurement.
- \$400,000 gross revenue will be raised for dedicated “projects.” The

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budget does not include any metric for results for any “project.”

- Membership database installation will be completed by April 1, 2004.
- National convention will financially break even excluding fundraising at the convention banquet.
- National staff will continue to create operations efficiencies that meet the levels indicated by the Operations line in the budget (\$105,000).

Nelson said that metrics not embedded in the budget include number of candidates for any level of office, vote totals for any level of office, number of elections won, ballot access for the presidential candidate, or ballot access for state parties.

The Committee recessed at 2:49 PM CST.

The Committee reconvened at 3:14 PM CST.

Haugh moved to postpone further discussion of the 2004 budget to be the first item on the agenda the following morning.

Givot seconded.

The motion to postpone passed on a voice vote.

Item: BALLOT ACCESS REPORT

Redpath updated the Committee on ballot access.

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Item: REPORT ON DEVELOPMENT OF NEW POLICY MANUAL

Givot updated the Committee on the status of the efforts to translate the current Policy Manual to a format consistent with the Policy Governance Model.

Dixon suggested that before investing more in this effort, that it would be helpful to assess the Committee's predisposition on this topic.

An informal survey of the Committee showed little enthusiasm to devote further effort on this topic.

Item: POPULATION OF CONVENTION COMMITTEES

Nominations for the ByLaws Committee were opened.

Trinward nominated Ray Ledford (TN).

Nelson nominated Jeremy Keil (WI).

Childress nominated Dana Johannsen (VA).

Redpath (VA) nominated himself.

The four nominated individuals be appointed to the ByLaws Committee without objection.

Item: QUESTIONS ABOUT REPORTS PREVIOUSLY SUBMITTED IN WRITING

Ryan reported that the Convention Committee needs specific direction from the

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Committee regarding who will be selecting the banquet speaker, who will be selecting the banquet fundraiser, and a variety of other things.

Givot reported that to date the Secretary as found the efforts of the staff consistent with the requirements of the Convention-related motion passed in June 2003.

Givot moved that the LNC designates the Executive Director as the final decision maker regarding all matters relating to those aspects of the 2004 national convention not delegated to others by the Bylaws or Convention Rules.

Hoch seconded.

The motion failed on a voice vote.

Item: UMP I PHASEOUT

Neale asked to remove the proposal he previously distributed from consideration.

There was no objection.

Item: ESTABLISH MEMBERSHIP REQUIREMENTS

Neale asked to remove this item from consideration in light of the resolution adopted relating to the 2003 audit.

There was no objection.

Item: ESTABLISH UMP LIABILITIES

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Neale asked to remove this item from consideration in light of the resolution adopted relating to the 2003 audit.

There was no objection.

Item: STRATEGIC PLAN AMENDMENT POLICY

Haugh moved to add a new item to the LNC Policy Manual Article VI, Section 3E.

The LNC shall review the Strategic Plan annually, to set metrics and monitors for future years, and amend as needed, those parts of the Plan which are the responsibility of the LNC or of staff. Amendments to the Goals or Strategies in the Strategic Plan may be made by the LNC by a two-thirds vote in two successive meetings. There must be at least two (2) weeks between these meetings.

Givot seconded.

Dixon moved to substitute that the strategy previously called Strategy 14 be reinstated in the Strategic Plan.

Wrights seconded.

Givot questioned whether the motion to substitute is in order because it does not deal with the topic on the agenda – Policy Manual language relating to procedures to amend the Strategic Plan.

Neale ruled that the motion to substitute is in order.

The motion to substitute passed on a voice vote.

Cenci, Childress, Dehn, Dixon, Haugh, Neale, Ryan, Squyres, Trinward and Wrights voted in favor of the motion.

Bisson, Fellows, Givot, Hough, Nelson, Redpath and Rutherford voted against the motion.

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The motion to reinstate Strategy 14 passed on a voice of 10 to 7 with no abstentions.

Item: RESOLUTION REGARDING BILL WINTER

Haugh moved adoption of the following resolution:

Whereas, Bill Winter has edited LP News for many years, delivering a high quality product in both design and content; and

Whereas the hiring of Mr. Winter was one of the first significant steps toward upgrading the professionalism of national Libertarian Party operations; and

Whereas Mr. Winter has continued to serve the Party as Editor for nearly 18 months beyond his intended resignation, because the Party needed him; and

Whereas Mr. Winter has always endeavored to make LP News truly representative of the Party, presenting in the paper the widest variety of Libertarian views; and

Whereas, Mr. Winter has been responsive to member feedback and has continually increased the quality of LP News during his time as Editor; and

Whereas, each issue of LP News has come out on schedule during Mr. Winter's tenure; and

Whereas, Mr. Winter has used LP News appropriately to advance the many initiatives of the national Libertarian Party, as well as to highlight the achievements of our state and local affiliates, and of individual Libertarian activists; and

Whereas, all of these result in a professional presentation of the Party, its accomplishments and ideas, that all Libertarians can be proud of;

Therefore be it resolved that the Libertarian National Committee expresses its undying gratitude on behalf of the Libertarian Party, to Bill Winter for his service as editor of LP News.

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Trinward seconded.

Dixon asked that the minutes reflect that the motion he made regarding hiring a new LP News editor was not a reflection on Mr. Winter's performance and meant no disrespect to Mr. Winter.

The motion passed on a voice vote.

Dehn abstained.

Item: MINUTES POLICY

Wrights moved that the following sentence be added to Article III, Section 2 A to be inserted immediately prior to the last sentence of the existing language:

The Secretary shall also include a brief synopsis of debates and discussions concerning all motions, amendments, and subsequent votes.

Squyres seconded.

Givot said that he opposes the motion because the proposed language would place the Secretary in the inappropriate editorial position of having to determine which debate arguments and which discussion points were sufficiently significant to include and which were not.

Childress, Dehn, Dixon, Haugh, Neale, Redpath, Squyres, Trinward, and Wrights voted in favor of the motion.

Bisson, Cenci, Fellows, Givot, Hough and Nelson voted against the motion.

Bruedigam and Ryan abstained

Passed on a vote of 9 to 6 with 2 abstentions.

The Chair directed that the policy shall be effective from this time forward.

Item: RESOLUTION RELATING TO THE USE OF VIOLENCE OR FORCE AT THE NATIONAL CONVENTION

Dehn moved adoption of the following resolution:

Whereas, the primary function of a political convention is for delegates to come together and communicate with each other for the purpose of deciding the future of their party; and

Whereas, a basic principle of the Libertarian Party is that no person should initiate the use of force to achieve political goals; and

Whereas, the use of force by any convention participants is likely to bring disrepute to the Party, and

Whereas, differing expectations regarding convention behavior may lead to disagreements about circumstances under which the use of force may be necessary, and

Whereas, the Convention itself is the body best qualified to resolve any such disagreements,

Therefore be it resolved that

- The Libertarian National Committee urges all participants in the upcoming convention to express themselves in ways that encourage understanding, uphold libertarian principles, and avoid unnecessary antagonism, and show tolerance for the rights of others to similarly express their views.
- The Libertarian National Committee directs that the Executive Director and Convention Committee Chair remind all staff that their role is to provide support for the delegates and that they have special responsibilities with respect to maintaining a level playing field for all participants. For the purpose of this resolution, "staff" means all employees of Libertarian National Committee, Inc. as well as anyone assisting in operation of the convention or acting at the convention as an agent of the LNC, whether paid or volunteer. Such persons are to be provided with copies of this

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resolution as well as all relevant sections of the Policy Manual.

- The Libertarian National Committee finds that distribution of literature, display of signs, wearing of buttons, choice of clothing, agreement or disagreement or with speakers, and similar behavior that would not be considered to fall within the bounds of “freedom of expression” in any other place are not “disruptions” of convention activity, but rather an essential part thereof.
- The Libertarian National Committee requests anyone who observes behavior which they believe is disrupting a function of the convention to bring such situation to the attention of the Chair so that it may be dealt with in accordance with convention rules.
- The Libertarian National Committee directs that, except in cases where immediate action may be required for defense against physical injury, no staff shall use, or cause to be used, physical force against any delegate without explicit and specific authorization by the Chair. Calling for assistance of police or any government agency shall be considered causing the use of physical force.

Rutherford moved to substitute the following:

Resolved that the Libertarian National Committee refocus its efforts to electing candidates to local office.

Dixon seconded.

The motion to substitute failed on a vote of 7 to 7 with 2 abstentions.

The main motion failed on a voice vote.

Cenci, Childress, and Dehn voted in favor.

Haugh abstained.

Item: POLICY MANUAL AMENDMENT RELATING TO THE SELECTION OF THE LP

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NEWS EDITOR

Neale moved that Article VII, Section 1 E be deleted from the Policy Manual.

Nelson seconded.

Dehn moved to substitute "Executive Director" for "Chair" in this section and retain the amended language.

The substitute motion passed on a voice vote.

Nelson moved to strike the words "with the advice and consent of the LNC".

Givot seconded.

The amendment passed on a voice vote.

The amended main motion passed on a voice vote.

Dehn opposed.

Item: APPROPRIATE BEHAVIOR ON EMAIL LISTS

Nelson moved that the LNC transfer ownership of the State Chair's discussion list to the Libertarian State Leadership Alliance after that organization has elected a leadership and that the LNC will maintain the discussion list for that group at no cost.

Ryan seconded.

Childress said that he believes it is appropriate for LNC members to respond to postings on the list when they are being addressed.

Haugh said that he would gladly establish an email discussion list on Yahoo with appropriate parameters and take this list and responsibilities for it away from the LNC.

Wrights said that everyone is being made to suffer for the acts of a few.

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Neale said that there are valid purposes to include LNC members on the state chairs discussion list.

Dixon said that he likes the idea of giving ownership of the list to LSLA.

The motion passed on a vote of 9 to 6.

The Committee recessed at 5:41 PM CST.

The Committee reconvened at 8:32 AM CST.

Item: EMPLOYMENT AND COMPENSATION COMMITTEE REPORT

Dixon presented a proposed formula for calculating the bonus to be paid to the Executive Director prospectively.

Bisson moved that the fourth quarter 2003 bonus and year end 2003 bonus for the Executive Director be determined by the Employment Policy and Compensation Committee by whatever criteria they choose, and that the first quarter 2004 bonus for the Executive Director be determined by the metrics submitted by the Employment Policy and Compensation Committee.

Hoch seconded.

The motion passed on a voice vote.

Item: 2004 BUDGET REVIEW (continued)

Nelson answered questions regarding the proposed budget.

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Owen moved that the budget be adopted as proposed – including all proposals made by Nelson in writing – and that it be reviewed at the each LNC meeting.

Squyres seconded.

Squyres said that the motion would formalize a quarterly budget review.

Neale moved to divide the question.

Redpath moved to change ballot access expense and branding expense to reflect the actual cash balances at year end 2003.

Hoch seconded.

Neale moved to substitute that all for restricted fund accounts, the fund balance be carried forward into the next year's budget.

Givot seconded.

The Committee recessed at 9:40 AM CST.

The Committee reconvened at 10:05 AM CST.

Item: 2004 BUDGET REVIEW (continued)

Givot moved to add a new section to the Policy Manual at an appropriate location:

Absent LNC action directing otherwise, year end closing positive or negative fund balances for restricted funds shall be reflected in the next year's budget as incremental budgeted expenses or revenues.

Givot said that the intent of this policy is that the adopted budget would be adjusted by

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the Executive Director when year end fund balances are known.

Redpath seconded

The motion passed on a voice vote.

The motion to adopt the budget as proposed passed on a 12 to 4,

Givot, Dehn, Redpath Wrights opposed.

Owens moved that there be a quarterly budget review.

Squyres seconded.

The motion passed voice vote 7 to 6.

Givot moved to amend the convention revenues and expenses to both equal \$135,000.

Redpath seconded

Passed voice vote 9 to 5.

Nelson moved that the LNC directs that no restricted fund balance be carried forward into 2004 other than ballot access, branding, and convention.

Ryan seconded.

Motion passed on a voice vote.

Squyres moved that segregated bank accounts not be used for each project and that the opening of new bank accounts should be left to the discretion of the Executive Director.

Wrights seconded.

Wrights said that he supports the motion. He said that he trusts the current staff until they provide a reason not to trust them.

Redpath cited offsetting positive and negative journal balances for various projects over the past months with some offsetting others. He said that having different bank accounts will guarantee integrity of funds.

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Nelson said that it was intrusion for the Committee to get into this level of operations. He said that use of cash from restricted funds balances are sometimes required to manage cash flow on a temporary basis.

The motion passed on a voice ballot.

Dehn voted against.

Nelson moved that the LNC acknowledges that the straight line budgeting used in the 2004 budget may result in skewing of the monthly budgets.

Givot seconded.

The motion passed on a voice vote.

Nelson moved that the Executive Director be given full authority and responsibility for major donor fundraising and all convention fundraising.

Givot seconded.

The motion passed on a voice vote.

Nelson moved that the LNC directs the Executive Director to notify affiliates, via the state chair email list, of drop dates for direct response fund raising at a minimum of 30 days prior to the mailing schedule.

Haugh seconded.

The motion passed on a voice vote.

Nelson moved that additional funds over the budgeted amounts to be spent in the fund raising line items as long as the line items maintain the same cost of raising funds (not constant net dollars). Specifically:

- The gross expense budget for donations may be exceeded if the revenue generated maintains a cost of funds ratio of less than 15.00%.
- The gross expense budget for pledges may be exceeded if the revenues generated maintains a cost of funds ratio of less than 6.25%.

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- The gross expense budget for membership (renewal) may be exceeded if the revenue generated maintains a cost of funds ratio of less than 20%.

Haugh seconded.

Dixon said that he believes that we do not have enough data to make a good decision at this time.

Ryan said that at some point marginal returns diminish and this would warrant a cessation of fundraising appeals.

The motion failed on a vote of 6 to 11.

The Committee recessed at 10:50 AM CST.

The Committee reconvened at 11:02 AM CST.

**Item: REPORT OF SURVEY CONDUCTED BY EMPLOYMENT POLICY AND
COMPENSATION COMMITTEE**

Dixon reported on the survey conducted earlier in the meeting.

- Professionalism: 4.5
- Media Presence: 3.1
- Business Management: 4.4
- Libertarianness: 3.7
- Staff Management: 4.6
- Fundraising Performance: 4.2

- Overall score: 24.5 out of 30 = 81.67%

The Committee agreed to reconsider its previous action on the formula for calculating the ED's bonus.

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Dixon moved that the LNC directs the EPCC to recalculate the bonus formula so that they reward exceeding budgeted targets.

Cenci said that he does not believe this change would appropriate because it would not recognize that achieving the budgeted levels constitutes turning around the business.

Hoch said taht the bonus should be based on change from the current levels not from meeting possibly "blue sky" budget levels.

Wrights said that an employee should not be given a bonus for simply doing the job.

Givot said that he opposes the motion because achieving the budgeted levels will, it itself required a substantial turnaround of the organization. He said that budget metrics, in his opinion, are largely "stretch" in nature. He said that the ED should not be expected to achieve stretch goals without financial recognition for doing so.

The motion failed on a voice vote.

Item: 2004 BUDGET METRICS

The Committee agreed that the vote on the budget included approving the metrics embedded in the budget formally adopted those metrics for 2004.

The Committee agreed that the consideration of adoption of additional metrics be placed on the Committee's agenda for 2004.

Item: STRATEGIC PLANNING REVIEW

Nelson asked that the Committee retain outside professional assistance to conduct the Strategic Planning Review.

Haugh seconded.

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Givot said that – absent a written proposal from an outside professional – there is no reason to believe that an outside professional with the required skill and experience is available at a price which the party can afford.

The motion passed by a vote of 11 to 5.

Item: REMOVAL OF AN AT LARGE LNC MEMBER FOR CAUSE

Ryan asked about procedures for removal of an At-Large LNC Member.

Neale read the relevant Bylaws.

Squyres moved that Don Gorman be removed from the LNC for cause, that cause being dereliction of duty, specifically failure to attend LNC meetings.

Trinward seconded.

Haugh opposed the motion because it will have no practical effect because of the length of the appeals procedure. He said that the motion is simply vindictive.

Nelson moved to substitute that the LNC directs the Chair to ask Don Gorman to resign from the LNC because he has failed to fulfill his duties.

Ryan seconded.

Hough said that Gorman has not violated an specific obligation that appears in writing and that the Committee should not take action under such circumstances.

Neale said that there is nothing in writing to prohibit LNC members from stealing, but that it is clear that we should not do so.

The motion to substitute passed on a voice vote.

Cenci voted against the motion.

Dehn said that the role of a director is to participate in the deliberations of the board.

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Neale reported that Gorman attended all three meetings in 2002 and none of the three meetings in 2003.

Haugh moved to substitute that the LNC directs the Bylaws Committee to consider proposing an amendment to the Bylaws to adopt attendance requirements for LNC officers and at-large representatives.

Trinward seconded.

Haugh said that in North Carolina there is a bylaw which states that a director who fails to attend three consecutive meetings is deemed to have resigned.

Trinward said that the issue here is not Don Gorman, but rather fulfilling one's obligations and commitments.

Childress said that consideration of this matter should not be contentious matter. He asked whether the same litmus test should be applied to regional representatives.

Wright moved to adjourn.

Haugh asked the minutes to reflect that appreciation of the LNC for the hospitality shown by LPMO.

The motion to adjourn failed on a vote of 5 to 9.

The motion to substitute failed on a voice vote.

The main motion failed on a vote of 5 to 9.

Cenci voted against the main motion.

Item: CONVENTION COMMITTEE REPORT

Givot moved that the Convention Committee be directed to prepare and deliver to the Executive Director and the Committee a written report no later than January 9, 2004. The written report will include:

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- A list of all tasks required to be completed between now and the end of the 2004 national convention to ensure a successful convention.
- Identification of whether each task will be performed by LNC staff, one or more volunteers, or outside contractors.
- The name of the individual responsible and accountable for assuring that the task is completed successfully and on time.
- An estimate of the lapsed time – in hours – from the start of each task to completion of that task.
- A complete and detailed list of all interdependencies among the listed tasks.

Hoch seconded.

Neale said that unless the level of “granularity” is specified in the motion, it is impossible to comply.

Ryan said that what is needed is a list of major tasks.

Givot said that the intent of his motion is the most specific level of granularity possible.

Scott moved to remove the estimate of lapsed time from the list.

Childress seconded.

Givot said that an estimate of time is required to develop a critical path analysis.

Neale said that metrics were already adopted. He said that adding an additional report is inappropriate.

Haugh moved to adjourn.

The motion to adjourn failed.

The motion to amend passed on a vote of 7 to 3.

The main motion passed on a vote of 8 to 4.

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Haugh, Neale, and Trinward voted against.

Item: OPPORTUNITY FOR PUBLIC COMMENT

There were no public comments.

The meeting was adjourned at 12:03 PM CST.