



LNC Executive Committee Conference Call Minutes

To: Libertarian National Committee
From: Bob Sullentrup
CC: Joe Seehusen, Sam New
Date: 03/23/2005
Re: Conference Call March 23, 2005

Attendance

Dialing in to the conference call were:

Michael Dixon, Bob Sullentrup, BetteRose Ryan, Jim Lark, Chris Farris, George Squyres, Mark Cenci, Emily Salvette, Mark Nelson, Mark Rutherford, Bill Redpath, Dena Breudigam, Aaron Starr, Lee Wrights, Chuck Moulton, Joe Seehusen.

The purpose of the meeting was primarily to exchange information. No motions or votes were conducted. Most of the discussion was for clarification, elucidation and possibility.

E-mail from Michael

Michael sent an e-mail at the meeting time updating the group on the following items:

Operations/Staff:

Robert is also beginning to negotiate with Blackbaud on the lack of contract fulfillment. Michael is eager to see if he can capitalize on the work of Jennifer to get this started.

Financials:

Financials for February have been distributed to each of you. Additional revenue from the annual report has been significant.

Raiser's Edge:

Michael met with Fred Childress and Robert to review with them where we are and how we got here. Fred took the documentation from the system so that he can get a baseline on this before beginning his work assisting Chris Farris and Robert at fixing the biggest issues on this project. Fred is a great activist, and a dedicated volunteer who is stepping up to help in this venture, thank him if you have a chance.

Later, Michael clarified that Fred will work on 'interconnection' issues – getting data out of databases. As such, Fred will be another technical resource on the project.

FEC:

The March filing was made, on time, Robert seems to have come up the curve of the upload. There are errors in this file and our FEC administrator is working through these with Robert.

LNCCC:

The incorporation documents are finalized and awaiting the necessary signatures.

Policy Manual Addition:

New section for the Policy manual has been drafted and approved by our legal counsel placing it in final form. It is ready to be submitted for approval electronically or can be held until the May meeting. On something this basic Michael is inclined to recommend email ballot. If anyone is concerned with this, Michael would appreciate their input. Let him know.

Ballot Access:

Staff is performing a review of the pledges to ballot access against the Raiser's Edge receipts. The goal of this is to determine if there were significant numbers of pledges not fulfilled. If so, a calling program will be performed to contact these members and close out the pledges. Additionally, a letter is in process for the ballot access project. Bill Redpath is preparing the first draft.

Communications Director:

In the interim George's functions are being distributed as follows. All print media inquiries are being channeled to J. Daniel. All TV/Radio inquiries are being routed to Joe. J. Daniel and Shane Corey will be handling the function of keeping the web site up to date. Steve Gordon has offered to assist with this and other press functions as a volunteer. He has been in touch with Shane and we are looking forward to any help he can provide in this process.

Dallas and Upcoming Meetings:

May 14-15 will be at the Intercontinental Hotel in Dallas (technically Addison TX). The room rate is \$96. This is North Dallas, and we will need to coordinate on airport transfers. I suggest SuperShuttle which can be found on the web as the low cost option. Many great restaurants in the neighborhood. A Brazilian steak house, Trulucks, the single finest all you can eat Sushi bar I have ever seen (Tokyo One), and a pretty good English Pub, which I still need to remember the name of. Make reservations by calling 800-327-0200 or direct to the hotel at 972-386-6000.

The August meeting will be in Kansas City and the Royals are in town. However, no plans are as yet in place. Denver is the target for the November meeting, though again no plans are finalized.

Staff

With George Getz now gone his tasks are being divvied up among the principles in the office. Stephen Gordon will also begin helping out as a volunteer writer.

CA Fundraising Appeal

Aaron Starr noted California has had an offer to the LNC on the table for several months to subsidize the national Party with test mailings.

Michael noted that if he had received such an e-mail, he had not read it, and encouraged Aaron to put such an offer in writing to the full committee. Aaron indicated that it was not a big deal, that what they wanted as an answer which they have, but agreed to proceed along that vein if CA was still interested in the project.

Others cautioned that we abide by the Policy Manual in this matter, that prohibits national from making special deals with one state and not another.

Jennifer's E-mail

Michael talked at length regarding an e-mail Jennifer Villarreal recently sent as an explanation of her resignation. Some of the issues Jennifer raised include:

- An allegation of undocumented expenditures. This resulted in an audit of recent expenditures. The audit revealed no undocumented expenditures and all expenditures appeared to be within reason for budget and expenditure guidelines.
- Jennifer noted only Joe Seehusen is the one with an office cell phone. Michael noted that Joe has a cell phone because Joe is the boss, and the Libertarian Party funds only one cell phone. As an adjunct note, Joe uses his own Mac computer in the office. Michael regarded it as appropriate for the Libertarian Party to incur any repair expense that might be incurred in light of the fact that the hardware came to us at no cost.
- Jennifer alleged no due diligence had been conducted in the hiring of Robert Kraus. Office files turned up references of prior employers having been checked, criminal checks and a credit check.
- Finally, Jennifer noted she was ashamed of us because we did not offer appropriate benefits.

Michael noted many of these items are not the purview of the Executive Director.

Michael agreed to discuss the matters with LNC members on a one-on-one basis.

Employee Survey

The EPCC conducted an employee survey on March 10. All employees except one were able to complete the survey on that date.

Michael is working through the mechanism for releasing all of the data to the LNC. Michael wants to ensure anonymity of the survey. Meanwhile, these highlights were mentioned:

- Joe's overall score by employees was a 3.2 out of 5. (1-worst, 5-best)
- The responses revealed a clear theme of employees having a genuine respect for Joe as a visionary. He is someone who knows where we should go.
- Another theme was that 'someone else' is being treated better than I am. Strangely, the 'other people' were not management, but others at the same level in the organization.
- As is common with such surveys, employees said they were 'overworked'. In this case, the chairman reported that this comes about from 'mission creep' in which duties are compounded or changed.
- Less of a theme but still present was the notion that the 'LNC does not care about us'. They do not think about us or take into account what impact our decisions have on staff. The LNC does not lead us, nor give us feedback.
- The employees prefer clear, decisive answers rather than participated in protracted meetings that prevent them from getting work done. This is the most significant area where our current Executive Director can improve his performance.

- Finally, staff want a clear definition of operations and procedures, including job descriptions and formal review procedures.

Michael was puzzled by the last item in as much as former employees told him as recently as a year ago that processes and procedures were documented in operations guides. These would appear to not have been sufficient, or up to date.

Next Meeting

The next meeting of the LNC is scheduled for May 14-15, in Dallas, TX at the Intercontinental Hotel. See above for more information.