

## AGENDA

### IOWA AEYC GOVERNING BOARD MEETING

Friday July 11 8:30-4:30 and Saturday July 12 8:30-3:30

Iowa AEYC Office, 4400 Westown Parkway, West Des Moines, IA 50266

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.

#### Friday Attendance: July 11, 2025

<input checked="" type="checkbox"/>	Brandy Smith	<input checked="" type="checkbox"/>	Kelsey Andersen	<input checked="" type="checkbox"/>	Jodi Grover
<input type="checkbox"/>	Crystal Abbe	<input type="checkbox"/>	Marc Elcock	<input checked="" type="checkbox"/>	Tiffany Skaggs
<input checked="" type="checkbox"/>	Brian Kingrey	<input checked="" type="checkbox"/>	Kristin Rourk (joined after lunch)	<input checked="" type="checkbox"/>	Sam Early
<input checked="" type="checkbox"/>	Brenda Loop	<input checked="" type="checkbox"/>	Monique Ortiz	<input checked="" type="checkbox"/>	John Kilburg
<input type="checkbox"/>	Renee Hardman	<input checked="" type="checkbox"/>	Allison Barness	<input type="checkbox"/>	Daniela Haas
<input checked="" type="checkbox"/>	Jillian Herink	<input checked="" type="checkbox"/>	Wendy Mosdal	<input type="checkbox"/>	Guest:

TIME	TOPIC	ACTION REQUIRED/ ROLE OF BOARD
	<b>FRIDAY JULY 11, 2025</b> Skyview	
8:30-9:00	Continental Breakfast networking; set up meeting space	

9:03-9:30	<p>1. <b>Call to Order</b> (Dr. Brandy Smith, President)</p> <ul style="list-style-type: none"> <li>• <b>Welcome, introductions of new board members</b> •</li> <li>Individual board member celebrations</li> <li>• expectations for the board</li> <li>• Agenda Additions</li> <li>• In our discussions, please remember our HPIO Guiding Principles</li> </ul> <p>2. <b>Agenda Approval</b> (Dr. Brandy Smith, President)</p> <p>3. <b>Consent Agenda</b> (Dr. Brandy Smith, President) Pgs 7-41</p> <ul style="list-style-type: none"> <li>• Executive Director report</li> <li>• Treasurer’s Report</li> <li>• Executive Committee mtg minutes</li> <li>• Governing Board meeting minutes</li> <li>• Finance Committee Minutes</li> <li>• Electronic Board votes</li> <li>• Membership report</li> </ul>	<p><b>Motion Item- Approval of Agenda</b></p> <p><b>Motion Item- Approval of Consent Agenda</b></p>
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	<ul style="list-style-type: none"> <li>• Board Meeting Dates FY '26</li> <li>• HR policies: Fiscal Holiday, Mileage</li> </ul>	
<p>Brandy called the meeting to order at 9:03.  The motion to approve the agenda was made by Brenda and seconded by John. The motion passed unanimously.  The motion to approve the consent agenda was made by Brian and seconded by Brenda. The motion passed unanimously.</p>		
9:30-10:13	<p>4. <b>Opening Leadership Activity, <i>Why Not?:A Story About Discovering Our Bright Possibilities</i>, <a href="#">Kobi Yamada</a></b> (Dr. Brandy Smith, President)</p>	<p>Professional Membership, Leadership, and Innovation</p>
<p>Brandy read and gifted a copy of the book from the leadership activity with a reminder of how this author and his stories have been used throughout her presidency. The board was asked to reflect on the message of the book and our role in creating possibilities in the EC world. We broke into partners to discuss the questions posed and then shared out as a group.</p>		

10:13- 10:51	<p><b>5. Amended FY'26 Budget</b> (Dr. Brian Kingrey, Treasurer, Jillian Herink, Executive Director) Pgs 42-45</p> <ul style="list-style-type: none"> <li>• Review approved preliminary budget from March and year end with actuals in place</li> </ul>	Organizational Excellence Motion Item
<p>As of June 30,2025, we are at 100% of the YTD budget. The balance sheet shows the following information:</p> <ul style="list-style-type: none"> <li>• Total Assets \$3,235,096.51</li> <li>• Total Liabilities &amp; Equity \$3,235,096.51</li> <li>• Total Liabilities \$471,995.28</li> <li>• Net Income \$495,485.11</li> </ul> <p>At this point in the fiscal year, The Budget to Actual shows:</p> <ul style="list-style-type: none"> <li>• Income: \$12,450,286.41 (98.9%) Interest Income: \$27,652.05 (230%)</li> <li>• Expense: \$11,954,801.30 (99%)</li> <li>• Net Income: \$495,485.11 (92%)</li> </ul> <p>(This is unaudited, as the audit will start next week.)</p> <p>The FY 25-26 Budget was proposed at the spring quarterly meeting because it goes into effect on July 1, which is prior to the summer quarterly meeting. Now that we are at the end of FY 24-25, and looking forward to the 25-26 budget, we now know the final budget and will need to approve the finalized budget since all contracts have arrived and have been signed. Approving the <i>Proposed Budget</i> in April allowed the Association to operate in the weeks between July 1 (new fiscal year) and the Governing Board Meeting which is mid-July. Overall, the FY 25-26 budget stands at \$11,780,396.16, which is smaller than previous years, yet is more accurate as to how our budgets will remain in the years to come, based on the contracts held at this time.</p> <p>The changes from the proposed budget passed in April to the Final Budget we are being asked to pass today reflect approximately a 3% change.</p> <p><b>Income</b></p> <ul style="list-style-type: none"> <li>• <b>Decrease of \$2,281 in Total (Gross) Income</b></li> </ul> <p><b>Expense</b></p> <ul style="list-style-type: none"> <li>• <b>Increase of \$36,632 in Total Expenses</b></li> </ul> <p>The <i>Net Income</i> expected in FY 25-26 is \$319,995.91, or \$38,913 less than the <i>Proposed Budget</i> projected in April.</p> <p><b>The motion to accept the amended FY'26 Budget as presented was made by Jodi and seconded by Allison.</b> <b>The motion passed unanimously.</b></p> <p>Jillian shared that the ECQuIP program will be closed out after 21 years due to a funding issue. We have 6 months to close out the programs and create an exit strategy.</p>		
10:51-11:08	<b>**BREAK**</b>	
11:08- 11:18	<p><b>6. Annual Board Assessment, Walk- about</b> (Jillian Herink, Executive Director)</p>	Organizational Excellence
<p>We did a walk-about on the topics: Integrating HPIO, Financial management, Nominations/Elections, Leadership, Strategic Planning, Affiliate Relations, Non-Profit Management, Succession planning, and Board Relationships. The information will be used for future planning. Post-in notes of red, yellow and green were provided for members to indicate their level of knowledge at this time.</p>		

11:18-11:25	<b>7. 2024 Review of Governing Board Self-Assessment</b> (Jillian Herink, Executive Director) Pgs 46-47	Organizational Excellence
We discussed the data on our board assessments that was provided in the packet.		
11:26- 11:34	<b>8. 2025- 2026 Pledge Card for Board Giving</b> (Dr. Brian Kingrey, Treasurer, Jillian Herink, Executive Director)	Professional Membership, Leadership, and Innovation Organizational Excellence
We took the time to fill out our giving plans. Brian explained the reasoning behind the cards and how to participate. He reminded us about how beneficial it is for us to be a “100% giving board” when we are applying for grants.		
11:34-11:40	<b>9. New Staff Introductions</b> (Jillian Herink, Executive Director)  <ul style="list-style-type: none"> <li>• Annie Taugher</li> <li>• Hollie Fairholm</li> <li>• Katie Burgess (TBD)</li> <li>• Ashlee Seaton</li> </ul>	Organizational Excellence
Annie, Hollie and Ashlee introduced themselves to the board. Katie works part-time and will be busy with the audit soon and will be introduced to the board at a later time.		
11:40-11:52	<b>10. Connecting Activity</b> (Jodi Grover, Workforce Advisory Chair)	Professional Membership, Leadership, and Innovation
We were each given directions to record things that each member had in common in groups of 2 and then 4. After the activity we did a share out.		
11:45- 12:33	<b>LUNCH</b>	
12:33- 2:18	<b>11. Advocacy 101</b> Deann Cook, CEO- Iowa Women’s Foundation Dave Stone, Advocacy Officer-United Way of Central Iowa	Organizational Excellence (Board Education)
Deann was not in attendance. Dave presented “Civic Engagement through Advocacy and Lobbying” He went over the difference between advocacy and lobbying and how to be effective in our communication with the government for children and families of Iowa, Iowa AEYC and our mission.		
2:18-2:32	<b>**BREAK**</b>	
2:32- 2:42	<b>12. Fall Institute Awards</b> (Jillian Herink, Executive Director) Pgs 48-120	Professional Membership, Leadership, and Innovation Organizational Excellence <b>Motion Item</b>
The board voted on all of the fall institute awards via silent paper ballot.  Children Champions Award: Amy Blanchard, Educator of the Year Award: Dawn Johnson, Influencer Award: Kelsey Andersen, Commitment to Young Children: Umesh Parekh, Emerging Leader: Heather Bruno		

The motion was made to accept the results of the 2025 ballot by Brenda and seconded by Allison. The motion passed unanimously. Kelsey abstained from the vote.

2:42- 2:50	13. <b>Board Terms Review</b> (Dr. Brandy Smith, President) Pg 121	Organizational Excellence
<p>Brandy discussed what positions will be available for next year’s spring election. Brenda will be reappointing all those in appointed positions, as is required when the presidency changes.</p> <p>Secretary is the only role up for election this year. The President-elect will be up for election during the following year.</p>		
2:50-2:59	14. <b>Board Commitment Form</b> (Dr. Brandy Smith, President)	Organizational Excellence
<p>The Board filled out their board commitment form for one year. Brandy reminded us that we have the meeting dates set for 18 months in advance so that board members can plan around them.</p>		



3:00-3:04	15. <b>Board Demographics</b> (Brenda Loop, President- Elect Pgs 122-123)	Organizational Excellence
<p>Brenda went through the demographics of the current board.</p>		
3:05-3:19	16. <b>Succession Planning</b> (Dr. Brandy Smith, President) Pg 124	Organizational Excellence
<p>Board members were given time to work on position succession planning documents.</p>		
3:19-4:13	17. <b>Strategic Direction</b> (Dr. Brandy Smith, President; Brenda Loop, President-Elect) Pgs 125-131 <ul style="list-style-type: none"> <li>• Review Goals</li> <li>• Evaluate Successes</li> <li>• Identify changes necessary</li> </ul>	High Quality Early Childhood Education The Profession Professional Membership, Leadership, and Innovation Organizational Excellence
<p>We are in the final year of our current 3 year strategic plan. She broke the board into groups with an executive board and governing board member (that will pair with P.E.G. leaders on day 2.) Each group went around and wrote successes and adjustments based on the strategic plan goals. Brenda reminded us that it’s good that we focused on successes, because it can be easy to forget how much we have accomplished. Sam brought up the idea of doing a career fair with our partners.</p>		
4:13-4:15	18. <b>Iowa AEYC Swag</b> (Dr. Brandy Smith, President; Jillian Herink, Executive Director) Pg 132	The Profession
<p>Brandy explained the Swag pick out with the deadline of July 21, 2025.</p>		
4:15-4:25	19. <b>President hand off to President-Elect</b> (Dr. Brandy Smith, President)	High Quality Early Childhood Education The Profession Professional Membership, Leadership, and Innovation Organizational Excellence

Brandy gave Brian a gold sash that says, "Eternal board member~ don't miss a meeting" and Brenda the gavel. Brandy was presented with gifts for appreciation as she moved from the board President to the past president role. The board especially appreciates Brandy sitting in the president capacity for 5 years as the new presidential structure was realized.

4:25-4:26	20. <b>Pause Iowa AEYC Governing Board Meeting</b> (Brenda Loop, President) - End day one of retreat and pause agenda to resume tomorrow	Organizational  Excellence <b>Motion Item</b>
<p><b>The motion was made to pause the meeting with the intent to resume 7/12/25 on day 2 of the retreat by Brian and seconded by Allison. The motion passed unanimously.</b> The meeting was called to a pause at 4:25pm.</p>		
	<b>Social hour- Marriott West Des Moines</b>	
	<b>Dinner- TBD</b>	

### Strategic Priorities- Guiding Our Work Through 2026



High Quality Early  
Childhood Education



The Profession



Professional Membership,  
Leadership, and Innovation



Organizational  
Excellence

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### Saturday Attendance: July 12, 2025

<input checked="" type="checkbox"/>	Brandy Smith	<input checked="" type="checkbox"/>	Kelsey Andersen	<input checked="" type="checkbox"/>	Jodi Grover
<input checked="" type="checkbox"/>	Crystal Abbe	<input type="checkbox"/>	Marc Elcock	<input checked="" type="checkbox"/>	Tiffany Skaggs
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<input type="checkbox"/>	Renee Hardman	<input checked="" type="checkbox"/>	Monique Ortiz	<input type="checkbox"/>	Daniela Haas
<input checked="" type="checkbox"/>	Jillian Herink	<input checked="" type="checkbox"/>	Wendy Mosdal	<input type="checkbox"/>	PEG: Vickie Brandenburg
<input checked="" type="checkbox"/>	PEG: Kala Sullivan	<input type="checkbox"/>	PEG: NaRhea Salzbrenner	<input checked="" type="checkbox"/>	PEG: Julia Green
<input type="checkbox"/>	PEG: Alyson Anderson	<input checked="" type="checkbox"/>	PEG: Michelle Koenighain	<input checked="" type="checkbox"/>	PEG: Kelley Adkins
<input checked="" type="checkbox"/>	PEG: Justina Yoder	<input type="checkbox"/>	PEG: Stephanie Coble-Day	<input checked="" type="checkbox"/>	PEG: Taylor Miller
<input checked="" type="checkbox"/>	PEG: Anna Birkenholtz	<input type="checkbox"/>	PEG: Dawn Johnson	<input type="checkbox"/>	PEG: Jennifer Marshall
<input type="checkbox"/>	Guest:	<input type="checkbox"/>	Guest:	<input type="checkbox"/>	Guest:
<b>TIME</b>	<b>TOPIC</b>			<b>ACTION REQUIRED/ROLE OF BOARD</b>	

8:15-9:00	Breakfast networking and set up meeting space	
9:00-9:02	<b>1. Resume Iowa AEYC Governing Board Meeting</b> (Brenda Loop, President)	<b>Motion Item</b>
<p><b>The motion was made to resume the meeting, paused on 7/11/25 by Brandy and seconded by John. The motion passed unanimously.</b></p>		
9:02-9:20	<b>2. Introductions</b> (Brenda Loop, President)	Professional Membership, Leadership, and Innovation
<p>The board and P.E.G. co-chairs did an introduction around the table.</p>		
9:20- 10:16	<b>3. High Performing Inclusive Organization Activity, What's in a Name?</b> (Dr. Brandy Smith, Past President)	Organizational Excellence (Board Education)
<p>Brandy explained the importance of keeping HPIO activities and mindset during our work together. We watched a video "Under the surface" with the focus of "what does empathy mean to you?". Common words included compassion, perspective, understanding. Discussion was held around how we can use empathy in our work and brainstormed Ideas ways to use it to support our leaders. John brought up we need to be sure that we are appropriately being assessable to all members.</p>		
10:16-10:53	<b>4. State/Federal Current Happenings,</b> (Jillian Herink, Executive Director, Anyone) <ul style="list-style-type: none"> <li>• Week of the Young Child (WOYC)</li> <li>• Day With Out Child Care (DWOCC)</li> <li>• Membership Meetings</li> <li>• Federal policy: Medicare, SNAP, etc.</li> <li>• State policy: Continuum of Care, CCA for providers, ECI re-district</li> <li>• Other</li> </ul>	Organizational Excellence
<p>WOYC- Jillian reminded us that we are eligible to apply for this scholarship. We are keeping the data to use for future fundraising opportunities. Iowa had the most signed mayor proclamations on the NAEYC map. Toolkits for WOYC and DWOCC were used and appreciated.</p> <p>DWOCC- Jillian reminded us that we don't ask centers/fcc to close, but instead to ask educators and families to think about what would happen if we did. There was a conversation about advocacy at the capital in the future.</p> <p>Membership meetings- there were 4. They were low attended but had rich conversations. These will continue as we learn to navigate across the state.</p> <p>Federal policy: The One Big Beautiful Bill is something we continue to watch. Brenda mentions that people do not fully understanding what is included. Politicians can be let down by their party if they choose to "go against" what the party wants, so they may be hearing us, but choosing to not act on it.</p> <p>State policy: There is a large surplus of funds still available, they just aren't being dispersed. ECI will likely be moving to 7 districts. Continuum of Care applications are now closed. There are a few board members- Kelsey and Kristin- that applied, but they won't know if they were accepted until later in July. They said that the application was a barrier. They also said that if someone wanting to start a new contract/relationship, it would be impossible to start at the time allowed. Most likely the recipients of this money will be programs that already had this contract set up.</p> <p>Child care solutions- (wage enhancement): the bill did not pass, there is still some confusion on where to apply, what needs to be done to get the money, and how to participate. It would have companies contribute money and put it into a large pot, and then when it grows to the amount (still not disclosed) the state will match the contribution.</p>		

10:53-11:02	<b>**BREAK**</b>	
11:02- 11:32	<p>5. <b>PEG Recap</b> (PEG Co-Chairs and Wendy Mosdal, Executive Specialist) Pgs 133-134</p> <ul style="list-style-type: none"> <li>• Co-Chair recap of the year</li> <li>• Updates</li> <li>• Data Share out</li> </ul>	Professional Membership, Leadership, and Innovation Organizational Excellence The Profession
<p>We had 9 virtual meetings and 4 in person meetings. We have more on the schedule. Leadership- has a rescheduled self-care in person coming up in September. There will be a “pound” class with a discussion on self-care.</p> <p>FCC- they had an in person meeting showcasing Justina’s nature program and others in the area. DAP- they had an in person meeting using board games to teach participants how to use them in their program.</p> <p>Quality- Had 2 in person meetings with make and take sensory kits. These can be tweaked and shared in different areas of the state. John asked us to check in with participants to see how they implement what they learned in their program. Kelsey suggested having a few meetings of all the PEGs were all together. Now that PEGS are 2 years old, things are now less about building the programs and more about the details.</p>		
11:32- 12:30	<p>6. <b>Program overview - TEACH and WAGE\$</b> (Lauren Linnenbrink, WAGE\$ Program Manager)</p>	High Quality Early Childhood Education Organizational Excellence The Profession Professional Membership, Leadership, and Innovation (Board Education)
<p>Lauren provided a PowerPoint called Teach &amp; Wages 101. (Teacher Education And Compensation Helps). She went over the TEACH eligibility requirements, the 5 scholarship components, what TEACH help pays for, the extra tuition, book and stipend monetary assistance.</p> <p>Kala asked about the low earning outcome bill was brought up, and Lauren said it’s unclear how it could affect TEACH. Jodi brought up another bill affecting Iowa financial aid for low earning professions involving dropping those majors in higher education facilities.</p> <p>Lauren went through the CDA process, explaining the steps, benefits and what our CDA navigators do. She ran through the college options and what the contract with centers and TEACH pay for.</p> <p>Lauren discussed Wage\$ eligibility and regulations. There is a new Wage\$ scale that went into effect July 1, 2025. This is a first come first serve program, with priority. There is space available. International transcripts are allowed, and there is a Removing Barriers scholarship available to help translate these.</p>		

12:30-1:25	<b>LUNCH</b>	
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1:25-1:56 Skyview	7. <b>Executive Director Updates</b> (Jillian Herink, Executive Director)	High Quality Early Childhood Education The Profession Professional Membership, Leadership, and Innovation Organizational Excellence
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Jillian went over her ED report. The employees are very happy with the benefits change that was implemented. Adding this increased applications for positions that were open. Awards were given to 35 people for fall institute with \$8000 budget. NAEYC scholarships to 2 people and additional board member for Tiffany. Jillian explained what the scholarship entailed. For the Merle Hay building, there haven't been any more issues, but she is still somehow on the email list so she keeps getting more data for the file just in case something does come out of it.

1:25-1:56 Board Room	8. <b>PEG break out planning</b> (Wendy Mosdal, Executive Specialist, Crystal Abbe, Vice President, John Kilburg, incoming Vice President) <ul style="list-style-type: none"> <li>• PEG Handbook</li> <li>• Set Co-Chairs meeting schedule</li> </ul>	High Quality Early Childhood Education The Profession Professional Membership, Leadership, and Innovation
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1:58- 2:09	9. <b>Strategic Planning</b> (Brenda Loop, President) Pgs 125-131 <ul style="list-style-type: none"> <li>• Report out from Friday's strategic plan discussion</li> <li>• Looking forward</li> </ul>	High Quality Early Childhood Education The Profession Professional Membership, Leadership, and Innovation Organizational Excellence
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Brenda went over the strategic planning activity the governing board did on 7/11/25. She went through the successes and adjustments that were suggested yesterday.

2:09-2:	<b>**BREAK**</b>	
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2:10-2:51	10. <b>PEG review and Planning</b> , (Brenda Loop, President) PEG discussions and planning, breakout Co-chairs, Liaison and Executive board <ul style="list-style-type: none"> <li>• Advocacy</li> <li>• Developmentally Appropriate Practice</li> <li>• Family Child Care</li> <li>• Leadership</li> <li>• Quality</li> </ul>	High Quality Early Childhood Education The Profession Professional Membership, Leadership, and Innovation Organizational Excellence
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The PEGS met with their board liaison and an executive representative. They met to discuss the plans for the future year.

2:51-3:15	<p>11. <b>Reporting out after breakout</b> (Brenda Loop, President)</p> <ul style="list-style-type: none"> <li>• Advocacy</li> <li>• Developmentally Appropriate Practice</li> <li>• Family Child Care</li> <li>• Leadership</li> <li>• Quality</li> </ul>	Organizational Excellence
<p>Leadership: There is a map of where PEGs but they would like to get the clickable space for name, photo, email (for info at Iowa AEYC.) Discussed the recording of session or having a guest speaker recording.</p> <p>Advocacy: Learning about the different advocacy events and programs. Looking at WOTYC, and advocacy for staff rights.</p> <p>DAP: They discussed that instead of asking for input from the membership, to create a general plan for a year.</p> <p>It would be helpful to have a resource list.</p> <p>FCC: Focus on Nature Based Play with different webbed topics to go through for the year.</p> <p>Quality: getting to know each other and moving forward.</p> <p>The question was asked whether it would be helpful to have PEG co-chairs come for 2 days to plan the whole year.</p> <p>PEG co-chairs could benefit from Adult learning strategies, technology, facilitating for conversations, or marketing.</p>		
3:16-3:33	<p>12. <b>Awards and Acknowledgements</b> (Dr. Brandy Smith, President) Recognition and thank you to exiting board members.</p>	Organizational Excellence Professional Membership, Leadership, and Innovation
<p>Awards were given to Crystal and Brian for their many years of service on the governing board.</p>		
3:33-3:34	<p>13. <b>Closing</b> (Brenda Loop, President)</p>	Organizational Excellence Professional Membership, Leadership, and Innovation  <b>Motion</b>
<p>The motion was made to end the meeting by Sam and seconded by John. The motion passed unanimously. The meeting ended at 3:34.</p>		