



Saturday, September 20, 2025

Iowa AEYC office

Regency Building 7, 4400 Westown Parkway, Suite 360, West Des Moines, IA 50266

Please RSVP to 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.

<input checked="" type="checkbox"/>	Brenda Loop	<input type="checkbox"/>	Brandy Smith	<input checked="" type="checkbox"/>	John Kilburg
<input checked="" type="checkbox"/>	Tiffany Skaggs	<input checked="" type="checkbox"/>	Sam Early	<input checked="" type="checkbox"/>	Renee Hardman
<input type="checkbox"/>	Jodi Grover	<input checked="" type="checkbox"/>	Kristin Rourk	<input checked="" type="checkbox"/>	Monique Ortiz
<input type="checkbox"/>	Marc Elcock	<input type="checkbox"/>	Daniela Haas	<input type="checkbox"/>	Kelsey Andersen
<input checked="" type="checkbox"/>	Allison Barness	<input checked="" type="checkbox"/>	Jillian Herink	<input checked="" type="checkbox"/>	Wendy Mosdal
<input checked="" type="checkbox"/>	Guests: Michael Holpewinski				

[illegible]



	<ul style="list-style-type: none">• Staff Job Description• Membership numbers• Accounting and Financial Policy changes	
	<p>Brenda called the meeting to order at 9:05.</p> <p>The motion to approve the agenda was made by Renee and seconded by Sam. The motion passed unanimously.</p> <p>Fiscal reports were removed from the consent agenda, as it was listed in the full agenda, number 5.</p> <p>The motion to approve the consent agenda with correction was made by Sam and seconded by John. The motion passed unanimously.</p>	
9:08-9:32	4. President Activity (Brenda Loop, President)	Professional Membership, Leadership, and Innovation Organizational Excellence
	Brenda went over the Enneagram test that we took. As a group we discussed the importance of having a mix of people with different skills to have a strong functioning board. Brenda will reach out to her contact, Laura, to train on enneagrams at the January virtual meeting.	
9:32-9:42	5. Financial Reports (Sam Early, Treasurer)	Organizational Excellence Motion Item
	<p>As of August 31, 2025, we are at 16.7% of the YTD budget. The balance sheet shows the following information:</p> <ul style="list-style-type: none">• Total Assets \$3,591,185.40• Total Liabilities & Equity \$3,591,185.40• Total Liabilities \$759,611.64 <p>At this point in the fiscal year, The Budget to Actual shows:</p> <ul style="list-style-type: none">• Income: \$1,719,701.33 (14.4%) Interest Income: \$7,710.55 (32%)• Expense: \$1,641,414.80 (14%)• Net Income: \$78,286.53 (24%) <p>The motion to accept the financial reports as presented was made by Renee and seconded by Allison.</p> <p>The motion passed unanimously.</p>	
10:14-10:25	***BREAK***	

9:52-10:08	6. Audit Overview , (Renee Hardman, HPIO Chair & Chair of Audit Committee; Michael Holpewski, Denman; and Jillian Herink, Executive Director)	Organizational Excellence Motion Item
	<p>Renee discussed that we had clean audit. Michael stated that what we were given is a draft, as they are waiting for the federal government compliance standards to be able to finalize. As of now, we have 0 findings of material mistakes.</p> <p>Michael explained that the concentration of risk and disclosure of liquidity were the most sensitive disclosures affecting our financial statements.</p> <p>Jillian mentioned that the admin to program ratio was noted by Denman as excellent and this fiscal year was with a 15% administrative cost. The next one will reflect a 13% administrative cost.</p> <p>The motion to accept the audit overview as presented was made by Sam and seconded by Renee. The motion passed unanimously.</p>	
10:08-10:14	7. 990 Overview (Renee Hardman, HPIO Chair & Chair of Audit Committee; Michael Holpewski, Denman; and Jillian Herink, Executive Director)	Organizational Excellence Motion Item
	<p>Jillian mentioned that the only change that was made was the language of chapters, "Did the organization have local chapters, branches, or affiliates?" We now have selected no instead of yes.</p> <p>The motion to accept the 990 overview as presented was made by Renee and seconded by Allison. The motion passed unanimously.</p>	
9:42-9:48	8. 2026-2027 Meeting Dates (Brenda Loop, President)	Organizational Excellence
	Brenda went over the meeting dates for the 2026-2027 years.	
10:25-10:58	9. HPIO discussion , (Renee Hardman, HPIO Chair)	Organizational Excellence Professional Membership, Leadership, and Innovation
	Renee discussed the climate of the political country that we live in and how that can affect us personally and as a whole. We discussed how important it is to have hard conversations, because we have to care for all children and families that we serve. Doing this can	



	look like empowering people of diverse cultures to tell their own stories, instead of us sharing for them, so that we can work around some of the regulations that are turning away from inclusive practices. We watched a video entitled Diversity and discussed our reactions.	
11:45-12:30	***LUNCH BREAK***	
10:58-11:13	Upcoming Elections (Dr. Brandy Smith, President)	Professional Membership, Leadership, and Innovation Organizational Excellence Board Education
	Brandy was not in attendance, so Brenda discussed how secretary is the only open position that we have. Jillian showed that the information for the elections in our fall institute handout.	
11:13-11:18	Staff Retention Information (Jillian Herink, Executive Director)	Board Education
	Jillian went over the staff retention report that she researched based on a question from Kristin from a previous board meeting. The average length of employment is 4.6 years.	
11:18-11:37	Strategic Plan review (Brenda Loop, President)	Professional Membership, Leadership, and Innovation Organizational Excellence
	Brenda reminded us that we are in the middle of this current strategic plan, celebrating our successes and looking at how we can adjust moving forward. We want this to be a document that we look at regularly. Kristin gave suggestions on how they are doing new strategic planning in Des Moines using Planner by Microsoft when we are ready to start on the new plan in July. The P.E.G co-chairs are all coming together on November 1 st to work on reaching across the state. We have moved from general fundraising to more specific fundraising. In planning for the next strategic plan, we will use the data to determine where to focus to fund.	
11:37-11:45	10. Succession Share out and work time (Brenda Loop, President)	Organizational Excellence

12:30-12:45	Dropbox Overview (Wendy Mosdal, Executive Specialist)	Organizational Excellence
	Wendy explained everything that is available on Dropbox. She showed us where to find forms.	
12:45-12:55	11. Professional Engagement Groups (John Kilburg, Vice-President and Wendy Mosdal, Executive Specialist) <ul style="list-style-type: none"> Planning Meetings Scheduled Upcoming meetings and plans 	Professional Membership, Leadership, and Innovation Organizational Excellence
	There are currently 7 out of 10 coming to the November 1 st in person meeting. John gave a rundown of what will be discussed based on previous meeting feedback. Wendy mentioned that the ability to market them in an easier way of topic first, hosted by second.	
12:55-1:08	12. The role of the Board and Fundraising (Sam Early, Treasurer)	Board Education
	Sam reminded us that we are a 100% giving board and that in July at the retreat we each created an individual giving plan. Now, we are looking into how we will fundraise in the future as we look to a new strategic planning year in 2026. He also told us how a great storytelling conversation can help create funding opportunities.	
1:08- 1:32	13. Executive Director Updates (Jillian Herink, Executive Director)	Organizational Excellence The Profession Leadership and Innovation
	<p>Jillian went over her report and took questions. She mentioned that two ECQuIP staff have taken other positions but will contract through us to offer Conscious Discipline training for the centers as they close the program. The two remaining team members have applied for internal positions. New and existing open TEACH and WAGES positions will hopefully be filled by mid-October.</p> <p>Instead of a staff retreat this year, Jillian is taking the staff to the Women's Leadership Conference. The staff seems to be excited to do this different kind of opportunity.</p>	
1:32- 1:37	14. Reminders of Surveys, forms and upcoming meetings , (Brenda Loop, President)	
	Brenda went through reminders. There was discussion about inviting legislators to institutes.	
1:38	Adjourn Sam made a motion to adjourn. Kristin seconded and it passed unanimously. The meeting was adjourned at 1:38.	

MEETING DATES:

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
6/26/2026	Executive Committee Meeting (Friday)
7/ 17-18/2026	Governing Board Retreat (Friday & Saturday)

Iowa AEYC Events:

10/3-4/2025	Early Learning Fall Institute, Prairie Meadows
2/10/2026	Day on the Hill, Des Moines, IA
5/1-2/2026	Spring Institute, Sheraton West Des Moines
5/11/2026	Day Without Child Care (DWOCC)

NAEYC Events:

2/23-24/2026	NAEYC Public Policy Forum, Washington DC (2027 Chicago)
4/11-17/2026	NAEYC Week of the Young Child (WOYC)
12/5-8/2026	NAEYC Annual Conference, Washington DC
12/4-7/2027	NAEYC Annual Conference, Chicago, IL
11/15-18/2028	NAEYC Annual Conference, Seattle, WA
11/14-17/2029	NAEYC Annual Conference, New Orleans, LA

Strategic Priorities- Guiding Our Work Through 2026



High Quality Early
Childhood Education



The Profession



Professional Membership,
Leadership, and Innovation



Organizational
Excellence