

LGBTQ Leaders in Higher Education Annual Meeting 2025

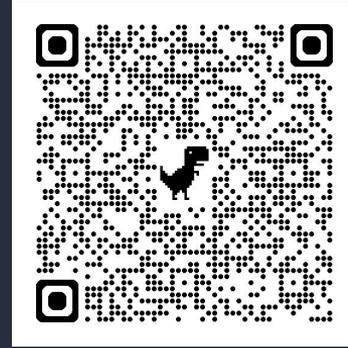
Welcome



Kristin Esterberg
President



Jim Berg
Executive Director



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Agenda

01. **Welcome**

02. **Strategic Plan Update**

03. **Treasurer's Report**

04. **Bylaws Revisions**

05. **Board elections**

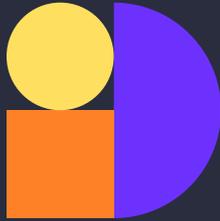


We cultivate LGBTQ leaders who use their multiple identities and perspectives to help higher education meet and exceed the needs of today's students.



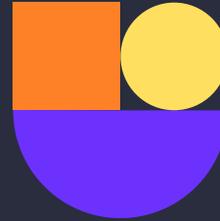
MEMBERSHIP

Increase membership and retention.



PROGRAMMING

Increase programming and participation in the Leadership Institute, mentoring, and virtual programs.



SUSTAINABILITY

Increase overall income and net operating income.



ADVOCACY

Develop and execute plan for advocacy of LGBTQ issues in higher education



Membership

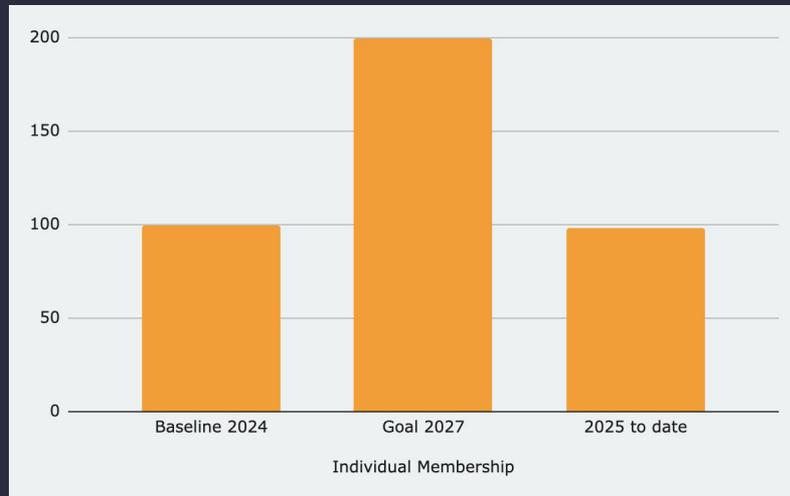
Individual & Institutional

Goal: double the number of **individual** members in three years.

2025 goal: 130 members (join today!)

2025 Income goal: \$23,250 (70% achieved)

Goal: improve the retention rate of **institutional** members.





Programming

Leadership Institute Goal: increase attendance by 15% over 3 years. 2025 goal not met.

Webinars and Virtual Events: increase from 6 to 12 over 3 years. 2025 number = 8. Look for event announcement for November.

Mentoring: double the number of mentoring opportunities over 3 years.

New Program: Virtual Mentoring Circles. New cohort kicks off in December.

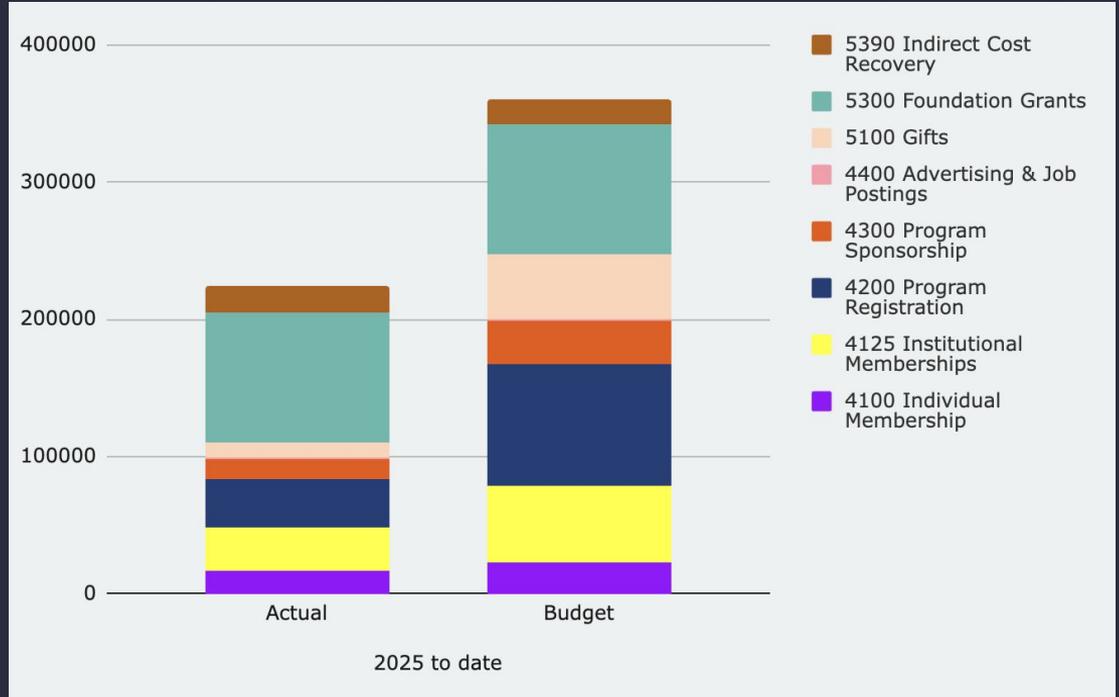




Sustainability Opportunities & Challenges

Individual Membership: on track
Individual Giving: on track

Institutional Memberships: down
Partnership income: down
Program Registrations: down





Advocacy

Close and retrospective

Goal: develop and execute 10 advocacy activities per year.

Action Step: Establish an External Communication and Partnership Committee

Identify target audiences (ACE, AASCU, CCC, etc.) and potential messages that meet their needs.

How you can help: Join the committee, tell us where to be and when!



Treasurer's Report

Statement of Financial Position (as of Sept 30, 2025)

Assets: \$82,901.74

Debts: \$0.00

End of Year Net Revenue Projection – \$30,479.90



Treasurer's Report

Budget Outlook | Remainder of 2025 & 2026

- Significant uncertainty ahead affecting current year projections in membership, giving, and grants.
- Focus on membership services, development, and grant development for 2026 and beyond.



Proposed changes to the bylaws



RE-INCORPORATING TO MINNESOTA FROM ILLINOIS



Article V: meetings and
voting

BOARD OF DIRECTORS



Article VI: number of directors, from
10-15, to a minimum of 10, no
maximum

OFFICERS



Article VII: Role of President-elect
and Program Committee Chair, re:
Institute

Proposed changes to the bylaws



COMMITTEE STRUCTURE



Article VII: standing committees: finance & audit; programs; membership; development; external partnerships & communication



COUNCIL OF PRESIDENTS



Article XI: changes the structure and role of the Council of Presidents

Board Candidates

New

Bryan Cain

Interim President
Endicott College, MA

Michelle Fischthal

Vice Chancellor
San Diego CCD, CA

George F. Kacenga

Vice President
William Paterson University

Susan Henking

Former President
Wells College, NY

Jonathan Herbert

Associate Provost
The Julliard School

Renewing

Kevin Leonard

Dean
Southern Illinois U, Edwardsville

Luca Lewis

Acting President
Ventura College, CA

Daniel Lopez

President
Harold Washington College, IL