



# BOARD OF DIRECTORS SUMMER MEETING

AUG. 4, 2024

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LOUISVILLE MARRIOTT DOWNTOWN

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LOUISVILLE, KY.





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## COMPREHENSIVE SCHEDULE

All NCSL Executive Committee, LSCC and NCSL Foundation meetings will be held at the Louisville Marriott Downtown unless otherwise noted. The Kentucky Ballrooms are on the first floor. The Marriott Ballrooms are on the second floor.

### SUNDAY, AUG. 4, 2024

7-8 a.m.	LSCC Breakfast.....	Kentucky Ballroom F
8-9 a.m.	LSCC Work Groups <ul style="list-style-type: none"><li>Professional Staff Association Officers.....</li><li>Standing Committees.....</li><li>Strategic Planning.....</li><li>NCSL 50th Anniversary.....</li></ul>	Kentucky Ballroom A Kentucky Ballroom B Kentucky Ballroom D Kentucky Ballroom C
9:15-10:15 a.m.	LSCC Subcommittees <ul style="list-style-type: none"><li>Legislative Institution.....</li><li>Programs and Professional Development.....</li><li>Information Technology, Social Media, E-Learning and Outreach .....</li></ul>	Kentucky Ballroom D Kentucky Ballroom C Kentucky Ballroom B
10:30-11:30 a.m.	Full LSCC Meeting.....	Kentucky Ballroom F
11:45 a.m.-1 p.m.	Executive Committee and LSCC Lunch .....	Kentucky Ballroom G
11:45 a.m.-1:15 p.m.	Foundation for State Legislatures Board Meeting .....	Marriott Ballroom V
1:30-2:30 p.m.	Committees of the Executive Committee <ul style="list-style-type: none"><li>Budget, Finance and Rules .....</li><li>Outreach and Member Services .....</li></ul>	Marriott Ballroom VIII Marriott Ballroom VII
2:45-3:45 p.m.	Subcommittees of the Executive Committee <ul style="list-style-type: none"><li>Legislative Institution.....</li><li>State-Federal Policy .....</li></ul>	Marriott Ballroom VIII Marriott Ballroom VII
4-5:30 p.m.	Full Executive Committee Meeting .....	Marriott Ballroom VI
4:30-6 p.m.	First-Time Attendee Orientation to the Legislative Summit.....	KICC   Ballroom DE
5-6:30 p.m.	Global Gathering: A Warm Welcome for International Delegates .....	Offsite   Bourbon Barrel Loft
6-7:30 p.m.	NCSL President Elect's Reception.....	Offsite   The Belle of Louisville Riverboat (docked)

### TUESDAY, AUG. 6, 2024

5:30-7 p.m.	NCSL President's Reception .....	Offsite   Louisville Slugger Museum and Factory
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## NCSL FOUNDATION FOR STATE LEGISLATURES BOARD MEETING AGENDA

AUG. 4, 2024 | 11:45 A.M.-1:15 P.M. | LOUISVILLE MARRIOTT DOWNTOWN | MARRIOTT BALLROOM V

1. Welcome and introductions from Speaker Robin Vos, NCSL Foundation president.
2. Approval of January 2024 Foundation board meeting minutes (board action required).
3. Report from Speaker Robin Vos, NCSL Foundation president.
4. Report from NCSL CEO Tim Storey.
5. Report on the fiscal year 2024 budget from Anne Sappenfield, Foundation secretary/treasurer, and NCSL CFO Alex Alavi.
6. Foundation budget, awards and supplemental awards, led by Vos.
  - a. Approval of FY 25 budget (board action required).
  - b. Approval of FY 25 awards (board action required).
  - c. Approval of FY 24 supplemental awards (board action required).
7. Report from NCSL Foundation Vice President Christine Csizmadia.
8. Report on NCSL's 50th anniversary from Bryan Thomas, NCSL chief communications officer.
9. Report on NCSL Leaders and Training Program from Stacy Householder, NCSL vice president.
10. Closing remarks and other business from Vos and Diana Noel, NCSL chief development officer.







## NCSL FOUNDATION OFFICERS

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## REPORT FROM NCSL FOUNDATION PRESIDENT ROBIN VOS

To: Members of the NCSL Foundation for State Legislatures Board of Directors  
From: Speaker Robin Vos, NCSL Foundation president  
Date: Aug. 4, 2024  
Subject: NCSL Foundation President's Report

As we reach the conclusion of this year, I want to express my heartfelt gratitude for the privilege of serving as your president. Our collective efforts have led to remarkable achievements in revenue growth, sponsorship engagements, outreach activities, and effective management of operating expenses. This report provides a snapshot of these accomplishments and the strong foundation we've built together for future success.

### FY 2024 REVENUE

The NCSL Foundation board of directors approved an unrestricted fundraising goal of \$4,600,000 for fiscal year 2024. Thanks to the strong support of the private sector, the Foundation is projected to surpass this goal by more than \$500,000.

I would like to highlight a few notable sponsorship updates since my last report in January. We now have 34 Capitol Circle sponsors, an increase of 13 since our meeting in Las Vegas. Combining these with our 63 Platinum sponsors, we now have a total of 97 top-level sponsors. Our gold and silver sponsorship levels continue to thrive as well. A complete list of the NCSL Foundation sponsors can be found on pages 15-17, and details of new, upgraded, downgraded, and lapsed sponsorships can be found on pages 18-20.

### FY 2024 OPERATING EXPENSES

I am pleased to report that the Foundation has successfully managed its finances for FY 2024, adhering closely to the approved operating budget of \$1,392,301 and the allocated \$3,822,100 for awards to NCSL.

### FOUNDATION OUTREACH AND ACTIVITIES

This year has been a dynamic period for our outreach efforts and other activities. Our initiatives have bolstered our financial stability and strengthened our engagement with legislators, legislative staff and key stakeholders. Below is a summary of our key activities since my last update in January:

- **Bylaws Committee:** The NCSL Foundation for State Legislatures, needing to update its 2016 bylaws, formed a 13-member ad hoc Bylaws Committee at the 2023 Legislative Summit. Co-chaired by Speaker Scott Saiki of Hawaii and myself, the committee included legislators, legislative staff, and private sector members of the board. The committee met three times from December 2023 to May 2024, focusing on structural and terminological changes, current law and best practices, board size, and directors' terms with support from nonprofit legal experts. The revised bylaws aim to improve governance and efficiency, including updates to board composition, officer roles, and committee functions. An overview of the revised bylaws was presented to the Foundation board on July 12, and the final draft will be presented to the NCSL Executive Committee for approval on Aug. 4, 2024.

- **NCSL Legislative Leaders' Symposium, June 20-22:** Held in Washington, D.C., this event gathered legislative leaders to discuss the evolving dynamics of federalism. It featured presentations, discussions and a visit to Arlington National Cemetery. Key sessions covered federalism, the balance of power and effective legislative leadership. The symposium allowed leaders and Foundation sponsors to share experiences and develop strategies for navigating federal decisions impacting states. We were honored to have 59 Capitol Circle- and Platinum-level sponsors, whose support was integral to the event's success.
- **Task Force Engagement:** Foundation staff continue to work diligently to recruit and retain sponsors for NCSL's seven task forces, achieving significant success. Fundraising and engagement efforts for these groups have been a collaborative effort among the Foundation development staff and NCSL policy staff. This year has seen notable growth in sponsorships, particularly with the Task Force on Artificial Intelligence, Cybersecurity and Privacy. Task forces met during the Winter or Spring Executive Committee meetings, facilitated educational tours, and held other in person events, further strengthening their initiatives and engagement.

In closing, I want to extend my deepest gratitude to every person on the board for your tireless dedication and unwavering support throughout this year. This year has been marked by significant achievements and milestones, all made possible by our collective efforts. As we look ahead to the coming year, I am confident that the groundwork we have laid together will serve as a strong platform for continued success and innovation. Thank you for the opportunity to serve as your president.



## REPORT FROM NCSL FOUNDATION VICE PRESIDENT CHRISTINE CSIZMADIA

To: Members of the NCSL Foundation for State Legislatures Board of Directors  
From: Christine Csizmadia, NCSL Foundation vice president  
Date: Aug. 4, 2024  
Subject: NCSL Foundation Vice President's Report

As we approach the end of another successful year, I would like to thank Speaker Vos for his leadership and each of you for your unwavering support and commitment to NCSL and the NCSL Foundation. It has been an honor to serve alongside, collaborate with, and learn from each of you this year. For the Foundation sponsors at every level, your sponsorship has been instrumental in the Foundation's ability to support NCSL in delivering exceptional programs and services to its members.

This year, we have seen remarkable growth in new and upgraded sponsorships. As we get ready to kick off this year's NCSL Legislative Summit, I'd like to share a couple of items about NCSL Foundation sponsors that you may not be aware of. First, Pablo Benavente, senior political and government relations manager with Turo and a Foundation board director, will kick off the meeting with an inspiring performance of the national anthem, helping to set the tone and instilling a sense of pride and unity among all attendees.

Next, the Exhibit Hall is a vibrant hub of innovation and connection. This year's space will showcase 268 exhibitors, 49 of whom are NCSL Foundation sponsors, including my own organization. New this year, you will see special floor clings identifying NCSL Foundation sponsors. Please be sure to stop by, say hello, and encourage other exhibitors to join the Foundation.

As we reflect on this year's accomplishments, I want to emphasize how much I appreciate your continued support of NCSL within your own organization's budgets. Please look at the upcoming Foundation events calendar and bookmark the dates for further opportunities to network and share ideas.

Thank you once again for your commitment, steadfast support, and for being an integral part of our success this year. I am excited about the future and the many opportunities that lie ahead.



## UPCOMING NCSL FOUNDATION EVENTS

EVENT	DATE	LOCATION
NCSL Foundation Board Meeting	Aug. 4, 2024	Louisville, Ky.
NCSL Legislative Summit	Aug. 5-7, 2024	Louisville, Ky.
NCSL Base Camp 2024	Oct. 29-30, 2024	Virtual
NCSL Post-Election Forum	Nov. 14, 2024	Washington, D.C.
NCSL Leaders Symposium	Dec. 12 -14, 2024	Texas Hill Country
NCSL Foundation Board Meeting	Jan. 17, 2025	Salt Lake City
NCSL Executive Committee and LSCC Winter Meetings	Jan. 17-18, 2025	Salt Lake City
NCSL Executive Committee and LSCC Spring Meetings	May 2025	TBD
NCSL Foundation Board Meeting	Aug. 3, 2025	Boston
NCSL Executive Committee and LSCC Summer Meetings	Aug. 3, 2025	Boston
NCSL Legislative Summit	Aug. 4-6, 2025	Boston
Emerging Leaders	TBD	TBD
NCSL Legislative Summit	July 27-29, 2026	Chicago

Please contact the NCSL Foundation staff with any questions about upcoming events:

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## NCSL FOUNDATION SPONSORS

### CAPITOL CIRCLE | \$50,000-PLUS

- Amazon
- America's Credit Unions
- American Academy of Physician Associates (AAPA)
- American Gas Association
- American Hotel & Lodging Association
- American Kratom Association
- AT&T
- Avangrid
- Axon
- Carrier Corp
- Cenovus Energy
- Chevron
- Cisco Systems, Inc.
- CTIA—The Wireless Association
- Esri
- Everytown for Gun Safety
- Google
- Intuit
- Johnson & Johnson
- Maximus
- National Beer Wholesalers Association
- NCTA—The Internet & Television Association
- Nuclear Energy Institute
- PMI Global Services Inc.
- Rocket Companies
- Sazerac
- Stand Together Trust
- TIAA
- TikTok, Inc.
- Turo
- Verizon
- Vistra Corp.
- Walmart
- Western Governors University

### PLATINUM | \$30,000

- 1-800 CONTACTS, Inc.
- Airbnb
- Ancestry
- Apple
- Biogen
- Block
- The Carpet and Rug Institute
- Charter Communications
- Code.org
- Comcast Corporation
- Consumer Healthcare Products Association
- Cruise, LLC
- CSL Behring
- Curriculum Associates
- CVS Health
- Darden Restaurants
- Dell
- Diageo
- DoorDash
- eBay Inc.
- Entertainment Software Association
- Genentech
- Gilead Sciences
- GlaxoSmithKline
- Global Medical Response
- HCA Healthcare
- Heartland Forward
- Honeywell International, Inc.
- HP Inc.
- Humana
- JPMorgan Chase
- Lenovo
- Live Nation
- Lykos Therapeutics
- McDonald's
- McKesson Specialty Health
- Meta
- National Association of Vision Care Plans (NAVCP)
- Novartis
- NRG Energy
- Online Lenders Alliance
- OpenRoad Foundation
- Oracle
- Otsuka
- Panorama Education
- PepsiCo
- The Pew Charitable Trusts
- PhRMA
- Qualtrics
- RELX Inc.
- Sandoz
- Security Finance
- Sony Interactive Entertainment
- Starbucks Coffee Company
- State & Federal Communications, Inc.
- State Government Affairs Council
- Stride
- StubHub
- Supernal
- Vertex Pharmaceuticals
- Viatris
- Visa
- Western Alliance Bank

## GOLD | \$15,000

- AARP
- ACT | The App Association
- ADM
- Advanced Energy United
- The Advocacy Group (TAG)/FOCUS, a Leonine Business
- Alibaba
- Alliance for Patient Access
- Alliant Energy
- Alzheimer's Association
- American Airlines
- American Association for Justice
- American Association of Nurse Practitioners
- American Bankers Association
- American College of Cardiology
- American Federation of State, County & Municipal Employees
- American Fuel and Petrochemical Manufacturers
- American Heart Association
- American Optometric Association
- American Physical Therapy Association
- American Public Power Association
- American Traffic Safety Services Association
- The American Waterways Operators
- Amgen
- Associated Builders and Contractors
- Bank of America
- Bayer HealthCare Pharmaceuticals
- Best Buy
- BlackRock
- Blue Cross Blue Shield Association
- Bombardier
- BRINC Drones Inc.
- BSA | The Software Alliance
- Capitol One
- Catalyst
- CDM Smith
- Children's Hospital Association
- ClassWallet
- Clear Spring Life and Annuity Company, A Group 1001 Company
- Consumer Technology Association
- Cox Communications, Inc
- Damage Prevention Action Center
- Deloitte
- Design-Build Institute of America
- EarnIn
- EdChoice
- Edison Electric Institute
- Electronic Transactions Association
- Environmental Defense Fund
- Eisai
- Expedia Group
- Foundation for Individual Rights and Expression
- GoRail
- HIMSS
- IBM
- International Paper
- ITC Holdings
- The Leukemia & Lymphoma Society
- LexisNexis State Net
- Lundbeck Pharmaceuticals
- Lyft
- Major League Baseball
- MasterCard Worldwide
- Merck
- Metrc
- Microsoft
- MultiState Associates
- National Alliance on Mental Illness
- National Association of State Procurement Officials
- National Confectioners Association
- National Rural Electric Cooperative Association
- NEC Corporation of America
- NWEA
- OpenAI
- Orsted Wind Power North America LLC
- PayPal
- Pearson
- Pfizer, Inc.
- Pharmaceutical Care Management Association
- Philips Healthcare
- PrizePicks
- Project Lead The Way
- Reason Foundation
- Recycled Materials Association
- Roche Diagnostics
- Salesforce
- Sanofi
- SAS Institute
- SecurityScorecard
- Sellers Dorsey & Associates
- ServiceNow
- Share Our Strength
- Skydio
- Sodexo, Inc. & Affiliates
- Southern Glazer's Wine & Spirits
- State Farm Insurance Companies
- Stateside
- Stripe
- T-Mobile
- Target
- UPS
- U.S. Tire Manufacturers Association
- Waterford Institute
- Waymo
- Wells Fargo
- West, A Thomson Reuters Business
- Wine and Spirits Wholesalers of America
- Wonderschool
- yes. every kid. foundation.
- Zillow Group

## SILVER | \$10,000

- AAA
- AdvaMed
- AFL-CIO
- America's Health Insurance Plans
- American Association for Laboratory Accreditation (A2LA)
- American Association of Political Consultants
- American Chemistry Council
- American Council on Renewable Energy
- American Electric Power
- American Financial Services Association
- American Hospital Association
- American Property Casualty Insurance Association
- American Society of Civil Engineers
- American Transaction Processors Coalition
- Biotechnology Innovation Organization
- BOMA International
- Boston Scientific
- CEDIA
- Cencora
- Chamber of Progress
- Cigna
- Citi
- The Clean Slate Initiative
- Community Oncology Alliance
- Corteva
- Council on State Taxation (COST)
- CroLife America
- Crypto Council for Innovation
- Dexcom
- Dominion Energy, Inc.
- Educational Testing Service
- Equifax, Inc.
- Eversheds Sutherland
- FedEx Corporation
- Global Business Alliance
- Gulfstream Aerospace Corporation
- Hallmark Cards
- The Humane Society of the United States
- International Bottled Water Association
- International Bridge, Tunnel & Turnpike Association
- Johnson Controls
- Lexmark
- MAGNA International
- March of Dimes
- McGuireWoods Consulting
- McLane Company, Inc
- Moderna
- Motorola Solutions
- National Association of Realtors
- National Electrical Manufacturers Association
- National Marine Manufacturers Association
- National Retail Federation
- New York Life Insurance Company
- Nike
- Northrop Grumman
- Novo Nordisk
- Nutrien
- Origin Materials
- Palo Alto Networks
- Procter & Gamble
- Rare Access Action Project
- Responsibility.org
- Responsible Industry for a Sound Environment
- ReUp Education
- Salt River Project
- Satellite Broadcasting and Communications Association
- Schneider Electric
- Securities Industry and Financial Markets Association
- Service Employees International Union
- Shipt
- Siemens
- Society for Human Resource Management
- Solventum
- Sunrun
- Tucson Electric Power
- United Food & Commercial Workers International Union (UFCW)
- University of Phoenix
- Verra Mobility
- Vertical Aviation International
- Workday
- ZoomInfo



## FY 2024 NCSL FOUNDATION SPONSOR ACTIVITY

NEW SPONSORS	LEVEL
1. Airbnb	Platinum
2. Alibaba	Gold
3. American Association for Laboratory Accreditation	Silver
4. American Council on Renewable Energy	Silver
5. American Optometric Association	Gold
6. American Transaction Processors Coalition	Silver
7. Carrier Corp	Capitol Circle
8. Cenovus Energy	Capitol Circle
9. Chevron	Capitol Circle
10. Cigna	Silver
11. Cisco Systems, Inc.	Capitol Circle
12. Crypto Council for Innovation	Silver
13. Dell	Platinum
14. Eisai	Gold
15. Electronic Transactions Association	Gold
16. FedEx Corporation	Silver
17. Global Medical Response	Platinum
18. GoRail	Gold
19. International Bottled Water Association	Silver
20. Lenovo	Platinum
21. Lundbeck Pharmaceuticals	Gold
22. Lykos Therapeutics	Platinum
23. McDonalds	Platinum
24. Moderna	Silver
25. National Alliance on Mental Health	Gold
26. National Association of Vision Care Plans	Platinum
27. National Confectioners Association	Gold
28. OpenAI	Gold
29. PMI Global Services Inc.	Capitol Circle
30. ReUp Education	Silver
31. Sellers Dorsey & Associates	Gold
32. ServiceNow	Gold
33. Skydio	Gold
34. Solventum	Silver
35. Sony Interactive Entertainment	Platinum
36. Starbucks Coffee Company	Platinum
37. Stripe	Gold
38. The Clean Slate Initiative	Silver
39. United Food and Commercial Workers (UFCW)	Silver
40. Verra Mobility	Silver
41. Visa	Platinum
42. Wonderschool	Gold
43. Workday	Silver

UPGRADED SPONSORS	LEVEL
1. ACT   The App Association	Gold
2. America's Credit Unions	Capitol Circle
3. American Hotel & Lodging Association	Capitol Circle
4. Axon	Capitol Circle
5. Blue Cross Blue Shield Association	Gold
6. CTIA – The Wireless Association	Capitol Circle
7. Damage Prevention Action Center (formerly Common Ground Alliance)	Gold
8. Johnson & Johnson	Capitol Circle
9. McKesson Specialty Health	Platinum
10. NCTA - The Internet & Television Association	Capitol Circle
11. NRG Energy	Platinum
12. Philips Healthcare	Gold
13. Rocket Companies	Capitol Circle
14. Sandoz	Platinum
15. Sazarec	Capitol Circle
16. TikTok, Inc.	Capitol Circle
17. Turo	Capitol Circle
18. Verizon	Capitol Circle
19. Vistra Corp.	Capitol Circle
20. Western Alliance Bank	Platinum

DOWNGRADED SPONSORS	LEVEL
1. American Clean Power Association	Silver
2. BlackRock	Gold
3. Deloitte	Gold
4. March of Dimes	Silver
5. Recycled Materials Association (ReMA)	Gold
6. Roche Diagnostics	Gold
7. Society for Human Resource Management	Silver
8. Waymo	Gold
9. W.K. Kellogg Foundation	Gold
10. yes. every kid. foundation.	Gold

LAPSED SPONSORS	LEVEL
1. AbbVie	Gold
2. Affirm, Inc.	Silver
3. Alnylam Pharmaceuticals	Gold
4. American Beverage Association	Gold
5. American College of Rheumatology	Silver
6. American Council of Life Insurers	Gold
7. American Federation of Teachers	Gold
8. American Reading Company	Gold
9. AmeriHealth Caritas	Silver
10. Argentum	Silver
11. Association of American Railroads	Silver
12. Association of National Advertisers	Silver
13. Broadcom	Platinum
14. Coca-Cola	Capitol Circle
15. Coinbase	Gold
16. Consumer Data Industry Association	Platinum
17. Enterprise Holdings	Gold
18. Ernst & Young	Silver
19. H&R Block	Silver
20. HALEON	Platinum
21. Inseparable Inc.	Platinum
22. Intermountain Healthcare	Platinum
23. Mallinckrodt Pharmaceuticals	Gold
24. Okta	Silver
25. Orrick Herrington & Sutcliffe	Platinum
26. Polco	Silver
27. Red Bull	Gold
28. TC Energy	Silver
29. Ultragenyx	Gold
30. Williams	Gold
31. XRA	Silver



**NCSL FOUNDATION FOR STATE LEGISLATURES  
SUMMARY OF REVENUE AND EXPENSES**

	<b>FY2023 ACTUAL</b>	<b>FY2024 APPROVED</b>	<b>FY2024 PROJECTED</b>	<b>FY2025 REQUEST</b>
<b>BEGINNING FUND BALANCE</b>	<b>\$ 1,969,579</b>	<b>\$ 1,471,820</b>	<b>\$ 1,471,820</b>	<b>\$ 1,349,052</b>
<b>REVENUE</b>				
CONTRIBUTIONS	5,060,000	4,600,000	5,120,000	5,000,000
CONTRIBUTIONS IN-KIND	15,000	15,000	15,000	50,597
OTHER INCOME	-	-	23,044	15,000
<b>TOTAL REVENUE</b>	<b>5,075,000</b>	<b>4,615,000</b>	<b>5,158,044</b>	<b>5,065,597</b>
<b>EXPENSES</b>				
AWARDS & ADMINISTRATION	4,340,759	4,607,301	4,658,712	5,064,042
<b>TOTAL EXPENSES</b>	<b>4,340,759</b>	<b>4,607,301</b>	<b>4,658,712</b>	<b>5,064,042</b>
<b>REVENUE OVER EXPENSES</b>	<b>734,241</b>	<b>7,699</b>	<b>499,332</b>	<b>1,555</b>
SUPPLEMENTAL AWARDS	(1,232,000)	(622,100)	(622,100)	(600,000)
<b>ENDING FUND BALANCE</b>	<b>\$ 1,471,820</b>	<b>\$ 857,419</b>	<b>\$ 1,349,052</b>	<b>\$ 750,607</b>



**NCSL FOUNDATION FOR STATE LEGISLATURES  
FY 2025 PROPOSED BUDGET**

	<b>FY2023 ACTUAL</b>	<b>FY2024 APPROVED</b>	<b>FY2024 PROJECTED</b>	<b>FY2025 REQUEST</b>
<b>REVENUE</b>				
CONTRIBUTIONS	\$ 5,060,000	\$ 4,600,000	\$ 5,120,000	\$ 5,000,000
CONTRIBUTIONS IN-KIND	15,000	15,000	15,000	50,597
OTHER INCOME	-	-	23,044	15,000
<b>TOTAL REVENUE</b>	<b>5,075,000</b>	<b>4,615,000</b>	<b>5,158,044</b>	<b>5,065,597</b>
<b>DIRECT EXPENSES</b>				
AWARDS	3,216,000	3,215,000	3,215,000	3,450,597
PERSONNEL COSTS	524,186	654,567	663,994	780,071
MEETING EXPENSES	207,469	250,000	250,032	265,000
TRAVEL EXPENSE	54,938	65,000	76,901	75,000
PROFESSIONAL SERVICES	55,263	63,500	63,988	70,000
LEGAL EXPENSE	-	-	23,637	7,500
CONSULTANT FEES & TRAVEL	13,561	10,000	11,279	3,000
GRAPHIC ARTS & PRINTING	5,961	6,300	5,756	6,300
REGISTRATION FEES	4,159	4,300	3,080	4,300
OFFICE EXPENSE	2,423	2,700	2,500	2,700
DUES & SUBSCRIPTIONS	329	2,000	110	500
MISCELLANEOUS	2,089	7,000	2,585	10,000
<b>TOTAL DIRECT EXPENSES</b>	<b>4,086,378</b>	<b>4,280,367</b>	<b>4,318,862</b>	<b>4,674,968</b>
<b>ALLOCATED COSTS</b>				
EMPLOYEE BENEFITS	164,718	229,098	226,758	273,025
BUILDING AND FACILITIES	38,739	39,311	40,285	43,046
INFORMATION TECHNOLOGY	50,924	58,525	72,807	73,003
<b>TOTAL ALLOCATED COSTS</b>	<b>254,381</b>	<b>326,934</b>	<b>339,850</b>	<b>389,074</b>
<b>TOTAL EXPENSES</b>	<b>4,340,759</b>	<b>4,607,301</b>	<b>4,658,712</b>	<b>5,064,042</b>
<b>REVENUE OVER EXPENSES</b>	<b>\$ 734,241</b>	<b>\$ 7,699</b>	<b>\$ 499,332</b>	<b>\$ 1,555</b>
<b>FULL-TIME EQUIVALENT POSITIONS</b>	<b>4.70</b>	<b>5.10</b>	<b>6.10</b>	<b>6.10</b>





## FY 2024 AWARD REPORTS

The NSCL Foundation awarded \$3.2 million across 19 grants to NCSL for fiscal year 2024, covering the period from July 1, 2023, to June 30, 2024. These grants provided significant additional capacity for NCSL to serve its members and mission. The results of these grants are summarized below.

### CHALLENGE AND INNOVATION PROGRAMS

**Approved Award:** \$131,000

**Description:** For over a decade, the Foundation has awarded funding designed to motivate and inspire NCSL staff to create new programs to serve legislators, legislative staff, and Foundation partners as well. NCSL staff submit ideas to NCSL's Executive Management Team who review them for innovation and ROI and choose a select number to fund. Micro-grants are selected for seed projects that allow NCSL staff to complete critical work that might not have resources available and to explore new areas that might lead to expanded projects. Typically, grants range from \$5,000 to \$20,000. The NCSL staff are encouraged to think creatively and strategically about how to invest these small awards so that they might lead to discoveries about new products and services to meet the needs of NCSL's members.

**Program Results:** Through a dynamic and competitive process, NCSL awarded about eight FY 24 challenge grants averaging about \$15,000. That process was completed after the deadline for this report, so the specific projects will be shared at the next meeting of the Foundation. The projects will be completed by June 30, 2025.

### PROFESSIONAL DEVELOPMENT

**Approved Award:** \$275,000

**Description:** This award funds NCSL staff professional development by providing access to workshops, seminars, conferences, and other learning opportunities. By investing in professional development, NCSL fosters a culture of growth and innovation, resulting in increased efficiency, productivity, and capability to address emerging challenges. NCSL strives to invest more resources in opportunities for staff, who rate professional development as one of the most important ways the organization can support and value them.

**Program Results:** Each program director received a dedicated budget to elevate their team's professional development and was instructed to use the funds creatively to inspire and empower their teams. These allocations fueled an exciting array of opportunities, including new manager cohort training, immersive program retreats, dynamic leadership seminars and high-profile conferences. Teams engaged in policy-specific seminars, organization-wide development sessions, hands-on workshops, and one-day intensive courses. Funds also covered memberships in professional organizations and site visits to state capitols, all designed to deepen understanding of the legislative process and spark innovative thinking.

### SOFTWARE UPGRADES AND ADDITIONS

**Approved Award:** \$100,000

**Description:** This award funds enhancements to software integration across NCSL systems, increasing efficiency and reducing costs. Specifically, the grant targets accounting and grant management software evaluations. Grant

management software is a cloud-based solution for managing federal and private grants through interactive dashboards that track budgets, objectives, activities and performance metrics.

**Program Results:** The award funded two crucial organization-wide software programs: GrantVantage and Microsoft Dynamics 365. GrantVantage is a cloud-based grant-tracking software that manages the entire grant lifecycle, from pre-award to post-award, including application tracking, compliance management and reporting. Implementation is nearly complete, with a conference-wide rollout anticipated for early fall 2024. A cross-functional team selected Microsoft Dynamics 365 as NCSL's new accounting enterprise resource planning (ERP) system. Initial implementation meetings with the software provider began in late spring 2024. The team aims to fully transition from Multiview to Dynamics 365 by the end of the calendar year.

## **CENTER FOR LEGISLATIVE STRENGTHENING**

**Approved Award:** \$220,000

**Description:** The Center for Legislative Strengthening (CLS) is NCSL's hub for consulting, projects, training and research in service of the legislative institution. The FY 24 Foundation for State Legislatures award has allowed CLS to maintain staff capacity and provide legislatures with analysis and expertise on enduring and emerging issues impacting legislative operations, legislative process, legislator pay and demographics, human resources issues, and the separation of powers.

**Program Results:** In FY 24, CLS assisted several legislatures, including testimony before legislative committees in New Mexico, Nevada, Oregon, Texas, Vermont, the U.S. House Subcommittee on Modernization, and at a biennial gathering of chiefs of staff. CLS staff provided consulting services to four legislatures on issues related to personal staffing, civics, job classification and compensation, and collective bargaining. The 2024 session calendar and map are on [nctl.org](https://nctl.org), along with newly released highlights of legislative IT priorities and a legislative HR toolkit. The team answered 182 information requests since July 2023. CLS designed sessions at the 2023 NCSL Legislative Summit on the intersection of legislator time and compensation, highlighted findings from a survey on legislative staff retention and turnover, aided the Mason's Manual Commission's session, and offered "So You Think You Know Legislatures," a celebration of legislative trivia. CLS featured sessions on hiring at the 2023 NCSL Base Camp and AI at NCSL Forecast '24. In October, CLS hosted NCSL's National Seminar on Human Resource Management in State Legislatures. Staff transitions included the departure of Josalyn Williams and the transition of Natalie Wood from CLS to vice president of policy research. Julie George joined CLS as director, and Emily Ronco joined as a policy specialist.

## **LEGISLATIVE STAFF MANAGEMENT INSTITUTE**

**Approved Award:** \$100,100

**Description:** The Foundation's assistance enables NCSL to discount the tuition for senior legislative staff attending this executive management program. The fiscal year 2024 award supported the 2023 LSMI program, held July 21-28, 2023, in Sacramento, Calif., and an alumni networking reception at the 2023 Legislative Summit in Indianapolis.

**Program Results:** The July 21-28, 2023, program marked the 19th and final year of NCSL's partnership with USC and CSUS to design and deliver LSMI. There were two cohorts, with a total of 59 participants representing 30 states and one foreign country. The LSMI curriculum is designed for both senior legislative staff and those on their way to such positions. The program is demanding, and the admissions committee seeks senior and up-and-coming staffers who can benefit most from a challenging learning experience. Acceptance into the program is competitive, and program size is limited. The four-month LSMI experience included a preconference webinar, an eight-day residency program, and optional executive coaching sessions (two per attendee). The curriculum emphasized learning by doing, with practical application of skills for effective communication, team building, negotiation, conflict resolution and creating professionalism based on the core values of representative democracy. A Foundation-supported LSMI reception held at the 2023 Legislative Summit was well attended and provided an opportunity for former LSMI participants to reconnect with their classmates and peers.

## LEGISLATIVE STAFF PROGRAMS

**Approved Award:** \$120,450

**Description:** NCSL's Legislative Staff Services Program provides strategic, programmatic and administrative support to the nine professional staff associations of NCSL. It carries out the priorities and projects for NCSL's staff chair and the Legislative Staff Coordinating Committee (LSCC) and delivers many of the professional development programs designed specifically for legislative staff. This award supports NCSL staff time in developing, coordinating and executing key professional development programs for legislative staff. These programs include the annual Legislative Staff Management Institute (LSMI), professional development and networking for staff directors and chiefs of staff, the Legislative Staff Institutional Essentials (LSIE) program for staff new to the legislative profession and NCSL Base Camp, an online experience designed for legislative staff, legislators and policy professionals.

**Program Results:** Fiscal year 2024 highlights included LSMI 2023 held in Sacramento, Calif., July 21-28, an eight-day residential program focused on building self- and social-awareness of legislative staff leaders and the 2023-2024 Senior Staff Director Program, an invitational luncheon held at Legislative Summit for senior staff directors from across the country. The grant also supported events on using artificial intelligence in the legislative environment.

## QUAD CAUCUS AND WOMEN'S LEGISLATIVE NETWORK

**Approved Award:** \$231,000

**Description:** The Women's Legislative Network of NCSL is the professional development organization that includes every female state legislator in the 50 states, U.S. territories and the District of Columbia. The Quad Caucus convenes the National Asian Pacific American Caucus of State Legislators (NAPACSL), National Black Caucus of State Legislators (NBCSL), National Caucus of Native American State Legislators (NCNASL) and National Hispanic Caucus of State Legislators (NHCSL).

**Program Results:** For the first time, women led all four caucuses of color. The award supported webinars where these leaders spoke on health topics and key issues impacting women of color. The award also supported the Women's Legislative Network track at the 2023 Legislative Summit, which included a board luncheon with a keynote by race car driver and tech entrepreneur Julie Landauer, a collaboration session with the Health Program, policy roundtables and a networking reception for women. NCSL staff continuously build relationships and partnerships for the WLN and the Quad Caucus, which are essential for creating successful programs that respond to members' needs.

## YOUNG AND NEW PROFESSIONALS

**Approved Award:** \$13,200

**Description:** The Young and New Professionals (YNP) ancillary group consists of legislators and legislative staff who are either young (35 and under), newly elected, and/or otherwise new to the legislative environment (five years or less of service). YNP's mission is to engage, educate and support the state legislative leaders of tomorrow through targeted professional development, networking opportunities and recognition. The group provides networking, professional development and learning opportunities for its members. Award deliverables include a networking reception and professional development session at the 2023 Legislative Summit, webinars and other outreach efforts.

**Program Results:** The grant allowed NCSL to continue fostering the YNP brand and reputation among young and new legislative professionals nationwide. A portion of the award supplemented a sponsorship of the YNP 2023 Summit networking reception at the NCAA Hall of Champions, which drew more than 300 members. YNP will host a series of webinars during the summer of 2024. The award also supports a session titled "What Telling Stories Means for Great Policymaking" at the 2024 Legislative Summit and covers the deposit for the YNP Summit reception location.

## PROGRAM FOR LEGISLATIVE LEADERS

**Approved Award:** \$365,300

**Description:** This award supports the NCSL Leaders' Center, which provides legislative leaders with specialized products and services including high-caliber training, timely public policy briefings, and innovative ideas to effectively lead legislative chambers. Specifically, the award supports two symposiums, one leadership experience, outreach to leaders, and the development and delivery of programs for targeted groups of leaders. For FY 24, NCSL plans two Symposiums (in September and June), a leadership experience in Normandy, France, and outreach activities throughout the year.

**Program Results:** This grant helped produce programming domestically and internationally for legislative leaders to learn from each other and counterparts around the world.

- **Normandy:** Thirteen top leaders convened in Normandy to explore their leadership legacy. The four-day seminar allowed them to exchange ideas, hear differing perspectives and intimately share their desires for democracy and their state. They continue to update us on their progress regarding their legacy goals. The program, once again, received the top rating of five stars from the legislative leaders in attendance.
- **Ireland:** Fifteen leaders joined the Parliament of Ireland on a government-to-government exchange in Dublin and Belfast to celebrate the anniversary of the Good Friday Agreement, discuss Irish American business and trade, and hold a meeting of the Irish American Legislative Caucus.
- **Leaders Symposium in Brazil:** Sixty leaders converged in Rio de Janeiro, Brazil, at the invitation of the State of Rio and NCSL's long-time Brazilian partners, UNALE. Leaders visited the parliament and chamber, learned about energy policy solutions in Brazil, and embarked on their "Hero's Journey"—a session where they explored various definitions of being a legislative hero.
- **Greece:** Twelve top leaders assembled in Athens, Greece, the birthplace of democracy, for an in-depth executive education program. Using the lens of Greek philosophers, gods and key sites in the founding of democracy, leaders discussed what democracy means to them and their role as legislative leaders. The program received five stars from all leaders who attended.
- **Leaders Symposium in Washington, D.C.:** Fifty-four leaders convened in the nation's capital to focus on federalism. They attended programs at the White House and Arlington National Cemetery, engaged with the current administration, and paid respects to those who made the ultimate sacrifice for this country. Additionally, they visited Patton Hall to hear from a four-star general overseeing the National Guard, bridging the gap between military relations and states. Former state legislators active in D.C. provided professional development insights. Finally, a group of 10 top leaders met post-meeting to discuss NCSL's official kick-off to the Federalism Project.

## SEMINAR FOR EMERGING LEADERS

**Approved Award:** \$132,000

**Description:** This award supports efforts to develop and deliver programs, services and materials for new and emerging leaders throughout FY 24. The main deliverable is an in-person professional development conference, followed by continuous engagement with emerging leaders to keep them informed of additional NCSL opportunities.

**Program Results:** This award funded an in-person professional development program for state legislators identified and nominated by their respective presiding officers as emerging leaders. The program took place Nov. 12-14, 2023, in Philadelphia. Fifty-three legislators, representing 30 different states with a roughly equal partisan split, participated in the program. The Emerging Leaders Program featured training from experts on practical skills needed for state legislators aspiring to leadership, including innovation, persuasion, power, negotiation and emotional intelligence. Attendees also learned from former top legislative leaders who shared their wisdom and insights during a panel discussion. The program included experiential learning elements, such as an excursion to the Museum of the American Revolution and a private, after-hours tour of Independence Hall provided by the National Parks Service. The program was well received, with evaluations scoring an average of 4.7 on a 5-point scale. The NCSL Leaders' Center continues to

build on these new connections with emerging leaders by providing future NCSL opportunities and tracking their progress as they ascend into leadership positions.

### LEGISLATOR AND LEGISLATIVE STAFF TRAINING

**Approved Award:** \$682,000

**Description:** This award supports NCSL's professional development and training work, providing legislators and legislative staff with specialized services, including high-caliber professional development training, expert facilitation and strategic planning guidance. The award specifically funds the development of new training programs, modules and materials, including travel costs to deliver training in the states and at NCSL events.

**Program Results:** This award enabled NCSL to deliver 210 trainings to 9,917 members over the past year. The Legislative Training Institute supports NCSL's Leaders Programs (Normandy, Greece, Emerging), legislative staff programs (LSMI, staff associations) and NCSL's internal professional development program. The award also funds the development of new training programs, modules and materials, including travel costs to deliver training in the states and at NCSL events. The Legislative Training Institute continues to receive nonstop requests for training and this service is growing.

### NCSL BASE CAMP

**Approved Award:** \$45,100

**Description:** During the pandemic, NCSL created NCSL Base Camp 2020, a three-day online experience that allowed state legislators, staff, Foundation members and others to get updates on the latest policy issues and professional development. More than 1,200 people attended the event, representing all 50 states and a few foreign countries. The largest group of attendees were legislative staff, making up 47% of the audience. Based on its success, NCSL is returning the event to its calendar. Foundation funding for this event will pay for the cost of the production platform. In 2020, 95% of survey respondents rated the platform as "excellent" or "good." Based on that reaction, we believe it is prudent to continue with the same provider. Registration fees and sponsorships are expected to cover speaker fees, video production, marketing outreach and miscellaneous expenses, such as credit card fees.

**Program Results:** NCSL Base Camp 2023 was held Nov. 7-8, with more than 1,200 people attending nearly 30 sessions over the two-day online event, setting a new record since the program's inception in 2020. Event highlights included sessions on civility, time management, strategies on uncertainty and change, a rapid-fire federal update, and the hottest election law trends.

### LEGISLATOR AND LEGISLATIVE STAFF ENGAGEMENT

**Approved Award:** \$148,500

**Description:** Engaging state legislators and legislative staff is critical to NCSL's mission. This funding supports travel to state capitols for policy assistance, professional development training, relationship-building; creating and executing Legislative Staff Week; producing dedicated content for legislative staff; welcoming newly elected legislators; designing, printing and mailing the NCSL calendar and other materials; and developing new content and strategies for engaging members.

**Program Results:** NCSL's state liaisons play a crucial role in facilitating information exchanges between NCSL and the legislatures they support. From July 1, 2023, through June 30, 2024, state liaisons visited 48 states and territories, meeting with more than 3,100 legislators and legislative staff. Support from the NCSL Foundation allowed state liaisons to host legislators and legislative staff for briefings about NCSL. This award also supported a comprehensive plan to welcome new legislators elected in Louisiana, Mississippi, New Jersey and Virginia in 2023. Messages in the email campaign had open rates as high as 95% and directed readers to webpages created specifically for new legislators with welcome videos from NCSL officers, training and policy resources, and a message from their state liaisons. Outreach by

the NCSL state liaisons and the NCSL state coordinators complemented this campaign. New legislators received a welcome kit in mid-January. NCSL is using learnings from this post-election engagement to inform post-2024 outreach to newly elected members. Finally, this award allowed NCSL to offer legislator stipends to travel to the Legislative Summit as directed by presiding leaders. More than 85 legislators received support to offset the travel costs of attending the meeting.

### **“OUR AMERICAN STATES”**

**Approved Award:** \$35,200

**Description:** This Foundation award provides funding for NCSL’s podcasts.

**Program Results:** “Our American States” focuses on public policy topics with bipartisan conversations with legislators, key government officials and policy experts. During this period, NCSL produced 26 podcasts on topics ranging from energy systems and cybersecurity to redistricting and drug overdoses. This included a three-part series with NCSL Staff Chair Sabrina Lewellen focused on the legislative staff experience. The NCSL podcasts continue to have a loyal and strong following, with a potential audience of more than 1,700 listeners per episode. The award covers the production, hosting, editing and distribution of the podcasts.

### **CAPITOL MULTIMEDIA PROJECT**

**Approved Award:** \$100,100

**Description:** NCSL has undertaken an ambitious project to build its own library of photographs and video from every capitol, legislative building and state legislative chamber in the United States, District of Columbia, commonwealths and territories. The project is timed to the 50th anniversary of NCSL.

**Program Results:** A contracted photographer/videographer has now traveled to 40 capital cities, capturing more than 20,000 photographs and recording hundreds of drone and handheld videos. The project aims to have a nearly complete library by early 2025. The images and videos are the property of NCSL, making them available for online and print purposes to promote the legislative institution. To NCSL’s knowledge, this will be the first and only professional video and photo library of the exteriors and interiors of legislative-related buildings anywhere.

### **FISCAL INSTITUTE**

**Approved Award:** \$231,000

**Description:** The Fiscal Institute was awarded a grant to support two fiscal meetings: a fiscal skills preconference to the Fiscal Analysts Seminar and the Fiscal Institute Symposium for fiscal leaders.

**Program Results:** The Fiscal Skills Workshop was held as a preconference to the Fiscal Analysts Seminar in Minneapolis on Sept. 26. The one-day workshop attracted more than 50 analysts from across the country. This is a new NCSL meeting that has been very well received by legislative fiscal directors because it fills a training void for young staff. The Fiscal Institute Symposium is an annual convening of state budget and tax committee chairs. The 2023 Fiscal Institute Symposium for fiscal leaders occurred in Miami on Nov. 15-17. The meeting was a big success and drew 57 legislators and 19 fiscal directors from 39 states. The NCSL Foundation award provided general meeting support for both meetings and legislative stipends for the symposium.



## RESEARCH DATABASES

**Approved Award:** \$165,000

**Description:** This award provides NCSL staff with access to LexisNexis' State Net, Lexis+, Westlaw and Quorum. These research databases include the ability for customized searches of state bills, laws, regulations, and related information from every state, territory, the District of Columbia and the U.S. Congress. These tools allow NCSL staff to perform a variety of functions to provide up-to-date information and state trends for members, Foundation sponsors and others.

**Program Results:** Research databases allow NCSL staff to access state legislation, statutes, federal legislation and more, enabling essential services to members. These research databases are highly used by NCSL staff, who receive ongoing training to maximize the tools in service of legislators and legislative staff. The databases support services such as answering research requests from members, Foundation sponsors, media and others; providing testimony to legislative committees and other groups; and identifying trends and emerging innovations for reports and articles. NCSL's research requests and other policy resources are consistently rank among members' most valued services. NCSL staff answered more than 2,750 research requests between July 1, 2023, and June 30, 2024, primarily enabled through access to the research tools. The research tools support more than 45 active legislative databases publicly available on NCSL's website, tracking, categorizing and analyzing legislation on various topics, including new databases on public sector workforce, campaign finance, ethics and immigration. The State Net-powered databases had more than 300,000 pageviews during the reporting period. NCSL staff also created more than 16 interactive dashboards to share with members and funders. This award additionally supports the Bill Information Service (BIS), powered by State Net, which is NCSL's bill-tracking tool for members. More than 205 NCSL members participated in BIS training.

## ETHICS

**Approved Award:** \$50,050

**Description:** This award will enhance NCSL's capacity to provide legislatures with updated research, analysis and expertise on state laws governing ethics in government. NCSL has long been the go-to resource for accurate information on the varied approaches states take on these matters. This support will allow NCSL to refresh and expand its offerings.

**Program Results:** The grant supports the Center for Ethics' research portfolio program, which seeks to accomplish four goals: revise, update and expand NCSL's digital resources on ethics; initiate communications with ethics staff; redesign the ethics legislation database; and build connections within the field. The program made significant progress in each of these areas. It revised and added content to webpages on conflict-of-interest laws, ethics commissions and ethics committees. The program now maintains the ethics database with frequent updates on legislation. Two program staff attended the Council on Government Ethics Laws annual conference in December 2023 to familiarize themselves with major stakeholders in the field and build networks with ethics counsels in the states and territories. The broadest request required a wholesale review of ethics committee and commission structures and powers in all 50 states. That research will be turned into a webpage for broader use by members.

## LEGAL GRANT SUPPORT

**Approved Award:** \$55,000

**Description:** This award provides legal support for grants and contracts, which supports members across issues in NCSL's state policy research and state services divisions. This support includes the review of legal terms and conditions, aid in compliance with grant and contract requirements and ensuring the protection of NCSL.

**Program Results:** This award helps with grants that NCSL receives, subgrants and contracts with partners on projects, such as those with other national organizations. NCSL staff created a scope of work and conducted outreach this year. They are engaged in discussions with law firms around the scope of services and anticipate that preferred contract language and templates will be available for use in fiscal year 2025.



## FY 2023 SUPPLEMENTAL AWARD REPORTS

The NSCL Foundation awarded \$622,100 in supplemental awards for FY23. The results of these grants are summarized below.

### NCSL 50TH ANNIVERSARY PLANNING AND SUPPORT

**Approved Award:** \$247,500

**Description:** The National Conference of State Legislatures first convened in 1975 when three organizations merged to form the powerhouse that NCSL is today. The organization's 50th anniversary is an opportunity to not only reflect on the extraordinary historic work of legislatures, but to tell the story of the critical role that the first branch continues to play in fulfilling the great American experiment. Through our 50th anniversary, we will tell the story of how state legislatures drive representative democracy, civility and innovation, and how NCSL is the indispensable partner in achieving all three.

**Program Results:** This award allowed for significant planning and execution of NCSL's 50th anniversary commemoration in advance of the official launch at the 2024 Legislative Summit. With support of this award, NCSL has a comprehensive plan to mark its 50th anniversary by telling the story of how state legislatures drive representative democracy, civility and innovation, and how NCSL is the indispensable partner in achieving all three. Award funds were used to digitize historical NCSL films, produce the 50th anniversary launch video to be debuted at the Legislative Summit and purchase commemorative items.

### INTERNATIONAL EXCHANGES

**Approved Award:** \$55,000

**Description:** This award supports the work of NCSL's Institute for International Cooperation in bringing together U.S. legislators with their counterparts from the international community to strengthen the diplomatic and economic roles the states perform in the global arena.

**Program Results:** Funding from this award was used to support several international exchanges:

- **UNALE | Brazil, November 2023:** This award enabled NCSL to send two senior legislative staff to the annual UNALE conference in Fortaleza. This event fosters the important relationship between Brazilian legislators and NCSL. The staff met with their counterparts and supported UNALE's efforts to strengthen democracy.
- **Partnership of Parliaments | Germany, December 2023:** Funds supported NCSL's exchange agreement with the Partnership of Parliaments. Nine legislators and two legislative staff visited Saxony and Bavaria to discuss mutual policy issues and celebrate the ongoing relationship between the two organizations.
- **European Committee of the Regions | Belgium, March 2024:** The grant facilitated NCSL President Brian Patrick Kennedy's attendance at the CoR Summit in Mons. He engaged with CoR leadership on strategies for increased cooperation between the two organizations and delivered remarks at the opening plenary session on the expanding role of subnational governance in strengthening global democracy.
- **Leaders' Symposium | Washington, D.C., June 2024:** The award supported the attendance of legislative leaders from NCSL's international affiliate members at the June Leaders' Symposium. As NCSL's affiliate membership program expands, NCSL aims to integrate affiliate members into various NCSL programming opportunities like those provided by the leaders' program.



## REGISTRATION REIMBURSEMENT

**Approved Award:** \$66,000

**Description:** Registration reimbursement is the cost of Foundation members' attendance at legislative leaders symposiums.

**Program Results:** Through this award, the NCSL Foundation pays a set registration fee per Foundation sponsor to attend Legislative Leaders Symposiums on behalf of those members. In fiscal year 2024, this included support of more than 40 sponsors to attend the Leaders Symposium in Rio de Janeiro. The funds offset food and beverage, excursion costs and other variable expenses affected by attendance numbers.

## PROGRAM INTERNS

**Approved Award:** \$77,000

**Description:** The award supports hourly interns at NCSL. Internships are critical to gaining experience and developing skills needed to secure a full-time job offer after graduation. The NCSL internship program provides students with meaningful experience in various research, content and operations areas. It introduces them to the legislative institution while helping them build professional experience. NCSL interns do important work including answering basic information requests and writing about state issues.

**Program Results:** The NCSL internship program offers students practical experience, aiding in the development of essential professional skills through collaboration with policy and industry experts. In the recent spring and summer term, NCSL welcomed 21 interns who supported the following NCSL programs: Information Technology; Children and Families; Center for Legislative Strengthening; Communications; Criminal and Civil Justice; Education; Elections and Redistricting; Employment, Labor and Retirement; Environment, Energy and Transportation; Financial Services; Technology and Communications; Health; Leaders and International; and State-Federal Affairs.

## LEGISLATURE CONSULTING

**Approved Award:** \$77,600

**Description:** NCSL will use this support to add staff capacity for specific studies for individual legislatures. NCSL staff have extraordinary expertise about legislative organization, procedures and staffing, and we are frequently called upon to conduct in-depth evaluations by legislative chambers and bodies. NCSL is currently committed to three consulting engagements on various institutional issues, with a potential fourth on the horizon. This investment will assist NCSL in maintaining and expanding this popular service for members.

**Program Results:** NCSL staff hired an experienced consultant to provide additional capacity and support to an eight-month legislative study. This consultant's expertise and knowledge of legislative institutions, legislative process and legislative staffing bolstered the study team, allowing it to complete important deliverables in a timely manner. The consultant assisted in research, report writing, legislator interviews, the development of findings and recommendations, and the presentation of a draft report to the legislature.

## TASK FORCE AND STANDING COMMITTEE SUPPORT

**Approved Award:** \$99,000

**Description:** Funds will allow for a position to support and enhance the work of the seven NCSL Executive Committee task forces and the proposed growth in the number of NCSL standing committees. This position will support 25-30 meetings and allow NCSL to centralize, standardize, and enhance member communication to these groups. In addition, the new staffer will improve communication with Foundation partners who sponsor task forces.

**Program Results:** NCSL hired a new program coordinator to support the task forces and standing committees. The individual began in early November and has supported nine in-person task force meetings and more than 25 virtual meetings. Support includes sending meeting invites (member and sponsor), registration tracking, follow-up communications, formatting meeting materials, tracking reimbursements, and updating task force webpages with meeting materials and products. The program coordinator has also been integral to communication with NCSL standing committee members on recent changes to the committee structure, the launch of Breezio, a new communications platform, and providing support to and marketing of standing committee and task force virtual meetings. The program coordinator is currently responsible for sending welcome emails to all new standing committee members and will play a significant role in NCSL's standing committee outreach after the 2024 elections.



## FY 2025 PROPOSED AWARDS

The generosity of NCSL Foundation members makes it possible for the NCSL Foundation to award annual grants to support NCSL’s mission. These grants allow NCSL to serve its members beyond what state dues alone would allow. NCSL recommends \$3.4 million in awards for fiscal year 2025, as detailed below.

### STATE SERVICES

Fiscal Institute.....	\$180,000
Legislative Staff Management Institute .....	\$100,000
Legislative Staff Programs .....	\$125,000
Quad Caucus and Women’s Legislative Network .....	\$185,000
Young and New Professionals .....	\$13,200
Senior Staff Directors .....	\$71,500
Legislative Staff Exchange .....	\$16,600

### LEADERS AND LEGISLATIVE DEVELOPMENT

Program for Legislative Leaders .....	\$350,000
New Legislator Programming .....	\$132,000
Legislator and Legislative Staff Training.....	\$775,000
International and Leaders Program Support.....	\$100,000

### STATE POLICY RESEARCH

Center for Legislative Strengthening .....	\$190,000
Research Databases .....	\$210,000
Grant Identification and Support.....	\$150,000
Task Force and Standing Committee Administration .....	\$50,000
Technical Assistance and Fly-In Support .....	\$27,500
Standing Committee Officer Stipends.....	\$28,200

### COMMUNICATIONS AND OUTREACH

Legislator and Legislative Staff Engagement.....	\$220,000
“Our American States” Podcast.....	\$25,000

### OPERATIONS

Professional Development .....	\$275,000
Challenge and Innovation Programs.....	\$131,000
NCSL Base Camp .....	\$45,000

## **FISCAL INSTITUTE**

Proposed Award: \$180,000

This NCSL Foundation award provides legislative stipends and general meeting support to the Fiscal Institute, which includes the Fiscal Institute Symposium and the Task Force on State and Local Taxes (SALT). The symposium is an annual convening of state budget and tax committee chairs and SALT members. It offers a high-level overview of state fiscal issues and covers a broad range of topics. SALT members meet two additional times during the year to dive deeper into specific tax issues.

## **LEGISLATIVE STAFF MANAGEMENT INSTITUTE**

Proposed Award: \$100,000

Since 1990, the Foundation has supported the operation of the annual Legislative Staff Management Institute (LSMI). The institute is the nation's premier program for developing and enhancing management and leadership skills for America's leading legislative staffers. The Foundation's assistance enables NCSL to discount the tuition for senior legislative staff attending this executive management program. The FY 2025 award supports the 2024 LSMI program, held in July 2024 in Denver.

## **LEGISLATIVE STAFF PROGRAMS**

Proposed Award: \$125,000

NCSL's Legislative Staff Services Program provides strategic, programmatic and administrative support to the nine professional staff associations of NCSL. It carries out the priorities and projects for the NCSL staff chair and the Legislative Staff Coordinating Committee (LSCC) and delivers many of the professional development programs designed specifically for legislative staff. This award supports NCSL staff time in the development, coordination and execution of key professional development programs for legislative staff. These programs include the annual Legislative Staff Management Institute (LSMI), professional development and networking for staff directors and chiefs of staff, the Legislative Staff Institutional Essentials program designed for staff new to the legislative profession, and NCSL Base Camp, an online experience designed primarily for legislative staff.

## **QUAD CAUCUS AND WOMEN'S LEGISLATIVE NETWORK**

Proposed Award: \$185,000

NCSL provides staff support to the Women's Legislative Network and the Quad Caucus. The Quad Caucus includes the National Black Caucus of State Legislators (NBCSL), the National Hispanic Caucus of State Legislators (NHCSL), the National Asian Pacific American Caucus of State Legislators (NAPACSL), and the National Caucus of Native American State Legislators (NCNASL). The Quad Caucus represents approximately 1,300 legislators of color, or 20% of NCSL's members. Support to both groups continues to offer a unique opportunity to strengthen NCSL's virtual programs, policy research, and response to increasingly diverse legislatures. The award supports NCSL staff time and general operating support to continue building the network and relationships among the groups.

## **YOUNG AND NEW PROFESSIONALS**

Proposed Award: \$13,200

This award supports the Young and New Professionals (YNP) ancillary group, comprised of legislators and legislative staff who are either 35 years of age or younger, or with five years or less of legislative experience. The YNP mission is to engage, educate, and support the state legislative leaders of tomorrow through targeted professional development, networking opportunities and recognition.

### **SENIOR STAFF DIRECTORS**

Proposed Award: \$71,500

This award is intended for programming aimed at legislative staff directors, who are the top staff decision-makers and leaders in either a centralized agency or legislative chamber. It provides specialized professional development and networking opportunities for networking, as well as in-person engagement events, such as the invite-only staff director luncheon at the Legislative Summit and a planned in-person experiential program.

### **LEGISLATIVE STAFF EXCHANGE**

Proposed Award: \$16,600

This grant supports the new legislative staff exchange program. It provides funds to the nine staff associations to administer an exchange program among legislative staff in different states. Each association has developed a plan for how their specific program is administered and guidelines for its usage.

### **PROGRAM FOR LEGISLATIVE LEADERS**

Proposed Award: \$350,000

This award supports the NCSL Leaders' Center, which provides legislative leaders with specialized products and services including high-caliber training, timely public policy briefings, and innovative ideas to effectively lead legislative chambers. Specifically, the award supports two symposiums, one leadership experience, outreach to leaders, and the development and delivery of programs for targeted groups of leaders.

### **NEW LEGISLATOR PROGRAMMING**

Proposed Award: \$132,000

This award engages newly elected first-year legislators, identified by their leadership as up-and-coming. In partnership with NCSL's Legislative Training Institute, the programming provides tools and information necessary for first-year legislators to be successful in their positions, while introducing them to all that NCSL has to offer throughout their legislative careers.

### **LEGISLATOR AND LEGISLATIVE STAFF TRAINING**

Proposed Award: \$775,000

This award supports the operations of NCSL's Legislative Training Institute to better train NCSL members. By providing more specialized training to legislators and staff, the Training Institute equips them to become better at their jobs and operating the legislative institution. NCSL will use the award to support the staff who serve as trainers and facilitators and deliver products in-person and virtually. The trainers also develop ongoing training programs and support NCSL staff to improve their presentation skills.

### **INTERNATIONAL AND LEADERS PROGRAM SUPPORT**

Proposed Award: \$100,000

This grant will fund a support position for the NCSL Leaders' Center and Institute for International Cooperation. Responsibilities in both these programs have grown substantially, requiring additional capacity to meet NCSL members' needs. The position will serve as a senior coordinator of services, support the CEO, and provide additional capacity for the team members.

## **CENTER FOR LEGISLATIVE STRENGTHENING**

Proposed Award: \$190,000

The Center for Legislative Strengthening (CLS) is NCSL's hub for consulting, projects, training and research in service of the legislative institution. The award provides CLS with continued staff capacity to provide legislatures with analysis and expertise on enduring and emerging issues impacting legislative operations, legislative processes, legislator pay and demographics, human resources issues, and the separation of powers.

## **RESEARCH DATABASES**

Proposed Award: \$210,000

This award provides NCSL staff with access to LexisNexis State Net, Lexis+, Westlaw and Quorum. These research databases include the ability for customized searches of state bills, laws, regulations, and related information from every state, territory, the District of Columbia and the U.S. Congress. These tools allow NCSL staff to analyze policies, identify trends, and support responses to research requests from members, Foundation sponsors, media and others. Additionally, they support testimony to legislative committees, reports, briefs, webpages and other media for members. They also support NCSL's publicly available legislative databases that track, categorize and analyze legislation on various topics as well as the Bill Information Service (BIS), powered by State Net, which is NCSL's bill-tracking tool for members.

## **GRANT IDENTIFICATION AND SUPPORT**

Proposed Award: \$150,000

This award boosts staffing and innovation in the state policy and research area to support fundraising through grants and contracts. Fundraising sustains more than 90 NCSL staff devoted to providing timely, unbiased, quality research and analysis to legislators and legislative staff, which is among NCSL members' most valued services.

## **TASK FORCE AND STANDING COMMITTEE ADMINISTRATION**

Proposed Award: \$50,000

This award provides staff capacity support to NCSL Executive Committee task forces and the NCSL standing committees. Through this work, NCSL supports 25-30 meetings and enhances engagement with task force and standing committee members.

## **TECHNICAL ASSISTANCE AND FLY-IN SUPPORT**

Proposed Award: \$27,500

This award strengthens NCSL's ability to provide timely, essential in-person member services by providing resources for technical assistance in the states and connections with congressional delegations. NCSL technical assistance includes in-state committee testimony and presentations—high-demand services that help legislators and legislative staff engage with NCSL policy experts on pressing policy matters in real time. Congressional fly-ins allow state legislators to engage and build relationships with their congressional counterparts, amplifying the state legislative perspective in the nation's capital.

## **STANDING COMMITTEE OFFICER STIPENDS**

Proposed Award: \$28,200

This award will allow NCSL to provide stipends to the legislator and legislative staff co-chairs of NCSL standing committees to cover some of their expenses associated with attending the 2024 Legislative Summit. NCSL recently expanded the number of its standing committees from eight to 11 and is focused on improved outreach and engagement with committee officers and members.

## **LEGISLATOR AND LEGISLATIVE STAFF ENGAGEMENT**

Proposed Award: \$220,000

Engaging state legislators and legislative staff is critical to NCSL's mission. This funding supports NCSL state liaison travel to state capitols for policy assistance, professional development training and relationship-building; welcoming newly elected legislators; producing dedicated content for legislative staff; designing, printing and mailing the NCSL calendar and other materials; and developing new content and strategies for engaging members. The funding is also used to support leader-directed stipends for legislator travel to the Legislative Summit.

## **"OUR AMERICAN STATES" PODCAST**

Proposed Award: \$25,000

This award provides funding for NCSL's "Our American States" podcast. The podcast serves as an additional communications channel to reach NCSL members and the broader public, with each episode having the potential to reach more than 1,700 listeners. The Foundation grant encompasses the expenses associated with producing, hosting, editing and distributing the podcast.

## **PROFESSIONAL DEVELOPMENT**

Proposed Award: \$275,000

This award supports professional development opportunities for NCSL staff, including access to workshops, seminars, conferences, and other learning opportunities. By investing in professional development opportunities, NCSL fosters a culture of growth and innovation, resulting in increased efficiency, productivity, and capability to address emerging challenges. NCSL is striving to invest more resources in opportunities for staff. Staff continually prioritize professional development opportunities among the most important actions the organization can take to support and value them.

## **CHALLENGE AND INNOVATION PROGRAMS**

Proposed Award: \$131,000

For more than a decade, the Foundation has awarded funds designed to motivate and inspire NCSL staff to create new initiatives to serve legislators and legislative staff. Through a competitive process, NCSL staff submit ideas for smaller grants. Micro-grants are selected for seed projects that allow NCSL staff to complete critical work that might not have resources available and to explore new areas that might lead to expanded projects. Grants typically range from \$5,000 to \$20,000. NCSL staff are strongly encouraged to think creatively and strategically about how to invest these small awards so that they might lead to discoveries about new products and services to meet the needs of NCSL's members.

## **NCSL BASE CAMP**

Proposed Award: \$45,000

This award will support the fifth iteration of NCSL Base Camp, to be held in October 2024. NCSL Base Camp is a two-day virtual training experience designed primarily for legislative staff. In 2023, a record 1,236 people registered for NCSL Base Camp, reflecting participants from all 50 states and several territories. Foundation funding for this event will cover the cost of the production platform.



## FY 2024 PROPOSED NCSL FOUNDATION SUPPLEMENTAL AWARDS

When NCSL Foundation revenue exceeds projections, NCSL can recommend supplemental awards. For fiscal year 2024, NCSL recommends \$600,000 in supplemental awards as detailed below.

### STATE SERVICES

Legislative Staff Week ..... \$25,000

### LEADERS AND LEGISLATIVE DEVELOPMENT

Chiefs of Staff Meeting ..... \$20,000

New Leaders Programming and Outreach ..... \$70,000

International Exchanges ..... \$60,000

### STATE POLICY RESEARCH

Leaders Federalism Project ..... \$50,000

### COMMUNICATIONS AND OUTREACH

NCSL 50th Anniversary Commemoration ..... \$220,000

Marketing Support ..... \$45,000

### OPERATIONS

Program Interns ..... \$90,000

Employee Onboarding ..... \$20,000



### **LEGISLATIVE STAFF WEEK**

Proposed Award: \$25,000

This award will support programming and outreach efforts during NCSL's Legislative Staff Week. Legislative Staff Week is an annual celebration of the more than 33,000 legislative staff and the critical work they do to serve the legislatures in the U.S. states and territories. Held each May, it features professional development for staff through webinars and podcasts and includes a shoutout competition with prizes awarded in daily drawings and to the top-participating states.

### **CHIEFS OF STAFF MEETING**

Proposed Award: \$20,000

The Leaders' Center and the Legislative Staff Services department will partner to provide specialized services and training to partisan staffers serving the top legislative leaders in each chamber in the role of chief of staff (or equivalent position). Most funds will be used to pay upfront costs associated with an in-person professional development conference for chiefs of staff in the fall of 2025. The conference will focus on building meaningful relationships between chiefs and equipping them with practical skills to better serve their bosses, subordinates, and the legislative institution in their home state.

### **NEW LEADERS PROGRAMMING AND OUTREACH**

Proposed Award: \$70,000

This award allows NCSL to engage newly elevated top leaders (speakers and Senate presidents) to support their influential roles within the legislature. The NCSL Leader's Center will provide targeted and unique training and networking opportunities.

### **INTERNATIONAL EXCHANGES**

Proposed Award: \$60,000

This award supports NCSL's ongoing work to connect state legislatures with peer organizations around the world. It funds NCSL's collaboration with Germany's Partnership of Parliaments (PoP) and other international legislative organizations. In FY 2025, the award will support the hosting of PoP in Georgia in November 2024, enable legislator participation in international conferences such as Brazil's UNALE and India's National Legislator Conference, and further the integration of NCSL's international affiliate members. These efforts will strengthen global legislative exchanges, foster international cooperation, and enhance the professional development of state legislators through exposure to diverse legislative practices.

### **LEADERS FEDERALISM PROJECT**

Proposed Award: \$50,000

This award will fund NCSL's support of a bipartisan effort led by more than 20 top legislative leaders. The goal is to convene all top leaders from the states, territories and the District of Columbia to discuss the evolving nature of federalism. The aim is to identify common ground among leaders on the current state of the relationship between states and the federal government. The leaders will explore what is working and what is not working with federalism today. NCSL's deep history of working on this issue will inform the conversations. Over the next 12 months, NCSL will support roundtables with leaders to develop the processes and procedures for a convening of all 106 top leaders in late 2025.

## **NCSL 50TH ANNIVERSARY COMMEMORATION**

Proposed Award: \$220,000

The National Conference of State Legislatures first convened in 1975 when three organizations merged to form the powerhouse that today is NCSL. The organization's 50th anniversary is an opportunity to not only reflect on the extraordinary historic work of legislatures, but to tell the story of the critical role that the first branch continues to play in fulfilling the great American experiment. Through its 50th anniversary, NCSL will tell the story of how state legislatures drive representative democracy, civility and innovation, and how NCSL is the indispensable partner in achieving all three. This award supports ongoing work to commemorate the anniversary, including the production of videos, podcasts, written materials and commemorative items. The award also supports the culmination of the project to photograph every state capitol and legislative building, which will be documented in a book to be published concurrent with the 2025 Legislative Summit.

## **MARKETING SUPPORT**

Proposed Award: \$45,000

This award will support the NCSL marketing team's work to better understand and engage its members. The funding will be used to develop a conference-wide survey to benchmark NCSL's effectiveness at engaging and supporting its members. It will also provide temporary contractor support for NCSL's more than 40 policy newsletters.

## **PROGRAM INTERNS**

Proposed Award: \$90,000

This award will support eight hourly interns for a semester at NCSL. Interns work across program areas to provide support to members while learning about the legislative institution. NCSL interns conduct research, write articles and perform a variety of other tasks central to NCSL's mission.

## **EMPLOYEE ONBOARDING**

Proposed Award: \$20,000

The NCSL Human Resources Department will use this award to enlist a consultant's support to enhance the organization's employee onboarding program. This will include training for hiring managers to provide them with the necessary skills to deliver organized, relevant and timely content, ensuring a personalized and welcoming NCSL employee experience.



## MINUTES OF THE JANUARY 2024 MEETING OF THE NCSL FOUNDATION

JAN. 13, 2024 | CAESARS PALACE | LAS VEGAS

The following officers and members were present:

### OFFICERS

- Speaker Robin Vos, Wisconsin, NCSL Foundation president
- Christine Csizmadia, NEI, NCSL Foundation vice president
- Anne Sappenfield, Wisconsin, NCSL Foundation secretary/treasurer

### MEMBERS

- Rep. Brian Patrick Kennedy, Rhode Island
- Matt Gehring, Minnesota Legislature
- Sen. Wayne Harper, Utah
- J.J. Gentry, South Carolina
- Sen. Bob Duff, Connecticut
- Ethan Wilson, Stateside Associates, Nevada
- Ashley Dwire, Service Employees International Union, Washington, D.C.
- Fred Zeytoonjian, Apple, Washington, D.C.
- Ron Barnes, Google, Washington, D.C.
- Sen. Ann Milner, Utah
- Chris Riley, ADM, Illinois
- Jennifer Kelly, America's Credit Unions, Washington, D.C.
- Natalie Castle, Colorado
- Brian McAndrews, TIAA, California
- LaTanya Pattillo, NWEA, Oregon
- John Snyder, Kentucky
- Rep. Marcus C. Evans Jr., Illinois
- Sen. Bill Cowser, Georgia
- Rick Cimerman, NCTA – The Internet & Television Association, Washington, D.C.
- David Christman, National Beer Wholesalers Association, Virginia
- Jon Heining, Texas
- Mark Giuffre, UPS, New York
- Jeff Thiebert, The Pew Charitable Trusts, Washington, D.C.
- Jenn Stowe, The Carpet and Rug Institute, Virginia
- Sen. Jeremy Miller, Minnesota
- Sabrina Lewellen, Arkansas
- Angela Storeseth-Cooper, The US Oncology Network, Texas
- Pablo Benavente, Turo, California
- Sen. Elaine Bowers, Kansas
- Anika Hagenson, Intuit, Minnesota
- Angela Williams, Stride, Virginia
- David Casey, Maximus, Virginia
- Kevin Thompson, Walmart, Arkansas
- Assemblywoman Michaelle Solages, New York
- Rep. Angelo Puppola, Massachusetts
- Katie Wright, American Hotel & Lodging Association

### NCSL STAFF

- Alex Alavi, NCSL
- Kate Blackman, NCSL
- Diana Noel, NCSL Foundation
- Tim Storey, NCSL
- Natalie Wood, NCSL
- Bryan Thomas, NCSL
- Victor Vialpando-Nuñez, NCSL
- Molly Ramsdell, NCSL
- Janet Berlo-McCluskey, NCSL Foundation
- Emily Peterson, NCSL Foundation
- Jon Juruki, NCSL Foundation
- Susan Frederick, NCSL
- Louise McGinty, NCSL

## GUESTS

- Jean Cantrell, State and Federal Communications
- Beth Loudy, SGAC
- Rep. Kurt Daudt, Minnesota
- Elizabeth Bartz, State and Federal Communications
- Lisa Meacham, Plante Moran
- Jeff Savage, Plante Moran
- Will Salzberg, Everytown for Gun Safety
- Kevin Pula, Deloitte
- Michael Einsbtein, Axon
- Joe Gebbia, State Shield
- Sen. Barry Usher, Montana
- Caleb Williamson, ACT | The App Association
- Brenda Snyder, CVS Health
- Jim Clark, Roche Diagnostics
- Tom Barnett, Roche Diagnostics
- Matt Kiessling, American Gas Association
- Erika Scheffer, Carrier
- Brendan Heath, Illinois
- Kristen Hildreth, Institute of Scrap Recycling Industries
- DuAne Young, CVS Health
- Kelly Strother, Otsuka Pharmaceuticals
- Kate Kulesher, Sandoz
- Brian Peterson, The Pew Charitable Trust
- David Albert, Maximus
- Erik Katz, New York

## PRESIDENT'S REPORT, SPEAKER ROBIN VOS

Vos's report highlighted the Foundation's strong financial position, successful programs, and strategic plans for future growth and engagement, particularly in light of the upcoming 50th anniversary celebrations. He emphasized the importance of continuous support from state legislatures and private sector partners. The 50th anniversary celebrations aim to engage as many legislatures as possible, seeking ideas and support from members.

He highlighted record-setting revenue for the Foundation and substantial financial support to NCSL, totaling nearly \$7.9 million in revenue and about \$4 million in awards. The report acknowledged new and upgraded sponsors at different membership levels, including Capital Circle (\$50,000-plus), Platinum (\$30,000-plus) and Gold (\$15,000-plus).

New members and upgrades included Verizon, Airbnb, Cisco Systems, NRG Energy, ACT | the App Association, and Blue Cross Blue Shield.

## FOUNDATION AUDIT REPORT, LISA MEACHAM AND JEFF SAVAGE OF PLANTE MORAN

Meacham and Savage reported that the audit was clean, with no significant findings or issues. There were no disagreements with management regarding accounting, auditing, or reporting matters. They reported that no deficiencies or material weaknesses were identified, which would have been communicated if found.

The Foundation generated nearly \$7.9 million in total revenue, primarily from sponsorships (\$5.2 million) and grant contributions. This represents a record high and nearly doubles the revenue from previous years. Total expenses increased to approximately \$7.8 million. This includes program expenditures, fundraising and administrative costs. Over 92% of expenditure was for program purposes, which is considered a strong percentage. The Foundation experienced a net loss of about \$600,000 for the year. This is attributed to increased grant distributions to NCSL, particularly catching up on activities deferred during the COVID-19 pandemic. As of June 30, 2023, the Foundation had about \$1.5 million available for unrestricted use, with an additional \$77,000 restricted by donors for future use.

Meacham and Savage commended the finance and accounting teams for their diligence and effective preparation. No significant findings or issues were identified that needed to be discussed with the board. They stated that a representation letter from management will be obtained, confirming agreement with the financial statements and the information provided during the audit.

After the audit report was presented, a motion to approve the audit report was made. The motion was carried out with all in favor, and none opposed.

### **NCSL CEO REPORT, TIM STOREY**

Storey praised the finance and accounting team for its diligent work and expressed appreciation for its partnership with Plante Moran. He provided an update on NCSL's operational status, stating that the organization is in excellent shape as 2024 begins.

Key highlights include the 50th anniversary of NCSL and its significance, including overlap with Foundation and SGAC anniversaries. There was strong participation in fall meetings, with over 900 attendees at staff meetings and 1,200 participants in the virtual NCSL Base Camp event. The professional development programs were successful, engaging more than 11,000 legislators and staff through 215 programs, addressing a significant demand. The Legislative Summit was a success with 5,000 attendees, and 85% of them plan to attend future Summits. Both the Foundation and NCSL budgets are on track, with robust support from state legislatures.

Storey encouraged involvement and ideas for the 50th-anniversary celebrations, including obtaining resolutions from all 50 states, with four states already enacting resolutions. Overall, NCSL is in a strong position, and Storey looks forward to continued success and engagement in the coming year.

### **SPONSORSHIP REPORT, CHRISTINE CSIZMADIA**

Csizmadia expressed gratitude to everyone for attending despite the inclement weather. She highlighted the strong support and commitments from NCSL Foundation sponsors, noting the importance of maintaining NCSL in their budgets.

Current sponsorship numbers are impressive, with 284 sponsors, an increase of 11 new sponsors since August. Specifically, there are 23 Capital Circle sponsors, 70 Platinum sponsors, 110 Gold sponsors and 82 Silver sponsors.

Csizmadia mentioned several noteworthy Foundation events, including the successful new member orientation event held in November. Looking ahead, the NCSL CEO luncheon is tentatively scheduled for Feb. 26 at the NEI offices. Additionally, a new program is being developed by Csizmadia and Jon Jukuri, and the NCSL SGAC committee luncheon is planned for the spring.

Csizmadia also encouraged participation in the mentorship program and directed those interested to contact Emily Peterson for more information. She concluded by thanking everyone again for their support and handed the meeting back to Vos.

### **OTHER BUSINESS**

Victor Vialpando-Nuñez, NCSL chief operating officer, and Staff Vice Chair John Snyder provided significant planning updates for the 2024 Legislative Summit, set to be held in Louisville, Ky. NCSL Vice President Kate Blackman updated attendees on the restructuring of NCSL's standing committees, increasing the number from eight to 11 by splitting CFI, HHS, and NRI into two separate committees each. This change aims to streamline operations and focus areas. Concerns were raised about potential staff allocations and scheduling overlaps due to the increased number of committees. NCSL Vice President Molly Ramsdell assured attendees that scheduling adjustments were being considered to accommodate the expanded committee structure. Additionally, concerns about potential workload increases were addressed by Blackman, who emphasized that the reorganization was intended to allow deeper dives into policy areas rather than necessarily increasing the volume of policies.

Discussions continued regarding the scheduling of business meetings and enhancing committee productivity. Vos provided updates on the ongoing review of the NCSL Foundation bylaws, encouraging input from all stakeholders, and announced the upcoming board meeting on Aug. 4 in Louisville. The meeting concluded with housekeeping announcements and the distribution of gifts to attendees. Vos emphasized the importance of welcoming and engaging new members to ensure their active participation in NCSL activities. The meeting adjourned without objections.



## NCSL FOUNDATION FOR STATE LEGISLATURES BYLAWS

*As amended at the March 5, 1988, NCSL Executive Committee Meeting, Sacramento, Calif.; the Aug. 6, 1989, NCSL Executive Committee Meeting, Tulsa, Okla.; the Dec. 1, 1989, NCSL Executive Committee Meeting, Honolulu; the Dec. 13, 1991, NCSL Executive Committee Meeting, Washington, D.C.; the Dec. 11, 1992, NCSL Executive Committee Meeting, Washington, D.C.; the May 21, 1994, NCSL Executive Committee Meeting, Wilmington, Del.; the Jan. 14, 1996, NCSL Executive Committee Meeting, Monterey, Calif.; the Aug. 12, 2001, NCSL Executive Committee Meeting, San Antonio, the Sept. 24, 2004, NCSL Executive Committee Meeting, Anchorage, Alaska; the Jan. 28, 2006, NCSL Executive Committee Meeting, Santa Barbara, Calif., the Oct. 1, 2011, NCSL Executive Committee, Quebec City, Canada, and the NCSL Executive Committee Meeting, Chicago, Aug. 7, 2016.*

### ARTICLE I

#### **Name, Office and Registered Agent**

##### **Section 1. Name.**

The name of the Foundation shall be the NCSL Foundation for State Legislatures (the "Foundation").

##### **Section 2. Offices.**

The principal office of the Foundation in the State of Colorado, unless otherwise determined by the Board of Directors, shall be located in the City and County of Denver. The Foundation may have such other offices either within or without the State of Colorado, as the Board of Directors may determine or as the affairs of the Foundation may require from time to time.

##### **Section 3. Registered Agent and Office.**

The Foundation shall have and continuously maintain in the State of Colorado a registered office, and a registered agent whose business office is identical with such registered office, as required by the Colorado Nonprofit Corporation Act. The registered office may be, but need not be, identical with the principal office in the State of Colorado, and the address of the registered office may be changed from time to time by the Board of Directors.

### ARTICLE II

#### **Board of Directors**

##### **Section 1. General Powers.**

Subject to the limitations of these bylaws, the Articles of Incorporation, and the laws of Colorado, the affairs of the Foundation shall be managed, and all corporate powers shall be exercised by or under the direction of its Board of Directors. Directors need not be residents of the State of Colorado. No director, officer or member, or any agent of any such person, shall authorize or allow any corporate funds to be expended for any purpose other than as set forth in the Articles of Incorporation and no funds shall be expended to support or oppose any candidate for public office.

##### **Section 2. Number, Term and Qualifications.**

The number of directors shall not exceed forty-five (45), consisting of the President, President Elect, Immediate Past President, Vice President, Staff Chair, Staff Vice-Chair, Immediate Past Staff Chair of the National Conference of State Legislatures ("NCSL"), and at least six (6) current or former members of the NCSL Executive Committee and thirty-two (32) at-large members. Legislative members shall be current members of the legislature or full-time employees of a legislature. Directors shall take office immediately upon the close of the NCSL Legislative Summit and shall serve through the next following Legislative Summit or until their successors have been elected. Directors shall be eligible for reelection.



**Section 3. Nominations and Elections.**

The Nominating Committee shall present candidates for the directors of the Foundation to the members of the Executive Committee. Additional nominations may be made from the floor by any member of the Executive Committee. Directors shall be elected by a plurality vote of the members of the Executive Committee.

**Section 4. Meetings of the Board.**

A regular annual meeting of the Board of Directors shall be held without notice other than set forth by these bylaws, during the Legislative Summit of NCSL. The Board of Directors may provide by resolution, the time and place, whether within or without the State of Colorado for holding additional regular meetings of the Board without other notice than such resolution. Special meetings of the Board may be called by the President or at the request of any three directors, by notice mailed, delivered, telephoned or telegraphed to each member of the Board of Directors not less than seventy-two hours before the meeting is held.

**Section 5. Quorum of the Board of Directors.**

At any meeting of the Board of Directors, a majority of the Board shall constitute a quorum for the transaction of the business of the Foundation and any such business transacted shall be valid providing it is affirmatively passed upon by a majority of those present.

**Section 6. Voting.**

The voting rights of a director shall not be delegated to another nor exercised by proxy.

**Section 7. Voting by Mail.**

Actions taken by a mail ballot of the members of the Board of Directors in which at least a majority of such directors, in writing indicate themselves in agreement, shall constitute a valid action of the Board if reported at the next regular meeting of the Board.

**Section 8. Participation in Meetings by Telephone.** Members of the Board of Directors, or any committee of the Board, may participate in a meeting of the Board or of such committee by means of a conference telephone or similar communications equipment by means of which all persons participating in the meeting can hear each other, and participation by such means shall constitute presence in person at such meetings.

**Section 9. Vacancies and Removal.**

Any vacancy occurring on the Board of Directors shall be filled by the Executive Committee. A director so elected to fill a vacancy shall serve the unexpired term of the Director's predecessor. The Board of Directors may in its discretion, by affirmative vote of two-thirds of its members, remove any director for cause.

**Section 10. Per Diem and Expenses.**

Directors and elected officers shall not receive any compensation for their services. The Board of Directors may authorize reimbursement for per diem and necessary expenses incurred by the Foundation President for fund raising activities.

**ARTICLE III**

**Officers**

The Immediate Past President of the National Conference of State Legislatures shall serve as the President of the Foundation and the Immediate Past Staff Chair shall serve as Secretary/Treasurer. If the Immediate Past President is no longer an elected legislator, the NCSL Executive Committee shall appoint a sitting legislator who is a current or former member of the Executive Committee or Foundation Board to serve as President of the Board. The appointee must be of the same political party as the Immediate Past President. If the Immediate Past Staff Chair is unable to serve as Secretary/Treasurer, the NCSL Executive Committee shall appoint a current or former legislative staff member of the Executive Committee or Foundation Board to serve as Secretary/Treasurer. The Board of Directors shall elect from its own membership a Vice President and such other officers as the Board shall deem necessary. Officers shall take office immediately upon the close of the NCSL Legislative Summit and shall serve through the next following Legislative Summit or until their successors have been elected.

**ARTICLE IV**

**Duties of Officers**

**Section 1. President.**

The President shall serve as chairman of the Board of Directors, and shall also serve as a member, ex-officio, with the right to vote on all committees except the Nominating Committee. The President shall make all appointments of standing and special committees. At the Legislative Summit of the Foundation and at such other times as deemed proper, the President shall communicate to the members of the Board of Directors and the members of the NCSL Executive Committee such matters and make such suggestions as may in the President's opinion tend to promote the purposes and objectives of the Foundation. The President shall perform such other duties as are necessarily incident to the office of the President or as may be prescribed by the Board of Directors.

**Section 2. Vice President.**

The Vice President shall perform such duties as the President or the Board of Directors shall delegate.

**Section 3. Secretary/Treasurer.**

The Secretary/Treasurer shall be in charge of the Foundation's funds and records. The Treasurer shall collect all dues and assessments; shall establish proper accounting procedures for the handling of the Foundation's funds and shall be responsible for the keeping of the funds in such banks, trust companies and/or investments as are approved by the Board of Directors. The Treasurer shall report on the financial condition of the Foundation at regular meetings of the Board of Directors and the Legislative Summit. At the end of each fiscal year the Treasurer shall prepare and submit to the Board of Directors an annual report and an audit by a certified public accountant. The Secretary of the Foundation shall be responsible for the proper recording of proceedings of meetings of the Foundation, the Board of Directors and all committees.

**Section 4. Budget.**

The Secretary/Treasurer shall be responsible for preparation of a proposed budget to be approved by the Board of Directors and submitted annually to the members of the Executive Committee. The Board of Directors may approve transfer of funds within the budget adopted or amend the budget based upon changed revenue projections during the course of the fiscal year by a two thirds vote of the Board of Directors present and voting.

**Section 5. Delegation.**

Such duties of the Secretary/Treasurer as may be specified by the Board of Directors may be delegated to the Executive Director or a designated staff member.

## **ARTICLE V**

### **Membership**

The Foundation shall have no members.

## **ARTICLE VI**

### **Committees**

**Section 1. Nominating Committee.**

The Nominating Committee shall consist of the President and Staff Chair of NCSL, and the appointee of the President of the Foundation, and shall nominate candidates for the directors of the Foundation in accordance with Article II, Section 3 of these bylaws.

**Section 2. Committees of Directors.**

The Board of Directors, by resolution adopted by a majority of the directors in office, may designate and appoint one or more committees, to the extent provided in said resolution, which shall have and exercise the authority of the Board of Directors in the management of the Foundation. However, no such committee shall have the authority of the Board of Directors in reference to amending, altering or repealing these bylaws; electing, appointing, or removing any member of any such committee or any director or officer of the Foundation; amending the Articles of Incorporation; restating the Articles of Incorporation; adopting a plan of merger or adopting a plan of consolidation with another entity authorizing the sale, lease, exchange or mortgage of all or substantially all of the property and assets of the Foundation, authorizing the voluntary dissolution of the Foundation or revoking proceedings therefore; adopting a plan for the distribution of the assets of the Foundation or amending, altering or repealing any resolution of the Board of Directors which by its terms provides that it shall not be amended, altered or repealed by such

committee. The designation and appointment of any such committee and the delegation thereto of authority shall not operate to relieve the Board of Directors, or any individual director, of any responsibility imposed upon it or him by law.

**Section 3. Other Committees.**

Other committees not having and exercising the authority of the Board of Directors in the management of the Foundation may be appointed by the President. Any member thereof may be removed by the President whenever in his judgment the best interests of the Foundation shall be served by such removal.

**Section 4. Quorum.**

Unless otherwise provided in the resolution of the Board of Directors designating a committee, a majority of the whole committee shall constitute a quorum and the act of a majority of the members present at a meeting at which a quorum is present shall be the act of the committee.

## **ARTICLE VII**

### **Executive and Staff**

**Section 1. Appointment.**

The Board shall employ an Executive Director whose terms and conditions of employment shall be specified by the Board.

**Section 2. Authority and Responsibility.**

The Executive Director shall be the chief executive of the Foundation responsible for all management functions. The Executive Director shall manage and direct all activities of the Foundation as prescribed by the Board of Directors and shall be responsible to the Board. The Executive Director shall employ and may terminate the employment of members of the staff necessary to carry on the work of the Foundation and fix their compensation within the approved budget. The Executive Director shall define duties of the staff, supervise their performance, establish their titles and delegate those responsibilities of management in the best interest of the Foundation.

## **ARTICLE VIII**

### **Contracts, Checks, Deposits and Funds**

**Section 1. Contracts.**

The Board of Directors may authorize an officer or officers, agent or agents of the Foundation in addition to the officers so authorized by these bylaws, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Foundation and such authority may be general or confined to specific instances.

**Section 2. Checks, Drafts, etc.**

All checks, drafts or orders for the payment of money, notes or other evidences of indebtedness issued in the name of the Corporation, shall be signed by such officer or officers, agent or agents of the Corporation and in such manner as shall from time to time be determined by resolution of the Board of Directors.

**Section 3. Deposits.**

All funds of the Foundation shall be deposited from time to time to the credit of the corporation in such banks, trust companies or other depositories as the Board of Directors may select.

**Section 4. Gifts.**

The Board of Directors may accept on behalf of the Foundation any contribution, gift, bequest or devise for general purposes or for any special purpose of the Foundation.

**Section 5. Loans to Directors and Officers.**

No loans shall be made by the Foundation to any of its directors and officers.

## **ARTICLE IX**

### **Indemnification of Officers, Directors and Staff**

Every director, officer or employee of the Foundation shall be indemnified by the Foundation against all expenses and liabilities including counsel fees, reasonably incurred or imposed upon such individual in connection with any proceeding or settlement thereof to which he or she may become involved, by reason of his or her being or having been a director, officer or employee of the Foundation. This provision shall apply whether or not such individual is a director, officer or employee at the time such expenses are incurred, except when the director, officer or employee is adjudged guilty of willful misfeasance or malfeasance in the performance of the duties of his or her office. In the event of a settlement this indemnification shall apply only when the Board of Directors approves such settlement and reimbursement as being in the best interests of the Foundation. This right of indemnification shall be in addition to and not exclusive of all other rights to which any director, officer, or employee may be entitled.

## **ARTICLE X**

### **Books and Records**

The Foundation shall keep at its principal office correct and complete books and records of accounts, written minutes of the proceedings of its Board of Directors and committees having any of the authority of the Board of Directors.

## **ARTICLE XI**

### **Waiver of Notice**

Whenever any notice is required to be given under the provisions of the Colorado Nonprofit Corporation act or under the provisions of the Articles of Incorporation or the bylaws of the Foundation, a waiver thereof in writing signed by the person or persons entitled to such notice, whether before or after the time stated therein, shall be deemed equivalent to the giving of such notice.

## **ARTICLE XII**

### **Fiscal Year**

The fiscal year of the Foundation shall be determined by the Board of Directors.

## **ARTICLE XIII**

### **Dissolution**

Upon the dissolution of the Foundation, the Board of Directors shall, after paying or making provision for payment of all of the liabilities of the Foundation dispose of all of the assets of the Foundation. The assets may be transferred to NCSL or its successor organization or to such tax-exempt organization operated exclusively for charitable, educational or scientific purposes as shall at the time qualify under section 501(c)(3) of the Internal Revenue code of 1954 (or the corresponding provision of any future tax law) or to such organization that qualifies as an instrumentality of each, and all, of the states, or to the states themselves, as the Board of Directors shall determine.

## **ARTICLE XIV**

### **Amendments**

The bylaws may be amended or repealed by a plurality vote of the members of the NCSL Executive Committee present and voting at any regularly scheduled meeting of the NCSL Executive Committee. Amendments may be proposed by the Board of Directors of the Foundation on its own initiative or by members of the NCSL Executive Committee.

## **ARTICLE XV**

### **Effective Date**

These bylaws shall take effect when approved by the initial Board of Directors. However, they shall be presented to the NCSL Executive Committee for ratification at the first Legislative Summit.