



# BOARD OF DIRECTORS WINTER MEETING

JAN. 17-18, 2025

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HYATT REGENCY SALT LAKE CITY

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SALT LAKE CITY





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## COMPREHENSIVE SCHEDULE

All NCSL Executive Committee, LSCC and NCSL Foundation meetings will be held at the Hyatt Regency Salt Lake City unless otherwise noted.

### THURSDAY, JAN. 16, 2025

- 4-5 p.m. Registration..... Level 2 | Salt Lake Foyer South
- 5-6:30 p.m. LSCC Reception.....Level 2 | Aspen

### FRIDAY, JAN. 17, 2025

- 8 a.m.-4:30 p.m. Registration..... Level 2 | Salt Lake Foyer West
- 8-9 a.m. Breakfast..... Level 2 | Salt Lake Foyer South
- 9-10:30 a.m. LSCC Work Groups
  - Professional Staff Association Officers..... Level 2 | Blue Spruce
  - Standing Committees..... Level 2 | Salt Lake E
  - Strategic Planning ..... Level 2 | Juniper
  - Artificial Intelligence .....Level 2 | Aspen
- 10:45 a.m.-12:15 p.m. LSCC Subcommittees
  - Legislative Institution ..... Level 2 | Juniper
  - Programs and Professional Development..... Level 2 | Aspen
  - Information Technology, Social Media, E-Learning and Outreach ..... Level 2 | Blue Spruce
  - NCSL 50th Anniversary.....Level 2 | Salt Lake A
- 12:15-1:15 p.m. LSCC Lunch ..... Level 2 | Salt Lake Foyer South
- 12:15-1:15 p.m. Special Joint Lunch Meeting ..... Level 3 | Brighton
  - Professional Staff Association Officers
  - Information, Technology, Social Media, E-Learning and Outreach
- 1:30-3 p.m. Full LSCC Meeting.....Level 2 | Salt Lake A
- 3:15-4:30 p.m. Foundation for State Legislatures Board Orientation ..... Level 2 | Salt Lake D
- 4:30-6 p.m. Cocktail Reception.....Level 3 | Park City
- 6 p.m. Shuttle Departure..... Lobby
- 6:30-8:30 p.m. Dinner ..... Offsite: Utah State Capitol

SATURDAY, JAN. 18, 2025

8 a.m.-Noon	Registration.....	Level 2   Salt Lake Foyer West
8-9 a.m.	Breakfast.....	Level 2   Salt Lake Foyer South
8-9 a.m.	Subcommittee on Audit and Compliance.....	Level 2   Salt Lake B
9-10 a.m.	International Legislative Advisory Council Meeting.....	Level 3   Snowbird
9-10:15 a.m.	Committees of the Executive Committee <ul style="list-style-type: none"><li>• Budget, Finance and Rules .....</li><li>• State and Federal Policy.....</li></ul>	Level 2   Salt Lake B Level 2   Salt Lake A
10:30-11:45 a.m.	Committees of the Executive Committee <ul style="list-style-type: none"><li>• Legislative Institution.....</li><li>• Outreach and Member Services .....</li></ul>	Level 2   Salt Lake A Level 2   Salt Lake B
Noon-1:15 p.m.	Executive Committee and Foundation for State Legislatures Lunch .....	Salt Lake Foyer South
1:30-3 p.m.	Foundation for State Legislatures Board Meeting .....	Level 2   Salt Lake AB
3:15-5 p.m.	Full Executive Committee Meeting .....	Level 2   Salt Lake DE



## NCSL FOUNDATION FOR STATE LEGISLATURES BOARD MEETING AGENDA

JAN. 18, 2025 | 1:30-3 P.M. | SALT LAKE AB | HYATT REGENCY SALT LAKE CITY

1. Welcome and introductions from Speaker Pro Tempore Brian Patrick Kennedy, NCSL Foundation president.
2. Approval of August 2024 Foundation Board Meeting minutes (board action required).
3. Report from Speaker Pro Tempore Brian Patrick Kennedy, NCSL Foundation president.
4. Report from NCSL CEO Tim Storey.
5. Report on FY 2024 audit from Sabrina Lewellen, Foundation secretary/treasurer, NCSL CFO Alex Alavi, and Lisa Meacham, Plante Moran (board action required).
6. Progress report on FY 2025 awards and FY 2024 supplemental awards, led by Kennedy.
7. Report from NCSL Foundation Vice President Christine Csizmadia.
8. Report on NCSL Legislative Summit and 50th anniversary by Victor Vialpando-Nuñez, NCSL COO.
9. Report on NCSL Fiscal Institute by Arturo Pérez, NCSL vice president of state services.
10. Closing remarks and other business from Kennedy and Diana Noel, NCSL chief development officer.





## NCSL FOUNDATION OFFICERS

### PRESIDENT



**Rep. Brian Patrick Kennedy**  
Speaker Pro Tempore  
Rhode Island General Assembly  
401-377-8818  
rep-kennedy@rilegislature.gov

### VICE PRESIDENT



**Christine Csizmadia**  
Senior Director, State Government  
Affairs and Advocacy  
Nuclear Energy Institute  
202-739-8033  
cmc@nei.org

### SECRETARY/TREASURER



**Sabrina Lewellen**  
Deputy Director and Assistant Secretary  
of the Senate  
Arkansas General Assembly  
501-682-5608  
sabrina.lewellen@senate.ar.gov

### VICE PRESIDENT-ELECT



**Ethan Wilson**  
Vice President of State Issues  
Stateside Associates Inc  
530-908-3859  
elw@stateside.com

## NCSL FOUNDATION AT-LARGE MEMBERS



**Rep. Marvin Abney**  
Rhode Island General Assembly  
401-222-8028  
rep-abney@rilegislature.gov



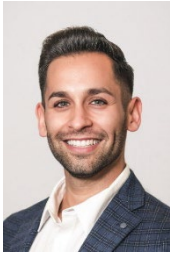
**Michael Adams**  
Director of Human Resources  
Virginia General Assembly  
804-698-7405  
madams@senate.virginia.gov



**Tiffany Barfield**  
Government Affairs Director  
yes. every kid.  
703-307-6483  
tbarfield@yeseverykid.com



**Ron Barnes**  
Head of State Legislative Affairs  
Google  
202-346-1459  
ronbarnes@google.com



**Pablo Benavente**  
Senior Political & Government Relations  
Manager  
Turo  
925-681-9580  
pablo@turo.com



**Sen. Elaine Bowers**  
Kansas Legislature  
785-296-7389  
elaine@concordiaautomart.com



**Natalie Castle**  
Director  
Colorado Legislative Council  
Colorado General Assembly  
303-909-9945  
natalie.castle@coleg.gov



**Rick Cimerman**  
Vice President, External & State Affairs  
NCTA - The Internet & Television  
Association  
202-222-2327  
rcimerman@ncta.com



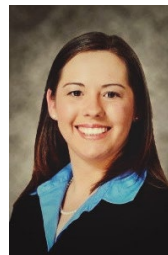
**Sen. Bill Cowser**  
Georgia General Assembly  
706-543-7700  
bill.cowser@senate.ga.gov



**Yolanda Dixon**  
Secretary of the Senate  
Louisiana Legislature  
225-342-6184  
dixony@legis.la.gov



**Sen. Bob Duff**  
Senate Majority Leader  
Connecticut General Assembly  
860-240-0414  
bob.duff@cga.ct.gov



**Ashley Dwire**  
Director of State and Local Programs  
Service Employees International Union  
202-730-7628  
ashley.dwire@seiu.org



**Lonnie Edgar**  
Deputy Director  
Joint Legislative PEER Committee  
Mississippi Legislature  
601-359-1226  
lonnie.edgar@peer.ms.gov



**Rep. Marcus C. Evans Jr.**  
Assistant Majority Leader  
Illinois General Assembly  
217-782-8272  
office@repevans.com



**Matt Gehring**  
Director  
House Research Department  
Minnesota Legislature  
651-296-5052  
matt.gehring@house.mn



**J.J. Gentry**  
Senate Counsel  
South Carolina General Assembly  
803-917-2595  
jjgentry@scsenate.gov



**Mac Haddow**  
Senior Fellow on Public Policy  
American Kratom Association  
571-294-5978  
mhaddow1@verizon.net



**Anika Hagenson**  
Senior Manager, Government Affairs  
Intuit  
202-697-2274  
anika\_hagenson@intuit.com



**Sen. Wayne Harper**  
President Pro Tempore  
Utah Legislature  
801-538-1035  
wharper@le.utah.gov



**Sen. Briggs Hopson III**  
Mississippi Legislature  
601-359-3250  
bhopsn@tellerlaw.com



**Matthew Kiessling**  
Senior Director, State Affairs  
American Gas Association  
202-824-7173  
mkiessling@aga.org



**Senate President Ron Kouchi**  
Hawaii Legislature  
808-586-6030  
senkouchi@capitol.hawaii.gov



**Richard Leadbeater**  
Director, State Government Industry  
Solutions  
Esri  
301-332-9236  
rleadbeater@esri.com



**Larry Lewis Jr.**  
Senior Director, State-Government  
Affairs  
Cigna  
856-592-0029  
larry.lewis@cignahealthcare.com



**Brian McAndrews**  
Managing Director, State Government  
Relations  
TIAA  
415-882-3767  
bmcandrews@tiaa.org



**Sen. Jeremy Miller**  
Minnesota Legislature  
651-296-5649  
sen.jeremy.miller@senate.mn



**Sen. Ann Millner**  
Utah Legislature  
amilner@le.utah.gov  
801-900-3897



**Sean Moore**  
Senior Director, Head of Government  
Relations  
U.S. Tire Manufacturers Association  
301-922-5163  
smoore@ustires.org



**Eboni Morris**  
 Director of State Policy  
 Pfizer  
 410-972-6140  
 eboni.morris@pfizer.com



**Asm. Carol Murphy**  
 Majority Whip, General Assembly  
 New Jersey Legislature  
 856-735-5334  
 njasw2018@gmail.com



**LaTanya Pattillo**  
 Director, Policy and Advocacy  
 NWEA  
 910-603-0282  
 latanya.pattillo@nwea.org



**Michelle Peacock**  
 Global Head of Public Policy  
 Waymo  
 202-255-9007  
 peacockm@waymo.com



**Kevin Pula**  
 Manager, Policy and Government  
 Relations  
 Deloitte  
 720-297-7867  
 kepula@deloitte.com



**Rep. Angelo Puppolo**  
 Massachusetts General Court  
 413-596-4333  
 angelo.puppolo@mahouse.gov



**Sen. Robert Rodriguez**  
 Senate Majority Leader  
 Colorado General Assembly  
 303-866-4852  
 robert.rodriguez.senate@coleg.gov



**Anne Sappenfield**  
 Director, Wisconsin Legislative  
 Council  
 Wisconsin Legislature  
 608-266-1304  
 anne.sappenfield@legis.wisconsin.gov



**John Snyder**  
 Transportation Committee Staff  
 Administrator  
 Legislative Research Commission  
 Kentucky General Assembly  
 502-564-8100, Ext. 478  
 john.snyder@lrc.ky.gov



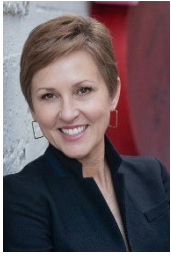
**Asm. Michaelle Solages**  
 Assembly Deputy Majority Leader  
 New York Legislature  
 518-455-4465  
 solagesm@nyassembly.gov



**Angela Storseth-Cooper**  
 Director, Government Relations  
 McKesson Specialty Health/The US  
 Oncology Network  
 346-413-4196  
 angela.storseth@mckesson.com



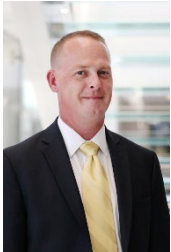
**Jenn Stowe**  
 Vice President, Government Relations  
 The Carpet and Rug Institute  
 703-875-0634  
 jstowe@carpet-rug.org



**Kelli Strother**  
 Director, State-Government Affairs  
 Otsuka  
 303-524-2113  
 kelli.strother@otsuka-us.com



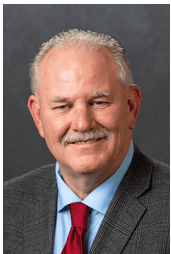
**Betsy Theroux**  
 Director of Media Services  
 House of Representatives  
 Georgia General Assembly  
 404-656-3996  
 betsy.theroux@house.ga.gov



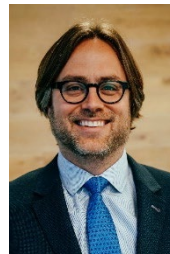
**Jeff Thiebert**  
 Director, Project Development and  
 Support  
 The Pew Charitable Trusts  
 202-540-6538  
 jthiebert@pewtrusts.org



**Kevin Thompson**  
 Senior Director, of State and Local  
 Government Relations  
 Walmart  
 703-868-2290  
 kevin.p.thompson@walmart.com



**Sen. Barry Usher**  
 Majority Whip  
 Montana Senate  
 406-252-2888  
 Barry.Usher@legmt.gov



**Christopher Vaughan**  
 Vice President, Strategy and State Affairs  
 Humana  
 404-447-1645  
 cvaughan1@humana.com



**Speaker Robin Vos**  
 Assembly Speaker  
 Wisconsin Legislature  
 608-266-9171  
 rep.vos@legis.wisconsin.gov



**Angela Williams**  
 Executive Director,  
 Government and External Affairs  
 Stride  
 720-229-2009  
 awilliams@k12.com



**Katie Wright**  
 Vice President,  
 State Government Affairs  
 Personal Care Products Council  
 202-669-4712  
 wrightk@personalcarecouncil.org



**Marvin Yates**  
 Vice President,  
 Strategic Government Relations  
 Multistate  
 202-615-2587  
 myates@multistate.us



**Fred Zeytoonjian**  
 Senior Counsel, State and Local  
 Government Affairs  
 Apple  
 202-486-5516  
 fzeytoonjian@apple.com





## REPORT FROM NCSL FOUNDATION PRESIDENT BRIAN PATRICK KENNEDY

To: Members of the NCSL Foundation for State Legislatures Board of Directors  
From: Speaker Pro Tempore Brian Patrick Kennedy, NCSL Foundation president  
Date: Jan. 18, 2025  
Subject: NCSL Foundation President's Report

As we welcome the new year and the first meeting of the NCSL Foundation board, I want to express my heartfelt gratitude for the opportunity to lead this remarkable group. Our collective efforts over the past year have resulted in significant achievements, including strong revenue growth, increased sponsorship engagement, impactful outreach activities, and prudent management of operating expenses. This year, we will build upon that success and continue a path of growth. This report offers a snapshot of accomplishments and highlights of our activities since the 2024 Legislative Summit in Louisville and a preview of the year ahead.

### FY 2025 REVENUE

The NCSL Foundation Board of Directors approved an unrestricted fundraising goal of \$5 million for fiscal year 2025. As of Dec. 20, 2024, the Foundation has raised \$1,375,000 in unrestricted giving.

I am pleased to report that we have 35 Capitol Circle level sponsors, with Dominion upgrading from the Silver level and DeleteMe joining since our meeting in Louisville. Eli Lilly, Adobe and Las Vegas Sands also joined the Foundation at the Platinum level. Combining Capitol Circle sponsors with our 67 Platinum-level sponsors, we have a total of 102 top sponsors. A complete list of NCSL Foundation sponsors can be found starting on page 17.

### FY 2025 OPERATING EXPENSES

I am delighted to report that the Foundation is successfully managing its finances for FY 2025, adhering closely to the approved operating budget of \$1,613,445 and the allocated \$3.4 million for awards to NCSL. The Foundation closed out the FY 2024 fiscal year within the operating budget.

### FOUNDATION OUTREACH AND ACTIVITIES

This year is off to a great start for our dynamic outreach efforts and other activities. Our initiatives are bolstering our financial stability and strengthening our engagement with legislators, legislative staff and private sector partners. Below is a summary of our key activities thus far this fiscal year:

- **New Bylaws, New Vice President-Elect:** The NCSL Executive Committee approved the Foundations bylaws on Aug. 4, 2024. This was a major overhaul which included the creation of a new officer position of vice president-elect. The nominating committee and Foundation officers worked meticulously throughout the fall to create and administer the first-ever election process for that position. This new process resulted in the election of Ethan Wilson and an active and engaging process among the board. I am deeply appreciative of the engagement from the candidates and board members regarding the implementation of the new bylaws and commitment to NCSL.
- **NCSL Post-Election Forum:** Held in Washington, D.C., this event provided analysis and discussion of the state legislative elections and NCSL's forecast of 2025 issues facing state legislatures. The event included top-level legislative leaders who shared their insights on their own races and any impacts of the federal election in their

states and districts. The Foundation was proud to host this event and honored to have over 100 Foundation sponsors in attendance.

- **State Government Affairs Council Leader's Policy Conference:** The annual Leader's Policy Conference, attended by NCSL leadership, including me, along with other NCSL officers and NCSL staff, provided an invaluable platform to gain insights into the challenges shaping state policy landscapes. The key themes of innovation, collaboration and inclusivity were central to the conference, with discussions ranging from the complexities of health equity and the evolving digital privacy landscape to the strategic implications of artificial intelligence for governance. The meeting provided an opportunity to connect with NCSL Foundation sponsors, allowing for productive conversations and reinforcing partnerships ahead of the holiday season.

As we begin a new calendar year and continue the work we started in FY 2024, I want to express my heartfelt appreciation to each of you for your continued dedication and support. Looking ahead, I am confident that we will continue to build upon the strong foundation we have built to propel us toward even greater success and innovation. I look forward to seeing you again at our next meeting on Aug. 4 at the NCSL Legislative Summit and the culmination of our 50th anniversary celebration.





## 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: Jan. 18, 2025  
Subject: NCSL Foundation Vice President's Report

As we embark on an exciting new year, I want to express my gratitude for your continued support and dedication to NCSL and the NCSL Foundation. Your commitment and leadership are key to the Foundation's ability to support NCSL's work in providing exceptional programs and services to its members. I look forward to the year ahead and the opportunities it brings to deepen our partnerships and advance NCSL's mission.

This year begins with the welcoming of Ethan Wilson as the new vice president-elect of the Foundation board. His insight will be invaluable as we continue to build on our successes. I am confident that his contributions will further strengthen the work we do together.

Looking ahead, we have a dynamic lineup of events and initiatives planned for 2025. These include the upcoming NCSL CEO Luncheon that I will be proud to host again at the NEI office in Washington, D.C. Look out for additional details in the coming weeks. I encourage you to plan on attending, and also to review the Foundation's calendar of events on page 16 and prioritize these important opportunities to collaborate with NCSL members and other Foundation sponsors.

Thank you for your dedication and commitment as we start this promising new year. I am inspired by the collective passion and vision of this group and excited about the impact we will achieve together in 2025.

Here's to a successful year ahead!



## UPCOMING NCSL FOUNDATION EVENTS

EVENT	DATE	LOCATION
NCSL Foundation Board Meeting	Jan. 18, 2025	Salt Lake City
NCSL Winter Executive Committee Meeting	Jan. 18, 2025	Salt Lake City
Luncheon with NCSL CEO	TBD	Washington, D.C.
NCSL Spring Executive Committee Meeting	May 16-17, 2025	San Antonio, Texas
NCSL Legislative Leaders Symposium (Capitol Circle and Platinum sponsors only)	June 16-18, 2025	Lake Tahoe, Nev.
NCSL/SGAC Luncheon (Capitol Circle, Platinum and Gold sponsors only)	TBD	Washington, D.C.
NCSL Foundation Board Meeting	Aug. 3, 2025	Boston
NCSL Summer Executive Committee Meeting	Aug. 3, 2025	Boston
NCSL Legislative Summit	Aug. 4-6, 2025	Boston
NCSL Legislative Leaders Symposium (Capitol Circle and Platinum sponsors only)	Sept. 14-19, 2025	Iceland
Emerging Leaders (Capitol Circle, Platinum and Gold sponsors only)	Nov. 17-19, 2025	Philadelphia
NCSL Legislative Summit	July 27-29, 2026	Chicago

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

- Diana Noel | [diana.noel@ncsl.org](mailto:diana.noel@ncsl.org) or 720-957-4644
- Jon Jukuri | [jon.jukuri@ncsl.org](mailto:jon.jukuri@ncsl.org) or 202-374-9965
- Emily Peterson | [emily.peterson@ncsl.org](mailto:emily.peterson@ncsl.org) or 720-831-0459
- Janet Berlo-McCluskey | [janet.mccluskey@ncsl.org](mailto:janet.mccluskey@ncsl.org) or 720-419-4090
- Elizabeth Johnston | [elizabeth.johnston@ncsl.org](mailto:elizabeth.johnston@ncsl.org) or 303-856-1390
- Jacquelyn Bayard | [jacquelyn.bayard@ncsl.org](mailto:jacquelyn.bayard@ncsl.org) or 303-856-1461



## 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
- DeleteMe
- Dominion Energy, Inc.
- Esri
- 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.
- Adobe
- Airbnb
- Ancestry
- Apple
- Biogen
- Block
- Bombardier
- 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.
- Eli Lilly & Company
- Entertainment Software Assn.
- Everytown for Gun Safety
- Gilead Sciences
- GlaxoSmithKline
- Global Medical Response
- HCA Healthcare
- Heartland Forward
- Honeywell International, Inc.
- HP Inc.
- Humana
- JPMorgan Chase
- Las Vegas Sands
- Lenovo
- Live Nation
- McDonald's
- McKesson Specialty Health
- Merck
- 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
- Viatrix
- 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
- Amgen
- Associated Builders and Contractors
- Bank of America
- Bayer HealthCare Pharmaceuticals
- Best Buy
- BlackRock
- BRINC Drones Inc.
- BSA | The Software Alliance
- Capital One
- Catalyst
- CDM Smith\*
- Children's Hospital Association
- 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
- Enterprise Mobility
- 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
- Metrc
- Microsoft
- MultiState Associates
- National Alliance on Mental Illness (NAMI)
- 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 (ReMA)
- Roche Diagnostics
- Salesforce
- Sanofi
- SAS Institute
- SecurityScorecard
- Sellers Dorsey & Associates, LLC
- Share Our Strength
- Skydio
- Sodexo, Inc. & Affiliates
- Southern Glazer's Wine & Spirits
- State Farm Insurance Companies
- Stateside Associates
- Stripe
- T-Mobile
- Target
- Teaching Strategies
- UPS
- U.S. Tire Manufacturers Association
- Waterford Institute
- Waymo
- Wells Fargo
- West, A Thomson Reuters Business
- Williams
- Wine and Spirits Wholesalers of America
- Wonderschool
- yes. every kid. foundation.
- Zillow Group

## SILVER | \$10,000

- AAA
- AdvaMed
- Air-Conditioning, Heating, and Refrigeration Institute
- AFL-CIO
- America's Health Insurance Plans
- American Association for Laboratory Accreditation (A2LA)
- American Association of Political Consultants
- American Chemistry Council
- American Electric Power
- American Financial Services Association
- American Hospital Association
- American Medical Association
- American Property Casualty Insurance Association
- American Society of Civil Engineers
- American Transaction Processors Coalition
- Biotechnology Innovation Organization
- Blue Cross Blue Shield Association
- BOMA International
- Boston Scientific
- Braeburn
- Brownstein Hyatt Farber Schreck LLP
- CEDIA
- Cencora
- Cigna
- Citi
- ClassWallet
- The Clean Slate Initiative
- Community Oncology Alliance
- Corteva
- Council on State Taxation (COST)
- Credo AI
- CropLife America
- Crypto Council for Innovation
- Dexcom
- Epic
- Equifax, Inc.
- Eversheds Sutherland
- FedEx Corporation
- Genentech
- Global Business Alliance
- Greenberg Traurig
- Gulfstream Aerospace Corporation
- H&R Block
- 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
- 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
- State Privacy & Security Coalition
- Sunrun
- Taft Stettinius & Hollister LLP
- Tucson Electric Power
- United Food & Commercial Workers International Union (UFCW)
- University of Phoenix
- Venable LLP
- Verra Mobility
- Vertical Aviation International
- Veteran Benefits Guide
- Workday
- ZoomInfo



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# NCSL Foundation for State Legislatures

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**Financial Report  
with Supplemental Information  
June 30, 2024**

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## Independent Auditor's Report

To the Board of Directors  
NCSL Foundation for State Legislatures

### **Opinion**

We have audited the financial statements of NCSL Foundation for State Legislatures (the "Foundation"), which comprise the statement of financial position as of June 30, 2024 and 2023 and the related statements of activities and changes in net assets, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Foundation as of June 30, 2024 and 2023 and the changes in its net assets, functional expenses, and cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

### **Basis for Opinion**

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audits of the Financial Statements* section of our report. We are required to be independent of the Foundation and to meet our ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Responsibilities of Management for the Financial Statements**

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Foundation's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

### **Auditor's Responsibilities for the Audits of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that audits conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

To the Board of Directors  
NCSL Foundation for State Legislatures

In performing audits in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audits.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audits in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the Foundation's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Foundation's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audits, significant audit findings, and certain internal control-related matters that we identified during the audits.

January 18, 2025

**Statement of Financial Position**

**June 30, 2024 and 2023**

		2024	2023
<b>Assets</b>			
Cash		\$ 1,252,334	\$ 1,483,753
Contributions receivable		440,000	540,000
	<b>Total assets</b>	<b>\$ 1,692,334</b>	<b>\$ 2,023,753</b>
<b>Liabilities and Net Assets</b>			
<b>Liabilities</b>			
Accounts payable		\$ 5,210	\$ -
Due to NCSL		242,180	475,292
	<b>Total liabilities</b>	247,390	475,292
<b>Net Assets</b>			
	Without donor restrictions	1,315,803	1,471,820
	With donor restrictions	129,141	76,641
	<b>Total net assets</b>	1,444,944	1,548,461
	<b>Total liabilities and net assets</b>	<b>\$ 1,692,334</b>	<b>\$ 2,023,753</b>

# NCSL Foundation for State Legislatures

## Statement of Activities and Changes in Net Assets

	Years Ended June 30, 2024 and 2023				
	2024		2023		
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions
<b>Revenue and Other Support</b>					
Contributions	\$ 5,010,000	\$ 712,500	\$ 5,722,500	\$ 4,900,000	\$ 372,500
Grants	-	702,938	702,938	-	2,611,281
Interest income	20,544	-	20,544	-	-
In-kind contributions	15,000	-	15,000	15,000	-
Miscellaneous income	2,500	-	2,500	-	-
Total revenue and other support	5,048,044	1,415,438	6,463,482	4,915,000	2,983,781
<b>Net Assets Released from Restrictions</b>	1,362,938	(1,362,938)	-	3,188,781	(3,188,781)
Total revenue, other support, and net assets released from restrictions	6,410,982	52,500	6,463,482	8,103,781	(205,000)
<b>Expenses</b>					
Awards	4,427,100	-	4,427,100	4,750,500	-
Consultants and contracts	801,851	-	801,851	2,680,105	-
Personnel costs	663,994	-	663,994	524,186	-
Personnel benefits	212,617	-	212,617	164,718	-
Travel and conferences	328,332	-	328,332	262,434	-
Office expenses	87,581	-	87,581	59,895	-
Rent and maintenance	40,678	-	40,678	38,739	-
Printing and publications	4,846	-	4,846	5,961	-
Total expenses	6,566,999	-	6,566,999	8,486,538	-
<b>Change in Net Assets</b>	(156,017)	52,500	(103,517)	(382,757)	(205,000)
<b>Net Assets - Beginning of year</b>	1,471,820	76,641	1,548,461	1,854,577	281,641
<b>Net Assets - End of year</b>	<b>\$ 1,315,803</b>	<b>\$ 129,141</b>	<b>\$ 1,444,944</b>	<b>\$ 1,471,820</b>	<b>\$ 76,641</b>
					<b>\$ 1,548,461</b>

**Statement of Functional Expenses**

**Year Ended June 30, 2024**

	Programs	Fundraising	Administrative	Total
Awards	\$ 4,427,100	\$ -	\$ -	\$ 4,427,100
Consultants and contracts	714,226	-	87,625	801,851
Personnel costs	115,658	456,209	92,127	663,994
Personnel benefits	37,035	146,082	29,500	212,617
Travel and conferences	328,332	-	-	328,332
Office expenses	15,936	61,503	10,142	87,581
Rent and maintenance	7,086	27,949	5,643	40,678
Printing and publications	-	4,846	-	4,846
<b>Total functional expenses</b>	<b>\$ 5,645,373</b>	<b>\$ 696,589</b>	<b>\$ 225,037</b>	<b>\$ 6,566,999</b>

**Statement of Functional Expenses**

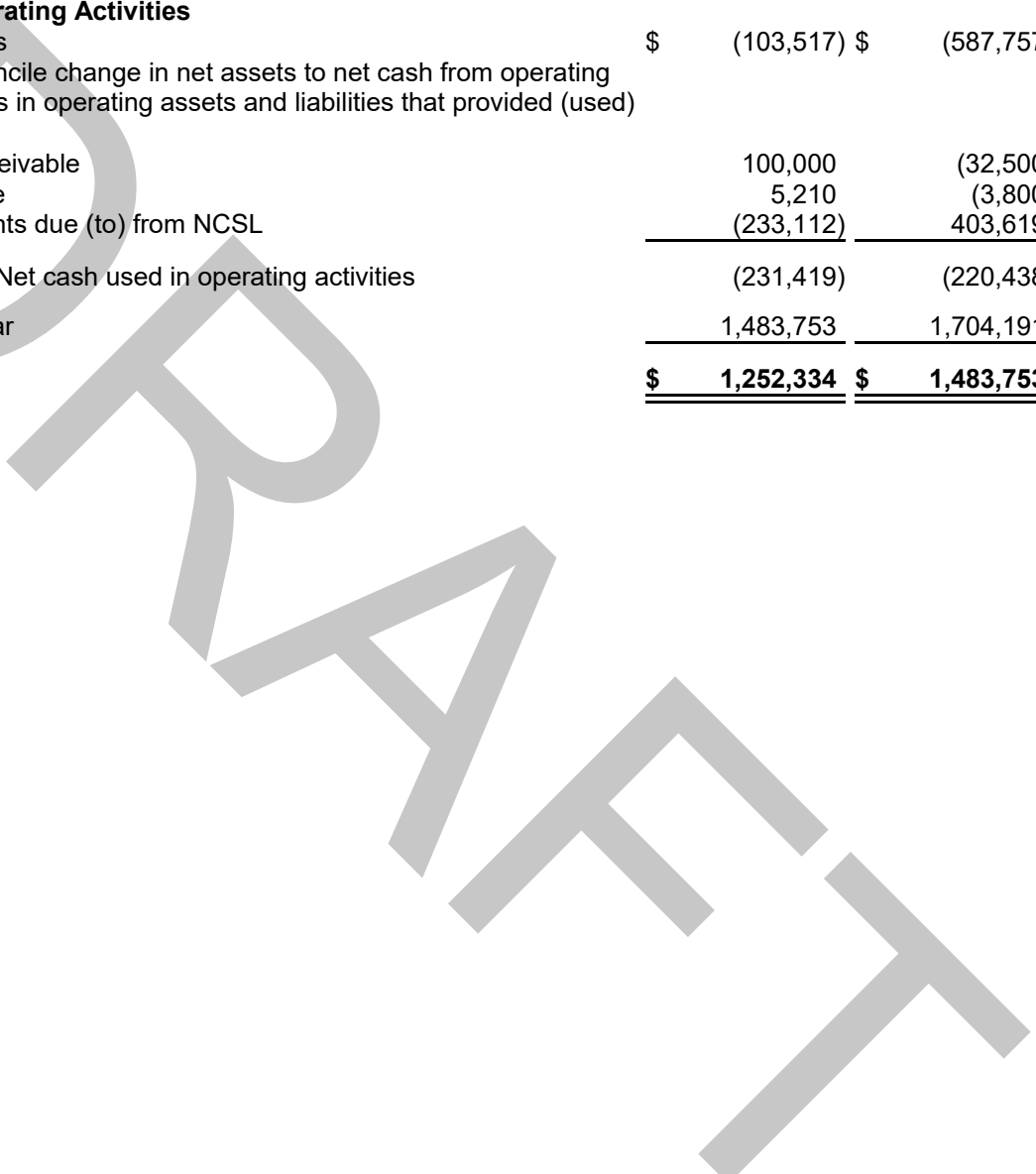
**Year Ended June 30, 2023**

	Programs	Fundraising	Administrative	Total
Awards	\$ 4,750,500	\$ -	\$ -	\$ 4,750,500
Consultants and contracts	2,624,842	-	55,263	2,680,105
Personnel costs	98,692	342,480	83,014	524,186
Personnel benefits	31,012	107,620	26,086	164,718
Travel and conferences	262,434	-	-	262,434
Office expenses	15,833	35,997	8,065	59,895
Rent and maintenance	7,294	25,311	6,134	38,739
Printing and publications	-	5,961	-	5,961
<b>Total functional expenses</b>	<b>\$ 7,790,607</b>	<b>\$ 517,369</b>	<b>\$ 178,562</b>	<b>\$ 8,486,538</b>

**Statement of Cash Flows**

**Years Ended June 30, 2024 and 2023**

	2024	2023
<b>Cash Flows from Operating Activities</b>		
Change in net assets	\$ (103,517)	\$ (587,757)
Adjustments to reconcile change in net assets to net cash from operating activities - Changes in operating assets and liabilities that provided (used) cash:		
Contributions receivable	100,000	(32,500)
Accounts payable	5,210	(3,800)
Change in amounts due (to) from NCSL	(233,112)	403,619
<b>Net Change in Cash - Net cash used in operating activities</b>	(231,419)	(220,438)
<b>Cash - Beginning of year</b>	1,483,753	1,704,191
<b>Cash - End of year</b>	<b>\$ 1,252,334</b>	<b>\$ 1,483,753</b>



**Note 1 - Nature of Business**

NCSL Foundation for State Legislatures (the "Foundation") was organized and formed in February 1982 exclusively for charitable, scientific, and educational purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code (IRC). The objectives and purposes of the Foundation are to engage in research, technical assistance, and educational activity for the benefit of state legislatures and the general public; to provide services to members and staff of the state legislatures as may be appropriate and consistent with the provisions of Section 501(c)(3) of the IRC; to receive, invest, and administer property of any kind; and to obtain and distribute the income and principal for these purposes and objectives.

**Note 2 - Significant Accounting Policies**

***Basis of Presentation***

The financial statements of the Foundation have been prepared on the basis of generally accepted accounting principles (GAAP). The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect amounts reported in the financial statements. Actual results could differ from those estimates.

***Cash***

The Foundation maintains its cash in a bank deposit account with a financial institution. As of June 30, 2024 and at various times throughout the year, the Foundation held cash in excess of federally insured limits of \$250,000 per depositor, per insured bank, as set by the Federal Deposit Insurance Corporation (FDIC).

***Classification of Net Assets***

Net assets of the Foundation are classified based on the presence or absence of donor-imposed restrictions.

Net assets without donor restrictions: Net assets that are not subject to donor-imposed restrictions or for which the donor-imposed restrictions have expired or been fulfilled. Net assets in this category may be expended for any purpose in performing the primary objectives of the Foundation.

Net assets with donor restrictions: Net assets subject to stipulations imposed by donors and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of the Foundation or by the passage of time. Other donor restrictions are perpetual in nature, where the donor has stipulated the funds be maintained in perpetuity.

Earnings, gains, and losses on donor-restricted net assets are classified as net assets without donor restrictions unless specifically restricted by the donor or by applicable state law.

***Contributions and Contributions Receivable***

Unconditional promises to give cash and other assets to the Foundation are reported at fair value on the date the promise is received. Conditional promises to give and indications of intentions to give are reported at fair value on the date the gift becomes unconditional or is received. The gifts are reported as contributions with donor restrictions if they are received with donor stipulations that limit the use of the donated assets. When a donor restriction expires, that is, when a stipulated time restriction ends or the purpose restriction is accomplished, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statement of activities and changes in net assets as net assets released from restrictions.



**Note 2 - Significant Accounting Policies (Continued)**

Contributions receivable that are expected to be collected within one year are recorded at net realizable value. Unconditional promises to give that are expected to be collected in future years are recorded at the present value of their estimated future cash flows. The discounts on those amounts are computed using risk-free interest rates applicable to the years in which the promises are received. Amortization of the discounts is included in contribution revenue. An allowance for uncollectible contributions is provided when evidence indicates amounts promised by donors may not be collectible. Management determined that no allowance for uncollectible contributions was necessary as of June 30, 2024 and 2023.

***Grant Revenue***

Grant revenue received by the Foundation is considered to be a nonexchange transaction and is recognized as the conditions of the grant are met. Amounts that have been awarded but not yet recognized as revenue are treated as conditional contributions and are not reflected in the accompanying financial statements. Grant funding payments received in advance of conditions being met are recorded as deferred revenue. The Foundation does not have any conditional contributions as of June 30, 2024 and 2023.

***In-kind Contributions***

The Foundation recognizes contribution revenue for certain services received at the fair value of those services provided when those services create or enhance nonfinancial assets or require specialized skills that are provided by individuals possessing those skills and would typically need to be purchased if not provided by donation. Materials are recorded at fair value at the date of donation. For the years ended June 30, 2024 and 2023, the Foundation recorded \$15,000 of in-kind contributions related to online research services. Contributed services are valued and reported at their estimated fair value in the financial statements based on current rates for similar services. These services are primarily used in programmatic functions and are included in office expenses in the accompanying statement of functional expenses.

***Awards***

Awards to organizations are recorded as expenses in the year the award is approved by the board or management.

***Functional Allocation of Expenses***

Costs of providing program and other support services have been reported on a functional basis in the statement of functional expenses. The financial statements report certain categories of expenses that are attributable to more than one program or supporting function. Therefore, these expenses require allocation on a reasonable basis that is consistently applied. Expenses incurred directly for a program service are charged to such service. Payroll, payroll taxes, and related expenses are allocated based on actual time spent on specific program activities and based on periodic time and effort studies. Fringe benefits are allocated to all services on a pro rata basis of total direct salary expenses incurred. Certain overhead costs are also allocated to services on a pro rata basis of total square footage occupied by each service. Costs have been allocated between the various program and support services based on estimates determined by management. Although the methods of allocation used are considered appropriate, other methods could be used that would produce different amounts.

***Income Taxes***

The Foundation is a not-for-profit corporation and is exempt from tax under the provisions of Internal Revenue Code Section 501(c)(3).

***Subsequent Events***

The financial statements and related disclosures include evaluation of events up through and including January 18, 2025, which is the date the financial statements were available to be issued.

**Note 3 - Liquidity and Availability of Resources**

The Foundation has \$1,692,334 and \$2,023,753 of financial assets as of June 30, 2024 and 2023, consisting of cash of \$1,252,334 and \$1,483,753 and contributions receivable of \$440,000 and \$540,000, respectively. All financial assets of the Foundation are available within one year of June 30, 2024 and 2023 to meet cash needs for general expenditure, except for restricted net assets that are designated for specific grants in the amount of \$6,641 as of June 30, 2024 and 2023. None of the financial assets are subject to donor or other contractual restrictions that make them unavailable for general expenditure within one year of the statement of financial position date. The contributions receivable are subject to implied time restrictions but are expected to be collected within one year.

The Foundation has a goal to maintain financial assets, which consist of cash and contributions receivable, on hand to meet 60 days of normal operating expenses, excluding awards and contract and consultant expenses, which are, on average, approximately \$223,000. The Foundation has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due. In addition, as part of its liquidity management, the Foundation invests cash in excess of daily requirements in the National Conference of State Legislature investment pool; however, there was zero invested during the years ended June 30, 2024 and 2023.

**Note 4 - Net Assets**

Net assets with donor restrictions as of June 30 are available for the following purposes:

	2024	2023
Subject to the passage of time:		
Contributions received during the year for the next fiscal year	\$ 122,500	\$ 70,000
Funds due to the Foundation for future-year grants	6,641	6,641
Total	\$ 129,141	\$ 76,641

**Note 5 - Related Party Transactions**

The Foundation is affiliated with the National Conference of State Legislatures (NCSL). As a result of this affiliation, the Foundation receives certain management and administrative services from NCSL. The Foundation paid an administrative fee to NCSL in the amount of \$26,500 during each of the years ended June 30, 2024 and 2023 for these management and administrative services. In addition, NCSL provides personnel, office space, and facilities to the Foundation on a direct-cost basis. Such direct costs were \$1,391,782 and \$1,441,194 during the years ended June 30, 2024 and 2023, respectively.

The Foundation had a balance due to NCSL of \$242,180 and \$475,292, representing amounts due to NCSL for expenses paid on its behalf as of June 30, 2024 and 2023, respectively.

During the years ended June 30, 2024 and 2023, the Foundation granted subcontracts to NCSL in the amount of \$702,938 and \$2,611,281, respectively, which is included in consultants and contracts expense on the statement of activities and changes in net assets.

During the years ended June 30, 2024 and 2023, the Foundation awarded contributions in the amount of \$4,427,100 and \$4,750,500, respectively, to NCSL.



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Supplemental Information

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**Independent Auditor's Report on Supplemental Information**

To the Board of Directors  
NCSL Foundation for State Legislatures

We have audited the financial statements of NCSL Foundation for State Legislatures as of and for the years ended June 30, 2024 and 2023 and have issued our report thereon dated January 18, 2025, which contained an unmodified opinion on those financial statements. Our audits were performed for the purpose of forming an opinion on the financial statements as a whole. The reconciliation of sponsorship contributions - internal to audit (unaudited) and the statement of activities - internal (unaudited), which are the responsibility of management, are presented for the purpose of additional analysis and are not a required part of the financial statements. Such information has not been subjected to the auditing procedures applied in the audit of the financial statements; therefore, we do not express an opinion or provide any assurance on it.

January 18, 2025

**NCSL Foundation for State Legislatures**

**Reconciliation of Sponsorship Contributions – Internal to Audit (Unaudited)**

**Year Ended June 30, 2024**

Sponsorship contributions per statement of activities - internal	\$	5,080,000
Amounts received in fiscal year 2023 for fiscal year 2024:		
Amazon	(50,000)	
Corteva	(10,000)	
Amerisource	(10,000)	
		<u>(70,000)</u>
Contributions without donor restrictions per audited statement of activities and changes in net assets	\$	<u>5,010,000</u>

**NCSL Foundation for State Legislatures**

**Statement of Activities - Internal (Unaudited)**

**Year Ended June 30, 2024**

Revenue and Other Support	
Contributions per internal fundraising report	\$ 5,080,000
Miscellaneous income	2,500
Interest income	20,544
In-kind contributions	15,000
Total revenue and other support	<u>5,118,044</u>
Expenses	
Awards to NCSL	3,837,100
Personnel costs	663,994
Personnel benefits	212,617
Consultants and contracts	98,913
Travel and conferences	328,332
Office expenses	87,581
Rent and maintenance	40,678
Printing and publications	4,846
Total expenses	<u>5,274,061</u>
Change in net assets	(156,017)
Net assets - beginning of year	<u>1,471,820</u>
Net assets - end of year	<u>\$ 1,315,803</u>



***NCSL Foundation for State  
Legislatures***  
*End of Audit Communications*

Year Ended June 30, 2024

January 18, 2025

To the Board of Directors  
NCSL Foundation for State Legislatures

We have audited the financial statements of NCSL Foundation for State Legislatures (the "Foundation") as of and for the year ended June 30, 2024 and have issued our report thereon dated January 18, 2025. Professional standards require that we provide you with the following information related to our audit.

**Our Responsibility Under U.S. Generally Accepted Auditing Standards**

As stated in our engagement letter dated August 15, 2024, our responsibility, as described by professional standards, is to express an opinion about whether the financial statements prepared by management with your oversight are fairly presented, in all material respects, in conformity with U.S. generally accepted accounting principles. Our audit of the financial statements does not relieve you or management of your responsibilities. Our responsibility is to plan and perform the audit to obtain reasonable, but not absolute, assurance that the financial statements are free of material misstatement.

As part of our audit, we considered the internal control of the Foundation. Such considerations were solely for the purpose of determining our audit procedures and not to provide any assurance concerning such internal control.

We are responsible for communicating significant matters related to the audit that are, in our professional judgment, relevant to your responsibilities in overseeing the financial reporting process. However, we are not required to design procedures specifically to identify such matters.

**Planned Scope and Timing of the Audit**

We performed the audit according to the planned scope and timing previously communicated to Tim Storey, executive director, and Alex Alavi, chief financial officer, in our meetings about planning matters with them during August and September 2024.

**Significant Audit Findings**

***Qualitative Aspects of Accounting Practices***

Management is responsible for the selection and use of appropriate accounting policies. In accordance with the terms of our engagement letter, we will advise management about the appropriateness of accounting policies and their application. The significant accounting policies used by the Foundation are described in Note 2 to the financial statements.

No new accounting policies were adopted, and the application of existing policies was not changed during 2024.

We noted no transactions entered into by the Foundation during the year for which there is a lack of authoritative guidance or consensus.

We noted no significant transactions that have been recognized in the financial statements in a different period than when the transaction occurred.



Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected.

There were no significant balances, amounts, or disclosures in the financial statements based on sensitive management estimates.

The disclosures in the financial statements are neutral, consistent, and clear.

#### ***Difficulties Encountered in Performing the Audit***

We encountered no significant difficulties in performing and completing our audit.

#### ***Disagreements with Management***

For the purpose of this letter, professional standards define a disagreement with management as a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditor's report.

We are pleased to report that no such disagreements arose during the course of our audit.

#### ***Corrected and Uncorrected Misstatements***

Professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that are trivial, and communicate them to the appropriate level of management.

We did not detect any misstatements as a result of audit procedures.

#### ***Significant Findings or Issues***

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, business conditions affecting the Foundation, and business plans and strategies that may affect the risks of material misstatement, with management each year prior to our retention as the Foundation's auditors. However, these discussions occurred in the normal course of our professional relationship, and our responses were not a condition of our retention.

#### ***Management Representations***

We have requested certain representations from management that are included in the management representation letter dated January 18, 2025.

#### ***Management Consultations with Other Independent Accountants***

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a second opinion on certain situations. If a consultation involves application of an accounting principle to the Foundation's financial statements or a determination of the type of auditor's opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts.

To our knowledge, there were no such consultations with other accountants.

This information is intended solely for the use of the board of directors and management of the Foundation and is not intended to be and should not be used by anyone other than these specified parties.

Very truly yours,

**Plante & Moran, PLLC**



Lisa Meacham, CPA  
Partner

DRAFT



## FY 2025 AWARD PROGRESS REPORTS

The NCSL Foundation awarded \$3.4 million across 22 grants to NCSL for fiscal year 2025, covering the period from July 1, 2024, to June 30, 2025. These grants provide significant additional capacity for NCSL to serve its members and mission. Progress reports for these are below.

### FISCAL INSTITUTE

Award: \$180,000

Description: 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.

Progress Report: The Fiscal Institute Symposium is an annual convening of state budget and tax committee chairs. The 2024 symposium for fiscal leaders occurred in Nashville, Tenn., on Nov. 13-15. The meeting was a big success and drew 70 legislators and legislative fiscal staff from 29 different states. The NCSL Foundation award provided general meeting support and legislative stipends for the Symposium.

### LEGISLATIVE STAFF MANAGEMENT INSTITUTE

Award: \$100,000

Description: Since 1990, the Foundation has supported the operation of the annual Legislative Staff Management Institute (LSMI), 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.

Progress Report: The 2024 program was held in Denver, on July 11-18, 2024. Forty-three legislative staff representing 25 states were accepted into and attended the eight-day residential program led by staff from NCSL's Legislative Training Institute as well as faculty from a wide range of academic institutions. The program provided educational content and experiences that were long-lasting and transferable to any legislative career path, from the first year on the job to the top of the leadership ladder. The LSMI philosophy focuses on self and social awareness and those themes were carried throughout the program. The week started with modules and experiences to stimulate personal introspection, then moved to sessions that highlighted group dynamics and the challenges of managing those dynamics in the complex world of the legislature. This Foundation award enabled NCSL to discount tuition for senior legislative staff attending this executive management program.

## LEGISLATIVE STAFF PROGRAMS

Award: \$125,000

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 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.

Progress Report: This award supported the Legislative Staff Exchange program for the nine professional staff associations, support and programming for professional staff association professional development seminars in fall 2024, the LSIE program and successful programming at the 2024 Legislative Summit for YNP and senior staff directors. Additionally, it provided funding for the planning and support for three key events at the Legislative Summit—the Legislative Staff University, Legislative Staff Breakfast and the Salute to Legislative Staff—as well as the fall LSCC meeting. Upcoming events in spring 2025 include Legislative Staff Week, continued senior staff director programming and planning for Summit sessions, and fall 2025 professional development seminars. Legislative Staff Services provides ongoing support for the staff chair and his goals, LSCC meeting planning and LSCC work groups and subcommittees.

## QUAD CAUCUS AND WOMEN'S LEGISLATIVE NETWORK

Award: \$185,000

Description: 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.

Progress Report: The award supported the work of the Women's Legislative Network and the Quad Caucus. 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. The Women's Legislative Network track at the 2024 Legislative Summit included a well-attended professional development luncheon on building balance that featured Associate Dean of Well-Being Lisa Williams, from the University of Kentucky College of Medicine. Additionally, policy roundtables offered women legislators a unique opportunity to dive into specific policy topics in groups of 20 during the Legislative Summit, and more than 150 Quad Caucus members attended the inaugural Legislative Summit reception at the Muhammad Ali Center. The award supported a strategy-building lunch among Quad Caucus leaders and staff to discuss how to get involved with potential partner organizations. All four national caucuses held their annual meetings between August and December. In December 2024, Quad Caucus leaders participated in a joint cardiovascular disease public service announcement.

## **YOUNG AND NEW PROFESSIONALS**

Award: \$13,200

Description: 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.

Progress Report: The grant allowed NCSL to continue fostering the YNP brand and reputation among young and new legislative professionals nationwide. The award supported a session titled “What Telling Stories Means for Great Policymaking” at the 2024 NCSL Legislative Summit. Another portion of the award supplemented a sponsorship of the YNP networking reception in Louisville’s historic entertainment district, which drew more than 250 members. Upcoming YNP events include a professional development webinar series during the spring of 2025 and the 2025 NCSL Summit networking session/reception.

## **SENIOR STAFF DIRECTORS**

Award: \$71,500

Description: 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, 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.

Progress Report: Thus far in FY 25, this award has been used to host an invitational luncheon for 40 senior staff directors from across the country at the Legislative Summit. Speaker John Trybus gave a presentation for the group on storytelling in the professional world. Upcoming events include an online networking session in December and planning for a two-and-a-half-day in-person event to be held in Alexandria, Va., in May 2025. This in-person event will be held with the George Washington Leadership Institute and supported by staff from both Legislative Staff Services and the Legislative Training Institute, who will act as facilitators.

## **LEGISLATIVE STAFF EXCHANGE**

Award: \$16,600

Description: 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.

Progress Report: This award continues to support the legislative staff exchange program. Participants are chosen through a selection process, and the funds reimburse them for travel expenses to visit another state chamber. This relatively new program has been extremely well received. A NALFO officer had this to say: “Since we initiated the program, we have received positive feedback from both host states and staff participants. The host states have allowed the exchange staff to participate in what they do during their visit, rather than just watch, as well as exchanging ideas and concepts unique to their own states. The ‘hands on’ approach has been viewed by most of the exchange staff as being the most rewarding and beneficial part of their experience.”

## **PROGRAM FOR LEGISLATIVE LEADERS**

Award: \$350,000

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.

Progress Report: This award supports the NCSL Leaders' Center to convene legislative leaders for biannual symposiums, executive leadership training and emerging leadership programs. The first symposium was held in December in Austin, Texas, welcoming 38 legislative leaders and many Foundation members to discuss the concept of realistic civil discourse in the political realm from a leadership perspective. Participants visited the Texas Capitol and the LBJ Presidential Library, and heard from civility scholars and experts on how realistic civility can manifest in state legislatures. Most importantly, leaders had ample time to network and engage in deep conversations with each other on the intricacies of starting session with a new caucus post-election. The second symposium will take place in June 2025 in Lake Tahoe, Calif., with a focus on political strategy.

## **NEW LEGISLATOR PROGRAMMING**

Award: \$132,000

Description: 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.

Progress Report: This award supports programming for new legislators in the form of the Avoiding the Sophomore Slump conference. Legislators with one session under their belts are selected by leadership to attend this exclusive and curated educational program on how to be more effective in their sophomore year. The program will take place in November 2025 in Philadelphia. Classroom time consists of programming including Using Rules and Tools, Communications Trends, Constituent Service and Legislative Staff, Playing the Infinite Game and much more. All NCSL leadership programs focus on experiential learning and Philly provides a historical playground with visits to Independence Hall, the Liberty Bell and other iconic stops. Roughly 40 new lawmakers will have the opportunity to participate.

## **LEGISLATOR AND LEGISLATIVE STAFF TRAINING**

Award: \$775,000

Description: 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.

Progress Report: This award supported the NCSL Legislative Training Institute's delivery of 223 trainings to nearly 11,000 members over the past year. The Legislative Training Institute supports NCSL's leaders' programs (Normandy, Greece, Emerging, New Leaders), legislative staff programs (LSMI, staff association professional development) 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 grow, expanding its services into five new states in 2024.

## **INTERNATIONAL AND LEADERS PROGRAM SUPPORT**

Award: \$100,000

Description: 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.

Progress Report: The additional staff supported by this award has significantly enhanced NCSL's ability to serve its members by expanding the capacity of both the Leaders' Center and the Institute for International Cooperation. The Leaders' Center has increased its outreach to legislative leaders, enabling deeper engagement and the creation of innovative services tailored to meet their evolving needs. This enhanced capacity has also supported the production of more in-depth, analytical publications on leadership for NCSL's website and magazine, strengthening resources for state legislators. Similarly, the Institute for International Cooperation has leveraged this support to successfully plan and execute high-impact events, including the Partnership of Parliaments (PoP) exchange visit in Atlanta and a leadership-focused program at Stanford University. The additional administrative capacity has streamlined event logistics and strengthened the Institute's ability to foster global legislative collaboration. By bolstering both programs, this award is helping NCSL deliver more robust, innovative services to its members while advancing its mission to connect leaders and promote international cooperation.

## **CENTER FOR LEGISLATIVE STRENGTHENING**

Award: \$190,000

Description: The Center for Legislative Strengthening (CLS) is NCSL's hub for consulting, projects, training and research in service of the legislative institution. The 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.

Progress Report: Thus far in FY 25, CLS assisted several legislatures, including presentations to legislative staff in Colorado on legislative use of artificial intelligence. In South Carolina, staff provided a national perspective on legislature classification and a session on legislative rules/parliamentary procedure at the Newly Elected Officials Convening for the National Association of Latino Elected Officials (NALEO). CLS staff provided consulting services to four legislatures on job classification and compensation; a market compensation update; a legislator compensation comparison; and on collective bargaining. CLS also provided sessions on legislative AI, the legislative process and on legislative rules at several staff professional development seminars during the fall. The team answered 115 information requests since July 2024. CLS designed sessions at the 2024 NCSL Legislative Summit on legislative use of AI, administrative rules, civility, aided the Mason's Manual Commission's session, and offered "The Debating Game," a friendly competition on parliamentary procedure. CLS featured sessions on AI, civility and a reflection of state legislatures over the past five decades at the 2024 NCSL Base Camp. The 2025 session calendar is available at [nctl.org](http://nctl.org), along with the findings from the Legislative Use of Artificial Intelligence 2024 Survey.

## **RESEARCH DATABASES**

Award: \$210,000

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 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.

**Progress Report:** With these research tools, NCSL staff answered more than 900 research requests in this reporting period. With this award, NCSL continued to provide staff access to LexisNexis State Net, Lexis+, Westlaw, Quorum and Politico Pro. In the fall, NCSL also transitioned to a new tool for statutes: LexisNexis Code Navigator (replacing Lexis+). This provided greater access for NCSL staff and better leveraged funds. In November, State Net and Code Navigator staff provided two days of in-person trainings attended by more than 60 NCSL staff. Additionally, this award supports the Bill Information Service (BIS) powered by State Net, which is NCSL's bill tracking tool for members. NCSL and State Net staff provided BIS training at the Legislative Summit and to legislative staff offices, reaching 140 legislators and staff in person and 65 virtually.

### **GRANT IDENTIFICATION AND SUPPORT**

Award: \$150,000

**Description:** 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.

**Progress Report:** From July to September, the grants manager assisted with several large federal proposals totaling over \$1 million annually as well as other philanthropic proposals. NCSL experienced a transition in personnel for this function in the fall, and the new grants manager started on Jan. 6. This position will support current grant management and secure new and ongoing fundraising opportunities for the division and across the conference. Strengthening the division with new grant opportunities, continuing high quality, bipartisan research, and maintaining current funding streams remain top priorities for NCSL.

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

Award: \$50,000

**Description:** 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.

**Progress Report:** The award funds a position that supports and enhances the work of the seven NCSL Executive Committee task forces and the 11 NCSL standing committees. Since July 1, 2024, this position has supported 18 meetings, 10 committee business meetings, and has begun work on two in-person task force meetings scheduled for January and February 2025. This position has allowed NCSL to centralize, standardize and enhance member communication to these groups, including the development of outreach materials to welcome new task force and committee members who will be appointed in 2025. In addition, the staffer is working to improve communication with Foundation partners who sponsor task forces.

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

Award: \$27,500

**Description:** 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.



Progress Report: During this reporting period, this award supported in-state testimony related to elections. NCSL anticipates additional technical assistance and fly-ins in 2025.

### **STANDING COMMITTEE OFFICER STIPENDS**

Award: \$28,200

Description: This award will allow NCSL to provide stipends to the legislator and legislative staff co-chairs of NCSL standing committees to cover some of the 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.

Progress Report: Funds supported stipends for the legislator and staff co-chairs of the 11 NCSL standing committees to attend the 2024 Legislative Summit in Louisville, Ky. The legislator co-chairs preside over the business meetings of the standing committees.

### **LEGISLATOR AND LEGISLATIVE STAFF ENGAGEMENT**

Award: \$220,000

Description: 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.

Progress Report: This award supported the comprehensive plan to welcome more than 1,100 new legislators elected in November 2024. Email messages had open rates as high as 96% and directed readers to a new legislator webpage with welcome videos from NCSL officers, policy resources, information about NCSL's 50th anniversary and a message from state liaisons. Outreach by the state liaisons and NCSL state coordinators complemented this campaign. NCSL debuted state-specific web addresses to allow legislators and staff to quickly connect with state liaisons (example: [nctl.org/utah](https://nctl.org/utah)). NCSL offered a series of virtual new member orientation trainings throughout December which were well attended and had high engagement among participants. New legislators received a welcome package in January. State liaisons have maintained regular contact with legislators and staff in their states since July 2024, promoting NCSL events, policy resources and training opportunities, and welcoming new legislators. State liaisons connected with attendees from their states at the Meet and Greet event during the Legislative Summit. State liaisons will visit state capitols during the 2025 legislative sessions and the support from the NCSL Foundation will allow them to host legislators and legislative staff for gatherings and briefings celebrating NCSL's 50th anniversary. This award allowed NCSL to offer legislator stipends to travel to the Legislative Summit in Louisville as directed by presiding leaders. More than 75 legislators received support to offset the travel costs of attending the meeting.

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

Award: \$25,000

Description: 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 award encompasses the expenses associated with producing, hosting, editing and distributing the podcast.

Progress Report: The “OAS” podcast typically focuses on public policy topics with bipartisan conversations with legislators, key government officials and policy experts. During this period, 12 podcasts were broadcast on topics including nuclear energy, data centers, AI, weight-loss drugs and higher education. A special 50th-anniversary podcast series kicked off in 2024 and will continue in 2025. The first episode in the series focused on the history of legislatures, particularly the last 50 years, and was released at the start of the Legislative Summit in Louisville. The second episode came out in October and tells the story of how the legislative institution was shaped in the U.S., both historically and in recent decades. NCSL podcasts continue to have a loyal and strong following with a potential audience of more than 1,700 listeners per episode.

## **PROFESSIONAL DEVELOPMENT**

Award: \$275,000

Description: 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 strives 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.

Progress Report: Each program was empowered with a dedicated budget to transform their teams’ professional growth through bold and innovative initiatives. These investments unlocked a world of opportunities: from energizing new manager cohort training and immersive retreats to dynamic leadership seminars and prestigious conferences. Teams dived into specialized policy workshops, organization-wide learning experiences, hands-on skill-building sessions, and intensive one-day courses. The funds also opened doors to professional organization memberships and transformative site visits to state capitols—sparking fresh ideas, fostering deeper insights into the legislative process, and igniting innovation at every turn.

## **CHALLENGE AND INNOVATION PROGRAMS**

Award: \$131,000

Description: 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. Microgrants 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 could 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.

Progress Report: Through a competitive process, NCSL staff pitch innovative ideas for smaller grants directly to the chief executive officer. These microgrants are awarded to jumpstart seed projects that address critical needs lacking traditional funding and explore fresh opportunities with the potential to grow into larger initiatives. These small but impactful awards are designed to spark discoveries, paving the way for new products and services that enhance NCSL’s support for its members.

## **NCSL BASE CAMP**

Award: \$45,000

Description: 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.

Progress Report: NCSL Base Camp 2024 was held Oct. 29-30, with more than 2,018 people attending over 30 sessions during the two-day online event, setting a new record since the program's inception in 2020. The event showcased an exciting lineup of sessions, including insights into the 2024 election, the transformative role of artificial intelligence in legislative work, strategic thinking and decision-making strategies, advancements in education, and fostering civility in an era of political division.



## FY 2024 SUPPLEMENTAL AWARD PROGRESS REPORTS

The NCSL Foundation awarded \$600,000 across nine grants to NCSL in supplemental awards for fiscal year 2024. Progress reports for these are below.

### LEGISLATIVE STAFF WEEK

Award: \$25,000

Description: This award will support programming and outreach efforts during NCSL's Legislative Staff Week, 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.

Progress Report: This award supports NCSL's programming and outreach efforts for the 2025 Legislative Staff Week, which is intended to celebrate and provide professional development for legislative staff in the 50 states and territories. Legislative Staff Week is scheduled to align with Public Service Recognition Week (May 5-9, 2025). NCSL staffers have created a program outline for the 2025 Legislative Staff Week and developed a list of potential webinar speakers. The first planning meeting was convened in early December between representatives of NCSL's Legislative Staff Services and Outreach programs and the LSCC Legislative Institution Subcommittee chairs. Planning will also involve the Information Technology, Social Media, E-Learning and Outreach Subcommittee and will begin in earnest in early 2025.

### CHIEFS OF STAFF MEETING

Award: \$20,000

Description: 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.

Progress Report: No funds have been spent from this grant yet. However, planning is well underway for the third semi-annual Leadership Chiefs of Staff Conference in Nashville, Tenn., to be held Oct. 16-18, 2025. This conference will bring together chiefs of staff serving the top leaders/presiding officers. We anticipate 25-30 chiefs will participate in tailored professional development, experiential learning, and opportunities to network with their peers. The profile of the Leadership Chiefs Conference has continued to grow and is gaining a reputation amongst leadership chiefs of staff. Many attendees have come to multiple conferences with excitement for each year's program.

## **NEW LEADERS PROGRAMMING AND OUTREACH**

Award: \$70,000

Description: 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.

Progress Report: This award supports special services offered to new presiding officers. The bulk of the award will go toward an educational program currently planned for mid-June 2025 in conjunction with the Lake Tahoe Leaders Symposium. New presiding officers will be invited to partake in educational sessions about their legacy, how to communicate and operate with their personalities and have ample time to network with other new leaders.

## **INTERNATIONAL EXCHANGES**

Award: \$60,000

Description: 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.

Progress Report: This award has supported NCSL's efforts to connect state legislatures with peer organizations worldwide, fostering international collaboration and enhancing professional development. A major accomplishment funded by this grant was the successful hosting of Germany's Partnership of Parliaments (PoP) delegation in Atlanta in November 2024. The exchange included a visit to the Georgia State Capitol, a briefing at the Carter Center, and meetings with local officials and civic organizations. In addition to the PoP exchange, this award supported NCSL staff in executing an energy study tour of Germany in coordination with the German Embassy, further strengthening NCSL's relationship with Germany. The award also facilitated NCSL's renewed engagement with the Parliamentary Confederation of the Americas (COPA). Through the grant's support, two NCSL officers attended COPA's first in-person meeting since the COVID-19 pandemic, reinforcing ties with legislative peers across the Americas. Looking ahead, this award will continue to support international outreach in early 2025, including participation in conferences such as Brazil's UNALE and India's National Legislator Conference. These efforts will advance NCSL's mission to connect state legislators with global counterparts and foster meaningful legislative exchanges.

## **LEADERS FEDERALISM PROJECT**

Award: \$50,000

Description: 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.

Progress Report: This award supports an effort to bring top leaders together to discuss the importance of states in the federalist system. The program planned for late 2025 will support a conference for all speakers/Senate presidents to gather and discuss important policy topics that typically fall within the federal jurisdiction but may not have any action

currently, so decisions are falling to the states. The conference will allow state leadership to determine next steps for states and how they would advise in working with the new administration and Congress.

### **NCSL 50TH ANNIVERSARY COMMEMORATION**

Award: \$220,000

Description: 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.

Progress Report: NCSL launched its commemoration of its 50th anniversary at the opening general session of the 2024 Legislative Summit. This month, January 2025, marks our official 50th birthday. NCSL launched [www.ncsl.org/50](http://www.ncsl.org/50) as a hub for all 50th anniversary-related content, which includes a special video, podcast series, interactive timeline, "Profiles in Service" series of staff profiles and more. This month, we also published a special 50th anniversary edition of State Legislatures magazine, which is being mailed out to all legislatures and other supporters. The 50th anniversary will feature prominently at the 2025 Legislative Summit in Boston, including through each of our general sessions. At the Summit, we will also release a coffee table-style book featuring NCSL-shot photography of all state capitols.

### **MARKETING SUPPORT**

Award: \$45,000

Description: 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.

Progress Report: This award supports the NCSL marketing team's work to better understand and engage its members. The funding was used to develop a conference-wide survey to benchmark NCSL's effectiveness at engaging and supporting its members, which will be deployed in Q1 2025. It also supported a temporary contractor who worked with NCSL staff to publish 25 newsletters for over 22,000 recipients in 2024.

### **PROGRAM INTERNS**

Award: \$90,000

Description: 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.

Progress Report: NCSL selects interns through a competitive application process to support various programs within the organization each semester. In the 2024 calendar year, 12 interns joined NCSL, contributing to the Children and Families Program, Communications Division, Information Technology Department, Employment, Labor and Retirement Program, Environment, Energy and Transportation Program, State-Federal Affairs, Education Program, and the Women's Legislative Network. This internship offers participants valuable opportunities to build a professional network, deepen their understanding of the legislative process, and apply their academic knowledge in real-world settings.

## **EMPLOYEE ONBOARDING**

Award: \$20,000

Description: 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.

Progress Report: In the fall, the NCSL Human Resources Department sought bids from several organizations to provide consultation on the organization's onboarding process. Currently, the team is reviewing the proposals and plans to hire the consultant in the new year with the intent to implement the recommendations with a comprehensive conference-wide launch in spring 2025.







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

AUG. 4, 2024 | LOUISVILLE MARRIOTT DOWNTOWN | LOUISVILLE, KY.

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

- Pablo Benavente, Turo, California
- Senator Elaine Bowers, Kansas
- David Casey, Maximus, Virginia
- David Christman, National Beer Wholesalers Association, Virginia
- Senator Bob Duff, Connecticut
- Ashley Dwyer, Service Employees International Union, Washington, D.C.
- Representative Marcus Evans, Illinois
- Matt Gehring, Minnesota Legislature
- Senator Wayne Harper, Utah
- Anika Hagenson, Intuit, Minnesota
- Senator Bill Hansell, Oregon
- Jon Heining, Texas Legislature
- Senator Brian Patrick Kennedy, Rhode Island
- Matt Kiesling, American Gas Association, Washington, D.C.
- Richard Leadbeater, Esri, Maryland
- Senator Greg Leding, Arkansas
- Brian McAndrews, TIAA, California
- Senator Ann Millner, Utah
- Jenn Stowe, Carpet and Rug Institute, Virginia
- Brenda Snyder, CVS Health, Washington
- Representative Michaelle Solages, New York
- Angela Storseth-Cooper, US Oncology Network, Texas
- Kevin Thompson, Walmart, Arkansas
- Ethan Wilson, Stateside Associates, Nevada
- Katie Wright, American Hotel & Lodging Association, Washington, D.C.
- Fred Zeytoonjian, Apple, Washington, D.C.

### NCSL STAFF

- Alex Alavi, NCSL
- Jacquelyn Bayard, NCSL Foundation
- Janet Berlo-McCluskey, NCSL Foundation
- Mick Bullock, NCSL
- Amy Fidelis, NCSL
- Stacy Householder, NCSL
- Elizabeth Johnston, NCSL Foundation
- Jon Jukuri, NCSL Foundation
- Lesley Kennedy, NCSL
- Diana Noel, NCSL Foundation
- Emily Peterson, NCSL Foundation
- Molly Ramsdel, NCSL
- Marisa Sterling-Abram, NCSL
- Tim Storey, NCSL
- Bryan Thomas, NCSL
- Victor Vialpando-Nuñez, NCSL
- Natalie Wood, NCSL
- Kazia Washington, NCSL

### GUESTS

- Michael Adams, Virginia Senate
- David Albert, Maximus
- Michael Behm, Stateside
- Abby Blocker, Recycled Materials Association
- Kevin Callahan, StubHub

- Jean Cantrell, State and Federal Communications
- J.J. Gentry, South Carolina General Assembly
- Billy Glunz, American Airlines
- Brian Grim, Sellers Dorsey
- Kristen Hildreth, Recycled Materials Association
- Sabrina Lewellen, NCSL Staff Chair
- Larry Lewis, Cigna
- Beth Loudy, State Government Affairs Council
- Luke Martel, American Hotel & Lodging Association
- Maggie Mick, Multistate
- Eboni Morris, Pfizer
- Kevin Pula, Deloitte
- Jim Purekal, Advanced Energy United
- John Snyder, NCSL Staff Vice Chair
- Betsy Theroux, Georgia House of Representatives
- Randy Querry, American Association for Laboratory Accreditation
- Todd Washam, Cenovus Energy
- Martha Wigton, Sellers Dorsey
- Caleb Williamson, The App Association
- Marvin Yates, Multistate

### **PRESIDENT'S REPORT, SPEAKER ROBIN VOS**

Speaker Vos expressed gratitude to Foundation staff and sponsors for their efforts in achieving a successful year. He highlighted the Foundation's financial achievements, exceeding its fiscal year 2024 fundraising goal of \$4.6 million by raising over \$5 million—a 10% increase. Sponsor engagement reached record levels, with top-level sponsors increasing to 97, including 34 Capitol Circle and 63 Platinum sponsors. Since 2015, sponsors have contributed \$33 million to NCSL initiatives.

Vos commended the completion of significant bylaw updates, the first since the Foundation's inception. Key revisions included expanding the board to 57 members, introducing three-year term limits, clarifying officer roles and enhancing committee guidelines. These updates were scheduled for approval by the NCSL Executive Committee later that day.

He announced 21 new board member nominations and concluded his report by acknowledging the collective efforts of staff and sponsors in advancing NCSL's mission.

### **CHIEF EXECUTIVE OFFICER'S REPORT, TIM STOREY**

Tim Storey, NCSL's CEO, provided an update on the organization's accomplishments and financial health, emphasizing the Foundation's critical role. He began by highlighting the completion of a significant overhaul of the Foundation's bylaws, thanking contributors for their efforts in improving the Foundation's structure and governance.

Storey reaffirmed NCSL's mission to strengthen the legislative institution through collaboration among legislators, staff and the private sector. He expressed gratitude to Foundation sponsors for their support, noting that their contributions enable NCSL to provide essential programs and services.

Storey reported that all 50 states, territories, and the District of Columbia paid membership dues this year, bolstering NCSL's reserve fund to five and a half months of operating expenses, exceeding nonprofit standards.

He highlighted the success of the Louisville Summit, which exceeded expectations with over 5,300 registrants despite the challenges of an election year. Storey praised the Kentucky leadership and incoming Staff Chair John Snyder for their contributions and noted substantial growth in the exhibit hall, which featured 270 exhibitors, including 49 Foundation members.

Storey concluded by reflecting on the sense of community fostered at NCSL's Summit, expressing his appreciation for the opportunity to support legislators and staff. He invited attendees to reach out with any questions or further discussions.

### **50TH ANNIVERSARY REPORT, BRYAN THOMAS**

NCSL Chief Communications Officer Bryan Thomas detailed preparations for NCSL's 50th anniversary, officially launching at the first general session. Initiatives include a dedicated website ([nctl.org/50](https://nctl.org/50)), resolutions from 37 states recognizing the milestone and multimedia projects documenting state capitols. Commemorative items, such as a coffee table book, will further celebrate NCSL's history.

Thomas noted the anniversary spans three fiscal years, with potential future funding needs. He thanked the Foundation for its support and encouraged participation in related activities.

### **CHIEF FINANCIAL OFFICER'S REPORT, ALEX ALAVI**

Alex Alavi, NCSL's chief financial officer, provided an update on the Foundation's financial performance and projections. He began by reporting that FY 2024 is projected to exceed budget expectations by \$492,000, with contributions reaching \$5.1 million—\$500,000 over the budgeted amount. Alavi attributed the Foundation's strong financial performance to robust sponsor contributions. Operating expenses remained mostly on target, with increases in personnel, travel and IT costs due to the addition of a staff member to support the Foundation's growth. Legal expenses of \$24,000 for the bylaw review were fully offset by \$24,000 in interest income earned from the Foundation's operating account.

For FY 2025, Alavi reported that contributions are budgeted at \$5 million, reflecting a \$400,000 increase over FY 2024. The budget includes \$3.4 million for awards to NCSL and \$600,000 in supplemental awards, both pending board approval. He explained that personnel costs reflect the full-year impact of the additional staff member, along with increased benefits and IT expenses. Professional costs include adjustments for inflation, credit card processing fees and regulatory filings for charitable registrations.

Alavi highlighted that the Foundation's fund balance is projected to reach \$751,000 by the end of FY 2025, equating to five and a half months of operating expenses—placing it in the upper range of the nonprofit standard of three to six months. He also noted that FY 2025 legal expenses will primarily support the finalization of bylaw amendments.

The report concluded with expressions of gratitude from Anne Sappenfield and attendees for Alavi's clear and detailed presentation. No questions were raised.

### **LEADERS AND TRAINING PROGRAM REPORT, STACY HOUSEHOLDER**

Stacy Householder, NCSL's vice president of leaders and international, reported significant growth in the professional development program. In 2024, 175 trainings have been completed or scheduled, reaching over 5,000 participants with a year-end goal of 11,000–12,000. Efforts include in-person and virtual sessions in states like California, New York and Louisiana, alongside post-election orientation planning.

The Legislative Leaders Program maintained a robust 2024 schedule, featuring events in Washington, D.C., Austin, Texas, Normandy, France and Athens. Planned 2025 programs include a Leaders Symposium in Lake Tahoe, Calif., leadership sessions in Boston, and visits to Iceland and Philadelphia.

Householder expressed gratitude for the Foundation's support and noted interest in reviving the Gettysburg Leadership Program.

### **CHIEF DEVELOPMENT OFFICER'S REPORT, DIANA NOEL**

Diana Noel, NCSL's chief development officer, reflected on the achievements of the past year, emphasizing the Foundation's growth, visibility and member engagement. She began by thanking the bylaws committee for its tireless work, highlighting the extensive overhaul of the bylaws that strengthened the Foundation's governance. Noel noted that the process, while complex, resulted in valuable lessons and improvements, setting the stage for future success.

Noel shared updates on innovative initiatives to enhance the Foundation's visibility and engagement. These included branded hotel key cards featuring Foundation sponsors and Exhibit Hall "floor clings" that showcased sponsor contributions, encouraging greater participation. She described these efforts as part of a broader strategy to create meaningful opportunities for sponsors to connect and demonstrate their impact.

Noel expressed deep gratitude to members who navigated logistical challenges, including travel delays, to attend the meeting, acknowledging their dedication as ambassadors of the Foundation. She specifically recognized several board members cycling off and expressed appreciation for their service and contributions. Plaques were presented, and professional photos arranged for departing members, including Arkansas Sen. Greg Leding, Jon Heining (Texas), David Casey (Maximus), Dave Christman (National Beer Wholesalers Association), Mark Giuffre (UPS) and Chris Riley (ADM). Noel emphasized the lasting impact of their efforts on the Foundation's growth and thanked them for their unwavering commitment.

Noel concluded her report by extending heartfelt thanks to the entire board and staff for their continued engagement and hard work in advancing the Foundation's mission. The room acknowledged her report with applause.

### **OTHER BUSINESS**

In his closing remarks, Vos expressed sincere appreciation for his co-leader Christine Csizmadia and Noel, commending their leadership and exceptional contributions. Vos credited their efforts with driving the Foundation's success and strengthening its impact nationwide.

Vos acknowledged the collaborative efforts of the board and underscored the importance of their work in supporting NCSL's mission to empower legislative institutions. Reflecting on the progress made under his presidency, Vos expressed gratitude for the opportunity to serve and announced that this meeting would be his last as Foundation president.

Speaker Pro Tempore Brian Patrick Kennedy was introduced as the incoming Foundation president. Vos noted that Kennedy would preside over the next board meeting, scheduled to take place Jan. 17, 2025, in Salt Lake City. Vos encouraged attendees to mark their calendars and participate actively in the event, highlighting the importance of continued engagement.

The meeting concluded with recognition for award recipients, a call for photos with the departing members and a collective note of thanks to all attendees for their contributions and participation during the Louisville Summit. The meeting adjourned with applause.



## 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, Québec City, Canada; the Aug. 7, 2016, NCSL Executive Committee Meeting, Chicago; and the Aug. 4, 2024, NCSL Executive Committee Meeting, Louisville, Ky.*

### ARTICLE I NAME AND PURPOSE

**Section 1.1 Name.** The name of the corporation is NCSL Foundation for State Legislatures, a Colorado non-profit corporation (the “Foundation”).

**Section 1.2 Registered Office and Agent.** The Foundation shall have and continuously maintain in the State of Colorado a registered office and a registered agent whose office is identical with that registered office and may have such other offices within or without the State of Colorado as the Board of Directors may from time to time determine.

**Section 1.3 Purposes.** The Foundation is organized to operate exclusively for charitable, scientific and educational purposes as set forth in its Articles of Incorporation.

**Section 1.4 Rules.** The following rules shall conclusively bind the Foundation and all persons acting for or on behalf of it:

- (a) The Foundation is organized and shall be operated exclusively for charitable, education, and scientific purposes, as defined under Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (the “Code”), and no part of the net earnings of the Foundation shall inure to the benefit of, or be distributable to, its Directors, officers or other private persons, except that the Foundation shall be authorized and empowered to pay reasonable compensation for services rendered, including, without limitation, to its officers and directors, and to make payments and distributions in furtherance of the purposes set forth herein.
- (b) No substantial part of the activities of the Foundation shall be the carrying on of propaganda, or otherwise attempting, to influence legislation, and the Foundation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office.
- (c) The Foundation shall not carry on any other activities not permitted to be carried on (i) by a corporation exempt from federal income tax under Section 501(c)(3) of the Code, or the corresponding provision of any future United States internal revenue statute or (ii) by a corporation, contributions to which are deductible under Section 170(c)(2) of the Code or the corresponding provision of any future United States internal revenue statute.

### ARTICLE II MEMBERS

The Foundation shall have no members.

## ARTICLE III BOARD OF DIRECTORS

**Section 3.1 General Powers.** The affairs of the Foundation shall be managed by a board of directors (hereinafter, the “Board” or “Board of Directors”), which shall supervise, control and direct the business and affairs of the Foundation; shall determine its policies or changes therein within the limits of these Bylaws; shall actively promote its purposes; and shall have discretion in the disbursement of its funds. The Board of Directors may adopt such rules and regulations for the conduct of its business as shall be deemed advisable and may, in the execution of the powers granted, appoint such agents as it may consider necessary.

**Section 3.2 Number.** The Board of Directors shall be composed of fifty-seven (57) members as follows:

- (a) The seven (7) officers of the National Conference of State Legislatures (NCSL);
- (b) Fifteen (15) currently serving legislators and seven (7) currently serving legislative staff at least six (6) of whom shall be current or former members of the NCSL Executive Committee; and
- (c) Twenty-eight (28) non-NCSL members (including the Vice-President and Vice-President Elect) (collectively, the “Supporting Directors”).

**Section 3.3 Term of Office.** Directors shall serve the following terms in office:

- (a) The Officers of NCSL shall serve for the greater of their term in office in NCSL or up to seven (7) consecutive years;
- (b) The Vice-President and Vice-President Elect shall serve for the duration of their term in such offices;
- (c) All other Board members shall serve one (1) year terms;
- (d) Directors (with the exception of the NCSL officers) may not serve more than three (3) consecutive terms; and
- (e) Despite the expiration of their term, Directors shall serve until the next meeting at which directors are elected, or until their death, resignation, or removal.

The terms of Directors shall commence immediately following the conclusion of the NCSL Legislative Summit and shall terminate at the conclusion of the next NCSL Legislative Summit. The terms of Directors shall be staggered (to the extent possible) to provide continuity of service, such that approximately one-third (1/3) of the total number of Directors take office each year. To create the staggered rotation of Directors, the Board may initially elect Directors (other than the officers of NCSL) to one (1), two (2) or three (3) year terms. Notwithstanding anything set forth herein to the contrary, Directors serving on the Board at the time of the adoption of these amended and restated bylaws may serve up to three (3) additional consecutive terms in office.

**Section 3.4 Qualifications.**

- (a) With the exception of the Supporting Directors, all Directors must be members in good standing of the NCSL.
- (b) All Supporting Directors must be full-time employees of a corporation, organization, or other entity that has contributed to the Foundation (either as a donor or sponsor) during such Supporting Director’s term on the Foundation Board. If a Supporting Director ceases to be qualified to hold office at any time during their term, they will have a period of 6-months in which to become qualified (the “grace period”). Supporting Directors failing to meet the requirements for office upon conclusion of the grace period will automatically be removed from the Board.

**Section 3.5 Nominations and Election.** Directors are elected by the NCSL Executive Committee from amongst a slate of qualified candidates recommended by the Nominating Committee.

**Section 3.6 Regular Meetings.** The Board of Directors shall provide by resolution the time, date and place, either within or without the State of Colorado, for the holding of an Annual Meeting and additional regular meetings without notice other than such resolution. The Annual Meeting shall occur during the NCSL Legislative Summit.

**Section 3.7 Special Meetings.** Special meetings of the Board of Directors may be held at any time on the call of the President, or upon a written request to the President by any three (3) of the Directors. Notice of any special meeting of the Board must state the time, date, and place of the meeting and must be delivered at least three (3) days prior to the date of such meeting by written or printed notice delivered personally, by mail, fax or email to each Director at their address as shown in the records of the Foundation.

**Section 3.8 Notice of Directors' Meetings.** Meetings of the board of directors shall be held upon such notice as the bylaws may prescribe. Attendance of a director at any meeting shall constitute a waiver of notice of such meeting except where a director attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened. Unless provided otherwise in the articles of incorporation or the bylaws, neither the business to be transacted at, nor the purpose of, any regular or special meeting of the board of directors need be specified in the notice or waiver of notice of such meeting.

**Section 3.9 Quorum and Manner of Acting.** A majority of the Directors shall constitute a quorum for the transaction of business at any meeting of the Board. The act of a majority of the Directors present at the meeting at which a quorum is present shall be the act of the Board unless the act of a greater number is required by law, the Articles of Incorporation, or these Bylaws.

**Section 3.10 Vacancies.** Any vacancy occurring in the Board of Directors for any reason may be filled by the NCSL Executive Committee at its next meeting from amongst a slate of qualified candidates presented by the Nominating Committee. A Director appointed to fill a vacancy shall serve for the unexpired term of their predecessor in office.

**Section 3.11 Resignation and Removal.** A Director may resign at any time upon written notice to the Board of Directors. A Director may be removed by the NCSL Executive Committee whenever, in its judgment, the best interests of the Foundation would be served thereby.

**Section 3.12 Attendance.** Directors failing to attend two (2) consecutive Foundation meetings (including regular and special board meetings and committee meetings) will automatically be removed from the Foundation Board of Directors.

**Section 3.13 Meeting by Communications Equipment.** Directors may participate in and act at any meeting of the Board through the use of a conference telephone, video conference or any other means of communication by which all persons participating in the meeting can communicate with each other. Participation in such meeting shall constitute attendance and presence in person at the meeting of the person or persons so participating. Notwithstanding anything set forth to the contrary in these Bylaws, any regular or special meeting to be held by means of remote communication (i.e., by conference call, video conference or other means) may be held upon a minimum of twenty-four (24) hours prior notice.

## ARTICLE IV OFFICERS

**Section 4.1 Officers.** The officers of the Foundation shall be a President, Vice-President, Vice-President Elect, and a Secretary-Treasurer (collectively, the "Officers" and each an "Officer"). In addition, the Board of Directors shall elect or appoint such other officers as it deems desirable, who shall have the authority to perform the duties prescribed from time to time by the Board of Directors.

**Section 4.2 Qualifications and Election.**

- (a) Officers are elected by the Foundation Board of Directors from amongst a slate of qualified candidates recommended by the Nominating Committee;
- (b) Only current members of the Board of Directors are eligible to serve as Officers of the Foundation;
- (c) The Vice-President and Vice-President Elect must be current Supporting Directors; and
- (d) Officer elections are held at the Annual Meeting of the Board and may be held at any regular or special meeting of the Board, as determined by the Board.

**Section 4.3 President.** The NCSL President Emeritus shall be the President of the Foundation and shall preside at all meetings of the Board of Directors. The President shall, in general, supervise and control all the affairs of the Foundation, subject to the direction and control of the Board of Directors. The President may sign any deeds, mortgages, bonds, contracts or other instruments, which the Board of Directors has authorized to be executed, except documents the execution of which shall be expressly delegated by law, the Articles of Incorporation, these Bylaws, or the Board of Directors to some other officer or agent of the Foundation. The President shall, in general, perform all duties customarily incident to the office of president and such other duties as may be prescribed from time to time by the Board of Directors. In the event of the President's inability or refusal to act or the office of President Emeritus of NCSL is vacant, the NCSL Executive Committee shall appoint someone of the same political party to serve the unexpired term of the President.

**Section 4.4 Vice-President.** The Vice President shall serve a two (2) year term in office. The Vice-President shall assist the President in the discharge of the duties of the President as the President may direct and shall perform such other duties as may be assigned from time to time by the President or the Board of Directors.

**Section 4.5 Vice-President Elect.** The Vice-President Elect shall be elected by and from among the Supporting Directors to serve a two (2) year term. The Vice-President Elect shall assist the Vice-President in the discharge of the duties of the Vice-President as the Vice-President may direct and shall perform such other duties as may be assigned from time to time by the Vice-President or the Board of Directors. The Vice-President Elect shall automatically succeed to the office of Vice-President upon the conclusion of the Vice-President's term in office.

**Section 4.6 Secretary-Treasurer.** The NCSL Immediate Past Staff Chair shall be the Secretary-Treasurer of the Foundation. The Secretary-Treasurer shall have the responsibility of keeping minutes of the meetings of the Board of Directors in one or more books maintained for that purpose; shall see that all notices are duly given in accordance with applicable law, the Articles of Incorporation and these Bylaws; and shall be the custodian of all records and reports of the Foundation. The Secretary-Treasurer shall be the principal accounting and financial officer of the Foundation and have charge of and be responsible for the maintenance of adequate books of account for the Foundation; shall have charge and custody of all funds and securities of the Foundation, and be responsible therefor, and for the receipt and disbursement thereof; shall deposit all funds and securities of the Foundation in such banks, trusts or other depositories as may be designated by the Board; shall have an annual audit or review (as directed by the Board) of the Foundation's books conducted by a certified public accounting firm; and in general shall perform all of the duties customarily incident to the office of treasurer and such other duties as from time to time may be assigned by the President or the Board of Directors. The duties of the Secretary-Treasurer may be assigned by the Board in whole or in part to the CEO or such other person(s) as the Board may designate.

**Section 4.7 Resignation.** Any Officer may resign at any time by giving written notice to the Board of Directors. Such resignation shall take effect upon delivery of written notice unless a different effective date is specified in the notice. If the resignation is effective on a future date, the Board may, in its discretion, accelerate the effective date of such resignation.

**Section 4.8 Removal.** Any of the Officers of the Foundation other than President or Secretary-Treasurer may be removed by the Directors, but such removal shall be without prejudice to the contract rights, if any, of the person so removed. Election or appointment of an Officer shall not of itself create any contract rights.

**Section 4.9 Vacancies.** Any vacancy in any Officer position other than President or Secretary-Treasurer because of death, resignation, removal, disqualification or any other cause, shall be filled by the persons authorized to elect that Officer position.

## **ARTICLE V COMMITTEES**

**Section 5.1 Nominating Committee.** The Nominating Committee shall be comprised of the NCSL President and Staff Chair and of a member of the Board appointed by the President of the Foundation not otherwise up for election. The Nominating Committee shall recommend candidates to serve as Officers and Directors of the Foundation (other than the offices of President, Secretary-Treasurer, and Vice-President) for election by the NCSL Executive Committee or Foundation Board (as applicable) pursuant to Article III, Section 3.5 and Article IV, Section 4.2.

**Section 5.2 Board Committees.** The Board of Directors, by resolution adopted by a majority of the Directors then in office, may designate one or more committees, each of which shall consist of a majority or more Directors, which to the extent provided in said resolution shall have and exercise the authority of the Board of Directors in the management of the Foundation and be charged



with certain duties as outlined in general policies and procedures adopted by the Board; provided, however, that the designation of such committees and the delegation thereto of authority shall not operate to relieve the Board of Directors or any individual Directors of any responsibility imposed by law.

**Section 5.3 Other Committees, Task Forces, and Advisory Bodies.** Other committees not having and exercising the authority of the Board of Directors in the management of the Foundation may be designated by a resolution adopted by a majority of the Directors present at a meeting at which a quorum is present. Except as otherwise provided in such resolution, members of each such committee need not be Directors of the Foundation. The Board of Directors shall appoint the members thereof, including one member to serve as chair of the committee.

**Section 5.4 Quorum and Manner of Acting.** Unless otherwise provided in these Bylaws, or unless the appointment by the Board requires a greater number, a majority of any committee shall constitute a quorum, and the act of a majority of committee members present and voting at a meeting at which a quorum is present shall be the act of the committee.

**Section 5.5 Participation at Meetings by Conference Phone or other Communications Equipment.** Committee members may participate in and act at any committee meeting using a conference telephone, video conference or other communications equipment by means of which all persons participating in the meeting can communicate with each other. Participation in such meeting shall constitute attendance and presence in person at the meeting of the person or persons so participating.

**Section 5.6 Meetings of Committees.** Subject to action by the Board of Directors, each committee by majority vote of its members shall determine the time and place of meetings and the notice required therefor.

**Section 5.7 Policies and Procedures.** The Board of Directors shall adopt general policies and procedures for the operation of the Board and all committees.

## **ARTICLE VI EXECUTIVE AND STAFF**

The administrative and day-to-day operation of the Foundation shall be the responsibility of NCSL's Chief Executive Officer. They shall have the title of CEO and the authority to execute contracts on behalf of the Foundation and as approved by the Board of Directors. The CEO (or their designee(s)) may carry out the duties of the Secretary-Treasurer and perform such other duties as may be specified by the Board. The CEO shall employ and may terminate the employment of members of the staff necessary to carry out the work of the Foundation. The CEO shall be invited to attend and participate, without vote, in all regular and special meetings of the Board of Directors, except those held in executive session.

## **ARTICLE VII FINANCE**

**Section 7.1 Contracts.** The Board of Directors may authorize any 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 7.2 Checks, Drafts, Etc.** All checks, drafts or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of the Foundation shall be signed by such officer or officers, agent or agents of the Foundation and in such manner as shall from time to time be determined by resolution of the Board of Directors. In the absence of such determination by the Board of Directors, such instruments shall be signed the President and countersigned by the Secretary-Treasurer.

**Section 7.3 Deposits.** All funds of the Foundation shall be deposited to the credit of the Foundation in such banks, trust companies, or other depositories as the Board of Directors may select.

**Section 7.4 Bonding.** The Board of Directors may provide for the bonding of such officers and employees of the Foundation as it may from time to time determine.

**Section 7.5 Gifts.** The Board of Directors may accept on behalf of the Foundation any contribution, gift, bequest or devise for the general purposes or for any special purpose of the Foundation.

**Section 7.6 Books and Records.** The Foundation shall keep correct and complete books and records of account and shall also keep minutes of the proceedings of the Board of Directors and any committees having the authority of the Board of Directors. The books and accounts of the Foundation shall be audited or reviewed annually by an independent certified public accountant.

**Section 7.7 Fiscal Year.** The fiscal year of the Foundation shall be determined from time to time by the Board of Directors.

### **ARTICLE VIII INDEMNIFICATION OF DIRECTORS, OFFICERS, EMPLOYEES AND AGENTS**

The Foundation shall indemnify all officers, Directors, employees, committee members and other volunteers of the Foundation to the full extent permitted by law and shall be entitled to purchase insurance for such indemnification of officers, Directors, employees, committee members and other volunteers to the full extent as determined from time to time by the Board of Directors of the Foundation.

### **ARTICLE IX WAIVER OF NOTICE**

Whenever any notice is required to be given under applicable law, the Articles of Incorporation or these Bylaws, 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 X AMENDMENTS**

These Bylaws may be altered, amended or repealed and new Bylaws may be adopted by an affirmative vote of a majority of the members of the NCSL Executive Committee present and voting at any meeting of the NCSL Executive Committee at which a quorum is present. Amendments may be proposed by the Board of Directors or by the NCSL Executive Committee.

### **ARTICLE XI DISSOLUTION**

In the event of the dissolution of the Foundation, the Board of Directors shall, after paying or making provision for the payment of all the liabilities of the Foundation, dispose of all the remaining assets of the Foundation (except any assets held by the Foundation upon condition requiring return, transfer or other conveyance in the event of dissolution, which assets shall be returned, transferred or conveyed in accordance with such requirements) exclusively for the purposes of the Foundation in such manner, to NCSL if qualified to receive them or to such other organization or organizations as shall at the time qualify as a tax-exempt organization or organizations under Section 501(c)(3) of the Code or the corresponding provisions of any future United States Internal Revenue statute, as the Board of Directors shall determine. Any such assets not so disposed of shall be disposed of by the court of general jurisdiction of the county in which the principal office of the Foundation is then located, exclusively for such purposes in such manner, or to such organization or organizations, which are organized and operated exclusively for such purposes, as said court shall determine.