

# Little People of America — 2022 Ballot

Welcome to the 2022 Little People of America election. You will be electing four Directors to the National Board of Directors for the next three years. You also will be voting whether to approve eleven proposed amendments to the LPA Bylaws.

Bylaw amendment proposals are not reviewed, approved, or endorsed by the LPA Board of Directors, though individual Directors may submit statements about them. Any LPA member may submit a proposal, and they are responsible for the content of their proposal.

In the proposed Bylaw amendments, changes are marked in legislative format. A ~~strike~~ ~~through~~ shows text that is proposed for deletion and underlining shows text that is proposed for addition. [Unchanged] will mark a section where no text change is being proposed.

Statements in support of or opposition to the Bylaw amendment proposals are presented here in the order in which they were received.

LPA also offers online voting as an option for casting your ballot. Each LPA member listed in our database who is 18 years or older and has a valid email address will receive an email with instructions on how to cast your vote online. For more information, or to request an online ballot if you have not received one, please visit our webpage: [www.lpaonline.org/2022\\_election](http://www.lpaonline.org/2022_election)

Thank you for your attention to these important matters that will affect the future of Little People of America.

**Ballots must be postmarked by  
Saturday, June 4, 2022**

**Exercise your rights!**

## Candidates for Board of Directors

### ADVOCACY DIRECTOR

#### Advocacy Director – Bekah Bailey

To LPA Friends, Family, and those I haven't met yet,



It is an honor to be writing this today to announce my candidacy for your next Advocacy Director. As a lifelong member and third-generation Little Person, it would be a privilege to serve this community as it has served me. Little People of America has laid the groundwork and then some for 65 years in advocating for the fair treatment, representation, and respect of people with dwarfism. And I would love to help continue the work that so many have done. After the passing of my father during the 1999 National in Portland, Oregon, LPA became a sacred and safe space for me like it has for you and so many of us.

When I think of why I want to be here in this space and in this role, the quote, “Nothing about us, without us.” comes to mind. This quote has been used in the disability justice movement, and as a disabled person, has been a fundamental belief that I hold in the work that I do daily. In 2020, I earned my Master’s Degree

in Advocacy and Political Leadership. Within that program, a vast majority of my projects and papers revolved around the disabled community, specifically the dwarfism community, and one of my final projects was creating a National Voter Turnout plan to engage more young and non-voters who have dwarfism. Through this degree I gained an abundance of knowledge and experience on what it means to advocate for not just myself, but for disabled people as a whole.

As a community organizer and activist, I have worked with groups such as Women’s March National, Women’s March Minnesota, Center for Popular Democracy, and the Organizing Leadership Fellows program to fight for the rights and justice of marginalized groups throughout our nation. Because of these organizations I learned how to advocate at a legislative level beyond the lived experience I already had within me, helping me better advocate for those whose rights are consistently under attack. With both the knowledge and experience I have, my plan as Advocacy Director is to continue where we are with removing hateful language from teams and mascots. I plan to help create a more progressive approach on how we interact as an organization. Through the work and personal relationships my life has created, I plan to make LPA a more familiar group. One that is recognized widely in the disability community as a champion for supporting its members and other organizations. LPA should be proudly known for its 65 years of advocacy, pride, diversity and resilience.

Like I mentioned earlier, “nothing about us, without us,” to me means more than just the identities and groups you personally belong to, but to do your individual part in making sure that all have a seat at the table. Even when it means you give that seat up for someone else. Little People of America belongs to the people, by the people. LPA has a duty to represent ALL Little People, with a board and executive team that mirrors those it exists for. My hope is that by becoming your next Advocacy Director, we can be the progressive, disability-justice led, and dedicated organization we need today and for our next generations.

Thank you, and I look forward to seeing you all in Spokane this Summer!

## Advocacy Director – Jillian Curwin



My name is Jillian Curwin and I am a proud candidate for the advocacy director position. Being a little person, being a disabled person, I learned at a young age how to advocate for myself and the community. It started with making sure I was receiving reasonable accommodations at school and has since expanded to me creating platforms for myself to advocate for myself and the little person and disabled communities. In January of 2020 I launched my blog, *Always Looking Up*, that was originally focused on advocating for adaptive fashion. Once the pandemic hit I decided to expand my focus to raise awareness on the wider range of issues impacting the little person community. I started a series called “Girl Talk” where I interviewed my friends about a topic of their choice and made their voices heard through the written word. Wanting to amplify these conversations I decided to launch a podcast, also entitled *Always Looking Up*, where I talk to little people, disabled people, and allies about living in a

world that is not necessarily designed for them. Through these conversations I have learned more about what it means to be a little person and to be a disabled person in an average-height, able-bodied world.

Since moving to New York City in May of 2021 and making friends within the disabled community but outside the little person community, I realized how important it is to embrace the word “disabled” when advocating for reasonable accommodations and disability rights. If we want people with dwarfism to be seen and heard within the disability rights movement, we have to work with other organizations within the disability rights movement. We cannot continue to be silent and then say we, as little people, are not being seen.

If elected as advocacy director I promise to make our community, our organization seen and heard. I will network with other disability organizations and find ways for us to work together to advocate for civil rights. I will make sure that our member’s voices are heard both within LPA and the disabled and non-disabled communities at large through launching an official LPA podcast. Members will be invited to share their stories and talk about issues they feel should not be ignored.

As advocacy director I will be unafraid to speak out, making sure that when I speak for the community that I have first listened to what our members have to say. I will welcome dissent and debate. I will do my part to ensure that the needs of our community are being addressed in the advocating efforts of the disabled community at large. I am running for advocacy director to ensure that little people are no longer overlooked.

## Advocacy Director – Stephanie Farfan



My name is Stephanie Farfan and I want to be the next Advocacy Director. I believe I can bring a perspective to this role given my previous advocacy skills and my passion for creating a more inclusive LPA.

I am an experienced disability advocate who has been a member of LPA since I was 16 years old. With LPA, I have been a part of various districts and served on the Hispanic Affairs Committee because as a Latina Little Person, I wanted to make sure Latino LPs had an impact on the broader LPA organization. Besides LPA, I worked with broader disability organizations in the US and has given presentations to colleges on disability rights. I am currently a Program Manager with the National Democratic Institute (NDI) where I work on the Equal Rights in Action Fund team to provide small grants to local organizations led by and for different populations - including disability organizations on

projects relating to Safe and Secure Environments, Political Participation, and Empowered & Inclusive Movements & Organizations.

As LPA's Advocacy Director, I want to push LPA into the future. I want to advocate for LPA to have stronger stances in issues that affect us such as representation in media and pharmaceutical involvement in conferences. I also want to work to strengthen LPA's ties to the broader disability community. As the Advocacy Director, I aim to advocate for us all.

## Advocacy Director – Samantha Rayburn-Trubyk



I am asking for your support in my bid to become LPA's next Advocacy Director.

I attended my first LPA National Convention at four years old. My parents, both average size, were 'all-in'. They made LPA a priority for our family, and every summer the conference became our family trip. No matter how amazing the host city was, they would park themselves in the lobby for the week and would develop relationships with other parents, while I developed my own critical relationships. My parents are so passionate about LPA that my father continued to attend the conferences up until his passing and my mother still attends when her schedule permits.

My experiences with LPA and the annual conferences continue to be meaningful and overwhelmingly enjoyable. The most significant impression made on me was its tireless work advocating on behalf of the little people community. Many members have taught me by example what advocacy work looks like and how to get things accomplished. I've seen many successes, and when the outcome is not a complete success, this organization just regroupes and tries again. The support that I received from my parents and my involvement with LPA shaped who I am today with a great deal of dwarf pride. I was brought up to believe in myself; believe that I could be anything and accomplish anything I set my mind to.

**My ultimate goal is to help all LP kids understand how perfect they are and to provide them with the skills and confidence that they need to take on the world.**

In 2020, my friend Ellen and I decided to launch a virtual weekly teen session to give teens a sense of community during the pandemic. We also initiated a virtual parent's group intended for average size parents raising LPs, called *Real Talk*. Our group of experts are all examples of Dwarf Pride.

I am passionate about advocacy. In 2015, I became President of Little People of Manitoba. In 2017, we advocated for a bill to be passed making October 25 Dwarfism Awareness Day in the Province of Manitoba. That bill was passed, and Manitoba became the first Province in Canada to have this distinction. One of the pieces of advocacy work that I'm most proud of was inspired by LPA's attempts to persuade a school in Freeburg, Missouri to remove its offensively named mascot. I lobbied Directors of 16 different minor sports organizations in Manitoba to eliminate the term midget. In 2018, all major sports removed the term from their terminology, including hockey. Thereafter Hockey Canada announced that they would follow suit.

In 2019, I travelled to Dickenson, North Dakota advocating as part of a team for Little People of America. Our mission was to address the local school board in an appeal to change their mascot from *The Midgets* to something more appropriate. Although, our goal was not successful, we were able to further our message to the greater public through media attention, including an article in the Washington Post.

I have sat on LPA's advocacy committee since 2019 and know how much work needs to happen. The road to true advocacy isn't easy and requires single-minded dedication. I believe that I have that attribute.

I am currently completing a master's degree in Disability Studies, hold a BA in Labour and Workplace Studies, and I hold a certificate in Workplace Learning. I work as a Human Resource Advisor & Accessibility Manager for an international corporation.

Other accomplishments I am proud of include writing a chapter in a book named *Still Living the Edges: A disabled women's reader*, receiving the Nellie McClung Manitoba 150 Women Trailblazer Award, and being placed on the 100 Most Fascinating Manitoban's list twice for my advocacy work.

I am the mom to a 16-year-old who, like me, was born with Achondroplasia. I am married to Ryan and we have just celebrated our 10<sup>th</sup> anniversary.

These are extraordinary times; advocacy is more important than ever for all LPs. In addition, ensuring that our BIPOC community is seen, heard, and included is critical in shaping LPA for tomorrow. I know the road can be hard, but I thrive on the hard and am eager for this challenge.

There is no doubt that LPA shaped me into who I am today. It was the launching pad for the advocacy work that I do. I want to give back to this organization that has given me so much. I would be honored to serve as your Advocacy Director.

## DEVELOPMENT DIRECTOR

### Development Director – Risa Rifkind



I am running for Development Director because I believe we are at a pivotal moment for LPA. We are at a moment where we need to decide what the organization's future will be and who it will serve. I deeply believe in an LPA led by Little People.

As the daughter of two average-height parents and the only Little Person in my family, I know the pivotal role of average-height family members in our lives. And with their blessing and agreement, LPs need to lead this organization because who else not only understands our lives but can share our culture and our dwarf pride.

The Development Director for LPA is responsible for the following:

1. Shall work with the Board of Directors and LPA Staff on identifying fundraising goals.
2. Shall be responsible for research and application for applicable grants and granting programs on behalf of LPA.
3. Shall oversee the Fundraising Committee.
4. Shall present a written annual report pertaining to the activities of this office at the annual conference.

As Development Director, I will work to create strategies that provide funding for new and existing programs that cultivate a sense of belonging and pride for current and future generations. I want to empower our community to advance in education, employment, and all areas that lead to full and independent lives. Funding strategies will also deepen the connection and understanding between Little People and the broader disability community. We are stronger when we work across social justice movements and intersectionality.

I know I have the right experience and background to execute all of my plans. I have spent the last 10+ years of my career in disability-led nonprofits and have served on several nonprofit boards, including as Treasurer for the organization CCAC. I have tripled fundraising efforts at CCAC, a newly created volunteer-run nonprofit.

I have also worked as a Program Officer for a fund at a large foundation, so I understand how to connect with Funders and successfully get grants. I also know how to build a culture of philanthropy so that Members are excited about giving. For LPA, this means first and foremost gaining back the trust of so many who have felt distanced.

At my day job, a small nonprofit based out of Chicago, I seek to advance leaders with disabilities because we know that we will create systems that will serve us when we are represented by those most marginalized.

Within LPA, I'm also serving as Chair of the Inclusion Committee. This is a new committee that is only just beginning and hopes to create a place where all Little People will feel welcome,

specifically those who have felt marginalized over the years, including LPs of color and their families. Creating this vision will take funding. I look forward to identifying ways to strengthen LPA's Inclusion, Diversity, Equity, and Accessibility work.

Recently, existing fundraising strategies allowed pharmaceutical companies that have since released a drug aiming to eradicate dwarfism, starting with achondroplasia, into our space. As Development Director and in cooperation with the Fundraising Committee, I will implement policies and practices that seek to grow our financial resources in a way that doesn't jeopardize our community.

As a lifetime member, I'm deeply committed to contributing to an LPA in which I want to raise our future family. We need to create funding strategies that will let LPA grow in a sustainable way that supports vital advocacy efforts and connects LPs to the resources they need. LPA has given me so much - lifetime friendships, role models, scholarships, and more - and I hope to contribute to an LPA that does this for even more people.

### **Development Director – Jon Welch**



I'm Jon Welch, and I am honored to be running for a second term as Development Director for Little People of America. I have been a dedicated member of LPA for over 52 years. I was first introduced to our organization when my parents met Bob and Jackie East and Al and Harriet Stickney who were some of the original and key founding members of LPA. I was very fortunate to have had them and other members serve as my mentors and resources during my initial upbringing. None of that would have been possible if my average height parents had not made that initial effort in becoming supportive of LPA. I remember attending my first LPA National Conference in 1973 which was in Oakland, CA. It is through LPA that I met and eventually married my wife of 26 years Sonia. It is also through LPA that we adopted our two sons Garrett (14) and Andrew (12).

Over time, LPA had given so much to me, that it was time for me to give back. My start in LPA leadership began as a chapter officer back in the early 1990's, and I have served multiple stints as Chapter President, Vice-President, and Treasurer. From there, I served as Assistant District 12 Director and then District Director. Angie Giuffre and I developed a collaborative working relationship and strong friendship that continues today. We created and ran the first of what would become many successful Multi-District and Regional Conferences. I then served as Western Regional Representative before being appointed to my current role as Development Director. As Development Director, I am responsible for creating and building relationships with organizations that ultimately lead to securing sponsorships for LPA.

My reasons for serving are simple:

- To give back to LPA, the organization that has given so much to me and my family
- To serve our LPA membership
- To serve towards strengthening our organization
- To serve our LPA community

As your LPA Development Director for the past three years, this is what has been accomplished so far:

- Established ongoing relationships with Corporate, Employment, & Medical Organizations
- Created and built a solid Corporate Sponsorship Committee that meets regularly
- Developed and created LPA Corporate Sponsorship packet marketing materials
- Established focused Sub Committees to align with our goals and objectives. These are as follows:
  - Corporate Sponsorship
  - Employment Sponsorship
  - GOAL (Grant for Overall Accessible Living)
  - Grant Writing
- Raised over \$155,000 in Corporate Sponsorship money
  - Past corporate sponsors have included
    - Boutique Recruiting
    - City of Hope
    - HBO
    - Johns Hopkins
    - Morgan Stanley
    - Nemours
    - Parking Systems
    - Wells Fargo
- Created, developed, and raised over \$140,000 in Year End Campaign funds in the past three years
- *Between Sponsorship and the End of year campaign, a portion of our donations are made by our members*

How do the allocated sponsorship funds impact LPA?

- Provide funds towards LPA National Conference which helps reduce overall operational expenses
- Provide funds towards creating LPA educational materials
- The committee provided start-up funds for the GOAL Fund

If elected for another term, here is what our committee and I have as part of our Strategic Plan for the next three years:

- Raise \$175,000 in Corporate Sponsorship Funds
- Raise \$50,000 in Grant Writing Funds
- Raise \$50,000 in Employment Sponsorship Funds
- Raise \$150,000 in End of the Year Campaign Funds
- Increase number of recurring Corporate Sponsors to 10
- Grow sponsorship committee to 10 members

Thank you for giving me the opportunity to serve as your LPA Development Director for this past term. It has been an honor to do so. As you can see, a lot of hard work has gone into building LPA's Corporate Sponsorship program to provide LPA resources both now and into the future. On behalf of the Corporate Sponsorship Committee, I look forward to having the opportunity to serve another term and continue to build upon our success.

As a current board member, I enjoy supporting our membership on LPA's Board of Directors. Our Board of Directors is a dedicated group of volunteers who work hard to represent our members and help LPA move forward and successfully progress into the future.



## PROGRAMS DIRECTOR

### Programs Director – Clinton Brown III



My intention to run for LPA Programs Director is rooted in my desire to serve little people. I will maintain and create new programs that will build skill sets needed for lifelong opportunities. I believe LPA is in a great position to provide programs that help members access employment opportunities, educational advancement, and social and financial independence.

I've been a member of the LPA scholarship committee for several years now and have seen the positive impact on those who receive them. Reading the submissions year after year, gives me such renewed hope for the future for little people here in the United States. There are so many driven and powerful members of our youth that want to pursue secondary education, master's programs, and doctorates. It is incredible what we can achieve.

Last year, I created the idea and framework for the Grant for Overall Access Living (GOAL) Fund, which LPA ratified and embraced with open arms. This fund sits within the responsibility of the Programs Director and will specifically be a place where our community can access funds that will get them on the road to independence. This fund can cover adaptations and construction in one's home, driving equipment, scooters, wheelchairs, devices for dressing, toileting, you name it. It's costly to be us! But we also all have the right to independence.

In 2009, my organization, the NY Towers athletic club, competed in DAAA. The Towers engaged LP's who lived in the NY tri-state area not only served as a team that played sports during conference, but as an ongoing athletic outlet as we held practices throughout the year for our members of all ages. I also created the Beyond The Rim program which brought the NY Towers to schools to teach their students about Dwarfism Awareness. This program reached thousands of students who became allies of the dwarfism community. Our message was simple – little people can be athletes too, there's truly an athlete in all of us. I am most proud of the fact that this program helped many little people who attended those schools in their acceptance journey amongst their peers.

I served on the board of directors during Gary Arnold's administration as one of his Finance Directors and have recently been serving as the District 2 Treasurer. In 2009, I also served on the conference chair committee for LPA Brooklyn and was personally able to secure over \$100k in corporate donations. I plan on tapping these sources and others if I am elected Programs Director.

Lastly, in my work life, one particular experience that serves me well in this role was my creation of an internal affinity group at the company I work for that is dedicated to employees with disabilities. I started it three years ago, and still lead the group today. We help shape policies

and procedures and create programs that help make our workplace more accessible for employees with disability and make our company's products and services more accessible for customers with disabilities. I've worked with cross-functional teams and have been able to convince C-suite executives the value of a company that designs, implements, and prioritizes with its disability community in mind.

My life has been a prime example of why independence, access to education, and adaptive technology can be the difference between leading a successful and fulfilling life or being in neutral at home unable to make a living and be an active member of society. When I was 16, if I didn't have access to adaptive drivers ed, I never would have been able to get back and forth to college 2 years later when I was a freshman at Hofstra University. If I hadn't been able to purchase a scooter, I would not have been able to get around campus, navigate stores, and daily living. If I hadn't had the family support to pay for \$30k of equipment in my Ford Windstar in 1998, I would have had to rely on friends, family, and inaccessible public transportation to get around. I am grateful for the opportunities I was afforded and now I want to help others unlock those opportunity for themselves.

Thank you for taking the time to learn about what I will bring to the organization if I'm elected as Programs Director.

### **Programs Director – Danielle Frank**



Our organization deserves empowering leaders who are passionate and dedicated to service. As we push forward together toward a more inclusive, accessible future, I am grateful for the opportunity to share why I believe I am the most qualified candidate to serve as Programs Director.

From my previous experience in this position and multiple leadership roles within our organization, I recognize the difference that our programs can make in the lives of members - whether they allow a child to find their forever family, an individual to attend their first conference and find community, or a member to fulfill the life-long dream of pursuing a college education.

As Programs Director, I will continue to ensure that our programs are inclusive, meaningful, and make a positive impact on the lives of current and future members. I will also have a strong focus on breaking down barriers that prevent any members of our organization from full participation.

An effective Programs Director should ensure that members feel supported and that their unmet needs are addressed. I've dedicated almost 10 years of service to LPA to pay it forward to an organization that has positively impacted my life so that others can experience the same benefits and strong community support.

From 2017-2019, I had the honor of serving a full term as LPA's Programs Director. I oversaw grant and scholarship programs which awarded over \$100,000. I helped to revise the college scholarship application to promote a more diverse applicant pool. I chaired various committees, ensuring that both LP and average height members had the opportunity to serve, and I worked

with stakeholders to increase the award amounts given to our college scholarship recipients. I gave careful consideration to assigning conference mentors, forging connections between first-time attendees and seasoned conference goers.

If elected for a second term, I look forward to strengthening these programs to ensure that they are equitable, retain member participation, remove barriers that prevent members from accessing these funds, and encourage input from both members with dwarfism and average height family members in deciding future initiatives.

When Billy Barty founded LPA, I wonder if he imagined that our organization would grow to include more than 7,500 members from all over the world. As we expand our reach and impact, I am proud to honor our legacy of helping people connect to life-changing resources, programs, and a community.

Since 2013, I have had the privilege of serving LPA members in various roles, beginning with the position of LPA's National Teen Coordinator. I developed conference programming, created a teen column for the *LPA Today* magazine, and launched LPA's Teen Ambassador Program. In recognition of my service, I was awarded LPA's Distinguished Service Award.

From 2013-2017, I served as the Liberty Chapter President. My contributions included co-chairing three successful regional conferences, organizing fundraisers which raised thousands of dollars to help offset event costs, and increasing yearly chapter events by 50%.

I served as LPA's National Young Adult Coordinator from 2015-2017. I developed the first national conference programming specifically designed for attendees ages 18-24. I also worked with LPA's Development Director to create the #LOVE4LPA giving campaign targeted to Millennial members.

After serving on the board for a full-term, I made the difficult decision not to run for a consecutive second term due to commitments outside of LPA. To ensure a smooth transition, I created a manual and worked closely with the incoming Programs Director to make sure that he felt well-equipped to be successful. I continued to serve on LPA's scholarship committee and worked as copy editor on the *LPA Today* magazine.

While my dwarfism and involvement in LPA have played an important role in my life, many other experiences have shaped my life as well. I hold a Bachelor's Degree in Sociology, a Master's Degree in Counseling Psychology, and a professional certificate in ADA Compliance. I work at Peirce College in Philadelphia as the Student Disability Services Coordinator. I also enjoy spending time with loved ones, participating in an LP Bible Study, co-leading a Lean In Circle for LP women, and staying connected with my alma mater, Arcadia University, where I served on the Board of Trustees.

At this pivotal time in our organization, I am eager to once again serve in a leadership role to support our shared goals, continue to enhance and grow our programs and their impact, and to break down barriers to make our organization more inclusive and accessible for everyone in our community.

## PUBLIC RELATIONS DIRECTOR

### Public Relations Director – Jennifer Crumly



Distinguished LPA Members, my name is Jennifer Crumly, and I am excited to announce my candidacy for the Director of Public Relations.

Having grown up in the LPA since I was a little girl, I was always so excited to engage with the wide variety of people our community was comprised of. LPs from all types of backgrounds, vocations, cultures, races, countries, genders, and identities. People who were incredible mechanics, stylists, doctors, social workers, actors, artists, mothers, fathers, and caretakers. I could go on and on listing the vast number of exceptional individuals that form the LPA, but I'm limited to 750 words. And growing up amongst these remarkable LPs I couldn't understand why the public's perception of us was so inaccurate.

This erroneous perception is something that I already passionately advocate against on behalf of our community and the Public Relations Director position would be a perfect fit to continue this passion.

A little about my background and credentials: I have a Bachelor of Science degree in communications with an emphasis in multiculturalism. I have been employed in numerous roles in the pharmaceutical and biotech industries for over 22 years and currently a CMC Regulatory Associate for a gene therapy company. My job involves interacting with global health agencies, such as the FDA and MHRA, to get our applications approved. Negotiation, framing narratives and creating influential and data driven content is something I'm well-versed in.

I've previously held the D12 Director and Assistant Director positions and can often be found at Nationals volunteering at the registration desk.

I have several pieces published on the lives of LPs both from a first-person narrative and the objective point of view to educate the general population. Engaging with the public is something that I am comfortable with and have been doing for quite a while.

Coworkers, teammates and Sr. leadership I work with consistently describe me as affable, collaborative and a solid team player. I am results driven and a problem solver - I enjoy finding solutions to complex issues. My company used to have an acronym that we lived by – G.S.D. Get "Stuff" Done. I am ready to get "stuff" done for the LPA!

As an outspoken individual I am eager to take this role into the future. I will align with Board on our position statements and suggest we reach a wider audience with more content featuring interviews of our diverse LP community. I will engage in honest dialogues with the press and media not only about what our community stands for, but what our community demands. I will bridge the current gap in our online presence by leveraging information across social media platforms. I want every new parent, family member, friend, or partner, to never worry or wonder if their loved one won't accomplish everything that they have set out to achieve simply because of their dwarfism. It breaks my heart to see new parents so concerned about their child's future and I hope the initiatives I will set forth in my term will help alleviate some of those concerns.

We are explorers and adventurers, intellectuals and scholars - a diverse community of respected individuals that I will promote on the vast array of media channels across the country. I have an aggressive personality, and I am admittedly assertive to a fault. However, I believe that is exactly what this position needs in the future. I want to see our community pushing forward and demanding what other minority communities have been able to achieve. I know that our numbers are small. I know that we don't have the same size nor impact as other outspoken minority groups. However, that does not mean we can't have a stronger, more unified and much louder presence in the future.

Won't you join me in this next phase of the LPA? As one of my hero's John Lewis famously stated, "Speak up, speak out, get in the way. Get in good trouble, necessary trouble!" Let's go get into some good trouble together! I'm Jennifer Crumly and I humbly ask for your support in electing me your next Director of Public Relations for the Little People of America.

### **Public Relations Director – Rebecca Fava**



My name is Rebecca Fava, and I am proud to announce my candidacy for Public Relations Director for Little People of America. For the last 17 years, I have been a member of LPA and seen it grow, develop, and thrive. Thanks to LPA, I met my husband and some of my closest friends. It's also the first place I felt I belonged; a feeling undoubtedly shared by many.

While I currently call District 2 home, I am also a proud former member of District 5. I have served both LPA and DAAA through holding office as Chapter President of the Mets (New York City) and working on the Public Relations team with the 2013 World Dwarf Games in East Lansing, Michigan. Those experiences have allowed me to gain knowledge of both organizations and work to serve their members while educating the public about dwarfism.

I am now asking for your vote as Public Relations Director.

My main objectives as PR Director will be the following:

- Educating the public about dwarfism through large- and small-scale efforts, ranging from working with major media outlets to produce content aimed at spotlighting the LP community to educating new parents at hospitals with information about dwarfism and LPA.
- Connecting with other disability communities and learning how they became pioneers for advocacy while creating that same path for those with dwarfism.
- Keeping an up-to-date social media presence to inform members on LPA events/news on local, regional, and national levels.
- Partnering with the LPA Today Editor on informing the LPA community on topics happening in LPA.

Due to efforts that I spearheaded at my workplace, during the upcoming season, the Brooklyn Nets and New York Liberty will become one of the first professional sports organizations to celebrate Disability Awareness Month, including recognizing Dwarfism Awareness Day.

If elected as your next Public Relations Director, I will help make LPA continue to grow, develop, and thrive.

Thank you for your time and consideration.

### **Public Relations Director – Rachel Keller**



My name is Rachel Keller, and I am running for the position of Public Relations Director. I have been a member of LPA all my life and consider myself to have grown up within the organization. The community that LPA has given me is one of the most treasured things in my life, thus I am excited to have this opportunity to return this gift. I am a clinical social worker, a trained mediator and have strong writing skills. I have previous board experience with another organization that provided training on diversity issues. I feel that my background combined with my natural love of communication makes me a strong candidate for this position.

People with dwarfism are facing new unique challenges that raise questions about our ability to live our lives. If elected I will work to strengthen our community and create a more dynamic presence both within disability communities and the general public. I want the public to know how rich and vibrant our dwarf lives are and how much pride we have. I will continue to advocate for self-respect and determination for all our members.

Thank you for your consideration in giving me your vote for Public Relations Director in this election.

## Bylaw Amendment Proposals

### **Bylaw Amendment Proposal #1** **National Board of Directors Eligibility - Membership**

#### **ARTICLE VI – BOARD OF DIRECTORS**

**SECTION 1-2** [Unchanged]

#### **SECTION 3 - ELECTION**

A [Unchanged]

B. The President must have been an active eligible voting member for ~~four~~ two membership years and have served in an elected or appointed position at the national, district or chapter level for at least two membership years. The reduction in the requirement to have been an active eligible voting member for two membership years is to be enacted starting with the 2023 election cycle.

C. Directors must ~~have been active eligible voting members for three membership years.~~ be members of LPA. The elimination of the requirement to have been an active eligible voting member for three membership years is to be enacted starting with the 2023 election cycle.

D-J [Unchanged]

**SECTION 4-12** [Unchanged]

PROPOSED BY:

Sofiya Cheyenne Brown, Inclusion Director and Inclusion Committee: Risa Rifkind, Lakshmi Shyamakrishnan, Maria McClellan, Rhonda Mendoza, Cara Reedy

REASON FOR PROPOSED CHANGES:

It is an exclusionary practice to require that a candidate be an active Member for so many years before running for the board. We believe by changing this requirement, more diverse voices will be part of future Boards. This proposed amendment explicitly addresses one of the 2021 Inclusion Diversity Equity and Accessibility assessment findings that everyone who participated in the survey and listening sessions “experienced feeling marginalized or left out.” And most participants indicated experiences “precluded or limited participation.” Since the President has to serve in another position before becoming President, it is expected they already will have been an active board member on the national, district, or chapter level for the two years before running.

**STATEMENTS IN SUPPORT:** None received.

## **STATEMENTS IN OPPOSITION:**

I think the current timelines and thinking for people in leadership positions need to be active and participating members of LPA should remain. Membership and activity speak to their dedication to the organization and allow people to know their character and integrity.

**Mary Ellen Little, District 2 Member and Co-chair of Bereavement Committee**

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I oppose the proposed amendment to remove the 3-year membership requirement for Directors. Allowing a member to be a Director candidate with zero LPA experience robs the Board of LPA institutional and cultural knowledge. Three years may be too long, but no prior membership requirement swings the pendulum too far the other way.

I understand the point made by the diversity Committee, but don't believe immediate eligibility for Board membership addresses the issue of marginalization or concerns re expenses.

**Angela Van Etten, District 4, Chapter Treasurer, and past national President (2005-2006)**



## **Bylaw Amendment Proposal #2 Schedule for National Election**

### **ARTICLE VI – BOARD OF DIRECTORS**

**SECTION 1-2** [Unchanged]

#### **SECTION 3 - ELECTION**

A-C [Unchanged]

D. Candidates shall make their intent of running for a position on the Board of Directors known one hundred and twenty (120) days prior to the first scheduled meeting of the Board of Directors at the annual national conference ~~a national election~~, by notifying the National Voting/Election Committee or President in writing.

E-J [Unchanged]

**SECTION 4-12** [Unchanged]

### **ARTICLE XVI – AMENDMENTS**

#### **SECTION 1 - METHOD**

These Bylaws may be amended ~~at the National Conference~~, provided that the resolution for amendment shall have been submitted to all Board of Directors one hundred twenty (120) days prior to the first scheduled meeting of the Board of Directors at the annual National Conference.

**SECTION 2-4** [Unchanged]

**PROPOSED BY:**

Jon North, LPA Programs Director

**REASON FOR PROPOSED CHANGES:**

The LPA Board of Directors is recommending this amendment to clarify the timing for the election of national officers and amending the Bylaws. Requiring candidate announcements and Bylaw amendment proposal submissions 120 days before the start of the national conference has been the convention followed by the Elections Committee for many years, this amendment formally documents this.

**STATEMENTS IN SUPPORT:** None received.

**STATEMENTS IN OPPOSITION:** None received.

## **Bylaw Amendment Proposal #3**

### **Notification of Elections**

#### **ARTICLE VI – BOARD OF DIRECTORS**

**SECTION 1-2** [Unchanged]

##### **SECTION 3 - ELECTION**

A-C [Unchanged]

D. Candidates shall make their intent of running for a position on the Board of Directors known 120 days prior to a national election, by notifying the National Voting/Election Committee or President in writing. Notification of the election and opportunity to run in the election must be distributed to all members eligible to vote in the election at least 6 months prior to the deadline for notifying for intent to run for a position in the election. Following the 6-month notice, Membership shall receive regular reminders.

E-J [Unchanged]

**SECTION 4-12** [Unchanged]

#### **ARTICLE VIII – DISTRICTS AND DISTRICT DIRECTORS**

**SECTION 1-2** [Unchanged]

##### **SECTION 3 - ELECTION**

The District Director, Assistant Director and District Treasurer shall be elected positions. Election by a simple majority vote of those present at a district meeting held between August 1 and December 1 shall determine the elections. At the discretion of the District Director and LPA National Election Committee, a district may choose to conduct the election using mail-in ballots. Notification of the election and opportunity to run in the election must be distributed to all District members eligible to vote in the election at least 60 days prior to the deadline for notifying for intent to run for a position in the election. Following the 60-day notice, Membership shall receive regular reminders. Additional officers may be appointed by the Director, including, but not limited to: Secretary, Parent Coordinator, and Young Adult Coordinator. Electronic balloting may be used if the Board of Directors obtains or identifies an acceptable and secure system, and non-profit laws allow electronic balloting.

**SECTION 4-7** [Unchanged]

#### **ARTICLE IX – LOCAL CHAPTERS**

**SECTION 1-10** [Unchanged]

**SECTION 11 – ELECTION**

The election of officers will be by a simple majority of votes in an election held between July 1 and December 1. A Chapter may conduct the election at a meeting announced to all members in advance and may choose to conduct the election using mail-in ballots. Electronic balloting may be used if the Board of Directors obtains or identifies an acceptable and secure system, and non-profit laws allow electronic balloting. Notification of the election and opportunity to run in the election must be distributed to all Chapter members eligible to vote in the election at least 60 days prior to the deadline for notifying for intent to run for a position in the election. Following the 60-day notice, Membership shall receive regular reminders.

**SECTION 12-18** [Unchanged]

**PROPOSED BY:**

Clinton Brown III, District 2 Treasurer; Sofiya Cheyenne Brown, Inclusion Director and Inclusion Committee; Risa Rifkind, Lakshmi Shyamakrishnan, Maria McClellan, Rhonda Mendoza, Cara Reedy

**REASON FOR PROPOSED CHANGES:**

Advance and regular communications around the election and member engagement need to happen earlier and more often. This allows more time for potential candidates to consider the crucial leadership roles at LPA and to learn more. Qualified board candidates should be identified and cultivated over time, and by requiring such notice, we set ourselves up to elect the most qualified individuals.

**STATEMENTS IN SUPPORT:** None received.

**STATEMENTS IN OPPOSITION:** None received.

## **Bylaw Amendment Proposal #4**

### **National Board of Directors Eligibility - Stature**

#### **ARTICLE VI – BOARD OF DIRECTORS**

**SECTION 1-2** [Unchanged]

#### **SECTION 3 - ELECTION**

A-D [Unchanged]

E. Candidate is ~~not~~ required to be a person of short stature, as defined by Article V, Section 1 of these Bylaws. This is to begin with the 2023 election cycle. Board members who are not of short stature will finish their term, and little people must fill all future vacancies following 2022.

F-J [Unchanged]

**SECTION 4-12** [Unchanged]

#### **PROPOSED BY:**

Clinton Brown III, District 2 Treasurer; Sofiya Cheyenne Brown, Inclusion Director and Inclusion Committee; Risa Rifkind, Lakshmi Shyamakrishnan, Maria McClellan, Rhonda Mendoza, Cara Reedy

#### **REASON FOR PROPOSED CHANGES:**

LPA needs to reflect the primary community that it serves, little people. Centering the voices of little people means having a board led by little people. LPA also serves the families of those with dwarfism, so we support and encourage average height participation in volunteer roles like participating on committees, local chapter or district leadership, and more. Per the 2021 Inclusion Diversity Equity and Accessibility assessment, “most respondents mentioned tensions around engagement and the role of average height members.” Dwarfs understand our lives best, and it is this perspective that needs to be the majority perspective in leadership and intentionally included and centered.

If this amendment passes, all average height board members would be able to finish their term as this would take effect for all future elections. This proposal does not target any current board member who is not a little person but instead recognizes that if LPA is going to do what the 2021 assessment suggests of centering little people, we need to start at the top.

#### **STATEMENTS IN SUPPORT:**

Little People of America is an organization dedicated to improving the lives of people with dwarfism. LPA needs to center LP voices to make sure that dwarfism pride, identity and culture continue strong through the next 60 years as research advances are causing our community to face

new and evolving ethical challenges. Average height parent volunteers are crucial to LPA and will hopefully recognize that representing LPA at the national level should be LPs. There are many other crucial roles within the organization that this bylaw would NOT keep AH volunteers from being involved in. Additionally, requiring these roles to be LPs allows more LPs to gain leadership experience valuable for advocacy and career development.

**Sarah Hunt, District 10 Member**

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#### **STATEMENTS IN OPPOSITION:**

I would like to officially voice my deep concern regarding Bylaw Amendment Proposal #4. I am currently the Average Height Parent Coordinator for LPA.

Officially limiting the 12 Board Positions to only people of short stature is ignoring and excluding a very large portion the membership of LPA. One question I have is – are there any Average Height parents represented on the Inclusion Committee? If not, it isn't a true Inclusion Committee. When an organization looks at Diversity, Equity, Inclusion, and Accessibility the light is meant to be shined on ALL members of that organization – marginalizing one group in favor of another group is not the goal. The goal is to create an environment where all members feel included, seen, and heard. There is no difference in the membership structure for people of short stature and average height family members, therefore all members should expect equitable benefits and eligibility.

Remember what the Mission Statement of LPA is: LPA is dedicated to improving the quality of life for people with dwarfism throughout their lives while celebrating with great pride Little People's contribution to social diversity. LPA strives to bring solutions and global awareness to the prominent issues affecting individuals of short stature **and their families.**

**Nicole Nastasi – National Parent Coordinator**

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I would like to voice my opposition to Proposal 4 for stature. As we are trying to be more inclusive as an organization, and even hired an inclusion director, I think we would be losing many qualified candidates. We have enough trouble filling the positions already, and then to cut down on the eligible candidates would be truly a loss. There have been several people who have made such an impact on our group over the years that would have been excluded if this passed.

**Mark Trombino, District 10 Director**

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I am respectfully submitting my opposition to any bylaw that would suggest we discriminate against anyone that does not have a form of dwarfism. How could we as a group of people that fight so hard against discrimination turn the table and do it ourselves? I am sickened that this would even be suggested, and I would question the legality of it.

**Mary Ellen Little, District 2 Member and Co-chair of Bereavement Committee**

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As an AH member of LPA for over 20 years, and a former chapter President, I oppose Bylaw Amendment Proposal #4 – National Board of Directors Eligibility - Stature. There is no logical reason that AH members cannot serve on the national board. By stating that an LP stature is required for these positions is discriminatory. Considering that 80% of little people are born to AH parents, this amendment is basically saying that LP parents cannot have a say. You will see a severe decrease in AH people volunteering across the board if this amendment is passed.

**Joanne Morgan, District 2 Member and Former Liberty Chapter President, Jack Morgan, District 2 Member**

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Since the founding in 1957, Little People of America has stressed the value of character, ability, and teamwork. It is these attributes that have enabled the LPA organization to move forward and continue to support dwarf individuals achieve their goals.

Dwarf individuals are our parents, partners, children, public officials, leaders, and financial benefactors. Dwarf individuals have a wide range of roles and achievement records in our society.

The dwarf individual often partners with their non-short-statured parents, partners, children, coworkers, public officials, and political leaders who support their own life goals in addition to those goals the dwarf individual is helping the LPA to achieve. The teamwork between dwarfs and non-dwarfs in LPA is a key factor to the individual and LPA achieving their goals

If this Proposal #4 is passed, it will not only adversely affect the progress LPA has made supporting individual character and ability, but will also harm the bonds of teamwork between dwarfs and all other members in LPA.

I recommend that the LPA membership vote no on this Proposed #4 Amendment.

**André Bourse, District 3 Member**

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LPA is an organization that serves and supports people with short stature and their families. The proposed amendment, as written, is exclusionary because it prohibits, by stature, who can serve an organization whose members comprise dwarfs and average height individuals, who have had associations with dwarfs. LPA prides itself on including all average height members associated with short statured individuals. Years ago, average height relatives were not permitted to be members of LPA. Returning to the practice of excluding average height members from an opportunity to serve and to contribute is regressive, not progressive. To prohibit a non-dwarf member from contributing to our organization in a leadership role is limiting LPA from benefitting from the expertise and ideas of others who are not dwarfs. If this amendment proposal is approved, it will negatively impact the diversity of the organization and will create divisions among members. When any member of LPA wants to run for a national office, the LPA voting membership will elect the most qualified individual to represent us regardless of stature. LPA

should not require all Board members to be dwarfs as this amendment proposal states. Vote NO on ByLaw Proposal Amendment #4.

**Annis Arthur, District 3 Member**

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I am strongly opposed to this change. Average size parents, spouses, siblings, and children are a vibrant part of our organization and have been since its inception. The idea that we would welcome them to volunteer their time and money at the chapter and district levels, but exclude them from the board of directors is misdirected at best.

Right now the board has two average-size members, comprising 18% of the Executive Committee. They spend many hours a month interacting with all of the members they represent and bring that experience to bear on the topics and votes that need to be made to run LPA. Over and above that, however, they also bring the perspective of our average height members who are part of our community and our organization.

Not allowing average height members on our board is exclusionary. It is also simply bad for the health of our organization who has to hear the voices of all our members.

**Lee Uniacke, Western Regional Representative**

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Hello, I'm an active member of the LPA-Puget Sound Chapter. I have served for the last 16 years as a President, Vice President, Advocacy and Education for schools and new families. I have worked alongside the amazing Spencer Family and many more who taught me the importance of welcoming both the average sized world and supporting the short statured world.

Both of my parents were average size. I grew up in Canada and was an active member of LP of British Columbia. LPBC needed our average sized members to help hold up the organization during times that our short statured members could not serve. My Mother played a major role in supporting new parents, hosting conferences and representing me when I was a minor and was unable to serve. Without her, LPBC would not stand. She sat with short statured members and always respected that this was their organization. She brought her profession as a Provincial adoption advocate to work alongside some amazing short statured members.

That brings me to my concern about Bylaw Amendment Proposal #4. I am deeply concerned that this proposal will divide what LPA is all about. Differences even within LPA are so important. Average size parents bring something to the table and I believe, should always be respected and represented. Do they truly understand the journey of having dwarfism, no they don't however they bring a different journey and that should also be honored and respected.

Stay Well,

**Christina Reynolds, Vice President, Puget Sound Chapter**

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As a lifetime member of LPA, I wanted to voice that I am deeply hurt by the new Bylaw Amendment Proposal #4.

It proposes that Average Height (AH) members should no longer hold board positions. In my 53-Years' experience as a member of LPA, there have been many AH board members who have served our community so that their loved ones and many others could benefit.

The reasoning for this amendment given by the proposal states: "*LPA needs to reflect the primary community that it serves, little people*" The hypocrisy being that this amendment forcibly centers LPs by assuming AH members do not benefit from LPA's service.

You have proposed another amendment to prevent members of the same family from holding multiple board positions to prevent bias. I agree with this action. But if you bar AH members from board positions, you will ensure that over time LP-only families will have more power over our organization than our members with AH families.

Recently, we have seen a drastic loss of support vocalized against LPA leaving members out of its decision-making. We will NOT fix that by making ourselves more exclusionary. You will alienate a large part of LPA in the aim of prioritizing specific voices.

LPA is here to provide a supportive and inclusive environment that many LPs struggle to find outside of LPA. AH family members are a crucial part of creating that environment and it is important to keep their supportive voices in our organization.

**Kelly Lee, Lifetime Member, LP Parent Coordinator Co-chair, (2019-Present) Montana  
Big Sky Chapter President, (2003-2006)**

**Ernie Lee, Lifetime Member, Former DAAA Board Member, Former District 11  
Treasurer**

**Morgan Lee, Lifetime Member, Co-Chair of Skeletal Dysplasia Week for The Painted  
Turtle Camp for Kids with Skeletal Dysplasia Week, (2018- Present) Social Media  
Chair and Teen Ambassador (2014-2017)**

**Bobby Lee, Lifetime Member**

**Chae Lee, Lifetime Member**

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The proposal to exclude or differentiate average height members seems, to me, to be extremely alienating. As an average height parent actively involved in this organization for the last 35+ years, I feel as if I've just been slapped in the face.

I was active in helping organize and establish Chapter 49 as well as District 13, I've served as District 13 director for two terms, as co-chair of the 2010 Nashville National Conference, and from 2012 to present as a member of the Conference Management Committee. Myself and many other average height members and their extended family have volunteered thousands of hours to an organization we love. We do this because we want to see this wonderful organization continue for future generations.



So many LPs active in the organization today are children of average height parents. These average height parents made LPA a priority for their children. They attended chapter meetings, regionals, and national conferences all with the hope of instilling pride, confidence, and self acceptance in their LP children.

This proposal clearly lets us know that volunteering all our time, energy, resources, skills, and so much more is fine, however don't expect a seat at the table. It tells us that working tirelessly for an organization we love and believe in doesn't love or believe in us. I find it very sad that despite all of the talk on inclusion, this proposal excludes one of your most valuable assets.

Please read this proposal very carefully and vote NO.

**Sheryl Hankins, District 13 Lifetime member**

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We oppose this amendment as written.

We appreciate and agree with the intent to ensure LP's have a majority voice in the advocacy and policy direction of LPA.

As LP's, we recognize that our experience is unique from the AH perspective.

Equally important, we must also recognize that we don't have intuitive insight into the needs of our AH members.

LPA must be the first place that new families are guided to after a diagnosis. LPA must be the support system for new families, that is separate, better and more human than that given by a diagnosing clinician. LPA must be a welcoming place for all families.

We would support the Board be majority LP, but not the strict exclusionary language in this proposal.

We need a team of optimistic, empathetic, dwarf-pride advocates... both LP and AH.

**Jon North, Programs Director and Melinda North, Conference Workshops Coordinator,  
Life Member**

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As an Average Height custodial grandmother, I deeply respect LP leadership and value the daily guidance they've given us. However, I believe AH family members should be allowed to serve on the board if they have desire and meet the qualifications. My goal has been to lead by example. Our grandson has learned by watching me serve in a leadership capacity. He's currently chapter teen coordinator, serves in the Boundless Washington leadership program for youth with disabilities, and at 12 years old spoke at the Washington State Capital in support of a bill to ban dwarf tossing. He is the next generation of LPA leadership. Prohibiting AH family members from serving on the national board could preclude LP youth from leadership growth within LPA.

A contributor to this amendment also encouraged on amendment #10 "a good mix of both short stature and average height point of views". Why would a good mix be encouraged on the local level but forbidden on the national level? These amendments would create a lack of consistency

throughout LPA. This amendment bans AH members from the national board, amendment #10 requires 2 LP Chapter members and there's no requirements at the district level. It seems requirements should be consistent for Chapter, District, and National.

As a dedicated AH family member who's served LPA with passion for over 10 years, I'm strongly against this amendment. I consider it an honor to give back to the organization that has helped us raise a strong and confident young man.

### **Deana Harris, District 11, Puget Sound Chapter President 2017-Current**

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The LPA community is one that includes the person with dwarfism and the strength that family members and friends provide. While it could be understood that the LPA community should have a strong presence of people with dwarfism in leadership roles, not including people of average height in Board Member roles leads to a sense of segregation in a community that relies on the talents of all its members. Limiting the participation to someone's physical appearance seems to contradict the purpose of the organization. If this suggestion was to be put in place throughout the organization, we would find the organization in a different place today. Limiting a person to just lower positions due to their height when the organization is only as strong as our brightest, our most passionate and our most driven could limit the possibilities of the organization as a whole. LPA has come so far yet has so far to go in order for the LP community to fully prosper. Sending a message that height is a restriction in guiding this endeavor is misleading when our community strives on the fact that your height makes no difference at all in this world. People of average height offer a different perspective in the LPA community. A perspective that is different yet important and should be respected for the overall goals of the LPA community. Limiting leadership in any manner in such a small community can hinder the possibility of the organization and the members it supports.

### **James and Darlene Korpai, District 2 Members**

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Prior to 1996 average-height members in LPA were designated as "auxiliary" and did not have the right to vote for officers or hold office at the higher levels of LPA. In the twenty-five years since a handful of average-height members have served as District Directors or District Regional Representatives, and two have served in other Board of Director positions, both as Treasurer, a job requiring very specific financial knowledge and skills. So, I question what exactly is the point of this Bylaw? What are the motives behind it? If the membership of LPA desires to have a structure whereby average height parents are "auxiliary", or "ally's" in today's common wording, as opposed to full participating members, then let's talk about that. Let's frankly discuss, debate and consider making that potential organizational positional shift including all its ramifications. Fundamentally altering the membership make-up of LPA should be a task that is undertaken transparently and thoughtfully by all the stakeholders of LPA, not hurriedly pushed through in governance documents and based on a survey open for 2 weeks with participation of less than 250 respondents out of a 7000+ membership.

### **Joanna Campbell, District 12 Director 1996-1998, National Executive Director 2006-2017, Conference Management Committee 2005-2014**

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This proposal makes me incredibly sad to think that this is where we are; proposing divisions in the rights between short-stature and average-stature members **of our community**, when one of our primary goals is inclusion.

This amendment *conveys a message of exclusion* to our AH members; it's not actually addressing a problem. Since the early 1990s, when average-stature members could serve on the board, there have been only five AH national officers, serving a total of 19/233 (collective) years (8%). Attacking those active, supportive volunteers of our community should not be our road to inclusion.

As babies with dwarfism are born, AH parents will decide whether LPA feels welcoming. There's nothing more vulnerable than being a parent and trying to decide what's best for your child. Am I doing it right? Will they be happy, productive, kind, healthy, successful... there's a never-ending list of worries. If the message portrayed is that we exclude AH families, we will never get to meet, mentor, help, befriend the LP children born to AH parents. They won't get the opportunity to walk into the door because their parents feel their voice doesn't matter, therefore LPA is not their "home". I lose sleep over the orphaned LP children in other countries that we haven't found. This is the same concept. If they don't walk in the door, then they never get to experience the dwarf pride that comes from chapter, district, national events. Let's keep the door wide open for all of our members.

**Colleen Gioffreda, National Adoption Coordinator, SWAT Program Co-Chair**

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I feel it is imperative to have a "town hall" ASAP on this. Many people don't read bylaws and vote yes (thinking the Board is 100% in favor)... Numerous AH members have devoted their lives to LPA. AH members deserve to know the reasoning behind this proposal. Is it fear of AH's who support Biomarin? That certainly isn't the majority. AH members support LPA on many levels: financially with memberships for 18 years or more, and creating fundraisers for LPA; physically volunteering at all levels; emotionally/mentally providing as role models for their LP's as leaders in LPA; etc. I have consistently volunteered for 24 years. This proposal insinuates that AH members don't take the time to get to know LP's and their perspective on issues both inside/outside of LPA. Some of my best friends are adult LP's, and I value their opinions more than I could ever express. I have personally heard the Board praise AH members for all they do for LPA at all levels and find it hard to believe that the Board would be in favor of this proposal. LPA has much to lose by alienating/antagonizing a very integral part of LPA. I pray with all my being that this does not come to fruition.

**Gaill Blackburn, District 10 Director 2016-2021**

**Bylaw Amendment Proposal #5**  
**National Board of Directors Eligibility - Household**

**ARTICLE VI – BOARD OF DIRECTORS**

**SECTION 1-2** [Unchanged]

**SECTION 3 - ELECTION**

A-E [Unchanged]

F. Two people from the same household may not hold National Board of Directors positions at the same time.

F-J [Incremented and Unchanged]

**SECTION 4-12** [Unchanged]

**PROPOSED BY:**

Michael Petruzzelli, Eastern Regional Representative

**REASON FOR PROPOSED CHANGES:**

This amendment is being submitted to fairly safeguard the impact of each elected board member's vote, and out of caution to ensure that the IRS good governing practices for a tax-exempt organization are being followed. The IRS considers related board members to "not be completely independent", and LPA is required to acknowledge family members on the board to the IRS in annual filings. Due to the nature of the organization, there could be several instances where board members from the same household could be elected for positions within the same board cycle, creating a possible "less independent" board in the eyes of the IRS. In order to conduct an official board meeting, where board members are voting on motions, it is important to be able to form a quorum of directors. The IRS regards two family members as "one mind", so there is one less person to fill the quorum requirement if two board members are related. Even if the quorum of six is met, (which would require seven people if two are related), two of the same family could potentially hold 28.5% of the entire board vote. Also, if there is an event in the board members' household in which they cannot attend the board meeting, then it could be more difficult to proceed with board business due to two people missing the meeting at once. Finally, LPA's goal of striving for more diversity and more inclusion is negatively impacted by members of the same household voting on the policies of the organization.

**STATEMENTS IN SUPPORT:**

I am in agreement with all statements that suggest two people holding a leadership position should not be related or living in the same household. Two people in the same household would

usually be of like minding and thinking and not creating diversity. It is also pretty evident in the submission of these proposals since many are submitted and supported by two people who are married.

**Mary Ellen Little, District 2 Member and Co-chair of Bereavement Committee**

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Board members bring a very diverse set of perspectives and experiences to the table. Family members are apt to share too much commonality, such as socio-economic status, geographic location, and ethno-racial background. A reduction in diversity could harm the quality of decision making and leadership as well as create a conflict of interest.

For the reasons listed above, I support amendment proposal #5.

**Deana Harris, District 11, Puget Sound Chapter President 2017-Current**

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It is so important to maintain the integrity of the organization by not having two people from the same household hold National Board of Directors positions at the same time.

**George J. Rossitto, District 12 Member**

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**STATEMENTS IN OPPOSITION:**

I am in opposition to Bylaw Amendment Proposal #5. Given LPA's fluctuating size as an organization, it is natural that there may be circumstances where more than one member of a household may sit on the National Board of Directors. This is particularly common in disability organizations that center issues of families. It is perfectly reasonable that if there are conflicts of interest members remove themselves. This amendment would be reasonable if it centered specifically on a relationship between the treasurer (a role responsible for the finances of the organization) and another board member. This would also be consistent with another proposed amendment in this package and existing policy regarding Chapters. However, as currently stated, this amendment would create needless hurdles to stop individuals from running for office.

**Rebecca Cokley, District 2 Member**

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This bylaw doesn't solve a current problem that LPA has or has had in the past. With 11 Executive Officers, having two in the same household does not pose a majority risk for decision making or for making quorum. The IRS completely allows spouses, siblings, and two board members to be from the same household as long as it does not interfere with disrupting business and quorums. There are countless corporations, 501c3's and other IRS recognized entities that have

boards that happen to have two individuals in a household on them, they operate seamlessly and effectively and fair. This bylaw also does not align with the chapter and district bylaw which specifically says a Treasurer and President cannot be in the same household. This caveat if applied to Bylaw 5 would make more sense from a fiduciary standpoint. LPA's 501c3 status is not at risk at all due to the number of board seats we currently have (11). Due to virtual meetings, board members can take board calls from the convenience of their phone no matter where they are, so there are very few dire emergency situations where both members would not be able to make a meeting. For these reasons, you should oppose this Bylaw as it is written.

**Clinton Brown III, District 2 Treasurer**

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## **Bylaw Amendment Proposal #6**

### **National Board of Directors Eligibility – Experience Requirements**

#### **ARTICLE VI – BOARD OF DIRECTORS**

**SECTION 1-2** [Unchanged]

#### **SECTION 3 - ELECTION**

A-E [Unchanged]

F. The following experience qualifications will be required for candidates starting with the 2023 election cycle. Board members who may not meet these requirements will finish their term, and all future vacancies following 2022 must be filled by candidates who meet these qualifications:

a. President

1. Must have previous experience with nonprofit board service outside of LPA
2. Must have knowledge of ethics and nonprofit governance

b. Finance Director

1. Must have at least 10 years of nonprofit finance experience and/or a relevant financial advanced degree and/or certification

c. Membership Director

1. Must have experience with member and community engagement outside of LPA

d. Inclusion Director

1. Must have training and/or relevant experience with diversity and inclusion work

e. Programs Director

1. Must have experience building and creating programs

f. Public Relations Director

1. Must have experience working with the media, creating social media and messaging, and have strong verbal and communication skills

g. Advocacy Director

1. Must have knowledge and connections in the disability and social justice spaces.
2. Must be knowledgeable about public policy and disability policy.

h. Development Director

1. Must have experience creating and implementing fundraising strategy.

F-J [Incremented and Unchanged]

**SECTION 4-12** [Unchanged]

PROPOSED BY:

Sofiya Cheyenne Brown, Inclusion Director and Inclusion Committee: Risa Rifkind, Lakshmi Shyamakrishnan, Maria McClellan, Rhonda Mendoza, Cara Reedy

REASON FOR PROPOSED CHANGES:

The Board of Directors is responsible for so much of LPA's success. It is critical that experienced individuals hold the Board positions with the necessary skills to succeed and best represent LPA's interests internally and externally.

**STATEMENTS IN SUPPORT:** None received.

**STATEMENTS IN OPPOSITION:**

- During my volunteer time, I've seen the most successful, impactful Board members are those who are willing to learn, put in the hours, and listen to our members – not those with ten years of related experience, or work-related contacts.
- The proposed requirements are exclusionary and will prohibit many interested people from volunteering: those unable to get degrees, or people with enthusiasm but don't have related experience yet. LPA should be inclusive: interested passionate people should be able to volunteer, and gain experience.
- This proposal would reduce eligible candidates, could result in open positions and therefore unintentionally require those positions be filled by Board appointment, not voters.
- Board compositions should be blended: those with lots of experience, and those with less experience but fresh ideas. This proposal will result in only people with the privilege of experience.
- LPA has staff and mentorship opportunities to provide the technical support for newer Board members.
- LPA should give people opportunities for experience, not create barriers to entry.

**Jon North, Programs Director**

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I am in disagreement with requiring any professional or educational requirements for board positions that are voluntary and unpaid. These are elected positions if someone has a personal professional or educational background that would help in these volunteer positions all the better but should not be required.

**Mary Ellen Little, District 2 Member and Co-chair of Bereavement Committee**

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I am opposed to this change because while having experience with other non-profits is nice to have, requiring specific involvement in outside organizations is arbitrary, and will exclude many, if not most, of our members from running for our highest offices.



The proposed requirement for President is a good illustration of this. “The President...Must have previous experience with a nonprofit board service outside of LPA”. This means that a person who grew up in LPA and spends all their free time supporting LPA and LPA events, could NOT run for president. This is a nonsensical requirement that I suspect would have excluded many of our past, and best presidents.

The requirements for the other board members are all things that we should look for as voting members of the organization, but rejecting candidates on the subjective criteria proposed seems like a bad idea.

**Lee Uniacke, Western Regional Representative**

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As a community seeking diverse voices, we should not place barriers to having access for our voices being heard. We are a democratically run organization; voting by the membership is the best arbiter of a worthy candidate. We would love to have a board full of perfectly qualified members, but to require such specific experience is too much for a grassroots, volunteer organization. Encouraging mentorship, collaboration, and teamwork may serve us better to ensure that the board is working at its full potential and capacity.

**Colleen Gioffreda, National Adoption Coordinator, SWAT Program Co-Chair**

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## **Bylaw Amendment Proposal #7**

### **National Board of Directors Term of Office**

#### **ARTICLE VI – BOARD OF DIRECTORS**

**SECTION 1-5** [Unchanged]

#### **SECTION 6 – TERM OF OFFICE**

Board Members shall serve no more than two (2) consecutive full terms in a specific role on the Board of Directors. Starting with the 2023 election cycle, board members other than the President must take a break after serving for two consecutive terms for at least one election cycle before running for a new position. Members may hold more than one office on the Board of Directors, consecutively or at different times in their life.

**SECTION 7-12** [Unchanged]

#### **PROPOSED BY:**

Sofiya Cheyenne Brown, Inclusion Director and Inclusion Committee: Risa Rifkind, Lakshmi Shyamakrishnan, Maria McClellan, Rhonda Mendoza, Cara Reedy

#### **REASON FOR PROPOSED CHANGES:**

LPA will be a stronger and more sustainable organization when more little people are able to run for leadership positions. We must create a structure that supports the regular transition of leadership, invites more people to run for positions, and puts a cap on how long anyone can be in leadership. With the exception of the President, Board members should only be able to serve two consecutive terms (max of 6 years) before taking a break for at least one election cycle. The President is exempt from taking a break as the President has to serve in another position before becoming President, it is expected they already will have been an active board member on the national, district, or chapter level for the two years before running.

**STATEMENTS IN SUPPORT:** None received.

**STATEMENTS IN OPPOSITION:** None received.

## **Bylaw Amendment Proposal #8**

### **National Board of Directors – Removal**

#### **ARTICLE VI – BOARD OF DIRECTORS**

**SECTION 1-8** [Unchanged]

##### **SECTION 9 – REMOVAL**

A [Unchanged]

B.

1-2 [Unchanged]

3. Board members may be removed if petitioned by and voted by no less than-one-tenth (1/10) of all members authorized by these Bylaws to vote.

C [Unchanged]

**SECTION 10-12** [Unchanged]

#### **ARTICLE VIII – DISTRICTS AND DISTRICT DIRECTORS**

**SECTION 1-6** [Unchanged]

##### **SECTION 7 – REMOVAL**

A [Unchanged]

B.

1-2 [Unchanged]

3. District Directors may be removed if petitioned by and voted by no less than-one-tenth (1/10) of all members authorized by these Bylaws to vote.

C [Unchanged]

**PROPOSED BY:**

Sofiya Cheyenne Brown, Inclusion Director and Inclusion Committee: Risa Rifkind, Lakshmi Shyamakrishnan, Maria McClellan, Rhonda Mendoza, Cara Reedy

**REASON FOR PROPOSED CHANGES:**

Membership needs to have the option to remove board members they feel are not reflecting the values of LPA. This needs to be possible on both the local and national levels.

**STATEMENTS IN SUPPORT:** None received.

**STATEMENTS IN OPPOSITION:**

I oppose this bylaw amendment wholeheartedly. We currently have a fair and equitable election system in LPA in which members have the opportunity to vote in and vote out officers when their current term expires based on the person's performance and fidelity to the position and organization.

1. I understand what it takes to hold office. It took time to get my feet wet, adjust, and settle into the position. There is a learning curve that one goes through which deserves patience. Allowing petitioning for someone to be removed at any point during their term is imprudent and counterproductive.
2. This amendment, as it is written, is vague. What constitutes "not reflecting the values of LPA" - this line reads very subjectively, can be based on how the person's conduct, or on a petty matter with little or no relevance to serving in the position.
3. Collecting names for a petition to get someone out of office is counter to a collaborative problem-solving approach. It can become vitriolic, non-democratic, and would create a popularity contest-like culture. If the person is genuinely not appropriate to serve in the position and their actions and opinions go against the organization's values, I would rely on the other board members under the president's leadership to identify the problem and remedy it.

Please vote against bylaw amendment proposal #8.

**Michelle Kraus, Public Relations Director**

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The wording of this amendment causes it to be very unclear on what the protocol would look like. Prior to submitting this statement, clarification was requested from the originators with no response.

“District Directors may be removed if permitted by and voted by no less than one-tenth (1/10) of all members authorized by these Bylaws to vote”

Does this mean that a District Director can be voted out of their position if 1/10th of the membership vote to have them removed, thus disregarding the other 90%? Or is it saying that a vote to have them removed must have participation of at least 1/10th of the authorized voters in order to be considered a valid vote? If it is the latter, would it then be a simple majority to vote them out?

This amendment is extremely vague, lacks clear direction and could allow for conjecture upon execution. Due to the lack of concise verbiage and clear direction as to what this process would look like, I am in opposition of this amendment.

**Deana Harris, District 11, Puget Sound Chapter President 2017-Current**

## **Bylaw Amendment Proposal #9**

### **District Officers – Same Household**

#### **ARTICLE VIII – DISTRICTS AND DISTRICT DIRECTORS**

**SECTION 1-2** [Unchanged]

#### **SECTION 3 - ELECTION**

The District Director, Assistant Director and District Treasurer shall be elected positions. The District Director and District Treasurer shall not be the same person nor shall be from the same household.

Election by a simple majority vote of those present at a district meeting held between August 1 and December 1 shall determine the elections. At the discretion of the District Director and LPA National Election Committee, a district may choose to conduct the election using mail-in ballots. Additional officers may be appointed by the Director, including, but not limited to: Secretary, Parent Coordinator, and Young Adult Coordinator. Electronic balloting may be used if the Board of Directors obtains or identifies an acceptable and secure system, and non-profit laws allow electronic balloting.

**SECTION 4-7** [Unchanged]

#### **PROPOSED BY:**

Eastern Regional Representative Michael Petruzzelli, Central Regional Representative Joseph Tateoka and Western Regional Representative Lee Uniacke.

#### **REASON FOR PROPOSED CHANGES:**

This amendment prevents a District Director and District Treasurer being from the same household, consistent with the restriction on Chapter President and Chapter Treasurer. This is good political and financial policy in an organization.

**STATEMENTS IN SUPPORT:** None received.

#### **STATEMENTS IN OPPOSITION:**

I am not in favor of Amendment 9. Sometimes just to find people to run, they may be in the same household. This is the case for District 10 currently. We tried everything possible to find a District Director and a District Treasurer. But when no one would step up, as is common in LPA, Carol agreed to stay in this role. To think qualified LPs are all the sudden going to start to run for more offices is unlikely. While I do see it as a best practice to not have this same household, it should not be an amendment.

**Mark Trombino, District 10 Director**

## **Bylaw Amendment Proposal #10**

### **Chapter Officers Eligibility - Stature**

#### **ARTICLE IX – LOCAL CHAPTERS**

**SECTION 1-9** [Unchanged]

#### **SECTION 10 – OFFICERS**

The Chapter shall elect a President and Treasurer. If there is no President or Treasurer elected to run the Chapter, the District Director overseeing the Chapter may appoint these positions to complete a term. The Chapter may also elect a Vice President and Secretary and other positions; if there are no candidates and the Chapter wants the positions filled, these positions may be appointed by the Chapter President.

One person may hold two positions except the Chapter President and Treasurer shall not be the same person nor shall be from the same household.

At least two of the Chapter Officers must be of short stature, as defined by Article V, Section 1 of these Bylaws.

Chapter officer terms shall be for two years. Officers may serve up to three consecutive terms, more if there is no other member willing to run for election to the position.

**SECTION 11-18** [Unchanged]

**PROPOSED BY:**

Clinton Brown III, District 2 Treasurer

**REASON FOR PROPOSED CHANGES:**

This ensures that we as an organization at a chapter level continue to promote and encourage short statured members to run for local positions of leadership to build their skill set as future leaders of LPA. This proposal encourages that there's a good mix of both short stature and average height point of views and representation at a local level. The local level is also where the LP role model relationship is built best, and this bylaw helps to ensure that those relationships will and can grow in every corner of America within LPA.

**STATEMENTS IN SUPPORT:** None received.

## **STATEMENTS IN OPPOSITION:**

I would like to officially voice my deep concern regarding Bylaw Amendment Proposal #10. I am currently the Average Height Parent Coordinator for LPA.

Please look at the demographics of the officer pool throughout LPA. There were many years in the Houston Chapter, that if the Average Height Parents hadn't been officers, there would not have been a Chapter. At no point in time were the people of Short Stature in our Chapter discouraged from running for office. I would also like to point out that mentoring and being a role model is not limited to Officers. Leigh Ann Cutting was a Mentor for my daughters for years, and she was not an Officer at that time.

Remember what the Mission Statement of LPA is: LPA is dedicated to improving the quality of life for people with dwarfism throughout their lives while celebrating with great pride Little People's contribution to social diversity. LPA strives to bring solutions and global awareness to the prominent issues affecting individuals of short stature **and their families.**

### **Nicole Nastasi – National Parent Coordinator**

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I would like to voice my opposition to Proposal 10 for stature. It should not make a difference if the person running for LPA office is average height or a little person. We need to find the best qualified candidate to fill each position.

### **Mark Trombino, District 10 Director**

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As written this proposal would exclude an average sized person from holding office if the chapter only has a President and Treasurer.

### **Angela Van Etten, District 4, Chapter Treasurer, and past national President (2005-2006)**

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At times at the District level, and much more often at the Chapter level, we have very few members step forward to run for officer positions. In our Chapter for instance, the officer positions have been filled by a small group of members that have rotated in and out of officer positions for many years. As an example, I have been a member of our local chapter for 25 years and I am on my fourth two-year term (only two were consecutive) as Chapter President during that time. Within those terms, my wife and I were Co-Presidents for one term and my son and I currently fill the Chapter officer positions of President and Vice-President. During our last election period, my son and I elected to fill the positions because we had no candidates. In addition, due to a lack of candidates, we have had the same Chapter Treasurer for over 20 years. That person will be relocating, and the Treasurer position will soon be vacant, and I anticipate a very difficult time backfilling.

What we experience, as I am sure many other Chapters experience, is a few families being willing to fulfill these positions. Based on that, I think that it would be very detrimental to limit officer eligibility based on people residing in the same household. In addition, requiring at least two of the officers be people of short stature, further limits the Chapter's ability to fill the positions.

For the aforementioned reasons, I am opposed to the proposed restrictions on officer eligibility.

**Dennis Otsuka, President, Chapter 36**

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As current Puget Sound Chapter President, I'm honored to serve with three LP officers. During the 8 years I've served as a chapter officer the makeup has been very diverse but always effective. The bylaws state to have a valid chapter there must be a President and Treasurer, that's it. What if there are only 2 people who are willing to serve, and they are both AH? Does that mean the chapter will discontinue existence and the community will no longer be served by the local LPA chapter? The goal should always be to have a diverse group serve as chapter officers but that isn't always feasible or attainable. This amendment provides no provision for what would happen should there be no LP willing to serve or if there is only one LP and one AH willing to serve. LP role model relationships cannot and will not grow on every corner of America for LPA if there is no chapter because they do not have 2 LPs to serve.

If approved, this amendment along with amendment #4 would create a lack of consistency throughout LPA. This amendment requires at least 2 LPs be chapter officers, there are no definitions for quantity of LP members at the district level and Amendment #4 states only LPs may serve on the national Board of directors. It seems as though there should be consistency at the Chapter, District, and National levels.

Due to the reasons listed above, I am in opposition to this amendment.

**Deana Harris, District 11, Puget Sound Chapter President 2017-Current**

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I understand the desire to have LP voices heard and respected throughout this organization. After all, we are the ones living this unique, amazing, and awesome experience of being an LP within LPA.

When thinking about these bylaw proposals, I read several research articles about the deaf community and their responses to cochlear implants. And what seemed to be the overall message was that if parents choose cochlear implants for their child, they could also benefit greatly from learning ASL and still remaining in the deaf community, even if the cochlear implants were considered successful. There have been many comparisons over the years between LPA and the deaf community, and I think the general conclusion may be the same. Whatever LP children and their parents decide to pursue as a healthcare option, the overall health of the child can only be improved by being included and welcomed into LPA, the largest support organization for people with dwarfism and their families.



What does this have to do with chapter officers? We struggle **now** with filling all chapter positions, let alone making more rules which highlight exclusion of one group of people. Everyone now has the opportunity to run for chapter or district office – if an LP would like to run for office, they should do so. There is so much to do within LPA, and there aren't enough volunteers. Let's allow our elections to determine who we vote for, rather than having to abide by restrictions which dictate officers' height.

**Colleen Gioffreda, National Adoption Coordinator, SWAT Program Co-Chair**

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Unfortunately, there are many LP's who don't step up in leadership roles for one reason or another. That's their choice and they should not be made to feel guilty because the Chapter will fold if they don't step up. Also, many chapters are small and may not have that option if most of the members are AH parents to minor LP's. The Board needs to seriously consider the ramifications of this proposal.

**Gaill Blackburn, District 10 Director 2016-2021**

## **Bylaw Amendment Proposal #11**

### **Chapter Funds**

#### **ARTICLE IX – LOCAL CHAPTERS**

**SECTION 1-9** [Unchanged]

#### **SECTION 10 – OFFICERS**

The Chapter shall elect a President and Treasurer. If there is no President or Treasurer elected to run the Chapter, the District Director overseeing the Chapter may appoint these positions to complete a term. The Chapter may also elect a Vice President and Secretary and other positions; if there are no candidates and the Chapter wants the positions filled, these positions may be appointed by the Chapter President.

One person may hold two positions except the Chapter President and Treasurer shall not be the same person nor shall be from the same household.

Chapter officer terms shall be for two years. Officers may serve up to three consecutive terms, more if there is no other member willing to run for election to the position.

However, if after three consecutive terms of the current Treasurer a new Treasurer is not elected or appointed, then the Chapter Funds will be moved to that Chapter's District Treasurer to be managed until a new Chapter Treasurer is named.

**SECTION 11-18** [Unchanged]

**PROPOSED BY:**

Clinton Brown III, District 2 Treasurer

**REASON FOR PROPOSED CHANGES:**

This provides a safety net for chapters to allow activities such as meetings, regionals, and other general business to continue in the event of a sudden departure or gap in volunteerism at the treasurer level.

**STATEMENTS IN SUPPORT:** None received.

**STATEMENTS IN OPPOSITION:** None received.

# LPA Official Ballot 2022

**All ballots are confidential.**

**Instructions:**

1. Only one (1) ballot per member is permitted. *(Additional blank paper ballots may be copied.)*
2. Please enter your name, district number, and date of birth in the member verification section, and sign the ballot.
3. You must be 18 years of age, and an active paid member to vote.
4. All family members in the household of the LPA member may vote.
5. All ballots will be verified for member status and duplication. Any duplicate ballots will void ALL ballots for that member.
6. Paper ballots received will be verified against on-line votes received. Any duplicate ballots will void ALL ballots for that member, so please only vote by paper or on-line, but not both.
7. Please return paper ballots in a sealed envelope.
8. Paper ballots must be postmarked by Saturday, June 4, 2022 to be counted.

Return ballots to: Little People of America, Inc.  
P.O. Box 8258  
Essex Junction, VT 05451-8258

## National Board of Directors Election

|                                  |   |
|----------------------------------|---|
| <b>Advocacy Director</b>         | <input type="checkbox"/> Bekah Bailey<br><input type="checkbox"/> Jillian Curwin<br><input type="checkbox"/> Stephanie Farfan<br><input type="checkbox"/> Samantha Rayburn-Trubyk |
| <b>Development Director</b>      | <input type="checkbox"/> Risa Rifkind<br><input type="checkbox"/> Jon Welch   |
| <b>Programs Director</b>         | <input type="checkbox"/> Clinton Brown III<br><input type="checkbox"/> Danielle Frank   |
| <b>Public Relations Director</b> | <input type="checkbox"/> Jennifer Crumly<br><input type="checkbox"/> Rebecca Fava<br><input type="checkbox"/> Rachel Keller   |

## Bylaw Amendments

|   |   |
|---|---|
| <b>Proposal #1</b><br>Board of Directors:<br>Membership Requirements                                | <input type="checkbox"/> Approve<br><input type="checkbox"/> Disapprove<br><input type="checkbox"/> Abstain |
| <b>Proposal #2</b><br>Board of Directors:<br>Schedule of Elections                                  | <input type="checkbox"/> Approve<br><input type="checkbox"/> Disapprove<br><input type="checkbox"/> Abstain |
| <b>Proposal #3</b><br>Board of Directors, District & Chapter Officers:<br>Notification of Elections | <input type="checkbox"/> Approve<br><input type="checkbox"/> Disapprove<br><input type="checkbox"/> Abstain |

