

Little People of America — 2025 Ballot

Welcome to the 2025 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 two 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 provides online voting as an option for casting your ballot. Each LPA member listed in our membership 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/2025_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, May 31, 2025**

Exercise your rights!

Candidates for Board of Directors

Advocacy Director – Samantha Rayburn-Trubyk



As I reflect on my time serving as the Advocacy Director for LPA for the past three years, I am filled with a sense of gratitude and pride. This role has been one of the most fulfilling experiences of my life, providing me with the opportunity to contribute to positive change within our community. However, it hasn't come without its challenges. Navigating the complexities of leadership within an organization that has 7,000 + members means that not every decision will please everyone, and it can be disheartening to know that those you represent are disappointed with your decisions. Yet, it is precisely this commitment to advocating for our community that keeps me motivated.

When I was first voted into this role, I approached it with what I now recognize were rose-colored glasses. I was filled with optimism and excitement about the potential for positive change. However, as I faced the realities and complexities within the role, I quickly reminded myself that true advocacy requires resilience, adaptability, and a willingness to confront difficulties head-on. This broader outlook enables me to approach advocacy with fresh insights, ensuring that our strategies are inclusive and comprehensive.

During my tenure, I have been proud to spearhead several initiatives that aim to empower our members and elevate our collective voice. One of my key achievements has been the establishment of the creation of two new committees, the Legislative Committee and the Next Generation (Next Gen) Advocacy Committee. For Next Gen, this allows young advocates to share perspectives and work on critical issues impacting the community. The Legislative Committee allows us to stay ahead of state-wide legislation and offer our voice when needed. These efforts have sparked new energy and engagement within our community.

Additionally, I'm thrilled to share that we have provided resources to our members through the transformation of the Advocacy webpage on the LPA site, making it more interactive and user-friendly, and through the creation of several toolkits, allowing members to advocate for important causes that impact our community. Ultimately, with the goal of ensuring that everyone can be an advocate.

Other accomplishments include the creation of the Advocacy Pride Flag, a symbol of our unity and commitment to inclusivity and improving on our DAM offerings through ensuring that we have meaningful content for each day in October and various webinars available for members throughout the month.

Although now under the Programs Director, the College Mentorship Program was started during my first year as the Advocacy Director. In its first year, this initiative has connected college students with many mentors, fostering growth and guidance for the next generation of leaders in our community.

Looking ahead to the next three years, we face a landscape of uncertainty and change. It is essential now more than ever for our community to come together, to support one another, and to ensure that our voices are heard. The survival of our community and our culture depend on this. We must focus on building relationships with allies and partnering with other organizations who share our commitment to fostering an inclusive society.

As I continue in this role, I ask for your support and engagement.

Thank you for the opportunity to serve as your Advocacy Director and allowing me to continue serving this organization that has been so impactful in my life. Serving as the Advocacy Director has been one of the greatest honors of my life.

Development Director – No candidate

Programs Director – Danielle Frank



Author and researcher Dr. Brene Brown has said, “Connection is why we’re here. We are hardwired to connect with others, it’s what gives purpose and meaning to our lives, and without it there is suffering.” Our organization deserves empowering leaders who are passionate about connecting our members with one another and implementing impactful programming, which is the heart and soul of LPA. As we push forward together toward a more inclusive, accessible future, that includes connection and purpose, I am grateful for the opportunity to serve again as LPA’s Programs Director.

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

I have dedicated over 10 years of service to LPA to pay it forward to an organization, beginning with serving as 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 the number of yearly chapter events. I later served as LPA’s National Young Adult Coordinator from 2015-2017, in which I developed 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 young adult members.

From 2017-2019, I served my first full term as LPA's Programs Director. I oversaw grant and scholarship programs which awarded over \$100,000. I revised 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.

After serving on the board as Programs Director for a full-term from 2017-2019, I decided not to run for a second continuous term due to personal reasons, however, I continued to serve on LPA's Scholarship Committee and worked as copy editor on the *LPA Today* magazine.

In 2022, I had the honor of being reelected to serve a second term as Programs Director. Since the start of my second term, I have worked with my fellow board members on strategies and initiatives that benefited the well-being of our members and the substantiality of the organization. On behalf of the Board, during these past three years, I have proudly assisted in awarding over \$100,000 in scholarships and grants. I have worked on strengthening our LPA Programs to ensure that they are equitable, retain member participation, remove barriers that prevent members from accessing these funds, and encouraged input from important stakeholders as I have chaired various committees. During last year's national conference in Baltimore, I organized the first-ever reception dedicated to our 2024 LPA College Scholarship Recipients. I look forward to continuing on all of this work, as well as developing new programming to benefit additional membership populations, as I soon embark for a third term as LPA's Programs Director.

While my involvement in LPA has 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 currently work for an online college as the Student Disability Services Coordinator and an academic advisor. I 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 previously served on the Board of Trustees.

At this pivotal time in our organization, I am eager to continue to 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 – Jennifer Crumly



Hello LPA Membership

I'll make this brief. Initially I had planned on an elaborate 750-word candidate statement in the hopes I could convince more of our membership to give me another chance at representing our fine community and organization in the media.

Now that I am running unopposed, I don't feel the need to write such a missive. So I leave you all with this declaration: If you liked my work over the last three years, then you get three more of it. If that upsets any of you, well, someone should have run against me.

Cheers.
Jennifer Crumly

[Bylaw Amendment Proposals](#)

Bylaw Amendment Proposal #1 **National Board of Directors Election Appointment**

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. Members may hold more than one office on the Board of Directors, consecutively or at different times in their life. [If there are no candidates for an office on the Board of Directors, the Board may appoint a member to that position for more than two \(2\) consecutive terms.](#)

SECTION 7-12 [Unchanged]

PROPOSED BY:

Eileen Norman, LPA President.

REASON FOR PROPOSED CHANGES:

For each Board of Directors election, the ideal scenario is to have multiple qualified candidates running for each position. However, in the event that there is no candidate submitted for a Board of Directors position, the Board is responsible for appointing a member for that position. Because most of LPA's Board of Directors positions are involved with a number of initiatives, in order to ensure the continuation of those initiatives, being able to reappoint a board member who has already served two consecutive full terms would be beneficial for the organization. For each position, the Board is responsible for considering other candidates as well, but for a number of strategic positions, it may be critical for the overall well-being of the organization to have the option to appoint the best person for the position, even if that is a board member who has already served two consecutive terms.

STATEMENTS IN SUPPORT:

I support both Bylaw Amendments proposed by LPA President Eileen Norman and Executive Director Deb Himself. They both make sense and allow the valuable volunteers we have that are already doing the work to continue doing so if they want to, and if there are no other volunteers willing to serve. In the same spirit of supporting growth and expansion of LPA chapters across the country, we need to make it as easy as possible to enable local volunteers to reactivate a chapter by equalizing the requirement for number of members needed to reactivate as to start a chapter.

Joe Foos, former SFBAC Chapter President and D12 District Director”

LPA is mostly a volunteer organization. Sometimes it is very difficult to get volunteers to step up and become board members. There's a lot of responsibility in shaping the organization and some amount of time involved. I appreciate everyone who volunteers their time, experience and extra support going above and beyond even their two terms. It shows dedication and support to the membership and respect from other board members to be appointed to continue the work which is so important to our organization.

Casey Hubelbank, District 1 Member

STATEMENTS IN OPPOSITION:

As an experienced Board of Directors member outside LPA, I am opposed to the reasoning behind this change. Filling a Board of Directors' position should not be based on merit alone. Appointing existing and/or past Board members to fill a position to which there has been no

candidate would risk limiting the arrival of new ideas and input and also limit access to younger members because of their perceived inexperience by other Board Members. Indeed, new members to the Board will always be at a disadvantage because they have no experience of the inner workings of the Board. It is important to have newbies alongside longer standing Board members even if this means losing a little on the efficiency side. After their first few weeks adjusting to the Board's rules and methods, new members tend to bring a fresh outlook on matters, precisely because they are new. This is to be encouraged. I therefore propose that a caveat be added to the proposal. That an existing or previous Board Member who has served 2 mandates be appointed only for a maximum of 1 year. This should be an emergency workaround and not a regular 'thing'.

In the greater scheme of things, democracy is being eroded all around the world. This proposal — although seemingly harmless -- is just one more nail into the coffin.

Carolina Rott, District 1 member (parent of LP). Previous member of 5 boards of directors, including a non-profit daycare centre, a professional translators and interpreters regulatory body, a national union of professionals, and our LP association in Canada

Bylaw Amendment Proposal #2 **Re-Activation of a Chapter**

ARTICLE IX – LOCAL CHAPTERS

SECTION 1-4 [Unchanged]

SECTION 5 - DISSOLUTION

A chapter may be considered inactive when membership drops below a total of five eligible voting members or the chapter has not met for one year. In the event of dissolution of a chapter by action of the Board of Directors, the membership status of chapter members in good standing will be maintained as members at-large in their district. An inactive Chapter may be re-activated by five eligible voting members, with approval of the Board of Directors.

SECTION 6-18 [Unchanged]

PROPOSED BY:

Deb Himsel, LPA Executive Director

REASON FOR PROPOSED CHANGES:

LPA's Bylaws, Article IX, Section 2 states that it requires eight eligible voting members to form a local chapter. Article IX, Section 5 states that a chapter may be considered inactive when membership drops below a total of five eligible voting members. Although the bylaws state how many members are required to initially form a chapter, and to be considered inactive, there is no stated number of eligible voting members a chapter must retain in order to request to be reinstated as an active chapter. Given the threshold to be declared inactive is less than five eligible voting members, we are proposing to define in the bylaws that a chapter must have at least five eligible voting members to be reinstated.

STATEMENTS IN SUPPORT:

I support both Bylaw Amendments proposed by LPA President Eileen Norman and Executive Director Deb Himsel. They both make sense and allow the valuable volunteers we have that are already doing the work to continue doing so if they want to, and if there are no other volunteers willing to serve. In the same spirit of supporting growth and expansion of LPA chapters across the country, we need to make it as easy as possible to enable local volunteers to reactivate a chapter by equalizing the requirement for number of members needed to reactivate as to start a chapter.

Joe Foos, former SFBAC Chapter President and D12 District Director”

I am writing to support the Article IX, Section 5 bylaw amendment. The New Mexico/El Paso chapter shut down a few years ago because no one was in a good place to lead it. It was a sad but correct decision, and I was involved in it. I support revising the bylaws to establish a clear procedure for reactivating chapters like ours and others should there be interest from local LPA members. Furthermore, I think the threshold of five eligible members seems appropriate.

Matt Loehman, District 10 Member

STATEMENTS IN OPPOSITION: None received.

