

Higher Education Protection  
**NETWORK** 

# 2020 ANNUAL REPORT



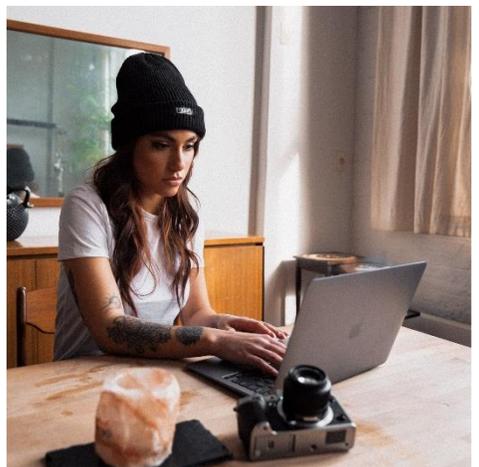
Email us at [membership@higheredprotection.org](mailto:membership@higheredprotection.org)



Visit us online at [Higheredprotection.org](http://Higheredprotection.org)



Follow us on Facebook  
[@higheredprotection](https://www.facebook.com/higheredprotection)



## TABLE OF CONTENTS

Message from Executive Director	3	HEPNet Year in Review	8
Letter from the Chair	4	2020 Year-End Financials	10
Purpose and Mission	5	How to Support	11
Staff/Board/Committee Members	7	Thank You To Sponsors & Donors	12

# 2020 ANNUAL REPORT MESSAGE FROM THE EXECUTIVE DIRECTOR

## Lindsay Meyer Bond

It is my challenge to write about 2020 without the words pivot or unprecedented. Let's see if I can do it...

I feel confident in making the broad statement that 2020 was a challenging year for all of us. For me on a personal level, it was the most challenging, yet rewarding, year of my life. It started with an unexpected diagnosis of cancer and immediate surgery. I accepted a new full-time position for my day job in a brand new field. Then I found out that the tumor was more advanced than originally known and I would need chemo. Then COVID hit. All within less than 3 months of each other, back to back. There continued to be hurdles but what a start to the year! The support that I received was absolutely mind-blowing and it helped me to push my mind and body to limits I didn't know existed. I am one of the lucky ones, and it worked, for now – there is currently no evidence of disease. Could I have done it on my own? Probably. But it would have been MUCH harder. I would not have chosen this path for me if presented with the choice, but I am a better person from it, and I am grateful for all that I have learned.

HEPNet had a similar abrupt start to the year, coming off of our most successful year thus far in 2019 when COVID hit. We didn't have to use that p-word that I am avoiding from line 1, because we didn't change course, we rose to the occasion. The program team suggested new programming to better serve you, the resources team gathered new material to better educate you, the affiliations group hunkered down and zoned in on what was most important for our members, our communications crew expanded and it was all hands on deck in communicating new changes and paths, the finance, fundraising, and staff teams made decisions that helped to preserve our bottom line, the membership committee reorganized and forged a new path, and the organizational oversight team asked the difficult questions that ensured they were in the right place at the right time. Our conference team – simply phenomenal. I am grateful for our loyal sponsors for supporting us through a virtual conference – an unknown ROI that



could turn out to not be a good financial decision for them but they believe in us, in you, in what we do, and wanted to continue to support us. What tremendous partners they are. Our donors came in strong this year, just when we needed them the most.

Every member, volunteer, and staff member had an opportunity this year to stand up and rise to the occasion, which I can confidently say all did. HEPNet members became closer, even as we were further apart. We leaned on each other, even when we couldn't lean on those we normally work with. We all rose in 2020. Just like in fighting cancer, could HEPNet had done it with a smaller group of rockstars? Probably. But it, too, would have been much harder without the whole team.

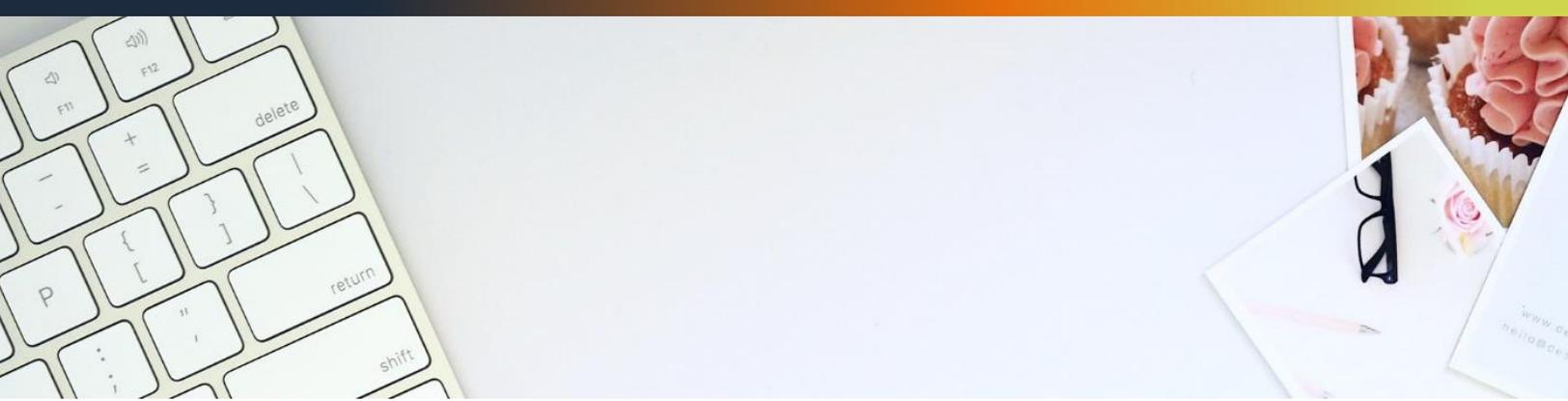
As a cancer patient, I can tell you that rising to the occasion doesn't mean you never falter. You can rise but also trip, or even fall. But as risers, we always get back up (anyone else hear Tubthumpin when you read that?!), and for that, I am so grateful. For you all, for encouraging me through a myriad of ways to keep rising and fighting. For you all, in supporting each other to keep rising and figuring things out. To me, 2020 wasn't a bust. It wasn't a year that I want to just forget. Because both personally and professionally, we rose to levels we didn't think were possible, or would be required. And we came out of it better people, better professionals, better protectors of youth.

As [Dierks Bentley's song "Riser"](#) goes... "I'm a riser. I'm a get up off the ground, don't run and hider. Pushing comes to shove, hey, I'm a fighter. When darkness comes to town, I'm a lighter. A get out aliver, of the fire. Survivor."

It has been an honor to help you all rise this year, and a privilege to continue to do so. Cheers to being risers!

Yours in service,

*Lindsay Meyer Bond*



# 2020 ANNUAL REPORT LETTER FROM THE CHAIR

Greetings!

The year 2020 was like no other in so many ways. We learned that our individual health and well-being is inextricably tied to that of our community. We built skills in effectively connecting with each other via the wonders of technology. We also learned that kids can do a great job of hand washing and mask wearing!



The past year reaffirmed the importance of our mission in ways we couldn't have imagined. Despite the times, or perhaps because of them, HEPNet has had an incredibly productive year. Here are some of our achievements in 2020.

With breaking news of the pandemic in spring, the resources committee quickly gathered COVID-19 specific resources on topics ranging from health to online safety with contributions from national and state experts as well as from members.

As a 501c3 we recognize the importance of maximizing funding opportunities in order to achieve our mission. In 2020, we launched a Fundraising Committee to pursue strategies for growing our funding base and thereby advancing our mission.

At the end of 2020 we launched a new Boot Camp program to assist members in developing a youth protection policy for their college or university, one of the core fundamentals of higher education youth protection.

Importantly, we published our strategic plan, which will guide our work in the next five years. Goals such as providing authoritative information and resources and maintaining organizational stability were underscored this past year as critical ingredients to our short and long term ability to meet our mission.

It has taken the whole of our HEPNet village, i.e., our small but mighty staff, our many member volunteers and leaders, affiliates, sponsors, and the board of directors to make it through 2020 intact, and I am grateful to every one of you for your contributions.

Sincerely,

*Caroline Shelton*

University of Washington



# Mission/Vision/Values

## **MISSION**

We seek to advance the interactions of higher education institutions with children and youth. We serve as a coordinated voice promoting good practices for protecting vulnerable populations and providing programming and resources appropriate to their needs.

## **VISION**

With guidance and support of the Higher Education Protection Network, colleges and universities advance the well-being of children and youth with whom they interact.

## **VALUES**

**Accountable.** We are accountable to our mission and to the public good.

**Collaborative.** We work together productively and respectfully.

**Ethical.** We act with integrity and fairness in all our dealings.

**Expert.** We develop and promote reliable knowledge.

**Inclusive.** We champion a welcoming and broadly diverse community.

**Innovative.** We develop and embrace new solutions.

**Professional.** We promote organizational efficacy.

**Responsive.** We address requests and obligations in a helpful, timely manner.

**Why do we do what we do?** Many colleges and universities interact with more minors than they do college students. We seek to help safeguard the wellbeing of minors by supporting institutions through networking and relationship-building, resources on good practices in interacting with minors, and ongoing programming and learning.

We offer both public and member benefits. Our work aids parents and youth who participate in programs and activities related to higher education. We offer numerous member benefits, such as a discussion board, annual conference, regular programming, and online resources. See all the ways we support our mission [here](#).



“What a fantastic conference!!! The virtual format was great at mimicking the real experience with the agenda announcements, and networking tables. I gained as much as I always do and I didn't even have jetlag. And, I felt more comfortable asking questions in chat or Q&A than I would have in person. Thanks so much to everybody who worked so hard to pull this together. I especially appreciate how the timing fit into the regular workday hours for everybody in the country in the best way that it could. It's nice not to have to be on late at night coming from an early bird on the East coast!”

**-HEPNet Member Quote**

## WHAT MEMBERS SAID THEY LOVE ABOUT HEPNet:

- *The collaboration with other members and the resource support that HEPNet provides*
- *The people*
- *Ability to find resources and see how other institutions are enacting change*
- *Resources, connecting with colleagues, support for challenges and ideas; how it professionalizes our field!*
- *The listserv. Hands down. Knowing that I can throw a question out to someone in my shoes and get quick, humble responses is invaluable. I especially appreciate how members are willing to share things “in-process” - like a policy that is only in draft. There’s very little ego or one-upping.*
- *The resources (in the last year I’ve utilized the spreadsheet of program info, webinars, conference, pre-conference, the job posting compilation, and on!)*
- *Provides connection, community, and support for protecting youth in higher education settings. The intentional organization planning within the committees (seriously the google suite set up is AMAZING) including the committee meeting document.*
- *Great sense of community and information sharing. Lots of great resources.*

# MEMBER BENEFITS

## Programming

- Boot Camp (NEW in 2020)
- Regularly scheduled webinars
- Regularly scheduled virtual meet-ups (NEW in 2020)
- Annual conference
- Member connections
- Access to vendors via events and panel discussions

## Professional Development

- Leadership opportunities with committees and Board of Directors
- Affinity and affiliated groups
- Job board
- Member blog

## Services

- Discussion board
- Benchmarking surveys and data
- Mentor program

## Resources

- Training modules
- Registration systems
- Research
- Presentations
- Member directory
- Newsletters

## HEPNet STAFF

- Lindsay Meyer Bond, Executive Director
- James Herten, Membership Specialist

## BOARD

- David Chupak (Michigan State University), Secretary/Historian
- Ann Franke (Wise Results LLC)
- Nate Friedman (University of Utah)
- Carolynn Komanski (St. Thomas University), as of October 2020
- Greg Linke (Clemson University), Treasurer
- Dawn Riddle (Vanderbilt University)
- Caroline Shelton (University of Washington), Chair
- Brian Stone (University of Georgia), as of October 2020
- Sandy Weaver (Penn State University)
- LeeKeshia Williams (University of Texas at Austin), Vice Chair
- Elliot Young (Kansas State University)

## COMMITTEE MEMBERS (Board Liaison)

### Affiliations (Lindsay Meyer Bond)

- **Jeff Heiser (University of California, Davis), Chair**
- Melanie Bennett (United Educators)
- Buz Grover (George Mason University)
- Tim Huchton (American Camp Association)

### Communications (Lindsay Meyer Bond)

- Ceci Delgadillo (University of Texas at Austin)
- Matt Germino (Penn State University)
- James Herten (HEPNet)
- Rachael Jensen (University of Nebraska- Omaha)
- Melissa Marrero (Rutgers University)

### Conference Planning (Lindsay Meyer Bond)

- **Marci Hutchinson (University of Utah), Programming co-chair**
- **Kristen Roe (Montgomery College), Programming co-chair**

### Finance (Greg Linke)

- Lindsay Meyer Bond (HEPNet)
- Carla Garner (University of Texas at Dallas)

### Finance (Greg Linke)

- Greg Linke (Clemson University)
- Camille Swanson (Clemson University)

### Membership (Elliot Young)

- **Prencia Clifton (University of Wisconsin-Madison), Chair, through April 2020**
- **Meghan Rapp (University of Virginia), Chair, effective April 2020**
- Tasha Abbott (University of Colorado Boulder)
- Candace Collins (Praesidium, Inc.)
- Trinity Cortez (Moody Bible Institute)
- Carla Garner (University of Texas at Dallas)
- Kate Kaput (Parkland College)
- Alicia Lage (Illinois State University)

### Organizational Oversight (Dawn Riddle)

- **Starr Sanders (University of North Carolina at Chapel Hill), Chair**
- Kristy Burnette (University of North Carolina at Wilmington)
- David Mallen (Duke University)
- Reggie Miller (Baylor University)

### Program (Nate Friedman)

- **Carolynn Komanski (St. Thomas University), Co-chair**
- **Brian Stone (University of Georgia), Co-chair**
- James Bourgeois (Praesidium, Inc.)
- Eric Cardella (Oregon State University)
- Jazmin Danielson (University of Minnesota)
- Nadia Guevara (University of North Texas)
- Julie Guild (University of Connecticut)
- Daniela Venegas (University of Texas at Rio Grande Valley)

### Resources (Dave Chupak)

- **Anne Koester (Georgetown University), Chair**
- Stacy Fair (North Carolina State University)
- Carla Markx (University of Central Florida)
- Keesha Trim (University of Richmond)

# 2020 Year in Review

## Higher Education Protection NETWORK



HEPNet represents

**184** individual members

including **174** Higher Ed and **10** Affiliate

**118+**



institutions of higher education and youth-serving organizations

Serving over



**5.5 MILLION**

youth annually



**6** Webinars conducted

**6** Meet-ups offered

**900**



registrations for Online Youth Programming 101 COVID-response program



**11,000**

unique visitors (+22% from 2019)

**13,000** visits

(+29% from 2019)

**42,000** page views

(+14% from 2019)

**2,000**

search engine queries

**1** Pilot Boot Camp program served individuals from **5** institutions, which was the cap for the program



**99**



Registrants for our **FIRST EVER** Virtual HEPNet Conference with over 90% of attendees being satisfied and very satisfied with the various program pieces and everyone being satisfied with the virtual platform





**HEPNet MEMBER QUOTE:**

*As this was my first HEPNet conference, I don't know how this year's event compares to previous ones. I can say this is, by far, the best virtual conference I have attended. The technical side was well-done with just a few glitches. Interaction among attendees was encouraged and meaningful. Great job choosing a great online platform. All of the sessions were exactly what I needed. Thank you!*

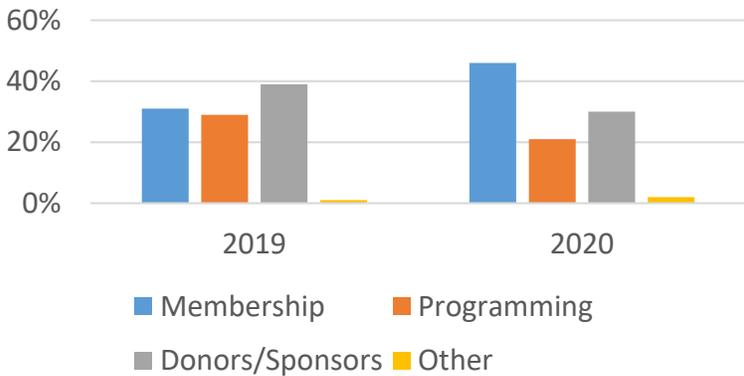
**HEPNet MEMBER QUOTE:**

*I am sooo impressed with how well the virtual format worked! I have never attended HEPNet before, but I've attended plenty of conferences, so I was curious to see how this would work. I loved that we were able to still see everyone, I loved being able to chat and respond in real-time during speakers, I liked the networking lounge, and I really liked having the pre-recorded sessions to watch on my own time along with live sessions. Overall, I thought this was a more energizing format than sitting for two or three full days of speakers. Thank you to everyone who worked on this!!! My husband is on an organization's committee responsible for planning their conference, and I told him I'd recommend this!*



# FINANCIALS

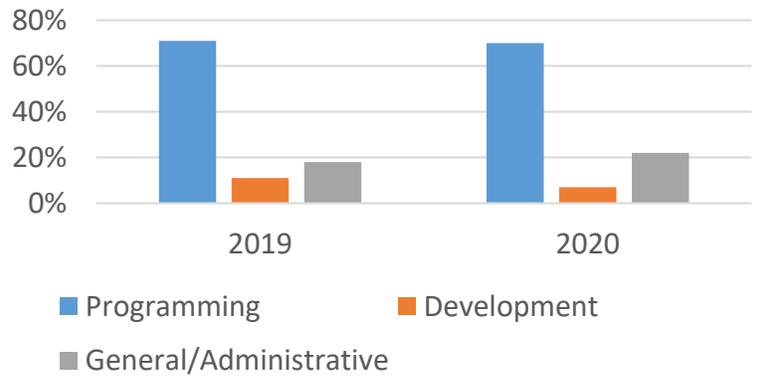
## Revenue



### Revenue

- Membership 46%
- Programming 21%
- Donors / Sponsors 30%
- Other 2%

## Expenses



### Expenses

- Programming 70%
- Development 7%
- General / Administrative 22%

### HEPNet MEMBER QUOTE:

*"As a first-time attendee, I appreciated the shift to a virtual format. The sessions were informative, engaging, and the networking opportunities provided fruitful discussion that actually went better than expected. The sessions went over with minimal technology issues. Kudos to the organizers."*

# HOW TO SUPPORT

## **Membership**

While most HEPNet members are within higher education, we have many members from outside of higher education that support our mission and can benefit from membership. Affiliate members also receive discounted member pricing on our annual conference.

Get involved in [committee](#) work as a member!

## **Donations**

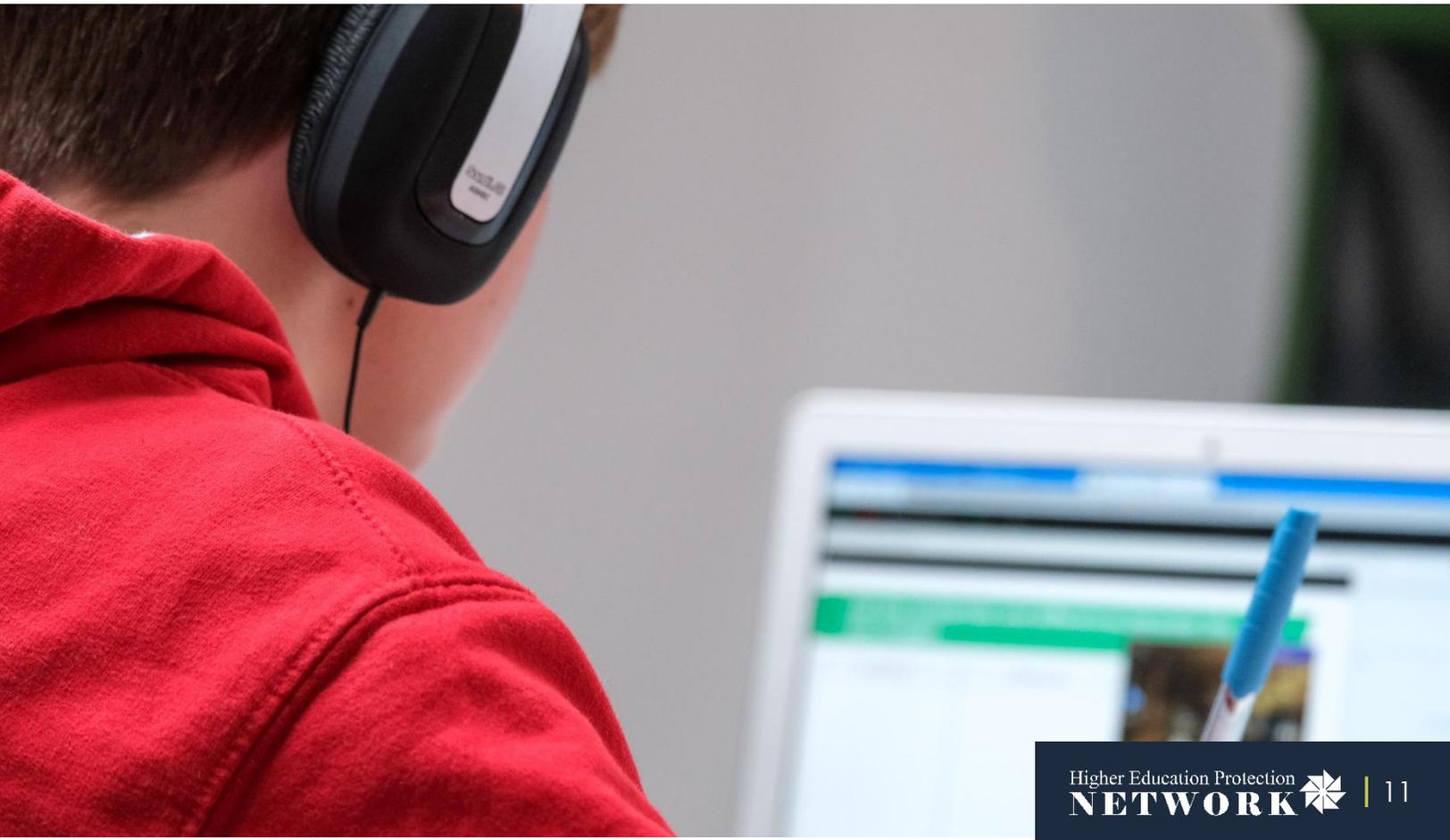
HEPNet is a charitable not-for-profit organization under 501(c)(3) of the Internal Revenue Code. We greatly appreciate your donations, which are tax-deductible. Truly, no donation is too small to contribute to HEPNet's mission. You can [contribute](#) by credit card, check, or ACH bank transfer, and know that your money is going to a great cause.

## **Sponsorship**

HEPNet is the nation's only organization linking together professionals dedicated to protecting youth and other vulnerable populations in higher education. Members work across various departments in colleges and universities. Our members' institutions serve more than 5.5 million youth annually. We have a unique target audience.

Members often seek vendors that offer training solutions, registration systems, background checks, insurance coverages, and outsourcing services.

We offer both year-round and conference sponsorship opportunities.





“I was surprised at the ease and robust nature of the virtual conference. Ended up having more interaction and fun than I thought I would under this platform.”

**-HEPNet Member Quote**



Gallagher

Insurance | Risk Management | Consulting



PRAESIDIUM



TEXAS

The University of Texas at Austin



RUTGERS THE STATE UNIVERSITY OF NEW JERSEY

OFFICE FOR YOUTH PROGRAMS DEVELOPMENT & SUPPORT



UNIVERSITY of WASHINGTON Undergraduate Academic Affairs



CONFERENCE SPONSORS

- Cozen O'Connor
- Ideal-Logic
- Canopy Programs
- aINSIGHT
- Gallagher and the John & Catherine McLaughlin Family Trust
- Praesidium
- American Camp Association
- CampDoc
- IncidentAnalytix

YEAR-ROUND SPONSORS

- Canopy Programs

DONORS

- Ann Franke

SCHOLARSHIPS

- University of Texas at Austin

SPECIAL THANKS

Thank you to the University of Washington Office for Youth Programs Development and Support and Rutgers University for in-kind graphic design services to make our conference a success.

[HIGHEREDPROTECTION.ORG](https://www.higheredprotection.org)