

EFAM 2011, Montreal

IAAP International Education Forum & Annual Meeting (EFAM)

July 24-28, 2011

Montréal, Quebec, Canada

Parliamentarian Jeff Neurauter met with delegates and alternates July 24, 2011 at 8:00 am to explain the parliamentary process. This included proxy votes (the VA-WV Division had 10).

The 2011 International Education Forum & Annual Meeting (EFAM) officially began Sunday at 9:00 am. The first item on the agenda of the Opening Business Session was the Parade of Nations. This is an awesome sight, to see people marching and carrying the flag of all the nations that are a part of IAAP. The Canadian Royal Mounted Police, along with their very own bagpiper, presented the colors. International President Mary Ramsay-Drow called the meeting to order and introduced Annual Meeting Coordinator DecolynneJo Barteski, CPS. The US and Canadian flags were presented along with the national anthems.

The current Board of Directors was introduced, along with past International Presidents, the RTF Trustees, and adoption of the meeting rules and program. There were 228 first time attendees and 1,018 total registered attendees.

The Committee on Nominations submitted its report, and the 2011-2012 candidates for election to the IAAP International Board of Directors and Retirement Trust Foundation International Board of Trustees were introduced. Delegates were instructed that the voting poles would be open at 8:00 a.m. on Monday morning, and that there could be a second and even a third ballot.

President Ramsay-Drow delivered the State of the Association address and spoke about the IAAP mission statement, its core values, and becoming a remarkable association. She shared the following: *“Our current financial situation is much more promising than last year. Our year-end estimates show that we will have a budget surplus of about \$160,000 as compared to a deficit of \$465,000 at the end of the year last year. This is a huge turnaround in one year. This modest profit will help us start building back the reserves that were lost in the great recession of 2009-2010. Our year-end cash assets as of the end of June were \$1,225,891 compared to \$1,170,569 this time last year. But keep in mind, this increase follows fiscal year 2009-2010 when IAAP showed a year end budget loss of (\$465,000).*

While I am extremely grateful that the members raised nearly \$80,000 this year for the RTF, the RTF also had an additional \$100,000 of cash profit provided to them by the Vista Grande operations that is not reflected in their financial statements...I hope that during the coming year you will make a carefully considered choice with regards to your

fundraising efforts and elect to help the R&E meet its mission and that of IAAP by providing direct benefit back to our members with regard to education, community building and leadership development.

Our Process Plan also encompasses other ongoing efforts designed to help us reach this goal of becoming remarkable, such as:

- *Periodically reviewing and changing IAAP's web presence, which resulted in the recent redesign to iaap-hq.org;*
- *monitoring and reviewing the Pathways to Excellence program, and;*
- *surveying IAAP members and nonmembers."*

Sharon Newhall, with Avery-Dennison who sponsored the Evening of Welcome, presented the Avery Achievement Awards.

Honorable Mention, 40 or fewer members – Winter Park Chapter
Honorable Mention, 40 or more members – Clear Lake NASA Chapter
Chapter Distinction, 40 or fewer members – Book Cliff
Chapter Distinction, 40 or more members – Springfield Metro
Chapter Prestige Award – Nashville
Division Prestige Award - Pennsylvania

The meeting was then recessed until it would be reconvened at 3:00 p.m. on Monday, July 25, 2011. The afternoon consisted of the Office Expo, District and Affiliate Caucuses, and Candidate Forums.

The Leadership Luncheon was well attended and the speaker was Bob Abrames, subject "Lead, Follow or Get Out of the Canoe", which was both emotional and entertaining. His story was about a team of nine men and women who paddled a 750 pound canoe on a journey in the Canadian wilds. He emphasized the meaning of having a vision, communicating with each other, and having the same goals.

The business session reconvened with the results of the proposed amendments to the Bylaws & Standing Rules:

Amendment # 1 - Failed -Regarding the minimum chapter size.

Amendment # 2 - Adopted -Regarding simplifying the dues structure.

Amendment # 3 - Adopted -Regarding discounting dues for a period of time for promotion.

Amendment # 4 - Adopted -Regarding waiving processing fees for returning members.

Amendment # 5 - Adopted - Regarding clarifying the board term.

Amendment # 6 - Adopted – Regarding striking the word "international"and adding "Retirement Trust Foundation" trustee.

Amendment # 7 - Adopted as amended - Regarding the number of division candidates that can be nominated for international office (amended to allow no more than one candidate rather than the two as proposed).

Amendment # 8 - Failed - Regarding providing a list of delegates who failed to vote.

Amendment # 9 - Adopted - Regarding striking words from the IAAP bylaws that are now shown in the RTF bylaws.

Amendment # 10 - Adopted as amended - Regarding adding the words "and Retirement Trust Foundation Bylaws" that allow the IBSR Committee to review the RTF bylaws.
Amendment # 11 - Regarding wording that was moved to the RTF bylaws.
Amendment # 12 - Adopted - Regarding adding the task of reviewing the RTF bylaws to the IBSR Committee.

Proposed amendments to the RTF Bylaws

Amendments # 1 thru # 6 - All adopted as written and presented.

Continuing in the afternoon was the installation of IAAP officers and RTF trustees.

President Tamra L. Goodall, CPS/CAP
President-Elect Karlana Rannals, CPS/CAP
Vice President Judith A. Yannarelli, CPS/CAP
Secretary Antionette Smith, CPS/CAP
Treasurer Wendy S. Melby, CPS/CAP
Director, Canada District Lina Veglia
Director, Great Lakes District Tammy Pierce, CPS/CAP
Director, Southeast District Doris Goode, CPS/CAP
Candidate for Affiliate Representative Leanne M. Fisher, GradCert Bus, JP
Trustees, Retirement Trust Foundation Jean Bohinski, CPS/CAP and Patricia Row, CPS/CAP

This was followed by Executive Director Don Bretthauer who joined IAAP in 2002. He spoke briefly about his humble upbringing with five brothers and two sisters. Here is an excerpt from his speech:

So the next time you, as a leader are facing a seemingly insurmountable hurdle or issue, "Dream things that never were and say why not."

And in your personal life, when you have a problem that is weighing on you like a ton of bricks, "Dream things that never were and say why not."

And when you face a crisis in your job where others are paralyzed by the stress, "Dream things that never were and say why not."

Director Bretthauer officially announced his resignation effective December 2011.

Office Team Executive Director Robert Hosking presented the Administrative Excellence Award to Deborah Carter. Kathie Sjovall, CPS/CAP, a member of the Booz Allen Hamilton Chapter, was selected from over 300 nominations as a runner up and was honored for her contributions to her employer and the administrative profession as well as for having displayed her enthusiasm for ongoing education by pursuing certifications.

Next year's hosts introduced EFAM 2012 which will be held in Grapevine, TX, July 22-25, at the Gaylord Texan Resort & Conference Center.

The VA-WV Division attendees met for dinner at Le Caveau Restaurant with special guest and newly installed International President Goodall. Good food and good conversation was enjoyed by all.

The two keynote speakers were excellent. Clinton Kelly, fashion icon and host of “What Not to Wear”, presented *Making a Great First Impression*. Clinton is one of America’s top fashion consultants and media personalities. He is best known for his role as a co-host on the makeover reality program and as the spokesperson and fashion consultant for multiple women’s lines at Macy’s department stores across the country. Clinton shared that the image you project in the office is important from how you dress, to the quality of work you produce.

Sam Glenn, better known as the attitude guy, shared how he turned his life around from being homeless to a motivational speaker and author. His book, *A Kick in the Attitude: Recharge Your Work and Life*, describes tips on how to energize your work and life, and how to get people positively charged for taking action and achieving positive results. During his speech, he created a huge painting that was auctioned at Wednesday night’s banquet for \$4,000 with proceeds designated to the Research & Education Foundation.

The seminars were truly some of the best I have attended, particularly those presented by Merelle Rodrigo.

The Awards Banquet was exciting as the 2010-2011 International Officers were introduced, along with the 2011-2012 newly installed officers and RTF trustees. The Pathways to Excellence Program recipients for Division awards were announced, along with the presentation of the Award for Excellence. The total amount raised by charity tables was \$6,900 with money donated to Laura’s Hope and Sun Youth.

President Goodall gave an excellent speech in which she announced her theme, *Making the Leap to Remarkable*, which encapsulates the vision that our association has been working towards. She said remarkable is not a destination, but rather a journey and the path changes constantly. Leaders need to be brave, continue to grow and change, think big and lead the way. Necessary is a plan and a strong foundation. She highlighted the following:

- **A Customer Service Culture**
- **Alignment of Products and Services with mission**
- **Data-Driven Strategies**
- **Dialogue and Engagement**
- **CEO as a broker of ideas**
- **Organizational adaptability**
- **Alliance Building**

Remarkable is defined as worthy of being noticed, something uncommon or extraordinary. By working towards a common purpose, we as members and leaders will be leaving a **L**egacy of **E**xcellence, **A**chievement and **P**assion for others to follow, that will always keep IAAP remarkable.

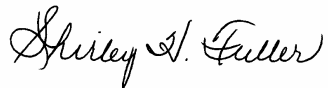
The 2009 International Education Forum & Annual Meeting was adjourned at 9:30 p.m.

A reception for 2011-2012 officers and affiliates was held in the Grand Salon at the Hyatt Regency immediately following the banquet.

A post-leadership seminar was presented Thursday morning at the Hyatt, along with presentations by President Drow and Vice President Yannerelli. Merelle Rodrigo conducted the post-EFAM educational workshop on Thursday morning, *Building a Remarkable Leadership Culture*.

Up at 3 am on Friday morning for a 7:30 am International flight back to Lynchburg, I realized just how fortunate I was to have the opportunity to attend this awesome conference. The workshops and speakers are exceptional with topics of interest to all attendees, and showcases administrative leadership.

Thanks to the VA-WV Division for providing me the opportunity to be your representative at EFAM 2011.

A handwritten signature in cursive script that reads "Shirley H. Fuller".

Shirley H. Fuller, CPS/CAP
President
VA-WV Division