

**THE ILCMA  
BOARD AGENDA**  
Wednesday, May 21, 2014 @ 9:30 a.m.  
**Call in Number: 815-753-0019**

**I. CALL TO ORDER**

**II. CONSENT AGENDA**

- A. Approval of the Minutes** of the Feb. 26, 2014
- B. Approval of Treasurer's Report**

Pages 4-7  
Pages 8-16

***Recommended Action: Approve the Consent Agenda as presented***

**III. MIDWEST REGIONAL DIRECTOR – David Limardi**

**A. Membership Strategy**

- 1. Phase II Letters
- 2. Gap Analysis

Pages 17-22  
Pages 23-36

**IV. REPORTS OF OFFICERS**

**A. Comments by President**

- 1. Strategic Plan Update

Pages 37-47

**B. Comments by President-Elect**

- 1. ILCMA Strategic Plan July 23 9 a.m. – Craig Rapp \$1300

**C. Comments by Vice-President**

**D. Comments by Secretary/Treasurer**

- 1. Change in ILCMA Fiscal Year
- 2.. ILCMA/CGS Contract
- 3. 2014-15 Budget Approval

Pages 48-50  
Pages 51-54

**E. Comments by Past President**

**V. MIDWEST REGION VP REPORT – Bob Kiely**

**VI. COMMITTEE REPORTS**

**a. Professional Development & Education Committee**

- i. Report

Pages 55-57

**B. Nominating Committee**

**C. Scholarship & Awards Committee**

**D. Conference Committee**

- 1. Winter Conference Financial Report
- 2. Summer Conference  
Selection of 2016 conference – Eagle Ridge contract cancelled  
Joint WCMA Options:

Page 58

Page 59

Hyatt – Milwaukee  
Hilton or Pfister – Milwaukee  
The Abbey – Fontana

ILCMA only summer conference  
Peoria – dates not available  
Champaign  
Springfield  
Other??

**E. Professional Conduct Committee**

**F. IML Managers Committee**

1. Report Pages 60

**G. Membership Services**

1. Report Separate

**H. Promote the Profession Committee**

1. Committee Report Separate

**I. AD HOC COMMITTEES**

1. Web Redesign Ad Hoc Committee

**VII. EXECUTIVE DIRECTOR'S REPORT**

**A. Membership Update**

Page 61

**B. Corporate Partner Program Update**

1. Nonrenewed list 2007-2014 Page 62  
Pages 63-64

**C. MIT List**

Page 65

**D. Retirements: Bill Dixon, Arlington Heights – June 30  
Joe Wuellner, Pekin – June 30**

**VII. AFFILIATE REPORTS**

**A. Downstate**

**B. IAMMA**

**C. Metro**

**D. IACA**

**E. SWICMA**

**F. Legacy Project**

**VIII. RANGE RIDER REPORT**

**A.**

**IX. OLD BUSINESS**

**A. ICMA Cal-Coaching Program Update**

**X. ADDITIONAL ITEMS FOR BOARD DISCUSSION**

**A.**

**NEXT MEETING DATE -**

**July 23, 2014 @ 9:30 a.m. Strategic Plan Session @ Downers Grove Public Works**

**Aug 21, 2014 @ 9:30 a.m. Board Meeting @ Downers Grove Public Works**

**ADJOURNMENT**

**THE ILCMA  
BOARD MINUTES**  
Wednesday, Feb. 26, 2014 @ 4:00 p.m.  
**Call in Number: 815-753-0012**

**I. CALL TO ORDER**

Mark Franz  
Joe Breinig  
Kelly Amidei  
Bob Barber  
David Nord  
Scott Smith  
Mike Cassady  
Jennifer Maltas – for Scott Sorrel  
Mike Cassady  
Denise Burchard  
Randy Bukas  
Pam Funk  
Ken Terrinoni

Committee Chairs:  
Jason Bielawski

Phone  
Julia Cedillo  
Kevin Barr

Others Present:  
Greg Bielawski  
Glenn Spachman

**II. CONSENT AGENDA**

- A. Approval of the Minutes** of the Nov 20, 2013
- B. Approval of Treasurer's Report**

**Motion to approve the consent agenda made by Joe Breinig; seconded by Kelly Amidei. Motion approved.**

**Recommended Action: Approve the Consent Agenda as presented**

**III. REPORTS OF OFFICERS**

**A. Comments by President**

- 1. Strategic Plan Update – Mark noted that we are at the end of the third year, some of which will be addressed today.

**B. Comments by President-Elect**

**C. Comments by Vice-President**

**D. Comments by Secretary/Treasurer**

- 1. ILCMA Audit Report – A motion was made by Bob Barber to accept the audit; seconded by Joe Breinig. Motion approved.

**E. Comments by Past President**

**IV. Midwest Region VP Report** – Bob Kiely – Last year ICMA reviewed tenet 7, which was not changed, but altered guidelines. This year the focus is tenet 12.

**Member recruitment** – the first stage of letters have gone out. The next stages will start soon.

**ICMA conference** – Charlotte; 100<sup>th</sup> Anniversary celebration

**Task Force on Financing** – the board approved a flat fee of \$100 for department heads to take effect July 2014. There is a broader conversation about a different dues structure based on size of organization. The goal is to grow the membership.

**Life, Well Run** – moving forward; member donation on target with just over \$1m raised. Corporate donors have not stepped up. Conversation about what the state roll is in the campaign.

**Regional summit** is March 20 – 21 in Iowa City. Interviews will be held for Vice President in Midwest Region.

**Leadership Task Force** – The Task Force has their first meeting to address what is the future of profession and how to prepare future managers going forward.

**Range Riders** – The board approved the RR report; Greg B. will provide more details.

**V. COMMITTEE REPORTS****A. Professional Development & Education Committee**

1. Report from Kevin Barr – The Financial Forecast Forum was a success; remaining event schedule is in packet. The May event will be at Morton Arboretum; still working on the pre-conference in June.

**B. Nominating Committee** – There are three interested parties for two open positions.

**C. Scholarship & Awards Committee****D. Conference Committee**

1. Winter Conference - registration is down from the last few years.  
Dawn asked about the timing of the winter conference – would earlier in February be an issue? There was consensus that holding the conference earlier in Feb. is fine. But, not near Valentines or Super Bowl Sunday.
2. Summer Conference – The summer conference is filled with excellent sessions. There has been a fundamental issue with Eagle Ridge.  
Selection of 2016 conference – Eagle Ridge contract cancelled  
Do we join WCMA? Possibly Lake Lawn Lodge? The Board supports the joint conference with WI. Grand Geneva/Timber Ridge is another idea. One thought is to hold the conference in southern WI one year and then hold it in central IL in next year. There is no charity identified for the summer conference raffle. If anyone has an idea, please let Joe or Dawn know.

**E. Professional Conduct Committee****F. IML Managers Committee**

1. Report – Jim Norris reported for John Downs. When IML reorganized, they announced that the IML Chair will now rotate yearly versus unexpired term. There is a report in the agenda packet.
2. Appointment - IML Managers Committee to fill vacancy – A letter of interest is in the packet from Paul Grimes. Joe Breinig moved that Paul Grimes' name be forwarded to the IML board to the IML Managers Committee; seconded by Kelly Amidei. Motion approved.

**G. Membership Services**

1. Report is in packet; The Better Recruiting article will be in the March PM magazine and will hopefully be in a future issue of IML Review.
2. Membership Survey Review
  - i. Committee/Board take away -
  - ii. ICMA Feedback – Joe Breinig pointed out that there was concern in the member survey about the value of ICMA. A dialogue may need to be had between the two associations. Bob O'Neill will be at the summer conference and we may want to formulate a strategy to address issues identified in member survey.

**H. Promote the Profession Committee**

1. Report is in packet  
 The article series continues and is working on an article on Effingham.  
 Next gen efforts – IAMMA held a successful student mixer; there was the largest attendance ever with over 80 students. They are trying to get more managers interested. A multitude of universities were represented.  
 Media Relations – held SWOT session on Feb. 13; A draft report will be forwarded around March 5. A sub-group will review the draft made up of PTP members and board members.

**I. AD HOC COMMITTEES**

1. Web Redesign Ad Hoc Committee – Dawn reported that the committee viewed three demos in January; but did not find any acceptable. We will wait for the Serafin report as website communication was part of the discussion.

**VI. EXECUTIVE DIRECTOR'S REPORT****A. Membership Update****B. Corporate Partner Program Update - RENEWALS****C. MIT List****D. Retirements: Joe Pena, Channahon in April – will send a letter****E. Plaque for Lake Forest 75 Years C/M Form – April 13****F. Fund for the Profession Distribution 1994 – 2014****VII. AFFILIATE REPORTS**

- A. **Downstate** – Randy Bukas reported a successful fall meeting in Carbondale; Highland is scheduled for Spring, Apple Canyon River in Summer; and Dixon is Fall
- B. **IAMMA** - Annual conference is on April 25; Mark Franz is the keynote speaker.
- C. **Metro**
- D. **IACA** – Ken Terrinoni said IACA met today and talked about the economy and bills in general assembly that will cause harm to counties and inclement weather policy. They will meet again in Sept.

**E. SWICMA** – Pam Funk reported that officers run on two year terms; her term is up on July 1; Jim Morani will be the new president.

**F. Legacy Project**

**VIII. RANGE RIDER REPORT**

- A.** Greg Bielawski RR were the highest used program by MIT. Still have too many “not familiar” with the program. The RR program is 40 years old. There was a RR advisory committee and changes have been forwarded to board including:
- RR name change to senior advisor, but that is already used, so not sure if name will be changed
  - Allow non-CAO eligibility to be RR
  - Clearer guidelines on role in recruitment and selection on applicants for positions
  - Permissible work for RR – interim and consulting assignments – limited to projects and not involve business development
  - Evaluation process built into program for RR, state sponsor and ICMA including better reporting of activities and expenses
  - State sponsor promotion of the program – increased expectation

Appointment of new Metro & Downstate Range Riders – Glenn Spachman, Frank Ollendorff and Dave Anderson announced their retirements from the RR program. A letter of recommendation is in the packet for replacements including Steve Carter, Robin Weaver, and Kent Leichter (shared with MO). Joe Breinig made a motion to put their names forward to ICMA as ILCMA/ICMA Range Riders; seconded by David Nord. Motion approved.

**IX. OLD BUSINESS**

**A. ICMA Cal-Coaching Program Update**

**X. ADDITIONAL ITEMS FOR BOARD DISCUSSION**

- A. Pension Coalition Funding Request** – Jim Norris sent an email to the Board; 2009 the Pension Fairness Coalition was formed. The ILCMA board made a donation of \$10,000 at that time. The Coalition was successful as a result of the efforts. The Coalition is being encouraged to ride the coattails of the recent pension legislation that was passed. Need work to be done by actuaries. Asking for \$10,000 total; \$5000 upfront.

Concern was raised about “where does it end” and what other legislation is out there that may also be priorities. Is there a legitimate role for ILCMA in the advocacy of legislative issues? It was noted that pensions were issue number 1 or 2 in member survey.

Kelly Amidei suggested \$5000 this year and \$5000 next year. A motion was made by Jennifer Maltas for a \$10,000 contribution, with a \$5000 contribution for this year and \$5000 in the next fiscal year to support for the Coalition; seconded by David Nord. Motion was approved.

**NEXT MEETING DATE** - May 21, 2014 @ 9:30 a.m. **Location:** TBD – Downers Grove Public Works

**ADJOURNMENT** David Nord made motion to adjourn at 6:41; seconded by David Nord. Motion approved.

**ILCMA**  
**Balance Sheet**  
As of February 28, 2014

	<u>Feb 28, 14</u>
<b>ASSETS</b>	
Current Assets	
Checking/Savings	
Castle Bank - Money Market	14,153.41
Castle Bank - NOW	27,969.82
0001 · Castle Bank MMDA 3920	109,490.51
18 · Castle Bank CD 0.35% 52wk *0001	79,084.59
Castle · Castle Bank MMDA 20303550020	80,393.68
Total Checking/Savings	<u>311,092.01</u>
Total Current Assets	<u>311,092.01</u>
<b>TOTAL ASSETS</b>	<b><u>311,092.01</u></b>
<b>LIABILITIES &amp; EQUITY</b>	
Equity	
30000 · Opening Bal Equity	246,364.37
32000 · Unrestricted Net Assets	74,415.87
Net Income	-9,688.23
Total Equity	<u>311,092.01</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b><u>311,092.01</u></b>



9:37 AM

05/15/14

Cash Basis

# ILCMA

## Profit & Loss Budget vs. Actual

### July 2013 through February 2014

	Jul '13 - Feb 14	Budget	\$ Over Budget	% of Budget
<b>Income</b>				
47200 · Dues				
47205 · ILCMA Membership Dues	45,423.25	110,000.00	-64,576.75	41.3%
47210 · IAMMA Membership Dues	3,630.00	8,600.00	-4,970.00	42.2%
47215 · METRO Membership Dues	830.00	2,600.00	-1,770.00	31.9%
47220 · IACA/NACA Membership Dues	1,050.00	1,400.00	-350.00	75.0%
47225 · SWICMA Membership Dues	350.00	1,300.00	-950.00	26.9%
<b>Total 47200 · Dues</b>	<b>51,283.25</b>	<b>123,900.00</b>	<b>-72,616.75</b>	<b>41.4%</b>
47300 · Interest	246.14	1,000.00	-753.86	24.6%
47400 · Advertising/Sponsorship				
47405 · Advertising	7,400.00	9,000.00	-1,600.00	82.2%
47410 · Sponsorship	48,050.00	66,000.00	-17,950.00	72.8%
<b>Total 47400 · Advertising/Sponsorship</b>	<b>55,450.00</b>	<b>75,000.00</b>	<b>-19,550.00</b>	<b>73.9%</b>
47500 · ICMA Reim for Range Riders	1,347.80	5,000.00	-3,652.20	27.0%
47800 · Conferences				
47935 · Summer Conference 2013	24,776.00	30,000.00	-5,224.00	82.6%
47936 · Winter 2014 Conference	10,000.00	35,000.00	-25,000.00	28.6%
47937 · Summer 2014 Conference	13,250.00	30,000.00	-16,750.00	44.2%
<b>Total 47800 · Conferences</b>	<b>48,026.00</b>	<b>95,000.00</b>	<b>-46,974.00</b>	<b>50.6%</b>
47850 · Professional Dev Workshops				
47860 · Winter Pre-Conference	0.00	2,000.00	-2,000.00	0.0%
47870 · Summer Pre-Conference	1,050.00	1,000.00	50.00	105.0%
47885 · Webinars	0.00	200.00	-200.00	0.0%
47890 · Other Workshops	0.00	0.00	0.00	0.0%
47893 · September or October	1,100.00	1,000.00	100.00	110.0%
47894 · November	1,680.00	1,000.00	680.00	168.0%
47895 · January Financial Forecast Foru	14,955.00	3,400.00	11,555.00	439.9%
47896 · March	0.00	1,000.00	-1,000.00	0.0%
47897 · April	0.00	1,000.00	-1,000.00	0.0%
47900 · January	0.00	1,000.00	-1,000.00	0.0%
<b>Total 47850 · Professional Dev Workshops</b>	<b>18,785.00</b>	<b>11,600.00</b>	<b>7,185.00</b>	<b>161.9%</b>
48500 · ILCMA Apparel	0.00	150.00	-150.00	0.0%
49950 · Miscellaneous	4,229.03	500.00	3,729.03	845.8%
50000 · From/To Reserves	0.00	44,834.00	-44,834.00	0.0%
50100 · IAMMA Financial Administration	0.00	2,875.00	-2,875.00	0.0%
50200 · METRO Financial Administration	0.00	2,600.00	-2,600.00	0.0%
50210 · Metro Credit Card Transactions	5,400.00	6,000.00	-600.00	90.0%
<b>Total Income</b>	<b>184,767.22</b>	<b>368,459.00</b>	<b>-183,691.78</b>	<b>50.1%</b>
<b>Expense</b>				
60000 · NIU Contract	93,430.50	124,574.00	-31,143.50	75.0%
61000 · Membership Dues Disbursement				
61200 · IAMMA Dues Disbursement	0.00	8,600.00	-8,600.00	0.0%
61300 · METRO Dues Disbursement	0.00	2,600.00	-2,600.00	0.0%
61400 · SWICMA Dues Disbursement	0.00	1,400.00	-1,400.00	0.0%
61500 · NACA Dues Disbursement	1,100.00	900.00	200.00	122.2%
61540 · IACA Dues Disbursement	725.00	500.00	225.00	145.0%
<b>Total 61000 · Membership Dues Disbursement</b>	<b>1,825.00</b>	<b>14,000.00</b>	<b>-12,175.00</b>	<b>13.0%</b>
61800 · Refunds-ILCMA membership dues	0.00	500.00	-500.00	0.0%
62000 · ILCMA Conferences				
62203 · Winter Conference 2014	20,143.58	55,000.00	-34,856.42	36.6%
62404 · Summer Conference 2013	8,389.73	65,000.00	-56,610.27	12.9%
62405 · Summer 2014 Conference	4,050.00	15,000.00	-10,950.00	27.0%
62500 · UO Conf Expense	3,017.91	4,500.00	-1,482.09	67.1%
<b>Total 62000 · ILCMA Conferences</b>	<b>35,601.22</b>	<b>139,500.00</b>	<b>-103,898.78</b>	<b>25.5%</b>
63000 · Professional Development				
63100 · Winter Pre-Conference	3,600.00	4,000.00	-400.00	90.0%
63200 · Summer Pre-Conference	2,500.00	4,000.00	-1,500.00	62.5%
63430 · September or October	1,155.71	1,000.00	155.71	115.6%
63440 · November	2,124.18	1,000.00	1,124.18	212.4%
63451 · January	0.00	1,000.00	-1,000.00	0.0%
63460 · March	0.00	1,000.00	-1,000.00	0.0%
63470 · April	0.00	1,000.00	-1,000.00	0.0%
63480 · May	0.00	1,000.00	-1,000.00	0.0%
63485 · CAL ICMA Coaching	5,000.00	5,000.00	0.00	100.0%
<b>Total 63000 · Professional Development</b>	<b>14,379.89</b>	<b>19,000.00</b>	<b>-4,620.11</b>	<b>75.7%</b>

9:37 AM

05/15/14

Cash Basis

# ILCMA

## Profit & Loss Budget vs. Actual

### July 2013 through February 2014

	Jul '13 - Feb 14	Budget	\$ Over Budget	% of Budget
<b>64000 · General Operating Expenses</b>				
60500 · Corporate Partner Lunch	1,366.62	2,500.00	-1,133.38	54.7%
64010 · IML Annual Mtg (booth & spkr)	1,200.01	1,200.00	0.01	100.0%
64020 · Range Rider	5,815.62	10,000.00	-4,184.38	58.2%
64040 · ICMA Hospitality	4,512.29	2,500.00	2,012.29	180.5%
64050 · Misc. Operating	3,021.27	1,500.00	1,521.27	201.4%
64060 · Insurance (Board & Gen. Liabil)	2,105.00	5,000.00	-2,895.00	42.1%
64070 · IRS	1,302.00	2,200.00	-898.00	59.2%
64090 · ICMA Conf Scholarship	1,320.00	1,320.00	0.00	100.0%
65000 · Audit	1,200.00	1,500.00	-300.00	80.0%
65010 · ICMA Conf Planning Committee	1,772.76	1,200.00	572.76	147.7%
65020 · Board Meetings	786.58	2,000.00	-1,213.42	39.3%
65030 · Committee Meetings	177.65	500.00	-322.35	35.5%
65040 · Awards	457.81	1,000.00	-542.19	45.8%
65050 · Website	1,906.80	25,000.00	-23,093.20	7.6%
65059 · Credit Card Processing fees	1,573.93	3,000.00	-1,426.07	52.5%
65060 · Board Travel	424.72	1,000.00	-575.28	42.5%
65070 · ILCMA Apparel	0.00	150.00	-150.00	0.0%
65100 · Postage	77.72	1,000.00	-922.28	7.8%
65110 · Printing	17.00	1,000.00	-983.00	1.7%
65120 · Supplies	371.06	500.00	-128.94	74.2%
65125 · Tax Preparation	380.00	400.00	-20.00	95.0%
65126 · Member in Transition	200.00	4,100.00	-3,900.00	4.9%
65130 · Newsletter Graphic Design	3,000.00	5,000.00	-2,000.00	60.0%
<b>Total 64000 · General Operating Expenses</b>	<b>32,988.84</b>	<b>73,570.00</b>	<b>-40,581.16</b>	<b>44.8%</b>
<b>67500 · ICMA Fund for the Profession</b>	<b>0.00</b>	<b>3,500.00</b>	<b>-3,500.00</b>	<b>0.0%</b>
67505 · Memorial/Retirements to ICMA Fu	1,100.00	1,000.00	100.00	110.0%
67550 · Life, Well Run Pledge	0.00	0.00	0.00	0.0%
<b>68000 · Special Proj/Contingency Fund</b>	<b>0.00</b>	<b>1,000.00</b>	<b>-1,000.00</b>	<b>0.0%</b>
68030 · Strategic Planning/Board Orient	0.00	5,000.00	-5,000.00	0.0%
68052 · Committee Projects	10,000.00	5,000.00	5,000.00	200.0%
68055 · Misc.	0.00	5,000.00	-5,000.00	0.0%
68056 · ICMA Stud. Chapter	800.00	1,200.00	-400.00	66.7%
68059 · NIU MPA 50th Anniversary	3,000.00	3,000.00	0.00	100.0%
<b>Total 68000 · Special Proj/Contingency Fund</b>	<b>13,800.00</b>	<b>15,200.00</b>	<b>-1,400.00</b>	<b>90.8%</b>
<b>69950 · Disburse Metro Credit Card Tran</b>	<b>2,450.00</b>	<b>6,000.00</b>	<b>-3,550.00</b>	<b>40.8%</b>
<b>Total Expense</b>	<b>195,575.45</b>	<b>396,844.00</b>	<b>-201,268.55</b>	<b>49.3%</b>
<b>Net Income</b>	<b>-10,808.23</b>	<b>-28,385.00</b>	<b>17,576.77</b>	<b>38.1%</b>

**ILCMA**  
**Balance Sheet**  
As of March 31, 2014

	<u>Mar 31, 14</u>
<b>ASSETS</b>	
Current Assets	
Checking/Savings	
Castle Bank - Money Market	14,154.01
Castle Bank - NOW	20,877.34
0001 - Castle Bank MMDA 3920	59,498.99
Castle - Castle Bank MMDA 20303550020	159,495.76
Total Checking/Savings	<u>254,026.10</u>
Total Current Assets	<u>254,026.10</u>
<b>TOTAL ASSETS</b>	<b><u>254,026.10</u></b>
<b>LIABILITIES &amp; EQUITY</b>	
Equity	
30000 - Opening Bal Equity	246,364.37
32000 - Unrestricted Net Assets	74,415.87
Net Income	<u>-66,754.14</u>
Total Equity	<u>254,026.10</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b><u>254,026.10</u></b>

1:20 PM

04/10/14

Cash Basis

# ILCMA

## Profit & Loss Budget vs. Actual

### July 2013 through March 2014

	Jul '13 - Mar 14	Budget	\$ Over Budget	% of Budget
<b>Income</b>				
47200 · Dues				
47205 · ILCMA Membership Dues	46,049.38	110,000.00	-63,950.62	41.9%
47210 · IAMMA Membership Dues	3,790.00	8,600.00	-4,810.00	44.1%
47215 · METRO Membership Dues	845.00	2,600.00	-1,755.00	32.5%
47220 · IACA/NACA Membership Dues	1,050.00	1,400.00	-350.00	75.0%
47225 · SWICMA Membership Dues	400.00	1,300.00	-900.00	30.8%
<b>Total 47200 · Dues</b>	<b>52,134.38</b>	<b>123,900.00</b>	<b>-71,765.62</b>	<b>42.1%</b>
47300 · Interest	274.33	1,000.00	-725.67	27.4%
47400 · Advertising/Sponsorship				
47405 · Advertising	7,400.00	9,000.00	-1,600.00	82.2%
47410 · Sponsorship	48,120.00	66,000.00	-17,880.00	72.9%
<b>Total 47400 · Advertising/Sponsorship</b>	<b>55,520.00</b>	<b>75,000.00</b>	<b>-19,480.00</b>	<b>74.0%</b>
47500 · ICMA Reim for Range Riders	1,347.80	5,000.00	-3,652.20	27.0%
47800 · Conferences				
47935 · Summer Conference 2013	24,776.00	30,000.00	-5,224.00	82.6%
47936 · Winter 2014 Conference	9,950.00	35,000.00	-25,050.00	28.4%
47937 · Summer 2014 Conference	13,230.00	30,000.00	-16,770.00	44.1%
<b>Total 47800 · Conferences</b>	<b>47,956.00</b>	<b>95,000.00</b>	<b>-47,044.00</b>	<b>50.5%</b>
47850 · Professional Dev Workshops				
47860 · Winter Pre-Conference	100.00	2,000.00	-1,900.00	5.0%
47870 · Summer Pre-Conference	1,050.00	1,000.00	50.00	105.0%
47885 · Webinars	0.00	200.00	-200.00	0.0%
47890 · Other Workshops	0.00	0.00	0.00	0.0%
47893 · September or October	1,100.00	1,000.00	100.00	110.0%
47894 · November	1,680.00	1,000.00	680.00	168.0%
47895 · January Financial Forecast Foru	14,955.00	3,400.00	11,555.00	439.9%
47896 · March	0.00	1,000.00	-1,000.00	0.0%
47897 · April	185.00	1,000.00	-815.00	18.5%
47900 · January	547.50	1,000.00	-452.50	54.8%
<b>Total 47850 · Professional Dev Workshops</b>	<b>19,617.50</b>	<b>11,600.00</b>	<b>8,017.50</b>	<b>169.1%</b>
48500 · ILCMA Apparel	0.00	150.00	-150.00	0.0%
49950 · Miscellaneous	5,569.03	500.00	5,069.03	1,113.8%
50000 · From/To Reserves	0.00	44,834.00	-44,834.00	0.0%
50100 · IAMMA Financial Administration	0.00	2,875.00	-2,875.00	0.0%
50200 · METRO Financial Administration	0.00	2,600.00	-2,600.00	0.0%
50210 · Metro Credit Card Transactions	6,775.00	6,000.00	775.00	112.9%
<b>Total Income</b>	<b>189,194.04</b>	<b>368,459.00</b>	<b>-179,264.96</b>	<b>51.3%</b>
<b>Expense</b>				
60000 · NIU Contract	124,574.00	124,574.00	0.00	100.0%
61000 · Membership Dues Disbursement				
61200 · IAMMA Dues Disbursement	3,830.00	8,600.00	-4,770.00	44.5%
61300 · METRO Dues Disbursement	845.00	2,600.00	-1,755.00	32.5%
61400 · SWICMA Dues Disbursement	350.00	1,400.00	-1,050.00	25.0%
61500 · NACA Dues Disbursement	1,200.00	900.00	300.00	133.3%
61540 · IACA Dues Disbursement	775.00	500.00	275.00	155.0%
<b>Total 61000 · Membership Dues Disbursement</b>	<b>7,000.00</b>	<b>14,000.00</b>	<b>-7,000.00</b>	<b>50.0%</b>
61800 · Refunds-ILCMA membership dues	0.00	500.00	-500.00	0.0%
62000 · ILCMA Conferences				
62203 · Winter Conference 2014	37,130.03	55,000.00	-17,869.97	67.5%
62404 · Summer Conference 2013	8,389.73	65,000.00	-56,610.27	12.9%
62405 · Summer 2014 Conference	4,077.82	15,000.00	-10,922.18	27.2%
62500 · UO Conf Expense	3,017.91	4,500.00	-1,482.09	67.1%
<b>Total 62000 · ILCMA Conferences</b>	<b>52,615.49</b>	<b>139,500.00</b>	<b>-86,884.51</b>	<b>37.7%</b>
63000 · Professional Development				
63100 · Winter Pre-Conference	3,600.00	4,000.00	-400.00	90.0%
63200 · Summer Pre-Conference	2,500.00	4,000.00	-1,500.00	62.5%
63430 · September or October	1,155.71	1,000.00	155.71	115.6%
63440 · November	2,124.18	1,000.00	1,124.18	212.4%
63451 · January	862.33	1,000.00	-137.67	86.2%
63460 · March	1,056.00	1,000.00	56.00	105.6%
63470 · April	0.00	1,000.00	-1,000.00	0.0%
63480 · May	0.00	1,000.00	-1,000.00	0.0%
63485 · CAL ICMA Coaching	5,000.00	5,000.00	0.00	100.0%
<b>Total 63000 · Professional Development</b>	<b>16,298.22</b>	<b>19,000.00</b>	<b>-2,701.78</b>	<b>85.8%</b>

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04/10/14

Cash Basis

# ILCMA

## Profit & Loss Budget vs. Actual

### July 2013 through March 2014

	Jul '13 - Mar 14	Budget	\$ Over Budget	% of Budget
<b>64000 · General Operating Expenses</b>				
60500 · Corporate Partner Lunch	1,366.62	2,500.00	-1,133.38	54.7%
64010 · IML Annual Mtg (booth & spkr)	1,200.01	1,200.00	0.01	100.0%
64020 · Range Rider	6,091.40	10,000.00	-3,908.60	60.9%
64040 · ICMA Hospitality	4,512.29	2,500.00	2,012.29	180.5%
64050 · Misc. Operating	5,021.27	1,500.00	3,521.27	334.8%
64060 · Insurance (Board & Gen. Liabil)	2,105.00	5,000.00	-2,895.00	42.1%
64070 · IRS	1,302.00	2,200.00	-898.00	59.2%
64090 · ICMA Conf Scholarship	1,320.00	1,320.00	0.00	100.0%
65000 · Audit	1,200.00	1,500.00	-300.00	80.0%
65010 · ICMA Conf Planning Committee	1,772.76	1,200.00	572.76	147.7%
65020 · Board Meetings	786.58	2,000.00	-1,213.42	39.3%
65030 · Committee Meetings	360.13	500.00	-139.87	72.0%
65040 · Awards	457.81	1,000.00	-542.19	45.8%
65050 · Website	1,906.80	25,000.00	-23,093.20	7.6%
65059 · Credit Card Processing fees	1,746.84	3,000.00	-1,253.16	58.2%
65060 · Board Travel	424.72	1,000.00	-575.28	42.5%
65070 · ILCMA Apparel	0.00	150.00	-150.00	0.0%
65100 · Postage	244.58	1,000.00	-755.42	24.5%
65110 · Printing	71.35	1,000.00	-928.65	7.1%
65120 · Supplies	415.31	500.00	-84.69	83.1%
65125 · Tax Preparation	380.00	400.00	-20.00	95.0%
65126 · Member in Transition	200.00	4,100.00	-3,900.00	4.9%
65130 · Newsletter Graphic Design	3,500.00	5,000.00	-1,500.00	70.0%
<b>Total 64000 · General Operating Expenses</b>	<b>36,385.47</b>	<b>73,570.00</b>	<b>-37,184.53</b>	<b>49.5%</b>
67500 · ICMA Fund for the Profession	0.00	3,500.00	-3,500.00	0.0%
67505 · Memorial/Retirements to ICMA Fu	1,500.00	1,000.00	500.00	150.0%
67550 · Life, Well Run Pledge	0.00	0.00	0.00	0.0%
<b>68000 · Special Proj/Contingency Fund</b>				
68030 · Strategic Planning/Board Orient	0.00	1,000.00	-1,000.00	0.0%
68052 · Committee Projects	10,000.00	5,000.00	5,000.00	200.0%
68055 · Misc.	0.00	5,000.00	-5,000.00	0.0%
68056 · ICMA Stud. Chapter	800.00	1,200.00	-400.00	66.7%
68059 · NIU MPA 50th Anniversary	3,000.00	3,000.00	0.00	100.0%
<b>Total 68000 · Special Proj/Contingency Fund</b>	<b>13,800.00</b>	<b>15,200.00</b>	<b>-1,400.00</b>	<b>90.8%</b>
69950 · Disburse Metro Credit Card Tran	4,575.00	6,000.00	-1,425.00	76.3%
<b>Total Expense</b>	<b>256,748.18</b>	<b>396,844.00</b>	<b>-140,095.82</b>	<b>64.7%</b>
<b>Net Income</b>	<b>-67,554.14</b>	<b>-28,385.00</b>	<b>-39,169.14</b>	<b>238.0%</b>

**ILCMA**  
**Balance Sheet**  
As of April 30, 2014

	<u>Apr 30, 14</u>
<b>ASSETS</b>	
Current Assets	
Checking/Savings	
Castle Bank - Money Market	14,154.59
Castle Bank - NOW	33,275.88
0001 · Castle Bank MMDA 3920	49,503.22
Castle · Castle Bank MMDA 20303550020	159,495.76
Total Checking/Savings	<u>256,429.45</u>
Total Current Assets	<u>256,429.45</u>
<b>TOTAL ASSETS</b>	<b><u>256,429.45</u></b>
<b>LIABILITIES &amp; EQUITY</b>	
Equity	
30000 · Opening Bal Equity	246,364.37
32000 · Unrestricted Net Assets	74,415.87
Net Income	<u>-64,350.79</u>
Total Equity	<u>256,429.45</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b><u>256,429.45</u></b>

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05/02/14

Cash Basis

# ILCMA

## Profit & Loss Budget vs. Actual

### July 2013 through April 2014

	Jul '13 - Apr 14	Budget	\$ Over Budget	% of Budget
<b>Income</b>				
47200 · Dues				
47205 · ILCMA Membership Dues	47,893.13	110,000.00	-62,106.87	43.5%
47210 · IAMMA Membership Dues	3,790.00	8,600.00	-4,810.00	44.1%
47215 · METRO Membership Dues	845.00	2,600.00	-1,755.00	32.5%
47220 · IACA/NACA Membership Dues	1,075.00	1,400.00	-325.00	76.8%
47225 · SWICMA Membership Dues	450.00	1,300.00	-850.00	34.6%
<b>Total 47200 · Dues</b>	<b>54,053.13</b>	<b>123,900.00</b>	<b>-69,846.87</b>	<b>43.6%</b>
47300 · Interest	280.50	1,000.00	-719.50	28.1%
47400 · Advertising/Sponsorship				
47405 · Advertising	8,200.00	9,000.00	-800.00	91.1%
47410 · Sponsorship	54,045.00	66,000.00	-11,955.00	81.9%
<b>Total 47400 · Advertising/Sponsorship</b>	<b>62,245.00</b>	<b>75,000.00</b>	<b>-12,755.00</b>	<b>83.0%</b>
47500 · ICMA Reim for Range Riders	1,347.80	5,000.00	-3,652.20	27.0%
47800 · Conferences				
47935 · Summer Conference 2013	24,776.00	30,000.00	-5,224.00	82.6%
47936 · Winter 2014 Conference	35,075.00	35,000.00	75.00	100.2%
47937 · Summer 2014 Conference	14,980.00	30,000.00	-15,020.00	49.9%
<b>Total 47800 · Conferences</b>	<b>74,831.00</b>	<b>95,000.00</b>	<b>-20,169.00</b>	<b>78.8%</b>
47850 · Professional Dev Workshops				
47860 · Winter Pre-Conference	100.00	2,000.00	-1,900.00	5.0%
47870 · Summer Pre-Conference	1,050.00	1,000.00	50.00	105.0%
47885 · Webinars	0.00	200.00	-200.00	0.0%
47890 · Other Workshops	0.00	0.00	0.00	0.0%
47893 · September or October	1,100.00	1,000.00	100.00	110.0%
47894 · November	1,680.00	1,000.00	680.00	168.0%
47895 · January Financial Forecast Foru	14,955.00	3,400.00	11,555.00	439.9%
47896 · March	0.00	1,000.00	-1,000.00	0.0%
47897 · April	1,040.00	1,000.00	40.00	104.0%
47900 · January	547.50	1,000.00	-452.50	54.8%
<b>Total 47850 · Professional Dev Workshops</b>	<b>20,472.50</b>	<b>11,600.00</b>	<b>8,872.50</b>	<b>176.5%</b>
48500 · ILCMA Apparel	0.00	150.00	-150.00	0.0%
49950 · Miscellaneous	5,669.03	500.00	5,169.03	1,133.8%
50000 · From/To Reserves	0.00	44,834.00	-44,834.00	0.0%
50100 · IAMMA Financial Administration	2,875.00	2,875.00	0.00	100.0%
50200 · METRO Financial Administration	2,600.00	2,600.00	0.00	100.0%
50210 · Metro Credit Card Transactions	7,450.00	6,000.00	1,450.00	124.2%
<b>Total Income</b>	<b>231,823.96</b>	<b>368,459.00</b>	<b>-136,635.04</b>	<b>62.9%</b>
<b>Expense</b>				
60000 · NIU Contract	124,574.00	124,574.00	0.00	100.0%
61000 · Membership Dues Disbursement				
61200 · IAMMA Dues Disbursement	3,830.00	8,600.00	-4,770.00	44.5%
61300 · METRO Dues Disbursement	845.00	2,600.00	-1,755.00	32.5%
61400 · SWICMA Dues Disbursement	350.00	1,400.00	-1,050.00	25.0%
61500 · NACA Dues Disbursement	1,200.00	900.00	300.00	133.3%
61540 · IACA Dues Disbursement	775.00	500.00	275.00	155.0%
<b>Total 61000 · Membership Dues Disbursement</b>	<b>7,000.00</b>	<b>14,000.00</b>	<b>-7,000.00</b>	<b>50.0%</b>
61800 · Refunds-ILCMA membership dues	0.00	500.00	-500.00	0.0%
62000 · ILCMA Conferences				
62203 · Winter Conference 2014	66,387.10	55,000.00	11,387.10	120.7%
62404 · Summer Conference 2013	8,389.73	65,000.00	-56,610.27	12.9%
62405 · Summer 2014 Conference	4,077.82	15,000.00	-10,922.18	27.2%
62500 · UO Conf Expense	3,017.91	4,500.00	-1,482.09	67.1%
<b>Total 62000 · ILCMA Conferences</b>	<b>81,872.56</b>	<b>139,500.00</b>	<b>-57,627.44</b>	<b>58.7%</b>
63000 · Professional Development				
63100 · Winter Pre-Conference	4,060.25	4,000.00	60.25	101.5%
63200 · Summer Pre-Conference	2,500.00	4,000.00	-1,500.00	62.5%
63430 · September or October	1,155.71	1,000.00	155.71	115.6%
63440 · November	2,124.18	1,000.00	1,124.18	212.4%
63451 · January	862.33	1,000.00	-137.67	86.2%
63460 · March	1,056.00	1,000.00	56.00	105.6%
63470 · April	921.42	1,000.00	-78.58	92.1%
63480 · May	0.00	1,000.00	-1,000.00	0.0%
63485 · CAL ICMA Coaching	10,000.00	5,000.00	5,000.00	200.0%
<b>Total 63000 · Professional Development</b>	<b>22,679.89</b>	<b>19,000.00</b>	<b>3,679.89</b>	<b>119.4%</b>

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05/02/14

Cash Basis

# ILCMA

## Profit & Loss Budget vs. Actual

### July 2013 through April 2014

	Jul '13 - Apr 14	Budget	\$ Over Budget	% of Budget
<b>64000 · General Operating Expenses</b>				
60500 · Corporate Partner Lunch	1,366.62	2,500.00	-1,133.38	54.7%
64010 · IML Annual Mtg (booth & spkr)	1,200.01	1,200.00	0.01	100.0%
64020 · Range Rider	8,040.23	10,000.00	-1,959.77	80.4%
64040 · ICMA Hospitality	4,512.29	2,500.00	2,012.29	180.5%
64050 · Misc. Operating	5,031.27	1,500.00	3,531.27	335.4%
64060 · Insurance (Board & Gen. Liabil)	2,216.00	5,000.00	-2,784.00	44.3%
64070 · IRS	1,302.00	2,200.00	-898.00	59.2%
64090 · ICMA Conf Scholarship	1,320.00	1,320.00	0.00	100.0%
65000 · Audit	1,200.00	1,500.00	-300.00	80.0%
65010 · ICMA Conf Planning Committee	1,772.76	1,200.00	572.76	147.7%
65020 · Board Meetings	786.58	2,000.00	-1,213.42	39.3%
65030 · Committee Meetings	360.13	500.00	-139.87	72.0%
65040 · Awards	554.56	1,000.00	-445.44	55.5%
65050 · Website	1,906.80	25,000.00	-23,093.20	7.6%
65059 · Credit Card Processing fees	1,858.09	3,000.00	-1,141.91	61.9%
65060 · Board Travel	1,059.72	1,000.00	59.72	106.0%
65070 · ILCMA Apparel	0.00	150.00	-150.00	0.0%
65100 · Postage	244.58	1,000.00	-755.42	24.5%
65110 · Printing	71.35	1,000.00	-928.65	7.1%
65120 · Supplies	415.31	500.00	-84.69	83.1%
65125 · Tax Preparation	380.00	400.00	-20.00	95.0%
65126 · Member in Transition	200.00	4,100.00	-3,900.00	4.9%
65130 · Newsletter Graphic Design	4,000.00	5,000.00	-1,000.00	80.0%
<b>Total 64000 · General Operating Expenses</b>	<b>39,798.30</b>	<b>73,570.00</b>	<b>-33,771.70</b>	<b>54.1%</b>
<b>67500 · ICMA Fund for the Profession</b>	<b>0.00</b>	<b>3,500.00</b>	<b>-3,500.00</b>	<b>0.0%</b>
67505 · Memorial/Retirements to ICMA Fu	1,500.00	1,000.00	500.00	150.0%
67550 · Life, Well Run Pledge	0.00	0.00	0.00	0.0%
<b>68000 · Special Proj/Contingency Fund</b>				
68030 · Strategic Planning/Board Orient	0.00	1,000.00	-1,000.00	0.0%
68052 · Committee Projects	10,000.00	5,000.00	5,000.00	200.0%
68055 · Misc.	0.00	5,000.00	-5,000.00	0.0%
68056 · ICMA Stud. Chapter	800.00	1,200.00	-400.00	66.7%
68059 · NIU MPA 50th Anniversary	3,000.00	3,000.00	0.00	100.0%
<b>Total 68000 · Special Proj/Contingency Fund</b>	<b>13,800.00</b>	<b>15,200.00</b>	<b>-1,400.00</b>	<b>90.8%</b>
<b>69950 · Disburse Metro Credit Card Tran</b>	<b>5,750.00</b>	<b>6,000.00</b>	<b>-250.00</b>	<b>95.8%</b>
<b>Total Expense</b>	<b>296,974.75</b>	<b>396,844.00</b>	<b>-99,869.25</b>	<b>74.8%</b>
<b>Net Income</b>	<b>-65,150.79</b>	<b>-28,385.00</b>	<b>-36,765.79</b>	<b>229.5%</b>





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**\*\*Version 1: CAOs & Assistant CAOs  
who are neither members of ILCMA nor ICMA\*\***

{Date}

{Name}

{Title}

{Organization}

{Address1}

{Address2}

{City}, {State} {Zip}

Dear {Informal},

A career in professional local government management can be a challenge, but you don't have to face it alone. The Illinois City/County Management Association and International City/County Management Association provide the resources, networking, and support that are needed as community-builders. Illinois proudly maintains an active ILCMA state network, and ICMA, the international voice of our profession, connects us as colleagues across the country and around the globe. Their combined support has a direct impact on our careers, our communities, and our state as a whole.

We invite you to join us as ILCMA and ICMA members and hope you'll take a few moments to review the enclosed materials. ILCMA and ICMA represent those committed to the highest standards of professional conduct in local governance, offer relevant and timely resources and professional development, and provide a platform for networking and knowledge-sharing with other local government management professionals in Illinois and around the world.

During our times of greatest struggle, either with tough community issues or when we're feeling most vulnerable in our professional lives, we've turned to friends and colleagues in ILCMA and across the ICMA membership for advice and counsel. This critical networking is facilitated by strong professional organizations which are made stronger by the active participation of people like you. We hope you will choose to become an integral part of both the ILCMA and ICMA communities.

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**ILCMA Secretariat**

Center for Governmental Studies

Northern Illinois University ■ DeKalb, IL 60115-2854

815 753 5424 ■ 815 753 2305 fax ■ [www.ilcma.org](http://www.ilcma.org)

**ICMA Headquarters**

777 North Capitol Street, NE, Suite 500

Washington, DC 20002-4201

800 745 8780 ■ 202 962 3500 fax ■ [icma.org](http://icma.org)

Best regards,

{Signature Line}

Mark T. Franz  
ILCMA President  
Village Manager, Glen Ellyn

{Signature Line}

Robert R. Kiely, Jr.  
ICMA Regional Vice President  
City Manager, Lake Forest

{Signature Line}

Dawn S. Peters, MPA  
Executive Director, ILCMA

{Signature Line}

David M. Limardi, MPA, ICMA-CM  
Midwest Regional Director, ICMA

Enclosures

**\*\*Version 2: CAOs & Assistant CAOs  
who are members of ILCMA but not ICMA\*\***

{Date}

{Name}

{Title}

{Organization}

{Address1}

{Address2}

{City}, {State} {Zip}

Dear {Informal},

Imagine if you only watched the local news, but never kept up with national or international news. While you would be comprehensively informed about where you work, live, and lead, you would have little perspective on the national and global events that affect you and your fellow Illinois residents. And so it is with our associations as local government professionals. Expanding our professional exposure can only help us thrive in our careers, which has a direct impact on the individual communities we lead.

We invite you to join us as members of ICMA, the International City/County Management Association, and hope you'll take a few moments to review the enclosed materials. ICMA complements the work we do together through ILCMA by multiplying our network, increasing our resource base, and magnifying our exposure to new ideas and innovation from around the country and across the world.

For 100 years, ICMA has served administrators like us who stand for ethical leadership in Illinois and beyond. ICMA and our membership's commitment to the value of representative local government, local democracy, and effective management of public services has remained constant, but the nature of our work and our world has transformed. The essential support ICMA provides includes leadership development around the evolving role of professional managers, telling the story of our profession through our *Life, Well Run* campaign, and facilitating an international dialogue on leading practices. ICMA is committed to honoring your commitment to your career, the community you serve, and the profession you value.

During our times of greatest struggle, either with tough community issues or when we're feeling most vulnerable in our professional lives, we've turned to friends and colleagues across the ILCMA and ICMA memberships for advice and counsel. This critical networking is facilitated by strong professional associations which are made stronger by the active participation of people like you. ICMA needs you, we believe you can greatly benefit from ICMA, and we all benefit from the strength of professional affiliation.

If you would like to know more about the value of ICMA membership and how it complements your participation in ILCMA, please contact any of us or visit [icma.org](http://icma.org).

Best regards,

{Signature Line}

Mark T. Franz  
ILCMA President  
Village Manager, Glen Ellyn

{Signature Line}

Robert R. Kiely, Jr.  
ICMA Regional Vice President  
City Manager, Lake Forest

{Signature Line}

Dawn S. Peters, MPA  
Executive Director, Illinois City/County Management Association

{Signature Line}

David M. Limardi, MPA, ICMA-CM  
Midwest Regional Director, ICMA

Enclosures

**\*\*Version 3: CAOs & Assistant CAOs  
who are members of ICMA but not ILCMA\*\***

{Date}

{Name}

{Title}

{Organization}

{Address1}

{Address2}

{City}, {State} {Zip}

Dear {Informal},

Imagine if you only watched the national or international news, but never kept up with local events. While you would be comprehensively informed about national and global happenings, you would have little perspective on the direct impact those issues have on you and your fellow Illinois residents.

And so it is with our associations as local government professionals. Expanding our professional exposure can only help us thrive in our careers, which has a direct impact on the individual communities we lead.

We invite you to join us as a member of ILCMA, the Illinois City/County Management Association, and hope you'll take a few moments to review the enclosed materials. ILCMA complements the work we do together nationally and internationally by focusing our network, exposing us to ideas and innovation that work in Illinois, and providing targeted resources that meet the unique circumstances we face in our state.

ILCMA shares our commitment to the value of representative local government, local democracy, and effective management of public services. To help us lead our communities, ILCMA provides a wide range of member benefits and activities, among which are multiple regional and statewide networking and professional development conferences and events, mentoring, a monthly newsletter, and exclusive listserv.

During our times of greatest struggle, either with tough community issues or when we're feeling most vulnerable in our professional lives, we've turned to friends and colleagues across the ILCMA and ICMA memberships for advice and counsel. This critical networking is facilitated by strong professional associations which are made stronger by the active participation of people like you. ILCMA needs you, we believe you can greatly benefit from ILCMA, and we all benefit from the strength of professional affiliation.

If you would like to know more about the value of ILCMA membership and how it complements your participation in ICMA, please contact one of us or visit [www.ilcma.org](http://www.ilcma.org).

Best regards,

{Signature Line}

Mark T. Franz  
ILCMA President  
Village Manager, Glen Ellyn

{Signature Line}

Robert R. Kiely, Jr.  
ICMA Regional Vice President  
City Manager, Lake Forest

{Signature Line}

Dawn S. Peters, MPA  
Executive Director, Illinois City/County Management Association

{Signature Line}

David M. Limardi, MPA, ICMA-CM  
Midwest Regional Director, ICMA

Enclosures

This gap analysis of CAOs & assistant CAOs includes ILCMA members (3/14), ICMA members (4/14), others working in Council-Manager or ICMA recognized jurisdictions in Illinois, and CAOs on a list provided by IML (3/14)

	ILCMA Member	Non-Member	Total
ICMA Member	246	24	270
Non-Member	66	105	171
Total	312	129	441

	ICMA Member	Non-Member	Total
ILCMA Member	246	66	312
Non-Member	24	105	129
Total	270	171	441

#### Summary by Local Government Type

	ICMA Member	Non-Member	Total
COG	1	10	11
County	14	12	26
Municipality	252	148	400
Special District	3	1	4
Total	270	171	441

	ILCMA Member	Non-Member	Total
COG	0	11	11
County	23	3	26
Municipality	286	114	400
Special District	3	1	4
Total	312	129	441

#### Summary by Population Range

	ICMA Member	Non-Member	Total
Under 5,000	29	59	88
5,000-9,999	40	37	77
10,000-25,000	82	38	120
25,000-49,999	63	13	76
50,000-99,999	36	9	45
Over 100,000	17	9	26
Others/Unknown	3	6	9
Total	123	99	222

	ILCMA Member	Non-Member	Total
Under 5,000	42	46	88
5,000-9,999	55	22	77
10,000-25,000	93	27	120
25,000-49,999	64	12	76
50,000-99,999	35	10	45
Over 100,000	20	6	26
Others/Unknown	3	6	9
Total	312	129	441

#### Summary by Form of Government

	ICMA Member	Non-Member	Total
CM	168	47	215
Other	102	124	226
Total	270	171	441

	ILCMA Member	Non-Member	Total
CM	183	32	215
Other	129	97	226
Total	312	129	441

#### Summary by Functional Role

	ICMA Member	Non-Member	Total
CAO	204	152	356
Asst CAO	66	19	85
Total	270	171	441

	ILCMA Member	Non-Member	Total
CAO	237	119	356
Asst CAO	75	10	85
Total	312	129	441

	ILCMA Member	Non-Member	Total
ICMA Member	79%	19%	61%
Non-member	21%	81%	39%
Total	100%	100%	100%

	ICMA Member	Non-Member	Total
ILCMA Member	91%	39%	71%
Non-Member	9%	61%	29%
Total	100%	100%	100%

#### Summary by Local Government Type

	ICMA Mbrs as % of Total
COG	9%
County	54%
Municipality	63%
Special District	75%
Total	61%

	ILCMA Mbrs as % of Total
COG	0%
County	88%
Municipality	72%
Special District	75%
Total	71%

#### Summary by Population Range

	ICMA Mbrs as % of Total
Under 5,000	33%
5,000-9,999	52%
10,000-25,000	68%
25,000-49,999	83%
50,000-99,999	80%
Over 100,000	65%
Others/Unknown	33%
Total	55%

	ILCMA Mbrs as % of Total
Under 5,000	48%
5,000-9,999	71%
10,000-25,000	78%
25,000-49,999	84%
50,000-99,999	78%
Over 100,000	77%
Others/Unknown	33%
Total	71%

#### Summary by Form of Government

	ICMA Mbrs as % of Total
CM	78%
Other	45%
Total	61%

	ILCMA Mbrs as % of Total
CM	85%
Other	57%
Total	71%

#### Summary by Functional Role

	ICMA Mbrs as % of Total
CAO	57%
Asst CAO	78%
Total	61%

	ILCMA Mbrs as % of Total
CAO	67%
Asst CAO	88%
Total	71%

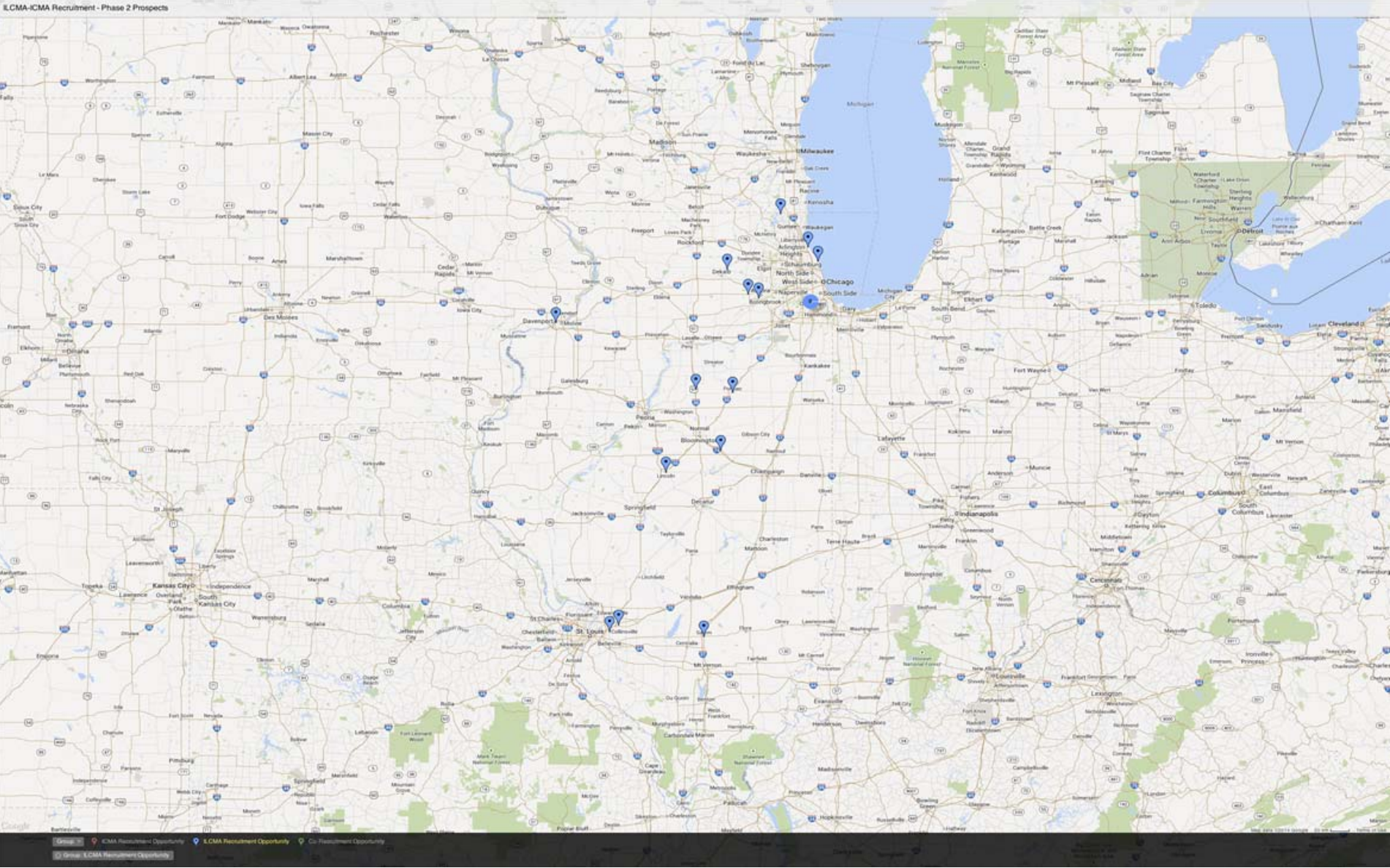
## LCMA-ICMA Recruitment - Phase 2 Prospects



Interactive map available online at <http://tinyurl.com/ln44jk7>; password "ilcma"



ILCMA Recruitment Prospects: 24

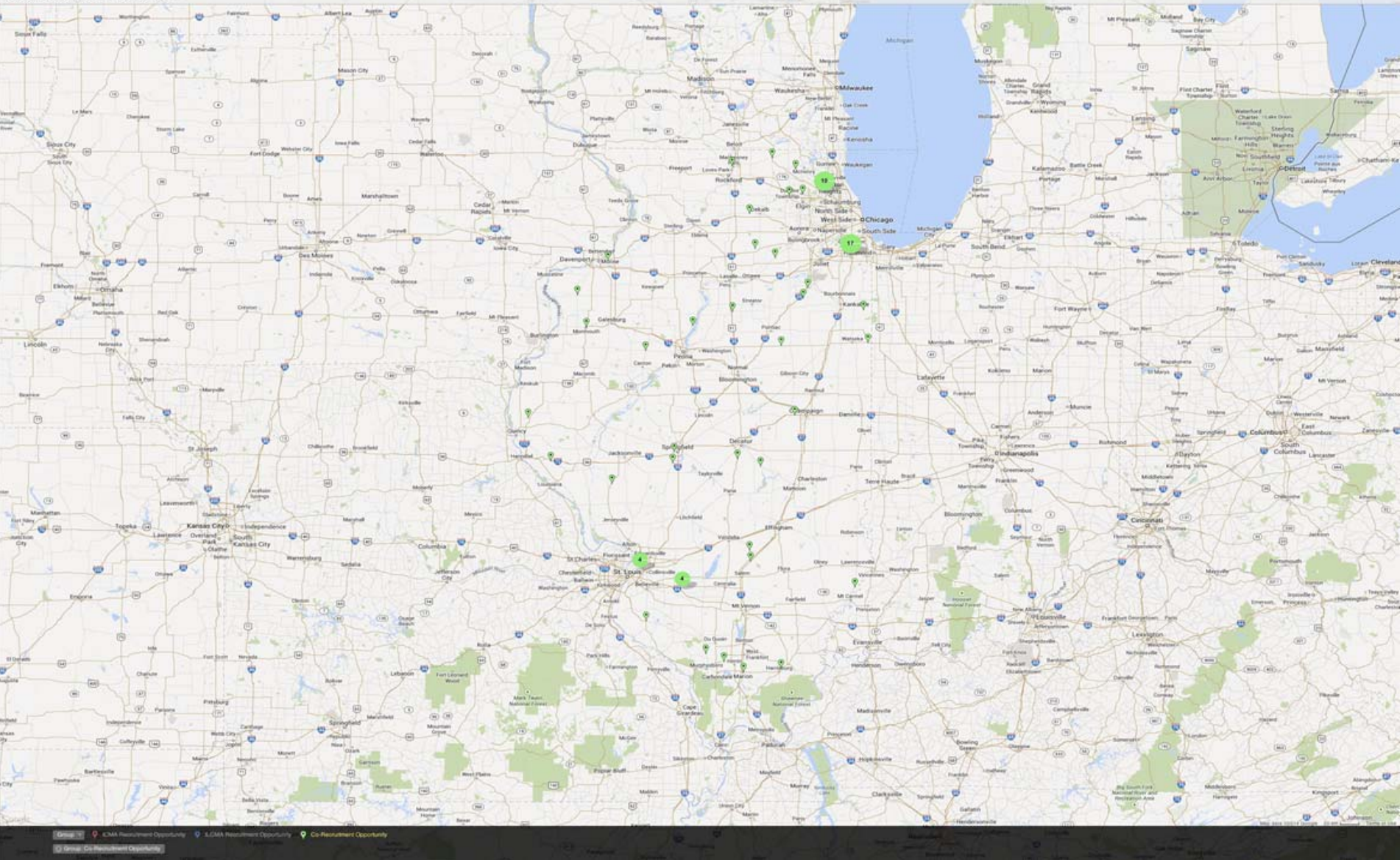


Interactive map available online at <http://tinyurl.com/ln44jk7>; password "ilcma"



Co-Recruitment Prospects (Phase 2): 70

ILCMA-ICMA Recruitment - Phase 2 Prospects



Interactive map available online at <http://tinyurl.com/ln44jk7>; password "ilcma"

Previous Outreach?	Current Target	Group	Full Name	Informal	Title	Company	Work Phone	Email	ICMA Join Date	ICMA Paid Through	Census Figure	FormOfGovt	ICMA Recognition
		ICMA & ILCMA Member	Kirk A. Zoellner	Kirk	Assistant Village Administrator	Village of Mokena	(708) 479-3900	zoellner_k@hotmail.com	7/1/92	12/31/14	18,740	CM	GM
	ICMA	ICMA Recruitment Opportunity	Floyd Allsop	Floyd	City Manager	City of Monticello	(217) 762-2583	fla@cityofmonticello.net			5,548	Other	
	ICMA	ICMA Recruitment Opportunity	Nicole P. Aranas	Nicole	Assistant Village Manager	Village of Lombard	(630) 620-5700				43,165	CM	CM
	ICMA	ICMA Recruitment Opportunity	Geoffrey A. Barklow	Geoff	City Manager	City of East Dubuque	(815) 747-3416				1,704	CM	
	ICMA	ICMA Recruitment Opportunity	James C. Barr, MPA, SPHR	James	Township Administrator	Township of Hanover	(630) 837-0301	jbarr@hanover-township.org			99,538	Other	
	ICMA	ICMA Recruitment Opportunity	Joshua Blakemore	Josh	Assistant City Administrator	City of Marengo	(815) 568-7112	jblakemore@cityofmarengo.com			7,648	Other	
	ICMA	ICMA Recruitment Opportunity	Melissa Brown	Melissa	City Administrator	City of Eureka	(309) 467-2113				5,295	Other	
	ICMA	ICMA Recruitment Opportunity	Debra L. Busey	Deb	County Administrator	County of Champaign	(217) 384-3776	dbusey@co.champaign.il.us			201,081	CM	CM
	ICMA	ICMA Recruitment Opportunity	Erik W. Bush	Erik	Village Administrator	Village of Hampshire	(847) 683-2181	platois4u@yahoo.com	6/14/04	6/30/10	5,563	Other	GM
	ICMA	ICMA Recruitment Opportunity	Dawn Caldwell	Dawn	Assistant Village Manager	Village of Romeoville	(815) 886-7200	dcaldwell@romeoville.org			39,680	CM	GM
	ICMA	ICMA Recruitment Opportunity	Kelly Carter	Kelly	County Administrator	County of Union	(618) 833-8276	kcarter@unioncountyil.gov			17,808	Other	
	ICMA	ICMA Recruitment Opportunity	Steven M. Chapman	Steven	County Administrator	Winnebago County	(815) 987-2590	SChapman@co.winnebago.il.us	1/1/00	1/1/99	295,266	Other	GM
	ICMA	ICMA Recruitment Opportunity	Jeff W. Clawson	Jeffrey	City Manager	City of Princeton	(815) 875-2631	jclawson@princeton-il.com	6/10/97	6/30/12	7,660	Other	
	ICMA	ICMA Recruitment Opportunity	Stephanie K. Dawkins	Stephanie	Assistant City Administrator	City of Geneva	(630) 232-7494	sdawkins@geneva.il.us	12/5/07	12/31/08	21,495	Other	GM
	ICMA	ICMA Recruitment Opportunity	Geoffrey Dodds	Geoffrey	Village Administrator	Village Of Heyworth	309-473-2811	attorney@heyworth-il.gov			2,841	Other	
	ICMA	ICMA Recruitment Opportunity	Michael Doty	Michael	County Administrator	County of Carroll	(815) 244-0221	mdoty@carroll-county.net			15,387	Other	
	ICMA	ICMA Recruitment Opportunity	Daniel Duffy	Dan	Village Administrator	Village of Minooka	(815) 467-2151	dan.duffy@minooka.com			10,924	Other	
	ICMA	ICMA Recruitment Opportunity	Matthew W. Fick	Matt	Village Administrator	Village of Peoria Heights	(309) 686-2385	pheights@comcast.net			6,156	Other	
	ICMA	ICMA Recruitment Opportunity	Tonya D. Flannery	Tonya	City Administrator	City of Litchfield	(217) 324-5253	tflannery@cityoflitchfieldil.com			6,939	Other	
	ICMA	ICMA Recruitment Opportunity	Tim Followell	Tim	City Administrator	City of Clinton	(217) 935-6552	followell@clintonillinois.com			7,225	Other	

Previous Outreach?	Current Target	Group	Full Name	Informal	Title	Company	Work Phone	Email	ICMA Join Date	ICMA Paid Through	Census Figure	FormOfGovt	ICMA Recognition
11/2013 Co-Recruitment Outreach		ICMA Recruitment Opportunity	Tony Funderburg	Tony	Village Administrator	Village of Freeburg	(618) 539-5545				4,354	CM	GM
	ICMA	ICMA Recruitment Opportunity	Kyle Gill	Kyle	City Administrator	City of Mattoon	(217) 235-5654	gillk@mattoonillinois.org			18,555	Other	
	ICMA	ICMA Recruitment Opportunity	Steven L. Guined	Steve	City Administrator	City of Anna	(618) 833-8528				4,442	Other	
	ICMA	ICMA Recruitment Opportunity	Bill Hobson	Bill	Assistant City Administrator	City of Mc Henry	(815) 363-2159	bhobson@ci.mchenry.il.us	6/8/07	6/30/13	26,992	Other	GM
	ICMA	ICMA Recruitment Opportunity	J. Drew Hoel	Drew	City Administrator	City of Tuscola	(217) 253-2980	dhoel@tuscola.org			4,480	Other	
	ICMA	ICMA Recruitment Opportunity	Joann Hollenkamp	Joann	City Administrator	City of Carlyle	(618) 594-2468	admin@carlylelake.com			3,281	Other	
	ICMA	ICMA Recruitment Opportunity	Joel Horn	Joel	County Administrator	County of Whiteside	(815) 772-5100	jhorn@whiteside.org			58,498	CM	GM
	ICMA	ICMA Recruitment Opportunity	Al Hudzik	Al	City Administrator	City of Columbia	(618) 281-7144 x122	alhudzik@columbiaillinois.com			9,707	Other	GM
	ICMA	ICMA Recruitment Opportunity	John E. Light	John	County Administrator	County of Stephenson	(815) 235-8277	johnelight@comcast.net	10/26/00	12/31/06	47,711	CM	
	ICMA	ICMA Recruitment Opportunity	Anne Marrin	Anne	Village Administrator	Village of Fox Lake	(847) 587-2151				10,579	Other	
	ICMA	ICMA Recruitment Opportunity	Michael V. Marzal	Michael	Assistant Village Manager	Village of Lincolnwood	(847) 745-4715	mmarzal@lwd.org	9/29/10	6/30/12	12,590	Other	CM
	ICMA	ICMA Recruitment Opportunity	Janet Matthys	Janet	Village Manager	Village of Westchester	(708) 345-0020				16,718	CM	CM
	ICMA	ICMA Recruitment Opportunity	Brian McFadden	Brian	County Administrator	County of Sangamon	(217) 753-6650	brianm@co.sangamon.il.us			197,465	CM	
	ICMA	ICMA Recruitment Opportunity	Kevin J. McNamara		Village Administrator	Village of Dwight	(815) 584-3077				4,260	Other	GM
11/2013 Co-Recruitment Outreach		ICMA Recruitment Opportunity	Tracy Miracle	Tracy	Assistant Administrative Services Director/Deputy Clerk	Village of Beach Park	(847) 746-1770				13,638	CM	
	ICMA	ICMA Recruitment Opportunity	Patrick A. Muetz	Patrick	Village Administrator	Village of Gurnee	(847) 599-7500	patm@village.gurnee.il.us	6/6/07	6/30/12	31,295	Other	GM
	ICMA	ICMA Recruitment Opportunity	Brad Myers	Brad	City Administrator	City of Du Quoin	(618) 542-3841				6,109	Other	
	ICMA	ICMA Recruitment Opportunity	Ronald R. Neibert	Ron	City Manager	City of Mount Vernon	(618) 242-6802	citymanager@mvn.net	3/13/07	12/31/07	15,277	CM	CM
	ICMA	ICMA Recruitment Opportunity	Daniel Nisavic	Dan	City Administrator	City of Palos Heights	(708) 361-1800	dan@palosheights.org			12,515	Other	
	ICMA	ICMA Recruitment Opportunity	Gary D. O'Rourke	Gary	Village Manager	Village of Streamwood	(630) 837-0200	manager@streamwood.org			39,858	CM	CM
	ICMA	ICMA Recruitment Opportunity	Ignacio Pena	Joe	Village Administrator	Village of Channahon	(815) 467-6644				12,560	CM	GM

Previous Outreach?	Current Target	Group	Full Name	Informal	Title	Company	Work Phone	Email	ICMA Join Date	ICMA Paid Through	Census Figure	FormOfGovt	ICMA Recognition
	ICMA	ICMA Recruitment Opportunity	Claudett Peters	Claudett	Village Administrator	Village Of Johnsborg	(815) 385-6023				6,337	Other	
	ICMA	ICMA Recruitment Opportunity	Rob Piscia	Rob	Assistant Village Administrator	Village of Frankfort	(815) 469-2177				17,782	CM	GM
	ICMA	ICMA Recruitment Opportunity	Lisa Powers-Severson	Lisa	Village Administrator	Swansea	(618) 234-0044	lpowers@swanseail.org			13,430	Other	GM
	ICMA	ICMA Recruitment Opportunity	Emily Rodman	Emily	Assistant Village Manager	Village of La Grange	(708) 579-2300				15,550	CM	CM
	ICMA	ICMA Recruitment Opportunity	Paul H. Ruff	Paul	City Administrator	City of Paris	(217) 465-7601				8,837	CM	CM
	ICMA	ICMA Recruitment Opportunity	Lisa Scheiner	Lisa	Assistant Village Administrator	Village of Burr Ridge	(630) 654-8181	lscheiner@burr-ridge.gov			10,559	CM	GM
	ICMA	ICMA Recruitment Opportunity	Stacy Alberts Sigman	Stacy	Village Manager/Village Clerk	Village of Northfield	(847) 441-3852	ssigman@northfieldil.org	5/19/03	6/30/13	5,420	CM	CM
	ICMA	ICMA Recruitment Opportunity	Kevin Sing	Kevin	Village Administrator/Finance Director	Village of Manhattan	(815) 478-3483				7,051	CM	
	ICMA	ICMA Recruitment Opportunity	Jeannine Smith	Jeannine	Village Administrator	Village of Prairie Grove		jsmith@prairiegrove.org			1,904	Other	
	ICMA	ICMA Recruitment Opportunity	Roscoe Cooper Stelford, CPA	Roscoe	City Manager	City of Woodstock	(815) 338-4300	rstelford3@comcast.net			24,770	CM	CM
	ICMA	ICMA Recruitment Opportunity	John P. Swinford	John	Village Administrator	Village of Sherman	(217) 496-2621	jswinford@shermanil.org			4,148	Other	
11/2013 Co-Recruitment Outreach		ICMA Recruitment Opportunity	Michael Tilton	Michael	Village Administrator	Village of Steger	(708) 754-3395				9,570	CM	
	ICMA	ICMA Recruitment Opportunity	Eric Tison	Eric	Assistant Village Administrator	Village Of Volo		etison@villageofvolo.com			2,929	Other	
	ICMA	ICMA Recruitment Opportunity	John D. Tomasoski	John	City Administrator	City of Crest Hill	(815) 741-5100				20,837	Other	
	ICMA	ICMA Recruitment Opportunity	Dean Torreson	Dean	City Administrator	City of Macomb	(309) 833-2575	cityadm@macomb.com	1/1/84	12/31/12	19,288	Other	
	ICMA	ICMA Recruitment Opportunity	Kate Van Beek	Kate	Assistant County Administrator/Health & Human Services	County of Peoria	(309) 672-6947	kvanbeek@peoriacounty.org			186,494	CM	GM
	ICMA	ICMA Recruitment Opportunity	David P. Van Vooren	Dave	Executive Director	Solid Waste Agency of Northern Cook County	(847) 724-9205	dldavan@att.net	1/1/87	12/31/10	0	Other	
	ICMA	ICMA Recruitment Opportunity	Bill Wagoner	Bill	City Administrator	City of Arcola	(217) 268-4966				2,916	Other	
	ICMA	ICMA Recruitment Opportunity	Russell F. Wajda	Russ	Village Administrator	Village of Hillside	(708) 449-6450	rwajda@hillside-il.org			8,157	Other	
	ICMA	ICMA Recruitment Opportunity	Karl Warwick	Karl	Village Administrator	Village Of Lake Villa		kwarwick@villageofgrayslake.com			8,741	Other	

Previous Outreach?	Current Target	Group	Full Name	Informal	Title	Company	Work Phone	Email	ICMA Join Date	ICMA Paid Through	Census Figure	FormOfGovt	ICMA Recognition
	ICMA	ICMA Recruitment Opportunity	William R. Wasson	Bill	County Administrator	County of Mc Lean	(309) 888-5110	bill.wasson@mcleancountylil.gov			3,319	CM	GM
	ICMA	ICMA Recruitment Opportunity	Barbara E. Weber	Barb	Assistant Village Administrator	Village of Bloomingdale	(630) 671-5613	weberb@vil.bloomingdale.il.us	2/1/86	6/30/13	22,018	Other	GM
	ICMA	ICMA Recruitment Opportunity	Erin Willrett	Erin	Village Administrator	Village of Elburn	(630) 365-5060	ewillrett@elburn.il.us			5,602	Other	
	ICMA	ICMA Recruitment Opportunity	Alan G. Wilson	Al	Village Administrator	Village of Coal Valley	(309) 799-3604	villageadministrator@coalvalleyillinois.org			3,743	Other	
	ICMA	ICMA Recruitment Opportunity	Jim Wise	Jim	Village Administrator	Village of Cherry Valley	(815) 332-3441	Jwise@cherryvalley.org	7/18/11	6/30/13	3,162	Other	GM
	ICMA	ICMA Recruitment Opportunity	Larry Woliung	Larry	City Manager	City of Farmer City	(309) 928-3412	woliung@mchsi.com			2,037	Other	CM
	ILCMA	ILCMA Recruitment Opportunity	Raquel L. Becerra	Raquel	Village Administrator	Village of Glendale Heights	(630) 909-5357	raquel_becerra@glendaleheights.org	1/1/94	12/31/14	34,208	Other	GM
	ILCMA	ILCMA Recruitment Opportunity	Gary Brennan, MBA, PMP	Gary	City Administrator	City of Minonk	(303) 432-2558	brennangary8@gmail.com	7/19/12	6/30/14	2,078	Other	GM
	ILCMA	ILCMA Recruitment Opportunity	Denise L. Bulat	Denise	Executive Director	Bi-State Regional Commission	(309) 793-6300	dbulat@bistateonline.org	8/17/11	6/30/14	0	Other	GM
	ILCMA	ILCMA Recruitment Opportunity	Scott M. Coren	Scott	Assistant City Administrator	City of Darien	(630) 353-8104	scoren@darien.il.us	9/27/11	6/30/14	22,086	Other	GM
	ILCMA	ILCMA Recruitment Opportunity	Brian J. Gregory	Brian	City Manager	City of Sycamore	(815) 895-4856	bgregory@cityofsycamore.com	5/30/12	6/30/14	17,519	Other	CM
	ILCMA	ILCMA Recruitment Opportunity	Anthony W. Griffin	Anthony	Executive Director	Berwyn Development Corporation	(708) 788-8100	agriffin@berwyn.net	10/28/02	6/30/14	0	Other	
	ILCMA	ILCMA Recruitment Opportunity	William L. Gruen, Jr.	Bill	City Manager	City of Salem	(618) 548-2222	ctmgr@salemil.us	5/1/12	12/31/14	7,485	CM	CM
	ILCMA	ILCMA Recruitment Opportunity	Jason R. Huisman	Jason	Village Administrator	Village of South Holland	(708) 210-2900	jhuisman@southholland.org	7/21/10	6/30/14	22,030	Other	
	ILCMA	ILCMA Recruitment Opportunity	Troy A. Ishler	Troy	City Administrator	City of Oak Forest		tishler@oak-forest.org	8/29/13	6/30/14	27,962	Other	GM
	ILCMA	ILCMA Recruitment Opportunity	David Jenkins	David	City Administrator	City of Leroy	(309) 962-3031	djenkins@leroy.org	11/7/12	12/31/14	3,560	Other	
	ILCMA	ILCMA Recruitment Opportunity	Robert M. Karls	Bob	City Administrator	City of Pontiac	(815) 844-3396	bob.karls@pontiac.org	1/1/75	12/31/14	11,931	CM	GM
	ILCMA	ILCMA Recruitment Opportunity	Jim Keim	Jim	Village Administrator	Village of Antioch	(847) 395-1000	jkeim@antioch.il.gov	10/4/11	12/31/14	14,430	Other	
	ILCMA	ILCMA Recruitment Opportunity	David W. Knapp	David	City Manager	City of Highland Park	(847) 926-1000	dknapp@cityhpil.com	1/1/80	6/30/14	29,763	CM	CM
	ILCMA	ILCMA Recruitment Opportunity	Walter J. Magdziarz	Walter	Community Development Director	Village of Sugar Grove	(630) 466-4507	waltermagdziarz@gmail.com	10/4/10	12/31/14	8,997	CM	CM
	ILCMA	ILCMA Recruitment Opportunity	Susan K. McLaughlin	Sue	Interim City Administrator	City of Lincoln	(217) 735-2815	lmanagetz@yahoo.com	8/9/04	6/30/14	14,504	Other	
	ILCMA	ILCMA Recruitment Opportunity	Joseph P. McRae	Joe	Deputy City Manager	City of Evanston	(847) 866-2936	jmcrae@cityofevanston.org	10/22/03	6/30/14	74,486	CM	CM



Previous Outreach?	Current Target	Group	Full Name	Informal	Title	Company	Work Phone	Email	ICMA Join Date	ICMA Paid Through	Census Figure	FormOfGovt	ICMA Recognition
	ILCMA	ILCMA Recruitment Opportunity	Brian D. Mitchell	Brian	Village Administrator	Village of Matteson	(708) 283-4911	bmitchell@villageofmatteson.org	3/2/11	12/31/14	19,009	Other	GM
	ILCMA	ILCMA Recruitment Opportunity	Lisa Powers	Lisa	Village Administrator	City of Troy	(618) 234-0044	Lisap63@juno.com	2/12/13	12/31/13	9,888	Other	
	ILCMA	ILCMA Recruitment Opportunity	Erika M. Storlie	Erika	Deputy City Manager	City of Evanston	(847) 448-8007	erikastorlie@gmail.com	10/15/13	12/31/14	74,486	CM	CM
	ILCMA	ILCMA Recruitment Opportunity	Evan K. Summers, MBA	Evan	Assistant City Administrator	City of Berwyn	(708) 749-6541	eksummers@gmail.com	12/16/08	6/30/15	56,657	Other	
	ILCMA	ILCMA Recruitment Opportunity	Stan Urban, III	Stan	Village Administrator	Village of Dolton	(708) 201-3268	Surban32952@gmail.com	5/7/09	12/31/14	23,153	CM	
	ILCMA	ILCMA Recruitment Opportunity	Scott Williams	Scott	City Manager	City of Collinsville	(618) 345-0199	swilliams@collinsvilleil.org	7/19/12	6/30/14	25,579	CM	CM
	ILCMA	ILCMA Recruitment Opportunity	J. R. Wynsma	J.	Village Administrator	Village of Lansing	(708) 895-7208	Jrwynsma@villageoflansing.org	7/22/05	6/30/14	28,331	Other	
	ILCMA	ILCMA Recruitment Opportunity	Jeff Zoepfel	Jeff	Village Administrator	Village of Montgomery	(630) 896-8080	ZOEPHEL@CI.MONTGOMERY.IL.US	7/22/13	6/30/14	18,438	Other	
	Co-Recruitment	Co-Recruitment Opportunity	David C. Alarcon	David	Village Administrator	Village of Lakemoor	(815) 385-1117	david@lakemoor.net			6,017	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Doris Albers	Doris	Administrator	Village of Beckemeyer	(618) 227-8331				1,040	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Ed Aukamp	Ed	City Administrator	City of Macon	(217) 764-3643				1,138	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Debra Baggett	Debra	Village Manager/Deputy Clerk	Village of Tower Lakes	(847) 526-0488				1,283	Other	
11/2013 Co-Recruitment Outreach		Co-Recruitment Opportunity	Jason P. Bajor	Jason	Assistant City Administrator	City of Batavia	(630) 454-2000	bajor751@comcast.net	4/20/00	12/31/10	26,045	Other	GM
11/2013 Co-Recruitment Outreach		Co-Recruitment Opportunity	Mark Baloga	Mark	Executive Director	DuPage Mayors and Managers Conference	(630) 571-0480	MBaloga@dmcc-cog.org			0	Other	GM
	Co-Recruitment	Co-Recruitment Opportunity	Deanna Barnes	Deanna	Projects Manager	Village of Hartford	(618) 251-2680 x15				1,429	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Ernestine Beck Fulgham	Ernestine	Administrator	Village of Robbins	(708) 385-8940				5,337	CM	
11/2013 Co-Recruitment Outreach		Co-Recruitment Opportunity	Guy Belmonte		Village Administrator	Village of North Riverside	(708) 447-4211				6,672	Other	GM
	Co-Recruitment	Co-Recruitment Opportunity	Sillierine Bennett	Sillierine	Administrator	Village of Hopkins Park	(815) 944-8303				603	Other	
11/2013 Co-Recruitment Outreach		Co-Recruitment Opportunity	Robbin D. Blackert	Robbin	City Administrator	City of Rock Falls	(815) 564-1366				9,266	Other	GM
11/2013 Co-Recruitment Outreach		Co-Recruitment Opportunity	Randall S. Blankenhorn	Randall	Executive Director	Chicago Metropolitan Agency for Planning (CMAP)	(312) 454-0400				0	Other	GM
11/2013 Co-Recruitment Outreach		Co-Recruitment Opportunity	Joseph E. Block, Jr	Joe	Village Manager	Village of Addison	(630) 543-4100	joe@addison-il.org	1/1/80	6/30/01	36,942	Other	GM

Previous Outreach?	Current Target	Group	Full Name	Informal	Title	Company	Work Phone	Email	ICMA Join Date	ICMA Paid Through	Census Figure	FormOfGovt	ICMA Recognition
	Co-Recruitment	Co-Recruitment Opportunity	John Brooks	John	Village Administrator/Police Chief	Village of Indian Head Park	(708) 246-3080				3,809	CM	CM
	Co-Recruitment	Co-Recruitment Opportunity	Mike Buscher	Mike	Village Administrator	Village of Aviston	(618) 228-7262				1,945	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Dennis Carpenter	Dennis	Administrator	Village of South Roxana	(618) 254-2086				2,053	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Doris Chapman	Doris	Manager	Village of Vergennes	(618) 684-2250				298	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Michael W. Collins	Michael	Manager of Utilities	Village of Bethany	(217) 665-3351				1,352	Other	
	Co-Recruitment	Co-Recruitment Opportunity	John Cratty	John	City Administrator	City of Monmouth	(309) 734-2141	john.cratty@cityofmonmouth.com			9,444	Other	
	Co-Recruitment	Co-Recruitment Opportunity	John A. Daly	John	Village Administrator	Village of Orland Hills	(708) 349-6865	jdaly@orlandhills.org			7,149	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Kristin Daus	Kristin	Administrator	Village of Golf	(847) 998-8852	administrator@villageofgolf.us			500	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Jamie Dunne	Jamie	Interim City Administrator/Police Chief	City of Prospect Heights	(847) 398-6070				16,256	CM	GM
	Co-Recruitment	Co-Recruitment Opportunity	Thomas J. Durkin	Thomas	Village Administrator	Village of Crete	(708) 672-5479	tdurkin@villageofcrete.org			8,259	Other	
11/2013 Co-Recruitment Outreach	Co-Recruitment	Co-Recruitment Opportunity	Nora Fesco	Nora	Executive Director	North Central Illinois Council of Governments	(815) 875-3396	nora@ncicg.org			0	Other	GM
	Co-Recruitment	Co-Recruitment Opportunity	David B. Fieldman	David	Village Manager	Village of Downers Grove	(630) 434-5526	dfieldman@downers.us	1/11/06	12/31/12	47,833	CM	CM
11/2013 Co-Recruitment Outreach	Co-Recruitment	Co-Recruitment Opportunity	Mark Fowler	Mark	Executive Director	Northwest Municipal Conference	(847) 296-9200				0	Other	GM
11/2013 Co-Recruitment Outreach	Co-Recruitment	Co-Recruitment Opportunity	Chris Gentes	Chris	Executive Director	Lake County Municipal League	(847) 543-8160				0	Other	GM
	Co-Recruitment	Co-Recruitment Opportunity	Rich Girot	Rich	City Administrator	City of Braidwood	(815) 458-2333				6,191	Other	
	Co-Recruitment	Co-Recruitment Opportunity	James Grafton	James	City Administrator	City of Silvis	(309) 792-9181				7,479	Other	
11/2013 Co-Recruitment Outreach	Co-Recruitment	Co-Recruitment Opportunity	Timothy J. Halik	Tim	Village Administrator	Village of Willowbrook	(630) 920-2261	thalik@willowbrook.il.us			8,540	Other	GM
11/2013 Co-Recruitment Outreach	Co-Recruitment	Co-Recruitment Opportunity	Jonathon Hallberg, AICP	Jonathon	Executive Director	South Central Illinois Regional Planning & Development Commission	(618) 548-4234				0	Other	GM
11/2013 Co-Recruitment Outreach	Co-Recruitment	Co-Recruitment Opportunity	Shawn Hamilton	Shawn	City Manager	City of Park Ridge	(847) 318-5200				37,480	CM	CM
	Co-Recruitment	Co-Recruitment Opportunity	Teresa Hanks	Teresa	Office Manager	City of Kinmundy	(618) 547-3221	thanks@kinmundyil.com			796	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Tim Harr	Tim	City Administrator	City of Edwardsville	(618) 692-7520	cityadministrator@cityofedwardsville.com			24,293	Other	
11/2013 Co-Recruitment Outreach	Co-Recruitment	Co-Recruitment Opportunity	Alina M. Hartley	Alina	County Board Administrative Resource Specialist	County of Livingston	(815) 844-6378				38,950	CM	



Previous Outreach?	Current Target	Group	Full Name	Informal	Title	Company	Work Phone	Email	ICMA Join Date	ICMA Paid Through	Census Figure	FormOfGovt	ICMA Recognition
	Co-Recruitment	Co-Recruitment Opportunity	Derrick Helmbacher	Derrick	Village Administrator	Village of St.Peter	(618) 349-6180				359	Other	
11/2013 Co-Recruitment Outreach		Co-Recruitment Opportunity	Ryan Horne	Ryan	Village Administrator	Village of Morton Grove	(847) 965-4100				23,270	CM	GM
	Co-Recruitment	Co-Recruitment Opportunity	Michael Howard	Michael	Administrator	Village of Bondville	(217) 863-2040				443	Other	
11/2013 Co-Recruitment Outreach		Co-Recruitment Opportunity	Larry Jones		Village Administrator	Village of South Elgin	(847) 742-5780				21,985	CM	CM
	Co-Recruitment	Co-Recruitment Opportunity	Lance Kendrick	Lance	City Administrator	City of Barry	(217) 335-2215	lkendrick@barryil.org			1,318	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Noelle Kischer-Lepper	Noelle	Director of Policy & Projects	City of Waukegan	(847) 599-2500	noelle.kischer@ci.waukegan.il.us			89,078	Other	
11/2013 Co-Recruitment Outreach		Co-Recruitment Opportunity	Mark Koenen	Mark	City Administrator	City of St. Charles	(630) 377-4408	mkoenen@stcharlesil.gov			32,974	Other	GM
	Co-Recruitment	Co-Recruitment Opportunity	Robert Kosin	Robert	Director of Administration	Village of Barrington Hills	(847) 551-3004	rkosin@barringtonhills-il.gov			4,209	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Russell S. Kraly	Russell	Village Administrator	Village of Round Lake	(847) 546-5400 x19	rkraly@eroundlake.com			18,289	Other	
11/2013 Co-Recruitment Outreach		Co-Recruitment Opportunity	John Labaj	John	Deputy County Administrator	County of McHenry	(815) 334-4000				308,760	CM	CM
	Co-Recruitment	Co-Recruitment Opportunity	Debbie Lang	Debbie	Administrator/Comptroller	Village of Malta	(815) 825-2330	villagehallmalta@aol.com			1,164	Other	
11/2013 Co-Recruitment Outreach		Co-Recruitment Opportunity	Dale Laningham	Dale	Village Manager	Village of Rochester	(217) 498-7192 x350				3,689	CM	
	Co-Recruitment	Co-Recruitment Opportunity	Jeffrey L. Lawler	Jeffrey	Village Manager	Village of Barrington	(847) 304-3401	jlawler@barrington-il.gov	6/16/09	6/30/13	10,327	CM	CM
	Co-Recruitment	Co-Recruitment Opportunity	Patricia Lazuka	Patricia	Village Administrator	Village of East Hazel Crest	(708) 798-0213				1,543	CM	
	Co-Recruitment	Co-Recruitment Opportunity	Gary Leonard	Gary	Village Manager	Village of Leland	(815) 495-4591				977	Other	
11/2013 Co-Recruitment Outreach		Co-Recruitment Opportunity	Lafayette L. Linear	Lafayette	Village Manager	Village of University Park	(708) 534-6451		6/7/06	6/30/09	7,129	CM	CM
	Co-Recruitment	Co-Recruitment Opportunity	Carol Lussky	Carol	Acting Village Administrator/Police Chief	Pingree Grove		caroll@pingreegrove.org			4,532	CM	
	Co-Recruitment	Co-Recruitment Opportunity	Richard Mabbitt	Richard	Administrator	Village of Sheldon	(815) 429-4061				1,070	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Robert Mahrt	Bob	City Administrator	City of Aledo	(309) 582-7241				3,640	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Del McCord	Del	Village Manager	Village of Chatham	(217) 483-2451				11,500	Other	
11/2013 Co-Recruitment Outreach		Co-Recruitment Opportunity	William R. McGrath	Bill	City Administrator	City of Batavia	(630) 454-2060	bmcgrath@cityofbatavia.net	7/23/01	6/30/10	26,045	Other	GM

Previous Outreach?	Current Target	Group	Full Name	Informal	Title	Company	Work Phone	Email	ICMA Join Date	ICMA Paid Through	Census Figure	FormOfGovt	ICMA Recognition
	Co-Recruitment	Co-Recruitment Opportunity	Leroy E. McPherson	Leroy	City Superintendent	City of Fairbury	(815) 692-2743				3,757	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Rick Medler	Rick	Village Superintendent	Village of Allendale	(618) 299-3181				475	Other	
11/2013 Co-Recruitment Outreach	Co-Recruitment	Co-Recruitment Opportunity	Cary Minnis	Cary	Executive Director	Greater Egypt Regional Planning & Development Commission	(618) 549-3306				0	Other	GM
	Co-Recruitment	Co-Recruitment Opportunity	John Molinarolo	John	Village Administrator	Village of Muddy	(618) 252-4294				68	Other	
11/2013 Co-Recruitment Outreach	Co-Recruitment	Co-Recruitment Opportunity	Cameron Moore	Cameron	Chief Executive Officer	Champaign County Regional Planning Commission	(217) 328-3313				0	Other	GM
	Co-Recruitment	Co-Recruitment Opportunity	William P. Murray	William	Village Administrator	Village of Willow Springs	(708) 467-3700				5,524	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Kathy Nelander	Kathy	Village Administrator/Clerk	Village Of North Barrington	(847) 381-6000				3,047	Other	
	Co-Recruitment	Co-Recruitment Opportunity	David Nelson	David	City Administrator	City of Harvard	(815) 943-6468				9,447	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Robert Nordengren	Bob	Village Manager	Village of Newark	(815) 695-5671				992	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Brian Pabst	Brian	City Administrator	City of Berwyn	(708) 788-2660	rvalbre@ci.berwyn.il.us			56,657	Other	
11/2013 Co-Recruitment Outreach	Co-Recruitment	Co-Recruitment Opportunity	Ed Paesel	Ed	Executive Director	South Suburban Mayors & Managers Association	(708) 206-1155				0	Other	GM
	Co-Recruitment	Co-Recruitment Opportunity	Elaine Palmer	Elaine	Village Administrator	Village Of Green Oaks	(847) 362-5363				3,866	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Denise Passage	Denise	Office/Finance Manager	City of Chillicothe	(309) 274-5056				6,097	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Scott Penny	Scott	Village Administrator & Police Chief	Village Of Fairmont City	(618)-274-4504				2,635	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Pamela K. Poetker	Pamela	Administrator	City of Red Bud	(618) 282-2315	pam@cityofredbud.org			3,698	Other	
11/2013 Co-Recruitment Outreach	Co-Recruitment	Co-Recruitment Opportunity	Dan Ramey	Dan	City Manager	City of Centralia	(618) 533-7622				13,032	CM	CM
	Co-Recruitment	Co-Recruitment Opportunity	William Relford	William	Administrator	City of Markham	(708) 331-4905				12,508	Other	
11/2013 Co-Recruitment Outreach	Co-Recruitment	Co-Recruitment Opportunity	Craig Rost	Craig	Deputy City Manager for Economic Development	City of Champaign	(217) 351-4458				81,055	CM	CM
	Co-Recruitment	Co-Recruitment Opportunity	Suzanne Roundcount	Suzanne	City Comptroller	City of Roodhouse	(217) 589-4512				1,814	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Mary Ryan	Mary	Village Administrator	Village of Calumet Park	(708) 389-0850	mryan@calumetparkvillage.org			7,835	Other	
11/2013 Co-Recruitment Outreach	Co-Recruitment	Co-Recruitment Opportunity	Bruce Sandahl	Bruce	Village Administrator	Village of Rantoul	(217) 893-1661				12,941	Other	GM

Previous Outreach?	Current Target	Group	Full Name	Informal	Title	Company	Work Phone	Email	ICMA Join Date	ICMA Paid Through	Census Figure	FormOfGovt	ICMA Recognition
	Co-Recruitment	Co-Recruitment Opportunity	Darnell Sanford	Darnell	Village Administrator	Village of Phoenix	(708) 331-2636				1,964	Other	
11/2013 Co-Recruitment Outreach		Co-Recruitment Opportunity	Ralph A. Sarbaugh	Ralph	Associate County Administrator/Finance	County of McHenry	(815) 334-4000				308,760	CM	CM
	Co-Recruitment	Co-Recruitment Opportunity	Timothy L. Savage	Tim	Village Administrator	Village of Machesney Park	(815) 877-5432	tims@machesneypark.org	1/1/91	6/30/12	23,499	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Tim Schleper	Tim	City Business Administrator	City of Breese	(618) 526-7731				4,442	Other	
11/2013 Co-Recruitment Outreach		Co-Recruitment Opportunity	Jim Schneider	Jim	City Manager	City of Wood River	(618) 251-3100	jschneider@cityofwoodriver.com			10,657	CM	CM
11/2013 Co-Recruitment Outreach		Co-Recruitment Opportunity	Steven W. Seiver	Steven	Village Administrator	Village of Milan	(309) 787-8500				5,099	Other	GM
	Co-Recruitment	Co-Recruitment Opportunity	Thomas Sheahan	Thomas	Village Manager	Village of Lyons	(708) 442-4500				10,729	Other	
	Co-Recruitment	Co-Recruitment Opportunity	William Simmons	William	Administrator	City of Wenona	(815) 853-4227				1,056	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Robert J. Skurla	Robert	Village Administrator	Village of East Dundee	(847) 426-2822				2,860	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Parke A. Smith	Parke	City Administrator	City of Lebanon	(618) 537-4976	administrator@lebanonil.org			4,418	Other	
11/2013 Co-Recruitment Outreach		Co-Recruitment Opportunity	Kip Spear	Kip	City Manager	City of Kewanee	(309) 852-2611	kspear@cityofkewanee.net			12,916	CM	CM
	Co-Recruitment	Co-Recruitment Opportunity	Dick Stone	Dick	City Administrator	City of Leland Grove	(217) 698-1300	lelandgroveadmin@comcast.net			1,503	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Chester Strzelczyk	Chet	Village Administrator	Village of Summit	(708) 563-4800	cstrzelczyk@comcast.net			11,054	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Ted Swanner	Ted	Administrator	City of Hurst	(618) 987-2114				795	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Shuntai Sykes	Shuntai	Acting Village Administrator	Village of Riverdale	(708) 841-2200				13,549	Other	GM
11/2013 Co-Recruitment Outreach		Co-Recruitment Opportunity	Larry P. Taylor	Larry	City Manager/City Attorney	City of Olney	(618) 395-7302				9,115	CM	CM
11/2013 Co-Recruitment Outreach		Co-Recruitment Opportunity	Kevin Terveer	Kevin	Executive Director	Southwestern Illinois Metropolitan & Regional Planning Commission	(618) 344-4250				0	Other	GM
11/2013 Co-Recruitment Outreach		Co-Recruitment Opportunity	Bernie Thompson	Bernie	Acting Village Administrator/Police Chief	Village of Manteno	(815) 468-8224				9,204	CM	GM
11/2013 Co-Recruitment Outreach		Co-Recruitment Opportunity	Billy Tyus	Billy	Assistant City Manager for Development Services	City of Decatur	(217) 428-2805				76,122	CM	CM
	Co-Recruitment	Co-Recruitment Opportunity	Richard Vance	Richard	Village Administrator	Village of Bull Valley	(815) 459-4833				1,077	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Marlo Von Kemp	Marlo	Village Manager	Village of Hazel Crest	(708) 335-9600	mvonkemp@villageofhazelcrest.com			14,100	CM	CM

Previous Outreach?	Current Target	Group	Full Name	Informal	Title	Company	Work Phone	Email	ICMA Join Date	ICMA Paid Through	Census Figure	FormOfGovt	ICMA Recognition
	Co-Recruitment	Co-Recruitment Opportunity	David Wallace	Dave	Village Administrator	Village of Monee	(708) 534-8301	dwallace@villageofmonee.org	4/26/11	6/30/12	5,148	Other	GM
11/2013 Co-Recruitment Outreach		Co-Recruitment Opportunity	Joan Walls		Deputy City Manager for Community Relations	City of Champaign	(217) 403-8700				81,055	CM	CM
	Co-Recruitment	Co-Recruitment Opportunity	Gail West	Gail	City Administrator	City of Marion	(618) 997-6281	cityadmin@cityofmarionil.gov			17,193	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Dean Woodruff	Dean	Village Administrator	Village of Mendon	(217) 936-2215	vomendon@adams.net			953	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Rollen Wright	Rollen	City Administrator	City of Farmington	(309) 245-2011	cfarmington@att.net			2,448	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Mary Kay Yatuni	Mary	Manager	Village of East Brooklyn	(815) 237-8360				106	Other	
	Co-Recruitment	Co-Recruitment Opportunity	Frank Yurka	Frank	Village Administrator	Village of Forest View	(708) 749-0310	fvviloffice@comcast.net			698	Other	

✓ Purple indicates projects completed in 2011-2013

Red indicates unmet action

## ILCMA Strategic Plan 2011-2014

Strategic Priorities	Committee Responsible	Time Frame 2011-2014
<p>1) <b>Increase Member Participation</b> – Increase the active/engaged participation of membership</p> <p><b>Strategic Actions</b></p> <p>a. Conduct member survey – focusing on reasons for lack of active participation</p> <p>i. Based on results of survey, determine ways to address participation and what needs to change</p> <p>Membership Survey completed 11/1/2011 with over 330 responses</p> <p>ii. Review survey responses and develop follow-up recommendations for November 2012 Board meeting</p> <p>Membership Services Sub-committee has completed the review of strategic plan/membership survey review in Jan. 2013. Report given at Feb. 2013 ILCMA Board Meeting.</p> <p>b. Increase early mentoring/encouragement of participation/show value of participation</p> <p>i. One on one early mentoring</p> <p>ii. Benefits of relationship/partnerships before they may be needed (MIT)</p> <p>Coaching Program presented for board approval at Nov. 2011 meeting</p> <p>ILCMA Mentorship Program posted on website with 14 mentors listed. Official roll out is March 1 with Member Service article in newsletter</p> <p>c. Address perception of a disconnect between Downstate and Metro as it affects participation</p> <p>i. Have round table discussion at a Downstate meeting about how to increase participation – Hold discussion at August 17 Downstate meeting to review the issue of whether there is a downstate disconnect, and its impact on the goal of increasing membership</p> <p>ii. Encourage interaction at conferences and other meetings</p>	<p>Member Services</p> <p>Membership Services</p> <p>Membership Services</p> <p>Board</p> <p>Conference Committee</p>	<p>✓ Fall 2011</p> <p>✓ Fall 2011</p> <p>✓ Winter 2013</p> <p>✓ Fall 2012</p> <p>✓ Completed</p> <p>Fall 2012</p> <p>KEEP</p> <p>✓ Ongoing</p>

Strategic Priorities	Committee Responsible	Time Frame 2011-2014
<p>Winter Conference Committee addressed this and will have a networking lunch and a round table session at winter conference</p> <p>Winter Conference Committee will have a networking lunch and a round table session at winter conference</p> <p>d. Ask other state associations how they deal with geographic challenges – Executive Director will add this to State Secretariat agenda at the ICMA Annual Conference in Phoenix</p> <p>Dawn inquired about how other states handle geographical challenges at the ICMA State Secretariat Meeting held in conjunction with the ICMA Annual Conference in Phoenix. This is not an issue in most of the other state associations. Many are too small for this to be an issue. Florida noted that they utilize farm bureaus in various areas to deliver sessions to members via video conferencing.</p> <p><b>Look at possibility of archiving video streamed professional development sessions</b></p> <p>e. Look at location of events</p> <p>A winter conference rotation has been approved. The rotation is between Champaign, Normal, and Peoria.</p> <p>The summer conference location will be a topic of discussion for future board meeting</p> <p>f. Look at regional events</p> <p>2) <b>Enhance Perception of Profession</b> – Publication/“selling” of the benefits of professional management to general public</p> <p>Professional Development Committee has a session on “Rebuilding Trust in Local Government – How to Lead and Manage in the New Political Environment”</p> <p><b>Strategic Actions</b></p> <p>a. <b>Develop a public awareness campaign/PR campaign – work with ICMA’s PR company</b></p> <p>The Promote the Profession Committee met with Tom Serafin, a representative of a PR firm, to discuss strategies for ILCMA PR. Information presented to ILCMA Board at Feb. 2013 board meeting. This is a</p>	<p>Executive Director</p> <p>Executive Director/Prof. Dev.</p> <p>Executive Director/Prof. Dev.</p> <p>Promote the Profession</p>	<p>Has become standard at conference luncheon</p> <p>Completed</p> <p>✓</p> <p>Fall 2012</p> <p>Completed</p> <p>Ongoing</p> <p><b>KEEP</b></p> <p>Ongoing</p> <p>✓</p> <p>Spring 2012</p>



Strategic Priorities	Committee Responsible	Time Frame 2011-2014
<p>continuing effort. A proposal for a PR plan is up for discussion at the May 2013 meeting. David Limardi will speak with ICMA to discuss how ILCMA and ICMA can work together in the PR campaign and how it fits in with Life, Well Run. <b>ILCMA has received a proposal in July 2013 from ICMA – The PTP Committee is reviewing it</b></p> <ul style="list-style-type: none"> <li>i. Design user friendly messages <b>Related to above ICMA proposal</b></li> <li>ii. Create capacity to offset negative press  The Promote the Profession sub-committee has contacted ICMA and is researching PR firms  The Promote the Profession sub-committee has identified possible PR firms and is waiting to see the how the Life, Well Run campaign is going to be implemented.  <b>Related to above ICMA proposal</b></li> <li>b. Create and promote messages demonstrating benefits of professional management in user friendly manner</li> <li>i. <b>Identify key words/catch phrases</b></li> </ul>	Promote the Profession	Spring/ Summer 2012

Strategic Priorities	Committee Responsible	Time Frame 2011-2014
<p>ii. Distribute quarterly messages on local government/professional management (COGS, IML)</p> <p>Promote the Profession Committee is continuing the article series on the benefits of a professional administrator in IML Review</p> <p>Most recent article on Glencoe and was submitted to IML in February</p> <p>The latest article was on McHenry County and was submitted to Illinois County Association in March for publication. It is also being submitted National Association of Counties. The next article will be on Effingham, IL. The county article was published in the Illinois Counties Association newsletter in Spring 2012.</p> <p>Promote the Profession Committee directed to come up with a plan to address two issues: (1) promoting a positive image of the profession-determine whether 'Life Well Run' is sufficient; (2) How to react or address negative press/issues: specifically-What is the scope of what ILCMA should do? How do we separate the City from the Manager? Can/should we retain expertise- like a PR firm? How should that be structured? Retainer, other?</p> <p>Promote the Profession Committee submitted an article to IML in Feb. 2013. The article was titled "Managers Service their Communities through Regional Cooperation" and featured manager involvement in NSM-JAWA.</p> <p>c. Work with ICMA to create a process to address negative press releases (SOP) see above</p> <p>d. Promote ethics through newsletter articles and conference sessions</p> <p>Committee on Professional Conduct submitted an article for the ILCMA September newsletter and has coordinated two sessions for the summer conference</p> <p>There will be a session at the summer conference titled "How to Get More Ethics and Less Corruption</p>	<p>Promote the Profession</p> <p>Board &amp; Range Riders</p> <p>Professional Conduct &amp; Conference Committees</p>	<p>✓</p> <p>Ongoing through PTP</p> <p>✓</p> <p>Ongoing/two articles in newsletter per year by Prof. Conduct Committee</p>





Strategic Priorities	Committee Responsible	Time Frame 2011-2014
<p>in Government”</p> <p>Martha Perego is scheduled to present an ethics session at the 2013 summer conference.</p> <p>3) <b>Maintain Fiscal Responsibility</b> – Continue responsible use of association resources and revenue raising strategies</p> <p><b>Strategic Actions</b></p> <p>a. Review account system</p> <p>i. Research modified accrual vs. cash system</p> <p>Dawn has had initial contact with Tammy Waymire, a CPA and professor of non-profit and government accounting at NIU. A meeting will be set up with Mark Franz in before the end of December.</p> <p>Mark Franz, Juliana Maller &amp; Dawn Peters had a meeting in January 2012 with Kenda Jeske, CPA, about change in accounting system. Mark will provide report to ILCMA Board at February 22 meeting.</p> <p>b. Invest reserves into long-term sustainability effort around professional local government management</p> <p>i. Contribute to the ICMA Life, Well Run campaign</p> <p>Budget allocation already made</p> <p>Pledge paid off per February 2013 Board Meeting approval</p> <p>c. Set minimum fund balance –</p> <p>i. Send a set of questions to committees to be sent back to board for input into policy development</p> <p>Mark Franz will make recommendation to ILCMA Board at February 22 meeting</p> <p>Determine use of excess reserves</p> <p>4) <b>Promote Career Development</b> – Help to engage and educate members throughout their careers including the next generation and the non-traditional manager on careers in professional local government management</p> <p><b>Strategic Actions</b></p>	<p>Treasurer/Board</p> <p>Board</p> <p>Board</p>	<p>Fall 2011</p> <p>✓ Completed</p> <p>Ongoing</p> <p>✓ Completed</p> <p>Five year plan shows deficit; no further action needed</p> <p>✓ 2012 <b>KEEP</b></p>



Strategic Priorities	Committee Responsible	Time Frame 2011-2014
<p>a. Be inclusive of non-traditional professionals</p> <p>i. Continue/support “Leadership Institute for Local Government Managers”</p> <p>Dawn is researching the number of new appointments since last year and will determine a date for this session possibly in the spring</p> <p>Dawn has identified new appointments and will begin work on this session</p> <p>Leadership Institute was held in Fall 2012.</p> <p>ii. Continue/support Q &amp; A session for aspiring managers at winter conference</p> <p>This session is scheduled for WC 2012</p> <p>This session is scheduled for WC 2013</p> <p>Mentorship program</p> <p>The Coaching Program is on the November agenda for approval</p> <p>ILCMA Mentorship Program posted on website with 14 mentors listed. Official roll out is March 1 with Member Service article in newsletter.</p> <p>Joined the CAL-ICMA Coaching Program per November 2012 board approval.</p>	<p>Professional Development</p> <p>Winter Conference</p> <p>Membership Services</p>	<p>Fall 2011</p> <p>✓ Completed</p> <p>✓ Ongoing</p> <p>✓ Winter Conf. Annual Event</p> <p>✓ Ongoing</p>
<p>b. Promote professional management to next generation</p> <p>i. Support IAMMA’s program for college and university outreach</p> <p>The Promote the Profession Committee has come up with a series of recommendations for moving forward with the next generation outreach program. This includes a joint committee or sub-committee for next generation efforts.</p> <p>ii. Mentorship program see above</p> <p>iii. Conference session on example of programs that communities use to present the profession at the high school level</p> <p>Session held at Summer 2013 conference “Sure Fire Ways to Reach the Next Generation”</p>	<p>Promote the Profession</p> <p>Membership Services (sub-committee)</p> <p>Conference Committee</p>	<p>Ongoing</p> <p>✓</p> <p>✓ Ongoing</p> <p>✓ Winter or Summer</p>



Strategic Priorities	Committee Responsible	Time Frame 2011-2014
<p>c. Ombudsman</p> <p>i. Reach out to new members</p> <p>Membership Services Sub-committee is working on this effort and provided a proposal for ILCMA Board consideration at the February 22 board meeting</p> <p>The Membership Services Committee has come up with an Ombudsman program</p> <p>The Ombudsman Program was submitted to ILCMA Board at the Feb. 2013 meeting.</p> <p>ii. Announce at IAMMA and Metro meetings new members in attendance or congratulate those who have promotions/new jobs</p> <p>This was done at the October Metro Meeting</p> <p>Metro Managers have embraced this effort</p> <p>d. Identify new technologies that can be used to engage members in professional development</p> <p>The Committee is discussing ways to incorporate technology so members across the state can be engaged in professional development workshops</p> <p>Ask Affiliates how technology might help in the delivery of professional development content; inventory options.</p> <p>Schedule a professional development session on Apps for Government.</p> <p>ILCMA Board approved purchase of video equipment in order to video stream sessions.</p> <p>5) <b>Increase membership - emphasis on women and racial ethnic minorities</b> – Increase membership and address the lack of diversity in the profession with a special emphasis on women and racial/ethnic minority representation in top positions</p> <p><b>Strategic Actions</b></p> <p>a. Create an ad hoc diversity committee</p> <p>The ILCMA Board will address diversity issues in the profession</p> <p>Program with IAMMA to be conduit with schools</p> <p>Work with IML on conference session about diversity in hiring practices</p>	<p>Membership Services Committee</p> <p>Metro/IAMMA</p> <p>Professional Development &amp; Executive Director</p> <p>Professional Development &amp; Executive Director</p> <p>The Diversity Ad Hoc Committee has yet to be formed</p>	<p>✓ Completed</p> <p>✓ Ongoing</p> <p>✓ Fall 2012</p> <p>✓ KEEP Fall 2012</p>







Strategic Priorities	Committee Responsible	Time Frame 2011-2014
<p>iv. Utilize talents of those in transition. MITs are listed in the monthly newsletter with contact information provided.</p> <p>v. ILCMA based Range Rider call for MIT</p> <p>vi. Quarterly MIT lunches/breakfasts</p> <p>vii. Training session for MITs two times per year focusing on: a. Resume writing b. Interview skills c. Family impact d. Financial Impact ---Range Riders should work with Heidi Voorhees to see about how to provide this effectively One hour mock interview sessions and half hour resume review sessions will be held at the 2013 winter conference. Voorhees Associates will perform the reviews at no cost to ILCMA.</p> <p>b. General Member Support</p> <p>i. Authentic Leadership model – Craig Rapp Dawn is working with Craig on implementation strategy Craig Rapp is presenting proposal at May 23 board meeting Craig Rapp will offer an MOU outlining a possible working relationship for consideration at Aug meeting The ILCMA Board reached consensus to recognize the peer support program to fulfill objectives of the strategic plan to provide peer support. ILCMA Board approved support for newly created Midwest Leadership Institute; a CGS/Morrison group venture aimed at enhancing communication and leadership skills</p> <p>ii. Conference Committees look at social programs that increase social interactions A networking luncheon and round table discussion will be held at winter conference</p>	<p>Membership Services</p> <p>Membership Services</p> <p>Board</p> <p>Board</p> <p>Conference Committees</p>	<p>Ongoing ✓ Ongoing</p> <p>Spring 2013 Spring 2013</p> <p>✓</p> <p>Fall 2012</p> <p>Summer 2012</p> <p>✓</p> <p>All Conferences ✓</p>



Strategic Priorities	Committee Responsible	Time Frame 2011-2014
<p>7) Communication Update ILCMA website &amp; web presence</p> <p>8) New ways to get good government message across i. Outreach to other professions (parks and rec, finance, school district, police, fire) to explore whether we have partners to develop single message on good govt and professional management ii. By working together to identify talky points, we can respond to media and public in positive way</p>	<p>Website Ad Hoc Comm</p> <p>ILCMA Board</p>	<p>Summer 2014</p> <p>Winter 2014</p>



**Agreement by and between**  
**Northern Illinois University Center for Governmental Studies**  
**and the Illinois City/County Management Association**

This AGREEMENT made and entered into this 21st day of May, 2014 by and between the BOARD OF TRUSTEES acting on behalf of Northern Illinois University through the Center for Governmental Studies, hereinafter referred to as the "University," and the ILLINOIS CITY/COUNTY MANAGEMENT ASSOCIATION, hereinafter referred to as the "Association," witnesseth.

In consideration of the mutual promises hereinafter specified, the University and the Association agree as follows:

1. The University shall provide the Association with a Secretariat for the period July 1, 2014 through June 30, 2015, upon the terms and conditions set forth in Exhibit A which is attached hereto and incorporated herein by reference.
2. Throughout the term of this agreement, the Association shall have the right to perform any or all of the duties described in Exhibit A as responsibilities of the Secretariat Coordinator, provided that in the event of such performance by the Association the amount due to the University hereunder shall not be reduced on account thereof.
3. Throughout the term of this agreement, the University shall be given the first opportunity to participate in the co-sponsorship or administration of any externally funded Association programs.
4. The Association shall provide no more than four complimentary memberships to appropriate members of the University's faculty.
5. In consideration of the services provided by the University to the Association in accordance with this agreement, the Association shall pay the University a contract amount of \$135,520 (this includes \$2875 for IAMMA financials & \$3000 for Metro financials) payable in four installments of \$33,880 at the end of the months of September and November, 2014, and January and March, 2015.



6. The parties hereto shall abide by the requirements of Executive Order 11246, and the Rules and Regulations of the Illinois Department of Human Rights, and there shall be no discrimination because of race, color, religion, sex, sexual orientation, national origin, ancestry, age, marital status, physical or mental handicap unrelated to ability or an unfavorable discharge from military service in the employment, training or promotion of personnel engaged in the performance of this agreement.
7. In return for the association management services provided by the Center for Governmental Studies (CGS) at Northern Illinois University, The Illinois City/County Management Association agrees to allow the CGS to have a “Friends of ILCMA” Corporate Partnership at the Partner level at no cost.
8. The Association agrees to perform an annual evaluation of Secretariat services and provide a summary report to the CGS director.

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be executed by their duly authorized representatives and as of the year and day hereinabove set forth.

BOARD OF TRUSTEES of Northern Illinois University through its Center for Governmental Studies.

By \_\_\_\_\_  
Anne C. Kaplan, Vice-President,  
Outreach, Engagement, and Information Technologies

ILLINOIS CITY/COUNTY MANAGEMENT ASSOCIATION

By \_\_\_\_\_  
David Nord, President

Approved By \_\_\_\_\_  
Diana Robinson, Director  
Center for Governmental Studies

\_\_\_\_\_  
Dawn S. Peters, Executive Director

## Exhibit A

The Secretariat shall consist of University staff members as approved by the Executive Board of the Illinois City/County Management Association. The staff would be supervised by the Center for Governmental Studies. Review of staffing shall take place by the Executive Board of the Association prior to the approval of the next year's contract. Its duties would consist of the following:

- 1) Preparation of ten monthly newsletters on Association events.
- 2) Arrange, under direction of the Conference Chairs, the logistics and programs for two annual conferences.
- 3) Sponsorship and coordination of educational and professional development programs as desired by the Association.
- 4) Arrange workshops or meetings on matters of concern to the Association.
- 5) Development and maintenance of linkages with other associations whose goals are consistent with those of ILCMA.
- 6) Mail out dues notices and receive and deposit dues.
- 7) Preparation of an annual membership directory.
- 8) Management of annual salary surveys for managers/administrators and other members.
- 9) Manage the Association's finances, including assist in the preparation of the budget, administer the budget, produce and maintain financial records and ensure the timely filing of annual returns/reports.
- 10) Provide staff support to affiliate groups as necessary.
- 11) Provide staff support for the ILCMA Board of Directors and Committee Chairs.
- 12) Maintain and update ILCMA web pages, including necessary links to other associations and affiliate organizations. Assist with new website design as needed.
- 13) All routine correspondence for the Association in consultation with the Association President as needed.
- 14) Respond to inquiries from members, municipalities, and other interested parties to further the mission and goals of the Association.
- 15) Administration of the "Friends of ILCMA" Corporate Partnership Program
- 16) Administration of IAMMA financials.
- 17) Administration of Metropolitan City/County Management Association financials.
- 18) Liaison between ICMA and ILCMA programs and communication.

The staff will be housed in the Center for Governmental Studies.

	2014-2015 proposed	Jul 1, '13 - May 8, 14	13-14 Year End Estimate	13-14 Budget	Change	12-13 Actual	11-12 Actual
<b>Income</b>							
47200 - Dues							
47205 - ILCMA Membership Dues	117,000.00	47,893.13	116,000.00	110,000.00	7,000.00	118,153.16	118,884.27
47210 - IAMMA Membership Dues	9,100.00	3,790.00	8,500.00	8,600.00	500.00	9,425.00	8,470.00
47215 - METRO Membership Dues	2,900.00	845.00	2,600.00	2,600.00	300.00	3,165.00	2,810.00
47220 - IACA/NACA Membership Dues	1,500.00	1,075.00	1,500.00	1,400.00	100.00	1,275.00	1,575.00
47225 - SWICMA Membership Dues	1,200.00	450.00	750.00	1,300.00	-100.00	1,150.00	1,400.00
Total 47200 - Dues	\$ 131,700.00	54,053.13	129,350.00	123,900.00	7,800.00	\$ 133,168.16	\$ 133,139.27
47300 - Interest	400.00	280.50	300.00	1,000.00	-600.00	972.89	1,410.64
47400 - Advertising/Sponsorship					0.00		
47405 - Advertising	9,000.00	8,400.00	8,600.00	9,000.00	0.00	10,610.00	10,000.00
47410 - Sponsorship	66,000.00	55,600.00	57,225.00	66,000.00	0.00	71,295.00	66,560.00
Total 47400 - Advertising/Sponsorship	\$ 75,000.00	64,000.00	65,825.00	75,000.00	0.00	\$ 81,905.00	\$ 76,560.00
47500 - ICMA Reim for Range Riders	5,000.00	1,347.80	4,000.00	5,000.00	0.00	4,110.11	3,523.52
47800 - Conferences					0.00		
47935 - Summer Conference 2013		24,776.00	24,776.00	30,000.00	-30,000.00	33,240.00	14,006.66
47936 - Winter 2014 Conference		33,275.00	33,275.00	35,000.00	-35,000.00		34,850.00
47937 - Summer 2014 Conference	33000	15,500.00	32,000.00	30,000.00	3,000.00		400.00
47938 - Winter 2015 Conference	35000				35,000.00		
47939 - Summer 2015 Conference	30000				30,000.00		
Total 47800 - Conferences	98,000.00	73,551.00	90,051.00	95,000.00	3,000.00	33240	49256.66
47850 - Professional Dev Workshops					0.00		
47860 - Winter Pre-Conference	2000	2,300.00	2,300.00	2,000.00	0.00	2,800.00	2,080.00
47870 - Summer Pre-Conference	1000	1,050.00	1,050.00	1,000.00	0.00	1,175.00	1,300.00
47885 - Webinars	200	227.50	227.50	200.00	0.00	0.00	541.29
47890 - Other Workshops		0.00	0.00	0.00	0.00	1,095.00	3,935.00
47893 - September or October	1300	1,100.00	1,100.00	1,000.00	300.00	1,105.00	3,870.00
47894 - November	1300	1,680.00	1,680.00	1,000.00	300.00	1,430.00	1,900.00
47895 - January Financial Forecast Foru	15000	14,955.00	14,955.00	3,400.00	11,600.00	3,345.37	14,526.00
47896 - March	1300	0.00	0.00	1,000.00	300.00	920.00	325.00
47897 - April	1300	1,040.00	1,040.00	1,000.00	300.00	0.00	285.00
47898 - May		0.00	0.00	0.00	0.00	0.00	35.00
47900 - January	1300	547.50	547.50	1,000.00	300.00	0.00	0.00
Total 47850 - Professional Dev Workshops	24,700.00	22,900.00	22,900.00	11,600.00	13,100.00	11,870.37	28,797.29
48500 - ILCMA Apparel	100	0.00	0.00	150.00	-50.00	121.43	98.46
49950 - Miscellaneous	500	5,669.03	5,669.03	500.00	0.00	1,900.00	2,750.00
50100 - IAMMA Financial Administration	2875	2,875.00	2,875.00	2,875.00	0.00	2,875.00	2,300.00
50200 - METRO Financial Administration	3000	2,600.00	2,600.00	2,600.00	400.00	2,600.00	2,530.00
50210 - Metro Credit Card Transactions	6500	7,450.00	7,450.00	6,000.00	500.00	5,725.00	2,850.00
Total Income	347,775.00	234,726.46	331,020.03	323,625.00	24,150.00	278,487.96	303,215.84
<b>Expense</b>							
60000 - NIU Contract	135,250.00	124,574.00	124,574.00	124,574.00	10,676.00	113,074.00	101,709.00
61000 - Membership Dues Disbursement					0.00		
61200 - IAMMA Dues Disbursement	9,100.00	3,830.00	8,500.00	8,600.00	500.00	9,795.00	8,330.00
61300 - METRO Dues Disbursement	2,900.00	845.00	2,600.00	2,600.00	300.00	3,165.00	2,615.00
61400 - SWICMA Dues Disbursement	1,500.00	350.00	1,500.00	1,400.00	100.00	1,200.00	1,350.00
61500 - NACA Dues Disbursement	1,200.00	1,200.00	1,000.00	900.00	300.00	350.00	1,050.00
61540 - IACA Dues Disbursement		775.00	500.00	500.00	-500.00	175.00	525.00
Total 61000 - Membership Dues Disbursement	14,700.00	7,000.00	14,100.00	14,000.00	700.00	14,685.00	13,870.00
61800 - Refunds-ILCMA membership dues		0.00		500.00	-500.00	787.50	609.49
62000 - ILCMA Conferences					0.00		
62203 - Winter Conference 2014		64,401.05	64,401.05	55,000.00	-55,000.00	2,375.00	
62404 - Summer Conference 2013		8,389.73	8,389.73	65,000.00	-65,000.00	74,692.45	
62405 - Summer 2014 Conference	50,000.00	14,528.00	64,500.00	15,000.00	35,000.00		
62406 - Winter 2015 Conference	60,000.00				60,000.00		
62407 - Summer 2015 Conference	15,000.00				15,000.00		
62500 - UO Conf Expense	5,000.00	5,003.96	5,003.96	4,500.00	500.00	2,876.34	2,133.76
Total 62000 - ILCMA Conferences	130,000.00	92,322.74	142,294.74	139,500.00	-9,500.00	79,943.79	2,133.76
63000 - Professional Development					0.00		
63100 - Winter Pre-Conference	4,000.00	4,060.25	4,060.25	4,000.00	0.00	4,373.69	1,621.15
63200 - Summer Pre-Conference	4,000.00	2,500.00	2800.00	4,000.00	0.00	4,345.52	0.00
63400 - Other Workshops		0.00	0.00	0.00	0.00	1,371.66	7,574.11
63410 - July		0.00	0.00		0.00		799.38
63430 - September or October	1,600.00	1,155.71	1,155.71	1,000.00	600.00	928.09	0.00
63440 - November	1,600.00	2,124.18	2,124.18	1,000.00	600.00	1,316.66	2,555.95
63450 - January Financial Forecast Foru	11,000.00	9,100.00	9,100.00	0.00	11,000.00	0.00	831.66
63451 - January	1,600.00	862.33	862.33	1,000.00	600.00	0.00	11,377.01
63460 - March	1,600.00	1,056.00	1,056.00	1,000.00	600.00	3,396.18	0.00
63470 - April	1,600.00	921.42	921.42	1,000.00	600.00	0.00	407.62
63480 - May		0.00	0.00	1,000.00	-1,000.00	0.00	154.69
63485 - CAL ICMA Coaching	5,000.00	10,000.00	10,000.00	5,000.00	0.00		0.00

63490 - New Administrator Boot Camp	1,600.00	0.00	0.00	0.00	1,600.00	510.90	0.00
<b>Total 63000 - Professional Development</b>	<b>33,600.00</b>	<b>31,779.89</b>	<b>32,079.89</b>	<b>19,000.00</b>	<b>14,600.00</b>	<b>16,242.70</b>	<b>25,321.57</b>
<b>64000 - General Operating Expenses</b>					0.00		
60500 - Corporate Partner Lunch	2,500.00	1,366.62	1,366.62	2,500.00	0.00	2,362.73	2,157.85
64010 - IML Annual Mtg (booth & spkr)	1,400.00	1,200.01	1,200.01	1,200.00	200.00	1,193.22	1,238.15
64020 - Range Rider	10,000.00	8,040.23	8,000.00	10,000.00	0.00	8,899.19	7,075.06
64040 - ICMA Hospitality	3,500.00	4,512.29	4,512.29	2,500.00	1,000.00	0.00	100.00
64050 - Misc. Operating	1,500.00	5,031.27	5,031.27	1,500.00	0.00	882.47	4,274.23
64060 - Insurance (Board & Gen. Liabil)	5,500.00	2,216.00	5,100.00	5,000.00	500.00	5,330.00	4,492.00
64070 - IRS	1,500.00	1,302.00	1,302.00	2,200.00	-700.00	2,136.00	1,928.21
64090 - ICMA Conf Scholarship	1,350.00	1,320.00	1,320.00	1,320.00	30.00	625.00	1,150.96
65000 - Audit	1,500.00	1,200.00	1,200.00	1,500.00	0.00	1,050.00	1,850.00
65010 - ICMA Conf Planning Committee	1,500.00	1,772.76	1,772.76	1,200.00	300.00	1,049.68	1,151.51
65020 - Board Meetings	1,500.00	786.58	850.00	2,000.00	-500.00	1,996.37	1,244.52
65030 - Committee Meetings	500.00	360.13	375.00	500.00	0.00	142.39	261.49
65040 - Awards	1,000.00	554.56		1,000.00	0.00	640.50	1,178.09
65050 - Website	25,000.00	1,906.80	1,906.80	25,000.00	0.00	2,226.00	1,797.00
65059 - Credit Card Processing fees	3,000.00	1,858.09	2,800.00	3,000.00	0.00	2,516.61	2,442.00
65060 - Board Travel	1,500.00	1,059.72	1,200.00	1,000.00	500.00	640.99	206.46
65070 - ILCMA Apparel	100.00	0.00	0.00	150.00	-50.00	94.00	100.60
65100 - Postage	1,000.00	244.58	550.00	1,000.00	0.00	1,004.06	662.51
65110 - Printing	1,000.00	71.35	875.00	1,000.00	0.00	1,166.67	600.72
65120 - Supplies	500.00	569.76	800.00	500.00	0.00	418.17	86.64
65125 - Tax Preparation	400.00	380.00	380.00	400.00	0.00	350.00	350.00
65126 - Member in Transition	2,000.00	200.00	0.00	4,100.00	-2,100.00	0.00	
65130 - Newsletter Graphic Design	6,000.00	4,500.00	5,000.00	5,000.00	1,000.00	5,500.00	5,000.00
<b>Total 64000 - General Operating Expenses</b>	<b>73,750.00</b>	<b>40,452.75</b>	<b>45,541.75</b>	<b>73,570.00</b>	<b>180.00</b>	<b>40,224.05</b>	<b>39,348.00</b>
67500 - ICMA Fund for the Profession	3,500.00	0.00	3,500.00	3,500.00	0.00	3,500.00	3,500.00
67505 - Memorial/Retirements to ICMA Fund	1,000.00	1,500.00	1,700.00	1,000.00	0.00	700.00	
<b>Total 67000 - ICMA Contributions</b>	<b>4,500.00</b>	<b>1,500.00</b>	<b>5,200.00</b>	<b>4,500.00</b>	<b>-</b>	<b>4,200.00</b>	<b>3,500.00</b>
<b>68000 - Special Proj/Contingency Fund</b>					0.00		
68005 - ICMA/ILCMA Membership Incentive		0.00	0.00	0.00	0.00	0.00	200.00
68030 - Strategic Planning/Board Orient	1,500.00	0.00	0.00	1,000.00	500.00	854.55	1,032.13
68052 - Committee Projects	5,000.00	10,000.00	10,000.00	5,000.00	0.00	0.00	0.00
68055 - Misc.	5,000.00	0.00	5,000.00	5,000.00	0.00	0.00	0.00
68056 - ICMA Stud. Chapter	1,200.00	800.00	800.00	1,200.00	0.00	800.00	600.00
68059 - NIU MPA 50th Anniversary		3,000.00	3,000.00	3,000.00	-3,000.00	0.00	0.00
<b>Total 68000 - Special Proj/Contingency Fund</b>	<b>12,700.00</b>	<b>13,800.00</b>	<b>18,800.00</b>	<b>15,200.00</b>	<b>-2,500.00</b>	<b>1,654.55</b>	<b>1,832.13</b>
69950 - Disburse Metro Credit Card Tran	6,500.00	5,750.00	5,750.00	6,000.00	500.00	5,725.00	2,850.00
<b>Total Expense</b>	<b>411,000.00</b>	<b>317,179.38</b>	<b>388,340.38</b>	<b>396,844.00</b>	<b>14,156.00</b>	<b>276,536.59</b>	<b>191,173.95</b>
	<b>-63,225.00</b>	<b>-82,452.92</b>	<b>-57,320.35</b>	<b>-73,219.00</b>	<b>9,994.00</b>	<b>1,951.37</b>	<b>112,041.89</b>
<b>50000 - From/To Reserves</b>	<b>63,225.00</b>	<b>82,452.92</b>	<b>57,320.35</b>	<b>73,219.00</b>	<b>-9,994.00</b>	<b>0.00</b>	<b>0.00</b>

## FY 2013-14 NIU Contract

	FY 2013-14 Budget	FY 2014-15 Budget	Change	
Professional Administrative Services	\$ 92,064	\$101,000	\$ 8,936	
<b>TOTAL ADMINISTRATIVE COSTS</b>	<b>\$ 92,064</b>	<b>\$101,000</b>		
Non-Personnel				
Travel	\$ 10,000	\$ 10,000	\$ -	Includes ED professional develop
Phone	\$ 1,500	\$ 1,500	\$ -	
In-house Copies				
<b>TOTAL NON_PERSONNEL</b>	<b>\$ 11,500</b>	<b>\$ 11,500</b>	<b>\$ -</b>	
Indirect Cost (15%)	\$ 15,535	\$ 16,875	\$ 1,340	
<b>Total for ILCMA</b>	<b>\$119,099</b>	<b>\$ 129,375</b>	<b>\$ 10,276</b>	
IAMMA Contract	\$2,875	\$2,875		
Metro Contract	\$2,600	\$3,000		
<b>TOTAL</b>	<b>\$124,574</b>	<b>\$ 135,250</b>	<b>\$ 10,676</b>	<b>difference</b>

\$ 10,676 Increase over 2013-14 contract

Per board decision on 6.7.2012:  
Phase in increase \$10,000/year over next three years.  
2014-15 is last year of this increase  
Any yearly increases after  
this will be based on COLA  
or merit increases for staff to  
cover costs

## Facts for Budget Preparation

◆ As of April 30, 2014, there is \$33,275.88 in the checking account. There is \$14,154.59 in the Banovetz Scholarship Money Market account. There are 2 money market accounts that have replaced the CD's: \$49,503.22 earning .10% and \$159,495.76 earning .15%. Total balance of \$256,429.45; Last year's balance was \$300,597.13.

As of April 30, 2013, there is \$13,854.58 in the checking account. There is \$18,146.69 in the Banovetz Scholarship Money Market account. There are 4 CD's: \$30,279.40 earning .75% to mature on 6/17/13; \$78,975.05 earning 1.10% to mature on 9/16/13; \$80301.69 earning .65% to mature on 12/27/13 & \$79,040.05 earning .35% mature on 3/20/14. Total balance of \$300,597.13; Last year's balance was \$328,893.74.

◆ There are still outstanding revenues and expenditures for the year. This includes expenses for the Summer Conference. The website expense line will transfer to the 2014-15 budget as the website was put on hold until the Serafin Communication Plan is approved.

◆ . Dues revenue shows a slight increase; however, corporate partner revenue declined in 2013-14. Need to push partnership program.

◆ The Banovetz Fellowship will come directly out of the budget after funds from the money market have been depleted. Per Board decision in Feb. 2010, there will no longer be affiliate contributions to the fund.

◆ New initiatives: There are no new initiatives reflected in this budget.

◆ Professional Development: 3 year average loss/event \$300; average attendance 35; average income \$1328; average expense \$1627

◆ The NIU Contract has increased by \$10,000 per board approval in May 2012 to increase contract by \$10,000 per year for three years to cover administrative services. This is the final year of the increase.

## Future Considerations

◆ Increase the number of corporate partners - we lost nine partners in 2013-14 and only gained one. Additionally, two dropped from the \$3000 to the \$2000 partner level.

◆ Increase professional development by \$5/event, making the cost \$30 (Metro is increasing their lunch cost to \$30/luncheon beginning next fall )

◆ Consider increase for corporate partner levels by \$500/level.

◆ Charge for job postings (many options - free for members, but charge for non-members; minimal fee for members, with higher fee for non-members)

# MEMORANDUM

TO: ILCMA Board

FR: Kevin Barr, Professional Development Chair

RE: 2013-14 Status Report

We are nearly complete with a successful professional development year. Since the last report we have held several beneficial training events. The February “pre-conference” event in conjunction with ICMA-U attracted 24 people. The March event with Dr. Frederickson was a huge success attracting 157 people! This event was held in conjunction with NIU MPA and Metro Manager’s. Thanks to Randy Recklaus, Sharon Tanner and Greg Stopka for their work on this event. The April event on trends in compensation was also a success with 38 people attending. Thanks to Dorothy David and the Village of Schaumburg for their help with this event.

We had originally planned a May 7 event at the Morton Arboretum. For logistical reasons this event is now scheduled for October as part of the program for next year. Nan Newlon is coordinating this event. Finally, the “pre-conference” event for the Summer Conference is scheduled for June 11. The topic is “Lasting Changes from the Great Recession” with an emphasis on strategic planning, long-range financial forecasting, priority-based budgeting, service delivery methods and organization restructuring. This is an enormous amount of information presented by several of our colleagues from throughout the region. Sharon Tanner and Roy Witherow are taking the lead on this event.

It has been a pleasure serving as the Chair of this Committee for the last two years. It is a great opportunity to work closely with the many dedicated members of this profession who strive every day to provide the highest level of professional service to our organizations. The Committee members did a great job putting the events together. Of course, Dawn Peters' contribution to this effort and our organization is indispensable.



## Professional Development Committee 2013-14

Date	Topic	Partner	Committee Members
October 3	Career Derailers-What Not to Do	Metro	<b>38</b> in person <b>2</b> video stream
November 21	Med. Marijuana; Concealed Carry/Timely Leg.	Metro	<b>50</b> Moses A. and Kevin B. Schaumburg
December 5 Webinar @ 11:00 – 12:00 p.m.	Managed Comp./ Shared Services? or Succession Planning?	Alliance/WCMA	<b>28</b> orgs Marian
January 16, 2014	Joint Procurement/ Contracting	Metro	<b>35</b> Nan N. Roy W., Sharon and Jack Norton
January 31, 2014	Financial Forecast Forum	Metro/ILCMA/CGS	<b>203</b>
February - Pre Conference – 26 <sup>th</sup>	Your Leadership Playbook – Patrick Ibarra	ICMA-U	<b>24</b>
March 20, 2014	Dr. Frederickson	NIU MPA/Metro	<b>157</b> Randy R./ Sharon T./ Greg S.
April 17, 2014	Trends in Comp. Performance Evaluation	Metro	<b>38</b> Dorothy D.
May 7	Trees	Arboretum	Postponed until Oct. 2014 Nan N.
June - Pre-Conference	Strategic planning/succession planning?	ICMA-U	<b>9 as of 5/14/2014</b> Sharon & Roy
July			
August			

ILCMA  
2014 Winter Conference  
FINANCIAL REPORT

REVENUES:

Registrations	24,100.00	
Sponsors	11,475.00	
Yoga Sponsor	200.00	
TOTAL REVENUES	35,775.00	\$ 35,775.00

CHECK BOOK EXPENSES:

Speaker Spencer	5,000.00	
Speaker Krubski	16,401.19	
Hilton	25,593.93	
Abraham Lincoln Pres. Library catering	8,541.44	
Abraham Lincoln Pres. Library	5,000.00	
Folders	186.19	
UO	1,986.05	
Travel for D. Johnson	236.00	
NIU-printing , postage, supplies	5,544.97	
Piano player	250.00	
Lunch	50.22	
T-Shirts	1,922.50	
Knit caps for run	285.08	
Yoga	200.00	
TOTAL CHECK BOOK EXPENSES:	71,197.57	\$ 71,197.57
	71,197.57	
BALANCE		-35,422.57

Hotel	Date	Location	Room Rate	Food Minimum
Hyatt	June 15 - 17, 2016 or June 22 - 24, 2016	Milwaukee	\$139/night	\$40,000 or \$15000 depends on space
Pfister	June 15 - 17, 2016	Milwaukee	\$169/night	\$50,000
Hilton	June 15 - 17, 2016	Milwaukee	\$159/night	\$50,000
The Abbey	June 22 - 24, 2016	Fontana	\$139/night	waived

## **IML Managers Committee Report for the May 21, 2014 ILCMA Board meeting**

John Downs will be attending the May ILCMA Board meeting on behalf of the IML Managers Committee. Below is a summary of the Committee's recent activities:

- 1. Conducted monthly meetings with IML Staff.**
- 2. Monitored pending legislation and provided significant support to IML regarding Firefighter Manning Bill and LGDF.**
- 3. Provided ongoing Municipal support (statewide) through the City Manager Resource Pool located on the IML homepage.**
- 4. Continued to author monthly column in the ILCMA Newsletter.**
- 5. Welcomed Paul Grimes (Orland Park) to the Committee**
- 6. Attended May 1<sup>st</sup> IML Board meeting in Springfield and reported on:**
  - a. Structural changes with rotating Chairperson on annual basis.**
  - b. Individual Membership changes:**
    - i. Departing Members Thanas and Allison**
    - ii. New members McKittrick and Grimes**
  - c. Geographic mix of communities represented on Committee.**
  - d. Education sessions at annual IML Conference**

# Membership Report for Fiscal Year 2013-2014

April 2014

	<u>2013-2014</u>	<u>2012-2013</u>	<u>2011-2012</u>	<u>2010-2011</u>	<u>2009-2010</u>	<u>2008-2009</u>	<u>2007-2008</u>
Total Collected for ILCMA:	\$47,893.13	\$119,694.31	\$118,884.27	\$100,691.94	\$111,632.85	\$109,694.84	\$110,486.82
Total Collected for IAMMA:	\$3,790.00	\$9,675.00	\$8,470.00	\$9,430.00	\$8,625.00	\$9,810.00	\$9,525.00
Total Collected for Metro:	\$845.00	\$3,210.00	\$2,810.00	\$2,550.00	\$3,070.00	\$2,695.00	\$3,010.00
Total Collected for IACA/NACA:	\$1,075.00	\$1,275.00	\$1,575.00	\$1,425.00	\$1,800.00	\$1,350.00	\$1,950.00
Total Collected for SWICMA:	\$450.00	\$1,150.00	\$1,400.00	\$1,025.00	\$1,450.00	\$850.00	\$1,250.00
<b>ILCMA Membership by Classification</b>							
	<u>2013-2014</u>	<u>2012-2013</u>	<u>2011-2012</u>	<u>2010-2011</u>	<u>2009-2010</u>	<u>2008-2009</u>	<u>2007-2008</u>
1 Manager Members	235	235	237	240	233	229	231
2 Assistant Members	196	195	183	183	175	193	178
Corporate Members	431	430	420	423	408	422	409
5 Cooperating Members	46	45	42	47	38	45	51
3 Consultant Members	12	12	13	17	16	15	13
6 Student Members	13	12	8	9	10	9	6
17 Student Members Free (w/ Pd IAMMA)	41	35	58	50	39	48	38
8 Retired Members	24	23	33	35	28	25	27
11 Subscriptions	2	2	1	0	1	1	2
12 IAMMA Only - Service charge	1	1	2	2	2	2	3
10 Range Riders	5	5	6	5	5	5	4
9 In Transition	21	25	25	21	22	11	16
14 or 15 Friends Members	81	87	82	75	68	62	51
4 Comp	27	28	31	30	28	25	20
<b>TOTAL</b>	<b>704</b>	<b>705</b>	<b>721</b>	<b>714</b>	<b>665</b>	<b>670</b>	<b>640</b>
<b><u>PAID MEMBERS:</u></b>							
IAMMA paid members	215	203	225	221	200	236	238
Metro paid members	190	194	183	190	193	181	209
Downstate members							
IACA paid members	25	25	19	21	22	27	27
SWICMA paid members	22	26	28	30	23	22	22
<b><u>TOTAL MEMBERS:</u></b>							
IAMMA total members *	315	299	321	307	279	310	294
Metro total members *	195	307	299	295	279	259	266
Downstate total members *	202	210	202	192	177	141	137
IACA total members	27	26	22	24	24	29	29
SWICMA total members	28	32	34	39	28	26	24

\* Includes ILCMA Corp. Partners as comp members

2014 "Friends of ILCMA" Corporate Partnership Program

<u>Partnership Level</u>	Partnership	Membership	Advertising	Winter	Con	Summer	\$	Sponsorship	Sponsorship
Ancel Glink	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
Arthur J Gallagher & Co.	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
<b>AXA Equitable</b>	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
Azavar Audit Solutions, Inc.	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
Backflow Solutions, Inc.	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
Baxter & Woodman	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
Beehive Industries	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
BKV Group	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
Center for Governmental Studies	\$ -					\$ -	\$	Both	
Christopher B. Burke Engineering, Ltd.	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
Clark Dietz Engineers	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
CTS Group	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
Current Technologies Corporation	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
eCivis	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
Ehlers & Associates	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
FGM Architects	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
Gewalt Hamilton Associates, Inc.	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
GovHR Usa	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
HR Green, Inc.	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	both	
Illinois Metropolitan Investment Fund	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	both	
Johnson Controls Inc.	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	both	
Municipal GIS Partners, Inc.	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
Paramedic Services of Illinois, Inc.	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
Prescient Solutions	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
S.B. Friedman & Company	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
SAFEbuilt, Inc.	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
Siemens Industry, Inc.	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
Sikich LLP	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
Tria Architecture, Inc.	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
W.B. Olson, Inc.	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
Williams Architects	\$ 3,000	\$ 325	\$ 200	\$ 350	\$ 500	\$ 1,625	\$	Both	
						\$ -	\$		
						\$ -	\$		
						\$ -	\$		
<u>Sponsorship Level</u>							\$		
<b>Alexander Weiss Consulting, LLC</b>	\$ 2,000	\$ 325	\$ 200	\$ 175	\$ 250	\$ 1,050	\$	Both	
Comcast	\$ 2,000	\$ 325	\$ 200	\$ 175	\$ 250	\$ 1,050	\$	Both	
<i>The Horton Group, Inc.</i>	\$ 2,000	\$ 325	\$ 200	\$ 175	\$ 250	\$ 1,050	\$	Both	
<i>Speer Financial, Inc.</i>	\$ 2,000	\$ 325	\$ 200	\$ 175	\$ 250	\$ 1,050	\$	Both	
						\$ -	\$		
						\$ -	\$		
						\$ -	\$		
						\$ -	\$		
<u>Benefactor Level</u>							\$		
Aqua Illinois, Inc.	\$ 1,000	\$ 325	\$ 200			\$ 475	\$	Summer	
Hitchcock Design	\$ 1,000	\$ 325	\$ 200			\$ 475	\$	summer	
Integrays Energy Services	\$ 1,000	\$ 325	\$ 200			\$ 475	\$	Summer	
McGrath Consulting Group, Inc.	\$ 1,000	\$ 325	\$ 200			\$ 475	\$	Summer	
Mortenson Construction	\$ 1,000	\$ 325	\$ 200			\$ 475	\$	Summer	
MSA Professional Services	\$ 1,000	\$ 325	\$ 200			\$ 475	\$	Winter	
Robert W. Baird & Co.	\$ 1,000	\$ 325	\$ 200			\$ 475	\$	Summer	
Robinson Engineering	\$ 1,000	\$ 325	\$ 200			\$ 475	\$	Winter	
Web QA, Inc.	\$ 1,000	\$ 325	\$ 200			\$ 475	\$	Winter	
<b>TOTALS</b>	<b>\$ 107,000</b>	<b>\$ 13,975</b>	<b>\$ 8,600</b>	<b>\$ 11,200</b>	<b>\$ 16,000</b>	<b>\$ 57,225</b>	<b>\$</b>		
						\$ -	\$		

Yellow = New for 2014

White = Last year's partner

**Bold = increased sponsorship level from last year**

*Italic = decreased sponsorship level from previous year*

2014 Total Ads & Sponsorships	\$ 65,825
2013 Total Ads & Sponsorships	\$ 79,260
2012 Total Ads & Sponsorships	\$ 78,255
2011 Total Ads & Sponsorships	\$ 73,265
2010 Total Ads & Sponsorships	\$ 65,320
2009 Total Ads & Sponsorships	\$ 55,340
2008 Total Ads & Sponsorships	\$ 53,240
2007 Total Ads & Sponsorships	\$ 51,405
2006 Total Ads & Sponsorships	\$ 42,365
2005 Total Ads & Sponsorships	\$ 32,180

DID NOT RENEW

**2014**

UIC College of Urban Planning & Public Affairs	Sharon Mastracci
The Northern Trust Company	Allan Ambrose
Dewberry	Douglas Pfeiffer
Prairie Forge Group	Thomas M. Tristano & David Ste
Civic Plus	Bryan Hahlbeck & Mike Wolfe
Nagle Hartray Architecture	Joe Hirsch
Securitas Security Services USA, Inc.	Larry Doria & Steve Castans
Alternative Service Concepts	Matthew Stickelmaier
Union Pacific	Adrian Guerrero

**2013**

Leopardo Construction	Leigh McMillen
American Fidelity Assurance	Jared Levy & Rick Rosemeier
Assurance Agency, Ltd.	Bobby Dufkis

Baker Tilly	Christine Smith & Shelly Fulla
Hammond Investment Management, LLC	Timothy Hammond

**2012**

Illinois American Water	Chris Johnson
SRBL Architects	Carol Sente & Ray Lee
Primera Engineers, Ltd.	Kate Mullaney & Erin Inman
PGAV Urban Consulting	John Brancaglione
Honeywell	Cameron Allen

**2011**

Mesirow Financial	Michael J. Mackey
Legat Architects	Marc Rohde
Wyse Technology	Connie Lightfoot, Ashfaq Iqbal
Clerestory Consulting, LLC	John Wick
Houseal Lavigne Associates, LLC	John Houseal & Dan Gardner
Kane, McKenna and Associates, Inc	Chuck Biondo

Indiana, Illinois, Iowa Foundation for Fair Contracti	John Freitag, Michael Lingl
Graystone Consulting - Morgan Stanley Smith Bari	Mary Tomanek

William Blair & Company LLC	John H. Peterson
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**2010**

Red Wing Software  
Engineering Enterprises, Inc.

CIGNA

Groot Industries

The PAR Group  
Crowe Horwath LLP

Granicus

**2009**

Holland & Knight

Calamos Investments

IKON Office Solutions

Oppenheimer & Co., Inc.  
Renewed at a lower level than 2008  
Virchow Krause  
Citi Smith Barney

**2008**

Propellar

Gilfillan Callahan Architects

Red Speed Illinois, LLC

Granicus, Inc.

Stanley Consultants

Wireless Capital

Wright Benefits

**2007**

Energy Systems - didn't see the benefits of the program

eCivis - no IL presence at this time

Allied Waste Services - did not return calls

LaSalle Capital Markets

Cindy Bauer  
Peter G. Wallers

Barb Blumenfield

Frank Hillegonds

Ian Doughty, Sharon Morien  
John Weber

Aileen Horgan, Laura Hibben

Victor Filippini

Anna Kinsella

Connie Lightfoot & Francesca R

Kathy Thomas

Tim Meyer & Andy Sauder

Joe White

Robert Liberman & Debra Beerl

Laura Hibben & James Bonnevill

Bruce Worthington & Rob Koff

Aaron Turner & Ken Rosenblatt

Peter Wright

Ivan Samstein



# May 2014 MIT List

Board Assign	First	Last	Street	City	Zip	E-mail	Residential Phone	Status	MIT Date/Previous Position
Kelly Amidei	Jill	Velan	612 Mulford St., #303	Evanston	60202	<a href="mailto:jillvelan@yahoo.com">jillvelan@yahoo.com</a>	847-489-5854	Interim Work in Oak Park	May 2009 Antioch
Juliana Maller	Kathy	Katz	980 Elmwood Lane	Elk Grove Village	60007	<a href="mailto:kselake@gmail.com">kselake@gmail.com</a>	(847) 721-7602	Doing some interim work	Feb 2012 Oak Brook Terrace
Kelly Amidei	Sue	McLaughlin	3324 Western Ave.	Mattoon	61938	<a href="mailto:imanagectz@yahoo.com">imanagectz@yahoo.com</a>	217-254-2741	Interim in Lincoln	June 2012 Mattoon
Pam Funk	William	Catalano	9 Oak Hill Dr.	Edwardsville	62025	<a href="mailto:wcatalano@sbcglobal.net">wcatalano@sbcglobal.net</a>	618-977-4979		July 2012 LeRoy
Mike Baker	Carol	Hennessey	2740 Foxwood Drive	New Lenox	60451		815-463-0393		August 2012 New Lenox
Mike Baker	Dawn	Wucki-Rossbach	708 West Hillcrest	Palatine	60074	<a href="mailto:drossbach@att.net">drossbach@att.net</a>	847-934-1562	Interim in Roselle	December 2012 Carpentersville
Kelly Amidei	Cathy	Doczekalski	805 Leicester Road #205	Elk Grove Village	60007	<a href="mailto:cjd109@gmail.com">cjd109@gmail.com</a>	847-812-1595	Interim AVM in Oak Brook	December 2012 Park Ridge
Peter Austin	Art	Osten	905 Pleasant Street	Fox River Grove	60021	<a href="mailto:artosten@sbcglobal.net">artosten@sbcglobal.net</a>	847-516-1007	Interim in Oak Brook	Jan. 2013 Fox River Grove
Bob Barber	David	Wallace	416 Division St.	Crete, IL	60417		708-534-8301		Feb 2014 Monee
Joe Breinig	Marty	Bourke	381 Meadowlark Rd.	Bloomington	60108	<a href="mailto:mjbourke@comcast.net">mjbourke@comcast.net</a>	847-954-9165 cell		April 2014 Bloomington
	Erik	Bush		Bloomington		<a href="mailto:platois4u@yahoo.com">platois4u@yahoo.com</a>			Feb. 2014 Hampshire
	Linda	Mogren	204 South Walnut Street	Sycamore	60178	<a href="mailto:lindamogren@msn.com">lindamogren@msn.com</a>	815-899-5804 cell 815-762-9762		July 1 – will be laid off as HR Director, Carpentersville