

**THE ILCMA  
BOARD AGENDA**  
Thursday, August 21, 2014 @ 9:00 a.m.  
**Call in Number: 815-753-0011**

**I. CALL TO ORDER**

**II. CONSENT AGENDA**

- |   |            |
|---|------------|
| <b>A. Approval of the Minutes</b> of May 21, 2014 & July 23, 2014 | Pages 3-8  |
| <b>B. Approval of Treasurer's Report</b>                          | Pages 9-19 |

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

**III. REPORTS OF OFFICERS**

- A. Comments by President – Joe Breinig**
- |   |               |
|---|---------------|
| 1. Executive Director Compensation                          | Pages 20-23   |
| 2. Strategic Plan Adoption                                  | Pages 24 - 25 |
| 3. Proposal to Partner with The Public Group - eProcurement | Pages 26 - 27 |
| 4. ICMA Changes to Range Rider Policy                       |               |
| 5. By-law Review  |               |
- B. Comments by President-Elect – Kelly Amidei**
- C. Comments by Vice-President – Mike Baker**
- D. Comments by Secretary/Treasurer – Barry Burton**
- E. Comments by Past President – Mark Franz**

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

**V. COMMITTEE REPORTS**

- A. Professional Development & Education Committee – Dorothy David**
- |           |               |
|-----------|---------------|
| 1. Report | Pages 28 - 31 |
|-----------|---------------|
- B. Nominating Committee – Mark Franz**
- C. Scholarship & Awards Committee – Joe Breinig**
- |  |  |
|--|--|
| 1. Review of Banovetz Scholarship Criteria |  |
|--|--|
- D. Conference Committee**
- |                                   |              |
|-----------------------------------|--------------|
| 1. Winter Conference – Mike Baker | Page 32 - 34 |
| 2. Summer Conference Kelly Amidei | Page 35      |
| a. Financial Report               |              |
- E. Professional Conduct Committee – Cameron Davis**
- F. IML Managers Committee – John Downs**
- |           |               |
|-----------|---------------|
| 1. Report | Pages 36 - 37 |
|-----------|---------------|
- G. Membership Services – Jason Bielawski**
- |           |               |
|-----------|---------------|
| 1. Report | Pages 38 - 39 |
|-----------|---------------|

**H. Promote the Profession Committee – Andri Peterson**

1. Committee Report

**I. AD HOC COMMITTEES**

1. Web Redesign Ad Hoc Committee

**VI. EXECUTIVE DIRECTOR’S REPORT**

- A. Membership Update Page 40- 42
- B. Corporate Partner Program Update Page 43 - 44
- C. MIT List Page 45
- D. Retirements: Al Hudzik – Columbia - end of August (no formal ceremony)
- E. Status of review of job posting revenue analysis and conference analysis

**VII. AFFILIATE REPORTS**

- A. Downstate – Dorothy David
- B. IAMMA – Jenny Maltas
- C. Metro – Jerry Sagona
- D. IACA – Ken Terrinoni
- E. SWICMA – James Morani
- F. Legacy Project – Denise Burchard

**VIII. RANGE RIDER REPORT Greg Bielawski**

- A.

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

- A. Membership Strategy

**IX. OLD BUSINESS**

- A. ICMA Cal-Coaching Program Update – Mike Baker

**X. ADDITIONAL ITEMS FOR BOARD DISCUSSION**

- A.

**NEXT MEETING DATE -**

November 13, 2014 @ 9 A.M. at Harry Caray’s in Lombard – CORPORATE PARTNER APPRECIATION LUNCHEON AFTERWARDS

**ADJOURNMENT**

ILCMA Minutes  
May 21, 2014



Attendance:

Mark Franz  
Joe Breinig  
Kelly Amidei  
Bob Barber  
Mike Baker  
David Nord  
Scott Smith  
Barry Burton  
Randy Bukas

Mike Cassady  
Pam Funk  
Ken Terrinoni  
Scott Sorrel  
  
Committee Chairs;  
Kevin Barr  
John Downs  
Julia Cedillo  
Jason Bielawski

Others:  
Dave Limardi  
Bob Kiely  
Dawn Peters  
Steve Carter  
Robin Weaver  
John Phillips

Approval of consent agenda: motion made by Joe Breinig; seconded by Barry Burton. Motion approved.

Midwest Regional Director – Dave Limardi noted that the Board approved an affiliation agreement in 2012. ICLMA needs to review the document and let Dave know if any changes need to be made. Both Associations need to make sure that both parties are fulfilling all the requirements.

Membership Strategy update – Phase I is done. Letters went out to folks who are not members of either association. ICMA DC prepared a marketing flyer for ILCMA on value of membership. Now Phase II that targets ICMA members who are not ILCMA members and ILCMA members who are not ICMA letters. Assistance is needed by ILCMA to make personal contact with those who received the letter. The Task Force on Financing made a recommendation on department head dues who would come in as affiliate members of ICMA. Principal assistant, deputy administrators, administrators have to be full members, but assistant to, management analysts could join as affiliates. It will be a few years before an organization dues structure is considered as it is currently being beta tested.

It was asked if those who are making calls can have talking points. Dave L. said that it exists. It was used by the membership committee when they made calls. Need to assign the list to board members, not let them pick those they know. The board needs to provide input about those on the list who should be removed and let Dawn know by Tuesday.

Midwest VP - Bob Kiely reported that there is an ICMA board meeting next week. The budget is one big topic due to loss of international revenue the other item is interviewing incoming candidates. There is only one candidate. Charlotte conference sign up will begin in early June. Bob thanked everyone who participated in the Iowa Midwest Regional Meeting.

Other changes include revamp of Center for Performance Management. There is a new company that will do this for ICMA. Public Safety Management Program will become an LLC and an affiliate of ICMA.

Life, Well Run campaign has not secured the corporate partnership funds as they needed. It is rolled out in states that have contributed to the program in full. It needs to be re-calibrated to keep costs in check. Dave Limardi said that there is a map that has a dot for success stories. He asks that IL post their stories. Written stories are needed about great things happening in your municipality or county. We may need to ask people to submit their stories.

Julia asked if there is an opportunity to use articles that have been created by the Promote the Profession Committee. The Board thought that was a great idea and asked her to proceed.

#### Reports of Officers:

President – Mark Franz noted that the website committee, communication strategy, and new three year plan are the future focus. He also noted that we need to re-commit to the corporate partner program. July 23 at 9 a.m. is the date for the strategic plan at the Public Works building in Downers Grove.

President Elect – Joe Breinig noted the importance of the strategic plan and how the last plan was very successful. We will use Craig Rapp again.

Vice President – Kelly Amidei did not have a report.

Secretary/Treasurer – Bob Barber - Dawn Peters noted that the summer conference and dues split the fiscal year and complicates the budget reporting. She recommended that the fiscal year be October 1 – September 30. This will require a by-law change. A motion was made by Bob Barber to propose a by-law change to make the fiscal year October 1 – September 30. Seconded by Mike Cassady. Motion approved.

Bob Barber made a motion to approve the ILCMA/NIU Center for Governmental Studies contract. Joe Breinig noted that we request the University to start to work on the next contract in the February. Joe Breinig seconded. Motion approved.

Budget – staff is projecting a deficit of \$63,000. There was a policy to draw down reserves. We have done that. Conference registration covers the food/beverage/facility costs. Dues are off the table. Joe Breinig thinks that increasing cost of conference registration makes the most sense. Raise conference fees by \$25 for each category at both conferences. Additionally, secure speakers that are not as costly to reduce expenses. Mike Baker hears a change in strategic direction to a financial sustainability. If look at purely operations, revenues are essentially flat. Bob Barber noted the contract and guest speaker fees are two areas that have gone up. Do away with give aways. Ask conference chairs to look at expenses and curb them by a few thousand dollars. ICMA could be helpful in securing speakers. Pay for job ad postings \$50 for members; \$100 for non-members. It was decided to broaden the corporate partner base versus raising the corporate partner dues. Another possibility is to raise consulting membership from \$325 to \$500. Need \$43,000 to make up; possibly generate \$7500 in conference fees and revenue in job ads. Increase the professional development fee by \$5/event.

#### Revenue Review

Conference – increase to \$25 for all groups (less for students)

Job ads –

Increase professional development –

Corporate partner increase

Consulting membership increase

#### Expenditure Review

Do away give aways at conferences

Free drink tickets – eliminate??

Speaker fees

Other

A motion was made to approve the budget by Bob Barber subject to review of revenue/expenses by staff with recommendations at the August board meeting. Seconded by Ken Terrinoni. Motion was amended by Randy Bukas to eliminate the drink tickets at all conferences. Motion died due to lack of a second. Motion approved.

Past President – Dave Nord did not have a report.

#### Committee Reports:

Professional Development - Kevin Barr – the report was in the packet. He appreciated the opportunity to serve. Dorothy David will be the chair in 2014 – 15. Mark Franz thought the sessions were terrific and very timely topics were offered.

Nominating Committee – Dave Nord – the final recommended slate was sent out. There are no contested positions.

Scholarship & Awards Committee – Dave Nord reported the following:

Banovetz Fellowship – Clayton Black and Justyn Miller

Lifetime Achievement to Al Rigoni and Mike Allison

Special Service Awards to Marian Gibson, Tim Gleason, and Bill Dixon

Nine students will be attending the summer conference between the ILCMA Scholarship and Sommer Foundation Scholarship.

Winter Conference – Kelly Amidei said that the winter conference financial report was in the report.

Summer Conference – Joe Breinig noted that the conference is moving along. Registration is open. The program is excellent. There are 165 registrations as of yesterday. Jill Morgenthaler is replacing Jody

Weis as the closing keynote on Friday. There will be a raffle with the proceeds going to American Red Cross.

Joint ILCMA/WCMA conference – Dawn Peters recommended that The Abbey in Fonatana, WI be the location of the joint 2016 conference. Randy Bukas moved to hold the 2016 summer conference at The Abbey; seconded by Mike Cassady. Motion approved.

Professional Conduct – no report; Cameron Davis will take over as chair.

IML Managers Committee – John Downs reported that the IML Committee is working on legislative issues, the firefighter bill will probably go away, pension enhancements have not been seen, but back door enhancement methods could be used in future, income tax extension is still an issue and the IML staff is lobbying for municipalities be made whole if extension is approved, which would be additional \$65/person. If the tax extension is not extended pay close attention to LGDF as the State will be looking for revenue sources. IML Conference sessions include ILCMA managers who will introduce sessions. IML will put the ILCMA logo in the program by the ILCMA sessions.

Membership Services – Jason Bielawski noted that the focus of this year was membership recruitment strategy with ICMA.

Promote the Profession – Julia Cedillo sent the yearend report. There was an article on Lake County and the Committee is working on an article about Effingham. There was also a newspaper article in the North Shore Weekend newspaper about professional management. This will be included as a deliverable. The Serafin communication report is being reviewed by the PTP Committee. The committee is meeting on June 4 to work through the draft report. There is a meeting with Serafin on June 9 to go through the changes. Hope to have final report by early July in time for the strategic planning session. Mark asked that the working draft be shared with the board. There are no new developments with the Next Gen efforts with IAMMA and the PTP Committee. Julia recommended that the board brainstorm ways to get more managers to attend the mixer in downtown Chicago. Andri Peterson will be the chair in 2014-15.

Ad Hoc Website Committee – this project is on hold until the Serafin Communication report is completed.

#### Executive Director's Report

Dawn Peters noted that the membership report was in the packet. Included under the corporate partner report is a list of partners who have not renewed since 2007. This list could be used as a contact list for renewal in the program. The MIT list was gone over.

Bill Dixon retirement – Mark Franz will represent ILCMA

Joe Wuellner – Scott Sorrel will represent ILCMA

Affiliates:

Downstate – new officers for 2014 – 15

Dorothy David – President

Ben McCready – Vice –president

??? – Treasurer

Future meetings – Summer will be in August in Dixon; Fall will be in Apple Canyon; and spring will be in Champaign.

IAMM A- Scott noted that the conference was successful and cash positive. Mark was a keynote speaker. IAMMA entered into a partnership with Emerging Local Government Leadership for the conference. Awards were given out. Nominations are out, Jenny Maltas will be president and Jack Knight will be president elect. There are more nominations than positions for board positions.

IACA – Ken noted that there will be a meeting in September.

SWICMA – Pam Funk – no report

Legacy Conference was held May 16. Approximately 160 people attended.

Range Riders – no report

CAL – ICMA – webinar tomorrow and can still sign up

Mark noted that this is Bob's last meeting. It is also Randy's last meeting. Both were thanked for participating in ILCMA in this capacity.

Scott Smith noted that Randy Bukas has done a great job bringing downstate members together.

Motion to adjourned at 11:50 a.m.

ILCMA Board Meeting

July 23, 2014

9 a.m.

Village of Downers Grove, Public Works Building

Present:

Joe Breinig

Kelly Amidei

Jenny Maltas

Barry Burton

Gerald Sagona

Ray Rummel

Scott Smith

Dorothy David

Denise Burchard

The meeting was called to order at 9:10 a.m. Joe Breinig had everyone introduce themselves. A motion was made by Barry Burton; seconded by Ray Rummel to approve the ICMA proclamation for its 100<sup>th</sup> Anniversary. Motion approved. Dawn Peters will send it to ICMA. Joe Breinig then addressed compensation for the executive director. A Task Force will be formed with Mike Baker as chair. Ray Rummel and Barry Burton will also serve on this Task Force.

The group then moved into its strategic planning session with Craig Rapp.

Respectfully submitted,

Dawn S. Peters, Executive Director



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

	<u>May 31, 14</u>
<b>ASSETS</b>	
Current Assets	
Checking/Savings	
Castle Bank - Money Market	14,155.19
Castle Bank - NOW	55,547.76
0001 · Castle Bank MMDA 3920	49,507.42
Castle · Castle Bank MMDA 20303550020	159,495.76
Total Checking/Savings	<u>278,706.13</u>
Total Current Assets	<u>278,706.13</u>
<b>TOTAL ASSETS</b>	<b><u>278,706.13</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>-42,074.11</u>
Total Equity	<u>278,706.13</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b><u>278,706.13</u></b>

3:19 PM

06/03/14

Cash Basis

# ILCMA

## Profit & Loss Budget vs. Actual

### July 2013 through May 2014

	Jul '13 - May 14	Budget	\$ Over Budget
<b>Income</b>			
47200 · Dues			
47205 · ILCMA Membership Dues	65,999.69	110,000.00	-44,000.31
47210 · IAMMA Membership Dues	5,005.00	8,600.00	-3,595.00
47215 · METRO Membership Dues	1,450.00	2,600.00	-1,150.00
47220 · IACA/NACA Membership Dues	1,300.00	1,400.00	-100.00
47225 · SWICMA Membership Dues	800.00	1,300.00	-500.00
<b>Total 47200 · Dues</b>	<b>74,554.69</b>	<b>123,900.00</b>	<b>-49,345.31</b>
47300 · Interest	287.17	1,000.00	-712.83
47400 · Advertising/Sponsorship			
47405 · Advertising	8,600.00	9,000.00	-400.00
47410 · Sponsorship	57,225.00	66,000.00	-8,775.00
<b>Total 47400 · Advertising/Sponsorship</b>	<b>65,825.00</b>	<b>75,000.00</b>	<b>-9,175.00</b>
47500 · ICMA Reim for Range Riders	3,014.87	5,000.00	-1,985.13
47800 · Conferences			
47935 · Summer Conference 2013	24,776.00	30,000.00	-5,224.00
47936 · Winter 2014 Conference	33,625.00	35,000.00	-1,375.00
47937 · Summer 2014 Conference	32,150.00	30,000.00	2,150.00
<b>Total 47800 · Conferences</b>	<b>90,551.00</b>	<b>95,000.00</b>	<b>-4,449.00</b>
47850 · Professional Dev Workshops			
47860 · Winter Pre-Conference	2,300.00	2,000.00	300.00
47870 · Summer Pre-Conference	1,050.00	1,000.00	50.00
47885 · Webinars	227.50	200.00	27.50
47890 · Other Workshops	0.00	0.00	0.00
47893 · September or October	1,100.00	1,000.00	100.00
47894 · November	1,680.00	1,000.00	680.00
47895 · January Financial Forecast Foru	14,955.00	3,400.00	11,555.00
47896 · March	0.00	1,000.00	-1,000.00
47897 · April	1,040.00	1,000.00	40.00
47900 · January	0.00	1,000.00	-1,000.00
<b>Total 47850 · Professional Dev Workshops</b>	<b>22,352.50</b>	<b>11,600.00</b>	<b>10,752.50</b>
48500 · ILCMA Apparel	0.00	150.00	-150.00
49950 · Miscellaneous	5,669.03	500.00	5,169.03
50000 · From/To Reserves	0.00	44,834.00	-44,834.00
50100 · IAMMA Financial Administration	2,875.00	2,875.00	0.00
50200 · METRO Financial Administration	2,600.00	2,600.00	0.00
50210 · Metro Credit Card Transactions	7,450.00	6,000.00	1,450.00
<b>Total Income</b>	<b>275,179.26</b>	<b>368,459.00</b>	<b>-93,279.74</b>
<b>Expense</b>			
60000 · NIU Contract	124,574.00	124,574.00	0.00
61000 · Membership Dues Disbursement			
61200 · IAMMA Dues Disbursement	3,830.00	8,600.00	-4,770.00
61300 · METRO Dues Disbursement	845.00	2,600.00	-1,755.00
61400 · SWICMA Dues Disbursement	350.00	1,400.00	-1,050.00
61500 · NACA Dues Disbursement	1,200.00	900.00	300.00
61540 · IACA Dues Disbursement	775.00	500.00	275.00
<b>Total 61000 · Membership Dues Disbursement</b>	<b>7,000.00</b>	<b>14,000.00</b>	<b>-7,000.00</b>
61800 · Refunds-ILCMA membership dues	0.00	500.00	-500.00
62000 · ILCMA Conferences			
62203 · Winter Conference 2014	64,401.05	55,000.00	9,401.05
62404 · Summer Conference 2013	8,389.73	65,000.00	-56,610.27
62405 · Summer 2014 Conference	4,077.82	15,000.00	-10,922.18
62500 · UO Conf Expense	5,003.96	4,500.00	503.96
<b>Total 62000 · ILCMA Conferences</b>	<b>81,872.56</b>	<b>139,500.00</b>	<b>-57,627.44</b>

3:19 PM

06/03/14

Cash Basis

# ILCMA

## Profit & Loss Budget vs. Actual

### July 2013 through May 2014

	Jul '13 - May 14	Budget	\$ Over Budget
<b>63000 · Professional Development</b>			
63100 · Winter Pre-Conference	4,060.25	4,000.00	60.25
63200 · Summer Pre-Conference	2,500.00	4,000.00	-1,500.00
63430 · September or October	1,155.71	1,000.00	155.71
63440 · November	2,124.18	1,000.00	1,124.18
63450 · January Financial Forecast Foru	10,030.71		
63451 · January	862.33	1,000.00	-137.67
63460 · March	1,056.00	1,000.00	56.00
63470 · April	921.42	1,000.00	-78.58
63480 · May	0.00	1,000.00	-1,000.00
63485 · CAL ICMA Coaching	10,000.00	5,000.00	5,000.00
<b>Total 63000 · Professional Development</b>	<b>32,710.60</b>	<b>19,000.00</b>	<b>13,710.60</b>
<b>64000 · General Operating Expenses</b>			
60500 · Corporate Partner Lunch	1,366.62	2,500.00	-1,133.38
64010 · IML Annual Mtg (booth & spkr)	1,200.01	1,200.00	0.01
64020 · Range Rider	8,040.23	10,000.00	-1,959.77
64040 · ICMA Hospitality	4,512.29	2,500.00	2,012.29
64050 · Misc. Operating	5,031.27	1,500.00	3,531.27
64060 · Insurance (Board & Gen. Liabil)	2,216.00	5,000.00	-2,784.00
64070 · IRS	1,302.00	2,200.00	-898.00
64090 · ICMA Conf Scholarship	1,320.00	1,320.00	0.00
65000 · Audit	1,200.00	1,500.00	-300.00
65010 · ICMA Conf Planning Committee	1,772.76	1,200.00	572.76
65020 · Board Meetings	786.58	2,000.00	-1,213.42
65030 · Committee Meetings	360.13	500.00	-139.87
65040 · Awards	554.56	1,000.00	-445.44
65050 · Website	1,906.80	25,000.00	-23,093.20
65059 · Credit Card Processing fees	2,496.55	3,000.00	-503.45
65060 · Board Travel	1,059.72	1,000.00	59.72
65070 · ILCMA Apparel	0.00	150.00	-150.00
65100 · Postage	244.58	1,000.00	-755.42
65110 · Printing	71.35	1,000.00	-928.65
65120 · Supplies	569.76	500.00	69.76
65125 · Tax Preparation	380.00	400.00	-20.00
65126 · Member in Transition	200.00	4,100.00	-3,900.00
65130 · Newsletter Graphic Design	4,500.00	5,000.00	-500.00
<b>Total 64000 · General Operating Expenses</b>	<b>41,091.21</b>	<b>73,570.00</b>	<b>-32,478.79</b>
<b>67500 · ICMA Fund for the Profession</b>	<b>3,500.00</b>	<b>3,500.00</b>	<b>0.00</b>
67505 · Memorial/Retirements to ICMA Fu	1,700.00	1,000.00	700.00
67550 · Life, Well Run Pledge	0.00	0.00	0.00
<b>68000 · Special Proj/Contingency Fund</b>			
68030 · Strategic Planning/Board Orient	0.00	1,000.00	-1,000.00
68052 · Committee Projects	10,000.00	5,000.00	5,000.00
68055 · Misc.	5,000.00	5,000.00	0.00
68056 · ICMA Stud. Chapter	800.00	1,200.00	-400.00
68059 · NIU MPA 50th Anniversary	3,000.00	3,000.00	0.00
<b>Total 68000 · Special Proj/Contingency Fund</b>	<b>18,800.00</b>	<b>15,200.00</b>	<b>3,600.00</b>
<b>69950 · Disburse Metro Credit Card Tran</b>	<b>7,450.00</b>	<b>6,000.00</b>	<b>1,450.00</b>
<b>Total Expense</b>	<b>318,698.37</b>	<b>396,844.00</b>	<b>-78,145.63</b>
<b>Net Income</b>	<b>-43,519.11</b>	<b>-28,385.00</b>	<b>-15,134.11</b>

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06/03/14

Cash Basis

# ILCMA

## Profit & Loss Budget vs. Actual

### July 2013 through May 2014

	<u>% of Budget</u>
<b>Income</b>	
47200 · Dues	
47205 · ILCMA Membership Dues	60.0%
47210 · IAMMA Membership Dues	58.2%
47215 · METRO Membership Dues	55.8%
47220 · IACA/NACA Membership Dues	92.9%
47225 · SWICMA Membership Dues	61.5%
<b>Total 47200 · Dues</b>	<b>60.2%</b>
47300 · Interest	28.7%
47400 · Advertising/Sponsorship	
47405 · Advertising	95.6%
47410 · Sponsorship	86.7%
<b>Total 47400 · Advertising/Sponsorship</b>	<b>87.8%</b>
47500 · ICMA Reim for Range Riders	60.3%
47800 · Conferences	
47935 · Summer Conference 2013	82.6%
47936 · Winter 2014 Conference	96.1%
47937 · Summer 2014 Conference	107.2%
<b>Total 47800 · Conferences</b>	<b>95.3%</b>
47850 · Professional Dev Workshops	
47860 · Winter Pre-Conference	115.0%
47870 · Summer Pre-Conference	105.0%
47885 · Webinars	113.8%
47890 · Other Workshops	0.0%
47893 · September or October	110.0%
47894 · November	168.0%
47895 · January Financial Forecast Foru	439.9%
47896 · March	0.0%
47897 · April	104.0%
47900 · January	0.0%
<b>Total 47850 · Professional Dev Workshops</b>	<b>192.7%</b>
48500 · ILCMA Apparel	0.0%
49950 · Miscellaneous	1,133.8%
50000 · From/To Reserves	0.0%
50100 · IAMMA Financial Administration	100.0%
50200 · METRO Financial Administration	100.0%
50210 · Metro Credit Card Transactions	124.2%
<b>Total Income</b>	<b>74.7%</b>
<b>Expense</b>	
60000 · NIU Contract	100.0%
61000 · Membership Dues Disbursement	
61200 · IAMMA Dues Disbursement	44.5%
61300 · METRO Dues Disbursement	32.5%
61400 · SWICMA Dues Disbursement	25.0%
61500 · NACA Dues Disbursement	133.3%
61540 · IACA Dues Disbursement	155.0%
<b>Total 61000 · Membership Dues Disbursement</b>	<b>50.0%</b>
61800 · Refunds-ILCMA membership dues	0.0%
62000 · ILCMA Conferences	
62203 · Winter Conference 2014	117.1%
62404 · Summer Conference 2013	12.9%
62405 · Summer 2014 Conference	27.2%
62500 · UO Conf Expense	111.2%
<b>Total 62000 · ILCMA Conferences</b>	<b>58.7%</b>

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06/03/14

Cash Basis

# ILCMA

## Profit & Loss Budget vs. Actual

### July 2013 through May 2014

	<u>% of Budget</u>
<b>63000 · Professional Development</b>	
63100 · Winter Pre-Conference	101.5%
63200 · Summer Pre-Conference	62.5%
63430 · September or October	115.6%
63440 · November	212.4%
63450 · January Financial Forecast Foru	
63451 · January	86.2%
63460 · March	105.6%
63470 · April	92.1%
63480 · May	0.0%
63485 · CAL ICMA Coaching	200.0%
<b>Total 63000 · Professional Development</b>	<b>172.2%</b>
<b>64000 · General Operating Expenses</b>	
60500 · Corporate Partner Lunch	54.7%
64010 · IML Annual Mtg (booth & spkr)	100.0%
64020 · Range Rider	80.4%
64040 · ICMA Hospitality	180.5%
64050 · Misc. Operating	335.4%
64060 · Insurance (Board & Gen. Liabil)	44.3%
64070 · IRS	59.2%
64090 · ICMA Conf Scholarship	100.0%
65000 · Audit	80.0%
65010 · ICMA Conf Planning Committee	147.7%
65020 · Board Meetings	39.3%
65030 · Committee Meetings	72.0%
65040 · Awards	55.5%
65050 · Website	7.6%
65059 · Credit Card Processing fees	83.2%
65060 · Board Travel	106.0%
65070 · ILCMA Apparel	0.0%
65100 · Postage	24.5%
65110 · Printing	7.1%
65120 · Supplies	114.0%
65125 · Tax Preparation	95.0%
65126 · Member in Transition	4.9%
65130 · Newsletter Graphic Design	90.0%
<b>Total 64000 · General Operating Expenses</b>	<b>55.9%</b>
<b>67500 · ICMA Fund for the Profession</b>	<b>100.0%</b>
67505 · Memorial/Retirements to ICMA Fu	170.0%
67550 · Life, Well Run Pledge	0.0%
<b>68000 · Special Proj/Contingency Fund</b>	
68030 · Strategic Planning/Board Orient	0.0%
68052 · Committee Projects	200.0%
68055 · Misc.	100.0%
68056 · ICMA Stud. Chapter	66.7%
68059 · NIU MPA 50th Anniversary	100.0%
<b>Total 68000 · Special Proj/Contingency Fund</b>	<b>123.7%</b>
<b>69950 · Disburse Metro Credit Card Tran</b>	<b>124.2%</b>
<b>Total Expense</b>	<b>80.3%</b>
<b>Net Income</b>	<b>153.3%</b>

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

	<u>Jun 30, 14</u>
<b>ASSETS</b>	
Current Assets	
Checking/Savings	
Castle Bank - Money Market	14,155.78
Castle Bank - NOW	47,425.35
0001 · Castle Bank MMDA 3920	49,511.49
Castle · Castle Bank MMDA 20303550020	159,555.41
Total Checking/Savings	<u>270,648.03</u>
Total Current Assets	<u>270,648.03</u>
<b>TOTAL ASSETS</b>	<b><u>270,648.03</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>-50,132.21</u>
Total Equity	<u>270,648.03</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b><u>270,648.03</u></b>

**ILCMA**  
**Profit & Loss Budget vs. Actual**  
**July 2013 through June 2014**

	Jul '13 - Jun 14	Budget	\$ Over Budget	% of Budget	Jul '12 - Jun 13
<b>Income</b>					
47200 · Dues					
47205 · ILCMA Membership Dues	121,093.19	110,000.00	11,093.19	110.09%	118,153.16
47210 · IAMMA Membership Dues	8,705.00	8,600.00	105.00	101.22%	9,425.00
47215 · METRO Membership Dues	3,140.00	2,600.00	540.00	120.77%	3,165.00
47220 · IACA/NACA Membership Dues	2,400.00	1,400.00	1,000.00	171.43%	1,275.00
47225 · SWICMA Membership Dues	1,300.00	1,300.00	0.00	100.0%	1,150.00
<b>Total 47200 · Dues</b>	<b>136,638.19</b>	<b>123,900.00</b>	<b>12,738.19</b>	<b>110.28%</b>	<b>133,168.16</b>
47300 · Interest	354.99	1,000.00	-645.01	35.5%	972.89
47400 · Advertising/Sponsorship					
47405 · Advertising	9,000.00	9,000.00	0.00	100.0%	10,610.00
47410 · Sponsorship	60,425.00	66,000.00	-5,575.00	91.55%	71,295.00
<b>Total 47400 · Advertising/Sponsorship</b>	<b>69,425.00</b>	<b>75,000.00</b>	<b>-5,575.00</b>	<b>92.57%</b>	<b>81,905.00</b>
47500 · ICMA Reim for Range Riders	3,014.87	5,000.00	-1,985.13	60.3%	4,110.11
47800 · Conferences					
Winter 2013					35,490.00
Summer 2012					26,478.05
47935 · Summer Conference 2013	24,776.00	30,000.00	-5,224.00	82.59%	33,240.00
47936 · Winter 2014 Conference	33,800.00	35,000.00	-1,200.00	96.57%	0.00
47937 · Summer 2014 Conference	34,027.00	30,000.00	4,027.00	113.42%	0.00
<b>Total 47800 · Conferences</b>	<b>92,603.00</b>	<b>95,000.00</b>	<b>-2,397.00</b>	<b>97.48%</b>	<b>95,208.05</b>
47850 · Professional Dev Workshops					
47860 · Winter Pre-Conference	2,300.00	2,000.00	300.00	115.0%	2,800.00
47870 · Summer Pre-Conference	1,050.00	1,000.00	50.00	105.0%	1,175.00
47885 · Webinars	227.50	200.00	27.50	113.75%	0.00
47890 · Other Workshops	0.00	0.00	0.00	0.0%	1,095.00
47893 · September or October	1,100.00	1,000.00	100.00	110.0%	1,105.00
47894 · November	1,680.00	1,000.00	680.00	168.0%	1,430.00
47895 · January Financial Forecast Foru	14,955.00	3,400.00	11,555.00	439.85%	3,345.37
47896 · March	0.00	1,000.00	-1,000.00	0.0%	920.00
47897 · April	1,040.00	1,000.00	40.00	104.0%	0.00
47899 · January Prof Development	795.00	1,000.00	-205.00	79.5%	0.00
<b>Total 47850 · Professional Dev Workshops</b>	<b>23,147.50</b>	<b>11,600.00</b>	<b>11,547.50</b>	<b>199.55%</b>	<b>11,870.37</b>
48500 · ILCMA Apparel	0.00	150.00	-150.00	0.0%	121.43
49950 · Miscellaneous	6,164.03	500.00	5,664.03	1,232.81%	1,900.00
50000 · From/To Reserves	0.00	44,834.00	-44,834.00	0.0%	0.00
50100 · IAMMA Financial Administration	2,875.00	2,875.00	0.00	100.0%	2,875.00
50200 · METRO Financial Administration	2,600.00	2,600.00	0.00	100.0%	2,600.00
50210 · Metro Credit Card Transactions	7,450.00	6,000.00	1,450.00	124.17%	5,725.00
<b>Total Income</b>	<b>344,272.58</b>	<b>368,459.00</b>	<b>-24,186.42</b>	<b>93.44%</b>	<b>340,456.01</b>
<b>Expense</b>					
60000 · NIU Contract	124,574.00	124,574.00	0.00	100.0%	113,074.00
61000 · Membership Dues Disbursement					
61200 · IAMMA Dues Disbursement	8,475.00	8,600.00	-125.00	98.55%	9,795.00
61300 · METRO Dues Disbursement	3,040.00	2,600.00	440.00	116.92%	3,165.00
61400 · SWICMA Dues Disbursement	1,250.00	1,400.00	-150.00	89.29%	1,200.00
61500 · NACA Dues Disbursement	1,950.00	900.00	1,050.00	216.67%	350.00
61540 · IACA Dues Disbursement	1,150.00	500.00	650.00	230.0%	175.00
<b>Total 61000 · Membership Dues Disbursement</b>	<b>15,865.00</b>	<b>14,000.00</b>	<b>1,865.00</b>	<b>113.32%</b>	<b>14,685.00</b>
61800 · Refunds-ILCMA membership dues	0.00	500.00	-500.00	0.0%	787.50
62000 · ILCMA Conferences					
Winter 2013					65,435.17
Summer 2012					54,409.05
62203 · Winter Conference 2014	64,401.05	55,000.00	9,401.05	117.09%	2,375.00
62404 · Summer Conference 2013	8,389.73	65,000.00	-56,610.27	12.91%	74,692.45
62405 · Summer 2014 Conference	54,452.31	15,000.00	39,452.31	363.02%	0.00
62500 · UO Conf Expense	5,003.96	4,500.00	503.96	111.2%	2,876.34
<b>Total 62000 · ILCMA Conferences</b>	<b>132,247.05</b>	<b>139,500.00</b>	<b>-7,252.95</b>	<b>94.8%</b>	<b>199,788.01</b>

**ILCMA**  
**Profit & Loss Budget vs. Actual**  
**July 2013 through June 2014**

	Jul '13 - Jun 14	Budget	\$ Over Budget	% of Budget	Jul '12 - Jun 13
<b>63000 · Professional Development</b>					
63100 · Winter Pre-Conference	4,060.25	4,000.00	60.25	101.51%	4,373.69
63200 · Summer Pre-Conference	2,979.49	4,000.00	-1,020.51	74.49%	4,345.52
63430 · September or October	1,155.71	1,000.00	155.71	115.57%	928.09
63440 · November	2,124.18	1,000.00	1,124.18	212.42%	1,316.66
63450 · January Financial Forecast Foru	10,030.71				0.00
63451 · January	862.33	1,000.00	-137.67	86.23%	0.00
63460 · March	1,056.00	1,000.00	56.00	105.6%	3,396.18
63470 · April	921.42	1,000.00	-78.58	92.14%	0.00
63480 · May	0.00	1,000.00	-1,000.00	0.0%	0.00
63400 · Other Workshops					1,371.66
63490 · New Administrator Boot Camp					510.90
63485 · CAL ICMA Coaching	10,000.00	5,000.00	5,000.00	200.0%	0.00
<b>Total 63000 · Professional Development</b>	<b>33,190.09</b>	<b>19,000.00</b>	<b>14,190.09</b>	<b>174.69%</b>	<b>16,242.70</b>
<b>64000 · General Operating Expenses</b>					
60500 · Corporate Partner Lunch	1,366.62	2,500.00	-1,133.38	54.67%	2,362.73
64010 · IML Annual Mtg (booth & spkr)	1,200.01	1,200.00	0.01	100.0%	1,193.22
64020 · Range Rider	10,137.75	10,000.00	137.75	101.38%	8,899.19
64040 · ICMA Hospitality	4,512.29	2,500.00	2,012.29	180.49%	0.00
64050 · Misc. Operating	9,225.75	1,500.00	7,725.75	615.05%	882.47
64060 · Insurance (Board & Gen. Liabil)	4,547.00	5,000.00	-453.00	90.94%	5,330.00
64070 · IRS	1,302.00	2,200.00	-898.00	59.18%	2,136.00
64090 · ICMA Conf Scholarship	1,320.00	1,320.00	0.00	100.0%	625.00
65000 · Audit	1,200.00	1,500.00	-300.00	80.0%	1,050.00
65010 · ICMA Conf Planning Committee	1,772.76	1,200.00	572.76	147.73%	1,049.68
65020 · Board Meetings	883.37	2,000.00	-1,116.63	44.17%	1,996.37
65030 · Committee Meetings	360.13	500.00	-139.87	72.03%	142.39
65040 · Awards	1,324.21	1,000.00	324.21	132.42%	640.50
65050 · Website	1,906.80	25,000.00	-23,093.20	7.63%	2,226.00
65059 · Credit Card Processing fees	3,172.21	3,000.00	172.21	105.74%	2,516.61
65060 · Board Travel	1,382.06	1,000.00	382.06	138.21%	640.99
65070 · ILCMA Apparel	0.00	150.00	-150.00	0.0%	94.00
65100 · Postage	244.58	1,000.00	-755.42	24.46%	1,004.06
65110 · Printing	71.35	1,000.00	-928.65	7.14%	1,166.67
65120 · Supplies	569.76	500.00	69.76	113.95%	418.17
65125 · Tax Preparation	380.00	400.00	-20.00	95.0%	350.00
65126 · Member in Transition	200.00	4,100.00	-3,900.00	4.88%	0.00
65130 · Newsletter Graphic Design	5,000.00	5,000.00	0.00	100.0%	5,500.00
<b>Total 64000 · General Operating Expenses</b>	<b>52,078.65</b>	<b>73,570.00</b>	<b>-21,491.35</b>	<b>70.79%</b>	<b>40,224.05</b>
67500 · ICMA Fund for the Profession	3,500.00	3,500.00	0.00	100.0%	3,500.00
67505 · Memorial/Retirements to ICMA Fu	1,700.00	1,000.00	700.00	170.0%	700.00
67550 · Life, Well Run Pledge	0.00	0.00	0.00	0.0%	30,797.00
<b>68000 · Special Proj/Contingency Fund</b>					
68030 · Strategic Planning/Board Orient	0.00	1,000.00	-1,000.00	0.0%	854.55
68052 · Committee Projects	15,000.00	5,000.00	10,000.00	300.0%	0.00
68055 · Misc.	5,000.00	5,000.00	0.00	100.0%	0.00
68056 · ICMA Stud. Chapter	800.00	1,200.00	-400.00	66.67%	800.00
68059 · NIU MPA 50th Anniversary	3,000.00	3,000.00	0.00	100.0%	0.00
<b>Total 68000 · Special Proj/Contingency Fund</b>	<b>23,800.00</b>	<b>15,200.00</b>	<b>8,600.00</b>	<b>156.58%</b>	<b>1,654.55</b>
69950 · Disburse Metro Credit Card Tran	7,450.00	6,000.00	1,450.00	124.17%	5,725.00
<b>Total Expense</b>	<b>394,404.79</b>	<b>396,844.00</b>	<b>-2,439.21</b>	<b>99.39%</b>	<b>427,177.81</b>
<b>Net Income</b>	<b>-50,132.21</b>	<b>-28,385.00</b>	<b>-21,747.21</b>	<b>176.62%</b>	<b>-86,721.80</b>



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

	<u>Jul 31, 14</u>
<b>ASSETS</b>	
Current Assets	
Checking/Savings	
Castle Bank - Money Market	14,156.38
Castle Bank - NOW	79,307.51
0001 · Castle Bank MMDA 3920	49,515.70
Castle · Castle Bank MMDA 20303550020	159,555.41
Total Checking/Savings	<u>302,535.00</u>
Total Current Assets	<u>302,535.00</u>
<b>TOTAL ASSETS</b>	<b><u>302,535.00</u></b>
<b>LIABILITIES &amp; EQUITY</b>	
Equity	
30000 · Opening Bal Equity	246,364.37
32000 · Unrestricted Net Assets	24,283.66
Net Income	31,886.97
Total Equity	<u>302,535.00</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b><u>302,535.00</u></b>

**ILCMA**  
**Profit & Loss Budget vs. Actual**  
July 2014

	Jul 14	Budget	\$ Over Budget	% of Budget	Jul 13
<b>Income</b>					
47200 · Dues					
47205 · ILCMA Membership Dues	22,075.59	117,000.00	-94,924.41	18.87%	16,804.18
47210 · IAMMA Membership Dues	2,285.00	9,100.00	-6,815.00	25.11%	1,710.00
47215 · METRO Membership Dues	830.00	2,900.00	-2,070.00	28.62%	445.00
47220 · IACA/NACA Membership Dues	300.00	1,500.00	-1,200.00	20.0%	450.00
47225 · SWICMA Membership Dues	200.00	1,200.00	-1,000.00	16.67%	100.00
<b>Total 47200 · Dues</b>	<b>25,690.59</b>	<b>131,700.00</b>	<b>-106,009.41</b>	<b>19.51%</b>	<b>19,509.18</b>
47300 · Interest	8.03	400.00	-391.97	2.01%	75.57
47400 · Advertising/Sponsorship					
47405 · Advertising	100.00	9,000.00	-8,900.00	1.11%	0.00
47410 · Sponsorship	737.50	66,000.00	-65,262.50	1.12%	0.00
<b>Total 47400 · Advertising/Sponsorship</b>	<b>837.50</b>	<b>75,000.00</b>	<b>-74,162.50</b>	<b>1.12%</b>	<b>0.00</b>
47500 · ICMA Reim for Range Riders	2,493.54	5,000.00	-2,506.46	49.87%	0.00
47800 · Conferences					
47935 · Summer Conference 2013					24,676.00
47937 · Summer 2014 Conference	26,341.00	33,000.00	-6,659.00	79.82%	0.00
47938 · Summer Conference 2015	0.00	30,000.00	-30,000.00	0.0%	0.00
47939 · Winter Conference 2015	0.00	35,000.00	-35,000.00	0.0%	0.00
<b>Total 47800 · Conferences</b>	<b>26,341.00</b>	<b>98,000.00</b>	<b>-71,659.00</b>	<b>26.88%</b>	<b>24,676.00</b>
47850 · Professional Dev Workshops					
47860 · Winter Pre-Conference	0.00	2,000.00	-2,000.00	0.0%	0.00
47870 · Summer Pre-Conference	945.00	1,000.00	-55.00	94.5%	1,050.00
47885 · Webinars	0.00	200.00	-200.00	0.0%	0.00
47893 · September or October	0.00	1,300.00	-1,300.00	0.0%	0.00
47894 · November	0.00	1,300.00	-1,300.00	0.0%	0.00
47895 · January Financial Forecast Foru	0.00	15,000.00	-15,000.00	0.0%	0.00
47896 · March	0.00	1,300.00	-1,300.00	0.0%	0.00
47897 · April	0.00	1,300.00	-1,300.00	0.0%	0.00
47899 · January Prof Development	0.00	1,300.00	-1,300.00	0.0%	0.00
<b>Total 47850 · Professional Dev Workshops</b>	<b>945.00</b>	<b>24,700.00</b>	<b>-23,755.00</b>	<b>3.83%</b>	<b>1,050.00</b>
48500 · ILCMA Apparel	0.00	100.00	-100.00	0.0%	0.00
49950 · Miscellaneous	0.00	500.00	-500.00	0.0%	50.00
50000 · From/To Reserves	0.00	63,225.00	-63,225.00	0.0%	0.00
50100 · IAMMA Financial Administration	0.00	2,875.00	-2,875.00	0.0%	0.00
50200 · METRO Financial Administration	0.00	3,000.00	-3,000.00	0.0%	0.00
50210 · Metro Credit Card Transactions	0.00	6,500.00	-6,500.00	0.0%	0.00
<b>Total Income</b>	<b>56,315.66</b>	<b>411,000.00</b>	<b>-354,684.34</b>	<b>13.7%</b>	<b>45,360.75</b>
<b>Expense</b>					
60000 · NIU Contract	0.00	135,250.00	-135,250.00	0.0%	0.00
61000 · Membership Dues Disbursement					
61200 · IAMMA Dues Disbursement	30.00	9,100.00	-9,070.00	0.33%	0.00
61300 · METRO Dues Disbursement	15.00	2,900.00	-2,885.00	0.52%	0.00
61400 · SWICMA Dues Disbursement	0.00	1,500.00	-1,500.00	0.0%	0.00
61500 · NACA Dues Disbursement	0.00	1,200.00	-1,200.00	0.0%	0.00
<b>Total 61000 · Membership Dues Disbursement</b>	<b>45.00</b>	<b>14,700.00</b>	<b>-14,655.00</b>	<b>0.31%</b>	<b>-</b>

**ILCMA**  
**Profit & Loss Budget vs. Actual**  
July 2014

	Jul 14	Budget	\$ Over Budget	% of Budget	Jul 13
<b>62000 · ILCMA Conferences</b>					
62204 · Winter Conference 2015	0.00	60,000.00	-60,000.00	0.0%	0.00
62205 · Summer Conference 2015	0.00	15,000.00	-15,000.00	0.0%	0.00
62404 · Summer Conference 2013					3,981.39
62405 · Summer 2014 Conference	10,875.00	50,000.00	-39,125.00	21.75%	0.00
62500 · UO Conf Expense	3,067.94	5,000.00	-1,932.06	61.36%	3,017.91
<b>Total 62000 · ILCMA Conferences</b>	<b>13,942.94</b>	<b>130,000.00</b>	<b>-116,057.06</b>	<b>10.73%</b>	<b>6,999.30</b>
<b>63000 · Professional Development</b>					
63100 · Winter Pre-Conference	0.00	4,000.00	-4,000.00	0.0%	0.00
63200 · Summer Pre-Conference	0.00	4,000.00	-4,000.00	0.0%	2,500.00
63430 · September or October	0.00	1,600.00	-1,600.00	0.0%	0.00
63440 · November	0.00	1,600.00	-1,600.00	0.0%	0.00
63450 · January Financial Forecast Foru	0.00	11,000.00	-11,000.00	0.0%	0.00
63451 · January	0.00	1,600.00	-1,600.00	0.0%	0.00
63460 · March	0.00	1,600.00	-1,600.00	0.0%	0.00
63470 · April	0.00	1,600.00	-1,600.00	0.0%	0.00
63485 · CAL ICMA Coaching	0.00	5,000.00	-5,000.00	0.0%	0.00
63490 · New Administrator Boot Camp	0.00	1,600.00	-1,600.00	0.0%	0.00
<b>Total 63000 · Professional Development</b>	<b>0.00</b>	<b>33,600.00</b>	<b>-33,600.00</b>	<b>0.0%</b>	<b>2,500.00</b>
<b>64000 · General Operating Expenses</b>					
60500 · Corporate Partner Lunch	0.00	2,500.00	-2,500.00	0.0%	0.00
64010 · IML Annual Mtg (booth & spkr)	850.00	1,400.00	-550.00	60.71%	825.00
64020 · Range Rider	48.84	10,000.00	-9,951.16	0.49%	2,095.45
64040 · ICMA Hospitality	0.00	3,500.00	-3,500.00	0.0%	0.00
64050 · Misc. Operating	783.75	1,500.00	-716.25	52.25%	0.00
64060 · Insurance (Board & Gen. Liabil)	0.00	5,500.00	-5,500.00	0.0%	0.00
64070 · IRS	0.00	1,500.00	-1,500.00	0.0%	0.00
64090 · ICMA Conf Scholarship	0.00	1,350.00	-1,350.00	0.0%	0.00
65000 · Audit	0.00	1,500.00	-1,500.00	0.0%	0.00
65010 · ICMA Conf Planning Committee	0.00	1,500.00	-1,500.00	0.0%	0.00
65020 · Board Meetings	0.00	1,500.00	-1,500.00	0.0%	303.99
65030 · Committee Meetings	0.00	500.00	-500.00	0.0%	0.00
65040 · Awards	502.17	1,000.00	-497.83	50.22%	457.81
65050 · Website	1,482.02	25,000.00	-23,517.98	5.93%	0.00
65059 · Credit Card Processing fees	473.97	3,000.00	-2,526.03	15.8%	329.54
65060 · Board Travel	0.00	1,500.00	-1,500.00	0.0%	314.22
65070 · ILCMA Apparel	0.00	100.00	-100.00	0.0%	0.00
65100 · Postage	0.00	1,000.00	-1,000.00	0.0%	0.00
65110 · Printing	0.00	1,000.00	-1,000.00	0.0%	0.00
65120 · Supplies	0.00	500.00	-500.00	0.0%	0.00
65125 · Tax Preparation	0.00	400.00	-400.00	0.0%	0.00
65126 · Member in Transition	0.00	2,000.00	-2,000.00	0.0%	0.00
65130 · Newsletter Graphic Design	0.00	6,000.00	-6,000.00	0.0%	0.00
<b>Total 64000 · General Operating Expenses</b>	<b>4,140.75</b>	<b>73,750.00</b>	<b>-69,609.25</b>	<b>5.62%</b>	<b>4,326.01</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>	<b>0.00</b>
67505 · Memorial/Retirements to ICMA Fu	0.00	1,000.00	-1,000.00	0.0%	0.00
<b>68000 · Special Proj/Contingency Fund</b>					
68030 · Strategic Planning/Board Orient	1,300.00	1,500.00	-200.00	86.67%	0.00
68052 · Committee Projects	5,000.00	5,000.00	0.00	100.0%	0.00
68055 · Misc.	0.00	5,000.00	-5,000.00	0.0%	0.00
68056 · ICMA Stud. Chapter	0.00	1,200.00	-1,200.00	0.0%	0.00
<b>Total 68000 · Special Proj/Contingency Fund</b>	<b>6,300.00</b>	<b>12,700.00</b>	<b>-6,400.00</b>	<b>49.61%</b>	<b>-</b>
69950 · Disburse Metro Credit Card Tran	0.00	6,500.00	-6,500.00	0.0%	0.00
<b>Total Expense</b>	<b>24,428.69</b>	<b>411,000.00</b>	<b>-386,571.31</b>	<b>5.94%</b>	<b>13,825.31</b>
<b>Net Income</b>	<b>31,886.97</b>	<b>0.00</b>	<b>31,886.97</b>	<b>100.0%</b>	<b>31,535.44</b>

# CRAIGRAPP, LLC

IMPROVING ORGANIZATIONS & THE PEOPLE WHO LEAD THEM

Date: July 30, 2014

To: ILCMA Board of Directors

From: Craig Rapp

RE: Strategic Planning Summary- 2014-2017

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On Wednesday, July 23, 2014, the ILCMA Board and key committee chairs held a strategic planning session at the Downers Grove Public Works facility from 9:00-1:30PM. Craig Rapp facilitated the session.

In advance of the session, each participant completed a SWOT questionnaire, including a question on highest priorities for the association. The group analyzed the results of the SWOT questionnaire, and conducted successive rounds of small group review- first sorting and prioritizing, then analyzing for key themes and strategic issues.

Based upon the small group process, the entire group adopted six strategic priorities for the three-year planning period. The six priorities:

1. Marketing the Profession
2. Organizational Structure
3. Membership Growth
4. Professional Development
5. Financial Stability
6. Membership Engagement

A round of action planning followed –culminating in draft action plans for each priority. The action plans are listed on the following pages. It was agreed that the Board would review this document at an upcoming meeting in order to assign responsibility for follow-through– delegating to ILCMA committees and/or specific individuals.

Although the information below is an accurate summary of the drafts developed by the strategic planning participants, it is recommended that the Board conduct a final review to ensure concurrence with the priorities and key action steps.

## **ILCMA Strategic Priorities – 2014-2017**

### **Marketing the Profession (external)**

1. Improve positive external awareness of the profession and ILCMA
  - a. website improvements (Serafin Report)
  - b. proactive communications (Serafin Report)
  - c. reactive communication plan (Serafin Report)
  - d. sustainable staffing and financial analysis to implement and maintain communications initiatives and website
  - e. continue with opportunities for “adaptive leadership” with municipalities that do not have a professional manager (article series, partner with IML)
2. Increase exposure of ILCMA to the next generation
  - a. Work with universities to require American government courses to raise awareness of the profession
  - b. Provide opportunities for undergraduate students to shadow managers in local government positions
  - c. Encourage more internship opportunities
  - d. Mentor students throughout their education
  - e. Increase the support of students’ (interns) participation in professional organizations
  - f. Provide organizational structure which allows for more direct involvement of interns in order to maintain their commitment to the organization as their career evolves
3. ILCMA acknowledged as the leader in local government training
  - a. Meet gaps in succession planning as trend dictates (changes to typical manager track, other DH’s becoming the Manager)
  - b. Expand professional development programs to all municipal departments
  - c. Encourage managers to expand opportunities for advancement to various mid-level managers and department managers
  - d. Partner with other professional associations to develop joint training and programming opportunities: ie. police chiefs, fire chiefs, public works etc.

### **Organizational Structure**

1. By the end of 2015 an optimal structure for ILCMA will be adopted.
  - a. 3-5 member task force made up of past president will review the current committee structure for:
    - i. Number of committees
    - ii. Size of committees
    - iii. Term limit for volunteers on a committee
    - iv. Demographic diversity on committees

2. By the end of 2015 have a long term plan for secretariat services adopted by ILCMA board
  - a. ILCMA leadership have a conversation with NIU CGS Director about future secretariat services
    - i. Adequate staff support/resources

## **Membership Growth**

Initiative: Increase ILCMA membership by 10% over the next 3 years by targeting the Next Generation and Non-Traditional Members (ex. Police Chiefs or Finance Directors promoted to Manager and Department Directors or Assistant Directors).

### **Action Items**

1. Conduct joint professional development sessions with other professional organizations (i.e. APA, IGFOA, APWA, Police and Fire Chief's Associations, etc.). (Discussion point – do we want to partner with each of the organizations for all professional development sessions we host moving forward?)
2. Survey ILCMA Managers to find out if their staffs are members, if the community pays for membership and events etc. in order to identify Managers that we need to reach out to in order to encourage participation from interns up to Assistants.
3. Identify and reach out to IAMMA members who are not members of ILCMA.
4. Partner with IAMMA's internship representative program to obtain exposure to next generation.
5. Identify new manager appointments and target them for ILCMA membership.
6. Create a recruitment program that targets department head level positions. (Discussion point – Should our conferences be more generic for management? Would a Department Head attend our conference if the agenda includes a lot of specific topics related to other departments? Would we attract more members if our topics were applicable to anyone in a management position within a City/County?)

## **Financial Stability**

1. Prepare a three-year financial plan/forecast for use in decision making for the next budget cycle.
  - a. Distinguish recurring and one-time revenues and expenditures.
  - b. Annually assess fund balance and compare to the adopted fund balance policy.
  - c. Plan for contract renewals with NIU for Secretariat services.
  - d. Review annually with the Board of Directors.
2. Develop budgets for Conferences and Professional Development programs.
  - a. Develop a budget with revenue and expenditure projections for professional development offerings for the current fiscal year.
  - b. Develop a budget with revenue and expenditure projections for the Winter Conference for the current fiscal year.
  - c. Develop a budget with revenue and expenditure projections for the Summer Conference for the current fiscal year.
  - d. Monitor each and make adjustments to revenues (fees) and expenditures as necessary.

- e. Review annually with the Board of Directors.
- 3. Assess opportunities for new revenues.
  - a. Consider a fee for job advertisements on the ILCMA website.
  - b. Increase corporate partner recruitment

### **Professional Development**

- 1. Be the Premier Local Government Professional Development Association in Illinois (or the Midwest)
  - a. Increase corporate sponsorship of keynote speakers and training programs to continue top-quality professional development programming
  - b. Increase the numbers of types of webinars and tech-based training opportunities offered through ILCMA
  - c. Develop a training curriculum that can be offered in multiple area of the state or Midwest region to increase access to training opportunities outside the Chicago metro area
- 2. Expand Leadership Development Educational Opportunities for New Entrants to the Profession
  - a. Develop a comprehensive leadership curriculum for:
    - i. Early career/Next gen professionals
    - ii. Mid-career professionals/departments heads/supervisors
    - iii. Experienced/senior managers from non-traditional City management career tracks
  - b. Establish collaborations with colleges and universities across the state to expand the ILCMA training network, course offerings, and marketing to non-NIU students and grads
  - c. Develop region-based peer-mentoring/coaching programs to support participants in the leadership development training programs. (match credentialed/senior managers 1:1 with new entrants)

### **Membership Engagement**

- 1. Increase opportunities for interaction with a broad and diverse membership. (I.e. recognizing the needs of membership are changing)
  - a. Evaluate ways to use technology to advance participation/communication in ILCMA.
  - b. Enhance opportunities for social interaction and increased networking to maximize participation in ILCMA.
- 2. Encourage City/County Administrators/Managers to support analysts, interns and mid-mgt. in the profession to participate/join ILCMA.
  - a. Better communicate the success and value of ILCMA.

**To:** Illinois City/County Management Association  
**Attn:** Ms. Dawn Peters  
**From:** The Public Group, LLC  
**Subject:** Membership Software Partnership Proposal  
**Date:** 30 July 2014

**The Public Group** (TPG) is pleased to present our proposal to the members of the Illinois City/County Management Association. As a leading provider of software designed exclusively for government agencies we are confident that our proposal offers your members, as well as your local business community, a value added service they will not be able to find elsewhere. Herein listed is information about TPG and its products that we can offer to your members at NO COST.

**About Us:**

TPG is a privately held software development company specializing in web-based "Software as a Service" (SaaS) solutions for government agencies. For more than 15 years, government agencies have depended upon TPG products. Currently more than 3000 government agencies utilize TPG services. Our cloud-based services enable government agencies to implement a robust online solution in a secure and managed environment.

Headquartered in Provo, Utah, TPG has regional offices in Arizona, North Carolina, Nevada, Tennessee, Florida, New York, Illinois, Texas, California, and Massachusetts. Our staff of software programmers, engineers, and managers are experienced in addressing the unique concerns of the government sector. TPG has been awarded and successfully maintains hundreds of competitive contracts with various government agencies across the country. We strive to provide our government partners with effective and cost efficient solutions, not just software.

**Public Purchase:**

Our full service eProcurement solution enables government agencies to post, manage and award solicitations online. This flexible software allows for customization to fit any of your association's members needs. If your membership, like most states, is diverse in size and population then you know that the one size fits all solution does not always work. This was the driving force for the development of **Public Purchase**. Early in our eProcurement experience we learned that no two government agencies are alike in their procurement needs. We knew that each agency would want flexibility in a system they use, to give them and their vendors a comfort level with starting a new process. So we began our focus on creating a solution that would allow an agency this flexibility. Whether it is a simple vendor management and bid notification system for a few bids that are released each year or a full suite electronic bid notification with a electronic bid response system, **Public Purchase** can meet your member's needs. We offer extensive training and will work with each agency to find the electronic process that will work best for their agency. **Public Purchase** offers Reverse Auctions, Quick Quotes, Line Item Quotes, and agency-defined solicitations parameters. All of this and so much more is available to your members and their vendor community. We will walk your members through a comprehensive 30-minute online presentation to show them how our solutions can work best for them.

**Cooperative Bidding:**

As government agencies are looking for ways to cut costs and increase efficiencies, one of the leading solutions in the procurement industry today is cooperative bidding. If done correctly cooperative bidding can decrease the cost of procurement and the cost of goods and services purchased by your members. We feel cooperative bidding is a valuable underutilized tool, but too often does not cover much of what an agency will need. Local and regional cooperative bidding makes sense for items not covered on a national basis. For this reason we developed a cooperative bidding system. Our



cooperative bidding system allows each of your members to create bids and communicate with each other to gauge interest in cooperative opportunities. Your agencies can now collaborate amongst themselves, and decide who creates the bids, therefore greatly reducing the amount of bids that they need to bid out individually. Our built in communication tools make this collaboration simple and efficient. With a Purchase Order piece built the cooperative bidding tool makes it easy for your members to order directly from the bids saving time and money.

**Public Surplus:**

**Public Surplus** provides the most robust online auction system available to government agencies wanting to increase competition, as well as increase the revenue generated by their surplus auction sales. Our comprehensive and easy-to-use application provides features and functions that increase the effectiveness and the efficiencies of surplus management programs. We know of no other system available to government agencies that offers more control, increases revenue, and offers more transparency of their surplus assets sales. Some of the features and functions included are; asset tracking, automatic auction extension, bid deposits, internal reallocation, payment collection, 7-year audit trail, specialty buyer databases, and integrated marketing through buyer interest lists, just to name a few. **Public Surplus** brings over 15 years of expertise, knowledge, and proven methods to agencies wanting to increase local and national buyer participation, increase revenue and improve efficiencies for the disposal of their surplus assets.

**Proposal:**

TPG will provide all three of these software solutions to your members at **NO COST!** By offering all of these solutions to your members your association will be able to increase the value it offers to your members as well as to those departments that may not be a target audience of your association.

**Revenue Generation:**

While not required TPG does offer the option for your association to generate revenue from its members use of **Public Surplus** and Cooperative Bidding. While we focus on bringing value added solutions to your association members, revenue to offset conferences and other training costs can be a welcome addition to this partnership.

**TPG is willing to offer your association** a 5% royalty from your member's use of **Public Surplus**. **This comes** from the revenue generated by Public Surplus from the sale of your member's surplus. TPG will provide your association with a unique registration web page to share with its members. All members that register via this registration page are grouped under the lead agency agreement, and your association will receive a royalty that is 5% of TPG's revenue from participating members. TPG's commission is 7% and is paid by the winning bidder. For example: Your association's royalty payment for a \$1,000 sale would be \$3.50. Your member agencies will pay no fees to utilize **Public Surplus**. **Public Surplus** utilizes a buyer's premium by which these fees are paid by the winning bidder.

Cooperative Bidding allows your members to benefit from quantities of scale, lowering the prices they pay for goods and services. Vendors responding to bids can save money as they are responding to one bid instead of dozens, reducing the time and cost associated with responding to several similar bids. Associations have the option to charge vendors an annual fee to bid on cooperative bids. This annual fee is split between the association and TPG as the collection and remittance of these funds are preformed by TPG. A common annual fee among our associations is \$20.00. Your association would be remitted 50% of this fee or \$10.00.

**TO: Presidents of State Associations with ICMA Range Rider Programs**

**CC: State Association staff  
Range Riders  
Regional Directors and State Liaisons  
ICMA Executive Board**

**FROM: Bob O'Neill, ICMA Executive Director**

**RE: Refreshing the Range Rider Program in its 40<sup>th</sup> Year**

In April 2013, I appointed a Range Rider 2014 Advisory Committee to celebrate 40 years of the Range Rider Program and to enhance its value to ICMA members and to state associations in the second century of ICMA. The Range Rider Program, now in 22 states, has been a valued service and is an important partnership between ICMA and state associations.

The Advisory Committee was composed of key stakeholders: Range Riders, state secretariats and state leaders from the states with programs, and other members served by the program, such as former MITs and first time administrators in those states. The Committee engaged Range Riders and state sponsors in the development of the recommendations. The Committee's recommendations to "refresh" the program for the future have been approved by the ICMA Executive Board.

A number of the adopted recommendations reinforce current guidelines, but I wanted to take this opportunity to review with you those that involve changes and/or greater clarity.

- **Name Change**

The Committee, and others who provided feedback, urged a change in the name from Range Riders to Senior Advisors to better describe the role and its primary emphasis on providing members with advice and support. Those members who are currently serving ICMA under the title of Senior Advisors will become ICMA Liaisons to better describe their role serving as ICMA representatives to state associations and other groups. This change in titles will become effective at the 2014 ICMA Annual Conference.

- **Enumerate Clear Goals and Responsibilities**

All state sponsors are asked to adopt a Range Rider Program Policy, clearly indicating program goals and the responsibilities of Range Riders and the state association. ICMA has provided and now updated a recommended policy for state sponsors to adapt. ICMA will work with you to create a policy or modify, if needed, the policy you already have. ICMA's guidelines for the program outline responsibilities for all three parties to the program: Range Riders, state sponsors and ICMA. The goal is to foster performance and accountability for all parties and to provide consistency in meeting member expectations across the country while at the same time providing flexibility in recognition of the differences in needs, geography and resources of state sponsors.

- **Establish Terms and Periodic Reviews**

State sponsor Range Rider Program Policies are asked to include terms and periodic reviews for Range Riders in order to ensure continued vibrancy and effectiveness for the program. Some states have already established this practice. To facilitate conversations on mutual expectations, the new guidelines establish an initial appointment of one year for new Range Riders and a review and conversation after that first year. Then two year reappointments follow with a review at least every two years

to discuss how things are going. The reviews should be based on clear expectations/criteria as outlined in the state's Range Rider Program Policy. To assist states with limited resources, ICMA has been asked to develop a model template for a review process that states can adapt.

- **Non-CAOs Eligible to Serve as Range Riders**

Members who have not served as CAOs but as Deputy or Assistant Managers (non-CAOs) are now eligible for appointment as Range Riders. The Committee and the ICMA Board recognize that some career assistants have much to offer. State association boards should exercise appropriate discretion in selection of and evaluation of Range Riders, whether they are CAO's or Non-CAO's. What is important for any Range Rider is being transparent and candid about past experience since outreach to others with relevant experience is part of any Range Rider's tool kit.

- **Guidelines for Part-time Consultants Modified**

The conflict of interest guidelines have been modified to allow more members engaged in part-time consulting to serve in the program. Recognizing that members may wish to remain active in retirement and/or need to supplement sources of retirement income, the following guideline has been adopted:

A Range Rider may be employed part-time by a consulting firm if:

- the focus is on providing technical expertise on individual projects
- there is no responsibility for soliciting business or for client development/maintenance for purposes of future business

An annual review is recommended to assess whether there are any perceived conflicts and whether adequate time is available to serve members.

- **Policy on Manager Placement Work**

A statement of policy has been developed to clarify any Range Rider involvement in manager placement work. Some states or Range Riders individually help identify candidates and advise on the recruitment process for communities, especially small ones, which have chosen not to use a search firm. It was agreed that any involvement was up to the state sponsor, but that assistance should not include selecting finalists or participation in the final selection process.

The guidelines and manual on the Range Rider Program section of ICMA's web site have been updated to reflect all changes/clarifications except for the name change. That change will occur in September. We look forward to working with you to implement what we believe are enhancements to the existing program which has served members so well for four decades. If you have any questions or concerns, please let me know.

Sincerely,

Bob

## ILCMA Professional Development Committee Notes

August 6, 2014

1. Introductions
2. Review of ILCMA Strategic Plan Goals for Professional Development Committee
  - a. Develop Goals for 2014-15 – Dawn Peters went over the action items that relate to the professional development committee. These include:

Be the Premier Local Government Professional Development Association in Illinois (or the Midwest)

    - a. Increase corporate sponsorship of keynote speakers and training programs to continue top-quality professional development programming
    - b. Increase the numbers of types of webinars and tech-based training opportunities offered through ILCMA
    - c. Develop a training curriculum that can be offered in multiple area of the state or Midwest region to increase access to training opportunities outside the Chicago metro area

Expand Leadership Development Educational Opportunities for New Entrants to the Profession

- a. Develop a comprehensive leadership curriculum for:
  - i. Early career/Next gen professionals
  - ii. Mid-career professionals/department heads/supervisors
  - iii. Experienced/senior managers from non-traditional City management career tracks
- b. Establish collaborations with colleges and universities across the state to expand the ILCMA training network, course offerings, and marketing to non-NIU students and grads
- c. Develop region-based peer-mentoring/coaching programs to support participants in the leadership development training programs. (match credentialed/senior managers 1:1 with new entrants)

Conduct joint professional development sessions with other professional organizations (i.e. APA, IGFOA, APWA, Police and Fire Chief's Associations, etc.). (Discussion point – do we want to partner with each of the organizations for all professional development sessions we host moving forward?)

3. Partnerships with other associations – most organizations’ employees stay within their own respective professional associations for professional development.
  - a. ILGL – Dawn serves as staff to this group as well, so there may be some easy opportunities for joint programming or co-promotion of our events
  - b. IGFOA
  - c. IPELRA
  - d. APWA – has a week-long leadership program, the Illinois Public Service Institute that is well attended and goes beyond public works professionals. ILCMA could reach out to see if we can partner to expand on this program.
  - e. Police/Fire Chief Association

Other successful leadership development programs that were mentioned included the “BootCamp” for Non-Traditional and First-time Managers, which will be offered again this fall. There is also a LEAD program that has been offered jointly by Elgin, St. Charles and Batavia that could be used as a model for leadership training. The contact person for that program would be the HR Director in St. Charles.

Committee members also thought that a great service enhancement/opportunity for partnership would be to develop a joint professional development “master schedule” where all of these organizations could post upcoming classes and programs.

4. Review of Last Year’s Programming
  - a. Web casting of professional development events
    - i. Response from last year’s pilot program – it was decided to put on-hold the issue of web-streaming sessions; the technology doesn’t always work and part of the value is the face-to-face networking; additionally, members can get webinars through ILCMA’s partnership with Cal-ICMA and the Alliance for Innovation webinars. Both groups are open to topic suggestions and Illinois speakers for their sessions.
    - ii. Options moving forward
  - b. Continue scheduling on Metro Luncheon dates - yes
5. Financial Forecast Forum
  - a. Jan. 30, 2015
  - b. NIU Naperville
  - c. Mike Cassady (ILCMA) and Kevin Wachtel (IGFOA) representatives

## 6. Topic ideas for 2014-15 programming

The Session dates and topics are listed below, along with the committee members who have volunteered to work on the planning group for each session. **The person noted in bold with an asterisk (\*) should take the lead in scheduling follow-up discussions of their planning group.** Dawn will send out a request to see if any of our committee members who were unable to attend this meeting want to be added to any of the planning groups below:

- a. Oct. 16 - (No Sept. due to ICMA & IML conferences) – Tree topic at the Morton Arboretum – **Nan Newlon\***
- b. Nov. 20 - Retail and economic development – **Joe Carey\*** & Sharon Tanner
- c. Jan.15 - Rail Safety & emergency preparedness, can include elements of crisis communications. US DOT Rail Safety/Hazardous Material Transport; Glenview and Northbrook may be resources re: train derailment – **Randy Recklaus\***, John Light, & Justin Kohls
- d. March 19 - Public/community communication; public relations and use of technology; (social media, bloggers and web based journalists, data visualization and dashboard apps e.g. CivicPage, Mind Mixer) – **Gary Brennan\***, Maggie Jablonski, Jeff Cook (Nan will offer input as Downers Grove has great communication director)
- e. April 16 - Trends in performance measurement, data, use of technology – **Mike Strong\*** & Nan Newlon; Sharon Tanner and Joe Carey offered to provide input (Possible partnership with IPWA)
- f. Winter Pre-Conference –ICMA Workshop on Intergenerational Communication, “From Typewriters to iPads”
- g. Summer Pre-Conference –Joe McCoy to moderate; retired elected official session e.g. Jim Edgar or panel on former state legislators to provide insight on state and processes, culture and strategies to promote reform – **Moses Amidei\*** & Dorothy David
- h. Early December – Alliance Webinar – Joe Carey will work with Greg Stopka on topic

Note:  
Either March  
or April will  
be held in  
Tinley Park

Other Topic Ideas (group suggested sharing these with conference committees for possible conference session topics):

- National author – keep at conference level
- Workers Comp/Risk Management by Sharon Tanner – IPELRA partner
- Onboarding by Joe Carey - how do managers train and interact with millennials

- Trends in performance measurement by Sharon Tanner – how reporting them, how does it impact management decisions; external indicators; Dashboard concept and displaying data for public; customer/citizen – what do they expect from data; how do we know what data really means – what is out there to benchmark against and what are best practices “Better, Faster, Cheaper”
- Community Conflict, new elected officials, strategies to manage conflict/civility, also looking at anti-government or “watch dog” agencies and strategies on how to work with them by Randy Recklaus
- Emergency Management by Nan Newlon – what it takes to stage an event to prepare for emergency event
- Purchasing policies, bidding, and/or proposals – discussed Tinley Park article and how there could be some information sharing or best practices (probably a panel discussion, or part of one) by

7. Other – There was no other committee business discussed.

8. Next Meeting Date – The group agreed to October 1 at 9:00 a.m. for the next meeting which will be a conference call. The agenda for the next meeting will be progress reports by each session planning group.

## Winter Conference Committee Meeting

Aug. 13, 2014

Mike Baker did intro. Committee members introduced themselves.

Alison Deitch

Cristi Musser

Sean Widener

Scott Shumard

Dave Nord

Dave Cook

Sally Heffernan

Ryan McCrady

Justyn Miller

Matt Morrison

Jerry Sagona

Jack Knight

Phone:

Dave VanCamp

Ben McCready

Background:

Sally H. passed out a map of Uptown Normal. The Marriott is the location. There is an Amtrak station right across from the hotel. There is an attached historic theatre to hotel.

Timeline:

Nov. 15 – all session info due

Dec 1 – brochure complete

Dec 15 – mail brochure

Budget:

We need to make sure conference is financially sustainable.

Committee Goals/Responsibilities:

Minimal travel to social events

Accommodations

Interactive seminars

Variety of topics

- relevant to time period

- tangible takeaways

- variety of topics

- all levels



Connect with colleagues  
Sponsor/member healthy mix

NEED by Nov. 15:

Title of session  
Session description  
3-4 Learning objectives  
Speaker info including name, title, phone/email/address

Keynote Ideas  
Keppler List:  
Mack Dryden  
Jonathan Karl  
Christina Bellantoni

Others:  
Mark Horstman  
Kyra Cavanaugh  
Doug Cartland  
Ray LaHood

Possible Closing Keynote:  
Steve Beck

Concurrent Session Ideas:

- Management Analyst/Assistant to panel – Justyn Miller
- Women in Govt. – Legacy project topic – Allison Dietch
- ACA health regulations – 2015 is a big year of rollout of new sections – Dave Cook
- Innovation – LEAN start-up and how apply to government – Allison opportunities for city/county collaboration
- Rapid Fire Session – pick five topics and give 5 – 10 minute presentation and then discuss in small groups
- Branding for local government
- Better input with state legislators – use of lobbyists – value of – bills affecting local govt. – role of COGs - Ryan McCrady & Scott Shumard
- Elected official behavior
- Using targeted revenues to solve infrastructure (special fees – water rates, sewer rates) and how planning for importance of developing master plan/ who's paying; how home rule v non-home rule applies – Ryan McCrady
- Unique revenue ideas - not all big projects – Ben McCready
- How to be a leaders without authority – Ben McCready

- Meet the Mentor – effective mentoring relationships
- Property maintenance programs – Cristi Musser
- Rev/expense forecasting – Dan Long – Ryan McCrady

#### Topics:

- 1) State legislators/use of lobbyists/value of lobbyists – Ryan McCrady & Jack Knight
- 2) Rapid Fire session around unique revenue generation – Ben McCready , Matt Morrison, Ryan McCrady, & Justyn Miller
  - Home rule v non-home rule
  - suburban v rural
  - Small v large
- 3) ACA Requirements – Dave Cook
- 4) How to lead without authority – Justyn Miller and Ben McCready
- 5) Legacy Project – Allison Deitch & Cristi Musser will reach out to LP
- 6) Property maint/zoning – Dave Nord & Jerry Segona, Cristi Musser (SAFEbuilt)
- 7) Branding – Sally Heffernan & Sean Widener
- 8) Innovation – Brad Burke & Mike Baker

Tales from the Range – Thur. early morning

Lunch keynote - Joe McCoy legislative update ½ hour

Raffle – what charity?

#### Social:

ISU football stadium

Children's museum

"D" level celebrity – Normal celebs

Need bus transportation – Normal will provide

Pool/Euchre – ISU bowling center

#### Activities:

Randy Bukas will do 5K run/walk again

Yoga - ???

Keynote sub-committee – Mike Baker, Dave Cook, and

New attendees – how to welcome them?

Next meeting – late Sept./ early Oct.

ILCMA  
2014 Summer CONFERENCE  
FINANCIAL REPORT

REVENUES:

Registrations	42,341.00
Sponsors	17,250.00
Sommer Foundation	1,000.00
Registrations collected directly by ILCMA	777.00

TOTAL REVENUES	61,368.00
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CHECK BOOK EXPENSES:

Ribbons	67.25
Keynote-Lowell Catlet	14,500.00
Closing Keynote- Jill Morgenthaller	3,159.04
Reimb-Golf Prizes-K Street	425.00
Eagle Ridge	44,878.78
Outreach Registration	3,067.94
Galena Night Out	2,000.00
Lodging for Scholarship Winner	150.00
Folders	119.42
NIU-printing , postage, supplies	4,498.50

TOTAL CHECK BOOK EXPENSES:	72,865.93
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BALANCE	-11,497.93
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## **IML Managers Committee Report for the August 21<sup>st</sup>, 2014 ILCMA Board meeting.**

John Downs will be attending the August 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 General Assembly activities and provided significant support to IML regarding Firefighter Manning Bill, LGDF and Tap on fee limitation legislation.**
- 3. Provided ongoing Municipal support (statewide) through the City Manager Resource Pool located on the IML homepage.**
- 4. Continued to author monthly columns in the ILCMA Newsletter.**
- 5. Participated in the July 23<sup>rd</sup> ILCMA strategic planning session.**
- 6. Attended July 26th IML Board meeting in Rockford and reported on:**
  - a. Efforts to work with the IML staff on tap on fee legislation.**
  - b. Our interest in partnering with Elected Officials throughout the State.**
  - c. Measures to improve four conference sessions sponsored by the Committee (see attached).**

**2014 Conference Sessions**  
**Conducted by IML Managers Committee**

- **Financial Management and oversight for Elected Officials – The Sequel** – “It’s not just the big things that count” This session will focus on the most important aspects of financial oversight for elected officials. Everything from cash management to investing will be covered in a practical and useful fashion.
- **“What we’ve got here is a failure to communicate”** This session goes beyond Facebook and Twitter and will provide successful and concrete ideas to improve the flow of information and communications with citizens, many at low or no cost to your City or Village.
- **Public Transparency: “Buzzword or Essential Business”** This session will focus on public transparency by drawing on the experiences of three Illinois municipalities and their efforts to sort through what is meaningful transparency – and what may be less so. Topics addressed will include FOIA, airing of public meetings, third-party evaluations of transparency, community engagement, and others.
- **Professional Managers -Followers – Leaders - or Facilitators- “You Make the Call”** This session will focus on the fundamental responsibilities of every professional when partnering with elected officials, boards and councils. Topics ranging from professional style, longevity, performance, political transition and recognizing the unique “personality” of each community will be addressed.

## ILCMA Membership Services Committee Meeting

Tuesday, August 12, 2014 at 1PM

Woodridge Village Hall, Executive Conference Room, 1<sup>st</sup> Floor

Call in Number: 815-753-0022

### **Agenda**

1. Call to order at 1:07 p.m.
2. Approval of April 8, 2014 Minutes – motion to approve Art Osten; seconded by Eric Palm. Minutes approved
3. Update on ILCMA-ICMA Membership Strategy - Dawn gave an update on the process; Rick Boehm said it's been good to connect with people by phone and the response has been positive. The main reason he has heard for not joining is budget. It provides a nice opportunity to call and reach out to non-members.  
  
ILCMA non-renew – the committee was asked to look through the list and let Dawn know of any people who should be removed. Dawn will divide the list and re-send to the committee. Calls should be made in early September.
4. Update on MIT Sub-committee – Art recommended that Dave, Marian and he get together and review the recommendations in the “Better Recruiting” article and possibly update the recruitment guide.
5. Update on Ombudsman program – Eric Palm explained the program. It started as part of the previous strategic plan. Doug P. and Eric created a guide that explains programs of ILCMA. Between the two of them, they do a welcome phone call. The response has been positive.
6. Update on Mentoring Program – Dawn explained how the mentor program works. We will need committee members who would like to focus on the mentoring program and the strategic objective of the board.
7. Other business – The ILCMA Board and Committee Chairs met last month to develop a strategic plan for the next three years. At the board meeting later this month, the plan will be refined. Jason will bring the plan back to the committee with action items that relate to this committee.

#### Sub-Committee Assignments:

Mentor program: Ashley Monroe; Ryan Waller

MIT – Art Osten, Marian Gibson, Dave Niemeyer

Ombudsman – Eric Palm, Doug Petroschius, and Peggy Halik. It was suggested that we have an intern join the committee to make calls to new interns. Peggy will reach out to Jack Knight, IAMMA president-elect, and see how we can incorporate the program for interns.

Art said that he hears feedback about the benefit that the community gets from professional memberships versus the benefit to the individual.

8. Next Meeting – 11 a.m. on Thurs., Sept. 25 via conference call 815-753-0012

9. Adjournment

# Membership Report for Fiscal Year 2013-2014 May 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:	\$65,999.69	\$119,694.31	\$118,884.27	\$100,691.94	\$111,632.85	\$109,694.84	\$110,486.82
Total Collected for IAMMA:	\$5,005.00	\$9,675.00	\$8,470.00	\$9,430.00	\$8,625.00	\$9,810.00	\$9,525.00
Total Collected for Metro:	\$1,450.00	\$3,210.00	\$2,810.00	\$2,550.00	\$3,070.00	\$2,695.00	\$3,010.00
Total Collected for IACA/NACA:	\$1,300.00	\$1,275.00	\$1,575.00	\$1,425.00	\$1,800.00	\$1,350.00	\$1,950.00
Total Collected for SWICMA:	\$800.00	\$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	253	235	237	240	233	229	231
2 Assistant Members	204	195	183	183	175	193	178
Corporate Members	<u>457</u>	<u>430</u>	<u>420</u>	<u>423</u>	<u>408</u>	<u>422</u>	<u>409</u>
5 Cooperating Members	56	45	42	47	38	45	51
3 Consultant Members	13	12	13	17	16	15	13
6 Student Members	16	12	8	9	10	9	6
17 Student Members Free (w/ Pd IAMMA)	43	35	58	50	39	48	38
8 Retired Members	25	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	6	5	6	5	5	5	4
9 In Transition	21	25	25	21	22	11	16
14 or 15 Friends Members	83	87	82	75	68	62	51
4 Comp	<u>26</u>	<u>28</u>	<u>31</u>	<u>30</u>	<u>28</u>	<u>25</u>	<u>20</u>
<b>TOTAL</b>	<b>749</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	214	203	225	221	200	236	238
Metro paid members	196	194	183	190	193	181	209
Downstate members							
IACA paid members	25	25	19	21	22	27	27
SWICMA paid members	30	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 *	306	307	299	295	279	259	266
Downstate total members *	215	210	202	192	177	141	137
IACA total members	31	26	22	24	24	29	29
SWICMA total members	40	32	34	39	28	26	24

\* Includes ILCMA Corp. Partners as comp members



# Membership Report for Fiscal Year 2013-2014

## June 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:	\$120,443.19	\$119,694.31	\$118,884.27	\$100,691.94	\$111,632.85	\$109,694.84	\$110,486.82
Total Collected for IAMMA:	\$8,705.00	\$9,675.00	\$8,470.00	\$9,430.00	\$8,625.00	\$9,810.00	\$9,525.00
Total Collected for Metro:	\$3,140.00	\$3,210.00	\$2,810.00	\$2,550.00	\$3,070.00	\$2,695.00	\$3,010.00
Total Collected for IACA/NACA:	\$2,400.00	\$1,275.00	\$1,575.00	\$1,425.00	\$1,800.00	\$1,350.00	\$1,950.00
Total Collected for SWICMA:	\$1,300.00	\$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	256	235	237	240	233	229	231
2 Assistant Members	205	195	183	183	175	193	178
Corporate Members	<u>461</u>	<u>430</u>	<u>420</u>	<u>423</u>	<u>408</u>	<u>422</u>	<u>409</u>
5 Cooperating Members	52	45	42	47	38	45	51
3 Consultant Members	13	12	13	17	16	15	13
6 Student Members	13	12	8	9	10	9	6
17 Student Members Free (w/ Pd IAMMA)	37	35	58	50	39	48	38
8 Retired Members	26	23	33	35	28	25	27
11 Subscriptions	0	2	1	0	1	1	2
12 IAMMA Only - Service charge	1	1	2	2	2	2	3
10 Range Riders	6	5	6	5	5	5	4
9 In Transition	20	25	25	21	22	11	16
14 or 15 Friends Members	82	87	82	75	68	62	51
4 Comp	<u>24</u>	<u>28</u>	<u>31</u>	<u>30</u>	<u>28</u>	<u>25</u>	<u>20</u>
TOTAL	<b>735</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	198	203	225	221	200	236	238
Metro paid members	192	194	183	190	193	181	209
Downstate members							
IACA paid members	26	25	19	21	22	27	27
SWICMA paid members	24	26	28	30	23	22	22
<b><u>TOTAL MEMBERS:</u></b>							
IAMMA total members *	300	299	321	307	279	310	294
Metro total members *	305	307	299	295	279	259	266
Downstate total members *	200	210	202	192	177	141	137
IACA total members	32	26	22	24	24	29	29
SWICMA total members	34	32	34	39	28	26	24

\* Includes ILCMA Corp. Partners as comp members

# Membership Report for Fiscal Year 2014-2015

## July 2014

	<u>2014-2015</u>	<u>2013-2014</u>	<u>2012-2013</u>	<u>2011-2012</u>	<u>2010-2011</u>	<u>2009-2010</u>
Total Collected for ILCMA:	\$22,075.59	\$120,443.19	\$119,694.31	\$118,884.27	\$100,691.94	\$111,632.85
Total Collected for IAMMA:	\$2,285.00	\$8,705.00	\$9,675.00	\$8,470.00	\$9,430.00	\$8,625.00
Total Collected for Metro:	\$830.00	\$3,140.00	\$3,210.00	\$2,810.00	\$2,550.00	\$3,070.00
Total Collected for IACA/NACA:	\$300.00	\$2,400.00	\$1,275.00	\$1,575.00	\$1,425.00	\$1,800.00
Total Collected for SWICMA:	\$200.00	\$1,300.00	\$1,150.00	\$1,400.00	\$1,025.00	\$1,450.00

### ILCMA Membership by Classification

		<u>2013-2014</u>	<u>2012-2013</u>	<u>2011-2012</u>	<u>2010-2011</u>	<u>2009-2010</u>
1 Manager Members	220	237	235	237	240	233
2 Assistant Members	189	205	195	183	183	175
Corporate Members	<u>409</u>	<u>442</u>	<u>430</u>	<u>420</u>	<u>423</u>	<u>408</u>
5 Cooperating Members	40	52	45	42	47	38
3 Consultant Members	12	13	12	13	17	16
6 Student Members	4	13	12	8	9	10
17 Student Members Free (w/ Pd IAMMA)	23	37	35	58	50	39
8 Retired Members	22	26	23	33	35	28
11 Subscriptions	0	0	2	1	0	1
12 IAMMA Only - Service charge	1	1	1	2	2	2
10 Range Riders	6	6	5	6	5	5
9 In Transition	19	20	25	25	21	22
14 or 15 Friends Members	75	82	87	82	75	68
4 Comp	<u>24</u>	<u>24</u>	<u>28</u>	<u>31</u>	<u>30</u>	<u>28</u>
TOTAL	635	716	705	721	714	665

### PAID MEMBERS:

IAMMA paid members	169	198	203	225	221	200
Metro paid members	181	192	194	183	190	193
Downstate members						
IACA paid members	23	26	25	19	21	22
SWICMA paid members	21	24	26	28	30	23

### TOTAL MEMBERS:

IAMMA total members *	249	300	299	321	307	279
Metro total members *	283	305	307	299	295	279
Downstate total members *	201	202	210	202	192	177
IACA total members	28	32	26	22	24	24
SWICMA total members	32	34	32	34	39	28

\* Includes ILCMA Corp. Partners as comp members

2014 "Friends of ILCMA" Corporate Partnership Program

								\$ -		
<b>Partnership Level</b>		Partnership	Membership	Advertising	Winter Conf.	Su Conf.		<b>Sponsorship</b>	<b>Sponsorship</b>	
Ancel, Glink, Diamond, Bush, DiCianni, & Adam Simon & Keri-Lyn Krafthefer		\$ 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	
<b>NIU iFiber/Broadband Development Group</b>		\$ 2,000	\$ 325	\$ 200		\$ 500	\$	975		
<b>Opengov.com</b>		\$ 2,000	\$ 325	\$ 200		\$ 500	\$	975	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	
							\$	-		
							\$	-		
							\$	-		
<b>Sponsorship Level</b>										
<b>Alexander Weiss Consulting, LLC</b>		\$ 2,000	\$ 325	\$ 200	\$ 175	\$ 250	\$	1,050	<b>Both</b>	
Comcast		\$ 2,000	\$ 325	\$ 200	\$ 175	\$ 250	\$	1,050	<b>Both</b>	
<i>The Horton Group, Inc.</i>		\$ 2,000	\$ 325	\$ 200	\$ 175	\$ 250	\$	1,050	<i>Both</i>	
<i>Speer Financial, Inc.</i>		\$ 2,000	\$ 325	\$ 200	\$ 175	\$ 250	\$	1,050	<i>Both</i>	
Northern Trust		2000	325	200	175	250	\$	1,050	Both	
							\$	-		
							\$	-		
							\$	-		
<b>Benefactor Level</b>										
Aqua Illinois, Inc.		\$ 1,000	\$ 325	\$ 200			\$	475	Summer	
Hitchcock Design		\$ 1,000	\$ 325	\$ 200			\$	475	summer	

Integrus Energy Services	John Jay Dalicandro or Dean Nicol	\$ 1,000	\$ 325	\$ 200			\$ 475	Summer
McGrath Consulting Group, Inc.	Dr. Victoria McGrath	\$ 1,000	\$ 325	\$ 200			\$ 475	Summer
Mortenson Construction	Carrie Mandelin	\$ 1,000	\$ 325	\$ 200			\$ 475	Summer
MSA Professional Services	Gregory Crowe	\$ 1,000	\$ 325	\$ 200			\$ 475	Winter
Robert W. Baird & Co.	Tom Gavin	\$ 1,000	\$ 325	\$ 200			\$ 475	Summer
Robinson Engineering	Mary Clumpner	\$ 1,000	\$ 325	\$ 200			\$ 475	Winter
Web QA, Inc.	Lakshmi Anand	\$ 1,000	\$ 325	\$ 200			\$ 475	Winter
<b>TOTALS</b>		<b>\$ 113,000</b>	<b>\$ 14,950</b>	<b>\$ 9,200</b>	<b>\$ 11,375</b>	<b>\$ 17,250</b>	<b>\$ 60,225</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	<b>\$ 69,425</b>
2013 Total Ads & Sponsorships	<b>\$ 79,260</b>
2012 Total Ads & Sponsorships	<b>\$ 78,255</b>
2011 Total Ads & Sponsorships	<b>\$ 73,265</b>
2010 Total Ads & Sponsorships	<b>\$ 65,320</b>
2009 Total Ads & Sponsorships	<b>\$ 55,340</b>
2008 Total Ads & Sponsorships	<b>\$ 53,240</b>
2007 Total Ads & Sponsorships	<b>\$ 51,405</b>
2006 Total Ads & Sponsorships	<b>\$ 42,365</b>
2005 Total Ads & Sponsorships	<b>\$ 32,180</b>

## August 2014 MIT List

Board Assign	First	Last	Street	City	Zip	E-mail	Residential Phone	Status	MIT Date/Previous Position
Juliana Maller	Kathy	Katz	980 Elmwood Lane	Elk Grove Village	60007	<a href="mailto:knelake@gmail.com">knelake@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 Bloomington	June 2012 Mattoon
	John	Kolata	733 S. Chestnut St.	Kewanee		<a href="mailto:jdkolata@hotmail.com">jdkolata@hotmail.com</a>	309-525-2359		
Mike Baker	Carol	Hennessey	2740 Foxwood Drive	New Lenox	60451		815-463-0393		August 2012 New Lenox
Mike Baker	Dawn	Wucki-Rosbach	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 VM Oak Brook	Jan. 2013 Fox River Grove
Bob Barber	David	Wallace	416 Division St.	Crete, IL	60417		708-534-8301		Feb 2014 Monee
	Ken	Lopez	3903 Cedar Creek	Johnsburg	60051	<a href="mailto:blopez@mc.ne">blopez@mc.ne</a>	847.875.0169		July 2014 Prospect Heights
	Mark	Masciola	1580 Windjammer	Hanover Park	60103	<a href="mailto:mcmmln@aol.com">mcmmln@aol.com</a>	847-381-7510		