

# Making a Difference

*One Community at a Time*  
the **WILL** to succeed



**JUN**  
**22-24**  
**2016**  
REGISTER BY JUNE 10

## TENTATIVE SCHEDULE

### WEDNESDAY, JUNE 22

9:00 A.M. ~ 4:00 P.M.  
**Registration Open**

9:00 A.M. ~ 4:00 P.M.  
**Exhibitor set-up**

8:30 A.M.  
**Nine Hole Golf**

10:00 A.M.  
**18 Hole Scramble & Conventional Golf**

1:00 ~ 4:00 P.M.  
**ICMA RC Appointments**  
(see page 2 for details)

1:00 ~ 4:00 P.M.  
**Pre-conference ICMA University**  
*Skillfully Building Common Ground*  
by Dr. Deborah Roberts

6:00 P.M.  
**Western BBQ**

### THURSDAY, JUNE 23

6:45 ~ 7:15 A.M.  
**Legacy Walk**

7:30 ~ 8:30 A.M.  
**Registration and Breakfast**

8:30 ~ 10:00 A.M.  
**Welcome and Opening Keynote**  
**Address:**  
*Driving Diversity Deep into the DNA of Your Organization! One Mission, One Goal, One Team!*  
by Vernice Armour

9:00 A.M. ~ 4:00 P.M.  
**ICMA RC Appointments**

10:30 A.M. ~ 5:00 P.M.  
**Resume Reviews/Mock Interviews**

10:00 ~ 10:30 A.M.  
**Break in Exhibit Hall**

10:30 ~ 11:45 A.M.  
**Breakout Sessions**  
*Session 1:* Round table – County Administrator’s Idea Exchange  
*Session 2:* Round table – The Legacy Project – Navigating a Career in Professional Local Government Management  
*Session 3:* Round table – Nuts n’ Bolts of Management  
*Session 4:* Round table – Managing and Building Relationships

11:45 A.M. ~ 1:30 P.M.  
**Lunch & Business Meeting (WCMA & ILCMA Nominating Reports & Elections) & ICMA Update**

1:30 ~ 2:45 P.M.  
**Breakout Sessions**  
*Session 1:* Leadership Caffeine “How to Keep the Passion Alive”  
*Session 2:* Managing your Digital Personality: Tips, Tricks, and Tools You Can Use!  
*Session 3:* Rapid Fire: Intergovernmental Relationships  
*Session 4:* The Relentless Pursuit of an Ethical Organization Culture

2:45 ~ 3:15 P.M.  
**Break in Exhibit Hall**

3:15 ~ 4:30 P.M.  
**Breakout Sessions**  
*Session 1:* Succession Planning & Leadership Development - Draw Out a Plan & Draw on Your Talent!

*Session 2:* Making the Best Deal for Your Community and Measuring Your Economic Development Return on Investment  
*Session 3:* Bricks, Sticks, or Straw? Internal Controls and the Big Bad Wolf  
*Session 4:* Public Works 101: Operations and Experience!

6:00 ~ 8:30 P.M.  
**Reception, Dinner & Awards**  
Kids Buffet 6:00 - 7:00 P.M.  
Kids Night Out 7:00 - 10:00 P.M.

8:30 ~ 11:00 P.M.  
**ILCMA/WCMA Boat Cruise on Lake Geneva**

### FRIDAY, JUNE 24

8:00 ~ 9:00 A.M.  
**Breakfast**

9:00 ~ 11:00 A.M.  
**ICMA RC Appointments**

9:00 ~ 10:15 A.M.  
**Breakout Sessions**  
*Session 1:* Public/Private Partnerships: Using a Traditional Economic Development Model  
*Session 2:* Last 60 Days – Leaving Your Job Gracefully  
*Session 3:* Managing Local Government for Improved Performance  
*Session 4:* Strategic Planning: Your Community’s Road Map to the Future

10:15 ~ 10:30 A.M.  
**Break**

10:30 ~ 11:45 A.M.  
**Closing Keynote**  
*Accelerate your Destiny!*  
by Ross Shafer

## SESSION INFORMATION

### WEDNESDAY, JUNE 22

1:00 – 4:00 P.M.

#### PRE-CONFERENCE SESSION

Additional Cost: \$75

Be sure to sign up when you register!

#### Skillfully Building Common Ground

By Dr. Deborah Roberts

Skillfully building common ground around the heart of what matters allows you and others to be effective servant leaders with proven Mind-Full, Trust-Full, Care-Full, and Heart-Full skills for higher performance results.

In this session, we will practice the art and craft of how to influence from the Core, without being center stage, by building relationships among and across policymakers, organizational members and stakeholders early and in the moment. Use these Core skills to enhance engagement around important issues versus at-the-edges, reactive remedial efforts.

#### Learning Objectives:

1. 'Know Thyself' insights on your own skills, vision, and values.
2. 'How Our Minds Tick' neuroscience insights on the dynamics of contentious issues and values conflicts.
3. 'Share What Works for you' – Collecting from your peers life-smart strategies and advice for making a meaningful difference on important issues for your community.

Come ready to engage with others and participate in meaningful learning.

Addresses ICMA Credentialing Practice Areas 6 - Initiative, Risk Taking, Vision, Creativity, and Innovation and 18 - Personal Development.

### THURSDAY, JUNE 23

8:30 – 10:00 A.M.

#### Welcome and Opening Keynote Speaker: Vernice Armour

Driving Diversity Deep into the DNA of Your Organization! One Mission, One Goal, One Team!



Vernice reveals, as a former Diversity Officer for Headquarters Marine Corps and liaison to the Pentagon, what it took to help a 200,000 personnel organization get back on track! When you bring

people together, you will have differences and similarities that result in tension and complexities...THIS IS NORMAL! How you MANAGE diversity is the key!

The leader will discover how to:

1. Know your people and harness the power, skills, and talents of the team.
2. Unleash the full potential of diversity to impact the bottom line.
3. Effectively tap into the power of the Employee Resource Groups (ERGs).
4. Teach everyone to be an ambassador for diversity.

Create a culture that values and respects all team members: One Mission, One Goal, One Team!

Addresses ICMA Credentialing Practice Area 9 - Diversity.

10:30 – 11:45 A.M.

#### BREAKOUT SESSIONS

##### Session 1: Round Table Discussions: County Administrator's Idea Exchange

**Moderator:** Peter Austin, County Administrator, McHenry County, IL

Addresses ICMA Credentialing Practice Area 3 - Functional and Operational Expertise and Planning.

##### Session 2: Round Table Discussions hosted by The Legacy Project: Navigating a Career in Local Government Management

**Moderators:** Nancy Hill, Community Development Director, Itasca, IL  
Robin Ellis, Community Development Director/Assistant Village Administrator, New Lenox, IL

Addresses ICMA Credentialing Practice Area 18 - Personal Development.

##### Session 3: Round Table Discussions: Nuts n' Bolts of Local Government Management

**Moderators:** Steve Wilke, City Manager, City of Lake Mills, WI  
Diana Dykstra, Village Administrator, Poplar Grove, IL

Addresses ICMA Credentialing Practice Area 3 - Functional and Operational Expertise and Planning.

##### Session 4: Round Table Discussions: Managing and Building Relationships with Elected Officials, Citizens, and Staff

**Moderators:** Jessi Balcom, Village Administrator, Village of Slinger, WI  
Philip Kiraly, Village Manager, Glencoe, IL

Addresses ICMA Credentialing Practice Areas 1 - Staff Effectiveness; 2 - Policy Facilitation; 4 - Citizen Service; 8 - Democratic Advocacy and Citizen Participation.

11:45 – 1:30 P.M.

#### LUNCHEON & ANNUAL MEETING

1:30 ~ 2:45 P.M.

#### BREAKOUT SESSIONS

##### Session 1: Leadership Caffeine: "How to Keep the Passion Alive"

We work in a rewarding yet challenging profession. At this session, a panel of experienced and respected professionals will share recommendations and personal stories on how they manage the multitude of responsibilities in their personal and professional lives, and how they manage their respective organizations, but also keep their staff, elected boards, and themselves inspired and passionate about local governance.

#### Learning Objectives:

1. To learn best practices in communication skills.
2. To learn how to manage one's time.

**Speakers:** Diane Gard, City Administrator, City of Oconomowoc, WI  
Timothy C. Wiberg, Village Manager, Village of Lincolnwood, IL  
Craig Rapp, President, Craig Rapp LLC  
Track: Seasoned Professional

Addresses ICMA Credentialing Practice Areas 1 - Staff Effectiveness and 18 - Personal Development.

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## SESSION INFORMATION

THURSDAY, JUNE 23

1:30 ~ 2:45 P.M.

### BREAKOUT SESSIONS, CONT.

#### Session 2: Managing Your Digital Personality: Tips, Tricks, and Tools You Can Use!

Finding yourself with lots of questions but short on answers when it comes to social media? Join your colleagues and ELGL's social media gurus at an interactive session where you are encouraged to learn by trying out your new skills on your smartphone or tablet. We'll pull back the mystique surrounding social media and cover Twitter basics before tackling policies to help you and your organization use social media effectively. This session will provide practical advice and plenty of takeaways for the social media novice and expert alike. Join in this hands on session to learn how you and your organization can better leverage your social media presence to connect with one another and your community.

#### Learning Objectives:

1. Learn about how managers and aspiring local government leaders are effectively managing a social media presence.
2. Discover innovative ways to engage your colleagues and share ideas across traditional boundaries.
3. Gain practical takeaways to help you better utilize new and emerging technologies.
4. Discuss best practices for leveraging social media into a successful communications strategy.

**Speakers:** Kent Wyatt, Senior Management Analyst, City of Tigard, OR and founding member, Engaging Local Government Leaders (ELGL) Chad Doran, Communications Coordinator, City of Appleton, WI  
Randy Recklaus, Village Manager, Village of Arlington Heights, IL  
Lauren Stott, Management Analyst, City of DeKalb, IL

**Track:** Nuts n' Bolts

*Addresses ICMA Credentialing Practice Areas 7 - Technological Literacy and 14 - Advocacy and Interpersonal Communication.*

#### Session 3: Rapid Fire: Intergovernmental Relationships

Back by popular demand, rapid-fire innovation, an interactive discussion that highlights what's working in other local governments in intergovernmental relationships. Each presenter will have five minutes to describe an idea, an innovative project, or a successful program.

Participants will be seated at round tables to facilitate an energetic idea exchange.

#### Learning Objectives:

1. Discover emerging ideas in intergovernmental relationships.
2. Learn what it take to make intergovernmental cooperation successful.
3. Consider how intergovernmental cooperation can work in local governments of all shapes and sizes.

**Speakers:** Scott Coren, City Manager, Highwood, IL  
Justin Schoenemann, Program and Policy Specialist, Ozaukee County, WI  
Joshua Schoemann, County Administrator, Washington County, WI  
Erika Storlie, Deputy City Manager, Evanston, IL  
Jennifer Maltas, Deputy Village Manager, Buffalo Grove, IL

**Track:** Nuts n' Bolts

*Addresses ICMA Credentialing Practice Area 3 - Functional and Operational Expertise and Planning.*

#### Session 4: The Relentless Pursuit of an Ethical Organizational Culture

Trust facilitates the democratic process. Building an ethical organizational culture requires an understanding of the importance of building trust relationships. It is important for leaders to understand the basics of trust, how groups and teams build trust, and how to develop a personal and organizational platform for building trust through ethical behavior and leadership with character. This presentation will explore these concepts in detail. As Mark Twain said, "Always do right, this will gratify some and astonish the rest".

#### Learning Objectives:

1. To learn the basics of trust.
2. To learn how groups and teams build trust.
3. To learn how to develop a personal and organizational platform for building trust.

**Speaker:** David Limardi, ICMA Midwest Regional Director

**Track:** Emerging Leader, Middle Management, Seasoned Professional

*Addresses ICMA Credentialing Practice Areas 1 - Staff Effectiveness; 8 - Democratic Advocacy and Public Engagement; 9 Inclusion; 17 - Integrity; and 18 - Personal Development.*

3:15 ~ 4:30 P.M.

### BREAKOUT SESSIONS

#### Session 1: Succession Planning & Leadership Development – Draw Out a Plan & Draw on Your Talent!

Wondering how to plan for the next wave of talent in your organization? Do you know that you have to invest in your staff to be ready for the future but you're not sure where to start? Start here! This panel discussion will cover strategies to develop the talent in your organization and prepare staff members for stepping up within your organization. From programs that informally indoctrinate staff to disciplines outside of their area, to formal programs that assess abilities and structure a program to develop an individual's strength, this session will provide insight into establishing a succession planning program, constructing a talent development program, and lessons learned from carrying them out. Following the discussion, a brief Q & A with the session panelists will take place.

#### Learning Objectives:

1. To learn about how to develop talent within your organization.
2. To learn how to prepare staff members to step up within your organization.

**Speakers:** Patty Hoppenstedt, Assistant City Manager, City of DeKalb, IL  
Ghida Neukirch, City Manager, Highland Park, IL  
Debra Pagel, Director of Human Resources Consultant, Schenck SC, Wausau, WI  
Joshua Schoemann, County Administrator, Washington County, WI

**Track:** Emerging Leader, Middle Management, Seasoned Professional

*Addresses ICMA Credentialing Practice Areas 1 - Staff Effectiveness and 12 - Human Resources Management.*

#### Session 2: Making the Best Deal for Your Community and Measuring Your Economic Development Return on Investment

Communities are asked by developers to provide financial assistance under the representation that a proposed development would not be financially feasible without the assistance. In other words, "But for" the assistance, the project will not proceed. Municipalities and the public ask the questions, "Are we providing the correct amount of development assistance?" or "Are we overly enriching the developer?" The first part of this session

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## SESSION INFORMATION

THURSDAY, JUNE 23

3:15 ~ 4:30 P.M.

### BREAKOUT SESSIONS, CONT.

session will provide a brief overview to answer these questions and provide an approach to evaluating each proposal to ensure the municipality is making the best deal on behalf of the community.

Once the municipality has made the deal and projects are moving forward, it is important to be able to assess the results of the investment on the community and gauge the success of the programs. Measuring the impact of economic development and incentive programs is a fundamental part of managing local governments. While these programs are an important component of a community's ability to attract and retain business and development investment, they can present particular challenges for both the city manager as well as the economic development professionals. The second part of this presentation will provide a brief review of the types of the primary economic development programs and methods for measuring performance in economic development programs and report on the results of a survey of WCMA members regarding the actual practice of measuring impacts. As part of the session, the following questions will be answered:

- Is public financial assistance really needed to make the project feasible?
- What form of public assistance is appropriate and how much is too much?
- What are the risks to providing assistance?

#### Learning Objectives:

1. Identify items a developer should submit when requesting TIF/TID or other financial assistance for a development project.
2. Learn about the purpose of conducting a pro forma analysis.
3. Gain knowledge about the three primary types of TIF/TID financing.
4. Learn the general purpose and implementation of a Look Back Provision.

**Speakers:** Jennifer Tammen, Municipal Advisor, Principal, Ehlers  
Gary W. Becker, CECD, Vierbicher

**Track:** Nuts n' Bolts

*Addresses ICMA Credentialing Practice Area 3 - Functional and Operational Expertise and Planning; 4 - Citizen Service and Planning; and 11 - Financial Analysis.*

### Session 3: Bricks, Sticks, or Straw? Internal Controls and the Big Bad Wolf

A strong system of internal control policies does not guarantee a fraud free environment. Presenters will share specific examples of internal controls programs, audits, cases, and what they learned to mitigate those risks.

**Speakers:** Roman Gray, CIA, CFE, Former Internal Auditor, Winnebago Co.  
Diana Dykstra ICMA-CM, Village Administrator, Village of Poplar Grove  
Carla Paschal, CPA, Partner Sikich LLP

#### Learning Objectives:

1. Learn how to identify weaknesses.
2. Learn how to address the public relations nightmare.
3. Learn how to best implement the framework at the management level for successful internal controls system.

**Track:** Nuts n' Bolts

*Addresses ICMA Credentialing Practice Area 3 - Functional and Operational Expertise.*

### Session 4: Public Works 101: Operations & Experience!

Public Works is a vital part of any municipal organization. In this session, you will learn about Public Works administration, operations, and experiences from Directors in Illinois and Wisconsin. Each department has different functions and operations – there is no one size fits all equation.

#### Learning Objectives:

1. Learn about the operations and administration of a Public Works. Department – there is not a one size fits all equation. Each department has different functions and operations.
2. Identify the job opportunities available in Public Works for someone studying or already working in Public Administration.
3. The challenges faced by Public Works departments such as regulatory requirements, capital improvement projects, aging infrastructure, etc.

**Speakers:** John Edlebeck, Director of Public Works, Whitefish Bay, WI  
Rebecca VanRegenmorter, Assistant Village Manager/Director of Community and Utility Services, Bayside, WI  
John Heinz, Senior Construction Manager, Christopher B. Burke Engineering, Ltd.

**Track:** Emerging Leader & Nuts n' Bolts

*Addresses ICMA Credentialing Practice Area 3 - Functional and Operational Expertise and Planning.*

FRIDAY, JUNE 24

9:00 ~ 10:15 A.M.

### BREAKOUT SESSIONS

#### Session 1: Public/Private Partnerships: Using a Traditional Economic Development Model

Public/Private Partnerships can add value to community services. Setting up a public/private partnership requires organizational changes that can come in several different forms. The financing of these organizations also requires special consideration. This presentation reviews Jefferson County Economic Development Consortium's process of moving from an intergovernmental agreement organization to a combination of an intergovernmental agreement and 501-C3 organization.

#### Learning Objectives:

1. Identify issues in forming Public/Private Agency.
2. Learn about transitioning from a Public Intergovernmental Organization to a Public/Private Countywide Economic Development Organization.
3. Consider issues of financing the Public/Private Organization.

**Speakers:** James Otterstein, Economic Development Manager, Rock County, WI  
Genevieve Coady, Executive Director, Jefferson County Economic Development Consortium  
Sean Mikula, CEO, Power 10

**Track:** Nuts n' Bolts

*Addresses ICMA Credentialing Practice Areas 3 - Functional and Operational Expertise and Planning.*

#### Session 2: The Last 60 Days - Leaving Your Job Gracefully

Leaving a job – whether because of retirement, a better opportunity, or termination – is difficult but a reality that most of us will encounter at least once in our career. For this session, we've assembled a panel of veteran and aspiring local government leaders to share their experiences transitioning from one

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## SESSION INFORMATION

FRIDAY, JUNE 24

9:00 ~ 10:15 A.M.

### BREAKOUT SESSIONS, CONT.

organization to another. You are invited to join us as we discuss strategies to navigate the last 60 days on the job as you or your staff prepare to take on a new position. Our panelists will reflect on their personal experience and job transitions to provide at least five action items you should consider when leaving a job to set you and your organization on a path to success!

#### Learning Objectives:

1. Learn how to successfully navigate a transition to a new organization or position.
2. Discover the realities you and your organization face with a planned or unplanned career move.
3. Learn how to effectively manage key staff transitions and retain critical organizational knowledge.
4. Gain practical takeaways from a diverse panel of practitioners drawing from personal experience.

**Speakers:** Lori Curtis Luther, City Manager, Beloit, WI

Anne Marie Gaura, City Manager, DeKalb, IL

Mitch Foster, Village Administrator, Winneconne, WI

Kate Andris, Director of Human Resources, Hanover Park, IL

**Tracks:** Emerging Leader, Middle Management & Seasoned Professional

*Addresses ICMA Credentialing Practice Areas 1 - Staff Effectiveness; 5 - Performance Measurement/Management and Quality Assurance and 12 Human Resources Management.*

### Session 3: Managing Local Government for Improved Performance

The use of powerful, new analytical tools and the development of expanded comparative national data collected exclusively by ICMA are now a reality through the development of ICMA Insights. For many communities, performance management is an evolving practice that is more art than science. This session will instruct attendees on the five progressive tiers of performance management offered through ICMA Insights, a cloud-based performance management software platform powered by SAS Analytics. Walk through a typical community's journey from data collection and measurement to comparative analysis and use of visual analytics to better understand data, enhance decision-making, and support transparency.

Explore through demonstration and case study how ICMA Insights can drive your performance management efforts at any level your community chooses.

#### Learning Objectives:

1. Learn about the five tiers of performance management.
2. Learn how to present data through comparative analysis and visual analytics.
3. Learn how to improve decision-making and support transparency.

**Speaker:** Randall H Reid, Southeast Regional Director & Director of Performance Initiatives, ICMA

**Track:** Nuts n' Bolts

*Addresses ICMA Credentialing Practice Areas:*

*1 - Staff Effectiveness; 2 - Policy Facilitation; 5 - Performance Measurement/Management; 7 - Technology Literacy; 8 - Democratic Advocacy and Citizen Participation; and 13 - Strategic Planning.*

### Session 4: Strategic Planning-Your Community's Road Map to the Future

Strategic Planning is a great tool to give your community a sense of direction and develop specific, achievable goals. This session will have a panel of managers discuss different approaches to strategic planning that they have used in their communities. The panelists include a manager who is using the tool for the first time in his community, one who is in the second round of the process, and one who has used strategic planning to set goals for over 25 years.

#### Learning Objectives:

1. Learn about different methods of strategic planning.
2. Learn about how to set achievable goals.

**Speakers:** Dale Peters, City Manager, Eau Claire, WI

Lee Symbroski, Gov HR USA

Valerie Salmons, Village Administrator, Bartlett, IL

David Niemeyer, Village Manager, Tinley Park, IL

Greg Kuhn, Assistant Director, Center for Governmental Studies, NIU

**Track:** Nuts n' Bolts

*Addresses ICMA Credentialing Practice Areas: 6 - Initiative, Risk Taking, Vision, Creativity, and Innovation; and 13 - Strategic Planning.*

10:30 – 11:45 A.M.

**Closing Keynote Speaker: Ross Shafer**

Accelerate Your Destiny!



Ross Shafer asks, "Are you still trying to figure out your place the world?" "Are you impatient about making your dreams come true?" We have all struggled with, "What should I do next?" Ross can show you how to accelerate your destiny by 'reverse engineering' your best future.

**Fear & Discouragement**

paralyze us from taking even the smallest of risks. Ross Shafer's own story of going from a small town pet store manager - to Emmy® winning network TV personality - to Hall of Fame speaker and best-selling author will make you realize that 'if he did it, so can I.' Early on, Ross had no money or connections...but he had a system of discipline and determination. He can show you how to build your confidence so that you can (1) Make better decisions (2) Overcome life's U-turns and (3) Stay on task toward your goals.

Ross Shafer has always believed, "Obstacles are for other people." He can show you how to transform despair into the relentless pursuit of resilience. In this keynote, you will undoubtedly recognize his personal and professional obstacles as your own...and you will leave knowing how to realign your words and actions to start accelerating your destiny.

What Are Your Challenges? Whatever your obstacles, or whatever distractions are causing your income or productivity to suffer, Ross is ingenious (and funny) when it comes to sharing his experiences, his case studies, and his tactics for remaining creative (and successful) under pressure.

*Addresses ICMA Credentialing Practice Area 18 Personal Development.*

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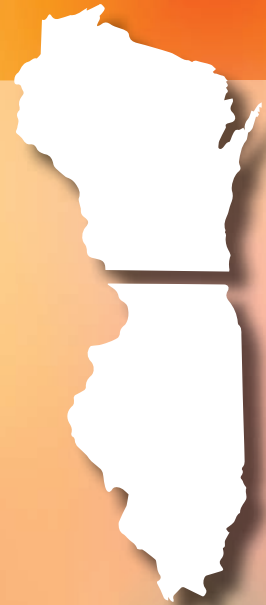
## ACCOMMODATIONS



### THE ABBEY RESORT

269 Fontana Boulevard  
Fontana, WI 53125

Room reservations can be made directly with The Abbey by calling (800) 709-1323. Be sure to mention the ILCMA/WCMA room block to receive the group discount. See the hotel flyer for complete details. The room block will be released on May 29, 2016. After this date, reservations will be accepted on a space available basis only.



## THREE EASY WAYS TO REGISTER

### ON-LINE

ilcma.org  
wcma-wi.org

### FAX

815-753-6900

### MAIL

Send completed registration and payment to:

#### Outreach Services Registration Office

Northern Illinois University  
DeKalb, IL 60115

## REGISTRATION DEADLINE: JUNE 10, 2016

For a full refund, you must cancel your registration by **June 13, 2016**.  
Phone: 800-345-9472

## REGISTRATION RATES

**ILCMA/WCMA Member Registration** (includes all meals): \$240

**First time ILCMA/WCMA Member attendee\*** (includes all meals): \$150

Fees are waived for "in transition" managers and spouses/partners.

**Student** (includes all meals): \$50

ILCMA Student Scholarships are available!

**Non-ILCMA/Non-WCMA Member** (includes all meals): \$340

**Pre-Conference Workshop:** \$75

**Partner/Spouse rate for meals:** \$115 (includes Wed. BBQ, Thur. & Fri. breakfast and Thurs. dinner and two drink tickets)

**Thursday Dinner Only Option** (includes two drink tickets): \$55

**Two Breakfast Only Option:** \$56

**Child rate for meals:** \$55 (includes Wed. BBQ., Thur. & Fri. breakfast and Thurs. dinner)

**Thursday Dinner Only Option:** \$26

**Two Breakfast Only Option:** \$28

**Thursday Evening Lake Geneva Boat Cruise** (limited to first 200 people that sign-up): \$15/person

Children's Activities: See the Children's Activity flyer for list of activities. Please contact The Abbey Activity Director, Susan Thune at 262-275-9080 or Thune@TheAbbeyResort.com for information regarding the children's activities or to make a reservation for your child.

**Dress:** Business casual – remember to dress in layers as the a/c can be difficult to regulate!

### How to Save on Costs:

Carpool with your colleagues from a neighboring community

Share a room (especially nice to invite a Member in Transition or a student to be your guest)

*\*First 10 online registrations for NEW corporate (voting) members of ILCMA and WCMA who are first time summer conference attendees are free. There will be 5 waivers for managers/administrators and 5 waivers for assistants/assistant to/management analysts for each state association.*

# Social Events

## WEDNESDAY, JUNE 22

8:30 A.M.

**Nine Hole Golf**

10:00 A.M.

**18 Hole Scramble & Conventional Golf**

6:00 P.M.

**Western BBQ**

## THURSDAY, JUNE 23

6:45 ~ 7:15 A.M.

**Legacy Walk**

6:00 ~ 8:30 P.M.

**Reception, Dinner & Awards**

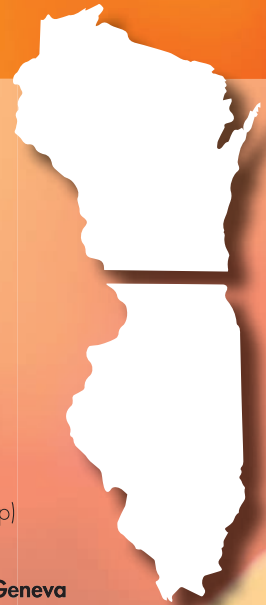
Kids Buffet from 6:00 - 7:00 p.m.

Kids Night Out 7:00 - 10:00 p.m.

(limited to first 200 people who sign up)

8:30 ~ 11:00 P.M.

**ILCMA/WCMA Boat Cruise on Lake Geneva**



## ICMA-RC APPOINTMENTS

**ICMA-RC is once again offering financial consultations with members. If you would like to schedule an appointment with David Park, ICMA-RC, please call in advance cell 708-692-7081 or email him at [dpark@icmarc.org](mailto:dpark@icmarc.org).**

Appointments are available on June 22 (1 p.m. – 4 p.m.), June 23 (9 a.m. – 4 p.m.), and June 24 (9 a.m. – 11 a.m.).

## MOCK INTERVIEW & RESUME REVIEW APPOINTMENTS

**The ILCMA Membership Services Committee is pleased to offer to conference attendees one hour mock interview and one hour resume review services. These services will be offered by Heidi Voorhees, GovHR USA.** Appointments are available on June 23 (10:30 a.m. – 5:00 p.m.). Please contact Dawn Peters at [dpeters@niu.edu](mailto:dpeters@niu.edu) or call her at 815-753-0923 to schedule your appointment.

## CONFERENCE COMMITTEE

### **ILCMA Summer Conference - Mike Baker, Chair**

Mike Baker, Deputy Village Manager, Downers Grove  
Diana Dykstra, Village Administrator, Poplar Grove  
Laura Ditanto, Assistant to the Director of Public Works,  
Libertyville

Ghida Neukirch, City Manager, Highland Park

David Niemeyer, Village Manager, Tinley Park

Jennifer Barlas, Clark Dietz

Phil Kiraly, Village Manager, Glencoe

Jack Knight, Assistant to the Village Administrator, Woodridge

Bill Wagoner, Village Administrator, Arcola

Denise Burchard, Assistant to the Chair, NIU MPA

John Doria, Christopher B. Burke Engineering

Danielle Melone, Siemens

Dave Van Camp, HR Green

Peter Austin, County Administrator, McHenry County

Ben McCready, Assistant to the City Manager, Normal

### **WCMA Professional Development & Conference Planning - Jay Shambeau, Chair**

Jay Shambeau, Planning and Parks Administrator,  
Washington County

Jessi Balcom, Village Administrator, Village of Slinger

Kevin Lahner, City Administrator, City of Waukesha

Mark Steward, City Administrator, City of Elroy

Mathew A. Heiser, Village Administrator, Village of  
Kewaskum

Inga Cushman, Assistant to the City Administrator,  
City of Milton

Greg Stopka, Central Regional Director, Alliance for  
Innovation

Steven Wilke, City Manager, City of Lake Mills

Steve Volkert, City Administrator, City of Hartford

Adam Hammatt, Village Administrator, Village of Kimberly

Andy Pederson, Village Manager, Village of Bayside

Jennifer Frederick, Village Administrator, Village of Twin Lakes

Sara Schnoor, Senior Portfolio Advisor, PMA Financial  
Network

Carina Walters, City Administrator, City of Burlington

Joseph Armeli, Johnson Controls

Becky Werra, Siemens

Dawn S. Peters, Executive Director, ILCMA

Cory Poris Plasch, Executive Director, WCMA

# Corporate Sponsors

## THANK YOU!

SPONSORS AS OF 4/15/2016

### ILCMA Corporate Partners

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