

Friday – Feb. 28 – IGC Meeting: Governance Task Force

Dan Leshner and I attended the International Governing Council (IGC) meeting in Marina del Rey along with all other Region Chairs, Vice Chairs, IEC members and IRWA staff. The primary reason for this face-to-face meeting was to review the recommendations of the Governance Task Force (GTF) and from there, determine which ones get eliminated and which ones move forward and what actions are taken. We also worked on strategies towards building leader capacity, strengthening accountability, and fostering transparency across all levels of the Association.

At the IGC meeting in September, 2019, recommendation was voted on and approved, thereby cancelling the final phase of the Governance Project and instead take steps to implement changes that satisfy the goal of the project but will not dramatically alter the existing structure of the IRWA at this time.

Objectives for this meeting were to review the remaining 10 recommendations:

- #2 Communication Manual
- #3 Transparency Policy
- #4 International membership representative on IGC
- #5 Sept 2020 evaluation of International Committee and COP engagement
- #6 Sept 2020 evaluation of number of Directors on Board of Directors
- #7 Leadership Training Program for
 - o New and Emerging Leaders
 - o Chapter Leaders
 - o Region Leaders
 - o International Leaders
 - o Senior Leaders
 - o Staff
- #8 Review/Audit of Leadership training materials and resources
- #9 Training to prioritize effective communication skills
- #10 Create an Online Volunteer Bank

We were divided into teams and reviewed the remaining items # 2-11 in groups. Based on those discussions, the groups determined that Items 4, 5 & 6 were the only ones that were directly related to the governance structure of the IRWA.

Upon further discussion of those 3 items, the only one determined to move forward was Item # 4 and Items 5 & 6 were eliminated from further consideration. Of the remaining recommendations, it was felt they were tied more to communication and training.

Those remaining items that were considered similar were grouped accordingly as shown below and voted on at the Feb. 29th IGC mtg.

- Item # 4 - Int'l rep- IGC will evaluate steps to bring Int'l Rep on to IGC as an elected rep of Int'l membership outside the US and Canada.
- Items 2 & 9 - Communication- IRWA staff and IEC present communication plan for approval at IGC mtg
- Item # 3 – Reaffirm our core value of transparency
- Items 7 & 8 – Training -Moves to create new training program for president, treasurer's membership chairs.
- Item # 10 - Staff consultation re: impacts on resources for all passed items

Saturday, Feb. 29 – IGC Board Meeting

1. Budget – Went through the budget and discussed unbudgeted expenses:
 - a. HR firms – 2 are under contract now with one extended through the end of June with possible add'l quarter left on their contract
 - i. Unbudgeted - \$64,075
 - b. IGC -Feb. mtg was an unbudgeted meeting
 - i. IGC voted in fall, 2019, to have this additional meeting to make decision based on the governance task force recommendations to complete this and move forward.
 - c. Changes may be needed IF PIPE and PDC become on committee due to travel budgets, etc.
 - d. If CoP's become committees, does their travel budget change?
 - e. There was a motion to present the current budget at the Spring Forums and get any comments back to James O.
 - f. Since the budget was rec'd within 48 hours of this meeting, there was a motion to review in more detail and discuss at the upcoming Apr. 30th IGC call.
2. Chase Bank / Credit Cards
 - a. Recommended that all regions and chapters have their accts at Chase Bank
 - b. There will be a pilot program and Chapter 20 volunteered for that.
3. Pol. & procedures draft – to IGC by 4-30-20 conf. call
 - a. There are multiple areas where our policies and procedures don't reflect how we are currently operating
 - b. The draft of changes will be shared at the 4-30-20 IG conference call
4. PIPE update
 - a. Check flowcharts
 - b. Recommended to be combined with credentialing committee and change name to the Public Education Committee
 - c. Will be voted on at the BOD mtg

5. 20/20 Scholarships
 - a. May 1, 2020 deadline
 - b. RWA and/or RWP
 - c. Reg. 3 – 1 applicant as of 2/29/20
 - d. Total to date – 10

6. CEO –
 - a. 200 applications
 - b. Unbudgeted costs - \$101,796 + final invoice pending
 - c. Offset a little bit by no salary for CEO until the new hire

7. CoP's recommended to become industry committees.
 - a. Will be voted on at the Board of Directors meeting in June

8. Agency and corporate agreements –
 - a. Agency/corporate agreements being reviewed to set benefits, discounts, etc.
 - b. Setting up a standard agreement
 - c. Set by Jan. 1, 2021
 - d. Will require dues to local chapters per member
 - e. Template to IGC by Sept. mtg

9. Pittsburg – conditional Chapter–
 - a. To be covered by Tim Drennan during the forum meeting

10. 2020 Conference update
 - a. 315 registered to date (compare to 325 from previous year)
 - b. Rooms available
 - c. Twins game vs Yankees on Friday-Saturday and Sunday
 - d. Volunteer website link on Ch. 20 website to be shared with all regions once it is active

11. SR/WA – Oil and Gas, etc.
 - a. SR/WA specialty areas doesn't have any review exam course now
 - b. Option to take old SR/WA exam for the specialties or to take one that is specific to course they took – 80% fail rate on the first time

12. Misc. Items:
 - a. Retired members who serve need to have a retired "active" membership
 - i. Discussed the extra fees but they are set at this time as shown on the renewal form.
 - b. Conflict of Interest forms – recommended to be at Reg. Caucus mtgs or online
 - c. Session selection process – discussion on how to streamline

13. Alcohol policy – tracking who has requested reimbursement
 - a. \$1450 to date but many people don't charge if they have drinks
 - b. More spent on Saturday night so up to possibly \$2000 or more now

14. Denver – possibly 2023 conference