

2017 PRESIDENT'S ANNUAL REPORT

In accordance with the By-Laws of the Eastern Region, the Region President is to present an annual report to the membership recapping the major activities conducted by the Region during the past year and the "State of the Region." The following is my report.

In April 2016, when I stood before you to accept the President's gavel, I declared 2016-2017 to be, within the Eastern Region, the **Year of the Chapters**. I believe that your Executive Board embraced this vision and truly made it a reality. With support from IPMA-HR, for the second year in a row, we provided \$2,000.00 to our Chapters for Chapter Development Projects. We asked each Chapter interested in being considered for these funds to submit a written proposal explaining why the funds were needed and their specific plans for use. We funded projects within four Chapters in 2016-2107. I am pleased to announce that in the past two years we have funded 8 projects in 7 separate Chapters for a total of \$4,000.

While I was unable to physically visit each Chapter within the Eastern Region, since April 2016, I have had the pleasure and opportunity to visit and participate in Chapter meetings with the West Virginia Chapter, the Montgomery County MD Chapter, the New Jersey Chapter, and the Albany-Capital Region Area Chapter. In addition, I participated in a Chapter Leadership Conference Call with the Greater New York City Chapter.

Starting in June 2016, I, and other Executive Board members, have held five (5) Conference Calls with our nine (9) Chapter Presidents and Presidents-Elect. We were able to provide timely updates and share successes of each Chapter. During 2016-2017, IPMA-HR International Presidents, Bill Cole and Mary Rowe were able to join our Chapter Presidents during these calls. This afforded our Chapter Presidents with timely updates regarding the operation of IPMA-HR.

In June 2016, your Executive Board established an Ad Hoc Committee, New Chapter Establishment/Re-affiliation Committee, chaired by Immediate Past President Joe Genovay. The Committee followed up with leads for Chapter establishment in Delaware, Maine and Western New York State. We have a large contingent from

Maine here at our Forum. Thank you for being with us, and we remain available to assist with a creation of a Chapter in Maine, if that is the course desired.

In addition, Joe and Eastern Region Board Member-at-Large and New Chapter Establishment/Re-affiliation Committee member Jeff Richter attended the 50th Anniversary of the Capital Area Public Human Resource Association (CAPHRA), which included the majority of the years as the former Harrisburg PA Chapter. Joe and Jeff presented a framed Certificate of Recognition to the group. As a follow-up, in March 2017, Neil Reichenberg and I joined Joe and Jeff at the group's Board meeting to explore the option of the group becoming re-affiliated with IPMA-HR. While this matter is still being explored, we emphasized our willingness to maintain "open lines of communication" and partnership for the enhancement of the public sector HR profession and professionals in the Harrisburg, PA area. Anthony Kern, from the Capital Area Public HR Association of Harrisburg is an attendee here at our Forum. Anthony, thank you for being here with us. We remain available to assist you and the group.

Since I received the Gavel at the 2016 Conference/Forum in Newport, the current Region's Executive Board has conducted two (2) face-to-face meetings and seven (7) Conference Call meetings. An operational budget for the 2016-2107 year was approved in advance of the beginning of the year.

Both Region President-Elect, Kathy Cappeta and myself attended the IPMA-HR 2016 Leadership Conference in Houston, Texas, August 5 -7, 2016. Not counting International President Bill Cole, Facilitator Dick Heil and Executive Director Neil Reichenberg (all members of the Eastern Region), the Region had thirteen (13) representatives from six (6) of our nine (9) Chapters.

Additionally, your Eastern Region was well represented at the IPMA-HR International Training & Development Conference in Kansas City, Missouri in September 2016, where our own Bill Cole presided as President. We are also looking forward to the 2017 event in San Antonio, Texas, in September - where our own Mark Van Bruggen is serving as the Program Chair.

A major effort during 2016-2017 has been the re-establishment of legal requirements for the Region. After reviewing legal requirements and attempting to partner with other Regions, in early 2017, the Eastern Region initiated re-establishing Incorporation within the District of Columbia. This was accomplished in early February 2017. In addition, based on misplaced records and incorrect information, the Region petitioned for an updated EIN number. This was accomplished in late March 2017. Once these steps were accomplished, the Region began the process to file a 1023EZ to petition for re-establishing our 501(c)3 status. While submission of this application is still pending, your Region has successfully moved toward full legal compliance. Tomorrow, I am pleased to pass the Region's nearly compliant operation to Kathy and the new Executive Board.

In August 2016, the Eastern Region Executive Board published a *Tax Toolbox Guide* for our Chapters. Jeff Richter and Sandy Loether were instrumental in preparing this document. Once issued, a survey of the Chapters within the Region in September 2016 revealed that eight (8) of the nine (9) Chapters were either already compliant with federal, State, and local legal requirements or in progress of becoming compliant.

The Region also updated various Procedures and the Region's *Operations Manual*. These have been finalized and were published in May 2017. This provides Region Procedures in one source document and also may serve Chapters as a guide for their operation. Many individuals were instrumental in reviewing and drafting updates to this document; however, I want to express particular appreciation from the Executive Board, as well as myself, to Pat Baugh for her assistance in reorganizing, proofing and formatting the 2017 Revised Edition. Thank you, Pat.

In addition, I appointed a *Bylaws Revision* Committee. The final *Proposed Revisions to the Bylaws* have been circulated to the Chapters and were just reviewed/voted on at this Annual Business Meeting.

On a personal note, I would like to take this opportunity to thank the many individuals who have supported us in the past year. To list each individual by name would require too much time. However, the current Executive Board members, numerous Past Presidents of our Region, many of you sitting here today and others should know that they have made the year much easier for me. Most importantly, I need to

acknowledge my lovely and very supportive wife, Jill, for her understanding and tolerance of my often placing a priority on Eastern Region matters.

In closing, I want to acknowledge and thank those who in the previous 88 year history of our Eastern Region have provided a firm foundation for us to build upon. It is my hope that the efforts of the past year have reinforced this foundation. It is important that we ensure that the Association remains strong and compliant.

Ladies and Gentlemen, this concludes my report. Thank you.