



BOARD OF DIRECTORS MEETING MINUTES
December 5-6, 2025
Hyatt Regency Belgrade
Beograd Room
Milentija Popovica 5, Beograd 11070 Serbia

Directors Present:

President Donna VanderVries, CAE, AAS, PPS, Esq.; President-Elect/Treasurer William Healey, RES; Vice President Terry Taylor CAE, RES, AAS, FIAAO; Immediate Past President Rebecca L. Malmquist, CAE; Alvin Lankford, CAE, AAS; Dwane Brinson, CAE, RES, AAS; Kevin Prine, RES, AAS, CAE; Douglas Warr, AAS, Lloyd Funk, CAE; Allen Jolley, AAS; Ginny Whipple, AAS and Executive Director Amy Rasmussen, RES, AAS, FIAAO.

Directors Absent:

Roderick Conley, AAS, RES; Billy Burle; and Scott Russell, AAS, PPS, RES.

In Person Attendees:

Deputy Executive Director Stephanie Whitcher, CPA, MBA; Senior Director of Communications & Technology Mike Ardis, APR; Senior Director of Meetings & Events Anita Lara, CMP; Executive Administrator Becky Behrens, MPA; and Governance Committee Chair Fred Chmura, AAS, FIAAO.

Virtual Attendees:

Senior Director of Business Innovation Ashley Lathrop, MBA; Senior Director of Community Engagement & Membership Shawn Chevreux, MSE; Senior Director of Professional Development Erin Eades; Professional Development Committee Co-Chair Tina Stone, PPS, AAS; Membership Recognition Committee Chair Robert McGee; Professional Recruitment Task Force Chair Kelly Tennant; Membership Review Task Force Chair Stuart Topliff; Legal Committee Co-Chair William Shepherd; Past President & PCS Trustee Dorothy Jacks, AAS; Membership Recognition Committee Chair Rob McGee; Education Committee Co-Chair Chesney Leafblad; Infrastructure Review Task Force Chair Amy Stevenson; Infrastructure Review Task Force Members Linda Cwiek and Marty Martin; Timothy Hall Sr., AAS; Linebarger Representative JJ Wells.

December 5, 2025 – Friday

I. CALL TO ORDER

Welcome, Roll Call

President Donna VanderVries, CAE, AAS, PPS, Esq, called the meeting to order at 8:15 a.m. (CET). Executive Administrator Becky Behrens, MPA, called the roll, and a quorum was declared.

Approval of Agenda

President VanderVries presented the agenda for approval.

MOTION: I move to approve the Board of Directors Meeting Agenda for December 5-6, 2025, as presented.

Made by: Ginny Whipple, AAS

Seconded by: Dwane Brinson, CAE, RES, AAS

Motion carried: Unanimous.

Local Dignitary Welcome

President VanderVries welcomed Ivana Strbac and Dejan Draskovic, representing the Republic Geodetic Authority. They welcomed and thanked everyone for coming to Belgrade, Serbia, and played a video which highlighted their organization, and Serbia.

I. BUSINESS MEETING AND ACTION ITEMS

Board Round Table

The Board and staff shared professional and personal experiences that are happening, as well as future items they are looking forward to.

Approval of Minutes

MOTION: I move to approve the minutes of the October 27, 2025, Board of Directors Meeting.

Made by: Dwane Brinson, CAE, RES, AAS

Seconded by: Lloyd Funk, CAE

Motion carried: Unanimous.

Strategic Discussion on TAF Donation

President Donna VanderVries, CAE, AAS, PPS, Esq., provided an overview of the membership status change that occurred with TAF. With the new changes, there is no longer a membership fee being collected from IAAO. Discussion was held on whether IAAO should make a voluntary donation. Discussion was held regarding the previous membership fee to determine a reasonable donation amount.

MOTION: I move to table the discussion until additional information is received on the previous membership fee.

Made by: Alvin Lankford, CAE, AAS

Seconded by: President-Elect/Treasurer William Healey, RES

Motion carried: Unanimous.

Strategic Discussion on Serbia One Day Forum Debrief

Discussion was held regarding the one-day forum. It was shared that there was nothing but positive feedback from the attendees. Discussion was held regarding how the SEE Chapter is making advancements in the profession, and how IAAO should highlight the chapter to the rest of the membership. Discussion was held regarding using their video as a tool to share what they are doing well as a chapter.

MOTION: I move that we remove the TAF Donation discussion from the table.

Made by: Alvin Lankford, CAE, AAS

Seconded by: President-Elect/Treasurer William Healey, RES

Motion carried: Unanimous.

Discussion was had on whether IAAO was asked for a donation, and if this sets an unnecessary precedent, if there was no request from TAF. Discussion was had regarding the previous membership fee, which was \$4,629, based on a pro-rated membership count. Discussion was held regarding using the funds to support the joint task force in lieu of a donation. It was discussed not to make a donation at this time and to wait and see if a need arises.

MOTION: I move to support the contribution to The Appraisal Foundation in the amount of \$5000.

Made by: Vice President Terry Taylor CAE, RES, AAS, FIAAO

Seconded by: Dwane Brinson, CAE, RES, AAS

Motion Failed: Ayes: Taylor. Noes: Healey, Malmquist, Lankford, Brinson, Prine, Funk, Jolley, Whipple.

Abstentions: Warr.

Governance Committee Report

Governance Committee Chair Fred Chmura, AAS, FIAAO, provided an overview of work the Governance Committee completed during Fall Leadership Days, which included reviewing three new manuals, one each for the DEI Council, Legal Committee, and Infrastructure Review Task Force, and reviewing three revised manuals, one each for the Professional Development Committee, Education Committee, and Governance Committee. He provided an overview of the changes to the Governance Committee manual, which included updates to the language for the vice chair, committee timelines, and an added schedule for committee and task force manual reviews. Discussion was held regarding the timelines presented in the manual.

MOTION: I move to approve the Governance Committee manual as revised.

Made by: Immediate Past President Rebecca L. Malmquist, CAE

Seconded by: President-Elect/Treasurer William Healey, RES

Motion carried: Unanimous.

Discussion was had on the amendment to Procedural Rule 5.10, which outlines the Infrastructure Review Task Force. The changes to this section added information regarding the selection of the chair, vice chair, and membership criteria. Discussion was held regarding whether the task force was necessary moving forward. Discussion was held on their existing and future assignments.

MOTION: I move to approve the changes in Procedural Rule 5.10 as presented by the Governance Committee.

Made by: Alvin Lankford, CAE, AAS

Seconded by: Vice President Terry Taylor CAE, RES, AAS, FIAAO

Motion carried: Unanimous.

Chair Chmura provided an overview of the DEI Council changes in Procedural Rules 11.11-11.19. He said that a purpose statement was added, and there was grammatical cleanup in the section.

MOTION: I move to approve the changes in Procedural Rules 11.11-11.19 as presented.

Made by: Immediate Past President Rebecca L. Malmquist, CAE

Seconded by: Dwane Brinson, CAE, RES, AAS

Motion carried: Unanimous.

Chair Chmura provided an overview of the new section in Procedural Rules 11.20-11.27, which adds the Fellows Council. Discussion was had that manuals were created to house this information, and information is being added to the Procedural Rules, when it should only be in the manual. The Board will discuss at a later meeting what should be in the Procedural Rules relating to Committees, Task Forces, and Councils.

MOTION: I move to approve the changes in Procedural Rules 11.20-11.27 as presented.

Made by: Immediate Past President Rebecca L. Malmquist, CAE

Seconded by: Alvin Lankford, CAE, AAS

Motion carried: Unanimous.

Certify Election Results

The election results were reviewed during the meeting. Discussion was had regarding the election vendor, and individuals not receiving emails due to members internal cybersecurity protocols.

Nominating Committee Member Appointment

The Nominating Committee member appointment list was reviewed.

MOTION: I move to approve the Nominating Committee member appointments.

Made by: Dwane Brinson, CAE, RES, AAS

Seconded by: Ginny Whipple, AAS

Motion carried: Unanimous.

Finance & Accounting Report

President-Elect/Treasurer William Healey, RES, provided an overview of the budget process and advised that he was pleased with the responsible budget put together this year. Deputy Executive Director Stephanie Whitcher, CPA, MBA, provided an overview of the 2026 proposed budget. She provided an overview of the proposed operational revenues, which total \$8,513,784 and operational expenses, which total \$8,312,550 for 2026. Discussion was held regarding upcoming travel in 2026 and the changes, which resulted in budget savings. She provided an overview of the PCS income, which totaled \$350,000 and expenses, which totaled \$337,500 for 2026.

MOTION: I move to approve the 2026 Budget.

Made by: Vice President Terry Taylor CAE, RES, AAS, FIAAO

Seconded by: Lloyd Funk, CAE

Motion carried: Unanimous.

Discussion was held regarding the selection of an audit firm. There were two responses to the four requested bids that went out. Keller Owens and Forvis Mazars were the responsive bidders. The recommendation of the Finance Committee is to select Forvis Mazars, which is a better fit due to their global outreach. Deputy Executive Whitcher provided an overview of an ideal audit, which should not have comments or adjustments. She advised that the 2024 taxes have been filed on time and paid.

MOTION: I move to approve Forvis Mazars as the selected Audit Firm for 2026-2028.

Made by: Ginny Whipple, AAS

Seconded by: Alvin Lankford, CAE, AAS

Motion carried: Unanimous.

Deputy Executive Director Whitcher provided an overview of the financials through October, with income coming in at \$7 million and expenses at \$6.9 million to date.

Appraisal Institute and IAAO Collaboration Task Force Sunset

President-Elect/Treasurer Healey advised the Board that this task force needed to sunset, but did not make the list of sunset task forces during the last Board Meeting.

MOTION: I move to sunset the Appraisal Institute and IAAO Collaboration Task Force.

Made by: Kevin Prine, RES, AAS, CAE

Seconded by: Lloyd Funk, CAE

Motion carried: Unanimous.

Professional Recruitment Task Force Report

Professional Recruitment Task Force Chair Kelly Tennant advised that they are requesting \$8,250 for graphic design, video creation, and animation creation services. This will assist them in creating a recruitment toolkit aimed at attracting new, diverse talent to the profession. Discussion was held regarding implementing this into the 2026 Budget.

MOTION: I move to approve the expenditure of \$8,250 for the professional recruitment toolkit project.

Made by: Immediate Past President Rebecca L. Malmquist, CAE

Seconded by: Allen Jolley

Motion carried: Unanimous.

Membership Review Task Force Report

Membership Review Task Force Chair Stuart Topliff provided information on the recommendation to change the eligibility to become a life member to 40 years of membership. He provided an overview of the changes related to membership types. He advised that the task force has clarified the language, which recognizes the various work capacities of members. Discussion was had regarding the process to amend the Bylaws. Discussion was had regarding the need to review the Global Navigator recommendations pertaining to international strategic planning, prior to approving the Bylaw recommendation. Chair Topliff provided information on the recommendation to update student members as it relates to their qualifications and voting rights.

Legal Committee Report

Legal Committee Co-Chair William Shepherd provided an overview of the new Legal Committee Manual. Discussion was had regarding removing assessors and adding property tax professionals in a specific section of the manual. He provided an update on the Utah Amicus Brief. He advised that there are sections that need a rewrite, as there is an emphasis on Utah State Law, but that is not IAAO's purview, and much was left out regarding appraisal theory. He offered to write an Amicus Brief on behalf of IAAO to highlight the issue from an appraisal theory standpoint. He recommended that, moving forward, the Legal Committee have a regular feature column in F & E.

MOTION: I move to have the Legal Committee craft a document that promotes the appraisal principle for the Utah Amicus Brief.

Made by: Ginny Whipple, AAS

Seconded by: Alvin Lankford, CAE, AAS

Motion carried: Unanimous.

MOTION: I move to approve the Legal Committee Manual with an amendment to include property tax professionals and strike assessors in the last paragraph on page 2.

Made by: Ginny Whipple, AAS

Seconded by: Alvin Lankford, CAE, AAS

Motion carried: Unanimous.

Professional Development Committee Report

Professional Development Committee Co-Chair Tina Stone, PPS, AAS, provided an overview of the Professional Development Manual revisions. These revisions include revisions to the CEAA 3-step submission, CEAA Mentor requirements, revised language to the jurisdictional exceptions, and revised language to the recertification timeline.

MOTION: I move to approve the Professional Development Committee Manual as updated by the Professional Development Committee.

Made by: Vice President Terry Taylor CAE, RES, AAS, FIAAO

Seconded by: Lloyd Funk, CAE

Motion carried: Unanimous.

Chair Stone provided an overview of the CEAA General Procedures Manual, which updates the fee structure to include the new three-step/year process. Discussion was had regarding the graders' fee and the application fees.

MOTION: I move to approve the CEAA General Procedures Manual with the changes to the less than 25,000 Properties to be a \$600 Evaluation Fee and the 3-Step Evaluation Fee to be \$300 per year.

Made by: Kevin Prine, RES, AAS, CAE

Seconded by: Lloyd Funk, CAE

Motion carried: Unanimous.

MOTION: I move to approve the CEAA Grader Pay Proposal.

Made by: Lloyd Funk, CAE

Seconded by: Allen Jolley

Motion carried: Unanimous.

PCS Report

PCS Trustee Dorothy Jacks, AAS provided a PCS update, which included an overview of the financials, marketing plan project, and an update on the new PCS website. She advised that Marya Crigler is rolling off the PCS Board, and they are recommending Chris Connelly. She advised that the new incoming PCS Chair will be Ryan Hatch.

MOTION: I move to approve the appointment of Chris Connelly to the PCS Board of Trustees.

Made by: Kevin Prine, RES, AAS, CAE

Seconded by: Allen Jolley, AAS

Motion carried: Unanimous.

Membership Recognition Committee

Membership Recognition Committee Chair Rob McGee provided an overview of the application as well as the criteria and process the Committee uses when reviewing applications. The Committee has not created the new podcast award at this time.

MOTION: I move to approve the awards criteria and application recommended by the Membership Recognition Committee.

Made by: President-Elect/Treasurer William Healey, RES

Seconded by: Immediate Past President Rebecca L. Malmquist, CAE

Motion carried: Unanimous.

Education Committee Report

Education Committee Co-Chair Chesney Leafblad provided an overview of the changes to the Education Committee Manual, which includes updating the planning section of the manual. The amendments will match best practices for how courses are developed, and identify the roles of Professional Development Staff and the Education Committee.

MOTION: I move to approve the Education Committee Manual recommended by the Education Committee.

Made by: President-Elect/Treasurer William Healey, RES

Seconded by: Allen Jolley, AAS

Motion carried: Unanimous.

Infrastructure Review Task Force

Infrastructure Review Task Force Chair Amy Stevenson provided an overview of the new Infrastructure Review Task Force Manual. She provided an overview of the Task Force Reporting Form, which includes recommendations and final findings of the task force.

MOTION: I move to approve the Infrastructure Review Task Force Manual as submitted.

Made by: Immediate Past President Rebecca L. Malmquist, CAE

Seconded by: Lloyd Funk, CAE

Motion carried: Unanimous.

Chair Stevenson provided an overview of the recommendations of the task force, which included recommendations for the Nominating Committee, Committee Structures, Chapters, Affiliates, Representatives Task Force Review, Affinity Group Fund Disbursement, and strategic plan alignment. Discussion was held regarding removing voting regions.

Consent Agenda

MOTION: I move to approve the Consent Agenda.

Made by: Immediate Past President Rebecca L. Malmquist, CAE

Seconded by: Ginny Whipple, AAS

Motion carried: Unanimous.

Linebarger Remarks

JJ Wells thanked IAAO for being able to be part of the meeting. He provided an overview of the sponsorship of the Board Meeting dinner. He wished the Board well during their meeting.

Executive Director Report

Executive Director Amy Rasmussen, RES, AAS, FIAAO informed the Board on various items, which included; becoming the facilitator for the TAF Partner Group, the Korea exchange program, the public relations firm presentations during the January Board Meeting regarding Axe the Tax, an update on the strategic planning report and graphics, her appointment to the TEGOVA AI Task Force, an update on the Jackson County Executive recall, the subsequent election to make the Jackson County Assessor an elected position, and the removal of the appointed Assessor from office, the January 6th IAAO Committee Chair and Liaison Training, the December 29-January 2 HQ Quiet Week, the Pinnacle Group business planning on setting goals with Steve Toth, and her fourth quarter conference attendance to TEGOVA, IPTI, and TAF.

Meeting adjourned at 4:09 p.m. to reconvene at 8 a.m. on December 6, 2025.

December 6, 2025 – Saturday

I. CALL TO ORDER

Welcome and Introductions

President Donna VanderVries, CAE, AAS, PPS, Esq. called the meeting to order at 9:04 a.m. (CET).

BUSINESS MEETING AND ACTION ITEMS

Strategic Discussion on Strategic Planning/International Planning

Discussion was had regarding funding two positions for the SEE Chapter, which totals \$200,000 over the next two years. Discussion was held regarding having one class of membership, which would include language prohibiting tax representatives, or entities that file lawsuits against jurisdictions regularly, and language to include a Board seat for vendors. Discussion was held regarding the Membership Task Force recommendations. Discussion was had regarding having Governance craft the language for the Bylaw amendment exposure. It was also discussed that a special election should occur instead of waiting for the November Election for approval of the Bylaw amendment.

MOTION: I move that the Board refer to the Governance Committee the task of drafting a proposed bylaws amendment establishing a single, unified membership category for the Association. This amendment should include eligibility criteria limiting membership to individuals whose professional responsibilities align with the administration, oversight, research, education, or support of property valuation or property tax systems within governmental, academic, or nonprofit settings, and should clarify that individuals whose primary professional duties involve private-party advocacy or representation in valuation or assessment appeals are not eligible for membership. The Governance Committee shall prepare the appropriate bylaws language and return its recommended amendment to the Board for review and consideration.

Made by: Immediate Past President Rebecca L. Malmquist, CAE

Seconded by: Alvin Lankford, CAE, AAS

Motion carried: Unanimous.

Discussion was had regarding earmarking funds for Phase 1 in Fiscal Year 2026 based on the Global Navigators recommendations. Discussion was had that the funds for the two SEE Chapter positions would be funded from this money, if the positions are approved during the January Board Meeting. Discussion was held regarding how the funds would be used based on the recommendations provided by Global Navigators.

MOTION: I move to allocate up to \$450,000 from the IAAO reserves to implement Phase 1 for the international strategic plan.

Made by: Immediate Past President Rebecca L. Malmquist, CAE

Seconded by: Allen Jolley, AAS

Motion carried: Unanimous.

Strategic Discussion on Infrastructure Review Task Force

Discussion was held regarding deferring the recommendations to the January Board Meeting. The consensus of the Board was to discuss the items during the January Board Meeting. Discussion was had regarding whether staff should continue taking minutes for committee and task force meetings; this information was needed for the Chair/Liaison Onboarding occurring on January 6, 2026. The consensus of the Board was to have Executive Director Rasmussen make the final call on how minutes should be handled.

Chair Chmura provided an overview of the procedures laid out in the Bylaws for a bylaw amendment. The full text of the amendment must be presented to the Board at least 30 days prior to the vote to expose the amendment to the membership. He also advised that there are four classes of membership and confirmed that we would reduce the number of classes to three.

Executive Session

MOTION: I move to go into Executive Session on Matters of Personnel at 10:06 a.m.

Made by: President-Elect/Treasurer William Healey, RES

Seconded by: Vice President Terry Taylor CAE, RES, AAS, FIAAO

Motion carried: Unanimous.

MOTION: I move to end the Executive Session on Matters of Personnel at 10:49 a.m.

Made by: President-Elect/Treasurer William Healey, RES

Seconded by: Vice President Terry Taylor CAE, RES, AAS, FIAAO

Motion carried: Unanimous.

MOTION: I move that the Executive Director's salary and PTO accrual be adjusted based on the consensus of the Board in the Executive Session.

Made by: Alvin Lankford, CAE, AAS

Seconded by: Allen Jolley, AAS

Motion carried: Unanimous.

MOTION: I move to approve giving direction to the Executive Director to distribute staff bonuses as directed by the President.

Made by: President-Elect/Treasurer William Healey, RES

Seconded by: Vice President Terry Taylor CAE, RES, AAS, FIAAO

Motion carried: Unanimous.

President's Report

President VanderVries provided an overview of her IAAO travel in the fourth quarter, which included IRRV, TEGOVA, RICS/IPTI, ASA, IVSC and TAF.

Meetings and Events Department Report

Senior Director of Meetings & Events Anita Lara, CMP, provided an overview of the 2025 meetings and events, which included Board meetings, GIS Val Tech, MAVS, Prep and Trial, Annual Conference, and Legal Seminar. She provided an overview of locations for the 2030 Annual Conference, which included Minneapolis, MN, Indianapolis, IN, and Omaha, NE. Discussion was held regarding letting the local Nebraska members know their city was selected, so they can start organizing. It was also discussed that TAAD needs to be contacted, so they can start organizing for 2028. Discussion was had regarding the conference surveys as it relates to the closing banquet. The awards in 2026 will be presented during the gala to increase participation.

MOTION: I move to approve the selection of Omaha, NE as the location for the 2030 Annual Conference.

Made by: Lloyd Funk, CAE

Seconded by: Alvin Lankford, CAE, AAS

Motion carried: Ayes: Healey, Taylor, Malmquist, Lankford, Brinson, Prine, Funk, Jolley, Whipple. Noes: Warr.

Communications, Marketing, and IT Report

Sr. Director of Communications & Technology Mike Ardis, MSJ, APR, provided an overview of the IAAO publications, which include F & E, Journal of Property Tax Assessment and Administration, and Assessing Info. He provided an update on industry outreach initiatives. He provided an overview of marketing tools, which included GIS/Val Tech, MAVS, Prep & Trial Seminar, Annual Conference, Global Property Congress, and IAAO Courses. He provided an update on the technology updates as they relate to Nimble AMS, Website, Accounting Software, Conference App, and the PCS website.

DEI Council Report

Immediate Past President Rebecca L. Malmquist, CAE, provided an overview of the new DEI Council Manual. The manual includes an introduction, annual timeline, Council Roles and Responsibilities, and Council Obligations. Discussion was had regarding removing the immediate past president as a member and making it any past president. In order to change this in the manual, a Procedural Rule change would need to be made.

MOTION: I move to approve the DEI Council Manual.

Made by: Ginny Whipple, AAS

Seconded by: Kevin Prine, RES, AAS, CAE

Motion carried: Withdrawn.

MOTION: I move to amend Procedural Rule 11.12 to replace Immediate Past President with an IAAO Past President.

Made by: Ginny Whipple, AAS

Seconded by: Lloyd Funk, CAE

Motion carried: Unanimous.

MOTION: I move to approve the DEI Council Manual.

Made by: Ginny Whipple, AAS

Seconded by: Alvin Lankford, CAE, AAS

Motion carried: Unanimous.

Board Forum/Meeting & Self Evaluations

December Board Meeting and Annual Board of Directors Evaluations were completed.

Business Innovation, Research & Standards Report

Sr. Director of Business Innovation Ashley Lathrop, MBA, provided an overview of the Business Innovation Strategic Plan goals and diversification of revenue streams. He provided an overview of PCS revenue and provided an update on the development of a new PCS website and continued projects. He provided updates on the GIS survey results, PTPA, and staffing benchmark survey. He provided an overview of the business partner 2025 conference survey and 2026 prospectus.

Professional Development Report

Sr. Director of Professional Development Erin Eades provided an overview of the 2025 initiatives, student registration, and current staff. She advised that some of the initiatives include IEWs, rewrites, new courses, and a coordinator certification program. She provided updates on designations, which have 171 candidates and 85 designees. She advised that we had approximately 3,114 student registrations at the end of the third quarter. Discussion was held regarding the ratio studies and the impact on courses.

Membership & Community Engagement Report

Sr. Director of Membership & Community Engagement Shawn Chevreux, MSE, provided an overview of membership as of September 30th, which is 8,215. He advised that the retention rate of membership is 88%. He provided information on international membership numbers. He provided an overview of the membership initiatives, which include the PropFuel campaign, Nimble Projects, future membership lists, and agency billing opportunities. He provided an overview of the acquisition and maintenance costs of membership from 2024, which was \$223.81. He provided an update on the volunteer timeline; all volunteers have been contacted regarding their appointment for 2026. He provided an overview of membership voting as it related to Intelliscan. Discussion was held regarding the pre-testing email to ensure the voting emails get through security. Discussion was held regarding batch emails. He provided an overview of the places the membership team is traveling to in 2026 for membership engagement.

Board Recognition and Appreciation

The Board gave recognition to those finishing their terms in 2025.

Other Business

President-Elect/Treasurer Healey advised that \$4,000 needed to be appropriated for team building that will occur during the January Board Meeting. He stated that moving forward, these funds would be part of the annual budget.

MOTION: I move to appropriate \$4000 for team building for the January Board Meeting in the 2026 budget.

Made by: Lloyd Funk, CAE

Seconded by: Vice President Terry Taylor CAE, RES, AAS, FIAAO

Motion carried: Unanimous.

Discussion was held regarding placing a staff organization chart on the website.

MOTION: I move to adjourn the meeting at 2:34 p.m. (CET).

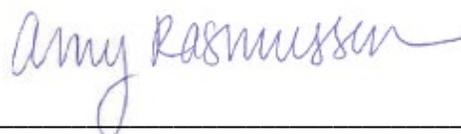
Made by: Dwane Brinson, CAE, RES, AAS

Seconded by: Allen Jolley, AAS

Motion carried: Unanimous.



President Donna VanderVries, CAE, AAS, PPS, Esq.



Amy Rasmussen, RES, AAS, FIAAO
Executive Director & Secretary