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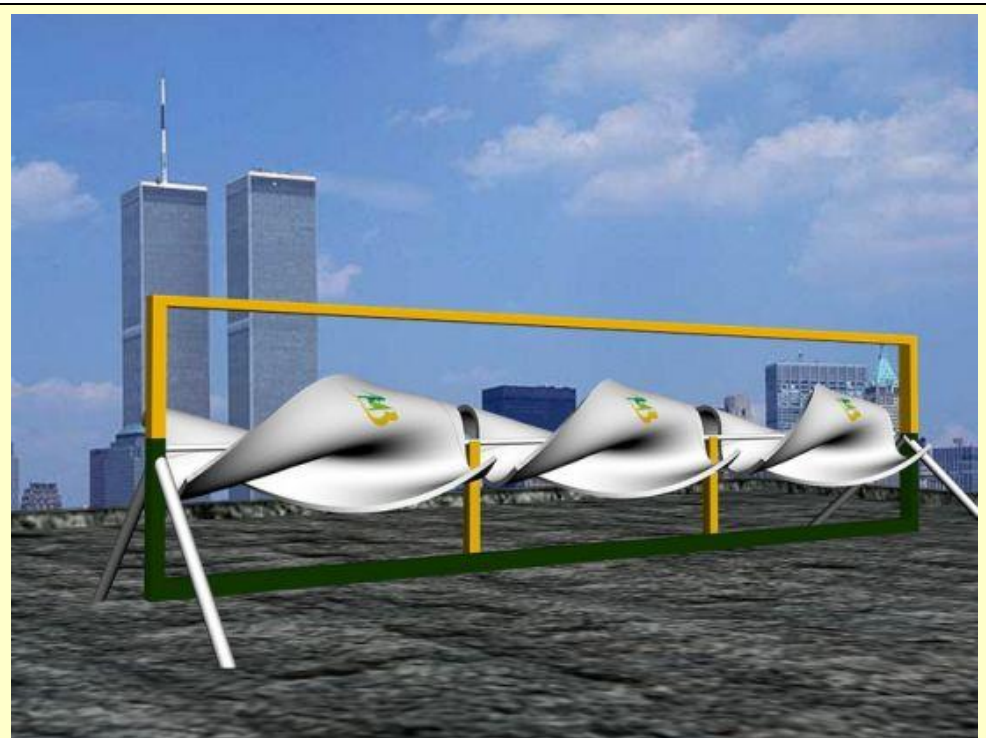
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**THE FUTURE OF WIND ENERGY?** - Helical structured wind turbines are the future of wind mill technology. These amazingly unique looking twists and turns will replace those long and boring blades which represent the conventional image of a windmill. These new and sleek looking windmills are designed much like the old ones when it comes to converting their circular motion in to mechanical work, but it is the structural design that makes them unique and special. In fact, they logically should function better than the traditional windmills as the helical structures seems to not just utilize the energy of the wind, but maximize it by containing the wind.

# A Word From Our President ...

## Karen L. Williams, SR/WA

The Spring Forum has come and gone. It was good to see several of you in attendance both at the meeting and at the Friday night event at Rustlers Rooste. Rustlers Rooste was a great way to start out the weekend and a good precursor for the meeting the next day.

I mentioned the highlights of the Forum at the March 8 Chapter Member meeting. For those that were not in attendance the **highlights of the Forum** were as follows:

- First off, thank you to Kathie Sholly and Vance Tuttle for taking on the planning of this event. And, to Gayle Leonard for providing signs for the forum.
- Voting results:
  - Region 1 Chair – Renee Maruffo (Tucson Chapter 73)
  - Region 1 Vice Chair – Vivian Howell (Los Angeles Chapter 1)
- New rule for Region Chairs – they must now be SR/WA's. A Vice Chair can be elected prior to earning the SR/WA but must have earned those credentials to be elected Chair.
- The budget for the organization was discussed. It is posted on the headquarters (HQ) website. Kathie Sholly and I, as your International Directors, will be voting on it in June in Atlanta. If you have any comments please let us know.
- There will be a \$10 increase in dues for 2012
- FAU – 125 attendees of the 244 seats available.
- Facilitator Clinics – are expected to resume next fiscal year.
- HQ will send out a survey to members in April regarding education. Please respond.
- Wayne Kennedy, IEC, passed away in February. Our sympathy to his family.
- Chapter Newsletter Awards:
  - Large Chapter – San Francisco Chapter 2
  - Small Chapter – Las Vegas Chapter 44
- Professional of the Year:
  - James P Anthony – San Diego Chapter 11
- 2011 Region 1 Fall Forum:
  - Location: San Jose
  - Date: October 8

### **Kachina Chapter 28 News:**

- 2011/2012 Election Results:
  - International Director 1 Year – Karen L Williams, SR/WA
  - President and International Director 2 Year – Mary A.M. Smith
  - President Elect – Jason Foster
  - Treasurer – Ken Anderssohn
  - Secretary – Chris Banks SR/WA
  - PDC – 3 Year – Kaye Bockmann, SR/WA

Let's show our support for your newly elected officers and attend the Installation on May 10!

Don Solon has accepted the Local Public Agency Committee Chair for the Chapter. Thank you Don! And thank you to Carolyn Tillman for your many years of service to the Chapter!

See you all in May!

# Just Another Editorial ...

Kathie A. Sholly, SR/WA, R/W-AMC

Prior to the Region 1 Spring Forum held in Phoenix, Arizona, HQ distributed the proposed budget for Fiscal Year 2011-2012. Several questions were asked about certain budget items. Some answers were given. Some of those answers related to the question asked. A few even came close to truly answering the question asked.

Here are some examples.

**Question:** The actual membership income received for one-half of the current fiscal year is less than one-half of the totals expected. What might make up the difference during the last 6 months of the fiscal year?

**Answer:** "We ended our 2011 membership renewal campaign at 88% of our 90% member retention target ..."

**Editorial Comment:** *Interesting. HQ has a target of retaining only 90% of total membership this year, yet still budgeted for 95% retention. Apparently, if the budgeted amount of income will fall short, shouldn't something in the way of expenses be scaled back?*

**Answer, continued:** "... and believe we will realize the additional 2% ... as we launch our "We Want You Back" campaign in April."

**Editorial Comment:** *Even if the campaign is 100% successful, it will only bring membership retention back up to 90%. What remains unexplained is how the less-than-budgeted 95% figure will be handled relative to expenses. Or will we simply go "in the red"?*

**Question:** For the upcoming FY11-12, membership income is projected to be even greater. What data suggests no net loss of members, and the gain of an additional 1,000 members?

**Answer:** "The proposed budget for 2012 includes six months of a \$10 per member increase in membership dues ..."

**Editorial Comment:** *Admittedly, like many of us, I totally forgot that a \$10 dues increase beginning January 2012 was already announced and approved, but what about the rest of the question? What suggests no net loss of members? Even for the current fiscal year, HQ has acknowledged only a 90% member retention rate as the best possible scenario.*

**Answer, continued:** "... and the marketing budget request has been increased to in turn increase new member marketing to LPA's and consultant companies."

**Editorial Comment:** *How does an increase in the marketing budget translate into a sufficient number of new members to reach the projected membership revenue figures? Heck, if increasing marketing expenditures was all it took to guarantee success, every company in the world would simply double its marketing budgets!*

Two poignant questions remain, in my opinion, unanswered. The first, which I take very personally, involves proposed payroll increases at HQ ... again.

**Question:** I would like a better breakdown explaining the proposed 2.6% payroll, benefits and pension increase in the FY11-12 budget. As a person who is not only subject to continuing mandatory furloughs (a 5% reduction in pay) into the next fiscal year, but potentially an additional 5% reduction in pay for the upcoming year, I question a proposed budget that indicates an increase in payroll. In virtually every state of the union, continuing payroll reductions are the norm. What accounts for HQ's payroll increase? (Particularly if the projected income doesn't come to fruition.)

**Answer:** "The Society for Human Resource Management reports that U.S. salary budgets for 2011 show an increase, according to The Conference Board annual salary budget survey report, released July 13, 2010. For the second straight year, the median salary increase budget in 2010 was 2.5 percent. Projections for 2011 show an increase to 3 percent."

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**Editorial Comment:** *This does not answer the question asked. A nationwide report that shows an overall increase in salary **budgets** may mean nothing more than hope for a possible increase in staffing. An increased salary budget could give companies the latitude to hire more workers if needed and if prudent, but it does not indicate pay increases are commonplace. I had expected the answer given by HQ to include an explanation of increased benefit costs. Instead, the answer provided suggests, at least to me, that the 2.6% increase has nothing whatsoever to do with benefits, but is all about salary increases.*

**Answer, continued:** “It is difficult to compare public and private organizations since the IRWA uses a “pay for performance” reward system. All merit increases and spot awards are based on successfully accomplishing the goals of the association, vary by staff member and must be re-earned every year. Given the strong financial position of the IRWA, the high level of member satisfaction and increasingly collaborative nature of staff working with region and chapter leadership, it makes good business sense to retain experienced staff and continue to increase productivity through the use of technology, offering better service to members without increasing headcount.”

**Editorial Comment:** *While retaining existing staff is convenient and comfortable for management, is it warranted during strained economic times? (I'll revisit the statement “strong financial position of the IRWA” a little farther down in this article.) In the March 19 – 20, 2011 issue of the Wall Street Journal, an article about whether or not to give raises for the sake of retaining existing staff mentions a city in the Midwest that lost its parks director after refusing to give such a raise. “Within weeks, the city was flooded with more than 100 applications from people willing to do the job” for a lesser salary, and the city was able to hire a new parks director with 20 year of relative experience for a smaller salary, thus realizing a cost-saving without loss of competence or customer service. The article concludes with the statement “Everyone ... is replaceable.” But wait! The answer given by HQ suggests that public and private organizations are different, so what happens in government couldn't possibly relate to a private organization like the IRWA, right? Ok. Let's just say that I strongly suspect private sector jobs are just as desirable to just as many people, and a single vacancy would generate at least as many applications as that city received. According to shadowstats.com, as of March 2011, if we include short- and long-term discouraged workers who are not actively seeking employment at the moment (so, are not technically counted as “unemployed” by the Bureau of Labor Statistics) the actual private sector unemployment rate is nearly 22 percent. I find it hard to believe that, with that many people unemployed, someone couldn't be readily found to replace anyone who would chose to leave HQ simply because a pay raise wasn't given. Then again, I made this argument at the 2010 Region 1 Spring Forum and at the International Conference last year, but no one seemed to care. Perhaps apathy and/or personal political agendas are pandemic in the IRWA. Perhaps I'm wrong. I would welcome confirmation from our non-governmental chapter members that all of you are actually getting annual pay raises.*

I pressed for greater detail on the proposed 2.6% payroll, benefits and pension increase in the FY11-12 budget.

**Answer:** “I really don't have any more information on the salary and benefits proposal. We have increased budget and payroll in the proposal by 2.6% as a target for total salaries and benefits. Any merit increases will be based on the performance of staff and the association and nothing is guaranteed. The IRWA does not provide across the board pay increases.”

**Editorial Comment:** *I can't help but think I am being told, once again, “Go away kid, you bother me.” It does not appear HQ believes it necessary to explain the details of the budget to me, even if it is my dues that help fund that budget.*

The second question that remains unanswered was discussed at length at the recent 2011 Region 1 Spring Forum in Phoenix, hosted by our own Chapter 28. Apparently, it is a question on the minds of many of our Region's chapter officers.

**Question:** When a chapter offers one of the IRWA education classes, it is accepted as fair that HQ gets the lion's share of the tuition costs. After all, HQ oversees the continual updating of the course material, prints and distributes the textbooks and related classroom materials, and coordinates the course offerings on both

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a regional and international level. A few years ago, when the IRWA began converting its courses to online format, the chapters recognized that there would be considerable upfront costs involved in that conversion. Because of that, the chapters accepted that for every online course taken, the chapter would realize only a small portion of the tuition cost for a time. Since online course offerings don't involve the same magnitude of cost to HQ, the smaller chapter share of the tuition revenues is expected to be only a temporary situation, until such time as the initial conversion costs for the courses are recouped. The question that is currently being asked, then, is "when will those costs be recouped so that the chapters can start realizing greater revenues from the online courses"?

**Answer:** *I'm not sure an answer was ever really offered. At first, there was some confusion over whether or not the RWIEF and CRWEF "loaned" the funding to the IRWA and that it needed to be repaid. That misconception was proven false by the answer that "The financial support from our two foundations for the conversion of online courses and the development of new classroom and online courses are gifts to the association. We do not borrow money from the foundations."*

**Editorial Comment:** *An article in the September/October 2010 issue of "Right of Way" magazine explains how the RWIEF operates, and how it allocates its "over \$1.2 million in assets" for course development, revamping, and online conversion. The article does confirm that the monies given to the IRWA for such coursework is not a loan. So, why can't an answer be offered to the question that is being repeatedly asked? When will the chapters start receiving a greater portion of online course tuition? Is the fact that HQ retains a larger percentage of those monies a contributing reason to its "strong financial position", as stated in answer to a different question, discussed previously? I had always thought that HQ's primary purpose was to coordinate the activities of and support the chapters and regions. The website still talks about the IRWA being a not-for-profit organization, and all the hours volunteered by those who serve on the Board of Directors, the International Executive Committee, and the International Governing Council. So where is all the online course tuition money going? Why does it seem like HQ continually gets more, while the chapters continually get less? I'll acknowledge that a chunk of tuition (both online and in-classroom) and dues monies go to pay for the new HQ building, printing and distribution of "Right of Way" magazine, and other budget-approved items such as Randy Pennington and his "nothing-we-haven't-already-heard-before-elsewhere" Leadership Institute sessions (No – that's not true. Pennington's rehash is reportedly being funded by gifts from the RWIEF and CRWEF, so shouldn't be drawing from tuition or dues income.) So why are the chapters' finances being strained to the point of breaking, while HQ continues to draw the greater share of online course tuitions? I guess all we can do is continue to ask the question until an answer is provided. I, for one, will continue to ask.*

As always, comments are welcomed. In June 2011 in Atlanta, Georgia I will perform my final official duty for Kachina Chapter 28 as I stand before the IEC, IGC, HQ staff and all other voting members of the IRWA and ask, one last time, for answers and accountability. They can't exactly "shoot me dead" on the spot for asking, and I have no political aspirations in the IRWA that would cause me to remain silent, as others seem to feel the need to do in order to "move up the ladder". It's not my nature to simply accept things without first understanding what I am being asked to accept. I would be happy, as I did at last year's conference, to ask questions. Let me know if you have any questions or comments that you'd like me to take to Atlanta on your behalf. And if I don't return from Atlanta, perhaps I'm mistaken about their inability to "shoot me dead" on the spot.

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## CONGRATULATIONS!

The elections have been held and Kachina Chapter 28's Leadership for 2011/2012 will be:

International Director 1 Year –  
Karen Williams, SR/WA

President and International Director 2 Year -  
Mary A.M. Smith

President Elect - Jason Foster

Treasurer - Ken Anderssohn

Secretary - Chris Banks, SR/WA

PDC 3 Year - Kaye Bockmann, SR/WA

The new officers will be installed at the May Luncheon and will assume office on July 1, 2011.

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## IRWA EDUCATION CALENDAR

### 2011 COURSE SCHEDULE

*(All courses subject to change.)*

#### May - Real Estate Law Month

800 : Principles of Real Estate Law - Guzman – May 3-4  
801 : United States Land Titles – Bruner - May 5-6

#### July - Engineering Month

900 : Principles of Real Estate Engineering - 7/(tba)  
901 : Engineering Plan Development & Application - 7/(tba)

#### September

600 : Environmental Awareness - 9/(tba)  
802 : Legal Aspects of Easements - 9/(tba)

#### November - Communications Month

200 : Principles of Real Estate Negotiations - 11/(tba)  
205 : Bargaining Negotiations - 11/(tba)

TO LEARN MORE OR SIGN UP - go to  
[WWW.IRWACHAPTER28.ORG](http://WWW.IRWACHAPTER28.ORG)

## Welcome New Member

### Lonnie Bitsoi

Gila River Indian Community – Pima-Maricopa Irrigation Project

### FOR APPROVAL AT NEXT BOARD MEETING

**John S. Salazar** - Coconino County Public Works

**Kitty M'Liss Mitchell** - Coconino County Public Works

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# International Conference Site Selection Process

## by Chris Banks, SR/WA, Region 1 Chair

Ever wonder how the IRWA chooses which city will host our International Education Conferences? For the past 56 years it has been chosen using a competitive bidding process. Any city is eligible to win the Conference if it meets IR/WA's requirements. The process for bidding can be found on the Policies and Procedures section on the IRWA website:

[http://www.irwaonline.org/eweb/dynamicpage.aspx?webcode=irwa\\_meetings](http://www.irwaonline.org/eweb/dynamicpage.aspx?webcode=irwa_meetings):

### ***"Choosing the IRWA Education Conference Location:***

*Locations for the Annual Education Conference are selected by the IRWA Board of Directors from among competing host Chapters. When no host Chapter steps forward, the responsibility for selecting a site is assigned to the IEC. Chapters interested in hosting the Annual Education Conference must complete a comprehensive form outlining venue options, airport availability and capacity, estimated room rates and other factors that will be used to determine the potential host city's viability. This form must be completed and presented to IRWA headquarters by March 1 prior to the Board of Directors meeting in June. Contact the IRWA [Business Development Officer](#) at Headquarters for more details."*

Historically, the Conferences have been chosen at each Conference. For planning purposes, the host city is chosen 5 years in advance. The next 5 Conference cities are:

- June 12 - 15, 2011: Atlanta, GA
- June 10 – 13, 2012: Seattle, WA
- June 23 – 26, 2013: Charleston, WV
- June 22 – 25, 2014: Hartford, CT
- June 14 – 17, 2015: San Diego, CA

At the 57th Annual International Education Conference in Atlanta, this procedure could change if this Resolution is passed. The following pages contain the proposed Board Resolution which proposes to determine the host Region (but not the city) on a 10-year rotation. Please take a few minutes and read the proposed Resolution and the accompanying "Case for Support." After you have read the Resolution, please send your comments, either in support of or against to me at [chrisbanks007@cox.net](mailto:chrisbanks007@cox.net). I will forward those opinions to the IEC for their review. Thank you for being involved.



## **BOARD RESOLUTION INTERNATIONAL BYLAWS AMENDMENT**

WHEREAS, Article VI, Section 6 of the Bylaws for the International Right of Way Association provides authority for the Board of Directors to determine the location and date of the regular annual meeting of the Board of Directors; and

WHEREAS, the location of the regular annual meeting of the Board of Directors should rotate evenly among the Regions;

NOW THEREFORE, BE IT RESOLVED that:

1. The first paragraph of Article IV, Section 6 of the Bylaws of the International Right of Way Association be deleted and the following first paragraph be substituted:

**Regular Meetings** – The regular meeting of the Board of Directors (“regular meeting”) shall be held annually between June 1 and July 15. At said meeting, the Board shall determine the date of the regular meeting for the next succeeding year.

Commencing with the year 2014, a Region shall determine the location of the regular meeting for the year 2017 and, thereafter, within the geographical area of the said Region, according to the following rotation:

Region 3  
Region 8  
Region 9  
Region 2  
Region 5  
Region 10  
Region 6  
Region 7  
Region 4  
Region 1

Should a Region fail to determine the location of the regular meeting, in any year, the Board of Directors shall determine the location.

**Background:** Currently, the location of the IRWA Annual Education Conference and Board Meeting is selected annually by the Board of Directors. Chapters interested in partnering with the association to host the event complete a bid package and compete with other chapters during the week leading up to the Board of Directors meeting. The pros and cons for the current process are:

**Pros:**

- Chapters competing for conference host are keenly interested in the success of the event.
- More chapters are currently interested in hosting the conference than in past years.
- The host competition adds an element of interest to the overall conference, followed by a much anticipated vote of the Board of Directors to select the site.

**Cons:**

- Our current practice pits chapter against chapter, creating winners and losers and the hard feelings that go with it.
- Most chapters are reluctant to bid, believing they don't stand a chance against stronger destinations and long time bidding chapters.
- Many chapters are reluctant to rebid, after losing to a rival chapter.

**Case for Support for a Regional Approach:** A regional approach to hosting our annual conference allows all chapters within a region to partner on the event, sharing in the leadership opportunity and financial benefit. A set schedule, with geographic distribution of our event, presents an equal opportunity for members outside the core group of current annual attendees to experience conference without cross country travel. (West coast members will travel to the East coast three out of the next four years. Midwesterners will not have a conference in their nearby area for the next five years.)

A region rotation will push competition to the city/hotel level within regions, potentially generating the best possible experience for our members, at the lowest possible cost. A three year planning cycle will also allow us to negotiate better hotel rates and concessions from host cities. Annual Conference awardees will be active in our trade show area promoting upcoming destinations, tours and events, shifting the focus to future attendance for all members, rather than votes at the BOD and staff time currently spent on previsits (three days per bidding site) each year will be rededicated to building

# A LETTER FROM MICHAEL PATTISON

Dear Chapter Presidents and Region 1 Leaders,

I am sorry I was not able to make the Spring Forum a couple of weeks ago, I really wanted to spend some time in beautiful Phoenix, and maybe catch a Spring Training game with everyone. But work and other things kept me here in rainy Sacramento.

I want to thank all of the Chapters in Region 1, and members as well, for your past support of the Right of Way International Education Foundation. With the support of our chapters and members, we were able to build the Foundation's corpus to over 1 million dollars in the past couple of years. This money, all from donations from members, private companies, Chapters, Regions and fundraising activities at the conference, is held for future educational use for the IRWA. In the recent past, the RWIEF has funded many of the course revision programs of the IRWA, including all of the revamping of the courses, much of the conversions to online format, and the development of several new courses.

We have also committed additional funding to the new Leadership Institute program that is in the process of development, some of which has already been put in place.

Currently, the RWIEF has committed to fund approximately \$546,000 for IRWA education projects, including the Leadership Institute Program, more online conversions and several other committed education projects.

We have the funds in our accounts to cover these commitments. However, it will drain nearly 50% of our corpus. Thus, we are asking for your continued support. By making donations to RWIEF, either by being a sponsor at the annual Golf Tournament, or making a flat donation (many chapters do this at the board of directors meeting at the conference), we will continue to build our corpus so we are able to continue to fund these IRWA educational projects for many years into the future.

The RWIEF is considered the savings account for the IRWA. We thank you very much for your continued support.

Sincerely,

**Michael Pattison, SR/WA  
RWIEF Trustee**