



91st Annual IPMA-HR Eastern Region Training and Development Forum

President's Annual Report June 4, 2019

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 June, 2018, in Baltimore, I stood before you and became the President of the Region and vowed to continue the work of the organization. One of first endeavors of the year was to develop a budget while focusing on maintaining our fiscal health. Upon completion of the reconciliation of the 2018 Eastern Region Conference, the 2018-2019 Eastern Region budget was finalized in December. As with fiscal management of an organization there are good years and there are lean years. This year proved to be a lean year for the region. Tough funding decisions needed to be made and unfortunately the region's past practice of budgeting an additional \$1000 towards Chapter Development projects was not funded. But with continued fiscal support of IPMA-HR, we were able to provide \$1000 to our chapters for a variety of endeavors. All chapters were invited to submit written proposals outlining why the funds were needed and their specific plan for using the money, if granted. I am pleased to announce that we granted funds to four chapters.

Since receiving the gavel at the 2018 Training Forum in Baltimore, the Region's Executive Board conducted 2 face-to-face meetings and 5 conference call meetings.

Beginning in September, 2018, I, and other Executive Board members held 3 conference calls with our Chapter Presidents. We were able to provide timely updates and share successes of each Chapter.

I would like to thank Jeff Richter for his continued effort with assisting the region to remain legally compliant with their incorporation and 501(c)3 status and our IRS required filings.

In this year's budget close to half of the available funds were devoted to the Eastern Region's website hosting and maintenance. In a cost saving measure of \$400/yr. an agreement was reached to move the website hosting from GO DADDY to E-Ikon, LLC, our current webmaster, at no cost. Going forward, for the future fiscal health of the region, the financial cost associated with the region's website needs to remain an active agenda item with the region's yearly budget process.

On the April 15, 2019 ER Executive Board conference call the board voted to create a Historian Committee for the region. The goal of the formation of this committee is for it to be utilized as a resource for further boards with, for example, questions regarding incorporation, 501(c)3 status, IRS filings. If you are interested in learning more about this committee please speak with Ileana.

Both my professional and personal life limited my travel to a large extent this past year. Recently I was able to visit with the Albany Capital Region Chapter at a full day training event. I was also able to attend events with the Southeast Coast MA Chapter.

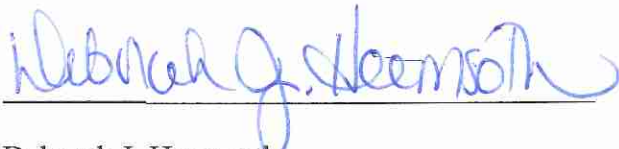
On a personal note, this past year I was reminded of the cliché...THERE'S NO "I" IN TEAM.

For the past two years my husband had been fighting End Stage Renal Disease. After the conference last year in Baltimore, I began the process of being assessed as a potential kidney donor. On January 9th of this year we received notice that I was approved to be his donor and on February 21st we underwent successful transplant surgery. Through this process, for a period of three months, I had to take a step back from my role as President of this Region.

Not only is IPMA-HR a professional organization that provides us with the technical tools and professional networks needed to help us succeed, it also allowed me the ability to be surrounded by and to lean on trusted friends. To me, that is what this organization is, we encourage, support, and understand each other. I would not have been able to focus my attention on my husband and my family at that time without the many individuals of this organization who supported me and this region. This list includes many past presidents, current Board members, Committee Chairs, chapter members and representatives from IPMA-HR. To them all I say "Thank you."

We are very fortunate to have Neil Richenberg as our leader, and his support is invaluable to our organization. I would also like to acknowledge my husband, Tom, who supported and encouraged me this past year as I spent many nights and weekends in my office conducting IPMA business. I also thank the leadership of my organization, for their professional support.

Lastly, I want to acknowledge and thank those who came before me and built such a strong foundation on which to work.



Deborah J. Heemsoth
President
IPMA-HR Eastern Region
2018 - 2019