



THE YEAR IN REVIEW

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As my year as International President draws to a close, I'd like to take this opportunity to thank you for your support and continued participation with IRWA.

It has been a busy and productive year. Below is recap of our latest projects, all designed to support the Association's Strategic Plan for 2012-2017.

Membership: Serve, retain and recruit members.

The word is spreading. IRWA is the Association of choice and we are seeing a continual increase in interest from a range of agencies, organizations and industry affiliates. Chapter leaders have been doing an exceptional job with their websites, newsletters and social media to keep their members informed about all that IRWA has to offer. Working in partnership with our Chapter Presidents and Membership Chairs, IRWA's new member campaign is generating strong results, averaging 140 new members every month as compared to only 61 new members monthly in 2011.

In response to member requests, we have made more of our resources available online. One example is the Principles of Right of Way desk reference, a valuable resource that's accessible from your iPad, iPhone, Kindle or other mobile device. The annual conference now includes a convenient mobile application to help participants take advantage of all the educational sessions, networking events, committee meetings and fundraising opportunities. With IRWA's exclusive Member Network, members can connect, share information, post resources and schedule events within a number of Association-specific groups. This members-only benefit makes it easier than ever to communicate with your fellow members and leaders.

Another successful Federal Agency Update was held in March in Washington, DC. IRWA hosts this annual meeting, which brings our members together with our federal partners for a collaborative exchange of ideas. An International Relations Group was formed in 2012 to provide support and oversight for the Association's growing international footprint, along with consultation on governance issues that IRWA will face going forward, such as adding new regions. The demand for our courses continues to rise and recently, several of our instructors

were contracted to teach IRWA courses in Thailand, South Africa and Saudi Arabia.

Professional Development: Develop high quality education courses and programs, along with meaningful certifications and designations.

IRWA is launching its Five-Year Plan to develop and enhance the IRWA curriculum based on market demand, survey results and input from our international committees. The Specialty Certification Survey was completed, and overall, the industry is supportive of new certifications in the pipeline, transportation and utility sectors. We are in the final stages of developing a new oil and gas course, and in partnership with the Federal Energy Regulatory Commission, we are rolling out a new Pipeline Personnel Training Program.

An updated Instructor Clinic is now available and a Mentoring Program for both members and instructors will be launched at this year's conference in June. We plan to work more closely with our Chapter Professional Development Committees and Chapter Education Chairs to ascertain the needs of their members, schedule the relevant courses, and promote both online education and our career path options.

Marketing: Market members, certified members and designated members to the users of right of way services.

In serving as the central authority for the right of way profession, IRWA recently published the first in a series of industry white papers. These fundamental tools, authored by right of way subject matter experts, can be viewed, downloaded and shared with coworkers and colleagues.

IRWA also successfully conducted a direct marketing campaign among public agencies last fall, introducing our Right of Way Agent Certification and Course 100 online. We're continuing to develop agency agreements similar to those recently signed by some of our Departments of Transportation. As part of our outreach efforts, we have made connections with the Real Estate Department of the U.S. Department of Energy, and we are rapidly expanding our joint efforts with the Federal Energy Regulatory Commission.

Chapter visits were a key priority and included Indiana Chapter 10, Kentucky Chapter 25, South Africa Chapter 83, Mississippi Chapter 40, Ohio Chapter 13, Michigan Chapter 7, Carolinas Chapter 31, Alabama Chapter 24 and the Region 6 Forum hosted by Tennessee Chapter 32.



Structure: Review and refine current structure and develop member engagement strategies for communication and participation.

An important part of the IRWA's Strategic Plan is succession planning, which entails building a comprehensive approach for identifying, orienting and preparing new IRWA leaders. At the chapter level, it is the duty of our leaders to assist the Nominations and Elections Committee in identifying and encouraging future leaders and then passing on information to their successors so that continuity can be maintained. To facilitate this process, an initial framework has been developed. It includes establishing core competencies for IRWA leaders; identifying competency gaps and making plans to fill them; creating a formal methodology and mechanism for managing leadership tools; providing orientation, training, assignments, feedback and mentoring to successor leaders; and creating an annual plan for recruiting new leaders.

The Ethics Task Force has been assessing our current ethics parameters and recently submitted proposed revisions to IRWA's Disciplinary Procedures, the rules for filing and enforcing ethics complaints. If the changes are approved at the Annual Board of Directors meeting in June, they will become effective January 1, 2014.

The Association is in strong fiscal shape and all of the latest financial information is available for viewing on the IRWA website. The Leadership Resources section of IRWA's website offers a wealth of essential tools, including chapter updates, class schedules, credentialing numbers, online participation, honorariums and more in the Chapter Statistics and Reports section.

A Salute to Our Chapters

The strength of our Association comes from our chapters, where the actions of our leaders have the most impact on individual members. It is primarily the chapter meetings, newsletters and educational offerings that maintain our member's interest and desire to participate. When a member has a positive experience at the chapter level, they will find numerous opportunities for personal and professional growth.

I want to personally thank our volunteer leaders who are responsible for so many of our advancements made during the past year. The support of our Headquarters staff, under the direction of Executive Vice President Mark Rieck, has been instrumental in our many accomplishments. I also want to thank Michigan Chapter 7 and Region 5 for always being there to support me.

Through the collaborative effort of our leaders and members, I look forward to witnessing some major advancements for our Association in the upcoming years. I feel honored to have been part of such a strong leadership team.