

April 26, 2012

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Valuation

Randy L. Seale, MAI
Allen, Williford & Seale, Inc.

Dear IRWA Leadership:

I am happy to report that the IRWA is outperforming budget at mid-year, while making good progress against our goals in all key areas of membership, education and credentialing. The second meeting of the International Governing Council was conducted at the end of February in Seattle, along with meetings for most of our education committees. A Leadership Institute program was conducted for top leadership, who read Patrick Lencioni's *The Five Dysfunctions of a Team* in preparation for a session on teamwork and collaboration with IRWA leadership consultant, Randy Pennington. Here is an overview of our progress from July 1, 2011 through February 29, 2012.

Membership: Member retention is a top priority for the association, with a goal of 92% of Regular and Senior members renewing their memberships, while maintaining membership in other categories and growing membership from public agencies. Chapters are taking the lead on membership renewal and each chapter that achieves 92% retention will receive a free registration for our Annual Conference in Seattle.

Membership Report February 2012	
Regular and Senior Members:	7,954
Affiliates:	1,308
Members at Large:	73
Senior Members at Large:	8
Retired Members:	452
Agency Members:	278
Student Members:	11
Other Members:	42
Total:	10,126

Education: Education programming continues to hold its own with 179 classes held through January with a total of 2,635 participants. Online education continues to grow as travel budgets tighten, with 18 classes producing 945 participants, a 125% increase over budget.

Our classroom material delivery record remains strong, with a 98% overall accuracy rate through January.

Classroom Delivery Report July – January 2012							
	# CLASSES HELD	# LATE GOAL= Deliver at least 2 days before class start date when ordered on time	# WRONG OR MISSING MATERIAL* GOAL = Deliver correct & complete	# CONTENT ERROR Directly affecting Course presentation	# WRONG LOCATION GOAL = Deliver to address provided	% ERROR GOAL = <5%	% DELIVERED RIGHT PLACE, RIGHT MATERIAL, RIGHT ON TIME GOAL = > 95%
July	14	0	0	0	0	0%	100%
August	25	2	0	0	0	8%	92%
September	32	0	0	0	0	0%	100%
October	47	0	0	0	1	98%	100%
November	30	0	0	0	0	0%	100%
December	20	1	0	0	0	5%	95%
January	11	0	0	0	0	0%	100%
Overall Total	179	3	0	0	1	2%	98%

The new and improved Right of Way Textbook has been delivered as a hardbound desk reference and the revision of all 900 series of engineering courses are nearing completion, along with our pipeline course 215. Course 100 online will be launched next week, allowing members to complete the education component of our Right of Way Agent certification online.

Credentialing: Our new IRWA Generalist Career Path is gaining interest and the overall count of designated and certified members is increasing.

Credentialing – Generalist Designated and Certified			
	January 2010	January 2011	January 2012
Generalist			
SR/WA	1928	1976	2029
RWA	0	0	17
ARWP	0	0	5
RWP	0	0	1
Total Generalist Certified and Designated	1928	1976	2052
Credentialing – Specialist Certified			
Specialist			
R/W-AC	67	82	93
R/W-AMC	41	41	46
R/W-EC	35	35	36
R/W-NAC	314	346	364
R/W-RAC	245	266	280
R/W-URAC	0	6	12
Total Specialist Certified:	702	769	834

Our Experience Task Force with representatives from each industry committee continues its work to establish a baseline of experience credits for each IRWA discipline, in preparation for the development of a designation module which we will make available to members in 2013, allowing members to chart and track their certification path online.

The International Professional Development Committee piloted C219, a presentation skills course for all IRWA members in Seattle during the month of February. Another pilot will be conducted immediately following Annual Conference in June. The facilitator clinic material is in the process of being updated and will be presented before the end of this calendar year.

Credentialing – Generalist Candidates			
	January 2010	January 2011	January 2012
SR/WA	184	716	784
RWA	0	1	17
RWP	0	0	3
ARWP	0	0	4
Total Generalist:	184	717	808
Credentialing – Specialist Candidates			
	January 2010	January 2011	January 2012
R/W-AC	25	40	46
R/W-AMC	11	15	15
R/W-EC	9	17	17
R/W-NAC	71	109	137
R/W-RAC	29	48	64
R/W-URAC	21	60	69
Total Specialist:	166	289	348

Member Meetings: The 2012 Federal Agency Update was scaled to focus on our Federal real estate partners and key constituents this year. It centered on information sharing between agencies and the program was well received by participants and sponsors. This year, IRWA leadership also met with Senate Environment and Public Works Majority and Minority staff, House Transportation and Infrastructure Minority staff and Representative John Mica's (R-FL) transportation staffer to introduce the IRWA, offer our committee resources for information and consultation and provide a copy of IRWA's new *Principles of Right of Way* desk reference.

This year's Annual Conference will take place in Seattle, WA on June 10 – 12, 2012, featuring internationally known keynote speaker, Joe Calloway and Ethics expert, Michael Josephson along with a full schedule of education sessions. Registration is now available online and we are running well ahead of last year's number of participants at this time.

Leadership Development: The IRWA Leadership Institute is in its second year, chaired by Advisory Council Member, Faith Roland, SR/WA and funded in partnership with our education foundations. Programming is being delivered live by our Institute partner, Randy Pennington, President of the Pennington Performance Group at the Annual Education Conference and three region meetings this year, in addition to programming being delivered by the Leadership Institute Team at the region and chapter levels. Each *Right of Way Magazine* contains a leadership column and we have developed a Leadership Institute webpage of resources. An IRWA YouTube Channel has also been established to deliver leadership training to all members, available at any time.

Finance and Operations: We continue to beat our budget this fiscal year and reported a net income of -\$5,680 vs. a budgeted amount of -\$59,263 at the end of January. Current Key Measures Reports, Financial Activity Reports and Balance Sheets have been shared with IRWA leadership and posted to the web on a monthly basis, since August of this year. The Finance Committee continues to meet quarterly and presented a 2013 budget proposal to the IGC in February, for presentation at spring forums.

Publications and Public Relations: *Right of Way Magazine* continues to thrive and members contributing articles remains at an all-time high. The online version of *Right of Way Magazine* has also been very well received, particularly by our advertisers, who share the magazine with the users of right of way services as a marketing tool. The Publications team has also launched a *Right of Way Magazine* Facebook page for members to share and comment on articles and information from the magazine.

Strategic Initiatives: The IRWA continues to pursue a market supported approach to professional development and while it has been a long process, now has a segmented list of our membership and will be surveying non-certified members and non-IRWA members for their input on IRWA certification.

IRWA paid advertising in engineering magazines continues to position the association with industry decision makers and staff and members have exhibited at the APWA Conference, the

Marcellus Shale Midstream Conference and will participate in the AASHTO Right of Way and Utilities Committee meeting this spring.

The Ethics Committee is in the midst of a full review of IRWA's ethics program and will provide a full report, including program recommendations for the future, at Annual Conference in Seattle.

International Outreach has been well received and we participated in the March Annual General Meeting for Chapter 83 in South Africa this year, producing Course 103, Ethics and the Right of Way Profession for 68 participants, and 119 new members were received as part of the general meeting.

I hope you find this mid-year report to be useful and as always, ask that you feel free to contact me with questions and concerns. I look forward to seeing many of you in Seattle and will provide one more report to leadership, prior to June.

Best personal regards,

A handwritten signature in black ink that reads "Randy A. Williams". The signature is written in a cursive, flowing style.

Randy A. Williams, SR/WA, MAI, FRICS
President

CC: International Governing Council Members