

RECOGNIZING GREATNESS

IN OUR MEMBER LEADERS

An update on goals and initiatives



BY AIMIE MIMS, SR/WA



There is no better example of dedication and passion than our Association's member leaders—all of whom continue to amaze and inspire me. The IRWA would not be the premier organization that it is today if it wasn't for the many volunteer hours that these individuals contribute. It is thanks to their organizational skills, innovative thinking and unyielding enthusiasm that we have been able to continue delivering quality education and member services.

Best of all, these individuals continuously work to improve the Association through various goals and initiatives. I would like to take this opportunity to recognize and appreciate their hard work.

Chief Executive Officer Search

The International Executive Committee (IEC) remains steadfast in our search for the Association's next Chief Executive Officer. There have been well over 200 candidates that applied for the position.

Specializing in non-profit executive searches, Sterling Search Inc. worked with the IEC to thoroughly evaluate applicants and we conducted the first round of interviews with candidates at the end of November in Los Angeles. The next round of interviews with additional candidates is anticipated to take place in December. The goal is to have our Association's next CEO on board before the Annual Education Conference in Minneapolis this June, and this remains the IEC's top priority. We are excited by this opportunity and look forward to sharing more details as they emerge.

Interim Human Resources Services

Vantaggio HR, ltd. continues to provide on-site human resources support to our staff as we navigate through the recent staffing changes. Vantaggio has also provided support to our senior management team in creating position descriptions for all staff members and



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establishing protocol for annual reviews. A sincere thank you goes out to our staff who has endured enormous change over the past several months. We appreciate you!

International Committees and Communities of Practice

The Association's International Committees and Communities of Practice (CoPs) have all drafted strategic plans for the 2019-2020 fiscal year. These plans were reviewed and unanimously approved by the International Governing Council (IGC) in July 2019. The Committee Chairs and CoP Leaders joined a portion of the two recent IGC meetings to provide a quarterly update on the status of their strategic plans.

Thank you to all of our Committees and CoPs for your hard work on this initiative. Members are seeing the value in strategic planning and have shared that they now have a better understanding of the vision and goals of each group, how to become more involved, and how to continue to be advocates. The strategic plans can be viewed on the IRWA website under Member Network.

Corporate and Agency Agreements

During the 2019 Annual Education Conference in Portland, the Board of Directors voted to allow the Association to enter into corporate membership agreements. To move this directive forward, the IEC has created a corporate membership template as a starting place for 2020. Once the IEC has a better sense of time savings for staff, the total number of corporate memberships, the impact on local Chapters and their incentives, as well as overall feedback from IRWA members and corporations, we hope to be in a better position to potentially identify corporate membership discounts and education opportunities.

The IEC also believes it is important to allow a new CEO to come on board and assess the IRWA, its members, its agency and corporate partners, and to provide guidance on best practices going forward.

Next year, the IEC intends to revisit potential adjustments or revisions for both corporate and agency agreements that are in all parties' best interests. We want to ensure that we are providing unparalleled member value, and while we hope to get to a point where we can partner with our corporate members on membership agreements, we do not feel we are quite there yet. We thank each of our corporate and agency leaders for your continued support and commitment to IRWA.

Right of Way Consultants Council

The Right of Way Consultants Council (ROWCC) held their annual fall meeting in Las Vegas this November. The ROWCC Mission is "to exchange ideas and information efficiently, and to develop and promote standards for our industry." The ROWCC grew from the belief held by many prominent leaders of the right of way consulting community that the success of the consulting community as a whole would be greatly enhanced by open communications and mutual support between its members.

I was honored to attend this meeting and to provide an update to the Council on the state of the Association. A special thank you to the Council board members for the invitation. I look forward to a continued partnership.

Region Forums

IEC members had the opportunity to attend the Region Fall Forums over the past several months. We enjoyed the opportunity to spend time with our Region leaders and members, and we appreciate the hard work that each of you put in to make these Forums successful. As plans for Spring Forums begin to take place, the IEC looks forward to seeing you again and sharing additional updates on the status of our Association. 🌟