



Conference Committee Agenda

November 9, 2018, at 11:00 a.m. Tualatin Library Community Room

Conference Phone # if unable to attend (712) 451-0011, Access Code: 292825

1. Welcome – Melissa Thompson-Kiefer, Chair
 - a. Introductions
2. Conference Schedule – President Nicole Morris
3. Committee Assignments (see attached list)
 - a. Committee Job Assignments Descriptions
4. 2019 Conference Theme Selection
 - a. Conference Theme Brainstorming (attached)
 - b. Conference Logo
5. 2018 Conference Evaluations/ Help Plan Your 2019 Conference (attached)
 - a. Recommendations for improvements and lessons learned
6. Education Updates
 - a. Mid-Year Academy- Speaker TBD
 - b. Athenian Dialogues
 1. Mid-Year: Anthony Mejia/ Book TBD
 2. Annual Conference: Mary Lynn Stratta/ Book TBD
 - c. Annual Academy: Speaker TBD
 - d. Annual Conference: Sessions TBD
7. Special Events
 - a. Presidents Reception
 - b. Banquet
 - c. Honored Guest Dinner
 - d. Social Event
8. Other
9. Next Meeting
 - a. February 15, 2019 (if needed)
 - b. April 4, 2019, the RiverHouse - Bend, OR



Conference Committee – 2018/2019

2019 Conference Site: RiverHouse on the Deschutes in Bend

Melissa Thompson-Kiefer, Chair, 503.368.5627(w), 562.301.5030(c), recorder@ci.nehalem.or.us

Host Recorder: Robyn Christie, Bend, 541.388.5517, rchristie@bendoregon.gov

Registration/Information:

Deanna Casey, Team Leader, 541.423.1026, deanna.casey@centralpoint.gov

Dawn Russ, Glendale

Susan Reeves, Scappoose

Tori Barnett, Ontario (Pink Walk)

Stacie Cook, Mill City (Pink Walk)

Facilities:

Melissa Thompson-Kiefer, Team Leader

Dawne Shaw, Warrenton

Marilyn Place, Cascade Locks

AJ Ripka, Springfield

Sponsors/Vendors:

Carol Weir, Rogue River, Team Leader, 541.582.4401 x100, cweir@cityofrogueriver.org

Cathy Nelson, Waterloo

Debby Roth, Cornelius

Kara Kerpan, Happy Valley

Marla Roberts, Nyssa

Salli Hysell, Halfway

Terri Michel, Rockaway Beach

Speakers:

Peggy Hawker, Newport, Team Leader, 541.574.0613, p.hawker@newportoregon.gov

Education Committee

Gloria Tucker, Newport

Karen Howton, Island City

Conference Materials/Handbook:

Kailin Honea, Rogue River, Team Leader, 541.582.4401, khonea@cityofrogueriver.org

Carla Holzworth, Corvallis

Bonnie Pickett, Shady Cove

Gloria Tucker, Newport

Lisa Figueroa, Toledo

Stephanie Borst, Vernonia

Hospitality/Transportation/Publicity:

TBD, Hospitality Team Leader

Kerry Prosser, Sisters, Transportation Team Leader

Marina Baker, Multnomah, Publicity Team Leader

Karin Johnson, Independence

Kayla Duddy, Bend

Michele Eldridge, Harrisburg

Special Events (Honored Guest Dinner, Mentor/Mentee, President's Social Hour, Banquet):

Nancy Parker, Athena, Mentor/Mentee Team Leader, 541.566.3862, nancy@cityofathena.com

Michelle Fox, Athena

Robyn Christie, Bend, Honored Guests Dinner, Team Leader

Teri Bacus, Pilot Rock, President's Social Hour Team Leader

Amy Sowa, Roseburg

Trudy Borrevik, Cottage Grove

Phyllis Bolman, Monmouth & Colleen Riggs, Cannon Beach, Banquet Team Leaders

Amy Aschenbrenner, Milwaukie, Decorations

Debbie Bernard, Willamina

Heather Pierson, Woodburn

Jenn Nelson, Carlton, Decorations

Karen Spoons, Medford, Decorations

Kitty Vodrup, Junction City

Sheila Jaspersen, Weston

Social Event (?) Team Leader

Finance:

Linda Galeazzi, Cherriots, Team Leader, 503. 361.7535, linda.galeazzi@cherriots.org

Angela Watson, Jacksonville

Ruth Ann Stellmacher, Salem

Theme Ideas

A World of Opportunities
A Whole New World
A Celebration of Success
Anything is Possible
Back to the Future
Back On Top
Becoming Agents of Change
Better and Consistent
Beyond All Limits
Breakthrough To Excellence
Breaking Barriers
Breaking Down Barriers
Breakthrough Performance
Building on the Best
Building for the Future
Commitment to Excellence
Creating Customer Connections
Creating Connections-Building Bridges...Together
Charting the Course
Discovering Natural Treasures
Dedicated To Your Success
Develop the Possibilities
Discover the Difference
Don't Stop Believing
Evolving With Our Business
Everything Counts
Expect the Best
Exceeding the Vision
Explore the Possibilities
Exploring the Possibilities
Facing the Future - Together
Facing Forward
Facing the Challenges
Focus on Success
Focus on the Future
Getting It Done
Getting You Prepared for 200_
Got Momentum
Growing Your Business
Great Expectations
Higher, Faster, Stronger
It Starts with Us
Igniting Team Spirit
Ingenuity @ Work
Innovate, Integrate, Motivate
Innovation Integration
Journey To the Top
Leadership Next: Defying Gravity
Leadership: Share the Vision
Leadership: Precision & Performance
Leadership Challenge
Leading the Way
Leadership: Sharing the Vision
Meeting the Challenge
Making a Difference
Make Every Connection Matter!
Millennium: Honoring the Past, Treasuring the Present, Shaping the Future
Navigating the Future
Next Generation Leadership
OAMR: Mind BENDING
People, Process & Performance
Peak Performance
Partners in Excellence
People, Purpose & Passion: The Pathway to Success
Partners in Progress
Pride and Performance
Portraits of Success
Power of the Past – Force of the Future
Peak Performance
Power Up!
Quality Connections Ready, Set, Grow
Right time - Right now
Sharing Solutions
Share the Vision
Shaping the Future
Success Oriented
Shoot for the Stars
Strategies for Success
Service You Can Trust
Together Towards Tomorrow
The Challenge of Change
The Power of You
The _____ Experience
The Pride and the Promise
The Power of Performance
The Future is Today
The Measure of Tomorrow
Taking Charge of Change
Today's Vision: Tomorrow's Reality
Think Big
Take Action
Understanding What's Important
We Create Opportunity
We've Got the Power
Winning Together
Working Together Wins
Yes We Can
Your Most Important Asset – People

2018 OAMR CONFERENCE EVALUATION SUMMARY

Holiday Inn PDX – Portland, Oregon

Please rate on a scale of 1 (lowest) to 5 (highest).

PROGRAM	VALUE OF TOPIC FOR ME	STYLE OF PRESENTATION	OVERALL RATING
Thursday, 9/20, 9:45am General Session: Introduction to Public Records Law Stephanie Clark and Ginger McCall from Oregon SOS Archives <i>15 responses</i>	<i>4.4 average</i>	<i>4.5 average</i>	<i>4.7 average</i>
Thursday, 9/20, 1pm General Session: Public Records Stephanie Clark with Oregon SOS Archives <i>15 responses</i>	<i>4.5 average</i>	<i>4.6 average</i>	<i>4.7 average</i>
Thursday, 9/20, 3pm General Session: <i>15 responses</i> Ethics Tammy Hedrick with Oregon Government Ethics Commission	<i>4.3 average</i>	<i>4.1 average</i>	<i>4.3 average</i>
Friday, 9/21, 9:45am Concurrent Session: Athenian Leadership Dialogue Mary Lynne Stratta <i>8 responses</i>	<i>4.9 average</i>	<i>4.9 average</i>	<i>4.9 average</i>
Friday, 9/21, 9:45am & 1pm Concurrent Session: Supervision 101 – Back to the Basics Sharon Harris, CIS <i>5 responses</i>	<i>3.8 average</i>	<i>4.0 average</i>	<i>4.0 average</i>
Friday, 9/21, 9:45am & 1pm Concurrent Session: The Impact of the ADA on State and Local Governments Kevin Mattias, ADA Coordinator Lincoln City <i>6 responses</i>	<i>3.7 average</i>	<i>3.0 average</i>	<i>3.2 average</i>

PROGRAM	VALUE OF TOPIC FOR ME	STYLE OF PRESENTATION	OVERALL RATING
Friday, 9/21, 3pm Concurrent Session: Marketing, Image Building, and Branding Opportunities and Ideas for Cities Jamie Rand, Marketing Director for Visit Spokane; Ed Dreistadt, Director of the Lincoln City Visitor's and Convention Bureau; and Mo Sherifdeen, Global Integrated Marketing Director for Travel Oregon 3 responses	3.7 average	5.0 average	5.0 average
Friday, 9/21, 3pm Concurrent Session: Public Contracting – The Ins and Outs Adam Helvey and Kelly Stevens-Malnar, Program Managers for Oregon Cooperative Procurement Program 2 responses	5.0 average	5.0 average	5.0 average

Which session did you find most useful and why?

- Public Records Law. Very pertinent to my position.
- Inviting the Secretary of State to present was great, they really shared new information to some or reminded others. Opening dialogue with them is great.
- The Records Bootcamp – for example the materials implemented by other agencies for records management.
- Public Records. Good to know.
- Public Records - I think there is always more to learn and so important to be reminded about public records and records management.
- Intro to public records. I took the most notes in that one. I came home with a lot of useful information from that session.
- Both session of Public Records - I feel they offered the most practical information
- Public Records Law, Ethics, Record Retention. That is what we deal with on a daily basis
- Ethics and records, because we constantly have issues here.
- I very much wanted to attend the marketing class, but overbooked myself with events on Friday....I hope we'll have that again! We are focusing on economic development in our city, and just joined the Main Street program.
- I loved all of them and learned so much with this being my first Conference. I appreciated the opportunity to earn additional points towards my CMC with the Athenian Dialogue. I gained a tremendous amount of value from the Academy Session on Wednesday with Bethanne Kronick.
- Thursday was a great day of records management and ethics... I'm not sure placing ethics at the end was a good idea after all day on records... but I appreciate wanting to get all the records/ethics stuff on a day that ALD attendees wouldn't miss anything.
- The contracting session was most useful to me since I am more involved in that in my new position. It was very informative and I appreciate that they provide contact information when questions arise!
- I attended the Athenian, so I cannot speak to the majority of the sessions. All of the general sessions on Thursday were informative. The Athenian was very well done, and I look forward to attending more.
- Simplified solutions, always enjoy tips on getting organized.

Which session did you find least useful and why?

- Ethics, repeat from many others I have attended.
- Ethics – I've attended too many ethics trainings with the same message and I didn't appreciate the fear mongering approach to the presentation. Telling new recorders that commission involvement would be career ending is extreme and intimidating.

- Ethics, compared to everything else. Ethics is super important, and something we all deal with. But I was rather dismayed with the regulatory emphasis, and style of delivery. It just felt really adversarial.
- I've heard ethics, and I am on the RMC, so I didn't necessarily hear anything new, but I know they are important
- The ADA session wasn't great, we should try to charge more for the conference to attract seasoned presenters. I appreciated his willingness to present but he wasn't great.
- The Impact of ADA - I still found value in it even though it was the least useful.
- Supervision 101. Not realistic.
- The branding class. I probably shouldn't have attended that one, only because we recently re-branded our city, so it really wasn't useful to me. However, they did a great job presenting and I think a lot of people in the room really took something away from it.
- I found them all useful so I would have a tough time saying any of them were "least useful". I wish we would have had a bit more time with the Oregon Ethics Session to dive a little deeper.
- It was all very useful
- Public records, because I don't handle that in my jurisdiction.
- The Athenian Dialogue - it was fun to participate in the discussion, and I enjoyed reading the book, but the take-away was more theoretical and less practical.

Do you prefer general sessions or more concurrent sessions and why?

- General. I don't miss anything.
- General
- Love the general sessions, as it seems more involvement from the attendees.
- It really depends on the topic as some need more time than others.
- A mix of both is helpful but having options is nice since everyone wears such different hats in their organization.
- A mixture of both
- I don't have a preference. Both are great.
- Both are important to offer
- I like the mix of general and concurrent sessions we currently have. The topics most pertinent to all of us are more suited to the general sessions, while the concurrent are more related to specific topics that only certain cities may be interested in
- I prefer more concurrent sessions over general sessions because many of the general sessions are all ones I've attended before. I'd like to spend my time learning about topics that would really help me in my job now and I always hate having to choose between Athenian and concurrent sessions.
- More concurrent sessions. More to choose from.
- Concurrent. Different sessions are useful to different people.
- This being my first, I don't feel like I have a preference.

- Concurrent. I feel there should be plenty of opportunity for newer members to get information/training (which would not necessarily be needed by the more seasoned recorders.) I do like general sessions when the topic would be of interest to all (election reform, public records/meeting law changes, etc.)
- I like a combination of both. General sessions are great for bigger topics that will touch all of us. The concurrent sessions can be more specific to what we do in our job, and at what level.
- Each year they are both different topics and I like the way it is currently set up as it give us all the opportunity to spend the day with each other - team building and then we can breakout to attend what's appropriate for each of us.

Did you like the length of the classes offered during this conference? If not, what would you prefer?

- Yes - 10 responses
- I think they could be shorter if presented in a manner different from following a PowerPoint that has already been handed out. Those trainings with more active participation and scenarios should be given more time than just those that are more one-sided reading of PowerPoints with webinar notes.
- Yes. I like the shorter classes we had this year.
- Everything was good.
- Yes, I liked the length of the classes for the most part. Some of them (the public records portion) could probably be all day classes, but all-in-all I like the times
- I think the conference session lengths are just fine. However, the LOC tried something new at their conference this year, and I think we should look at. On Saturday, they had several concurrent sessions that only lasted 1/2 hour each. Just enough time for us to get quick information on how a city is handling an issue, and a quick Q&A. Nice, casual atmosphere. We could do several sessions in a 2-hour block, instead of 4, to see if the members like it.

Please give us your overall rating of the conference, including facility, agenda, meals, activities, etc.

- The facility and meals weren't great, not an attractive location for those out of town.
- The agenda, meals and activities were good overall. I was not impressed or as secure feeling at this facility when I stayed during Mid-Year, which prompted me to forgo staying for conference and ended up commuting. I would have like to have seen more activities centered around socializing and networking, like the trivia night last year. Those members who are involved in committee work spend an awful lot of time coordinating fundraising and other efforts at the few social time available.
- Hated the facility and location. Felt very unsafe. Meals not that great. Conference itself was okay. Seems like we talked about some of the same stuff last year.
- The conference was great! However, the facility did not work as well as past facilities. Sharing it with different events didn't work as well as when we basically have the place to ourselves. The meals were all very good. We had very poor service from one rude front desk man. He couldn't accommodate our additional night but we found out later he gave someone else a room.
- Probably a 4 out of 5. The classes were great and the food was pretty good. The rooms were VERY chilly and the facility wasn't the nicest. It was nice to have parking paid for and the ability to commute though.
- I'm not sure why the hotel had such a hard time providing the food during the banquet. I went out several times to find out why they were so slow, but all I got was apologies from them. On the flip side, it certainly kept everyone there a little later. I felt badly for Debbie, because it really threw the evening schedule off. They also went bigger on the tables, which threw off our counts on past presidents, and honored guests.
- Overall I would give it a 4. The reason being is the facilities. Not the most friendly of areas and the hotel really could use updating.
- The banquet dinner was excellent. Didn't particularly care for some of the other meals, but I'm very picky, so that's on me.
- Overall it was such a great experience!! The facility was nice and the staff was very friendly.
- 4 - because of location only
- The conference was great and the facility was easy to get around. It was nice having our rooms and the classes all in one place. The meals were very good, and the activities enjoyable.
- While the hotel itself was nice, the location was not ideal. When looking at future conferences, we need to ensure there are plenty of opportunities for off-site events (whether a part of the conference, or for attendees to do on their own), and that we have a site for the Pink Walk.
- I give it a 90%. The last 10% was for having to get a new key made each day for my room and I was not demagnetizing the key as they insinuated.
- 2 – the facility was really shabby and the food was not good at all
- Conference - 5
Facility - 3; this was not as nice of a hotel as the previous two years; the meals were good though.

Any further comments or input for upcoming conferences?

- Excited for the conference in Bend next year.
- Looking forward to Bend, my favorite place
- We would like more time for region photos and head shots. We heard from a lot of people that more head shots are needed on the website. It would be nice to designate time for that.
- Please keep the temperature turned up just a bit. I understand that some people run hot, but it was absolutely freezing in those rooms. I wore long pants, sweaters, socks and boots and was still cold.
- Absolutely loved my experience and I am signed up for the Conference Committee next year, so I am looking forward to being a part of making the next conference just as amazing!
- Let's never go back to Portland. The hotel was OK, I heard the rooms were bad, the location was bad, and I'm not sure anyone really wanted to be there... I mean we wanted to be at conference, but NE Portland is not a very good place to engage in the world. Let's never go back to Portland (said a recorder who works very close to Portland)



HELP PLAN YOUR 2019 OAMR CONFERENCE – RESPONSES SUMMARY

Comments and suggestions on the topics that would be most helpful to you.

10	Leadership Skills
9	Municipal Government Law
9	Records Management
8	Elections
8	Public Meeting Laws
8	Social Media
7	Parliamentary Procedures
7	Public Speaking
6	Health/Wellness
6	Ordinance/Resolution Drafting
6	Professional Development
5	Communication Skills
5	Conducting Effective Meetings
5	Franchising
5	Personal Liability of Public Officials
5	Public Relations for Cities
5	Relations – Council/Staff
5	Supervisory Training
4	Insurance and Risk Management
4	Notary Laws
4	Personnel and Labor Relations
4	Urban Renewal

4	Working with the Media
3	Ethics
3	General Government
3	Written Communications
2	Accounting and Budgeting
2	Computer Applications
2	Contracting City Services
2	Customer Service Relations
2	Discipline and Liability
2	Economic Development
2	Employee Relations
2	Hiring/Firing
2	Retirement Systems
2	Safety in the Workplace
2	Systems Development Charges
2	Workers' Compensation
1	Collective Bargaining
1	Finance and Taxation
1	Interviewing
1	Minute Taking
1	Recycling Issues
0	Drug-Free Workplace

OTHER SUGGESTIONS:

- PERS & OSGP - planning for retirement at various stages
- Emergency Preparedness
- Return to a separate session for new members to learn about the Institute and certification. I heard numerous times that they heard the same speech 3 times from Joann, IIMC President and Region IV Directors. This will give speakers more time to present information and answer questions. In a closed group newbies are more apt to ask questions rather than in an open session.
- Tourism
- Regional Cooperation
- Volunteer Recruitment
- Community Engagement, tips on how to get the community more involved
- IT: Cloud content management; steps to take to become a digital agency; tips and tricks to create/design a user friendly website
- HR: I am new to the HR field and not sure where to start. a. an HR orientation would be very helpful, where to start & what to do b. Maintaining regularities and discipline within the workplace with continual turnover in elected officials and city management c. Recruiting, screening, onboarding, employee relations, benefits, etc. Understanding the HR role; risk management.

HELP WITH RECORDER PROBLEMS: What specific problems or concerns are you facing in your organization that you would like addressed during a session at the conference?

- Working with the media
- Public Relations
- Special Event Safety
- Risk issues
- Franchising
- Communication amongst employees regarding policies and procedures
- Communicating and educating others within the agency about the importance of the role of the city recorder and properly caring for city records. Skills and assistance needed to help elevate the value of the position and work towards promotion within agencies without getting pigeon-holed into a low level secretarial stereotype.
- I would like to revisit writing policies, procedures and developing internal controls.
- Helping Councilors better understand their role compared to that of staff. Issues with Councilors drifting into operations instead of focusing on policy.
- Right now just learning processes and how I fit in to all of that in my new position. Sometimes I feel like I'm missing things I should be doing. Fortunately, my current boss keeps me in the loop and lets me know if there is something I should do.
- Finding free or cheap help when you are a one person office.
- Time management to do all the things.
- Email/Outlook management. I know Outlook can do lots of stuff, but I haven't figured out how to use it.
- Council behaviors and how to address Council when behavior is inappropriate.

SUGGESTIONS OR COMMENTS: Do you have any additional suggestions or comments on speakers or workshop topics that would make this year's Conference especially useful to you?

- Tips, short-cuts and refreshers on common software used frequently by recorders and cities like Excel, PowerPoint, Google Suite, etc.
- I think we should have a hands on workshop. Such as bringing in our own laptops and have an in-depth class on using the time management tools in Outlook or other Recorder related programs such as Acrobat Pro, Google Drive, Mail, Documents, or social media for smaller cities and creating a social media content calendar.
- I absolutely loved our academy this fall, and would appreciate similar sessions in the future. I think all of us are struggling with more work than ever, and less time in which to do it. Ways to increase our productivity are always useful.
- Engaging Local Government Leaders (ELGL) may be a good partner on a session...
- An academy session on confidence building

Based upon previous conferences you have attended (OAMR, as well as other associations), please indicate any suggestions/preferences you may have regarding the following topics:

Types of Vendors:

- No preference
- Vendors like Google, Adobe, ArcGIS (for those who do land use/permitting), Professional Audio/Visual vendors, Financial vendors such as Springbrook or Caselle, Plaque/Recognition makers or companies related to health, wellness and safety (Safety Committees) and lastly, I would love to see a vendor that sells supplies for archiving records and other materials.
- Codification, Social Media, Agenda/Minutes Software, Records Management
- Great....it would be nice to have Smarsh back.

- Engaging Local Government Leaders (ELGL) may be a good partner on a session.
- Wellness promoters
- Perhaps government website providers

Conference Materials (i.e., handbooks, business meeting packets, handouts, etc.) Do you prefer paper or electronic?

- Electronic - 5
- Option of both -1
- Paper -3
- I can work with both.
- ELECTRONIC! Get rid of the paper. People can take notes on their own paper or electronic device. We don't need printed materials. As long as they are available online, people can follow along with their computer or cell phone.
- I'm happy to print my own handouts. I just wish some of the facilitators released their information prior to the meeting, rather than afterwards. A lot of us had already printed out meeting packets, or had access online, so less printouts of the packets are needed.
- Electronic with the basic agenda and program info printed
- Handouts for taking notes during sessions and electronic for business meeting.

Social Events:

- I think the banquet should be on Thursday evening as many attendees need to return home after Friday sessions or pay out of pocket for a hotel room to stay an additional night.
- Bring back the Trivia Night or other local coordinated event in evenings.
- Events like Mr. Bill's Trivia night a couple of years ago was fun and provided you an opportunity to connect personally. Providing an event at minimal or no cost for a majority of the group is challenging but worth it. Having experienced that event, I would pay a minimal cost for a future event like that.
- Would be great if the Committee and/or host recorder could organize a fun optional event for Wednesday and/or Thursday evening in Bend. Similar to the trivia event at Rogue when the conference was in Newport. I think this helps new people spend casual time getting to know OAMR members. Otherwise, if you don't know anyone, it's might be difficult to find someone to hang out with.
- Breakfast
- I enjoy having social events in the evenings, but also enjoy having at least one night free to do whatever we want. The social events are a chance for everyone to get to know each other in a more relaxed setting.
- I attend the conferences for the education and don't usually take part in the social events, only because I'm an introvert and by the end of the day, I'm ready to be alone.
- Having more options for group activities on Thursday night is great. I know this last year, that our location wasn't conducive to that. I'd love to do what we did in Newport again!
- Eliminate the DJ or band after the banquet. It has been the same 6-8 people that dance, the past several years.
- The welcome reception is good, the banquet is good... I don't know if we really need a DJ
- It would be fun to turn the Pink Walk into a game night. Very few people participate in the walk but they may stay for games; such as Bunco that gets you moving and getting to know new people.
- I liked the Dinner Theater night out in Ashland in 2016.
- Another idea would be team trivia at the hotel one evening.
- Love the Banquet

Do you have any comments on conference costs or suggestions on keeping our costs low?

- Could we bargain for discounted costs with a hotel for hosting multiple years in a row? Can we start reusing materials? For instance, I have several (Code Publishing) name tag holders; can we reuse them each year and only provide new ones to first time attendees? Can we provide the brochure in a 5-1/2 x8-1/2 small three ring binder instead of a bound book and reuse the binders each year?
- I think the committee does a great job keeping costs as low as possible.
- I'm fine with the costs as they have been to-date
- Compare costs of plated meals vs. buffet, and go with least expensive.
- You do a great job already!

Other comments or input for upcoming conferences?

- The invocation and prayer is a bit strange in a government training session. I think it is worth looking at this tradition and its value in the professional environment.
- Please keep the rooms a bit warmer for those of us who freeze during the sessions. Also, water on the tables is much appreciated and please, please, please provide hot tea and not just coffee.
- Thank you Conference Committee for all you do!
- I would really like to have one meal where we sat by region. Working on the region pictures in the scrapbook, I discovered a lot of people who didn't know people in their own region at the conference. That would be a good opportunity to meet them. Maybe a speed dating type event?
- Allow Region Directors to sit with their region at the Banquet, with ones to be installed at the front.
- If IIMC, Region Directors and Institute director speak at the 1st Timer/Mentor-Mentee breakfast make sure they keep their remarks short to stay on time. Basically just an introduction, what they will speak about during a session, and encourage attendance.
- Have the banquet on Thursday night so that attendees have the option to not have to pay that extra night of hotel.