Region 2 Caucus

Tuesday June 23, *2020*

10:00 a.m.

Location: Blue Jeans Conference

Our Purpose: *We improve people's quality of life through infrastructure development.*

Mission: *We empower professionals by elevating ethics, learning, and a standard of excellence within the global infrastructure real estate community.*

Core Values:

- ***Integrity:*** *We are role models that embody the highest standard of ethical practice.*
- ***Excellence:*** *We constantly improve our products, our services and ourselves.*
- ***Flexibility:*** *We embrace our continually changing environment to adapt to the needs of our stakeholders.*
- ***Collaboration:*** *We engage our members, partners and other stakeholders to build a shared body of knowledge and experience.*
- ***Leadership:*** *We shape our future through courage, clarity and transparency.*

1) Welcome and Call to Order .....Denise Skinner SR/WA

2) Chapter Roll Call .....Maggie Schedler, SR/WA

Action: Confirm Region attendance and establish a quorum. Per Region 2 By-Laws a quorum is a majority of the voting members

Chapter 8 Houston – Brandon Hodge, Kasy Baldauf, Rebecca Eguia
Chapter 33 Oklahoma – Lacie Jones, Sean Harrison, Stevanna Winningham
Chapter 36 Dallas/Ft. Worth – Kim Hiebert, Lora Gunter
Chapter 39 San Antonio – Georgia Snodgrass, Matt Eckmann
Chapter 43 Baton Rouge – Keith Core, Zac Derbes
Chapter 51 Arkansas – Mark Brodt, James Braden
Chapter 74 Austin – Lori Bible, Virginia Anderson, Alex Gale
Chapter 85 Mexico – Not present

3) Introduction of Guests ..... Maggie Schedler

Tim Drennan, Director – Field Operations IRWA
Randy Williams, Past IEC President
Fred Easton, IEC Candidate
Jake Farrell, IEC Vice President
James Olschewski, IEC Treasurer
Charles Nobles, CEO IRWA

4) Approval of the 2020 Spring Forum Minutes ..... Maggie Schedler

The Minutes from the Spring Forum were e-mailed to the Chapter Presidents and Voting Directors on June 21, 2020.

Action: Approve the minutes

Motion made by Keith Core to approve minutes; motion 2nd by Georgia Snodgrass; no discussion; Motion passed

5) Treasurer's Report .....Maggie Schedler

Checking account amount is $37,431.20 ($7500 to be returned to CBRE)

6) Region 2 Award Winners..... Denise Skinner

Congratulations to the Region 2 winners.

- Kristen Bennet (Chapter 36) – IRWA Instructor of the Year
- Chapter 36 – Chapter of the Year
- Will Snider (Chapter 36) – Young Professional of the Year
- Chapter 36 – Gene L. Land Award for Highest Numerical Gain

7) Board Resolutions .....Denise Skinner

Support Material: Board Resolutions 2020-01, 2020-02 and 2020-03

Background: The IGC voted on February 29, 2020, to present the following Resolutions to the Board of Directors on June 24:

1) Restructure PIPE Committee and Credentialing Committee; (came about via IDEAS task force; felt combining the committees will be more effective). Combine PIPE & Credentialing.
2) Change name of PIPE to IPEC and;
3) Change Communities of Practice to Industry Committees.

Action: Review the and Discuss the Resolutions to be voted on for acceptance at the Board of Directors video conference on June 24, 2020

Each of the above will be part of the Board of Director meeting to be held on Wednesday, June 24, 2020.

Lacy Jones stated that IRWA is moving community practice to committees – Lacy ask the question "Why did it change in the first place?". Denise Skinner explained that Internationally, committees of practice were not in alignment with transportation, oil & gas, etc. The original change had to do more with International Members. It was further stated that companies were not understanding or supporting their employees in leadership positions in a "community of practice" but would support leadership on a "committee".

8) Financial Report/Budget Review ..... Erin Newberry, SR/WA

Support Material: 2020-2021 Proposed Revised Budget and Budget Brief, Key Measures, Variance Analysis, Balance Sheet, Profit & Loss Budget vs Actual, Chapter Statistics

Background: The Finance Committee took into consideration recommended modifications to the proposed budget following the Board of Directors update meeting.

Action: Review the most recent financials, followed by feedback from the Finance Committee's recommended revised budget to be voted on for acceptance at the Board of Directors video conference on June 24, 2020

Highlight addendum – June 4, 2020…Board of Directors 5/14/20, 5/21/20 & 5/28/20 to review 2021 budget. 4% decrease the following is additional decreases.

10% reduction in Education course very possible

10% reduction in Membership very possible
8.1% decrease in 2021 conference should be considered.

7.1% decrease in income for 2021

Expenses
10% decrease in Education expenses
10% decrease in payroll
4.4% decrease conference
3.2% decrease in general expenses
Online course expenses additional $15,000 will be needed to expand the offerings.

Georgia Snodgrass – what is the rationale for 8% cut to the 2021 Conference? James Olschewski (International Treasurer) stated that Jade provided the percentage. Erin Newberry further explained that Jade projected that income from exhibiters will be down as well as registration.

Christie Saenz – how much loss for International this year? James Olschewski explained that $40,000 loss before Jade asked for money for International Conference. But will be less than originally thought. Rakhshan Mazarei, CFO, will have all information by end of June.

9) RWIEF Report.....Kasy Baldauf/David Sinclair

Kasy Baldauf – spoke of how well the hand bid (silent auction) is going for the RWIEF auction.

2021 Conference is in San Antonio – working hard on the Monday Night event and it will be huge.

Upcoming YP member – Kasy Bladauf was last year's as YP trustee and this year will move to a full trustee of RWIEF. Matt McGee has been asked to be the YP trustee for next year and he accepted.

Rebecca chair for Chapter 8 Oil & Gas Symposium indicated Chapter 8 will be donating BIG.

10) Region Professional and YP of the Year Award ..... Maggie Schedler

- Please send nominees for Region Professional of the Year and Young Professional of the Year

Have candidates to us by July 15, 2020.

11) Upcoming Meetings.....Denise Skinner

1. **Annual Education Refresher at A&M**
2. **Spring Forum 2021**

We were hoping to have a hybrid meeting with a live meeting and virtual for those who cannot travel. However, we were informed that two major sponsors will not be sponsoring this year due to COVID19 and not able to travel. We are now going to try to do a virtual only; Housman & Associations has already sent registration forms out. What would the region like to do with sponsorships? Do a virtual meeting with sponsorship? We would ask the chapters to keep their sponsorships to the A&M Seminar to help defray the cost.

For an in-person meeting, we would need about $30,000 in sponsorship if attendance is around 100 people.

Georgia Snodgrass – Usually we get CE credits, will we continue to get CE credits if we go virtually? Yes, we would.

Virginia Anderson – Has the region calculated the registration fee for virtual? Looking at a possible $100 cost. We need enough to cover Housman.

Denise Skinner asked the Region what they thought would be a fair? Approximately $100 per person.

Continue with golf tournament let golfers get hotel on their own?

Matt Eckmann suggest we send a survey monkey to members to see if they will attend.

Lacie Jones – What are the contractual obligations that will hit Region 2 regarding A&M? A&M let us out of our contract for this year and the Hilton will let us out as well. Both organizations will not charge for cancelling the meeting. However, we still need to pay Housman & Associates for the all the work they have done for Spring Forum and Fall Forum.

What virtual platform will the Region be using to hold the sessions? At this time, we do not know. Since HQ has the platform Blue Jeans, Region will probably use this. With the virtual course platform, each member who signs up will have their own link. Blue Jeans does not provide for unique sign-on. Tim Drennan via chat said classes will now be held with NewRow. He further explained that Blue Jeans will be for meetings; NewRow will be for classes.

Tim Drennan says do not forget that you don't have to limit your Seminar to Region 2. International can open this up to all Regions, especially for CEU hour (s).

Mark Brodt – final analysis would be the cost and who would pay.

We would ask all Sponsors to roll their donations from Spring Forum to A&M.

Randy Williams – Still planning ED Seminar in September. Maybe wrap Region Fall Forum into ED Seminar?

Suggestions from Region postpone

Motion: Matt Eckmann made a motion to postpone Region 2 Fall Forum Seminar to a TBD for a possibility of all venue options. Amended from all virtual. Withdrew motion.

Matt Eckmann made a motion for the Region 2 Fall Forum Seminar to postpone to a date TBD to explore all venue options.

Keith Core 2nd motion

Discussion:
Lora Gunter wants to know if $27,000 (Housman & Associates) will cover everything even if we move forum? If virtual will we continue to use Housman & Associates? Will need a form of trackable registration. Need some way to verify that the person who registered is the person who checked in. Tim Drennan informed us that NewRow registration is unique to that person who registered. Lacie Jones says constant contact for tracking registration because Housman is high.

12) IEC Candidates .....Erin Newberry

Background: We have 2 confirmed candidates running for election to the International Executive Committee at the June Board of Directors Meeting.

- Fred Easton, SR/WA, RW-AMC (spoke 3 minutes on his candidacy).

  Kasy Balduaf asked Fred - How do you value membership?

Fred Easton stated that he is Leader in the local community, and he takes 2 continuing education classes every year.

Georgia Snodgrass – Would you still pay your IRWA dues if your company doesn't pay?

Fred Easton says he would but if in a non-leadership position maybe not. He states that if he wasn't in a leadership role, he would pay IRWA dues every other year for continuing education; if there was no benefit and the company didn't pay, he would not pay his dues.

Erin – is it important to market IRWA during courses? Fred says yes

- Denise Skinner, SR/WA, PMP (spoke 3 minutes on her candidacy) – We should always be more inclusive. Supports task force to help create inclusivity. Will work to keep everyone on track.

  Georgia Snodgrass – How do you value your Membership and how committed are you to the organization should your employer not pay your dues? Denise Skinner stated that she has always paid when her employer does not pay.

  Randy Williams how will you bring us back to a great association? Denise plans to listen and do what is best for the association.

13) Wrap up Comments Q&A

Adjourn

International Right of Way Association
Budget Overview

	Budget	Propsed Budget	Revised Budget	% Change	Explanation
	Jul '19 - Jun 20	Jul '20 - Jun 21	Jul '20 - Jun 21		
Ordinary Income/Expense					
Income					
40 · EDUCATION INCOME					
410 · COURSE INCOME - CLASSROOM					
4985 · SR/WA Revenue	16,275.00	0.00	0.00		
100 · COURSE 100'S					
4100 · 100-Principles of Land Acq-US	0.00	0.00	0.00		
4100C · 100C-Principles of Land Acq-Cdn	0.00	0.00	0.00		
4100i · 100i-Principles of Land Acq	48,825.00	0.00	0.00		
4102 · 102-Elevating Your Ethical Awar	35,190.00	0.00	0.00		
4103 · 103-Ethics & ROW Profession	0.00	0.00	0.00		
4103C · 103C-Ethics & ROW Profession	0.00	0.00	0.00		
4104 · 104-Standards of Practice	0.00	0.00	0.00		
4105 · 105-URA Executive Summary	6,210.00	0.00	0.00		
Total 100 · COURSE 100'S	90,225.00	0.00	0.00		
200 · COURSE 200'S					
4200 · 200-Princip. of R/E Negotiation	39,060.00	0.00	0.00		
4200C · 200C-Princip. of R/E Negotiat'n	6,510.00	0.00	0.00		
4201 · 201-Comm. in R/E Acquisition	22,275.00	0.00	0.00		
4203 · 203-Alternative Dispute Resol.	9,765.00	0.00	0.00		
4203C · 203C-Alternative Dispute Resol.	9,765.00	0.00	0.00		
4205 · 205-Bargaining Negotiations	22,785.00	0.00	0.00		
4205C · 205C-Bargaining Negotiations	0.00	0.00	0.00		
4207 · 207-Practical Negotiations	13,020.00	0.00	0.00		
4209 · 209-Negotiating with Diverse Cl	9,765.00	0.00	0.00		
4209C · 209C-Negotiating with Diverse	0.00	0.00	0.00		
4213 · 213-Conflict Management	22,770.00	0.00	0.00		
4213C · 213C-Conflict Management	2,070.00	0.00	0.00		
4215 · 215-R/W Acquisit. Pipeline Proj	35,805.00	0.00	0.00		
4218 · 218-R/W Acq. for Elec.Util.Proj	22,785.00	0.00	0.00		
4219 · 219-Introductory Instructor	9,765.00	0.00	0.00		
4219C · 219C-Introductory Instructor	0.00	0.00	0.00		
4220 · 220-Cultural Awareness	0.00	0.00	0.00		
4222C · 222C-Negotiat. for Native Lands	0.00	0.00	0.00		
4225 · 225-Social Ecology	16,275.00	0.00	0.00		
4230 · 230-Oil&Gas Land Basics & Issue	8,280.00	0.00	0.00		
4235C · C235C - Cdn Oil & Gas Industry	6,210.00	0.00	0.00		
Total 200 · COURSE 200'S	256,905.00	0.00	0.00		
300 · COURSE 300'S					
4303 · 303-Management Consulting	26,040.00	0.00	0.00		
4303C · 303C-Management Consulting	3,255.00	0.00	0.00		
4304 · 304-When Public Agenc's Collide	6,210.00	0.00	0.00		
Total 300 · COURSE 300'S	35,505.00	0.00	0.00		
400 · COURSE 400'S					
4400 · 400-Principles of R/E Appraisal	16,275.00	0.00	0.00		
4400C · 400C-Principles of R/E Apprais.	3,255.00	0.00	0.00		
4402 · 402-Intro to Income Cap Approac	6,210.00	0.00	0.00		
4403 · 403-Easement Valuation	14,490.00	0.00	0.00		
4406B · 406B-7 Hour National USPAP	3,825.00	0.00	0.00		
4407 · 407- Val. of Contaminated Prop.	0.00	0.00	0.00		
4408C · 408C-Valuation of Native Lands	0.00	0.00	0.00		
4410 · 410-Review. Apprais. in Eminent	12,420.00	0.00	0.00		
4417 · 417-Valuation of Contamin. R/E	9,765.00	0.00	0.00		
4421 · 421-Valuation of Partial Acquis	71,460.00	0.00	0.00		
4421C · 421C-Valuation of Partial Acqui	11,910.00	0.00	0.00		

International Right of Way Association
Budget Overview

	Budget	Propsed Budget	Revised Budget	% Change	Explanation
	Jul '19 - Jun 20	Jul '20 - Jun 21	Jul '20 - Jun 21		
4431 · 431-Problems in Valuation P/A	14,490.00	0.00	0.00		
Total 400 · COURSE 400'S	164,100.00	0.00	0.00		
500 · COURSE 500'S					
4501 · 501-Residential Reloc. Assist.	39,060.00	0.00	0.00		
4502 · 502-Non-Residential Relocation	39,060.00	0.00	0.00		
4503 · 503-Mobile Home Relocation	6,210.00	0.00	0.00		
4504 · 504-Computing Replace. Hous.Pmt	13,020.00	0.00	0.00		
4505 · 505-Advanced Res. Reloc.Assist.	10,350.00	0.00	0.00		
4506 · 506-Advanced Bus. Reloc.Assist.	22,785.00	0.00	0.00		
Total 500 · COURSE 500'S	130,485.00	0.00	0.00		
600 · COURSE 600'S					
4600 · 600-Environmental Awareness	8,280.00	0.00	0.00		
4600C · 600C-Environmental Awareness	6,210.00	0.00	0.00		
4602 · 602-Project Devel.& Envir.Proc.	3,255.00	0.00	0.00		
4602C · 602C-Project Development and ..	0.00	0.00	0.00		
4603 · 603-Understanding Environment	12,420.00	0.00	0.00		
4603C · 603C-Understanding Environment	6,210.00	0.00	0.00		
4604 · 604-Envir Due Diligence and Li.	14,490.00	0.00	0.00		
4606 · 606-Environmental Process	6,210.00	0.00	0.00		
4606C · 606C-Environmental Process	4,140.00	0.00	0.00		
Total 600 · COURSE 600'S	61,215.00	0.00	0.00		
700 · COURSE 700'S					
4700 · 700-Introduction to Prop. Mgmt.	16,275.00	0.00	0.00		
4700C · 700C-Introduction to Prop. Mgt.	6,510.00	0.00	0.00		
4701 · 701-Property Mgmt. - Leasing	22,785.00	0.00	0.00		
4703 · 703-Real Property/Asset Mgmt.	12,420.00	0.00	0.00		
Total 700 · COURSE 700'S	57,990.00	0.00	0.00		
800 · COURSE 800'S					
4800 · 800-Principles of R/E Law	22,785.00	0.00	0.00		
4800C · 800C- Principles of R/E Law	6,510.00	0.00	0.00		
4801 · 801-Land Titles	6,510.00	0.00	0.00		
4801C · 801C-Land Titles	6,510.00	0.00	0.00		
4802 · 802-Legal Aspects of Easements	12,420.00	0.00	0.00		
4802C · 802C-Legal Aspects of Easements	4,140.00	0.00	0.00		
4803 · 803-Eminent Domain Law Basics..	39,060.00	0.00	0.00		
4803C · 803C-Expropriation Law REP	9,765.00	0.00	0.00		
4804 · 804-Skills of Expert Testimony	10,350.00	0.00	0.00		
Total 800 · COURSE 800'S	118,050.00	0.00	0.00		
900 · COURSE 900'S					
4900 · 900-Principles of R/E Engineer.	13,020.00	0.00	0.00		
4900C · 900C-Principles of R/E Engineer	9,765.00	0.00	0.00		
4901 · 901-Engineering Plan Develop.	14,490.00	0.00	0.00		
4901C · 901C-Engineering Plan Develop.	2,070.00	0.00	0.00		
4902 · 902-Property Descriptions	22,770.00	0.00	0.00		
4902C · 902C-Property Descriptions	2,070.00	0.00	0.00		
Total 900 · COURSE 900'S	64,185.00	0.00	0.00		
990 · IRWA Sponsored Courses					
4996 · IRWA Sponsored Course Income	90,948.00	0.00	0.00		
Total 990 · IRWA Sponsored Courses	90,948.00	0.00	0.00		
410 · COURSE INCOME - CLASSROOM - Other	0.00	1,002,540.00	902,286.00		
Total 410 · COURSE INCOME - CLASSROOM	1,085,883.00	1,002,540.00	902,286.00	-10.0%	As Per Finance Committee
415 · COURSE INCOME - ONLINE					
415O · Courses Discount - Online					
4953 · Course Discount - Online	-156,828.00	0.00	0.00		
Total 415O · Courses Discount - Online	-156,828.00	0.00	0.00		

International Right of Way Association
Budget Overview

	Budget	Propsed Budget	Revised Budget	% Change	Explanation
	Jul '19 - Jun 20	Jul '20 - Jun 21	Jul '20 - Jun 21		
100O · COURSE 100'S - ONLINE					
4100iV · 100iV-Principles of Land Acq	160,365.00	0.00	0.00		
4103O · 103O-Ethics & ROW Prof.	123,445.00	0.00	0.00		
4104O · 104O-Standards of Practice	43,310.00	0.00	0.00		
4105O · 105O-URA Executive Summery	44,235.00	0.00	0.00		
Total 100O · COURSE 100'S - ONLINE	371,355.00	0.00	0.00		
200O · COURSE 200'S - ONLINE					
4200O · 200O-Princip. of R/E Negotiat.	84,900.00	0.00	0.00		
4203O · 203O-Alternative Dispute Resol.	50,535.00	0.00	0.00		
4205O · 205O-Bargaining Negotiations	38,605.00	0.00	0.00		
4213O · 213O-Conflict Management	0.00	0.00	0.00		
4213V · 213V-Conflict Management	33,245.00	0.00	0.00		
Total 200O · COURSE 200'S - ONLINE	207,285.00	0.00	0.00		
300O · COURSE 300'S - ONLINE					
4303O · 303O-Management Consulting	42,125.00	0.00	0.00		
4304O · 304O-When Public Agenc's Coll.	21,585.00	0.00	0.00		
Total 300O · COURSE 300'S - ONLINE	63,710.00	0.00	0.00		
400O · COURSE 400'S - ONLINE					
4400O · 400O-Principles of R/E Apprais.	54,390.00	0.00	0.00		
4402O · 402O-Intro to Income Cap Appro.	19,145.00	0.00	0.00		
4403O · 403O-Easement Valuation	28,210.00	0.00	0.00		
4411O · 411O - Appraisal Concepts	12,180.00	0.00	0.00		
Total 400O · COURSE 400'S - ONLINE	113,925.00	0.00	0.00		
500O · COURSE 500'S - ONLINE					
4503O · 503O-Mobile Home Relocation	10,530.00	0.00	0.00		
4507O · 502O-Special Non-Residential Py	10,530.00	0.00	0.00		
4520O · 520O.Special Topics in Replac.	10,530.00	0.00	0.00		
4521O · 521O-Non-Residential Fixed Pts.	10,530.00	0.00	0.00		
4530O · 530O - Business Move Process	16,500.00	0.00	0.00		
Total 500O · COURSE 500'S - ONLINE	58,620.00	0.00	0.00		
600O · COURSE 600'S - ONLINE					
4600O · 600O-Environmental Awareness	33,585.00	0.00	0.00		
4606O · 606O-Environmental Process	24,575.00	0.00	0.00		
4606CO · 606CO-Environmental Process Cdn	13,580.00	0.00	0.00		
Total 600O · COURSE 600'S - ONLINE	71,740.00	0.00	0.00		
700O · COURSE 700'S - ONLINE					
4700O · 700O-Introduction to Prop. Mgt.	40,055.00	0.00	0.00		
Total 700O · COURSE 700'S - ONLINE	40,055.00	0.00	0.00		
800O · COURSE 800'S - ONLINE					
4800O · 800O-Principles of R/E Law	62,055.00	0.00	0.00		
4801O · 801O-Land Titles	53,560.00	0.00	0.00		
4802O · 802O-Legal Aspects of Easements	39,135.00	0.00	0.00		
Total 800O · COURSE 800'S - ONLINE	154,750.00	0.00	0.00		
900O · COURSE 900'S - ONLINE					
4900O · 900O-Principles of R/E Engineer	33,930.00	0.00	0.00		
4903O · 903O-Underground Infr. Panorama	4,830.00	0.00	0.00		
Total 900O · COURSE 900'S - ONLINE	38,760.00	0.00	0.00		
415 · COURSE INCOME - ONLINE - Other	0.00	963,372.00	963,372.00		
Total 415 · COURSE INCOME - ONLINE	963,372.00	963,372.00	963,372.00		
920 · EDUCATIONAL INCOME - OTHER					
4950 · Credentialing Income	75,625.00	84,375.00	84,375.00		
4955 · Course Revenue - Misc.	0.00	0.00	0.00		
4965 · CLIMB	9,960.00	0.00	0.00		
4990 · Textbooks - Optional Sales	2,065.00	2,065.00	2,065.00		
4991 · Textbooks - PROW Book	3,690.00	3,690.00	3,690.00		

International Right of Way Association
Budget Overview

	Budget	Propsed Budget	Revised Budget	% Change	Explanation
	Jul '19 - Jun 20	Jul '20 - Jun 21	Jul '20 - Jun 21		
4997 · Vendor Discount	1,200.00	1,200.00	1,200.00		
Total 920 · EDUCATIONAL INCOME - OTHER	92,540.00	91,330.00	91,330.00		
Total 40 · EDUCATION INCOME	2,141,795.00	2,057,242.00	1,956,988.00		
41 · ADVERTISING INCOME					
4010 · Magazine	235,000.00	175,000.00	175,000.00		
4015 · Website	30,000.00	26,000.00	26,000.00		
Total 41 · ADVERTISING INCOME	265,000.00	201,000.00	201,000.00		
43 · INVESTMENT INCOME					
4020 · Interest & Dividend Income	35,638.00	31,000.00	31,000.00		
Total 43 · INVESTMENT INCOME	35,638.00	31,000.00	31,000.00		
44 · MEMBERSHIP INCOME					
4033 · Member Dues - Agency	85,000.00	77,000.00	69,300.00	-10.0%	As Per Finance Committee
4035 · Member Dues - Application Fee	27,600.00	25,500.00	22,950.00	-10.0%	As Per Finance Committee
4039 · Member Dues - New	201,825.00	201,816.00	181,634.40	-10.0%	As Per Finance Committee
4041 · Member Dues - Renewal	1,680,000.00	1,585,400.00	1,426,860.00	-10.0%	As Per Finance Committee
Total 44 · MEMBERSHIP INCOME	1,994,425.00	1,889,716.00	1,700,744.40	-10.0%	Change in Membership Income
45 · MERCHANDISE - SALES					
4490 · Sales of Merchandise	6,321.00	6,321.00	6,321.00		
Total 45 · MERCHANDISE - SALES	6,321.00	6,321.00	6,321.00		
46 · OTHER INCOME					
4031 · Dues - Affiliates	7,400.00	7,400.00	7,400.00		
4045 · Magazine Subscription Income	720.00	450.00	450.00		
4050 · Miscellaneous Income	100.00	100.00	100.00		
Total 46 · OTHER INCOME	8,220.00	7,950.00	7,950.00		
47 · SEMINARS & CONFERENCES					
950 · INTERNATIONAL CONFERENCE					
4667 · Advertising Revenue	10,000.00	7,000.00	7,000.00		
4669 · Exhibitors Income	77,100.00	72,900.00	64,000.00	-12.2%	Confirmed by Staff
4675 · Registration Income	689,900.00	777,550.00	713,500.00	-8.2%	Confirmed by Staff
4677 · Sponsorship Income	167,000.00	131,500.00	124,500.00	-5.3%	Confirmed by Staff
Total 950 · INTERNATIONAL CONFERENCE	944,000.00	988,950.00	909,000.00	-10.0%	Change in Conference Income
975 · OTHER SEMINARS & CONFERENCES					
4695 · Young Professionals Group	0.00	0.00	0.00		
Total 975 · OTHER SEMINARS & CONFERENCES	0.00	0.00	0.00		
Total 47 · SEMINARS & CONFERENCES	944,000.00	988,950.00	909,000.00		
Total Income	5,395,399.00	5,182,179.00	4,813,003.40		
Gross Profit	5,395,399.00	5,182,179.00	4,813,003.40	-7.1%	Reduction on Income
Expense					
50 · COST OF GOODS SOLD					
5001 · Merchandise	4,300.69	4,565.17	4,565.17		
5002 · Merchandise - PROW Book	1,131.45	1,293.90	1,293.90		
Total 50 · COST OF GOODS SOLD	5,432.14	5,859.07	5,859.07		
55 · EDUCATION EXPENSES					
501 · COURSE EXPENSES					
5070 · SR/WA Expenses	3,437.18	0.00	0.00		
510 · COURSE 100'S					
5100 · 100-Principles of Land Acq-US	0.00	0.00	0.00		
5100C · 100C-Principles of Land Acq-Cdn	0.00	0.00	0.00		
5100i · 100i-Principl. of Land Acq-In'l	11,229.75	0.00	0.00		
5102 · 102-Elevating Your Ethical Awar	8,093.70	0.00	0.00		
5103 · 103-Ethics & ROW Profession	0.00	0.00	0.00		
5103C · 103C-Ethics & ROW Profession	0.00	0.00	0.00		
5104 · 104-Standards of Practice	0.00	0.00	0.00		
5105 · 105-URA Executive Summery	1,428.30	0.00	0.00		
Total 510 · COURSE 100'S	20,751.75	0.00	0.00		

International Right of Way Association
Budget Overview

	Budget	Propsed Budget	Revised Budget	% Change	Explanation
	Jul '19 - Jun 20	Jul '20 - Jun 21	Jul '20 - Jun 21		
520 · COURSE 200'S					
5200 · 200-Princip. of R/E Negotiation	8,983.80	0.00	0.00		
5200C · 200C-Princip. of R/E Negotiat'n	1,497.30	0.00	0.00		
5201 · 201-Comm. in R/E Acquisition	5,123.25	0.00	0.00		
5203 · 203-Alternative Dispute Resol.	2,245.95	0.00	0.00		
5203C · 203C-Alternative Dispute Resol.	2,245.95	0.00	0.00		
5205 · 205-Bargaining Negotiations	5,240.55	0.00	0.00		
5205C · 205C-Bargaining Negotiations	0.00	0.00	0.00		
5207 · 207-Practical Negotiations	2,994.60	0.00	0.00		
5209 · 209-Negotiating with Diverse Cl	2,245.95	0.00	0.00		
5209C · 209C-Negotiating with Diverse	0.00	0.00	0.00		
5213 · 213-Conflict Management	5,237.10	0.00	0.00		
5213C · 213C-Conflict Management	476.10	0.00	0.00		
5214 · 214-Skills of Expert Testimony	0.00	0.00	0.00		
5215 · 215-R/W Acquisit. Pipeline Proj	8,235.15	0.00	0.00		
5218 · 218-R/W Acq. for Elec.Util.Proj	5,240.55	0.00	0.00		
5219 · 219-Introductory Facilitator	2,245.95	0.00	0.00		
5219C · 219C-Introductory Facilitator	0.00	0.00	0.00		
5220 · 220-Cultural Awareness	0.00	0.00	0.00		
5222C · 222C-Negotiat. for Native Lands	0.00	0.00	0.00		
5225 · 225-Social Ecology	3,743.25	0.00	0.00		
5230 · 230-Oil&Gas Land Basics & Issue	1,904.40	0.00	0.00		
5235C · 235C-Cdn Oil & Gas Industry O/V	1,428.30	0.00	0.00		
Total 520 · COURSE 200'S	59,088.15	0.00	0.00		
530 · COURSE 300'S					
5303 · 303-Management Consulting	5,989.20	0.00	0.00		
5303C · 303C-Management Consulting	748.65	0.00	0.00		
5304 · 304-When Public Agenc's Collide	1,428.30	0.00	0.00		
Total 530 · COURSE 300'S	8,166.15	0.00	0.00		
540 · COURSE 400'S					
5400 · 400-Principles of R/E Appraisal	3,743.25	0.00	0.00		
5400C · 400C-Principles of R/E Apprais.	748.65	0.00	0.00		
5402 · 402-Intro to Income Cap Approac	1,428.30	0.00	0.00		
5403 · 403-Easement Valuation	3,332.70	0.00	0.00		
5406A · 406A-15 Hour National USPAP	0.00	0.00	0.00		
5406B · 406B-7 Hour National USPAP	879.75	0.00	0.00		
5407 · 407- Val. of Contaminated Prop.	0.00	0.00	0.00		
5409 · 409-Integrating Appraisal Stds.	0.00	0.00	0.00		
5410 · 410-Review.Apprais. in Eminent	2,856.60	0.00	0.00		
5417 · 417-Valuation of Contamin. R/E	2,245.95	0.00	0.00		
5421 · 421-Valuation of Partial Acquis	16,435.80	0.00	0.00		
5421C · 421C-Valuation of Partial Acqui	2,739.30	0.00	0.00		
5422 · 422-Advanced Valu. of Part. Acq	0.00	0.00	0.00		
5431 · 431-Problems in Valuation P/A	3,332.70	0.00	0.00		
5431C · 431C-Problems in Valuation P/A	0.00	0.00	0.00		
Total 540 · COURSE 400'S	37,743.00	0.00	0.00		
550 · COURSE 500'S					
5501 · 501-Residential Reloc. Assist.	8,983.80	0.00	0.00		
5502 · 502-Non-Residential Relocation	8,983.80	0.00	0.00		
5503 · 503-Mobile Home Relocation	1,428.30	0.00	0.00		
5504 · 504-Computing Replace.Hous. Pmt	2,994.60	0.00	0.00		
5505 · 505-Advanced Res.Reloc. Assist.	2,380.50	0.00	0.00		
5506 · 506-Advanced Bus.Reloc. Assist.	5,240.55	0.00	0.00		
Total 550 · COURSE 500'S	30,011.55	0.00	0.00		
560 · COURSE 600'S					

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Budget Overview

	Budget	Propsed Budget	Revised Budget	% Change	Explanation
	Jul '19 - Jun 20	Jul '20 - Jun 21	Jul '20 - Jun 21		
5600 · 600-Environmental Awareness	1,904.40	0.00	0.00		
5600C · 600C-Environmental Awareness	1,428.30	0.00	0.00		
5602 · 602-Project Devel.& Envir.Proc.	748.65	0.00	0.00		
5602C · 602C-Project Devel.& Envir.Proc	0.00	0.00	0.00		
5603 · 603-Understanding Environment	2,856.60	0.00	0.00		
5603C · 603C-Understanding Environment	1,428.30	0.00	0.00		
5604 · 604-Envir Due Diligence and Li.	3,332.70	0.00	0.00		
5606 · 606-Environmental Process	1,428.30	0.00	0.00		
5606C · 606C-Environmental Process	952.20	0.00	0.00		
Total 560 · COURSE 600'S	14,079.45	0.00	0.00		
570 · COURSE 700'S					
5700 · 700-Introduction to Prop. Mgmt.	3,743.25	0.00	0.00		
5700C · 700C-Introduction to Prop. Mgt.	1,497.30	0.00	0.00		
5701 · 701-Property Mgmt. - Leasing	5,240.55	0.00	0.00		
5703 · 703-Real Property/Asset Mgmt.	2,856.60	0.00	0.00		
Total 570 · COURSE 700'S	13,337.70	0.00	0.00		
580 · COURSE 800'S					
5800 · 800-Principles of R/E Law	5,240.55	0.00	0.00		
5800C · 800C-Principles of R/E Law	1,497.30	0.00	0.00		
5801 · 801-Land Titles	1,497.30	0.00	0.00		
5801C · 801C-Land Titles	1,497.30	0.00	0.00		
5802 · 802-Legal Aspects of Easements	2,856.60	0.00	0.00		
5802C · 802C-Legal aspects of Easements	952.20	0.00	0.00		
5803 · 803-Eminent Domain Law Basics..	8,983.80	0.00	0.00		
5803C · 803C-Expropriation Law REP	2,245.95	0.00	0.00		
5804 · Skills of Expert Testimony	2,380.50	0.00	0.00		
Total 580 · COURSE 800'S	27,151.50	0.00	0.00		
590 · COURSE 900'S					
5900 · 900-Principles of R/E Engineer.	2,994.60	0.00	0.00		
5900C · 900C-Principles of R/E Engineer	2,245.95	0.00	0.00		
5901 · 901-Engineering Plan Develop.	3,332.70	0.00	0.00		
5901C · 901C-Engineering Plan Develop.	476.10	0.00	0.00		
5902 · 902-Property Descriptions	5,237.10	0.00	0.00		
5902C · 902C-Property Descriptions	476.10	0.00	0.00		
Total 590 · COURSE 900'S	14,762.55	0.00	0.00		
599 · IRWA Sponsored Courses					
5996 · IRWA Sponsored Course Expense	33,569.00	0.00	0.00		
Total 599 · IRWA Sponsored Courses	33,569.00	0.00	0.00		
501 · COURSE EXPENSES - Other	0.00	190,483.00	171,434.70	-10.0%	Adjusted to Classroom Income
Total 501 · COURSE EXPENSES	262,097.98	190,483.00	171,434.70		
595 · EDUCATIONAL EXP. - OTHER					
5069 · Royalty					
5069O · 411O - Royalty Online	15,525.00	15,525.00	15,525.00		
5069 · Royalty - Other	0.00	0.00	0.00		
Total 5069 · Royalty	15,525.00	15,525.00	15,525.00		
5005 · Scholarship Expense	20,000.00	30,833.33	30,833.33		
5008 · Class Incentive	74,209.92	50,000.00	50,000.00		
5009 · Class Incentive - Other	20,000.00	10,000.00	10,000.00		
5010 · Course Development Expenses	0.00	0.00	0.00		
5012 · Course Expenses - Misc.	3,000.00	3,000.00	3,000.00		
5014 · Course Revision Expenses	1,000.00	1,000.00	16,000.00		Increased As Per Finance Committee
5016 · Course State Certification	13,800.00	13,800.00	13,800.00		
5020 · Credentialing Expense	4,224.80	3,483.10	3,483.10		
5028 · CLIMB	25,000.00	0.00	0.00		
5032 · Instructors' Develop.	7,500.00	3,000.00	3,000.00		

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Budget Overview

	Budget	Propsed Budget	Revised Budget	% Change	Explanation
	Jul '19 - Jun 20	Jul '20 - Jun 21	Jul '20 - Jun 21		
5036 · Instructors' Material	15,000.00	12,000.00	12,000.00		
5050 · Marketing Expense for Courses	1,200.00	1,200.00	1,200.00		
5060O · Online Hosting	7,140.00	7,140.00	7,140.00		
5065O · Online Seminars - IRWA	3,600.00	3,600.00	3,600.00		
5066 · P/P/S Education	9,000.00	9,000.00	9,000.00		
Total 595 · EDUCATIONAL EXP. - OTHER	220,199.72	163,581.43	178,581.43		
Total 55 · EDUCATION EXPENSES	482,297.70	354,064.43	350,016.13		
597 · BUILDING OPERATION					
6003 · Bank Interest	594.89	0.00	0.00		
6004 · Building Association Fee	16,632.00	15,840.00	15,840.00		
6005 · Building Depreciation	37,022.40	37,022.40	37,022.40		
6010 · Building Insurance - Commercial	1,650.00	0.00	0.00		
6028 · Building Maintenance	18,544.40	18,044.40	18,044.40		
6031 · Building Property Tax	26,580.00	26,580.00	26,580.00		
6036 · Building Utilities	14,000.00	11,000.00	11,000.00		
Total 597 · BUILDING OPERATION	115,023.69	108,486.80	108,486.80		
60 · PAYROLL & BENEFITS					
6020 · Payroll	1,938,192.00	1,738,454.04	1,588,454.04		As Per Finance Committee
6030 · Pension Plan	77,529.00	67,938.16	61,938.16		As Per Finance Committee
6040 · Taxes & Benefits - Insperity	555,480.00	586,985.72	535,145.72		As Per Finance Committee
Total 60 · PAYROLL & BENEFITS	2,571,201.00	2,393,377.92	2,185,537.92		As Per Finance Committee
67 · SEMINARS & CONFERENCES EXPENSES					
65 · INTERNATIONAL CONFERENCE					
6102 · Advisory Breakfast	1,500.00	1,250.00	1,000.00	-20.0%	Confirmed by Staff
6104 · Audiovisual	120,000.00	130,000.00	130,000.00		
6106 · Awards Program	3,000.00	3,337.50	3,072.50	-7.9%	Confirmed by Staff
6108 · Banquet	135,000.00	149,500.00	143,000.00	-4.3%	Confirmed by Staff
6112 · Breaks	125,000.00	166,875.00	153,625.00	-7.9%	Confirmed by Staff
6113 · Board of Directors	4,800.00	4,800.00	4,800.00		
6114 · Cancellation Insurance	3,000.00	0.00	0.00		
6115 · Committee Breaks	3,000.00	3,000.00	3,000.00		
6117 · Committee Speakers	3,500.00	3,500.00	3,500.00		
6118 · Conference Registration	11,500.00	11,500.00	11,500.00		
6119 · Credit Card Fees	28,000.00	30,000.00	30,000.00		
6124 · Exhibits	15,000.00	10,000.00	10,000.00		
6126 · Fee to Local Host	10,000.00	10,000.00	10,000.00		
6128 · Final Program & At A Glance	6,200.00	7,676.25	7,066.75	-7.9%	Confirmed by Staff
6129 · Graphics	0.00	0.00	0.00		
6130 · Gratuities	3,000.00	3,000.00	3,000.00		
6132 · Hotel Attrition	10,000.00	10,000.00	10,000.00		
6135 · IEC Receptions	5,000.00	5,000.00	5,000.00		
6139 · International Gifts	1,500.00	1,200.00	1,200.00		
6140 · International Luncheon	2,500.00	2,000.00	2,000.00		
6145 · Host Committee Food/Housing	3,000.00	3,000.00	3,000.00		
6147 · Luncheon/Award & SRWA	100,000.00	116,800.00	108,320.00	-7.3%	Confirmed by Staff
6149 · Miscellaneous	10,000.00	10,000.00	10,000.00		
6150 · Wednesday Night - Other	5,000.00	5,000.00	5,000.00		
Total 6150 · Wednesday Night	5,000.00	5,000.00	5,000.00		
6157 · Names Tag and Ribbons	2,500.00	2,500.00	2,500.00		
6159 · Opening Ceremonies	1,000.00	1,000.00	1,000.00		
6160 · Past President/Other Comps	23,000.00	20,125.00	14,375.00	-28.6%	Confirmed by Staff
6161 · Photographer	8,000.00	8,000.00	8,000.00		
6163 · Planning	10,000.00	10,000.00	10,000.00		
6167 · Printing	1,000.00	1,000.00	1,000.00		
6171 · Security	0.00	0.00	0.00		

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Budget Overview

	Budget	Propsed Budget	Revised Budget	% Change	Explanation
	Jul '19 - Jun 20	Jul '20 - Jun 21	Jul '20 - Jun 21		
6172 · Shipping	8,000.00	6,000.00	6,000.00		
6173 · Signs/Banners	2,000.00	2,000.00	2,000.00		
6174 · Speakers Gifts	4,500.00	3,750.00	3,750.00		
6175 · Speakers	60,000.00	60,000.00	60,000.00		
6177 · Sponsor Premiums	25,000.00	25,000.00	25,000.00		
6180 · Staff Travel and Hotel	34,200.00	37,725.00	34,125.00	-9.5%	Confirmed by Staff
6181 · Reception	25,000.00	25,000.00	25,000.00		
6183 · Temporary Personnel	3,500.00	3,500.00	3,500.00		
6188 · Totes	9,375.00	10,012.50	9,217.50	-7.9%	Confirmed by Staff
Total 65 · INTERNATIONAL CONFERENCE	826,575.00	903,051.25	863,551.75		
Total 67 · SEMINARS & CONFERENCES EXPENSES	826,575.00	903,051.25	863,551.75	-4.4%	Change in Conference Expenses
73 · TRAVEL EXPENSES					
74 · TRAVEL - REGIONS					
6501 · Region 1	5,000.00	5,000.00	5,000.00		
6502 · Region 2	5,000.00	5,000.00	5,000.00		
6503 · Region 3	5,000.00	5,000.00	5,000.00		
6504 · Region 4	5,000.00	5,000.00	5,000.00		
6505 · Region 5	5,000.00	5,000.00	5,000.00		
6506 · Region 6	5,000.00	5,000.00	5,000.00		
6507 · Region 7	5,000.00	5,000.00	5,000.00		
6508 · Region 8	5,000.00	5,000.00	5,000.00		
6509 · Region 9	5,000.00	5,000.00	5,000.00		
6510 · Region 10	5,000.00	5,000.00	5,000.00		
6520 · Regional Governance	0.00	0.00	0.00		
Total 74 · TRAVEL - REGIONS	50,000.00	50,000.00	50,000.00		
75 · TRAVEL - INDUSTRIES & COPS					
6673 · Special Committee Projects	0.00	10,000.00	7,500.00	-25.0%	As Per Finance Committee
751 · Communities of Practice			0.00		
6605 · Asset Management COP	0.00				
6650 · Relocation Assistance COP	0.00	0.00	0.00		
6655 · Surveying & Engineer. COP	0.00	0.00	0.00		
6670 · Valuation COP	0.00	0.00	0.00		
751 · Communities of Practice - Other	10,000.00	0.00	0.00		
Total 751 · Communities of Practice	10,000.00	0.00	0.00		
755 · Industry Committees					
6640 · Public Agency Committee	0.00	0.00	0.00		
6645 · Oil & Gas Pipeline Committee	0.00	0.00	0.00		
6660 · Transportation Committee	0.00	0.00	0.00		
6665 · Electric & Utilities Committee	0.00	0.00	0.00		
755 · Industry Committees - Other	8,000.00	8,000.00	6,000.00	-25.0%	As Per Finance Committee
Total 755 · Industry Committees	8,000.00	8,000.00	6,000.00		
Total 75 · TRAVEL - INDUSTRIES & COPS	18,000.00	18,000.00	13,500.00		
76 · TRAVEL - SERVICE COMMITTEES					
6675 · Ethics Committee	5,000.00	5,000.00	3,750.00	-25.0%	As Per Finance Committee
6681 · Credentialing Committee	5,000.00	5,000.00	3,750.00	-25.0%	As Per Finance Committee
6683 · Finance Committee	10,000.00	10,000.00	7,500.00	-25.0%	As Per Finance Committee
6685 · Nomination & Election Committee	18,000.00	18,000.00	18,000.00		
6690 · PIPE	18,000.00	30,000.00	22,500.00	-25.0%	As Per Finance Committee
6695 · Young Professional	3,000.00	3,000.00	2,250.00	-25.0%	As Per Finance Committee
Total 76 · TRAVEL - SERVICE COMMITTEES	59,000.00	71,000.00	57,750.00		
77 · TRAVEL - OTHER					
6710 · Agency Liaison	4,000.00	1,000.00	750.00	-25.0%	As Per Finance Committee
6720 · Allied Organizations	10,000.00	5,000.00	3,750.00	-25.0%	As Per Finance Committee
6730 · Appraisal Foundation	1,500.00	1,500.00	1,125.00	-25.0%	As Per Finance Committee
6750 · Committee Chair/Vice Meeting	0.00	0.00	0.00		

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	Budget	Propsed Budget	Revised Budget	% Change	Explanation
	Jul '19 - Jun 20	Jul '20 - Jun 21	Jul '20 - Jun 21		
Total 77 · TRAVEL - OTHER	15,500.00	7,500.00	5,625.00		
78 · TRAVEL- IEC/IGC					
6805 · IEC Meeting	16,000.00	16,000.00	0.00	-100.0%	No IEC meeting in July - Virtual
6810 · IGC Meeting	60,000.00	60,000.00	0.00	-100.0%	No IGC meeting in September - Virtual
6815 · IEC Regional Meetings	10,000.00	10,000.00	7,500.00	-25.0%	As Per Finance Committee
6817 · IEC Chapter Visits	2,000.00	2,000.00	1,500.00	-25.0%	As Per Finance Committee
6820 · IEC Committee Liaison	7,000.00	7,000.00	5,250.00	-25.0%	As Per Finance Committee
6825 · IEC/IGC Annual Conference	85,000.00	101,000.00	101,000.00		
6830 · IEC Other Expenses	10,000.00	10,000.00	7,500.00	-25.0%	As Per Finance Committee
6835 · IEC/IGC International Travel	12,000.00	5,000.00	3,750.00	-25.0%	As Per Finance Committee
Total 78 · TRAVEL- IEC/IGC	202,000.00	211,000.00	126,500.00		
79 · TRAVEL - STAFF					
6855 · IEC Meeting	3,000.00	3,000.00	0.00	-100.0%	No IEC meeting in July - Virtual
6860 · IGC Meeting	3,000.00	6,000.00	0.00	-100.0%	No IGC meeting in September - Virtual
6865 · Regional Meetings	31,500.00	35,000.00	26,250.00	-25.0%	As Per Finance Committee
6870 · Committee Liaison	2,500.00	5,000.00	3,750.00	-25.0%	As Per Finance Committee
6875 · Chapter Meetings	25,000.00	20,000.00	15,000.00	-25.0%	As Per Finance Committee
6880 · Other Expenses	10,000.00	2,500.00	1,875.00	-25.0%	As Per Finance Committee
6885 · Staff International Travel	15,000.00	5,000.00	3,750.00	-25.0%	As Per Finance Committee
Total 79 · TRAVEL - STAFF	90,000.00	76,500.00	50,625.00		
Total 73 · TRAVEL EXPENSES	434,500.00	434,000.00	304,000.00	-30.0%	Change in Travel Expenses
80 · ADMINISTRATIVE EXPENSES					
7005 · Public Relations	25,000.00	0.00	0.00		
7010 · Assets Costing Less Than $250	4,000.00	3,500.00	3,500.00		
7020 · Awards & Recognition	2,500.00	4,300.00	4,300.00		
7050 · Bad Debt Expense	4,000.00	2,000.00	2,000.00		
7100 · Bank Charges & Credit Card Fees	116,000.00	117,000.00	111,150.00	-5.0%	Due to reduction of Income
7130 · Car Expenses	12,000.00	0.00	0.00		
7155 · Computer Consulting Fees	6,000.00	6,000.00	6,000.00		
7160 · Constant Contact Email	5,100.00	4,860.00	4,860.00		
7200 · Depreciation & Amortization	147,287.40	140,113.76	140,113.76		
7220 · Dues & Subscriptions	6,035.00	4,516.00	4,516.00		
7250 · Dues-Appraisal Foundation	4,700.00	4,700.00	4,700.00		
7310 · Insurance-D&O	10,683.00	11,266.00	12,266.00	8.9%	Increased due to changes in Premium
7320 · Insurance-D&O-Chapters	10,683.00	11,266.00	12,266.00	8.9%	Increased due to changes in Premium
7340 · Insurance-General Liability	3,850.00	4,817.00	6,017.00	24.9%	Increased due to changes in Premium
7375 · Leadership Development	5,000.00	5,000.00	5,000.00		
7390 · Mail Equipment Maintenance	1,650.00	1,650.00	1,650.00		
7440 · Magazine-Printing	57,000.00	57,000.00	53,580.00	-6.0%	Confirmed by Staff
7450 · Magazine-Postage	37,000.00	38,000.00	35,720.00	-6.0%	Confirmed by Staff
7460 · Magazine-Art Work/Photography	5,800.00	250.00	250.00		
7470 · Magazine-Other	9,000.00	10,848.00	10,848.00		
7480 · Maintenance-AMS	20,124.85	20,124.85	20,124.85		
7485 · Maintenance-Computer&Peripheral	24,365.00	22,500.00	22,500.00		
7505 · Marketing & Development					
7505E · M'kting & Dev. - Editorial	18,000.00	0.00	0.00		
7505F · M'ting & Dev. - F/Op Trade Show	35,000.00	5,000.00	0.00	-100.0%	Confirmed by Staff - Digital format
7505M · M'ting & Dev. - F/Op Membership	0.00	40,000.00	30,000.00	-25.0%	Confirmed by Staff - Digital format
Total 7505 · Marketing & Development	53,000.00	45,000.00	30,000.00		
7530 · Membership Certificate & Pin	3,600.00	4,000.00	4,000.00		
7540 · Membership-Higher Logic	22,785.00	21,420.00	21,420.00		
7550 · Membership Renewal Mailings	19,290.00	20,263.00	13,170.95	-35.0%	Confirmed by Staff - email invoices
7600 · Miscellaneous Expenses	2,000.00	2,000.00	2,000.00		
7650 · Postage & Shipping	34,000.00	25,000.00	25,000.00		
7660 · Printing	1,200.00	1,200.00	1,200.00		

International Right of Way Association
Budget Overview

	Budget	Propsed Budget	Revised Budget	% Change	Explanation
	Jul '19 - Jun 20	Jul '20 - Jun 21	Jul '20 - Jun 21		
7670 · Professional-Audit	30,000.00	36,000.00	36,000.00		
7680 · Professional-Cdn Account.	2,600.00	3,000.00	3,000.00		
7700 · Professional-Legal	5,000.00	5,000.00	5,000.00		
7720 · Professional-Consulting	12,000.00	62,000.00	62,000.00		
7740 · QB Online for Chapters/Regions	30,030.00	37,830.00	37,830.00		
7800 · Rent-Offsite Storage	3,843.00	4,608.00	4,608.00		
7820 · Staff Recruitment	5,000.00	17,000.00	17,000.00		
7840 · Supplies-Kitchen	5,000.00	5,000.00	5,000.00		
7850 · Supplies-Office	17,000.00	13,000.00	13,000.00		
7870 · Taxes & Licenses	5,540.00	5,540.00	5,540.00		
7875 · Teleconferencing	20,999.92	20,999.92	20,999.92		
7890 · Telephone	31,800.00	28,530.00	28,530.00		
7910 · Temporary Help	5,000.00	7,500.00	7,500.00		
7930 · Training & Development - Staff	40,000.00	40,500.00	40,500.00		
7970 · Vacation Expense	10,000.00	10,000.00	10,000.00		
7990 · Website - Database					
7992 · Website - American Eagle	0.00	11,970.00	11,970.00		
7994 · Website - Database - KSP	0.00	20,000.00	20,000.00		
7996 · Website - Database - NetFORUM	0.00	40,834.84	40,834.84		
7990 · Website - Database - Other	60,895.00	0.00	0.00		
Total 7990 · Website - Database	60,895.00	72,804.84	72,804.84		
Total 80 · ADMINISTRATIVE EXPENSES	938,361.17	957,907.37	927,465.32		
88 · INCOME TAXES					
8800 · Federal and State Income Taxes	6,000.00	8,250.00	8,250.00		
Total 88 · INCOME TAXES	6,000.00	8,250.00	8,250.00		
Total Expense	5,379,390.70	5,164,996.84	4,753,166.99	-8.0%	Net Change Expenses
Net Ordinary Income	16,008.30	17,182.16	59,836.41		
Other Income/Expense					
Other Income					
4095 · Instructor Income-Pass Through	0.00	0.00	0.00		
48 · PIPELINE COMMITTEE REVENUE					
4752 · BLM Symposium/School	0.00	0.00	0.00		
4755 · Interest Income	0.00	0.00	0.00		
4762 · Member Dues	0.00	0.00	0.00		
4765 · Sponsorship	0.00	0.00	0.00		
Total 48 · PIPELINE COMMITTEE REVENUE	0.00	0.00	0.00		
95 · OTHER INCOME & EXPENSE					
8500 · Gain (Loss) on Conversion	0.00	0.00	0.00		
8600 · Gain (Loss) on Disposal of F/A	0.00	0.00	0.00		
8700 · Unrealized Invest. Gain (Loss)	0.00	0.00	0.00		
8769 · Realized Invest. Gain (Loss)	0.00	0.00	0.00		
Total 95 · OTHER INCOME & EXPENSE	0.00	0.00	0.00		
Total Other Income	0.00	0.00	0.00		
Other Expense					
72 · PIPELINE COMMITTEE EXPENSES					
6408 · Bank Fee	0.00	0.00	0.00		
6420 · Contribution Expenses	0.00	0.00	0.00		
6470 · Quarterly Meeting Expenses	0.00	0.00	0.00		
Total 72 · PIPELINE COMMITTEE EXPENSES	0.00	0.00	0.00		
8400 · Instructor Exp.-Pass Through	0.00	0.00	0.00		
Total Other Expense	0.00	0.00	0.00		
Net Other Income	0.00	0.00	0.00		
Net Income	**16,008.30**	**17,182.16**	**59,836.41**		Net Change

BOARD RESOLUTION 2020-01
COMMITTEES

The Board of Directors for the International Right of Way Association (Association) does hereby find as follows:

A. Pursuant to the Association Bylaws, Article VII, Section 3 – Other Committees, The Board of Directors, and the International President with the consent of the International Executive Committee, may create such other committees as each may deem necessary. The appointing authority, at the time it creates a committee, shall define and may, thereafter, redefine the functions and responsibilities of the committee created. No committee thus created shall be granted any authority vested in the International Executive Committee, and each of such committees shall be subject to and responsible to the International Executive Committee. The Board of Directors may dissolve any committee. The International Executive Committee or the International President, if the International Executive Committee approves, may dissolve a committee created by him or her or a predecessor. Except for the meeting at the annual seminar, notice of the time and place of all meetings shall be given in writing by the chair of said committee to all committee members and to the International Chief Executive Officer at least thirty days in advance.

B. The Board of Directors desires to change the structure of the current Partnership for Infrastructure Professional Education (PIPE) Committee and the International Credentialing Committee, as presented by the PIPE Committee and agreed upon by the International Credentialing Committee, and as voted on and approved by the International Governing Council on February 29, 2020.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors for the Association as follows:

1. The recitals stated above are hereby incorporated by reference.

2. In accordance with the Bylaws, the necessary steps have been taken to approve this Resolution.

3. The International Credentialing Committee shall be combined with The Partnership for Infrastructure Professional Education (PIPE) Committee, as set forth in **Exhibit 1**, which is hereby incorporated by reference, effective on July 1, 2020.

PASSED, APPROVED, AND ADOPTED on this the 24th day of June, 2020.

EXHIBIT 1

COMMITTEE STRUCTURE

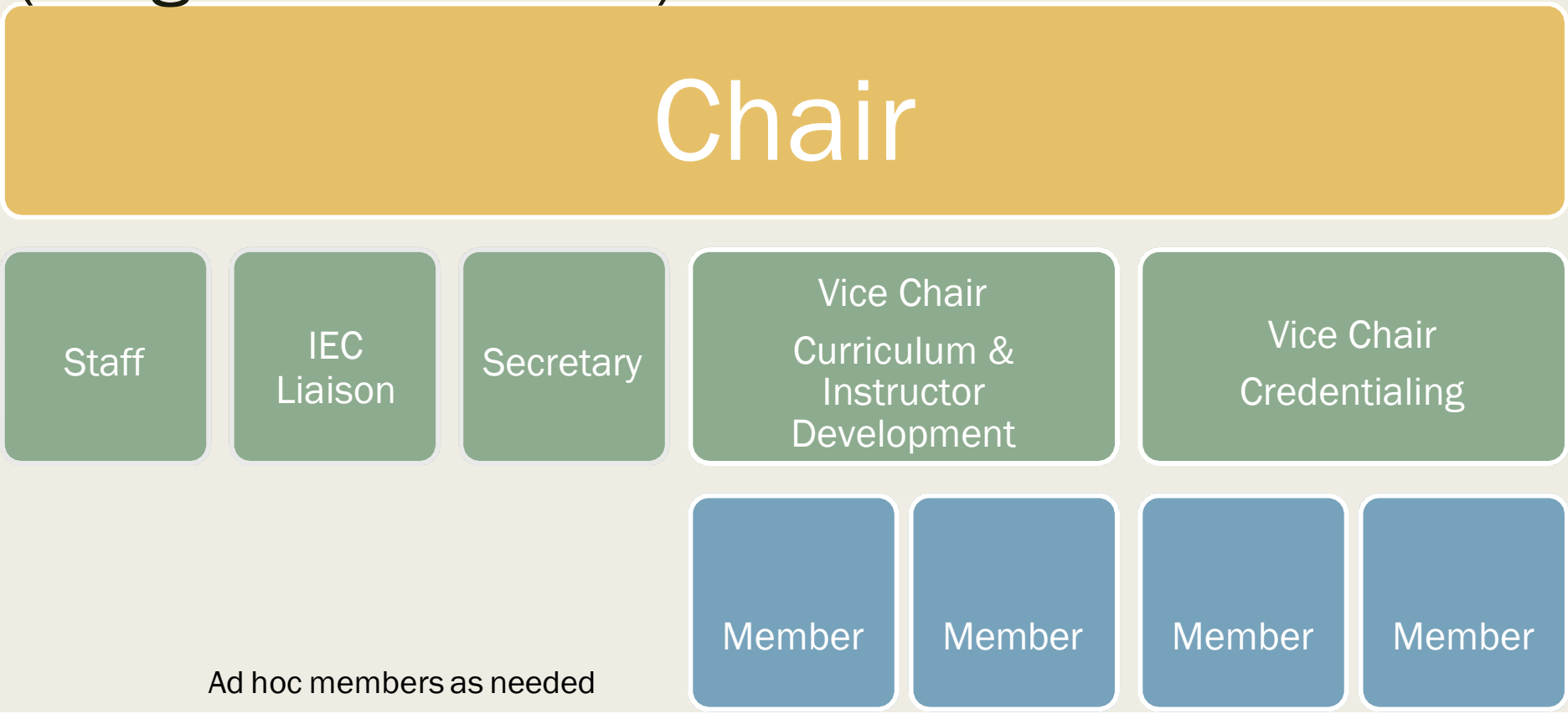
Stage 1

- Combine PIPE / Credentialing
  - Eliminates confusion - Single point of contact for members
  - Increased alignment synergies
  - Function as separate subcommittees, but with common leadership
- Incremental change provides for ease of transition for new members
- Provides for ad hoc members as needed
- Secretary role is needed to manage documentation, requests, coordination amongsubcommittees

Stage 2

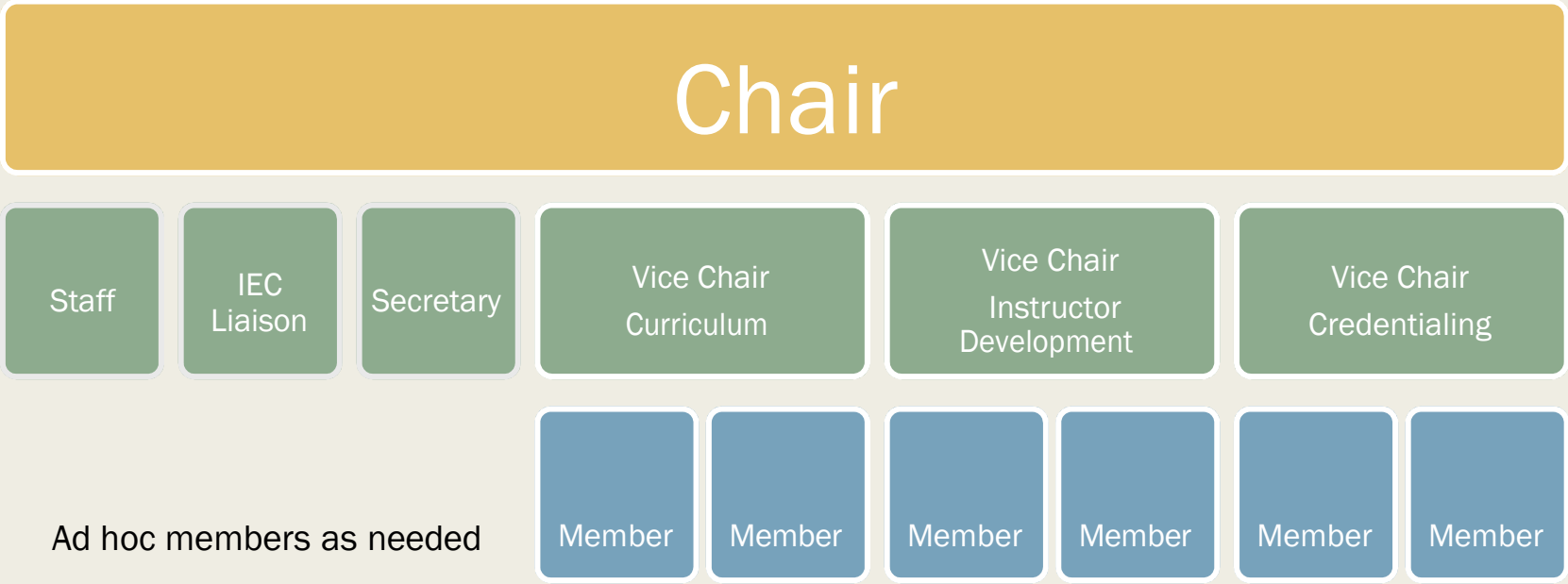
- Separate curriculum & instructor development
- Total of 10 Volunteers. (Same as previousIPDC)
- Provides increased focus as we move through strategic roadmap

Committee
(Stage 1 Transition)



Ad hoc members as needed

Committee
(Stage 2 Transition)



BOARD RESOLUTION 2020-02
COMMITTEES

The Board of Directors for the International Right of Way Association (Association) does hereby find as follows:

A. Pursuant to the Association Bylaws, Article VII, Section 3 – Other Committees, The Board of Directors, and the International President with the consent of the International Executive Committee, may create such other committees as each may deem necessary. The appointing authority, at the time it creates a committee, shall define and may, thereafter, redefine the functions and responsibilities of the committee created. No committee thus created shall be granted any authority vested in the International Executive Committee, and each of such committees shall be subject to and responsible to the International Executive Committee. The Board of Directors may dissolve any committee. The International Executive Committee or the International President, if the International Executive Committee approves, may dissolve a committee created by him or her or a predecessor. Except for the meeting at the annual seminar, notice of the time and place of all meetings shall be given in writing by the chair of said committee to all committee members and to the International Chief Executive Officer at least thirty days in advance.

B. The Board of Directors desires to change the name of the Partnership for Infrastructure Professional Education (PIPE) Committee to the International Professional Education Committee (IPEC) as voted on and approved by the International Governing Council on February 29, 2020.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors for the Association as follows:

1. The recitals stated above are hereby incorporated by reference.

2. In accordance with the Bylaws, the necessary steps have been taken to approve this Resolution.

3. The Partnership for Infrastructure Professional Education (PIPE) is hereby renamed to the International Professional Education Committee (IPEC) effective on July 1, 2020.

PASSED, APPROVED, AND ADOPTED on this the 24th day of June, 2020.

BOARD RESOLUTION 2020-03
COMMITTEES

The Board of Directors for the International Right of Way Association (Association) does hereby find as follows:

A. Pursuant to the Association Bylaws, Article VII, Section 3 – Other Committees, The Board of Directors, and the International President with the consent of the International Executive Committee, may create such other committees as each may deem necessary. The appointing authority, at the time it creates a committee, shall define and may, thereafter, redefine the functions and responsibilities of the committee created. No committee thus created shall be granted any authority vested in the International Executive Committee, and each of such committees shall be subject to and responsible to the International Executive Committee. The Board of Directors may dissolve any committee. The International Executive Committee or the International President, if the International Executive Committee approves, may dissolve a committee created by him or her or a predecessor. Except for the meeting at the annual seminar, notice of the time and place of all meetings shall be given in writing by the chair of said committee to all committee members and to the International Chief Executive Officer at least thirty days in advance.

B. The Association currently has five International Communities of Practice:

   International Asset Management Community of Practice
   International Environment Community of Practice
   International Relocation Community of Practice
   International Surveying & Engineering Community of Practice
   International Valuation Community of Practice

C. The Board of Directors desires to change the structure of the International Communities of Practice to become International Industry Committees as voted on and approved by the International Governing Council on February 29, 2020.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors for the Association as follows:

1. The recitals stated above are hereby incorporated by reference.

2. In accordance with the Bylaws, the necessary steps have been taken to approve this Resolution.

3. The International Communities of Practice shall be known as International Industry Committees effective on July 1, 2020:

   International Asset Management Industry Committee
   International Environment Industry Committee
   International Relocation Industry Committee
   International Surveying & Engineering Industry Committee
   International Valuation Industry Committee

PASSED, APPROVED, AND ADOPTED on this the 24th day of June, 2020.

2019 – 2020 Summary of Actions
International Executive Committee & International Governing Council

LOCATION/DATE/ACTION	MOVED/SECONDED	OUTCOME
IEC Meeting June 13, 2019 – Portland, OR		
RESOLUTION - Appointment of Rakhshan Mazarei as Chief Financial Officer effective July 1, 2019	Farrell/Slauenwhite	Approved
IEC Meeting June 25, 2019 – Los Angeles, CA		
Approval of June 7, 2019 and June 13, 2019 IEC meeting minutes	Slauenwhite/Farrell	Approved
Approval of funding request of $1,500 for President Mims to attend Chapter 7's Fall Education Seminar for their 65th anniversary October 2-4, 2019, in Bay Harbor, MI	Farrell/Jones	Approved
Approval of funding request of $1,600 for President Elect Slauenwhite to attend the Appraisal Institute annual conference July 22-24, 2019, in Denver, CO	Jones/Farrell	Approved
IEC Meeting July 9 2019 – Video Conference		
Approval of June 7, 2019 corrected IEC meeting minutes	Farrell/Mims	Approved
Approval of June 25, 2019 amended IEC minutes	Olschewski/Slauenwhite	Approved
Approval of an extension of time to Chapter 51 to hold their election and installment of officers by July 31, 2019	Slauenwhite/Olschewski	Approved
IEC Leadership Forum July 25-27, 2019 – Los Angeles, CA		
Approval of Headquarters recommendations of salary increases and bonuses, subject to a review and approval by an outside human resource firm, said review to also take into consideration a potential cost of living increase	Slauenwhite/Jones	Approved
Approval of a six-month contract with Vantaggio, Ltd., for interim human resource services	Farrell/Slauenwhite	Approved
Approval to proceed with contracting with Sterling Search, Inc., as our CEO search firm with Lauraine Bifulco from Vantaggio, Ltd., being a member of the search committee	Mims/Farrell	Approved
IGC Meeting July 26, 2019 – Video Conference		
Approval of the 2019-2020 strategic plans as presented with the following caveats: 1) each Committee and COP is expected to coordinate and collaborate with one another and staff to address any competing initiatives; 2) in cases where Committees and COPS are unable to reach agreement on prioritization, the issue is to be brought back to the IGC for review and direction; 3) Committees and COPs are to work within the approved 2019-2020 allocated budget amounts and cannot commit to spending outside this amount, including signing any contracts, without prior approval from the IGC, and; 4) the Committees and COPs take into consideration the reviews provided by the Region Chairs and incorporate into the strategic plans as appropriate.	Mims/R4 Parrett	Approved

2019 – 2020 Summary of Actions
International Executive Committee & International Governing Council

IEC Meeting **August 20, 2019 – Video Conference**		
Approval of Vantaggio's , Ltd., recommendation of a 3.3% salary increase for all employees, excluding Rakhshan and Daniel, and to have Vantaggio, Ltd., work with Rakhshan and Daniel to provide the IEC with a recommendation for any further merit increases or bonuses	Farrell/Mims	Approved
IEC Meeting **September 3, 2019 – Video Conference**		
Approval of July 9, 2019, July 25-27, 2019 and August 20, 2019 IEC meeting minutes and July 25, 2019, July 27, 2019, August 12, 2019 and August 20, 2019 IEC Executive Session minutes	Mims/Farrell	Approved
Approval of Vantaggio, Ltd., proposal for the salary assessments and staff performance reviews as presented	Farrell/Mims	Approved
IGC Meeting **September 13-14, 2019 – Long Beach, CA**		
Approval of June 8, 2019 and July 26, 2019 IGC meeting minutes	Farrell/R5 Smith	Approved
Approval to authorize Headquarters to purchase the new SR/WA pins for each designation in the initial quantity of 100 as presented	Olschewski/R7 Lingeman	Approved
Approval to receive the report of the Governance Task Force as presented with the understanding that this completes their mandate given in September 2018 and effectively dissolves their duties after the 2019 Fall Forums	Slauenwhite/R7 Lingeman	Approved
Approval to stop the previous Governance Project as outlined in the Governance Task Force report immediately	Olschewski/R1 Matranga	Approved
Approval to ask the International Credentialing Committee to evaluate the Petroleum Landman School courses and workshops and recommend to the IGC the viability of utilizing these courses and workshops for IRWA CEUs	Mims/Farrell	Approved
Approval to accept the Chapter Incentive Program as presented to be incorporated into the 2020 budget	Farrell/R10 Wood	Approved
Approval to approve the IRWA Instructor Recertification Program as modified and presented by the Partnership for Infrastructure Professional Education (PIPE) and said program to be implemented and take effect as indicated in the program	Olschewski/R10 Wood	Approved
Approval for the IGC and Vice Chairs to meet in person for two days in February in Marina del Ray	R9 Easton/R10 Wood	Approved
Approval to add a half-day Thursday IGC meeting to the annual conference for the new IGC and Vice Chairs to meet before leaving conference	Olschewski/R3 Rolf	Approved
IEC Meeting **October 15, 2019 – Video Conference**		
No actions taken		

2019 – 2020 Summary of Actions
International Executive Committee & International Governing Council

IEC Meeting **October 22, 2019 – Video Conference**		
Approval in accordance with the Bylaws for the IEC to review and approve agency agreements, to approve the existing agency agreements for this fiscal year, with the understanding that next fiscal year the existing agency agreements will be reviewed and considered for modification	Mims/Slauenwhite	Approved
Approval to accept the corporate membership agreement template, as provided by General Counsel Kuhn, for use in establishing new corporate agreements at the current member rates	Olschewski/Slauenwhite	Approved
IEC Meeting **October 28, 2019 – Video Conference**		
No actions taken		
IGC Meeting **November 14, 2019 – Video Conference**		
Approval of the September 13-14, 2019 IGC meeting minutes	Mims/Slauenwhite	Approved
IEC Meeting **November 21, 2019 – Manhatten Beach, CA**		
Approval to revoke an Instructor's Certification based on PIPE's recommendation	Slauenwhite/Farrell	Approved
IEC Meeting **December 3, 2019 – Video Conference**		
No actions taken		
IEC Meeting **December 17, 2019 – Video Conference**		
Approval to allow the President, President Elect and CEO (interim or new) to attend the RWIEF meeting in March	Mims/Olschewski	Approved
IEC Meeting **December 19, 2019 – Video Conference**		
No actions taken		
IEC Meeting **January 7, 2020 – Video Conference**		
Approval of the September 3, 2019, October 15, 2019, October 22, 2019, October 28, 2019, November 21, 2019, December 3, 2019, December 17, 2019 and December 19, 2020 IEC meeting minutes and the October 15, 2019, October 28, 2019, November 21, 2019, December 3, 2019, December 4, 2019, December 11, 2019 and December 17, 2019 IEC Executive Session minutes	Mims/Farrell	Approved
IEC Meeting **January 21, 2020 – Video Conference**		
Approval of the January 7, 2020 IEC meeting minutes	Farrell/Slauenwhite	Approved
Approval, in the interest of greater transparency, to protect the integrity of the accounting system, and to address liability concerns, to purchase the new Enterprise version of QuickBooks	Slauenwhite/Farrell	Approved

2019 – 2020 Summary of Actions
International Executive Committee & International Governing Council

IEC Meeting **February 4, 2020 – Video Conference**		
Approval of the January 21, 2020 IEC meeting minutes	Olschewski/Farrell	Approved
IEC Meeting **February 27, 2020 – Marina del Rey, CA**		
Approval of the February 4, 2019 IEC meeting minutes and the February 5, 2020 and February 11, 2020 IEC Executive Session minutes	Farrell/Mims	Approved
Approval for IT funding in the amount of $2,500 for DivergeIT to perform an analysis of IRWA's computer hardware and software and provide a succession plan	Jones/Mims	Approved
Approval of Clark Land Resources, Inc., Corporate Agreement	Mims/Slauenwhite	Approved
Approval of a new agency agreement for Iowa Department of Transportation and renewal agency agreements for Nebraska Department of Roads, Virginia Department of Transportation and West Virginia Department of Transportation	Mims/Slauenwhite	Approved
Approval to approve the $50 per student licensing fee to The Appraisal Foundation for Course 413- *The USPAP and the Yellow Book: A Guide to Understanding Their Relationship*	Olschewski/Slauenwhite	Approved
Approval of committee vacancies recommendations presented by President Elect Slauenwhite: Rachel Bricout, RWA — International Electric & Utilities Committee Chair Ian Cortez, RWA — International Nominations & Elections Region 9 Representative Connor McDonald, SR/WA — International Young Professionals Co-Chair (Region 1)	Jones/Mims	Approved
IGC Meeting **February 29, 2020 – Marina del Rey, CA**		
Approval of the November 14, 2020 IGC meeting minutes	Mims/Farrell	Approved
Approval of the 2020-2021 fiscal budget to be presented for review and discussion at the Region Forums	Olschewski/R10 Wood	Approved
Approval of the proposed process and qualifications for instructors to add new courses to their teaching portfolio as proposed by PIPE	Olschewski/R10 Wood	Approved
Approval of the instructor performance management process as recommended by PIPE and to finish the documentation needed to implement this procedure	Olschewski/R10 Wood	Approved
Approval to remove Course 230 from the Oil & Gas pathway and require an additional elective to make up the credit difference	Olschewski/R10 Wood	Approved
Approval of the International Credentialing Committee's recommendation to allow the SR/WA candidates under the new programs to take the current SR/WA review and study session and administer the old exam for accreditation	Olschewski/Slauenwhite	Approved
Approval to recommend the structural change between the current PIPE and the Credentialing Committee as presented by PIPE and agreed upon by the Credentialing Committee for approval at the Board of Directors meeting in June	Olschewski/Farrell	Approved

Approval to recommend changing the name of the Partnership for Infrastructure Professional Education (PIPE) Committee to International Professional Education Committee (IPEC) for approval at the Board of Directors meeting in June	Olschewski/Farrell	Approved
Approval to recommend the structural change of the Communities of Practices to become Industry Committees for approval at the Board of Directors meeting in June	Olschewski/Mims	Approved
Approval to recommend the Pittrow Group be made conditional Chapter 88	Olschewski/Jones	Approved
Governance Task Force Recommendation #11 (Umbrella Motion) Approval that each of the subsequent motions approved will be subject to consultation with IRWA staff to determine what impact implementation of said motion will have on Association resources	Slauenwhite/Mims	Approved
Communication and Governance Task Force Recommendation #2 and #9 Approval, in consultation with the International Executive Committee, the IRWA staff will create a communication plan for presentation and request for approval, at the June 2020 International Governing Council meeting. If approved, the communication plan would be the responsibility of the International Executive Committee for maintenance, oversight and advancement.	R10 Wood/R4 Parrett	Approved
Transparency and Governance Task Force Recommendation #3 Approval that the International Governing Council affirms that it we will uphold IRWA's core values and with respect to leadership, we will shape our future through courage, clarity and transparency	R4 Parrett/Farrell	Approved
Competency Based Leadership and Governance Task Force Recommendation #7 & #8 Approval that the IRWA will create a new training program that supports leaders throughout the organization. An initial focus should be on developing materials for Chapter Treasurer, Secretary, Education Chair and Membership Chair, followed by other positions as demand and resources allow. Existing IRWA leadership training materials will be audited to determine what can be retained and incorporated into the new training program.	R5 Smith/R7 Lingeman	Approved
International Representation and Governance Task Force Recommendation #4 Approval that the International Governing Council will evaluate steps to add an international representative to the International Governing Council as an elected representative of the international membership outside of the United States and Canada.	R4 Parrett/R8 Glaves	Approved
IEC Meeting **March 17, 2020 – Video Conference**		
Approval of the February 4, 2020 and February 27 IEC meeting minutes and the February 5, 2020 February 11, 2020 and February 27, 2020 Executive Session minutes	Olschewski/Slauenwhite	Approved
Approval to cancel the current annual education conference	Olschewski/Mims	Approved
IEC Meeting **March 31, 2020 – Video Conference**		
Approval of the temporary virtual classroom program as presented	Olschewski/Farrell	Approved

2019 – 2020 Summary of Actions
International Executive Committee & International Governing Council

IEC Electronic Consent **April 2, 2020 – Email**		
As part of the government stimulus bill offered to nonprofits and small businesses to offset impacts of the Covid-19 pandemic, the IEC approved the urgent request from the CEO and CFO, received via email, to make an online application for the Paycheck Protection Program (PPP). The PPP is designed to provide a direct incentive for small businesses to keep their employees on their payroll and any funds awarded would be provided as a forgivable loan. Due to the urgency in applying for the program and as a major incentive not to lay off staff, a unanimous consent of the IEC was given via email.	Unanimous Consent	Approved
IEC Meeting **April 14, 2020 – Video Conference**		
Approval of the March 17, 2020 and March 31, 2020 IEC meeting minutes and the March 17, 2020 and March 31, 2020 Executive Session minutes	Slauenwhite/Mims	Approved
Approval of the request from PIPE Chair Mary Anne Marr, SR/WA, to: 1) Approve the informal appeal from Gordan McNair, with the recommendation from PIPE to approve his request, to add Course 604 – Environmental Due Diligence to his instructor portfolio and; 2) Approve to modify the instructor requirements as noted below: Current Requirements: • Hold a college or university degree in environmental sciences or hold an Environmental certification from an accredited program; or be a licensed geologist, attorney or environmental engineer. New Requirements: • Hold a college or university degree in environmental sciences or hold an Environmental certification from an accredited program; or be a licensed geologist, attorney or environmental engineer. Demonstration of a minimum of five years of active and engaged experience directly related to environmental contamination issues impacting right of way projects or infrastructure real estate. In lieu of a degree, demonstration of an additional five years of active and engaged experience directly related to environmental contamination issues impacting right of way projects or infrastructure real estate. (10 years experience total)	Mims/Slauenwhite	Approved
IEC Meeting **April 28, 2020 – Video Conference**		
Approval of the March 31, 2020 and April 14, 2020 IEC meeting minutes and the March 31, 2020 and April 14, 2020 Executive Session minutes	Farrell/Slauenwhite	Approved
Approval of the terms and conditions for Agency & Corporate Memberships as currently written and presented by CEO Nobles	Olschewski/Mims	Approved
IGC Meeting **April 30, 2020 – Video Conference**		
Approval of the February 29, 2020 IGC meeting minutes	Slauenwhite/Farrell	Approved
IEC Meeting **May 12, 2020 – Video Conference**		
Approval of the appointment of Dave Arnold as General Counsel for 2020-2021 by President Elect Slauenwhite	Slauenwhite/Farrell	Approved

2019 – 2020 Summary of Actions
International Executive Committee & International Governing Council

IEC Meeting **May 26, 2020 – Video Conference**		
No actions taken		
IEC Meeting **June 9, 2020 – Video Conference**		
Approval of the April 28, 2020, May 12, 2020 and May 26, 2020 IEC meeting minutes and the May 12, 2020 and May 26, 2020 Executive Session minutes.	Mims/Farrell	Approved
Approval to award Chapter 20 the $10,000 host fee for their efforts in planning and coordinating the 2021 Annual Education Conference.	Jones/Farrell	Approved
IGC Meeting **June 18, 2020 – Video Conference**		
Approval of the April 30, 2020 IGC meeting minutes	Jones/Farrell	Approved
Approval for CEO Charlie Nobles to prepare a draft statement to clarify the email that went out on June 17, 2020 to make it more inclusive of the membership for review and approval by the IGC	R9 Easton/Farrell	Failed
Approval of the amended 2020-2021 fiscal budget to be presented for approval at the Board of Directors meeting on June 24, 2020	Olschewski/R3 Rolf	Approved
Approval of the Virtual Classroom 2.0 – Policies & Procedures with the provision of scheduling a minimum of three courses per month	Mims/Slauenwhite	Approved
Approval to form a task force with the purpose of advancing diversity, equality and inclusive interests of the right of way industry to review our current courses and monitor the development and coordination of future IRWA courses, products, gatherings and resources to insure they promote and advance diversity, equity and inclusivity.	R9 Easton/Mims	Approved