



# News Digest

*The Premier Organization for Municipal Clerks Since 1947*

December 2025



**80th IIMC Annual Conference**  
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*Happy Holidays*





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# IIMC Staff

## ADMINISTRATION

Executive Director

Chris Shalby  
chriss@iimc.com

Office Manager

Janet Pantaleon  
janetp@iimc.com

Administrative Coordinator

Marlena Hernandez  
Marlena@iimc.com

Finance Specialist

Shannon Kane  
Shannon@iimc.com

## COMMUNICATIONS

Director of Communications

Karen Lee  
karen@iimc.com

## EDUCATION

Director of Professional Development

Beatrice Nevarez Rodriguez, Ed.D.  
bea@iimc.com

Associate Director of Professional Development

Jaimis "Jai" Ulrich, Ed.D.  
jaimis@iimc.com

Education Coordinator

Iris Hill  
iris@iimc.com

## MEMBERSHIP

Director of Member Services

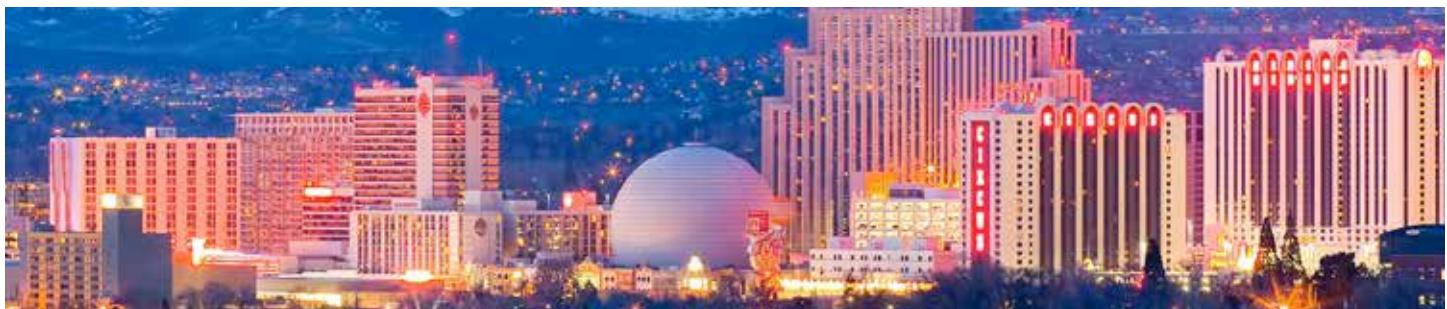
Janis Daudt  
janis@iimc.com

Assistant Director Member Services

Tammy Storrie  
tammys@iimc.com

Member Services Representative

Stephanie Galarza  
stephanie@iimc.com



## News Digest™



Professionalism In Local  
Government Through Education

Volume LXXVIII No. 11 ISSN: 0145-2290

December 2025

Published 11 times each year the  
*News Digest* is a publication of  
The International Institute of Municipal Clerks  
8331 Utica Avenue, Suite 200  
Rancho Cucamonga, CA 91730

**Chris Shalby, Publisher**  
chris@iimc.com

**Telephone:** 909/944-4162 • (800/251-1639)  
**FAX:** (909/944-8545)  
**E-mail:** hq@iimc.com

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# 2025-2026 Board of Directors



**PRESIDENT**  
**Dawn Abrahamson, MMC**  
Vallejo, CA  
[Dawn.Abrahamson@cityofvallejo.net](mailto:Dawn.Abrahamson@cityofvallejo.net)



**PRESIDENT ELECT**  
**Lee Frazier, MMC**  
Birmingham, AL  
[Lee.Frazier@birminghamal.gov](mailto:Lee.Frazier@birminghamal.gov)



**VICE PRESIDENT**  
**Janice Bates, MMC**  
Tipp City, OH  
[batesj@tippcity.net](mailto:batesj@tippcity.net)



**IMMEDIATE PAST PRESIDENT**  
**Lisa Garcia, MMC**  
Florence, AZ  
[Lisa.Garcia@florenceaz.gov](mailto:Lisa.Garcia@florenceaz.gov)

## DIRECTORS – 2026 Expiration

**Awilda Hernandez, MMC – II**  
Bowie, MD  
[ahernandez@cityofbowie.org](mailto:ahernandez@cityofbowie.org)

**Sherri Gard, MMC – IV**  
Fort Smith, AR  
[sgard@fortsmithar.gov](mailto:sgard@fortsmithar.gov)

**Elena Hilby, MMC – VI**  
Sun Prairie, WI  
[ehilby@cityofsunprairie.com](mailto:ehilby@cityofsunprairie.com)

**Leesa Ross, MMC – VII,**  
Frontenac, MO  
[lross@cityoffrontenac.org](mailto:lross@cityoffrontenac.org)

**Julie Barnett, MMC – VIII East**  
Evans, CO  
[jbarnett@evanscolorado.gov](mailto:jbarnett@evanscolorado.gov)

**Colleen Mulvey, MMC – VIII West**  
Cedar Hills, UT  
[cmulvey@cedarhills.org](mailto:cmulvey@cedarhills.org)

**Stephen Huycke, MMC – X**  
Richmond Hill, CAN  
[stephen.huycke@richmondhill.ca](mailto:stephen.huycke@richmondhill.ca)

**Linda Larter MBE, BA (Hons) – XI**  
Sevenoaks, UK  
[townclerk@sevenoakstown.gov.uk](mailto:townclerk@sevenoakstown.gov.uk)

## DIRECTORS – 2027 Expiration

**Kerri Parker, MMC – I**  
Meredith, NH  
[kparker@meredithnh.org](mailto:kparker@meredithnh.org)

**Lori McWilliams, MMC – III**  
Tequesta, FL  
[lmwilliams@tequesta.org](mailto:lmwilliams@tequesta.org)

**Curtis Green, CMC – IV**  
Broken Arrow, OK  
[CuGreen@brokenarrowok.gov](mailto:CuGreen@brokenarrowok.gov)

**Kathy J. Walker, MMC – V**  
Nicholasville, KY  
[kathy.walker@nicholasville.org](mailto:kathy.walker@nicholasville.org)

**Trish Gleason, MMC – VI**  
Dubuque, IA  
[Tgleason@cityofdubuque.org](mailto:Tgleason@cityofdubuque.org)

**Sandra Maahs, MMC – VII**  
Village of Kingston, IL  
[clerk@villageofkingston.org](mailto:clerk@villageofkingston.org)

**Marc A. Donohue, MMC – IX**  
Eastvale, CA  
[mdonohue@eastvaleca.gov](mailto:mdonohue@eastvaleca.gov)

**Arnout J.O. van Kooij, MMC - XI**  
IJsselstein, The Netherlands  
[ajo.van.kooij@ijsselstein.nl](mailto:ajo.van.kooij@ijsselstein.nl)

## DIRECTORS – 2028 Expiration

**Claudia Weber, CMC – I**  
New Canaan, CT  
[Claudia.Weber@newcanaanct.gov](mailto: Claudia.Weber@newcanaanct.gov)

**Stephanie Coulbourne, CMC – II**  
Milton, DE  
[SCoulbourne@ci.milton.de.us](mailto:SCoulbourne@ci.milton.de.us)

**Mark Massey, CMC – III**  
Savannah, GA  
[MMassey@Savannahga.Gov](mailto:MMassey@Savannahga.Gov)

**Joel Hondorp, MMC – V**  
Grand Rapids, MI  
[jhondorp@grand-rapids.mi.us](mailto:jhondorp@grand-rapids.mi.us)

**Kellie Crowell, CMC – VIII EAST**  
Ravenna, NE  
[KCrowell@ravennanebraska.net](mailto:KCrowell@ravennanebraska.net)

**Annie Meridith, MMC – VIII WEST**  
Kingman, AZ  
[ameredith@cityofkingman.gov](mailto:ameredith@cityofkingman.gov)

**Shawn Campbell, MMC – IX**  
Auburn, WA  
[scampbell@auburnwa.gov](mailto:scampbell@auburnwa.gov)

**Steph Palmateer – X – Timmins,**  
Ontario, CAN  
[Steph.Palmateer@timmins.ca](mailto:Steph.Palmateer@timmins.ca)

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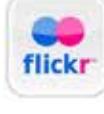
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# President's Message



**Dawn Abrahamson, MMC**  
IIMC President, 2025-2026

**A**s this year draws to a close, I am reminded once again of the remarkable diversity and strength within our global IIMC community. We come from different countries, cultures, and traditions, yet we share a common purpose: to serve our communities with integrity, professionalism, and heart. That shared commitment is what binds us together – across time zones, borders, and languages. The end of the year offers each of us a moment to pause, reflect and acknowledge the work we have done – not only in our municipalities, but collectively as an international body of professionals dedicated to good governance.

As part of this commitment to good governance, the IIMC Board of Directors held its midyear meeting in Rancho Cucamonga, California on November 21 and 22. On Friday, November 21, the Board participated in a day-long development session reviewing our roles and responsibilities in governance. We focused on five core values that guide our work: **Integrity, Diversity and Inclusivity, Professionalism, Communication, and Innovation**. Our facilitator, Tiffany Salcido, led us through an engaging and thoughtful process designed to:

- Establish clarity and strengthen our connection in our roles as Board members
- Build trust, mutual respect, and accountability
- Enhance our communication and collaboration
- Foster integration and alignment across the Board

At its midyear meeting, the Board took important actions that will shape IIMC's direction of for years to come. These included:

**Election:**

- Expanded Director's Profile Form and Biography
- Created an Election Complaint Form

- Added a second Candidate Forum
- Strengthened the Elections & Campaigning Policy
- Reduced the March voting period from 14 days to 8 days

**Policy:**

- Created a new Social Media Policy
- Established a Board Executive Session Policy

**Public Relations:**

- Added a second category by municipality size to the Program in Excellence Governance Award (PEGA)

**Budget & Planning:**

- Presented balanced budgets for 2025 and 2026
- Increased staff COLA's
- Approved funding for a Region X Consultant and additional Communications staff

Executive Director Shalby's report highlighted the recommended creation of a Region X (Canada) consultant, the hiring of additional Communications staff, various strategies to reduce conference costs beginning with the 2026 conference in Reno, and the possibility of holding consecutive conferences in one city.

The Board also reviewed ongoing updates to the current Strategic Plan. Looking ahead, IIMC will form a Constitution Task Force to review the Constitution as required by policy and will begin work on a new strategic plan leading into 2027.

As we look ahead to 2026, we have exciting opportunities to build on this progress. I encourage each of you to set new goals, embrace opportunities for learning and collaboration, and continue to contribute to the shared vision of excellence that defines our profession.

*Continued on page 5*



### President's Message...Continued from page 4



This season reminds us of the universal values we hold dear: connection, gratitude, kindness, and hope. I want to express my sincere appreciation to every member who contributed their time and expertise this year – whether by serving on a committee, participating in educational programs, mentoring a colleague, or lending support when it was needed most. IIMC's strength has always come from its members, and this year reaffirmed that truth time and again. Our collective progress – whether through education, engagement, or new initiatives – has been possible because of your dedication.

A special thank you to Executive Director Shalby and the entire IIMC staff for their outstanding hard work and unwavering dedication. Your commitment to excellence, professionalism, and service continues to elevate our organization and support our members worldwide. Thank you for all you do each and every day.

Let us also ring the celebratory bell for our Municipal Clerks who earned their designations in the month of November! IIMC certified 30 new CMCs and 7 new MMCs - 37 members in one month who demonstrated their commitment to local government, life-long learning, and professional development. And 2025 isn't over yet - so who's next?! The IIMC Education Department stands ready to help. Education is truly the gift that keeps on giving!

Speaking of gifts that keeps on giving – I want to encourage you to support the IIMC Foundation, IIMC's educational arm which provides grants and scholarships to Clerks working toward their CMC and MMC designations. The Foundation also offers Annual Conference grants, the Jim Tinnin Online Learning Scholarships, and Regional meeting stipends. You can help support Clerk education in many ways:

- Participate in the silent auction at the 2026 Annual Conference
- Make a one-time or monthly donation through Givebutter
- Purchase tickets to the 2026 Conference Registration and Hotel Drawing [www.iimcfoundation.com/542/Reno-Conference-Drawing](http://www.iimcfoundation.com/542/Reno-Conference-Drawing)

- Purchase tickets to the Hawaii fundraiser sponsored by American Legal Publishing [www.iimcfoundation.com/537/Win-a-Trip-to-Hawaii](http://www.iimcfoundation.com/537/Win-a-Trip-to-Hawaii)
- Include a separate check of \$25 when paying your annual membership dues

For more information about the IIMC Foundation, visit their website at [www.iimcfoundation.com/](http://www.iimcfoundation.com/)

Join President Dawn Abrahamson in supporting the IIMC Foundation [givebutter.com](http://givebutter.com)

Clerks are The **Keepers of Democracy** in Municipal Government

**Dawn Abrahamson, MMC**  
IIMC President 2025-2027

**Join President Dawn Abrahamson in supporting the IIMC Foundation**

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During this season of light and renewal, I hope you find moments of rest, joy and connection – however, you choose to celebrate. It is an honor to serve as your President, and I look forward with great optimism to all that we will achieve together in 2026, including celebrating IIMC's **80th Anniversary** at the May 2026 Annual IIMC Conference in Reno, Nevada.

Wishing each of you peace, warmth, and inspiration through this season and into the new year and beyond.



# 2025 IIMC Board Midyear Meeting Highlights

By Chris Shalby, Executive Director

**T**he IIMC Board of Directors held its midyear meeting in Rancho Cucamonga, CA, on November 21 and 22. Here are a few of the highlights:

## Friday, November 21

The Board held a day-long session on Board development, reviewing the Board's roles and responsibilities regarding governance. The Board also discussed the process of Board accountability regarding decisions and meeting protocol. These types of sessions enhance Board chemistry, improves communication and reinforces that engagement and open discourse manifests into healthy Boards and strong outcomes.

## Saturday, November 22

The Board meeting was held on this day with reports from all IIMC Committees. The Committees that provided action reports, which the Board approved, included:

- **Election** – Expanded on the Director's Profile Form and Biography; Created an election Complaint Form; Added a second Candidate Forum; strengthened the Elections and Campaigning policy; and reduced the voting period from 14 days to 8 day in March,
- **Policy** – Created a New Social Media Policy and a Board Executive Session Policy.

- **Public Relations** – Added a second category regarding municipality size to the Program in Excellence Governance Award (PEGA).
- **Budget and Planning** – Presented balanced budgets for 2025 and 2026, increases to Staff COLAs and funding for a Region X Consultant and additional staff in Communications.

The Executive Director's Report recommended the creation of a Region X (Canada) Consultant, the hiring of additional Communications staff and various ways to reduce conference costs, beginning with the 2026 Conference in Reno and the possibility of holding consecutive conferences in one city.

The Board reviewed the current Strategic Plan with ongoing updates. Moving into the future, IIMC will be creating a Constitution Task Force to review the Constitution per policy and will embark on a new strategic plan going into 2027.

**Cyber Hygiene Scanning**

**Risk and Vulnerability Assessments**

**Phishing Assessments**

**Remote Penetration Tests**

## Playa Art Park



As host city to Burning Man, much of this desert event's art makes its way into the city center. While Reno has Burning Man art scattered throughout town (see The Art Spot Reno website), one place to see many revolving pieces at one time is at the Reno Playa Park across the street from the Circus Circus and the Silver Legacy in Downtown. This free plaza displays large sculptures, lighted works, murals, and recycled art from various Burning Man years. Check out the Ichthyosaur Puppet by Jerry Snyder or the Garden of Eden by Kate Raudenbush. The plaza usually has about 10-15 pieces to view at one time.



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Getting Involved In Your Organization By Volunteering On An IIMC Committee

## Committee Work Is Accomplished Virtually

**Editor's Note:** *IIMC members who serve on an IIMC Committee will receive one point per year toward CMC Experience or two points per year toward MMC Professional Contributions.*

**Applications are due to IIMC Headquarters by January 15, 2026.**



**A**ssociations are driven by their missions and largely measured by their success in achieving mission-related goals. Good governance provides the vision and direction to ensure that an association is on the right path. Involvement is the key to growth and development. The core and essence of IIMC rests with its volunteers. Volunteers are needed to help an organization in many ways: fundraising, conference planning, coordinating special projects and developing new ideas. Each project depends on the effort put forth by the volunteers. As a volunteer, working on an IIMC Committee conveys a pledge that the members are committed to helping their Organization's development and looking out for its present and future interests. An IIMC Committee is one of the most productive tools this Organization has to work with.

Whether you are chairing a Committee or serving as a Committee member, you face the challenge of getting involved in the work the Committee was formed to accomplish.

"IIMC provides a setting for its members where they can enhance their skills and proficiency toward becoming effective leaders," said IIMC President Lisa Garcia, MMC, Florence, Arizona. "Volunteering for a Committee is an excellent way for members to use their creative abilities and talents to help the system."

IIMC needs Committee members who are prepared to work. Committees meet virtually to review the previous year's accomplishments and discuss strategies and objectives for the upcoming year. The majority of Committee work is done throughout the year through virtual meetings and E-mail. IIMC's growth is attributable to you -- the members.

The findings of a Committee have a direct impact of the decisions made by the Board of Directors. The energy you put into your work on the Committee has a direct influence on the direction your Organization takes. Beginning with the 2022 term, IIMC's Board of Directors have approved assigning each Committee Diversity, Equity and Inclusion goals and objectives to further IIMC's mission of openness and inclusivity.

Your contributions and your participation on the Committee will determine its success or failure. If you participate, get involved and encourage others on the Committee to do so that the Committee will be successful. Enthusiasm is contagious.

Put your input and insight to good use by volunteering for Committee work. You can learn more and complete an application here: [www.iimc.com/149/Committees](http://www.iimc.com/149/Committees). Applications are due to IIMC Headquarters by January 15, 2026.

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## Safeguarding Municipal Clerks: A Call for Legislative Protection

By Elizabeth Beckford, MBA, MMC  
FACC President, City Clerk, City of Wilton Manors, Florida



**M**unicipal Clerks and their staff perform critical functions at the heart of local government from overseeing elections to upholding city governance, yet the nature of their work increasingly places them in vulnerable positions. In recent years, the environment in which clerks carry out their responsibilities has become more hostile, with many facing harassment simply for performing their duties.

In Florida, efforts are underway to address this growing concern. For the 2026 Legislative Session, HB 247 and SB 248 have been introduced to provide public records exemption for municipal clerks and their staff. To date, 88 Florida municipalities have passed resolutions in support of this legislation, recognizing the urgent need to safeguard clerks' personal information. Despite these efforts, Florida Statute 119.071 does not currently include clerks among the categories of local personnel whose personal identifiers are protected. Existing exemptions cover individuals engaged in enforcement or investigative roles that often involve contentious interactions, yet clerks who frequently manage similarly sensitive and high-risk tasks remain excluded.

Importantly, this proposed exemption would not compromise transparency or accountability in local government. Records related to meetings, election administration, and records management would remain fully accessible to

the public. What would be shielded are personal identifiers such as home addresses, phone numbers, and family details, information that could otherwise be exploited to target clerks outside the workplace.

By having this public records exemption, Municipal Clerks would be better safeguarded against threats, stalking, and potential acts of violence. Our safety should never be jeopardized as a consequence of public service. Extending this exemption is both fair and necessary, ensuring that clerks can continue to serve their communities without fear of their own security or that of their families.

Protecting the personal identifying information of Municipal Clerks and staff is not only a matter of safety, it is essential to preserve our ability to serve the public with integrity, free from intimidation, while maintaining transparency and preserving public access to the processes and decisions that shape our communities.

### Postscript

*I welcome input from Municipal Clerks, and I am particularly interested in learning what initiatives are underway in other states. I would especially value hearing from any Municipal Clerks who have successfully advanced legislation, to draw on your experiences to strengthen ongoing efforts to safeguard the profession.*

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# Reno Reimagined: Culture Trumps Casino, Creativity Wins Big!

Reno has shed its old-school gambling image to emerge as Nevada's most exciting cultural destination. Today's Reno pulses with creative energy—from the vibrant Riverwalk district lined with independent galleries, chef-driven restaurants, and artisan boutiques, to Midtown's stunning collection of over 100 outdoor murals that transform streets into open-air galleries. The city's museum showcases both permanent masterpieces and cutting-edge rotating exhibits, while the flourishing culinary scene has foodies flocking from across the country. This is the new Reno: where art, culture, and innovation converge in the shadow of the Sierra Nevada.

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## Clerks' 2025 End of Year Checklist

### 1. Finalize 2025 Minutes and Agendas

Make sure all meeting records are signed, approved, and filed properly before the year closes. This ensures a clean transition into the new year.

### 2. Archive and Backup Records

Organize your 2025 files—both paper and digital—according to retention rules. Confirm that backups are secure and accessible in case of audits or requests.

### 3. Publish the 2026 Meeting Calendar

Work with boards and committees to finalize schedules. Post them publicly early so residents and officials know what to expect.

### 4. Refresh Templates and Forms

Update agendas, minutes, and notice templates to reflect any policy or legislative changes taking effect in January.

### 5. Review Board and Committee Rosters

Check for expiring terms, vacancies, or new appointments. Prepare onboarding materials for incoming members.

### 6. Update Contact Lists

Verify that phone numbers, emails, and mailing addresses for board members, staff, and community partners are current.

### 7. Post Required Annual Notices

Schedule or draft any annual postings—like meeting schedules, disclosure reminders, or open meetings law notices—so they're ready to go.

### 8. Test Technology and Meeting Tools

Check your AV setup, virtual meeting platforms, and other software. Fixing small tech issues now prevents headaches later.

### 9. Evaluate Ongoing Workflows

Take time to reflect on 2025: what worked well, what slowed you down, and what could be streamlined in 2026.

### 10. Plan for Professional Development

Look ahead to clerk conferences, trainings, or certifications in 2026 and add them to your calendar before things get busy again.



## Sign Up for IIMC Calendar and News Alerts

Did you know you could sign up for email and/or text alerts for upcoming events and calendar items?

Scroll down on the home page to "Upcoming Events," and click on "Notify me" for Upcoming Events and Calendar items or simply click on the button below. Select from a list of Region calendars.

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## Broward County Municipal Clerks Association Decorates Annual Holiday Tree

To kick off the holiday season, the Broward County Municipal Clerks Association's annual BCMCA Holiday Tree is now on display at the Plantation Historical Museum located in Broward County. Visitors can view the BCMCA tree alongside more than 40 uniquely themed and decorated trees featured at the museum.

The BCMCA Holiday Tree showcases city seals and logos from member municipalities across Broward County, along with ornaments highlighting historical facts about the Municipal Clerk profession. Decorated by BCMCA members, the tree celebrates and brings visibility to the vital role of municipal clerks for all who visit.

<https://plantationhistoricalsociety.com/>



BCMCA Tree Decorators, Left to Right:  
Elizabeth Beckford, FACC President, City Clerk, City of Wilton Manors,  
Alexandria Grant, City Clerk, City of West Park



City of Miramar Clerk Office Decorators, Left to right:  
Shadlyne "Lynn" Claude – Passport Agent  
Alexandra St. Claire – Administrative Coordinator  
Samuel "Sam" Finkelstein – Records Coordinator  
Denise Gibbs – City Clerk  
Frederika Dejean – Deputy City Clerk  
Emily Rejon – Agenda Coordinator





## 2025 ONLINE PROFESSIONAL DEVELOPMENT COURSE SCHEDULE

### First Quarter

1.Wednesday, January 8, 2025 @9am PST  
**Digital Collaboration Tools**  
 Dr. Jay Grosflam

2.Wednesday, January 29, 2025 @9am PST  
**Mastering Time Management**  
 Sean Hicks, MBA,

3.Wednesday, February 5, 2025 @9am PST  
**Effective Communication Skills**  
 R. Daley, MBA, MA

4.Wednesday, February 26, 2025 @9am PST  
**Rebuilding Trust**  
 Preethi Fernando

5.Wednesday, March 5, 2025 @9am PST  
**Surviving Municipal Office Politics**  
 George Hicks, MBA

6.Wednesday, March 19, 2025 @9am PST  
**What is the CASEL Framework?**  
 Dr. Christian Quintero

### Second Quarter

7.Wednesday, April 2, 2025 @9am PST  
**Remote Work – Best Practices**  
 R. Daley, MBA, MA

8.Wednesday, April 16, 2025 @9am PST  
**Cybersecurity for Small Municipalities**  
 Dr. Jay Grosflam

9.Wednesday, April 30, 2025 @9am PST  
**Riding the Digital Wave**  
 Chris Astrella, MPA, B.S., WCPC

10.Wednesday, May 7, 2025 @9am PST  
**Strategic Decision-Making**  
 Sean Hicks, MBA

11.Wednesday, June 4, 2025 @9am PST  
**Fundamentals of Diversity, Equity & Inclusion**  
 Valdese West

12.Wednesday, June 11, 2025 @9am PST  
**Conflict Resolution & Mediation in Municipal Environment**  
 George Hicks, MBA

13.Wednesday, June 25, 2025 @9am PST  
**Managing up!**  
 Dr. Jane Long

### Third Quarter

14.Wednesday, July 9, 2025 @9am PST  
**Innovative Problem Solving**  
 Sean Hicks, MBA

15.Wednesday, August 6, 2025 @9am PST  
**Career Development and Growth**  
 Rhonda Daley, MBA, MA

16.Wednesday, August 20, 2025 @9am PST  
**Intro to Municipal Records Management**  
 Megan Gregor, MLS

17.Wednesday, September 10, 2025 @9am PST  
**Enhanced Communication Skills for Municipal Clerks**  
 George Hicks, MBA

18.Wednesday, September 24, 2025 @9am PST  
**The Art of Resilience**  
 Sean Hicks, MBA

### Fourth Quarter

19.Wednesday, October 8, 2025 @9am PST  
**Digital Detox & Healthy Technology Use**  
 R. Daley, MBA, MA

20.Wednesday, October 22, 2025 @9am PST  
**Digital Security for Municipalities**  
 Chris Astrella, MPA, B.S., WCPC

21.Wednesday, November 5, 2025 @9am PST  
**Building Stronger Connections**  
 Sean Hicks, MBA

22.Wednesday, December 3, 2025 @9am PST  
**Budgeting & Financial Mgmt for Municipal Clerks**  
 George Hicks, MBA

23.Wednesday, December 17, 2025 @9am PST  
**Conflict Resolution TOPIC**  
 Dr. Jane Long



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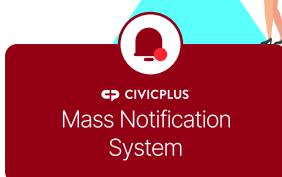
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More information regarding the Conference, education sessions, general speakers, Athenian Dialogues, Academies, and events will be in each issue of the *News Digest* and weekly E-Briefings.

## Conference Host Hotel Information

### Peppermill Hotel in Reno

2707 S. Virginia Street, Reno, NV 89502

[www.peppermillreno.com](http://www.peppermillreno.com)

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#### Room Rates

Single/Double Occupancy .....\$171.50  
(\$150.00 plus 13%/night+2 fee tax

Delegates may book their own reservations by using this link:  
<https://book.passkey.com/e/51039654>

The cutoff date to book a room is **April 23, 2026**. Reservation requests received after the cutoff date will be based on availability and the hotel's prevailing rates.

All education sessions and meetings will take place at the host hotel.

If hotel capacity is reached, IIMC will designate a secondary hotel. For the most updated hotel information, please visit [www.iimc.com/494/Housing-Planning-and-Logistics](http://www.iimc.com/494/Housing-Planning-and-Logistics).

*Continued on page 21*



## 2025 Annual Conference Sponsors

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# Conference Schedule\*

## Saturday, May 16, 2026

8:00 AM – 12:00 Noon  
AM Academy Session (optional, at additional cost)  
9:00 AM – 5:30 PM  
Athenian Dialogue (optional, at additional cost)  
1:00 PM – 5:00 PM  
PM Academy Session (optional, at additional cost)

## Sunday, May 17, 2026

8:00 AM – 12:00 Noon  
AM Academy Session (optional, at additional cost)  
8:00 AM – 4:00 PM  
Institute Directors/Education Chairs Colloquium  
9:00 AM – 5:30 PM  
Athenian Dialogue (optional, at additional cost)  
1:00 PM – 5:00 PM  
PM Academy Session (optional, at additional cost)  
4:00 PM – 5:00 PM  
State/Provincial/National Association  
Presidents Roundtable  
5:00 PM – 6:00 PM  
First Time Delegate Orientation Meet and Greet  
6:00 PM – 7:00 PM..... Opening Network Reception

## Monday, May 18, 2026

8:00 AM – 10:00 AM.....Opening Ceremony  
10:00 AM – 10:45 AM ..... Refreshment Break  
11:00 AM – 12:00 Noon ..... *Keynote Session*  
**Real-Time Leadership: How to be Ready, Responsive  
and Relevant in a Radically Changing World**  
Speaker: **Michelle Ray**  
On Your Own ..... Lunch  
1:15 PM – 2:30 PM..... Institute Directors Meeting (optional)  
2:30 PM – 3:30 PM..... Region Meetings  
4:00 PM – 5:30 PM..... Track Session 0518.1  
5:30 PM – 6:30 PM..... CMC/MMC Q&A with Dr. Jai  
On Your Own ..... Explore Reno/Region Dinners

## Tuesday, May 19, 2026

On Your Own ..... Breakfast  
9:00 AM – 10:30 AM ..... *Keynote Session*  
**Growing Younger: Seven Practices that Helped Me Turn Back Time**  
Speaker: **Brenda Viola**  
10:45 AM – 12:00 PM ..... Track Session 0519.1  
12:15 PM – 1:15 PM ..... Lunch  
1:30 PM – 2:45 PM ..... Track Session 0519.2  
3:00 PM – 4:15 PM ..... Track Session 0519.3  
6:00 PM – 10:00 PM ..... All Conference Event

## Wednesday, May 20, 2026

On Your Own ..... Breakfast  
9:00 AM – 10:30 AM  
Q&A with IIMC President and IIMC Executive Director  
10:45 AM – 12:15 PM ..... Track Session 0520.1  
On Your Own ..... Lunch  
1:30 PM – 2:45 PM ..... Track Session 0520.2  
3:00 PM – 4:15 PM ..... Track Session 0520.3  
4:30 PM – 5:30 PM ..... Get To Know IIMC's International Clerks  
On Your Own ..... Dinner

## Thursday, May 21, 2026

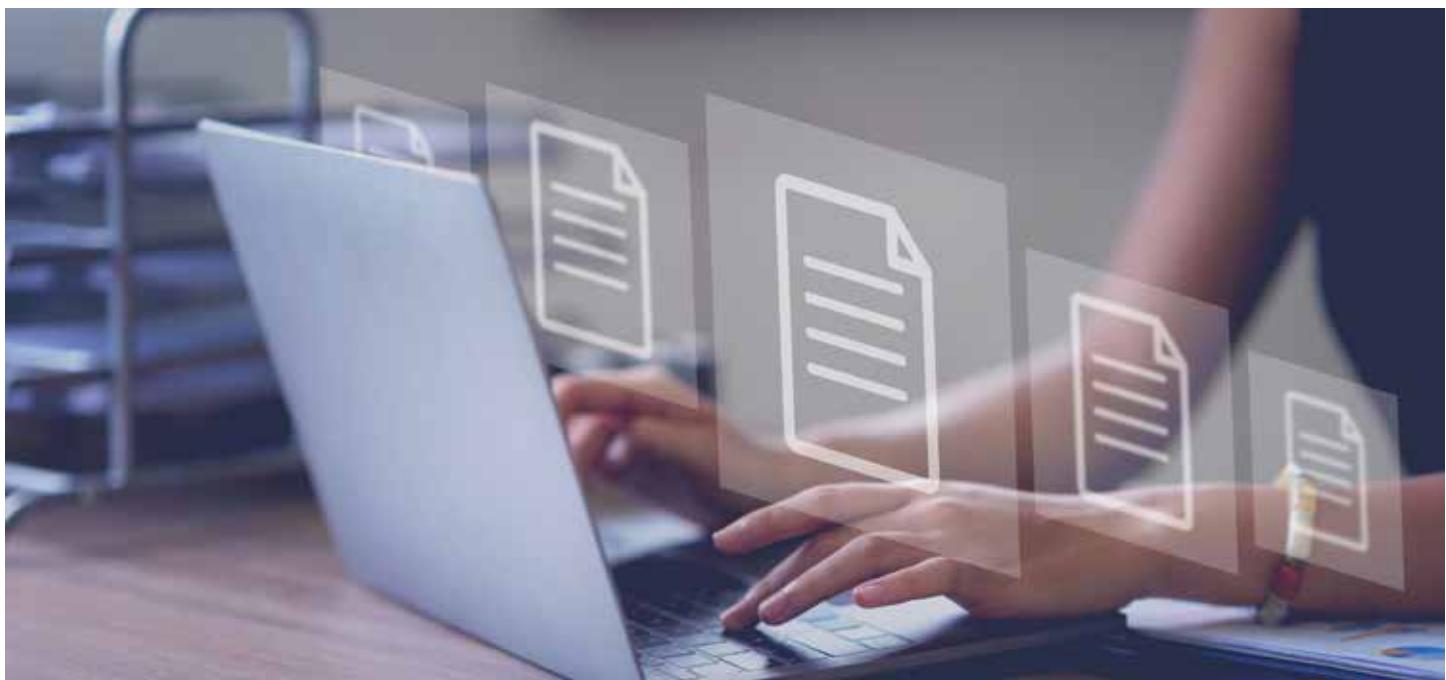
7:30 AM – 8:15 AM ..... Continental Breakfast  
8:30 AM – 10:30 AM .... Annual Business Meeting/Oaths of Office  
10:45 AM – 12:15 PM ..... Track Session 0521.1  
On Your Own ..... Lunch  
1:30 PM – 3:00 PM ..... Track Session 0521.2  
3:15 PM – 4:45 PM ..... Track Session 0521.3  
6:30 PM – 7:30 PM ..... Annual Reception  
7:30 PM – 9:30 PM ..... Annual Banquet

\* Speakers and session details are subject to change.

## 2025 Annual Conference Sponsors



## Records Digitization – Getting Your Stakeholders on Board



**W**hen digitizing your municipality's records, it is essential to get your stakeholders on board. Your stakeholders vary depending on your city, but are commonly department directors, department records coordinators, the IT department, and the city manager. Getting visible support from leadership is the most effective strategy to demonstrate to staff records are a priority. Find out what each director's challenges are and find a plan to overcome them.

Resistance to digitization occurs for a variety of reasons: dislike of change, fear of losing critical information, and concerns about staff resources. It is imperative to address the underlying reason for opposition. Crucial questions to ask when a stakeholder resists digitizing their department records are:

- Why do you prefer paper?
- Why does it feel safer to have paper records?
- How can the Clerk's office/Records Department support you in this process?

Being able to explain the benefits of electronic records will provide you with credibility. The benefits include remote access, searchability, protection from weather events, saving storage space, saving money, staff time,

and ease in fulfilling public records requests. Highlight the efficiency of using electronic search tools versus an employee looking through file drawers, in storage rooms, or through microfilm cartridges. It may seem obvious, but some staff may need to be educated on this efficiency.

An opportunity presents itself when a director is retiring. Work with the department to get their records digitized prior to the department director leaving. The director (especially if they have been there a long time) is often motivated to help even if they were previously resistant. They want to leave records in good shape and are open to change because it will not affect how they operate. If you know or suspect one of your department directors is retiring soon, meet with them as soon as possible to develop a plan to begin gathering, inventorying, and supporting their staff in digitizing their records properly. If you start this process before they leave, they can be a valuable resource in locating and labelling records. If they have a succession plan, talk to the staff about future processes for their records.

A positive relationship with your IT Department is crucial to electronic records management and digitization. Some questions to ask the IT Director are:

*Continued on page 23*



Records Digitization...Continued from page 22



- How is the repository backed up?
- What happens if a server goes down?
- How are records protected from cyberattacks?
- How can records be accessed off-site in the event of an emergency?

Making records a priority in an organization's culture takes time. Records will be taken seriously when there is a regular focus on them, not just a once-a-year project. Education and awareness are key. Create a group of department records coordinators and provide regular communication via e-mail, annual training, and one-on-one meetings. Create awareness regarding records issues with Records Information Management (RIM) month in April. Send out e-mails, have quizzes, prizes, and other activities to get staff thinking about records.

Once or twice a year promote records retention/disposition days and encourage all staff to look at their records, evaluate what records have met retention, and act on disposition accordingly.

Digitizing records takes time and patience. Create a strategy, get your colleagues on board, and work on your plan.

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# What could you learn from another clerk?

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ideas take off



**clerks without  
borders**

## What is it?

Clerks Without Borders is an initiative of Region XI of the International Institute of Municipal Clerks (IIMC), created to help members connect with colleagues across the globe. The aim is to build international relationships, share ideas and experiences, and explore common challenges and opportunities in local government – all through informal, clerk-to-clerk conversations. It's a light-touch, low-commitment way to share:

- Experiences from your daily work
- Ideas on how you tackle challenges
- Cultural insights and professional practices

Whether it's a quick chat, a regular Zoom call, or exchanging emails, you decide how you connect.

## Who can join?

Any local government clerk who's curious, friendly, and open to a cross-border conversation. Whether you're just starting out or have years of experience, you have something to share—and something to learn.

## Sign up

- Sign up via [www.iimc.com/clerkswithoutborders](http://www.iimc.com/clerkswithoutborders)
- Fill out a short form – so we can match you with a buddy

For questions please email:  
[matchingteamclerks@gmail.com](mailto:matchingteamclerks@gmail.com)





# Nominations Invited For The Annual Institute Director Award of Excellence

The Award acknowledges unique and exceptional contributions of current or retired Institute Directors over time in promoting quality education for Municipal Clerks.

Nominations for the Award must be postmarked no later than March 15, 2026.

The Award will be announced and presented at the IIMC Annual Conference in St. Louis, Missouri.

## NOMINATION

Nominations will be invited from state, provincial and country Municipal Clerk Associations, colleagues with whom the nominee works or did work on the Clerks' behalf, IIMC Committee or task force members with whom the nominee served, Institute Director peers and others with direct knowledge of the nominee's unique contributions to the profession.

Family members may not submit nominations.

Please contact IIMC's Director of Professional Development, Dr. Bea Rodriguez at [bea@iimc.com](mailto:bea@iimc.com) if you have any questions about the Award or application procedures.

## AWARD POLICY

- 1) The Institute Director Award of Excellence shall be presented to one Institute Director who has contributed to the educational needs of Municipal Clerks, the advancement of the profession, and whose performances have supported IIMC's educational goals
- 2) Individuals may be nominated if they are in the process of terminating or have concluded their Institute Director position (i.e.-current, past, or retired Institute Directors), if their nomination is otherwise consistent with stated Award Policy and Criteria.
- 3) Please include support detailing the unique or extraordinary individual efforts undertaken by the nominee on behalf of Municipal Clerks, their professional development, and IIMC.
- 4) IIMC will notify all nominees that they have been nominated for the Award, when the selection will be made, and when and where the Award will be presented.

- 5) The President or those designated by the President shall determine the form of the Award.
- 6) The current IIMC President shall present the Award at IIMC's Annual Conference. In the President's absence, Immediate Past President, the current President's designee or a designee of the recipient shall present the Award.
- 7) In the recipient's absence, the President shall announce the Award recipient during the Conference and make arrangements for later presentation to the recipient.
- 8) It is not required that the Award be given each year.

## AWARD CRITERIA

- 1) A nominee must be, or have been, an Institute Director for a minimum of five (5) years. The Institute Director may be a past Director, a present Director, or retired.
- 2) Three nominators are required for each nominee. Two nominators must be IIMC members in good standing. Nominators must have direct knowledge of the nominee's work as an Institute Director, as well as of the nominee's unique accomplishments as described in the materials submitted. A letter of endorsement from each nominator must accompany the Nomination Form.
- 3) Nominators can be: Municipal Clerks,
  - i. Institute Director colleagues,
  - ii. Sponsoring college or university personnel,
  - iii. IIMC Committee with whom the nominee has served,
  - iv. And other personnel affiliated with Municipal Clerks or IIMC who have direct knowledge of the nominee's performance as an Institute Director.
- 4) Two letters of endorsement are required: a) a letter from the president of the State or provincial Municipal Clerks Association served by the Institute Director, and from an official of the sponsoring university or college. These must accompany the Nomination Form.
- 5) A copy of the nominee's resume or bio and other information requested by the nominators.

*Continued on page 27*

6) The complete nomination package, including the Nomination Form and all support materials, must be mailed in one package and must be postmarked no later than MARCH 15 of the Award year. Applications postmarked after that date will not be considered. All materials must be contained in one complete package.

All materials mailed separately to or piecemeal from the mailing of this complete and final nomination package will not be considered during the review and selection process. Do not fax the Application package.

7) Preference will be given to Institute Directors who have kept their programs in compliance with IIMC's Education Guidelines.

8) An Award recipient may receive the Award once in any five (5) year period and is eligible to be nominated for the Award again after the five-year period has passed.

9) Directors not selected for the Award may be nominated in any subsequent year.

For more information, visit [www.iimc.com/159/](http://www.iimc.com/159/)  
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## 2026 ONLINE PROFESSIONAL DEVELOPMENT COURSE SCHEDULE

### First Quarter

1. Wednesday, January 7, 2026 @ 9 a.m. PST  
**Grace Under Pressure**  
Sean Hicks, MBA
2. Wednesday, January 28, 2026 @ 9 a.m. PST  
**Mindset Mastery for Leaders**  
Jovan Miles
3. Wednesday, February 4, 2026 @ 9 a.m. PST  
**AI and Automation in Municipal Workflows**  
R. Daley, MBA, MA
4. Wednesday, February 25, 2026 @ 9 a.m. PST  
**Cybersecurity Resilience**  
Dr. Jay Grosflam
5. Wednesday, March 4, 2026 @ 9 a.m. PST  
**Ethical Decision-Making in Local Govt**  
George Hicks, MBA
6. Wednesday, March 18, 2026 @ 9 a.m. PST  
**Leadership, Considering the Long Game**  
Dr. Christian Quintero

### Second Quarter

7. Wednesday, April 1, 2026 @ 9 a.m. PST  
**Mentoring & Coaching**  
R. Daley, MBA, MA
8. Wednesday, April 15, 2026 @ 9 a.m. PST  
**Practical Communication**  
Dr. Jay Grosflam
9. Wednesday, April 29, 2026 @ 9 a.m. PST  
**Leadership, Building Trust Within the Team**  
Dr. Christian Quintero
10. Wednesday, May 6, 2026 @ 9 a.m. PST  
**Blueprints for Everyday Excellence**  
Sean Hicks, MBA
11. Wednesday, June 3, 2026 @ 9 a.m. PST  
**Mental Toughness: Regaining Resilience**  
Preethi Fernando
12. Wednesday, June 10, 2026 @ 9 a.m. PST  
**The Future You Finish**  
Sean Hicks, MBA
13. Wednesday, June 24, 2026 @ 9 a.m. PST  
**Emotional Intelligence and Presence**  
Jovan Miles

### Third Quarter

14. Wednesday, July 8, 2026 @ 9 a.m. PST  
**Breaking the Trust Barrier**  
Sean Hicks, MBA
15. Wednesday, July 22, 2026 @ 9 a.m. PST  
**Creating Belonging at Work**  
Dr. Christian Quintero
16. Wednesday, August 5, 2026 @ 9 a.m. PST  
**Change Management & Adaptability**  
Rhonda Daley, MBA, MA
17. Wednesday, August 19, 2026 @ 9 a.m. PST  
**Laser Focus: From Zoning Out to Zooming In**  
Preethi Frenanco
18. Wednesday, September 9, 2026 @ 9 a.m. PST  
**Continuous Learning & Career Growth**  
George Hicks, MBA
19. Wednesday, September 23, 2026 @ 9 a.m. PST  
**AI and Minute Madness**  
Chris Astrella, MPA, B.S., WCPC
20. Wednesday, September 30, 2026 @ 9 a.m. PST  
**Navigating with Clarity**  
Sean Hicks, MBA

### Fourth Quarter

21. Wednesday, October 7, 2026 @ 9 a.m. PST  
**Leadership Skills for Non-Managers**  
R. Daley, MBA, MA
22. Wednesday, October 21, 2026 @ 9 a.m. PST  
**Leading a Multigenerational Team**  
Dr. Christian Quintero
23. Wednesday, October 28, 2026 @ 9 a.m. PST  
**Mastering the Pivot**  
Sean Hicks, MBA
24. Wednesday, November 4, 2026 @ 9 a.m. PST  
**The Power of Steady Momentum**  
Sean Hicks, MBA
25. Wednesday, December 2, 2026 @ 9 a.m. PST  
**Strategic Planning & Goal Setting for Municipal Success**  
George Hicks, MBA

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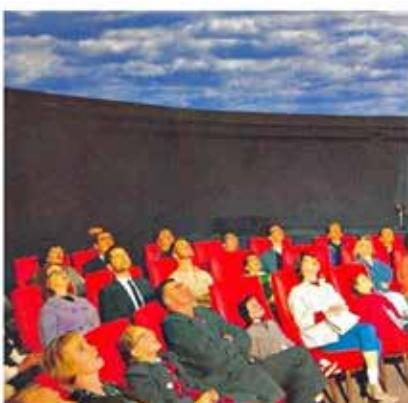


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– Paul McFarlane

Director of the Fleischmann Planetarium and Science Center





# 2026 IIMC Board Vacancies: Make A Difference In IIMC's And Your Future!

In the past few years, IIMC members who have served on the Board of Directors have been involved in many aspects in providing a vision for the Organization. Some of the salient points included but are not limited to:

- Producing a fourth three-year strategic plan (2024 – 2027);
- Creating a Diversity/Inclusivity Vision and Policies;
- Overseeing the Organization's financial health;
- Creating a Futures Group and IDEAL Committee;
- Producing more than \$1 million in Board Designated Reserves, an unprecedented amount;
- Creating progressive Organizational policies;
- Initiating an advanced annual conference selection process;
- Producing successful revenue generating conferences;
- Increasing membership to an all-time high in Region XI;
- Working on its fifth Region XI Symposium and Study Abroad Program for 2025; and
- Maintaining transparent and open communications with all members.

As an IIMC member, you, too, can make an impact on your Organization. Have you ever wanted to shape policies, programs and develop strategic plans to help your colleagues? Can IIMC benefit from your ideas and perspective? Do you want to convey to 15,000 colleagues that you value the efforts of your Organization and that you want to have a voice in its growth and future? Do you want your decisions, direction and vision about IIMC's future to directly impact the membership?

If you've answered yes to any of these questions, then it's time to take that initial step forward and put your leadership and knowledge to task by serving as an IIMC Board of Director.

**NOTE:** To alleviate hurdles and streamline the process for interested members, IIMC's members unanimously approved at the Annual Business Meeting in May 2021

to eliminate one of the requirements for Region Directors. Candidates no longer need to provide written support of candidacy from their state, provincial or national association within the Region in which they are running.

2026 Board vacancies are available in the following Regions and as Vice President on the Executive Committee:

## Region Director Vacancies (Term – 2026 – 2029):

II ..... DE, MD, NJ, PA, VA, WV

IV ..... AR, LA, MS, OK, TX

VI ..... IA, MN, WI

VII ..... IL, KS, MO

VIII EAST ..... CO, MT, NE, ND, SD, WY

VIII WEST ..... AZ, ID, NV, NM, UT

X ..... CANADA

XI ..... OUTSIDE NORTH AMERICA

## Qualifications of Candidates:

A Director's term of office is three years. To qualify for office as a Region Director, a candidate must:

- A. Be an IIMC member for at least three (3) years.
- B. Have served at least three (3) years as a Municipal Clerk or other office as defined in Article II, Membership, Section 2 A.
- C. Have attended at least two Annual Conferences. Attendance may include the conference at which the candidate's term would begin.
- D. Be a Full Member or Additional Full Member and, if elected, remain a Full or Additional Full Member, in their current position or another position that qualifies them as a Full Member or additional Full Member, during the term of office.
- E. Provide written support of candidacy from the legislative governmental body they represent.

*Continued on page 31*

## VICE PRESIDENT:

To qualify for the office of Vice President, a candidate must:

- A. Be an IIMC member for at least three (3) years.
- B. Have served on the IIMC Board for three (3) years prior to the time of election.
- C. Have served at least three years as a Municipal Clerk or other office as defined in Article II, Membership, Section 2 A.
- D. Have attended at least two Annual Conferences. Attendance may include the conference at which the candidate's term would begin.
- E. Be a Full Member or Additional Full Member and, if elected, remain a Full or Additional Full Member, in their current position or another position that qualifies them as a Full Member or Additional Full Member, during the term of office, which shall include terms as Vice President, President-Elect, President and Past President.
- F. Provide written support of candidacy from the legislative governmental body they represent.

The Vice President automatically advances to President Elect and then to President. All Candidates (Region Directors and Vice Presidents) running for office must submit to Headquarters the following:

- Complete and return Nominating Forms announcing his or her candidacy (Forms will be accepted at IIMC HQ between January 1 to January 15, 2025) and must be returned to IIMC HQ no later than Wednesday, January 15, 2025);
- A current, high quality digital photograph (electronic - JPG) is required to be published in the online News Digest; A 200-word essay (not to exceed 200 words in Word File, not in PDF) on their qualifications, emphasizing activities in the Municipal Clerk's profession (essay will be published in the on-line News Digest).

You can obtain Nominating Forms online at [www.iimc.com](http://www.iimc.com) – click on *About Us*, click on Board of Directors, or by contacting Executive Director Chris Shalby at: [chriss@iimc.com](mailto:chriss@iimc.com). Nominating Form, photograph, essay and the endorsement of candidacy from your Legislative

Governmental Body you represent can be sent electronically to Executive Director Chris Shalby.

Candidates agree and understand that the above information will be published as received in the *News Digest*.

## Elections – Region Director

If there is one Region Director candidate, no election is held, and the candidate is declared elected. If there are two or more candidates, IIMC conducts a Region election. Region Members who are Full Members, Additional Full Members, Associate Members, Retired Members and Honorary Members are eligible to vote for Region Director. Election results are announced at the Annual Business Meeting. The Election will be held for a 14-day period in the month of March.

## Elections – Vice President

If there is one Vice President candidate, no election is held, and the candidate is declared elected. If there are two or more candidates, IIMC conducts an election. Election of a Vice-President shall be conveyed to all Full Members, Associate Members, Retired Members and Honorary Members. **The Election will be held for a 14-day period in the month of March.**

Per IIMC's Policy on Campaigning Period and Electioneering: **A member's campaign period is January 16 to March 1. There is no campaigning after March 1. Declared Candidates will receive IIMC's Policies on Elections and Campaigning.**

Here's your chance to help lead the Organization dedicated to furthering the Municipal Clerk's profession. By joining the IIMC Board of Directors, you can expect to work hard and have a rewarding experience in return. As an IIMC Board member, you will devote time, energy, and ideas to lead the Organization forward. IIMC is looking for individuals committed to the Organization's mission and vision.

Take your leadership to the next level, become an IIMC Board of Director.



## PROGRAM EXCELLENCE IN GOVERNANCE AWARD

IIMC 2026

### *Winner(s) To Receive 2026 Complimentary IIMC Annual Conference Registration*

**P**ast winners have included: Seattle, WA; Austin, TX; Rancho Cordova, CA; San Antonio, TX; Costa Mesa, CA; Countryside, IL; Frisco, TX; Albuquerque, NM; Wolcott, CT; Santa Clarita, CA; Avondale, AZ; and Mamaroneck, NY.

Winning an award can mean a great deal to your professional reputation and your city's positive public perception. It matters, to your peers at city hall and residents in the community, when a respected third party recognizes your office for excellence.

The IIMC Program Excellence in Governance Award (PEGA) is the top award for programmatic or technical achievement in our profession. There are three reasons why you should take the time to apply for the PEGA in 2025:

**1) You Deserve It:** Any City Clerk that demonstrates excellence is a strong contender for the PEGA. Broad award categories honor diverse programs. The PEGA is an inclusive and egalitarian concept that exceptional programs are recognized, regardless of tenure as a Clerk or the ability, funding, time and institutional support to be involved in the IIMC leadership structure. Don't let that opportunity pass you by!

**2) Your Office Share Your Wins:** Most people at City Hall still don't understand what City Clerks Offices really do. Just the collaborative process of writing the PEGA application provides your City's management team tools they can use to advocate for you. If you win, you'll go into your next salary negotiation as an international award-winning City Clerk. If you don't, you'll still have been successful at reminding folks that the City Clerk's Office is much more than just centralized clerical staff. Also, sharing an exceptional program will allow us, your peers, to emulate what you've done. As they say, imitation is the sincerest form of flattery.

**3) Community Pride:** Winning the PEGA validates for the public that you've done something exceptional with their hard-earned tax dollars. So, when you win the award, IIMC will work with your office to contact your local paper and a presentation of the award can be arranged at a Council meeting.

So, the challenge isn't just great work – you already do that! Your challenge is to provide us with the opportunity to honor you. Throw off the City Clerk's natural coat of humility and apply. You, your City and your profession will be better for it.

For more information, please contact IIMC Executive Director Chris Shalby at [chriss@iimc.com](mailto:chriss@iimc.com).

### **When in Reno...**



### **National Automobile Museum Fasten Your Seatbelts**

Autophiles will be entranced at the more than 225 cars on display throughout the 105,000-square-foot complex. Changing exhibits keep the offerings fresh (and beg for repeat visits), while the static displays divulge a deep dive into automobile history. Cars from 1897 to 2003 are presented in gleaming style, revealing the beautiful craftsmanship of days past.

<https://automuseum.org/>

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# 2026 Quill Award

Nominations are now being accepted for the 40th Annual Quill Award.

*Winner(s) To Receive 2026 Complimentary IIMC Annual Conference Registration*

## DEADLINE TO SUBMIT NOMINATIONS IS APRIL 1, 2026



**C**reated in 1987, the prestigious Quill Award recognizes IIMC members who have made a significant and exemplary contribution to their community, state or province and IIMC. More importantly, the individual must support the goals and philosophies outlined in IIMC's Code of Ethics.

The criteria include length of service, strength and extent of participation in IIMC, service in teaching fellow Municipal Clerks, involvement with the initiation or administration of an IIMC-approved training Institute or program or any other activity that enhances the professionalism of IIMC members.

### ELIGIBILITY

The Quill Award is open to all members of IIMC, deceased members, retired Clerks or a Clerk who has changed positions. Serving members of the Board of Directors or present officers of IIMC shall not be eligible

for this award. Past Presidents will be eligible for the Quill Award four (4) years after completing service on the Executive Committee.

### DOCUMENTATION

Nominations shall be solicited annually from the membership. The following documentation shall be submitted to Headquarters no later than **April 1st of the year** of the Award:

- Resume of Nominee and reason for nomination,
- Nomination Form,
- A written endorsement from the State/Provincial or National Association, and
- A written endorsement from the IIMC Region Directors.

### CRITERIA

Those receiving the Award shall represent all of the following Criteria:

- At least ten years of service as a Municipal Clerk;
- At least ten years of IIMC membership;
- Strong and extensive participation in IIMC;
- Service in teaching fellow Municipal Clerks Involvement with the initiation or administration of an IIMC-approved training Institute or program or any other activity that enhances the professionalism of IIMC members;
- Leadership in State/Provincial/National Municipal Clerk professional organizations;
- Significant and exemplary contribution to their community;
- Significant and exemplary contribution to their State/Province/Country;
- Significant and exemplary contribution to IIMC;
- Significant and exemplary contribution to peers; and
- Attainment of the CMC Designation.

*For more information, go to:*

[www.iimc.com](http://www.iimc.com) and click on IIMC's Membership page. For questions, contact IIMC Executive Director, Chris Shalby at [chriss@iimc.com](mailto:chriss@iimc.com).

## International Institute of Municipal Clerks Grants & Scholarships

All IIMC members are eligible to apply.

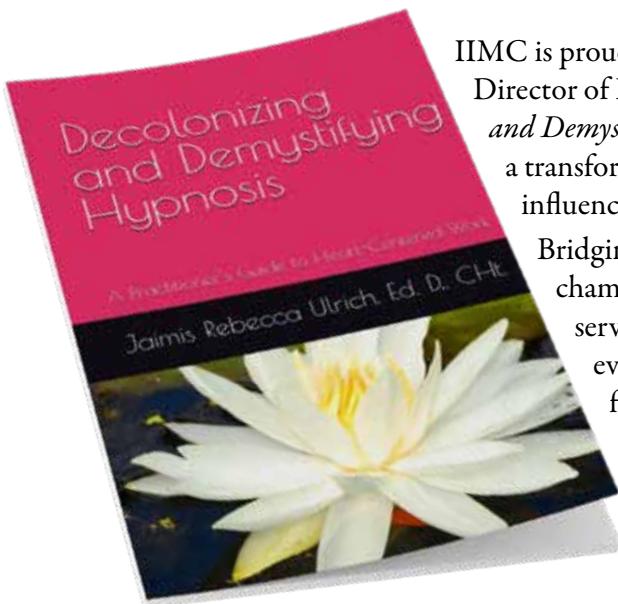
Grants and Scholarships can help with:

- CMC Institute registration
- MMC Academy registration
- Online learning
- Attending the IIMC Annual Conference

**For more information, visit [IIMCFoundation.com](http://IIMCFoundation.com)**



# Decolonizing and Demystifying Hypnosis



IIMC is proud and thrilled to announce that Dr. Jaimis "Dr. J" Ulrich, Associate Director of Professional Development, recently released the book, *"Decolonizing and Demystifying Hypnosis: A Practitioner's Guide to Heart-Centered Work,"* a transformative resource for anyone in public service looking to enhance their influence through inclusive, empathetic practices.

Bridging decolonized approaches with heart-centered methods, this guide champions cultural sensitivity and addresses the effects of colonialism in service delivery. It's a call to transform public service into spaces where every individual, especially those from marginalized communities, can find empowerment and healing, promoting a more inclusive, understanding, and supportive environment for all.

By Dr. Jaimis Ulrich, Ed. D., CHT.

IIMC Associate Director of Professional Development IIMC



Dr. Ulrich owns all rights to "Decolonizing and Demystifying Hypnosis."  
IIMC receives no compensation from book sales.



Link to purchase book on Amazon: [Decolonizing and Demystifying Hypnosis: A Practitioner's Guide to Heart-Centered Work: Ulrich, Dr. Jaimis Rebecca, Reyes, Bianca: 9798882965579: Amazon.com: Books](#)



**Thank you for making the 2025 Annual IIMC Conference incredible!**

By optimizing operational efficiency and boosting productivity, clerks can focus on what really matters: improving their communities.

We'll be at several conferences this year. Explore our calendar to learn more — and call **888-228-2233** or visit [www.CivicPlus.com](http://www.CivicPlus.com) for additional information about our powerful software solutions.



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## Reno Reimagined: Culture Trumps Casino, Creativity Wins Big!

Reno has shed its old-school gambling image to emerge as Nevada's most exciting cultural destination. Today's Reno pulses with creative energy—from the vibrant Riverwalk district lined with independent galleries, chef-driven restaurants, and artisan boutiques, to Midtown's stunning collection of over 100 outdoor murals that transform streets into open-air galleries. The city's museum showcases both permanent masterpieces and cutting-edge rotating exhibits, while the flourishing culinary scene has foodies flocking from across the country. This is the new Reno: where art, culture, and innovation converge in the shadow of the Sierra Nevada.

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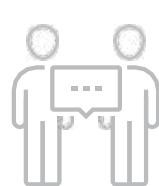
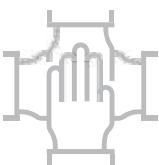
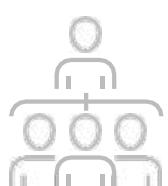
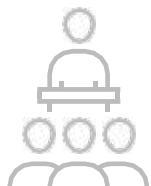
[spatialdatalogic.com](http://spatialdatalogic.com)  
[sales@spatialdatalogic.com](mailto:sales@spatialdatalogic.com)



We design municipal websites with your citizens in mind, making it easy for visitors to navigate your site and access municipal information and services quickly. We believe a website is more than just a critical source of information; it's a digital extension of your building.

Government officials affect the lives of residents every day. When our frontline staff are empowered as leaders, we deliver services more effectively. **The High Performance Leadership Academy is a resource that connects your staff with practical leadership training.** Using an innovative, interactive online learning platform that combines real-time webinars, recorded sessions and small group discussions to deliver effective training without traveling away from the county – saving money and maximizing time.

### THE ACADEMY FOCUSES ON FIVE ESSENTIAL SKILLS:



#### LEAD:

Engage teams and stakeholders to foster positive climates and exceed common expectations

#### ORGANIZE:

Plan, lead and execute organizational change more effectively and consistently

#### COLLABORATE:

Establish alignment and strong partnerships through building stronger relationships

#### DELIVER:

Measure projects and processes to deliver results aligned with county and community priorities

#### COMMUNICATE:

Create clarity, confidence and community

**The High Performance Leadership Academy empowers frontline government professionals with fundamental, practical leadership skills to deliver results for counties and residents.**

The Academy enrollment fee is \$2,495 per participant with discounts available for IIMC members.

With a curriculum developed by General Colin Powell and public and private sector leaders, The High Performance Leadership Academy gives students the opportunity to learn from world-class faculty. All content is guided by an expert facilitator.

**Find out more at [pdaleadership.com](http://pdaleadership.com)  
Or email [Tarverh@pdaleadership.com](mailto:Tarverh@pdaleadership.com)**





# 2025-26 Calendar

## Region Meetings, Institutes, Conferences and Courses

Please check with your Association or the IIMC website for current information

### DECEMBER

- 3** IIMC Online Professional Development Course: Budgeting & Financial Management for Municipal Clerks
- 7-10** Alaska Association of Municipal Clerks (AAMC) Annual Conference
- 10-12** Alabama Association of Municipal Clerks and Administrators (AAMCA) Fall Institute and Winter Conference
- 17** IIMC Online Professional Development Course: Conflict Resolution

### FEBRUARY 2026

- 16-20** Region III Conference
- 25-27** Region IV Conference

### APRIL 2026

- 15-17** Iowa Municipal Finance Officers Association (IMFOA) Spring Conference

### OCTOBER 2026

- 21-23** Iowa Municipal Finance Officers Association (IMFOA) Fall Conference



### Sign Up for IIMC Calendar and News Alerts

Did you know you could sign up for email and/or text alerts for upcoming events and calendar items?

Scroll down on the home page to "Upcoming Events," and click on "Notify me" for Upcoming Events and Calendar items or simply click on the button below. Select from a list of Region calendars.

After you add your email address, click on the envelope icon for which item you'd like to subscribe. You may also opt for text alerts.



**80th Annual Conference**  
Reno, Nevada

Sunday, May 17 thru Thursday, May 21, 2026



**81st Annual Conference**  
Fort Worth, Texas

Sunday, May 9 thru Wednesday, May 12, 2027



**82nd Annual Conference**  
Bellevue, Washington

Sunday, May 21 thru Wednesday, May 24, 2028