



# News Digest

*The Premier Organization for Municipal Clerks Since 1947*



February 2026

**80th IIMC Annual Conference**  
May 17-21, 2026 • Reno, Nevada



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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 Manager

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

Director of Certification and Conference Program

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

Online Program Manager

Iris Hill  
iris@iimc.com

## MEMBERSHIP

Director of Member Services

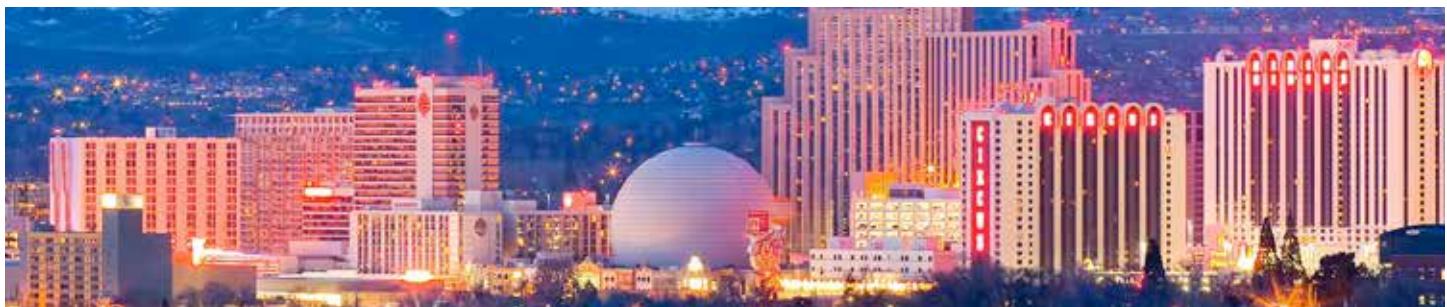
Janis Daudt  
janis@iimc.com

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 LXXIX No. 2 ISSN: 0145-2290

February 2026

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, MMC, 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)

**Sandy Maahs, MMC – VII**  
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, CMC – X**  
Timmins, Ontario, CAN  
[Steph.Palmateer@timmins.ca](mailto:Steph.Palmateer@timmins.ca)

## The IIMC Mission Statement:

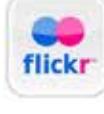
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# President's Message



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

**A**s we move on into February, I would like to take a moment to recognize and thank the many volunteers who serve on IIMC's committees. The work accomplished through these committees is vital to advancing our mission and supporting our members. Whether focused on education, professional development, membership, or governance, each committee plays an important role in strengthening our organization.

I want to offer special recognition to our committee chairs and vice chairs, whose leadership and commitment help guide this work forward. Their willingness to step into leadership roles, coordinate committee efforts, and keep projects moving is greatly appreciated. Thank you for your dedication, professionalism, and service to IIMC—you are instrumental to our continued success.

## **IIMC Vice President Election**

February also marks an important milestone in our leadership process as we prepare for the Vice President candidate election. This election provides members with an opportunity to help shape the future of IIMC by selecting a leader who will contribute to the organization's strategic direction and long-term vision. I encourage all members to review the candidate information carefully and to participate in the election process when it opens. Your engagement is essential to ensuring strong, representative leadership.

To continue supporting transparency and member participation, IIMC will host a **virtual Candidate Forum** facilitated by Elections Chair Sue Haag. The first forum will be held **February 11 at 9 a.m. PST**, and the second **February 24 at 9 a.m. PST**. Each candidate will respond to a series of prepared questions. The forums will be recorded and made available on the IIMC website for all members to view.

The election will be held over an **8-day period beginning March 2 and ending Monday, March 9 at 5 p.m. PST**. [Board Elections 2026-2029 | IIMC - Official Website](#)

## **Campaigning Period and Electioneering Policy**

I want to remind members that IIMC has a designated campaigning period and electioneering policy. These guidelines ensure a fair and transparent process, giving all candidates an equal opportunity to share their qualifications while maintaining professionalism and respect. They also safeguard the integrity of the election and help members make informed decisions. Key highlights include:

- Campaign materials must be approved by IIMC staff before distribution.
- Campaigning is permitted from **January 16 to March 1**; no campaigning is allowed after March 1.
- Candidates may only share campaign material on IIMC and Regional social media platforms, subject to pre-approval.
- Guidelines apply to official IIMC platforms and materials, not personal candidate pages.
- Endorsements by current Executive Committee members, Region Directors, Election Committee members, or IIMC Foundation Board members are prohibited.
- Candidates may discuss their candidacy via email to members, except for Region XI due to European GDPR restrictions.
- Upon request, IIMC encourages state/provincial organizations to provide equal access to all candidates.

*Continued on page 5*



Later this month, the Executive Committee will meet February 20–21 in Rancho Cucamonga. This meeting is a valuable opportunity for leadership to come together and set the stage for the year ahead. During our time together, President-Elect Lee Fraiser and Vice President Janice Bates will make committee assignments and establish committee goals. The discussions and decisions will help shape IIMC's direction and priorities in the months ahead, and I look forward to the collaborative efforts that will emerge from these conversations.

### Celebrate 80 Years of IIMC – 5-Day Conference

Join us May 17–21 in Reno-Tahoe, Nevada for the 80th Annual Conference, "Global Insight. Local Impact." Enjoy top-notch education, networking, and special events honoring eight decades of professional excellence. Register now to secure your spot—spaces are filling fast! The Peppermill is at 100% occupancy, but they are still accepting reservations for the IIMC Conference so if you haven't booked your accommodations, do so today to ensure you don't miss out.

At the conference, I am honored to present the following awards to Municipal Clerks and Institute Directors in recognition of their contributions and dedication to the profession:

- **Quill Award** – Recognizes Municipal Clerks who have made significant and exemplary contributions to their community, state, province, or IIMC. Nominations are accepted until April 1. More information: [Quill Award](#)
- **Institute Directors Award of Excellence** – Acknowledges unique and exceptional contributions of current or retired Institute Directors in promoting quality education for Municipal Clerks. **Deadline: March 15.** More information: [Institute Directors Award of Excellence](#)
- **Program Excellence in Governance Award (PEGA)** – Recognizes IIMC members who create and implement programs demonstrating superior leadership and innovation that benefit their communities and the profession. **Deadline: March 15.**

As I close this month's message, I am pleased to introduce Region X Director Steph Palmateer, who attended the AMCTO Conference in October 2025 and delivered a presentation during the AMCTO Zone 6 meeting. I

encourage you to take a moment to read the highlights of his presentation, shared in the spirit of raising awareness of IIMC and the important work we do.

As we embrace February—a month of renewal, connection, and planning—I encourage all members to participate in the election, engage with our committees, and join us in Reno as we celebrate 80 years of IIMC excellence. Your dedication and collaboration continue to strengthen our organization, and I look forward to all we will accomplish together in the months ahead.

### When in Reno...



### 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.

# Clerks at a Crossroads: Digital Experiences, Resident Satisfaction, and Local Leadership

The role of the city clerk is quickly evolving as municipal operations move online. Residents now expect local government to offer timely, intuitive digital services. Clerks are at the center of that shift. Every agenda posted, permit issued, and official notice shared online shapes how residents experience and perceive their local government.

## New Research: Digital Interactions Shape Resident Perceptions

New data shows just how much digital touchpoints matter. The latest Resident Satisfaction and Trust (RSAT) Report reveals a gap: 74% of residents say they trust local leaders, but only 47% are satisfied with digital municipal services overall. Residents who struggle to navigate government websites are four times more likely to say their satisfaction with their municipality has dropped. For clerks, everyday online interactions now offer vital opportunities to earn or erode public trust.

## Where Clerks Stand Today

Clerks are committed to improving the resident experience, but they are also operating under real constraints. 42% of local leaders who responded to a 2025 CivicPulse study cited staff time as the biggest barrier to accessibility improvements, followed by lack of funding (35%) and insufficient training (32%).

## The Power of Digital Experiences

Studies like these show that how residents experience government services is just as important as which services are offered. When websites are usable and accessible, satisfaction and trust are much higher. Broken links, confusing portals, and inaccessible documents, however, send the opposite signal. The quality of online forms, meeting notices, and permit systems directly influences how residents perceive responsiveness and openness.

## More Data-Backed Insights and Benchmarks

While 98% of local governments currently maintain websites, just 23% have formal accessibility policies, and

only 14% have provided relevant staff training. Awareness of evolving compliance requirements is also low. Only 13% of officials say they're very familiar with the DOJ's Final Rule on ADA Title II, while 38% weren't familiar with the regulations at all. 51% are familiar with the regulations at all.

Given this landscape, clerks have an important role to play in making changes like these:

- Conducting web accessibility audits
- Adopting a formal accessibility policy for all digital services
- Prioritizing accessibility training
- Tracking resident satisfaction to align improvements with expectations

## Prioritizing Technology for Impact

Pairing these actions with the right technology empowers clerks to streamline workflows, reduce manual effort, and modernize how information is shared. Tools that simplify content and support accessibility improvements make it easier to keep information current and compliant.

## Leading at the Crossroads

As the trusted link between residents and their local governments, clerks are uniquely positioned to turn trust into satisfaction. By leading the transition to modern, accessible, and transparent online services, they can strengthen civic engagement and confidence in local institutions.

CivicPlus provides technology and expertise tailored to the needs of local government clerks, helping them deliver the digital experiences residents expect while maintaining the accountability communities deserve.

Visit [civicplus.com/clerk](https://civicplus.com/clerk) or scan the code on the right to learn more.

*Editor's Note:* CivicPlus is an IIMC Premier Diamond Sponsor.





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# BLACK HISTORY MONTH



## Profiles in Black History: John M. Langston, Town Clerk

John Mercer Langston was born free to white plantation owners John Quarles and Lucy Jane Langston, a slave. He was the youngest of four children. His older brother, Charles Henry, became noted abolitionist Charles Henry Langston, and John was the great uncle of poet Langston Hughes.

When he was 4, both his parents died, and he went with a family friend to Oberlin, Ohio. At 14, Langston enrolled in the Preparatory Department at Oberlin College. He enrolled in the graduate program in Theology at Oberlin in preparation for later legal study. Although he obtained a Master's degree, he was denied entry to law school and read law under a lawyer in Elyria. He was the first Black lawyer in Ohio admitted to the bar in 1854.

Langston married Caroline Wall, a student at Oberlin, settled in Brownhelm, OH, and established a law practice. He was elected Town Clerk in 1855, perhaps the first Black elected to public office in the United States. Later, after he moved back to Oberlin in 1856, he was elected city councilman and later to the board of education.

Langston helped create the Republican Party in 1854. With the aid of his brothers Gideon and Charles, he organized antislavery societies at both the state and local

levels. He also helped runaway slaves escape along the Ohio border as part of the Underground Railroad. He played a significant role in recruiting Black soldiers for the Union Army during the American Civil War. When the war ended, he was appointed inspector general for the Freedmen's Bureau, a federal agency created to assist freed slaves.

Langston moved to Washington in 1868 to organize and become dean of Howard University's first Black law school. He also became the first Black to practice before the U.S. Supreme Court. In 1876, he was elected a delegate to the Republican National Convention and named U.S. minister to Haiti.

Langston returned to Virginia in 1885 to serve as the first president of Virginia State University. In 1888, he ran as an independent for a seat in the U.S. House of Representatives. He won, becoming the first Black elected to Congress from Virginia. However, his victory was contested for 18 months, and he served only six months before being unseated in the next election.

Langston retired to Washington, writing his autobiography, "From the Virginia Plantation to the National Capitol: or, The only Negro representative in Congress from the Old Dominion," published in 1894. John M. Langston died in 1897.

**Resource:** African American Registry (<https://aaregistry.org/story/john-m-langston-americas-first-elected-black-politician/>). Accessed January 23, 2025.

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# CMC And MMC Designations Continue To Increase

1/1/2025 - 1/1/2026

IIMC's Education Team, and IIMC in general, spend a considerable amount of time promoting the benefits of professional development and certification. Below is a chart of how many IIMC members, in each Region, received either a CMC or an MMC. As you can tell, Region IX leads the way. However, it's imperative to note that Region X (Canada) is growing in certifications.

***Editor's Note:** Although our Region XI (Outside North America) members are not represented on this list, IIMC acknowledges the hard work and dedication they invest in their education abroad. We are happy to announce that both the Education Department and our International Education partners have articulated a clearer path forward for our international members to earn their certification. We look forward to seeing their numbers grow and added to our list this year.*

REGION	CMC	MMC
I	40	8
II	15	11
III	91	38
IV	26	17
V	44	15
VI	15	5
VII	27	16
VIII East	31	10
VIII West	30	11
IX	113	23
X	11	11



## One Clerk, Total Visibility

Clerks juggle multiple responsibilities, from preparing meetings and publishing ordinances to managing public records and resident communications. Without integrated systems, these tasks can become slow, error-prone, and frustrating.

Municipal clerks are key to transparency and efficiency, yet many still rely on manual, disconnected processes. This leads to duplicated work and compliance issues, making the experience difficult for staff and residents.

Better tools and connectivity are needed. The Civic Impact Platform addresses this by integrating **Agenda and Meeting Management**, **NextRequest**, **Social Media Archiving**, **Municode Codification**, and **Municipal Websites**, giving clerks clear, confident control over public records.



Reach out to Explore the CivicPlus Impact Platform

888-228-2233 | [civicplus.com](http://civicplus.com)





## IIMC Program Excellence in Governance Award

**B**ig news for 2026! Do you know a Clerk that provides exceptional leadership, shows unwavering commitment and makes the initiative to enhance their government in innovative and impactful ways?

We are thrilled to announce that this year IIMC will present **not one (1), but two (2)** Program Excellence in Governance (PEGA) awards this year! For the first time, the award will be presented in **two categories**, ensuring recognition across communities of all sizes:

- **Municipalities up to 75,000**
- **Municipalities over 75,000.**

Nominees must be a Full or additional Full Member in good standing for two consecutive years or more. They should demonstrate creative and innovative ways of:

- Revenue enhancement
- Cost savings
- Customer service
- Community outreach
- Collaboration
- Public safety and welfare
- Leadership

If you or someone you know fits this description, visit [IIMC.com](http://IIMC.com) and complete the **NEW PEGA Award application! Page 13**

**Application Deadline: March 15, 2026.**

Let's celebrate excellence in governance at every level!



## Frustrated with outdated processes?

Discover how to advocate for and select modern meeting management and records request solutions that drive efficiency and transparency.

[Watch video](#)





# Former IIMC Region VI Director and IIMC Foundation Board Member, Anne Uecker, MMC, Named 2025 St. Francis, WI, Citizen of the Year



The St. Francis, Wisconsin, Civic Association, in partnership with the Citizen of the Year Committee, announced Anne Uecker as the 2025 Citizen of the Year, honoring her decades of service, leadership, and unwavering dedication to the St. Francis community.

The Citizen of the Year Award recognizes individuals whose accomplishments and commitment have made a lasting impact on the St. Francis community. Uecker has been an active and engaged member of the community for more than 30 years.

Throughout her career, Uecker has served the City of St. Francis as City Clerk/Treasurer and has held leadership roles on the Board of Directors for the St. Francis Civic Association and the St. Francis Days Committee. She has also been an active member of the Celebrations Committee helping with the 4th of July and Christmas celebrations.

Her volunteerism spans numerous community events and organizations, including the St. Francis Lions, Concerts in the Park, and National Night Out. A familiar and welcoming presence at local events, Uecker can often be found assisting with concession operations at Milton Veteran Memorial Park. She also hosts an annual Christmas caroling event to share holiday cheer with elderly residents of the City of St. Francis. In addition, she has delivered homemade meals to seniors, shared baked goods, and sent handmade cards simply to brighten someone's day. Uecker's contributions have been recognized at the local, state, and national levels. She received the 2019 Unsung Hero Award from the FBI, the Lifetime Achievement Award from the Wisconsin Municipal Clerks Association, and in 2025, the prestigious Quill Award, the highest honor bestowed by the International Institute of Municipal Clerks.

Beyond St. Francis, Uecker has been a steadfast advocate for the Municipal Clerk profession. She has mentored new Clerks, taught educational sessions for the Wisconsin Municipal Clerks Association, Municipal Treasurers Association, and the International Institute of Municipal Clerks, and travels throughout the United States and Canada sharing lessons on positive leadership.



## 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.





# Membership & Mentoring in Action: Building Belonging, One Clerk at a Time

By Jessica Hilts, MMC and Lisa A. Burd, CMC  
IIMC MEMBERSHIP AND MENTORING COMMITTEE

## A new beginning

A new beginning can be intimidating. It can also be exciting. Becoming a Municipal Clerk means mastering complex rules, coordinating high-stakes meetings, and safeguarding public records. It requires professionalism, integrity, political savvy, and grit. Without a community of compassionate, capable peers, the work can feel overwhelming. It might even feel impossible.

Thankfully, you are not alone! Through IIMC, members connect to a strong community with 80 years of history and resources, promoting education, and elevating the standards of public service. For that reason, Municipal Clerks around the world choose IIMC.

## Industry leaders

When you join IIMC, the Membership and Mentoring Committee welcomes you and prepares you for success. We equip you with practical ways to make the most of your membership. Through leading industry resources, IIMC supports professional growth with academies, Athenian Dialogues, annual institutes, certification programs, scholarships, and a thriving community of mentors.

## The unexpected gift of mentoring

Participants in IIMC's Mentorship Program embrace growth and leadership opportunities, joining 96 active mentorship pairs that form a one-to-one network built on practical guidance and heartfelt encouragement.

When seasoned Clerks first volunteer to mentor, most simply want to give back. What they often don't expect is how much they will receive in return. Mentoring is not a one-way street; it's a dynamic exchange that enriches both participants in surprising and meaningful ways.

As a mentor, you will view familiar challenges through fresh eyes. Conversations can spark new insights into processes you've performed for years on autopilot. These moments expose you to different approaches, challenge assumptions, and expand your professional toolkit.

What begins as a simple offer to guide a newcomer, evolves into a professional partnership that strengthens the entire Clerk's community. These relationships can even blossom into formal collaborations, fortifying the profession through networks of knowledgeable and experienced peers.

## Building belonging

IIMC's strength has always been how Municipal Clerks show up for one another. A warm welcome and a thoughtful connection can transform a job into a calling, and a network into a home. If you've benefited from a colleague's guidance, this is your invitation to pay it forward. And to our new members, we're so glad you're here! Dive into the community, opportunities, and growth that await you.

## How you can PARTICIPATE

- If you're a new member: Reply to our welcome and share what you're hoping to learn this year. We'll help you get connected.
- If you're experienced: Consider serving as a mentor and sending us a tip we can include in welcome messages.
- If you participated in the IIMC Mentorship Program: Watch for a brief check-in survey; we'd value your insights on what worked and potential growth opportunities.

Visit [www.iimc.com/125/Mentoring-Program](http://www.iimc.com/125/Mentoring-Program) to learn more about what the mentoring program has to offer or to sign up to become a mentor today!

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# When The Safety Net Frays: Local Government At The Breaking Point

By Lisa Garcia, MMC, IIMC Past President

Deputy Town Manager / Town Clerk, Town of Florence, Arizona

**L**ocal government is where public service becomes real. It is where streets are cleared, water flows, permits are issued, shelters open, and recovery begins. It is also where residents experience government most directly, through the services that shape daily life and define community well-being.

Yet local governments do not operate independently. We are the delivery arm of a larger intergovernmental system, one that depends on reliable partnerships from state and federal governments to function as intended. When that partnership works, communities recover. When it does not, the consequences are immediate, visible, and deeply human.

Today, local government is not just strained, it is increasingly under attack.

Across the country, decisions about how cities and towns can raise revenue to provide essential services are being made far from the communities they affect. State-level policymakers and hired government officials are overriding locally approved funding mechanisms, including revenues that were authorized by voters or adopted through lawful local processes. When revenue sources approved by elections or city councils are restricted, repealed, or redirected, local governments are left responsible for delivering the same, or greater, level of services with fewer tools to do so.

At the same time, mandates continue to grow.

Cities and towns are required to comply with new regulations, reporting requirements, and service expectations, often without corresponding funding. These unfunded mandates force local governments into impossible choices: delay infrastructure maintenance, reduce staffing, scale back community programs, or divert funds from long-term planning to short-term survival. The result is a slow erosion of capacity that rarely makes headlines but steadily weakens the foundation of public service.

This pressure becomes most visible during emergencies. Local governments are responsible for the quality-of-life people experience every day, but they are also the first to respond when disaster strikes. Police, fire, emergency medical services, public works crews, and administrative staff mobilize immediately, long before federal or state agencies arrive. That response assumes that intergovernmental support will follow, providing reimbursement, technical expertise, and recovery assistance.

But that assumption is becoming less certain.

I have seen this firsthand in my own backyard in Globe, Arizona. After significant damage and disruption, the expectation was that federal emergency support would follow, as it has for other communities. Instead, assistance was delayed, limited, or absent. FEMA did not arrive in the way residents were told to expect. Local officials and staff stepped in anyway, coordinating shelter, debris removal, public communication, and short-term recovery, often without clarity on whether help would ever come.

This experience is not isolated.

Communities in Tennessee have faced similar gaps following devastating floods, where local governments carried the burden of response while awaiting federal determinations that would decide whether aid was available at all. In Washington State, wildfire-impacted communities have struggled with inconsistent federal engagement, leaving local agencies to navigate recovery with exhausted staff and overstretched budgets.

These are not failures of local leadership. They are systemic failures.

When higher levels of government limit local revenue authority, impose unfunded mandates, and then fail to show up consistently during emergencies, local governments are left holding responsibility without the resources to match it. Services do not stop. Residents do not stop

*Continued on page 17*



needing help. Instead, local governments absorb the shock—financially, operationally, and emotionally. The emotional toll is rarely discussed. Local officials and staff are the ones residents see at the grocery store, at school events, and at community meetings. We hear the fear, frustration, and the anger, regardless of where the failure originated. We become the face of decisions we did not make and the consequences of funding that was taken away or assistance that never arrived.

This is not about politics. It is about preparedness.

Communities cannot plan responsibly when they do not know who will be there in the next crisis. Emergency planning depends on certainty—certainty about funding, support, and partnership. When revenue streams are unstable, mandates are unfunded, and disaster response is unpredictable, local governments are left guessing how to protect their residents when the next major event occurs. And the next disaster is not a question of if, but when. Local government will always show up. We have no choice—and we would not choose otherwise. But showing up without support is not resilience; it is risky. If we expect cities and towns to safeguard lives, infrastructure, and quality of life, we must give them the authority, resources, and reliability to do so.

## When in Reno



A functioning democracy depends on a functioning intergovernmental system. When those closest to the people are left to stand alone, trust erodes, not just in local institutions, but in the promise that help will come when it is needed most.

The question facing communities today is not whether local government will respond.

It is whether anyone will be there to help us when we do.

### ***About the Author***

Lisa Garcia, MMC, is a long-time municipal clerk with over 30 years of experience and 15 years as Deputy Town Manager for the Town of Florence, Arizona. An Executive Committee Member of International Institute of Municipal Clerks. A lifelong public servant and independent thinker, she is passionate about transparency, good governance, and fostering civility in local government. She believes deeply in the people behind the process and in the power of community to thrive when service and empathy lead the way.

## **Fleischmann Atmospherium Planetarium and Science Center**

The Fleischmann Planetarium and Science Center is a historic landmark, deeply ingrained in the fabric of the Reno community. Opened in 1963, the Planetarium was designed by Raymond Hellmann, a local architect who designed more than \$100 million in construction upon moving to Reno in 1951.

Over the course of its history, the Planetarium has hosted thousands of field trips for students eager to learn about atmospheric science, and continues to immerse students in interactive field trip experiences seven days a week. In addition, the center is open to the local community, and provides people of all ages with access to public screenings in the Full-Dome Theater and a plethora of exhibits around the facility.

<https://www.unr.edu/planetarium>



# Candidates For The 2026 - 2029 International Institute of Municipal Clerks Board of Directors

The following Municipal Clerks have announced their intention to seek office on the 2026 – 2029 IIMC Board of Directors. There are four candidates for Vice President. IIMC will conduct a membership-wide election for the Vice President candidates beginning Monday, March 2 and concluding Monday, March 9, 2026. The elected Candidate for the office of Vice President will be announced at the Annual Business Meeting on Thursday, May 21, 2026, during the Annual Conference in Reno, Nevada.

There are eight vacancies for the following Regions: II, IV, VI, VII, VIII - EAST, VIII - WEST, X (Canada) and XI (OUTSIDE NORTH AMERICA). IIMC has certified these candidates. There is only one candidate for Regions II, VI, VII, VIII – EAST, VIII – WEST, X and XI. These individuals will be declared elected at the Conference in May 2026. Region IV has two candidates from Texas. IIMC will conduct an election for IIMC members in Texas beginning February 9 through February 13 to determine the incoming Director. **Region Directors are elected to serve a three-year term.**

**Vice President Candidates are listed alphabetically by last name.**



**Julie Barnett, MMC**

*City Clerk, Evans, Colorado*

**Candidate for Vice President**

My name is Julie Barnett, MMC, from the City of Evans, Colorado and I want to be your next IIMC Vice President. I became a member of IIMC in March 2014 after being appointed as the Deputy Village Clerk in Buffalo Grove, Illinois. During my clerk career, I have served as the President of the North/Northwest Cook County Clerks Association and served as District 2 Director for the Illinois Municipal Clerks Association. After moving to Colorado, I became involved with the Colorado Municipal Clerks Association. I have served on several Colorado Municipal Clerks Association committees, including the Education Committee, Legislative Committee, Membership Committee and Scholarship Committee.

Elected as your Region VIII East Director in 2023, I have worked with the IIMC Board of Directors to create a diversified and inclusive environment for all municipal clerks by promoting membership and mentoring, engagement with IIMC and by supporting continuing education. Lifelong learning is essential in the role of the clerk. For the last two years, I have been the Board Liaison to the Membership and Mentoring Committee. Working with the Committee Chair, I have tasked the committee with taking a renewed look at the mentoring program to ensure that clerks are getting the guidance they need when they need it.

As your IIMC Vice President, I will lead with intention and continue to build our relationships with our international partners, promote innovative ideas and ensure that education remains relevant to our roles as Municipal Clerks. I will work toward building relationships with the next generation of clerks to ensure that they have the knowledge and skills they need in our profession and encourage them to embrace technology as it rapidly evolves. I will look for additional opportunities with affiliate organizations that align with IIMC's mission and values to provide enhanced partnerships that are beneficial to both organizations. I look forward to working with the Futures Group to evaluate our long-term

*Continued on page 19*

organizational sustainability as well as the IDEAL Committee in fostering a culture that recognizes the unique backgrounds and perspectives of all members of IIMC. All of our Committees are comprised of dedicated members that work hard to enhance your experience as a member and I am thankful for them all.



**Elena Hilby, MMC**

*City Clerk, Sun Prairie, Wisconsin*

**Candidate for Vice President**

For nearly two decades, Elena Hilby has carried a simple belief into every community she has served: the way clerks show up shapes how people experience their local government. Clerks are often the first point of contact, the keepers of transparency, and the quiet organizers who support trust in local institutions. Elena is running for IIMC Vice President because she believes deeply in the people who do this work and in the importance of strengthening a global profession defined by service, integrity, and connection.

Elena's leadership is grounded in clarity, respect, and collaboration. During her term as President of the Wisconsin Municipal Clerks Association, she helped guide the organization through a period of significant transition, including changes in executive administration, technology upgrades, and improvements to internal processes. Throughout that time, she worked closely with the Board to keep communication steady and decisions accessible so members felt informed, valued, and supported. This experience reinforced her belief that strong organizations are built through transparency, shared understanding, and relationships rooted in trust, especially during times of change.

Her perspective is shaped by serving in municipalities of different sizes and structures, from large urban departments to small offices with limited staff. Elena understands that clerks around the world work in environments that vary widely in resources, legal frameworks, cultures, and languages. Effective leadership, in her view, begins with listening. She believes IIMC is strongest when it reflects the realities clerks face, honors their experiences, and responds in ways that are practical, inclusive, and respectful of day-to-day challenges across regions.

Engagement, for Elena, means showing up with genuine curiosity and consistency. Whether through regional visits, conferences, virtual meetings, or one-on-one conversations, she wants clerks to feel seen, heard, and supported. She understands the pressures clerks face and knows how meaningful it can be to connect with someone who understands those responsibilities firsthand. As Vice President, she will work to strengthen communication across regions, deepen cross-regional relationships, and create more opportunities for clerks to learn from one another. Her leadership centers on listening first, communicating clearly, and building trust through clarity and care.

Elena is committed to strengthening the pillars that support the profession: education, connection, and empowerment. She believes professional development should be accessible, adaptable, and responsive to the diverse environments clerks serve. She supports flexible learning formats, leadership development, and mentorship opportunities that help clerks at every stage build confidence and grow in their roles. Her experience as a long-time educator and mentor within WMCA has shown her the power of shared learning and the lasting impact of feeling supported while taking on new challenges.

As a Region VI Director and a clerk who believes deeply in this profession, Elena is grateful for the opportunities IIMC has provided. She would be honored to continue serving the organization as Vice President, working alongside members, staff, and Board colleagues to strengthen education, connection, and empowerment for clerks around the world.

*Continued on page 20*



## **Angela R. Johnson, MMC**

*Clerk – Treasurer, Meeteetse, Wyoming*

### **Candidate for Vice President**

Angela R. Johnson, MMC, ACPFA, ACPFIM, is a dedicated municipal professional with more than 25 years of hands-on experience serving the Town of Meeteetse, Wyoming. She brings extensive expertise in municipal administration, budgeting, public finance, records management, payroll, utility operations, grant writing, and strategic planning. Her career reflects a steadfast commitment to transparency, fiscal responsibility, and efficient, responsive local government.

Angela is an active and engaged leader within the International Institute of Municipal Clerks (IIMC). Her service includes roles as Region VIII-East Director, Chair of the Education and Professional Development Committee, and member of the Budget Committee, Public Relations and Marketing Committee, Futures Committee, and Diversity Task Force. Through these roles, she has worked to strengthen professional education, support organizational sustainability, and ensure IIMC programs remain relevant to clerks serving communities of all sizes and structures. She is also a past President, Vice President, and Education Committee Chair of the Wyoming Association of Municipal Clerks and Treasurers (WAMCAT), where she focused on leadership development, mentorship, and accessible training opportunities.

As a candidate for IIMC Vice President, Angela recognizes that one of the organization's key challenges is meeting the diverse needs of an international membership while navigating rapid change in technology, governance, and regulatory environments. She believes these challenges can be addressed through strong communication, careful fiscal stewardship, and forward-looking education. With more than two decades of budgeting and financial oversight experience, Angela is committed to ensuring membership resources are used responsibly and in direct support of member priorities.

Angela's approach to leadership is grounded in engagement and service. She values open dialogue with members and believes effective leadership begins with listening. Through regional outreach, conference participation, committee involvement, and mentorship initiatives, she is dedicated to supporting clerks at every stage of their careers. She understands the pressures clerks face—from staffing shortages to increased public expectations—and works to promote practical tools and solutions that support daily operations.

Professional development is central to Angela's vision for IIMC. She advocates for expanded online and hybrid education options, increased scholarship opportunities, strong partnerships with state associations and educational institutions, and clear leadership development pathways. Her goal is to ensure every clerk, regardless of location or community size, has access to meaningful training and advancement opportunities.

Angela is also deeply committed to promoting inclusivity and diversity within IIMC. She believes a strong organization reflects the varied backgrounds, experiences, and perspectives of its members. By supporting inclusive committee participation, equitable access to education, and respectful collaboration across cultures and regions, she works to ensure all clerks feel valued and represented.

In addition to her municipal career, Angela has served on numerous boards related to education, healthcare, investment oversight, and youth programs, reflecting her deep commitment to community service. Rooted in a small Wyoming community but engaged at a regional and international level, Angela brings steady, experienced, and collaborative leadership to her service. As IIMC Vice President, she is committed to strengthening education, supporting members, and ensuring the long-term sustainability and relevance of the municipal clerk profession.

*Continued on page 21*



## Linda Larter, MMC, MBE, BA (Hons)

*Chief Executive/Town Clerk,  
Seven Oaks Town Council, UK*

### Candidate for Vice President

In 2023 I was elected as a Board Director to IIMC, representing Region XI. I am a member of the International Committee, IDEAL Committee and a founder of the Clerks without Borders project.

I am hoping to use my experience to be more involved in IIMC and therefore standing as Vice President. It would be wonderful in IIMC 80th anniversary year to celebrate the I in IIMC to have an international Vice President.

Key challenges in the role are to reassure the membership of its great IMC Board working together to improve working lives and wellbeing of fellow Clerks. My method of working is to be honest and transparent even in difficult situations to ensure there is trust and understanding.

In the three years of being a Board Director I hope that I have demonstrated I can work with colleagues across the world sharing experiences and knowledge for all our benefits.

Informal learning and experiences are important to the role of Clerks as is networking with fellow Clerks, the Clerks Without Borders provides this worldwide opportunity, I would continue to champion this.

I was honoured to be invited onto the IDEAL Committee working with colleagues to address barriers perceived or real within IIMC for inclusivity and diversity. I would continue this work, build on a strategy to implement the proposals and ideas created.

I have been a Clerk for 38 years working with councils from 250 to 70,000+ population, and two new councils.

I have a Local Policy BA (Hons) degree, studied distant learning for 5 Years (normally 6) whilst a Clerk. I also meet the required Personal Development Points to be a Fellow of the Society of Local Council Clerks (SLCC) in the UK. I was honoured to be President of SLCC for two years (during Covid) now a Board Director.

In 2000 the Millennium Commission nominated me for an MBE for a community project. King Charles (then Prince of Wales) carried out the Investiture at Buckingham Palace.

I have been heavily involved in the UK Civility & Respect Project. Also Chair of UK SLCC Educational Trust. Both of these projects have transferable skills and information worldwide.

Currently Chief Executive / Town Clerk for Sevenoaks Town Council with 16 elected Councillors and staff of 59 www. sevenoakstown.gov.uk. Responsible for the governance and operation of the council with a wide variety of functions including cemetery, sports fields, community buildings, youth facilities etc.

The Clerk's role in England is different to other countries and combines the roles of Clerk, Parliamentarian, City Manager, Project Manager and more.

During Covid I provided a weekly update, this has remained popular and is now a weekly blog Town Clerk's Updates - Sevenoaks Town Council.

I am very fortunate in my IIMC roles to be supported by my husband Chippy, two grown up sons, my Council = both Councillors and my team. I am very grateful for this.

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### **Jared Truesdale**

*City Clerk, Harrisburg, PA*

### **Candidate for Region II**

Jared Truesdale serves as City Clerk for the City of Harrisburg, Pennsylvania, and as Region II Director of the International Institute of Municipal Clerks.

Jared grew up in Middletown, Pennsylvania, where he played football and basketball and developed an early appreciation for teamwork, leadership, and accountability. After graduating high school in 2013, he attended Indiana University of Pennsylvania, earning dual bachelor's degrees in Philosophy and Political Science, followed by a Master's degree in Public Affairs.

Following graduate school, Jared began his public service career as a Casework Supervisor with Children & Youth Services, where he led an intake team responsible for reviewing and investigating reports of child abuse. In that role, his team's assessments carried real-world consequences, reinforcing the importance of sound judgment, careful evaluation of information, and ethical decision-making. He served in this capacity for three years before transitioning into municipal government to pursue his longstanding interest in politics, legislative process, and institutional governance.

Jared has been an IIMC member since 2022. As Region II Director, he is grateful for the opportunity to serve, eager to learn, and particularly interested in building stronger connections among Pennsylvania clerks by expanding awareness of the professional development opportunities offered through IIMC.



### **Jannette S. Goodall, MMC**

*City Secretary, Fort Worth, Texas*

### **Candidate for Region IV**

Jannette Goodall is a seasoned municipal professional with over two decades of experience in city governance and public records administration. She currently serves as the City Secretary for Fort Worth, Texas, where she leads a dynamic team committed to transparency, civic engagement, and operational excellence. Prior to her appointment as Fort Worth City Secretary, she served as the City Clerk for Austin, Texas.

Jannette holds the designations of Master Municipal Clerk (MMC), Texas Registered Municipal Clerk (TRMC), and Certified Records Manager (CRM). Her leadership extends beyond the local level through her long-standing involvement with the International Institute of Municipal Clerks (IIMC). She served on the IIMC Records Management Committee from 2012 to 2021, including two terms as Chair in 2017 and 2020. Since 2021, she has served on the IIMC Election Committee and served as the Committee Chair for 2024–2025 and previously as Vice-Chair for 2023–2024. In addition, she served as the 2023 President of the Texas Municipal Clerks Association and was selected as the Texas Municipal Clerk of the Year in 2020.

A passionate advocate for professional development and mentorship, Jannette is known for her wit, humor, collaborative spirit, strategic insight, and unwavering dedication to the municipal clerk profession.

*Continued on page 23*



## Kristi Morrow, MMC

*City Secretary, Frisco, Texas*

### Candidate for Region IV

Certified Master Municipal Clerk (MMC) by the International Institute of Municipal Clerks (IIMC).

Certified Texas Registered Municipal Clerk (TRMC) by the Texas Municipal Clerks Association (TMCA).

Served as the Secretary, President – Elect, President, and Immediate Past-President of the TMCA Lone Star Chapter, Member of the TMCA Lone Star Chapter Nominating and Municipal Clerk of the Year Committees. Member of the TMCA Election Resource Committee and 2027 International Institute of Municipal Clerks (IIMC) Conference Host Committee.

- TMCA Lone Star Chapter, Clerk of the Year 2021, and Member of the Year 2019. International Institute of Municipal Clerks (IIMC), Program Excellence in Governance Award Winner, 2017.
- Promoted to City Secretary, October 2018
- Joined the City of Frisco in 2014, serving as the Assistant City Secretary, promoted to Deputy City Secretary in May 2018.
- 23 years of combined Federal and Municipal government experience, serving the United States Air Force, the City of Allen, Texas and the City of Frisco, Texas. [kmorrow@friscotexas.gov](mailto:kmorrow@friscotexas.gov)



## Kary Tillman, MMC

*City Clerk/Treasurer, Zimmerman, MN*

### Candidate for Region VI

Kary Tillmann celebrated her 20th anniversary with the City of Zimmerman in January 2026 and has served as the City Clerk/Treasurer since 2007. She has over 30 years of County and Municipal government experience, including working for the cities of Hanover and Corcoran and for the Sherburne County Administrator, Sheriff's Department and Auditor/Treasurer's Office. Kary has held memberships in both IIMC and MCFOA for over 20 years. She served as MCFOA President in 2023 – 2024, joining the Board as Region IV Director in 2016 and serving on the Executive Board starting in 2020. Kary achieved the MCFOA designation of MN Master Certified Municipal Clerk (MMMC) in 2019 and earned her IIMC Athenian Fellow and her IIMC Master Municipal Clerk (MMC) designation in 2023. She has participated in more than a dozen Athenian Dialogues and facilitated and taught sessions at both the MCFOA Conference and the MN Municipal Clerks Institute (MMCI) for many years.

*Continued on page 24*



## **Alicia Hidalgo, MMC**

*City Clerk, Liberal, KS*

### **Candidate for Region VII**

My name is Alicia Hidalgo. I am the City Clerk for the City of Liberal, Kansas, and I've been with the City for 22 years. I began my career as the Executive Administrative Assistant/Deputy City Clerk and was promoted to City Clerk in 2016. I also oversee the Building, Housing, 911 Communications, and Recreation departments, providing broad operational and leadership experience.

I am deeply committed to the municipal clerk profession and professional development. I'm a graduate of the CCMFOA Institute and am working on my Kansas State Certification. I have served on the CCMFOA Board since 2020 and currently serve as President of the Executive Board. In 2022, I was honored as the Mildred Vance City Clerk/Finance Officer of the Year. I hold both the Certified Municipal Clerk (CMC) and Master Municipal Clerk (MMC) designations from IIMC, and became an Athenian Fellow in 2020. I currently serve as Vice Chair of the IIMC Conference Committee and a member of the IDEAL Committee.

I am a graduate of the University of Kansas Certified Public Manager Program and am pursuing a bachelor's degree in Organizational Leadership. I serve on the LEAD (formerly Leadership Liberal) Board and the Liberal High School Site Council.



## **Tiffany Brando, MMC**

*City Clerk, Powell, WY*

### **Candidate for Region VIII - East**

I have been the City Clerk for the City of Powell, WY, a member of Wyoming Association of Municipal Clerks and Treasurers (WAMCAT) and the International Institute of Municipal Clerks (IIMC) since 2013.

I hold a Master of Business Administration (MBA) from the University of Wyoming. I have received Master Municipal Clerk (MMC) and Certified Municipal Clerk (CMC) through IIMC and am a Society of Human Resource Management Certified Professional (SHRM-CP).

As the current President of WAMCAT we strive to host education opportunities for all our 99 cities and towns. Education in the office of City Clerk is a major component of all municipalities, and I want to continue to grow and develop my fellow clerks in Wyoming and Region VIII in gaining the knowledge of the office of their office and build relationships region wide.

My husband and I love traveling the world scuba diving, or hiking/fishing with our labs in the mountains of Northwest Wyoming. I am a proud Dog Mom to Huk and Olive and Cat Mom to Bones the tiny black cat. I get to be the "Fun Aunt" to 8 nieces and nephews and remind them they are capable of anything.

*Continued on page 25*



## Dr. LuAnn D. Holmes, MMC

*City Clerk/Director of the Office of the City Clerk  
Las Vegas, NV*

### Candidate for Region VIII - West

Dr. LuAnn D. Holmes, MMC, CPO, is an accomplished municipal executive and nationally respected leader in the City Clerk profession, with more than 28 years of public service experience in municipal governance, elections, records management, and public policy advocacy. She currently serves as City Clerk and Director of the Office of the City Clerk for the City of Las Vegas, where she oversees municipal elections, legislative and public meeting services, enterprise records governance, and civic engagement initiatives.

Dr. Holmes is a proven advocate for transparency, open government, and professional excellence. She has testified before the Nevada Legislature on election administration, public records modernization, and open meeting law, advancing reforms that strengthen public trust and democratic participation. Her leadership has driven major technology and process modernization efforts that improve access, accountability, and operational efficiency.

A former IIMC Region VIII – WEST Director and current President of the Nevada Municipal Clerks Association, Dr. Holmes is deeply committed to mentorship, regional collaboration, and advancing the profession at all levels. She holds a Doctorate in Public Policy from UNLV, is a Master Municipal Clerk, and exemplifies the values, experience, and strategic vision essential to effective



## Chris Torraville, CMC

*Town Clerk/Manager  
Peterview, Newfoundland & Labrador, Canada*

### Candidate for Region X

I have been serving the Town of Peterview as the Town Clerk/Manager for 7 years. Before that, I spent 25 years in the business world. I have been a Board Member for the Professional Municipal Administrators Newfoundland & Labrador (PMA) as Central Director for 5 years and now serving on the Executive as Treasurer for PMA.

During my time as a PMA Board Member, I have served on and chaired many committees including Professional Development, Finance and Convention and have also served as a member of the Municipalities Newfoundland & Labrador Convention Committee for the past 3 years. I have attained my professional designation as a Certified Municipal Clerk (CMC) through the International Institute of Municipal Clerks (IIMC). Over the past year, I have served as Vice Chair on the International Relations Committee for the International Institute of Municipal Clerks.

My passion is to advance and strengthen the municipal administrative sector and to help foster education for the ever changing landscape of municipal administration. I always shine a bright light on municipal clerks as being the best educated, having the highest level of integrity and the greatest professional people in any professional sector.

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## Tine Vervisch

General Director, Schilde, Belgium

### Candidate for Region XI

Tine Vervisch has served as General Director of the local government of Schilde for the past 16 years, where she has led and delivered innovative projects that strengthened both organizational performance and public service delivery. Her work consistently places citizen focus, operational efficiency, and employee wellbeing at the heart of change, while ensuring that all policy bodies and stakeholders are fully empowered to play their role.

Prior to this, Tine Vervisch held positions in federal and regional public administrations, contributing to leadership development, the rollout of participatory project approaches, and the advancement of strategic human resources management. She brings proven experience in leadership, coordination, advisory roles, and multi-actor collaboration.

Tine Vervisch is known for combining strong analytical skills with a creative, pragmatic, and results-driven mindset. She holds a Master's degree in Adult Educational Sciences (2000) and a postgraduate degree in Public Management and Policy (2004) from Vrije Universiteit Brussel.

Driven by a genuine passion for public service and collaboration, Tine Vervisch is eager to put her experience and energy at the service of the International Institute of Municipal Clerks.



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# Region X (Canada) Update

By Steph Palmaterer, CMC, IIMC Region X Director

**A**s members of the IIMC Board of Directors, we are required to actively promote the Institute and its programs, highlighting the value of IIMC membership for municipal professionals.

In October, I had the opportunity to deliver a presentation to members of the Association of Municipal Managers, Clerks and Treasurers of Ontario (AMCTO) during the AMCTO Zone 6 meeting held in Pembroke, Ontario. AMCTO represents municipal professionals in nine zones throughout the province, making it an important partner organization for outreach and collaboration. The Zone 6 meeting included early training and discussion ahead of the 2026 municipal election, a process where municipal clerks, managers, and treasurers play a vital role.

Together, they work to ensure legislative compliance and coordinate logistics during the municipal election process.



The 30-minute presentation was delivered to an audience of approximately 40–50 AMCTO members. The purpose of the session was to raise awareness of IIMC and to highlight the professional resources and certification opportunities that are available through the Institute. The presentation outlined IIMC's mission and emphasized the value of supporting leadership development and excellence in municipal administration.

Much like IIMC, AMCTO is committed to advancing professional development and leadership within local government. Throughout the presentation, I emphasized how IIMC participation can complement AMCTO's membership by providing access to a global network, and the benefits of sharing best practices and standards of governance.



The presentation was well received. Participants were actively engaged and asked thoughtful questions. Overall, the positive response reinforced the value of presenting IIMC information directly to provincial associations interested in strengthening municipal administration. Building on this success, I will be working with my fellow Region X Director to engage AMCTO's remaining 8 zones across Ontario, with the goal of expanding connections, increasing IIMC's membership, and promoting the Institute.

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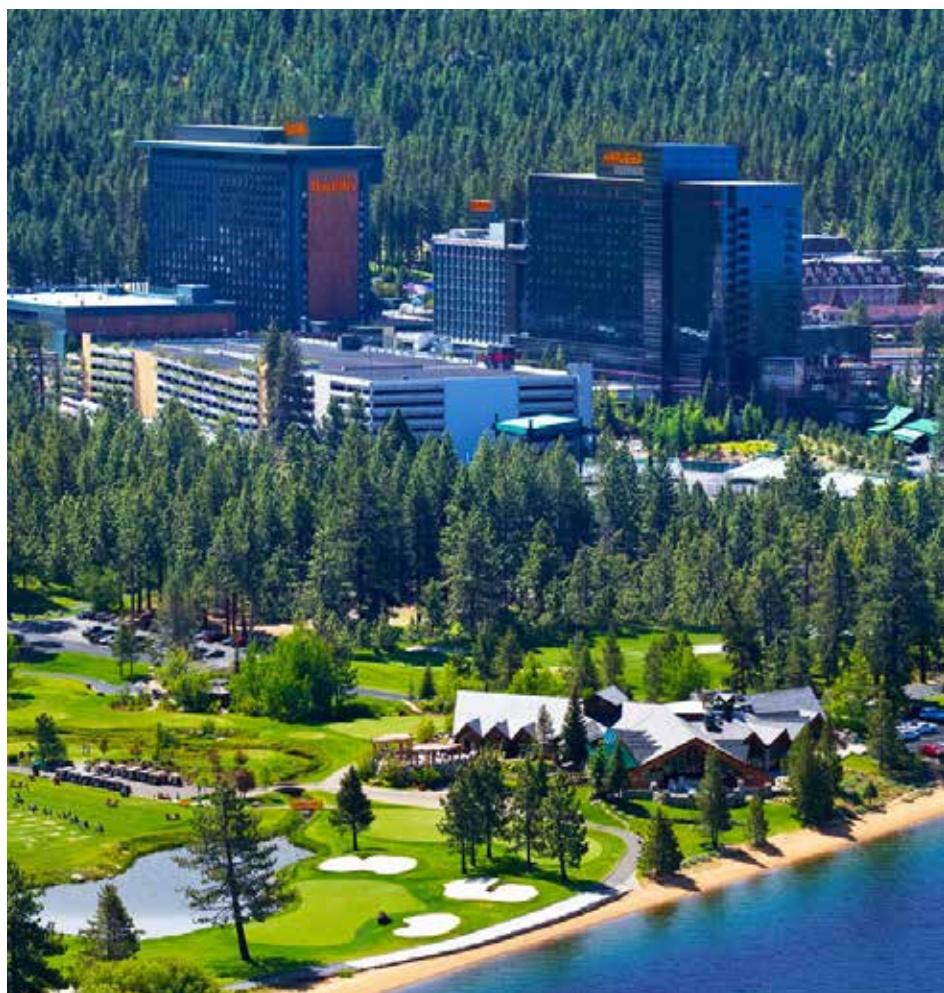


80th Annual IIMC Conference  
Reno-Tahoe, Nevada  
May 17-21, 2025



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.

## Explore Lake Tahoe



The Hellman-Ehrman Mansion sits on nearly 2,000 acres. Designed by Walter Danforth Bliss for San Francisco banker Isaias Wolf Hellman, it featured cutting-edge amenities in 1903, such as electric lights and indoor plumbing. Interior decor included massive fireplaces, floral draperies, overstuffed furnishings, and handwoven grass and redwood wall paneling. Today, discover the rich legacy of the Tahoe summer house tradition with a visit to this masterpiece.

Of course, Hellman wasn't the only individual attracted to the many natural wonders of turn-of-the-century Tahoe. Other wealthy San Franciscans flocked to the "Grandest Resort in the World," now the

*The Hellman-Ehrman Mansion continued on page 31*



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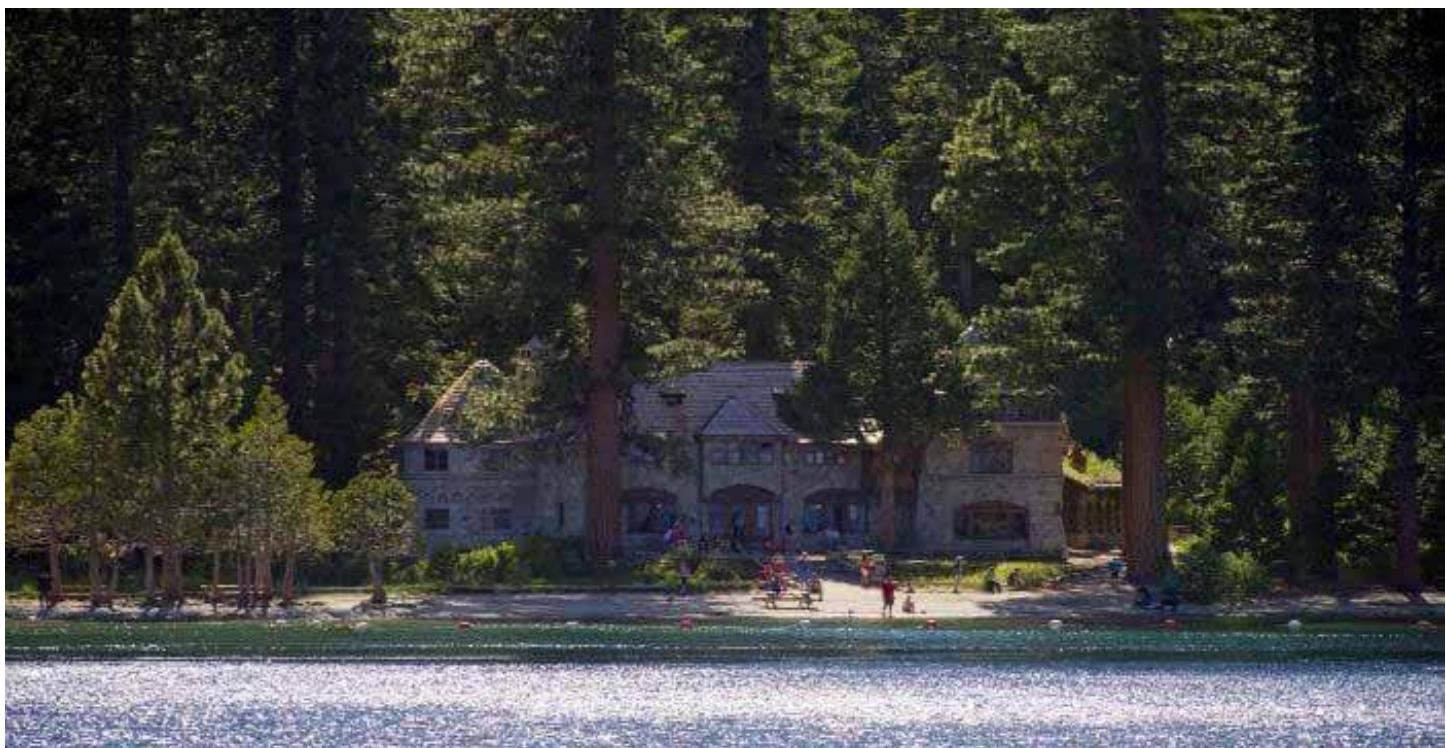


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# Lake Tahoe History & Culture



No exploration of South Shore history would be complete without a visit to Vikingsholm Castle. Its owner, Mrs. Lora Josephine Knight, commissioned Swedish architect Lennart Palme to construct it. Mrs. Knight was inspired by the area's breathtaking scenery, which reminded her of the fjords of Scandinavia. Completed in 1929, Vikingsholm remains one of the best examples of Scandinavian architecture in the United States today.

## The Hellman-Ehrman Mansion



Tallac Historic Site. Today, you can still explore the sprawling estate gardens and investigate the outbuildings once used by houseguests and servants. In the summer months, enjoy celebrations of the arts at the Valhalla Art, Music & Theatre Festival, and the Boathouse Theatre. Museum displays include a vintage clothing exhibit and live blacksmith demonstrations.

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When in Reno Explore...

# MIDTOWN DISTRICT

The Midtown District is a vibrant neighborhood filled with trendy shops and eateries. It's a great area to explore for unique finds and delightful food options. The atmosphere is artsy and eclectic, reflecting Reno's creative spirit.

As you stroll through the streets, be sure to check out local boutiques. They offer vintage clothing, handmade crafts, and art pieces that you can't find anywhere else. It's a perfect place to support local businesses while finding something special.

The dining options are just as diverse. From casual cafes to upscale dining, there's something for everyone. Enjoy a meal and treat yourself to a delicious dessert afterward.

Art enthusiasts will appreciate the murals and street art that adorn the buildings. The district often hosts art walks and cultural events, making it lively and engaging.

Visiting the Midtown District is a fun and enjoyable outing, whether you're shopping, dining, or just soaking in the atmosphere.

Address: Bounded by S Virginia St and Plumas Ave.

Reno, Nevada, is a vibrant city with a wide range of experiences for visitors. From historical museums to outdoor adventures, you'll find excitement at every turn. Whether you're exploring the National Automobile Museum or enjoying the beauty of Lake Tahoe, there's something for everyone.

Reno combines culture, recreation, and entertainment to create unforgettable memories. Whether you're a local or a tourist, the activities outlined offer a fantastic blend of fun and exploration in this unique city! Don't forget to relax in one of the many beautiful parks in Reno or check out great outdoor spaces during your visit.



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# What could you learn from another clerk?

Where international clerks connect and  
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 37*

Nominations Invited...Continued from page 36

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  
**Change Management & Adaptability**  
R. Daley, MBA, MA
4. Wednesday, February 25, 2026 @ 9 a.m. PST  
**Cybersecurity Resilience**  
Preethi Fernando
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  
**Considering the Long Game Leadership**  
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

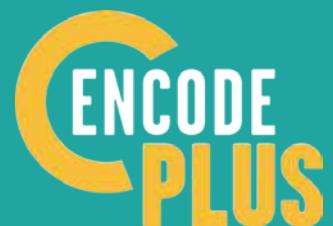
14. Wednesday, July 8, 2026 @ 9 a.m. PST  
**Breaking the Trust Barrier**  
Sean Hicks, MBA
15. Wednesday, July 22, 2026 @ 9 a.m. PST  
**Creating Belonging at Work**  
Dr. Christian Quintero
16. Wednesday, August 5, 2026 @ 9 a.m. PST  
**AI and Automation in Municipal Workflows**  
Rhonda Daley, MBA, MA
17. Wednesday, August 19, 2026 @ 9 a.m. PST  
**Laser Focus: From Zoning Out to Zooming In**  
Dr. Jay Grosflam
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
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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# 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.

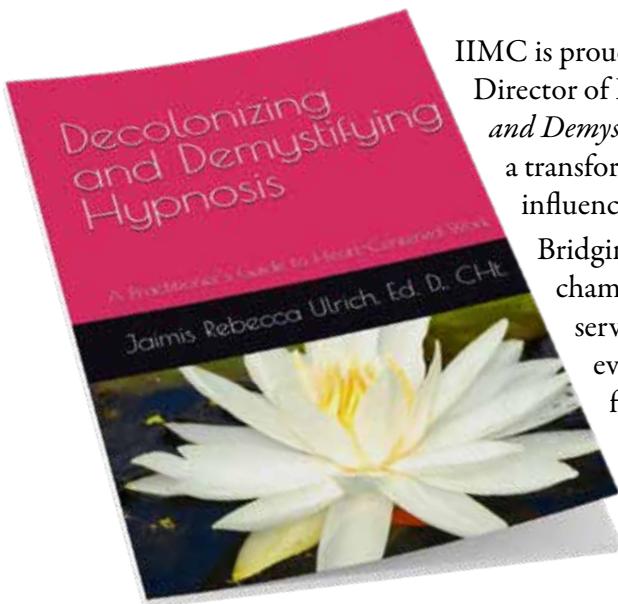
Grants and Scholarships can help with:

- 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!**

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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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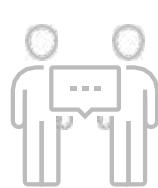
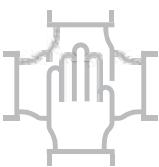
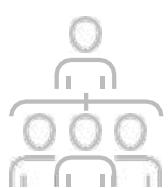
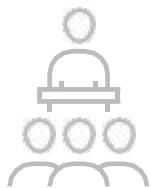
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#### COMMUNICATE:

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# 2026 Calendar

## Region Meetings, Institutes, Conferences and Courses

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

### FEBRUARY

**3-5** University of Wisconsin - Green Bay Master Academy for Civic & Public Affairs

**4** IIMC Online Professional Development Course: AI and Automation in Municipal Workflows

**10** UW-Green Bay Supervisory Essentials Certificate Course: Helping Your Team Achieve Organizational Management

**10** UW-Green Bay Supervisory Leadership Certificate Course: Unlocking Long-Term Team Potential

**11** New England Municipal Clerks Institute: Artificial Intelligence: How to Use Chat GBT

**12** UW-Green Bay Human Resources Management Certificate Course: Guiding Behavior: Effective Workplace Discipline

**16-20** Region III Conference

**24** UW-Green Bay Supervisory Essentials Certificate Course: Developing an Adaptive Leadership Mindset

**24** UW-Green Bay Supervisory Leadership Certificate Course: Navigating Change with Confidence

**25** IIMC Online Professional Development Course: Cybersecurity Resilience

**25-27** Region IV Conference

**26** UW-Green Bay Human Resources Management Certificate Course: The Legal Side of HR: What Every Leader Should Know

### MARCH

**3** UW-Green Bay Supervisory Leadership Certificate Course: Purpose-Driven Mentoring & Coaching

**4** IIMC Online Professional Development Course: Ethical Decision-Making in Local Government

**6** Region VI Mid-Year Training and Meeting

**10** UW-Green Bay Supervisory Essentials Certificate Course: The Roadmap to High Performing Teams

**12** UW-Green Bay Human Resources Management Certificate Course: Decisions Backed by Data: Analytics for HR Impact

**18** IIMC Online Professional Development Course: Leadership, Considering the Long Game



**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

**24** UW-Green Bay Supervisory Essentials Certificate Course: Conflict Resolution Rather than Toxic Drama

**24** UW-Green Bay Supervisory Leadership Certificate Course: Leading with Integrity: The Heart of Ethical Leadership

**24-27** Municipal Clerks & Finance Officers Association of Minnesota (MCFOA) Annual Conference

### APRIL

**1** IIMC Online Professional Development Course: Mentorship & Coaching

**2** UW-Green Bay Human Resources Management Certificate Course: Project Planning & Execution for HR Professionals

**7** UW-Green Bay Supervisory Essentials Certificate Course: Developing An Action Plan

**7** UW-Green Bay Supervisory Leadership Certificate Course: From Goals to Game Plan: Practical Strategic Thinking

**9** UW-Green Bay Human Resources Management Certificate Course: Coaching for Workplace Performance

**15** IIMC Online Professional Development Course: Practical Communication

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

**29** IIMC Online Professional Development Course: Leadership, Building Trust Within the Team

### May

**6** IIMC Online Professional Development Course: Blueprints for Everyday Excellence

**7** UW-Green Bay Human Resources Management Certificate Course: Understanding and Supporting Individual Growth

**17-21** 80th IIMC Annual Conference, Reno, Nevada

**21** UW-Green Bay Human Resources Management Certificate Course: From Resistance to Resilience: Change Management for HR Leaders

**May 31** – Northwest Clerks Institute Professional Development I

### June 5