

PRE-CONFERENCE SCHEDULE – ACADEMIES *

Saturday, May 16, 2026

8:00 AM – 12:00 Noon The Economic Impacts of Public Funds on Local Communities,
Facilitator: Mac McGinnis

8:00 AM – 12:00 Noon Two Clerks from the Lou ~ Put THE STING on RENO!
Facilitators: Helen Ingold and Deletra Hudson

1:00 PM – 5:00 PM The Influential Municipal Clerk
Facilitator: George Hicks

1:00 PM – 5:00 PM Trafficking 101: Leadership
Facilitator: Lauren Trantham

Sunday, May 17, 2026

8:00 AM – 12:00 Noon Leading by Serving: Servant Leadership
Facilitator: Nikki Garry

8:00 AM – 12:00 Noon What if? City Clerk as Crisis Navigator: Leading from the Middle in
Emergencies
Facilitator: Rex Osborn

1:00 PM – 5:00 PM Remaining Positive in Times of Crisis
Facilitator: Tyler Enslin

1:00 PM – 5:00 PM From Friction to Alignment: Managing Conflict with Emotional
Intelligence & Civility
Facilitator: Dima Ghawi

Points: Advanced Academy participants can earn two (2) points for each Academy attended and completed (including required assessment) for a possible total number of eight (8) points.

Cost: \$159/session

* Speakers, session details, and exact times are subject to change.

PRE-CONFERENCE PROGRAM – ADVANCED ACADEMY SESSIONS

If you plan to participate in the pre-conference, you are encouraged to review the Advanced Academies and rank your preferences.

Saturday, May 16, 2026

8:00 AM – 12:00 Noon **The Economic Impacts of Public Funds on Local Communities**

Facilitator: Mac McGinnis

Session Description: Public funds have the power to transform communities—but only when invested with intention and insight. This dynamic workshop explores how the strategic placement of municipal funds can drive equitable economic development at the local level. Participants will unpack the distinctions between true Community Financial Institutions (CFIs) and other financial entities, emphasizing that size and name do not always equate to community impact.

We will dive deep into the categories of financial institutions—depository, investment, and non-depository—and their roles in local economic ecosystems. From banks and credit unions to insurance firms and investment pools, not all financial partners contribute equally to community wellbeing.

Attendees will gain practical tools for:

- Identifying which CFIs are most active in their municipality
- Evaluating the growth potential of public funds in the local economy
- Recognizing "poison pill" practices that undermine community prosperity
- Understanding procurement strategies (RFPs, RFQs, and RFIs) and financial advisory relationships
- Differentiating between allowable investments across states and assessing their local economic impact
- Reviewing municipal credit and investment portfolios to ensure alignment with community goals

With a focus on transparency, fiduciary duty, and equitable reinvestment, this session is essential for clerks, treasurers, finance officers, and all municipal leaders dedicated to building inclusive, thriving economies.

Learning Objectives:

- Clarify the role of public funds in economic development
- Differentiate between financial institution types and their impacts
- Analyze current and future banking relationships through a strategic lens
- Explore public-private funding mechanisms for long-term growth
- Promote investment policies that prioritize local reinvestment and resilience

8:00 AM – 12:00 Noon **Two Clerks from the Lou ~ Put THE STING on RENO!**

Facilitators: Helen Ingold and Deletra Hudson

Session Description: Empowerment begins with understanding your core values and building financial security to stand on them. Two Clerks from the Lou, Deletra Hudson and Helen Ingold, guide participants through conversations about integrity, self-worth, and financial positioning—helping them learn how to protect their professional reputations, make value-based decisions, and avoid compromising their beliefs for a paycheck or political favor.

Learning Objectives:

- How to identify and protect your core values in government or professional service
- The role of financial independence in maintaining integrity
- How to navigate ethical and moral dilemmas with confidence
- Strategies to ensure your decisions reflect your principles, not pressure
- How to create a professional brand rooted in purpose, ethics, and empowerment

1:00 PM – 5:00 PM

The Influential Municipal Clerk**Facilitator:** George Hicks

Session Description: Municipal Clerks possess a wide range of knowledge, skills, abilities, and education that bring significant value to their organizations. Too often, however, this value is overlooked or underutilized by peers and superiors. It is essential for clerks to understand how to effectively present their value in the workplace in order to increase their influence.

In this session, Clerks will explore the unique value municipal clerks contribute to their organizations, strategies for leading when you are not in charge, approaches for starting conversations with superiors to ensure clerk input is included in the decision-making process, ways to present ideas to peers and supervisors to shape future decisions, and methods supervisors and managers can use to recognize and leverage the talents of municipal clerks in the workplace.

1:00 PM – 5:00 PM

Trafficking 101: Leadership**Facilitator:** Lauren Trantham

Session Description: Municipal Clerks and local government leaders bear significant responsibility—often operating behind the scenes under high pressure and tight deadlines. This 4-hour interactive workshop is designed to equip these essential professionals with critical knowledge and sustainable leadership practices that protect both community and personal well-being.

In the first half of the session, participants will gain an accessible, practical understanding of modern human trafficking issues that may surface in local government settings—from red flags in business licensing to suspicious public records requests. With a focus on awareness rather than law enforcement response, clerks will leave better informed and ready to serve as informed gatekeepers within their municipalities.

The second half turns inward, helping attendees assess workload demands, identify early signs of burnout, and build a personalized resilience plan. Participants will explore realistic strategies for maintaining energy, focus, and fulfillment in their roles—without compromising their health or the integrity of their service.

Learning Objectives:

- Increase awareness of human trafficking and how it intersects with local government
- Learn to identify red flags relevant to clerk duties and public-facing services
- Assess personal workload and identify signs of fatigue and burnout
- Develop a personalized leadership sustainability plan

- Apply strategies to maintain professional excellence and personal well-being over time.

Disclaimer: Please be advised that the following presentation, "Trafficking 101: Leadership," contains sensitive material regarding human exploitation and trauma. While the focus of this session is on leadership response and prevention, the subject matter may be difficult or triggering for some participants. We encourage you to prioritize your well-being and step away at any time if needed.

Sunday, May 17, 2026

8:00 AM – 12:00 Noon **Leading by Serving: Servant Leadership**

Facilitator: Nikki Garry

Session Description: In an era that demands empathy, resilience, and community-focused governance, Servant Leadership offers a transformative model that places people—not positions—at the heart of leadership.

This workshop invites participants to reframe traditional power dynamics by exploring what it means to lead by serving. Through engaging discussions, guided self-reflection, and real-world municipal case studies, attendees will discover how Servant Leadership fosters inclusive workplaces, deepens trust, and builds resilient teams that can meet the complex challenges of public service.

Participants will leave with practical tools to cultivate a culture of service, enhance collaboration across departments, and drive mission-aligned outcomes. Whether you are a new or seasoned municipal leader, this session will help you lead with authenticity, humility, and impact.

Learning Objectives:

1. Differentiate servant leadership from other leadership models
2. Examine the core principles of Servant Leadership, including empathy, stewardship, and community-building
3. Identify actionable ways to embed servant leadership into organizational culture
4. Learn techniques to build trust, respect, and psychological safety within teams
5. Understand the measurable benefits of servant leadership in local government settings

8:00 AM – 12:00 Noon

What if? City Clerk as Crisis Navigator: Leading from the Middle in Emergencies

Facilitator: Rex Osborn

Session Description: In today's rapidly changing world, crises can strike at any moment—from wildfires and cyberattacks to public unrest and high-stakes council meetings. City clerks, though often behind the scenes, are frontline leaders in maintaining continuity, communication, and calm when emergencies unfold.

This academy-level session empowers clerks with the leadership mindset and tactical readiness to navigate high-pressure situations with clarity and confidence. Participants will explore real-world case studies, engage in crisis simulations, and take part in peer discussions that reveal the critical—but often unrecognized—role clerks play in emergency response.

Attendees will leave with a tailored emergency response playbook specific to the clerk's responsibilities, ready to support elected officials, safeguard democratic processes, and uphold public trust during turbulent times.

Learning Objectives:

- Define the unique leadership role of city clerks in various types of emergencies
- Examine real-life incidents to identify effective clerk responses and lessons learned
- Practice communication and coordination strategies under pressure
- Develop a personalized emergency preparedness plan aligned with municipal protocols
- Strengthen interdepartmental collaboration before, during, and after a crisis

1:00 PM – 5:00 PM

Remaining Positive in Times of Crisis

Facilitator: Tyler Enslin

Session Description: A recent global Ipsos study revealed that 60% of adults feel stress to the point of being unable to cope, with over half of Americans ranking mental health among their top life concerns. While stress is an everyday reality for many, crises—whether personal, professional, or global—amplify these pressures. For municipal clerks and public servants, the ability to manage stress effectively is not just personal—it's professional.

This highly interactive and reflective session equips participants with practical tools to navigate high-stress situations and build long-term resilience. Grounded in evidence-based practices, this workshop addresses both workplace challenges and personal stressors, offering a holistic approach to mental wellness.

Participants will learn to recognize stress responses, develop healthy habits for sustainable growth, and reframe challenges into opportunities. Whether you're in the middle of a crisis or preparing for future uncertainties, these strategies will help you lead and live with greater clarity, composure, and purpose.

Learning Objectives:

- Understand the physiological and psychological impacts of stress
- Identify personal stress triggers and coping mechanisms
- Learn evidence-based strategies for managing stress in professional and personal life
- Build resilient habits that support long-term mental well-being
- Apply tools to stay focused, present, and proactive during challenging times.

1:00 PM – 5:00 PM

From Friction to Alignment: Managing Conflict with Emotional Intelligence & Civility

Facilitator: Dima Ghawi

Session Description: This interactive workshop builds the mindsets and skills needed to turn disagreement into forward momentum. Participants begin with a brief self-assessment to identify conflict styles, triggers, and strengths. Using an emotional-intelligence lens, they learn to recognize cues, regulate in the moment, and respond with clarity and respect. The session introduces a civility-in-conflict approach—intent/impact checks, and boundary language, then applies it to relevant scenarios.

Learning Objectives:

- Identify personal conflict patterns and growth areas through a targeted self-assessment

- Use emotional-intelligence tools to reduce anger and increase clarity in difficult moments
- Prepare, conduct, and debrief tough conversations with structured checklists

Details are subject to change. For the most updated pre-conference information, please visit <https://www.iimc.com/495/Pre-Conference-Education-Programs>.