Leaders are the ones who keep faith with the past, keep step with the present, and keep the promise to posterity. Harold J. Seymour

I. Thank you ICA Past Presidents, Michel Kerulis, Sandra Kakacek, Stuart Chen-Hayes, Kevin Stouffer, Marie Bracki, and Harvey who served as division connections. ACACI, IALGBTIC, IAMC, IACAC, IMHC, ISERVIC, ICSJ, IAADA, and ICES participated. IAACE is inactive. ICCA, ISCA, IASGW, IACFC did not respond. ICDA responded and an ICA Past President was needed to volunteer. Updated a division connection due the resignation of a division president. Appreciated President’. Hart’s quick action and Dr. Chen-Hayes willingness to serve an additional person.


III. Organizing and labeling extra ICA pictures for archives and potential scanning.

IV. Shared need to update past ICA Governing Council (GC) minutes and the ICA newsletters on the ICA website with GC, Executive Committee (EC), and ICA Past Presidents’ Chapter (PPC).

V. On November 8, 2019, ICA Past Presidents unanimously approved that I work on updating and correcting the ICA History through reviewing relevant documents as the (EC), (GC) minutes and the ICA newsletters.

VI. Articulated above request with reimbursement for travel (if needed) at the February 29th EC meeting. Request was denied by Executive committee members in attendance and Consultant, Ronna Heinig. Our association director, Rachel Banick was supportive of reviewing the documents at the ICA office as well as providing documents at our governing council meetings.

VII. Due to the pandemic, reviewing archived minutes at the March and June 2020 GC meetings are delayed.

VIII. Kris Wheatley articulated several corrections from the February 29th EC meeting which were verbally shared at the June 6th EC meeting. Look forward to the corrected EC minutes.

IX. The February 29th Executive Committee minutes which read: “Request to add additional ICA Newsletters and minutes from previous years (prior to 2007) to ICA website – request made from Kris Wheatley o As time and the availability of volunteer labor permits, ICA will start to scan ICA newsletters from periods not currently available digitally on the ICA website. A motion was made for this process, by Judy and seconded by Nadia to approve this initiative. All approved. • Request to be reimbursed for travel, if needed, for the task of updating and correcting the ICA History already in print - Kris Wheatley accepted the task requested by the PP Chapter to work with Rachel Banick of making sure ICA history narrative continues. o It was agreed that ICA would provide the past presidents chapter with the archived minutes for use by them to update the ICA history. ICA will bring the archived minute boxes to the Governing Council meeting in March.’’ It was not intended to be a task of the ICA Past Presidents’ Chapter. Our ICA Budget can support a minimal reimbursement request of approximately $67.00 round trip, if needed, for the updating of the ICA History.

X. Kris Wheatley suggested the willingness to develop and ICA Leadership Handbook modeled after ACA’s. Have listed this idea as a suggestion in previous reports.

XI. Rachel Banick provided current ICA History, from the ICA website via email.

XII. Updating the ICA History from the information currently on the ICA website.
XIII. Submitted leadership information and requested list of ICA Past Presents who submitted information for LDA to Dr. Sandra Kakacek and Dr. Kevin Stouffer for the 2020 Leadership Development Academy. Received follow up from Dr. Kevin Stouffer.

XIV. Corrected ICA Past Presidents’ Meeting minutes. They were emailed to all ICA Past Presidents as well as the ICA President and ICA President Elect-elect.

XV. Received notification that ISCA planned to reschedule their annual conference to early November 2020. An ICA Past President, was concerned that this change be in direct conflict with the annual ICA Conference.

XVI. Conducted the annual ICA Past Presidents’ Meeting on Nov. 8, 2019. Appreciated payment of dues and members’ attendance and members’ input.

XVII. Signed the petition for the National Licensing and State Reciprocity for Telemental Health. Also forwarded it to my social media account.

XVIII. Provided written reports for all executive committee and governing council meetings for the 2019-2020 governance year. Attended all required meetings as well.

XIX. Offered support and input, as defined by the role of an executive committee and governing council member, to the ICA President, President Elect, and President Elect-elect. Provided input to the strategic plan and offered to serve on the committee as requested by Carolyn Kahn.

XX. The Executive Committee has several identified goals on the Strategic Plan and the goals and their progress should be an agenda item with discussion at each EC meeting. I have reviewed Goal 10 regarding website recommendations, specifically updating the ICA History as well as past newsletters and governing council minutes. The corrected Executive Committee minutes, from February 29th should reflect my recommendations.

XXI. Statement on suggestions to the ICA- (GC) should be verbally, addressed, and discussed by the governing council. This practice supports dialogue and inclusion of all governing council members. The decision to read all reports on line prevents this process. Information in reports may require the discussion and dialogue of the governing council. Each executive committee member and governing council member has a right and responsibility to share their report information with each other. Lack of information for all governing council members’ leads to a governing body not fully informed as well as less adherence to ICA bylaws and policies.

XXII. Suggestions and Information for the 2019-2020 and incoming 2020-2021 Governing Council members

a. I have offered to develop an ICA Leadership Handbook at the June 6th EC meeting. This resource would be available to all ICA persons involved in leadership positions. The last Leadership Handbook was created by Kris Wheatley for the 2003 Transition Meeting and 2003-04 year. An ICA Leadership Handbook would support leaders and the ICA.

b. Adopt standing rules of procedure for all executive committee and governing council meetings.

c. Provide ICA documents, including the treasurer’s report and ICA Budget, at least 1 week in advance of all meetings so members can be prepared to discuss.

d. The importance of reading all ICA reports, executive committee and governing council minutes is critical to being an informed leader.

e. Orally highlight key points and issues of all executive committee and governing council members at each meeting. Leadership of all appointed and elected persons is vital to the successful culture and growth of our organization.

f. Balance the selection and appointment of leaders in the ICA as well as provide more opportunities among the general membership.
g. Provide Leadership and succession /transition plans for divisions, chapters, and regions.

h. Demonstrate Respect and Professionalism within the organization as stated in Section 2 Inclusion Policy of our ICA Bylaws: We strive to cultivate an association of excellence built on encouragement, affirmation, and mutual respect. At the June 2019 Governing Council meeting, I was verbally confronted by another member in attendance. This incident was reported on same day to the ICA President, Steve Murray and Rachel Banick.

i. Return email requests, follow-ups and phone calls. They are essential to respectful communication practices.

j. Provide at least 1 CE for no cost to members. ACA does this through their publications, NBCC does free webinars on a regular basis.

k. Provide reduced costs to all retired members for division conferences. Currently only ICA provides reduced costs for retired members.

l. All leaders need a level of prior grassroots and various ICA leadership experiences, with or without attending a leadership development academy. Experience can include serving on an ICA task force, committee, division, or chapter position for at least two years.

m. Midwest Leadership- provide results and evidenced based practices of sending people to Midwest. Provide database of all persons sent to Midwest in order to look at equity of people being sent and outcomes of ICA financially supporting people sent.

I truly appreciate the follow through with previous suggestions that have been implemented and wish all 2019-2020 governing council and executive committee members continued blessings. I have served as a mentor, listener, and support too many incoming and current leaders and look forward to 2020-2021 with hope and optimism.

“Good leaders make people feel that they’re at the very heart of things, not at the periphery. Everyone feels that he or she makes a difference to the success of the organization. When that happens people feel centered and that gives their work meaning.” Warren Bennis