

INTERNATIONAL ASSOCIATION OF EMERGENCY MANAGERS



# ANNUAL REPORT 2004-05

# Benefits of IAEM Membership

## OVERVIEW

IAEM is an international organization dedicated to promoting the goals of saving lives and protecting property during emergencies and disasters. IAEM represents emergency management professionals from local government, the military, private industry, state and federal governments, volunteer organizations, and others interested in emergency management. The Association seeks to:

- advance the use of comprehensive emergency management as the best means to prepare for, respond to, recover from, and mitigate against disasters;
- strengthen inter-governmental, public-private sector, and multi-disciplinary partnerships;
- educate practitioners, policy-makers, and the public;
- provide forums for the exchange of information; and
- uphold professional standards among emergency managers.

As a member of the leading professional organization for emergency managers, you can depend on IAEM to deliver:

**Individual members joining at the \$50 USD dues rate** (those outside the United States) are entitled to the following member benefits:

- Welcome letter and association services overview.
- 1-year subscription to the IAEM E-News Service.
- 1-year subscription to electronic monthly *IAEM Bulletin*.
- Annual CD-ROM including current Membership Directory, Annual Report, collection of previous Bulletins, and other IAEM materials.
- Access to the largest network of top emergency management and disaster experts who can offer solutions, guidance and assistance.
- Voting privileges at member meetings.
- Access to members-only areas of the IAEM Web site, including search capability for archived *IAEM Bulletins* covering a wide range of potential reference materials on disaster preparedness and emergency management topics.
- The opportunity to advance your career with IAEM's "Professional Opportunities." Hiring managers consider it a primary advertising tool for recruiting new employees.
- The only internationally-recognized certification for emergency managers, the Certified Emergency Manager® and Associate Emergency Manager programs, which can enhance your career and salary.
- A chance to receive scholarship funds for students enrolled in emergency management courses of study.
- Discounts on registration at annual IAEM conferences and seminars.
- Discounts on sportswear and supplies from the IAEM Store, including the Annual Conference proceedings CD-ROM and other materials.

**Individual members joining at the \$165 USD dues rate** (those within the United States) are *additionally* entitled to:

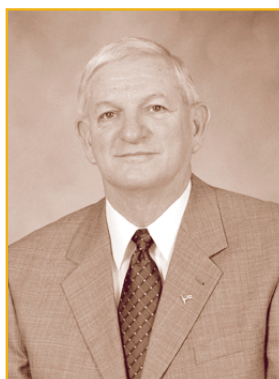
- Print copies of the monthly 16-24-page *IAEM Bulletin* newsletter, delivered via U.S. Postal Service.
- A unified voice to educate decision-makers about the impact of U.S. policies and legislation on emergency management.
- Pertinent U.S. legislative, regulatory and federal updates via e-mail.
- An organizational infrastructure and extensive network of U.S. contacts applicable to emergency management operations.

# Investing in the Future of Our Profession

By Dewayne West, CEM, CFI, IAEM President

Upon taking office as IAEM President in Dallas last November, I, like most of my predecessors, laid out a number of goals for myself and our association. They included:

- **Focusing on Members** – strengthening a member-oriented association that represents all facets of our profession.
- **Planning for the Future** – striving to be an association that invests in the future of our profession by increasing support to our student members.
- **Addressing International Issues** – continuing our efforts to address international issues and to maintain an awareness of global issues affecting our profession. The Asian tsunami that occurred in December 2004 serves as evidence of the importance of this endeavor. Much has been accomplished; however, much more remains to be done.



Dewayne West, CEM, CFI,  
IAEM President

IAEM's goal of becoming recognized as a premier international organization of emergency management professionals is slowly but surely becoming a reality throughout the world. Evidence of our success at further enhancing our credibility at the national and international level can be found in an ever-increasing acknowledgement of our association – and the fact that more than ever before, IAEM is being solicited for input and advice on a number of national and international issues.

Now we prepare to begin a new year under new leadership and our first truly international president, Marg Verbeek, CEM, MCIP. I am pleased to report continued improvement in our efforts to further improve and expand our association.

This Annual Report represents some of the highlights of the 2004-2005 year.



IAEM Region 1 President Pam L'Heureux, CEM, and IAEM members Preston Cook, CEM (Orange County, Fla.) and Elysa Jones (Warning Systems, Inc., Huntsville, Ala.) participated in an Apr. 25 forum addressing current federal efforts on public warning systems. FEMA, the DHS Information Analysis & Infrastructure Protection directorate, FCC and NOAA jointly sponsored the conference to provide stakeholders an update on the Integrated Public Alert & Warning System.

## Vision

IAEM shall be recognized as a premier international organization of emergency management professionals.

## Mission

The mission of the International Association of Emergency Managers is to advance the profession by promoting the principles of emergency management.

IAEM serves the emergency management community by:

- Encouraging the development of resilience of communities to mitigate the impact of disaster.
- Acting as a clearinghouse for information on comprehensive emergency management issues.
- Providing a forum for creative and innovative problem-solving on emergency management issues.
- Maintaining and expanding standards for emergency management programs and professionals.
- Fostering informed decision-making on public policy in the emergency management arena.



# Committee Accomplishments

## 2004-2005 OFFICERS

### **PRESIDENT**

Dewayne West, CEM  
Johnston County Emergency  
Services  
Smithfield, NC

### **PRESIDENT-ELECT**

Marg Verbeek, CEM, MCIP  
Regional Municipality of Waterloo  
Kitchener, Ontario, Canada

### **TREASURER**

Rick Cox, CEM  
Kentucky Emergency Management  
Owensboro, KY

### **SECRETARY**

Vikki L. Stempkowski, CEM, MEP  
University of Louisville  
Louisville, KY

### **IMMEDIATE PAST PRESIDENT**

Daryl Lee Spiewak, CEM, CFM  
Brazos River Authority  
Waco, TX

### **MEMBER-AT-LARGE**

Pamela L'Heureux  
Waterboro Office of Emergency  
Management  
E. Waterboro, ME

### **EXECUTIVE DIRECTOR**

Elizabeth B. Armstrong, CAE  
International Association of  
Emergency Managers  
Falls Church, VA



Pictured are the Certified Emergency Managers, our "Class of 2004," who received their certificates at the IAEM 2004 Annual Conference & EMEX Exhibit. Learn about the Certified Emergency Manager® program by visiting the IAEM Web site at [www.iaem.com](http://www.iaem.com).

## Bylaws Committee

The Bylaws Committee reviewed IAEM Bylaws and provided changes to the IAEM Board at the Annual Meeting in 2004. During 2005, the committee has continued to review the Bylaws on a regular basis.

## Communications Committee

During the past year, the IAEM Board divided what has been known as the Communications Committee into an **Editorial Committee** and a **Web Site Committee**. Before that happened, the Communications Committee, under the leadership of Valerie Quigley, CEM, completed several major accomplishments, including two major issue papers submitted to the Board of Directors:

- An issue paper was submitted to the Board in February 2005 recommending that the *IAEM Bulletin* be published electronically on a more frequent basis. This paper included a recommendation that a peer-reviewed journal be undertaken on a semi-annual basis (also published electronically). This journal would honor the IAEM Board's agreement to continue the *ASPEP Journal*, which was disbanded last year. This issue paper was tabled to allow for a professional communications survey of the membership. The results of that survey will be available at the IAEM 2005 Annual Conference.
- An issue paper was submitted to the Board in February 2005 recommending that the Board hire a content manager for the new IAEM Web site, to maintain and renew the content that is placed there for the members and the public. The issue paper was tabled pending results from the communications survey.

In addition, this committee

- Increased in size from three to ten active members.
- Participated actively in the selection of a new host and redesign for the IAEM Web site, bringing it online in October 2004. This included a feature for accessing statistics
- Participated in the selection of a new carrier and format for the IAEM discussion groups, bringing them online in November 2005; worked with the vendor to make it easier to use; and assisted in working out the initial problems with its implementation.
- Actively participated in the selection of an organization to conduct the membership survey; helped develop the survey instrument; and compiled its results for the Board.
- Produced 12 issues of the *IAEM Bulletin* and solicited articles for six special focus issues: Asian Tsunami Disaster (February

2005); Emergency Preparedness for Individuals with Disabilities (March-April 2005); Recovery/Continuity/Resumption Planning (May-June 2005); Defense Support to Civil Authorities (July 2005); Women in Emergency Management (September 2005), and Emergency Management: Local, Regional and Global Successes (October 2005).

- Created an on-line electronic version of the monthly *IAEM Bulletin* to accommodate the increased number of submissions for publication in the *Bulletin*. The printed version generally runs 16 pages. The on-line version runs from 24-32 pages.
- Consolidated the past “Eye on Education” column into one document that is posted on the IAEM Web site for easy reference.
- Explored and arranged for the addition of features to the IAEM Web site, including a search feature and the ability of regional presidents and committee chairmen to post information to their own pages.
- Sent the following suggestions to the IAEM Board for special focus issues next year:
  - Emergency Management Funding and Grant Writing
  - Public Health and Disaster Response (including Special Population Evacuations)
  - Technology and Research in Emergency Management
- Produced the daily onsite newsletter at the IAEM 2004 Annual Conference in Dallas.

## Conference Committee

The Conference Committee selected the theme, “Emergency Management: Local, Regional and Global Successes,” for IAEM’s 53rd Annual Conference and EMEX 2005, to be held Nov. 11-16, 2005, in Phoenix, Arizona. The committee has developed the program for the Annual Conference. Committee members have reviewed 92 papers since the Call for Papers was sent out in March 2005, selecting six general (plenary) sessions and 18 breakout sessions. The committee will meet in September to address speaker liaisons, the role of students at the conference, and other pertinent issues.

It should be noted that record numbers attended IAEM’s 52nd Annual Conference & EMEX Exhibit, “Collaboration: The Key to Success in Emergency Management,” Nov. 6-11, 2004, Dallas, Texas. With 748 participants, this was IAEM’s record high conference attendance as an association.

## Government Affairs Committee

The Government Affairs Committee had another very active and very successful year. More IAEM members have become involved in contacting their Members of Congress on key issues, and more state associations are lending strong support to our efforts. The goal continues to be increasing the number of Members of Congress and their staff who recognize the knowledge and experience of local emergency managers and consider them a resource to contact as they consider issues of importance to emergency managers.

The Government Affairs Committee has kept in frequent contact with key Congressional staff on policy and legislative issues. Meetings were arranged with key appropriations and authorization committee staff and other Congressional Members and staff to promote the association’s positions.

## 2004-2005 DIRECTORS

### REGION 1 PRESIDENT

Pamela L’Heureux  
Waterboro Office of Emergency  
Management  
E. Waterboro, ME

### REGION 2 PRESIDENT

William L. Castagno  
University Hospital EMS Department  
Newark, NJ

### REGION 3 PRESIDENT

Edward W. Lent, III, CEM  
Owner, Public Safety Group  
Upper Marlboro, MD

### REGION 4 PRESIDENT

Larry J. Gispert  
Hillsborough County Emergency  
Management  
Tampa, FL

### REGION 5 PRESIDENT

Michael J. Fagel, Ph.D., CEM  
Emergency Management Domestic  
Preparedness  
Aurora, IL

### REGION 6 PRESIDENT

Carrie Little  
Garland Office of Emergency  
Management  
Garland, TX

### REGION 7 PRESIDENT

Robert G. Goldhammer, CEM  
Community Alert Network  
Clive, IA

### REGION 8 PRESIDENT

Jason Kingsley  
City of Aurora  
Aurora, CO

### REGION 9 PRESIDENT

Gunnar J. Kuepper  
Emergency & Disaster Management, Inc.  
Los Angeles, CA

### REGION 10 PRESIDENT

Lyn Gross, CEM  
Emergency Services Coordinating  
Agency  
Edmonds, WA

### INTERNATIONAL REGION PRESIDENT

Arthur Rabjohn  
VectorCommand Ltd.  
Havant, Hampshire, U.K.

### STUDENT REGION PRESIDENT

Sarah Williamson  
University of North Texas  
Haltom City, TX

## 2004-2005 SCHOLARSHIP COMMISSION

### Terms Expires November 2006

#### CHAIRMAN

Robert C. Bohlmann, CEM  
Director  
York County EMA

#### MEMBERS

Jamie R. Moore, CEM  
Emergency Services Coordinator  
Douglas Co. OEM

Ellis Stanley, Sr., CEM  
General Manager, Emergency  
Preparedness Department  
City of Los Angeles

Sheena Vivian  
Emergency Coordinator  
City of Langley

### Terms Expires November 2005

#### MEMBERS

Ken Baechel  
President/CEO  
Community Alert Network, Inc.

Robert G. Goldhammer, CEM  
Sales Representative/Consultant  
Community Alert Network, Inc.

Craig A. Marks, Sr., CEM  
Adjunct Professor  
Durham Technical Community College

Andrew D. McGuire  
Emergency Management Officer  
Danbury Hospital

Dewayne West, CEM  
Director  
Johnston County Emergency Services

#### IAEM STAFF LIAISON

Dawn Shiley-Danzeisen  
Communications &  
Marketing Director, IAEM

Based on her volunteer efforts on behalf of emergency management, IAEM member Lisa Gibney was selected by the USA Freedom Corps to be the official greeter for President George W. Bush's Sept. visit to Cedar Rapids, Iowa. Gibney presented two sessions at the IAEM 2004 Annual Conference & EMEX Exhibit on grants and meeting the needs of special populations. (photo courtesy of the White House)

The efforts of co-chairs Mike Selves, CEM, and Ellis Stanley, CEM, Policy Advisor Martha Braddock, and other committee members have greatly enhanced IAEM's reputation on Capitol Hill and are increasingly strengthening IAEM's ability to influence issues we are concerned about.

### PARTNERSHIPS

Building and maintaining strong partnerships is vital to legislative success. IAEM has continued to have excellent and very productive relationships with our partners. For example, Braddock continues to work closely with the legislative staff of the National Emergency Management Association (NEMA), the National Association of Counties (NACo), National Governor's Association (NGA), National League of Cities (NLC), the Council of State Government (CSG), the National Conference of State Legislators (NCSL), and the National Association of Development Organization (NADO) to promote positions and share information. The contact with some of these groups is daily during times of heavy legislative activity. The coordination with these partners has resulted in joint meetings with Congressional committees and numerous joint position letters to Congress.

In addition, Braddock represents IAEM on the "Stafford Act Coalition," a group of approximately 30 organizations with an interest in disaster-related issues.

Selves chairs the NACo Emergency Management Subcommittee of the Justice and Public Safety Steering Committee, and Bob Bohlman, CEM, serves as the IAEM representative on the NACo Board of Directors. Stanley and Dewayne West, CEM, participated in NEMA committee meetings as IAEM representatives.

### KEY LEGISLATIVE POSITIONS AND RESULTS

#### Emergency Management Performance Grant (EMPG) Funding

**Issue:** The President's 2006 Budget Request for the Department of Homeland Security reduced the funding for EMPG from the \$180,000,000 appropriated for FY 2005 to \$170,000,000 and did not retain the program as a separate account.

**IAEM position:** Increase the funding and maintain as a separate account.

**Results:** At press time, the Conference on S. 2360, the Department of Homeland Security Appropriations Bill for 2006, had not been held. However, our efforts have shown results. The House added \$10 million for a total of \$180 million, and the Senate added \$10 million in the

Appropriations Committee and another \$10 million on the Senate Floor as result of an amendment by Sen. Voinovich (R-OH), for a total of \$190 million.



Both House and Senate retained EMPG as a separate account and included supportive language. The House Appropriations Committee Report (H. Report 109-79) language directed the Office of Domestic Preparedness to continue current grant administrative practices in a manner identical to the current year, including remaining focused on all hazards and not limiting personnel



expenses. Language also expressed concerns about the impact of awarding EMPGs through the State Administrating Agency (SAA) to the state's emergency management agency and the delay this process can cause. Language directs ODP to work with all SAAs to ensure that these funds reach the emergency management communities as quickly as possible.

The Senate Appropriations Report (S. Report 109-83) language indicated that EMPG is an essential source of funding for state and local emergency management and that EMPG is one of the few remaining programs of the department with an all-hazards mission. The report further stated that state and local governments currently have productive relationships with Emergency Preparedness and Response (EP & R) regional emergency managers that are critical to maintain an all-hazards response capability and that the committee expects these relationships to continue.

Our members were very active in contacting their Members of Congress and their staff on the EMPG issue. As result, many more members are aware of the function of emergency managers in their communities and why EMPG is critical. The goal is that our members will maintain these contacts.

We worked closely with Senators Voinovich (R-OH) and Akaka (D-HI), who initiated and spearheaded an effort that resulted in a letter to the Senate Appropriations Subcommittee on Homeland Security Chairman Gregg (R-NH) and Ranking Member Robert Byrd supporting increasing Emergency Management Performance Grants to \$250,000,000. The letter was signed by 23 Senators and was supported by four additional Senators who sent notices of support.

We also worked closely with Sen. Voinovich to obtain support for his successful amendment to add \$10 million to EMPG on the Senate Floor. At the time the amendment was adopted on the Senate Floor (by voice vote), there were 23 co-sponsors and numerous supporters. IAEM is extremely grateful to Sen. Voinovich and his staff for their leadership and tireless

effort on this amendment. This Floor amendment was also supported by our partners, the National Emergency Management Association, the National Association of Counties, National League of Cities, the Council of State Governments, the Conference of Mayors, and the National Association of Development Organizations.

The end result of the past few years' effort on EMPG is increased visibility in the Administration and increased visibility and support in the Congress. There is a better understanding in the Administration on the use of funding for personnel; in fact, after the rejection by Congress in FY 2004 and FY 2005, the FY 2006 Budget Request did not propose a limitation on the use of EMPG for personnel. There is now a base of support in the Congress for maintaining EMPG as a separate account dedicated to all-hazards emergency management activity and as a program deserving of increased funding. Given the very tight budget and the many programs competing for funding support, we are very grateful to the Congress for the funding increase and for the three years of strong supportive appropriations report language.

### Hazard Mitigation Grant Program

**Issue 1:** The President's FY 2006 Budget request included legislative language to amend the Stafford Act to reduce available funding from 20% to 12.5% to states which have taken the extraordinary steps to have a FEMA-approved enhanced mitigation plan. Washington, Missouri, Oklahoma, and the District of Columbia have approved enhanced plans, and many others are in the process.

**IAEM position:** Reject the legislative language change, and maintain the 20%.

**Results:** After raising the issue during numerous congressional office visits, we note with satisfaction that as of yet, neither the House nor Senate Appropriations Committees has accepted the legislative change.

**Issue 2:** Effective Feb. 20, 2003, the formula for HMGP was lowered from 15% of FEMA disaster costs to 7.5%. The President's budget request for FEMA for FY 2003 had proposed eliminating the program.

**IAEM position:** Restore the HMGP formula to 15 percent of disaster costs.

**Results:** This issue was the subject of discussions with key authorization committee staff members;

On Jan. 6, IAEM members participated in the ceremony releasing the U.S. National Response Plan. (Left to right) First row: MaryAnn Morrocolo and IAEM Executive Director Beth Armstrong, CAE. Second row: Gary Edwards; DHS Secretary Tom Ridge; Jim Raymond, CEM; and Tom Griffith.



however, to date no action had been taken to restore the original formula. This will continue to be an issue that IAEM will pursue in 2005-2006.

### IRS Ruling to Tax Mitigation

**Issue:** An IRS ruling in 2004 called for taxing mitigation assistance provided to victims of disasters as gross income.

**IAEM position:** Support legislation to clarify that certain mitigation assistance is not taxable.

**Results:** This was an issue for which the Government Affairs Committee representatives received a great deal of support during Congressional visits. We are happy to report that H. R. 1134 (which amended the Internal Revenue Code of 1986 to provide for the proper tax treatment of certain disaster mitigation payments) passed and was signed on Apr. 15, 2005. The law was made retroactive in order to provide relief to disaster victims affected during previous disasters.

### Pre-Disaster Mitigation Grant Program (PDM)

**Issue:** The authorization for the program expires on Dec. 31, 2005, and the President's budget request for FY 2006 included \$150 million for PDM.

**IAEM position:** Support the requested funding level of \$150 million and the extension of the program.

**Results:** To date, the House Appropriations Bill included \$150 million, but Senate Appropriations cut the funding to \$37 million. The issue will be resolved in conference. No action has been taken by the authorization committees yet to extend the program.



From left: Dewayne West, CEM, IAEM President; Marg Verbeek, CEM, IAEM President-Elect; and Daryl Lee Spiewak, CEM, IAEM Past President, at the IAEM 2004 Annual Conference & EMEX Exhibit in Dallas, Texas.

### National Weather Service (NWS) Identity and Budget

**Issue:** It is critically important that the NWS continue to provide critical information and warning crucial to saving lives. Current actions and proposals by NOAA have created deep concerns within the emergency management community. NOAA has ordered changing the name of the National Weather Service and eliminating its distinct logo. These symbols represent 135 years of critical information and warning to the American public. NOAA has been proposing to meld the budget of the NWS into NOAA "cross agency goals." This would make it much more difficult to track actual funding intended for the NWS and would make it easier to reprogram funds into other less critical areas.

**IAEM Position:** Maintain the distinct NWS name and logo. Maintain the NWS budget as a separate and distinct account so that funding levels for the NWS mission are easily identified and tracked through Congressional oversight. Fully fund the NWS.

**Results:** IAEM continues to be active on these issues in discussions with Members of Congress and their staffs. In addition, IAEM President Dewayne West, CEM, sent a letter to the Chairman and Ranking Member of the Senate Commerce Committee strongly opposing S. 786, a bill by Sen. Santorum which has the potential to significantly change the provisioning of NWS information to the nation's public safety community. This letter was predicated on previous positions established by IAEM regarding this matter. To date, there has been significant opposition generated to this bill, and it has yet to be heard by committee or advanced beyond its initial filing and referral to committee.

### Technical Correction on Disaster Home Repair

**Issue:** When the Stafford Disaster Relief Act was amended in 2000, an error was made which resulted in an inadvertent cap on limited home repair. The cap prevents disaster victims from returning to their homes when repair costs exceed the allowable costs and results in costing the Federal government much more to provide temporary housing. A bill (H.R. 3181) passed the House in the 108th Congress to correct this problem but did not have final action.

**IAEM Position:** Address this error, and fix the cap on disaster repair cost.



**Results:** The authorizing Committees have not yet addressed this issue in the 109th Congress.

## International Development Committee

The International Development Committee has had a significant year in its work on behalf of the Board and membership of IAEM. A roadmap has been created that will see the recruitment of a substantial number of new international members. Local groups being established by national representatives will come together to form new regions. IDC Vice Chairman Arthur Rabjohn has been elected president of Region 11 and will initiate the roadmap. Projects with Turkey and Italy are underway, and work has started to develop a South Pacific Region. IAEM Canada was granted provisional regional status from the Board on Aug. 10, 2005. Once the new region elects a regional president and ratifies IAEM Canada's by-laws, it will achieve full regional status and have a seat on the Board.

The Board has adjudged that IDC has fulfilled its mandate as a committee appointed by the president and has congratulated its members on a job well done. The members of the committee have worked hard to create a way forward for IAEM to become a truly international association. Their guiding principle has been "to do no harm" to the existing membership or the commitment of IAEM to its U.S. members. The work experience of IDC is too valuable to lose, and Rabjohn has asked a number of the IDC members to form a new International Membership Committee as a working group of Region 11 to continue the work set out by the roadmap.

The membership of the IDC has asked that the leadership of the IDC by Sheena Vivian be recognized, because without her drive, enthusiasm and directness, many of the hurdles would not have been jumped.



From left: NEMA President Dave Liebersbach, DHS Secretary Michael Chertoff, and IAEM President Dwayne West, CEM, met on May 3, 2005, to discuss issues of vital interest to IAEM members.

## Membership and Marketing Committee

Since the IAEM 2004 Annual Conference, the Membership & Marketing Committee forwarded six issue papers to the Board for consideration. The Board approved one, which established a viable membership cost for non-U.S. members of US \$50. As each new country/region reaches independent status, dues structures will be established for country-specific requirements.

Immediately after the IAEM 2004 Annual Conference, the committee was restructured to include at least two members from each region on the committee, plus international representation. Also, it was decided that the chairman and vice-chairman of the committee would not both be from the United States.

### Committee Action/Highlights:

- **Surveys:** Two surveys were undertaken by Craig Marks, CEM. The first survey dealt with the demographic composition of IAEM. While the survey was scientifically accurate and viable, the respondent pool (IAEM membership) was not indicative of the 13,000 political jurisdictions engaging emergency managers. The second survey was conducted to look at IAEM services and customer satisfaction. Results showed that most of the older EM practitioners are satisfied with the status quo, but younger members want more technology and Web-based interaction for their membership.
- **IAEMSA Chapters:** As a follow-up to an informal decision by the IAEMSA region and the Membership & Marketing Committee, the Membership & Marketing Committee took over the process for IAEMSA chapter formation. John Jay College submitted their application for a provisional charter, which has been forwarded to IAEM Headquarters for provisional action. Dorothy Miller, CERP, has recruited 10 student members at the University of Texas in Dallas, and they are exploring becoming a chapter when the fall semester begins in August. UNC Chapel Hill received their full charter at the IAEM 2004 Annual Conference, becoming the sixth student chapter. With 120 programs in place and 100 programs in some form of exploration, this is a huge growth area for membership.
- **FEMA HigherEd Conference:** Craig Marks, CEM, Daryl Spiewak, CEM, and J.R. Thomas, CEM, represented IAEM at the FEMA HigherEd

Conference, June 7-9, 2005, Emmitsburg, Md. Discussions covered a wide range of topics; however, many felt IAEM should be doing more in helping to develop academic programs. Accreditation was agreed upon as necessary, and a steering group is in place to model a Higher Education Accreditation Program (HEAP) similar to EMAP. There also was consensus that FEMA may lose out with funding for projects such as HigherEd, and that after eight years it was time to seek an alternate method. The formation of the U.S. Emergency and Disaster Management and Homeland Security Higher Education Association was discussed, and a working group assembled to bring this organization online by 2006.

- **Overseas:**

*New Zealand events* (hosted by Kristin Hoskin). On May 3, 2005, IAEM hosted its first event in the South Pacific, in collaboration with the Canterbury Group of the New Zealand Branch of the Institution of Fire Engineers (IFE) and with sponsorship from Environment Canterbury's Civil Defense and Emergency Management. James Dance was invited to speak on his most recent experiences as an UNDAC team member. The evening was used as a way to increase the profile of both the IAEM and the IFE to prospective members and the general public. The majority of the 68 who attended were from the emergency services, engineering and civil defense emergency management sectors, although members of the public also attended. Several attendees stayed behind to find out more about the IAEM. The event was promoted through e-mail lists and local newspapers in Christchurch.

There are further plans afoot to host another event in New Zealand before the end of the year and one in Sydney, Australia next year. This will



Government Affairs Committee Co-Chairman Mike Selves, CEM, IAEM Policy Advisor Martha Braddock, and IAEM President Dewayne West, CEM (left to right) presented the IAEM position papers to members at the IAEM 2005 Mid-Year Meeting.

IAEM Japan Ambassador Yuki Karakawa is pictured with IAEM Treasurer Rick Cox, CEM, at the IAEM 2005 Mid-Year Meeting. The Karakawa Foundation sponsored scholarships for the CEM® Program for IAEM Region 2 applicants, as well as applicants from the Red Cross and UNC.



be done in order to target specific industries and other organizations that can be used to promote the profile of the IAEM and the benefits of joining. The Auckland event will be part of the build-up to the next New Zealand USAR Engineers training course and is likely to receive support from USAR and the Auckland CDEM Group, although negotiations are only in the early stages. A meeting between Hoskin and Sydney IAEM members is planned for October to explore the possibility of holding an event in Sydney in the first half of next year.

The cost of the IAEM contribution to the Christchurch event was \$100US plus the postage to send the IAEM banner over to New Zealand. The event was organized by Hoskin, with assistance from Wayne Rissman of Environment Canterbury. Hoskin (in her role as Chair of the Canterbury Group of the NZ Branch of the IFE) presented a report on the event and other Canterbury Group activities to a Branch Council Meeting in late May. This meeting was attended by the visiting International President of the IFE, William Peterson, who coincidentally recently became a Certified Emergency Manager and is an IAEM member. The Branch Council has officially indicated that it is very keen to build a relationship between IFE (NZ) and IAEM.

*Mexico, Central and South America:* Juan Fraga sent 1,200 emails to emergency management professionals in Mexico, Central and South America. IAEM is monitoring the region for a response to this outstanding initiative to build up membership in this region. A six percent return would be sufficient to get the Central/South America Region started.

*Canada:* Canada will become the first truly international region, as it achieved provisional regional status from the Board on Aug. 10, 2005.

*Turkey:* The university in Turkey is taking the lead

in both higher education programs and organizing the emergency management community.

*Japan:* Yuki Karakawa continues, through the Karakawa Foundation, to pursue ties between IAEM and Japan. Bob Goldhammer, CEM, and Ellis Stanley, CEM, represented IAEM at a World Disaster Conference in Kobe.

## Strategic Planning Committee

The two major activities of the Strategic Planning Committee were validation of the association's Strategic Plan and the creation of a strategic planning capacity for the overall profession.

Early in 2005, a strategic planning survey was sent to all IAEM members plus some of IAEM's stakeholders. More than 120 surveys were returned and results compiled for evaluation during the IAEM Mid-Year Meeting at an open work session. Although some of the individual results generated active discussion and a few were noted, the intent again was to look for general trends in the responses. Overall, no major trends were identified in the responses that would indicate a need for a major change to the Strategic Plan; however, there were indications that some minor changes would be beneficial, and the Strategic Planning Committee and Board are addressing these. During the review of the survey results at the IAEM Mid-Year Meeting, one thing became readily apparent: IAEM has a diverse membership with an equally diverse set of needs, and it will be a challenge to meet everyone's needs equally.

The Board gave their approval for the Strategic Planning Committee to pursue the development of a "Strategic Vision" subcommittee (a working title). The subcommittee's purpose will be to identify future trends impacting the profession so that IAEM can establish a means to be proactive and to spearhead planning and prevention efforts to meet these challenges. To accomplish this, the subcommittee will seek to identify: future trends in the labor market; research and technologies; new innovative practices in the field; and emerging or evolving natural and manmade threats, nationally and internationally. They will then make recommendations to the Board for incorporating new elements into the association's Strategic Plan and Work Plan to take advantage of the opportunities they may present. The subcommittee's responsibilities also will include working in partnership with academia to pursue research grants, conduct research, synthesize existing research, and communicate results of the research to members and the public.



In May 2005, IAEM President Dewayne West, CEM, and DHS Emergency Preparedness & Response Under Secretary Mike Brown discussed IAEM priorities, including Emergency Management Performance Grants, all-hazards preparedness and professional standards.

## Training and Education Committee

The Training and Education Committee has had an active year, with regular briefings from Dr. Wayne Blanchard, director of the FEMA Higher Education Program; Steve Sharro, FEMA director of Training and Superintendent of the Emergency Management Institute; officials from the Office of Research and Development, Science and Technology Directorate of the Department of Homeland Security; officials from the Homeland Defense/Homeland Security Consortium on Higher Education; and Vincent Brown of the FEMA Disaster Resistant Universities Program for Historically Black Colleges and Universities.

Oklahoma State University has offered to begin publication of emergency management training manuals, textbooks and other needed publications for the field, as an expansion of the world class publishing they have done for almost a hundred years for the fire service. Our committee voted unanimously to accept and support their desperately needed efforts.

The committee also voted unanimously to support dramatically increased funding for the FEMA Higher Education Program, which has been cut for the last three years, and the restoration of full funding for the FEMA Disaster Resistant Universities Program.

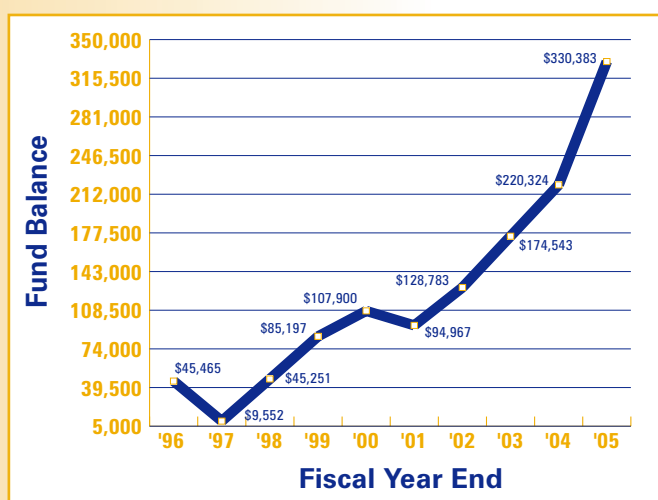
Another area of concentration for the committee has been exploring the area of accreditation of college courses in emergency management. Craig Marks, CEM, the committee's vice chairman, was appointed to lead this initiative.

Committee Chairman Kay C. Goss, CEM, was invited to present the IAEM Training and Education Report to the annual conference of the FEMA Higher Education Program at EMI in June 2005, an historic first for IAEM.



# Activities with Allied Organizations and Partnerships

IAEM and its members are doing an outstanding job representing our constituents at professional events and allied organization activities.



## FINANCIAL REPORT

The May 31, 2005 fund balance consists of:

- \$30,817 CEM program
- \$56,475 scholarship fund
- \$243,091 operating reserve

### ■ DHS Office of State and Local Government

**Coordination and Preparedness:** IAEM participated in conference calls with the U.S. Dept. of Homeland Security's Office of State and Local Government Coordination and Preparedness, discussing such topics as National Preparedness Month, the Registered Traveler Program, and the National Incident Management System Integration Center. Also, IAEM took part in a briefing held by DHS that provided an update on the Buffer Zone Protection Program, which provides targeted funding through states to local jurisdictions to purchase equipment that will extend the zone of protection beyond the gates of these critical facilities. IAEM was an organizational partner with DHS for the National Preparedness Month campaign.

■ **Talking About Disaster:** IAEM announced the release of an updated version of *Talking About Disaster: Guide for Standard Messages*, an update of the original publication released in 1999. This free-of-charge guide was created by the top 20 disaster preparedness organizations in the United States – including IAEM – through the auspices of the National Disaster Education Coalition. Representatives of the agencies work together through a consensus process to develop consistent educational information for the public about disaster preparedness and to disseminate that information through their own organizations, their representative agencies, and to the public at large.

■ **National Homeland Security Consortium:** IAEM endorsed the National Homeland Security Consortium. IAEM President Daryl Lee Spiewak,

## Financial Performance

The IAEM total fund balance as of May 31, 2005, was \$330,383, up \$96,262 from the cash balance at the beginning of the fiscal year. This included \$42,540 in cash (BB&T checking account), and \$200,551 in treasury bills, mutual funds, and other conservative investment vehicles. With monthly expenses of \$61,995, the current reserve could sustain the organization for approximately six months.

Operating receipts for 2004-05 were \$787,832 and expenses were \$698,982 (excluding CEM® and scholarship operations). The 2004-05 operating excess of \$87,506 is the largest generated by IAEM. The Board of Directors reinvested a portion of the excess in a Spring 2005 communications assessment, in the U.S. government affairs program, on Web site improvements, and in expanded organizational outreach.

*Activities with Allied Organizations and Partnerships Continued*

CEM, and IAEM President-Elect Dewayne West, CEM, attended an organizational meeting in Florida in January 2005, sponsored by NEMA. In June 2005, a second meeting was held in Washington, D.C., to continue the dialogue. The mission of the consortium, which includes 20 emergency management and public safety-related organizations, is to provide a forum of key national organizations through effective collaboration, coordination and leveraging that positively influences national policies, strategies, practices and guidelines to preserve the public safety and security of the nation.

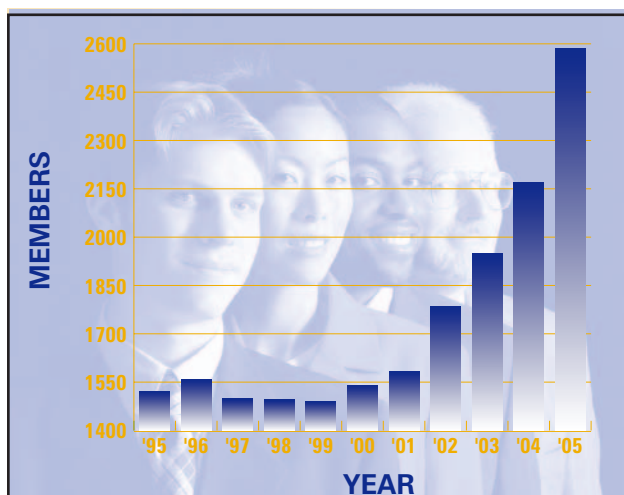
- **LLIS Information-Sharing System:** IAEM helped to promote the new Lessons Learned Information Sharing (LLIS) information-sharing system for U.S. emergency response, sponsored by the DHS Office for Domestic Preparedness and the National Memorial Institute for the Prevention of Terrorism. The system houses an ever-growing list of lessons learned, best practices, good stories and other homeland security-related content.
- **Workplace Partnership for Life:** IAEM supported the NACo national campaign, Workplace Partnership for Life. This campaign supports organ donation to save lives, noting that up to 50 lives can be saved or enhanced by just one organ and tissue donor.
- **SafeSide Program:** IAEM accepted a proposal from The Weather Channel to co-sponsor SafeSide, a national weather disaster and emergency preparedness public service program. Activities supported through SafeSide include the development of a disaster preparedness curriculum for middle and high school students that includes exercises in which students reconfigure their classrooms to represent an Emergency Operations Center; the inclusion of some students in actual severe weather simulations at real-life EOCs; and Weather Expos, which are three-hour events conducted in school gyms, complete with weather experiments and interactive activities.
- **Points of Light:** IAEM endorsed Points of Light's concepts on promoting a national strategy to manage unaffiliated volunteers. Kathleen

Henning, CEM, serves as IAEM's liaison with Points of Light.

- **Global Alliance for Disaster Reduction:** IAEM became a supporting organization of the Global Alliance for Disaster Reduction, sponsored by the Global Institute for Energy and Environmental Systems, University of North Carolina at Charlotte.
- **Fire & Emergency Services Asia 2005:** IAEM sponsored a reception on Feb. 24, 2005, in conjunction with the Fire & Emergency Services Asia 2005 event. IAEM Region 9 President Gunnar Kuepper was a speaker at the conference and helped host the reception with IAEM member Gideon For-mukwai.

**Representation, Appearances, and Endorsements**

- In June 2004, Jim Raymond, CEM, IAEM's National Response Plan representative, submitted comments on the NRP draft on IAEM's behalf to the U.S. Dept. of Homeland Security.
- In June 2005, Dave Sullivan, CEM, represented IAEM in a collaborative effort that has created a national model mutual aid agreement, designed to streamline the sharing of assistance and resources between communities during a disaster. The project came about as a result of cooperation between DHS, the National Emergency Management Association, and emergency responders.
- On June 15-16, 2004, Michael E. Martinet, CEM, represented IAEM at a New York workshop on the National Preparedness Standard (NFPA 1600), sponsored by the Emergency Corps in conjunction with the Greater New York Safety Council.
- In July 2004, Steve Detwiler, who represents IAEM on the NRP-NIMS Working Group, coordinated and presented IAEM member comments on the Annexes of the National Response Plan. IAEM is honored to be an important partner in the development of the NRP.
- IAEM Past President Billy Zwerschke, CEM, represented IAEM in the new HSPD-9 Balanced Investments ICT Work Group, which met in July 2004 to discuss its proposed work approach.



## MEMBERSHIP GROWTH

IAEM's final roster for 2004-05 included 2,587 paying members, an increase of 416 over 2003-04 (up 19%). Highlights:

- 113 new members were sponsored by colleagues.
- 57% increase in student members (from 255 to 445).
- 24% growth in IAEM Region 10 (from 105 to 125 members in Alaska, Idaho, Oregon and Washington).
- The IAEM Student Region is now the largest with 445 members, followed by Region 3 (414), Region 4 (411), and Region 9 (284).

- In July 2004, J.R. Thomas, CEM, coordinated IAEM's assistance with a GAO research project that will examine the all-hazards preparedness efforts at DHS and its component agencies, as well as the relationship between these agencies and state and local first responders.
- Michael J. Fagel, Ph.D., CEM, was appointed to serve as the IAEM liaison to USDA and FDA on issues related to agricultural and food processing issues.
- On Aug. 4, 2004, IAEM Past President Richard Kendall, CEM, represented IAEM at a meeting of the Executive Committee of HOPE Coalition America. HOPE provides financial counseling to disaster victims on credit management, mortgage, government and private agency counseling, and more.
- In September 2004, IAEM Past President Billy Zwerschke, CEM, submitted IAEM's comments on the latest draft of the Universal Task List, a DHS project to define the homeland security tasks required to prevent, respond to and recover from major terrorist attacks, natural disasters and other emergencies. The UTL includes tasks that will be performed at the federal, state, tribal and local levels.
- In August 2004, IAEM President Daryl Lee Spiwak, CEM, TEM, TCFM, submitted IAEM's comments on the draft National Infrastructure Protection Plan.
- On Oct. 12-14, 2004, IAEM Past President Billy Zwerschke, CEM, represented IAEM at a Capabilities Workshop, sponsored by DHS in Washington, D.C. IAEM was invited to participate, along with representatives from each state and territorial homeland security advisor and public health agency, a host of national associations, and federal departments and agencies with homeland security responsibilities. The purpose of this stakeholder meeting was to obtain input from the homeland security community at all levels on enhancing the preparedness of the United States to prevent, respond to and recover from terrorist attacks, major disasters and other emergencies.
- Michael J. Fagel, Ph.D., CEM, represented IAEM at a meeting hosted by the D.C. Task Commission on Standards.
- Bob Goldhammer, CEM, represented IAEM at a meeting hosted by TSA in Washington, D.C., that discussed the railcar HAZMAT placard issue.
- Steven J. Charvat, CEM, has represented IAEM on the NFPA 1600 Technical Committee since 1996, ensuring that the views and opinions of the IAEM membership were voiced as NFPA 1600 went from a "recommended practice" in 1996 to a full standard in 2000, continuing with the recent revisions in 2004. Charvat attended committee meetings in which participants reviewed and discussed future action on 41 recommendations for changes to the 2004 edition.



*Activities with Allied Organizations and Partnerships Continued*

- Kathleen Henning, CEM, represented IAEM with testimony before the House Select Committee on Homeland Security Subcommittee on Emergency Preparedness and Response. She appeared with a panel that included James Dailey, director of Homeland Security, Federal Communications Commission, and Reynold Hoover, director of National Security Coordination, DHS.
- Bill Lent, CEM, represented IAEM at a Disaster Management eGov initiative (DM) Practitioner strategic planning session, hosted by the Emergency Preparedness & Response Directorate of DHS. Attendees worked to create a practitioner-driven strategic vision for information sharing in incident management, and information obtained will be used as a framework for a strategic plan for the DM Program going forward.
- In January 2005, Steve Detwiler, CEM, assisted with compiling IAEM member comments on HSPD 8, a joint Presidential and Congressional request to determine what level of preparedness is appropriate for the United States and also to assess the level of preparedness for the nation. As future funding will be tied to the capabilities assessments, DHS requested input from IAEM.
- IAEM President-Elect Marg Verbeek, CEM, was invited to participate in a Mar. 8, 2005, national Canadian dialogue on disaster management. The National Round Table on the Environment and Economy (NRTEE) addressed disaster management issues, and where Canada should go in terms of research, training, response, preparedness and mitigation. Related international issues were also discussed.
- Tom Metzler, CEM, represented IAEM in a national roundtable hosted by New York University's Center for Catastrophic Preparedness and Response on EMS. IAEM Executive Director Beth Armstrong, CAE, was an organizer of the event. The follow-up report issued by NYU identified critical deficits in the role and organization of emergency medical services in homeland security preparedness and provided recommendations to improve the ability of EMS to respond to terrorist attacks.
- Russ Decker, CEM, represented IAEM at a stakeholder workshop held by the CDC regarding response planning for the U.S. Postal Service Biohazard Detection System.
- Steve Detwiler, CEM, submitted IAEM member comments to DHS on the revised National Preparedness Goal.
- On Apr. 14, 2005, IAEM President Dewayne West, CEM, represented IAEM by testifying at the House Transportation and Infrastructure Committee's Subcommittee on Economic Development, Public Buildings and Emergency Management's hearing on preparedness initiatives. Other panelists included Dave Liebersbach of NEMA and representatives of the International Association of Fire Chiefs and American Red Cross.
- Jerry VeHaun was named to represent IAEM in the National Emergency Alerting and Response Systems (NEARS) Initiative. The NEARS Initiative is a non-profit cooperative effort supported by a growing coalition of emergency response organizations, which plans to demonstrate and deploy interoperable emergency data messaging, using national emergency message and data standards, commercial information technologies, and a shared, electronic directory of agencies called the Emergency Provider Access Directory.
- Kathleen Henning, CEM, represented IAEM at TOPOFF 3 at FEMA Headquarters in April 2005. She reported that "among the issues we have raised are: who will clarify the point of contacts and responsibilities for volunteer management; how will volunteer sponsoring, liability and standard operating procedures be identified and managed; and who is managing affiliated vs. non-affiliated volunteers in and outside disaster areas."

## CEM® RECIPIENTS

### *2005 CERTIFIED EMERGENCY MANAGERS (AS OF MAY 31, 2005)*

Ruben D. Almaguer, CEM  
Miami, FL

William D. Brown, CEM  
Augusta, GA

LT Donald S. Butler, CEM  
San Antonio, TX

Jan Clinton Chilson, CEM  
Green Cove Springs, FL

Dale A. Currier, CEM  
Minneto, NY

Gordon W. Deno, CEM  
Wilson, NC

James P. Drake, CEM  
Suwanee, GA

David Shawn Fenn, CEM  
Washington, DC

Jon Fessler, CEM  
Culver City, CA

Jason Kingsley, CEM  
Aurora, CO

CDR Pietro D. Marghella, MSC, USN,  
CEM  
Stafford, VA

LCDR DaWayne R. Penberthy, CEM  
Pooler, GA

William Peterson, CEM  
Plano, TX

Wayne Randle, CEM  
Atlanta, GA

Ronald R. Reents, CEM  
Framingham, MA

COL Edward H. Smith, CEM  
Marietta, PA

Peter Sommer, CEM  
Hampton, VA

## *CEM® and AEM Programs*

Since the program was introduced in 1993, 2,855 have enrolled to pursue the CEM® designation. (Last year at this time, there were 2,570). Of these, 932 have been awarded their CEM®/AEM (CEM® – 927; AEM – 5). About 100 candidates await review or are in the application process (candidates have made a submission, and staff or commissioners have requested additional information).

Only 43% of those pursuing the credential are IAEM members – you do not have to join IAEM to participate in the CEM® program. IAEM members realize a fee discount, since the general fund subsidizes in part the program operations.

IAEM Past President Daryl Spiewak, CEM, TEM, TCFM, was charged by the CEM® Commission with heading a project to develop a *Common Body of Knowledge* for emergency managers. The goals of the project were:

- (1) develop a list of competencies that could be used to update the CEM® Program, including the exam question bank, and
- (2) use this list to develop CEM® study guides and training materials.

A first look at the project, portions of which are still in progress, was published in the August 2005 *IAEM Bulletin*.

## *Scholarship Program*

IAEM awarded four scholarships for the 2004-2005 school year:

- Carol Cwiak - \$500 provided from the Scholarship Fund. Cwiak is a graduate student working on her Ph.D. in Emergency Management at North Dakota State University.
- Tonya Hunter - \$500 provided through a dedicated grant from DRI International. Hunter is an undergraduate student working toward a B.S. degree in Emergency Administration and Planning at the University of North Texas.
- Kade Kotheimer - \$500 provided through a dedicated grant from DRI International. Kotheimer is working toward a B.S. degree in Emergency Management at the University of Akron.
- Nicole Vaught - \$500 provided from the Scholarship Fund. Vaught is an undergraduate student working toward a B.S. degree in Health Sciences with a concentration in Emergency and Disaster Management from the State University of New York at Stony Brook.

During 2004-2005, IAEM raised a total of \$15,329 for the IAEM Scholarship Fund. This included regular donations, as well as money raised from the live auction, silent auction and basket bonanza raffle at the IAEM 2004 Annual Conference & EMEX Exhibit in Dallas. All donations to the IAEM Scholarship Program are tax deductible as charitable contributions.

# *IAEM Partners*

## National Organizations

Academy of Certified Hazardous Materials Managers	Emergency Management Program, North Dakota State University	National Emergency Number Association
American Ambulance Association	The Humane Society of the United States	National Foundation for Mortuary Care
American Chemistry Council	Institute for Business and Home Safety	National Institute for Urban Search and Rescue
American Society of Professional Emergency Planners	The Institute of Crisis and Risk Management	National Interagency Civil-Military Institute
American College of Contingency Planners/American Academy of Medical Administrators	International Association of Fire Chiefs	National Registry of Environmental Professionals
Association of Contingency Planners	International Critical Incident Stress Foundation, Inc.	Nuclear Energy Institute
Association of Public Safety Communications Officials	International Disaster Recovery Association	Ontario Association of Emergency Managers
Association of State Floodplain Managers	International Emergency Management Student Association	Operation HOPE, Inc.
Australian Institute of Emergency Services	Italian Association of Disaster Managers	Roam Secure, Inc.
Business Recovery Managers Association	Local Authorities Confronting Disasters & Emergencies	State and Local Emergency Mgt. Data Users Group
Canadian Centre for Emergency Preparedness	Lowes Homes Safety Council	Texas Engineering Extension Service
Church World Service	Moldavian Civil Defense Association	The American Civil Defense Association
Consumer Electronics Association	National Association of Counties	The American National Red Cross
David N. Myers University	National Association of County Engineers	The International Emergency Management and Engineering Society
Disaster Emergency Response Association	National Association of State EMS Directors	United Kingdom Emergency Planning Society
DRI International	National Disaster Medical Systems	Western States Seismic Policy Council
Emergency Management Accreditation Program	National Emergency Management Association	

## State Organizations

Arizona Emergency Services Association, Inc.	Keystone Emergency Management Association	North Dakota Emergency Management Association
California Emergency Services Association	Louisiana Emergency Preparedness Association	Northeast States Emergency Consortium
Colorado Emergency Management Association	Maine County Directors Association	Emergency Management Association of Ohio
Connecticut Emergency Management Association	Maryland Emergency Management Association	Oklahoma Emergency Management Association
State of Delaware Emergency Management Agency	Massachusetts Emergency Management Association, Inc.	Oregon Emergency Management Association
Florida Emergency Preparedness Association	Michigan Emergency Management Association	South Carolina Emergency Preparedness Association
Emergency Management Association of Georgia	Association of Minnesota Emergency Managers	Emergency Management Association of Tennessee
Idaho Emergency Management Association	Montana Association of Disaster & Emergency Services Coordinators/Emergency Managers	Emergency Management Association of Texas
Illinois Emergency Services Management Association	Nebraska Association of Emergency Management	Utah Emergency Management Association
Emergency Management Alliance of Indiana, Inc.	Nevada Emergency Preparedness Association	Virginia Emergency Management Association
Iowa Emergency Management Director's Association	New Jersey County Emergency Management Coordinators Association	Washington State Emergency Management Association
Kansas Emergency Management Association	New Mexico Emergency Preparedness Association	Wisconsin Emergency Management Association
Kentucky Emergency Management Association	North Carolina Emergency Management Association	



# Grateful Thanks

## IAEM Scholarship Program Donors



### PLATINUM DONORS – \$7,500 PLUS

Community Alert Network, Inc.  
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### GOLD DONORS – \$4,500-\$7,499

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### SILVER DONORS – \$1,000 - \$4,499

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Stephen Abrams	ESRI	Albie Lewis	Regina Phelps, CEM
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Chris Clover	Russell Howerton	Amanda Millet	Linda Spangler, CEM
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Jim Cook, CEM	Dan Isley	Sarah Moore	The Coffee Beanery
William Cunningham	Dave Jackson	Museum of Contemporary Art	Marg Verbeek, CEM
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Gifts to the IAEM Scholarship Program are tax deductible as a charitable contribution to the extent permitted by law. IAEM is recognized by the Internal Revenue Service as a public charity under Section 501(c)(3) of the IRS Tax Code, IAEM Federal ID #31-6050147.

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