



Membership Meeting
Wednesday, April 24, 2024, 4:15pm
Westin Chicago Northwest, Itasca, IL

Call to Order (Paul Welsh) *Meeting called to order at 4:27pm*

Adoption of Agenda

A. Thompson motioned to adopt the Agenda and Special Rules of Order for this meeting as presented on the screens. S. Goldman seconded. Motion carried.

Approval of Minutes

E. Rostker motioned to approve the minutes of the 2023 Annual Membership Meeting as written. S. Ham seconded. Motion carried.

Membership Report (Sarah Goldman)

- [Membership Report](#)
- Team account holders have recently started to receive notices to renew their team and individual memberships. Our membership year ends on May 31, 2024 – in just a few weeks
- Current membership numbers as of March 31, 2024 and I will be comparing them with our membership numbers from March 2023.
 - College & University - 1,032 members representing 382 institutions
 - High School - 1,105 members representing 361 schools (more high school than college!!).
 - Related Educational Service (breakdown on screen) - 229 members.
 - Overall we are up 655 members compared to last year and our total membership stands at 2,366 members.
 - 231 memberships have been purchased by teams and organizations, but are currently going unused. Doesn't have to be just high school counselors - assistant principals, deans, etc. can all be members if you would like to bump up to the next tier or use more of your spaces available in your current tier membership.
- We are in our first year of the new partnership between IACAC and the extraordinary school counselors and college & career coaches of Chicago Public Schools.
 - At the November 2022 board meeting the IACAC board approved a plan for an agreement with the Office of School Counseling and Postsecondary Advising that will offer every high school counselor and college and career coach employed by CPS the opportunity to become a member of IACAC at no cost to the individual counselor or coach.
 - The Office of School Counseling and Postsecondary Advising has agreed that for three years they will purchase 600 IACAC memberships for school counselors and college/career coaches at a cost of \$20 per membership for a total cost of \$12,000 per year, or an investment of \$36,000 over the three years.
 - In return, IACAC will reinvest those funds back into professional development opportunities for CPS counselors and coaches, allowing them to apply for grant funding separate from general IACAC grant funding. Because of this agreement, we funded 52 counselors to this conference.
 - Our goal is to spend the next several years building relationships, forming partnerships, and demonstrating the benefits of IACAC membership to CPS administration, counselors, and coaches while simultaneously establishing that IACAC is in a better position to advocate in Springfield and support all of its membership when CPS counselors and coaches can share their knowledge and expertise.
- We still face challenges in regards to volunteers. We ask for your voice to be heard and to volunteer by joining a committee and attending programming.

Treasurer's Report (Mike Gavic)

- We have continued our financial reporting on Quarterly structure for the organization which allows us to better compare our financial health year over year and specific points in the year.
- This year we spent time on adjusting the way the Treasurer's Reports looks so that it is cleaner and far easier to follow.
- Each committee receives the monthly report with their budget with live data.
- All *Quarterly Reports* for this current fiscal year are available in the Members Only section of the IACAC website under Financial Documents.
 - *The net worth of the organization on March 1 was \$939,503.94. This compares to last year at the same time \$942,960.33.*
- *The current status of our Donated Services is \$15,836.73 in donated services.*

M. Gavic motioned to adopt the 2024-25 budget as presented on your white handout or online. A. Lynch seconded. Motion carried.

- *Our total proposed operating expenses for the 2024-25 fiscal year are budgeted at **\$352,622.00***
 - *This request represents an approximate 14.7% increase in expenditure requests over this current fiscal year.*
 - *Although we are advocating for an increase in expenditures, it's important to emphasize that both the finance committee and the Executive Board remain steadfast in our commitment to fiscal responsibility.*
 - *We are dedicated to rigorously examining our spending each year to strive for a balanced budget, all the while prioritizing investments in our programs, services, and, most importantly, our members.*
- *Noting a few specific items on the expense side*
 - *In the General Board request, we have appropriately adjusted the budget to include additional registrations for NACAC for both executive board and NEXT members.*
 - *Special Interest Groups (SIG) now has a budget line as we look to encourage those groups to grow.*
 - *The budget request for Travel specifically for NACAC is up substantially, due to the elevated costs of LA, and to ensure our board members have assistance to attend though we will greatly appreciate any donated services that we hope the institutions can provide.*
- *The proposed income is **\$352,622.00** , which includes a \$39,270 draw from the surplus account. Per our fiscal policy, once the surplus drops below \$100,000 its usage will be reevaluated by the finance committee.*
 - *With this budget and surplus draw, our balance remains above \$100,000 but we are aware of the implications for next year.*
 - *We are anticipating a \$38,000 refund due to the retained employee credit policy after covid pandemic that we will look to supplement the potential draw from surplus.*
 - *We know that continuing to draw this much from the Surplus is not sustainable over time; however, we continue to explore external sources of revenue, including non-profit grants and discounts, while reviewing our current fee structure and expectations from income generating accounts.*
 - **ICF** *income continues to be our highest income generating committee. Adjustments to the cost structure and Strivescan coverage has allowed us to continue to serve our students and attending institutions while maintaining a health revenue line.*
 - **INCF** *- I want to start by saying, what a huge success it was. We plan to continue offering this program annually in a way that doesn't interfere or cause unnecessary challenges for our students and colleges. We will continue to budget for projected revenues around \$40,000.*
 - **Elevate** *Decreased the committees operating budget incomes and expenses for 2024-25 as the event didn't happen this cycle, we hope to encourage those of you here to consider chairing a great program/committee. Currently the budget has funds for meetings to take place.*
 - *The Executive Director (aka Erin) will be continuing our efforts for new advertising and sponsorship opportunities in the next fiscal year with an anticipated income of \$7,500.*

Nominating Committee Report (Brian Hodges)

- A call for nominations for open Board positions went out in mid-November 2023 on the IACAC web page and an email was sent to all IACAC members.
- Thirty-plus nominations from across our organization were received by the January 2024 deadline.
- Candidate introductions.
 - President Elect: Annette Braden
 - Treasurer-Elect: Rebecca Johnson
 - Secretary-Elect: Graciela Covarrubius and Kimberly Zimmerman
 - Board Directors: Tara Brewer, Alejandro Campos, MJ Jones, Bettie Mattison, Cari Franz, Kristina Luster, Kate Moody and Lauren Yates
 - Postsecondary (vote for 1st, 2nd, 3rd, 4th choice), Secondary (vote for 1st, 2nd, 3rd, 4th choice)
- Voting Instructions
 - We will be voting on one digital ballot
 - In addition, you will see one question / set of questions for information only. Next year's Annual Conference will be held April 23-25, 2025, in Peoria. Following that Conference, we have not yet set the date, location or format for future Conferences. We would like to collect feedback about your preferences for future conferences
 - *Online voting will open at the recess of this meeting in just a few minutes and remain available until 10:00 am tomorrow morning*

Presentation of By-Law Revisions (Brian Hodges)

B. Hodges motioned to amend Article II. Rules of Order to add the "Conduct Policy" and "Whistleblower Policy" as shown on the screens. D. Brinkley seconded. Motion carried.

B. Hodges motioned to amend Article III. Membership. Section 3. Termination of Membership. To add "or violates the Code of Conduct or Whistleblower policies." M. Rogers seconded. Motion carried.

B. Hodges to amend Article III. Membership. Section 4. Meetings. To replace "elected" with "announced". J. Blasdel seconded. Motion carried.

B. Hodges motioned to amend Article IV. Executive Board. Section 2. Cabinet. Add Past Secretary. M. Ketel seconded. Motion carried.

B. Hodges motioned to amend Article IV. Executive Board. Add Section 6. Ex-officio Members. D. Griepentrog seconded. Motion carried.

B. Hodges motioned to amend Article V. Cabinet and Board Directors. Section 1. Duties of Cabinet Officers. J Sparrow seconded. Motion carried.

B. Hodges motioned to amend Article V. Cabinet and Board Directors. Section 1. Duties of Cabinet Officers. J. De Leon seconded. Motion carried.

B. Hodges motioned to amend Article V. Cabinet and Board Directors. Section 1. Duties of Cabinet Officers. A. Salas seconded. Motion carried.

B. Hodges motioned to amend Article VI. Nominations and Elections. Section 2. Selection of Candidates. Replace "filled" with "announced". I. Nunez seconded. Motion carried.

B. Hodges motioned to amend Article VI. Nominations and Elections. Section 4. Voting and Election. Removing "during

each" and adding "a two-week period between the" and "Annual Conference" G. Lozano seconded. Motion carried.

Past President's Report (Brian Hodges)

Past President shared remarks.

Annual Conference Report (Angie Cooksy)

President-elect shared remarks.

Old Business (Paul Welsh)

None

New Business (Paul Welsh)

None

*C. Floyd motioned to recess until Thursday, April 25th at 1:00pm S. Langraf seconded.
Meeting recessed at 5:40pm.*

**Continuation of the Annual Membership Meeting
Thursday, April 25, 2025, 12:30 pm
Westin Chicago Northwest, Itasca, IL**

Meeting called to order at 12:35pm

President's Report (Paul Welsh)

President shared remarks.

Election results (Brian Hodges)

President Elect: Annette Braden

Treasurer-Elect: Rebecca Johnson

Secretary-Elect: Graciela Covarrubius

Board Directors: Tara Brewer, Kristina Luster, Kate Moody and Lauren Yates

*S. Wochner motioned to adjourn N. Rybak seconded. Motion carried.
Meeting adjourned at 1:03pm.*

Respectfully submitted by Kathryn Hankamp, IACAC Secretary