



November 12, 2008

Dear IPMAAC Members and Friends:

As you know, the IPMAAC Board has been working actively, diligently and creatively to take charge of IPMAAC's future, in anticipation of its change of status effective January 1, 2009. In fact, we have been meeting by conference call every two to four weeks all year and recently met in person for 2 days.

Following is a brief update of decisions we have made since my last update and of matters in progress. Your immediate assistance in selecting our new name is needed. In the short term, we need you to volunteer and apply your expertise in our Transition Teams. We also encourage you to consider taking a leadership and/or participatory role, in our ongoing governance. We urge you to continue/renew your membership in IPMAAC, and to participate in our 2009 Conference as a presenter or an attendee.

1. Governance Status and Issues –

- a. Board Members and Officers –
As reported to you in June, the Board of Directors decided that elections would not be held in early 2008 as usual, for 2009 vacancies, in the interest of providing continuity during our time of transition. The individuals comprising the 2008 Board will therefore continue and serve during the calendar year 2009.
- b. By-Laws –
Our current By-Laws will have to be revised. Once key decisions are reached, the Board will prepare draft revisions and submit them to the membership for approval. We will be able to receive nominations and hold elections for positions that start in 2010 shortly thereafter. A detailed list of current Board members is provided at the end of this letter.
- c. IPMAAC Name –
Membership participation is needed in choosing a new name (or keeping the current one). Please follow this link to our survey, review the possibilities and submit your vote by Friday, November 21, 2008:
<http://www.surveymonkey.com/ipmaacname>.
- d. Entity Status and Professional Affiliations –
 1. IPMAAC will incorporate in the State of California as a non-profit

at the end of 2008, and will apply to the IRS to become a §510(c)(3) or (6) corporation. IPMAAC will also set up a bank account and manage its own funds starting January 2009.

2. In addition to its 2009 Joint Conference partnership (see below), IPMAAC intends to maintain a professional affiliation with IPMA-HR. However, it will also begin to foster new, and strengthen existing, strategic partnering relationships with other organizations. IPMAAC hopes that these relationships will result in mutually beneficial professional development as well enable its financial independence.

e. Governance and Membership Support Services –

The IPMAAC Board is in the process of issuing a Request for Proposals (RFP) for administrative, accounting, membership, web, and conference services. It is anticipated that a vendor will be selected within the next 6 to 8 months. Until then, IPMA-HR will continue to provide these services to IPMAAC at no cost. IPMA-HR may also submit a proposal to IPMAAC for consideration.

f. Electronic Support, Communications, Listserve, ACN, Website –

The IPMAAC Board is looking into the options available to maintain these services. Until IPMAAC can make the transition, these services will continue to be maintained by IPMA-HR. The transition will be seamless so there should be no interruption of services.

2. Conference –

- a. **SAVE THE DATE!**
As announced, IPMAAC will hold its 2009 conference in conjunction with IPMA-HR on September 12-16, 2009, at the Renaissance Hotel in Nashville. Participating in a Joint Conference will enable IPMAAC to realize savings during its initial year as a separate entity, while still providing an annual conference to its members for the exchange of information, best practices, innovations and trends, and to provide networking and social opportunities. An added benefit of this conference format to IPMAAC attendees will be the option of attending concurrent more generalized personnel sessions if so desired.
- b. 2009 IPMAAC Program Chair and Board member Shelley Langan, along with President-Elect Mike Willihnganz are members of the Joint-Conference Program Committee, which has already gotten off to a great start. Exciting details of committed Keynote Speakers and what is in store for IPMAAC will be revealed in detail in the December ACN if not

sooner. Shelley will also be sending out a CALL within short order and we hope that many of you will submit proposals for consideration.

3. Finances –

- a. To date, IPMAAC has only existed as a section of IPMA-HR. Given the imminent change of status as of January 1, IPMAAC and IPMA-HR have reached the following agreements with respect to financial issues, which are most beneficial to IPMAAC:
 1. IPMAAC will incorporate using funds realized from Membership dues and its 2008 Conference, which are currently part of its IPMA-HR account.
 2. Should there be any surplus remaining in its IPMA-HR account as of December 31, 2008, the funds will become IPMAAC's for use in its new corporate capacity.
 3. Conversely, the new entity will not be held responsible for any deficit that may exist in its IPMA-HR account as of December 31, 2008.

4. Membership –

- a. Please continue to support IPMAAC by renewing and continuing your membership! As indicated above, funds from IPMAAC memberships go to IPMAAC. IPMA-HR will continue sending out notices and collecting dues until we get set up, but it will do so on IPMAAC's behalf.
- b. At the October Board meeting, it was decided that memberships will be maintained on a calendar basis. We are currently considering the amount to set for membership dues going forward. In doing so, we are keenly cognizant of your preferences as indicated in responses to our May survey. Dues will be announced once set. Dues already paid will be prorated and adjusted accordingly, and credits will be honored.
- c. Memberships provide grounding and steady support to an organization and we need every single person's participation. For your information, as of October 1, 2008, IPMAAC had 295 members. Of these, 66 were IPMAAC only and the rest were a combined membership (IPMAAC and IPMA-HR.) After the June Conference, we gained 39 new members. As has happened in many organizations, membership has been in the decline since the early 2000's, when we were more than 600 strong.

5. Transition Plan, Transition Teams and Volunteer Opportunities –

- a. As reported, the Board has created and been working from, a comprehensive Transition Plan.
- b. The Board has identified four (4) key areas that needed short term focus to ensure a smooth transition to our independence. To this end, we solicited volunteers in our surveys and some of you offered to help. We have identified Board members to serve as team leaders to these Transition Teams and to facilitate the work of volunteers associated with each group's area of interest. The teams and their leaders are:
 1. Name/Branding: Bryan Baldwin
 2. Finances: Harry Brull
 3. Products/Services: Shelley Langan
 4. Organizational Support and Administration: Julia Bayless
- c. IPMAAC would welcome your participation in any capacity. We need everyone's creative juices and it would be a great way for you to help develop as well as implement IPMAAC's plans for the future.
- d. If you are interested or have questions regarding these areas of interest, please contact Julia Bayless at: julia.bayless@sodexo.com.

Again, thank you to those who participated in our May 2008 and our post-June Conference surveys. I encourage you all to come forth and tell us how IPMAAC can best serve your membership needs in the future. Your feedback keeps the Board and key leadership in touch with your thoughts and opinions, and helps us serve you best. We are working on incorporating your comments and ideas into our mission going forward, so please stay involved and participate in shaping our future to the extent possible. We will endeavor to keep you all informed of key decisions and matters of interest, at frequent intervals.

To recap, we encourage you to:

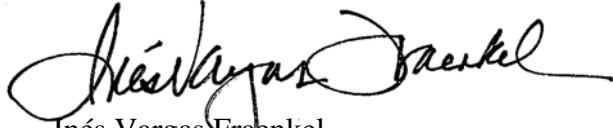
- Renew/continue your IPMAAC membership
- Select our new name – follow the link above and cast your vote *by Friday, November 21, 2008*
- Come to Nashville September 13-16, 2009 and participate in our Joint Conference as a presenter or attendee
- Volunteer to serve in one of our Transition Teams or to get involved in any way you can
- Take a leadership and/or participatory role, in our ongoing governance
- Stay engaged and involved with this, *your* organization

Finally, the current Board is comprised of 9 elected Officers/Directors: myself, Bryan Baldwin, Julia Bayless, Warren Bobrow, Harry Brull, Shelley Langan, and Déonda Scott (Immediate Past-President), Oscar Spurlin, and Mike Willihnganz (2009 President-Elect). I would like to take this opportunity to thank the Board members for their tireless work, dedication and contributions, during this important and exciting transition time for IPMAAC.

Many thanks to you all, for trusting that your elected Board members hear your voices and are making the right choices for IPMAAC. We appreciate your continued support and patience as we go through this time of transition.

Watch for more details and information in the December 2008 ACN!

Very truly yours,

A handwritten signature in black ink, appearing to read 'Inés Vargas Fraenkel', written in a cursive style.

Inés Vargas Fraenkel
IPMAAC President 2008