



Historic delegate assembly to meet in San Diego



M. Jenise Comer, LCSW, MSW, ACSW
ASWB President

Can you feel the excitement! The Annual Meeting of the Delegate Assembly is less than a month away when we will gather to hear from individuals who have been vetted by the Nominating Committee for election to the first expanded 11-member Board of Directors. Two additional seats were also added to the Nominating Committee. Increased leadership opportunities resulted in an amazing slate of top-notch candidates. I expect their speeches, along with other agenda items, will motivate and inspire attendees to consider running for a leadership position next year or in the not-too-distant future.

The Board prepared for the addition of three new seats by revising the onboarding orientation program, discussing Board culture, and reviewing the current committee and travel assignments. The focus of the annual Board retreat resulted in a plan to carefully craft and articulate Board norms, values, and standard operating procedures. The 2016 Governance Goals and Objectives were fine-tuned, and we approved an evaluation instrument to identify progress toward accomplishing stated goals.

This has been a very busy year at ASWB, and there is much to report to the delegates. On Friday, CEO Mary Jo Monahan will deliver a state of the association address with

information about the construction of the new ASWB international headquarters. The president's message on Saturday will provide an overview of the Board of Director's work toward accomplishing its goals. Members will receive reports from all committees and task forces, including the Mobility Task Force, which will seek input from all attendees for the next phase of their work.

In addition to the business at hand, attendees can look forward to networking with friends, good food, and the amazing venue in San Diego, California. I encourage you to practice self-care by enjoying the sights the city has to offer before and after the meeting. My wish is that you enjoy safe and stress-free travels. Please plan to arrive prepared to vote on new leaders and committee recommendations and to engage in discussions to further prepare you to make informed decisions. I hope that I get a chance, along with my fellow Board members, to say hello and chat with each of you during our time together. I pray that you leave the Delegate Assembly rejuvenated and energized to work with us as we follow our strategic plan to accomplish the shared mission of public protection.

Warmest regards,
Jenise



An unprecedented slate

Delegates will elect 11 at 2016 Annual Meeting for seven positions on the Board of Directors and four positions on the Nominating Committee

Many thought it couldn't be done, but the 2016 Nominating Committee was successful in bringing to the membership an [election slate](#) of 23 candidates to run for seven positions on the Board of Directors and four positions on the 2017 Nominating Committee. Nominating Committee chair Barb Whitenect of New Brunswick credits the rest of the committee, Sandy Barlow of Florida, Anwar Najor-Durack of Michigan, and Dorinda Noble of Texas, with being "committed to doing the work and getting it done." In addition, she said: "The response from membership was fantastic at every level" to outreach from the committee.

The committee started earlier this year, with conference calls prior to its first in-person meeting at the Education Conference in Jersey City. There, committee members made their first appeal for suggestions for potential nominees, wearing six-inch buttons that Whitenect said "were a total success." To develop the slate, committee members used a three-phase process, which included reviewing qualifications of those who had previously expressed interest in leadership roles; receiving suggestions from jurisdictions in response to the face-to-face meetings and

other outreach from the committee; and getting submissions from members.

When analyzing these recommendations, Whitenect said, the committee considered many criteria, such as diversity, geography, and experience, for every position being slated. Vetting recommendations involved background checks and ensuring that potential candidates met criteria established in ASWB bylaws. The resulting slate offers a broad representation of membership, with candidates from 19 jurisdictions. Care was taken to ensure that every position being slated had candidates from different jurisdictions. "There was more rigor in the vetting process," said Whitenect. "It was time consuming but yielded a better product that provided a level of comfort with potential leaders on the slate."

While this is the largest slate developed by any ASWB Nominating Committee, Whitenect noted that not everyone whose name was put forward was selected. She advised: "Don't get discouraged." Those names will be added to lists for consideration in 2017 and 2018, so that the committee does not have to start from scratch in the future.

Whitenect is proud of the work the committee did this year, not

only in developing the slate but also in creating a process for future committees to work with. “This was a big task, and I am super pleased with the process and the fact that we left something behind in a positive way,” she said of creating the lists of potential future leaders. She also is pleased that ASWB decided to expand the size of the Board of Directors. “As operations has grown and the strategic plan has grown, the organizational leadership needs to grow with it,” she said. “The Nominating Committee really assisted with the strategic direction and increasing the leadership and participation footprint.”

2016 Elections

Elections will take place at the Annual Meeting of the Delegate Assembly November 17–19 in San Diego. On Friday, November 18, the Nominating Committee will introduce the candidates and delegates may make nominations from the floor. Candidates will make their speeches Friday afternoon and be available to talk in more depth with membership at a reception immediately following the meeting’s recess for the day. Delegates will vote Saturday morning, November 19.



Management, leadership, accountability

Administrators Workshop provides an opportunity to network and learn

The third ASWB Administrators Workshop was the largest yet! Held September 30 - October 2, 2016, in Washington, D.C., the specialized training for social work regulatory staff members included 12 attendees from multiple jurisdictions.

“We had a lot of returning jurisdictions,” says Jennifer Henkel, director of member services.

“States and provinces that had previously sent a staff member to one of the first two workshops encouraged other staff members to attend this year.” When multiple staff members from a single jurisdiction attend, Henkel explained, it demonstrates that the workshop is valuable to ASWB members.

The two-and-a-half-day workshop was led by two facilitators: Miriam Browne, registrar of the Manitoba College of Social Work, and Florence Huffman, administrator of the Kentucky Board of Social Work. Browne and Huffman made a great team, Henkel says, because they offered a wide range of experience. Browne’s years of experience in social work regulation were a huge asset, Henkel says, especially paired with Huffman’s breadth of knowledge of professional regulation drawn from careers in education and law.

Henkel was pleased with the size

of this year’s workshop and the enthusiasm of the participants. “They jumped right into it almost immediately,” she says. Despite different backgrounds and levels of experience, “They got to work very quickly and found ways to look for commonality” in their work. Attendees worked together to examine their own regulations, discuss common concerns, and collaborate throughout the interactive workshop.

The Administrators Workshop was developed to parallel New Board Member Training, which is one of ASWB’s most popular services to social work regulators. “We really see it as a companion” to New Board Member Training, Henkel says, “and we encourage administrators to attend both.” Like New Board Member Training, the Administrators Workshop is heavily interactive, with attendees breaking down into small groups to examine hypothetical cases—from unflattering news articles to a complaint against a sitting board member. Along the way, Browne and Huffman drew on existing case law, best practices, and true stories from the front lines of regulation. “They did a lot of hard work,” Henkel says.

The pool of attendees for the Administrators Workshop, however, is considerably smaller

than the pool for New Board Member Training, Henkel says. After three consecutive years of Administrators Workshops, the program will move to alternating years. With 12 participants, 2016 represented a marked increase over the previous two years. “We want to make sure we’re offering the Administrators Workshop often enough,” Henkel says, “without diluting the pool of attendees. We hope that by having this workshop in alternating years, we can have great attendance every time we offer it.”

Workshop attendees brought a broad range of experience to the training—from a brand-new registrar to very experienced administrators, licensing managers, and attorneys who work with social work boards. For many attendees, this was their first interaction with ASWB, much as New Board Member Training is often the first contact between regulatory volunteers and the association. This workshop “enhances member regulatory effectiveness,” Henkel says. “It also builds relationships across jurisdictions, which can help make social work practice mobility work in the long term.”



Attending to business

*Plan to be engaged,
immersed, and energized
at this year's
Annual Meeting of the
Delegate Assembly,
November 17-19,
in San Diego*

We hope we're going to see you in San Diego for the 2016 Annual Meeting of the Delegate Assembly! We have a packed agenda, the largest election slate ASWB has ever fielded, opportunity for members to provide information to the Mobility Task Force, and more.

Whether this is your first Annual Meeting of the Delegate Assembly or you consider yourself a seasoned attendee, plan to be involved. Those chosen to represent their jurisdictions as delegates or alternate delegates will participate in voting on Saturday; all members will be able to participate in the discussions. President M. Jenise Comer of Missouri will call the meeting to order and welcome attendees on Friday, November 18, at 8:30 a.m. The roll call of jurisdictions, including introductions of member board attendees, and approval of the agenda for the entire meeting will follow.

ASWB CEO Mary Jo Monahan will present the association leadership report at 9:30, including an update on the headquarters building project from Dwight Hymans in his capacity as project manager. The Nominating Committee will present the [election slate](#) and delegates will have the opportunity to make nominations from the floor. Closing out the morning agenda, Dale Atkinson, executive director

of the Federation of Associations of Regulatory Boards (FARB) and ASWB legal counsel, will make a presentation about FARB's advocacy initiative and the importance of mobility for the social work profession.

After lunch, members will hear reports from ASWB committee chairs and the chairs of the Administrators Forum and Board Member Exchange, who will report on the meetings of these two sessions held on Thursday. The Bylaws and Resolutions Committee chair will report on [proposed changes](#) that the committee has recommended to Article VII, Board of Directors. (The floor will be open for questions and discussion about the proposed amendments on Saturday when the amendments are presented for a vote.) Introduction of the candidates and candidate speeches will conclude Friday afternoon's activities. The meeting will recess at 3:45, followed by the Meet the Candidates reception, when members can spend more time talking one on one with the members who have been nominated.

On Saturday, November 19, the call to order at 8:30 a.m. will start the business portion of the annual meeting. Roll call and approval of the minutes from the 2015 Annual Meeting will follow. Next,

President Comer will make her governance report to the assembly.

Preceding the voting, which will be conducted electronically, ASWB legal counsel Dale Atkinson will review parliamentary rules related to the day's elections, motions, discussions, and voting. Delegates will be invited to pick up their voting keypads from the tellers and will be given the opportunity to practice with the devices before voting takes place. Voting for Board of Directors will be followed by elections for the Nominating Committee. The vote on the bylaws amendments will take place next, followed by the announcement of all results before the morning break.

The Mobility Task Force will make its report after the break. Members will be asked to participate in a survey, requiring the distribution of electronic keypads to all members to record the responses. Rounding out the morning, ASWB Treasurer Mel Harrington of South Dakota will present the financial report and the report of the Finance Committee.

During the awards luncheon at noon, membership will celebrate winners of the Sunny Andrews award for outstanding board member service and the Glenda McDonald award for outstanding board administrator service as well as recognize committee members ending their volunteer service to ASWB.

On Saturday afternoon, Exam Committee co-chairs Mary Stebbins of Virginia, Stephanie Washington of Texas, and Greg Winkler of Wisconsin will give members an in-depth review of ASWB's exam program in 2016. Their report will be followed by the exam technical report and a presentation by the

Practice Analysis Task Force co-chairs, which will be conducted in executive session and not recorded.

When the executive session concludes, President Comer will make her closing remarks to the general assembly and the newly constituted Board of Directors

will take the oath of office for their upcoming year of service to ASWB. The final act of business before the meeting adjourns at 3:45 p.m. Members will be invited to another sunny locale—Atlanta, Georgia—for the 2017 Annual Meeting of the Delegate Assembly.

Spotlight on leadership paths

Thursday's preconference sessions include the Administrators Forum for member board administrators and registrars and the Board Member Exchange for member board members. Both meetings run from 9 a.m. to 4 p.m., after which there will be an orientation for first-time attendees and a leadership orientation for those interested in learning about pathways to leadership at ASWB.

Thursday evening, following the preconference sessions and leading into the welcome dinner, the welcome reception this year will be hosted by committee chairs. The newest ASWB department, [Volunteer Engagement and Outreach](#), conceived the idea as a way to generate interest and provide information about volunteering for committees as the first step on the leadership path. Committee interest forms will be available for attendees to complete. With the exception of the Nominating Committee and Board of Directors, whose members are elected, committees are appointed by the president at the beginning of the year with input and approval of the Board of Directors.

Mobility Task Force

Mobility Task Force members will report progress on ASWB's Mobility initiative to attendees on Saturday. In this interactive session, members will be asked to provide additional input using the electronic voting keypads to survey questions posed by the task force.

"The Mobility Task Force has spent the last year working in small groups to consider commonalities and potential barriers to practice mobility," said ASWB CEO Mary Jo Monahan. "Their report will detail that work. One of the discoveries from the 2016 Education Conference focus groups was learning that both ASWB's membership and the task force are in agreement about the top areas of concern related to accomplishing more consistent regulation across North America. Members' responses to the survey questions at the Annual Meeting of the Delegate Assembly will assist the task force in starting the next phase of their work."



Proclaiming excellence in leadership

When ASWB's Board of Directors heard that former ASWB president AMANDA DUFFY RANDALL of Nebraska was to receive the 2016 Social Worker of the Year award from the Nebraska chapter of NASW, the current Board went into high gear to send congratulations and join with the Nebraska chapter to honor AMANDA.

Past President DORINDA NOBLE of Texas penned a proclamation attesting to AMANDA's excellence in leadership recognizing her many, many contributions to ASWB since 1994 (and for setting a new fashion standard by wearing neck scarves to all ASWB events) and President M. JENISE COMER of Missouri signed it. ASWB CEO MARY JO MONAHAN got it framed and shipped, and DORINDA and ASWB staff member JAN FITTS surprised AMANDA with it during a reception for faculty of Nebraska schools of social work that AMANDA was hosting on behalf of ASWB's Path to Licensure program. The next day, AMANDA accepted the 2016 Social Worker of the Year award from the NASW Nebraska chapter.

AMANDA wrote, "I love the beautiful framed statement and it will make me laugh every time I read it. Thank you for your thoughtfulness and wonderful friendships."



association asides

Félicitations à vous

CLAUDE LEBLOND of Québec was presented the Recognition Award for the year 2016 from the Petit séminaire de Québec (now named Collège François-de-Laval), an award given to a former student whose career and achievements deserve mention and distinction.



CLAUDE graduated from the school with both a diploma of secondary studies (DES) and a diploma of college studies (DEC) and went on to receive a BSW and an MSW from the Université Laval, after which he joined the ranks of his professional order.

The award recognized CLAUDE for the values of social justice, equity, dignity, and respect for human rights that led him to the profession of social work and for his service as president of the order of social workers and marital and family therapists.



Your name could be featured here! Send all news and pictures to Jayne Wood, newsletter editor, at jwood@aswb.org or call Jayne at 800.225.6880, ext. 3075. We need your input!

Personal and professional achievements honored

BARBARA HOLZMAN of Arizona was presented the 2016 Lifetime Achievement Award by the Arizona chapter of the National Association of Social Workers at the chapter's annual state conference in September. BARBARA writes, "Receiving this award from my colleagues was humbling and I was very honored to have been chosen." In the photo, BARBARA is second from left. BARBARA wrote that the award capped an eventful month: she and her husband celebrated their 50th wedding anniversary in early September. They commemorated the significant occasion by taking a trip to Vancouver, British Columbia.



ASWB philanthropy at work

ASWB's Philanthropy and Social Affairs Team's outreach to local service organizations continued this fall. A \$1,000 contribution from the association to the Power Pack program of Culpeper combined with 882 nonperishable, single-serving food items donated by staff resulted in a donation large enough to feed 243 schoolchildren three meals a day plus snacks and beverages for a whole weekend. Power Pack earmarked the donation for the first quarter of the school year to go to children in Culpeper's six elementary schools whose families have reached out for more assistance.



For the fourth consecutive year, ASWB donated to the Pamper Me Pink Mammogram Fund (the Pink Fund), which is administered by Novant Health UVA Health System Culpeper Medical Center. ASWB's \$1,200 donation will be used to provide funds for precautionary mammograms for both men and women and to raise awareness about breast cancer.



Who is this *Robert* dude, anyway?



By Dale Atkinson, Partner,
Atkinson & Atkinson

Dale Atkinson is a partner with the Illinois law firm that is counsel to ASWB. He is also executive director of the Federation of Associations of Regulatory Boards (FARB).

Good information is always worth repeating.

To enable ASWB to engage in orderly business meetings, certain procedural guidelines are followed. The ASWB bylaws reference the application of parliamentary procedures, specifically the use of *Robert's Rules of Order*. Before relying upon the formalities of *Robert's Rules of Order*, however, the association's articles of incorporation, bylaws, policies, past practices, and the wishes of the delegate assembly will be examined. Members can benefit from understanding what role they play as delegate or alternate delegate based on these procedural guidelines. It is the participatory rights of each member board, specifically at the annual meeting, that forms the basis for this newsletter article.

ASWB member boards participate in the activities of the association through delegate representation. That is, each member board in good standing is entitled to nominate positions for leadership, introduce resolutions, and vote on matters duly brought before the delegate assembly. Votes are cast by the delegate designated by each member board. Eligibility criteria to serve as a delegate and alternate delegate are defined in the ASWB bylaws. To ensure informed membership, ASWB encourages

attendance and participation at the ASWB Annual Meeting of the Delegate Assembly by funding one delegate from each member board to attend. While funding is limited to the designated delegate, member boards are entitled and encouraged to send as many members of their board and staff to any ASWB meeting.

The governance protocols of ASWB can be summarized and prioritized as follows. First, the association is incorporated as a not-for-profit corporation in the Commonwealth of Virginia and is recognized as exempt from federal taxes under section 501(c)(3) of the Internal Revenue Code. This tax-exempt status is premised on the charitable and educational nature of ASWB activities. "Charitable" has been defined by the IRS as "lessening burdens on state government," and this tax status and classification are essential to distinguishing ASWB from other nonprofit organizations. ASWB is not a trade association and it does not engage in lobbying activities or efforts to influence government.

In order to be recognized as a corporation, ASWB filed its application and articles of incorporation with the Virginia Secretary of State. These articles contain very general language setting forth the purpose of the association and why

it is being incorporated. When assessing the activities of a corporation, the articles of incorporation are the first place to look to ensure compliance with this charter.

The next procedural assessment would be the bylaws. Bylaws are an established set of rules that generally control the actions of the membership and set forth the general governing aspects of the organization and Board of Directors as well as the parameters of the relevant meetings of the membership. The ASWB bylaws address, among many other aspects, the purpose of the association, definitions, qualification and authority of the membership, governance and election of a board of directors, meetings, standing committees, finances, indemnification, and amendments. Bylaws are eventually adopted by the membership and cannot be changed or amended without action by the member boards at an annual business meeting.

After the articles of incorporation and bylaws, ASWB relies upon its policies and past practices to bring order to its annual meetings. Policies are generally encompassing and address matters related to most operational aspects of the association. They provide rules over certain activities that are regularly undertaken by the membership, the Board of Directors, staff, and consultants. Examples of ASWB policy headings include conduct of business, meetings and travel, the examinations, membership, personnel, board of directors, methods of operations, finances, and others. Policies add further details to the operational aspects of the association, but they must be consistent with and cannot

supersede the articles of incorporation or bylaws. Policies are adopted by the elected Board of Directors.

Roberts Rules of Order, if invoked, will likely only apply to certain procedural aspects related to motions and points of order to the annual meeting. ASWB strives for and encourages significant delegate and member board participation in its meetings, and rules of order are intended to provide only for an orderly process. Under certain circumstances, only delegates and members of member boards will be recognized by the presiding officer to speak, to ensure the subject matter and discussions remain within the mission of ASWB. At the commencement of the annual meeting, the presiding officer will review the rules of order and debate and seek delegate approval. Legal counsel and/or a parliamentarian will be present to assist the presiding officer with the procedural aspects of any annual meeting.

The 2016 Annual Meeting of the Delegate Assembly includes matters that will come before the body for a vote of the delegates. Specifically, proposals to amend the ASWB bylaws will be presented. Because the bylaws amendments are proposed from committee, there is no need for a motion or second from the membership. The membership will have an opportunity to discuss and debate the proposed amendments before voting. The ASWB Board of Directors will also provide its position on the proposals.

As referenced, only the recognized delegate from each member board will be allowed to vote. However, members of member boards and

staff will have the privilege of the microphone during the discussions and debate.

The ambitious agenda also calls for informative reports from the association officers, office staff, and committees, and updates on programs and initiatives, and involves the election of members of the Board of Directors and Nominating Committee. Efficient and effective meetings of ASWB are promoted by having informed delegates and attendees.

Attendees are encouraged to understand the meeting protocols and arrive prepared to debate and discuss matters brought to the membership. The presiding officer will abide by basic rules of order to facilitate an orderly meeting. We look forward to seeing you in San Diego, California, in November at the 2016 Annual Meeting of the Delegate Assembly of ASWB.



Moving social work into new territory on the World Wide Web

Website built to support social work practice mobility

Social work regulators, educators, and practitioners who attended ASWB's 2016 Education Conference will recognize #moving-socialwork2016 as the hashtag for that meeting. Now, www.moving-socialwork.org is the new online presence for social work practice mobility. Previewed at the education conference, the site is now live, with the latest information and news about practice mobility and license portability in social work.

"We knew communication would be critical to making mobility a reality," said ASWB CEO Mary Jo Monahan. "We are already using this site to share information and gather input and insights from our varied stakeholders. As we learn more and make decisions, we will

update the website." The site is already gathering feedback: More than 65 social workers have signed a statement endorsing the Mobility Initiative, expressed their own support, and shared their stories about social work practice mobility.

"I think this is a very important need, particularly with the population getting older and social workers moving around to help meet the changing needs of society," wrote Ronne Rabinowitz, LCSW, ACSW-R, CASAC. "One standard for the country would benefit Social Workers and the general population as a whole."

Another social worker, James Haskins, LICSW, wrote, "With the increasing popularity of outreach

Social Work Practice Mobility

Association of Social Work Boards



[The Issue](#) [Where We Stand](#) [Our Efforts](#) [Take Action](#) [News](#)



The world is moving fast, and you're moving with it.

What about your social work license? Social work practice mobility and license portability are a public safety issue, a workforce issue, and a technology issue. The Association of Social Work Boards is leading the profession in solving this challenge. Learn more and become part of the solution!

social work in mental health clinics and increasing use of technology in practice such as Skype, meeting the client where he or she is at can cross state lines much more easily in the present day... So not only is the need greater for social work portability, but the basic structure for this to occur is in place.”

Not surprisingly, many of the stories shared by social workers reflect the clinical supervision requirements for licensure, which vary more than other licensing requirements. “I began pursuing independent licensure in a southern state with one set of requirements.... Unexpectedly, it was necessary for me to re-locate to a more northern state when I had completed approximately 75% of the required hours of supervision. The first state required 2 hours of supervision for every 80 hours while the second state required 2 hours of supervision for every 40 hours worked. ... This difference extended the amount of time it took to obtain my independent license,” said Cheryl Renee Zerangue, LISW-S.

Traffic to the site has been steady since the late-September launch, with more than 4,800 page views in less than a month. The site was built using a mobile-first approach, making all the content easily accessible from mobile devices. Now that the site is live, that design decision makes sense, with more than 59 percent of the site’s visitors accessing the site via either a mobile phone or a tablet.

Movingsocialwork.org is the first entirely stand-alone site ASWB has built since the original www.aswb.org website was launched in the 1990s. “The



association’s web presence has always been segmented by audiences—whether they’re exam candidates or ASWB’s membership,” said Jayne Wood, director of communications and marketing. “With the mobility site, we are moving into new territory, where the content crosses a lot of those boundaries among audiences.” The site reflects the cooperative nature

of social work practice mobility, with a softer iteration of ASWB’s branding. “We wanted to make it clear that ASWB is leading this initiative,” Wood said, “but also illustrate that mobility is an issue that will require collaboration among all three pillars of social work—regulation, education and practice.”



ASWB
Association of Social Work Boards

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Dedicated to ASWB's volunteers

*New department's mission
is maintaining positive
relationships with
ASWB volunteers and
strengthening leadership
qualities through
volunteer service*

While the department and its name, Volunteer Engagement and Outreach (VEO), may be new this year, the two ASWB staff members currently supporting it have a combined 16 years of experience with ASWB's meetings, exhibits, initiatives, and volunteers. The mandate given this recently reorganized department, which reports to Chief Operating Officer, Dwight Hymans, is to meet the logistical needs of ASWB conferences, off-site meetings, and outreach events, as well as to enhance enjoyment in and recognition of volunteer participation. It is the excellent work by volunteers and retention of great volunteers that helps keep ASWB strong. "The new department allows ASWB to put a clear

focus on our volunteers in a way that wasn't as likely before," said Hymans. "This department will give ASWB the opportunity to support the recruitment and development of the numerous individuals who make such a significant contribution to ASWB's mission. We would not be a strong organization without our volunteers, and we want to be sure we are providing the supports necessary for them to feel a part of our organization and continue to contribute to our important work."

Senior Manager Melissa Ryder explained, "With the many ASWB initiatives on the horizon, it makes sense to have a department dedicated to fostering and strengthening



Volunteer Engagement and Outreach department team members LaTonya Bannister and Melissa Ryder will use their extensive ASWB experience to develop a meaningful volunteer engagement program.

the support of one of our greatest resources as an organization, our volunteers.”

Ryder knows what she is talking about. In the past, she has assisted ASWB leadership and worked with association volunteers. The continuity she brings to this new endeavor is what paves the way for its success: Ryder knows the key stakeholders and what it takes to get things done within the framework and legal requirements of the association. She also brings organizational skills, expertise in planning large educational meetings, experience in planning professional development, and a desire to make a difference. Ryder said, “The department’s mission is maintaining positive relationships with ASWB volunteers and strengthening leadership qualities through volunteer service.”

The second member of the VEO team, Meetings Assistant LaTonya Bannister, will continue providing support for committee meetings and volunteer training for member boards as she has done for the last three years. Bannister says that she has “a passion for preparation and efficiency so volunteers can have an enjoyable time while getting the work done.” In addition, she will continue to support the department in a variety of ways. The team will expand to include a meetings manager in the near future.

Besides these two main areas, volunteer recognition is another vital component of the department. VEO staff will manage the existing volunteer recognition and awards program and they look forward to being able to discover new ways

to express appreciation to ASWB volunteers.

All three key components of VEO will be reflected at the upcoming Annual Meeting of the Delegate Assembly in San Diego, November 17–19. The VEO staff are planning to provide opportunities for members to learn about serving on ASWB committees and other paths to leadership within ASWB during preconference sessions and at the welcome reception on Thursday. The awards luncheon on Saturday will honor the winners of the Sunny Andrews award for board members and the Glenda McDonald award for board administrators as well as recognize those ending their committee service. Members are encouraged to attend the information sessions and to express their interest to staff.