



PRESIDENT'S REPORT 2018-2020



As my tenure as President draws to a close it is time for me to review our accomplishments, and assess the state of our association. Within this report you will find a compilation of our treasurer's reports and other documents that emphasize the transparency and overall quality of our organization.

IACTP is an organization that exists solely to serve the needs of correctional trainers. For the past two years we have continued to emphasize the importance of professional growth for trainers. We have offered quarterly webinars for all of our members and attendance for these webinars has more than doubled! We have re-established our relationship with the National Institute of Corrections who offered very valuable workshops at our most recent conference. We also worked in conjunction with NIC to provide our very first virtual conference this coming Fall.

Through the efforts of our Association Services Manager Michael Jones, and our Association Treasurer Angie Newhouse, our treasurer reports have never been more transparent and up to date. Our fiscal status remains strong, which has allowed us to make several upgrades. We now have our very own "GoTo Meeting" platform that our board members use to communicate, and our Communication Director Darryl Smith has implemented a major overhaul of our website. Also, through the efforts of a membership services committee chaired by board member Stewart Baumgartner, we have increased our membership by 231%.

The current board members that serve this association are the most professional, competent and have the highest degree of integrity of any individuals that I have ever had the privilege to work with. Your incoming President Trish Signor and incoming President-Elect Beth Kreger have outstanding leadership abilities and great ideas how to lead this organization dynamically into the future.

A very special thanks to each and every one of you for your continued support of IACTP. Thanks for the job all of you do on a daily basis to ensure the safety and success of correctional professionals around the world. Stay Safe!

Jim Wiseman, President (2018-2020)
International Association of Correctional Training Personnel

Incorporation Status

Established in 1974, the International Association of Correctional Training Personnel (IACTP), is a non-profit 501(c)3 organization, incorporated in the State of Tennessee.

Board of Directors

IACTP is governed by a 17 member Board of Directors. Board positions are two-year terms with the exception of Treasurer, which has a 4-year term. Half of the board positions are up for election annually. During the current term, the position of Health Care / Mental Health Training Director was filled. The position, which was already listed as a board position in the organization's By-Laws, had not been filled for a number of years.

Business Office

IACTP's business office is managed by an organizational consulting firm based in Lexington, Kentucky.

Financial Report

The Treasurer provides quarterly fiscal reports to the Board of Directors. These reports and the minutes of the quarterly board meetings are available to membership for review. IACTP leadership values the importance of financial transparency that affords members a better understanding into how their dues and conference registration monies were being used. Fiscal transparency not only represents good organizational management, but should be an expected practice by any organization or business in both the public and private sector.

The following financial data (unaudited) is the same as shown in the aforementioned reports and minutes:

◇ January 2017:	\$41,575
◇ January 2018:	\$47,563
◇ January 2019:	\$49,095
◇ January 2020:	\$60,846
◇ June 30, 2020:	\$56,803 (<i>most recent board meeting</i>)

Membership

At the end of 2018, the Association had a total of 354 members. As of June 30, 2020, the membership total was 817; a 231% growth. This amazing growth is attributable to the work of Stewart Baumgartner and his committee that worked to revamp the Agency Membership structure, which made it more enticing and affordable for agencies to enroll training staff as members. Today, we have agency memberships from the New York City Department of Corrections; Utah Department of Corrections; West Virginia Department of Corrections; Wyoming Department of Corrections; Maine Department of Corrections, and North Dakota Department of Corrections and Rehabilitation.

Conferences

The largest event the Association conducts each year is the National Training and Performance Conference. The the quality and scope of the conference seems to increase annually and receives very complimentary feedback from attendees. Leadership and members were enthusiastic about returning to Portland, Maine for the 2020 conference, but the COVID pandemic has forced the re-imagining of how we host a safe and responsible event this year, so with the support of the National Institute of Corrections the 2020 annual conference will convene virtually on September 23rd for a full-day of training to provide

insight and support to trainers working in a pandemic environment. IACTP leadership voted unanimously to make this training free to anyone. A small contribution by IACTP to the profession, it also is possible, because of leadership's good stewardship of organization funds to make this even a possibility.

Here are key statistical data points from the two most recent conferences.

- 2018 – Nashville, Tennessee (Millennium Maxwell House Hotel)
The conference had 120 attendees (representing 22 states) and 10 vendor booths. Vendors are not only recognized during the conference, but also get free advertise within the quarterly Correctional Trainer Journal and on the Association's website throughout the year following the conference. Conference income was approximately \$35,000 and expense was \$22,610.
- 2019 – Omaha, Nebraska (Embassy Suites-Old Towne)
The conference had 159 attendees (representing 25 states) and 6 vendor booths. Vendors are not only recognized during the conference, but also get free advertising within the quarterly Correctional Trainer Journal and on the Association's website throughout the year following the conference. Conference income was \$34,835 and expense was \$22,841.
- 2020 – Virtual Conference (using NIC WebEx Platform)
The conference had 159 attendees (representing 24 states) and no vendor booths. With NIC providing the use of the WebEx platform and supporting the cost of technical staff, IACTP did not invite or accept any vendors to be part of the 2020 conference to avoid any potential conflict-of-interest with NIC since they are a government funded agency. As previously noted, the IACTP board voted unanimously to offer the 2020 conference at no-charge to anyone interested in participating, so no income was generated. With NIC's generous offer to host, there also was no expense for the conference.

In an effort to secure better hotel lodging rates, prime meeting dates, and to market IACTP events far in advance, IACTP leadership have embarked on a plan to schedule national conference dates 2-3 years in advance. We appreciate the past support of our host state partners and are excited to have dates confirmed for **2022 in Maine** (re-booking our conference that was planned in that location in 2020).

Dates and location for 2021 will be confirmed later based on public health guidelines and projected state budgets.

We continued the prior administration's structured workshop proposal screening process to ensure that workshop proposals submitted for conference consideration were of high quality, specifically focused on topics relevant to those in the discipline of training and performance improvement, as well as being provided by individuals with requisite knowledge and credentials.

Webinars

IACTP continued a tradition of quarterly webinars (and sometimes more frequently) as another free benefit to the field. Here are the topics covered during this reporting period. We appreciate the generous support of experts in the field who share their expertise and time with IACTP and the training professionals.

- ◇ *Tracking Down Technology That Works for You (March 2019)*
- ◇ *Effective Communication and Documentation (June 2019)*
- ◇ *Inmate Perpetrated Sexual Harassment of Corrections Staff (September 2019)*
- ◇ *Assessment: What Does That Even Mean? (December 2019)*

- ◇ *Ohio Corrections and Education Collaborative (December 2019)*
- ◇ *Boundary Violations: Training Approaches that Can Make a Difference (March 2020)*
- ◇ *Avoiding Pitfalls: How to Keep Your Career (March 2020)*
- ◇ *Leadership Competency: Coaching Effective Strategies and Techniques (June 2020)*

Key New Accomplishments

The overarching goal of all IACTP leaders must be to continuously improve upon and expand member services. Not to be underestimated is the continuation and expansion of the services previously mentioned, IACTP also celebrated the following new accomplishments:

- 1) An improved working relationship with the National Institute of Corrections.
- 2) Development of an Ethics Panel.
- 3) Complete website overhaul with greater features for individual members.
- 4) Development of a new Agency Membership structure.
- 5) Development of a listserv so members can submit a question to the IACTP office for distribution to the field for feedback and input.
- 6) Updates to the appearance and content of the Correctional Trainer Journal.
- 7) Development of Icebreakers 101 – Volume X (special thanks to Joe Bouchard).
- 8) Continued expansion of our social media presence with the addition of an Instagram account.
- 9) Development of a new, more modern IACTP logo.



**IACTP Board of Directors
September 2019
Omaha, Nebraska**

Board Members (2018-2020)

President: Jim Wiseman (MO)
 President-Elect: Trish Signor (MN)
 Secretary: Mary O'Connor (AZ)
 Treasurer: Angie Newhouse (ME)
 Communications Director: Terry Satterfield (2018-2019) (MD) / Darryl Smith (2019-2020) (TN)
 Conference Director: Terry Satterfield (2018-2019) (MD)
 Training & Certifications Director: Dr. Don Gala (TN)
 Training Academy Director: Beth Kreger (OH)
 Local Adult Corrections Director: Ed Pauzer (2018-2019) (NY) / Wesley Wagner (2019-2020) (OH)
 State Adult Corrections Director: Stewart Baumgartner (ND)
 Federal Corrections Director: Jeff Hadnot (CO)
 Community Corrections Director: Rene Smith (ME)
 International Corrections Director: Gary Hill (NE)
 Juvenile Corrections Director: David Nelson (MO)
 Member Services Director: Rob Nelsen (WY)
 Private Corrections Director: Regenia Graves (CA)
 Higher Education Director: Penny Veit-Hetletved (ND)
 Healthcare / Mental Health Training Director: Jim Eberlin, Jr. (OH)



Administrative Services Office

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