



PRESIDENT'S REPORT 2020-2022



I am saddened that my term as President is concluding without having had the opportunity to meet anyone in-person and without having the opportunity to preside over an in-person conference. While Zoom, Teams, and other virtual platforms have served as a critical resource over the past 2 ½ years, all of us trainers yearn for the traditional classroom, the ability to individually engage with a participant, conduct hands-on learning, and to network with our peers. The pandemic has been a difficult time for both me personally and for IACTP organizationally.

As my tenure as President draws to a close it is time to review our accomplishments and assess the state of our association. Within this report you will find a compilation of fiscal data and other details that emphasize the transparency and overall quality of our organization.

IACTP is an organization that exists solely to serve the needs of correctional trainers. Our number one goal will always emphasize the importance of a trainer's professional growth. This goal is best achieved through our collaborative relationships which have grown and expanded over the past two years with the National Institute of Corrections (NIC), Spark Training, the International Law Enforcement Training Network (ILET). We also value the individual work not only of our board members, but also of those in our general membership who continue to support the field, such as Joe Bouchard and his **Icebreaker** publications and Gary Cornelius' **Twenty Minute Trainer** (2nd edition forthcoming).

Through the efforts of our Association Services Manager Michael Jones, and our Association Treasurer Angie Newhouse, our financial reports continue to offer timely and transparent information. While our fiscal status is stable, we look forward to the time when we can convene our national conference in-person and opportunities to further grow IACTP as a resource for all corrections trainers.

The current board members that serve this association are good people who bring a wealth of experience, ideas, and energy. Incoming President Beth Kreger and incoming President-Elect Stewart Baumgartner have outstanding leadership abilities and a vision for IACTP's future. I look forward to watching them lead this great organization.

Meanwhile, I am saddened by the news of the passing of two friends and IACTP leaders. Past President, Pete Norris, and current IACTP board member and International Director, Gary Hill, died recently after short illnesses.

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. Best wishes!

Trish Signor, President (2020-2022)
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 elected annually. During the current term, IACTP welcomed several new people to the Board.

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 2019:	\$49,095
◇ January 2020:	\$60,846
◇ January 2021:	\$49,912
◇ January 2022:	\$47,073
◇ July 11, 2022:	\$39,039 (<i>most recent board meeting</i>)

Membership

At the mid-point of 2022, the Association had a total of 776 members. Individual memberships have declined during the pandemic period. However, agency memberships increased with three new additions. Current agency members are:

- Maine Department of Corrections
- New York City Department of Corrections
- North Carolina Department of Public Safety (NEW)
- North Dakota Department of Corrections and Rehabilitation
- Rhode Island Department of Corrections (NEW)
- Utah Department of Corrections
- Wayne County (IN) Sheriff's Office (NEW)
- West Virginia Department of Corrections
- Wyoming Department of Corrections

Conferences

The largest event the Association conducts each year is the National Training and Performance Conference. The most significant COVID impact on IACTP has been the inability to host in-person conferences for the past three years. As the organization transitions to new leadership, the goal is to return to in-person or hybrid conferences in 2023.

In an effort to secure better hotel lodging rates, prime meeting dates, and to improve market and planning efforts, IACTP leadership will strive 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 future years soon. If your agency might be interested in hosting, then please contact the IACTP office to discuss the details.

Whether in-person, hybrid, or virtual, IACTP has a structured workshop proposal screening process to ensure that workshop proposals submitted for conference consideration are 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.

For historical context, here are key data points from the last in-person conferences under President Jim Wiseman through the pandemic years of the current term.

- 2018 – Nashville, Tennessee (Millennium Maxwell House Hotel)

Participants: 120 (representing 22 states)

Vendors: 10

Income: \$35,000

Expense: \$22,610

- 2019 – Omaha, Nebraska (Embassy Suites-Old Towne)

Participants: 159 (representing 25 states)

Vendors: 6

Income: \$34,835

Expense: \$22,841

- 2020 – Virtual Conference (using NIC WebEx Platform)

Participants: 165 (representing 24 states)

Vendors: 0***

Income: \$0*

Expense: \$0**

** The IACTP board voted unanimously to offer the 2020 conference at no-charge to anyone interested in participating, so no income was generated.*

*** With National Institute of Correction serving as virtual host, there also was no expense for the conference.*

**** 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.*

- 2021 – Virtual Conference (using IACTP Virtual Platform)

Participants: 134 (representing 29 states + Australia, Italy, & Norway)

Vendors: 6

Income: \$5,100

Expense: \$1,650

- 2022 – Virtual Conference (using IACTP Virtual Platform)

Participants: 53 (representing 22 states + Australia)

Vendors: 0

Income: \$2,500

Expense: \$500

Webinars

IACTP continued a tradition of quarterly webinars 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.

- ◇ *Growth Mindset for Excellence Professionally and Personally (December 2020)*
- ◇ *Liability Issues for the Corrections Professional (March 2021)*
- ◇ *Brain Science & Implications for Training (August 2021)*
- ◇ *Roll Call Training: Getting the “Bang for Your Buck” (December 2021)*
- ◇ *Anti-Burnout for Corrections Professionals (March 2022)*

Key New Accomplishments

The overarching goal of all IACTP leaders must be to continuously improve upon and expand member services. During the pandemic era, IACTP leadership is pleased to have:

- 1) Continued to grow a working relationship with the National Institute of Corrections.
- 2) Maintained a current website with resources for individual members.
- 3) Continued to offer a listserv so members can submit a question to the IACTP office for distribution to the field for feedback and input.
- 4) Continued to provide a high-quality publication in the Correctional Trainer Journal.
- 5) Shared Icebreakers 101 – Volume X (special thanks to Joe Bouchard).
- 6) Endorsed the Development of The Twenty Minute Training, 2nd Edition (special thanks to Gary Cornelius)
- 7) Initiated a strategic planning process and the continual evaluation of IACTP services.
- 8) Developed a collaborative relationship with Spark Training.
- 9) Developed a collaborative relationship with the International Law Enforcement Training Network (ILET).
- 10) Created an online IACTP merchandise store.

IACTP Board Members (2020-2022)

President: Trish Signor (MN)
 President-Elect: Beth Kreger (OH)
 Secretary: Mary O'Connor (AZ)
 Treasurer: Angie Newhouse (ME)
 Communications Director: Darryl Smith (NY)
 Training & Certifications Director: Terry Satterfield (MD)
 Training Academy Director: Shelly Carson (MO)
 Local Adult Corrections Director: Wesley Wagner (OH)
 State Adult Corrections Director: Stewart Baumgartner (ND)
 Federal Corrections Director: Jeff Hadnot (CO)
 Community Corrections Director: Adam Silberman (ME)
 International Corrections Director: Gary Hill (NE)
 Juvenile Corrections Director: Niki Svik (NE)
 Member Services Director: Rob Nelsen (WY)
 Private Corrections Director: Regenia Graves (CA)
 Higher Education Director: Penny Veit-Hetletved (ND)
 Healthcare / Mental Health Training Director: Amy Whitmore (OH)

Administrative Services Office
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 (IACTP)

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IN MEMORY

Friends, Leaders, and Mentors

Pete Norris
 IACTP President (2014-2016)



Gary Hill
 IACTP International Director

