

ewi CONNECT

CORPORATE EDITION

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MAY 2016

FROM THE PRESIDENT



Dianne Luckett
2015-2016 Corporate President
Irby Electrical Distributor

Over the last month, members have received emails that have put into question the integrity of the Corporate Board. I'm sure it wasn't the intention of the senders of these emails to cause harm to the organization but in fact, that is what has occurred. We apologize that these emails were sent to the entire organization and we are working with Legal Counsel to ensure that this type of unauthorized access to our members is addressed. The Corporate Board decided to use this edition of the Connect to address these concerns and issue a State of EWI report. In order to do so it's necessary to bring in some of the history of the organization over the last few years.

It is not the intention of the Board to rehash any discussion from previous emails; however, because of the questions raised, we feel it necessary to provide history and explanations. In August, EWI's Executive Director/COO resigned, and in October, our other full time staff member also resigned; leaving one part-time staff member in the office. The Corporate Board had to take time out of our strategic role to re-organize the Corporate office and hire a Director of Operations, Kristine Pepin. Board members also took on some of the responsibilities that had previously been handled by the office including the planning of LCAM 2016 and contract negotiations for LCAM 2017. This necessitated additional travel by some Corporate Board members to assist in the office until the re-organization was completed. The Corporate Office is now staffed with 1 fulltime staff member and 1 part time staff member. EWI continues to offer membership the same member benefits as have been offered in the past.

During this same time, LCAM 2015 had just occurred and because of the change in staff, it took thru January to reconcile all the bills from that event before the 2014-2015 Year-End Financials could be closed. Also at this time, the bulk of the annual renewals were taking place.

Before reconciling the LCAM 2015 bills, the 2014-2015 financials were in line and the LCAM budget forecasted a break-even with possibly even a positive outcome. However, after all the bills were reconciled a loss of \$57,760 was incurred for LCAM 2015; which included a hotel attrition of \$9,274.10.

Overall, EWI operating expenses were in good shape all year. In fact, membership renewals came in higher than anticipated at \$190,202 compared to budget of \$184,962. Overall Membership Revenue was budgeted at \$237,909 with an actual of \$231,873, a \$6,029 variance. Total year-end expenses were \$555,350 compared to budgeted amount of \$653,328; during the year expenses were cut wherever possible. After all of this and the LCAM loss, EWI incurred a loss of \$31,996 for 2014-2015.

In 2014-2015 the Special Assessment remained in EWI and was not budgeted for B/C/DP as in past years. Part of the budget included income from investments and additional withdrawals budgeted at \$188,000. Investment income and withdrawals totaled \$130,918 from B/CDP investments. In addition, B/C/DP had budgeted for

Professional Development Webinar

The Power of Motivation: Getting it Right

June 7, 3:00 pm ET

ewiconnect.com/webinars

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American Clinical Laboratory Association
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Darlene Banogon
North Island Credit Union
EWI of San Diego

\$65,000 in Sponsorships/Contributions and Grants of which only \$5,000 was received. In fact, the 2014-2015 Board made the difficult decision in June to eliminate the B/C/DP Managing Director position because income was not being generated in this area from this position as expected. Overall, for 2014-2015 B/C/DP incurred a loss of \$70,393.

Was this the first year that funds had been withdrawn from the investment accounts? No it was not. Over the last 3 years the following has been withdrawn:

	EWI	B/C/DP
2012-2013	\$227,984.01	\$ 236,573.16
2013-2014	\$ 5,148.54	\$ 41,232.38
2014-2015	\$ 4,579.16	\$ 115,553.02

Current account balances as of March 31, 2016 are as follows:

	Checking	Investments	Total
EWI	\$ 80,251.96	\$ 109,481	\$ 189,732
B/C/DP	\$ 8,911.71	\$ 947,961.90	\$ 956,874

Some of you have inquired as to when the 2014-2015 Annual Report will be produced. The holdup has been that the financials included in the report are a combined financial reporting of both the corporation and chapters' financials. We have been waiting for several chapters to send in their year-end financial reports. All EWI tax returns are filed as a group filing which include chapters' financials. Please see the associated documents below

- [EWI 2014-2015 Year End Financials](#)
- [EWI Tax Return](#)
- [B/C/DP 2014-2015 Year End Financials](#)
- [B/C/DP Tax Return](#)

Over the last few years, attendance at LCAM has been declining because frankly, membership has been declining. The Executive Director position was given the responsibility of the operations of the corporation, including negotiating contracts, such as LCAM for the Corporation. Attendance for LCAM's 2012, 2013 and 2014 averaged 319 attendees.

2012	DALLAS	Central	2,614	342
2013	SAN DIEGO	Western	2,488	333
2014	DC	Eastern	2,114	281
Average Attendance			319	

The Spokane hotel contract for this year's LCAM which was negotiated and signed in January 2015 contracted food and beverage for 450 people per meal and room nights of 232 per night. Former Executive Director Cowley stated in her letter to membership that she had urged the Board not to sign that contract; however Board members were not given an opportunity to review or discuss the contract. None of the Corporate office reports prior to the signing of the contract was there even mention of those contract negotiations. In addition, Legal Counsel had not reviewed the contract, which was a practice in prior years. The RFP that went out for 2017 LCAM had approximately the same numbers and the Corporate Board did not feel that given the financials of the organization and the history of attendance at LCAM, that it was in the best interest of EWI to sign the contract at this time. The decision to move the location for LCAM 2017 has already been discussed; however, at this time no contract has been signed for LCAM 2017 and a virtual meeting could still be an option.

On a positive note, with the pro-bono help of an expert negotiator, we have been able to reduce some of the F&B requirements for the Spokane hotel as well as some reductions in attrition of rooms. The final addendum from the hotel is now being reviewed by Legal Counsel. It is still imperative to generate as many attendees as we possibly can. Registration and speaker information will be available on our website by next week. The Board has been working closely with the Spokane chapter to make LCAM 2016 an annual meeting to remember.

At LCAM 2015, we discussed the decline in the membership over the last 10 years.



JOIN THE CONVERSATION!



Corporate Office Serving EWI Membership

The Corporate Office deepens its commitment and level of service to EWI. We commit to a 24-hour turnaround in email responses and answering voice messages, unless the office is closed or the person you need to reach is out for the day.

Kristine Pepin
Director of Operations

Kristen Harmston
Office Administrator

Bonny Steele
Webmaster

Office Hours: 9:00am-5:00pm MT
Email: ewi@ewiconnect.com
Phone: 801.355.2800
Address: 3860 S 2300 E, Ste 211
Salt Lake City, UT 84109



Current EWI members is as follow:

Renewals From Oct 1, 2015 to March 31, 2016	Total Chapters	New Firms Since Oct. 1
1034	45	Firms = 65 / 1st reps = 69 2nd/3rd = 6
Renewal Details	Individual Members	Additional Reps over 3
1st rep-643		
2nd/3rd rep - 85	5	1
Sustaining - 166		

MemberPoint (the previous database provider) migrated 1,666 representatives into the new MemberZone database.. We know this is not correct and are working to confirm actuals manually.

After LCAM 2015, the Board strategically reviewed all of EWT's long term contracts. The Corporate office lease runs thru 2018. At that time the Board notified the landlord to place the office on the market to sublease all or part of the space. It has been on the market since December and has been shown numerous times. At this point, it is more cost effective to pay the monthly rent than to buy out the remainder of the lease. We remain hopeful that we will have an offer.

The database contract with MemberPoint ran thru 2017. We were informed 18 months in advance that our platform would no longer be supported. In an effort to cut potential losses and get a head start on migrating to a platform that was a better solution for our type of organization, we were able to pay in advance to get out of the current contract at 50%.

The new database, MemberZone is a much more dynamic tool for reporting, document storage and accessibility. Once launched it will include the membership database, all resources (forms, documents, etc.) that were housed on the website and event registration for both LCAM 2016 and monthly professional development webinars. EWI is no longer under a long-term database contract and pays a month-to-month subscription fee which is approximately \$400 less per month than the previous database contract. As you may know, the transfer of a database and software systems take some time; in addition the Corporate office staff have been trained over the last few months as well as the Board on the system and it is almost ready to roll it out.

Last year prior to LCAM, past Corporate President Darlene Banogon formed an AdHoc Committee comprised of selected Past Corporate Presidents and the 2014-2015 Corporate Board to explore viable options for the future operations and/or disposition of EWI. Three basic scenarios were discussed:

- #1: Corporate office is scaled back or made into a virtual office; and to explore the option of a Management Company concept.

- #2: Restructure EWI into a new organization with new Articles of Incorporation, Bylaws and organizational structure with an intent and structure to simplify and downsize the organization.
- #3: Dissolve EWI and disband all chapters.

The Corporate Board feels that EWI's membership wants the organization to continue with individuals chapters serving your communities, so at this time is not considering the 3rd option to dissolve and disband all the chapters. Due to the long-term lease on the office, the Board feels it is more cost effective to stay in the office until it can be subleased, rather than hire a management firm or go to a virtual office. However, we want and need your input on the future of EWI.

The Corporate Board has been discussing these options and requested input from Legal Counsel Please see the full legal synopsis taken from the AdHoc Committees research linked below. There are a lot of questions to consider on how this process would occur. Before we go any further we would like to know if our members feel this is something that should be pursued. A survey will be sent out in the near future on this topic. If indeed the majority is interested in pursuing either of these avenues, the plan is to form a Task Force comprised of the Corporate Board, a selection of Past Corporate Presidents and active members from large, medium and small chapters to discuss the next steps to restructure EWI. For a full copy of the AdHOC Committee's entire report, [click here](#).

In the meantime, we are asking for your support to help EWI thrive by continuing to grow your chapters and support your communities. A Chapter Leaders' conference call will be scheduled in the coming weeks with Chapter Presidents and Vice Presidents to discuss the above. Please submit any questions to your Chapter Presidents.

Your 2015-2016 Board would like for you to know that we are diligently working toward the best interest of Executive Women International. It is our sincere desire that we can move forward and make every effort to make a positive difference in our chapters, communities, and across our regions. We urge all our members to support the Spokane Chapter in their hard work by attending LCAM 2016 and come with great expectation as we discuss and make decisions on the future of the organization. We look forward to seeing you there!

READING RALLY UPDATE

The LCAM Reading Rally Committee extends its gratitude to Hawaii, Omaha, Houston and Spokane for their generous contributions to the LCAM Reading Rally. By sending your Chapter's contribution this spring, you will help put books into the hands of children to take home over the summer. The gift of a book is a gift that will go on giving all summer and possibly handed down to younger siblings for years to come! It's not too late for other Chapters to contribute to the Reading Rally which will be held on May 23rd at Stevens Elementary School in Spokane. Funds received by May 15th will be used to purchase books that will be given to students. Chapters and individuals may also purchase books at LCAM or bring books in September to benefit the Stevens School Library. Funds should be sent to the Corporate Office. Your support is greatly appreciated.

WEBSITE & DATABASE UPDATE

You will be receiving an email later this week with instructions and password information for website and database access.

NOMINATING COMMITTEE REMINDER

The Nominating Committee will be sending out a reminder on Friday along with applications for Corporate Board service for 2016-2017. Please be on the lookout for this important communication. EWI is made up of professional women all across our countries that exemplify leadership and passion for our organization. EWI really needs your expertise, vision and support. Please consider applying for Corporate Board service.

CORPORATE OFFICE UPDATE

The Corporate office will be a little shorthanded this week. Kristine Pepin, Director of Operations will be out of the office. A previous commitment was made prior to her hire. She is attending an international conference for Service Learning Advisory Boards. She chairs this board at a local SLC university. This program works with college students that wish to have a service learning accreditation on their degree.

Each student gives 400 plus hours over their college years by volunteering and developing a senior project for local non-profits in their community. We appreciate the community involvement that Kristine continues to provide locally. Kristen Harmston will be at the office from noon to 5 each day. If there is an immediate need, please do not hesitate to contact one of your Board members or Membership Advisors for assistance.

KUDOS TO EWI OF CHATTANOOGA!

EWI of Chattanooga hosted the Eastern Chapter Board Forum April 29-30 and it was a huge success. Representatives from nine chapters from the surrounding area and as far away as Denver attended. Great speakers, best practices and wonderful food and fellowship were enjoyed by all. Thank you for all of your hard work!

