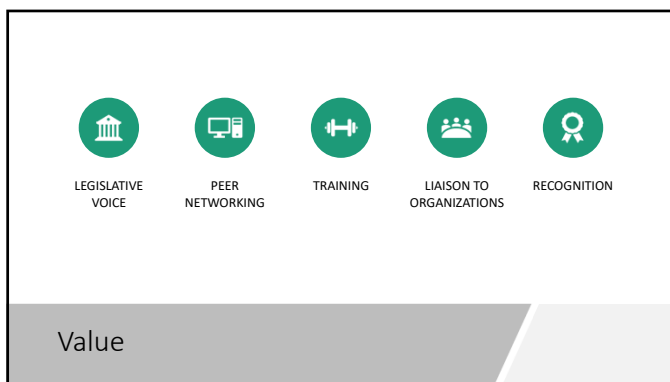


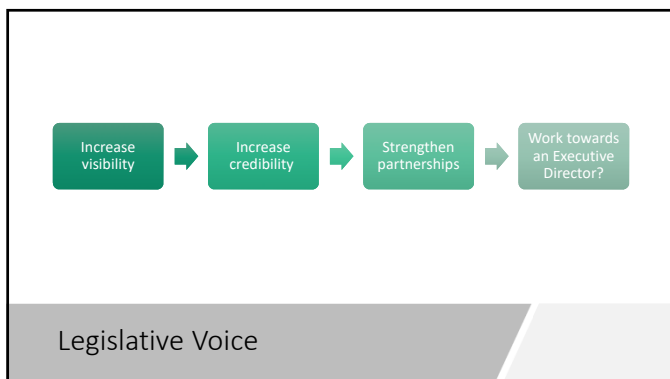


Give 1 notecard to each person

1 - write down what you believe is the purpose of IACHES



Board got together to identify the value of IACHES....current and desired



**Visibility** – become recognized in the region – how many elected officials know who we are?

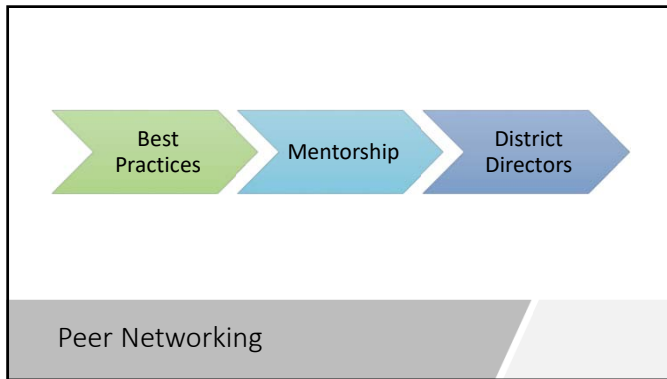
**Credibility** – look to rebrand our organization – IACHES is a mouthful – capitalize on our assets

**Partnerships** – AIC, IACC, INDOT, NACE

**Idea of an Executive Director was presented.**

The Executive Secretary as partially filled this role and to take our organization a step further, an Executive Director position could provide additional benefits to the group by promoting our interests and being a constant foundation for the group.

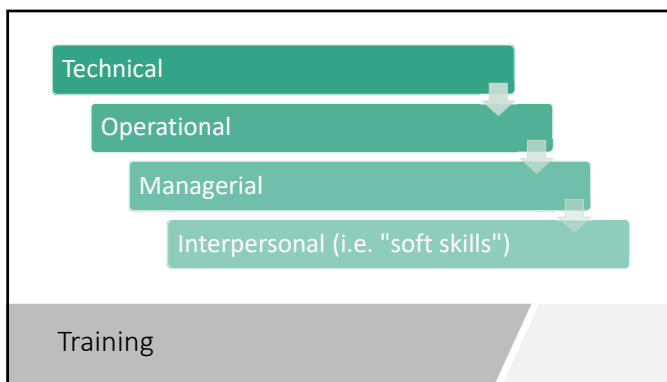
Similar to how other organizations operate such as AIC and IACC.



**Best Practices** – Continue to develop 101 manual

**Mentorship** – provide opportunities to partner experienced and new individuals.

**District Directors** – utilize these resources better. As a group we have this individuals but the roles aren't clearly defined. What ideas does the membership base have to gain value from these positions?

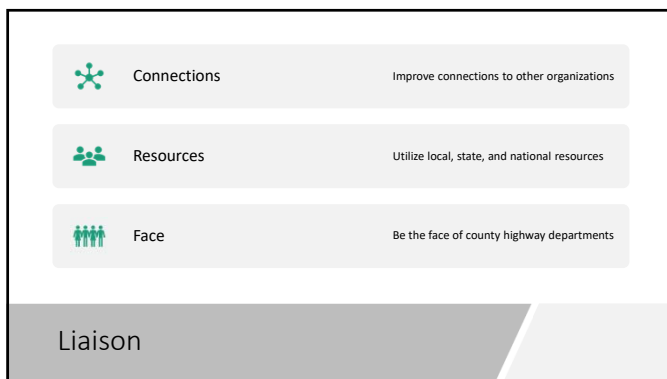


**Technical** – most common type of training we've provided in the past – emulsions, equipment,

**Operational** – this could include permitting (for utilities, driveways, etc), snow plow procedures, on-call procedures, etc.

**Managerial** – this isn't covered too much in available training sessions throughout the year – how to organize a department, what structures work, what incentives do departments use, how is discipline handled

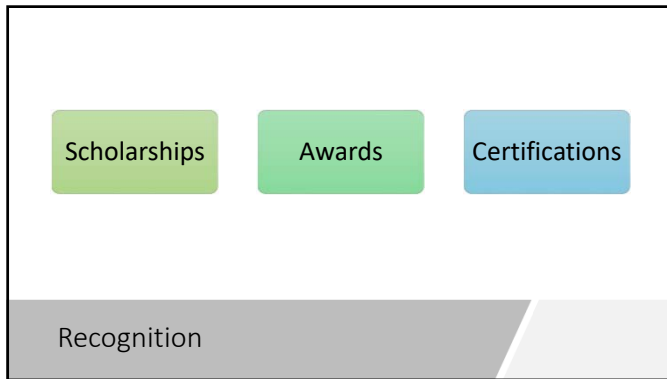
**Interpersonal** – how to interact with employees and the public, what are the different social styles and how to get the best out of those styles, what communication methods work best in different situations, etc.



**Organizations** – Experience has shown that we tend to be a 2nd rate organization. The association that is consulted after the framework has been developed or discussed. We should be the front runner when it comes to highway department funding, operations, and needs.

**Resources** – Improving connections with other organizations will lend to opening connections to additional resources. We all have limited time at work to complete the wide range of responsibilities we have. Utilizing resources that have already been developed can save precious time. But the resources need to be at our fingertips.

**Face** – We are the boots on the ground. We are the individuals that get the work done. That put our taxpayer dollars to the best use. That know the challenges, needs, and successes of operating a local unit of government. We make change happen. So why aren't we the face of that change? Why aren't we at the table when discussions are happening regarding funding or operations? We need to be the face. The leader.



**Scholarships** – continue to support our membership and families through scholarships

**Awards** – include project awards to highlight our colleagues and achievements

**Certification** – explore the opportunity to provide certification for our members. APWA has certifications, AIC has certifications, what kinds of certifications can be provide?



So What is our MISSION?  
What does IACHES stand for?  
What do we want it to stand for?

Give 1 notecard to each purpose

2 – write down what you want the mission of IACHES to be



This is my challenge to you....

**I challenge us:**

To be the best organization in the state

To raise the bar and become a stronger force in our industry

To support each other and collectively maintain the best infrastructure in the state