



CITY DESK

Florida Association of City Clerks

VOLUME XXXVII

ISSUE 3

founded October 26, 1972

October 2009

Board of Directors 2009 - 2010

President

Pamela Smith, CMC
City Clerk
City of Sanibel

1st Vice President

Jackie Lawhon, MMC
City Clerk
City of Sopchoppy

2nd Vice President

Barbara Estep, MMC
Village Clerk
Village of Miami Shores

Northeast Director

Betsy Jordan Driggers, CMC
City Clerk
City of Palatka

Northwest Director

Lee Mathes, CMC
City Clerk
City of Apalachicola

Central East Director

Sara Mirus, MMC
City Clerk
City of Longwood

Central West Director

Kelly S. Koos, CMC
City Clerk
City of St. Lakeland

Southeast Director

Lori McWilliams, CMC
City Clerk
City of Tequesta

Southwest Director

Beverly Chapin, CMC
Deputy City Clerk
City of Bradenton

Immediate Past President

Cynthia E. Goudeau, MMC
City Clerk
City of Clearwater

PRESIDENT'S MESSAGE



I am distinctly honored to be the President of this esteemed association whose members, everyday honor the profession of the Municipal Clerk. I pledge to continue the work begun before me by working closely with your Board of Directors and Professional Educational Committee to bring exceptional education to you at every opportunity.

The last 3 months have been a whirlwind of activity. I have not only had the opportunity to speak through email to many of you, but have worked with IIMC through my appointment to the Educational and Professional Development Committee (PEC). It is clearly a new age that began a couple of years ago for IIMC and is continuing under the auspices of President Mary Lynn Stratta to listen to its members and get rid of the unfair practices of the past.

As you know, Florida will host the IIMC Region III Conference in January, 2010. This event comes to us only once every five years. Under the guidance of PEC Chair Loredana Kalaghchy, the committee is working harder than ever to give you a full slate of educational opportunities. We will have our Business Meeting on Thursday, January 14th during lunch thereby, providing the opportunity to hold the last educational session on Friday from 8:00 a.m. to 12:00 p.m. Helen Raimbeau, Conference Committee Chair and her committee members are also working hard to make this the best Region III Conference ever.

Remember, Helen Keller said, "Life is either a daring adventure or nothing."

~ **Pamela Smith, MMC**
Sanibel City Clerk
FACC President

Submissions for **City Desk** should be sent to the Editor:

Barbara Estep, MMC, Village Clerk
10050 N.E. 2nd Avenue
Miami Shores, FL 33138
(305) 795-2207
estepb@miamishoresvillage.com



NEED MORE EDUCATION?

Your Professional Education Committee (PEC) has been working very hard to provide excellent educational sessions for the upcoming October Academy, the 2010 IIMC Region III Conference, the 2010 Annual Conference, as well as a trial webinar.

The webinar is scheduled for Thursday, November 12, 2009 (time to be determined). Dr. Robert Lee with the Center for Florida Local Government Excellence at Florida State University will be the moderator. We also hope to have a panel of experienced Clerks. The topic of discussion will be "Ethics" which will include the following:

- Ethics Laws
- When, how and who interprets ethics
- Ability to recognize ethical conflicts in your professional environment
- Reporting financial disclosures
- Violations
- Implications
- Measures that could assure the Ethics Laws are followed

We are requesting MMC credit for this session and since it will be 2 hours in length, the session should allow 1 point. You might say "only one point!" Every point counts! If IIMC approves this session, it will be the first session of its kind.

Soon, there will be an announcement on our website and shortly thereafter, the ability to register on-line for a small fee. Information will be provided via the internet for all participants. "Ideas to Action" will need to be filled out and turned in within a week to receive a certificate. Once registered, a phone number and code will be emailed to each paid registrant, as well as any other information needed to participate.

If this is successful, it is hoped that there will be at least a webinar each quarter, thereby giving FACC participants 4 additional points throughout the year.

*~ Pamela Smith, MMC
FACC President
City Clerk, City of Sanibel*



WHERE ARE WE GOING.... AND WHO'S DRIVING THE BUS?

As you sit in your office, feet propped up on your desk, enjoying your morning coffee and reading the newspaper, are you mentally preparing for the day? (Sorry...I'm dreaming

again...but doesn't that sound wonderful?). If you're like most of us, however, you're running late because Fluffy decided today's the day to present you with a hairball in your new pair of suede shoes, and you're frantically trying to rub the coffee stain out of your white shirt before you make your presentation to City Council (televised, no less). ("Resolve" and "Spot Shot" do the trick—trust me!).

In my "Fantasyland of City Clerkdom", I'm able to contemplate the day ahead and check off the tasks on my To-Do List, one-by-one, until the list goes "poof". Reality, however, is another story. That's where goals come into play. What are our goals? What is FACC's mission? What do we want to accomplish? One of my personal goals is to win the lottery; however, that's a fairytale for another day.

In reviewing the FACC Manual, under Policies, it states the Goals of FACC, are as follows:

- Provide information on current legislative changes related to the duties and responsibilities of municipal clerks.
- Continue to solicit and utilize input from the municipal clerks in regards to educational seminars provided at the institutes and conferences.
- Encourage the Mentor Program by ensuring contact with each new municipal clerk from an experienced clerk for guidance and information.
- Membership Committee and District Directors will work together to contact the members who have not renewed membership.
- Promote the role of the municipal clerk in the administration of government through continuous education of management, elected officials and the public as to the value of municipal clerks as professionals.
- Provide education/training opportunities for municipal clerks that improve the quality of management in the government.

These are all worthwhile goals; however, how do we accomplish them? The Professional Education Committee has adopted two goals for that committee, and outlined objectives in order to achieve those goals. Some of their ideas for action include: instituting webinars, keeping up-to-date on new technology and promoting partnerships with other organizations to enhance educational opportunities for Clerks.

What are your ideas, thoughts, (even fantasies!), about where we're going and how we get there? How can FACC better serve you? What should our goals be? If you would like to make suggestions or comments, the Goals Committee wants to hear from you. Please feel free to contact me at: dianne.lynn@cityofbonitasprings.org or 239-949-6262. Remember, we're all in the driver's seat!

*~ Dianne J. Lynn, CMC
Goals Committee Chair
City Clerk, City of Bonita Springs*

FINANCE & TAXATION COMMITTEE REPORT

The Finance and Taxation Committee had its first meeting in Orlando on September 4, 2009 and discussed the following:

Internet Publication of Public Notices – The Florida League of Cities staff made the determination to have this issue addressed by the Urban Administration Policy Committee rather than the Finance and Taxation Committee.

The Committee then discussed the following potential 2009 - 2010 Legislative Policy Statements:

Local Government Revenue Restrictions Issue: The idea of placing artificial revenue caps on all levels of government in the State of Florida has become a popular idea. The bill proposed by Senator Haridopolos and Representative Flores from the 2009 legislative session would have required a referendum before a local government could:

- Levy a new tax, special assessment, non-ad valorem assessment, or impact fee;
- Increase the rate of an existing tax, special assessment, non-ad valorem assessment, or impact fee;
- Expand a tax base or geographic area subject to a tax, special assessment, non-ad valorem assessment, or impact fee.

Local and state budgets would have been locked into the 2010-2011 levels and a growth multiplier would have been added to determine subsequent years' budgets. The growth multiplier was the increase in population, plus the consumer price index. According to FLC staff, it appears that the Legislature is poised to place a TABOR-like revenue restricting constitutional amendment on the 2010 ballot; this issue is of great importance to Senate leadership.

Although the FLC believes the proposed TABOR-like revenue restrictions are a violation of local Home Rule authority, since it would appear that the issue will appear on the 2010 ballot, FLC staff is recommending that the Finance and Taxation Committee determine principles that should be included in the TABOR proposal, as follows:

- Any TABOR proposal must include, without exception, the state and the school districts in addition to cities, counties and special districts.
- The cities will work on a revenue limitation, an ad valorem tax limitation, or a voter approval of new taxes and fees, but not all of them.
- Any TABOR proposal must be accompanied by an absolute prohibition or exception for unfunded mandates.
- Any TABOR proposal must not penalize local governments that have been historically frugal with their revenue and taxing authority.

Municipal Firefighter or Police Officer Pension Plans Issue: Legacy costs from police officer and firefighter pension plans are extreme financial burdens on municipalities.

FLC staff is recommending that the Committee develop a policy statement supporting legislation that would allow municipalities to use all premium tax revenues from police officer and firefighter pension plans to fund existing benefits.

Budget and Spending Transparency Issue: During the 2009

legislative session, a bill passed requiring the state to create a web-based, searchable budget database. The database will provide citizens with a great deal of access to state financial transactions. Further, the bill requires the Joint Legislative Auditing Committee (JLAC) to study the implementation of a similar system for local governments. It should be noted that the bill exempted municipalities with a population under 10,000 from the implementation of any local government portion of the program. JLAC has begun the study and FLC is an active participant.

FLC is recommending the committee identify information and a format that will allow municipalities to participate in this program in a practical and cost efficient manner.

Tax Reform Issue: Florida's taxation system has become outdated and unfair. The unfairness in the system has caused a citizen's outcry for reform, and the Legislature has responded by several rounds of property tax reform. The property tax reforms that have taken place have not addressed the inequities in the system, and a comprehensive reform is still necessary.

FLC staff is recommending the committee support legislation that creates a fair and balanced tax structure while still generating sufficient revenue to provide for the needs of the citizenry.

Special Assessments to Fund Law Enforcement Issue: Due to shrinking revenues and increased demand for services, many municipalities are seeking new methods for funding law enforcement services. Several cities have requested that the Legislature consider authorizing municipalities to levy special assessments for law enforcement services. To address judicial decisions relating to special assessments, the legislature is also requested to provide that assessments for law enforcement services are to be considered an authorized tax to the extent necessary to satisfy the Florida Constitution. For example, the Florida Supreme Court stated in *Collier County v. State*: "The County concedes that the services funded by the (special) assessment in this case are the same general police-power services the County provides to all county residents for their general benefit, funded from ad valorem taxes, including: sheriff's services; libraries; parks; election services; public health services; and public works. Thus, the fee in this case has the indicia of a tax because it is proposed to support many of the general sovereign functions contemplated within the definition of a tax."

FLC staff is recommending the committee develop a policy statement supporting legislation that allows municipalities to impose special assessments, or a similar funding method, for the provision of law enforcement services in an initial revenue-neutral manner to payers of property taxes, and also allows counties to use this funding source to replace municipal service taxing units created within municipalities for law enforcement services. At its next meeting, the committee will begin prioritizing the issues and formulating policy statements.

*~ Julie A. Hennessy, MMC
Finance And Taxation Committee Chair
City Clerk, City of DeLand*

1ST VICE PRESIDENT REPORT

Another year is flying by; it seems like last week it was summer and we were at our annual conference in Sanibel. Here it is fall and time for academy. With these two events in mind, conference and academy, my mind goes to the Professional Education Committee and all that these dedicated clerks go through to bring us quality education. One of the duties of the 1st Vice President is to attend PEC meetings as a non-voting member and to be the liaison between the committee and the board of directors. Since becoming involved with FACC, I have served on many committees and most of them work very hard which is why FACC is such a phenomenal organization to be a member of. But of all these committees, I am astounded at the amount of work and dedication it takes to be a member of the PEC. The first meeting of this committee was held at conference and from that date forward, the emails were on, not to mention the phone conferences and personal meetings. I am in awe of their responsibilities and how many considerations are made while planning our educational sessions. A three year commitment on behalf of a clerk is a condition for appointment to this committee. After sitting in on these meetings since June, I certainly see why this is required. There is so much to learn and consider when planning our sessions. Ensuring that each clerk, no matter where they are in the certification process, can choose a class that gives them certification points is a daunting task. Considering that taking a class you have had at another conference cannot be counted a second time in the point process unless the subject matter has enough of a new twist to it or enough changes and new material in it that it can receive IIMC approval, is quite a task within itself. Then, throw into the equation the need to contract with quality instructors, that meet the approval of most of the clerks, and at an affordable price, brings even a bigger challenge to task.

My thanks to all of you who have served in the past, and those who are currently serving on the Professional Education Committee. To: Loredanna Kalaghchy, CMC Cocoa Beach, Chair; Joan Clark, MMC, Cocoa; Andrea Lorenzo-Luaces, MMC, Winter Springs; Kurt Lannon, MMC, Gainesville; Donna Gardner, CMC, Casselberry; Marie Adams, MMC, Ft. Myers; Kelly Koos, MMC, Lakeland; Kim Elliott, CMC, Fernandina; Gwen Carlisle, Jupiter Island; and Cleo Horne, Callahan;
- All I can say is WOW!

*~ Jackie Lawhon, MMC
1st Vice President
City Clerk, City of Sopchoppy*

QUESTIONS ABOUT FACC MEMBERSHIP?

Contact Barbara Solis / Florida League of Cities, Inc.
Phone: 800-342-8112 Fax: 850-222-3806
Download the FACC membership application:
<http://www.floridaclerks.org>

HELPING EACH OTHER OUT

During these economic times have you thought of sharing expenses? This may be something that you have not considered for one reason or another. If you think of sharing travel expenses, i.e. hotel room or transportation as an opportunity, that is exactly what it will become. Helping each other may just allow more FACC members the opportunity to attend the Academy, the Region III IIMC Meeting and the Annual Conference. What about carpooling to your district meeting?

We must be willing to step out of our comfort zone and share accommodations. What better way to get to know someone better? What would you gain? Could it possibly mean a trusted friend? Or could you find someone that you could depend on throughout the rest of your clerking career? Ask yourself why you may not be open to this suggestion.

Allow me to explain. While attending the IIMC Conference in Chicago this past May Lori McWilliams of Tequesta and I shared a hotel room. What a wonderful time we had. We did not always attend the same class. Nor did we feel that we had to spend every moment together. Instead we talked about our mutual passion for FACC, about our education, IIMC requirements and life. We got to know one another better and established a new friendship. One that is comfortable and endearing.

There was a sheet at the registration desk at the Annual Conference for those that would be willing to share a hotel room at the Academy, which will be held at Lake Buena Vista Palace Sunday, October 11 through Friday, October 16th. Only one person signed up. It is not intended to pair you up, but give the opportunity to help another clerk out who otherwise would not be able to attend.

Please let me know if this is something that you are willing to do or better yet contact someone yourself. You can email me at pamela.smith@mysanibel.com

*~ Pamela Smith, MMC
FACC President
City Clerk, City of Sanibel*



FLC URBAN ADMINISTRATION POLICY COMMITTEE

The Florida League of Cities' Urban Administration Policy Committee met on Friday, September 4 at the Hyatt Regency Orlando Airport. The UA Committee recommends legislative policy in the following areas: building & fire safety codes, building codes & construction, code enforcement, elections, eminent domain, ethics, homeland security, personnel & collective bargaining, public meetings, public property management, public safety, sunshine & public records law and utilities & telecommunications.

After much discussion the committee agreed to consider the following for inclusion in the League's 2010 Legislative Agenda:

- 1) Support clarifying the clerks of court ability to retain 10% of "court-related fines" does not apply to fine amounts remitted to cities. This will address the clerks including traffic fines in the 10% retention that has resulted in significant reductions to municipalities' revenues.
- 2) Support allowing public notices via the internet and other alternatives in lieu of newspapers. This was legislation FACC supported in last year's session.
- 3) Support giving authority to impose collection costs for unpaid financial obligations. Some cities employ collection agents to obtain delinquent debts. This would allow the cost of the collection agent to be added to the obligation.
- 4) Support allowing municipalities to regulate fireworks sales and use. This would lift the moratorium currently preventing local governments from adopting any new ordinance re fireworks.
- 5) Support eliminating the restrictions on cities being able to spend public funds concerning an issue that will be on a ballot. This would un-do the "gag" law adopted during the last legislative session.
- 6) Oppose requiring all public employers to comply with various OSHA standards. Because local governments have more stringent safety requirements imposed by a number of agencies, this regulation is unnecessary.

These issues will be further refined and prioritized at the next meeting. Final recommendations will be presented at the League's Legislative Conference in November.

*~ Cyndie Goudeau, MMC
Immediate Past President
City Clerk, City of Clearwater*



GROWTH THROUGH CARING - KNOWLEDGE THROUGH SHARING FACC MENTORING PROGRAM

"The term "mentoring" originates from Homer's Odyssey – the character Mentor coaches and counsels Telemachus, Odysseus' son, as Telemachus prepares to take on the responsibilities of the family in his father's absence. Mentor also advises Odysseus on how to search for his father. Telemachus thanks him for his help: "Sir, I thank you for your kindness; you might be a father speaking to his own son, and I will not forget one word of what you say...." (IIMC News Digest; February 2007)

FACC has always felt like family to me and I appreciate the kindness and thoughtfulness of this extraordinary group. Family helps family and they support one another. FACC Clerks certainly do that; in fact, I believe all clerks mentor in some way most everyday. However, I feel there is truly something special about a one-on-one in this Mentor/Mentee relationship. In my situation, my Mentor helped me through some tough times. Her encouragement and guidance meant everything to me. We became much more than Mentor/Mentee; we became family. Just knowing that she was only a phone call away was my saving grace.

As of this date, we have all requests for mentors matched up with experienced Clerks and they are well on their way to experiencing this wonderful adventure. I invite all Mentors and Mentees to send me stories or quotes regarding your experiences in either role. In future articles I would like to share some of those with all members of FACC. If you know of anyone that could benefit from this program; please let me know. charrington@crystalriverfl.org

Together we can all help to make FACC a stronger, richer organization. I guess by now you can tell I am a strong advocate for the Mentoring Program.

*~ Carol Harrington, CMC
Mentoring Committee Chair
City Clerk, City of Crystal River*

A MESSAGE FROM A PAST PRESIDENT

Just wanted to personally thank all of the clerks who volunteered to work the booth at the recent Florida League of Cities Conference. Our booth was in a great location this year and we were visited by a lot of elected officials. We also came across quite a few cities whose clerks are not a part of our organization. I have given those names to the Membership Committee who will be contacting them and inviting them to be a part of our association. We also were given some names of companies who wish to be sponsors at next year's conference and we will be in contact with them. Again, thank you to everyone who helped out at our booth and made it such a success

*~ Tammy K. Vock, MMC
Past President
City Clerk, City of Vero Beach*

THE EXTRAORDINARY JOURNEY OF AN INTERNATIONAL EXCHANGE MUNICIPAL CLERK

The International Institute of Municipal Clerks International Exchange Program experience is one that I will always treasure. The program provided an unbelievable opportunity. I am fortunate and blessed to have been a participant. I am still in awe of this learning experience and personal adventure. I hope I do not wake up and find out it was all just a dream.

My exchange partner was Andries Knevel, from Gennepe, Netherlands. What a match! Have you ever met someone and it just clicked? Well, that is what happened with Andries and me. He visited the City of Sanibel, Florida, staying a week with me and my husband, six weeks prior to my visit to Maasbree, Netherlands, where I was fortunate enough to be the guest of Andries and his wife. Andries and I forged an immediate professional and personal friendship that will long endure the passage of time and distance between us. We communicate on a regular basis and share stories of family members and pets that we know on each other's side of the Atlantic.

While Andries was in Sanibel, we had many conversations about the role of city clerk in our respective countries and the many and varied clerk duties. Did you know that until 2002 in The Netherlands, all city managers were designated as the city clerk, as was the case in many Florida municipalities years ago? Being a retired city manager from Gennepe, Andries understands the role of city clerk. As a consultant of the Dutch Association of Municipalities, he assists municipalities in establishing the dualistic relationship between town councils and the mayor and Board of Aldermen, including the clerks' office and the clerks' duties. Andries is active in encouraging IIMC membership and was also one of The Netherlands team that organized the 2000 IIMC Conference in Rotterdam. He is currently assisting as a contracted city clerk for the City of Maasbree helping four municipalities consolidate into one municipality by January, 2010. Andries is also the Chairman of the School District, which includes ten schools. Andries is on the Museum Board and is still affiliated with his City Managers' Association.

During Andries' visit to the City of Sanibel, he was introduced to all the activities of our City, meeting with department directors as well as our island partners: J.N. "Ding" Darling Federal Wildlife Preserve, Island Water Association (the City's water provider), Sanibel Fire and Rescue District, Sanibel-Captiva Conservation Foundation, the public library and many others. Andries also had the opportunity to meet and interact with the Florida Association of City Clerks' Board of Directors.

My visit to Maasbree, a municipality of approximately 13,000 residents, occurred at a unique time as Maasbree and three other municipalities are in the process of amalgamating into one municipality as previously mentioned. A new community of approximately 43,000 residents will be established by the year 2010. I was privileged to have the opportunity to observe a portion of the negotiations and political considerations in action. Inasmuch as the proceedings were conducted in Dutch, Andries had previously explained the meeting content and objectives before the proceedings began. He also

provided me updates during the discussion. During my visit, I felt very welcome and never experienced a language barrier since everyone I met was fluent in English. The Netherlands is a parliamentary democratic constitutional monarchy. It was interesting to find that the mayor was appointed by the Queen, and the elected officials appoint a Board of Alderman, who serve much like our city's department directors. The city clerk reports directly to the elected body, also known as a city council, and works closely with the mayor and city manager. It was also interesting to learn that elections are partisan. Political party candidates are chosen in accordance with the party's hierarchy and once elected, each party is seated together at their meetings to conduct the city's business. Another item of interest was the way a council agenda is created. The "Presidium," a collective body of all elected party chairmen, the mayor and city clerk meet to determine the next agenda for city council. The city clerk of the City of Venlo, Geert van Soest, graciously extended an invitation for me to attend one of his council meetings and to tour the City of Venlo. Andries and I arrived in Venlo in time for dinner with Geert and, subsequently, attended the Venlo City Council meeting. Geert also afforded me the opportunity to tour the refurbished portion of the Council building, which now reflects its original state. The next day, I returned to Venlo and had the opportunity to attend a social committee meeting that included two councilmembers and staff. My next agenda item was a guided tour of the city by Martin Camp, one of six deputy mayors who are all Alderman and members of the daily board. It was wonderful hearing the history of the City and the importance of its different sections. I spent time with the youngest deputy mayor, the mayor's head of staff, lunched with staffers, met with Tjeu Kessels, City Attorney, and was introduced to the city manager. What great fun! The City of Venlo has a population of 100,000 and being only 2 km from Germany has a large German population. I found that government in The Netherlands for either a small or large municipality is basically the same. My final destination in Venlo was to visit a coffee house. A coffee house in The Netherlands is quite unlike our Starbucks as narcotics (Hashish and Marijuana) are sold there and patrons consume their purchase within the confines of the coffee house. I mention this topic because Venlo was able to address a serious problem in that the municipality was able to rid the city of an undesirable neighborhood controlled by drug lords through the establishment of coffee houses. Venlo has five such coffee houses. Though very political, Venlo officials have found a way to license and work with owners to guarantee that patrons follow the business rules, as well as local law. City officials make frequent on-sight inspections and appear to have a good relationship with the owner. The owner/operator was thrilled to explain his operation to a visitor from the United States. The owner informed me that his focus was not only on his business, but the surrounding neighborhood in keeping it clean from litter and free of criminal activity. Upon their first visit, patrons purchase a club membership and are cautioned to abide by the many strict rules. If the rules are not adhered to, their membership is revoked on the next visit. The municipal clerks of The Netherlands are highly professional and held in high esteem within the organizational structure of the municipality. They are responsible for a great deal and are well respected by their

elected officials. I also had the opportunity to meet with the VvG (Netherlands Clerk Association) Board in Utrecht during my stay. Their organization is very young. Remember, city manager and city clerk responsibilities were only separated in 2002. We had a wonderful discussion regarding our respective responsibilities, as well as membership in the IIMC and educational opportunities available. I was interviewed by Addie Niesthoven, City Clerk, City of Zoeterwoude. We were also able to schedule an appointment for the IIMC President Mary Lynn Stratta to meet with the VvG in October, 2009 to further discuss membership and possible educational opportunities through IIMC. Since my return I have been in contact with Marion Stein, Den Haag City Clerk, who is Vice Chair of the association.

Andries did a great job in keeping my schedule full of exciting trips, information and educational opportunities. I did get to see the beauty of the Netherlands, by visiting other cities and communities, walking through the forests, flat lands and riversides with Andries, Suus (Andries spouse) and Katoh, their brown retriever. This article would not be complete without the mention of Katoh and Spot, their cats.

My heartfelt thanks are extended to the IIMC for initiating the International Exchange Program and for selecting me to participate. I encourage all Municipal Clerks with an interest in expanding their knowledge of our profession through an international perspective to apply for their own opportunity to experience an extraordinary journey.

*~ Pamela Smith, MMC
FACC President
City Clerk, City of Sanibel*

PUBLIC SERVICE – IT’S WHAT WE DO

In light of our shrinking budgets; being asked to do more with fewer resources; and the public’s current view of government employees, it is, perhaps important to remember why we have chosen our profession. And no, it is not because we enjoy these periodic floggings. Rather, it is a choice to serve, to assist people, and to be a part of a community, whether it is the community we live in or the one we work for. I have to say that in my 15 years as a municipal employee, I have never been bored with my job. It is constantly changing, both in terms of the people and problems we are faced with, as well as the laws and rules by which we govern or are governed. There is a lot to be said for not being bored at your job. On the contrary, many of us wear so many hats that we barely have time to breath. However, there are many rewards for those of us who are “the face of Village/City/Town Hall”. I have been shown new baby pictures and followed those babies through infancy well into their teens. I have served as the Supervisor for eight elections and sat through countless planning & zoning board meetings, budget workshops and council meetings, some of which I would have rather been elsewhere.

As Clerks, we are representatives of our local governments and are truly “public servants”. It is a term that we should all be proud of.

*~ Barbara A. Estep, MMC
2nd Vice President
Village Clerk, Miami Shores Village*

AWARDS/SCHOLARSHIP APPLICATIONS AVAILABLE

Applications are available for the following scholarships:

- 2010 Kay O’Halloran Memorial Professional Education Academy Scholarship
- 2010 FACC Annual Conference Scholarship
- 2010 IIMC Annual Conference Scholarship
- 2010 Records Management Scholarship

If you wish to attend one of the above referenced educational academies/conferences, but have not considered it because funding is not available from your agency, or you can obtain only partial funding, please consider applying. The goal of the program is to encourage FACC members in pursuing professional development through attendance at IIMC-recognized educational programs.

MCCi has established three (3) scholarships available for records management:

- One for a manual records management system,
- A second for a manual system with some computer assistance, and
- A third for a computerized system with some manual components.

All scholarship applications are due by December 31, 2009.

The Nomination Form for the Robert N. Clark Memorial Award is also available for anyone interested in submitting a nomination. This is a prestigious award that recognizes and honors a City Clerk who has significantly promoted and advanced the ideas and goals of the City Clerk profession by actively participating in the improvements of municipal government in the state and local community. The applicant must be a City Clerk, a member of FACC/IIMC or retired, but active in FACC. No member of the FACC Board of Directors or the Awards/Scholarship Committee is eligible for nomination. Nominations may be made by a member City Clerk or City. Nomination forms are due to the Awards/Scholarship Committee Chair no later than January 31, 2010.

The forms are now available at: www.floridaclerks.org located in the Forms and Publications section of the website or contact me with your request to email, fax, or mail the forms. Submit all required documents to the Awards/Scholarships Committee Chair attn: Tracy Ackroyd, MMC, City Clerk, City of Clermont, 685 W. Montrose Street, Clermont, FL 34711-0219 (352) 241-7332 or email to: TAckroyd@clermontfl.org

*~ Tracy Ackroyd, MMC
Awards/Scholarship Committee Chair
City Clerk, City of Clermont*

SOUTHEAST DISTRICT

CONGRATULATIONS to Barbara McDaniel on her retirement from Davie. Barbara has been a source of encouragement and support for many Florida Clerks over the years. Barbara – we wish you much happiness in your new journey. Replacing Barbara will be Evelyn Roig. Evelyn comes from the Town of Miami Lakes with two years of the Professional Education Academy under her belt. She holds a Bachelors Degree along with significant and extensive experience in the public sector including serving as the Miami Lakes Interim Town Manager.

Congratulations also go to the following Clerk's on their extraordinary accomplishments in receiving their certifications!

Master Municipal Clerk

Ada Graham-Johnson, MMC, City Clerk, Deerfield Beach
Ronetta Taylor, MMC, City Clerk, Miami Gardens
Blane Kauthen, City Clerk, West Palm Beach

Certified Municipal Clerk

Jacqueline Shimhue-Davy, CMC, Royal Palm Beach
Sherry Ader, CMC, Deputy Clerk, Homestead
Albertha Patterson, CMC, Village Clerk, El Portal
Jacqueline Vieria, CMC, City Clerk, North Miami

On August 28th, the Broward County Municipal Clerks' Association hosted an educational seminar for the city clerks of the tri-county area of South Florida. The seminar, *The New Hidden E-mail Laws: How to Make Sure Your Personal and Business E-mails Don't Come Back to Hurt You*, was presented by Mark Fiedelholz, Esq. Over 70 Broward, Dade, and Palm Beach County city clerks attended the session. Not only was the seminar the first locally-held educational opportunity for the tri-county city clerks, but it also marked the first time the three professional associations worked in conjunction with one another to ensure this opportunity was achieved on behalf of their respective members. In order to keep the pricing affordable, the three associations underwrote \$20 of the cost for each of their association's participants.

The seminar was well-received by the city clerks, who enjoyed Mr. Fiedelholz's engaging presentation and eye-opening information. Many of the participants asked for more local educational opportunities such as this. Fortunately, while this was the first event of its kind in the Southeast District, it will not be the last.

Currently, representatives from the SE District are assisting me in organizing our first "Mini-Institute." The dates are tentatively December 3 – 4, 2009. CMC and MMC sessions will include topics such as "Managing Multiple Priorities - 'Eat that Frog' Time Management," "Fresh Perspectives," "Transforming Conflicts and Stress in the Blink of an Eye: The Magic Quarter Second," "Communication Management – Using Technology to Enhance Work Flow and Effectiveness," and possibly a session on "Parliamentary Procedure." Once the event details are finalized, information will be posted on the FACC website.

Lastly, some District NOTABLES:

Wedding Bells: Mario Bataille, Deputy City Clerk for the City of Miami Gardens married Linda Desravines on September 6, 2009 and honeymooned in St. Lucia.

Grandchildren: Ronetta Taylor, MMC, City Clerk for the City of Miami Gardens recently welcomed her fourth grandchild – Joshua Taylor Barnes. Joshua's parents are Ivorie (Ronetta's daughter) and Kenney. Ivorie is a Communication's Supervisor with the City of Miami Gardens Police Department; Kenny is a Motorcycle Officer with the Traffic Division of the Miami Gardens Police Department.

Promotion: Marjorie Tejada was recently promoted from Deputy Town Clerk to Town Clerk of Miami Lakes.

Graduation: Sheila Paul Shedd, CMC, City Clerk, Homestead graduated with her MBA from Florida International University's Executive MBA program and was inducted into the FIU Dean's Alumni Circle.

Need I say the Southeast District Clerks are busy!

~ Lori McWilliams, CMC
Southeast District Director
Village Clerk, Village of Tequesta

NORTHWEST DISTRICT

Well, not much has been happening in our neck of the woods except rain, rain, rain, and more rain. Trying to keep everybody happy with dry yards has been an act of congress, but I do see some sunshine and blue skies for now. Maybe it will last a while to help dry up all the water.

For those of us who are dealing with elections, budget, and everything else that we normally deal with, it is just about over. The finish line is near! If anyone has any questions regarding the TRIM process, the Department of Revenue really has been a tremendous help. Their contact information is listed in the back of the TRIM manual. They really will return your phone call and answer your emails!

I hope everyone has plans to attend the Academy next month. The PEC has worked really hard in getting classes that will qualify for credit. I really never knew what goes into putting classes together. It is a tremendous undertaking, and my hat goes off to each and every member of the PEC Committee. There is still time to register, and the location could not be better. After class, there will be time to enjoy all that Orlando has to offer.

Looking forward to seeing every one next month.

~ Lee H. Mathes, CMC
Northwest District Director
City Clerk, City of Apalachicola

NORTHEAST DISTRICT

Greetings from the NE District, where lately the weather's been as unpredictable as the Legislature! This month we have all been busy helping our manager, finance directors and elected bodies adopt a budget. For most of us, this year's budget process has been full of cutbacks and trimming, and it's been painful. In the Northeast District we are more representative of the Haves and Have Nots; some of us have a tax base, some do not. There is not much in between. Those who didn't have much of a tax base before have even less of one now.

The Clerk's job is one of the most varied and eclectic in government. We have to multitask and be flexible, and it helps to have the reflexes of a cat. It's our job to be helpful and put the citizens at ease. We also have meetings to advertise and record, officials to keep up with and records to manage, among a host of other things that usually fall to us. The time demands are heavier than most other municipal positions, and our departments are often the most under-funded and understaffed of any in the city. Clerking is not as heralded as, say, policing or firefighting. The Legislature hasn't elevated our positions and there aren't many citizens out there clamoring with demands to keep the clerk's office staffing and/or funding intact. We don't have a union. But the clerk's office is as essential as any other department, and we are all heroes in our own right.

When budgets are being cut, one of the most popular cuts to make is to travel and education. This is evident in the low numbers of clerks signing up for Clerk's Institute. When polling our members, the biggest reason many are not attending is due to budget cuts. One alternative is the "mini institute" – district meetings held during the year for which IIMC assigns points. The cost is usually low and travel only involves one day; however, these sessions aren't nearly as comprehensive as a week-long Institute.

So what is a new clerk to do? A low-cost alternative is the Clerk's Mentoring Program. I was lucky in that I had a month to train with the departing clerk. Many new clerks take positions where the prior clerk is either long-gone or left under less than favorable conditions. Even so, one month isn't enough to learn everything you need to know to get you through that first year. For this reason, the mentoring program is effective and provides a plausible alternative to education and travel budget cuts.

One of our District clerks, Audrey Sikes of Lake City, is presently volunteering in the mentoring program. She is currently mentoring Sarah Campbell, Town Clerk for the Town of Orange Park. According to Audrey, mentors are there for you when you need them. States Audrey, "She hasn't needed me for much, but when she does I'm ready to assist her however I can. Having a mentor is important and is something I took advantage of in my early years. I keep in touch with her by e-mail and send her things I think she can use." Sarah, a wife and mother of 2, was a deputy clerk for six months before her appointment as Town Clerk in March

of 2009, and prior to that worked for the city attorney. Her most recent training issue surrounded a proposed fire service assessment fee, which is something the town had never ventured into before. According to Sarah, having the fire fee issue, simultaneously coupled with her first experience with the yearly TRIM calendar requirements, really "opened her eyes" as to the complexity of the clerk's role in making sure the public notice and state reporting requirements are met. Says Sarah, "It is very comforting to know that there is a whole network of clerks out there, and especially Audrey, who are ready to help out whenever I need the help."

Fortunately for Sarah, she had some experience and background on the position prior to becoming a clerk, but many other new clerks aren't so fortunate. For them, having a mentor is critical, whether it's a fellow clerk or the clerk she/he replaced. There is nothing to match the value of the Clerk's Institute for the money, but mentoring is an inexpensive and viable alternative until the economy improves and money is once again available for travel and education.

So, have you hugged a mentor today? Better yet, be a mentor and make a difference!

*~ Betsy Driggers, CMC
Northeast District Director
City Clerk, City of Palatka*

2010 CONFERENCE COMMITTEE

We are all excited about hosting the upcoming Conference in the Panhandle and plan to give you regular updates of our progress. The Conference theme has been approved by the FACC Board and will be "Mission Possible: Surviving the Changing Tide." Please note that the IIMC Conference in Reno will be May 23 – 27 and the FACC Conference in Panama City Beach will be June 6 – 9. The Memorial Day holiday is May 31, so the week before our Conference will be a short one. It is our hope that those who plan to spend extra time in Reno will do so before the IIMC Conference rather than after it. We will also be providing information about the "World's Most Beautiful Beaches" throughout the year to give you some ideas for spending extra time in northwest Florida.

*~ Terri Lillard
2010 Conference Committee Chair
City Clerk-Treasurer, City of Panama City*

**Missing back issues of City Desk?
No problem!**

**Just go to the FACC website at:
<http://www.floridaclerks.org>
to download back issues!**

**CENTRAL EAST DISTRICT
AUGUST-SEPTEMBER 2009**

I cannot believe October is rapidly approaching. Pretty soon, we'll be attending the 2009 Professional Education Academy being held at Buena Vista Palace Hotel & Spa. The Academy will begin on Sunday, October 11, 2009 and conclude on Friday, October 16, 2009. This year, the Professional Education Committee (PEC) and the Academy Committee have been working diligently and strived to put on a wonderful Academy that will benefit everyone at each level. I look forward to seeing everyone there!

On Saturday, August 1, 2009, our former FACC President and City Clerk from the City of Vero Beach, Tammy K. Vock, MMC got married to Jim Bursick in St. Augustine. Congratulations to Tammy and Jim!

It gives me great pleasure to announce that effective Tuesday, October 6, 2009; Ms. Angela Apperson will become the City Clerk for the City of Cape Canaveral. Ms. Apperson is currently the City Clerk for the City of Flagler Beach and has served as City Clerk for Flagler Beach since 1996. I want to take this opportunity to congratulate Angela on her accomplishment and wish her all the best in this new endeavor.

Congratulations also to the following Central East District Members for receiving their Master Municipal Clerk (MMC) Certifications:

- Tracy S. Ackroyd, MMC, City Clerk, City of Clermont
- Debbie G. Fitz-Gerald, MMC, Deputy City Clerk, City of South Daytona

If you have any announcements that you would like me to share with District, please contact me at 407/ 260-3441 by telephone or by electronic mail at smirus@longwoodfl.org.

**~ Sarah M. Mirus, MMC, MBA
Central East District Director
City Clerk, City of Longwood**

FLC NEEDS YOUR INFORMATION

At the June Annual Conference, Lynn Tipton and Frank Hagy requested that FACC members help them get FLC information to our appointed and elected officials. Please take the time and send the appropriate email address to fhagy@flcities.com Who, but municipal clerks would know the proper information to provide? They also requested photos of our municipalities. These photos are rotating on the FLC website. Take a look. Make us proud by responding. It only takes a minute. What do you have to lose?

**~ Pamela Smith, MMC
FACC President
City Clerk, City of Sanibel**

**FACC PROFESSIONAL EDUCATION
COMMITTEE REPORT**

Hi – Fellow Clerks!

Since our last report, the Professional Education Committee approved 2 goals for 2009-2010:

- Goal: Support the career development and continuing professional education needs of the Florida Association of City Clerks membership.
- Goal: The Professional Education Committee shall maintain collaborative relationships to ensure that effective educational opportunities are offered.

New in the works: The planning for the first ever – FACC Webinar. Education at your convenience, without the need for travel. It is scheduled for November 12, 2009, topic: Ethics. Details and registration will be available at the October Academy.

The Florida League of Cities, Clerks Session, held on August 14, 2009 on: "Using Your Resources to Promote Your City: A Citizen's Academy" was well received. Over sixty participants attended, with some expressing intentions of starting an Academy in their city.

We hope to see you at the:

- 2009 FACC Academy, to be held October 11-16, 2009 at the Buena Vista Palace Hotel & Spa. The Florida Institute of Government's Staff – Amy Brewer, Jeff Hendry, and the FACC Professional Education Committee have worked hard to ensure that classes of benefit will be provided.
- 2010 IIMC Region III Conference, scheduled for January 13-15, 2010 at the Hyatt Regency Orlando International Airport Hotel. The PEC also encourages our Florida Clerks to show our hospitality and welcome the Clerks from North Carolina, Alabama, Georgia and South Carolina.

In closing, if you know of a good topic, speaker or just want to offer feedback, contact your Education Committee.

Submitted by Committee Chair: Loredana Kalaghchy. The Members of the 2009-2010 PEC Committee are: Joan Clark - Cocoa, Andrea Lorenzo-Luaces - Winter Springs, Kurt Lannon, Jr. - Gainesville, Donna Gardner - Casselberry, Marie Adams - Ft. Myers, Kelly Koos, - Lakeland, Kim Elliott - Fernandina Beach, Gwen Carlisle- Jupiter Island, Cleo Horne – Callahan, Loredana Kalaghchy – Cocoa Beach, Pamela Smith – Sanibel, Jackie Lawhon - Sopchoppy - Ex-Officio, Amy Brewer and Jeff Hendry - Institute of Government.

**~ Loredana Kalaghchy
PEC Committee Chair
City Clerk, City of Cocoa Beach**

SOUTHWEST DISTRICT

Congratulations go out to Marie Adams, City Clerk, City of Ft. Myers for receiving the prestigious Master Municipal Clerk (MMC) designation from the International Institute of Municipal Clerks (IIMC). Speaking of Marie, we have to brag on and are very proud of Marie's husband Harry for having his first book published entitled "The Dancing Porch." Way to go Harry!

Kudos to my very own City of Bradenton Fire Department for being awarded reaccredited status from the Commission on Fire Accreditation International (CFAI), making it one of a handful of fire departments in the world with this distinction.

Plans are being set to hold the first district meeting on October 23, 2009 hosted by Kathy Haley, City Clerk, City of Sebring and Arlene Tuck, City Clerk, City of Lake Placid. FACC President Pamela Smith is making plans to ask Lee County's Election Qualifying Officer to speak at this meeting to provide vital election information.

Thanks to Sheri Stewart, City of Punta Gorda our most gracious Hospitality Hostess at the 2009 June FACC Annual Conference for supplying some fun pictures below.

Do you recognize the person below in the picture wearing the latest in HAT fashion and very intent in buying clues at the Conference Murder Mystery Dinner Theater? I think her table was one of the winners. It is Southwest member Pamela Smith, MMC, City of Sanibel Island and our very own 2009-2010 FACC President.



Who is that behind those "Foster Grants?" Why it is Diane Percycoe, City of Anna Maria with Bev Chapin, Southwest District Director having fun at the Hospitality Suite.



What about Bob Harris? Looks like he is having some "motivational fun time" at the Hospitality Suite with foreground left to right: Stacey Johnston, City of Holmes Beach, Laura Litzan, City of Marco Island, Bev Chapin, City of Bradenton, Diane Percycoe, City of Anna Maria, Bob Harris and Alice Baird, City of Anna Maria.



More fun at the Hospitality Suite with Southwest District Members left to right: Trish Granger, Town of Longboat Key, Lisa Smith, City of LaBelle, Diane Percycoe, City of Anna Maria, Bev Chapin, City of Bradenton, Laura Litzan, City of Marco Island and Diane Lynn, City of Bonita Springs.

*~ Bev Chapin, CMC
Southwest District Director
Deputy City Clerk, City of Bradenton*

GOT QUESTIONS?

Need answers? Dust off that little blue binder and take a peek inside! More than likely, the answers you are looking for are inside the FACC Manual. The FACC Manual provides a quick reference for suggested procedures as well as sample content relating to typical duties and responsibilities of the City Clerk's Office.

The FACC Manual was first developed in 1974 and is reviewed annually by the Manual Revisions Committee. This year, the Manual Revisions Committee is looking to the membership to assist with revisions to the manual. If you have a question about one of your duties that is not answered in the manual, please let the Manual Revisions Committee Chair know!

Please send inquiries and suggestions to: Donna Gardner, dgardner@casselberry.org.

*~ Donna Gardner, MMC
Manual Revisions Committee Chair
City Clerk, City of Casselberry*

HOW TO ASSIST A FIRST-TIME ELECTED OFFICIAL

The November 2008 election brought about a historic event when this country elected its first African-American president. Along with this new president, the City of Lauderdale Lakes also saw a first. Not only was it the first time that four commission seats were up for re-election at the same time, but it was also the first time that three females were elected to the city commission at one time!

None of the four newly elected commissioners had ever held public office before. As this was a challenge that neither the City, nor I as the City Clerk had experienced before, several procedures had to be put into place to help make sure that these neophyte officials understood the process and their roles as commissioners:

- A one-on-one personal orientation with the City Manager and City Clerk, during which they each received a copy of the city's Mayor and City Commissioner Handbook that contains information and copies of important documents that the commissioners would refer to often throughout their term, including:

- .. Citywide organizational chart

- .. City Charter

- .. Conduct procedures for Commission Meetings

- .. Administrative policies specific to them as Commissioner

- .. Relevant sections from the Florida State Statutes

- .. Relevant ordinances and resolutions

- .. Information on city advisory boards (members of which are appointed by the commission)

- .. Copies of both Roberts' Rules of Order and the Government-In-The-Sunshine Manual, a reference book for compliance with Florida's Sunshine Law and Public Records Law that includes the procedural and notice requirements for open meetings and public records, as well as the statutory exemptions.

- A tour of the city and an overview of each department's responsibilities, key projects and initiatives

- Meetings with the City Attorney to learn more about their role as commissioners, the laws that govern meetings, and their individual conduct as an elected official

- Attendance at both the National League of Cities' workshop for newly elected officials and the Institute for Elected Municipal Officials (presented by the Florida League of Cities and the John Scott Dailey Florida Institute of Government)

- Attendance at The ABCs of CRAs: Community Redevelopment Agency Basics seminar presented by the John Scott Dailey Florida Institute of Government, another necessary training

opportunity since members of the city commission also comprise the board of the Lauderdale Lakes CRA

- One-on-one meetings on key issues, such as internal audits and the budget, with the City Manager and department heads/senior staff

As a result of the tools provided to them, these first-time elected officials have experienced a smooth transition into Lauderdale Lakes city government. Less than six months into their first terms, they are working closely together as a team to assist each other in the learning process and are beginning to understand what it takes to serve their constituents. They have also expressed a willingness to continue learning by attending conferences and trainings to assist them with any additional challenges they will meet in their new positions. Hopefully this information will be helpful to other City Managers and City Clerks who are faced with a similar situation.

~ **Hazeline F. Carson, CMC**
City of Lauderdale Lakes

IMMEDIATE PAST PRESIDENT'S MESSAGE

I hope you all have made it through your budget season relatively unscathed. As we all continue to deal with increasing workloads and decreasing resources it is imperative that we continue to pull together and assist each other.

I hope many of you are able to attend the Professional Education Academy in Lake Buena Vista. The PEC has worked very hard to plan an excellent program for you. I also hope we have good attendance at the IIMC Region III meeting to be held January 13-15, 2010, at the Hyatt Regency at the Orlando Airport. This will be an excellent opportunity for you to network, not only with our Florida Clerks, but those from Alabama, Georgia, North Carolina and South Carolina as well.

I am so gratified to be a part of this wonderful organization. Please let me know if I assist you.

~ **Cyndie Goudeau, MMC**
Immediate Past President
City Clerk, City of Clearwater

RESOLUTIONS COMMITTEE

If you know of a clerk who is retiring, please contact me at mwaldrop@itsmymaitland.com or at 407-539-6219. We will make every effort to have the resolutions presented to the clerk at an event recognizing their retirement.

~ **Maria Waldrop, CMC**
Resolutions Committee Chair
City Clerk, City of Maitland

COMMITTEE MEMBERS 2009-2010

Awards/Scholarships

Tracy Ackroyd, CMC, Clermont, Chair
Nancy Barnett, CMC, Tavares
Diane L. Gibson-Smith, CMC, Fruitland Park
Audrey Sikes, CMC, Lake City
Ann Bass, Frostproof
Alice Baird, CMC, Anna Maria

Budget

Pamela Smith, MMC, Sanibel, Chair
Jackie Lawhon, MMC, Sopchoppy
Barbara Estep, MMC, Miami Shores Village
Cyndie Goudeau, MMC, Clearwater

By-Laws

Cherie Smith, MMC, Key West, Chair
Linda Goff, CMC, Longwood
Susan Owens, CMC North Miami
Jan McDaniel, CMC, Minneola
Stacy Johnson, CMC, Holmes Beach
Priscilla Walker, CMC, Sunny Isles Beach
Karen Rogers, St. Augustine
Cherie White, CMC, Stuart

2010 Conference Hospitality

Ethel Jefferson, St. Marks, Chair
Zoe Mansfield, St. Marks
Janet Scott, CMC, Milton
Linda Langston, Sopchoppy

Historian

Lori Stelzer, MMC, Venice

2010 Region III

Helen Raimbeau, MMC North Port, Chair
Donna Gardner, CMC, Casselberry
Linda Sundvall, CMC, Altamonte Springs
Barbara Barbour, CMC, Oviedo
Cheyenne Contreras, Edgewood
Wanda Wells, CMC, Titusville
Jan McDaniels, CMC, Minneola
Kim Elliott, CMC, Fernandina Beach
Donna Hardin, CMC, Branford
Cheryl Tietjen, Avon Park
Barbara McDaniel, MMC, Davie

Goals

Dianne Lynn, CMC, Bonita Springs
Jim Freeman, CMC Palmetto
Lisa Purvis, CMC, Hillard
Barbara Herrera, Doral
Gayle Lanier, MMC, Chattahoochee
Jackie Lawhon, MMC, Sopchoppy, Ex-Officio

Investment

Dan Doucet, MMC, Niceville
Pamela Smith, MMC, Sanibel
Jackie Lawhon, MMC, Sopchoppy
Barbara Estep, MMC, Miami Shores Village

FACC Booth FLC Conference

Tammy Vock, MMC, Vero Beach

Legislative

Bea Meeks, MMC, Mascotte, Chair
Sue Novack-Wilson, CMC, Tavares
Rosemarie Call, Clearwater
Julie Hennessy, MMC, Deland
Kim Freeman, CMC, Palmetto
Cyndie Goudeau, MMC, Clearwater

Resolutions

Maria Waldrop, CMC, Maitland, Chair
Sheri Stewart, CMC, Punta Gorda
Michelle Hawkins, Mascotte
Bertie Patterson, CMC, El Portal
Joan Miller, CMC, St. Leo
Louise Stilson, CMC, Dania Beach
Donna Myers, CMC Hawthorne
Ellisa Horvath, CMC, Bal Harbour

2009 Institute

Barbara McDaniel, MMC, Davie, Chair
Dan Davis, CMC, Bunnell, Co-Chair
Kelly Marcoux, CMC, Bushnell
Kevin O'Leary, Kissimmee
Cynthia Bonham, CMC, Winter Park
Ivy De La Cruz, CMC, St. Cloud
Janet Dougherty, CMC, Sanford
Beth Eikenberry, MMC, Ocoee
Joanna Akers, Dade City
Veronica Patterson, CMC, Ormond Beach
Barbara Barbour, CMC, Oviedo
Janice Goebel, MMC, Apopka

2010 Annual Conference

Terri Lillard, Panama City, Chair
Robin Haynes, Freeport
Linda Cardin, MMC, Jay
Teresa Cox, Springfield
Keisha Smith, Carrabelle
Sherri Griffin, Sneads
Dewitt Nobles, Milton
Lee Mathes, CMC, Apalachicola
Suzanne NeSmith, CMC, Greenwood
Jackie Lawhon, MMC, Sopchoppy

Manual Revisions

Donna Gardner, CMC Casselberry, Chair
Patsy Adkins, CMC, North Port
Jacqui Vieira, CMC, North Miami
Gwen Keough-Johns, CMC, Mount Dora
Shirley Foxx-Knowles, Tampa
Tamara King, Mary Ester
Jeanette Williams, CMC, Sebastian

Membership

Linda Boan, MMC, Zephyrhills, Chair
Wanda Wells, CMC, Titusville
Laura Aldrich, CMC, Indian Shores
Linda Sundvall, CMC, Altamonte Springs
Deborah Cason, CMC, Lakeland
Dan Davis, CMC, Bunnell
Karen Nelson, MMC, Keystone Heights
Jim Anderson, Cedar Grove
Ronetta Taylor, CMC, Miami Gardens
Laura Litzan, Marco Island

Mentoring

Carol Harrington, CMC, Crystal River
Deborah Davis, CMC, Inverness
Arlene Tuck, CMC, Lake Placid
Shirley Heath, CMC, White Springs
Clare Hoeni, CMC, Palm Coast
Sondi Hill, MMC, Greenacres
Tammy Johnson, CMC, Valparaiso
Linda Kann, CMC, New Port Richey

Professional Education

Loredana Kalaghchy, CMC, Cocoa Beach, Chair
Joan Clark, MMC, Cocoa
Rosemarie Call, Clearwater
Andrea Lorenzo-Luaces, MMC, Winter Springs
Kurt Lannon, MMC, Gainesville
Donna Gardner, CMC, Casselberry
Marie Adams, CMC, Fort Myers
Kelly Koos, MMC, Lakeland
Kim Elliott, CMC, Fernandina Beach
Gwen Carlisle, Jupiter Island
Cleo Horne, Callahan
Bertie Patterson, CMC, El Portal
Jackie Lawhon, MMC, Sopchoppy, Ex-Officio

Webmaster

Loredana Kalaghchy, CMC, Cocoa Beach