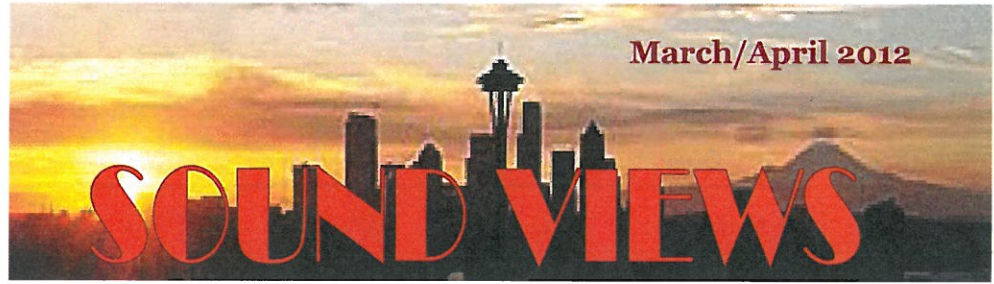




IRWA
 PUGET SOUND
 CHAPTER 4



March/April 2012

Chapter 4 Spring Luncheon Meeting at Tulalip Resort & Casino April 11th, 2012



**Jennifer Walker, SR/WA
 Chapter 4 President**

Greetings Chapter 4,

How's your Volunteer Matrix looking these days? It's difficult to believe but you only have a little over a month left to populate it and submit it to NESAC Chair, Mitch Legel, by May 10, 2012, for a chance to receive paid registration to the Education Conference in Seattle. We've got a number of individuals who have been volunteering and we're excited to recognize and honor the top 2 member point earners.

In mid-March the Spokane chapter hosted Region 7's Spring Forum and it was great to have such a strong showing of chapter 4 members. A few items of note: International is seeking input on additional courses members would like to see developed; a proposed bylaw amendment to replace the reference of International Secretary/Treasurer with International Treasurer and International Secretary which will accurately reflect the two separate positions that exist now; and a proposed resolution of the International Governance Council (IGC) to establish payment dates for annual dues, termination dates for non-payment of annual dues and amount of a reinstatement fee. Both proposal issues will be voted on at Wednesday's Board of Directors Meeting held in Seattle on the last day of the Education Conference. The proposals will be posted on our chapter website for your review. If you have questions or comments on the proposals or additional course ideas you'd like to share, please contact your International Directors, me or Pam Dittloff, to discuss. Additionally, please join me in congratulating Leslie Finnigan from Chapter 3 for being awarded Region 7 Professional of the Year. Leslie's been a long time contributor to the association and this award is well deserved.

Plans are currently underway for the fall forum which is tentatively scheduled for September 20, 2012, in West Yellowstone, Montana. Detailed information is to follow in May and will be posted on our website. Keep in mind the forums are a great networking venue and a chance to learn more about region operations for those interested in moving up into leadership positions. You could also make it a family vacation after the forum and explore Chico Hot Springs or other destination spots in the area.

Our April 11, 2012, Spring Luncheon meeting will be held at the Tulalip Resort and Casino and no doubt will be another great turnout as the venue seems to draw a crowd. We'll have the pleasure of IRWA's Business Development Office, Daniel Stekol, speaking to us about the current state our association and sharing additional details about the upcoming Education Conference in Seattle. Candidates for officers for the upcoming year will also be presented to the general membership and posted on the chapter website at www.irwachapter4.org. The election of the 2012-13 officers will occur at our last chapter meeting of the season on May 9, 2012, at the Coast Bellevue Hotel.

I continue to gratefully serve as your president to assist us all in accomplishing our mission to "be the central authority for Right of Way Professionals, providing members with the tools they need to build and advance in their careers."

See you in Everett!

Jennifer D. Walker, SR/WA, Chapter 4 President

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Special points of interest:

- Crossword Fun
- Countdown to 2012
- SR/WA Recognition Breakfast
- Pictures of February & March Meetings
- Calendar of upcoming events

APRIL 2012

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11 Chapter Luncheon	12 C203 Alternative Dispute Resolution Portland, OR	13	14
15	16 C504 Computing Replacement housing Payments - Bellevue, WA	17	18	19	20	21
22	23	24	25	26 C603 Environ Cont Spokane, WA	27 C604 Env Due Dill Spokane, WA	28
29	30					

MAY 2012

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9 Chapter Meeting	10	11	12
	C421 Appraisal of Partial Acquistiions - Anchorage, AK					
13	14	15 C400 Principles of RE Appraisal Portland, OR	16	17	18	19
20	21	22	23 C700 Introduction to Property/Asset Management Fairbanks, AK	24	25	26
27	28	29	30	31 C900 Principles of Real Estate Engineering Fairbanks, AK		

Countdown

to 2012



People are registering in droves! Excitement is high! Are you ready for Seattle 2012?

Registration for the IRWA Education Conference is already 26% ahead of last year. The hotel is filling fast and more rooms have been added to our conference block. If you haven't yet registered for the conference, now is the time before rates go up again in less than a month. If you are planning

to stay in town, better get your room booked ASAP! And if you haven't raised your hand to volunteer, now is the time! Every member of our chapter and our region are encouraged to participate fully!

April 10th we will have our final on-site planning meeting with Jade Yoong and Daniel Stekol. If you've signed up to volunteer our group leaders will be tapping you on the shoulder to assist during specific

times. Please take a look at the list of course and education sessions now. The conference schedule is listed in Right of Way magazine and on the conference website. Let Pam and Kerri know which time slots you have open to help.

The international conference was last held in Seattle in 1981. Mike Rogers was president that year. Here is a little known fact, Chapter 4 has had a different president in each of our

60 years! Let's also get out the word to every past president of our chapter and give them a personal invitation to attend.

The International Education Conference will be a great success because of all of you. Thank you to each and every one who has stepped up!!!

Faith and Tom
2012 Conference
Co-Chairs



The Sidebar

Right of Access to Conduct Environmental Testing

by Marisa V. Lindell, Esq.
Graham & Dunn, PC
206-340-9639
mlindell@grahamdunn.com



Question: The property that we need for our project might be contaminated. How can we get access to the property to conduct a Phase II environmental assessment if the property owner refuses to give us access? *Anonymously Submitted.*

Answer: In general, the condemning agency has no right to require a property owner to provide access to property unless the condemning agency has legal title to the property or a legal right to possession and use. By taking title to or possession of the property before testing for contamination, the condemning agency loses the opportunity to abandon the property and walk away from it if it turns out that the property is contaminated to a degree that makes it economically infeasible to clean it up and construct the project. If the property owner refuses to grant the condemning agency access and if the condemning agency wants to test the property for contamination before taking title to or possession of the property, the condemn-

ing agency will have to file a condemnation action and seek entry under Civil Rule 34 of the court rules.

Under Civil Rule 34, once a condemnation action is filed the condemning agency can request access to the property in order to inspect, measure, survey, photograph, test or sample the property. The request for entry onto the property for this purpose can be served on the property owner at any time after the condemnation action is filed. The property owner will have 30 (and in some instances up to 40) days to respond to the request. If the property owner opposes the request, the condemning agency can make a motion to the court to compel the property owner to provide the requested access. Courts can be protective of property owners and may seek to limit access to only what is needed so be sure to include

Submit Future
Legal Questions
Pertaining to
Right-of-Way
Legal Matters to
Matthew Hansen, Esq.,
Graham & Dunn, PC,
Pier 70, 2801 Alaskan
Way ~ Suite 300,
Seattle, WA 98121
206-340-9595

or

mhansen@grahamdunn.com

a scope of work and the proposed dates/times for the testing so that you get all the access needed to fully assess the property. If it is possible that you may need access for additional or different testing once the preliminary test results are in, be sure to include that in your scope of work.

This article is intended for general informational purposes only. Because the author is an attorney licensed in Washington and some of the information in the article relates to legal topics, no attorney-client or other relationship is created between you, the author and or the author's law firm, if any. Do not consider the substance of this article as a substitute for obtaining legal advice from a qualified and licensed attorney. The general information contained in this article may change without notice and is not guaranteed to be complete, correct or up-to-date. The opinions expressed in the article are the opinions of the individual author and may not reflect the opinions of the firm or any individual attorney.

Sound Views

"Leaders encourage others to continue the quest and inspire others through courage and hope. Leaders give heart by visibly recognizing others' contributions to the common vision. With a thank you note, a smile, an award, and public praise, the leader lets others know how much they mean to the organization."

Kouzes & Posner

Way to go...

Pree Carpenter of Seattle Public Utilities for earning your SR/WA

Kudos to: Will Butterfield, Jefferson County Public Works and Mitch Legel, Universal Field Services for earning their SR/WA recertifications

**LESLIE
FINNIGAN**

has been
selected as
Region 7
Professional
of the year



CONGRATULATIONS

IRWA Leadership Training Session February 2012

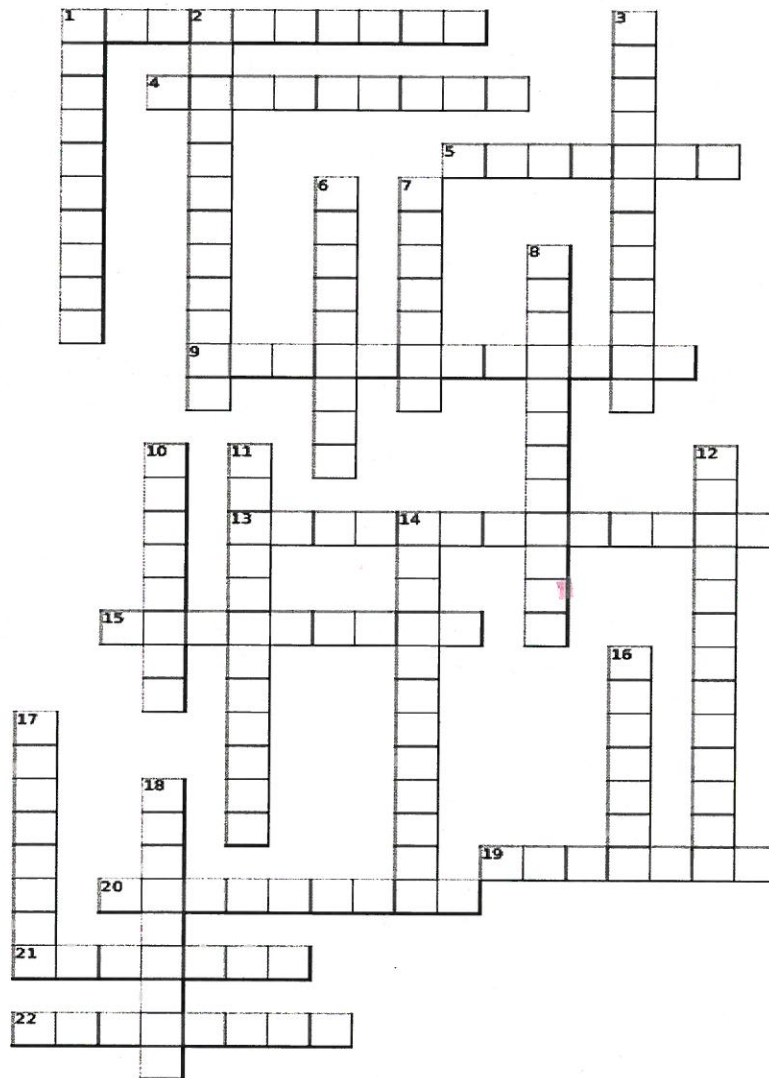
IRWA International President Randy A. Williams, SR/WA, MAI, FRICS pictured with our Chapter 4 attendees



Faith Roland Leslie Beard Johnnie Butler Kerri Wittman Pam Dittloff Mike Bulzomi
Brad Thomas Matt Hansen Tom Paine Jennifer Walker Chris Eldred Tom Stowe

Crossword Fun

(words & definitions taken from "Principles of Right of Way")



ACROSS

- 1 A state of being continued forever.
 4 Property held under tenure of lease.
 5 A personal privilege to do some act on the land of another.
 9 One of the causes of depreciation.
 13 The acquisition of a portion of a parcel of property.(2 words)
 15 A point of known elevation.
 19 A remainder of land so small or irregular that it usually has little or no economic value.
 20 A use concerning the whole community as distinguished from particular individuals. (2 words)
 21 A movable chattel.
 22 The age at which a person is entitled to handle his own affairs.

DOWN

- 1 At first sight (Latin). (2 words)
 2 The acquisition of property rights by an adverse user.
 3 The transfer of the title of land from one person to the immediately preceding owner.
 6 According to the value. (2 words)
 7 The loss in value to the remainder in a partial taking of a property.
 8 The general area where two or more highways join or cross.
 10 The degree of inclination of a road.
 11 A loss in value brought about by deterioration through ordinary wear and tear, action of the elements, or obsolescence.
 12 The inducement that moves a party to enter into a contract.
 14 Additions to raw lands tending to increase the value.
 16 A parcel of land comprising one square mile.
 17 A person who brings an action (legal).
 18 The process of estimating the market value of a specific parcel of real estate as of a given date.

Sound Views

IRWA Chapter 4 Puget Sound 2012 Projected Course Schedule

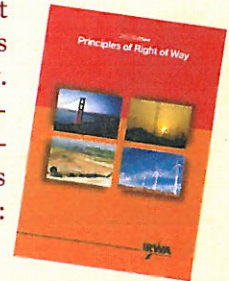
April 16-17, 2012	Course 504 Computing Replacement Housing Payments
June 10-13, 2012	2012 Education Conference - Seattle
July 9-10, 2012	Course 801 United States Land Titles
August 6, 2012	Course 901 Engineering Plan Development & Application
August 7, 2012	Course 902 Property Descriptions
Sept 11-13, 2012	Course 201 Communications in Real Estate Acquisition
October 8, 2012	Course 804 Skills of Expert Testimony
October 24, 2012	Course 403 Easement Valuation
November 2012	Course 506 Advanced Business Relocation
December 2012	No Course Scheduled

2013 Courses

January 2013	No Course Scheduled
February 2013	Course 421 The Valuation of Partial Acquisitions
March 2013	Course 700 Introduction to Property/Asset Management
April 2013	Course 900 Principles of Real Estate Engineering
May 2013	Course 400 Principles of Real Estate Appraisal

New Hardbound Edition Textbook Principles of Right of Way

IRWA is proud to present the completely revised 2012 edition of the Principles of Right of Way Textbook. This edition is printed as a hardbound, "desk reference" book, which still serves as the premier source for information on the right of way profession. Not only has the content been updated, but the formatting has also been brought up to current publication standards to make this resource more reader-friendly. For ease of use, the book's chapters have been reorganized to coincide with the order of topics as presented in IRWA's "Course 100: Principles of Land Acquisition."



Educational opportunities in other Region 7 chapters

March 28-29, 2012	C209 Dealing Effectively with Diverse Clientele - Helena, MT
March 29-30, 2012	C303 Managing the Consultant Process - Anchorage, AK
April 11-12, 2012	C203 Alternative Dispute Resolution - Portland, OR
April 26, 2012	C603 Understanding Environmental Contamination - Spokane, WA
April 27, 2012	C604 Environmental Due Diligence and Liability - Spokane, WA
May 7-10, 2012	C421 Appraisal of Partial Acquisitions - Anchorage, AK
May 15-16, 2012	C400 Principles of Real Estate Appraisal - Portland, OR
May 23-24, 2012	C700 Introduction to Property/Asset Management - Fairbanks, AK
May 31-June 1	C900 Principles of RE Engineering - Fairbanks, AK
July 17, 2012	C603 Understanding Environmental Contamination - Portland, OR
July 18, 2012	C604 Environmental Due Diligence and Liability - Portland, OR

COURTNEY T. DECIUS

FOUND TRANSIT

Senior Real Estate Agent / Senior Project Manager
 Born in Stanford, CA
 IRWA Member in San Francisco, CA since 2001



Education

Received Bachelors, Graduate and Post Graduate Degrees from University of California, in Bio Technology - After which taught Bio Sciences and Bio Chern for several years and developed FDA consulting business and Directed and Managed Start-Up Bio Tech Company re: Antioxidant Synthesis.

Commercial Real Estate: Director of Acquisitions in San Francisco Investment Group for many years in commercial real estate portfolio development.

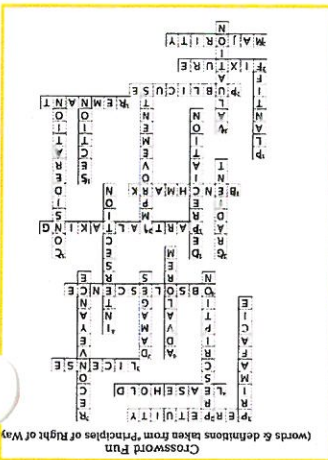
Right of Way and Redevelopment Consultant: Several years of experience as a consultant ROW project manager in San Francisco, CA for CALTRANS Bay Area Rapid Transit, CalTrain, SVRT (Santa Clara Valley Rapid Transit (BART South Bay)) and many Bay Area cities Redevelopment and Public Works projects.

Valley Transportation Authority, San Jose, CA: Real Estate Project manager for Bay Area Rapid Transit (BART) developed BART extension from Milpitas, CA (East Bay) through San Jose, CA up SF Peninsula to Santa Clara, CA. Consulted for California High Speed Rail preliminary planning with CalTrain Heavy commuter Rail SF Peninsula. Managed Real Estate acquisition and relocation re: Light Rail segments for VTA San Jose system.

Most Challenging Project: The most challenging project I have worked on would have to be Bay Area Rapid Transit. As so not because it is so large, however because it is an unusual structure of several Bay Area governments and agencies. Similar to Sound Transit in that area (local government) tax increment dollars are needed to support expansion to that respective jurisdiction, but different in that the subject agency or local government must also actually construct the project; of course with the guidance of BART engineering management. The result is a very convoluted mix of stakeholders and unwieldy decision-making process. Public transit encounters bureaucracy at every turn, however BART enjoyed the challenge of that element multiplied several times.

The **SR/WA Recognition Breakfast** will be held on June 12, 2012 from 7AM to 9AM in conjunction with the **Annual International Education Conference** in Seattle, WA. Those members who have been awarded their designation from May, 1st 2011 to April 30th, 2012 are eligible to receive special recognition at this event. They will be presented with a special recognition certificate.

Nikki Adams, Online Learning and Credentialing Coordinator will be sending a formal invitation via e-mail to all new SR/WA members soon. All they have to do is to RSVP if they will attend the event. For details, can contact Nikki at adams@irwaonline.org or at 310.538.0233, Ext. 138.



To participate in this event, SR/WA completion applications must be received at the Headquarters by April 15, 2012. Please note that all applications submitted previously and pending applications will be processed and those that qualify will be approved by April 30, 2012 to allow those who wish to attend the event to get recognized.

"Attitude is a little thing that makes a big difference."
Winston Churchill



Chapter 4 Executive Board Members

President

Jennifer D. Walker, SR/WA
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4301 South Pine St, Ste. 446
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(253) 798-7025
jennifer.walker@co.pierce.wa.us

Immediate Past President

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WSDOT
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cyndiwhelpley@yahoo.com

President Elect

Pam Dittloff, SR/WA
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dittlop@co.thurston.wa.us

Nominations, Elections & Special Awards

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mlegel@ufsrw.com

Vice President

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Graham & Dunn, PC
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Seattle WA 98121
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mhansen@grahamdunn.com

Professional Development Committee Chair

Christopher Eldred, SR/WA
Christopher Eldred & Associates
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brad.thomas@hdrinc.com

Secretary

Leslie Beaird, R/W-RAC
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Seattle WA 98104
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lbeaird@ufsrw.com

Membership Chair

Sonja Kraus
ROW Group
1913 6th Street
Kirdland WA 98033
(425) 577-2184
skraus@rowgroup.net

Committee Chairs

Website:	Lori Bryant	(206) 296-6579	lori.bryant@kingcounty.gov
Newsletter:	Kelli Larson	(360) 754-4998	larsonk@co.thurston.wa.us
Program:	Matt Hansen	(206) 340-9595	mhansen@grahammdunn.com
Reservations:	Marilynn Danby, SR/WA	(253) 476-6451	marilynn.danby@pse.com
Photographer:	Kristina Guzmanm SR/WA	(425) 673-5559	kguzman@ufsrw.com
Golf:	Greg Goodman	(425) 450-4040	ggoodman@absvaluation.com

February Meeting



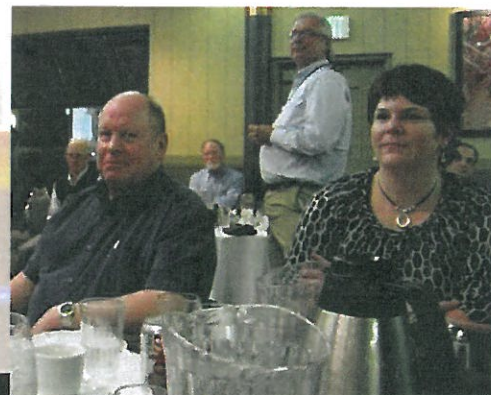
Dianna Nausley - WSDOT
Relocation Assistance, Program Support, & Local Agency Program Manager



Project of the year – Barbara Meekins and Steve Reinhart



Elizabeth Healy – FHWA



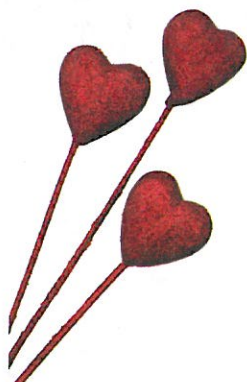
Mark Anderson & Danelle MacEwen



Michelle Talbot
receiving her SR/WA
plaque

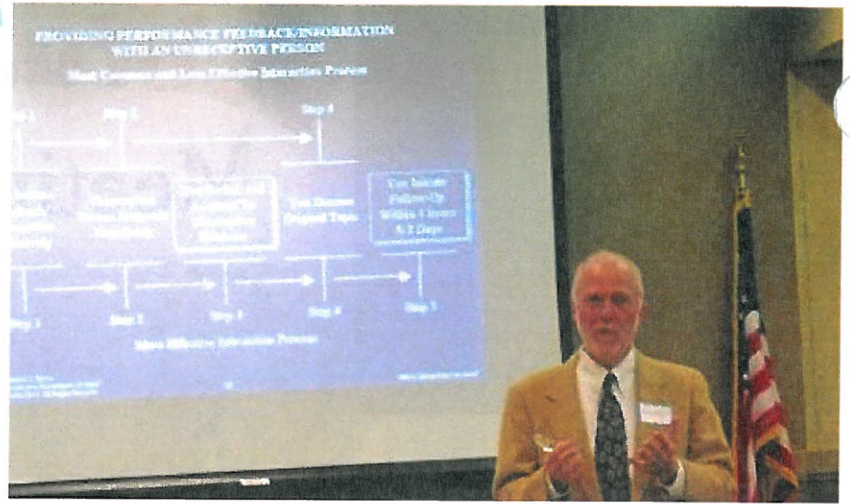


Megan Holt won the \$100
Education Voucher



Jim Prossick 50/50 winner

March Meeting



Guest Speaker, Dale Baron of Responsive Management Systems presenting "Being Effective with Unreceptive Persons".



Kristina Guzman, winner of the \$100 Education Voucher



Paula Ferreria and Laura Martin



Jennifer presenting the 50/50 winnings to a very surprised Tom Stowe



Scott and Leslie Beaird



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Sound Views

Meeting Information

General Membership Meetings are held the second Wednesday of each month at the Coast Bellevue Hotel located at 625 116th Avenue NE, Bellevue, WA. The Executive Board meeting begins at 4:00pm and all members are invited to attend. The General Membership Meeting begins at 5:30pm with sign-in and socializing. Dinner is served at 6:00pm - the program is presented as the meal is being finished. Reservations are required.

Looking Ahead

- WHAT:** IRWA Chapter 4 May General Membership Meeting
- WHEN:** Wednesday, May 9, 2012 - 5:30 Sign-in & Socializing - Dinner served at 6:00pm
(Board meeting is held @ 4:00pm in the Maple Room- everyone is invited)
- WHERE:** Coast Bellevue Hotel 625 116th Avenue NE Bellevue WA
- PROGRAM:** To Be Announced
- COST:** \$25.00 per person (Cash or check at the door - includes tax and tip)
- MENU:** To Be Announced
- RESERVATIONS:** Marilyn Danby at marilynn.danby@pse.com or 253.476.6451

LORI E. SAFER, MAI
Assistant Managing Director

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Principal Bellevue, Washington 98005
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Fax (425) 688-1819

mbrackett@absvaluation.com

Don't forget to mark your calendar and make your reservation!
2012 IRWA Educational Conference

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Sound Views

Have an idea for the Chapter 4 Newsletter???


Submit your articles, cartoons, and congratulations to larsonk@co.thurston.wa.us



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Public Project on Your Mind?



Condemnation and Real Estate Value Disputes
 Larry Smith, Jeffrey Beaver, Marisa Lindell and Matt Hansen

GRAHAM & DUNN PC
 Pier 70, 2801 Alaskan Way | Suite 300 | Seattle 98121-1128
condemnationlaw@grahamdunn.com | 206.624.8300




IRWA
 Learn. Lead. Advance.

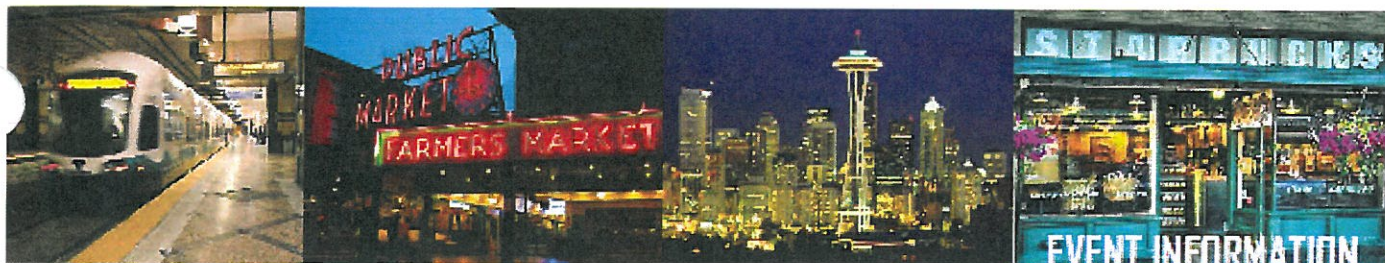


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Young Professionals Event

KICK-START YOUR CAREER

2012

Please join the IRWA Young Professionals at the Seattle Westin for a 3-Day Event Workshop (June 8-10, 2012) focused on Networking, Professional Development and Career Advancement.

LEADERS OF TOMORROW

Arrive in time Friday evening for a networking reception. Enjoy yourselves at this relaxing kick off to the Young Professionals Event and Network and with many of today's emerging leaders.

Peer-to-Peer

Saturday will be a full day of educational sessions designed especially for Young Professionals. Topics include ethics, leadership, credentialing, IRWA advancement, current industry trends. The program is designed to provide knowledge, generate interaction and develop leaders.

THE NEXT **BIG** STEP

The event isn't over yet! Come back on Sunday for more educational sessions and insights on how to get involved with the association. The YPE is done at noon, but stick around because your registration to the YPE also gives you access to the events held at the annual conference on **Sunday, June 10th**. Visit the expo hall, attend the Opening Ceremonies, and join the entire group at the Sunday evening networking reception. Meet the other 1000+ individuals who will be in attendance at the IRWA's biggest event.

EVENT INFORMATION

LOCATION

THE WESTIN SEATTLE
1900 Fifth Avenue
Seattle, WA 98101

REGISTRATION

Early Bird Registration:

Feb. I – May II: \$195

After May II: \$225

[Online Registration](#)

CONTACT

Daniel Chuong

Marketing Chair

E-mail: daniel.chuong@hdrinc.com

About The IRWA Young Professionals Network

This group is composed of individuals age 30 and under in the industry. The Young Professionals Group was created to assist in the continued learning, foster leadership among emerging professionals, and promote career advancement.





Contact

Michael Pattison
RWIEF
mike@pattisonappraisals.com
916-714-3010



When

Tuesday June 12, 2012 from 10:00 AM to 7:00

RWIEF
RIGHT OF WAY INTERNATIONAL
EDUCATION FOUNDATION

RAINIER CLASSIC Golf Tournament

THE GOLF CLUB AT NEWCASTLE

Where

The Golf Club at Newcastle, China Creek Course
15500 Six Penny Lane
Newcastle, WA 98059

In conjunction with the 58th Annual International Education Conference in Seattle, Washington, the Right of Way International Education Foundation (RWIEF) and the Canadian Right of Way Education Foundation (CRWEF) are holding their

16th Annual Golf Tournament. The Rainier Classic will be held at the Golf Club at Newcastle on June 12, 2012. The Golf Club at Newcastle is spread out across 350 acres and features breathtaking panoramic views of Lake Washington, Mt. Rainier, the Olympic and the Cascade Mountains, and the city of Seattle. The Golf Club at Newcastle features two championship, 18-hole public courses, extensive practice facilities and a 44,000-square-foot clubhouse, located approximately 25 minutes from the conference host hotel.

The tournament will be played on the China Creek Course, which combines mesmerizing views with a layout that provides challenge and variety for golfers of all abilities. Golf course architect Robert E. Cupp integrated the site's gently rolling terrain throughout the 6,632 yard course which encompasses five par 3's, nine par 4's and four par 5's with many natural preserved areas to add to the drama and excitement. Golfers will encounter undulations on several fairways and can anticipate well placed bunkers throughout the course. The superbly conditioned greens are sensational, promising true roll. Providing the backdrop to the 18th hole is Newcastle's spectacular clubhouse which one golf writer described as "worthy of English royalty".

The tournament is limited to 144 participants, and all proceeds are donated to the Education Foundations. Registration will begin at 11 a.m. with use of the range as well as chipping and putting contests before the 1:00 p.m. tee time. The fee to enter is \$125 and includes green fees, golf cart, boxed lunch, beverages, transportation to and from the conference host hotel as well as hors d'oeuvres following the tournament. A limited number of rental clubs will be available for \$50. Prizes will be given for closest to the pin on the par 3's, long drive for both men and women, as well as the top 3 places. A large raffle will also follow the event.

Sponsorship opportunities are also available for individuals, chapters or companies who wish to further support the goals of the Education Foundations. Sponsorships range from the Platinum level at \$2500, to sponsoring individual holes for \$300. All activities related to the tournament will be handled by the RWIEF, a 501-c-3 organization, which is a separate entity from IRWA.

Sunday June 10	Monday June 11	Tuesday June 12	Wednesday June 13
Registration 7:00 am - 6:30 pm Continental Breakfast (Int'l Committees) 7:00 am - 8:00 am Int'l Committee Meetings 8:00 am - noon First Time Attendees' Orientation 12:45 pm - 1:45 pm Exhibit Hall Open 11:00 am - 2:00 pm Opening Ceremony/Meeting of Members and Keynote Speaker Joe Calloway 2:00 pm - 4:00 pm Region Caucuses 4:00 pm - 5:30 pm Welcome Networking Reception 5:00 pm - 7:00 pm	Registration 7:00 am - 5:00 pm Continental Breakfast 7:00 am - 8:00 am Educational Sessions 8:00 am - 11:30 am Exhibit Hall Open 9:45 am - 11:30 am Awards Luncheon 11:45 am - 1:15 pm Educational Sessions 1:30 pm - 5:00 pm Exhibit Hall Open 1:30 pm - 5:00 pm Auction/Casino Night 6:00 pm - 10:00 pm	Registration 6:30 am - 5:00 pm SR/WA Recognition Breakfast and Featured Speaker 7:00 am - 9:00 am Educational Sessions 9:00 am - 12:00 pm Foundations Golf Tournament 10:00 am - 5:00 pm International Luncheon 11:30 am - 1:15 pm Educational Sessions 1:00 pm - 5:00 pm Incoming President's Reception 5:00 pm - 6:00 pm Sponsored Receptions 7:00 pm - 9:00 pm	Registration 7:00 am - noon Continental Breakfast 7:00 am - 8:00 am Finnegan Fun Run 7:00 am - 9:00 am Advisory Council Breakfast 7:30 am - 8:30 am Educational Sessions 8:00 am - 11:30 am Board of Directors Meeting 1:30 pm - 4:00 pm Installation Banquet Reception 6:00 pm - 7:00 pm Installation Banquet and Dance 7:00 pm - midnight

SCHEDULE OF EVENTS



Joe Calloway is a performance expert who helps companies align people, culture and strategy to drive results. Joe will be our Opening Ceremony Speaker

Michael Josephson,

a former lawyer, law professor, and successful businessman, is one of the nation's most respected and sought-after speakers and consultants in the field of ethics and character in business and the workplace. In 1993, Michael created CHARACTER COUNTS!, a character development strategy for youth based on universal ethical values called the Six Pillars of Character (trustworthiness, respect, responsibility, fairness, caring, and citizenship).



SR/WA Breakfast Speaker

!!! VOLUNTEER TODAY !!!
 Your participation will help to insure that we have a **successful 2012 Education Conference.**

