

Thank you, Wayne, for your response to my email. I understand your intent and think that both you and Kathie have the best interests of the IRWA at heart. A lot of work went into preparing the budget and I applaud those who put it together for their hard work and dedication. Sometimes committees get bogged down until someone puts a rough plan on paper. Then the plan is discussed and the rough edges are smoothed out by additional brainstorming, which in turn produces other ideas that flow from the inspiration of the original plan. That's how I see our budget. It starts out rough but eventually should get refined by input from members who know a lot more than I do about finances. (If I knew more about finances maybe my 401K would stop bleeding.)

My email yesterday was intended to put to rest some misconceptions about Kathie's questions regarding the proposed budget. It seemed to me that some people might misunderstand Kathie's intent and some were questioning her motives. I wanted to make sure that everyone understands that Kathie is a highly respected member of the IRWA, someone I am very proud to know and support. I would like for Kathie to consider running for an office in the International Right of Way organization. I think we need her style of conservatism in order to keep balance and avoid complacency in our organization.

Kathie's questions are aimed toward understanding the rationale behind the assumptions and projections that are outlined as dollars in the proposed budget. We all want assurance that our Leadership is showing fiscal responsibility. The current effort to promote the IRWA as the number one resource for right of way professionals is a good thing, but we also have to keep sight of our real purpose – to provide quality education and support for the professionals who have invested heavily in their own time and resources to make our organization what it is today. That's how we win and keep the respect of our customers and colleagues. We can increase our numbers but that increase must result in more dedicated and professional members whose purpose in joining is not only to increase their job opportunities but to also increase their professional right of way skills.

At this very moment our organization is losing valued members because of the sagging (or sinking) economy. I believe in my heart that we should be focusing on bringing the lost members back. We can never "replace" these lost members. They are unique and it saddens me to know that they are struggling to stay involved but can't afford, or would have to sacrifice family needs, to pay their dues. It is a fact that we need to spend money to keep our membership numbers up but we also have to be vigilant with our funds to keep the existing organization strong and focused.

Disclaimer: I have made others within the organization very angry at me over the past 4 years by standing up for what my Region wanted and for speaking my mind when I saw what I considered to be poor decisions being made. I don't want anyone to paint our Region or any member of my Region with my brush. Therefore I make this statement - these opinions are mine and do not necessarily represent those of my Region or its members.

Chris Banks, SRWA

IR/WA Region 1 Chair

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Please consider the environment before printing this email.

From: Wayne Goss [mailto:Wayne.Goss@shreveportla.gov]
Sent: Friday, May 07, 2010 6:40 AM
To: Banks Carolyn D (Chris)
Subject: Re: Response to your questions regarding the IRWA 2010-2011 Budget

Hi Chris (and everyone else?),

Thanks for your reply and let me provide a clarification right up front. If my earlier email carried a tone of a back-handed slap at Kathie for her opinions regarding the proposed budget, that was in no way my intent. I respect her research and conclusions and send her my own kudos for the obvious amount of time, effort and sincerity that went into her response. I admire anyone who will invest that amount of personal time to the organization.

My comments were directed more toward support of the 50-60 folks who were involved in development of the proposed budget who also, like Kathie, have the best interests of the IRWA foremost in their minds. As I alluded to earlier, that are parts and pieces of the proposal that I take at least some issue with, but I think that overall, and without the benefit of a crystal ball, it's an attempt to fund most of our forward-looking ideas and, while it's not reflected in the budget document, look for ways to reduce some of our expenses and aim for cost savings in what we do move forward with.

If you'll recall, a couple of years ago, I was the one publicly questioning our budgeting process, although without nearly the detailed research as Kathie has obviously undertaken. That's why I say I respect the time and effort she's expended in her project and her willingness to express her opinions on what she's discovered.

I think inquiring about matters such as the budget proposal is a good thing, assuring that no one produces a proposal that is questionable just because they think no one is watching. One of the big benefits I see of including more folks on a Governing Council is that power and authority are spread out to a much larger group that virtually precludes any "Us vs. Them" scenario.

In conclusion, I will re-state my opinion that I respect and support the consensus of the large group involved in formulating the proposed budget, I encourage members like Kathie to continue monitoring the process, and I'm sure the Governing Council will invite anyone to provide suggestions on ways to improve the budgeting process as we move forward.

Also like Kathie, this is my final epistle about this.

Thanks for reading if you stayed awake 'til the end and I look forward to seeing everyone in Calgary soon....

Wayne

>>> "Banks Carolyn D (Chris)" <Chris.Banks@srpnet.com> 5/6/2010 3:43 PM >>>

Good Afternoon, Everyone,

Wayne, since you were kind enough to ask and to include me on your email - I will step up to the soapbox. Feel free to forward this to anyone you think might want to get even with me. :-)

For the purpose of stopping a huge number of people hitting the "Reply All" button and overloading everyone's inboxes, I put the email list in the BCC category. **If anyone replies to me and wants everyone else to see it, I will post it on Region 1's website for all to read. If you want it kept private, please tell me.**

Let me begin by telling you a little about the person who is questioning these budget items. Kathie Sholly, SRWA, RW-AMC, is a dedicated, loyal and very active member of the IRWA in **Region 1** and

has been a member of the IRWA for over 23 years. She has been involved in the real estate and right of way industries for more than 30 years. Kathie has served on the Executive Boards of both Kachina Chapter 28 (Phoenix) and Saguaro Chapter 73 (Tucson) and has twice been the recipient of the Special Services Award from Kachina Chapter 28. She has worked hard to promote the IRWA and recruit new members in Arizona and has earned the respect of her peers. She has no hidden motives or ambitions and is encouraging us to practice conservative budgeting policies that will allow us to continue operating during an uncertain economy by resisting the urge to gamble with the reserves that we have worked so hard to acquire. Her focus is on retaining the resources need to provide the services needed by our members. I don't see that as a bad thing. Would it hurt us to weather the storm by being more conservative? I don't know - I have no way to see into the future and educated guesses are just that - guesses.

Region 1 members have a reputation for questioning the status quo and the motives behind decisions being taken by their leaders (and I am among those who are being questioned so I am definitely not excluding myself). Sandy Grigg suggested that she ask me about the business strategy that went into this year's budget. Kathie did ask me. I am not a financial analyst and must rely on the expertise of our Finance Committee and the IEC. Therefore, I suggested that she address those questions directly to them.

Sometimes, questions such as these create a hostile response from those who worked so diligently to do what they think is the right thing. However, we should welcome those questions because they come from those people who will be both directly and indirectly affected by these plans and decisions. Her questions regarding the proposed budget reflect those concerns that many members in our organization have expressed. I applaud her dedication to the organization, and I admire her resilience (and bravado) and for standing up and asking these questions. It takes a lot of intestinal fortitude to make a stand for what we believe in especially when what we believe is contrary to what our leaders are telling us. And it hurts to be the recipient of criticism for doing what you think is right - I experienced quite a bit of that since taking on the job of Vice Chair and now Chair of Region 1. I applaud Kathie for taking the time to study the proposed budget. I honestly believe that her concern is not just for the organization as a whole, but for the chapters and the individual members who make up the chapters. Whether we believe that her opinions have merit, or we disagree, it is our job as members of the Governing Council of the IRWA to take her concerns seriously and answer her questions truthfully.

For those of you who haven't seen these questions that Kathie is asking, they are attached and I urge you to read them and digest them. At the Region 1 Forum a few of these questions were already asked and Mark Rieck responded to them. The proposed budget is posted on the HQ website as well as on the Region 1 website. The budget will be presented to us at the Region caucuses in Calgary and the Directors will be asked to approve it. It is critical that we remain informed so that we can make intelligent decisions.

My favorite bumper sticker reads, "A Closed Mind is a Wonderful Thing to Lose" and hopefully I have lost mine.?

Chris Banks, SRWA

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Please consider the environment before printing this email.

From: Wayne Goss [mailto:Wayne.Goss@shreveportla.gov]

Sent: Thursday, May 06, 2010 7:22 AM

To: Lory Johnson; Jose' (Joe) Pena; Debbie Herrera; Kelli McMahon; Greg Cook; Sharon Yates; Kevin Stout; Wayne Goss; Mark Brodt; Rick Doehne

Cc: Keith Core; Steve Beck; Ana Rausch; 'Georgia Snodgrass'

Subject: Fwd: RE: Response to your questions regarding the IRWA 2010-2011 Budget

All,

Please look over the attached and I encourage you to comment back with opinions and/or comments. It's a kind of a long read, but there are issues that go to the heart of our Association and elicit strong feelings on both sides of the matter.

My personal opinion is that while the proposed budget may not be perfect, no one can see far into the future and we cannot afford to sit back and remain in the status quo if we are to advance the organization into the future, **WHATEVER** it may bring.

At our last Region Chair/IEC meeting, it was stressed that the budget is based on certain assumptions, along with educated guesses, about future trends. If it turns out that some of these trends don't follow the expectations, adjustments will be made to respond to the new conditions. In short, the budget was prepared to allow us to implement, to the best of our ability, the master plan for several components of the organization while leaving some "wiggle room" to adjust if it becomes necessary. As I mentioned, it's my opinion that we can't give up and freeze the progress of moving the IRWA into the future based on uncertainty about what's going to happen with the economy.

I'm a little conservative by nature, but feel that even if the current plans don't allow us to operate in the black all the time, the fairly substantial reserves we've managed to accumulate the last couple of years will keep us out of serious trouble while adjustments are made to address any shortfalls. Most of us realize we're not in business to turn a profit and that anything over what it takes to responsibly manage the Association should and is being plowed back into the organization to provide future benefits to our members.

I'll get off my soapbox for now, but will be glad to discuss any comment any of you may have.

Thanks,

Wayne