Rocky Mountain Chapter

Association for Talent Development

2016 Annual Report

Robin Doss

President

08

**Fall**



**2016 Annual Report**

**Rocky Mountain Chapter**

**Association for Talent Development**

 **(ATD-RMC)**

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# President’s Letter

Dear ATD Rocky Mountain Chapter Members,

The Board of Directors of the ATD Rocky Mountain Chapter produces an annual report for our membership. It is my pleasure to review the highlights of the year with you that include the following events and accomplishments:

* Maintained 100% CARE compliance that is in line with ATD requirements
* ATD Recognition
	+ Chapter Excellence Award
		- Awarded for advancing the profession through CPLP through the now famous CPLP Virtual Study group started by President Elect, Yvonne Bogard
	+ Chapter of the Month, August, 2016
		- Awarded for our Sharing Our Success submission on best practices for finding an excellent VP of Finance for the chapter, a practice implemented by Past President, Rebecca Magnotta
	+ Super Star Chapter
		- Awarded for meeting all CARE requirements and having more than 50% of our members be joint members with ATD National
* Partnerships
	+ Continued building relationships with other Colorado ATD Chapters to share best practices and host ICE 2016
	+ Continued annual partnership with International Coach Federation-Colorado and the National Speakers Association to network, cross-promote and share best practices
	+ Partnered with Randy Emelo and River Software to host a Social Learning Program allowing chapter members to connect and build mentoring groups and relationships virtually

Our Rocky Mountain Board of Directors are a very hard working, hands-on governing body. We pursued new programs and services in order to provide exceptional professional development to our membership. We have built the strength of our board bench with experienced volunteers and elected leaders with outstanding skills for 2017. We look forward to everything our new 2017 board will create.

Our former board member, Rebecca Magnotta, is stepping down from officially serving on the board after 5 years of service. Rebecca, known to most as Becky, was ATD-RMC’s 2014 President and served as the ICE Volunteer Director in 2016. Other esteemed roles include membership volunteer, VP of Marketing, President Elect, Past President in 2015 and for part of 2016 while our past president, Michele Padilla was on maternity leave. Becky has always been keen to step up and support the chapter however has been needed. She’s created a strong legacy for the chapter, including several awards, and we’re so grateful for her service.

Barbara Shaw, former VP of Programs, also stepped down after a wonderful year of service to the board. She gathered a professional and engaging slate of speakers and instituted some excellent practices in programming. We are grateful for her service and wish her well as she continues in her endeavors.

Lastly, our Chapter Administrator, Glenda Hinz, provides a professional face for our organization with daily interaction with both the membership and board of directors. We thank her for her commitment to quality and customer service.

We’ve also enjoyed the increased volunteer efforts of many chapter members this year, who have stepped up in various ways to support long-term and short term projects, as well as our events. We are so grateful to all who volunteer to make our chapter what it is.

In accordance with the ATD operating requirements, I submit this Annual Report for the 2016 program year.

Respectfully,

Robin Doss, President 2016

ATD-Rocky Mountain Chapter

# Board of Directors Report

Robin Doss, President

**CARE** (Chapter Affiliation Requirements)

In 2016 the Rocky Mountain Chapter complied **100%** with all requirements of the CARE report this year, making this 9 out of 10 years.

ATD Chapter Affiliation Requirements (CARE) are a set of performance guidelines designed to help chapters deliver consistent benefits to members. CARE consists of elements in five key areas that are necessary for running a chapter like a business:

* administration
* financial
* membership
* professional development
* communication

**2016 Plan**

The 2016 vision was Engagement, Growth, Fun. We aimed to engage our current and future members by connecting with everyone during ICE and through robust programming throughout the year. We also focused on engaging volunteers and board members to create a strong chapter by members, for members. In the area of growth, we aimed to grow the membership of the chapter through engagement, and grow the strength of the board by restructuring the board to provide more committee support for each board member so the board would be capable of doing even more to serve the chapter. We also focused on board professional and leadership development. Finally, we wanted to make it FUN. We hope all members and volunteers enjoy their participation and involvement with ATD-RMC. Engagement, Growth, and Fun continue to be objectives, but that focus in 2016 contributed to the development of more programs, the restructuring of our approach to board onboarding and development, an increase in volunteer participation, great success with hosting ICE, and a whole lot of fun while we did it!

The following goals were addressed during 2016:

* Increase Member Engagement – Attract and Retain Members through membership engagement events, enticing programming, and more opportunities to volunteer
* Restructure board and volunteer approach to increase board support, reduce burnout, increase reach, and build succession planning
* Increase opportunities to engage with the chapter and volunteer
* Provide more board and volunteer onboarding, training, and support materials
* Deliver relevant programs - align with competencies & member requests
* Attract, engage and support learning professionals
* 100% CARE compliant
* Award-Winning

**Professional Development**

This year Barbara Shaw began the year by planning monthly workshops on innovative topics. As she transitioned the role to Nathan Singsen, he took over adding some engaging programming to the schedule, as well as planning additional member engagement and networking events before, during, and after ICE, and throughout the rest of the year. We focused our programming on member requests and the ATD Competency model and featured a fall leadership series.

We hosted 14 chapter events this year with an excellent attendance rate of twenty-six (26) people per month which includes both members and non-members. For the third year in a row, we had an outstanding turnout at our Mix and Mingle event that we co-sponsor with the International Coaching Federation and the National Speakers Association.

Besides our monthly programs, this year we hosted three virtual programs. We did not have a VP in this area and with the additional programming offered, we were not able to put as much focus in this area. We are transitioning in a new VP of Programming right now and we will start putting more focus on virtual programming in the second half of 2017. We have also discussed partnering with other Colorado chapters in their virtual programming. The programs we offered this year covered social learning and mentoring, gamification, and tips to conducting fabulous virtual webinars.

**Finances**

Megan Flori issued monthly financial reports, filed our 2016 tax return, sought outside counsel for a financial audit, and provided suggestions to increase our revenue and maintain a healthy operating and savings accounts. It was a very successful year from a financial standpoint. Some highlights for the year:

* Our cash balance year over year grew from approximately $30,700 to $32,000, a 4% increase.
* We had a net income of approximately $1,400 for the year ended December 31, 2016.
* Anticipated revenues were not as high as budgeted; approximately $25,500 actual compared to approximately $28,400 budgeted.
* However, expenses were also lower than budgeted, approximately $24,200 actual compared to approximately $28,400 budgeted.

**Membership**

As of December 31, 2016, our total membership was 176. In addition, 60% of our members are also members of ATD National, well above the 35% minimum requirement. We had a focus on engaging members and attracting new members during ICE and provided extra events before, during, and after the conference to introduce non-members to the chapter, and to provide extra opportunities for current members to network with fellow members and talent development professionals. We have also sought to engage members through increased opportunities to get involved with the chapter.

**Chapter Awards**

In 2016, the chapter received three awards: The Chapter Super Star Award, the Chapter Excellence Award, and Chapter of the Month in August.

The Chapter Super Star Award was awarded for 100% CARE Compliance along with more than 50% joint membership between ATD-RMC and ATD National. The Chapter Excellence Award was awarded for advancing the profession through the CPLP. This was accomplished through the development and implementation of the CPLP Virtual Study Group, spearheaded by Yvonne Bogard. She developed the group in partnership with the Piedmont Chapter in North Carolina, and since its inception, it has grown to serve many ATD-RMC members, as well as ATD members across the country as they study for the CPLP. Last but not least, we were named Chapter of the Month in August of 2016. This award was granted for the strategic approach and partnership we took to find our VPs of Finance, a practice implemented by Rebecca Magnotta during her 2014 presidency. Within the past few years, Rocky Mountain Chapter has exploded into an award-winning chapter and we plan to continue this legacy next year and beyond.

**CHIP Revenue**

In addition, we significantly increased our ChIP (Chapter Incentive Program) revenue in 2016 through increased marketing efforts. Last year, the chapter received $1,744 in ChIP revenue for the year. However, this year we received $8,261 in ChIP revenue simply from our chapter members entering our CHIP number **CH6046** when purchasing ATD resources or attend ATD trainings. That is an increase of 472% over last year.

Thank you for remembering your chapter and helping us with this additional revenue. It has allowed us to increase programming and offer more discounts, incentives, and gifts to our membership.

**Volunteer Engagement**

In 2016, RMC put a special emphasis on recruiting volunteers for larger projects and long-term engagements, with the intent to increase member participation in the chapter, build for succession planning, and create more capacity for the organization as a whole. Sue Fody, our VP of Volunteer Engagement had a list of 94 interested members that she emailed every month with various opportunities. Of those volunteers who participated in long-term projects, three have become board members for 2017, and several others continue to support the board and chapter capacity greatly on an ongoing basis.

**Sponsorship**

Yvonne Bogard updated our Sponsorship Brochure this year, updating our different levels of sponsorship and making the information available on our website. Although we did not have a VP of Sponsorship, or a focus in this area, ATD-RMC brought in $325.00 in sponsorships in 2016 from our generous sponsors.

**Communication & Social Media**

This year we transitioned to a new VP of Communication and decided to combine Communications and Social Media, with the thought that excellent communications strategies will include social media. With that in mind, chapter communications were consistent throughout the year with ezines promoting monthly programs and webinars, in addition to extra volunteer training and planning communications for the International Conference and Expo. Our monthly newsletters focused on volunteerism, the President’s Message, and other pertinent ATD topics.

In 2016 we continued to use HootSuiteto make chapter promotions and communications more often to reach a wider audience. We have also continued to stay in touch with our membership through the use of LinkedIn, Facebook and Twitter and have used these social media platforms for more event and program marketing.

**Technology**

Our VP of Technology, Nathan Glover, had to resign at the beginning of the year due to the high demands of an exciting new job. He had been a very active and involved board member who was pursuing many different technology goals at the beginning of the year. Unfortunately, we were not able to continue pursuing many of those goals without his time, leadership, and savvy in the technology area. We also made the decision to change direction on the goal around converting the webpage to WordPress due to the advantages of connecting to ATD National through the Wild Apricot platform we currently use.

In 2016, Yvonne Bogard stepped up to fill in the gaps around technology while also maintaining her other board responsibilities. She worked with a few vital technology volunteers who, along with our fabulous chapter administrator, Glenda Hinz, helped us maintain the website and take care of the needed technology administration. This team managed and maintained all the most up to date information on the website, which is most important as it allows ATD-RMC to best communicate all the latest information with its members and volunteers. We are fortunate to have Ginger Nichols stepping into the role of VP of Technology for 2017 so we look forward to getting back on track with some of our more proactive technology goals.

**Other Chapter Endeavors**

**CPLP Virtual Study Group**

Yvonne Bogard continued to manage the chapter’s first successful CPLP virtual study group serving all Colorado and Wyoming chapters to pass the Knowledge Exam. In 2016 ATD-RMC co-hosted two CPLP virtual study group cohorts among three chapters and in 2017 ATD-RMC plans to co-host three cohorts among five chapters, so the program continues to grow! ATD-RMC continues to look for a VP of CPLP to carry on Yvonne’s legacy, though the vision of sustainability is already in motion as there are new cohort leaders who will be leading the three cohorts in 2017. Yvonne was honored to accept a Chapter Excellence Award in 2016 on behalf of ATD-RMC for the success of the CPLP Virtual Study Group, and she also spoke for a second year in a row at the Chapter Leaders Conference in Washington, D.C. on the value and best practices of creating a chapter CPLP Study Group.

**Host of 2016 ATD International Conference and Expo**

In May of 2016, ATD-RMC had the honor of being the hosting chapter for ATD’s International Conference and Expo (ICE). 10,000 talent development professionals from all over the world attended the conference, and as the host, ATD-RMC was responsible for recruiting, organizing, training, and managing all of the 300+ volunteers for the conference. ATD-RMC Past President, Rebecca Magnotta, led the effort as the ICE Volunteer Director, and along with some fabulous volunteers from ATD-RMC, the Pikes Peak, and the Northern Rockies Chapters, the committee pulled off very smooth volunteer support of an excellent conference.

# 2016 Board of Directors and Chapter Administrator

**Board of Directors 2015**

Robin Doss, President

Michele Padilla, Past President

Yvonne Bogard, President Elect

Megan Flori, Vice President Finance/Treasurer

Nathan Singsen, Vice President Professional Development

Stephanie Lang, Vice President Communications & Social Media

Yvonne Bogard, Vice President Technology

Sue Fody, Vice President Volunteer Relations

Yvonne Bogard, Vice President Virtual Programs

Rebecca Magnotta, ICE Volunteer Director & Member At Large

Open Positions: VP of Membership and VP of Sponsorship

**Chapter Administrator:**

Glenda Hinz

# Professional Development Report

Submitted by Nathan Singsen, VP of Programming

2016 saw ATD RMC again deliver an impactful and well-attended professional development line up with a minimum of one event every month of the year. We hosted a wide variety of speakers, held several productive networking events, and put on a fall leadership series all while supporting the ATD ICE conference in late May.

In March, Nathan Singsen took over the VP of Professional Development role from the previous VP, Barbara Shaw. In 2016 ATD-RMC delivered programs on topics ranging from mindfulness, to gamification, personal effectiveness, instructional design and more. In addition, also we held three virtual programs on virtual content strategy, gamification, and mentoring. We selected our topics based on the 2015 annual survey on members’ areas of professional development interest. This tactic paid dividends with an average attendance at our monthly programs of 26 people and an average feedback score of 4+. Our highest-attended programs outside of our networking events were on modern mentoring, mastering the mind to unlock organizational performance and accountability in learning and development, each with greater than 26 attendees.

Our four networking events (two in May around ICE, one in June and one in August) validated that our members look to ATD RMC as a preferred venue to make professional connections and expand their network. We were very proud of the after ICE happy hour networking we threw to attract national members who were not also chapter members. As a means to drive our increased focus on new members, we invited over 100 prospective members to the Four Seasons Hotel, free of charge and followed up several weeks later with a picnic to further engage those them. In addition, our August joint happy hour event with National Speakers Association and International Coach Federation boasted our highest attendance of any event of the year with more than 40 attendees. Many of our members created valuable new connections with individuals at these events.

For 2016, the membership’s interest in professional development around ATD’s communities of practice were ranked as follows:

|  |  |
| --- | --- |
| Area of Practice | Months Addressed |
| Evaluating Learning Impact | April |
| Learning Technology | February, June |
| Managing Learning Programs | April |
| Instructional Design | October |
| Coaching | February |
| Change Management | October |
| Performance Improvement | March |
| Training Delivery | January, July |
| Integrated Talent Management | November |
| Knowledge Management |  |

We again conducted the member survey in 2016 to gauge our members’ areas of interest and will use that information to guide our 2017 programming lineup. In 2017, we will look for new interesting ways to engage our members including workshops, road shows and other formats that provide variety.

In 2016, most of our monthly programs were held at the Boardroom Executive suites. While this is an economical, centrally located venue, through a member connection, we have identified some no cost meeting space where we can hold at least half of our monthly programs. The removal of the meeting room expense will be a big help to the overall programming budget.

In 2017 ATD-RMC will have a new VP of Professional Development, Ms. Jean Eckhoff as Nathan Singsen transitions to the Community Partnerships role. We are looking forward to Jean’s ability to build an engaging line up that delivers real value to our members.

**2016 Summary of Programs**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Month** | **Speaker** | **Program** | **Registrants** | **Total Monthly Expenses** | **Total Monthly Revenue** |
| Jan | Marian Rothschild | Increase Influence with A Polished, Put-Together, Professional Presence | 19 |  $239.40  |  $437.75  |
| Feb | Randy Emelo | Are You Ready for Modern Mentoring? | 26 |  $525.65  |  $620.00  |
| Mar | Marissa Afton | Mastering the Mind to Enhance Organizational Performance | 26 |  $376.60  |  $440.00  |
| Apr | Paul Gibbons | Accountability in L&D: Changing and Measuring Behaviors | 33 |  $636.45  |  $918.00  |
| May | N/A  | May Networking Event | 26 |   |   |
|   |   | After ICE Happy Hour | 100 |   |   |
|   |   | Total | 126 |  $2,871.72  |  $541.00  |
| Jun | Anders Grondstadt | Gamification and Online Video Trends in Learning | 32 |  |  |
|  | N/A | Get to Know Your RMC Board Picnic | 19 |  |  |
|  |  | Total | 51 |  $529.15  |  $560.00  |
| Jul | Sherri Jevons | Improve Your Executive Impact: Get to Yes in Ten Minutes or Less | 21 |  $421.15  |  $628.33  |
| Aug | N/A | Joint RMC/ISF/NSA Networking | 40 |  $-  |  $1,520.00  |
| Sep | Will Matthews | What Makes 'Em Tick and What Ticks 'Em Off! Build Increased Rapport for Better Teams and Stronger Business Results | 16 |  $383.93  |  $530.00  |
| Oct | Bill Benjamin | Performing Under Pressure: Doing Your Best When It Matters Most | 25 |  $1,520.27  |  $292.51  |
| Nov | Chris Hutchinson | The Amazing Power of Outcome-Based Thinking | 16 |  $431.70  |   |
| Dec | N/A | Holiday Party | 36 |  $1,261.35  |  |
|  |  | 2016 Total | 435 |  $9,197.37  |  $6,487.59  |

# Membership Report

Submitted by Michele Padilla, Past President

As 2016 comes to a close, the Rocky Mountain Chapter has a total of 176 members. Officially, we are down 4 members over last year, but since this is such a small number, we maintain that we are flat to last year.

We have had a gap in leadership around Membership for the past two years, causing the rest of the board to step in and support this area as much as possible. That has had an impact on the board’s ability to carry out some of the membership initiatives we would have liked to do to support membership growth, but in spite of it all, we remain committed to our members and actively engage our members through compelling monthly programs and opportunities to participate in the chapter, which is a testament to the value that we offer our members. Additionally, as the host city for ICE, our board and volunteers worked diligently to welcome new members. We did see an uptick in memberships from ICE as well as our participation in membership purchases from the ATD store.

Prior, during, and post ICE, the chapter welcomed new, current, and past members to join us for introductory networking events in combination with volunteer fairs with the desire to orient new members with leadership, other members, and volunteer opportunities. Toward the end of the year, our chapter implemented a “hospitality volunteer” at monthly meetings to greet and introduce new members or first time attendees to other members at the program to make people feel welcome at all of our programs.

We ended 2016 with 60% our members having joint membership in both the Rocky Mountain Chapter and ATD National. This is an increase over last year and we continue to increase our joint membership year over year.

# Volunteer Engagement Report

Submitted by Sue Fody, Vice President Volunteer Engagement

**2016 Summary Report for the Volunteer Committee**

Number of volunteers:

|  |  |  |
| --- | --- | --- |
| On the 2016 list, receiving monthly requests | 94 |  |
| Unique individuals who covered meeting responsibilities | 17 |  |
| Volunteered for special projects | 13 |  |
| Recruited from the outside for board positions | 3 | Megan, Nathan, Shawn |
| Transitioned from volunteers to the board | 3 | Stephanie, Ginger, Jean |

**2016 Summary Report for the Volunteer Committee**

In 2016, there was a 12% decrease of volunteers receiving monthly email requests soliciting help for the chapter meetings and chapter projects. Out of these requests, 17 individuals donated their time to the chapter during monthly meetings.

In 2016, the chapter strategy included recruiting members for small projects, with the intent on gauging interest for increasing involvement in more permanent chapter roles. This increased from 2 volunteers in 2015 to 13 volunteers in 2016. This year three of those volunteers transitioned to board roles.

During each monthly meeting, volunteers are thanked as a whole for their time and expertise. The registration table volunteers are thanked by name and given a token of appreciation (usually an ATD notepad) for their efforts. They have also registered for the monthly event at a discounted rate. At the 2016 annual holiday party, each volunteer was honored with a publicly acknowledged certificate of appreciation. Those who put in more than five hours were additionally awarded with a $20 amazon gift card.

# Sponsorship Report

Submitted by Robin Doss, President

We did not have a VP of Sponsorship so there was not a lot of proactive searching for sponsorships in 2016. However, Yvonne Bogard did lead the charge on updating our sponsorship packet and getting new information printed and on our website. Sponsors in 2016 included: Powers Resource Center, and Collaborative Action. Sponsorships brought in $325.00 of revenue to the chapter in 2015.

We have found a new VP of Sponsorship for 2017 and look forward to much progress in this area.

# Technology Report

Submitted by Yvonne Bogard, President Elect

The former VP Technology, Nathan Glover, had to resign his Board during first quarter of 2016 due to a new job which proved to be very demanding so. Technology volunteers were utilized to post events, update webpages on the Wild Apricot chapter website, and re-establish Google Analytics. I filled in the technology gaps as needed through the remainder of the year such as maintaining the GoDaddy 10 email accounts. Our chapter administrator, Glenda Hinz, also helped us maintain our event postings on Wild Apricot.

As a result of the leadership gap, the plans and goals for 2016 did not get implemented as planned. For example, the proposed Responsive Website Prototype that had been developed in WordPress did not move forward. The prototype code was requested but not provided to the chapter.

The chapter will continue to use Wild Apricot for membership/contact management, events, website content. No further plans to use WordPress are being considered.

We did maintain all up to date information on the website, and added additional pages about the CPLP Virtual Study Group and Scholarship information, for example; along with a Board Members Only page that offers all the quick facts, handbooks, information and links any ATD-RMC board member will need to learn to perform their board duties. In spite of not having a VP of Technology, between our technology volunteers, our chapter administrator, and myself, we were able to keep the website and all pertinent information up to date. One of the technology volunteers, Ginger Nichols, has stepped into the role of VP of Technology for 2017 and we’re looking forward to her getting us back up to speed on our technology goals and endeavors.

Finally, to update on the ATD-RMC jobs board: there were over a dozen jobs throughout the year to feature exclusively to our members.

# Communication & Social Media Report

Submitted by Stephanie Lang, VP of Communications & Social Media

This year we began strong with our communications and continued throughout the year, although we experienced unexpected turnover in this position mid-year. In August 2016, the VP of Communications role transitioned from Christine Testolini to Stephanie Lang. Additionally, the VP of Social Media role was merged with the VP of Communications role.

Chapter communications was consistent throughout the year with the monthly newsletters that focused on the President’s Message, special announcements, opportunities for learning, articles from our sponsors and information about ATD power membership. In addition to monthly newsletters, monthly event emails were sent to highlight upcoming monthly ATD-RMC chapter events.

During 2016, we had an average of 1040 active contacts. Our overall email open rate was 27.27%, of which, 28.83% of emails were opened on mobile devices and 71.17% of emails were opened on desktop computers. Our click through rate was 14.00%.

In addition to email communications, Social Media platforms, Facebook and Twitter, were used as avenues to communicate ATD-RMC events such as monthly meetings and networking events. LinkedIn was used as an online professional community group for ATD-RMC members. The group consisted of 639 members, who were able to share Talent Development resources with peers.

ATD-RMC’s Social Media Links:

Facebook: <https://www.facebook.com/atdrmc/>

Twitter: <https://twitter.com/atdrmc>

LinkedIn: <https://www.linkedin.com/groups/99819>

According to Hootsuite Analytics, in 2016, ATD-RMC’s Facebook page increased by 31 *fans* to a total 144 *fans*. ATD-RMC’s engagement score for the year was 94, which accounted for 32 *reactions*, 1 *comment* and 61 *shares*. In 2016, ATD-RMC’s Twitter account increased by 63 *followers* to a total of 680 *followers*. ATD-RMC’s Twitter’s engagement score for the year was 29, which accounted for 2 *quotes*, 11 *retweets*, and 16 *likes*.

In terms of social media strategy, in 2016, social media platforms were used to communicate monthly meetings and networking events. In 2017, we have an ATD-RMC volunteer, Helena Karchere, a social media subject matter expert, who will be devising a social media strategy for our chapter. The social media plan will be tailored to support ATD-RMC’s 2017 goals and the individual goals of our chapter board.

# 2016 Income and Expense

Submitted by Megan Flori, VP of Finance

 It was a very successful year from a financial standpoint. Some highlights for the year:

* Our cash balance year over year grew from approximately $30,700 to $32,000, a 4% increase.
* We had a net income of approximately $1,400 for the year ended December 31, 2016.
* Anticipated revenues were not as high as budgeted; approximately $25,500 actual compared to approximately $28,400 budgeted.
* However, expenses were also lower than budgeted, approximately $24,200 actual compared to approximately $28,400 budgeted.





# Other Areas of Focus

Submitted by Robin Doss, President

## CPLP Virtual Study Group

Submitted by Yvonne Bogard, President Elect and VP of CPLP Study Group

In 2016, Rocky Mountain Chapter (RMC) hosted two CPLP virtual study group cohorts among three chapters (RMC, Piedmont, West Virginia), one cohort in spring (six participants) and one cohort in summer (nine participants of which one was international). Many of the cohort participants have now earned their CPLP. Some participants dropped or have postponed their CPLP journey due to life circumstances, and some did not pass the Skills Application Exam (SAE) but will try again. The virtual study group provides encouragement and support along with resources and study tips to anyone, anywhere and at whatever place they are in their CPLP journey.

RMC is planning to co-host three cohorts in 2017 among five chapters (added Suncoast and Valley of the Sun) and growing.

The vision for a “sustainable” CPLP Virtual Study group model is proving to be a success. For example, Rocky Mountain Chapter has a member who previously participated in cohort and has just earned her CPLP. This member is returning to co-host the 2017 spring cohort for RMC. Other new CPLPs are joining as guest CPLPs to share what they learned about the new Skills Application Exam (SAE).

Yvonne Bogard, CPLP presented again at the 2016 All Leaders Conference (ALC) to share the “what works and what doesn’t work” when leading a CPLP virtual study group.

RMC is in the process of recruiting a Vice President to lead the CPLP Study Groups for 2017. In the interim Yvonne Bogard continues in a management and coordination role for the cohorts but has handed off the “lead” role to Mary Bolton, CPLP from the West Virginia Chapter. Mary has partnered with RMC and Piedmont Chapters to co-host both cohorts in 2016. Mary will be leading the virtual Information Session and the 12-week spring 2017 cohort.

Yvonne continues to get calls from other chapters asking how to get started and/or become a partner or co-host in future cohorts. It appears that this sustainable model is taking on a life of its own and we look forward to supporting chapters and participants at whatever level of help we can provide.

## Special Interest Groups (SIGs)

In 2016 our SIG, The Facilitator Exchange seemed to fall off after the unfortunate illness and passing of the leading member, and Past President of ATD-RMC, Penny McDaniel. She had a huge impact on the organization and will be missed. Toward the end of the year, some other group leaders got together with some newer ATD-RMC members with an interest in revitalizing the group and restarting it. Plans are under way to get the group going again and meeting on a monthly basis in 2017.

## ICE Volunteer Coordination

ATD-RMC Past President Rebecca Magnotta took the help of directing the ICE Volunteer Coordinating Committee as we welcomed ICE to Denver in May, 2016. Rebecca had a fabulous committee of volunteers with representatives from all of the Colorado Chapters – Pikes Peak, Northern Rockies, and Rocky Mountain. The committee began preparations a full year ahead of time and did a fabulous job of liaising with ATD National on all needs, recruiting volunteers, selecting volunteers, coordinating and organizing all 300+ of them, training them, and then managing them throughout ICE from the pre-conference workshops through the last day. The committee created fabulous training videos, sent timely and informative communications about the whole process, and provided excellent organization and coordination of all volunteer efforts throughout. The entire endeavor went very smoothly in spite of some great learning along the way. Rebecca has passed along many of the templates, standard operating procedures, processes, and all learning so that future ICE hosts can avoid reinventing the wheel and keep building upon great practices. All in all, it was a huge success and we owe a great deal of gratitude to Rebecca and her excellent committee.