

assignment ahead of the Workshop to more efficiently use their time in writing and editing at the Workshop. If this were to be done, it would need to be communicated to campers clearly and with enough lead time before the Workshop. Nancy will consider these suggestions in organizing the 2004 Summer Workshop.

Old Business - Fall Conference

Katherine reported that this year's conference attendance was 1466 and the current balance is \$2,687.06, with one bill from the sign language interpreters still outstanding and a question about possible additional postage charges. The charge for the interpreters is anticipated to be approximately \$200.

Katherine went over various suggestions and concerns from this year's conference. These included raising the fee for the conference by \$1.00 per participant, partly to cover expenses and partly to perhaps control numbers and arranging with Cont. Ed. to have one of their staff at the check-in spot in Hamilton Center for those presenters who are only presenting for Session III. Also, we would like to invite advisers to bring sample publications to put out on a table at the luncheon for people to browse. Nancy suggested that a space be added to the presenter's contracts to ask them to indicate if they need a parking permit or not. Presenters who are advisers coming to the conference on a bus with their students would not need one, nor would UW-W faculty. This would decrease our parking costs.

Mark needs to have a copy of the brochure, including the registration form, sent to him electronically to put on the KEMPA web page.

Regarding food: we need to request butter for the sandwich buffet. Also, there needs to be more coffee and a mix of bagels and sweet rolls for the Adviser's Lounge. Katherine will also arrange with the food services to have napkins and silverware set at the tables, as the absence of them may have made people think lunch was not ready, plus it did not look as classy without them!

Once again the problem of small spaces for large sections was discussed. We have identified the popular sessions; now it is a question of finding those larger spaces. Katherine will talk to Lou about this. Next year, several photo sessions will need equipment to show digital photos to a large group. To limit participation in the TV production and Radio production sessions, Jill suggested inserting a small, brightly colored slip of paper in the brochures to emphasize to advisers that students need advance registration and tickets for those sessions. Also, the schedule handed out at the conference needs to stress that tickets are needed for those sessions, as well as signs at the doors of those sessions!

Linda said that she had been asked about the possibility of having an ad design competition as well as the Layout and Write-off competitions. She will look into how JEA does this at the national conference.

Once again, the length of the lunch program was a concern. Next year we will ask the food service to have lunch ready to go at 11:00 a.m. (not 11:15 a.m.). Also, we will ask award presenters to keep introductions down to two minutes. The JEA promotion needs to be later in the program, too.

We discussed the possibility of being able to give some sort of receipt to those presenters who donate their salary to KEMPA so they can use them for tax deductions. Katherine will talk to Lou about this.

We also discussed the schedule of sessions for students involved in Write-Off competitions and decided to keep it the same to allow judges adequate time for judging entries.

Old Business - Winter Retreat

John indicated that Mark Herron (professor of journalism at Ball State and a member of the SPLC Advisory Board) and Jennifer Peterson (who will speak about libel as related to publications) will be the presenters. Jan suggested that Jake Stockinger be asked to present a program after dinner, combining piano and commentary! Linda reminded the Board of our hopes to have a program highlighting awards won by various KEMPA members. Stan is working on that possibility. Everything appears to be in place for the Retreat. Mark is working with publishing companies about sponsoring various refreshments. The flyer about the Retreat will go out in December. John announced that Homer Hall has agreed to be the presenter at the 2005 Winter Retreat.

Web Page Update: Mark updates this continually, and will soon put on the winning entries from the Fall Conference.

Other Business: Having learned of the death of Ken Whittemore's wife, the Board decided to make a \$25 donation to the American Cancer Society, as was requested in the obituary. Katherine will send a card to Ken from KEMPA and take care of the donation.

Meeting was adjourned at 2:40 p.m.

KEMPA Board Meeting 8 February 7, 2004, Roseman Hall, UW-W

The meeting was called to order at 9:40 a.m. Present were Alan Packard, Audrey Kemp, Nancy Becker, Jan Kohls, John Culbertson, Tammy Rademacher, Sandy Jacoby, Mark Thompson and Katherine Conover

Minutes of the previous meeting were approved as written. In discussing those minutes, the item of the place for the November Board meeting was discussed. The Board decided to change from the Ramada to the Best Western, Janesville, because the meeting room fee is less and the food should be better. Katherine will make reservations.

The treasurer's report engendered much discussion. There is some confusion about specific charges from Continuing Ed. for processing the Winter Workshop mailing; Katherine will ask Lou for a specific breakdown. Also, she will find out the cost of just running labels; perhaps we could have some other service fold, label and mail them.

Overall, the KEMPA accounts are some \$4,000.00 in the red at Continuing Ed., as a result of several lean years from the Summer Workshop. Continuing Ed. carries our account for us, not requesting the balance, as long as we continue to hold both the Fall Conference and the Summer Workshop at UW-W. Both programs will increase fees, the Fall Conference by \$1.00 per participant, and the Summer Workshop to \$28500 for regular sessions and \$295.00 for the photo sessions (both with \$10.00 late fees); it is hoped these increases will help lower the debt. One expense of the Fall Conference is for signers for students from the Wisconsin School for the Deaf. Katherine will get the final Fall Conference budget to see what that fee was. Also, she will find out from the principal for that school how to request a grant to cover that cost.

After considerably more discussion, the Board decided to donate \$250.00 to the SPLC from the Fall Conference account at this time, as there is a matching grant that will increase the value of our donation.

The treasurer's report was approved.

In another measure to tidy the finances, the Board directed that scholarship recipients be informed that they must comply with transcripts by April 15 of the school year following their announced scholarship. Any scholarship money not claimed by that time will be returned to the Board account.

The Board directed that the scholarship awards this year be kept in the \$1200.00 range.

The Board then discussed the Wisconsin Newspaper Association and its goal to involve high school journalists. There is an apparent lack of good communication between this group and secondary school advisers. Linda Barrington, who is working with that group, will be asked to urge them to work on this.

Membership report: Currently there are 105 members. Linda is drafting an invitation to be sent to regular members to join the Board and to become involved in the Summer Workshop. Also, Linda has gathered information from web sites on journalism awards; she will be asked to announce these after

dinner at the Winter Retreat. Linda also indicated in her written report that she is interested in taking over directing the Summer Workshop after Nancy resigns.

The membership report was approved with praise to Linda for the good job she is doing!

Executive Director's Report: Jan is working on the March mailing; that will include a letter regarding summer workshop adviser scholarships, membership applications, the new membership form that includes the option of joining JEA at the same time as KEMPA, the adviser response forms and the KEMPA Connection. She has mailed out the scholarship recipient applications; they are due March 20. She will give Mark information to update the 2003 scholarship recipient information for the web page. Jan also brought up the question of ordering special KEMPA pens. Katherine will look into how many of the existing red, triangular KEMPA pens are left at Continuing Ed.

Summer Workshop Report: Nancy will send out staff invitations for the 2004 Workshop in March. She will also recruit at the Winter Retreat. This summer, the Workshop will offer special interest strands for in-depth and for editors-in-chief.

Fall Conference: Katherine will get the final budget with the signers' fee. Per a suggestion from the previous Board meeting, Continuing Ed. sent out letters to those presenters who donate their fees back to KEMPA to use for income tax deductions. Katherine will be sure to send a disc with the Fall brochure to Mark for the web page, as advisers were not able to get that information online in 2003. In 2004, we need to be sure that all photo sessions are in rooms equipped with digital photo projection systems. Sandy suggested we add an on-the-spot ad design competition. She will contact Terry Mancinci at the Kenosha News about possible ways to set this up. We were reminded to add the possible joint JEA & KEMPA membership on the brochure.

Winter Retreat: As of Feb. 7, there were 32 registrants. One way to increase attendance might be to have the keynote speaker write invitations directly to member advisers; our keynote speaker is willing to do that. Also, we will put adviser response cards in the folders at the Retreat. Mark reported that Jostens and Herff Jones have contributed \$300.00 each for refreshments. He will contact Taylor about funding Saturday morning's breakfast. Sandy reported that Walsworth will contribute items/favors for attendees. Sandy will pick up Mark Herron from the airport and take him back on Saturday. Interested Board members will join Herron for dinner at Interlaken on Thursday night. The after dinner program will be Linda's announcement of award winners and informal discussion of KEMPA success stories. Nancy and Mark will contact John Cutsinger regarding being the keynote speaker in 2006.

Web Page report: Mark is posting the new membership form on the website. He also told us that membership and officer pages are secure from SPAM attacks, so e-mail addresses are secure.

Other Business: Sandy brought to our attention Bill 202, pending in the Wisconsin State Legislature. It is in the Wisconsin Senate Committee for Labor, Small Business Development and Consumer Affairs. It provides 12th graders the opportunity to supply their own photos "subject to the school board's reasonable specifications" if the "school board contracts with a person (or business) to provide photographs." Sandy is concerned that this could take control of standards away from publication staffs. The Board voted to

oppose Bill 202 and authorized Sandy to write letters to appropriate legislators stating our opposition.

The meeting was adjourned at 1:17 p.m.

The next meeting will be April 17 and 9:30 a.m. at Milton Highs School, as Roseman is not available.

Respectfully submitted,
Katherine Conover, Secretary

KEMPA Board Minutes
April 17, 2004 - 9:30 a.m.

Present: John Culbertson, Linda Barrington, Nancy Becker, Allan Packard, Mark Thompson, Kathy Burke, Stan Zoller, Sandy Jacoby, Hank Koshollek, Jan Kohls.

Absent: Audrey Kemp, Katherine Conover, Dyan Flood, Brenda Smith, and Nancy Jappainen, *Diane Trim*

President John Culbertson called the meeting to order. He announced the new board members: Dyan Flood, Brenda Smith, Nancy Jappainen, Kathy Burke.

The Feb. 7 minutes were approved as printed.

Treasurer's Report

- The board account balance is \$1,201.90, but we have about \$1,050 in outstanding checks.
- The summer account balance is \$4,234.17.
- The fall account balance is \$403.09. \$2,610.53 was withdrawn from this account to pay expenses of the Winter Seminar.

- The Winter Seminar budget/expenses were as follows:

Mark Herron's airline tickets	\$	202.50
Postage		11.10
Speaker		500.00
Rooms (Jan and Mark and Alan)		373.78
Interlaken		2,610.00
Deposit for 2005		500.00
Supplies		68.80
Mailing, Printing, Tapping, Stuffing		534.88

Overall cost without mailing \$4,289.24

Income \$3,680.00 (\$300 still outstanding from Herff-

Jones)

Board's cost of holding the seminar - about \$800

We needed a bigger room because we had more attendees, 51, which also increased food costs.

- Brittany Heck, recipient of a \$400 scholarship from 2003, has not been paid yet. She notified late.

(Mark: Can we list encumbered funds with the software we are using?)

Alan: No.

Motion by John, seconded by Linda to pay the \$400 scholarship out of the summer account. Motion passed.

Stan motioned to amend the motion to say we will pay back the summer account when funds are available in the board account. Motion passed.

President's Report

The scholarship committee, made up of John, Mark, and Audrey, reviewed 10 applications. Two picks had been determined, and one needed debate.

Membership Chair

For 2003-04, total membership was 109, including professional membership and yearbook reps.

For 2004-05, to date, 13 publications, two who have combined their KEMPA & JEA memberships.

Executive Director's Report

- Letters have been sent to principals regarding the adviser awards.
- Application acknowledgement letters have been mailed.
- The KEMPA Update can be ready by May 15. (The cost is 5 cents each to members.)
- Three advisers have applied for workshop scholarships so far.
- On-line applications for summer are available. Mark will check with Continuing Ed about on-line registration for both summer and fall.
- Jan has a new batch of stationery for those who need it.
- There was discussion about whether or not to mail the update since there currently is no money in the board's account to pay. We should have money by May 15.

Old Business

Summer Workshop

Nancy reported that there are several new names on the list of possible instructors and lab assistants/councilors and that responses were coming in. We need a current address for Andrew Shama. The planning meeting is set for Wednesday, June 30, from 12:30-?.

Ball Conference

Catherine is looking to apply for a grant to pay for the sign interpreter for students from the Wisconsin School for the Deaf. She asked for any ideas for new sessions.

Winter Retreat

Evaluation comments about Mark Herron being rushed. We discussed whether or not we should reserve the Saturday morning sessions for only the keynote speaker. Should we have an attorney from Illinois, as well as from Wisconsin? Evaluations suggested we should have two separate round-tables, one for yearbook and one for newspaper. We decided we want to continue with some sort of presentation after dinner.

Web Page

Our domain name is up for renewal. We need to take care of that at the June board meeting. Mark asked if we want InDesign curriculum on the web site. Yes, but make it available to members only with a password supplied in the Update.

New Business

Nancy motioned and Sandy seconded to give a summer workshop scholarship to Sheryl Aleksinski, from the Wisconsin School for the Deaf.

The meeting adjourned at 11:38 a.m. (perhaps a new record!)

Respectfully submitted,

Nancy Becker, Acting Secretary

BOARD MEETING

June 30, 2004

UW – Whitewater
Roseman Hall – Room 2005

MINUTES

1. The meeting was called to order by President John Culbertson at 9:44.

Present: Alan Packard, Nancy Becker, Hank Koshallek, Brenda Smith, Linda Barrington, Audrey Kemp, Sandy Jacoby, Diane Trim, Jan Kohls, Sandy Jacoby, Stan Zoeller, Mark Thompson, John Culbertson, Kathleen Burke, Dyan Flood

Absent: Jill Griener-Cook, Katherine Conover, Lynn Holliday-Graczyk, Tammy Rademacher, Nancy Jappinen

New Board Members welcomed: Brenda Smith, Diane Trim

2. Secretary's Report of the minutes from the April 17, 2004, meeting were approved with corrections.

3. Alan Packard gave the treasurer's report:

Balance:

- a. Board account: \$2168.90
- b. Summer activity account: \$3817.07
- c. Fall conference account: \$403.09

Mark Thompson moved and Nancy Becker seconded that we move \$400, that was taken for scholarships, from the board account to the summer account. Motion passed.

It was noted that 26 schools have joined JEA and KEMPA. \$1,000 belongs to JEA. KEMPA will be reimbursed \$135.00.

Alan Packard announced he will be retiring after the final board meeting on September 11 and the annual meeting October 15. He has served as Treasurer for 12 years. The board expressed their gratitude to Alan for his many years of service as KEMPA Treasurer.

It was noted that the summer and fall accounts are in Fond du Lac. Question was raised as to whether KEMPA should have joint accounts, consolidated accounts, and where those moneys should be kept. Also, it was noted as to

whom should sign the checking account cards. Board will consider the issue at its September 11th meeting.

4. Linda Barrington gave the Membership Chairman report. It was noted that as June 30th, we have 71 memberships (9 are new). This compares with 63 at the same time last year.

5. Jan Kohls gave the Executive Director's report. She noted that the *KEMPA Up-Date* is out. It cost \$.39 for each *Up-Date* to mail form Opportunities, Inc. There was also a \$10 fee for folding all the *Up-Dates*. It was felt this was an excellent price and that she should continue to use Opportunities, Inc. as much as possible. She noted that she has been answering questions from the list-serve. A *Dow Jones* magazine article has been sent in. Scholarship winners have been notified (4 students and 2 workshop advisers). Principals and students editors have been sent nomination forms for Adviser of the Year. Only one has been received so far. (We might have to look at past nominees for additional nominations.)

6. Mark Thompson gave the Webmaster Report. He noted the new membership list is posted on line. Registration for summer workshop is also on line. The curriculum download has been used quite a bit. He renewed the domain name for two years at a cost of \$52.95.

7. There was no President's report.

8. Old Business

- a. Summer Workshop report was given by Nancy Becker. It was noted the number of registrations is way down. As of June 30th, there were 65 total registrations (44 newspapers, 7 photo, and 12 yearbook), The deadline is July 10th. Low numbers will affect the number of counselors. It was noted that we probably need 100 campers to break even.
- b. Discussion centered on what can be done to get the numbers up. It was noted we need another mailing in late April/early May as a reminder for summer workshop. Stan Zoeller will also email membership to remind them of the July 10th deadline. Talk centered on whether or not we need a "splashy" brochure. Mark Thompson is willing to work on it. It was also noted that we need a check box on the *Connection* if anyone wants more copies as the original is often times hard to zerox.

It was also noted that perhaps the *KEMPA Connection* needs to be scaled from 12 pages to 8 pages. (2 pages about camp, 5 pages of fill, and 1 page for application)

Mark Thompson presented the t-shirt design for summer camp. All were pleased with the design and thanked him.

It was noted that other board members who are not teaching at camp are more than welcomed to attend the camp and visit.

- b. Fall Conference report was given by Sandy Jacoby. The sessions are currently being finalized. Board members were asked if they wished to participate and what sessions they wanted. No write-off topic was finalized.

- c. John Culbertson gave a preliminary report on the Winter Retreat. Mark Thompson agreed to do a Friday session on Photoshop. Suggestions for the Saturday morning session included "How to purchase a digital camera for yearbook and newspaper staffs." John will check into the possibility. It was noted that we will try to get John Cutsinger again for the 2006 Winter Retreat, scheduled for March 3-4. Linda Barrington agreed again to help with the dinner entertainment. Suggestions included presenting Joe Koshallek's summer camp slide show or a continuation of last year's Power Point.

9. There was no New Business.

10, Meeting was adjourned at 11:30, with the in-service for summer camp instructors to follow.

KEMPA Board Meeting Minutes
Saturday, September 11, 2004

The meeting was called to order at 9:42 a.m.

Board members present: Linda Barrington, Alan Packard, John Culbertson, Jan Kohls, Hank Koshollek, Diane Trimm and Katherine Conover

Board Members absent: Nancy Becker, Kathleen Burke, Jill Greiner-Cook, Dyan Flood, Lynn Holiday-Graczak, Nancy Jappinen, Sandy Jacoby, Audrey Kemp, Tammy Rademacher, Brenda Smith, Mark Thompson and Stan Zoller

Minutes of the previous meetings were approved as corrected: Alan is retiring as treasurer, not from the Board or from Facilities Director of the Winter Retreat.

Budget reports were approved as presented. Funds borrowed previously from the Fall Conference account to pay for various Board expenses will be returned to the Fall account.

With the change in treasurer (to be determined at the November Board Meeting), the Board decided to combine all accounts into one at Commercial Bank in Whitewater. The incoming treasurer will keep track of which monies go to and from which KEMPA activity, but all funds will be in one account. Approved signatories for the combined account will be KEMPA Board President and Treasurer and the Executive Director. The credit card with Capitol One will remain the same. The Board decided that Alan could clean out all files prior to the last seven years, and pass the remaining files on to the new treasurer in November.

Membership: There are 83 schools as of September 11, 2004, par for the course. Fall yearbooks are still coming in; perhaps they will be judged and returned in time for recognition at the Fall Conference.

The Board discussed the status of individual, non-adviser memberships. It was decided that non-advisers may be members of KEMPA without paying the membership fee if they serve on the Board full time (defined as attendance at a majority of the meetings). Non-advisers may be members of KEMPA without serving on the Board by paying the regular membership fee.

Executive Director's Report: Jan received a request to insert information about a newly forming Illinois State Press Association in the folders of the Illinois advisers at the Fall Conference. The Board approved.

KEMPA received a thank you note from Karen Frank for the adviser scholarship to the Summer Workshop.

Jan announced the winner of the Gebhardt Award: Karolina Wroblewska from Lake Zurich High School. She will attend the luncheon and receive a plaque and a check. Jan will write a press release for the Lake Zurich paper. Also Mrs. Gebhardt will attend the luncheon. Susan Tantillo judged the entries this year. Copies of the winning story will be in the adviser's folders at the Fall Conference.

Other awards were discussed. It was suggested that a call for media and administrator award nominations go out in the Spring, as do the letters for adviser nominations. Rick Wood was selected as the Friend of KEMPA recipient. Katherine, Jan and John will determine other awards, once the Oct. 1 nominations deadline has passed.

Jan reported that Nancy is working on the KEMPA Connection, which will be 8 rather than 12 pages. It will go out in the March mailing.

Discussion of brochures for the Summer Workshop and Winter Retreat followed. See respective sections of the minutes.

Vice-President/Webmaster Report: John gave the report for Mark. The Fall brochure and Winter Retreat information are on the website.

President's Report: The Annual Meeting Agenda was determined. See end of minutes. John ascertained that current Board members who were present were interested in continuing. Also, current Fall Conference and Winter Retreat leaders will remain the same. Linda will be the Summer Workshop director. The new treasurer will be determined at the November Board meeting, which will be held Nov. 6 at 9:30 p.m. at the Best Western Hotel in Janesville.

Summer Workshop report was given by Jan. The Summer Workshop is in the red by \$2859.26 for this summer. The budget had been based on 120 campers, but only 78 registered. Staff had been hired based on 120. One suggestion for the future is that the contract for staff and assistants include a disclaimer that the contract is contingent on having enough campers. Also, it was suggested that the registration form state that no refunds will be given once the workshop has begun without prior notification by the camper.

There was considerable discussion about lab assistants and dorm counselors, as some received dual pay for performing both duties, even though the counselor portion may not have been a full time position. It was suggested that staffers with dual jobs be paid according to actual hours worked. Perhaps staff should not serve in both capacities; the new director, Linda, will explore this.

Next summer, a pre-workshop program on In-Design for a nominal fee might increase interest and income for the camp.

Linda designed a new brochure for the Summer Workshop, which will be put in all folders at the Fall Conference. Jan will also design a flyer for the adviser's folders, which will highlight benefits of the Summer Workshop and ways to earn money for campers to attend. The idea is to invest more money in promoting the Workshop in hopes of increasing interest and attendance.

Jan suggested that it might help to offer online registration, which other camps do, according to Mary at Continuing Ed.

As a result of intensive interviews by the one minority camper, Jan and Linda expressed a desire to increase diversity in the campers in the future. Katherine mentioned that diversity is an issue that KEMPA should address in all our events.

Hank explained that he needs more equipment and different procedures for digital photo sessions. Linda indicated that the Mac Lab in McGraw had Photo Shop and might help solve some problems.

Hank brought up a suggestion from a colleague that we might consider alternating the location of the Summer Workshop with another site. The Board will discuss this in November.

Fall Conference: Katherine indicated that brochures were out shortly after Labor Day and that contracts are out and are in the process of being signed and returned. She will be sure that napkins and silverware, coffee, cups and dessert are on the tables and that butter is on the sandwich buffet.

Winter Retreat: John handed out the flyer that Mark had designed. Homer Hall will keynote. Scott Angus was suggested for the Saturday morning speaking slot and Rick Woods for Friday evening. John Cutsinger has already agreed to come in 2006.

There being no new business, the meeting was adjourned at 12:32 p.m.

Annual Meeting Agenda October 15, 2004

Call to Order at 11:30 a.m.

State of KEMPA – Jan

Award Presenters:

Gebhardt – Nancy

Administrator – Stan

Yearbook Adviser of the Year – John

Newspaper Adviser of the Year – Tammy

Media Award – Hank Katherine

Friend of KEMPA – Jan Hank

Hall of Fame – John

Secretary's Report

Treasurer's Report

Business:

Summer Workshop Review – Nancy

Winter Retreat Preview - John

KEMPA Elections – John

JEA – Sandy

Other Business: Fall Conference thank you comments – Sandy and Katherine

Adjournment

Kettle Moraine Press Association Annual Meeting
October 15, 2004

President John Culbertson called the meeting to order at 11:40 a.m.

John introduced several guests, including Mrs. Gebhardt and representatives from various organizations and yearbook companies.

Executive Director Jan Kohls gave her report. She announced the KEMPA scholarship recipients: Dianna Heitz, a graduate of Glenbard North High School, now studying at Loyola University, and Elizabeth Juranek, a student from Maine West High School, and Walter Shedd, Jr., a student from Grayslake High School. She also announced the recipients of the adviser awards to attend the 2004 Summer Workshop: Sheryl Aleksinski from the Wisconsin School for the Hearing Impaired, and Karen Frank, from Stillman Valley High School. Kohls announced that Nancy Becker was stepping down from the director position for the Summer Workshop; Linda Barrington will be assuming that responsibility. Kohls indicated that the KEKMPA Connection will be coming out in March in a shorter format; it will showcase the student work done at the 2004 Summer Workshop and will provide publicity for the 2005 Workshop. Schools will receive informational brochures in April; registration is also available online at www.KEMPAonline.com. She encouraged those in attendance to consider joining the Board of Directors for KEMPA.

The following awards were then presented:

Gebhardt Award, presented by Nancy Becker to Karolina Wroblewska
from Lake Zurich High School

Administrator of the Year Award, presented by Stan Zoller to his principal

Yearbook Adviser of the Year Award, presented by John Culbertson to

Kim Zupec
Pat Benedict

Newspaper Adviser of the Year Award, presented by Tammy Rademacher to
Peter Giaquinta from Glenbard North High School

Media Award, presented by Katherine Conover to Mike Konopaki, editorial cartoonist

Friend of KEMPA Award, presented by Hank Koshollek to Rick Wood

Hall of Fame Award, presented by John Culbertson to Sandy Jacoby and Alan Packard

The minutes from the 2003 annual meeting were approved as submitted.

The treasurer's report, showing a balance of \$492.59, was approved as submitted. Alan Packard is stepping down as treasurer, but he will remain on the Board.

Nancy Becker reported on the 2004 Summer Workshop. ~~Attendance was down this year to 78 registrants. Next summer a pre-workshop program on In-Design may be offered for an additional fee to perhaps increase interest.~~

The Winter Retreat was announced. It will be held March 4 and 5, 2005 at Interlaken Resort in Lake Geneva. H. L. Hall will be the keynote speaker. Registration materials will be in the mail in December and will be available on-line.

KEMPA Board elections were held. The following were elected to the Board: Linda Barrington, Nancy Becker, Kathleen Burke, Katherine Conover, John Culbertson, Jill Greiner-Cook, Dyan Flood, Lyn Holliday-Graczak, Nancy Jappinen, Sandy Jacoby, Audrey Kemp, Hank Koshollek, Alan Packard, Tammy Rademacher, Brenda Smith, Mark Thompson, Diane Trim and Stan Zoller.

Sandy Jacoby informed the group about the benefits of becoming members of JEA and encouraged advisers to join.

Sandy and Katherine Conover then thanked the presenters and the advisers for their participation at the conference.

The meeting was adjourned at 12:25 p.m.