

The meeting was called to order by President John Culbertson at 9:30 a.m.

Present: Linda Barrington, Alan Packard, John Culbertson, Jan Kohls, Hank Koshollek, Diane Trimm, Katherine Conover, Nancy Becker, Kathleen Burke, Dyan Flood, Sandy Jacoby, Audrey Kemp, Brenda Smith, Mark Thompson and Stan Zoller

Absent: Jill Greiner-Cook, Lynn Holiday-Graczak, Nancy Jappinen and Tammy Rademacher

Minutes from the Sept., 4 meetings were approved as amended; there was a change in presenters of awards for the Fall Conference.

Minutes from the Oct. 15 Annual Meeting approved as amended; Kim Zupek received the Administrator Award; Pat Benedict received the Yearbook Adviser of the Year Award; the Summer Camp report did not include numbers attending this year nor the announcement of a possible digital photo workshop for next summer.

Treasurer's Report: All monies from all accounts have been consolidated into one KEMPA account at Commercial Bank in Whitewater. The net balance as of Nov. 13, 2004 is \$5067.90. The report was accepted as presented. The Board sincerely thanked Alan for the many years of good work he has done as KEMPA Treasurer.

A lengthy discussion ensued regarding KEMPA finances. Jan reported that the cumulative debt for the summers that the KEMPA Summer Workshop has been in debt is \$6,716.49. Fall Conference is in the black by several thousand dollars; Jan will get the exact amount from Continuing Ed. The Board voted to request that Continuing Ed. Transfer all currently held Fall Conference monies to the KEMPA account. Once we know that amount, we will be able to begin paying down the Summer Workshop debt at UW-W, which Jan will advise Lou, so she can convey our intent to the Dean.

Membership Report: Linda reported that we currently have 109 members, 16 being new this year. Last years number was 110 at the same time. Several schools did not renew and the reason is unknown. Linda was asked to contact those schools to see why, including some sort of response card/form for advisers to return. There was much discussion about whether or not the membership fee should remain the same if they join now, as the major events are over, except for the Adviser Retreat. No decision was made. Also, we discussed whether or not principals of non-renewing schools should be contacted; we decided against this at this time.

Fall Conference Report: The total number of participants was 1364. The conference came out \$3,491.58 in the black. This was in part due to the increase by \$1.00 per student registration. Also, this year, no new folders needed to be ordered; that is a fairly large sum that will need to be included next year.

There was much positive feedback about the conference from a variety of participants and presenters. Particular appreciation was voiced regarding the good technical

assistance offered by UW-W technicians. This year all presenters were here and all on time!

The major glitch was that there was no one at the presenter's desk to greet those presenters who come only for Session III. Next year we will ask Continuing Ed. to hire a student to do that. Also, there was a mix-up in the communication with the Food Services, and the area was not cleared before the students started to arrive for the Awards Ceremony; although it was done fairly quickly when Food Services personnel finally arrived.

Suggestions for next year:

- Include information in the advisor confirmation letters that advisers and students should bring copies of their publications to share, perhaps in the Adviser's Lounge.
- Have signs up at the check-in desk indicating the location of the Adviser's Lounge.
- Move the Adviser's Lounge to Hamilton Center.
- Add knives to the silverware at the tables at lunch. Put butter on the buffet! Perhaps add salad or coleslaw.
- Check session descriptions, particularly sports, to see that they are accurate.
- Ask presenters, if they are comfortable with the idea, to hand out their business cards; students really appreciate this.
- Emphasize that student photographers need to bring examples of their work to the photo critique sessions, preferably large enough for a group to view.
- Get new presenters for Music Reviewing; Sports Writing; Editorial Page.

Katherine will write a thank you note and send an additional small gift to Cont. Ed. for their help; Jan had already sent a significant gift earlier for both the Summer Workshop and Fall Conference. Katherine mentioned that she and Sandy had revised the presenter thank you notes to be more specific to this year.

At this point, Katherine had to leave, and Diane Trimm graciously took over taking minutes.

Executive Director's Report

Jan Kohls distributed her Executive Director's Report for 2004. She's been in contact with the Wisconsin Newspaper Association's director, Peter Fox, about ways the WNA can partner with KEMPA. Katherine Conover said that WNA could do a better job of publicizing its scholastic journalism awards. Linda Barrington said that the WNA asked her to send out a survey to Wis. Advisers about summer camp. The WNA may offer need-based scholarships to 25 Wis. students for summer camp.

Kohls said that she has also been in contact with NINA, the Northern Illinois Newspaper Association. They are interested in working with KEMPA. Kohls, some other board members, and the NINA representatives will meet in Rockford in December to discuss

options. Possible NINA participation was discussed; perhaps the association could provide transportation to the summer camp.

Kohls said that the Department of Public Instruction sent an e-mail about working on a Civic Mission of Schools. The e-mail was vague, but the DPI is requesting that KEMPA send an adviser and two students to a meeting at the GEF 3 building in downtown Madison on Tuesday, November 16. Diane Trim said that she will go and take two students with her.

The Executive Director's salary and travel expenses was discussed. Hank Koshollek moved that Jan Kohls remain as KEMPA Executive Director. Dyan Flood seconded the motion.

Nancy Becker moved for an amendment to the motion: to leave open the possibility of a pay raise or an honorarium to the Executive Director's salary, contingent upon the status of finances with the Continuing Education Department. Audrey Kemp seconded the amendment and the amendment passed.

The motion for Jan Kohls to remain as executive director passed unanimously. Her salary will be reviewed at the February 2005 meeting.

Election of Officers:

Becker moved that John Culbertson remain as president; Koshollek seconded. Motion passed.

Culbertson moved that Mark Thompson remain as vice president; Kemp seconded. Motion passed.

Culbertson moved that Katherine Conover remain as secretary; Flood seconded. Motion passed.

Barrington nominated Nancy Becker for treasurer; Kemp seconded. Motion passed.

Meetings

The November 2005 meeting will be moved to Saturday, December 3 and will remain at the Janesville Best Western. The JEA Convention will be in Chicago on November 10; many on the board will be unable to make the Nov. 6 meeting as proposed. Deer hunting season interferes with later dates.

Calendar was approved.

Directors

Stan Zoller moved that the directors for the Fall Conference, Winter Conference, and Summer Camp remain the same. Koshollek seconded the motion and the motion passed.

Old Business

Summer Camp

Nancy Becker led a discussion about summer camp pay. She received her salary in October, Koshollek received his three weeks after the camp.

The summer camp accounting was discussed. Becker added a line to the hiring contract for lab assistants and counselors. Their hiring will be contingent upon the number of participants.

Kohls asked about lab assistants serving as counselors in the evenings and receiving pay for both positions. One person working the two jobs saves on housing and meal costs. It's difficult to find counselors some summers. The double pay makes the position attractive to students. Barrington said she would modify the job descriptions to include time frames for the jobs. Lab assistants would work during classroom hours and counselors would work the other hours.

Winter Advisers' Seminar

Culbertson said that he's still working on having photographer Rick Wood come for the Friday night entertainment portion of the Winter Advisers' Seminar. Wood won't commit until two weeks before the event, so Barrington will work on a back-up presentation. Her presentation will list awards that advisers have won.

The brochures for the winter seminar will be mailed out December 1. Sandy Jacoby will provide transportation for speaker HL Hall to and from the airport.

Kohls suggested a silent auction. Flood said she would contact businesses for baskets. Thompson said that yearbook companies may donate to the auction. Half of the proceeds from the silent auction would go to the Student Press Law Center, half to the KEMPA scholarship fund.

Alan Packard suggested that notification about the silent auction be put in the confirmation letter to participants.

Web page

Thompson has updated the web page. He added winners from the fall conference, information about the Winter Advisers' Seminar, new members, an honors page, corrections to the scholarship page, and links to the links page.

Summer workshop information will be updated soon as well as the officers page.

New Business

No new business

Packard moved to adjourn; Flood seconded.

Meeting adjourned at 1:30 p.m.

KEMPA Board Meeting
Saturday, February 5, 2004

The meeting was called to order at 9:36 a.m.

Board members present were Nancy Becker, Jill Cook, Mark Thompson, Linda Barrington, Sandy Jacoby, Alan Packard, John Culbertson, Kathleen Burke, Jan Kohls and Katherine Conover.

Minutes from the Nov. 14, 2004 meeting were approved as presented.

The Board elected Diane Trimm to serve as the secretary for this year. Since she was absent, Katherine took minutes.

Treasurer's Report - Nancy presented the combined KEMPA Account balance of \$7,458.59. Considerable discussion ensued regarding the outstanding debt from the Summer Workshop to UW-W Continuing Ed of \$6,683.84. Because of expected expenses of Executive Director's salary, Winter Adviser's Retreat, scholarships and other items, the Board did not think that the debt could be paid even partially from the KEMPA Board Account. After much discussion, it was decided that \$2,000.00 from the surplus Fall Conference Account of \$5,800.49 be transferred to the Summer Workshop Account, to begin paying off the debt. The thinking was that this would show good faith on KEMPA's part and garner good will with the new Dean, who is urging payment of accounts before director's of indebted activities can be paid. Katherine will instruct Ruth at Continuing Ed to make this transfer.

Another expense, the amount for scholarships, was also discussed. The Board decided that letters to prospective recipients will indicate that an amount up to \$1200 in total scholarship monies will be available this year. This is the same amount that was awarded last year to current recipients. Since we have not yet heard from one of last year's recipients, future recipients will be informed that they must indicate by March 1 of the school year for which the scholarship is awarded whether or not they have earned the grades first semester to obtain the scholarship. Since this was not the wording for the current recipients, Jan was instructed to contact the one person who has not sent us the required information and give him until March 1 to comply; otherwise, the ear marked money goes back to the general account.

Continuing the discussion of expenses, Mark reported on a possible new vendor for KEMPA folders. The vendor in Antioch, IL would charge \$1,830 for 3,000 folders with 2-color printing. The previous vendor would charge \$2,072. The Board decided to go with the new vendor. Mark is designing a new cover, which he will e-mail to Board members for feedback. He will then order the new folders in time for the April Board meeting. Katherine will instruct Ruth at Continuing Ed to write a check for \$1,830 from the Fall Conference Account to KEMPA to cover the cost of the folders. Since we are not using the University bidding process, we must pay for the cost directly and not have it billed through Cont. Ed.

President's Report: John indicated that we cannot meet at UW-W for our April Board Meeting. The meeting will be at Antioch High School at 9:30 a.m. on April 19. John will e-mail directions.

Membership: Linda reported that we currently have 112 members. She had sent out 40 inquiries to former members who had not renewed membership to determine the reason. She received 5 responses, with most indicating they had forgotten and would renew. One complained of illegible handwriting in the yearbook critique as a reason for not renewing. Linda is now responding to renewals via e-mail to save on postage. Also, Jan said that JEA is increasing its membership fees by \$5.00, so we will need to indicate that raise in all membership information for those wanting a joint KEMPA-JEA membership.

- Also, JEA is looking for advisers who are willing to judge student publications for various organizations like ours.
- There was important discussion at JEA of the First Amendment, as the results of the recent Knight Foundation research indicated an appalling lack of knowledge and awareness by teens of the aspects and importance of the First Amendment.
- JEA will offer online courses for teachers to get certification; see the jea.org web site. At Poynter.org there is an online course on interviewing.
- There were also discussions of fund raising at JEA, and some press associations encourage people to establish memorials, scholarships or contributions in honor or memory of someone in journalism.

Summer Workshop – Linda indicated that this year students will be able to register online and to pay by credit card. The registration fee will go up slightly and all campers will receive a Workshop t-shirt. There will be a pre-workshop on In-Design for \$25 per person. No more CEU credits will be available for Wisconsin advisers due to a change in state regulations. Flyers will be sent to schools in April. This year's Workshop theme will be "Gear Up" and will appear on Workshop publicity and t-shirts. Linda indicated she would like to arrange for a particularly good motivational speaker who charges \$200. The Board gave her approval to do so.

Fall Conference – Katherine and Sandy said there was no new information to report. They will, though, be sure to indicate the increased membership fee for those who want to join both JEA and KEMPA on the conference brochure.

Winter Retreat – Alan and John reported that as of February 5, there were 36 registrants. Sandy will chauffeur Homer Hall to and from the airport to the Retreat. The dinner program is not finalized, as Rick Wood needs to work on a last minute basis; Linda will prepare a program honoring attendees' publication awards as a back-up. The Board suggested topics for Scott Angus to address, including ethics and design and then to be open for questions. Because we have been unsuccessful in getting merchants to donate items for the Silent Auction, Alan invited participants to bring items and Board members were also invited to do so. Proceeds from the Silent Auction will be divided between KEMPA and SPLC. Jan will take care of the bidding forms for the Silent Auction. Sandy will contact Walsworth Publishing about donating the cost of lunch for Friday. Herff/Jones and Jostens and Taylor are all sponsoring various food events. Linda suggested that we have a book display of books that JEA offers that advisers have found helpful. After considerable discussion, the Board decided to just display books that Board members already own and not to purchase other copies. Order forms will be available and Alan will watch over the display table to see that books do not disappear. Alan will work with the staff at Interlocken to arrange seating in a closer configuration for easier hearing and participation.

Web Page Up-Date – Mark indicated that he has added new links to the KEMPA web page.

New Business – Sandy said that JEA is looking for on-site judges for the JEA Convention that will be held in Chicago on Nov. 10 – 13, 2005. Judges receive dinner and directions and then work with others the evening of Nov. 11 to judge student entries in a myriad of categories.

The meeting was adjourned at 1:35 p.m.

KEMPA BOARD MEETING

April 16, 2005
Antioch High School

The meeting was called to order at 10:00 by President Culbertson.

- a. Present: Barrington, Becker, Culbertson, Jacoby, Kohls, Packard, Thompson
- b. Absent: Burke, Conover, Greiner-Cook, Flood, Holliday-Graczyk, Jappinen, Kemp, Koshollek, Rademacher, Smith, Trim, Zoller

The Secretary's Minutes of the February 5, 2005, meeting were approved as printed.

Nancy Becker gave the Treasurer's Report

The current balance is \$2,157.94. The Winter Retreat will show a balance in the black. Jacoby moved and Thompson seconded that Becker be paid \$150 for the *KEMPA Connection*. Motion passed. Jacoby moved and Packard seconded that Barrington be paid \$90 for her work on the *KEMPA Connection*. Motion passed.

John Culbertson, in the President's Report, noted that Culbertson, Becker, and Kemp formed the Scholarship Committee. It was noted that the Board approved to spend \$1,200 on scholarships this year. An updated sheet of the Board of Directors was passed around

Linda Barrington gave the Membership Chairman's Report. There were 112 memberships for 2004-05. Four new schools have joined already for 2005-06.

Jan Kohls gave the Executive Director's Report. She noted that KEMPA is being noted as a national model at the JEA convention and by the fact that there was JEA representation at the Winter Retreat. Two of the three scholarships have been paid. One chose not to accept. Two nominations have been received for adviser of the year. *Update* is almost done. Brochure for summer workshop has not been mailed out yet.

Old Business

Summer Workshop: Final preparations for the Summer Workshop are in the works. Eight teachers, seven lab assistants, and two counselors have been

hired. Special interest and large group ideas were discussed. Barrington noted that the workshop will be in Winther or McGraw Hall. Students will be housed in Knilians and eating will be in Esker. She noted that she would like a newspaper be developed for everyday. Gebhardt Award will be given again this year.

Fall Conference: Initial contacts are being made.

Winter Retreat: 46 registered. Mostly positive comments were received.

Web Page Update: Thompson noted that online registration is ready to go for summer workshop. *KEMPA Connection* is available on the web.

Folders: Thompson brought the new folders for inspection.

New Business

JEA Report: Barrington reported on the spring convention held in Seattle. She noted that the 1st amendment issue will be part of the issues seminar in the future. Commentary will be the write-off category. Standards for journalism educators and guidelines for evaluating journalism were discussed. Media Citation Award is now Friend of Scholastic Journalism. KEMPA should nominate someone from our organization. Life-Time award is due July 1st. Again, the members were strongly encouraged to nominate someone from KEMPA. The nomination form can be found at JEA.org/awards. The JEA would like examples of censorship forwarded to the JEA website. Let Freedom Ring Award is being changed to Press Freedom Award. Nominations are due December 1st. The Outreach Academy that deals with minority students and minority advisers was discussed. It was noted that Stan Zoller was very active in the Academy and that it will be part of the Chicago convention.

Packard moved and Becker seconded to adjourn the meeting. Motion passed. Meeting adjourned at 12:02.

The Board then took a tour of the journalism department at Antioch High School.

Next meeting for the KEMPA Board: July 6, 2005 9:30 UW-Whitewater
12:30 In-service for
summer workshop
staff

Respectfully submitted,

John D. Culbertson

KEMPA BOARD MEETING

July 6, 2005
UW – Whitewater
Roseman Hall – Room 2005

MINUTES

President John Culbertson called the meeting to order at 9:41 am. Present were: Barrington, Becker, Burke, Culbertson, Jacoby, Kemp, Kohls, Koshallek, Smith, Thompson. Absent were: Conover, Cook, Flood, Graczyk, Jappinen, Packard, Rademacher, Trim, Zoller.

The board directed President Culbertson to contact those board members who have not been attending to see if they wish to continue as a KEMPA Board Member.

Thompson moved Kemp seconded to accept the April 16, 2005 minutes.

Becker gave the Treasurer's Report. It showed a balance of \$4,496.09. It was noted that JEA dues are \$50 after July 1 and \$45 before July 1. Twenty five KEMPA schools have a joint membership with JEA. Becker was directed to request from Continuing Ed that money ^{\$2000} from the Fall Conference Account ~~that~~ ^{be} ~~has been~~ paid for the debt of the Summer Account.

Barrington gave the Membership Chairman Report. As of July 1, KEMPA has 58 members (compares with 71 a year ago and 63 two years ago at the same time). Twenty one yearbooks and 25 newspapers were submitted for critique at the Fall Conference. Discussion centered on the newspaper deadline of June 15th.

Kohls gave the Executive Director's Report. She reported that three scholarships were awarded at \$400 each. We also had one adviser scholarship and four WONA scholarships. She suggested that denim square project for the JEA Convention be part of each core at the Summer Workshop. Kohls reminded everyone for nominees for the different awards to be presented at the Fall Conference. Right now she has very few Advisers of the Year nominees. She also pointed out the *Dow Jones Adviser* has pictures of the 2004 Summer Workshop in it, and that KEMPA should be actively involved with the Fall JEA Convention in Chicago.

Thompson gave the Webmaster Report. He reported that the membership list is on the web, scholarship winners are posted on the web, and right after the Summer Workshop, pictures of the workshop will be posted on the web. It was suggested to post the KEMPA UPDATE on the web to control cost.

Culbertson gave the President's Report. Under his report, it was noted that with Conover's resignation as Fall Conference Co-Director after this year, as well as several board members not coming to the board meetings, that we as a board need to look to the future of the board and to the offerings that KEMPA does offer its membership. A letter will be sent to the membership asking them to think about joining the Board. Thompson will work on a letter. Jacoby will take over as the coordinator to work with UW-Whitewater Continuing Ed for the Fall Conference. Smith expressed an interest in perhaps becoming the newspaper Co-Director for the Fall Conference.

Barrington gave the Summer Workshop report. The t-shirt design was unveiled. She noted the staff has been hired. Sixty eight students have signed up (14 have signed up for the In Design Workshop. A couple of advisers have also signed up.

The Fall Conference report was given. It was noted the write-off topic will be the Rights and Responsibilities of Teens with an emphasis on student journalists.

Culbertson noted that he is in contact with John Cutsinger for topics for the Winter Advisers' Retreat. Becker said she would do a session on "Photography for non-Photographers." Jacoby will also contact ^{eg} ~~Kraig~~ Jacoby about doing a session. Barrington will contact Rick Woods about his presentation or work on up-dating her PowerPoint presentation.

Under New Business, it was noted that there will be an Outreach Academy at the JEA Convention in Chicago. If anyone has questions, they are to contact Zoller.

Thompson moved and Jacoby seconded that beginning in 2006, the KEMPA scholarships be limited to current high school graduates. Motion passed.

It was noted that Barrington and Becker are now foundation members of the WNA. WNA will have four area sessions in Wisconsin this fall.

Motion by Koshallek and seconded by Kemp, the meeting was adjourned at 12:17.

BOARD MEETING

September 17, 2005

UW – Whitewater
Roseman Hall – Room 2005

MINUTES

President John Culbertson called the meeting to order at 9:45.

The following were present: Culbertson, Packard, Smith, Becker, Conover, Kohls, Zoller, Cook, Barrington

The following were absent: Burke, Kemp, Thompson, Koshallek (came late)
Jacoby

After additions and corrections, the minutes of the July 6, 2005 meeting were approved.

Becker gave the Treasurer's Report. Currently there is a balance of \$4,266.87. She needs a bill from Continuing Ed for mailing of Winter Seminar mailing.

Barrington gave the Membership Chairman report. Currently there are 71 members (which includes individual and 4 new members).

Kohls gave the Executive Director's report. She noted that the reservations for Cutsinger have been made. Becker will pick him up and bring him to the hotel. Articles have been sent to the Dow Jones Report. WNA sessions were discussed. The awards were discussed. Anna Joranger of Wauwatosa East won the Gebhardt Prize. It will be presented by Stan Zoller. There were no nominees for Administrator of the Year. Katherine Conover will present the Media Award to William Wineke and Jan Kohls will present the Friend of KEMPA Award to Lafollette, Godfrey and Kahn Law Offices. John Culbertson appointed different members to the Yearbook and Newspaper Adviser of the Year committee to choose a nominee. A special email will be conducted concerning the Hall of Fame Award. It was suggested that we keep WNA in mind for Media Award next year.

The agenda for the Annual Meeting was finalized. No one said they would not rerun for another term on the Board. Mike Gordy's name was added.

Barrington gave the Summer Workshop Report: She maintained that she will continue to look at costs. She suggested to keep the pay schedule same as last year. She will double check pay schedule to make sure everyone is where they are supposed to be. She will email comments to the board of the workshop.

Suggestions for next year: Large group: Web based publications and broadcasting.

Conover gave the Fall Conference Report. It is all set to go. Is on the website. JEA information will be in folders, along with summer workshop flier, and Gebhardt award winning article.

The Winter Retreat Report was given. It was noted that Jostens has agreed to sponsor the luncheon. Linda Barrington is working on Rick Wood for a slide show presentation at the evening meal. It was agreed to continue the Silent Auction.

Other Old Business: Stan Zoller will continue keep lines open with Northern Illinois Press Association.

In New Business: Barrington announced that two KEMPA members, Nancy Becker and David Wiegand, will receive Life-Time Achievement Awards at the JEA Convention in Chicago. Cook asked a question concerning sources for student publication of printed writing contests. Zoller explained the Outreach Academy that will be part of the Chicago JEA Convention.

Meeting adjourned at 12:00.

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 Juraneck, 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 ~~KEMPA~~ KEMPA 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 ~~R~~

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

Newspaper Adviser of the Year Award, presented by Tammy Rademacher to Pat Benedicte, Rockford

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.