Memo To: IRA State/Provincial Council Coordinators, Directors of Membership Development, Presidents, President-Elects, Secretaries, Treasurers, and Vice Presidents

Dear Council Members and Leaders,

We are happy to report that the Council Leadership Academy has received overwhelmingly positive feedback over the past several months. Our programs have been met with a very enthusiastic response and we thank those who were able to join and work with us in Tampa, FL. As many of our councils have undergone the beginning steps to transform their councils through the Council Transformation Program, IRA itself is going through a transformation as well. As we move forward, building our platform for thought leadership, we have decided to shift our direction for the coming year. The Council Advisors, along with help and guidance from the Council Advisory Team, will be devoting our attention to continue working with our councils through the Council Transformation Program on an individual basis. This will entail working with councils in 2015 through individual visits. We see this as an opportunity to have our councils continue to achieve more progress in the program, with quicker results. Due to limited staff and resources, councils will need to be flexible when requesting visitation (Council Advisor Visitation Request Form) from the Council Advisory Team over the next year. We will request that councils plan to dedicate at least two full work days, to include the entire executive board. The framework of our visits will encompass working with board members, focusing on the areas of Organizational Management, Board Orientation, and Strategic Planning. Therefore, the Council Leadership Academy will not be held in the 2015 calendar year. The Council Advisory Team will use these working opportunities throughout 2015 to upgrade and improve upon training sessions with our councils to allow us to hold a very exceptional Council Leadership Academy in 2016. Our ultimate goal is to dedicate our resources to provide deeper knowledge for our councils to become sustainable. We hope this information is helpful. Please let us know if you have any questions regarding this message. Thank you for your attention to this information in advance and we look forward to working with each of you directly throughout the year.