

**ACPE Board of Representatives
Report from Southwest Regional Representatives
Jenny Lannom and Wayne Menking
Fall ACPE Board Meeting
April 17-20, 2010
Kansas City, Missouri**

There is much to celebrate in our organization, and at the same time, there are significant challenges in front of us. The following is our report of the work of the ACPE Board at its 2010 spring meeting:

Purchase of Property and New ACPE Offices

A major celebration is that on April 15, 2010, ACPE closed the purchase of property at 542 Church St. in Decatur, Georgia. This is the culmination of a great deal of thought, work and energy on the part of the FCPE and the ACPE Executive Committee. With limited fund raising history, the FCPE raised \$1.02 million in a matter of weeks to purchase this property. What follows is a brief history of how this transaction came about.

In November of 2009, consideration was given to the purchase of property in downtown Atlanta; however, this property was not deemed suitable for ACPE's purposes and it was not pursued. At its November 2009 meeting, the ACPE Board gave its approval to move forward with a capital campaign, the centerpiece of which would be the purchase of property and the development of a building.

One week later, Teresa Snorton was notified by our real estate agent that a suitable property had just become available in downtown Decatur. She recognized the property's potential to meet ACPE's needs and immediately invited Agnes Bourne and Stu Plummer from FCPE to come to Atlanta to inspect the property. They responded and came to Atlanta the week of Thanksgiving. While in Atlanta, Agnes contacted the architectural firm in Decatur that designed the Luce Center on Emory's campus to seek their consultation on the property. Excited to hear about ACPE's interest in down town Decatur, the firm responded immediately and met with the ACPE and FCPE representatives the Wednesday before Thanksgiving. An important piece of this story is that the principle architect of this firm goes to a church in Atlanta that has an accredited ACPE center, hence he knew of our organization and what we do, and was excited to be part of our project!

ACPE then learned that there was competition for the property. Conversations between the Facilities Subcommittee of FCPE and Bill Scrivener ensued, and the ACPE Board was then asked to approve an offer on the building, which it did. The offer was accepted and the contract signed; earnest money was put into escrow. The original asking price was \$1.5 million and ACPE offered \$1.2 million. ACPE then entered a period of "due diligence" that included structural analysis, engaging Code Issues in Decatur, a mechanical and engineering analysis, a property survey, a title search and an environmental study. The companies who completed these studies either did them **pro bono or at cost**, thus the total cost of due diligence to ACPE was approximately \$12,000. Although the existing building is sound, it does not meet the current Code Requirements of Decatur. The building must, therefore, be demolished. Taking this into account, ACPE offered to pay \$1,002,500.00 for the building and this offer was accepted.

The ½ acre of property is an ideal fit with the Board's vision, which it imagined in February 2009 when it had a "dreaming" session with the FCPE about what it wanted to see in a new building! Specifically it meets the space and location criteria that the Board imagined: a location that will contain transportation, housing and meeting costs, an environment of beauty, located directly adjacent to a Holiday Inn and convention center, and located within two blocks of a Marta station. Jenny and others who participated in the dreaming process, commented that they could never have imagined their work coming to fruition in this way, and in such a short amount of time. It is simply nothing short of "miraculous."

The next step in this project is to design the building and raise money for its construction. In this regard, the architectural firm that consulted with and assisted ACPE through the due diligence phase of the purchase, Lord, Aeck and Sargent (www.lordaecksargent.com) has been invited by the Board to submit a bid for the design and construction oversight of the new building. This firm is one of the first to adopt "The 2030 Challenge," an initiative that calls on the global building sector to immediately reduce energy usage by 50 % in new buildings in order to avoid hazardous climate change. Capitalizing on the momentum that has been gained in the purchase of the new property, FCPE will now continue the capital campaign to raise approximately \$11- 12 million to construct the new building.

This is a long report on the building, but we wanted you to know more about the history and process of this incredible journey!

Governance and Other Organizational Matters

Last fall, the ACPE Board voted to enact several cost saving measures that were recommended by the Self-Organizational Study Report led by Sally Schwab and her committee. By action of the Board, a work group was created, the Work Group on Association Governance and Organization, and was charged with the following:

- Clarify expectations and structures related to management and leadership of ACPE professional staff
- Determine organizational value of representative basis for ACPE Board, Commissions and Committees
- Research benefits and losses in regard to decreasing number of regions in ACPE
- And make recommendations at *the* April 2010 meeting.

Jenny Lannom chaired this Work Group and at the Spring Board Meeting a report was made with some significant changes to the governance noted. The Board approved the report in theory and has asked the Work Group to move ahead and be prepared to bring a report with actionable items at the July 2010 conference call of the Board.

Executive Director's Report

The 2009 numbers remained steady with increase in Clinical membership and Accreditation. Teresa processed six complaints through the ACPE/APC joint ethics process. The office

completed the conversion to an electronic newsletter. All staff jobs have been reviewed and updated. The ACPE office continues to do preparatory work for the Associate Director, Deryck Durston's Study Leave which begins in the summer of 2010. The due diligence process for 542 Church St. property was tedious and educational!

The Emerging Leaders Award

Recognizing the need to grow newly certified and younger clinical members into positions of leadership, the ACPE Board voted to recognize annually nine ACPE members (one from each region) who have been a member for 10 years or less, and who have made contributions to the ACPE community through their initiative, innovative or leadership at the local center, regional or national levels. The award to be given will be called "The Emerging Leaders Award." These members may be either clinical or supervisory leaders. The leadership entities in each region will make their nominations to the ACPE Board in the fall for recognition at the following spring's annual conference. The recipient will receive a certificate, good for two years, towards registration for any ACPE Academy for Continuing Education course or webinars.

Research Initiative

A motion was made that the ACPE appoint the Executive Director to work with interested ACPE Supervisors and Centers and other research experts to design a research initiative for ACPE. If you or your center has an interest in being considered for partnership in such an initiative, please contact Teresa Snorton at tsnorton@acpe.edu or 404-320-1472.

Finance Committee

A significant challenge for ACPE is its operating budget. Paula Teague, treasurer, and her committee have done outstanding work in a very difficult financial climate. In 2009, ACPE's operating deficit was \$68,803.40. Causes of the 2009 deficit were: payments for legal representation, i.e. \$30,000 paid in retainer fees of which \$12,000 remains on deposit; outsourced IT needs and the office flood; the ED's salary increase in order to bring the salary in line with market; ED travel expenses were higher than budgeted (as were all travel for Boards and Commissions; this has to do with the increase cost of travel); several leadership commissions/committees were over budget. Income did exceed budget by \$15,000. ACPE continues to have declining membership and increasing expenses, a trend that the organization can not afford to continue. The 2011 budget proposed by the Finance Committee and approved by the membership at the national meeting will increase most fees 15% along with budget cuts except for certification and no support for the publication *Reflective Practice*.

Board of Representatives

Recognizing the need to contain operating expenses, the ACPE Board affirmed its prior decision to have only one representative per region attend the fall face-to-face meeting, until such time as the new governance structure may be in place. Both Board members will participate in all communication/meetings by conference call; both members will continue to have voice/vote.

Grant Applications

A significant celebration for ACPE is that twelve applications for grants were received. With \$25,000 to distribute, the committee chose to divide the grants between four applicants,

including CHRISTUS Healthcare for CPE at Christus Muguerza, Mexico! Congratulations to Mike Saxton and his team!

ACPE Board Recommendations for FCPE Board Membership

Four ACPE Board members were recommended to FCPE's Board. FCPE will vote on this nominations slate in the near future. The persons include our own Wayne Menking along with Sharon Engebretson, Harry Simmons and Greg Stoddard.

Racial Ethnic Multicultural Network

The Board accepted REM's invitation to hold a celebration together in Washington D.C. in 2012 at the REM meeting. The Board also proposed to REM that beginning in 2014 we hold one national conference per year hosted by REM in alternate years. Harry Simmons, the REM Rep to the Board will engage REM about this second proposal.

Accreditation Commission

Karrie Oertli reported that actions were taken on 532 Centers, a record high number for the Commission. Other commission action included:

- Developed notations for Centers reporting and submitting materials late.
- Approved nine new Centers this meeting, including Baptist Health CPE Center in Little Rock, Arkansas. Congratulations Bill Carpenter!
- Four centers voluntarily withdrew.
- There are not large numbers of center closings as had been expected with the economic down-turn.
- There are currently seven New Generations Projects (NGP).
- Educational complaints are a grave concern for the Commission. Five have been received and more are expected. The complaints from these Centers are caused
- by egregious behaviors of the Supervisors and the way they are managing their programs. The Commission feels more needs to be done to increase supervisory competence during and beyond the certification process.
- Self-Reporting Non-Compliance has so far been successful with Centers reporting noncompliance and submitting plans to become compliant.

Certification Commission

The Commission met with 37 candidates at this meeting, which is twelve more than the maximum planned, and the largest group in Certification's collective memory. Under Jan Humphrey's leadership, the Commission was able to think of creative solutions while staying in budget. There was a 66% pass rate. With at least 200 candidates in the "pipeline," the Commission will prepare for overloaded dockets in the future. The Letter of Intent is working very well, and the Commission encourages everyone to use them.

Professional Ethics Commission (PEC)

John Weagraff is the new Commission Chair for Professional Ethics. The PEC conducted one appeal hearing in February 2010. Since November 2009, there have been six complaints filed. Three of these were dismissed. Two resulted in referral to certification for competency review. \

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One was referred to accreditation. Ethical issues included: abuse of power, harassment, racial discrimination, poor program management and ineffective supervision. The PEC is looking into alternatives to the ED being the initial recipient of complaints. Michael Doane from our Region is a PEC Commissioner. Congratulations Michael!

Representation and Nominating Committee (RANC)

RANC conducted a survey of the leadership of ACPE as directed by the ACPE Board to determine levels of inclusiveness of persons of Racial, Ethnic and Multicultural heritage. The survey demonstrated that we may be meeting the set percentages of inclusiveness determined by the board. However, the survey is inconclusive because of the small number of respondents. The Representatives to the Board were asked to determine REM leadership in their individual regions. We are very happy to report that the Southwest Region continues to be a leader in the national organization with a 27.8% inclusive slate that includes men, women, REM members, gay/lesbian/bisexual members, etc. Congratulations to our regional RANC chairs over the past few years for having been intentional about inclusiveness and diversity. And thank you to all who are agreeing to serve your region!

2011 Annual Conference

This will be held in Salt Lake City, Utah on April 6-9. The local Episcopal Diocese is a major sponsor of the conference.

Respectfully submitted,

Jenny Lannom
Wayne Menking