



IIMC Region VI

IIMC Region VI consists of **Iowa, Minnesota and Wisconsin** and the hosting of the Mid-Year meeting in March rotates states each year.

WINTER 2025

YOUR REGION VI DIRECTORS



Elena Hilby, MMC
City of Sun Prairie, WI
ehilby@cityofsunprairie.com
Term Expiring May 2026



Trish Gleason, MMC
City of Dubuque, IA
tgleason@cityofdubuque.org
Term Expiring May 2027
SERVING:
Iowa
Minnesota
Wisconsin

PLEASE JOIN US FOR THE

IIMC REGION VI MID-YEAR TRAINING

WE HOPE TO SEE YOU THERE!!!

IIMC Region VI



Mid-Year Education & Business Meeting

March 6, 2026

IIMC Welcomes You to the 2026 IIMC Region VI Mid-Year Meeting

With IIMC's six states of Iowa, Minnesota and Wisconsin and the hosting of the Mid-Year meeting rotates each year, Minnesota is excited to be the 2026 Mid-Year meeting host in March 6, 2026.

This year, the fee for your 2026 meeting will be:

Country Inn & Suites
2221 Kilkisaw Drive
Bloomington, MN 55425

The Country Inn & Suites is offering essential rooms of \$120 double or \$135 king per night for Wednesday through Friday night. Please make your hotel reservation now. Please reserve your room by scanning the QR Code above or go to the address: <https://www.choicehotels.com/region6/iimcregion6midyear2026>

Those rates will apply for availability until February 6, 2026. You're invited to attend the Athenian Dialogue Session and the Region VI Mid-Year Training on Friday. For those who are away, we would encourage to do a group, if everyone wishes to do that.

Choose each event(s) you wish to attend:

Friday Class - Athenian Dialogue
09:00 am - 10:00 am

IIMC Member: \$75.00
Non-Member: \$95.00

Friday IIMC Mid-Year Meeting
11:00 am - 1:00 pm

IIMC Member: \$65.00
Non-Member: \$85.00

"Morganization" in IIMC's 6 States and Beyond
1:00 pm - 2:00 pm

IIMC Member: \$65.00
Non-Member: \$85.00

IIMC Region VI Registration
Name: _____

Send Faxes & Premium for
Trish Gleason - IIMC Region VI
c/o City of Dubuque City Hall
50 West 13th Street
Dubuque, IA 52001

Address: _____

Postbox to: IIMC Region VI

City, State, Zip: _____

Postmark by: February 20, 2026

Any special dietary needs or restrictions: _____

(We will do our best to accommodate dietary requests)

Friday, March 6, 2026

Country Inn & Suites - Conference Room

Athenian Dialogue

Dare To Lead

By: Brené Brown

Facilitator: Eelco Groenenboom, MSc, MMC

Class will be held from 9:00 am - 4:00 pm in the Conference Room



Session Description:

"Dare to Lead" by Brené Brown is a leadership book that emphasizes the importance of vulnerability, courage, and empathy in effective leadership. It outlines four key skill sets for daring leaders: braving vulnerability, living into our values, risking, and rising. Brown argues that true leadership is about this kind of leadership that encourages potential and having the courage to develop it, even in the face of uncertainty and challenges.

In essence, "Dare to Lead" encourages leaders to cultivate a more human-centered approach, focusing on empathy, connection, and courage to foster a culture of trust, innovation, and resilience within their teams.

Facilitator:

Eelco Groenenboom

Letting people go beyond what they've been doing, where people grow, organizations flourish. Eelco is a long-time and trusted facilitator for IIMC. He has a passion for leadership and for connecting with others. He has over 30 years of experience in a variety of the sectors he works in. The last 13 years as a City Clerk. He is a great team builder and a natural leader. He is a natural leader. In his courses he likes to highlight and discuss the grey areas of working in an political environment. Parts of it also covers in trainings for the government, how to work with others, and how to work with others. Eelco has a passion in leadership and People Dynamics helps him reflect on people's behavior and how to work with others. Because working with others is a natural extension. Because working with others is a natural extension. It is important for your personal development. Understanding others drives processes too. For important teams and the organization. - Drives personal growth and development of what they do. Eelco received his Master's in Municipal Administration in 2015 and was an invited Athenean Dialogue Facilitator outside the American continent.



PLEASE NOTE: This training has been pre-approved for 3.0 CMC and 3.0 MMC points.

2026 IIMC Region VI Mid-Year Training

Region VI invites you to join us for the **2026 IIMC Region VI Mid-Year Education & Business Meeting on Friday, March 6, 2026, in Bloomington, Minnesota.**

This year's featured training is an **Athenian Dialogue on *Dare to Lead* by Brené Brown**, facilitated by Eelco Groenenboom, MSc, MMC. This interactive, discussion-based format creates space for thoughtful conversation about courage, vulnerability, trust, and values-driven leadership. Participants will learn from the text, from one another, and from shared experience in a way that is both meaningful and practical.

The session has been pre-approved for **3.0 CMC or 3.0 MMC advanced education points** with completion of the required assessment.

This Mid-Year Meeting is an opportunity to step away from the daily pace, reflect on how we lead, and reconnect with colleagues who understand the work we do. We hope you'll join us for a day of learning, dialogue, and connection with your Region VI peers.

Highlights from the 2025 IIMC Board Midyear Meeting

A moment to step back and look ahead

The IIMC Board of Directors met in November for its annual Midyear Meeting, setting aside dedicated time to focus on governance, strategy, and the long-term health of the organization. These meetings are about more than reports and routine business. They give the Board space to reflect, ask hard questions, and make sure IIMC is positioned to support members now and into the future.

*****Strong governance today builds a stronger organization tomorrow.*****

Investing in good governance

A major focus of the meeting was Board development. Directors reviewed their roles, responsibilities, and accountability practices, with open conversation about decision-making, communication, and meeting protocols. This kind of work may happen behind the scenes, but it matters. Clear expectations and healthy Board dynamics lead to better decisions and stronger outcomes for members and the organization.

*****Clear roles. Open dialogue. Better decisions.*****

Updates that improve member experience

The Board also reviewed committee work and approved several actions aimed at improving clarity and consistency across IIMC operations. This included updates to election-related practices designed to strengthen ethical standards, increase transparency, and support meaningful member participation during election cycles.

New policies were also adopted to address evolving needs, including guidance related to social media use and Board executive sessions. Together, these updates support professionalism, consistency, and trust in how the organization operates.

*****Thoughtful policies help set clear expectations for everyone.*****

Responsible budgeting and smart investments

Financial stewardship remained a priority. The Board approved balanced budgets for both 2025 and 2026, while also investing in areas that strengthen member services. These investments include additional communications capacity and support for Region X (Canada) members. The Board also discussed ways to manage and reduce conference-related costs in future years, with an emphasis on maintaining quality while being mindful of affordability.

*****Balanced budgets paired with strategic investment support long-term sustainability.*****

Looking toward the future

The Board reviewed progress under the current Strategic Plan and discussed what comes next. Plans are underway to form a Constitution Task Force to review IIMC's governing document, and work will begin on a new Strategic Plan to guide the organization into 2027 and beyond.

*****Good planning today sets the stage for a strong future.*****

From Your Region VI Directors

We believe it's important for members to understand not just what the Board is doing, but why it matters. The Midyear Meeting reflected a shared commitment to thoughtful leadership, transparency, and responsible planning. We're proud of the work being done on behalf of members and always welcome your questions, ideas, and engagement as IIMC continues to move forward.



Clerks don't just keep records. We keep trust, continuity, and the quiet confidence that local government depends on every day. What you do matters, even when no one sees it!



Certified Municipal Clerk (CMC) Program

The CMC program is designed to enhance the job performance of the Clerk in small and large municipalities. To earn the CMC designation, a Municipal Clerk must attend extensive education programs. The CMC designation also requires pertinent experience in a municipality. The CMC program prepares the applicants to meet the challenges of the complex role of the Municipal Clerk by providing them with quality education in partnership with institutions of higher learning, as well as State / Provincial / National Associations. The CMC program has been assisting clerks to excel since 1970.

Master Municipal Clerk (MMC) Program

The MMC program is an advanced continuing education program that prepares participants to perform complex municipal duties. The program has an extensive and rigorous educational component and a professional and social contribution component. The MMC applicant must demonstrate that they have actively pursued education and professional activities.

You can find more information about the CMC and MMC and all the training opportunities available to you at the IIMC website, www.iimc.com.

Certification Process

IIMC no longer accepts CMC/MMC Designation applications via email, mail, or fax. All certification applications must be submitted via IIMC's Education Certification portal. The portal may be accessed via the following links:

- CMC: <https://bit.ly/CMCDesApp> Find the "step-by-step" guide [here](#).
- MMC: <https://bit.ly/MMCDesApp> Find the MMC "step-by-step" guide [here](#).

Anyone who has received their CMC or MMC Designation is invited to complete the Certification Questionnaire and tell IIMC about your experience. That can be done with this link: <https://www.iimc.com/FormCenter/Education-6/Certification-Questionnaire-68>

Recent and Upcoming Events

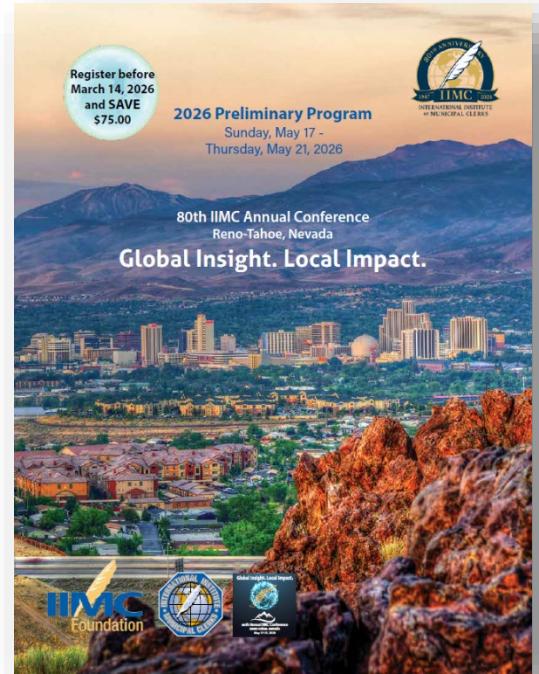
- August 2025 – WMCA Annual Conference in Middleton, WI – Elena and Trish attended.
- October 2025 – IMFOA Fall Conference – Elena and Trish attended.
- November 2025 – IIMC Mid-year Meeting in St. Louis, MO – Elena and Trish attended.
- March 2025 – IIMC Mid-Year Meeting in Bloomington, MN – Elena and Trish will attend.
- March 2025 – MCFOA Annual Conference in Brooklyn Center, MN – Elena and Trish will attend.

2026 IIMC Annual Conference in Reno, NV

We're so excited for the 2026 IIMC Annual Conference that will be held in vibrant Reno, Nevada! While we're still gathering details, here's what we can share so far: All general and education sessions, the opening ceremony, exhibit hall, annual banquet, and accommodations will be conveniently located at the host hotel.

This will be a 5-day conference to celebrate our 80th Anniversary. The conference will be May 17 – May 21, 2026.

Stay tuned for more updates—we can't wait to see you there!



Get Involved: Consider Serving on an IIMC Committee

Active involvement is the foundation of growth and success in any organization, and the International Institute of Municipal Clerks (IIMC) is no exception. Our strength comes from the dedication of our volunteers. Whether it's assisting with fundraising, planning conferences, coordinating special projects, or generating new ideas, volunteers play an essential role in moving the organization forward.

Each initiative relies on the time and effort contributed by our members. By volunteering for an IIMC Committee, you're making a commitment not only to the organization's development but also to ensuring its continued success for years to come.

"IIMC provides a platform for members to sharpen their leadership skills and enhance their professional proficiency," said IIMC Executive Director Chris Shalby. "Volunteering on a Committee is a fantastic way for members to apply their creativity and talents while contributing to the organization's progress."

IIMC is actively seeking committee members who are ready to make a difference. Committees convene at the Annual Conference to review achievements and set goals for the year ahead. However, attending the conference isn't a requirement for participation. Most committee work is accomplished throughout the year via teleconferences, email, or other remote communications.

Not sure which committee you might be interested in serving on? Please see the list of IIMC Standing Committees you can consider on the next page.

The growth and success of IIMC are powered by you—our members. Your insights, ideas, and dedication make all the difference.

Take the opportunity to put your skills to use and help shape the future of IIMC by volunteering for a Committee today.

Deadline to Apply: January 31, 2025

IIMC Standing Committees

Budget and Planning

The Committee serves as the financial advisory committee to the Board of Directors. The Committee, along with the Executive Director, presents the annual budget to the Board, reviews quarterly reports, reviews the audited financial statements and reports to the Board any areas of concern.

The Budget and Planning Committee consists of: IIMC's Executive Committee, Budget Chair, Vice Chair and Member. **Only former IIMC Board members can apply for this committee.**

Conference

To ensure that the IIMC Annual Conference is the premier local government educational experience for all potential conference Delegates. The Committee recommends conference education topics, speakers, sessions, and general speakers. It also works with staff in viewing the overall conference process and how to improve upon existing formats.

Education and Professional Development

To ensure IIMC provides excellence in professional education and development programs by serving as the sounding board for the Education Department and working in conjunction with IIMC staff in suggesting programs and outreach areas of education for Clerks; being the advocate in IIMC members professional growth and continually visioning IIMC's overall educational philosophy from a global perspective.

Elections

To conduct and supervise all elections and other necessary voting by IIMC members.

International Relations

The Committee shall work to promote IIMC as a partner with national and provincial associations in providing local government professionals with premier educational opportunities, and second, as the international organization of choice for certification of local government professionals. This Committee shall also work to facilitate and promote interaction and networking between IIMC members in various parts of the world.

Membership/Mentoring

The Membership/Mentoring Committee works with the Public Relations and Marketing Committee, the International Relations Committee and staff to increase the number of IIMC members in all Regions. Promote IIMC at Annual Conferences and other meetings. Serve as IIMC contact on membership changes, new Municipal Clerk appointments and state, provincial and regional elections. The committee also builds relationships between experienced local government professionals and those new to their careers, utilizing valuable knowledge resource that is our retired membership.

Policy Review

To monitor and provide policy guidance to ensure purpose, consistency, accuracy and fair application. To review policies, positions and perspectives regularly and recommend appropriate revisions to the IIMC Board of Directors. Provide policy articles of interest for inclusion in the News Digest.

Public Relations/Marketing

The Committee shall work closely with the Membership Committee and the International Relations Committee to market, publicize and promote IIMC with the dual aims of attracting new members and raising the professional status and image of local government professionals.

Records Management

The Committee shall study and make recommendations to the Board of Directors on matters pertaining to records management and shall develop informational materials that will assist IIMC members with their records management responsibilities.

Research & Resource

The Committee shall work in concert with the IIMC Education Department to gather information and data on an as-needed basis and provide said information to the IIMC Board of Directors and/or Committees to assist in the decision-making process. This Committee shall also respond to requests for information from IIMC members and suggest new methods for improving the availability and delivery of current and accurate information.

2026 Online Professional Development Course Schedule

The following online courses will be available in the last quarter of 2026. We will announce when each course is ready to go live with registration. These are for your information and reference.

FIRST QUARTER

Wednesday, February 4, 2026 – 9 am PST

AI and Automation In Municipal Workflows

R. Daley, MBA, MA

Wednesday, March 4, 2026 – 9 am PST

Ethical Decision-Making in Local Govt

George Hicks, MBA

Wednesday, February 25, 2026 – 9 am PST

Cybersecurity Resilience

Dr. Jay Grosflam

Wednesday, March 18, 2026 – 9 am PST

Leadership, Considering the Long Game

Dr. Christian Quintero

SECOND QUARTER

Wednesday, April 1, 2026 – 9 am PST

Mentorship & Coaching

R. Daley, MBA, MA

Wednesday, June 3, 2026 – 9 am PST

Mental Toughness: Regaining Resilience

Preethi Fernando

Wednesday, April 15, 2026 – 9 am PST

Practical Communication

Dr. Jay Grosflam

Wednesday, June 10, 2026 – 9 am PST

The Future You Finish

Sean Hicks, MBA

Wednesday, April 29, 2026 – 9 am PST

Leadership, Building Trust Within the Team

Dr. Christian Quintero

Wednesday, June 24, 2026 – 9 am PST

Emotional Intelligence and Presence

Jovan Miles

Wednesday, May 6, 2026 – 9 am PST

Blueprints for Everyday Excellence

Sean Hicks, MBA



Clerks are the steady hands behind strong communities. When you show up with care, integrity, and patience, you help local government work the way it should.



IIMC Region 6

Iowa, Minnesota and Wisconsin

Group by International Institute of Municipal Clerks (IIMC)

IIMC Region 6



+ Invite



Region VI Facebook Group

Don't forget to join our Region 6 Facebook Group, if you are new to the association or haven't done so yet. It's an excellent way to stay informed and network with other Region 6 members. Here is the link to the group: <https://www.facebook.com/groups/iimcregion6>



Congratulations 2025 Region VI Certifications!

Master Municipal Clerks (MMC)

- ❖ Daphney Maras, MMC
- ❖ Becky Tellier, MMC
- ❖ Kellie Grace, MMC
- ❖ Karla Endres, MMC
- ❖ Toya Harrell, MMC

- City of Albert Lea, MN
- Village of Theresa, WI
- City of Iowa City, IA
- City of Waunakee, WI
- Village of Shorewood, WI

Certified Municipal Clerks (CMC)

❖ Rosina Guyer, CMC	City of Long Grove, IA
❖ Darla M. Fink, CMC	Village of Fox Crossing, WI
❖ Chanetel M. Jaenke, CMC	Village of Fox Crossing, WI
❖ Alissa Van Sloten, CMC	City of Cedar Rapids, IA
❖ Denise Beebe, CMC	City of Chaska, MN
❖ Susi Lampe, CMC	City of Independence, IA
❖ Erica Polley, CMC	City of Hawley, MN
❖ Jaden Strand, CMC	City of Isanti, MN
❖ Julia Hall, CMC	City of Waseca, MN
❖ Julie Trembreull, CMC	City of Champlin, MN
❖ Ginger Wander, CMC	City of Elgin, IA
❖ Lana Kropt, CMC	Village of Mukwonago, WI
❖ Tammy Wojtalewicz, CMC	Village of Plover, WI
❖ Amanda Baryenbruch, CMC	City of Two Rivers, WI
❖ Theresa Martinson, CMC	City of Cook, MN

Welcome To Our Newest Members!

January 2025

❖ Jessica Drake	City of Van Meter, IA
❖ Rachel Greving	City of Grimes, IA
❖ Carmen Sorensen	City of Griswold, IA
❖ Elizabeth Albers	City of West Concord, MN
❖ Debbie Buoy	City of Rockford, MN
❖ Jamy Hanson	City of Bloomington, MN
❖ Tiffany Schrader	City of Wells, MN
❖ Greg Weiner	City of Saint Paul, MN
❖ Jasmine Barclift	Village of Plover, WI
❖ Theresa Bartley	Village of Belgium, WI
❖ Tammy Brown	Town of Bass Lake, WI
❖ Cindy Pluim	Town of Lamartine, WI
❖ Jeanne Rennie	Town of Burlington, WI

Welcome To Our Newest Members!

February 2025

- ❖ Mindy Holverson
- ❖ Lyle Mathison
- ❖ David Teigland
- ❖ Amy Weidman
- ❖ Michelle Baumeister
- ❖ Daniel Colwell
- ❖ Lana Kropf
- ❖ Jennifer Lenz
- ❖ Amber Pfeiffer
- ❖ Lisa J. Vincent

- City of Onawa, IA
- City of Bagley, MN
- City of Eden Prairie, MN
- City of Chanhassen, MN
- Town of Geneva, WI
- Village of Rochester, WI
- Village of Mukwonago, WI
- Town of Ixonia, WI
- City of Racine, WI
- City of Lake Mills, WI

April 2025

- ❖ Emily Mallon
- ❖ Vicky Sons-Eiden
- ❖ Betsy Steuber

- City of Red Wing, MN
- City of Carver, MN
- City of Fairmont, MN

May 2025

- ❖ Leah Kolar
- ❖ Kimberly Block
- ❖ Devin Ceglar
- ❖ Carrie Frost
- ❖ Christine A. Spilker

- City of Shueyville, IA
- City of Watertown, MN
- City of Chisholm, MN
- City of East Bethel, MN
- City of Horicon, WI

July 2025

- ❖ Stephanie Dautremont
- ❖ Sara Jo Vulcan
- ❖ Michelle L. Nelson
- ❖ Amanda Wangerin

- City of Lone Tree, IA
- City of Janesville, MN
- City of Kenosha, WI
- Village of Hobart, WI

Welcome To Our Newest Members!

August 2025

- ❖ Brandi Henderson
- ❖ Michelle Seydel
- ❖ Jaclyn Hanson
- ❖ Julie Kessler
- ❖ Leah Schill
- ❖ Amy White

- City of Rolfe, IA
- City of Lake City, MN
- City of River Falls, WI
- City of Rice Lake, WI
- Village of Auburndale, WI
- City of River Falls, WI

September 2025

- ❖ Yessi Arce
- ❖ Heather R. Mc Ewan

- Village of Cambridge, WI
- Village of Wrightstown, WI

October 2025

- ❖ Nicole Pilarski
- ❖ Mai Chang

- City of Kimball, MN
- Village of Shorewood, WI

November 2025

- ❖ Susan Lawton

- City of Polk City, IA

December 2025

- ❖ Stacey House
- ❖ Colby Hubbell
- ❖ Susan L. Caine
- ❖ Sam Williams

- City of North Liberty, IA
- City of Onamia, MN
- City of Columbus, WI
- City of Racine, WI



IIMC FOUNDATION

- Separate Board of Directors

There are five (5) classes of Directors. The classes are as follows:

1. Seven (7) active or retired members in good standing with IIMC.
2. Seven (7) persons with skills in education, government, foundations or corporations. Preference given to non-Clerks.
3. One (1) person with skills in finance/investment Preference given to non-Clerks
4. The President, the President Elect and the Vice-President of the International Institute of Municipal Clerks.
5. The Executive Director of IIMC (non-voting status) and the Director of Professional Development of IIMC (non-voting status) 3

IIMC FOUNDATION Fund Balance is more than \$3.7 million including the Restricted Fund and Unrestricted Funds.

Restricted Funds are Individuals, Associations and Corporate Endowments. Only the Interest minus Inflation each year can be used. **Unrestricted Funds** are funds from Voluntary Contributions, Fundraisers, Silent Auction, etc.

CMC, MMC, Distance Learning Scholarships and State/Provincial Educational Grants awarded annually. Each year the IIMC FOUNDATION Board can give up to 7% of the Unrestricted Funds minus inflation back to IIMC for Educational Programs. It is up to the IIMC Board to use these funds for Membership Education.

- Contributions are never spent. Educational contributions back to IIMC – Over \$2 million since 1984 are reinvested.
- Investment earnings flow back to IIMC:
 - ❖ Scholarships - 30 plus awarded annually for attendance at IIMC Institutes, Academies
 - ❖ Special education initiatives (i.e. education summit, distance learning)
 - ❖ Education programs at Annual Conference
 - ❖ Region Stipends for IIMC Education Programs (one per Region)
 - ❖ Annual Conference Grants – two per Region
 - ❖ James Tinnin Scholarships for Online Education Programs