



ANNUAL REPORT 2003-04

**International Association
of Emergency Managers**

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Benefits of IAEM Membership

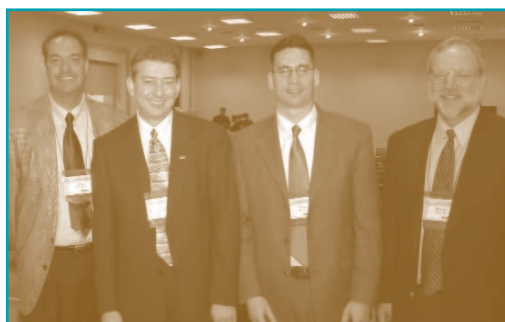
OVERVIEW

IAEM is an international organization dedicated to promoting the goals of saving lives and protecting property during emergencies and disasters. IAEM represents emergency management professionals from local government, the military, private industry, state and federal governments, volunteer organizations, and others interested in emergency management. The Association seeks to:

- advance the use of comprehensive emergency management as the best means to prepare for, respond to, recover from, and mitigate against disasters;
- strengthen inter-governmental, public-private sector, and multi-disciplinary partnerships;
- educate practitioners, policy-makers, and the public;
- provide forums for the exchange of information; and
- uphold professional standards among emergency managers.

As a member of the leading professional organization for emergency managers, you can depend on IAEM to deliver:

- **Access** to the largest network of **top emergency management** experts who can offer solutions, guidance and assistance.
- The opportunity to advance your career with **IAEM's "Professional Opportunities"** (www.iaem.com/bulletin_board service). Hiring managers consider it the primary advertising tool for recruiting new employees.
- The **latest information** on disaster issues, industry innovations and resources through a **monthly newsletter** (www.iaem.com/iaem_bulletin), **periodic emails** and **faxes** that will help you do your job.
- **A unified voice** at the **federal, state** and **local** levels to educate decision-makers about the **impact of policies and legislation** on emergency management services.
- **Discussion groups** and a wealth of other professional tools on www.iaem.com, **the portal to the world of emergency management**.
- The only internationally recognized certification for emergency managers, the **Certified Emergency Manager®** (www.iaem.com/certification) and Associate Emergency Manager programs, which can enhance your career and your salary.
- A chance to receive **scholarship funds** (www.iaem.com/scholarship_program) for students enrolled in emergency management courses of study.
- **IAEM member discounts** extended by various partner organizations and other emergency management products/service providers.



Information Requirements, XcelEnergy; Peter Casals, IAEM Deputy Director; and Mark Reichardt, Director of Marketing and Public Sector Programs, Open GIS Consortium.

IAEM Has Presence at GEO Intelligence 2004. IAEM Deputy Director Peter Casals delivered a presentation about IAEM at GEOIntelligence 2004, a conference in Sao Paulo, Brazil, that focused on infrastructure protection, interoperability and sharing of best practices. It was attended by safety and security experts from across South and Central America. *From left: J.D. Maniscalco, Utility Notification Center of Colorado; Peter Gomez, Manager,*

Looking Back on a Whirlwind of Change

By Daryl Lee Spiewak, CEM, 2003-2004 IAEM President

When I took office as IAEM President in 2003, I acknowledged that IAEM had come a long way toward realizing our vision of being “recognized as a premier international organization of emergency management professionals.” However, I also noted that we still had much more to do.

I shared with you my goals for the year, explaining that my plans for my term of office could be characterized as an evolution rather than a revolution, because I planned to build upon all the good works of our past leaders as well as your desires for IAEM. My three main-focus areas for further development were our strategic plan, partnerships, and international issues. That set us on a whirlwind of change.

Now as I hand over the leadership reins to our new president, I am happy to report that we have made great strides in further developing and expanding our association. Here are some of the highlights of the 2003-2004 year:

■ **STRATEGIC PLAN AND IAEM COMMITTEES** – The Strategic Planning Committee completed our strategic plan, and our committees began working on their assigned objectives. Many exciting things are happening, thanks to active participation by our members. The CEM Commission is testing an electronic version of the Certified Emergency Manager® application form to improve the application submission process. We are revamping and energizing our Marketing & Membership Committee, and they are developing some great ideas. Other committees are active as well. You’ll see details in this Annual Report of the accomplishments of our members through their committee work, and we hope this will encourage you to see opportunities to become more active. Some particularly exciting works-in-progress include the Common Body of Knowledge project, an updated CEM exam, and a CEM exam preparation course.

■ **PARTNERSHIPS AND ACTIVE INVOLVEMENT** – During the past year, we signed partnership agreements with the American Ambulance Association, Humane Society of the United States, and Project Hope. Numerous IAEM Affiliate Members joined our association during the year, and our overall membership increased as well. IAEM members have been active partners in many projects managed by the U.S. Department of Homeland Security. IAEM was a HOPE Coalition America Supporter, worked with DHS to launch the America Prepared Campaign, supported the NACo national campaign Workplace Partnership for Life, and participated in the NFPA 1600 Technical Committee’s work. IAEM was actively involved in the Emergency Services Sector Annex of the National Infrastructure Protection Plan update. IAEM kept its members up-to-date on U.S. Congressional budget proposals that affect our



Daryl Lee Spiewak, CEM, CFM
2003-04 IAEM President



Left: IAEM Policy Advisor Martha Braddock is pictured with Dan Matthews (left) and Dan Schulman, professional staff members of the House Committee on Transportation and Infrastructure, Subcommittee on Economic Development, Public Buildings and Emergency Management, at the NEMA Congressional Awards Reception.



Middle: *IAEM Provides Overview to ODP Director.* IAEM President Daryl Spiewak, CEM, provided new Dept. of Homeland Security Office for Domestic Preparedness Director Suzanne Mencer with an overview of IAEM, and discussed EMPG funding in the Fiscal Year 2005 budget.



Right: *IAEM Works With DHS To Launch the America Prepared Campaign.* IAEM Executive Director Beth Armstrong is pictured with DHS Secretary Tom Ridge at a luncheon honoring National Preparedness Month Hero Ada Dolch, who evacuated a high school near the World Trade Center on Sept. 11, 2001.

members, particularly on budget proposals concerned with critical emergency management-related funding issues, such as EMPG and HMGP. Our members were involved in National Preparedness Month. Many IAEM members attended or made presentations at the Emergency Management Higher Education Conference at EMI this year. Even though the recent hurricanes did not affect all IAEM members, many volunteered their time and agency resources to help those who were affected. IAEM members are involved and help because they are professional and because they care.

■ **INTERNATIONALIZATION OF THE ASSOCIATION** – Our International Development Committee has produced a concept of operations plan that will allow IAEM to expand internationally in an orderly fashion, as each country is ready. The plan that the IDC Committee developed is ambitious and complex, as well as forward thinking. It covers organizational structure, certification, communications and marketing, dues, membership development, and professional development. The IDC provided the roadmap needed for IAEM to grow internationally. The Board of Directors will provide the direction and resources for that growth. The committees will provide the specific tasks and procedures as they work to implement the plan. Make no doubt about it. IAEM will continue to grow, and it will grow internationally with your help and support.

Success takes dedication, time, effort, resources and a common vision. Even more, it takes a caring membership who is willing to share so that others can succeed too. These last 12 months have proven once again that IAEM members do care about their communities, about their profession, and about their association. Our members are seen everywhere sharing their time, knowledge, skills and abilities so that others can succeed, while serving and protecting the citizens in their charge.

As your president, I have had many opportunities to represent IAEM and to talk about all of the great accomplishments of our members. IAEM is recognized worldwide as a highly respected organization of emergency management professionals, thanks to each one of you. Thank you for allowing me the honor of serving as president of IAEM.

Sincerely,

A handwritten signature in dark ink that reads "Daryl Lee Spiewak".

Daryl Lee Spiewak, CEM
IAEM 2003-04 President

Committee Accomplishments

Bylaws Committee

The Bylaws Committee reviewed IAEM Bylaws and provided changes to the IAEM Board at the Annual Meeting in 2003. During 2004, the committee has continued to review the Bylaws on a regular basis.

Communications Committee

The Communications Committee meets to assist Editor Karen Thompson in identifying IAEM *Bulletin* articles and focus for special issues. Members recruit subject matter experts to author articles and function as the liaison to the Board of Directors on communications issues. Three new columns have been added to the *Bulletin* line-up: “Eye on Education,” “Inquiring Students Want to Know,” and “The International Perspective.” During this year, the committee produced 12 issues of the IAEM Bulletin, including the following special focus issues:

- **Emergency Management and the Internet, Part 1 (February 2004).**
- **Emergency Management and the Internet, Part 2 (March 2004).**
- **Emergency Management and Education, Part 1 (May 2004).**
- **Emergency Management and Education, Part 2 (June 2004).**
- **Emergency Management and the Media (July 2004).**

In addition, the committee assisted in the review of proposals to redesign the IAEM Web site and has provided comments throughout the Web site creation process, both on design and content.

Conference Committee

The Conference Committee selected the theme, “Collaboration: The Key to Success in Emergency Management,” for IAEM’s 52nd Annual Conference and EMEX 2004, to be held November 5-11, 2004, in Dallas, Texas. The event is co-sponsored this year by the National Association of Manufacturers.

Government Affairs Committee

The Government Affairs Committee has been very active legislatively and very successful in its efforts. The Government Affairs Committee kept in frequent contact with key Congressional staff as policy and legislation were being developed. Meetings were arranged with key appropriations and authorization committee staffs and other Congressional Members and staff when needed to promote further the association positions.

The efforts of Co-chairs Mike Selves and Ellis Stanley, Policy Advisor Martha Braddock, and other committee members have significantly increased the number

OUR VISION

IAEM shall be known as the premier international organization for excellence in emergency management.

The Association brings together emergency managers and disaster response professionals from all levels of government, as well as the military, the private sector and volunteer organizations in the U.S. and around the world.

The purpose of IAEM is to serve the emergency manager by:

- Encouraging the development of disaster resistant communities to reduce the effect of disasters on life and property.
- Acting as a clearinghouse for information on comprehensive management issues.
- Providing a forum for creative and innovative problem-solving on emergency management issues.
- Maintaining and expanding standards for emergency management programs and professionals.
- Fostering informed decision-making on public policy in the emergency management arena.

2003-2004 OFFICERS

PRESIDENT

Daryl Lee Spiewak, CEM, CFM
Brazos River Authority
Waco, TX

PRESIDENT-ELECT

Dewayne West, CEM
Johnston County Emergency Services
Smithfield, NC

TREASURER

Rick Cox, CEM
KY Emergency Management
Owensboro, KY

SECRETARY

Vikki L. Stempkowski, CEM
Louisville/Jefferson Co. EMA
Louisville, KY

IMMEDIATE PAST PRESIDENT

J.R. Thomas, CEM
Franklin Co. Emergency
Management Agency
Columbus, OH

MEMBER-AT-LARGE

Jamie Moore, CEM
Douglas Co. Office of
Emergency Management
Castle Rock, CO

EXECUTIVE DIRECTOR

Elizabeth B. Armstrong, CAE
International Association of
Emergency Managers
Falls Church, VA



Representatives of the Arkansas Tech University IEMSA Chapter receive their charter at the IAEM 2003 Annual Conference & EMEX Exhibit. Charters were presented to chapters at the University of North Texas, Arkansas Tech University, Central Missouri State University and the University of Akron.

of IAEM members who are making Congressional contacts. The goal is to continue to increase the number of Members of Congress and their staff who recognize the knowledge and experience of local emergency managers and consider them a resource to contact as they consider issues of importance to emergency management.

■ PARTNERSHIPS

We have continued to work closely with our partners. For example, Martha Braddock has worked closely with the legislative staff of National Emergency Management Association (NEMA), the National Association of Counties (NACO), National Governor's Association (NGA), National League of Cities (NLC), the Council of State Governments (CSG), the National Conference of State Legislators (NCSL), and the American Public Works Association (APWA) to promote positions and share information. Given the level of legislative activity, the contact with some of the groups is daily. This has resulted in joint meetings with Congressional committees and numerous joint position letters to Congress.

Mike Selves has chaired the NACO Emergency Management Subcommittee of the Justice and Public Safety Steering Committee and served as the IAEM representative on the Board of Directors. Bob Bohlmann has assumed the Board position. Martha Braddock moderated a panel at the NACO conference in February 2004. Mike Selves and Bob Bohlmann were two of the presenters. Ellis Stanley participated in the NEMA legislative committee meetings as the IAEM representative.

■ KEY LEGISLATIVE POSITIONS AND RESULTS

Emergency Management Performance Grants (EMPG)

Issue. The President's 2005 Budget Request for the Department of Homeland Security proposed changes to the EMPG funding which have would greatly impacted state and local emergency management. The proposal included a funding cut from \$179,000,000 to \$170,000,000, a 25% cap on the use of funds to support personnel salaries, shifted the emphasis of the program from all hazards to terrorism, and did not retain the program as a separate account.

IAEM position. IAEM's position was to increase the funding, reject the 25% cap on use of funds to support personnel, reject shift of emphasis from all hazards to terrorism and retain EMPG as a separate account.

Results. Congress agreed with IAEM's position and rejected the proposed limitation of funds for personnel, maintained the all hazards emphasis, and retained EMPG as a separate account. EMPG was funded at \$180,000,000 which was a \$10,000,000 increase over the President's requested level. Conferees stated that EMPG funds are vital to state and local emergency management systems and directed that grant administrative practices including grant allocation continue as in 2004. The House, Senate and Conference reports all included language strongly supporting EMPG.

An amendment introduced by Sen. Voinovich (R-OH) and offered by Sen. Frist (R-TN), the Majority Leader, and Sen. Byrd (D-WV), the Ranking Member of the Senate Appropriations Committee, to add \$56 million to the Senate Committee mark of \$180,000,000 for a total of \$236

million passed the Senate. However, custom user fees were used to offset the \$56 million increase; the House leadership disagreed with the offset; and the \$56 million increase was dropped. IAEM members worked closely with Sen. Voinovich to get Senators to sign letters supporting EMPG: one before Subcommittee markup and one supporting the Floor Amendment. Many more Senators and their staffs are now familiar with EMPG and why it is important.

Hazard Mitigation Grant Program (HMGP).

Issue. The FY 2003 Appropriations bill for VA, HUD and Independent Agencies, which included FEMA, reduced the basis for determining the amount of hazard mitigation funds made available to states and communities from 15% to 7.5% of certain FEMA disaster costs (effective February 20, 2003). These funds are used to help reduce the costs and eliminate the impacts of future disasters.

IAEM Position. IAEM position is to restore the funding to 15%.

Results. This is still a pending issue. H.R. 3181 was reported by the House Committee on Public Works and Infrastructure and passed the House in November of 2003. This bill would restore the formula to 15%, extend the PreDisaster Mitigation Program for three years, and fix an unintended problem created in the home repair program during the amendments to the Stafford Act in 2000. This bill, which we strongly support, is pending in the Senate before the Senate Committee on Environment and Public Works. During the consideration of the 05 Appropriations for the Department of Homeland Security, Sen. Harkin (D-Iowa) offered an amendment to increase the HMGP percentage but it was not considered due to a procedural issue.

Homeland Security Grant Legislation

Issue. EMPG should not be changed by S. 1245 (the Collins Lieberman bill) and H.R. 3266 (the Cox-Turner bill) which proposed numerous changes to the funding formula and distribution of the DHS homeland security grant programs.

Results. Both House and Senate bills specifically excluded EMPG. At press time, both bills have been included as part of S. 2845 and H.R. 10, bills in response to the 911 Commission Report recommendations, and are in conference.

International Development Committee

The primary mandate of the International Development Committee (IDC), which was to develop a strategy by which to “internationalize” IAEM, was reconfirmed at the 2003 Orlando Conference. As a result, the committee has spent several months determining ways to attract emergency management personnel worldwide who are interested in the pursuit of excellence in the field of Emergency Management. It quickly became evident that the committee also had the responsibility to consider the impact that change may have on the current membership. The committee has met monthly via conference call and face-to-face on two occasions. The first

2002-2003 DIRECTORS

REGION 1 PRESIDENT

Pamela L'Heureux
Waterboro Office of Emergency
Management
E. Waterboro, ME

REGION 2 PRESIDENT

Thomas M. Metzler, CEM
Borough of Fair Lawn Office of
Emergency Management
Fair Lawn, NJ

REGION 3 PRESIDENT

Edward W. Lent, III, CEM
General Physics
Upper Marlboro, MD

REGION 4 PRESIDENT

Marybeth A. Solesbee, CEM
Spartanburg Co. Emergency
Preparedness
Spartanburg, SC

REGION 5 PRESIDENT

Michael J. Fagel, CEM
Emergency Management,
Domestic Preparedness
North Aurora, IL

REGION 6 PRESIDENT

Henrietta T. Alleman
Bizcom USA
Baton Rouge, LA

REGION 7 PRESIDENT

Robert G. Goldhammer, CEM
Community Alert Network, Inc.
Clive, IA

REGION 8 PRESIDENT

Jamie Moore, CEM
Douglas Co. Office of
Emergency Management
Castle Rock, CO

REGION 9 PRESIDENT

Gunnar J. Kuepper
Emergency and Disaster Management
Inc.
Los Angeles, CA

REGION 10 PRESIDENT

Phyllis A. Mann, CEM
Kitsap Co. Department of
Emergency Management
Bremerton, WA

INTERNATIONAL REGION PRESIDENT

Richard A. Mease
City of St. John's
St. Johns, NFLD, Canada

STUDENT REGION PRESIDENT:

Shaun Ohlms
CMSU IEMSA
Saint Charles, MO

meeting was at the Mid-Year Conference in Alexandria, Virginia, where committee members developed a first draft of a governance structure for the organization. The second meeting was an intensive two-day workshop at IAEM's headquarters, during which the structure was refined and additional work was done to develop a list of priorities which would not only attract new international members but also add to the value current membership receives from the dues they pay to belong to IAEM.

The final report with recommendations was presented to the September 2004 meeting of the Board of Directors to provide them with sufficient information and time to make the final decision on the future direction for IAEM and permit those recommendations to be presented at the Annual Business Meeting in Dallas, Texas, in November 2004. The membership will be given the opportunity to vote on the proposal at the meeting. The work plan for the committee in 2004-2005 will depend on the direction the membership provides on the recommendations.

Membership and Marketing Committee

The mission of the Membership and Marketing Committee is to develop strategies for the steady increase of membership in the association and to attract quality members to fulfill the association's vision and mission. The committee will develop and implement marketing strategies designed to leverage the primacy of the association across the disaster management continuum utilizing the core values to increase the professionalism within the wide array of job specialties comprising the field of emergency management.

The committee did not officially meet due to the deployment of the original chairman in support of the Global War on Terrorism. Craig A. Marks was appointed by the IAEM president to fill the remaining term of the chairman.

IAEM STRATEGIC PLAN KEY RESULTS AREAS

■ **Information and Networking** - Improve and enhance the information distribution and sharing, and networking capabilities of the Association to include the conferences, web site, and the Bulletin.

IAEM provides an important service to its members with access to emergency management related information and the ability to network with their peers. Information and networking for the Association includes the Association's newsletter, web site, and email discussion list; legislative and regulatory dialogue; national and regional conferences, meetings, and workshops; and serves as an information clearinghouse.

■ **Professional Development** - Support and facilitate the professional development of

individuals and programs.

The growth and evolution of emergency management as a profession is dependent on the professional development of emergency managers and emergency management programs. Professional development is facilitated through professional training and education programs, grant and scholarship opportunities, and professional standards for individuals and programs. Professional development opportunities provided by IAEM include training opportunities offered in conjunction with the Association's annual conferences and mid-year workshops; an international exchange program; and participation on the Association's Committees or Regional Boards.

The chairman is restructuring the composition of the committee and developing recommendations for approval by the Board of Directors at a meeting prior to the November Annual Conference. The restructure includes:

1. Composition of the committee to consist of one member from each IAEM region in the United States, one member from each participating country, and at least three “at-large” members.
2. Development of a mission statement and goals to bring the organization to 5,000 members by the Annual Conference in 2007.
3. Recommendations for incentives for members who recruit new members.
4. A marketing plan to better position the association nationally and internationally.



Kathleen Henning, CEM, representing IAEM; James Dailey, Director of Homeland Security, Federal Communications Commission; and Reynold Hoover, Director of National Security Coordination, Department of Homeland Security, testify before the House Select Committee on Homeland Security Subcommittee on Emergency Preparedness and Response.

Training and Education Committee

The meeting of the Training and Education Committee in March during the IAEM Mid-Year Conference was the best attended ever. The committee received briefings from Dr. Maureen McCarthy, director of the Office of Research and Development at the Department for Homeland Security; Steve Sharro, FEMA training director; Vince Brown, FEMA director of Disaster Resistant Universities for Historically Black Colleges; and Craig Marks, director of University of North Carolina School of Public Health’s Community Preparedness and Disaster Management Graduate Program.

During the year, the committee has been working on their strategic plan. IAEM’s role in accreditation of college and university programs will be an area of future discussion. The committee is discussing Project Safe Side for children with the Weather Channel to see if there is a potential partnership for IAEM.

■ **Representation of the Profession** - Advocate emergency management as a profession at all levels.

To be an effective advocate of the emergency management profession IAEM must be the recognized representative association for the profession at all levels of government and the private sector, both nationally and internationally. To achieve this recognition the Association needs to increase its visibility and credibility through additional outreach efforts and partnerships, particularly with the private sector and international emergency managers.

■ **Organizational Development** - Foster the continued growth and evolution of the association to truly represent the diverse global emergency

management community and become the recognized representative association for the emergency management profession.

IAEM must continue to grow and evolve as the representative association of the emergency management profession for the public as well as the private sectors. Increasing membership, along with developing and utilizing the membership's potential, is critical to our organizational development. The Association will seek to expand its membership base worldwide and actively recruit members to serve in various organizational capacities. In conjunction with increasing its membership base IAEM will establish partnerships with related organizations that support similar goals and objectives.

Activities with Allied Organizations and Partnerships

Members are doing an outstanding job carrying the IAEM banner and representing our constituents at professional events and allied organization activities.

■ **Home Safety Council.** Kathee Henning, CEM, serves on the Technical Advisory Group to the Council. In 2003, the Home Safety Council reorganized its Board to include primarily private profit corporations for development purposes, and IAEM representation was moved to the Technical Advisory Group. Henning attended the Swing for Safety program and the Board meeting held in South Carolina. In January 2004, she participated for two days in the judging of the Lowes Heroes Program held in Washington, D.C. The Lowes Heroes program

partners with non-profit organizations and local jurisdictions each year to provide seed monies for injury prevention projects. In April, the Home Safety Council held an Open House in Washington, D.C., to inaugurate its new offices. The Home Safety Council continues to look at injury prevention issues and to partner with organizations such as NFPA, American Red Cross, National Safety Council, IAEM, Consumer Federation, AARP, and various other organizations to identify home safety issues which include fire safety, kids safety, elderly safety, other home

injury prevention issues including disaster preparedness.

Articles about the Home Safety Council were included in the IAEM Bulletin. A donation of \$750 was provided to IAEM from Kathee Henning, CEM, through her work on the HSC.

■ **National Citizen Corp Council.** Kathee Henning, CEM, was the IAEM representative to the National Citizen Corp Council and attended the briefing by Homeland Security Secretary Tom Ridge with IAEM Executive Director Beth Armstrong. Henning represented IAEM at the inaugural conference in Washington, D.C., where she attended sessions on state and local jurisdictions.

■ **Points of Light Foundation for National Volunteers Organized Against Disasters.** Kathee Henning, CEM, participated in the UPS Foundation funded, Points of Light organized multi-agency work group on the issue of managing volunteers and especially unaffiliated volunteers. Members of the committee include NVOAD, IAEM, FEMA, NEMA, Red Cross, Salvation Army, and various other organizations involved in developing a concept of operations and ultimately a manual for jurisdictions and organizations.

The committee provided input to the spring 2004 update of the NVOAD Long-Term Recovery Manual, a comprehensive document designed to assist communities to respond appropriately in long-term recovery. The manual offers an overview of successful models for organizing Long-Term Recovery structures, along with samples, tools and informative appendices.



John Bryant (left), Founder, Chairman and CEO, Operation HOPE, Inc., and HOPE Coalition America, with Ellis Stanley, Sr., CEM, General Manager, Emergency Preparedness Dept., City of Los Angeles, at the IAEM 2004 Mid-Year Meeting. Operation HOPE is an IAEM Partner.

The committee provided input and released the new NVOAD “Managing Spontaneous Volunteers” brochure. The publication includes the principles and concepts of operations surrounding a successful program of utilizing unaffiliated volunteer relief workers during a community’s response to a disaster event.

IAEM attempted unsuccessfully to have its members respond to a survey in both the IAEM Bulletin and at the 2003 conference to provide statistical information on events involving unaffiliated volunteers. More work is needed in this area. Kathee Henning, CEM, provided background information to Homeland Protection Professionals magazine for an upcoming article on unaffiliated volunteers.

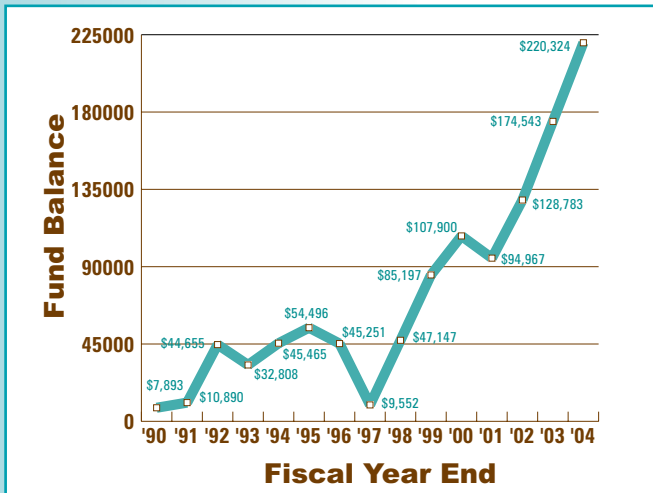
■ Representation, Appearances, Comments and Endorsements.

- On Nov. 4, 2003, IAEM and NEMA sent a letter to the Select Committee on Homeland Security urging them to recognize the Emergency Management Accreditation Program (EMAP) and the Certified Emergency Manager® Program in any legislation addressing a standard level of preparedness for state and local government.
- On Dec. 15, 2003, IAEM Executive Director Beth Armstrong and IAEM President Daryl Spiewak, CEM, met with DRI International counterparts, John Copenhaver and Tom Mawson. They identified several exciting collaborative areas involving internationalization, government affairs, and leadership development.
- In January 2004, IAEM Deputy Director Peter Casals toured the new headquarters of the American Red Cross and met with Jan Lan, vice president of government relations, and Noah Simon, senior director of federal relations and policy. IAEM and ARC compared common policy positions and identified possible collaborative efforts. An ongoing dialogue was established on how to facilitate Red Cross chapters’ collaborations with local emergency managers.
- On Jan. 13, 2004, IAEM staff met with the Geospatial Information & Technology Association officials to discuss joint efforts on critical infrastructure protection and international outreach.
- In February 2004, IAEM was represented at a ceremony announcing a partnership between the Department of Homeland Security and Operation HOPE, Inc. The ceremony was followed by a roundtable discussion chaired by FEMA Director Mike Brown on “Private and Public Partnership on Addressing the Economic Impact of Disasters.”
- On Feb. 11, 2004, IAEM President Daryl Spiewak, CEM, IAEM Executive Director Beth Armstrong, and IAEM Policy Advisor Martha Braddock attended the National Emergency Management Association Congressional Awards Reception.
- In February 2004, IAEM President Daryl Spiewak, CEM, provided new Department of Homeland Security Office for Domestic Preparedness Director Suzanne Mencer with an overview of IAEM and discussed EMPG funding in Fiscal Year 2005 budget.
- On Feb. 18, 2004, the IAEM Board approved endorsement for the National Disaster Education Coalition Guide.
- On March 1, 2004, IAEM and NEMA issued a joint press release announcing support for U.S. Department of Homeland Security Director Tom Ridge as he unveils the National Incident Management System (NIMS).



IAEM and NEMA Attend DHS Meeting. National Emergency Management Association President Ed Jacoby (left) and IAEM President Daryl Spiewak, CEM, discussed common interests during a meeting with the DHS State and Local Program Coordination Office.

Activities with Allied Organizations and Partnerships Continued



FINANCIAL REPORT

The May 31, 2004 fund balance consists of:

\$157,436 operating reserve

\$49,092 scholarship fund

\$13,796 CEM program

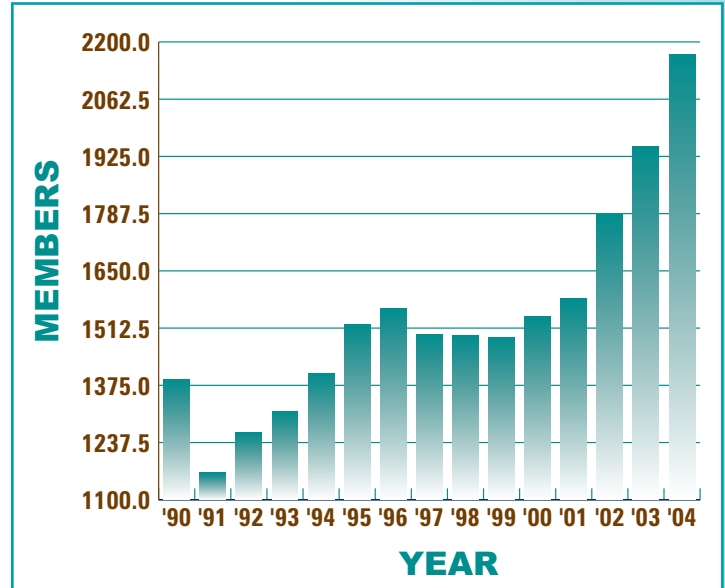


On Feb. 24, National Disaster Education Coalition Convener Rocky Lopes presented IAEM Executive Director Beth Armstrong with a certificate of appreciation for 10 years of service to the coalition, which published the Talking About Disasters Guide for Standard Messages. To learn more about the work of the NDEC, visit the coalition Web site at www.disastereducation.org.

- In March 2004, IAEM Executive Director Beth Armstrong and Partnership for Public Warning Executive Director Ken Allen met to discuss public warning issues. Two IAEM members serve on the PPW Board of Directors: Pam L'Heureux, CEM and Mike Fagel, CEM.
- Mike Selves, CEM, is IAEM's representative on the new Department of Homeland Security task force that is looking at the current grant process for state and local homeland security funding. He and other task force members met on March 11, 2004 to begin their work. The task force is conducting its work under the framework of the Homeland Security Advisory Council and its State and Local Officials and Emergency Response Sector Advisory Committees.
- On March 13, 2004, IAEM endorsed two resolutions formulated at NEMA's Mid-Year Meeting. The resolutions are on "Critical Infrastructure Protection" and "Long Term Strategy on Homeland Security."
- On April 29-30, 2004, Deputy Director Peter Casals represented IAEM at the ANSI Homeland Security Standards Panel meeting. It was recommended that the federal government adopt standards consistent with NFPA 1600.
- In May, Deputy Director Peter Casals made an IAEM presentation in Sao Paulo, Brazil to 400-500 South American representatives at the Geospatial Information Technology Association meeting, GEO Intelligence 2004.
- On May 18, 2004, IAEM and NEMA issued a joint press release applauding bipartisan efforts by Senators to support all hazards protection.
- IAEM member Dave Sullivan, CEM, represented IAEM in a collaborative effort with NEMA that has created a national model mutual aid agreement. In April the model became available for download at www.emacweb.org. The model is designed to streamline the sharing of assistance and resources between communities during a disaster.
- On April 30, 2004, IAEM met with representatives of the International Association of Fire Chiefs, the International Association of Chiefs of Police, the National Sheriff's Association, and the National Emergency Management Association to discuss formal organization of the Emergency Services Sector as one of 11 sectors and five key resource industries addressing critical infrastructure protection. Information Analysis and Infrastructure Protection is the DHS Directorate charged with coordination.
- IAEM President-Elect Dewayne West, CEM, represented IAEM at the International Emergency Services Convention, June 28-July 3, 2004, in Cabos San Lucas, Mexico.

Activities with Allied Organizations and Partnerships Continued

- Deputy Director Peter Casals represented IAEM, June 30-July 2, 2004, at the NATO Summit’s Forum on Business and Security, in Istanbul, Turkey. The meeting examined the redefining of NATO and its role in involving science and industry in the fight against terrorism.
- On July 7, 2004, IAEM joined NEMA and EMAP in taking a position on HSPD-8 implementation activities. A joint letter was sent to the director of the Office of Domestic Preparedness at the Department of Homeland Security.
- On July 28, 2004, IAEM Executive Director Beth Armstrong met with Ken Hunter and Bob Chartrand of the Institute for Global Chinese Affairs. They identified potential ways to collaborate, whereby IAEM and its members could exchange ideas and expertise with Chinese officials on assessment, urban challenges, technology, training and education, and other emergency management interests.



CEM and AEM Programs

IAEM created the Certified Emergency Manager® Program to raise and maintain professional standards. It is an internationally recognized program that certifies achievements within the emergency management profession. The CEM and AEM credentials are written into a growing number of job descriptions as a required or preferred criterion for emergency management hiring. The Associate Emergency Manager program remains a form of recognition for those who wish to use it as a “stepping stone” until they meet the CEM experience and education requirements.

Since the program was introduced in 1993, 2,570 have enrolled to pursue the CEM designation (last year at this time there were 2,386). Of these, 903 have been awarded their CEM/AEM (CEM – 898; AEM – 6). About 24 await review or are in the process (candidates have made a submission, and staff or commissioners have requested additional information).

Only 37% of those pursuing the credential are IAEM members – individuals do not have to join IAEM to participate in the CEM program. IAEM members realize a fee discount, since the general fund subsidizes in part the program operations.

IAEM has formed a partnership with the University of North Carolina at Chapel Hill School of Public health’s community preparedness and disaster management program to facilitate students’ applications for the Certified Emergency Manager® designation through a UNC course offering.

MEMBERSHIP GROWTH

IAEM’s final roster for 2003-2004 included 2,171 paying members, an increase of 223 over 2002-2003. One hundred and seventeen new members were sponsored in 2003-2004. The efforts of current members to sponsor their colleagues and encourage them to join IAEM are critical to the continued success.

2003-2004 SCHOLARSHIP COMMISSION

CHAIRMAN (term expires November 2004)

Robert C. Bohlmann, CEM
Director
York County EMA

MEMBERS (term expires November 2004)

Jamie R. Moore, CEM
Emergency Services Technician
Douglas County Office of Emergency
Management

Ellis Stanley, Sr., CEM
General Manager, Emergency
Preparedness Department
City of Los Angeles

Sheena Vivian
Emergency Coordinator
City of Langley

MEMBERS (term expires November 2005)

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President/CEO
Community Alert Network, Inc.

Michael J. Fagel, CEM
Emergency Management,
Domestic Preparedness

Craig A. Marks, Sr., CEM
Professor
University of North Carolina
at Chapel Hill

Andrew D. McGuire
Emergency Management Officer
Danbury Hospital

Dewayne West, CEM
Director
Johnston County Emergency Services

IAEM STAFF LIAISON

Dawn M. Shiley
Communications &
Marketing Director, IAEM

Financial Performance

The IAEM total fund balance as of May 31st was \$220,325, up \$45,782 from the cash balance at the beginning of the fiscal year. This includes \$49,092 in the scholarship fund, \$13,796 in the CEM® program account, and \$157,436 in the reserve fund.

Operating receipts for 2003-04 were \$745,175 and expenses were \$705,566. There was a significant increase in the level of operations this year (2002-03 total expenses were \$489,517); this is due to increased member levels, conference/exhibit growth and new activities such as the Metro EM Forum.

On May 31, 2004, IAEM's fund balance consisted of \$61,894 in cash, \$106,260 in Morgan Stanley money market accounts, and \$52,171 in the Investment Company of America mutual fund.

Scholarship Program

IAEM awarded three scholarships in 2003. The award recipients were:

- **Thomas E. Poulin** - \$1,000 provided through a dedicated grant from DRI International. Poulin is a graduate student working on his Ph.D. in Urban Services Management at Old Dominion University in Norfolk, Va.
- **Brian Richey** - \$500 provided from the Scholarship Fund. Richey is an undergraduate student working on a B.S. in Emergency Administration and Planning at University of North Texas in Denton, Texas.
- **Wendy Monk** - \$500 from the Scholarship Fund. Monk is an undergraduate student working on a B.S. in Emergency Administration and Planning at the University of North Texas in Denton, Texas.

More than \$8,600 was raised for the IAEM Scholarship Program Fund at the IAEM 2003 Annual Conference through the live auction, silent auction, raffle, and donations.



The IAEM International Development Committee leadership met during the IAEM 2004 Mid-Year Meeting with Dept. of Commerce officials to talk about how to collaborate on emergency management issues in the Western Hemisphere.

IAEM Partners

National Organizations

Academy of Certified Hazardous Materials Managers	Emergency Management Accreditation Program	National Emergency Number Association
American Ambulance Association	The Humane Society of the United States	National Foundation for Mortuary Care
American Chemistry Council	Institute for Business and Home Safety	National Institute for Urban Search and Rescue
American Society of Professional Emergency Planners	International Association of Fire Chiefs	National Interagency Civil-Military Institute
American College of Contingency Planners/American Academy of Medical Administrators	International Critical Incident Stress Foundation, Inc.	National Registry of Environmental Professionals
Association of Contingency Planners	International Disaster Recovery Association	Nuclear Energy Institute
Association of Public Safety Communications Officials	International Emergency Management Student Association	Ontario Association of Emergency Managers
Association of State Floodplain Managers	Italian Association of Disaster Managers	Roam Secure, Inc.
Australian Institute of Emergency Services	Local Authorities Confronting Disasters & Emergencies	State and Local Emergency Mgt. Data Users Group
Business Recovery Managers Association	Lowes Home Safety Council	Texas Engineering Extension Service
Canadian Centre for Emergency Preparedness	Moldavian Civil Defense Association	The American Civil Defense Association
Church World Service	National Association of Counties	The American National Red Cross
Consumer Electronics Association	National Association of County Engineers	The International Emergency Management and Engineering Society
David N. Myers University	National Association of State EMS Directors	United Kingdom Emergency Planning Society
Disaster Emergency Response Association	National Disaster Medical Systems	Western States Seismic Policy Council
DRI International	National Emergency Management Association	

State Organizations

Arizona Emergency Services Association, Inc.	Louisiana Emergency Preparedness Association	Northeast States Emergency Consortium
California Emergency Services Association	Maine County Directors Association	Emergency Management Association of Ohio
Colorado Emergency Management Association	Maryland Emergency Management Association	Oklahoma Emergency Management Association
State of Delaware Emergency Management Agency	Massachusetts Emergency Management Association, Inc.	Oregon Emergency Management Association
Florida Emergency Preparedness Association	Michigan Emergency Management Association	South Carolina Emergency Preparedness Association
Emergency Management Association of Georgia	Association of Minnesota Emergency Managers	Emergency Management Association of Tennessee
Idaho Emergency Management Association	Montana Association of Disaster & Emergency Services Coordinators/Emergency Managers	Emergency Management Association of Texas
Illinois Emergency Services Management Association	Nebraska Association of Emergency Management	Utah Emergency Management Association
Emergency Management Alliance of Indiana, Inc.	Nevada Emergency Preparedness Association	Virginia Emergency Management Association
Iowa Emergency Management Director's Association	New Jersey County Emergency Management Coordinators Association	Washington State Emergency Management Association
Kansas Emergency Management Association	New Mexico Emergency Preparedness Association	Wisconsin Emergency Management Association
Kentucky Emergency Management Association	North Carolina Emergency Management Association	
Keystone Emergency Management Association		

CEM Recipients

2004 CEM Recipients

(As of Oct. 26, 2004)

John B. Anderson, CEM	Virginia Beach, VA	Ira Marks, CEM	Fair Lawn, NJ
Richard Berman, CEM	Cary, NC	Anthony E. Marzano, CEM.	Joliet, IL
Michael D. Bloxom, CEM.	APO, AE	Patrick Massey, CEM	Bothell, WA
William P. Brown, CEM	Nashua, NH	Marni J. McCulloch, CEM	Olathe, KS
Lucien G. Canton, CEM.	San Francisco, CA	Peter D. Menk, CEM	Staunton, VA
Dennis J. Doherty, CEM	Fredericton, NB, Canada	Paul G. Munch, CEM.	Alexandria, VA
Timothy A. Dykens, CEM.	Honolulu, HI	Jim Pockrus, CEM	Huntsville, AL
Edward J. Gabriel, CEM.	Maplewood, NJ	Robie Robinson, CEM	Denton, TX
Erik S. Gaull, CEM.	Washington, DC	Royce E. Saunders, CEM	Rancho Cordova, CA
David Geary, CEM	Universal City, CA	Spencer T. Schoen, CEM	Burke, VA
Lisa A. Gibney, CEM.	Palo, IA	Greg Sox, CEM.	Fairfax, VA
Stephen G. Gralowski, CEM.	Falls Church, VA	Richard A. Staley, CEM.	San Jose, CA
Beverly Hargis, CEM	Leasburg, NC	Stacy E. L. Wingard, CEM	Bolling AFB, DC
Paul M. Hess, CEM	Santa Rosa, CA		
Vincent B. Holman, Sr., CEM.	APO, AE		
Cecil J. Howard, CEM.	Plano, TX		
James A. Lancy, CEM	Arvada, CO		

2004 Re-Certified CEMs

(As of Oct. 26, 2004)

Judy K. Bell, CEM	Port Hueneme, CA	Thomas O. Mefferd, CEM	Wheaton, IL
Donna L. Boston, CEM.	Silverado, CA	Mary A. Miller, CEM	Jasper, IN
Lawrence Cattano, Jr., CEM	Perth Amboy, NJ	Curt M. Nellis, CEM	Chesterfield, VA
Robert G. Goldhammer, CEM	Clive, IA	Dennis L. Rubin, CEM	Dothan, AL
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Thomas E. Manning, CEM.	Tillamook, OR		
Michael E. Martinet, CEM	Redondo Beach, CA		
Olivia McLean, CEM	West Palm Beach, FL		

Award Recipients

IAEM National Security Award Recipients

The Association's National Security Award is the highest honor bestowed upon a citizen of the United States who through unselfish and dedicated leadership has significantly contributed to the furtherance of a strong Civil Defense Program as a part of our national security.

1969 Representative Chet Holifield, California	1982 Senator Strom Thurmond, South Carolina
1970 Senator John O. Pastore, Rhode Island	1983 President Ronald W. Reagan
1971 Rep. Edward Herbert, Louisiana	1984 Dr. Edward Teller, California
1972 Representative Tom Steed, Oklahoma	1986 Dr. Max Klinghoffer, Florida
1973 Representative Bob Wilson, California	1987 Representative Tom Ridge, Pennsylvania
1974 Senator John C. Stennis, Mississippi	1988 General Julius Becton, Jr., FEMA
1975 Senator Hubert H. Humphrey, Minnesota	1989 Marilyn Quayle, Washington, D.C.
1976 Senator Howard H. Baker, Tennessee	1991 Grant Peterson, FEMA
1977 Representative Jack Brinkley, Georgia	1992 George Bush, Kennebunkport, Maine
1978 Rep. William Whitehurst, Virginia	2002 Gov. Tom Ridge, Washington, D.C.
1979 Rep. Donald Mitchell, New York	
1980 Representative Ike Skelton, Missouri	
1981 Senator Harrison H. Schmitt, New Mexico	

IAEM Clayton R. Christopher Award Recipients

1977 William E. Smith, Atlanta-Fulton Co., GA	1993 John K. Schroeder, Jr., Landover, MD
1978 William G. Robinson, Baton-Rouge, LA	1994 John J. Shay, McHenry, IL
1979 Frederick G. Stanton, Columbus, OH	1995 Richard L. Winsett, CEM, PEM, Howell, MI
1980 Nickolas H. Braun, Racine, WI	1996 Bill E. Appleby, CEM, Burlington, KY
1981 Victor Koenig, Granite City, IL	1997 Lee Helms, Clanton, AL
1982 Dorothy J. Lewis, Holton, KS	1998 W.R. Zwerschke, CEM, Port Lavaca, TX
1983 Thomas E. Blosser, Mechanicsburg, PA	1999 Robert Andrews, CEM, Las Vegas, NV
1984 Wade Guice, Gulfport, MS	2000 Hank James, CEM, Selma, AL
1985 Dorothy J. Lewis, Holton, KS	2001 Randall C. Duncan, CEM, Wichita, KS
1986 Avagene Moore, CEM, Lawrenceburg, TN	2002 Eddie Hicks, CEM, Decatur, AL
1987 Carl Carlos, CEM, Laurel, MS	2003 E.J. Truitt, CEM, Media, PA
1988 E. Kay Harmon, CEM, Peoria, IL	
1989 Rose L. Young, Mobile, AL	
1990 Barbara Poole, Gwinnett County, GA	
1991 Fletcher Hickerson, Baytown, TX	
1992 M. Jerry VeHaun, Asheville, NC	

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