



International Association for Social Work with Groups, Inc.  
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## JUNE 2015: ANNUAL REPORT TO MEMBERSHIP

Greetings from the Executive Committee!

We offer you our report in writing to allow more time at our annual Membership Meeting to gather together for **discussions, recognitions, and announcements**. **Please feel free at the Membership Meeting to ask any questions** about this report.

President/Vice President Report: Greg Tully, President ([g.tully@nyu.edu](mailto:g.tully@nyu.edu)); Jen Clements, Vice President ([jaclcm@ship.edu](mailto:jaclcm@ship.edu)). Thank you to all who contributed to our mission this past year: Board members, chapter folks, and our over 600 members! Our committees have been busy: The Chapter Development Committee (Co-Chairs- Patty Underwood, Tanja Schmitz-Remberg) will be distributing 2015 chapter support funds to our many chapters soon; IASWG appreciates the enormous contributions by chapters across the world, many of which hold exciting local events. The IASWG Symposium Planning Committee (Chair- Dana Leeman), along with our 2015 North Carolina Local Planning Committee (Co-Chairs- Willa Casstevens, Anne Jones, Marilyn Ghezzi), have worked very hard to make our North Carolina Symposium a success, with people from all over the world presenting. The Commission on Group Work Education Committee (Co-Chairs- Carol Cohen, Mark Macgowan) has been furthering the IASWG mission related to education: through their global outreach activities; reviewing of funding requests for IASWG SPARC projects; and support of group work research and writing. The Marketing Committee (Chair- Brian Kelly) **continues to promote IASWG with such activities as exhibit spaces at conferences, organizational banners, and other forms of promotion**. The Practice Committee (Co-Chairs- Charles Garvin, Barb Muskat) continues to move IASWG forward on a number of activities, with special emphasis on the use of the IASWG *Standards*, and most recently on the development of a grant project addressing the role of mutual aid in group work. The Membership Committee (Chair- Joyce Webster) has been successfully conducting outreach to attain 2015 **membership renewals; the renewals are moving steadily along with new memberships, and we hope to match or exceed our 2014 membership numbers**. Special thanks to our Operations Administrator, Emily Wilk, who provides **expertise and professionalism in managing our many membership-related and other activities**. The Nominations and Elections Committee (Chair- Kyle McGee) is busy preparing a strong slate of nominees for 2015 elections; the election for the positions of President, Vice President, and three at-Large Board positions will take place in the fall- nominations for these Board positions may be submitted to Kyle through 6/30/15. In addition to the Executive **Committee members noted above for their work on various committees, thanks also to: Michael Wagner, our** dedicated Secretary; and Dominique Moyse Steinberg, our committed and competent Treasurer. Finally: 1) our IASWG Website (Emily Wilk, Website Administrator) is ever improving and enlarging; 2) our special ad-hoc Committees on Economic Development (Chair- Steve Kraft) and International Issues (Chair- Mark Doe) are doing good work on various goals; and 3) our 2015 Group Work Camps in Wisconsin, USA (Co-Chairs- Jen Clements, John Genke, Ann Bergart) and in Lithuania (Chair- Jorune Vysniauskyste-Rimkiene) are moving along very successfully. Thank you to all of Committee members, Chapter members, and IASWG members for filtering the IASWG group work mission.

The Membership Committee Report: Joyce Webster, Chair ([joyccwebster@gmail.com](mailto:joyccwebster@gmail.com)). As of late May, 2015, IASWG is moving toward 500 individual members registered as 2015 members. Our target for the 2015 membership year is to top 600 individual members. The Membership Committee, with its 10+ volunteers, has been hard at work to accomplish our membership goals. In February, we completed a mass mailing to all 2012, 2013, and 2014 members who had yet to renew for 2015. Through these efforts, we were able to retain dozens of previous **members, with many envelopes still trickling in. These renewal mailings included a newly developed chart outlining the benefits of IASWG membership for various populations, generated through collaborative discussion at the November 2014 Board meeting**. In March, we looked into the possibility of applying for non-profit postage rates to help reduce the cost of our membership mailings. A careful cost-benefit analysis revealed that the association should **not pursue this option at this time**. In April and May, we shifted our focus to **Organizational Memberships as sources of financial support from universities, schools of social work, and local agencies**. Current outreach is still ongoing but we have already received thousands of dollars in organizational support for membership year 2015-2016. ***With that said, we are always seeking new sources of organizational membership support. (If you have contacts at an institution or organization that you believe would support IASWG, please let me know).*** Just prior to the 2015 Symposium, the Membership Committee worked closely with symposium planners (Marilyn, Anne & Willa), IASWG President (Greg Tully), and IASWG administrator (Emily Wilk), to ensure that all symposium presenters

**and volunteers are current 2015 members of IASWG. This was no small feat! Another major accomplishment** related to membership includes the piloting of membership auto-renewals through PayPal. Emily Wilk has single-handedly undertaken this initiative, after many members of the IASWG Board expressed interest in this option as a means to better retain members year to year. Should the Board members agree, auto-renewals of IASWG membership will be available via our website immediately after the Symposium. We hope you will be among the first to exercise this exciting option! Let's give a big shout out to Emily for making this happen! Looking forward, the Membership Committee members will continue personal outreach to members who have not renewed (utilizing **chapter representatives to aid in this effort**), **as well as pursue ways to recruit new members to the organization. If** you have ideas about how to accomplish these objectives, or would like to join the Membership Committee in its work, please contact me at [joycewebster@gmail.com](mailto:joycewebster@gmail.com).

Chapter Development Report. Co-Chairs- Patty Underwood ([underwoodpatty@comcast.net](mailto:underwoodpatty@comcast.net)) and Tanja Schmitz-Rembel ([t.schmitzremberg@gmail.com](mailto:t.schmitzremberg@gmail.com)): The annual ASWG symposium is a time for chapter members to reconnect and celebrate the year's achievements. In 2015, chapters continued to provide exciting activities at the local level to promote group work, and supported group workers. The 37th Annual Symposium in North Carolina provides an opportunity to share knowledge and techniques, and allows us to extend to our **members a chance for greater involvement. Much appreciation for the hard work and dedication of our IASWG** Chapter members in our 16 IASWG Chapters: Central Florida, Florida, Germany, Illinois, European, Massachusetts, Minnesota, New York/Long Island, New York/Red Apple, North Carolina, Northeast Ohio, Pennsylvania, South Africa, Southern California, Toronto, Lithuania.

Nominations and Elections Committee Report- Kyle McGee, Chair ([kyle.mcgee@gmail.com](mailto:kyle.mcgee@gmail.com)): The **Nominations and Elections Committee is seeking nominations of IASWG members interested in serving our organization** by becoming members of the Board of Directors. This year we will be seeking to fill three "member at large" **positions for those whose terms of service has ended, as well as the elected positions of President and Vice President.** This is a wonderful opportunity for IASWG group workers to become more involved with the Association **at the international level and to contribute to the development and growth of the organization as we continue to** promote social group work practice and education. We are looking for people who bring the following leadership qualities: **commitment to IASWG Board service; understanding of the diverse perspectives found in social group work practice; ability to bring new ideas and a vision of social group work; commitment to the development of regional/international involvement and presence; demonstrated ability to follow through on responsibilities; commitment to building social group work practice and education in their own communities; solid track record of responsibility taken at the chapter, community, and/or professional organizational levels. In addition to the above leadership qualities, the Nominations and Elections Committee also seeks candidates who might bring a range of diversity factors to the Board** (for example, ethnicity, gender, age, geographical representation), as well as seeking a **balance between practitioners and those whose group work engagement is primarily at the academic and/or scholarly level. Board members are expected to: attend the symposium of the year in which they are nominated; assume responsibility for being a member and/or chairing, at least two committees of the Board; attend meetings of those committees at the meetings of the board** (usually at the symposium and one fall meeting), and correspond with **committee members during the year to pursue the work of the committees. IASWG reimburses Board members for travel expenses to the annual fall Board meeting held each year in NYC but costs to attend the annual spring Board meeting held each year at the IASWG Symposium site are not reimbursed. If you are interested, or if you know of people who would be interested, check out the information about elections on our IASWG website, or contact Kyle McGee, Chair of the Nominations and Elections Committee. Nominations for 2015 should be made no later than June 30th, 2015.**

Marketing Committee Report- Brian Kelly, Chair ([bkelly6@luc.edu](mailto:bkelly6@luc.edu)): The Marketing Committee wants to take a moment to acknowledge Susan Ciardiello who stepped down as Co-Chair earlier this year. We thank her for her commitment, effort, and time to the committee and IASWG. Brian will serve as the chair of the marketing committee for the time being. The committee is currently engaged in the following tasks: preparing a press release showcasing the Symposium for CSWE and NASW; and preparing for CSWE APM 2015. The Marketing Committee is exploring ways to expand the utility of the CSWE APM 2015 booth including: (1) IASWG membership registration; (2) copies of IASWG standards; (3) laminated postcards with IASWG information (logo, website, what can be found on the website); and (4) list of available group work texts from the publishers at the conference along with samples of the texts. Finally, the Marketing Committee is exploring IASWG representation at additional national and/or international conferences and events, working with Emily Wilk to update the IASWG website with existing content and media, and working to develop a system for IASWG social media blasts.

INCOME	2011	2012	2013	2014		2015	
				Budget	Actual	Budget	Thru 4/30
Membership	47,900	29,375	27,910	35,000	25,164	29,000	12,466
Individual	44,900	27,090	26,660	33,500	22,864	27,000	11,710
Organizational	3,000	2,285	1,250	1,500	2,300	2,000	750
Symposium	43,474(LB)	59,876(II)	78,545 (MA)	113,425	34,596(CG)	60,750(NC)	14,065
Group Work Camp	16,130	--	13,060	--	--	11,000	
Youth Oev. Training	2,500	17,855	11,000	--	--	--	
Contributions	12,940	10,850	3,695	15,000(a)	3,695	26,932	5,700
General & Endowment	3,440	5,020	2,282	500	1,925	1,500	3,200
Invitational Funds	9,500	5,480	1,413	2,000	1,770	(b) 2,932	--
YO Train Fund	--	350	--	--	--	--	--
Named Symp Tracks	--	--	1,138	2,500	--	2,500	2,500
Named Symp Invitations	--	--	--	10,000	--	20,000	--
Book Sales/Royalties	950	85	9,471	1,000	--	1,000	
Interest	1,691	823	668	500	540	7,300	21
Other/Misc (c)	3,045	5,089	--	--	--	--	
<b>INCOME TOTAL</b>	<b>\$128,630</b>	<b>\$123,953</b>	<b>\$144,349</b>	<b>\$164,925</b>	<b>\$ 63,995</b>	<b>\$135,982</b>	
EXPENSES	2011	2012	2013	2014		2015	
				Budget	Actual	Budget	Thru 4/30
Administration	29,613	39,263	34,614	43,850	54,825	46,500	20,007
In House Salary	51; 26,008	ST: 19,106	ST: 23,761	ST: 32,400	ST: 42,439	ST: 34,500	ST: 14,885
Board/ExCo	10,167	12,000	12,000	12,000	14,000	12,000	5,000
Office/Routine	8,575	554	7,069	12,000	(d) 22,782	14,000	4,885
Outsourced E-Mailing	7,266	6,552	4,692	8,400	5,657	8,500	4,021
Services Election	ST: 3,605	ST: 20,157	ST: 10,853	ST: 11,450	ST: 12,386	ST: 12,000	ST: 5,122
Services Symposium	320	320	503	500	686	800	732
Services Website	600	1,575	750	1,200	--	1,200	--
Services	1,875	2,746	3,323	3,250	4,897	3,500	1,750
Mall Forward Service	3810	13,968	6,277	6,000	6,027	6,000	2,000
	--	1,548	--	500	776	500	640
Marketing	--	5,316	2,669	8,000	1,400	10,000 (e)	1,400
Symposium	48,061(1)	74,841(g)	62,333	115,925	33,967	48,774	
2016 Seed Money				113,425		2,500	
North Carolina				2,500		46,274	
Group Work Camp	12,797	2,000(h)	7,884	--	--	11,000	
Chapter Support	1,850	6,575	8,515	7,500	4,750	8,000(1)	
Training Expenses	1,291	15,618	16,325 !!!	--	1,148	--(k)	
General T&E		2,278	893		1,148		
Youth Development		13,340	15,432				
SPARC	--	--	1,750	7,000	3,620	7,000	
Books/Proceedings	--	404	8,744	--	--	--	
Fees (bank, tax, PayPal)	4,495	4,074	3,747	5,500	1,730	4,400	258
Contributions	--	5,500	--	--	500	--	
Other(!)	1,674	500	--	1,500	500	1,000	
<b>EXPENSES TOTAL</b>	<b>\$99,781</b>	<b>154,091</b>	<b>\$146,581</b>	<b>\$189,275</b>	<b>\$102,440</b>	<b>138,674</b>	
<b>BALANCE</b>	<b>28,849</b>	<b>(30,138)</b>	<b>(2,232)</b>	<b>(24,350)</b>	<b>(\$ 38,445)U</b>	<b>(2,692)</b>	

- a) Originally \$30K deficit to balance budget; board voted to budget as now noted  
b) \$2,732 still needed to fulfill requirement for Catherine Papell Invitational  
c) Unused chapter funds, miscellaneous adjustments.  
d) About \$12K pd In '14 for '13 board travel  
e) \$\$K to Marketing, \$\$K to professional dev firm to be jointly guided by Marketing, Economic Development, and ExCo  
O long Beach and long Island expenses  
g) Boston, long Island, long Beach, & Montreal expenses  
h) Deposit on camp 2013 (not originally budgeted but approved when board approved camp 2013)  
i) Projected two new chapters  
j) Not a category deficit (vs. Income of \$11K; funds received In 2012 toward these expenses)  
k) No projected speakers bureau reimbursements this year  
l) Kurland student receptions, honoraria Inc. *Founders Awards*, admin travel, equipment, etc.  
\*\* Factoring \$12K for 2013 board travel reduces deficit to about \$26.5K, about 2\$K beyond the approved deficit budget

As you see from this table beyond the checking account from which we carry out daily operations we have a small savings housed in an interest-bearing money market fund. Endowment funds are now housed in two areas: (1) a NY life annuity fund (most of the money) and (2) a small balance in our bank account as noted.

IASWG, INC.	CASH ON HAND: 4/30/2015
Checking	16,163.81
Savings	30,847.14
Endowment-Our Books	16,863.97
Endowment-Annuity	'222,200.00
Paypal	20,174.36
<b>Total Cash On Hand</b>	<b>306,249.28</b>
Cash Beyond Endowment	67,185.31

As noted we also have a small amount of money held in reserve by PayPal, which processes our credit card payments.

We continue to commit significant money to both program and organizational development, e.g., membership outreach, improved marketing, internationalization, grants, camp, *Proceedings*. This year we add to these rather routine expenses two new ones: subsidy of an *International Scholar* and a *Diversity Fellow* at our annual symposia. Both will have air, lodging, and registration/meals covered by IASWG, a new annual expense of which we must be mindful in creating/meeting annual budgets.

A note about 2014. The deficit looks significantly greater than budgeted however, if we factor out about \$12K paid in 2014 toward 2013 board travel, we end at a deficit only about \$2K greater than approved. At the same time, as we seem to become increasingly comfortable with an annual deficit, I feel that some notes about the budget are in order:

1. We did not get close to the 2014 budget for contributions, and from the treasury's point of view, if we continue to grow (i.e., spend), this is a major issue for which I feel the entire board needs to take responsibility. Board committees might take some time to consider how their particular mission could contribute to fundraising.
  2. We may need to rethink how we conceptualize symposia. Like the tenor of it or not, I believe we need to return to a stance of expecting it to earn money to carry out Association activities, especially as we grow/become increasingly complex.
  3. Do we want to consider the new board travel reimbursement policy as a "failed" experiment and return to a more modest amount?
  4. We have used Confex for a few years now to both navigate abstract submissions and registration for symposia. While this is convenient when measured against the "old" ways (paper, pencil, excel, etc.), do we want to reconsider this expense of about \$3500 per year and/or ask the local symposium planners to absorb the cost?
- s. Since we need to raise over \$20K in 2015 to meet what is already a non-profit bottom line, and since we end up, in a real "cash basis" way with a large deficit for 2014, perhaps we should reduce for 2015 some budgeted items, such as marketing, grants, adding new chapters, and as noted above, reimbursement for board travel.

In 2009, Mark Doe!, then on the board, suggested that IASWG should not "hoard" its funds but instead, should use its funds to create, increase, and otherwise use its programming capacity to foster and protect group work. The board agreed with a resounding "yes/" including me. I am somewhat alarmed, however, at the fact that our fund-raising efforts do not match our spending. I would love to spend even more than we spend; I think we probably all have ideas about how we could increase our organizational clout, both inside the profession and outside of it, throughout the world.

I think we can continue to feel good about what we do accomplish with the funds we have at hand. However, I also think the board needs to be more active in troubleshooting our capacity to raise funds so that we can do even more- everything we envision. We are at the moment living very close to the vest.

Respectfully submitted,

Dominique Moyse Steinberg, Treasurer

\* theoretical value, since we cannot cash in the annuity without penalty this approximates the value at 4/30/15 from 2.885% interest.