



**The Council of State Speech-Language-Hearing Association Presidents (CSAP) officially became a formal organization in 1975. Highlights from its history are reported below.**

**Spring 1975 - Minneapolis**

An initial "formal" meeting was held with 16 state presidents attending. Those attending formed a quorum and prepared the initial resolutions regarding purpose, name of the association, governance structure, articles of incorporation and initial committee structure.

**Fall 1975 - Washington, D.C.**

Thirty-five state association representatives attended the second CSAP meeting. The group adopted by-laws, elected officers and dues were established at \$25.00 per state. At that time, there were 32 member states. Complaints regarding the need for better coordination between state associations and ASAS relative to regional ASHA meetings were discussed and the Executive Officer was asked to draft a letter to the ASHA Vice President for Planning.

**Spring 1976 - St. Louis**

Twenty-three state association presidents attended. A resolution was passed requesting that ASHA representatives be invited to observe and participate in CSAP meetings and CSAP members be invited to observed and participate as resource persons in Legislative Council (LC) activities. There also was a resolution regarding a data bank for information sharing on state issues, with CSAP acting as a clearinghouse.

**Fall 1976 - Houston**

30 state association presidents and nine ASHA representatives attended the meeting. Membership in CSAP was held by 40 states. The need for appointment of CSAP members to key committees in ASHA was a topic of discussion and resolution to incorporate CSAP was adopted at this meeting.

**Spring 1977 - Chicago**

Of the 42 member states, 25 presidents attended the meeting. Some of the areas of business and discussion included the conduction of in-depth screenings for CSAP data bank and the encouragement of all state associations to incorporate speech-language-pathology in all appropriate areas.

**Fall 1977 - Chicago**

Twenty-four states were represented. Items of discussion included LC resolutions related to state activities. Members recommended that CSAP include at its semi-annual meetings more discussion of state association affairs and less emphasis on reacting to ASHA policies and activities.

**Spring 1978 - Chicago**

Twenty-five states sent representatives and four ASHA members also attended. The group discussed the CFY, regional conferences and the procedures to improve state-national association relationships.

**Spring 1978 - San Francisco**

Thirty-five state representatives attended. Items of discussion included establishment of a handbook for state association members and Comprehensive Planning for Health Services Agencies.

**Spring 1979 - Denver**

With 34 states represented, the members discussed state political action committees, state continuing education programs, public information programs, liaisons with philanthropic organizations, state membership recruitment activities, and the ASHA Public Information programs.

**Fall 1979 - Atlanta**

Members considered a variety of topics including LC resolutions and state association administrative employees. Reports were given by ASHA Norma Rees and President-Elect Margaret Byrne, followed by panel discussions on activities of the ASHA Committee on State-National Association Relationships, ASHA recruitment activities, position pages developed by certain associations, and a report on the proposed ASHA Continuing Education Voluntary Registry.

**Spring 1980 -Minneapolis**

The primary topic of discussion was the reciprocity of CEU's.

**Fall 1980 - Detroit**

The group, which included representation from 25 states, discussed the upgrading of certification standards to MA/MS and ASHS technical assistance to the states.

**Spring 1981 - Cincinnati**

Forty-six states held membership in CSAP. Members considered topics such as the clinical versus the research doctorate, licensure laws, and PL 94-142.

**Fall 1981 - Los Angeles**

Among other topics, alternatives to service delivery and new directions in reimbursement were discussed.

**Spring 1982 - Des Moines**

Twenty-six states were represented. The relationship of ASHA Legislative Counselors to state associations was a major topic.

**Fall 1982 - Toronto**

Representatives from 32 states received a report on the 1982 CSAP survey and discussed other aspects of surveys, including the frequency and need to add information.

**Spring 1983 - St. Louis**

Thirty-one state association presidents were in attendance. The group considered an item-by-item review of the bylaws revisions. The membership adopted bylaws based on the Operational Guidelines, which facilitated two-year state association membership in CSAP in the future. An additional continuity measure implemented at this meeting was to establish Ad Hoc Committees on Newsletter, Bylaws and Policy Manual, Local Arrangements, Review of ASHA Resolutions and Planning. Other topics of discussion included third party reimbursement, public information and quality assurance.

**Fall 1983 - Cincinnati**

There were 34 participating state association presidents in attendance. The group discussed a dues increase to \$50.00, the ASHA State Association Survey and ASHA Governmental Affairs.

**Spring 1984 - Seattle**

Thirty-one states were represented. Discussion topics included: ASHA funding support to state association affairs, establishment of the Time and Place Committee as a standing committee and ASHA State Policy Workshops.

**Fall 1984 - San Francisco**

Of the 45 member states, 33 states were represented at the CSAP meeting. The group discussed travel reimbursements for CSAP officers, an emergent resolution to the ASHA LC asking for a task force to study a mechanism of optimal state-national operational ties, as well as lobbying and legal issues.

**Spring 1985 - New Orleans**

52 attendees at the spring meeting represented thirty-five states. Items of business included a review of LC resolutions, computer networking and clearinghouse mailing and newspaper supplement publications for public relations.

**Fall 1985 - Washington, D.C.**

The fall meeting was held at the national office with 63 persons representing 37 states and a guest from Germany. Robert J. Freda spoke on "Laws and Liabilities." Additional topics discussed included human resource development, buying using computers for networking, and strategies for grass roots involvement. CSAP celebrated its 10 anniversary at the fall meeting.

**Spring 1986 - Denver**

Thirty-six member states were represented. Guest speakers included: Robert Powell on "Business Management of Non-Profit Organizations", Carol Karmara on "Practice Topics" and Jessie White from the Committee on State-National Association Relationships who discussed the relationship between ASHA and CSAP. Dr. Betty Jane Phillips attended as an ASHA representative.

**Fall 1986 - Detroit**

Sixty-two attendees represented 35 member states. The major presentation was on "Strategies for Success." Discussion topics included media and public relations, long range planning, membership, and association management by size.

**Spring 1987 - Washington, D.C.**

3 participants represented thirty-eight states. The major presentation was by Amy Friend, attorney on contract negotiations for paid employees. Illinois representatives discussed networking opportunities, strategies and experiences. Other topics included fundraising, nondues revenue and nurturing exhibitors.

**Fall 1987 - New Orleans**

Discussion included: regional subgroups, code of ethics, relationship of state boards of examiners and the association, and budget preparation.

**Spring 1988 - Kansas City**

73 attendees represented thirty-nine states. Presentation on ASHA-CSAP joint committee, marketing and public relations campaigns, resolution drafting process, strategic planning for the 1990s and hotel contracts were the highlights of the program.

**Fall 1988 - Boston**

Forty-two states were represented. Discussion topics included: newspaper supplements, organization of Better Hearing and Speech Month, and public awareness campaigns. ASHA representative Sylvia Staub.

**Spring 1989 - Louisville**

74 participants represented thirty-four states. The major presentation addressed "Organizational Leadership and Volunteerism." Sylvia Staub presented an update on ASHA marketing. Also discussed were futuristic strategies and catalytic agents of the 1990s.

**Fall 1989 - St. Louis**

Forty-one states were represented by a record high number of 79 attendees. The morning session focused on "Issues and Prospects in Personnel Preparation." Speakers from related professional fields (RPOs) addressing the topic were from the Council of Graduate Programs, American Academy of Audiology Foundation of America and the Neurological Communicative Disorders and Science Association. Discussion groups focused on relations with other agencies, recruitment into the field, public information, and minority concerns.

**Spring 1990 - Baltimore**

Representatives attended the meeting from 41 states. The keynote session, "A Marketing Approach to Volunteer Involvement", presented by Dr. Henry Emstthal, was highly rated. Discussion groups addressed issues related to leadership: dealing with committee, resolving conflict, and acting as a supervisor. Rainbow paper discussions included: membership recruitment, two professions - impact on the state level, planning state conventions, and operations manuals.

**Fall 1990 - Seattle**

The program focused on "Making the Most of Your Convention". Rainbow Paper topics included hospitality-social, exhibits, brochure-publicity, and registration. Presentation on "Dealing Effectively with Hotels" was delivered by Banks Miller of Banks Miller & Associates and Charles Stephens of Wyndham Hotels. Rosemary Husingh of Linguisystems, Ann Shaw of Teaching Resources and Hem Dixon of Phonic Ear presented a panel on "Attracting and Nurturing Exhibitors".

**Spring 1991 - Chicago**

"Blazing a Trail in the 90s: Practice State Associations" prevailed as the theme for the spring meeting. Charlena Seymour presented the keynote address on Edu-dc trends." Small group discussions focused on four contemporary state problems (ethical dilemmas and regulatory issues; legal issues and malpractice; coalitions, networks and RPOs; and dealing with state government agencies). ASHA Executive Board Members provided leadership training. Other major presentations were "Ethics and the Law: How Legal Counsel Can Help State Associations" and "Influencing Decision Making at the State Level." Rainbow Paper topics included Lobbying and Lobbyists at the State Level, PACs and Foundations, Licensure/Certification/Sunsetting and Professional Shortages.

### **Fall 1991 - Atlanta**

Keynote speaker Margaret Briggs presented on "Building Leadership Systems for State Associations." Small group discussions focused on ways to use leadership principles to increase effectiveness of state association presidents and association executive boards. The ever popular "Bring and Brag!" session provided exciting ideas for ways state associations can operate efficiently, increase membership, promote public understanding of communication disorders, and provide up-to-date continuing education opportunities to its members. Non-dues Revenue, Continuing Education, Personnel Management and Quality Assurance were the Rainbow Paper hot topics. The final session promoting the "Through the Looking Glass" theme was an insightful reflection on the growth and influence of CSAP which was cleverly reported by Pat Cole, former president of ASHA and TSHA.

### **Spring 1992 - Coeur d'Alene**

Seventy-four participants represented 41 states at the spring meeting that featured the theme "Northwest Passage to Professional Effectiveness." Rainbow Paper topics included long-range planning, budget process, leadership development and volunteerism. Small group discussion focused on rural issues, supportive personnel and quality assurance. Brainstorming topics included addressing current needs of CSAP and volunteer reimbursement. Keynote speaker Paul Deputy made a presentation entitled "How to Tap into Your Energy When the Power Lines Are Down." ASHA President Ann Carey presented CSAP with a Certificate of Appreciation and Recognition for its efforts in promoting communication of professional matters between state and national speech-language-hearing associations.

### **Fall 1992 – San Antonio**

Seventy-seven individuals representing 43 states focused on Meeting Today's Challenges. Rainbow Paper topics included: Ethical Practice Issues and Concerns, Minority/Multicultural Issues, Legal Counsel/Attorneys and Hearing Screenings. Small group discussion with states grouped by region discussed items from the Bring, Brag, and Moan meeting segment. A second small group discussion with states grouped by state size was held. Participants discussed Total Quality Management and Cultural Diversity. Our luncheon speaker, Mr. A Flores (San Antonio Housing Authority) discussed the meaning and benefits of celebrating cultural diversity and Joan Jagger presented the Principles and Foundations of TQM. Tom O'Toole, ASHA President Elect highlighted ten issues of concern. ASHA President Ann Carey presented the President's Awards to Georgia and Iowa in recognition of their Governmental Affairs.

### **Spring 1993 – Charleston**

Seventy-nine individuals representing 42 states and ASHA participated in the Spring 1993 CSAP meeting. The meeting was held May 8 and 9, 1993 at the Mills House Hotel in Charleston, S.C. The two-day program focused on Practical Strategies: Implementing TQM At The State Association Level. Rainbow Paper topics included: Lobbyists and Lobbying at the State Level, PACs/Foundation: Alive and Well?, Licensure/Certification/Sunsetting, and Professional Shortages. Dr. Carol Fattali, Director of the ASHA Health Services Division, presented the keynote address on "TQM and State Association Management". Participants worked in small groups on a case study problem-solving activity, allowing "hands on" experience with a TQM leadership tool. Topics for the case study activity included: Developing Leadership Training Activities for Executive Board/Membership, Implementing Professional Scope of Practice Legislation, Modifying SSHA Organizational Structure, Improving Relationships between SSHAs and State Agencies, Resolving Conflicts on SSHA Executive Boards, Increasing the Level of Volunteerism within SSHAs, Deserting Successful SSHA's Membership Enrollment Campaigns, and Interacting with ASHA: How to Make It Work for SSHAs.

### **Fall 1993 – Anaheim**

Sixty-Eight individuals representing 42 states and ASHA participated in the Fall 1993 CSAP meeting. The meeting was held November 18, 1993 at the Anaheim Plaza Hotel in Anaheim, CA. The program focused on Practical Strategies: Implementing Leadership Training at the State Level. Rainbow Paper topics included: Personnel Management Job Descriptions for Executive Board Members/Committee Chairs, Support Personnel, and Non-dues Revenue. Elaine McNiece (AR), Peggy Medae (NJ), Herase Frazier (IL), and Sherry Sancibrian (TX) presented a panel on Leadership Training. Topics for the case study activity included: Restructuring SSHAs for the 21<sup>st</sup> Century, Using the Mentoring Approach to Leadership Training, Shaping the ASHA of Tomorrow – from SSHAs, Strengthening Relationships Between SSHAs and State Agencies, Creating Effective Surveys for SSHAs and Interpreting the Data, Designing Productive Meetings for SSRA E.B.s and Membership. The program portion of the meeting concluded with a brief presentation by ASHA President Pat O'Toole on Professional Leadership.

### **Spring 1994 – Albuquerque**

Forty-eight state associations participated in the meeting, held on May 7 and 8, 1994 at the Doubletree Hotel, Albuquerque, New Mexico. The theme for the meeting was The Information Superhighway – Mapping The Territory. In addition to Bring, Brag, and Moan, sessions included Managing Diversity presented by Carol Westby, and Your SEA and You: A Study in Teambuilding, presented by Carolyn Isakson and Valeria Coppola. Small Group Discussion Topics were: The Information Superhighway, Leadership Potpourri, Common Concerns, Preparing for and Surviving Your Presidency, How Should CSAP Handle LC Resolutions?, New Markets/PR Strategies, Conflict Resolution and Newsletters/Publications.

### **Fall 1994 - New Orleans**

Forty-six states, the Overseas Association of Communication Sciences, and ASHA we represented at the Fall 1994 CSAP meeting by 81 state representatives, 5 Association Executives, and 2 ASHA staff members. The meeting was held at the Doubletree Hotel in New Orleans with the theme, Meeting Challenges Of The Future: New Realities Require New Leadership. Rainbow Paper topics included Convention Planning, Budget Process, Total Quality Improvement, and Non-Dues Revenue-Fund Raising. Presentations were made by the ASHA Continuing Education Board on "Self Managed Professional Development; a leadership panel on "Preparing/Surviving Your Presidency", and by Juanita Doty and Ruth Ayers on NBASLH and MSHA: Networking for the Future". The keynote address, "New Realities Require New Leadership!" was presented by Patricia Larkin Hicks. Small group discussion topics were: Collecting Treatment Outcomes, Developing a Mentoring Program, SSHAs and Universities - Building Coalitions, Envisioning ASHA of the Future, Organizing a PAC, and SLPs and Auds: Nurturing the Relationship". ASHA President, Jeri Logemann addressed the group prior to the business meeting.

### **Spring 1995 - Ogunquit ME**

Ninety-eight individuals representing 39 states and ASHA participated in the Spring 1995 CSAP meeting held May 20-21 at the Cliff House Resort in Ogunquit, Maine. The program focused on Communication, Collaboration, Cooperation and Consensus Building. Rainbow Paper topics were: Support Personnel, Publications, Policies and Procedure Manuals, and Networking with Consumers. Nancy Swigert, ASHA Vice President presented an "Update on ASHA's Task Force on Treatment Outcomes and Cost Effectiveness", while Melinda Harrison, CSAP President-Elect discussed "State Efforts to Collect Outcomes and Developing Practice Parameters." Small group topics included inservice on America Online (AOL) for beginner groups. Higher level uses of the intern were addressed for the experienced user. Each room was wired with direct access to the internet and LCD overhead projectors were used to enhance screen use by each group. Social activities included a Newcomer's Luncheon, a Welcome Reception hosted by the New England Caucus on Friday evening, and a clam and lobster bake on Saturday evening. ASHA President, Judy Montgomery, addressed meeting participants on Sunday morning.

### **Fall 1995 - Orlando, FL**

Eighty-nine individuals representing 42 states, including 7 Association Executives and 2 ASHA staff members participated in the Fall 1995 CSAP meeting held on December 6 at the International South Embassy Suites Hotel in Orlando, FL. Theme of the meeting was "20 Years of Creating Leaders". Rainbow Paper topics were: Membership Services, Meeting Agenda Preparation, Volunteer, and Marketing Public Information, Arthur Guilford, Ph.D., Chair of the Department of Communication Sciences and Disorders at the University of South Florida presented "Distance Education Program: A Viable Model for Training Speech-Language Pathologists and Audiologists". A panel discussion on Collaborating with Consumers" was presented by Paul Sullivan, Chair, ASHA Ad Hoc Committee for Public Advocacy, Donna Sorokin, Executive Director of the Self Help for Hard of Hearing (SH11R) and Michael Sugarman, Executive Director of the National Stuttering Project. Small group discussions included Should Audiology & Speech Pathology Split? - Impact on SSHAs, How to Conduct Leadership Training, Time Management, Use of Technology with Your SSHA and Continuing Education Programs: How to Compete. Alumni of CSAP since its origin were invited to participate in the social activities associated with the meeting. A Welcome Reception was held at EPCOT hosted by Sundance Rehabilitation and a Wednesday night social was held in the Adventurer's Club at Pleasure Island. There was also a Newcomer's Breakfast.

### **Spring 1996 - Austin, TX**

Eighty-eight individuals representing state speech-language-hearing associations attended the Spring 1996 CSAP Leadership Meeting in Austin, TX Theme of the meeting was "Leadership: From A to CSAP". Rainbow Topics were: Support Personnel, Professional Alliances, Priority Goals and Learning from Mistakes. In addition, an information sheet related to membership numbers, dues, pressing legislative issues and resources were completed by each state association represented. "Actions Speak Louder Than Words: Identifying State Projects for Supporting the Professional" was presented by Melinda Harrison, CSAP President, and Nancy Swigert, ASHA Vice President for Governmental and Social Policies. Regional state groupings were formed to address issues of treatment efficacy and data collection. Commitments were made by states to address these issues and report back to CSAP. Small group discussions included "Making a Little Money Go a Long Way", "Membership: Where Are We Losing?", "Understanding Leadership and Volunteerism", "Role of the SLPs and Audiologists in Schools: Are They Missing the Boat?", "Cultural Diversity: The Driving Force Behind Legislative Change", "Strategies for Getting the Most From Your Members", and "Getting Out From Under the Paperwork". Social events included a Newcomer's Luncheon, a Welcome Reception at the Lieutenant Governor's Office at the Texas State Capitol building, and a genuine, old-fashioned Texas Bar-B-Q.

### **Fall 1996 - Seattle, WA**

Ninety-four participants representing 40 state speech-language-hearing associations were involved in the Fall 1996 CSAP Leadership Meeting held at the Madison Renaissance Hotel, Seattle, WA. CSAP was held in conjunction with the 1996 ASHA Convention. Rainbow Paper topics included (1) Contractual Arrangements for State Associations, (2) Technology for State Associations, and (3) Regional Project reports. Small Group Discussion topics were (1) Surviving Your Presidency, (2) Throwing the Perfect Convention, and (3) Safety in Numbers: Increasing Membership. Additional CSAP topics presented were: "How ASHA Can Help Your State Association", "Governance Restructure Proposal (ASHA)", "Bring, Brag and Moan", "Technology, Now and in the Future", and "Browsing the Web: A Tour of the ASHA Web Page and LC List Serve". A Newcomer's Breakfast was held, hosting eight first-timers at CSAP. In addition to registrants, there were 21 alumni and 19 guests in attendance at CSAP functions. The social function for participants included an evening dinner excursion with a trip to a Washington winery.

### **Spring 1997 - Snowbird, UT**

Participants were treated to an outstanding meeting in Snowbird, Utah. Charlena Seymour presented the opening remarks. Fred Spahr discussed ASHA Hot Topics with CSAP members. Additional small group discussion included: "Money Talks, Are We Listening?", "Life Before, During & After SSHA Office," and "What SSHA's need in Association Managers." CSAP members enjoyed a mystery social Saturday evening.

### **Fall 1997 - Boston, MA**

During this meeting CSAP discussed governance restructure and revamped the CSAP five-year plan. Members were provided with opportunities to discuss SSHA web sites, convention negotiations and how to raise nondues revenue. Champagne and chocolate, and a dinner cruise provided CSAP members with an opportunity to mix business with pleasure.

### **Spring 1998 - Dearborn, MI**

The keynote speaker, Mike McKinley, identified ways for SSHA officers to "prepare for commitment." Small group discussions included: "Membership in the Millennium," "ASHA-Sate Associations - Building Relationships," and "Marketing the Professions to the Next Generation." Dinner at the Henry Ford Museum and Greenfield Village topped off a successful spring meeting.

### **Fall 1998 - San Antonio, TX**

Mike McKinley returned for another positive presentation to CSAP members. Lawrence Higdon and Pat Cole discussed current and future issues for state associations to consider. The ASHA presentation, "The Power of One, reviewed the new ASHA self-advocacy training module that is available to all members. CSAP members were treated to an evening bus tour of San Antonio followed by a delightful dinner and trivia contest.

### **Spring 1999 - Asheville, NC**

Southern hospitality at its best! CSAP members enjoyed the wonderful sights and weather in Asheville, NC. CSAP President, Ellen Estomin, created an agenda focusing on the future. The relationship between the new ASHA Governance Structure and state associations was reviewed. Tim Stevens presented a thought-provoking program on self-empowerment and self-advocacy. CSAP members were treated to dinner and a candlelight tour of the Biltmore House.

### **Fall 1999 - San Francisco, CA**

Sixty-nine individuals participated in the Fall 1999 meeting at the Holiday Inn Crowne Plaza. Lyn Goldberg, ASAH Vice President for Administration and Planning, Lynn Flahive and Dea Foster of NSSLHA, and Kathleen Whitmire, ASHA Director of School Services, made presentations. Discussion groups formed for topics on, speech language pathology assistants, refocusing members on different career settings, licensure, and membership. CSAP members and 34 alumni and guests were treated to dinner at the Fior d'Italia and the production "Beach Blanket Babylon".

### **Spring 2000 – St. Louis, MO**

"Rollin' On The River" was the theme of CSAP's 2000 Spring meeting held at the Hyatt Regency Hotel in St. Louis. Seventy-five attendees were in attendance for the keynote presentation "You Work Where?" "You Do What" by Katie Schwartz. A panel discussion on "Recruiting and Retaining Members: How Profiling Fits In" was lead by Fred Spahr (ASHA), Barbara Moore-Brown (CSAP/CA), Ellen Estomin (CSAP/PA), Melissa Jakobowitz (CSAP/CA), Nancy McKinley (CSAP/WI), and Sandy Bennett (CSAP/IA). Attendees shared their state experiences through the Bring, Brag & Moan sharing sessions and breakouts on "Conventions", "School Based Issues", and "Technology". Friday evening Scientific Learning hosted a reception. During the reception the state item auction was conducted. The Saturday evening social began with a ride up the St. Louis Arch and ended with a river dinner boat cruise.

### **Fall 2000 – Washington, D.C.**

Sixty-five members, representing forty-two states gathered in Washington D.C at the Grand Hyatt Washington. The focus for this meeting was the panel presentation “Long Range and Strategic Planning for Your State Association”, lead by Fred Spahr (ASHA), Robert Craven (CSAP Business Manager), Ron Bender (TSHA), and Tina Radical (WISHA). Attendees also attended topical discuss groups on “School Issues Update”, “Surviving Your Presidency” and “Continue Your Planning”. As part of the meeting, CSAP members rallied at the Capitol with ASHA representatives and visited their local legislators. The evening ended with the Fall Social where 35 guests and alumni joined CSAP for dinner at Pier 7 Restaurant and the musical “Play On!”

### **Spring 2001 – Point Clear, AL**

At the Grand Marriott in Point Clear, 81 CSAP members from 42 states met for “CSAP On The Move”. Dr. Mel Cohen of Healthcare Management Workshops” was the featured speaker. Mel’s presentation focused on “You Volunteered, You Ran, You Won, Now What.” Other topics discussed over the two-day conference were “Lessons From State Association Presidencies”, “Convention Planning”, and “2001: A Technology Odyssey”. A dinner boat ride on the Cotton Blossom Stern Wheeler Riverboat brought the spring meeting to a close.

### **Fall 2001 – New Orleans, LA**

CSAP – Cajun style! Seventy-one participants from 36 states, including 7 ASHA representatives, met for “CSAP En Le Mouvement” (on the move) at the Doubletree Hotel in New Orleans. Nancy McKinley, CSAP President-Elect, hosted a panel presentation entitled “Lessons from State Association Presidencies: If I’d Known Then What I Know Now” Part II. A lunch networking round table session was conducted with round table topics of “Legislative Success,” “Fiscal Management,” “Strategic Planning,” “Working With Management Firms,” “2001: A Technology Odyssey,” “ASHA Programs Available to States,” “Recruitment and Retention: Volunteers and Members,” “CSAP 2002 Programs” and “ASHA Schools Focused Initiative.” Other presentations included: “Distance Education: Conferencing in the Future” and “Leadership in the Future: Looking Ahead for State Association Leaders” presented by ASHA representatives: Donna Geffner (Former President), Nancy Creaghead (President-Elect) and Susan Brannen (VP of Professional Practices in Audiology). A “Welcome Reception” was held at the world-famous House of Blues. A Cajun-style buffet, Cajun music and Cajun dancing at Mulate’s was the perfect ending for members and 27 guests and alumni.

### **Spring 2002 – Providence, RI**

The SMALLEST state proved to be a BIG success! Eighty-one participants from 39 states met for the CSAP’s “Tools for Transforming Tomorrow” at the Providence Biltmore Hotel in Downtown Providence. In addition, this year’s Spring meeting included a special program specifically designed for business management staff. Eight states sent representatives for this program hosted by Bob Craven (CSAP Business Manager) and Michael McKinley (Alive Alive Associates). After a rousing juggling act kickoff by Rob Peck (Zestworks), Nancy Creaghead, ASHA’s President, was the opening keynote speaker on Friday with “The Vision of Our Professions as Seen Through the Eyes of Our Associations.” Michael McKinley continued the forum with “If You Fail to Change, You Fail.” Saturday’s session opened with a keynote address by Vicki Lord Larson, Ph.D., CCC-SLP, Retired Provost of University of Wisconsin Oshkosh on “Leadership for Leaders.” Additional topics during the day were “Hiring or Firing Your Lobbying Firm,” “How State Associations Can Use ASHA Resources to the Max,” “How to Run a Successful, Profitable Convention” and “How to Retain, Evaluate or Dismiss Your Management Services.” A lunch networking round table session was conducted with various topics. States had the opportunity to meet in their newly organized regions. Friday evening’s Welcome Reception and Auction was hosted by Thinking Publications. The meeting closed with a Lobster and Clam Bake on the boat docks at the Newport Yachting Center while viewing a spectacular sunset, then competing in a rollicking karaoke contest by region.

### **Fall 2002 – Atlanta, GA**

CSAP was hosted by true Southern Hospitality in Atlanta, Georgia. Thirty-seven states were represented by 78 participants. We continued the “Tools for Transforming Tomorrow...Together We Learn” theme at The Westin Peachtree Plaza in the heart of Downtown Atlanta. CSAP’s President, Nancy McKinley, welcomed the group. A panel presentation entitled “Organizations That Work: Get Them in and Get Them to Do the Job” was facilitated by Barbara Moore-Brown. Her panel consisted of Alex Johnson, ASHA VP for Professional Practices in Speech-Language Pathology; Steve Ryan, ASHA-CSAP Joint Committee on State-National Association Relationships; Ann Alexander, ASHA-CSAP Joint Committee on State-National Association Relationships; Mel Cohen, Healthcare Management Workshops; and Helen Duhon, President of the Tennessee Association of Audiologists and Speech-Language Pathologists. ASHA’s President, Nancy Creaghead was on hand for State Recognitions. Our famous Bring, Brag & Moan session was enlightening. A lunch networking round table session was conducted with various topics. Lynn Flahive, Executive Director of NSSLHA, began our afternoon session with “Partnering with NSSLHA and Our Student Members.” Afternoon breakout sessions included: “Growing a More Vital Association with a Speech-Language-Hearing Foundation,” “Presidential Oversight and Management of Your State Association’s Budgets, Investments and Inquiring Minds,” “TechPractice 2002: The Good, The Bad and The Ugly,” and “Running an Efficient Meeting.” The closing keynote speaker was Michael McKinley, Alive Alive Associates with “On the Road to Becoming a Past President.” Tuesday’s Welcome Reception at the Hard Rock Café was hosted by AGS. Wednesday evening offered a special CSAP reunion which honored past presidents and members of CSAP. It was held at the World of Coca Cola Museum and was attended by approximately 150 people, about half of which were former CSAPers and guests. A special program brought out the best stories of the past and celebration singing by all.

### **Spring 2003 – Omaha, NE**

The Old Market was a charming location for the Spring CSAP Conference. Thirty-eight states were represented by 82 attendees. Embassy Suites offered an exceptional meeting location for our “Growing Vital State Speech-Language-Hearing Associations Through Active Volunteerism.” Ron Bender, CSAPs President, welcomed the attendees. Our keynote speaker, Dr. Gerard Caracciolo, ASHA’s Year of the Volunteer Task Force Chair, presented “The 3 Rs of Volunteerism: Recruitment, Retention, Recognition.” Dr. Caracciolo then led the group through regional breakouts for “Generating Ideas for the 3 Rs with the Emphasis on Recognition.” Regional reports were then compiled and shared among those in attendance. In addition, special breakout sessions were held for association business offices. Six participants enjoyed the presentations conducted by Roy Bohrer of Texas. Friday’s Welcome Reception at the Embassy Hotel was hosted by Thinking Publications. Saturday offered a wealth of information to CSAPers. Ron Bender presented “Rock and Role Models.” A panel presentation entitled “The Premier Convention was facilitated by Tracy Grammer, CSAPs Commissioner on Issues & Planning, with breakouts by state size followed. Lunch was a perfect opportunity to stroll through The Old Market. The afternoon breakouts included, “Understanding the Legalities of PACs and Lobbyists,” “Planning an Efficient Executive Board Meeting,” “Show Us Your Websites,” “Planning a Successful Executive Board Retreat and Variation Thereof,” “How States are Using Their ASHA Grant Funds,” “How a Small State ‘CAN TOO’ Start a Successful Foundation,” and “The Ongoing Dilemma of Caseload/Workload.” As always, the “Bring, Brag and Moan” was enlightening. Following the CSAP Business Meeting, the attendees dined at the bottom of the sea in the Henry Doorly Zoo Scott Aquarium among the sharks, rays and breathtaking coral reef.

### **Fall 2003 – Chicago, IL**

The “windy city” welcomed CSAP in true Chicago style. Thirty-eight states were represented by 70 attendees. The Hyatt Regency McCormick Place hosted the continuation of “Growing Vital State Speech-Language-Hearing Associations Through Active Volunteerism.” Tuesday’s Welcome Reception was hosted by AGS Publishing. Wednesday’s meeting began with CSAPs President, Ron Bender, welcoming the attendees. ASHA President, Glenda Ochsner and ASHA President-Elect Larry Higdon presented “Dynamic Communication: State Associations and ASHA.” State recognitions were awarded by ASHA’s Glenda Ochsner, President and Catherine Gottfred, ASHA Vice President for Governmental and Social Policies. The infamous Bring, Brag & Moan Session was, once again, informative. The attendees had a working lunch with a presentation by Tina Radichel-Eichstadt entitled “Building and Maintaining a Virtual State Association – Websites, Telemeetings and More!” Afternoon breakout sessions included, “ASHA Resources Empowering Your Volunteers,” “The Future Is Now...Getting Students Active in Your State Association,” “Revisiting the Caseload/Workload Issue,” and “The Basics of Understanding Financial Reports.” Following the CSAP Business Meeting, Chicago trolleys narrated us through the streets of Chicago offering an historical view of the city before arriving at the Bistrot Margot where the group dined on fine bistro fare. After a short walk to the famous “Second City” comedy club, CSAPers were able to laugh and enjoy improvisation and irreverent satire at this Chicago landmark.



### **Spring 2004 – Albuquerque, NM**

Albuquerque was truly the “Land of Enchantment” for the CSAP 2004 Conference. Thirty-nine states were represented by 86 attendees. The Hyatt Regency Albuquerque was a wonderful location for “Meeting Member Needs: Making State Associations Relevant.” Lisa O’Connor, CSAP’s President, welcomed the attendees. CSAPers were treated to a keynote address by Mary Walker Fleishmann, President of The Counselors of Real Estate, with “Community in the Age of Isolation: The Professional Association in 2004 and Beyond.” Barbara Leader, CSAP’s Commissioner on Issues and Planning, and New York’s President Elect, presented “Structure Predicts Function.” Breakout groups by region discussed Board of Director initiatives and reconvened for group discussion. Friday’s southwestern welcome reception and auction was sponsored by Thinking Publications. Saturday began with representatives of ASHA discussing “ASHA Networks – How They Address Member Needs.” An informal panel discussed “Strategies That Have Been Effective for Some States.” Representatives of NSSLHA presented “The Critical Link: Retaining Students as Professional Members.” Theresa Rodgers presented “Licensing Boards and State Associations – Working Together to Strengthen the Professions.” A distinguished panel of Carol Murphy, Sherry Sancibrian and Theresa Rodgers presented “Dealing with Shared Practice Issues.” The group enjoyed lunch on their own in beautiful downtown Albuquerque. They reconvened with Larry Higdon (ASHA) and Debbie Brady (SC) presenting “Effective Advocacy at State and Local Levels.” As always, the Bring, Brag and Moan session was very informative. Following the CSAP Business Meeting, the group boarded buses and departed for the Los Amigos Roundup in the lush Rio Grande Valley Bosque, where they enjoyed Aztec fire dancers, line dancing, fun music and an all-you-can-eat ranch barbeque.

### **Fall 2004 – Philadelphia, PA**

“The City of Brotherly Love” hosted CSAP for their 2004 Fall Conference. Thirty-nine states were represented by 82 attendees. The Courtyard Marriott Philadelphia Downtown was the location for “Meeting Member Needs: Making State Associations Relevant.” Our President, Lisa O’Connor, welcomed the group. An energetic presentation by Shari Robertson entitled “I Had a Handle on Life, But It Broke! – High Performance Strategies for Leaders” got the program off to a fabulous start. ASHA President, Larry Higdon, and ASHA Vice President for Governmental and Social Policies, were on hand to present State Recognitions. Additional presentations included: “Structure Predicts Function: Reprise” by Barbara Leader, NYSSLHA President and CSAP Commissioner on Issues and Planning; a panel presentation on “Assistants In Service Delivery – What Is Happening In States Where Assistants Have Entered The Workforce” by Sherry Sancibrian (TX), Lyn Mankoff (NC), Laura Young-Campbell (AK) and Elynn Cowden (NM); an ASHA Update on Assistants by Lisa O’Connor; a breakout session and discussion summary by regions to discuss “Defining the Use of Assistants in Your State”; luncheon networking round tables on various topics; “Making Every Moment Count: Planning CEs To Meet Member Needs” by Renee Levinson and Anne Scott, Associate Directors, ASHA CE Division; “Using the ASHA Divisions To Help Meet Member Needs” by Wren Newman, Board of Division Coordinators and Chair of Division 11; “CSAP Speakers’ Bureau Update” by Ken Ruder, CSAP Commissioner on Communication and Technology; and breakout session by membership size to discuss “The Successes and Challenges of Putting on a State Convention.” The Bring, Brag and Moan session was enlightening and useful. Following the CSAP Business Meeting, the group boarded trolleys and departed for the Philadelphia Mummers Museum where they dined, viewed exhibits and strutted with real Mummers.

### **Spring 2005 – Minneapolis, MN**

CSAP visited the Land of 10,000 Lakes for their 2005 Spring Conference. Thirty-five (35) states were represented by 75 attendees. The Hyatt Regency Minneapolis hosted the “Challenges, Changes and Choices for State Associations.” Ellayne Ganzfried, CSAP’s President, welcomed the attendees. CSAPers received a wealth of information from a panel presentation conducted by Robert Craven (CSAP Business Manager), Sheila Bernstein (NY) and Shane Hunsaker (WY) entitled, “Show Me The Money: Financial Primer for Association Officers.” The learning continued with a presentation by Dan Gyoerkoe (NY) entitled, “Mission Possible: Effective Strategic Planning for State Associations” which then allowed the attendees to break out into groups to develop strategic plans and reconvene to discuss and share ideas. The Bring, Brag and Moan session was broken into a two-day session and proved to be informative as usual. Friday’s Welcome Reception was sponsored by Thinking Publications. Mike McKinley’s and Tina Eichstadt’s auctioneering made the live auction a fun-filled with a Minnesota flare. A special tribute to and remembrance of Nancy McKinley, a CSAP former President, was emotional and inspiring. CSAP announced its creation of the Nancy McKinley Service to CSAP Award. Saturday began with a lively keynote address from Mike McKinley entitled, “Get On With It.” Other topics for Saturday’s program included: “If I Could Have Your Attention: How To Communicate Your Value to the Members and Stakeholders You Serve,” presented by Christine Arnison, Managing Director of Madcap and The Sero Group; “Now That I Have Your Attention...: How To Facilitate Member/Stakeholder Communication for Ultimate Clinical Use and Advocacy,” presented by Tina Eichstadt (WI); various networking opportunities for luncheon roundtables; The ASHA Networks: A Cooperative Endeavor,” presented by Eileen Crowe (ASHA) and Joe Montano (Joint Committee). Following the CSAP Business Meeting, the group boarded buses for an intimate dinner and shopping extravaganza at the Mall of America.

### **Fall 2005 – San Diego, CA**

Beautiful San Diego was the site for CSAP's 2005 Fall Conference. A record number of forty-three states were represented by 84 attendees. The Manchester Grand Hyatt San Diego was the location for "Challenges, Changes, and Choices for State Associations." CSAP welcomed a new sponsor for our Wednesday evening Welcome Reception, The Chattanooga Group (Vital Stim Therapy). On Thursday, our President, Ellayne Ganzfried welcomed the group. One of CSAP's favorite guests, Mike McKinley, started the program with "Let's Have Another Meeting...Making Attendees Want To Be There vs. Have To Be There." ASHA President, Dolores Battle, and ASHA Vice President for Governmental and Social Policies, Catherine Gottfred, were on hand to present State Recognitions. Additional presentations included: "Dos, Don'ts and Donuts – Convention Planning," presented by Cheryl Russell, ASHA's Director of Conventions and Meetings; "Making Sponsorship Dollars Out of Good Common Sense," presented by Paige Wesley, ASHA's Director of Corporate Partnerships and Asset Marketing and Angela Mandas, Past President from California. CSAP was pleased to welcome Whisper Phones as our sponsor for the "Lunch Networking Round Tables." Sessions wrapped up with "Partnering for Success in Grassroots Advocacy," presented by Katrina Zeit and Marie Noplock. As always, the "Bring, Brag and Moan" session was enlightening and useful. Meeting breaks were sponsored by CSAP's long-time friend, AGS Publishing. Following the CSAP Business Meeting, attendees absorbed San Diego's fresh air while walking to The Sevilla for an evening of Spanish cuisine and salsa/meringue and flamenco music and dancing.

### **Spring 2006 – Portland, Oregon**

CSAP enjoyed the Pacific Northwest's gem, Portland, Oregon for their 2006 Spring Conference. Thirty-six states were represented by 73 attendees. The Portland Marriott Downtown hosted CSAP's "Maximizing State Association Resources Through Communication and Cooperation." Friday's meeting began with a welcome from CSAP President, Ken Ruder. ASHA's President, Alex Johnson, jumpstarted the program with "ASHA and State Associations Working Together – Sharing Concerns, Sharing Problems, Sharing Solutions." Lisa O'Connor followed with "The Secret of Flexible Behavior – Dealing with Different Behavioral Styles." Part One of the "Bring, Brag and Moan" session rounded out the day followed by a Friday evening reception hosted by our gracious sponsor, Thinking Publications. Saturday's program began with an energizing presentation by Mike McKinley entitled, "Communication Is A Two-Way Street." Tom Jackson, Co-Founder of takt X, LLC in Portland spoke on "Strategic Planning – The Process" followed by him leading the group through a breakout session "Strategic Planning – The Product." The attendees enjoyed a lunch on their own in Downtown Portland. Ann Bilodeau began the afternoon sessions with leading a panel on "Ethics Adjudication at the State Level." Ellen Reuler, Clinic Director and Senior Instructor of Speech and Hearing Sciences at Portland State University, presented "Council on Academic Programs Partnering with CSAP." Part Two of "Bring, Brag and Moan" proved to be informative and enlightening. Following the CSAP Business Meeting, the group boarded a private yacht for a sail on the Willamette River while enjoying a buffet of Northwest cuisine.

### **Fall 2006 – Miami Beach, Florida**

CSAP headed to sunny Miami Beach for its 2006 Fall Conference. Thirty-seven states were represented by 79 attendees. Loews Miami Beach Hotel was the setting for the "Maximizing State Association Resources Through Communication and Cooperation" conference. The meeting began with a welcome from CSAP President, Ken Ruder. ASHA President, Alex Johnson, and ASHA's Vice President for Governmental and Social Policies, DeAnne Owre, presented ASHA State Recognitions. Dr. Wayne Secord opened the conference with a motivational presentation entitled, "Science, Motivation and Heart: A Vision for Leadership Excellence in Communication Sciences and Disorders" followed by a question and answer period. Nikki Villanueva presented "Fact or Fiction? Are Young Professionals Interested In Leadership Roles? A Fresh Perspective from Recent Graduates." The attendees separated by regions for the luncheon roundtables to discuss volunteer recruitment strategies, followed by a general discussion of recruitment strategies. Mike McKinley energized the attendees with a presentation entitled "Leading the Orchestra...Working in Harmony." Our bi-annual Bring, Brag and Moan session was educational for all. Following the CSAP Business Meeting, the group strolled through Miami Beach to the Young Urban Cuban-Americans restaurant, YUCA, for innovative Nuevo Latino Cuisine followed by salsa dancing and lessons.

### **Spring 2007 – Little Rock, Arkansas**

Little Rock was the host city for the CSAP 2007 Spring Conference. With 68 attendees, 32 states were well represented. The Double-Tree Little Rock Hotel hosted the “Strategies for State Association Success: Leadership, Marketing and Management” Conference. CSAP President, Theresa Rodgers, welcomed the attendees on Friday. ASHA representatives presented “Strategies for Success: ASHA and State Associations,” followed by Sherry Curtiss (NC) presenting “Leading Today for Leaders Tomorrow: Examining the Authenticity of Leadership” for the afternoon. Friday’s welcome reception and exciting live auction were hosted by EBS Healthcare. Mike McKinley energized the Saturday attendees with “Leadership and Motivation...Becoming a Resource to Your People.” A panel discussion on “Keys to Convention Planning” was presented by Ellayne Ganzfried (NY), Suzie Rosser (MS) and Peter Faoro (KY). The attendees broke out into small groups to discuss “Great Ideas for....,” choosing from hot topics for every association. The afternoon sessions began with a panel discussion entitled “Models for Successful Association Management” presented by Ellayne Ganzfried (NY), Theresa Zamagias (Craven Management Associates), and Randy Martinsen (AR). The attendees once again broke out to discuss “Great Ideas for...” The ever-popular Bring, Brag and Moan session provided insight to the individual state associations. The First Annual Nancy McKinley Leadership Award was presented to Vicki Lord Larson, Ph.D., CCC-SLP, ASHA Fellow, from Wisconsin. Following the CSAP Business Meeting, CSAPers enjoyed a private tour of the William J. Clinton Presidential Center (the largest presidential archive in the United States). A glamorous dinner was enjoyed in the Great Hall with its 40-foot ceilings, bamboo floors and glass walls, offering a spectacular and unforgettable panoramic view of downtown Little Rock.

### **Fall 2007 – Boston, Massachusetts**

Boston hosted the CSAP 2007 Fall Conference. With 82 attendees, who included representatives from NSSLHA, 37 states engaged in a full day of discussions on many worthwhile topics. The country’s longest continually operating luxury hotel, the Omni Parker House Hotel, was the setting for CSAP’s “Strategies for State Association Success: Leadership, Marketing and Management” Conference. CSAP President-Elect, Lizbeth Stevens, welcomed CSAPers. ASHA President, Noma Anderson, was on hand to present State Recognitions. The morning started with “Bring, Brag and Moan – Part I.” ASHA’s Director of Finance, Paula Starr, presented “Checks and Balances: What Associations Need To Be Safe.” ASHA’s Convention and Meetings Director, Cheryl Russell, presented “Hotel Selection and Contract Negotiations: Saving Time and Money,” which was followed by ASHA’s Director of Public Relations, Joe Cerquone, presenting “Marketing and State Associations: Tips for Promoting the Professions.” Pearson Assessments sponsored the ever-popular lunch roundtable discussions. Following lunch, representatives from NSSLHA presented “Strategies for Student Involvement: Perspectives from the NSSLHA Leadership” which involved breakouts with states with their respective NSSLHA regional representatives. Bring, Brag and Moan – Part II closed out the program, which was followed by the CSAP Business Meeting. CSAPers then took a short walk through Downtown Boston to the world famous Faneuil Hall. The group explored the flavors of New England as they dined at Parris Lounge.

### **Spring 2008 – Saratoga Springs, New York**

CSAP was nestled in the foothills of the Adirondack Mountains as Saratoga Springs hosted the CSAP 2008 Spring Conference. Thirty-five states were represented with the attendees enjoying two days of valuable information. The Courtyard by Marriott, conveniently located in historic downtown Saratoga Springs, was the setting for “State Associations: Good, Better and Beyond Through Enhanced Leadership.” CSAP President, Lizbeth Stevens, welcomed the group and introduced them to the invited speaker, Jean Block. Ms. Block provided a wealth of information to CSAPers with presentations entitled, “The Best Practices of Best Boards.” The usual Saturday social event was changed this year to Friday evening. LENA (Infuture, Inc.) was the gracious sponsor of this event. Saratoga Gaming and Raceway was the setting for an amazing social event where CSAPers enjoyed a delicious buffet overlooking the world’s fastest half mile harness track. A special race named for CSAP offered an exciting and memorable evening. The program reconvened on Saturday morning with Jean Block presenting “Fast Fundraising Facts for Fame and Fortune.” ASHA’s President, Catherine Gottfred, presented “ASHA and You – What Association Presidents Can Do!” The luncheon roundtables offered attendees a chance to network with one another on topics of interest. A newly-formatted Bring, Brag and Moan session provided beneficial information to everyone. The Second Annual Nancy McKinley Leadership Award was presented to Tammy Emerson, M.S., CCC-SLP from the State of Idaho. Following the CSAP Business Meeting, CSAPers enjoyed the much anticipated CSAP Reception and Live Auction sponsored by EBS Healthcare and the Michigan Speech-Language-Hearing Association.

### **Fall 2008 – Chicago, Illinois**

CSAP's "State Associations: Good, Better and Beyond Through Enhanced Leadership" continued in the Windy City – Chicago. Thirty-nine states were represented and engaged in a very interactive meeting. CSAP was housed in the beautiful, historic Chicago Palmer House Hilton. CSAP's President, Lizbeth Stevens, welcomed the group, followed directly by ASHA's State Recognitions presented by ASHA President, Kate Gottfred. The morning session began with a lively Bring, Brag and Moan session. Sherry Curtiss (NC) presented "When One Size Fits All: Leading by Coaching Out Teams (Prewashed). Representatives of Pearson Assessments, our Leadership Sponsor, led by Tina Eichstadt (a former CSAPER), presented "Your State Association – Your Brand." The luncheon roundtables offered energetic discussions facilitated by special invited guest on the topics of Strategic Planning, Students, Financial Planning, Securing/Working with Corporate Sponsors, Marketing Your Association, Surveying Members and ASHA Resources for State Leaders. Following lunch, Gina Nalesnik, NSSLHA's Vice President, presented "An Address Regarding the State of the Student. Lizbeth Stevens continued the learning with "Learning to Lead – Identifying and Growing Your Leadership Skills." A panel discussion led by Molly Thompson (AK), Mary Peterson (MI) and Leigh Ann Spell (SC) entitled "Web Conferencing" provided the group with noteworthy information. Bring, Brag and Moan continued its enthusiastic presentation. CSAP conducted its informative Business Meeting. Ann Bilodeau, Local Arrangements Chairperson for the upcoming Spring meeting in Indianapolis, excited the crowd with a peak of what they can see and do in Indiana. CSAPers then took a short walk in Downtown Chicago to Giordano's – Home of Chicago's World Famous Stuffed Pizza. After dinner, we continued our walk to the Cadillac Palace Theater to see the worldwide musical smash, Dirty Dancing.

### **Spring 2009 – Indianapolis, Indiana**

Indianapolis welcomed CSAP in true Hoosier style! CSAPs "We Are CSAP: The Science of Belief and the Art of Making Leadership Happen" was attended by 31 states. The Hyatt Regency Indianapolis was the perfect setting for our event, located in the heart of the Capitol and within walking distance to beautiful downtown. CSAPs President, Sherry Curtiss, and Local Arrangements Chair, Ann Bilodeau, welcomed the group on Friday afternoon. Tommie Robinson, ASHA's President-Elect, kicked off the meeting by addressing the members. Sherry Curtiss presented, "The Science of Belief and the Art of Making Leadership Happen," followed by Patricia Crampton's "Yes You Can: Surviving Bylaws Change." Friday evening ended with CSAPers enjoying the CSAP Reception and Live Auction sponsored by EBS Healthcare. Saturday morning began with the newly revamped Bring, Brag and Moan session, followed by breakout sessions on "Together We Stand: Divided We Fall." Mark Scherer, a lobbyist from Indiana, led a panel discussion with two state representatives on "Legislative Advocacy: You Can Make a Difference" which provided a wealth of information to the attendees. CSAPers enjoyed lunch on their own to explore Indianapolis, but quickly reconvened for the second part of "Bring, Brag and Moan." The Business Meeting involved a revision to the Bylaws vote and the presentation of the Third Annual Nancy McKinley Leadership Award was presented to Katrina Zeit, M.A. from the State of Ohio. The final presentation, "Why We Do What We Do," was given by Katherine Finley, Ph.D. The group took a short walk to the beautiful Indianapolis Artsgarden where they enjoyed a delicious dinner and was then entertained by the interactive improvisational experience of Comedy Sportz.

### **Fall 2009 – New Orleans, Louisiana**

CSAP enjoyed the New Orleans French Quarters during their stay at the Omni Royal Orleans. CSAP's Fall Meeting "Getting the State of Affairs Organized by Embracing Our Local and National Resources" was attended by 36 states. ASHA President, Sue Hale and ASHA VP for Governmental Affairs, Tom Hallahan started the meeting by recognizing State Associations. CSAP attendees then began breakout sessions to discuss Ideas, Barriers and Solutions. Heather Anderson and Donna Fitzgerald from the Louisiana Speech-Language-Hearing Association presented "Leadership Development Initiatives". Eileen Crowe, Dawn Dickerson and Vicky Deal Williams from ASHA presented "We Are ASHA: National Treasurers for State Organizations". Lunch was provided while Nancy Minghetti from the ASHA Foundation provided a presentation on "Gifts to the Foundation Equals Gifts to our Membership". After lunch, Eileen Crowe provided "The Art of Advocating through Negotiation and Persuasion". To cap off the meeting, Katrina Zeit and Martha Coen-Cummings provided a presentation on their program from Ohio, titled "Stop the Silence Through Sponsored Silence". After the final presentation, the group strolled through the French Quarters to the Crescent City Brewhouse where they enjoyed New Orleans style food, live jazz and enjoyed having their caricature drawn by a local artist.

### **Spring 2010- San Antonio, Texas**

The site of the meeting was held at the historic, Menger Hotel in downtown San Antonio, Texas. The Menger Hotel was a great location that provided for many opportunities to explore San Antonio and the Riverwalk. The Spring 2010 Meeting, "Treasuring Our History, Engaging Volunteers, Members and Students for Future Success" was attended by 28 states. After a Welcome from CSAP President, Judi Keller and ASHA President, Tommie L. Robinson, Jr., Kathy Coufal, a former CSAP President presented "New Concepts for Building Leaders for the Professions." Janet Deppe, Director of State Advocacy, ASHA and Linda Wortman Lowe, President of the North Carolina Speech-Language-Hearing Association, presented "Legislative Trends and Challenges for Speech-Language-Pathologists and Audiologists." Round Table Discussions by Regions and by State Association Size were held during the two day meeting in San Antonio. "Treasuring Our CSAP History" was presented by past CSAP leadership. Denise Barringer, TSHA President, Nancye Roussel, LSHA President, Carol Fleming, CSAP President-Elect and Sherry Curtiss, CSAP Past President presented "Successful Models for Leadership Development." Friday evening, the CSAP Reception and Live Auction was sponsored by EBS Healthcare. Maggie McGary, Online Community and Social Media Manager, ASHA presented "Membership Engagement Through Social Media." "Student Engagement-Today's Volunteers, Tomorrow's Leaders" was presented by Janet Deppe and Susan McHugh, President of OSHA. The Business Meeting involved the presentation of the Nancy McKinley awards to Cherry Wright of Texas and Donna Fisher Smiley of Arkansas. After the meeting, the group attended a social sponsored by the Texas Speech-Language-Hearing Association followed by dinner at The Alamo. The attendees were invited to tour The Alamo grounds as well.

### **Fall 2010- Philadelphia, Pennsylvania**

The Fall 2010 CSAP Meeting was held at the Courtyard Marriott in downtown Philadelphia, Pennsylvania. CSAP's Fall Meeting, "Building on the Best", was attended by 34 states. After the welcome by CSAP President, Judith Keller, Carol Hassebroek and Dawn Dickerson presented "Distinguished Students of Service Program". "The Care and Feeding of Your Convention Speakers" was presented by Nancy Swigert. Round table discussions by topic were discussed by the attendees. CSAP Attendees enjoyed lunch sponsored by Pearson. ASHA President, Tommie L. Robinson, Jr. and VP for Governmental Affairs, Tom Hallahan then presented the State Recognition Awards. Following the Bring, Brag, and Moan session, Rick Whelan and Anne Egan presented "Grow Meeting Attendance and Membership- 50 Ideas You Can Use Now". The CSAP Business Meeting followed the final presentation. The CSAP Social was held at the Imperial Inn in Philadelphia's Chinatown.

### **Spring 2011 – Charleston, South Carolina**

CSAP returned to Charleston, where "history lives" and southern hospitality is prevalent. The Conference titled, *Minding Your Professional Manners*, was attended by 33 states and 16 first timers. Following a *Newcomers Breakfast and a Welcome by CSAP President, Carol Fleming*, sessions started with ASHA President Paul Rao presenting ASHA's *Compass: the Revised Code of Ethics*. Friday morning sessions concluded with a joint presentation by Judith Keller, CSAP Past President and Robert Craven, CSAP Business Manager on *Minding Your Money Matters: Budgets, Investments, PACs, and Foundations*. After a break for lunch during which attendees had the opportunity to explore Charleston, afternoon sessions began with *Roundtables by Size* followed by *Utilizing Networks to Advocate for the Professions*, presented by Eileen Crowe, ASHA's Director of State Association Relations, Paulette Gentry, SEAL from Tennessee, Becky Cernak, SMAC and STAR from South Dakota. The afternoon concluded with *Round Table Reporting by Size*. On Friday evening, attendees enjoyed the *CSAP Live Auction and Reception* at the historic Francis Marion Hotel. A full day on Saturday began with *Advocating for Legislative Change: Federal and State Issues* presented by George Lyons, ASHA's Director of Government Relations and Public Policy, Tom Hallahan, ASHA's Vice President for Government Relations and Public Policy, Janet Deppe, ASHA's Director, State Advocacy, Carolyn Higdon, President of Mississippi Speech-Language Hearing Association, Tricia Buckles, President-Elect, California Speech-Language-Hearing Association, and Tara Gregori, Past-President, South Carolina Speech-Language-Hearing Association. The morning concluded with the ever-popular *Bring, Brag and Moan session*. Following another lunch "on your own", the afternoon sessions began with *State Meetings: How YOU Can Make a Profit* presented by Ellen Shortill, ASHA's Director, Conventions and Meetings, followed by a reprisal of *Bring Brag and Moan* and concluded with the CSAP Business Meeting and presentation of the Nancy McKinley award. Attendees were treated to an "enhanced" social event Saturday evening thanks to the kind generosity of hosting state association, SCSHA. A carriage tour of Charleston's historic district was followed by a Southern Soiree on The Square on the public square just outside of the Francis Marion Hotel

### **Fall 2011 – San Diego, California**

The Marriott Marquis and San Diego Marina was a beautiful setting for the Fall Conference *CSAP's Finest Leaders Reconnecting in the "Plymouth of the West Coast"*. Carol Fleming, CSAP President, gave a warm welcome to the 27 states and nine first timers in attendance. First up was *How to Increase Student Involvement in State Associations from the Student Perspective: EBP & Specific Implementation Examples* as presented by Carol Hassebroek, National NSSLHA Immediate Past President and Megan Elizabeth Carey, National NSSLHA President. Anne Kuhlmeier, ISHA President, Jeffery Larsen, USHA President, Bryan Tierney, NMSHA President and Nichole Lachance, AKSHA President, present *Convention Models for Success*. ASHA President Paul Rao presented the newly recognized states with plaques and was followed by the roundtable discussions. Immediately following lunch, *The Changing Climate of Volunteerism* was presented by Nancy Alarcon, ASHA Speech-Language Pathology Advisory Council Chair. Also presented during the afternoon *Hot Issues Surrounding Medicaid, Individuals With Disabilities Education Act and Medicare*. Stuart Trembath, ASHA HEC Chair, Carol Fleming, ASHA SFC, Janet Deppe, ASHA Director, State Advocacy, Governmental Relations and Public Policy all participated in this session. Attendees joined a second roundtable discussion on volunteerism and leadership prior to the meeting wrap up of the annual Business meeting where 11 last timers were recognized. A reception and live auction followed the business meeting.

### **Spring 2012 – Anchorage, Alaska**

Anchorage, Alaska was host to the 2012 Spring Conference *Exploring New Frontiers: How to be an Effective Leader in the Changing World of Speech, Language and Hearing Associations*. The Sivuqaq Dancers welcomed the 28 states and 12 first timers. Sessions started with *Leadership Skills for Today, Tomorrow and Beyond*, presented by Carol Fleming, CSAP Past President. Concluding the Friday morning sessions was *Resolving Ethical Dilemmas* presented by Shelly Chabon, ASHA President, Theresa Rodgers, Vice President for Governmental Relations and Public Policy. After lunch attendees participated in a roundtable discussion on *Ethics in the Workplace*. Next up was Janet Deppe, Director State Advocacy, Kathy Cox, North Carolina Speech-Language-Hearing Association with *What's New With Support Personnel: Training, Trends and Regulations*. The first day of the conference was concluded with a second roundtable discussion on *Support Personnel*. Attendees enjoyed a social and live auction at The Anchorage Museum at Rasmuson Center. Saturday sessions began with *Insiders Tips on Convention Planning* presented by Kim Stamatina, Global Account Executive, Marriott International and Ellen Shortill, Director, Convention and Meetings, ASHA. Roundtable discussion followed on *Convention Planning*. Rounding out the morning was *Federal and State Issues That Leaders Need to Know* by Theresa Rodgers, Vice President for Government Relations and Public Policy, ASHA. The afternoon sessions included *ASHA Resources for State Leaders and the Professions*, presented by Eileen Crowe, ASHA Director, State Association Relations, Paulette Gentry, CSAP President Elect, Becky Cermak, Co-President, South Dakota Speech-Language Hearing Association Susan Adams, Director, State Legislative and Regulatory Advocacy, ASHA and Janice Brannon, Director, State Special Initiatives, ASHA. Roundtable discussions regarding *Innovations Reporting* were held. At the annual business meeting, 6 last timers were recognized.

### **Fall 2012 – Atlanta, Georgia**

The Fall Conference, *Practical Solutions for State Associations*, was held in Atlanta, Georgia at the Omni Hotel at the CNN Center. This meeting was attended by 36 states. After a light breakfast and a meet and greet with some of our 20 first timers, the attendees were welcomed by Molly Thompson, CSAP President. Darlene Gore, Mississippi President, Brenda Martien, Missouri President and Lisa Milliken, Louisiana President, kicked off the sessions with a discussion on *Successful Conventions: Speakers, Resources, Innovations*. Ellen Shortill, ASHA Director Convention and Meetings, followed up with a convention planning question and answer session. She provided many insights to the behind the scenes aspects of planning a convention. Ellayne Ganzfried, CSAP Chair Nancy McKinley Leadership Award Committee, presented The Nancy McKinley Award to Jody O'Donnell of the Idaho Speech-Language-Hearing Association, Inc. ASHA's President Shelly Chabon stopped by to acknowledge newly accepted State Recognitions. Melanie Hudson of EBS Healthcare rounded out the morning with an interesting session titled *Successful Leadership Across the Ages*. After enjoying a delicious lunch sponsored by Pearson the afternoon was kicked off with the ever popular *Bring, Brag and Moans*. Roundtable discussions followed, giving each attendee a chance to discuss current hot topics with other state leaders. Janice Wright, Ohio State Speech-Language-Hearing Association Past President, got the group moving with a quick dance session to the Wobble. She then shared an enlightening session titled *Swimming with Dolphins: Management Styles and Strategies for Dealing With Conflict*. The annual Business Meeting followed. During this meeting nine last timers were recognized. Immediately following the meeting attendees gathered at the reception and live auction.

### **Spring 2013 – ASHA Headquarters and Gaithersburg Marriott, Maryland**

Our Spring Conference, *Foundations of Leadership*, lived up to its theme by providing two days filled with sessions that addressed many of the hot topics for State Associations. Friday began with a short bus ride to ASHA Headquarters where the attendees were greeted with welcoming smiles, a few gifts and a hearty breakfast provided by ASHA. ASHA President, Patricia Prelock, kicked off the morning and was followed by ASHA presenters, Janet Deppe, George Lyons and Theresa Rodgers with a session titled *Legislation and Regulations: Key Issues at the State and Federal Level*. Next up was Stuart Trembath, Tim Nanof, Laurie Alban Havens with *Health Care Highlights: A Federal and State Perspective*. After lunch ASHA's Tom Jelen, Susan Adams and Caroline Goncalves gave the group some great tips and suggestions on *Social Media – The Next Level*. The day concluded with a tour of the building, great food and a very lively Live Auction! Let's just say you had to see it to believe it! Saturday sessions were held at the Gaithersburg Marriott Hotel and provided for a unique opportunity for many of the attendees. *Hotel Behind the Scenes*, organized and presented by ASHA's Ellen Shortill and Marriott's Kim Stamatina, along with several key hotel staff members, took the attendees through various event preparation, settings and situations to help them understand what impact their decisions have on their event. Those not attending the behind the scenes session, were treated to an enthusiastic presentation by Rene Utianski, Student President, NSSLHA and Dawn Dickerson, Director of Operations, NSSLHA, *Increasing Student Involvement in Your Association*. The afternoon included the session *Hot Topics for State Associations*, which was presented by ASHA's Janet Brown, Ellen Fagan and Eileen Crowe along with Judith B. Rudebusch, Assistant Superintendent Student Services and Federal Program, Irving School District and Patricia Rogers, Executive Director, Chesapeake Children's Therapy Center. Roundtables throughout the entire Conference provided time for networking and brainstorming. After sessions concluded attendees were treated to a fun filled evening at 300 Shady Grove! An upscale bowling venue where a good time was had by all with competitive games of bowling, food, laughter and yes, even dancing!

### **Fall 2013 – Chicago, Illinois**

*Foundations of Leadership: Mentoring Leaders* was held in Chicago, Illinois at the Palmer House Hilton. 60 attendees, with 34 states represented, began their day with a presentation from Tommie L. Robinson, Jr., *Mentoring in State Associations*. Vernice Jury, from Connecticut, was presented with this year's Nancy McKinley Award and ASHA's State Recognitions were presented by ASHA's President, Patricia Prelock. The attendees shared their state successes and struggles during the Bring, Brag and Moan sessions. The morning sessions were brought to a close with Amber Heape's, SCSHA Past President, presentation *Leadership: Living up to the Label!* The afternoon sessions included additional Bring, Brag and Moans, roundtable discussions on various hot topics and Molly Thompson's, CSAP Past President, presentation *Mentoring the Student and Beginning Professional*. At the conclusion of the CSAP Business Meeting, CSAPers enjoyed a chance to network, grab a bite to eat and win some great prizes during the "CSAP Sweeps" event.

### **Spring 2014 – Milwaukee, Wisconsin**

The host city of Milwaukee, Wisconsin and the Wisconsin Speech-Language Pathology and Audiology Association welcomed CSAPers to the Spring 2014 CSAP Conference. In collaboration with ASHA, CSAP armed 15 state Presidents, 12 state President-Elects and 3 state board members with invaluable information regarding advocacy, legislative and regulatory issues, state models for leadership, membership and management along with information on a Boards fiduciary responsibilities. Sessions also included an update on health reform and reimbursement, support personnel and the ever popular roundtables and Bring, Brag and Moan sessions. A happy hour and live auction were held atop the Hyatt Regency in their famous Polaris room which offered spectacular views of the city and lake. It also provided a comical challenge for our auctioneer as she managed to secure bids from the dispersed group. During the Business Meeting, members voiced their comments and/or concerns regarding the pending CSAP Bylaws change to permit the Spring meeting to be scheduled anytime in the month of May instead of sometime within the 3<sup>rd</sup> weekend of May. During the discussion, it was decided to revise the proposed change to permit scheduling of the Spring Conference anytime within the Spring of each year. A river boat dinner cruise was the perfect way to wrap up our visit to Milwaukee. It provided CSAPers with a chance to see the beautiful sites along the river and watch a perfect sunset as friendships and alliances were made.

### **Fall 2014 – Orlando, Florida**

*Membership, Management and More!* provided 66 attendees and 34 states with many ideas, resources and possible solutions to their individual state issues. Mike Skiados, CAE, Director, Membership American Speech-Language-Hearing Association, presented ***We Are Not Alone: Membership Trends*** and also co-presented with Rachel Williams, CSAP President, ***Resources on How to Increase Membership***. The afternoon sessions included, ***Suggestions on How to Use A Management Company***, presented by a panel of state presidents and Rachel Williams, CSAP President, and ***Regional Roundtables*** that included topics on *SEALs, SMACs and STARs, Convention Planning: How to Include Exhibitors and Sponsors* and *Working With Challenging Members and Generational Differences*. A new top 10 format was used to highlight the most common state Brags and Moans. During the Business Meeting it was announced that Spring 2017 will be hosted by Mississippi. As CSAPers said goodbye to their new and old friends, they departed with a sense of empowerment and the knowledge needed to facilitate changes within their state association.

### **Spring 2015- Oklahoma City, Oklahoma**

Those that braved the forecast of turbulent weather in Oklahoma City, Oklahoma were rewarded with networking opportunities, new friends and a wealth of new knowledge. Friday sessions included topics from convention needs to telepractice. Our Friday social and live auction at TapWerks Ale House provided a casual setting for everyone to have a drink at the unique bar, grab a bite to eat and enjoy the all too familiar CSAPer antics. Saturday sessions provided information on ***Shaping the Future of Advocacy Through Tomorrow's Leaders*** and ASHA state resources. Roundtables both days provided a platform for asking questions and sharing ideas. As the Conference came to a close, the weather did not disappoint. Tornado warnings kept CSAPers close to the hotel and provided additional time for CSAPers to enjoy each other's company and discuss the ghost stories of the host hotel the Skirvin Hilton Hotel.

### **Fall 2015 – Denver, Colorado**

CSAPers who traveled to Denver, Colorado to attend the Fall Conference ***State Association Leadership: Finding, Building, Growing*** were treated to breath taking mountain views, fresh air and a city full of plenty of activities. Attendees enjoyed a day filled with ideas and information on state association outreach, leadership development and roundtable discussions. The CSAP happy hour provided time to relax and enjoy colleagues and new found friends.

### **Spring 2016 – Santa Fe, New Mexico**

Our destination, Santa Fe, New Mexico, was a bit of a challenge to get to but was well worth the effort. Our host hotel, the historic La Fonda on the Plaza, welcomed CSAPers with its charm and special touches such as hand-crafted chandeliers, tin and copper lighting fixtures and colorful tiles throughout. The Spring Conference kicked off Thursday evening with ASHA's welcome reception. This casual event provided attendees with the opportunity to reconnect and meet with fellow CSAPers and ASHA staff members. Sessions began Friday morning and continued throughout the day. Day one was adjourned at 4:30 pm so attendees could ready themselves for the evening social and live auction event. We had a full house at the Santa Fe School of Cooking where 30 states donated items that were auctioned off to a lively group, followed by a cooking lesson from Chef Michele. A delicious dinner, partially prepared by CSAPers, was enjoyed by all. Saturday sessions rounded out the informative program, ***State Association Leadership: Refresh, Recharge, Renew*** with one first timer commenting "I could not imagine being President without having the support of this group".

### **Fall 2016 – Philadelphia, Pennsylvania**

The city known for cheese steaks, Rocky and is fondly referred to as "the city of brotherly love", welcomed CSAPers from around the United States. Conference attendees were enlightened with details of California's academic exchange with Finland and licensure portability from the National Council of State Boards of Examiners for Speech-Language Pathology and Audiology. Several roundtable discussions provided a platform for asking questions and brainstorming solutions to meet the needs of each Association. Leadership skills and the importance of utilizing different leadership styles were on the afternoon agenda along with the use social media to update and engage members. After a day of learning, CSAPers were given the opportunity to enjoy time with new and old CSAP friends at the happy hour. Program evaluation forms indicated attendees gained valuable knowledge they will use to strength their Association and leaders. One attendee commented, "This was a GREAT meeting. Everything was so beneficial, as always, but this was one of the most beneficial".

### **Spring 2017 – Louisville, Kentucky**

The bluegrass state of Kentucky welcomed CSAPers to their host location of Louisville, Kentucky. ASHA kicked off the spring event with a reception, providing CSAPers with the opportunity to meet and develop networking partnerships. Friday and Saturday sessions covered a variety of topics such as *How to "Grow" Your leaders, Collaborating Across Disciplines*, telepractice, support personnel, legislative trends and the ever popular roundtable discussions. The Kentucky Speech-Language-Hearing Association and CSAP teamed up to provide attendees with a spectacular social event at Churchill Downs. In addition to the delightful dinner, attendees enjoyed a tour of the facility and met the resident thoroughbred. At the conclusion of the Conference, one attendee commented "I am leaving with new and innovative ideas for my state" proving that CSAP continues to be ***The Place For Our Finest Leaders to Connect and Reflect.***



### **Fall 2017 – Los Angeles, California**

Los Angeles, California was the perfect host for the CSAP 2017 Fall Conference. The cities eclectic style provided attendees with a wide range of restaurants, entertainment and exciting activities to enjoy before, during and after the Conference. CSAP attendees enjoyed a day filled with networking and idea sharing opportunities, information regarding *Interstate Compact, Membership and Volunteerism* and how to best utilize the state association STAR, StAMP and SEAL. After the Conference, alumni CSAPers were welcomed to the CSAP happy hour as Conference attendees continued to network while enjoying appetizers and cocktails on the patio of Bonaventure Brewing Company. Our returning alumni were quick to remind all that **“Once a CSAPer, Always a CSAPer”**.

### **Spring 2018 – Saint Louis, Missouri**

This Spring Conference was the one to be at to learn more about team work, mentorship and leadership and picking up tips as states shared their lobbyist experiences. Saint Louis, Missouri held a beautiful view of the Arch right outside the hotel and meeting room. Attendees enjoyed a large 50/50 drawing and went home with beautiful items at the Live Auction. The Friday Social overlooked the Busch Stadium to cheer on the Cardinals and although there was a bit of a rain delay, the CSAPer’s spirit never dwindled while they enjoyed the *Gateway to the West’s* traditional BBQ dinner and drinks.

### **Fall 2018 – Boston, Massachusetts**

“Beantown”, also known as Boston, was the host for the CSAP 2019 Fall Conference. The city was a great location for CSAP attendees, and provided a wealth of things to do for all, including historic tours and sites, lots of shopping and wonderful restaurants for foodies. But best of all, a great wealth of knowledge was shared at the conference with discussions on working with a management company, ideas on how SLPs and audiologists can effectively collaborate on your association board, increasing university student membership as well as working with legislators. At the end of the day, attendees and alumni continued networking with attendees along with appetizers and drinks during the happy hour.

### **Spring 2019 – Little Rock, Arkansas**

Situated along the Arkansas River, CSAPers enjoyed a beautiful weekend in Little Rock at the historic Capital Hotel. This year attendees had the opportunity to learn more about social media as well as the *Power of Community* both presented by KiKi L’Italian. Additional presentations included topics on recruitment and retention, association infrastructure, a leadership academy, micro-volunteering and more! The Spring 2019 Conference also welcomed our first CSAP Alumni attendee. The Friday Social was a short walk down the street at the Clinton Presidential Center. Although it has been said that the 42<sup>nd</sup> president has been known to make impromptu appearances, he did not crash the CSAP party this year.