



EMERGING LEADERS MEMBERSHIP COUNCIL

2017-18 Annual Report to the International Code Council Board of Directors

DATE: September 15, 2018
TO: ICC Board of Directors
FROM: Michael Tomaselli, Chair
Benjamin Breadmore, Vice Chair
Emerging Leaders Membership Council Governing Council

This past year marked the transition in leadership for the Emerging Leaders Membership Council from its status as an exploratory Advisory Council to an established Governing Council whose role is to enhance the overall mission of the International Code Council's Safety 2.0 Initiative. In short, we have only just begun.

We believe that the projects completed in 2017-2018 verified the ICC Board of Directors' vision that the ELMC is a valuable asset for the Code Council's mission and an essential instrument to move the Code Council beyond its post-Legacy phase to its role as the ubiquitous provider of building and safety codes and enforcement in an era where sustainability, performance and resilience are becoming more critical. The pending retirements of 80 percent of the code career workforce by the end of the 2020s means big changes are a certainty. Preparing for that inevitability will shape the future of the Emerging Leaders Membership Council's peers. The ELMC Governing Committee Members are quite aware that the actions we make today will have profound effects. By holding firm to our ICC history, we are continuing our goal to encourage and prepare young people for code careers that will continue shaping our nation and our world for a sustainable future. We are shaping our workplace.

We, the Members of the ELMC Governing Committee, appreciate the trust given to us by the ICC Board of Directors to serve the Code Council and accomplish the aims of Safety 2.0. We look forward to visiting with the Leadership of the Code Council at the 2018 Annual Conference in Richmond, Virginia.



In Columbus, Ohio, for the April 2018 mid-year meeting.

The 2017-18 Emerging Leaders Membership Council Governing Council

First Name	Last Name	Representing
Elizabeth	Arrington	Lexington-Fayette County, KY
Benjamin	Breadmore	Town of Holden, ME
Rebecca	Brown	Dorchester County, SC
Jesse	DeAnda	City of Beverly Hills, CA
John	Hudgison	Columbus, GA
Andre	Jaen	Jefferson County, CO
Michael	Tomaselli	Anne Arundel County, MD

Staff Liaison: Richard Hauffe, Senior Regional Manager, Government Relations, ICC

ICC Board Liaison: Tom Peterson, Utah, Sectional Director, ICC Board of Directors

EMLC Membership Requirements:

Membership in the Emerging Leaders Membership Council is open to any individual who is a Member of ICC. Membership has the following categories:

- **Governmental Member:** Any individual who is an active member of ICC and is actively employed by a jurisdiction.
- **Associate Member:** Other ICC members interested in participating in and supporting the Emerging Leaders Membership Council’s mission.
- **Voting Member:** Any individual meeting the criteria of 35 years old or younger at the time service on the Governing Committee begins, or 10 years or fewer since date of first employment in the industry. Only voting members shall vote in the affairs of the Council.

EMLC Mission Statement:

“To increase the next generations’ participation within the ICC”

Membership Numbers:

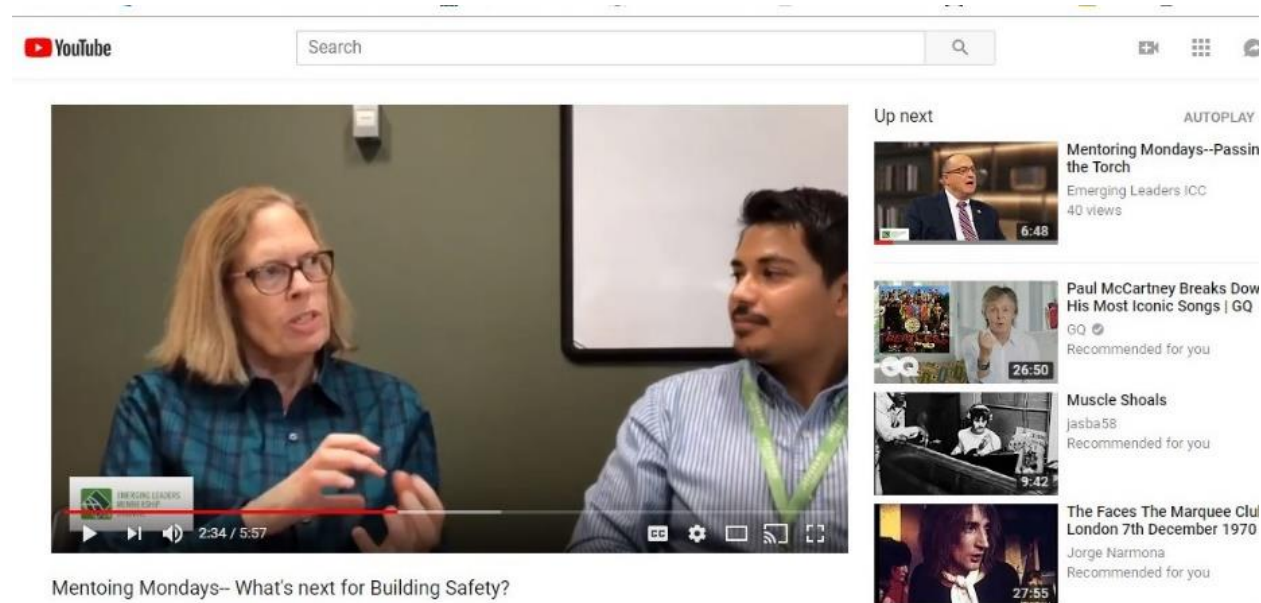
83 on Sept. 1, 2018, representing 5 percent of the overall Membership Council population:



Meetings Held Since 2017 ICC Annual Conference in Columbus, Ohio:

- September 10, 2017 - First meeting and elections of the ELMC Governing Committee
- WebEx conference calls held by the ELMC Governing Committee:
 - November 20, 2017
 - January 15, 2018
 - February 12, 2018
 - July 23, 2018
 - September 24, 2018
- ELMC Advisory Council mid-year meeting in Columbus, Ohio, Saturday and Sunday April 14-15, 2018
- Numerous work group meetings

Activities Completed Since Last Annual Meeting:



“Mentoring Mondays”

This past year was an experience in spreading wings and exploring potential not only for the Emerging Leaders Membership Council’s Governing Committee, but also for the entire mission of Safety 2.0. For the ELMC, nothing reflected that potential as much as the series of four videos released during Building Safety Month called, “Mentoring Mondays.”

“Mentoring Mondays” brought together today’s ICC Leadership with the ELMC Governing Committee Members to explore how tomorrow’s code officials can start their careers in government service. The project was organized by Andre Jaen who also provided the editing and production work for each video, which runs around the 6-minute mark. Jaen provided one of the interviews with Becky Baker, the former Jefferson County, Colo., code official who won the 2017 Gerald H. Jones Code Official of the Year Award.

Other “Mentoring Mondays” interviews feature ICC Board Vice President Bill Bryant with Mike Tomaselli, ICC Board Past President Dwayne Garriss with John Hudgison, Tom Peterson (ICC Board Liaison to the ELMC Governing Committee) with Board Shadow Cole Cloward, and ICC Board Member Stuart Tom with Jesse DeAnda. As a gesture to one Safety 2.0’s new Military

Families Career Path initiative, Ben Breadmore was interviewed by one of his newest staff, Arthur Unobskey, a 35-year Air Force veteran. The videos are available on You Tube via the ELMC ICC webpage and on the ELMC Facebook and Twitter accounts.

The ELMC Governing Committee repurposed the “Mentoring Mondays” series as a tool for recruiting young people to find careers in building and safety codes. A powerful message in the series is not only are there great career opportunities in the code profession, but there are many code profession veterans who are happy to help new professionals become successful.

Outreach, Promotion and Code of Honor Scholarship

The two months spent developing and producing the “Mentoring Mondays” series taught Governing Committee Members the value of using social media with innovative ideas, but also that they have the capacity to develop and share motivating messages. Vice Chair Benjamin Breadmore, Past Chair Elizabeth Arrington and John Hudgison worked with Ron Piester, ICC Vice President of Membership and Certification, to develop a toolbox for the Code Honors Scholarship Program. The goal is to give members a tool they can take to their supervisor and make them a voting member giving them the opportunity to participate in the code hearings. Getting the younger generation involved on the ground floor, while the same time utilizing the opportunity provided by the ICC to help with the cost of attendance saving the respective jurisdiction money. The Code of Honor Scholarship project remains a continuing effort that could expand the resource base of donors and funding to send new generation code officials to annual conferences and code hearings.

Additionally, Members of the Governing Committee and Board Shadows also worked with ICC Marketing Specialist Larry Taylor and his team to help develop strategies and messaging information to appeal to young people in construction positions to consider careers in codes. ICC also secured a niche marketing firm to reach out to this marketing target, and ELMC Governing Committee Members remain dedicated to help with the project and similar efforts.

Jesse DeAnda successfully developed a Twitter account for the ELMC, a Gmail account for the use of Google Docs and created greater uses of the ELMC Facebook page. These resources were instrumental in marketing the “Mentoring Mondays” videos and demonstrated to the Governing Committee that not only can we create videos and marketing messages, but we also have the capacity to reach out to ICC Members and stake holders and people who should consider code careers and active membership in ICC.

ELMC Charter Review Committee

Chair Michael Tomaselli, Vice Chair Benjamin Breadmore, and Past Chair Elizabeth Arrington worked throughout the year to refine the document. Ultimately, the decisions put forward to the ICC Board of Directors consist of shortening voting windows, due to technology being so reality available to our membership and expanding the Membership Committee by two seats. This will be an Annual process the Chair, Vice Chair, and Past Chair will review the document and propose any changes to the Membership Council for consideration.

Education and Training

Rebecca Brown has worked on Building Safety Month handouts in which she has worked with in her jurisdiction she will be modifying and distributing to the ELMC members with the eventual goal of making them available to all ICC members. “Safe Home” scavenger hunt for children in the younger school demographic.

ICC High School Technical Training Program

Governing Committee Members have worked with their local jurisdictions to promote this program at either their high schools, or community colleges. With success in areas such as Maine in the Eastern Maine Community College starting their first program. The Governing Committee is also aware of the new Military Families Career Path initiative and wants to help in the promotion of this program to returning veterans entering the workforce.

Anticipated Activities for Upcoming Year(s):

- Bringing on new members with new ideas to promote the profession and get the next generation interested, and not just Millennials, but also Generation Z, which they defined as people born from the mid-1990s to the early 2000s, made up 25% of the U.S. population, making them a larger cohort than the Baby Boomers or Millennials.
- Partnering with the Building Official Membership Council “Raising the Profile” Task Group to provide the ELMC’s opinion and recommendations make the task group’s work more effective with new generation code officials.
- Establishing members to each of the respective Membership Councils for outreach, shared resources, and efforts to reduce duplicated projects.
- Working with the BOMC and the Fire Service Membership Council to develop training programs aimed at young code professionals and enhancing management opportunities.
- Continue developing relationships with the ICC High School Technical Training Program, the Military Families Career Path initiative and other stake holder efforts aimed at inspiring interest in code careers among young people.
- Capitalizing on ICC’s network of local, state and regional Chapters, Code Action Committees and other stake holders to promote interest and Membership in the ELMC and its activities.

This is a compressed overview of our efforts on the inaugural year of the Emerging Leaders Membership Council’ Governing Committee. We will crawl before we can walk, but we believe we are well on our way to finding out legs, which means well be running in no time. This year has marked the first of many for our undertaking to assure the future of our vocation is in good hands. On behalf of the entire Emerging Leaders Membership Council, I want to sincerely thank the International Code Council Board of Directors for their ongoing support of our mission, of our members, and of our efforts made on behalf of all in our profession.

Respectfully submitted,
Benjamin R.K. Breadmore, Vice Chair
Vice President of the Northern Maine Chapter
Vice President of the Maine Building Officials and Inspectors Association
Town Manager and Code Enforcement Official, Town of Holden, Maine

Feedback/ Suggestions/ Recommendations:

We recommend creating an award which can be presented annually on behalf of the ELMC to an ICC Member who exemplifies the ELMC mission statement or who inspires the values of activism in ICC among young code careerists.