

Executive Board Chair Report to the Governing Council
Charlene Cariou, MHS, CHES, CPH - Executive Board Chair, 2023

This report provides a summary of the work of the Executive Board from November 2022 to November 2023 at the Annual Meeting. The APHA Executive Board is comprised of the following volunteer leaders:

- Amy Lee, MD, MPH, MBA (2025)
- Apryl Brown, MD, MPH (2023)
- Benjamin Hernandez, MBA (2025)
- Brittany Marshall, DrPH (2023)
- Bryan O. Buckley, DrPH, MPH (2025)
- Charlene Cariou, MHS (2023)
- Chris Chanyasulkit, PhD, MPH (2024)
- Claude A. Jacob, MPH (2026)
- David Reyes, DNP, MPH, RN (2024)
- E. Oscar Alleyne, DrPH, MPH (2024)
- Ella Green-Moton (2025)
- Georges Benjamin, MD
- Gopal Sankaran, MD, DrPH (2026)
- Kaye Bender, PhD, RN (2023)
- Kusuma K. Schofield MEd, MPH (2023)
- Lauren Ray, MPH (2023)
- M. Aaron Guest PhD, MPH, MSW (2023)
- Moose Alperin, EdD, MPH (2025)
- Nandi Marshall, DrPH, MPH, CHES, CLC (2024)
- Sandy-Asari Hogan, DrPH, MPH (2023)
- Sarah Gareau, DrPH, MEd (2023)
- Sarah Rines (2023)
- Shirley A. Orr, MHS, APRN, NEA-BC (2023)
- Shontelle Dixon, MPH, CHES (2026)

Special Recognition to the following additional APHA members who served on board committees:
Jennifer Bard, Emily Bartlett, Donna Beal, Ann Dozier, Jeanie Holt, Melissa Ontiveros

APHA Staff Liaisons:

- Ilka Cameron
- James Carbo
- Kemi Oluwafemi
- Marlene Sue-Ling
- Torrey Wasserman

The report has two primary sections:

1. Executive Board Committees – Summary of Work 2022-2023:
The work of the seven committees of the Executive Board is summarized in this section. Staff liaisons are acknowledged and named to ensure recognition of their support, guidance, and role in the continuity of knowledge and purpose for each committee.
2. Executive Board Actions - Summary of Action Items 2022-2023
Highlighted action items of the Executive Board are summarized in this section. For reference, approved minutes from all Executive Board meetings are available at <https://apha.org/About-APHA/Governance/APHA-Boards-and-Councils/Executive-Board/Executive-Board-Minutes>

Executive Board Committee Highlights:

Committee on Social Responsibility

Purpose: The Committee on Social Responsibility (CSR) is a standing committee of the Executive Board. The CSR's primary purpose is to evaluate prospective corporate, foundation, organizational and individual donors to APHA and/or its Components (i.e., Sections, SPIGs, SA) and Affiliates to assure that the philosophies, missions, values, and practices of such entities are either shared, or at minimum not in conflict with those of APHA. In fulfilling its function, CSR (1) creates, maintains, and modifies tools (e.g., APHA Guidelines for Gifts and Donations, evaluation tool templates, etc.) to facilitate its evaluator processes; (2) collaborates with the Development and Finance and Audit Committees of the Executive Board; (3) and serves as a resource to APHA Components and Affiliates.

The Chair of the Executive Board appoints the CSR's Chair and members who are Executive Board members. The CSR Chair works with the Chair of the ISC, CoA, and Ethics Section to appoint additional representatives to the Committee. These representatives will each serve a three-year term. The CSR establishes a regular meeting schedule including meeting during the Executive Board's virtual or in-person meetings in January, May, and optionally October/November and ad-hoc meetings to serve the Association's needs. The Development Manager serves as the staff liaison to the CSR; when the Development Manager is not available, the Chief of Staff will serve as the staff liaison to the CSR.

CSR 2023 Members

- E. Oscar Alleyne (Elected Member/2024)
- Jennifer Bard (Ethics Section Rep/2025)
- Georges Benjamin (ex-officio, Executive Director)
- Apryl Brown (Science Board Chair/2023)
- Bryan O. Buckley (Development Committee/2025, as needed)
- Ann Dozier (ISC Rep to CSR/2024)
- Claude Jacob (Elected Member/2026)
- Sarah Gareau (CSR Chair/2023)
- Nandi Marshall (Elected Member/2024)
- Melissa Ontiveros (CoA Rep to CSR/2023)
- Kusuma Schofield (Education Board Chair/2023)
- Torrey Wasserman (Staff Liaison)

CSR 2023 Meeting Dates

- | | | |
|------------------|---|--------------------|
| ● Jan. 9 | Board Meeting breakout session | – Met as scheduled |
| ● Feb. 22 | 12:30 – 1:30 p.m. ET/9:30 – 10:30 a.m. PT | – Met as scheduled |
| ● April 30-May 2 | Board Meeting breakout session | |
| ● June 20 | 12:30 – 1:30 p.m. ET/9:30 – 10:30 a.m. PT | – Met as scheduled |
| ● Sept. 19 | 12:30 – 1:30 p.m. ET/9:30 – 10:30 a.m. PT | – Met as scheduled |

Annual Committee Activities, Successes, and Progress

Work Plan Line Item 1: Evaluate prospective company and corporate foundations based on real-time business needs of APHA

- CSR 2023 evaluation teams:
 - Sarah Gareau, Oscar Alleyne, and Nandi Marshall
 - Ann Dozier, Kusuma Schofield, and Apryl Brown
 - Melissa Ontiveros, Jennifer Bard, and Claude Jacob
- CSR approved:
 - Environmental Systems Research Institute (ESRI) (March 2023)
 - Blue Cross Blue Shield of Minnesota Foundation (Sept. 2023)

Work Plan Line Item 2: CSR members will review the CSR tools and resources and become familiar with completing an organization evaluation using the CSR evaluation tools

- Completed. CSR materials posted on Dropbox for member review. URL:
<https://www.dropbox.com/scl/fo/h86x5wt2fevbmb8p6ucmr/h?dl=0&rlkey=7g5vzct7f23ysjk9ppj8tu51n>

Work Plan Line Item 3: Modify and/or create CSR tools as needed.

- CSR recommended updated automatic denial criteria:
Note: revisions highlighted in red font below
Reminder: APHA will reject funding from any corporation or corporate foundation, if either is engaged in the extraction, production or distribution of fossil fuels; **or in the manufacturing or marketing of alcohol, tobacco, illicit or non-therapeutic drugs and related products;** firearms; weapons of warfare; or violating international standards of marketing infant formula or other health-related products; or deriving a major portion of its revenue from these activities, nationally or internationally.
- And to incorporate the automatic denial criteria document across APHA forms/documents including but not limited to:
 - APHA 2024 Call for Abstract Disclosure Form language (APHA staff will be responsible for updating language as appropriate)
 - [APHA Advertising Policy](#) (APHA staff will be responsible for updating language as appropriate)
 - APHA COI Form and Policy (pdf) (Governance Committee of the Executive Board will review and update as needed during next scheduled update)

Work Plan Line Item 4: CSR-Development Committee may present to ISC and CoA leaders on best practices and tools for evaluating potential funders for APHA Components and Affiliates as requested by ISC and CoA leadership.

- Intersectional Council (ISC)
 - Torrey to present to ISC leadership on fundraising at a future date.

- o Torrey to work with Ann Dozier, Sandy-Asari Hogan (ISC Chair) and Fran Atkinson (ISC Staff Liaison) to determine best means of promoting CSR and ethical fundraising to member units throughout the year.
- Council of Affiliates (CoA)
 - o Torrey to work with Melissa Ontiveros (CoA Rep to CSR), Sarah Rines (CoA Chair), and Lindsey Wahowiak (Affiliate Staff Liaison) to determine best means of promoting CSR and ethical fundraising to CoA and Affiliates.

Work Plan Line Item 5: CSR Chair to work with CoA leadership to identify respective successors to assume three-year terms beginning Nov. 16, 2023, concluding Nov. X, 2026.

- CoA Rep to CSR. CoA re-appointed Melissa Ontiveros to serve second term beginning Nov. 16, 2023 and continuing through APHA 2026 (ISC Rep. to CSR).
- ISC Rep to CSR. Ann Dozier's term continues through Nov. 2024 (ISC Rep. to CSR).
- Ethics Section Rep. to CSR. Jennifer Bard's appointment is Nov. 2022 through Nov. 2025 (Ethics Section Rep. to CSR).

The committee would like to thank Torrey Wasserman for her staff support of all committee activities, including, but not limited to, scheduling meetings, providing draft minutes and reports, and being available for CSR review training and to answer clarifying questions as they were posed.

Recommendations for Future Iterations of the CSR Committee

- To increase awareness regarding the history and value of CSR, provide baseline training to new committee members on why CSR was formed and how it supports the Executive Board's fiduciary responsibility to APHA.
- Follow-up throughout the 2023-2024 year regarding the alignment of the automatic denial criteria with other APHA documented policies.
- Review companies headquartered in the Washington, DC area in advance of the 2025 meeting.
- Ensure a feedback loop from CSR to the ISC and COA given formative feedback received that current leaders are not aware of committee activities.

Development Committee

Purpose

The Development Committee is comprised of a chair, the chair of the Committee on Social Responsibility, assigned Executive Board members and up to four additional appointed members from ISC, CoA, Student Assembly and past leadership. The treasurer and the executive director serve ex-officio on the Committee. The Development Committee collaborates with the Finance and Audit Committee and the Committee on Social Responsibility. The committee is a resource to APHA staff who will do most of the day-to-day fundraising activities of the Association.

Development Committee responsibilities include, but may not be limited to:

- Oversight of the development process,
- Setting, monitoring and working with staff and Board to achieve Executive Board fundraising goals,
- Developing and working with staff and the Executive Board to implement the Development Committee Work plan,
- Working with the Executive Board and staff to identify entities to refer to CSR for review, and
- Exploring, through Networking and Research & Development, new opportunities and best practices to achieve and expand fundraising/development goals.

Development Committee 2023 Members

- Emily Bartlett (Student Assembly rep/2023)
- Donna Beal (Past Leadership rep/2024)
- Georges Benjamin (ex-officio, Executive Director)
- Apryl Brown (Science Board Chair/2023)
- Bryan O. Buckley (Development Committee Chair/2025)
- Sarah Gareau (CSR Chair/2023)
- Benjamin Hernandez (ex-officio, Treasurer/2025)
- Amy Lee (Elected Member/2024)
- Lauren Rey (Chair, Student Assembly/2023)
- Torrey Wasserman (Staff Liaison)

Development Committee 2023 Meeting Dates

- Nov. 29 1:00 – 2:00 p.m. ET/10:00 a.m. – 11:00 a.m. PT – Met as scheduled
- Jan. 8 Breakout session during Board meeting – Met as scheduled
- Feb. 7 1:00 – 2:00 p.m. ET/10:00 a.m. – 11:00 a.m. PT – Met as scheduled
- March 7 1:00 – 2:00 p.m. ET/10:00 a.m. – 11:00 a.m. PT – Met as scheduled
- April 4 1:00 – 2:00 p.m. ET/10:00 a.m. – 11:00 a.m. PT – Met as scheduled
- May Breakout session during Board meeting – Met as scheduled
- June 6 1:00 – 2:00 p.m. ET/10:00 a.m. – 11:00 a.m. PT – Met as scheduled
- Aug. 1 1:00 – 2:00 p.m. ET/10:00 a.m. – 11:00 a.m. PT – Met as scheduled
- Sept. 5 1:00 – 2:00 p.m. ET/10:00 a.m. – 11:00 a.m. PT – Met as scheduled

Summary:

Work Plan Line Item 1: Promote leadership giving and engagement of APHA leaders in development activities

- Promote and achieve 100% giving by the Executive Board. Executive Board Giving:

Time Period	July 2022-Oct. 3, 2023
Percentage	100% (24/24)
Total Giving	\$11,124
Status towards Goal	Completed

- Promote and achieve 100% giving by the Governing Council. Governing Council Giving:

Time Period	July 2022-Oct. 3, 2023
Percentage	38.1% (110/289)
Total Giving	\$45,942
Status towards Goal	In Progress

- Deliverable. Presented NPHW 2023 social media fundraising flyer and shareables. (March 2023)
- Deliverable. Presented updated Development Dashboard to show trends in giving data. (March 2023, Sept. 2023)

Work Plan Line Item 2: Support Capital Campaign Planning next steps

- Dr. Benjamin presented campaign planning final report on June 6 meeting and recommended waiting to start a major gifts campaign until after the strategic planning process is completed.

Work Plan Line Item 3: Support pragmatic growth of APHA Planned Giving Program

- Will promote support of planned giving program at Leadership Training on Fundraising at ISC Leadership Training at a future date to be determined.

Work Plan Line Item 4: Discuss opportunities to enhance relationships with major donors

- Brainstormed opportunities for APHA to increase “touch points” with major donors

Work Plan Line Item 5: Consider opportunities to further enhance development activities.

- Planned inaugural Public Health Funder Network Webinar scheduled for Oct. 12 from 2-3 PM EST
- Provided strategic fundraising support to Member Units including Student Assembly, Sections and Caucuses; will present at Leadership Training on Fundraising (date tbd).
- Brainstormed opportunities to enhance APHA 2023 stewardship opportunities for major donors including the:
 - Champions Lounge and
 - Champions Luncheon.
- Deliverable. Presented a new APHA postcard “Invest in public health. Together we thrive.” (Aug. 2023)

Finance Committee

Finance Committee Members:

- Benjamin Hernandez – Chair
- M. Aaron Guest
- Amy Lee
- Shirley Orr
- Gopal Sankaran
- Georges C. Benjamin

Staff Liaison: Kemi Oluwafemi

Purpose: The Finance and Audit Committee, with the support of APHA staff, works to accomplish the financial goals set forth in the APHA annual budget. This work includes, but is not limited to budget process oversight, review, and approval of financial and investment policies and procedures, engage with APHA's audit firm, and address any financial issues that arises through the year.

Committee Related Outcomes FY 2023:

On the last Monday of each month, the committee reviewed monthly financial statements and addressed any financial concerns related to the report. In January 2023, the committee approved the FY 2024 budget guidelines and in April, approved management's proposed budget that was presented in May/June 2023 for Executive Board approval. The executive board approved the fiscal year 2024 budget with the authority to go into reserves to ensure adequate organizational capacity during any potential economic downturn because of the COVID-19 pandemic.

The executive board approved the FY2024 budget including revenue of \$24,533,431 and expenses of \$26,185,161. The approved budget allows APHA management to access reserves, for operations, in the amount of \$1,651,730. The association ended fiscal year 2023 without having to utilize the reserve spending authority that was approved ending the fiscal year with a surplus of \$1,446,339 (with investment appreciation). The committee also reviewed and selected a new auditor, Mckonly and Asbury CPAs and Business advisors of Pennsylvania that issued the FY2023 audited financials. This was done in keeping with state-of-the-art fiscal practices to change auditors on a periodic basis. A more detailed report is included in the Governing Council section under the APHA Treasurer.

Governance Committee

Members: Brittany Marshall – Chair, Moose Alperin, Elected Member/2025, M. Aaron Guest, Governing Council Speaker/2023, Kusuma K. Schofield, Education Board Chair/2023, Sarah Rines, CoA Chair/2023, Gopal Sankaran, Elected Member/2026, Claude A. Jacob, Elected Member/2026, Sandy-Asari Hogan, ISC Chair/2023, Georges Benjamin, ex-officio, Executive Director

Staff Liaison: Courtney Taylor, James Carbo

Purpose: The committee monitors and evaluates Executive Board processes, governance, and accountability. The committee develops recommendations for improving Executive Board operations, effectiveness, and efficiency. The committee develops and maintains an ethics guide, including Executive Board Conflict of Interest policy and process and considers situations of actual, perceived, or potential conflicts of interest. The committee serves as an ethics review committee to hear and consider complaints expressed to or about Executive Board members.

Committee Related Outcomes 2023:

- The committee first met on December 16 to discuss the 2023 work plan and set a monthly meeting time.

- The committee met on February 10 board meeting to discuss the 2022 exit survey results and looked into standardizing language for electing and term limits for non-board members for any board committees. The Committee Chair followed up with the Board Chair in regard to some of the feedback from the exit survey. The committee briefly discussed term limits and appointments of non-executive board members to the board committees and decided to discuss further at the April committee meeting since some committee members were not available to provide their feedback at the February meeting. The committee also discussed the mentoring program, ASAE exceptional board training materials, member led speaker series and a non-email communication tool to create connection and team building efforts.
- The committee met on April 14 to discuss and the revised APHA Code of Conduct Policy and provide revisions. The committee discussed and the results of the March 13 Executive Board Meeting Survey and previous meeting items related to appointments of non-executive board members to the board committees, the mentoring program, and other board training opportunities.
- The committee met during a breakout session at the Executive Board Meeting on May 1 to vote on a motion to approve the Code of Conduct Policy to move forward to full Board. The committee discussed the May Board Meeting Survey and the process for updating the Board Member Handbook.
- The committee met throughout the summer months to discuss revisions to the Executive Board Handbook including an attendance policy for Executive Board members at full Board and Committee meetings, the Executive Board Mentoring Program, the Executive Board Liaison Structure, non-Executive Board Members on Executive Board Committees, and the process for elections for Executive Board Chair and Vice-Chair. The committee brought recommendations to the Executive Board for changes to be finalized at the November Executive Board Meeting.
- The committee met during a breakout session at the Executive Board Meeting on September 22 to hear an overview of two (2) APHA code of conduct complaints that had been filed. The Conduct Committee of the Governance Committee was formed to address and resolve the complaints.

Recommendations for the 2024 Governance Committee:

- Provide board member training on governance activities throughout the year.
- Implement a non-email communication tool to create connection and team building efforts.
- Identify a process to strengthen the transition between outgoing and incoming Board Members, particularly Executive Board Chairs.

Personnel Committee

Members: Nandi Marshall * (Chair), Chris Chanyasulkit, Ella Green-Moton, David Reyes, Kaye, Bender, Shontelle Dixon, Georges Benjamin, MD (Executive Director, Ex-Officio)

APHA Staff Liaison: Ilka Cameron, APHA Director of Human Resources

Workplan Alignment with APHA Strategic Plan: Align organizational capacity and infrastructure/Configure components, staff and programs to maximize opportunities to achieve central challenge.

Purpose: This committee evaluates the Executive Director’s performance and periodically assesses staff attitudes and perceptions about the quality of work life in the organization.

2022-2023 Priorities and Goals:

Strategy	How will the committee measure/document progress? What are the specific outputs of our efforts?	By what date will you meet this objective?	Progress/ Status Complete
Complete Annual Evaluation of Executive Director	(A) Performance Goals Reviewed and Analyzed to Ensure Continued Congruence with Strategic Plan and Mission (process substantially completed 2021, just a review) (B) Send Final Performance Goals to Executive Director for Review and Signature	December 2022	(A) Completed (B) Completed
	(C) Complete Mid-Year Review: Executive Board (EB), Chairperson and Personnel Committee Chairperson with Executive Director a. Review Performance Plan/Goals b. Recommend Modifications	May 2023	(C) Completed
	(D) Complete Annual Review and Revise Performance Plan as needed a. Executive Director completes self-assessment b. Executive Board completes evaluation c. Evaluation summarized and shared with the Executive Board d. Evaluation reviewed with Executive Director (EB Chair & Personnel Committee Chair) e. Goals established for next year	October 2023	(D) In Progress a. Executive Director will complete their assessment by 9/26/2023. b. Executive Board will complete their evaluation October 2 - 13, 2023. c. Remaining items will be completed after the board finishes their review.
Assess periodically staff	(A) Work to identify data collected through the strategic planning process to	TBD	This item should be implemented 2024 -

attitudes and perceptions about the quality of work life organization	enhance understanding of staff attitudes and perceptions*		2025. Internal staff and Board Members are currently developing the strategic plan. The findings and feedback will allow APHA to conduct a staff survey aligning with internal goals and the strategic plan. The Association recently conducted a compensation survey with a third-party consultant that helped address compensation equity within the Association.
Align workplan With APHA Strategic Plan	(A) Committee activities will be aligned with APHA Strategic Plan	January 2023	(A) Completed
Acknowledge Work of Staff	(A) Staff Appreciation Event (may be virtual or face to face to accommodate up to 70-85 employees) (B) Survey staff to identify how they want to be celebrated	May 2023	(A) Completed (B) Completed February 2023

Updated 01/09/2023

Strategic Planning Committee

2023 Committee Members: David Reyes (2024), Chair, E. Oscar Alleyne (2024), Moose Alperin (2025), Bryan O. Buckley (2025), Shontelle Dixon (2026), Jeanie Holt (Ex officio Member), Brittany Marshall (2023), Sarah Rines (2023), Georges Benjamin (Ex officio)

Staff Liaison: James Carbo

Committee purpose: “The strategic plan works to strengthen APHA to better accomplish its mission to improve the health of the public and achieve equity in health status. The Strategic Plan Committee guides, facilitates, and supports this work across the Association and through the life cycle of the strategic plan. When the Association is beginning work on a revised or new strategic plan, the Committee collaborates with staff to hire a consultant and then assists the consultant in gathering information from staff, components, members, and other stakeholders to design the revised or new

strategic plan. Once a plan is in place, the Committee regularly provides monitoring and follow-up to assure the best possible implementation and evaluation of the plan. Throughout the process the Committee works to communicate with all stakeholders the importance of the strategic plan in achieving our mission.”

Annual committee activities:

SPC Lead Team: David Reyes (SPC Chair), Dr. Georges Benjamin (Executive Director), Lynette Morris (Davidoff Strategy Consultant) – Scheduled meetings every other week since the December 2022 Kick-off.

SPC 2022-2023 Meeting Dates:

- Dec. 6; 3:00 – 4:00 p.m. ET/12:00 – 1:00 p.m. PT, *Met as scheduled*
- Jan. 8; Breakout session during Executive Board meeting, *Met as scheduled*
- Feb. 24; 3:00 – 4:00 p.m. ET/12:00 – 1:00 p.m. PT, *Met as scheduled*
- Mar. 24; *Cancelled*
- Apr. 27; 5:00 – 6:00 p.m. ET/2:00 – 3:00 p.m. PT, *Met in lieu of 4/28*
- May 1; Breakout session during Executive Board meeting, *Met as scheduled*
- May 26; 3:00 – 4:00 p.m. ET/12:00 – 1:00 p.m. PT, *Met as scheduled*
- Jun 23; 3:00 – 4:00 p.m. ET/12:00 – 1:00 p.m. PT, *Met as scheduled*
- Jul. 28; *Cancelled*
- Aug. 25; 3:00 – 4:00 p.m. ET/12:00 – 1:00 p.m. PT, *Met as scheduled*
- Sept. 22; 3:00 – 4:00 p.m. ET/12:00 – 1:00 p.m. PT, *Met as scheduled*

Committee successes and progress

- Worked with Davidoff *Mission-Driven Business Strategy* Consultants to organize and implement organizational strategic planning process:
 - Phase I Discovery – *Complete*
 - Phase II Strategic Plan Development - *Draft Strategic Plan Complete*
 - Phase III Strategic Plan Approval – *in process*
 - Submitted to Governing Council for review (October 2023)
 - Final draft to be submitted to Executive Board for review and approval at November 2023 board meeting in Atlanta, GA
- Sponsored Strategic Planning Process Kick-off Event, 12/13/22
- Sponsored APHA Executive Board and senior staff leadership Strategic Planning Summit, April 29-20, 2023
- Strategic plan progress update provided at June 2023 mid-year Governing Council meeting
- Strategic plan progress update provided at July 2023 Past-Presidents meeting
- Strategic Plan Priorities and Metrics planning groups convened to review and provide feedback and proposed revisions
- Final Strategic Plan to be presented at 2023 Annual Meeting Governing Council meeting and Round Table in Atlanta, GA.

2023-2024 Strategic Planning Committee Recommendations

- Ensure continuity of SPC by appointing some members of the current committee to the 2023-2024 committee

- Allocate funding to hire Davidoff *Mission-Driven Business Strategy* consultants for the implementation phase of the approved strategic plan
- Develop an evaluation plan for the strategic plan
- Ensure APHA Executive Board, member units, and staff leadership are included in the strategic plan's implementation phase and evaluation plan
- Ensure adequate resources are allocated to implement and evaluate the strategic plan

Executive Board Actions and Highlights

The 2022-2023 Executive Board met throughout the year to discuss board business. Meetings of the Executive Board were held on:

- January 8 - 9, 2023, virtual
- March 13, 2023, virtual
- April 30 - May 2, 2023, Washington, DC
- June 26, 2023, virtual
- September 11, 2023, virtual
- October 31, 2023, virtual - special meeting
- November 9 - 10, 2023, Atlanta, GA

Over the course of the year, the Board took the following actions:

- Approved addition of conflict-of-interest language to abstract submission and advertising policy.
- Approved West Virginia Public Health Association request for disaffiliation.
- Approved revised governing council proxy registration timelines for the Annual Meeting.
- Approved a modified meeting theme development process, to begin with the 2025 Annual Meeting
- Development of process to address code of conduct violations
- Approved FY24 budget
- Approved San Francisco for 2029 annual meeting location
- Approved 80+ agency and organizational members.
- Approved dozens of leadership appointments.

Notes and Appreciation from the Executive Board Chair

Hello Governing Council Members!

I want to share my appreciation for all the great work happening throughout this amazing organization. This cadre of members, volunteer and elected leaders, organizational staff, and Executive Director leadership makes me so proud to call APHA my professional home. I encourage you all to reflect on your individual, professional, and APHA accomplishments over the past year. Give yourself a pat on the back, a high-five, a hug, and celebrate another year doing great work and moving our organization, profession, and world towards health.

I appreciate you all, recognize your leadership and commitment to APHA, and look forward to connecting with you throughout the 2023 Annual Meeting and beyond.

I'd like to extend a special thank you to the folks I have the pleasure of serving with on the 2023 Executive Board, our 2023 President Chris Chanyasulkit, Board Vice-Chair Nandi Marshall, and APHA staff James Carbo, Marlene Sue-Ling, Dr. Georges Benjamin, and so many more. It has been such a fulfilling and enjoyable year working with all of you. It has been an honor to serve as your Executive Board Chair.

A handwritten signature in black ink, appearing to read 'Che' followed by a long, sweeping horizontal line.

Charlene Cariou