

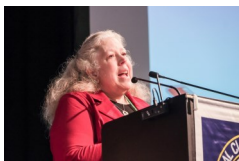
# The Quill

## PRESIDENT MESSAGE FROM DENISE CAFONE



Page 1

## 2023 CLERK OF THE YEAR: HEATHER MAILANDER



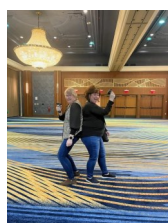
Page 6 & 7

## WELCOME MCANJ SECRETARY ANN MARIE MCCARTHY



Page 14

## 2023 MCANJ CONFERENCE PHOTOS



Page 19

## MCANJ President Cafone Annual Business Meeting Speech

Good Afternoon fellow Clerks, welcome to the Annual Business meeting. If I haven't had the opportunity to meet you personally, allow me to introduce myself, I am Denise Cafone, MCANJ President and Municipal Clerk for the Township of Fairfield, Essex County. In 2018, as the incoming Secretary I began to envision this conference. Although it seemed so far off in the future back then, I watched every President before me work diligently to deliver a successful educational conference. I knew I needed to start planning my vision. When I thought about what was important to me, at the beginning of my career one thing that stood out was connections. Without connection, physical or intellectual, what do we have? Without being connected to the Association, where unbeknownst to me at the time, I would not be standing here before you today if it were not for the men and women who were my mentors. I cannot emphasize enough how important connecting at meetings-just like this one can-change the course of your career. I encourage you to connect, connect, connect. MCANJ currently has 760 members and 262 members are in attendance here at the Hard Rock this week. We always strive to reach Clerks in every municipality to join our Association and network with us. Connect with us, everyone is welcome.

(continued on page 3)



## In Loving Memory of Nancy Hatten

Retired Tenaflly Borough Clerk Nancy Hatten passed away on Sunday, November 6, 2022. Nancy was the MCANJ President in 2000, was Editor of The Quill (the newsletter of the MCANJ) from 2001-2005, was the 2007 MCANJ Municipal Clerk of the Year, and was an Instructor for RMC Certification Classes through Rutgers University. She was the Tenaflly Borough Clerk from 1987 until her retirement and positively affected the lives of so many of her peers. Nancy was a whiz with rules, a self-admitted stickler for details, a devotee of all things Tenaflly, and was almost always on hand to help members of the public with the workings of government. She was an avid reader and crossword puzzle enthusiast. Nancy was interesting and articulate in her writing and speaking style, and she was an exacting cook. Condolences are extended to her Family and Friends on her passing. May She Rest in Peace.



# Contact Information for the 2022/2023 MCANJ Executive Board

## **President**

**Denise Cafone**

**Fairfield Township**

**Essex County**

**EMAIL: [president@MCANJ.us](mailto:president@MCANJ.us)**



## **1st Vice President**

**Michele Bobrowski**

**Alexandria Township**

**Hunterdon County**

**EMAIL: [1vp@MCANJ.us](mailto:1vp@MCANJ.us)**



## **2nd Vice President**

**Deanna Bennett**

**Borough of Haddonfield**

**Camden County**

**EMAIL: [2vp@MCANJ.us](mailto:2vp@MCANJ.us)**



## **Treasurer**

**Nancy Bretzger**

**Borough of Peapack & Gladstone**

**Somerset County**

**EMAIL: [treasurer@MCANJ.us](mailto:treasurer@MCANJ.us)**



## **Secretary**

**Kim Macellaro**

**Township of Ewing**

**Mercer County**

**EMAIL: [secretary@MCANJ.us](mailto:secretary@MCANJ.us)**



## **Immediate Past President**

**Kim-Marie White**

**Eastampton Township**

**Burlington County**

**EMAIL: [pastpresident@MCANJ.us](mailto:pastpresident@MCANJ.us)**



## **Executive Director Joel Popkin**

**Email: [executivedirector@MCANJ.us](mailto:executivedirector@MCANJ.us)**

**Retired Clerk-Neptune City**

**Monmouth County**

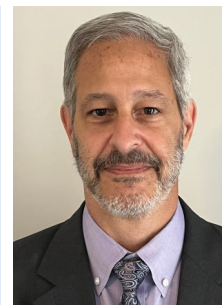
## **Assistant Executive Director**

**Vincent "Vinnie" Buttiglieri**

**Email: [assistanted@MCANJ.us](mailto:assistanted@MCANJ.us)**

**Retired Clerk-Ocean Township**

**Monmouth County**





## MCANJ President Cafone Annual Business Meeting Speech

Our conference committee began meeting monthly in August of 2022. The entire committee worked diligently to bring us all together today. The Executive Board met monthly and also hosted the County Advisory Board members twice: once in person and once via Zoom. This year, the Legal Defense Fund hosted a seminar in Woodbridge, which was very well attended. Thank you to John Mitch for assisting in securing the location for the Association. The Legal Defense Fund has 278 members. I encourage anyone who is not a member to register next year by August 1<sup>st</sup>. The fundraising and raffle committee put a significant amount of work into fundraising to offset some of the conference costs. We held our 1<sup>st</sup> “non-traditional” fundraiser with psychic medium Rich Braconi which raised \$2,750.00 for the Association, thank you Michelle Seigfried and Eileen Gore. This week, we also have a 50/50, a super 50/50, merchandise sales and tricky tray. Be sure to check out all the great baskets and clerk merchandise.

I, along with Kim-Marie White, Vinny Buttiglieri and Joel Popkin had a meeting with Senator Arlo on the OPRA reform. It’s a conversation the Board looks forward to continuing in the future. Lori Buckelew mentioned OPRA reform this morning. I am confident with Kim-Marie White working on behalf of the MCANJ on OPRA reform, our voice and concerns will be heard.

In January of this year, I had the privilege of attending the Region II conference in Maryland along with 17 additional New Jersey clerks. The education sessions and connections were unparalleled. In April and October 2022, 51 RMC applicants passed the State exam earning their RMC. We are PROUD to host 25 newly earned RMC’s here today to receive their pins.

The MCANJ is proud to offer several scholarship opportunities for paid members who are seeking their RMC, CMC and MMC certification, along with Athenian Dialogue scholarships. We are here to support you as you advance your career and make connections with other Municipal Clerks. It has been an absolute honor to be your President this year and to watch us all grow together. I can only hope we all continue to connect and grow together .

**Denise**



# People Page

The People Page is an opportunity for the members of our Association to celebrate each other's achievements both professionally and personally, as well as to share our condolences during times of sorrow. Additionally, when we as Clerks' have an opportunity to participate in community events that are afforded to us as a result of our position, it is another example of something to share on the People's Page. Please feel free to share. Send your submissions to the email of: [peoplepage@MCANJ.us](mailto:peoplepage@MCANJ.us) along with a picture and caption to be included in future editions of the Quill.

## RETIREMENTS



Congratulations to Upper Township Municipal Clerk Barbara Young (pictured above) on her retirement after 28 years of service to the Township!



The Gloucester County Municipal Clerks' Assoc. presented Judy O'Donnell with a proclamation and gift for her retirement. Judy retired on January 17, 2023 from the Borough of Pitman. Congratulations on your retirement!!



Pictured to the left are Spotswood Municipal Clerk Patricia DeStefano (Spotswood Borough; Middlesex County) along with Middlesex County Municipal Clerks' Association President Norma Carbin (Deputy Clerk; So. Brunswick) at a September meeting where they recognized Patricia on her recent retirement.

Congratulations to Kelly Cavanagh on her retirement as Belleville Township Clerk; and Congratulations to Alberto Cabrera on his appointment as her successor!



## ARE YOU RETIRING?

### WE WANT YOUR CONTACT INFORMATION SO YOU CAN STAY INFORMED...

Please accept our CONGRATULATIONS on your pending Retirement.

While you will be enjoying the much-deserved rest and relaxation that retirement brings, wouldn't it also be nice to stay informed of all the News and Events from your colleagues and the MCANJ Association as a whole? We also want to keep you informed.

If you wish to keep up to date with all things MCANJ, please provide the following information to [PastPresident@mcanj.us](mailto:PastPresident@mcanj.us) :

Name  
Position  
Municipality  
Date of Retirement  
Home Address  
Home Telephone Number  
Cell Phone Number  
Home Email

The MCANJ Executive Board wishes you a very happy, healthy and long retirement!!



Congratulations to Cynthia Sloane, Municipal Clerk of Lincoln Park, on her retirement. Cynthia plans to spend as much time as she can with her family, especially her grandson Jonas.





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# 2023 Clerk of the Year





# 2023 Clerk of the Year

This year's recipient has a long and distinguished career, having served as a Municipal Clerk since 1986. The recipient has served their current municipality for more than 30 years.

Our honoree received the required Registered Municipal Clerk certification in 1987. Knowing that education was going to be a key component to any future success, this person went on to receive the prestigious Certified Municipal Clerk and Master Municipal Clerk designations from the International Institute of Municipal Clerks.

The Clerk we honor today has a long history of exemplary service to our profession and has spent countless hours of their personal time serving the Municipal Clerks' Association in one capacity or another. This individual has served on virtually every MCANJ committee over the years including: Conference, Education, Finance, Legal Defense Fund, Membership, Peer Alliance for Learning, Raffles and Scholarship Committees. If that wasn't enough, our recipient has served as the County Advisory Board Representative for many years.

On the County and State levels, this consummate professional rose through the ranks of their County Association, eventually becoming President. Our recipient also served on the following Committees for the County Association: Education, Nominating, Scholarship, Publicity, Auditing, and Peer Alliance.

Never one to rest on past accomplishments, our honoree further showed the commitment to our profession and MCANJ by working up through the different positions and ultimately becoming President of the Municipal Clerks' Association of New Jersey.

The recipient has also served on the International Institute of Municipal Clerks as a member of its Membership Committee, the Region 2 Rotation Ad-hoc Committee, as well as serving as a valuable member of the IIMC 2013 Conference Planning Committee, which was held in this very hotel.

Our recipient also has a long record of service to the municipality having also served as Village Manager multiple times and as a member of Bergen County LEADS, and the Junior Women's Club.

Without question, this year's recipient's greatest service is to her family – her husband Steve and her children – Brad, Alex and Chris.

This Municipal Clerk exemplifies what this Association and our profession is all about – SERVICE to your family, SERVICE to your municipality and SERVICE to the Municipal Clerks' Association of New Jersey.

It gives me great pleasure to announce the prestigious Municipal Clerks' Association 2023 Clerk of the Year Award is presented to:

**Heather Mailander**  
**Municipal Clerk**  
**Village of Ridgewood**

# People Page (continued from page 4)

## News/Updates/Transitions

Congratulations to Danielle Ingves on her appointment as Audubon Borough Clerk!

Ocean County Municipal Clerks' Association met Friday, December 9th in Waretown (Ocean Twp) for its holiday party, no CEUs, just camaraderie, grab bag and collected for Toys 4 Tots.



At the Ocean County Clerks' Association meeting on January 27, 2023. President Susan Farrell, Little Egg Harbor, Vice President Antoinette Jones, Borough of Point Pleasant, Secretary, Andrea Christensen, Barnegat Township. The Oath of Office was administered by Armando Ricco, Esq.

Not pictured: Treasurer, Donna Manno, Barnegat Township

Lisa L. Dority, RMC was reappointed as Municipal Clerk for the Township of Winslow on January 17, 2023. Congratulations Lisa!

R-L Councilwoman Melissa Skabich, Councilwoman Kerry Peterson, Dale, Mayor Joseph Maceri and Councilman Peter Tanella. Deputy Mayor Joseph Zichelli was not present.



The Township of Cedar Grove announced that Dale A. Forde, who was currently serving as Deputy Clerk (since July 2022), was sworn into the position of Municipal Clerk at the January 9, 2023 Public Meeting. Congratulations and best of luck in Cedar Grove! Dale is the first Black-American to hold a Department Head/Managerial position in Cedar Grove. Dale had been with the City of East Orange for 26 years and served as the Deputy Clerk from 2014 until her departure to Cedar Grove in July 2022.

## **History Made in The Township of Cedar Grove**



Administering the Oath of Office to Cedar Grove Township Clerk Dale A. Forde is Mayor Joseph Maceri. Holding the bible is Jacqueline Jones, the wife of East Orange, Essex County and State of New Jersey Democratic Committee Chairman, the Honorable LeRoy Jones, Jr. who is a longtime mentor of Dale's.



Tonya Carter was appointed as Municipal Clerk of Lawrence Township

State Senator Renee C. Burgess being sworn in on September 29, 2022 in the Senate Chambers by Senate President Nicholas P. Scutari. Holding the Book of Worship is Senator Burgess' daughter Giavona and Irvington Municipal Clerk Harold E. Wiener (pictured 2nd from the right). Senator Burgess served as Irvington Council President for the past several years. Municipal Clerk Wiener stated that he was honored to be invited by Senator Burgess to take part in the ceremony. Senator Burgess took over for long time Senator Ronald Rice who had served for over three decades before recently retiring.

Mounir Alkaita, 63, a Councilman for the past 12 years, was hired by his colleagues to assume the joint positions of Borough Administrator and Borough Clerk through the end of 2025 for Haledon Borough.

Katherine Fenton-Newman was appointed as Municipal Clerk of Hopewell Township



## **RECOGNITION OF NEWLY ATTAINED REGISTERED MUNICIPAL CLERKS**

Kathryn	Alcock	Ann Marie	Lehberger
Jessica	Almeida	Christina	Lucas
Krystel	Arana	Nicholas	Magarelli
Kristin	Bartolomeo	Lisa	Marcolongo
Scout	Beyer	Marie	Margiotta
David	Brady	Beth	Miller
Kevin	Burke Jr.	Beauty	Nadim
Michael	Carelli	Ashley	Neale
Christine	Carter	Monica	Orlando
Andrew	Coppola	Rebecca	Paladino
Michael	Cruoglio	Elizabeth	Peterson
Nicolette	D'Anna	Britani	Radice-Calderone
Bernadette	Davis Green	Kristin	Ragland
Mary	Delahanty	Beverly	Russell
Theresa	Enteado	Mariam	Sabri
Gregory	Gallo	Lauren	Shaw
Alicia	Gonzalez	Kathy	Smick
Shana	Gosik	Brandi	Smith-Greco
Joy	Gunn	Kimberly	Stevenson
Lisa	Hagan	Cassidy	Swanson
Brittany	Heun	Nancy	Tran
Jenna	Jankowski	Kathleen	Troast
Kim	Johnson	Holly	Tropea
Ashley	Kurbanogulu	Monique	Velazquez
Marilyn	Leaty-Nieves	Jessalyn	Waldron

### **CERTIFIED MUNICIPAL CLERKS**

Diane Ambrosio, Ocean Township, NJ  
 Susan Jackson, New Hanover, NJ  
 Delores Williams, Princeton, NJ  
 Angelese Bermudez Nieves, Montclair, NJ  
 Everett Falt, Rockaway, NJ

### **ATHENIAN FELLOWS**

Denise Cafone, Fairfield, NJ  
 Paula Geletei, Atlantic City, NJ  
 Dale Forde, Cedar Grove, NJ  
 April Claudio, Belmar, NJ

## RECOGNITION OF NEWLY ATTAINED REGISTERED MUNICIPAL CLERKS





# RECOGNITION OF NEWLY ATTAINED REGISTERED MUNICIPAL CLERKS



Certified Municipal Clerks for  
2022/2023 pictured below-  
Congratulations!

Graduating class of Registered Municipal  
Clerks for 2022/2023-Congratulations!





# IIMC UPDATES

2023 IIMC Annual Conference    2023 - Minneapolis, Minnesota, May 14 - May 17, 2023



The 77th IIMC Annual Conference will take place in the Loring Park neighborhood of Minneapolis. Loring Park is one of the largest parks in the city and location of the Walker Art Center. Since 1940, the Walker Art Center has been a Minneapolis institution and one of the most visited modern and contemporary art museums in the country. The interdisciplinary exhibits are enriched by a roof-top terrace--with mini golf in the summer, plazas, and gardens. Across the street, the Minneapolis Sculpture Garden is the largest urban sculpture park in the world, featuring some 40 works of contemporary art, including the city's iconic Spoonbridge and Cherry that is open year-round and free to visit. Hotel registration is now open!

## MINNEAPOLIS CONFERENCE REGISTRATION PACKAGE AND 4-NIGHTS HOTEL FUNDRAISER

The IIMC Foundation is offering an opportunity to win four nights lodging and one **free** Conference Registration Package for the upcoming conference in Minneapolis, Minnesota, for May 14-17, 2023, valued at \$1,600.

Visit: <https://www.iimcfoundation.com/general/webform/donationorder-form> to enter. Good Luck!!!

**Entries must be received by February 14, 2023**

## 2023 IIMC Region II Conference Wrap-up

17 Municipal Clerks represented New Jersey at the 2023 IIMC Region II Conference, January 10-13th, in Frederick, Maryland.





# IIMC UPDATES

As a Municipal Clerk, you are continually asked to produce more with less. There are always questions and not enough answers. IIMC is your source for education programs, technical support, resources and publications. Your IIMC membership opens so many doors for your professional career across these United States as well as Belgium, Bermuda, Bulgaria, Canada, England, Netherlands, Newfoundland, Nova Scotia, Portugal, Scotland and South Africa. You can take your CMC or MMC across the Delaware River or across the pond, whereas our RMC is only recognized here within the State of New Jersey.

IIMC helps you find solutions to everyday problems, enhance critical professional skills and improve your work performance. You can rely on IIMC to help you become more efficient and productive.

The IIMC Board of Directors met in California this past January. The Athenian Fellowship shall now be renamed "Paul Craig Athenian Fellowship". Paul was a former Illinois Institute Director and creator of the Athenian Leadership Society Dialogue Program. In 2009, the IIMC host committee, Chicago, proposed that Athenian Dialogues become a part of the education program for the conference and they still are today. Paul Craig passed in August 2022 but his legacy will continue through the expansion of Municipal Clerk leadership education. Today New Jersey is proud to have 7 Athenian Fellows, of which one completed the entire program within one year; and 8 who have yet to complete the program that we hope to celebrate in May 2024.

IIMC Foundation offers a variety of grants and scholarships for CMC and MMC certifications, but many are not applied for. These funds are available for you to professionally improve yourself. Take advantage of these opportunities.

Travis Morris, our VA Region II representative, has coordinated details for a Region II dinner in Minneapolis, MN at the News Room, 990 Nicollet Mall (about a 6 minute walk from the hotel).

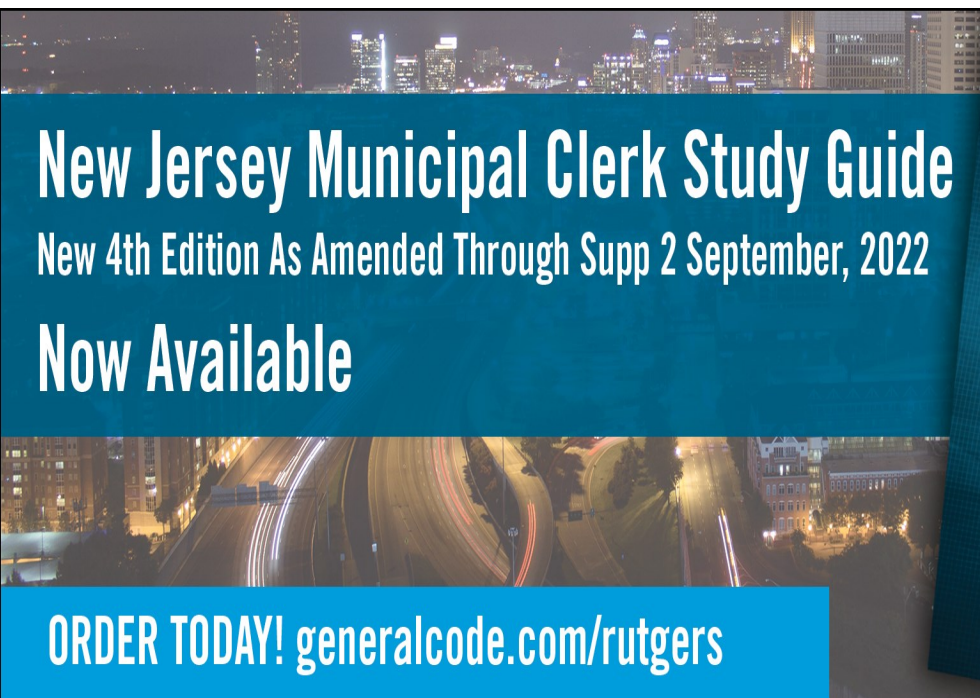
I leave you in the most capable hands of Travis Morris, VA and Awilda Hernandez, MD as your Region II Directors and encourage you to get involved and continue working together to advance Region II because there is so much more to do. It has been my pleasure working with every one of you in Region II and remember I am always here to help and assist the Region II members. Thank you and the best of luck to Region II.

*Diane*

Remember the Municipal Clerks' Association of NJ and IIMC provide scholarship opportunities.

Visit the Municipal Clerks' Association of NJ's website at [www.njclerks.org](http://www.njclerks.org) to get additional information. You may find the scholarship applications there and on the IIMC website at [www.IIMC.com](http://www.IIMC.com).



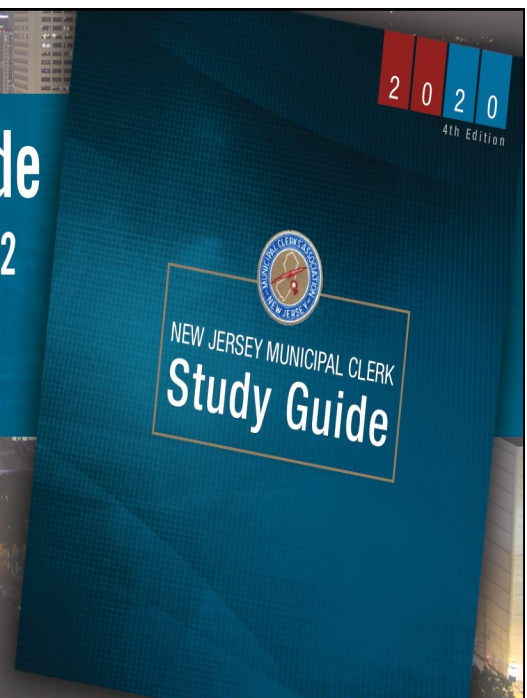


## New Jersey Municipal Clerk Study Guide

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# Meet your new MCANJ Secretary-Ann Marie McCarthy

Good afternoon! I am Ann Marie McCarthy. I am the Township Clerk of the Township of Franklin, Somerset County in Central Jersey. I have worked only for municipal government in the Clerk's Office since 1987. I have worked from being an Administrative Aide to Deputy Clerk to Municipal Clerk. I have worked in five municipalities – Manville Borough – Millburn Township – Rockaway Borough – Hillsborough Township and Franklin Township where I have been for the last 19 years.

- I have my mother to thank for my municipal career. She came home one day to me as a 22-year old kid and said that I couldn't sit on the deck drinking iced tea all day forever. She said there is a job at Borough Hall and I start Monday. I had no idea where or what the job was and here I am 35 years later. Thank you, Mom!
- I received my CMC in 2000 and my MMC in 2012.
- I served on many committees with MCANJ and IIMC. I was an IIMC Peer Mentor for New Jersey Clerks.
- I served on the Executive Boards for both Essex County and Somerset County. I served as President for both and twice in Somerset County.
- I am at the point in my career where I can give back to a great Association that has been good to me, especially giving me the ability to meet and have good friends, like Liz Fritzen from Maplewood Township.
- I look forward to working with the Executive Board.

Thank you! Ann Marie



## **MCANJ MEMBER SPOTLIGHT AWARD**

Do you know a Municipal Clerk, Acting Municipal Clerk, Deputy Municipal Clerk, Assistant Municipal Clerk, County Clerk, Deputy County Clerk, Commissioner Clerk or a Deputy Commissioner Clerk who is a current member of MCANJ (Municipal Clerks' Association of New Jersey) and they bring positive attention to the role of "Clerk"? They are eligible for nomination!!!! We want to recognize a MCANJ member who promotes their position as "Clerk" through civic activities and events in their work or home community that is outside the scope of their normal duties and responsibilities. Nominees who are selected for recognition will be announced through electronic communications and posted on the Municipal Clerks' Association of New Jersey website. So if you know a fellow Clerk who has been doing amazing things, go to the MCANJ website at [www.njclerks.org](http://www.njclerks.org), fill out the Spotlight Nomination Form and send it to Denise Cafone at [president@mcanj.us](mailto:president@mcanj.us) so we can all celebrate this achievement!!



## MCANJ Membership Summary as of March 27, 2023

County	Total # of Municipalities	Total # of Municipalities Paid	% Paid
Atlantic	23	19	83
Bergen	70	57	81
Burlington	40	34	85
Camden	37	25	68
Cape May	16	11	69
Cumberland	14	8	57
Essex	22	20	91
Gloucester	24	18	75
Hudson	12	6	50
Hunterdon	26	22	85
Mercer	12	8	67
Middlesex	25	23	92
Monmouth	53	44	83
Morris	39	27	69
Ocean	33	27	82
Passaic	16	15	94
Salem	15	9	60
Somerset	21	18	86
Sussex	24	15	63
Union	21	18	86
Warren	22	10	45

### Spotlight Award Recipient



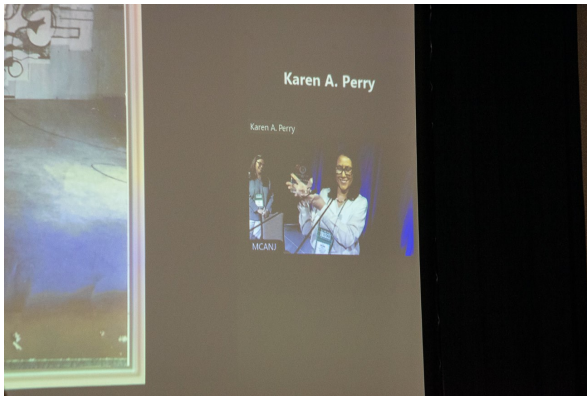
Robbinsville Municipal Clerk, Michele Seigfried nominated her Deputy Clerk, Kaitlyn Macellaro as the Spotlight Award Recipient for April and here is what led to this nomination:

“One day, a couple of weeks ago, there was a 75 year old woman choking on a piece of apple in the municipal building. Kaitlyn sprung into action, performing the Heimlich Maneuver on her and saving the woman's life. Kaitlyn is humble about it, and turns red when we talk about it, but her heroic actions that day are deserving of a recognition. She says she didn't know what to do, but her instincts took over in the heat of the moment. I'd say this is certainly going above and beyond, and outside the scope of her normal duties as Deputy Municipal Clerk.”

Deputy Municipal Clerk Kaitlyn Macellaro became just the second recipient of the David L. Fried Humanitarian Award in Robbinsville. The first recipient of the David L. Fried Humanitarian Award was in 2020, when they stopped to comfort a critically injured motorcyclist on Route 130.



# MCANJ PRESIDENT AWARDS & HONORS



## FRIENDS OF THE MUNICIPAL CLERK AWARD

At our annual business meeting there is a portion when we announce the names of who will be receiving various awards. This year I would like to take this opportunity to present my 1<sup>st</sup> award, "The Friends of the Municipal Clerk" to Karen Perry! She is someone who has so much knowledge on records management and has helped all Municipal Clerks at some point in time. I can truly say she has helped me whenever I would call her with records management question or an Artemis question. She is truly a "Friend of the Municipal Clerk". Karen, I wish I could personally present this award to you in person but I will definitely make sure to get down to your office to present the award to you. Karen, congratulations as being named our 2023 'Friend of the Municipal Clerks' award recipient.



President Denise Cafone presented Debra Sopronyi, Retired Clerk of Hightstown, with the L. Manuel Hirschblond Distinguished Service Award. Thank you Deb for all your continued support to MCANJ!

## DEBBIE SOPRONYI

### AWARD: MANUAL L. HIRSCHBLOND RECIPIENT 2023

- Municipal Clerk, Hightstown Borough appointed October 2009, Retired August 31, 2021
    - Also served as Purchasing Agent and Registrar
    - Also served as PACO and Insurance Fund Commissioner
    - Borough Administrator, Hightstown Borough appointed 2017
    - Certifications held – RMC, CMC, MMC, QPA, CMR
    - Served as President of GPANJ
    - Served as President – Mercer County Municipal Clerk's Association
    - Helped establish GPANJ Annual Conference (2013)
    - Currently Executive Director of GPANJ
- Works with Timberlake Campground CARES program on Fund-raising projects



Like us on Facebook –Municipal Clerks' Association of NJ  
and visit our website at [www.njclerks.org](http://www.njclerks.org)



# President's Award of Merit

On March 22nd, MCANJ got to do something that is long overdue. We get to recognize and thank a man who has dedicated more than 30 years to the Municipal Clerks' Association of New Jersey and he is - **Joel Popkin**.

Over these years, Joel has never been one to seek the attention or the spotlight. He quietly and professionally has gone about the business at hand. He has been a tireless worker who has lived and breathed MCANJ all these years and we couldn't be more honored to be able to recognize him— in front of his colleagues, his MCANJ friends and even some of his past students.

Joel has served the Municipal Clerks' Association in so many capacities that it's hard to properly recognize all he has done for this Association and the Municipal Clerk profession over these many years.

Had we mentioned all of Joel's accomplishments over his tenure, we would have had to extend the conference by a few hours. With that in mind, we decided to highlight some of the most important of them. They are as follows:

- Served on virtually every MCANJ committee – either as a member or, in many instances, as the Chair of that committee.
- Served as a member of the Executive Board from 2000-2005, rising through each position to serve as MCANJ President in 2004
- Joel was the recipient of the 1998 Municipal Clerk of the Year. This award was very much deserved because during that year, Joel worked tirelessly to bring about fair regulations concerning municipal clerk re-certification.
- Since January 1, 2010, Joel Popkin has served as MCANJ's Executive Director. His service during these past 13 years has been nothing less that heroic – after all, he has had to manage, cajole, guide, and yes, occasionally yell, at the many Executive Board members whom he worked with. During that same time, Joel has overseen the MCANJ Budget, all the conference logistics including, but not limited to, hotel, food, registration, entertainment and education. He has made sure that MCANJ continued to put forth the best education conference possible while always keeping a watchful eye on the bottom line.

Throughout Joel's tenure as MCANJ's Executive Director, he has demonstrated time and time again to be a budget guru, a fierce negotiator, a man with impeccable morals and principles, and a fervent advocate for all things MCANJ. Whether Joel is planning for any one of a number of meetings or events or just answering questions from board members or from the over 700 MCANJ members, you can always rest easy knowing that everyone he is dealing with is treated with kindness, compassion and respect. That, ladies & gentlemen, is Joel Popkin.

MCANJ has been extremely lucky to have Joel Popkin as our Executive Director and we are going to miss him, his expertise and his professionalism but know that he has left us in a place that will enable our Association to thrive for many years to come.

With all this said, we cannot let Joel go without recognizing his invaluable contribution over all these years. On behalf of MCANJ, Joel Popkin's was presented with a token of appreciation for all he has done and all he has meant to the Municipal Clerks' Association of New Jersey.

Each year the President of MCANJ gets the opportunity to present an award known as the President's Award of Merit. NOT ANY MORE! From now on – that very award will be known as the **JOEL POPKIN PRESIDENT'S AWARD OF EXCELLENCE**.

**JOEL POPKIN – YOU ARE ONE IN A MILLION AND WE WILL MISS YOU.** Now go and truly enjoy retirement with Linda, your family, and of course, your dog Coco but not until December 31<sup>st</sup> (which is Joel's official retirement date).



## Joel Popkin Presidents Award of Excellence-Elizabeth Fritzen

Elizabeth J. Fritzen began her employment with the Township of Maplewood fresh out of college with a degree in Urban Outdoor Recreation and Health. Elizabeth was hired by the Township of Maplewood in the Recreation Department as Program Supervisor and Senior Citizen Coordinator in August 1979 and remained in the position until May of 1988, when she was appointed Maplewood Township Clerk.

Elizabeth “Liz” as her friends call her, has held the position of Township Clerk for Maplewood for 35 years. In that time, she had obtained professional certification as a Municipal Clerk (RMC), Certified Municipal Clerk (CMC) and Certified Municipal Registrar (CMR).

Consistent with her passion to serve the community as a Municipal Clerk, Liz has also devoted herself to emergency medical services and saving lives. She is a New Jersey Certified Emergency Medical Technician (EMT) and an active volunteer and riding members of the Springfield First Aid Squad. Liz first joined the squad as a high school senior in 1974. She has held the position of Captain on the squad for 22 years and has been President for over 20 years. Liz Fritzen has served the people of Springfield for almost 50 years as a volunteer EMT.

Liz Fritzen was recognized by the Municipal Clerks Association of New Jersey for the enthusiasm she brings to the role of the Municipal Clerk, and was honored as the MCANJ Member Spotlight recipient in January 2016.

Liz’s commitment and dedication in promoting, the position of “Municipal Clerk” outside of the scope of her normal duties and responsibilities and serving the Municipal Clerks’ Association of New Jersey and the Essex County Municipal Clerks’ Association is quite commendable.

Liz is humble, wise and selfless. Her unyielding enthusiasm and devotion towards serving the residents of Maplewood and her fellow clerks, has earned her tremendous gratitude and the utmost respect of her fellow Municipal Clerks, elected officials, members of the community and co-workers, just to name a few. All of these attributes, along with her perpetual optimism, warmhearted nature, friendly and sparkling personality inspires all those around her.

It is for these reasons I would like to award Elizabeth J. Fritzen with the “Joel Popkin Presidents Award of Excellence” this year. It has been an honor and a privilege to not only know you Liz but to call you my friend.



## Joel Popkin Presidents Award of Excellence-Chris Durkin



President Denise Cafone presented the 1st Ever Joel Popkin President's Award of Excellence to 2 recipients: Elizabeth Fritzen, Maplewood Township Clerk (pictured above) & Christopher Durkin, Essex County Clerk (pictured left & right).





# 2023 MCANJ CONFERENCE



Monmouth County



Bergen County



Essex County



Middlesex County



Burlington County



Bergen County



Mayor of Atlantic City, Marty Small, Sr. welcoming the Municipal Clerks' Association of NJ to the Hard Rock Casino & Hotel to his hometown & honoring Paula Gelati (pictured below) who is the Municipal Clerk of Atlantic City.



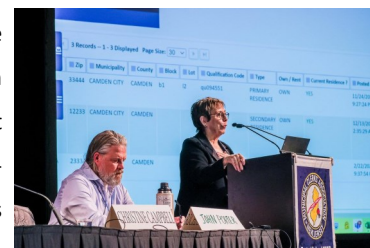




# 2023 MCANJ CONFERENCE



Welcome to the annual MCANJ Education Conference, "It's a Small World, Continuing our Education Together". I hope you are all looking forward to the diverse selection of classes the Conference Committee has planned for you. In addition to RMC credits we are also proud to offer CMC, MMC and Registrar credits. I would like to take a moment to thank my Conference Co-Chairs Kim-Marie White and Vinny Buttiglieri along with the Conference Committee for all their hard work in putting together one amazing conference. I encourage you all to take advantage of the many opportunities to network with not only the exhibitors but with your fellow clerks. Take a moment to meet someone new, it never hurts to make a new friend and colleague. This year there are 50 1<sup>st</sup> time conference attendees, as President I am thrilled to welcome you aboard. Also, in attendance this week are 15 newly Certified Municipal Clerks. We can all speak to what an accomplishment this is and we congratulate you and wish you success as you begin your career. Our keynote speaker Ty Bennett, is a best selling author who is an expert in leadership and service, which is the essence of the Municipal Clerk. A fresh voice with a fun and engaging style which I am sure you will enjoy. As the week goes on I hope you will learn new ideas, meet new people and bring back innovative and new connections to your municipalities. So now lets get this conference started!







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# GET INVOLVED WITH MCANJ

If you are not involved in the MCANJ and want to be, please consider joining a committee that might be of interest to you. Below is a list of committees along with descriptions of the functions and responsibilities, so please take a moment to review and contact me relative to any you wish to join. Thank you!

Michele Bobrowski-[1VP@mcanj.us](mailto:1VP@mcanj.us)

The following shall be a list of the Standing Committees:

- Constitution and Bylaws
- Education Conference(s)
- Elections
- Fundraising
- Information Technology
- Legislative Committee for Laws Pertaining to the Municipal Clerks' Profession
- Legal Defense Fund
- Manual Review
- Membership/Peer Alliance for Learning (PAL)
- Professional Development/Mini Conference Committee
- Public Relations
- QUILL
- Resolutions
- Scholarship

Functions and Responsibilities of Standing Committees.

- The Constitution and Bylaws Committee shall recommend to the Executive Board any amendments to the Constitution and Bylaws.
- The Education Conference(s) Committee shall, in conjunction with the Executive Board, coordinate the programs and events at the Education Conference or Conferences as the case may be, and shall contact the appropriate committees in such effort.
- The Elections Committee shall examine and evaluate the statutory requirements governing elections as well as any proposed changes in election law and make appropriate recommendations to the Executive Board regarding same.
- The Fundraising Committee shall plan and implement fundraising programs for the benefit of the MCANJ. Shall conduct appropriate 50/50 events as determined by the Executive Board. One Committee member shall be identified as the Raffle representative to LGCCC. At the Transition Meeting of each year, the Executive Board will determine where the proceeds from the raffles should be directed. By vote of the Executive Board, the MCANJ may advance funds to this Committee for fundraising activities with reimbursement to the MCANJ Treasury from the fundraising proceeds, with primary consideration given to the Legal Defense Fund and the Scholarship Fund.



## GET INVOLVED WITH MCANJ-continued

- The Information Technology Committee shall provide and review information shown on the MCANJ Web Page and other Association authorized social media. In addition, the Information Technology Committee shall advise the Executive Board of other means of technology useful to the Municipal Clerk. This may include, but not be limited to, an Annual Information Technology Expo and/or assisting with soliciting persons versed in technological hardware, software, peripherals and other technological devices useful to the Municipal Clerk for the Education Conferences.
- The Legislative Committee for Laws pertaining to the Municipal Clerks' profession shall monitor and review all proposed legislation that may directly affect the Municipal Clerks' profession. Shall review pertinent decisions of the Government Records Council regarding the Municipal Clerks' responsibility in complying with the Open Public Records Act and amendments and supplements subsequently enacted thereto, and report back to the Executive Board with their findings and recommendations on a regular basis. Shall offer practical recommendations to the Executive Board regarding problems that have been encountered or other foreseeable problems that may be expected in order for Municipal Clerks to comply with OPRA as well as any pertinent issues dealing with records management. One Committee member shall be identified as the MCANJ representative to the Government Records Council.
- The Legal Defense Fund is available by private subscription of the membership for their benefit and is established for financial and legal assistance to its participating members. The LDF Committee shall solicit membership and through its own Constitution and Bylaws oversee the operation of said Fund. The financial records of said Fund are maintained by the Executive Director. The Executive Board shall hear appeals sent to it by the LDF pursuant to the LDF Bylaws and the Executive Board shall establish rules and procedures for same.
- The Manual Review Committee shall be charged with the annual review and publication of updates for the Municipal Clerks' Desk Reference Manual.
- The Membership/Peer Alliance for Learning Committee shall be charged with the duty of securing and maintaining the enrollment of all Municipal Clerks, County Clerks and the Clerks of the Boards of County Commissioners in the State of New Jersey. It may be designated further as Membership-North, Membership-Central and Membership-South, at the discretion of the President and shall be responsible for promoting a mentoring program between newly appointed Municipal Clerks and experienced Registered Municipal Clerks to facilitate the training and education of new members.
- The Professional Development/Mini Conference Committee, in cooperation with Rutgers, shall provide education opportunities required to achieve the certification and recertification of Registered Municipal Clerks. One Committee member shall work in conjunction with the conference committee in preparation of the education program for the Annual Education Conference. Shall prepare and implement programs addressing the managerial and administrative skills necessary to meet the professional image of Municipal Clerks.
- The Public Relations Committee shall plan and organize the Booth at the Annual League of Municipalities Conference, as well as, the information Booth at the Spring Education Conference. Additional duties include hospitality at all MCANJ events.
- The QUILL Committee shall publish the official newsletter of the MCANJ four (4) times a fiscal year, .

## GET INVOLVED WITH MCANJ-continued

- The Resolutions Committee shall prepare and present at the Annual Meeting, resolutions recognizing those Municipal Clerks who have retired or passed away since the last Annual Meeting, as well as, present any resolutions passed by the County Associations requiring action by the membership. It shall also present appropriate resolutions of recognition and service to Associations or individuals. Resolutions shall be provided to the Secretary for inclusion in the minutes of the Annual Meeting.
- The Scholarship Committee shall award financial assistance to deserving Municipal Clerks , Deputy Municipal Clerks and Affiliates for courses required for certification and recertification as Registered Municipal Clerks and who are paid members of MCANJ. The Executive Board may award stipends to any Committee Chairs, as deemed appropriate. These stipends shall be approved by Resolution of the Executive Board and stipulated in the Budget for the year.

I want to get involved!!

Name: \_\_\_\_\_

Township: \_\_\_\_\_

Email: \_\_\_\_\_

Phone: \_\_\_\_\_

Committee(s) I'm Interested in:

1.) \_\_\_\_\_ 2.) \_\_\_\_\_ 3.) \_\_\_\_\_

Please return to: Michele Bobrowski, 1st Vice President-MCANJ  
Alexandria Township  
242 Little York-Mt. Pleasant Road  
Milford, New Jersey 08848



## Some more MCANJ Conference photos





# INCOMING PRESIDENT MICHELE BOBROWSKI REMARKS

I'm excited to be serving as your MCANJ President for the 2023/2024 year. For those of you who may not be familiar with who I am, let me introduce myself to you before I talk to you all about my hopes and goals for MCANJ for the upcoming changing of the guard:

- I've been serving in Municipal Government for over 28 years and have seen it all.
- Started my career in Edison Township after earning my college degree as a paralegal. I worked in the building department for Edison Township just shy of 9 years until the arrival of my second child and stayed home with my kids for about two years until I went back to work part-time.
- My husband and I moved to Alexandria Twp. in 1999 & we had no idea where our realtor had taken us. All I knew when we began our house hunting before we got married was he wanted property. We started looking around the Round Valley area and somehow landed 45 minutes farther west from there. Who would have ever guessed I would end up working for Alexandria Twp. down the road and here I am 18+ years later.
- Was hired in 2006 as the Technical Assistant to the Construction Official and Registrar, in Alexandria Township, and then became Municipal Clerk in 2013 and appointed the Township Administrator in 2016.
- Earned my CMC in 2018
- Earned my Certified Public Manager Certification and Mini MPA in 2019 with Rutgers University
- Earned my MMC in 2021 and my Athenian Fellow and Facilitator in 2021 as well thanks to COVID and Zoom.
- Have attended every MCANJ conference since I have become a Municipal Clerk and began attending IIMC Conferences in 2018. I have seen my fair share of do's and don'ts when it comes to conferences; what attendees are receptive to, and what they are not-I have watched and observed. I have been told by many that party planning is what I should do since I love organizing events down to the littlest detail where it's very OCD. Denise can attest to this as I have driven her crazy over the past few months with texts and emails of photos or ideas for her conference. Sometimes overstepping, but not intentionally, it's the Martha Stewart in me trying to help out.
- Was the President of the Hunterdon County Clerks' Association for 7 years.
- Quill Editor going on 7 years. Have had a unique perspective as the Quill Editor watching the Executive Board prior to my serving and have found being on the Executive Board helpful as well since I have had an inside view of what needs to be done and put in each edition. This year, I will be leaning on Dale Forde of Cedar Grove and Gail Rulli of Franklin Lakes more to help me get through the year, Dale has assured me that she is there for me every step of the way. She has been my biggest supporter and cheerleader throughout my start as the Quill Editor and while I've been on the Executive Board and I can't thank her enough for her friendship and assistance.
- Stepped onto the Executive Board due to there not being any Secretary nominations due to a withdraw and I saw the Executive Board was in a jam while attending an Advisory Board Meeting as the Quill Editor and good ol' Michele raised her hand and said, "I will help you all out", not knowing what I was fully getting myself into literally.
- Have two children in the military. My daughter Sarah, is an Officer in the Marines currently stationed in Japan and my son is in the Army heading out to Montenegro in May. I have appreciated all the cards and emails from my fellow Municipal Clerks during my children's service to our Country and it's been very humbling and much appreciated. I know both would have loved to have been here tonight to support me.
- While my son has attended the University of Maine, I have fallen in love with the State and that is where my soul belongs. My family and I almost moved there 2 years ago due to my husband retiring and I almost had to step down from the Executive Board due to the move, but have remained steadfast to my commitment to all of you and will ride out my term. After this, sky's the limit to where my journey will go.

# People Page-Continued (continued from page 8)

## MORE RETIREMENTS



Hopewell Township Municipal Clerk Laurie Gompf retired on January 31, 2023 after 16 years of service to the Township. Elected officials and current and former co-workers gathered to celebrate her and her years of commitment to the Township and its residents. A Joint Legislative Resolution by Senator Shirley Turner and Assembly Members Verlina Reynolds-Jackson and Anthony Verrelli that paid tribute to her was read by Township Committee members David Chait and Kevin Kuchinski.

Congratulations to Hasbrouck Heights Borough Clerk/Administrator Laurie Varga on her Retirement.



Congratulations and thank you to Kathy VanSchoy for 30 years of service to Paulsboro -- wishing you a very happy retirement!



Past and Current Municipal Clerks at Eileen Gore's Retirement Dinner in Hamilton, New Jersey.

Congratulations to Anne Michelle Sery on being appointed Acting Borough Clerk for Hasbrouck Heights!

Congratulations to Princeton Municipal Clerk Delores Williams on the Announcement of Her Retirement!



## CONDOLENCES



Condolences to the Family and Friends of former Eastampton Township Clerk Kathleen P. Warner on her recent passing. She was 79 years old.



## More News/Updates/Transitions



Congratulations to Sean Gallagher on his Reappointment as the City Clerk of Jersey City!



Past President Kim-Marie White is a 1st time "G-Ma". Greyson Reese White born to Kyle White and Bianca Bulicki on 11/11/22 at 8:12 A.M. 20 inches and 7 pounds 1 ounce. Congratulations to everyone!!!



The Township Committee of Township of Toms River swore in new Municipal Clerk Michael Cruoglio at their Reorganization Meeting on January 3, 2023. His mother Charlene Cruoglio held the bible as Township Attorney Anthony Merlino, Esq. administered the Oath of Office.



## INCOMING PRESIDENT BOBROWSKI REMARKS (continued)

- Love a good yard sale/flea market & love to repurpose items. Pinterest is the devil and my husband gets nervous when he sees me head his way to his garage after a day of yard sale shopping and my cell phone in my hand with my Pinterest app opened to show him what I would like to “help him” make for me. He is a great sport and his final products are always masterpieces.
- Love photography & scrapbooking-have a whole room in my house devoted to both which is my sanctuary. I hope my kids each have large homes when I pass on their scrapbook collections to them because I averaged about 3 per year since they were born. I’m the crazy tourist who saves every little item from a visit from the toothpick to the popcorn box-its made its way into a scrapbook and I don’t even want to know what I have spent at scrapbook expos for every life event sheet of paper/sticker to add in each album.
- Love to travel and the grass does not grow under my feet, for those who follow me on Facebook know I don’t sit still and am always on the go from camping to sightseeing. I’m the person you do not want to travel with on vacation if you want to relax. I have a itinerary for everyday I’m away and its not been a good day without popping aspirin because you are limping back to the hotel from walking too much that day. Even going to the IIMC conferences, I arrive at least two days before to hit the sights before the conference-Susan Jackson, Tammy Brown, and Kim Marie White have all been on one of my tour guide expeditions. A day trip is nothing when you need to drive 3 to 4 hours to get there and to turn around later that day as long as I banged out my sightseeing list for that particular trip. There is a great big world out there to see. I don’t have time for Netflix-sorry. I have scrapbooks to make.
- I’m going to tell you how I feel about something, I do not have a filter and I do not sugar coat anything. You either love me or hate me for it, its who I am and am very honest and passionate in how I feel about something.
- Love to read and average about 2 books a week-yes there are some nights I can’t put a book down and before I know it I’m getting 2 or 3 hours of sleep before having to get up for work.
- Am a true crime junkie-can binge watch Dateline, classic police shows like Matlock and In the Heat of the Night, listen to podcasts, and read about crime stories all day and night long.
- Have terrible addictions to Home Goods, TJ Maxx and Macys- can spend hours in these stores if left on my own in them. There is just so much to take in and not enough hours in a day.

So that is a little bit about me or a little to much (lol) for those who did not know much about me or my background and with all that said,

None of us in this room ever grew up saying our dream job was going to be that of a Municipal Clerk. I never wanted to be a Municipal Clerk, literally. I refused the offer twice from my mayor when our Township Clerk of 30 years was retiring and worked out of a room off of her kitchen-yes, we had no Municipal Building and the Clerk worked out of her home, I won’t even tell you my office conditions at that time, but if by telling you on my 1<sup>st</sup> day of work with Alexandria Twp. a local farmer came in asking if I had seen any ghosts yet that day and proceeded to tell me all about the murder/suicide that took place in the empty farmhouse I worked in that should have been a warning sign of my future employment with Alexandria Township-I’m not joking-lol. Hell no! I did not want to be a Municipal Clerk. I thought my Mayor was crazy for even asking me. I sat and listened to my former Municipal Clerk on car rides to classes with the other Municipal Clerks now all retired from Hunterdon County, tell me how terrible the Municipal Clerk test was, how no one ever passes it. I thought to myself in those car rides, “Who would torture themselves like that?” I was content as I could be as the Technical Assistant to the Construction Official and Registrar.

# INCOMING PRESIDENT MICHELE BOBROWSKI REMARKS

Because of my multiple refusals to accept the Mayor's offer to be appointed as the Municipal Clerk, they appointed Miss Cathy Reese, the Township had no idea what they had in store for themselves when Cathy walked through those doors-not one ounce of government experience, she moved from Florida to New Jersey and would just look at me when I told her, "Because that's the way things are done in government" when she didn't understand the rationale in something we did that was so ridiculous because isn't that how we do things? Cathy was instrumental in Alexandria Township setting up our "1<sup>st</sup>" Official Municipal Offices and she too did not take any nonsense; I had a good teacher. I sat back and watched Cathy take one Clerk class after another and fly through them. I was pretty impressed and amazed if I may say so myself. Then came her exam-I was afraid for her, she was not fazed the least. She took that exam like she owned it, but she was a nervous wreck until she got her results. When she passed, I was like, "I'll be damned, people do pass the test". Cathy persuaded the Township Committee that she needed a "Deputy Clerk", and worked her charm on me to say I should become her "Deputy Clerk" for when she was out of the office or on vacation. She then encouraged me to take the Municipal Clerk courses and had me step out of my comfort zone. I learned from this experience that if you don't get out of your comfort zone, you don't know what you are capable of doing. Cathy pushed me out of mine, and I will be forever grateful for her for that. I'm not sure how your journey led you to be in this role, but you should be proud of yourself for the hard work it took to get where you are. For those that are here this evening as newly pinned RMC's you should be extremely proud of yourselves. It was not an easy road. There were many sleepless nights and sacrifices to study for that dreaded exam. The exam is not a joke and it is not easy. There are so many who do not pass it. I see the emails being on the Executive Board and my heart goes out to those individuals.



December 9, 2012, is a date seared in my memory. It's the date I received an email from then Director of the Division of Local Government Services, Dan Kaminski regarding my test results. Who sends an email like that to someone before the holidays?? I was afraid to open that damn email. Opening that email and seeing the 1<sup>st</sup> word of "Congratulations", let me tell you, I don't know what noise I made but I was so excited and crying-Cathy came running out of her office to see if I was ok. I told her I had passed my exam and that I could not believe it. Cathy turned to me and said, "See, you were so worried you wouldn't pass and you did it, Congratulations!" and "It's a good thing you passed because I'm going to be putting my two weeks' notice in because I was hired for another Township." The rest is history. Cathy and I attended my 1<sup>st</sup> MCANJ conference 10 years ago this year at the Taj Mahal together, John Mitch was the President, had my cellphone stolen (I do not recommend that because there is not a Verizon store near Atlantic City, well not in 2013 anyway ). I received my RMC pin and got my photo taken with my fellow Municipal Clerks. I have that photo hanging in my office to this day-who knew animal print would still be in fashion 10 years later too-lol. Three months after being in my role as the Municipal Clerk of Alexandria Township, sweet little Karen Dysart of Milford Boro called me up one day asking me if I would be interested in serving on the Hunterdon County Clerks' Association as the Vice President. I asked her what would I be expected to do exactly being that I was a new Clerk and learning the role still myself I did not know if I would be the best candidate. Karen said, "Michele, you don't have to worry about nothing. The VP doesn't do anything. You would only need to step in when the President is not available." I thought, how easy is that.



## INCOMING PRESIDENT BOBROWSKI REMARKS (continued)

Well, I attended my 1<sup>st</sup> meeting then at the next quarterly meeting the President announced she had to step down and I found myself six months in as a new Municipal Clerk and the President of my County Clerk Association. I took on the challenge and for 7 years I was honored that my fellow County Clerks believed in my leadership during that time. All of us to this day have become sisters, a 2<sup>nd</sup> family and are always there to help one another, no matter the circumstance. I've been blessed to have such an amazing network of fellow Municipal Clerks along with an amazing County Clerk in Hunterdon County who embraced me right out of the gates. We all have grown together, professionally and personally, through the years. I don't know what I would have done without them all.

I've always been one to raise my hand to say I can help—it's how I landed on this stage tonight. I have joked around saying that my next tattoo will say "sucker" because I never say "no" no matter what is asked of me. But, I'm not a sucker. All those times I have raised my hand to say I can help, I have made friendships, networked, gained trust, gained confidence in myself, have mentored others, and lead by example whether as a Girl Scout leader for my daughter's troop, a cheerleading coach for her squad (it's where I get my pep and I don't even drink coffee), a room parent for my kids, volunteering in a Township or County community event, a County President, to a MCANJ Executive Board member. Saying I can help you, has been so rewarding and fulfilling, and has inspired others to step up to do the same.

I speak to you all tonight as I see two shifts in our Association coming up in the next few years. We have a large group of newer Municipal Clerks who will be looking for advancement and we will have seasoned Municipal Clerks who are looking forward to retirement hopefully or spreading their wings to something more after a long career as a Municipal Clerk. I'm seeing this shift in the next 5 years or so as many of us in this room tonight will be those looking at retirement or on to the next big thing in our journey of life. The last few conferences we saw themes of "team", "network", etc. All of those are great....we always need to rely on one another to bounce off a question or ask for help. We meet people from all over the State and even out of State who we network with and you never know when you need help from them or when you will run into them on the off chance on something, but there are times that you need to focus on you. You need to make yourself better. You need to invest in yourself and for your family.

For those that are here this evening who received their RMC pins today, again I congratulate you on your accomplishments as you move forward on your new journey as a Municipal Clerk. On Monday, when you go into the office, you are going to go on the IIMC website. You are going to become a member, then you are going to fill out the application to apply for your CMC because why? Because it takes time on that journey and why should you not be putting CEU's you are earning to renew your RMC towards a CMC or an MMC? That CMC or MMC could be the step up to land you a better position in another township if you need to move on, maybe you need to move out of State due to a partner or a spouse getting transferred—that CMC or MMC is moving with you. You may not get a raise earning your CMC or even your MMC from your Municipality, but you are earning something so much more. You are earning self-worth, self-confidence and leadership skills. You are bettering you! You don't know where your life journey is going to take you, and you need to be career prepared. My 1<sup>st</sup> year as Municipal Clerk, I joined IIMC and started applying my CEU's to my CMC. It's one of the best decisions I have ever made career wise and it will be yours as well. No, I'm not a spokesperson for IIMC or running for any type of office for IIMC as retirement is on my horizon, as is other opportunities after my municipal career here in NJ. Everyone in this room can do better to excel themselves and almost 100% of this room should all be CMC's with all the conferences, years of experience, etc. under their belts. Currently there are only 94 CMC's in NJ and only 23 MMC's—that is out of 564+ Municipal Clerks alone. The State of California has 588 CMC's and 174 MMC's, Florida has 417 CMC's, North Carolina has 271 CMC's. Do you love the Outer Banks? You retired there and now are going crazy because you are bored—guess what? Had you gotten your CMC or MMC while working in NJ- you could be applying for a position even part-time at Kill Devil Hills in the Municipal Clerks' Office. How cool would that have been? The CMC and MMC certifications carry over to any State in the Country. Many, if not most, require them to get any job as a Municipal Clerk out of State. I know trust me, because I have a husband counting down when I can retire. For those of you sitting there tonight saying the heck with that, I'm getting ready to retire—guess what? What do you have to fall back on if you retire?

## INCOMING PRESIDENT BOBROWSKI REMARKS (continued)

You are looking to get back into the work force part-time after a few months home after retirement along with the rest of the Municipal Clerks who retired along with you because you can't take another episode of the Price is Right or Judge Judy-the most qualified are who are going to get hired. Are you looking to retire out of State and love your job currently as a Municipal Clerk, why discredit your skills and worth. Yes, the paperwork looks daunting but trust me, its not bad at all-save your CEU's, your certificate's and you are on your way. There are scholarships out there and almost all your municipalities are going to pay towards your memberships. If you ever need IIMC assistance Diane, our Region II Director and Vinny our Asst. Executive Board Director can assist you too.

No, I didn't seek to become a Municipal Clerk. The position sought me multiple times and I can't picture myself working in another field. Where else can you go to work with a goal of what you want to accomplish in a given day and at the end of that day know you didn't do a darn thing you set out to do because you put out fires all day on other pressing issues? Where else can you go to work and not know what will come your way? Every day we face a new adventure. The work of a Municipal Clerk is never a dull moment and I find myself countless times telling myself that you can't make some of the stuff up that I see walk through my door. Where else can you go to work and know you never leave your office on time? I have no idea what a lunch is break is, and I'm really a brunette but have become a blonde to cover the grey that comes from all the fun that comes my way & to see if blondes really do have more fun.....the verdict is still out on that. Where else can you go to work and have this much fun? We need to keep a lid on how amazing our jobs are as a Municipal Clerk!

I'm going to tell you all in closing what I told my daughter the night she talked to my husband and I before leaving to go back to college for her last semester before graduating. She wanted to apply for Officer Candidate School with the United States Marine Corp-my daughter is 5'4" would remind you of El Woods from Legally Blonde, her favorite color is hot pink and favorite designers are that of Vineyard Vine and Lily Pulitzer. She is standing in front of my husband and I telling us this, but I know as well she has played lacrosse in college for 4 years, is super athletic, and thinks running 6+ miles a days is fun. She can do this if accepted. We told her to follow her dreams, to push herself to be the best version of herself and never settle for something unless it makes her happy. You always deserve better, never settle.

That is what I want for you all. I want you to climb those mountains throughout your career to make yourself better than the next person. Put yourself out there. Step out of your comfort zone and challenge yourself. You never know where your life journey is going to take you. You only get one life in this world. You get no do overs. For the 2023/2024 year I want it to be your year of self-reflection, self-inspiration, taking risks and taking chances to better yourself. We are all going to do that together. We are going to watch and encourage each other to climb new heights along our way.

I look forward to helping you all climb to those new heights in your career in the upcoming year. Thanks for listening-Michele  
"Life is our resume. It is our story to tell, and the choices we make write the chapters." Thank you for taking the time and your patience in listening to me as I know you all love speeches





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**Articles for submission should be prepared in Microsoft Word, using Calibri 10-point font.**