

## Report of the Executive Director - 2019

1  
2  
3 In 2019, HDA will host two House of Delegates in one calendar year but there was a lot going  
4 on, in between. The January 2019 House Meeting set the stage for a busy and productive  
5 2019, including a few activities that required us to be nimble. I won't go into details into the  
6 various programs and work, as you'll see these reports included in the House Handbook but  
7 one thing's for sure: the changes we underwent in 2019 generated some interesting  
8 conversations and decisions this year.  
9

10 Although we were pleased to have hosted ADA and our mainland colleagues last October  
11 2018, we had to adjust our April 2019 CE program, not just to a smaller and more modest  
12 size, but with a new events management company. That allowed us to support a local  
13 company, and in the end, to work more efficiently and in a more cost-effective manner. The  
14 Convention program is now working diligently to get us back to our usual programming and  
15 mode for 2020.  
16

17 We are halfway through our Strategic Plan so the Board will refresh and revise it in 2020 for  
18 the next three years' plan. It has guided the creation of several programs, and I'm looking  
19 forward to what the next plan will bring, including addressing our growing needs which  
20 would be complimented by our revised staffing structure.  
21

22 In the meantime, we are kept busy not just with our mission work, but the building continues  
23 to be a hot topic. We will end the year as we began – with one tenant and two empty suites.  
24 But we have signed on with a new property management company who has been hard at work  
25 advertising and showing our suites. That, coupled with our Building Task Force's work to  
26 upgrade the aesthetics of the building, are our continued strategies to seek suitable tenants.  
27

28 However, as we created our 2020 budget for your review, we were faced with the reality of  
29 the building's lack of revenue and ongoing costs. Regardless of suites being filled or not, we  
30 remain responsible for building costs. With the combination of two empty suites (one of  
31 which is the largest suite) and projected shortfalls on the 2020 Convention and member dues,  
32 we are heading into 2020 with a deficit of \$165,000. The Board of Trustees and programs  
33 have reviewed the deficit and will offer additional adjustments at the House; however, the  
34 deficit will remain. I will look to the House to determine a course of action to remedy the  
35 deficit that takes into account resources needed to continue focusing on our mission.  
36

37 This is not a cause for alarm though. The HDA was granted a clean audit by our auditors and  
38 we have been exercising fiscal responsibility on organizational expenses. But this is an  
39 opportunity for our leadership to consider structural and cultural changes to our programming  
40 and to our organizational environment – changes that should parallel the changing landscape  
41 and economics of organized dentistry and our membership.  
42

43 My sincere appreciation to our leadership, members, our partners, and staff for a very  
44 productive year. I'm looking forward to what more we can do together, in 2020, for the oral  
45 health state of our patients and for our profession.  
46

47    Respectively Submitted,  
48  
49  
50    Kim Nguyen, MSW  
51    Executive Director