



Agenda

IMPACT Annual Conference

September 17 – 18, 2026

Horizon Convention Center

401 South High Street

Muncie, IN 47305

Day 1 – Thursday, September 17, 2026

8:00 a.m. – 8:30 a.m. Breakfast & Registration

8:30 a.m. – 9:00 a.m. Welcome & Introductions

9:00 a.m. – 10:00 a.m. **The Performance Management Process**

Alona Bahler, SHRM–SCP, SPHR, Sr. HR Consultant, New Focus HR

10:00 a.m. – 10:15 a.m. Break

10:15 a.m. – 11:30 a.m. **SBOA Best Practices for Municipal HR**

Elise Bowling, Attorney, State Board of Accounts

Beth Goss, Government & Technical Assistance & Compliance
Director, State Board of Accounts

11:30 p.m. – 1:00 p.m.	Lunch & Sponsor Demos
1:00 p.m. – 2:00 p.m.	Opening the Martinsville Municipal Health Center City of Martinsville Morgan County Proactive MD
2:00 p.m. – 2:15 p.m.	Break
2:15 p.m. – 3:15 p.m.	“Who Asked You, Anyway?” Reframing How We Think About Feedback Whether on the delivering or receiving end, feedback is a double-edged sword—essential for growth, yet often challenging to navigate effectively. "Who Asked You, Anyway?," explores some of the barriers we face when trying to offer constructive insights and why it's tough to accept input, especially when it's unsolicited or difficult to hear. Through engaging discussion, recognizing common feedback faux pas, and exploring strategies to improve the feedback process, participants will be equipped with practical skills to deliver and receive feedback with confidence and professionalism, even in challenging situations. Julie Wright, Speaker, Work in Progress HR Consulting
3:15 p.m.	Closing Remarks & Adjournment
5:15 p.m. – 7:15 p.m.	Museum Tour, Minnetrista Museum & Gardens
7:30 p.m. – 9:30 p.m.	Dinner

Day 2 – Friday, September 18, 2026

8:00 a.m. – 8:30 a.m.	Breakfast & Registration
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8:30 a.m. – 9:00 a.m.	Official Business Meeting
9:00 a.m. – 10:15 a.m.	Employment Law and the OBBB Amy Adolay, Partner, Krieg DeVault LLP Kendall Schnurpel, Of Counsel, Krieg DeVault LLP
10:15 a.m. – 10:30 a.m.	Break
10:30 a.m. – 11:30 a.m.	Sexual Harassment in the Workplace Blake Burgan, Partner, Taft Law
11:30 a.m. – 1:00 p.m.	Lunch & Roundtable Discussion
1:00 p.m. – 2:00 p.m.	AI and the Future of Municipal HR Colin Stauffer, Partner, Big Impact Group
2:00 p.m. – 2:15 p.m.	Break
2:15 p.m. – 3:15 p.m.	The IM'Perfect Leader Mitch Isaacs, Executive Director, Shafer Leadership Academy
3:15 p.m.	Closing Remarks & Adjournment