



100 South Washington Street, Rockville MD 20850, USA; Phone: +1-240-778-6790; Fax: 240-778-6112; www.IFDH.org

IFDH House of Delegates 2024 Business Meeting

MINUTES

Sheraton Grand Incheon Hotel, Incheon, S. Korea
July 9-10, 2024

Tuesday, July 9

1. Welcome & Call to Order: Wanda Fedora, *President*

Meeting was called to order July 9th, 2024, 9:00 am, Sheraton Grand Incheon Hotel, Incheon, South Korea. Wanda welcomed all delegates, observers, and interpreters, and thanked them for making the effort to be here.

Roll Call and Certification of a Quorum: Sharon Friedman Yaniv, *Secretary*

- A quorum (more than 50% + 1 of the country memberships) was present with 19 of 30 countries in attendance.
 - For a vote to be passed, the vote would need to be equal to or exceed 50% + 1 of the full number of eligible voters attending. There are 29 eligible voters present, therefore for a vote to pass requires 16 or more in favor.
- Countries attending: Australia, Belgium, Canada, Czech Republic, Denmark, Germany, Ireland, Israel, Italy, Japan, Korea, Lithuania, Netherlands, South Africa, Spain, Sweden, UAE, United Kingdom, USA (Including Australia as an Affiliated Member - DT organization = 20)

Apologies for Absence: Sharon Friedman Yaniv, *Secretary*

Member Associations: Austria, Finland, Latvia, Malta, Nepal, New Zealand, Norway, Portugal, Russia, Slovak Republic, and Switzerland sent apologies.

2. Agenda: Wanda Fedora, *President*

a. Adoption of the Agenda

Motion to adopt the agenda was proposed by President Fedora and seconded by Tammy Fillipiak (USA).

The agenda was adopted.

b. Rules, Privacy & Conflict of Interest:

- The meeting was declared a “closed” meeting, and attendees were instructed to not share proceedings on social media. Observers have no vote and must leave during financial reports.
- Use of photos by IFDH is allowed as agreements were signed by all attendees. No photos or recordings of internal information or of discussions permitted.
- Conflict of interest: The COI form was completed and signed by all Board members, delegates, and observers.

3. Appointments: Wanda Fedora, *President*

Tellers: Elaine Johnson (South Africa) and Doris Voortmans (Belgium) were appointed to count ballots and votes.

Minutes Review Committee: The Minutes of the meeting will be compiled by Secretary Sharon Friedman Yaniv and reviewed by President Wanda Fedora, President-Elect Jill Rethman and Executive Director Peter Anas. Delegates Francine Trudeau (Canada), and Rhiannon Jones (UK) were appointed to the Minutes Review Committee to provide final oversight and ensure accuracy.



100 South Washington Street, Rockville MD 20850, USA; *Phone:* +1-240-778-6790; *Fax:* 240-778-6112; www.IFDH.org

4. Approval of 2022 Minutes: Motion is made and seconded by two delegates who were present at that meeting followed by a vote of only those present at the meeting in question.

Motion to approve the minutes of the 2022 House of Delegates meeting held in Malahide, Ireland was proposed by Elisabeth Gregersen (Denmark) and seconded by Miranda Steeples (UK).

The Minutes were approved.

5. Board of Directors Reports:

a. President's Report: Wanda Fedora, President

President Fedora highlighted the success and progress of the Board's activities over the past two years and opened the floor for any questions regarding the report. The following activities were highlighted:

- An orientation session for the new Board of Directors was held in September 2022, allowing members to understand their roles and duties.
- A joint statement was developed with the European Dental Hygiene Federation on the World Health Organization's Oral Health Action Health Plan.
- A new IFDH website was officially launched in November 2022.
- A new budget was implemented in January 2023. An updated strategic plan was developed during the March 2023 Board meeting in Cologne, Germany.
- Updated the Code of Ethics and Delegate Guideline documents.
- Held the first interim House of Delegates meeting virtually in September 2023.
- Hosted a successful Global Oral Health Summit virtually in November 2023, with 600 registrants.
- Released the first White Paper in collaboration with Procter & Gamble, based on survey data from member countries.
- Committees worked diligently throughout the year on awards, research, social responsibility, education, and global oral health initiatives.
- Participated in various international conferences and summits on-line (virtual), including the FDI World Dental Federation Summit on Sustainability.
- Attended the International Dental Show in Cologne, Germany, where President Fedora and President-Elect Rethman met with 21 potential sponsors.
- President-Elect Rethman attended the Alliance for a Cavity Free Future (ACFF) conference. President Fedora attended the American Dental Hygienists' Association's 100th anniversary conference (along with President-Elect Rethman and Secretary Friedman Yaniv) and the Korean Dental Hygienists' Association conference.
- Past President Corrie Jongbloed-Zoet represented IFDH at the Academy of Dental Education in Europe (ADEE) in Europe conference.
- Attended and held a Board meeting in conjunction with the International Women in Leadership Conference in New Orleans.
- President-Elect Rethman, Vice President Eliassy and Secretary Friedman Yaniv attended the 2024 International Women in Leadership Conference held in conjunction with the American Dental Education Association (ADEA) meeting in New Orleans.
- Worked alongside IFDH ED, the Korean Professional Conference Organizer (PCO) and Local Organizing Committee (LOC) on coordinating a successful IFDH Board meeting, HoD Business Meeting and ISDH conference.



100 South Washington Street, Rockville MD 20850, USA; *Phone:* +1-240-778-6790; *Fax:* 240-778-6112; www.IFDH.org

Acknowledgments:

- President Fedora acknowledged the ongoing support from sponsors such as Haleon, Dentsply, Procter & Gamble, Colgate, and Sunstar, as well as the efforts of Peter and the IFDH staff.
- Expressed gratitude to the Board of Directors for their teamwork, support and dedication over the past two years.
- Expressed appreciation to the Korean Dental Hygienists Association for all their hard work and dedication towards making this a successful conference – the first North-Pacific conference in 29 years.

b. Executive Director's Report: Peter Anas, *Executive Director*

The Executive Director expressed gratitude to everyone involved in the preparation of the conference, which has been in the works for two years, especially acknowledging the Korean team for their consistent and calm approach. Thanks were extended to the staff, IFDH Board of Directors, delegates, and members worldwide for their contributions over the past two years.

The report provided an in-depth look at the programs, events, committees, and administrative operations of IFDH. It was emphasized that new delegates should review the detailed report found on the IFDH website to gain a better understanding of IFDH's workings and the staff's involvement. Anas Marketing & Management staff operations highlighted the teams' role in supporting IFDH programs and management.

The Executive Director praised the current Board for their commitment and cohesiveness, noting their ability to discuss issues collectively and reach unanimous decisions.

The office provides the following accounting services every year: prepare the budgets, coordinate the tax filings, coordinate the audit, and prepare invoices for membership. On a monthly basis the office receives, processes, and tracks all types of income. They process payables as approved by the President and Treasurer and produce bank reconciliations and financial statements.

On an ongoing basis, the office coordinates our membership services, invoicing dues, collecting and recording payments, coordinating House of Delegates information such as delegate names and contact, and disseminating information to our delegates for circulation to their member associations. This term, the Executive Director coordinated and attended bimonthly Board meetings.

IFDH Board meeting:

- Bimonthly Zoom meetings, in addition to monthly Zoom topic meetings and ongoing email communications were held to address and resolve various issues.

Membership Growth:

- The individual membership category has grown to 50 members in 2024. However, the Executive Director noted that this is still a relatively low number, likely due to competition with local, state, and national organizations for membership.
- A recent survey of current and past members was completed, with the next board tasked with analyzing the results to improve membership retention and growth.

Association Membership:

- Association membership has lost two affiliate member countries due to consolidation and financial difficulties.



100 South Washington Street, Rockville MD 20850, USA; *Phone:* +1-240-778-6790; *Fax:* 240-778-6112; www.IFDH.org

Financial Management:

- The IFDH has an experienced accountant who has been with the organization for over 20 years. She handles budgeting, dues, sponsorship income and financial reporting, ensuring accurate financial management.
- The Executive Director commended Treasurer Donna Paton for her diligent scrutiny of finances, which helps maintain transparency and accuracy.

Sponsorship Growth:

- Sponsorship income has grown significantly, despite a temporary drop due to COVID-19, sponsorships rebounded to \$131,000 in 2023. However, the projected income for 2024 is \$116,000, reflecting the loss of a major Global Oral Healthcare Summit sponsor.

Marketing and Branding:

- The Executive Director has overseen various marketing initiatives, including the development of a new logo, membership brochure, sponsorship brochure, and website. The website was recently transferred to a new hosting company, with a secure area for delegates and an updated membership database.
- A new international symposium logo has been introduced, designed to eliminate confusion with the acronym ISDH and to give the program a consistent global brand while incorporating local elements for each event location.

IFDH Strategic Plan

- In March 2023, the Board held an on-site meeting where the Executive Director led a strategic planning session. An overview of this plan was presented during the HoD Interim Meeting in September, outlining the strategic direction for the next four years.

Committee Activities:

- The leadership workshop led by Kelli Swanson Jaecks (USA) significantly increased committee activity and effectiveness. Currently, there are nine active IFDH committees.
- The Federation Resource Center has been actively coordinating the addition of materials from member organizations. Members are encouraged to submit brochures on membership, advocacy, and annual programs for inclusion on the website.
- The Dental Therapist Task Force, Education Committee, Global Oral Health Summit, Membership, Research, Social Media, Social Responsibility, and World Dental Hygienist Awards committees have all been diligently working on their respective initiatives.

Program Development:

- Over the past ten years, IFDH has developed six key programs, which have attracted sponsorships and enhanced the organization's offerings.
- Programs such as the Impact Awards, Innovation Awards, White Paper Series, Research Grants, World Dental Hygienist Awards, and Global Surveys have been crucial in promoting international collaboration and sharing of information within the dental hygiene community.
- The White Paper Series has been a significant program, with five papers currently in development, aiming to publish two papers per year.
- The Innovations Award is a newly developed program, requiring significant input and coordination among the Executive Director, the Board, and the sponsor, as is typical with any new initiative.

Event and Meeting Management:

- Coordination of the first virtual interim meeting of the House of Delegates in September 2023, which was organized within six months of its approval in the Strategic Plan.



100 South Washington Street, Rockville MD 20850, USA; *Phone:* +1-240-778-6790; *Fax:* 240-778-6112; www.IFDH.org

- The HoD Business Meeting Leadership Workshop, Global Oral Health Summit, and the upcoming 2024 symposium were also mentioned as key events, with the Symposium expected to draw significant participation.

Publications:

- Coordination of the quarterly newsletter. ED Anas expressed gratitude to those countries that contributed content to the Members' News section.
Miranda Steeples (UK) raised concerns about the need for ethics approval in research involving human participants, highlighting the importance of adhering to ethical standards, especially given different privacy laws across countries. The Board acknowledged the concern and noted that they had already addressed privacy issues by including a legal disclaimer on surveys, ensuring anonymity. They also mentioned the possibility of establishing an internal Ethics Committee to ensure ethical practices and are considering ways to improve survey engagement and distribution.

- c. **International Journal of Dental Hygiene Report:** Dagmar Else Slot, *Editor-in-Chief*
Professor Slot was not present, no report was submitted.

6. Nominations for Board of Directors: Jill Rethman, *Nominations Committee Chair*

President-Elect Rethman announced the nominees for various officer positions who had submitted applications prior to the deadline:

- President Elect: Fouzieh Eliassy (Sweden)
- Vice President: Sharon Friedman Yaniv (Israel)
- Secretary: Tammy Fillipiak (USA)
Carmen Lanoway (Germany)
- Treasurer: Miranda Steeples (U.K)

President Elect Rethman asked for any further nominations from the floor. Seeing none, the nominations were declared closed.

7. Country Reports Group 1: Vice-President Fouzieh Eliassy

Australia:

- Australia is working to merge its two associations into one unified body, as the dental hygiene profession is relatively small with only 5,000 hygienists and therapists. Progress is expected within the next 6 to 12 months.

USA:

- The USA has seen success in increasing interaction with corporate sponsors and expanding continuing education offerings. They continue to engage members through social media and podcasts, and shared resources with IFDH's Education Committee.

Belgium:

- Belgium conducted an annual survey to align priorities with members' needs, emphasizing a desire for more autonomy and expansion of the professional profile. They are also running pilot projects to implement dental hygiene practices outside of traditional settings. Language barriers remain a challenge, but new French-speaking board members are helping to bridge the gap.



100 South Washington Street, Rockville MD 20850, USA; *Phone:* +1-240-778-6790; *Fax:* 240-778-6112; www.IFDH.org

UK:

- The UK has around 9,800 dental hygienists and 6,500 dental therapists, with significant engagement in regional groups and working groups on various topics. Celebrating their 75th anniversary, they launched initiatives like the "75 hours for 75 years" volunteer program and planted 75 trees. They have also made progress in direct access to local anesthetics in the public sector.

Canada:

- Canada has over 31,000 dental hygienists, with more than 22,000 represented by the national association. Independent practice is growing, allowing hygienists to work without a dentist. The association focuses on professional knowledge and public policy, and they hosted their first hybrid event in October 2023, focusing on diversity, equity, and inclusion. The Canadian Dental Care Plan, which will provide free oral health care to all low income and vulnerable Canadians was enacted after CDHA strongly advocated for it for numerous years.

UAE:

- The UAE is expanding its scope of practice, particularly in Dubai, and is working towards opening a university program for dental hygiene. They have secured more financial support from sponsors and are planning future conferences.

Czech Republic:

- The Association of Dental Hygienists of the Czech Republic, has grown to over 500 members and continues to expand, representing a profession of over 1,500 dental hygienists in the country. The Czech Republic has 14 educational institutions for dental hygienists, including 3 bachelor's degree programs and 11 diploma programs, with the first school opening in 1996. In 2023, a new board and president were elected, spearheading activities such as organizing an annual meeting and biannual conferences, publishing the quarterly e-magazine "DH Spectrum," and collaborating on World Oral Health Day. The association has been active in promoting dental hygiene through media appearances, PR campaigns, and social media, as well as participating in the Pragodont fair. It also engages in negotiations with the Czech Dental Chamber, the Ministry of Health, and insurance companies, and offers professional, economic, and legal advice to members. Looking ahead, the association aims to expand its membership, set standards for dental hygiene care, enhance cooperation with partners, and strengthen its presence on social media. Additionally, it seeks to consolidate its position within the dental community and contribute to the global strategy for oral health led by the World Health Organization for 2023-2030.

Denmark:

- In Denmark, the scope of free public dental care was extended to include young people up to age 21 in 2022, a result of persistent lobbying by the Danish Dental Hygienists (DDH). This change ensures dental hygienists are fully included in the law, allowing access to public and private dental care. In 2024, the DDH secured a collective agreement covering state employees, ensuring fair wages and benefits for all members. This milestone coincides with the Association's 50th anniversary, which will be celebrated with events in Copenhagen. The DDH has raised concerns about the Danish Health Authority's workforce analysis, disputing its methodology and conclusions. Despite challenges like COVID-19, the DDH continues to grow, offering member support, training, and distributing widely used oral health materials



100 South Washington Street, Rockville MD 20850, USA; Phone: +1-240-778-6790; Fax: 240-778-6112; www.IFDH.org

8. Finances: Donna Paton, *Treasurer* and Peter Anas, *Executive Director*

All Allied Supporters and Observers were asked to leave the room for the financial discussion.

a. Treasurer's Report

Treasurer Paton provided an overview of the Federation's financial status, highlighting key figures and recent developments. She emphasized the importance of continued fiscal responsibility to ensure the organization's financial health and sustainability.

- **Summary of Income & Expense Analysis for 2022:**

The 2022 financial year was challenging due to the ongoing global COVID-19 pandemic, increased living costs, and the war in Ukraine, which significantly impacted our income streams. Key revenue sources, such as the ISDH commission and sponsorships, fell short of expectations, with the latter only achieving 60% of the anticipated budget. This resulted in overall revenue reaching just 78% of the budgeted amount.

On the expense side, costs were higher due to the ISDH 2022 event, the launch of a new website, and the implementation of a new membership software package. Despite managing expenses to 83.9% of the budget, the organization still faced a net loss of \$12,433 for the year. Like many organizations, the effects of COVID-19 led to a financial shortfall in 2022.

- **Summary of 2023 Financial Statement:**

The 2023 financial year also ended in a deficit, primarily due to unanticipated expenses. The 2023 HOD Interim Meeting was scheduled after the budget had been finalized, leading to unbudgeted management costs. Additionally, the costs for the Summit were slightly higher than projected. Further expenses were incurred from extended meeting times for the board and ISDH 2024 LOC meetings, which were prolonged due to translation and dialogue challenges. As a result, the budget had a small overrun for 2023 amounting to -\$5,988.91.

- **Income & Expense Analysis for 2024 (as of April 2024):**

As of the first quarter of 2024, our budget is on track, with both Operations and Programs remaining within budget. We are optimistic about returning to profitability and growth this year, although we are still awaiting 44.75% of our revenue, with the ISDH commission expected in the 4th quarter. Compared to the previous three years, we are currently only \$20,000 short of their total yearly revenue. However, we must be cautious as there may be higher costs associated with the ISDH, particularly due to lower HoD attendance.

As of the 24th of April 2024, our preliminary Net Assets are \$240,137.

There is \$139,209 in our two bank accounts and \$94,500 in sponsor receivables.

b. Auditor's Review for 2023

All income and expenditures have been accurately categorized according to Generally Accepted Accounting Principles (GAAP) in the United States. While this review is not a full audit, it is a thorough examination conducted by an external professional accountant who has reviewed our financial records and procedures for the past 10 years. This accountant is well-acquainted with our programs and practices. In her report, she confirmed that her procedures provided a reasonable basis for assurance, stating that there is no material modifications needed for the financial statements to comply with GAAP. She also affirmed her independence from IFDH and adherence to relevant ethical standards.

During the discussion, a question was raised regarding the COVID contingency fund. It was explained that this contingency was included in the budget to address potential impacts from the pandemic, particularly regarding expected income from the ISDH event. This precaution proved beneficial, as attendance and income were lower than expected.

After a motion was made and seconded, the IFDH financial report was approved unanimously by delegates.



100 South Washington Street, Rockville MD 20850, USA; Phone: +1-240-778-6790; Fax: 240-778-6112; www.IFDH.org

9. Committee Reports: Fouzieh Elisassy, Vice President

Vice President Fouzieh Eliassy recognized the various committees of the Federation and acknowledged their hard work throughout the term. Most of the committee Chairs were not present at the meeting. The committee reports were published on the Federation's website prior to the meeting. There were no questions or inquiries by the delegates. Acknowledged Committee Chairs:

1. Education: *Chair: Alexandra Shepherd, Canada*
2. Research Grants: *Chair: Catherine Waldron, Ireland*
3. Association Resource Center – *Chair: Carmen Lanoway, (Germany)*
4. Membership: *Co-Chairs: Kelli Jaecks (USA) and Diane Rochford (UK)*
5. Social Media: *Chair: Nikky Huisman, (Netherlands)*
6. International Scientific Committee: *Chair: Kyung-hee Kang, (Korea)*
7. Social Responsibility: *Chair: Wendy Stewart, (Canada)*
8. Global Oral Health Summit 2023: *Chair, Loes Velthoven, (Netherlands)*

Report from the International Scientific Committee for 2024 ISDH – Kyung-hee Kang, Committee Chair

The International Scientific Committee, comprising members from six countries, worked diligently over the past year and a half to organize the academic program for ISDH 2024. The committee focused on themes of collaboration, optimization, imagination, and equality, selecting 18-20 distinguished speakers from Korea and other countries based on recommendations and rigorous criteria, excluding those with commercial affiliations. Despite some challenges, particularly in inviting a broader range of European speakers, the committee successfully finalized the speaker list and shared their details on the ISDH website.

Promotion efforts led to 262 abstract submissions from 24 countries, resulting in 103 oral presentations and 159 poster presentations. The review process was thorough, ensuring high standards for the event. The final presentation count included 76 oral and 127 poster presentations, with additional contributions from various categories.

The committee and LOC acknowledged the hard work of everyone involved and expressed gratitude to those who traveled to Korea. An online survey will be conducted post-event to gather participant feedback, and continuing education credits will be distributed via email. The Chairperson expressed hope for a successful and enriching experience for all attendees.

10. Country Reports Group 2: Sharon Friedman Yaniv, Secretary

Sweden:

- In 2023, the Swedish Dental Hygienists Association (STHF) has been actively engaged in key activities, including issuing opinions on seven government referrals and participating in various working groups, boards, and conferences at both national and international levels. STHF regularly meets with national authorities, dental professionals, educators, researchers, and other healthcare professionals. The association organizes member activities such as courses on union matters, leadership, and business startups, and hosts a specialization symposium at the annual Dental Fair. STHF has also focused on digital and in-person member recruitment at universities and student fairs. A significant initiative is STHF's role in developing a new oral health insurance system and addressing the shortage of dental hygienists by advocating for an additional DH program. Internationally, STHF is active in the EDHF.



100 South Washington Street, Rockville MD 20850, USA; *Phone:* +1-240-778-6790; *Fax:* 240-778-6112; www.IFDH.org

A key project is the development of a specialization program for dental hygienists in areas such as periodontal health, caries prevention, child and adolescent care, and elderly care, with some dental hygienists already beginning this specialized education.

Spain:

- Spain has been collaborating with other European countries like Italy and Portugal to address issues related to validating clinical practice. They are also working towards organizing the ISDH event in 2030.

Germany:

- Germany faced setbacks in establishing a full-time dental hygiene program due to key personnel changes at a private university. Currently, there are nine on-the-job training programs in Germany, but they are not internationally recognized. Despite these challenges, Germany held its first conference this year in collaboration with Austrian and German associations.

South Africa:

- South Africa celebrated 50 years of oral hygiene and the 45th anniversary of its Oral Hygienist Association. The country has 500 members, including 94 students and 100 independent practitioners. They have launched a new public-facing website and increased university engagement. Partnerships with medical insurance providers have led to equal pay for oral hygienists and dentists for certain treatments.

Ireland:

- Ireland has been active in modernizing its website and reinvigorating its annual awards. A mentorship program has been initiated, and efforts continue to push for direct access legislation. Despite slow progress, recent meetings with the Department of Health show promise, and the association remains committed to advancing this cause.

11. Bylaws Amendments: Wanda Fedora, *President*

President Fedora addressed the motion concerning governance and explained that any approved Bylaws amendments will take effect at the close of this HOD meeting.

a. Motions from the HoD (received by deadline)

Motion #1: USA

All HOD meetings, including the in-person meeting held in conjunction with the ISDH, shall have a virtual means for attendance.

Motion, presented by the United States and seconded by the Netherlands, proposed that all House of Delegates (HOD) meetings, including in-person meetings held in conjunction with the ISDH, should have a virtual attendance option.

Discussion:

Miranda Steeples (UK) raised concerns about the technical challenges of hybrid meetings, citing past experiences where remote participants struggled to hear and engage effectively, which could undermine the meeting's inclusivity. Additionally, she noted that remote participation might decrease in-person attendance, leading to a loss of valuable interpersonal connections and a diluted meeting culture. Rhiannon Jones (UK) expressed concerns that even wealthier countries might reconsider attending in-person if a virtual option became available, which could impact overall participation and engagement.



100 South Washington Street, Rockville MD 20850, USA; Phone: +1-240-778-6790; Fax: 240-778-6112; www.IFDH.org

Francine Trudeau (Canada) emphasized the importance of in-person dynamics, which had been impacted by the shift to virtual meetings during COVID-19. She expressed concerns about maintaining board culture and the challenges posed by different time zones for virtual participation.

Tammy Filipiak (USA), supporting the motion, noted that the virtual HOD meetings had fostered a sense of connectedness and suggested that even if the motion didn't pass, the concept of virtual meetings should be explored further.

Gitana Rederiene (Lithuania) and other delegates expressed the need for inclusivity, particularly for smaller associations that might struggle to attend in person due to financial constraints. However, there were also concerns about the potential for reduced attendance and engagement if a virtual option was made permanent.

Ron Knevel (Australia) suggested that rather than making the entire meeting hybrid, specific components, such as voting, could be done virtually. This approach would allow people to have their voices heard without diminishing the value of attending in person. Ron emphasized the need to "think outside the box" and consider flexible solutions that could still encourage in-person attendance while accommodating those who might need to participate remotely.

IFDH ED Peter Anas provided cost estimates for implementing hybrid meetings, noting that the additional costs could more than double current meeting expenses, potentially leading to higher registration fees and further reducing in-person participation. Doris Voortmans (Belgium) expressed concerns about high costs and suggested using free options, such as Google forms.

In conclusion to the discussion: The delegates expressed a need to examine and investigate this option further for a final future decision including all associations (Big and small associations – attending and nonattending this meeting) input. A survey was suggested to be given to all member associations.

Amendment and Outcome:

Tammy Filipiak (USA) proposed an amendment to the motion: The IFDH will investigate the feasibility of including a virtual attendance option for House of Delegates (HOD) meetings, including those held in conjunction with the ISDH. This investigation will ensure that all participants can communicate effectively and exercise their voting rights. The findings will be reported back at the interim House of Delegates meeting in 2025 for further consideration and vote.

This amendment, seconded by Francine Trudeau (Canada), was intended to allow time for a thorough evaluation of the costs, benefits, and logistical challenges before making a final decision.

The amendment passed

The motion, as amended, was then voted on and passed, meaning that an investigation into the feasibility of virtual attendance will take place, with the findings to be presented at the 2025 interim HOD meeting. This decision will allow delegates to make an informed decision on the matter at that time.

b. Motions From the Board

Section 5.2(a) House of Delegates Meetings

- **The motion proposed that each member country should have a single vote at the House of Delegates (HOD) meetings, regardless of the number of delegates present.**

The motion was moved by Cheryl Dey (Australia) and seconded by Doris Voortmans (Belgium).

Discussion: Cheryl Dey (Australia) supported the motion, stating that it ensures fairness, especially for countries that might send multiple delegates, as it prevents them from having more influence than others.

The motion was put to a vote and passed quickly without significant opposition, establishing that each country would have one vote, regardless of delegate numbers.



100 South Washington Street, Rockville MD 20850, USA; Phone: +1-240-778-6790; Fax: 240-778-6112; www.IFDH.org

- **Removing restriction that an in-person meeting must be held**

Motion 5: Virtual Meeting Platform Terminology: This motion sought to formally include the term "virtual meeting platform" in the bylaws, allowing for the possibility of conducting meetings virtually rather than just by conference call.

Discussion: Carmen Lanoway (Germany) moved and seconded by Loes Velthoven (Netherlands). Delegates discussed the practical implications of the wording. It was suggested that the phrase "whether in person" be removed to streamline the language. The motion was considered procedural, aligning with the strategic plan to improve participation. However, since an earlier motion to investigate the feasibility of virtual meetings had already passed, this motion was deemed unnecessary at this time and was withdrawn by the board.

Article VI: Officers (6.1)

The motion proposed clarifying the Executive Director's role and handling board honoraria within the Federation's bylaws. Specifically, it proposed:

Clarification on the Executive Director's Role: The motion stated that the Executive Director, while an ex officio member of the board, is not an elected officer and does not hold voting rights. The wording would be adjusted to reflect that the Executive Director is an ex officio member but not elected by IFDH delegates as a governing position.

It was also mentioned about Board Honoraria: that, except the Executive Director, no officer shall receive a fixed salary or other compensation, except for board honoraria. These honoraria are determined annually as part of the general budget, rather than being automatically granted.

Mover and Second:

- The motion was brought forward by Carmen Lanoway (Germany) and seconded by Cheryl Dey (Australia).

Discussion: Sylvia Van Houten (Netherlands) asked for clarification on the term "ex officio," which was explained to mean that the Executive Director is a non-elected, non-voting member of the Board.

The discussion further clarified that the Executive Director's inclusion as an ex officio member does not grant them the same rights as elected Board members.

The amendment was passed.

Executive Director (6.1F)

This motion addressed two key areas regarding the Executive Director's responsibilities and the frequency of their performance review.

1. **Corporate Seal and Corporate Minute Book:** The motion proposed that the Executive Director should be responsible for retaining the corporate seal and maintaining the corporate minute book. This is a procedural change to formalize current practices that were not previously documented in the bylaws. Loes Velthoven (The Netherlands) asked for clarification on what is the Corporate Seal. The corporate seal was explained to the floor.
2. **Performance Review Frequency:** The motion suggested changing the frequency of the Executive Director's performance review from every 12 months to every two years, specifically in October of the second year of the Board's term. The rationale was that new Board members, who may not have worked long enough with the Executive Director, would have difficulty conducting an effective review in their first year.

Mover and Second:

- The motion was moved by Miranda Steeples (UK) and seconded by Ron Knevel (Australia).



100 South Washington Street, Rockville MD 20850, USA; Phone: +1-240-778-6790; Fax: 240-778-6112; www.IFDH.org

Discussion:

Miranda(Steeples (UK) raised a point about the use of gender-neutral language, suggesting that future motions and bylaws should reflect this by using terms like "they" instead of gendered pronouns (Him/Her). It was agreed that the Board would investigate this and determine how to best word its documents.

Rhiannon Jones (UK) questioned the necessity of moving to a two-year review cycle, expressing concerns that an annual review provides more timely feedback and allows for continuous improvement. Ron Knevel (Australia) expressed the same view but asked to clarify the term.

Further Clarification: It was explained that the term "fiscal term" refers to the Board's term of office, not the financial year, and that the October timing was chosen because it aligns with the contract terms of the Executive Director (December).

Due to the different aspects of the motion, **a request was made to split the motion into two separate votes:** Mover Loes Velthoven (The Netherlands), Seconded by Carmen Lanoway (Germany)

1. **Corporate Seal and Corporate Minute Book:** The first vote focused solely on the responsibility of the Executive Director to retain the corporate seal and maintain the corporate minute book. This part of the amendment was passed.
2. **Performance Review Frequency:** The second vote addressed whether the Executive Director's performance review should be conducted every two years or remain annual. After further discussion from the floor, the amendment to change the ED's review to every two years failed. The outcome is that the Executive Director's performance review will continue to be conducted annually as per the current Bylaws.

Article VIII (8.3) Fiscal Period and Auditing:

Full External Audit Every Five Years

Explanation and Clarification: The motion proposed that the IFDH undergo a full external audit of its finances and business practices every five years. Currently, the IFDH engages an external accountant who conducts an annual financial review, which involves examining accounts, bank balances, and financial transactions. However, this review is less comprehensive than a full audit.

The rationale for this motion was to enhance transparency and build trust regarding the use of the Federation's finances. A full audit, which would involve a more in-depth examination of financial records and procedures, would be scheduled every five years to reduce the financial strain on the organization. The estimated cost of a full audit is approximately \$15,000, which would be budgeted for over five years.

Discussion: Hadas Goldberg (Israel) raised concerns that conducting a full audit every five years might result in higher costs due to the comprehensive nature of the audit. She asked about the necessity of this expense, given that annual reviews are already in place.

Peter Anas clarified that the full audit would only review the previous 12 months, with a more detailed level of scrutiny compared to the annual financial review. He explained that budgeting for this expense gradually over five years would make it manageable.

President Fedora suggested that conducting a full audit could enhance the organization's credibility and value on an international level, emphasizing that transparency is crucial for maintaining trust among stakeholders.

Miranda Steeples (UK) supported the motion, arguing that while an external review is important, a full audit could provide additional assurance and credibility, especially when handling sponsorships and donations.

Additional Discussion: Some questioned the necessity and cost-effectiveness of a full audit given the relatively small size of the IFDH's budget. Concerns were also raised about whether the funds could be better used for member services rather than an expensive audit.



100 South Washington Street, Rockville MD 20850, USA; *Phone:* +1-240-778-6790; *Fax:* 240-778-6112; www.IFDH.org

Mover and Second: The motion was moved by Tammy Filipiak (USA) and seconded by Ron Knevel (Australia). The motion passed, meaning that the IFDH will now pay for a full external audit every five years as part of its financial oversight process. This new process will be integrated into the budget planning, with funds allocated over time to cover the cost of the audit.

Article IX – International Symposium

Changing the Financial Responsibility and Organization of the International Symposium

Explanation and Clarification: The motion proposed a significant shift in the financial and organizational responsibilities for the International Symposium. Traditionally, the local organizing committee (LOC) has borne the financial risk of hosting the symposium, with any profits remaining with the LOC after expenses are paid. The proposed change would "flip" this model, with the IFDH taking on the financial risk and the LOC receiving a guaranteed percentage of all revenue before any expenses are deducted. This would provide the LOC with a secure income without financial risk. This change was proposed to take place for the 2030 symposium.

Discussion: Peter Anas explained that the IFDH Board had been contemplating this shift for some time, and it was included in the last two strategic plans. The proposal aimed to ensure consistency across symposia and reduce the burden on the LOCs by hiring an international Professional Conference Organizer (PCO) to handle logistics, allowing the LOC to focus on local/cultural aspects.

Loes Velthoven (Netherlands) voiced concerns over the insufficient details in the motion, particularly about the roles and responsibilities of the IFDH, the PCO, and the LOC. She also questioned the clarity around the percentage of revenue the LOC would receive and expressed worries about the potential impact on smaller countries interested in hosting. She emphasized that, given these uncertainties, if the motion is approved as is, the Netherlands would consider withdrawing their bid for 2030.

Cheryl Dey (Australia) supported the idea, noting that removing financial risk could encourage smaller countries to host the symposium. However, she agreed that more detailed information was needed.

Ron Knevel (Australia) suggested that the proposal could offer an opportunity for countries with less experience to host the symposium if an international PCO were involved, though he also raised concerns about potential double handling and increased costs.

Other delegates (Germany, Canada, Denmark) shared the previously mentioned concerns. Given the widespread desire for more clarifications and details, a motion was made to table the discussion until the 2025 interim meeting.

Mover and Second: Tammy Filipiak (USA) moved to table the motion, and Loes Velthoven (Netherlands) seconded the motion.

The motion to table the discussion was passed. The proposal will be revisited at the 2025 Interim Meeting, with a more detailed plan to be provided for consideration.

After further discussion, if accepted, the changes would take effect for the 2032 conference.

The IFDH board will work on developing a more detailed proposal that outlines specific roles, responsibilities, and financial arrangements, which will be presented for further discussion in 2025.

Motion – Dental/Oral Therapists inclusion as IFDH full member association

This amendment would include dental therapists, oral therapists, and oral health therapist organizations as IFDH full members. It had been under consideration for five years.

The amendment was moved by Ron Knevel (Australia) and seconded by Carmen Lanoway (Germany).



100 South Washington Street, Rockville MD 20850, USA; *Phone:* +1-240-778-6790; *Fax:* 240-778-6112; www.IFDH.org

Discussion: Cheryl Dey (Australia) asked for clarification on whether the motion would allow multiple associations from a single country to represent different professional categories, such as dental hygienists and dental therapists, and whether each of these associations would have its own vote. The response confirmed that this was indeed the case; a country could have both a dental hygienist association and a dental therapist association, each with a vote.

Elisabeth Gregersen (Denmark) then raised a concern about the potential impact of including therapists who may focus more on clinical treatments, such as drilling, rather than on prevention, which has traditionally been the primary focus of dental hygienists. She expressed worry that the inclusion of therapists could shift the Federation's focus away from prevention, which is a core value of dental hygienists.

This concern was echoed by others who worried that the inclusion of these new categories might dilute the focus of the Federation on preventive care and oral health promotion, potentially altering the identity and mission of the organization.

Doris Voortmans (Belgium) expressed concern about the fairness of voting rights. Specifically, the possibility that countries with multiple associations (e.g., one representing dental hygienists and another representing dental therapists) could have more voting power than countries with only one association. This raised questions about equity and representation within the Federation.

Amendment Proposal: To address these concerns, Tammy Filipiak (USA) proposed an amendment to the motion. The amendment suggested that regardless of how many associations a country has, each country would only be allowed one vote in the House of Delegates. This was intended to ensure equitable representation across all member countries, regardless of the number of associations they had.

The amendment was seconded by Francine Trudeau (Canada), leading to further discussion.

During the discussion on the amendment, some delegates expressed concern about the implications of limiting a country's vote to one when that country might have multiple associations representing different professional categories. There was a debate over whether it was fair to limit the voting power in such cases, as it could potentially reduce the influence of those associations within the Federation. Miranda Steeples (UK) emphasized that as votes center on the common goal of preventive oral health, it should be possible to put aside individual differences between national organizations and vote with one voice.

Voting on the Amendment and Motion: Despite these concerns, most delegates supported the amendment. The amendment was passed, meaning that each country would now have only one vote in the House of Delegates, regardless of the number of Full Member Associations from that country.

- With the amendment in place, the main motion—now amended to include the provision of one vote per country—was brought back to the floor for a final vote.

The discussion shifted back to the core of the motion: the inclusion of dental therapists, oral therapists, and oral health therapists as full members of the Federation.

Some delegates raised their concerns about potential changes in the Federation's focus, while others highlighted the importance of inclusivity and the potential benefits of working more closely with these related professions. The argument was made that including therapists could strengthen the Federation by broadening its base and increasing its influence in global oral health matters.

The amendment passed. The decision marked a significant expansion of the Federation's membership categories, allowing for a broader representation of oral health professionals within the organization. The outcome was seen as a step forward in fostering greater collaboration across different sectors of the oral health profession, while the amendment ensured that the voting process remained fair and equitable for all member countries.



100 South Washington Street, Rockville MD 20850, USA; *Phone:* +1-240-778-6790; *Fax:* 240-778-6112; www.IFDH.org

c. Motions from the Floor

No motions were brought forward to the IFDH Board of Directors before the meeting (within the 48-hour frame).

12. Election of 2024-2026 Officers: Jill Rethman, *Chair*

The following candidates for the Board of Directors gave brief presentations:

- President Elect: Fouzieh Eliassy (Sweden)
- Vice President: Sharon Friedman Yaniv (Israel)
- Secretary: Tammy Fillipiak (USA)
- Carmen Lanoway (Germany)
- Treasurer Miranda Steeples (U.K)

A ballot vote was conducted for the secretary position, resulting in Carmen Lanoway being elected. Tammy Filipiak did not pursue candidacy for other Board positions.

Election Results

- President Elect: Fouzieh Eliassy (Sweden)
- Vice President: Sharon Friedman Yaniv (Israel)
- Secretary: Carmen Lanoway (Germany)
- Treasurer: Miranda Steeples (U.K)

President Fedora congratulated the newly elected officers for 2024 - 2026.

13. International Symposium on Dental Hygiene: Wanda Fedora, *President*

- a. **2024 Update** – KDHA, Jeongran Park, *Chair* - See report made earlier.
- b. **2026 Update** – Associazione Igienisti Dentali Italiani (AIDI) - AIDI delegates showed a presentation of the venue for the 2026 ISDH to be held July 7-9, 2026, in Milan, Italy and the HoD Business Meeting site in Lake Maggiore.
- c. **2028 Update** – Emirates Dental Hygienists Club (EDHC) - Hannan Abdalla (UAE), presented a video of the convention and tourism facilities for Dubai 2028. The date will be finalized based on concern for the hot weather. The dates for EuroPerio that year are to be taken into consideration.
- d. **2030 Presentation of Bids**
 - Spain (Granada – Malaga)
 - The Netherlands (Rotterdam)

A ballot was distributed to the delegates. The Netherlands was chosen for the 2030 International Symposium.

14. Announcement of Grants & Awards: Wanda Fedora, *President*

- a. **Graduate Research Grants**
 - Heuiwon Han
Auckland University of Technology, New Zealand
Roles of oral health practitioners in child abuse and neglect responses
 - Oh Run Kim
University of British Columbia, Canada
Immunohistochemical expression of the
LPS/TNR-4/ NF-kb/PD-L1 Axis in oral premalignant and malignant lesions



100 South Washington Street, Rockville MD 20850, USA; Phone: +1-240-778-6790; Fax: 240-778-6112; www.IFDH.org

b. Impact Awards

- Small association: Israeli Dental Hygiene Association
- Medium association: AIDI – Italian Dental Hygienists Association
- Large country category: The Netherlands Dental Hygienists Association

c. Innovation Awards

In Development Innovations:

- 1st - Jessica Persson and Sara Bjorns – Digital Platform (Sweden)
- 2nd - Ji- Won Choi – Orthodontic resin cement (South Korea)

Developed Innovations:

- 1st - Debi Rubino Dencek – Cordeze (USA)
- 2nd - Amanda Trenerry – Neomorph (Australia)

d. Social Responsibility Awards

- 1st - Cathryn Carboon (Australia) - **Improving Oral Health in Aged Care**
- 2nd - Noreen Ocampo (Canada) & The Filipino-Canadian Dental Hygienists Society - **Going Miles for Smiles**
- 3rd - Israeli Dental Hygiene Association - **Oral Health for Mentally Challenged People**

e. World Dental Hygienist Awards

- Frederica d'Anteo – *Italy* - Public Health
- Therese Elkerbout – *The Netherlands* - Research
- Juhwa Lee – *South Korea* - Entrepreneur
- Lorella Mengarelli – *Italy* - Clinician
- Brittany Glauz – *USA* - New RDH
- Gianna Maria Nardi – *Italy* - Academia

15. Country Reports: *Donna Paton, Treasurer*

Lithuania

- In 2023, Lithuania hosted two major conferences with nearly 500 participants, featuring international speakers from Denmark, Italy, the Netherlands, and Slovakia. Both events were supported by sponsors and members. In 2024, the LDHA celebrates its 25th Anniversary, marked by an online event in May focused on the profession's perspectives and retrospectives, with contributions from local and international experts. The LDHA also launched a member challenge, "Let's Walk Around Europe," encouraging participants to track their steps, with prizes for top performers. The II Baltic Congress of Oral Hygiene is scheduled for November 22-23, 2024

Korea

- In Korea, the KDHA has been actively preparing for the ISDH 2024, with the organizing committee established in October 2022. The committee aims to foster global academic exchange and networking among dental hygienists while promoting brand services at the symposium in Seoul. Additionally, the KDHA has focused on expanding specialized training for dental hygienists, including a pilot project for elderly oral care and an infant oral health education project in collaboration with the Seoul Metropolitan Office of Education.



100 South Washington Street, Rockville MD 20850, USA; *Phone:* +1-240-778-6790; *Fax:* 240-778-6112; www.IFDH.org

The KDHA also established the Korean Accreditation Board of Dental Hygiene Education to enhance the quality of dental hygiene education through a comprehensive evaluation and certification system. Moreover, the association has strengthened policy and member rights protection activities, including revising the Act on Medical Technologists to improve on-the-job training, launching the Dental Hygiene Policy Research Institute, and conducting a survey to address labor issues and protect dental hygienists' rights.

Japan

- In Japan, the JDHA has been actively enhancing the quality and ethics of dental hygienists through continuing education, leadership training, and workforce census initiatives. They have organized specialized certification seminars in areas like lifestyle-related disease prevention and dysphagia rehabilitation and launched an e-learning program covering 42 topics.

International cooperation has been a key focus, with participation in events like the Oral Health Care Seminar 2022, the KDHA Annual Meeting in 2023, and hosting a training program for Indonesia and Vietnam in 2024. The JDHA also promotes academic research through the Japan Society for Dental Hygiene (JSDH), which includes annual meetings and journal publications.

To increase dental hygiene awareness, the JDHA publishes regular newsletters and distributes brochures on topics such as oral care for systemic diseases. They support regional dental hygiene efforts, especially in disaster-hit areas, with a registered team of dental hygienists who provided significant aid after the 2024 Noto Peninsula Earthquake.

Looking ahead, the JDHA plans to expand certification programs, enhance continuing education, and strengthen academic and international cooperation.

Italy

- In Italy, the AIDI has achieved significant milestones, including the formal recognition of dental hygienists as a regulated profession under law 3/2018, integrating them into the TSRM-PSTRP Order alongside 17 other health professions. This recognition, which AIDI played a crucial role in securing, ensures that dental hygienists are recognized and protected as part of the broader healthcare system. AIDI continues to advocate for professional standards, promote continuing education, and fight against illegal practice. The association offers extensive continuing education opportunities, including free credits through FAD (distance learning) and a wide range of accredited events throughout Italy in 2024.

AIDI also places a strong emphasis on involving young dental hygiene students through the Università AIDI Academy, which organizes various professional development activities.

Looking ahead, AIDI is working towards the inclusion of dental hygienists in Italy's public health system and fostering interdisciplinary collaboration to enhance patient care. Internationally, AIDI is active in both the International Federation of Dental Hygienists and the European Dental Hygienists Federation, aiming to elevate the profession through global collaboration. The association is also preparing to host the next international symposium in Milan in 2026, bringing together dental hygienists from around the world.

Israel

- Since October 7, 2023, Israel has been facing a challenging period that has significantly impacted daily life, including the work of the Israeli Dental Hygienists Association (IDHA). The IDHA has been actively supporting dental hygienists and citizens affected by the conflict, providing emotional and financial aid, coordinating with the Ministry of Health, and helping most hygienists return to work quickly.



100 South Washington Street, Rockville MD 20850, USA; Phone: +1-240-778-6790; Fax: 240-778-6112; www.IFDH.org

Educational efforts continued with a special newsletter on stress management during wartime and Zoom lectures on work conditions. Social responsibility projects also persisted, with dental hygienists supporting the mentally ill and evacuees from conflict zones by providing essential oral health guidance.

Despite these challenges, the IDHA has maintained its regular activities, including a conference for International Women's Day on March 8, 2024, and preparations for the annual scientific conference on May 29.

The Netherlands

- The association has focused on three key areas:

Independent Authority for Dental Hygienists: The experiment granting full independent authority to dental hygienists is nearing completion. Hygienists in the Netherlands are trained to perform tasks such as administering local anesthesia, drilling and filling primary cavities, and taking x-rays. The current phase aims to allow these actions to be performed entirely independently. Although the final decision appears positive, the fall of the Dutch government may cause delays.

Public Awareness Campaigns: The association has conducted multiple campaigns to raise awareness about the importance of oral health and the role of dental hygienists. These include annual campaigns around World Oral Health Day and in November, as well as a continuous campaign starting in spring 2024. The association is also working to place dental hygienists in well-baby clinics to promote oral health, particularly among children from lower socioeconomic backgrounds. Research indicates that involving dental hygienists in these clinics can significantly reduce the risk of caries in young children.

Political Advocacy: The association has worked to increase awareness among Dutch politicians about the role and importance of dental hygienists, particularly in preventive oral care.

16. Recess: The meeting was recessed at 5:00pm until Wednesday, July 10

Wednesday, July 10

17. New Business: Wanda Fedora, *President*

President and Treasurer Farewell: The IFDH Board and all delegates expressed their gratitude and appreciation for Wanda Fedora's and Donna Paton's work during their terms in office. Jill Rethman delivered remarks on behalf of the Board for Wanda, and Sharon Friedman Yaniv delivered remarks on behalf of the Board for Donna. Each received a gift from the Federation and gave their farewell remarks and thanks.

Committee Thank You: President Fedora expressed heartfelt gratitude to the committee members, acknowledging their dedication and hard work. The President highlighted the significant strides made through their collective efforts and emphasized the deep appreciation for their contributions to advancing the profession and supporting the IFDH programs and global community.

New Board Remarks: *Jill Rethman*

President-Elect Rethman shared her excitement and optimism for the future, expressing eagerness to work with the new Board. She emphasized the commitment to continuing the Federation's momentum, embracing new opportunities, and striving to elevate the profession and make a lasting impact #UPWARD.

Formation of New Committees for the 2024-2026 Term: *Jill Rethman*

Attendees were given about 45 minutes to gather in their respective committees, discuss their roles, and organize their initial meetings.



100 South Washington Street, Rockville MD 20850, USA; Phone: +1-240-778-6790; Fax: 240-778-6112; www.IFDH.org

- **Awards Committee:** The committee will develop criteria for and judge the Innovation Awards, Impact Awards, and World Dental Hygienist Awards. Members interested in participating were invited to meet, discuss their ideas, and possibly elect a chairperson.
- **Education Committee:** The Education Committee plays a crucial role in elevating the dental hygiene profession by developing webinars and programs that enhance members' knowledge. The committee is also tasked with exploring the creation of a Fellowship recognition program.
- **Global Oral Health Summit Committee:** The Global Oral Health Summit Committee is responsible for organizing the annual summit, which addresses critical issues in dental hygiene. The committee will decide on themes and select speakers.
- **Membership Committee:** The Membership Committee reviews applications from countries wishing to join the Federation, ensuring they meet the required criteria. With the inclusion of dental therapists, oral therapists and oral health therapists as full association members, the committee will also explore outreach to these organizations.
- **Research Grants Committee:** The Research Grants Committee evaluates and awards research grant submissions annually.
- **Social Media Committee:** The Social Media Committee is tasked with developing and updating content for various platforms to engage members. Members are welcome to contribute to this active committee.
- **Social Responsibility Committee:** The Social Responsibility Committee encourages members to create projects that improve the health of underserved populations. The committee will discuss guidelines and possibly revise criteria for future awards.

Election of Honorary Life Members: *Jill Rethman*

Motion: To elect Wanda Fedora as an Honorary Life Member of the IFDH
Proposed by: Jill Rethman (President-Elect); Motion passed unanimously

Motion: To elect Catherine Waldron as an Honorary Life Member of the IFDH.

A proposal was presented to award an honorary lifetime membership to Catherine Waldron, with the formal recognition to take place at the gala dinner. This was kept secret and will be disclosed to her at the Gala. A brief overview of Catherine Waldron's extensive contributions to the dental hygiene profession was provided.

Proposed by: Jill Rethman (President-Elect); Motion passed unanimously

18. Closing Remarks – Wanda Fedora, *President*

President Fedora shared her journey with IFDH. She expressed sincere appreciation to all delegates, board members, and participants for their active engagement and contributions throughout the meeting. She highlighted the progress made and the importance of the discussions held. The President reiterated the Federation's commitment to advancing the profession and working together to achieve shared goals. She concluded by encouraging everyone to enjoy the ISDH and wished them a safe journey home, officially adjourning the meeting.

19. Adjournment

The 2024 House of Delegates Business Meeting adjourned at 12:00 noon.