



**The National Federation of Licensed Practical Nurses, Inc.**  
111 West Main Street #100, Garner, NC 27529

## Membership Newsletter - November 2011

Dear Valued Member,

Our goal is to stay in touch and to provide resources to keep you abreast of situations and changes that affect the LPN/LVN profession. However, our information is only as good as the involvement of our membership. This organization is a member driven professional organization. Your input and support are vital to the activity and well-being of NFLPN.

### State Association News

#### At-Large Membership:

There has been requests to develop new state associations in Texas, Nevada and Tennessee. If you are a current member residing in these states and would like to be involved in the process of development, board and committee work, please contact the following members/individuals to work together in building a new foundation in your local area.

#### **Texas:**

Debra Bordelon, LVN at [debbiebordelon2005@yahoo.com](mailto:debbiebordelon2005@yahoo.com)

#### **Nevada:**

Doris Johnson, LPN at [nursejhn@cox.net](mailto:nursejhn@cox.net)

#### **Tennessee:**

Nakia Campbell, LPN at [Nakia.m.campbell@vanderbilt.edu](mailto:Nakia.m.campbell@vanderbilt.edu)

#### Louisiana:

The LFLPN presented a workshop on November 18, 2011, on "Preparing for Your NCLEX-PN Exam". There were 22 instructors in attendance, most of whom took part in panel-type presentations; there were 182 students representing the PN programs of nine schools throughout the state.

Our annual convention will be held April 26-28, 2012 in Alexandria at the Alexandria Convention Center downtown corner Jackson and Fourth Streets. The theme will be *Nursing the Geriatric Patient*. We expect to have five speakers who will speak from their expertise on the different aspects of gerontology. We invite all LPNs and PN students of LA to make plans now to attend. More details will be posted after our January 2012 Planning Meeting.

#### Mississippi:

Then Mississippi LPN Association proudly announces the dates of their annual convention. The event will be held April 11-13, 2012 at the Imperial Palace Casino and Spa in Biloxi, MS. Visit our website for registration and conference details at [www.mslnp.org](http://www.mslnp.org).

MLPNA Student member Tiffany McDougle has written an article titled "A Time of Reflection" to share with the membership. The article is included in this newsletter.

Congrats to Dave Schaefer who was recently appointed by Governor Haley Barbor to the Mississippi Board of Nursing. David is joining other MLPNA members on the board of nursing: Tina Johnson, LeKathryn Gipson and Dianne Harrison Bell to continue their outstanding work and positive influence in the practical nursing field in Mississippi. MLPNA thanks Opal Ezell for her longtime service on the MS Board of Nursing.

#### Wisconsin:

The Wisconsin Association of Licensed Practical Nurses had six members attend this year's National Convention: Siblye Mae Kelley, Sharon Buckson, Annette Hooker, Joanne Beyer, June Bahr, and JoAnn Shaw. Each Wisconsinite gave their time, talents, and input during this convention. We are proud of their contribution on behalf of Wisconsin LPNs.

WALPN Members Eileen Collins, Carolyn Kaiser, JoAnn Shaw, and Kay Coppens helped to formulate an LPN survey in their state. Each LPN had to answer the survey before they could renew their license for 2011. This tool allowed the BON to determine there are almost 15,000 LPNs in Wisconsin, and still going strong. We are hopeful that this message will go out to LPNs, RNs, APNPs, PAs, MDs, and employers, so that there can be an end to the discussion that LPNs are not needed. LPNs ARE NEEDED, so the people of Wisconsin can have great healthcare in any setting.

The 62<sup>nd</sup> Annual WALPN Convention will be held at the Wintergreen Hotel in Wisconsin Dells, WI May 2-4, 2012. Speakers have been secured for this event. The PN Students will be honored on Friday, May 4<sup>th</sup>, 2012 and will have an opportunity to become part of their professional organization.

We are all looking forward to the NFLPN 63<sup>rd</sup> Annual Convention at the Plaza Hotel in Las Vegas, Nevada in October 2012.

Sincerely,

JoAnn Shaw

WALPN President

[jslpn@sbcglobal.net](mailto:jslpn@sbcglobal.net)



Here is a photo of the Mississippi Delegation while attending the 62<sup>nd</sup> Annual Convention in San Antonio, TX. Left to right: Carolyn Holmes, Tina Johnson, Carolyn Harper, Opal Ezell, Dave Schaefer, and LeKathryn Gipson.

**Find us on Facebook and post your group pics from the national convention and your state events. The more the merrier!**

**Do you enjoy a good used book find? Help support NFLPN by using the link for Thrift Books.com from the Home page of our website at [www.nflpn.org](http://www.nflpn.org). Each time someone purchases books using that link, 5% of the sale is donated to NFLPN to support our Student Scholarship Fund.**

## Committee News and Updates:

### NFLPN Awards Committee:

The Awards Committee asks that **each member** take a few minutes to fill out the award recognition application for an LPN that deserves recognition for their loyalty, and service to the profession of Licensed Practical/Vocational Nursing. Each person that was in attendance to the NFLPN 2011 convention in San Antonio, TX has received a copy. If you need a copy, please contact Sharon Buckson at email: [sbuckson1@wi.rr.com](mailto:sbuckson1@wi.rr.com). This will be an ongoing award for any NFLPN member to receive, and our hope is that we have hundreds of applications submitted.

Sharon Buckson, LPN  
Awards Committee Chair

### Bylaws Committee:

**Bylaws recommendations for the coming year are due to the Bylaws Committee Chair Janet Jacobs, LPN no later than April 1, 2012. Contact Janet at [jcube@cox.net](mailto:jcube@cox.net).**

NFLPN members wishing to make a change to a current bylaw or submit a recommendation to be reviewed and considered during the 2012 convention/business meeting must have submissions in to Janet by the above suspense date. Any requests made after that time will not be considered in the coming year's business meeting. The 2010 version of the NFLPN bylaws is available on the website [www.nflpn.org](http://www.nflpn.org) on the About NFLPN page. The bylaw revisions from the 2011 business meeting are still being processed and will be placed on the website shortly.

**The Executive Board would like to express our sincere gratitude to Mrs. Margaret Winn, Parliamentarian Ret., from Texas who volunteered her services during the convention. Her expertise was valuable to several decisions that impacted our organization.**

### Membership Committee:

The NFLPN Membership Committee wishes to congratulate the winners of the following Drawings at the 2011 Convention:

- Students joining at the convention drawing: Bahareh Hirbod from Austin, TX, won 50 % off 2012 membership renewal
- Non-member joining at Convention drawing: Myrtle Dobson from Newport News, VA, won 50% off 2012 membership renewal
- Member recruitment from Oct 2010 to 2011 drawing: Deanna Thomas, from Louisiana won 100% off 2012 renewal

These drawing are done yearly to promote membership in NFLPN, at the National Convention. EVERY member is encouraged to recruit one new member each year, to possibly receive 100% off their next year membership renewal. This is an ongoing contest from October of one year to the next October. Each year we start over. Word of mouth from our members is the most valuable way to recruit new LPNs/LVNs to join NFLPN. Help us recruit!!!

JoAnn Shaw, LPN  
Membership Committee Chair  
[jslpn@sbcglobal.net](mailto:jslpn@sbcglobal.net)

### BIG NEWS!!! New name for NFLPN WANTED!

As discussed during the business meeting in October, we are looking to revise our branding and we want our membership to be a part of the process. We are wanting a fresh start and a more inclusive name for the only national organization for licensed practical and vocational nurses that also reflects our student body and military nurses. Logo suggestions are also welcome.

Please email your recommendations to [newname@nflpn.org](mailto:newname@nflpn.org) no later than February 14, 2012 to be considered. If you cannot email, please mail your recommendations to our main office.

### Newsletter/Publication Information:

The Advance for LPNs publication is no longer available as of June 2010. There will not be a replacement publication due to the cost to our membership. However, we are working to expand our newsletter into a full publication adding LPN related articles and information as well as offer advertisement and job posting opportunities for partnering companies or recruiters.

JoAnn Shaw, LPN is the Newsletter Committee Chair and asks each quarter for articles and state news and event information to be included in our current newsletter format. We would appreciate any volunteer effort on behalf of our membership to participate in growing the information shared in our newsletter. See page 1 for submission deadlines and contact information.

Direct any requests for advertisement or job postings to the NFLPN office at 800-948-2511, [nflpn@mgmt4u.com](mailto:nflpn@mgmt4u.com) or at our mailing address NFLPN, 111 West Main Street #100, Garner, NC 27529. An Advertisement request form is available on our website at [www.nflpn.org](http://www.nflpn.org) on the Contact Us page.

### NFLPN 2012 Winter Board Meeting

The NFLPN board will be conducting the Winter board meeting March 30-31, 2012 at the Garner, NC main office. If you are a current member of the organization and would like to attend, please RSVP no later than March 1st so we can ensure meeting room space is ample for the amount of people in attendance. Attendance is at your own expense. An agenda of items to be discussed during the meeting will become available prior to the meeting and will be provided upon request.

RSVP by March 1st at [nflpn@mgmt4u.com](mailto:nflpn@mgmt4u.com) or by calling 800-948-2511. Members who have RSVPd will be sent meeting rules prior to the meeting. More details will be posted in the February 2012 Newsletter or sent via email prior to the meeting.

## Standing Committee Updates and Membership Information:

**Awards:** Chair- Sharon Buckson  
V. Chair: Joanne Sims, Member: Patsy Fischer

**Bylaws:** Chair- Janet Jacobs  
V. Chair: Irene Bruns Member: Francis Butler

**Continuing Education:** Chair: Brigitte Pierce  
V. Chair: Joycelyn Lyn-Kew  
Members: Beverly Morgan, Michael Robinson,  
and Missy Moore

**Convention Planning:** Chair: Mary K. James  
V. Chair: Brigitte Pierce  
Members: Irene Bruns, Tina Johnson,  
Missy Moore, and Beverly Morgan

**Credentials:** Chair: Mary Barbour  
V. Chair: Betty Christian Member: Thelma Glover

**Ethics:** Chair: Peggy Fishburn  
V. Chair: Ruth A. Steele  
Members: Mary Barbour, Mattie Vanderford

**Executive:** President: Missy Moore  
V. Pres: Mary K. James  
Secretary: Beverly Morgan Treasurer: Tina Johnson

**Finance:** Chair: Tina Johnson  
V. Chair: Irene Bruns  
Members: Mary K. James, Peggy Fishburn

**Government Affairs:** Chair: Mary K. James  
V. Chair: Peggy Fishburn  
Members: Deborah Jenkins, Myrtle Dobson

**Membership:** Chair: JoAnn Shaw  
V. Chair: Lynn Cote  
Members: Margie Monroe, Brigitte Pierce

**Newsletter:** Chair: JoAnn Shaw  
V. Chair: Janet Jacobs  
Administrator: Anjeanette Sausedo

**State Board of Nursing:** Chair: Deborah Jenkins  
V. Chair: Janet Jacobs Member: Missy Moore

**State Presidents:** Chair: Patricia Tobin  
V. Chair: Faye Norton  
Members: Patsy Fischer, Mary K. James

**Student Affairs:** Chair: Beverly Morgan  
V. Chair: Sharon Pugh Member: Deborah Jenkins

**Resolutions/Position Statements:** Chair: Janet Jacobs  
V. Chair: Mary K. James Member: Sharon Pugh

**Ways and Means:** Chair: Sharon Buckson  
V. Chair: Jessie Smith  
Members: JoAnn Beyer, Ruth Ann Steele

The Nominations Committee is elected and appointed during the annual business meetings.

**If you would like to volunteer for a committee and be more involved in YOUR professional organization, please contact Mary K. James at email: [katmary@yahoo.com](mailto:katmary@yahoo.com) for committee information and placement. The more the merrier!!!**

### **JUST A COURTESY REMINDER**

**Our main office has moved. Our new mailing address is:**  
**NFLPN**  
**111 W. Main Street #100**  
**Garner, NC 27529**

**Please make note of the mailing address change for correspondence. We are still getting mail sent to the old address.**

### **Changes to your membership processing:**

Presently, if you submit your membership application or renewal with a valid email address you will receive your membership card and correspondence via email. If you presently have an email address on record and DO NOT want to receive your materials via email, please call, write or email NFLPN and indicate how you would like to receive any future correspondence. Newsletters will continue to be sent electronically and posted on the NFLPN website only.

### **Group Membership Processing:**

If you are a school submitting a group of student memberships, please send your membership list via email on an Excel spreadsheet for quicker processing. Please include the following information on your spreadsheet for each student:

First Name and MI, Last Name, Mailing Address, City, State, Zip, Home phone, Work phone, Cell phone, email address, birth date, State assoc, School chapter (if app), and Referred by. Please indicate payment details and school info and point of contact in the email.

If the school requires W-9 information or an invoice to process your group's payment or have any questions regarding membership information, email [nflpn@mgmt4u.com](mailto:nflpn@mgmt4u.com).

### **Membership Recruitment:**

If you are a member or state representative recruiting new members, be sure to get the most current membership application from our website located on the "Become A Member" page. We are still receiving old versions of the application that do not have current contact or membership information. Thank you for your assistance!

### **NCSBN Resources:**

The National Council of State Boards of Nursing (NCSBN) provides resourceful information regarding contact information for each state BON, which subsequently offer licensure and renewal information as well as lists of accredited nursing schools.

They have recently published a white paper regarding the use of Social Media in the workplace. Take the time to check out this article if social media is used in your place of employment to ensure you are using those resources in an ethical and professional manner to avoid implications or negative situations. Read the Social Media white paper here: [https://www.ncsbn.org/Social\\_Media.pdf](https://www.ncsbn.org/Social_Media.pdf).

**Remember to keep your membership contact information current. Call NFLPN at 800-948-2511 or email [nflpn@mgmt4u.com](mailto:nflpn@mgmt4u.com) with any changes to your name, address, phone numbers, and email.**

### **Newsletter Submissions:**

The NFLPN Newsletter Committee would appreciate any assistance in support of our quarterly newsletter. The information provided for inclusion is from the active participation of the state associations, members, committee members and national board and administration.

We ask for your continued support and encourage your input of resourceful articles, upcoming events, local news, professional news of our membership like awards recognition, retirements, promotions, changes in law, passing of members, etc.

Please take part of this resource and submit your offering to JoAnn Shaw, LPN - Newsletter Committee Chair at [jslpn@sbcglobal.net](mailto:jslpn@sbcglobal.net).

2012 suspense's for quarterly inclusion:  
February Newsletter - NLT February 10th  
May Newsletter - NLT May 10th  
August Newsletter - NLT August 10th



## Convention Highlights and 2011-2012 Committee Roster:

**Presentation slides** from the CE sessions will be available for review on our website soon! If you attended the convention you were privy to the awesome and enlightening continuing education training that was provided.

### **Welcome to our new board members elected by our Delegates during the 62nd Annual Convention, business meetings!**

Treasurer: Tina Johnson, LPN; Secretary: Beverly Morgan, LPN;  
Director: Patricia Tobin, LPN; Director: Margie Monroe, LPN



Top row: JoAnn Shaw, LPN from WI -Director; Patricia Tobin, LPN from NH -Director; Margie Monroe, LPN from LA -Director; Brigitte Pierce, LPN from GA -Director. Front row: Mary Kathryn James, LPN from CO -Vice President; Ottamissiah Moore, LPN from DC -President; Beverly Morgan, LPN from MD -Secretary; Tina Johnson, LPN from MS -Treasurer.

The two days prior to the convention were attended by the military attendees and members who elected to attend the VITAS 2-Day Veteran's Core Train-The-Trainer program. The training course is typically valued at \$550 through other organizations but our continued partnership with VITAS afforded NFLPN to offer the course at a severely discounted rate.

The convention kicked off Friday, October 21st with our opening session where the board members, state representatives, schools and military members filed in and listened to a beautiful rendition of the national anthem sung by Miguel Colon, a guest presenter from VITAS. Proclamation greetings were read from the City of San Antonio and the Texas Governor's office. We had representation from all state association except NY and from our AtLarge and Military delegation. Practical Nursing schools and students in attendance for the Student Day events were Austin Community College - TX (Austin and Fredericksburg Campuses), Best Care Training Institute - NJ, Central Texas Community College - TX, Kaplan School of Nursing, Corpus Christi Campus - TX, Lafayette General Medical Center, School of Health Sciences - LA, and Sul Ross State University, Vocational Nursing Program - TX. Additionally, NCSBN representative Josephine Silvestre and TXBON representative Kathy Leader-Horne were in attendance to support our efforts.

The 4th Annual Student Day events were a huge success and the winning schools of the Skills Competition are as follows: 1st Place awarded to Sul Ross State University; 2nd Place was Central Texas Community College; 3rd Place was awarded to Best Care Training Institute Team #1. Hats off to the winning teams/students and we hope to see you again soon!

We set a Memorial for the following past members who were lost to us this past year: Judy Holtzclaw, Cora Williams, Betty Josey, and Helen Amos. They are in our thoughts and prayers.



We were honored to host a special viewing party Friday night for the Tuskegee Airmen, Inc. and supported by VITAS Innovative Hospice Care. Our attendees who supported the special event were the first to view the screening of a new documentary portraying the plight of African-American service members known as the Tuskegee Airmen during World War II. The evening was an incredibly memorable point in time for many who attended. We were blessed to be in the presence of such soulful heroism.

During the annual banquet, held at the close of the convention on Sunday, October 23rd, several individuals were honored with awards distinguishing their commitment, service and volunteer efforts to NFLPN. Missy Moore, President chose the following members for receipt of the 2011 President's Award: Ruby Chancellor from LA, Gregory Howard from AL, Evelyn Lindsay from VA, Lynn Cote and Patricia Tobin from NH and our partner company WorldPoint, represented by Angela Hoenig, RN, for their continued efforts and positive support of NFLPN.

SGM Michael Robinson, LPN from MI, departing Director and NFLPN Military Liaison, was honored with the 2011 Lillian Kuster Award. A full press release will be posted on the website shortly.



Military Achievement awards were presented by Michael Robinson, LPN with the support of VITAS Innovative Hospice Care and Laerdal Medical to distinguish LPN service members for their continued involvement, mentorship and support of NFLPN and military partnerships. Betty Christian, LPN from PA, and AtLarge Membership Representative, was honored with the 2nd given American Heroes Vietnam Women's Memorial bronze statue representing her countless efforts in military nursing, mentorship and positive support efforts all while being a longstanding member of NFLPN.

Recruitment Achievement awards for 2010-2011 were presented to the Florida LPN Association for the largest LPN recruitment and the Mississippi LPN Association received both the Affiliate and Student recruitment awards for being the state with the most recruits for the year in those membership categories. Hats off to both state chapters for encouraging membership, growth and support of NFLPN.

*See you next year!*



**Sometimes we need a reminder to treat others as we would have them treat us not only in our personal lives but on the job as well. As we become complacent in our day to day, it is easy to forget or not register how we come across to the people around us, to the patients we are responsible for. Take a moment and review this article to remind ourselves of our humanity and of those around us. How we treat our patients, peers, subordinates, superiors, friends, family and complete strangers will be reflected back to us. How do you prefer to be treated?**

**Communication and Mutual Respect**

*Author, P. Shaun Barbour, PhD*

One of the biggest challenges faced by healthcare professionals today is finding the balance between effective communication and mutual respect in the workplace. Healthy professional relationships are usually a result of a combination of self respect, mutual respect among coworkers, and effective communication. So, how do we work towards this goal? The key is to build trust.

Frequently, the person communicating the information has one meaning and the person receiving the communication interprets it differently. This often results in miscommunication and fosters a lack of trust in the relationship.

Below are 10 ways to build trust, respect, and effective communication in the workplace:

1. *“The Golden Rule”* An oldie but goodie. And the best thing is that it works! Always treat others as you want to be treated.
2. Make sure you know the facts and any other pertinent information. Try to understand the other points of view. This is difficult because you already have in your mind what you mean, however, acting on assumptions will bring the process to a halt. Stop for a moment and think things could be interpreted differently.
3. NEVER embarrass or hurt others. Even if you are trying to make a point. It will always end badly.
4. Respect yourself. How can you expect others to respect you if you don't have the same respect for yourself?
5. Apologize when you know you are wrong.
6. Listen to other opinions without interrupting and respond without anger. Others are entitled to their opinions just as you are to yours. Remember that the goal is to find common ground, not to argue differences.
7. Work with one issue at a time. This allows everyone to see the progress and will build trust along the way.
8. Avoid gossip. Gossip rarely addresses the truth and only makes effective communication more difficult to achieve.
9. Check in on a regular basis to make sure everyone is on the same page. It never hurts to stop and ask if everyone understands the issue the same way.
10. Be consistent. Once you learn how to effectively communicate with those around you others will seek out your opinion and advice.

All of these are things we already know. Putting them into practice is the difficult part. We all need to make a daily commitment to build trust, work towards effective communication, and show mutual respect to those around us. Communicate well and watch the trust grow.

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**A Time of Reflection - Article written by Tiffany Daniels McDougle, SPN, Jones County Junior College – Ellisville, MS**

The end of nursing school is a time of reflection upon all that has been imparted and of resolution about how to best use the knowledge and experience gained. One of my last clinical assignments was to engage in an activity with a client in a long-term care facility, and evaluate the purpose and value of the activity. Completing this simple and uncomplicated task helped me realize the tremendous impact that even the smallest intervention has on meaningful nursing care, and it validated my decision to become a nurse.

Although the assumption may infringe upon the precept of political correctness, we tend to accept as truth that women love those things which are pretty, perfect, and pink. My experience in LTC leads me to think that there may be a factual basis to this belief that transcends age, for the definition of sheer delight was the look on the clients' faces as they were pampered with a polish change by this student nurse.

The purpose was not only to facilitate dialogue between the student nurse and the client but also to allow the women to engage in an activity that they have undoubtedly done for themselves countless times. More important, however, were the feelings that getting their nails polished seemingly invoked. One unforgettable client has drooping facial features which precipitate drooling. Nevertheless, for a brief moment, her attention was not on the washcloth she uses to wipe her mouth constantly. Rather, it was on the attractive, deep red polish that she chose for her nails. I will always remember the admiring look in her eyes as she inspected her slightly flawed yet "perfect" nail polish.

At this juncture in their lives, these women have endured so many changes. Their family processes have been altered, and their health has declined considerably. Furthermore, they have lost a great deal of their independence. However, an activity as simple as getting their nails polished is reminiscent of what is beautiful, of what it takes to maintain that beauty, and an opportunity to teach a student nurse an invaluable lesson in care and concern. After all, underneath the aging skin and aside from the unsteady gait lies the core of femininity...and an inalienable love for that which is pretty, perfect, pink...or seductive, deep red.

# *NFLPN has awesome news!!!*

## **LPN/LVNs can now become a Certified Foot Care Specialist (CFCS)!**

*Congrats to Laura Thomas, LPN from AL and Abdul Kamara, LPN from PA!!!  
Their names were entered into a drawing for FREE “Best Practices in Foot Care” Training  
while attending this years convention.*

NFLPN has partnered with Professional Education, LLC and Comira Testing to provide LP/VNs the opportunity to train, intern, and become a Certified Foot Care Specialist by completing our four step certification program. Complete program details will be available on our website in November and electronically distributed to our membership once updated.

Step #1 - This is a new program and training is now underway. You can begin training now by visiting and registering for the online training program “**Best Practices in Foot Care**” provided by Professional Education, LLC at <http://www.prof-educ.com/courses/lpn-foot-care-nurse/>. The course is \$399.00 for LPN/LVNs. You must complete the training course before you can apply for the certification. Please see that website for training program details.

Step #2 - You must also complete an internship with a Podiatrist or CFCS qualified RN. This will be done after completion of the course and prior to applying for certification. Details for internship requirements will be on our website shortly.

Step #3 - Once you have completed the training and internship, you would apply for the certification. The fee is set for \$250.00 for the initial 2 year certification. A discount of \$25 will be offered for current members of NFLPN only. Once your application has been processed, you will then need to contact the testing center, Comira Testing to set your testing appointment.

Step #4 - The testing fee is \$ 110.00, separate from the certification application fee, and paid directly to Comira Testing. Once you have passed the exam, NFLPN will process your CFCS certification.

Certification is valid for two years and requires a minimum of four continuing education contact hours for recertification every two years. The recertification fee is set at \$100.00.

We strongly recommend you take the time to review ALL requirements and fees for the complete certification program before beginning the process. This is an FYI and complete program details will be available on [www.nflpn.org](http://www.nflpn.org) in December.



*continuing your education online*





**Plan on joining us for the 2012 Annual Convention  
in Las Vegas, Nevada October 17-21, 2012!**

**Plaza Hotel & Casino *Newly Renovated!***

**1 Main Street**

**Las Vegas, NV 89101**

**Reservations: 800-634-6575**

**Website: [www.plazahotelcasino.com](http://www.plazahotelcasino.com)**

**NFLPN Group room rate \$89.00 per night single/double**

**Look for preliminary convention details in January. Payment plan will also be available.**

