



Our Vision, Mission and Values

Our Vision

The AIA is a leading international aromatherapy organization making aromatherapy a readily accessible and respected holistic healing modality.

Our Mission

AIA unites aromatherapists from around the world to advance research and professionalism within the aromatherapy industry. As a result the public has the option for a safe, natural and complementary form of health care.

Values

We believe:

- Essential oil therapy is a scientifically proven healing modality that should be accessible to everyone.
- Through continued solid scientific research, we expand the understanding of essential oil therapy and its effect on mind, body and spirit.
- Through professional and responsible use of essential oil therapy, clinical aromatherapists are equipped to integrate with the medical community.
- Through standardizing aromatherapy education and qualifying criteria in North America we create a foundation of professionalism and common lines of communication with other health care professionals and regulatory agencies throughout the world.
- By supporting earth friendly harvesting and processing practices of aromatic plants we bring greater health to the Earth and her people.

From Our President

Dear Members and Friends,

Our long-time Executive Director retired at the end of 2015. A Transition Team was formed to search for a management company. The Transition Team was comprised of Nancy d'Angelo, Beverly Day, Lora Cantele, Carol Scheidel and Colleen Thompson. In June, we entered into a contract with Interactive Management Incorporated as our management company and began working with them in moving things over to their offices. The work of the Executive Board was heavily focused on a this transition and getting the new management company trained on our processes, policies and procedures.

The annual election was held in November. We congratulate our new officers for 2017, Eileen Christina (Vice-President), Carol Scheidel (re-elected as treasurer), and new directors Anita James, Emily Carpenter and Denise Joswiak. During the year, Emily Carpenter resigned and the vacant seat was filled by Dr. Philip J. LeNoble, who later resigned.

AIA Annual Report 2016

Much time was dedicated behind the scenes in developing a new website we hope to roll out early in the new year. We've streamlined many parts of the site to be more accessible and added a new Calendar of Events.

After much discussion regarding the definition of "Clinical Aromatherapy," the AIA Education Committee and its Review Team determined that "Clinical" isn't really 'a type' of aromatherapy, but rather 'a process' as outlined in our *Standards of Practice*. While the conversation continues in the aromatherapy community, the AIA Board made the decision to change the name of the membership level from "Clinical" level (CMAIA) to the more appropriately named "Advanced Practitioner" level (APAIA). This change was met with some discontent from a small percentage of members who were confusing the membership level with a professional title .

We announced our 2017 International Aromatherapy Conference & Wellness Expo. It will be held in August in New Brunswick, New Jersey. The event was planned in partnership with the Rutgers University Plant Biology Department, headed by Dr. James Simon and Dr. H. Rodolfo Juliani. The conference will take place at the Heldrich Hotel with preconference workshops taking place on the Rutgers Campus and Gardens. With the theme "Out of the Bottle and Into the Garden" the AIA aims to shed light on topics such as sustainability, ethics and integration of a variety of plant therapies.

Throughout the year, AIA continues to offer our monthly educational teleseminars via FreeConference.com. We are grateful for the contributions of our presenters.

Aromatically yours,
Nancy d'Angelo

Our Board of Directors 2016

President	Nancy d'Angelo
Vice President	Lora Cantele
Secretary	Colleen Thompson
Treasure	Carol Scheidel
Director	Paula Begel
Director	Cary Castor
Director	Trey Anderson
Director	Anita James
Director	Inga Wieser
Director	Fai Chan



AIA Membership

Membership level	# of members 2015	# of members 2016	% of change
Honorary	7	7	0%
Clinical/APAIA	10	12	20%
Professional	185	217	17%
Associate	135	188	39%
Business (1 member)	6	7	17%
Business (up to 5 members)	5	5	0%
Total Members	348	436	25%

Annual Meeting

The 2016 AIA Annual Member's Meeting Opening the Meeting was held by teleconference on November 9, 2016 at 6:50pm MST, with Nancy d'Angelo, AIA President presiding.

State of the AIA Address

Nancy d'Angelo reported that the AIA has had a busy year in which the office was transitioned from a one-person Executive Director to a Management Team. She stated that several companies were interviewed and ultimately Interactive Management Incorporated (IMI) was chosen. Kala Travis, Office Manager, is the contact person with IMI. Nancy thanked Lora Cantele, Carol Scheidel, Colleen Thompson and Bev Day for their assistance with the selection process and the transition. Nancy welcomed suggestion and feedback on how to make the AIA Community better.

Carol Scheidel, Treasurer, reported a bank balance of \$56,609.65 and current membership of 365. Approximately 70 members have not yet renewed their membership.

The following people were elected to the Board of Directors:

Carol Scheidel – Treasurer (2-year term)

Eileen Cristina - Vice-President (1-year term)

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Anita James – Director (2-year term)

Denise Joswiak – Director (2 -year term)

Emily Carpenter - Director (2-year term)

Financial Overview

	2016
Total Assets	\$51,729
Total Unrestricted Net Assets	\$47,878
Change in Net Assets from previous year	(\$26,017)
INCOME	
Membership	79%
Events/Teleseminars	6%
Advertising	6%
Other	9%
EXPENSES	
Contract Services	34%
Events	25%
Operations	23%
Business Exp	11%
Other	6%



Looking Ahead

If I had to summarize 2016 for AIA I would say 'it was a year of transition.' Moving from our longtime office and Executive Director to a management company for the day-to-day operations was a major project for the AIA transition team. Parallel to that project, we worked very hard at looking at our policies, procedures, bylaws and committees to see where we could revise and improve. And last, but not least, we looked at how we communicate with our members and others.

The transition itself took a considerable amount of time as we moved our offices twice. After training the new management company, we discovered that the staff were not up to task. We appreciate hearing from you about your concerns which alerted us to investigate further. As a result, we moved our things once again to our current management company and have been much happier as a result.

Communication is key! We hear that time and again and it so true. That is what makes things work at AIA. Not only the communication between board members, but more important is the communication between AIA and its members. Success is achieved when this is a two-way process. While some of the transition drastically impeded our ability to communicate to and receive communication from our members, it allowed us to look at all of our avenues of communication and how we utilize them. This is an ongoing process.

Reviewing our communication methods made it very clear that AIA works much better when our procedures and documentation are in good order and our committees are adequately staffed. The involvement of volunteers is what makes AIA run smoothly and improves our ability to bring the members we serve the benefits and support they need.



In moving forward, I find the AIA to be in great shape moving forward into 2017 with having our revisions in place behind the scenes and a terrific board of directors coming in. Having more volunteers to populate our committee will only make us better in service the needs of our members, the community and the general public. Many hands make light work. We all have an area of business we excel at. What's yours? Join us at AIA. I'm sure you'll find your contributions welcome

and much appreciated. You'll enjoy a sense of pride and accomplishment for your involvement. Help move AIA's mission forward with its vision and your action.

Sincerely,

Lora Cantele, AIA Vice-President