

# re-KAPPP

Kansas Association for Public Purchasing Professionals, est. 1983

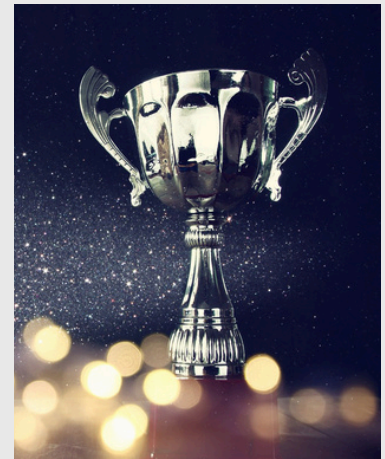


## Illuminating Winter

Winter's shorter days invite us to seek light in new ways through connection, reflection, and casting vision. As the year ends, we celebrate the sparks that guide us forward into a new season of growth.

## Celebrating Our Newly Elected Leaders & Award Winners

As 2025 comes to a close, we're excited to share the results of the KAPPP chapter elections along with the recipients of this year's Manager of the Year, Buyer of the Year, and Volunteer of the Year awards. Leadership and service are at the heart of our organization, and each year provides an opportunity to welcome fresh perspectives while also recognizing the outstanding dedication and contributions of our members.



### Inside This Issue:

- Chapter Updates
- Cooperative Procurement Guidance
- Leadership - KPIs
- Website: Jobs Board
- KAPPP & NIGP Events
- Membership Info
- Scholarship Stories
- Professional Development

## Shedding Light on Cooperative Procurement

Cooperative procurement can be a beacon for public agencies and educational institutions, simplifying purchasing while ensuring compliance, transparency, and efficiency.

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## KPIs - Setting Procurement Goals for 2026

As we look toward 2026, setting clear, measurable goals helps procurement professionals maximize impact, demonstrate value, and align with agency priorities. Key Performance Indicators (KPIs) provide a way to

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Find KAPPP online:



[kapppp.org](http://kapppp.org)



KAPPP-NIGP



Kansas Assoc. of Public  
Purchasing Professionals

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# Meet Your NEW Board

## Officers



**Nicole Hogan**  
President  
*Blue Valley  
School District*



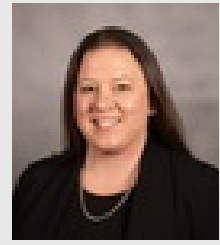
**Joe Thomas**  
Vice President  
*Sedgwick County*



**Annette West**  
Treasurer  
*Johnson County*



**Kyra Smith**  
Secretary  
*Johnson County*



**Lisa Robbins**  
Immediate Past President  
*Sourcewell*

## Directors



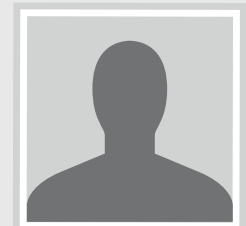
**Megan Wasek**  
Communications  
*Johnson County*



**Joe Thomas**  
Elections & Nominations  
*Sedgwick County*



**Lee Barrier**  
Special Events  
*Sedgwick County*



**Vacant**  
Programs Engagement

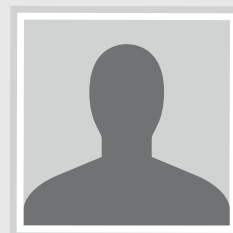
## Chairs



**Robin Lynes**  
Professional Development  
*Johnson County*



**Vacant**  
Membership



**Josh Lauber**  
Scholarship / Award  
*City of Wichita*



**Vacant**  
Webmaster

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## Welcoming Our 2026 Chapter Leadership

This fall, KAPPP members were invited to volunteer and nominate fellow members in good standing to serve in leadership roles on the Board, including officers, directors, and chairpersons. Following the nomination period, a ballot was formed and officers and directors were elected by the membership. Board chair positions are then appointed by the Board based on submitted nominations. Elections officially closed on November 10, and the slate of new officers was sworn in for 2026 service during KAPPP's Winter Meeting on Wednesday, December 17.

Thank you to everyone who participated in this election cycle by nominating, voting, or stepping forward to serve. We are grateful to the leaders who have accepted these roles and are excited for what's ahead in the coming year.

Looking ahead, the Board will convene for a retreat on Friday, January 9 in Emporia, Kansas. This marks the first Board retreat in several years, following the disruption caused by the COVID pandemic. Shortly after the retreat, the Board and chapter schedule of events will be shared - so stay tuned.



# Volunteer

WITH KAPPP

Every contribution strengthens our chapter and expands our impact statewide.

### Volunteering

As we prepare for the year ahead, we invite members to consider volunteering or stepping into currently vacant Board roles. Serving on the KAPPP Board is a meaningful way to give back to the profession while gaining valuable leadership and governance experience. Board members help represent the chapter, strengthen connections between public procurement professionals and agencies across Kansas, collaborate with other local chapters, and engage with NIGP and partner associations.

For those not ready to serve on the Board, there are many other ways to get involved. Members are encouraged to volunteer on committees, participate in special ad-hoc teams, or support chapter events throughout the year. We also welcome news article submissions and assistance with community outreach. If there's an event, initiative, or opportunity where KAPPP could attend, partner, or provide support, please let us know!

Interested in getting involved? Visit KAPPP's Volunteering & Committees page in the Member Resources area to explore current opportunities (members-only access; login required).

### Lighting the Way

As we welcome our 2026 chapter leaders, their dedication helps illuminate the path ahead for our profession and our members.

# Celebrating Excellence in Public Procurement

KAPPP is proud to recognize members whose leadership, expertise, and service have made a positive impact on public procurement and the chapter. Our annual awards program highlights professionals who strengthen their organizations, support their peers, and contribute to the success of our chapter.



## Manager of the Year

### Nominees:

Eileen Phillips, City of Lawrence

Jim Feikert, Johnson County Community College



### Winner: Eileen Phillips

Eileen Phillips was selected as Manager of the Year for her exceptional leadership, commitment to professional standards, and positive impact on procurement operations and staff development. Her work reflects the highest level of integrity and dedication to public service, and she continues to set a strong example for procurement professionals across Kansas.



## Buyer of the Year

### Nominees:

Randy Sanders, City of Topeka

Megan Wasek, Johnson County

Sean Murphy, Johnson County Community College

Teresa Varner, Blue Valley School District

Annette West, Johnson County



### Winner: Teresa Varner

Teresa Varner was honored as Buyer of the Year for her outstanding technical expertise, attention to detail, and unwavering commitment to compliance, transparency, and continuous improvement. Her contributions have strengthened procurement processes, improved consistency and clarity, and built trust with internal stakeholders. Teresa's professionalism and collaborative approach embody the very best of the procurement profession.



## Volunteer of the Year

### Nominee:

Annette West, Johnson County



### Winner: Annette West

Annette West received Volunteer of the Year recognition for her exceptional service and dedication to KAPPP. Through her leadership, mentorship, and active involvement, Annette has made a lasting impact on the chapter and its members. Her willingness to step up, support others, and share her expertise exemplifies the spirit of volunteerism that sustains and strengthens our organization.



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## Shedding Light on Cooperative Procurement (continued)

By leveraging contracts that have already gone through a competitive bid process, agencies can save time, reduce administrative burdens, and allow contractors to benefit from investments they've already made in preparing bids.

### Do's - Shine a Light on Success

Agencies considering cooperative procurement should first confirm legal authority. The American Bar Association recognizes cooperative contracting as a lawful practice and it's widely used by public procurement professionals. That said, local jurisdictions may impose additional rules or limitations, so verifying eligibility is critical. Ensuring compliance with your agency's internal purchasing policies and procedures, as well as properly documenting each step is essential. Agencies should also check for specific contract requirements, such as referencing the cooperative agreement on purchase orders, quotes, or invoices, and using participating addenda when applicable. Some grant-funded purchases can accommodate cooperative procurement, but it's always wise to confirm with the funding source.



### Don'ts - Avoid Missteps in the Dark

While cooperative contracts offer many advantages, misuse can cast a shadow. Agencies should avoid using cooperatives for items or services outside the contract's original scope - a common pitfall that can lead to scope creep, particularly in contract amendments. Skipping careful review of documentation or approvals jeopardizes transparency and audit readiness, and overlooking participation requirements can create compliance risks.

**Risk Management Matters:** Even when using a cooperative, it's essential to ensure that all of your agency's policies and procedures are followed. This includes obtaining required documentation such as insurance certificates, bonds, and other protections and confirming that any contract terms meet your agency's standards and requirements. Responsible oversight ensures that the cooperative is used effectively and in alignment with your agency's practices.

### Common Misconceptions - Clear the Fog

One frequent misconception is that cooperative contracts are "not competitive." In reality, these agreements undergo rigorous competitive bidding and meet, sometimes even exceed, the standards of traditional procurement. Another myth is that cooperatives are only useful for large agencies; in fact, small and mid-size public entities and educational institutions regularly use them to achieve efficiency and cost savings.

### When a Cooperative May Not Be the Best Fit

Despite their advantages, cooperative contracts are not always ideal. Large or complex construction projects, for example, may require custom solicitations to meet unique design, engineering, or regulatory requirements.

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## KPIs - Setting Procurement Goals for 2026 (continued)

track progress, celebrate successes, and identify areas for improvement. Below are essential KPIs with descriptions and suggested benchmarks.

*If you don't know where you're going, you will probably end up somewhere else.*  
-Lawrence J. Peter

KPI	What It Measures / Why It Matters	Suggested Benchmark
Compliance Rate (PO vs. Policy)	Percentage of purchases that follow agency policies; ensures transparency and accountability.	≥ 95%
Contract Coverage (Spend Under Contract)	Percentage of total spend executed through active contracts; supports cost control and supplier relationship management.	75–85%
Contract Utilization Rate	Frequency that approved contracts are used relative to eligible spend; reinforces strategic sourcing efforts.	80–90%
Cost Savings Achieved	Savings realized through negotiated discounts, volume pricing, or strategic sourcing; demonstrates procurement's contribution to agency financial health.	5–10% of total spend
Cycle Time for Procurement Requests	Average days from requisition to purchase order issuance; highlights efficiency in procurement processing.	≤ 10 business days
Maverick Spend	Percentage of spend outside approved contracts; identifies areas for process improvement and risk mitigation.	≤ 5–10%
Number of Strategic Suppliers	Key suppliers who drive the most value and support mission-critical needs; ensures strong, sustainable relationships.	Track top 10–20% annually
On-Time Delivery Rate	Percentage of orders delivered on schedule; ensures stakeholders and end-users receive what they need when they need it.	≥ 95%
Procurement ROI	Financial value generated relative to procurement resources invested; quantifies overall department impact.	≥ 5:1
Supplier Diversity Spend	Percentage of spend with diverse or small businesses; supports equity and inclusion goals.	15–25%

## Shedding Light on Cooperative Procurement (continued)

Projects with rapidly changing or unpredictable scopes can outgrow the limits of a cooperative agreement, risking compliance issues or scope creep. Occasionally, cooperatives may not provide the most competitive pricing, so agencies should always conduct a market review. Local rules may also restrict cooperative use for certain purchases, making verification essential before proceeding.

### Alignment with Best Practices

Cooperative procurement aligns closely with recent Federal Acquisition Regulation (FAR) updates emphasizing flexibility, efficiency, and collaboration. NIGP best practices recommend leveraging cooperatives strategically while ensuring oversight, compliance, and thorough documentation. When used correctly, they can illuminate the path to streamlined, fair, and transparent procurement.

### Illuminate Your Process

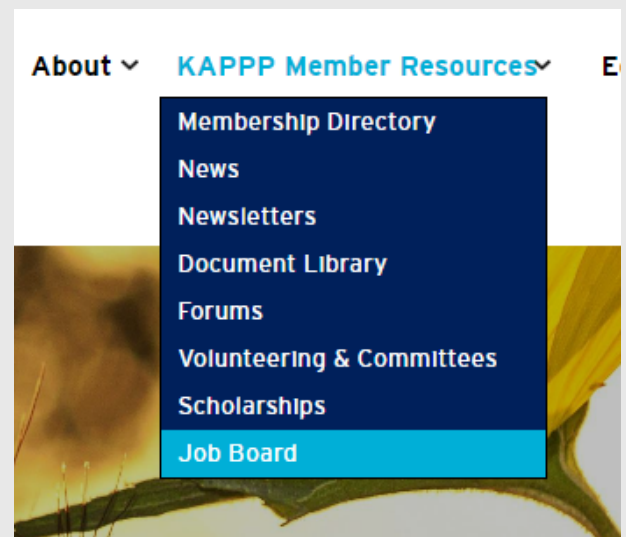
Like winter light cutting through the shortest days, cooperative procurement can illuminate a clear path through complex purchasing landscapes. By understanding when and how to use cooperatives, adhering to best practices, and maintaining careful oversight, agencies can reap the benefits of efficiency and compliance while safeguarding transparency, fairness, and public trust.

## New Member Benefit! KAPPP Launches Dedicated Procurement Jobs Board

*Author: Nicole Hogan*

The Kansas Association for Public Purchasing Professionals (KAPPP) is excited to announce the launch of a valuable new resource for its members: a dedicated Jobs Board on the KAPPP website! The primary purpose of the new Jobs Board is to provide a platform where KAPPP member agencies can post their own job opportunities related to procurement. This streamlines the recruitment process for agencies seeking specialized talent. Utilizing this member benefit can significantly reduce the time and expense associated with finding the right candidates who already understand the nuances of public sector purchasing. For KAPPP members seeking career advancement, the Jobs Board serves as a central, trusted hub for the latest opportunities in their field.

The launch of the Jobs Board is a testament to KAPPP's mission to foster a united, dynamic network and support the continuous growth of its members, ensuring transparent, accountable, and impactful public purchasing across the state. For further information on the Jobs Board or learn how to create your own post, please reach out to [info@kappp.org](mailto:info@kappp.org).



### Opportunities Worth Exploring

Explore new career paths and connect with public procurement talent through KAPPP.org's dedicated jobs board - where futures shine bright.

# The Hierarchy of Procurement

If you've ever rushed to process a last-minute order, scrambled to answer an auditor's questions, or sat across the table from a supplier trying to find common ground, then you know that public procurement is rarely boring. Some days it feels like we're putting out fires just to keep things moving; other days, we're asked to think big by coordinating supplier engagement events, evolve procurement practices for our organization, and be part of implementing a new enterprise solution. This constant balancing act is familiar to every procurement professional, from staff members focused on solicitations and contracts to leaders guiding their teams and sitting at the table in the C-Suite.

To make sense of this journey, it helps to consider the very core: the human element of psychology. Abraham Maslow's famous "Hierarchy of Needs" describes how humans progress from survival to self-actualization. In procurement, we can see a similar path: procurement grows through stages of maturity, each one building on the last. This is the **Hierarchy of Procurement**.



## Climbing the Hierarchy: From Survival to Vision

At the foundation lies **Transactional Survival**. This is where most procurement professionals begin. Think of the emergency IT order that needs to be placed before year-end. The immediate, common response is to scramble, make calls, and process a rushed purchase order. But as professionals develop, they learn that advance contracts and streamlined systems prevent such crises from arising in the first place. Leaders at this stage can help by providing tools, training, and structure to keep the basics reliable.

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## Hierarchy of Procurement (continued)

Building upward, the next stage is **Process Discipline**. Imagine an audit that uncovers missing documentation. A reactive team might piece things together at the last minute. A more disciplined team, however, builds compliance into everyday processes. For professionals, this means understanding why the rules matter and applying them with confidence. For leaders, it means creating a culture where consistency is celebrated, not just expected.

With a stable foundation, procurement can enter the stage of **Strategic Sourcing**. Consider rising costs in office supplies. A common fix might be negotiating discounts with a single vendor. The strategic approach, however, is to analyze spend data, apply category management, and leverage cooperative agreements. Professionals can develop new skills in data analysis and supplier research, while leaders should provide access to tools and mentorship that make strategic thinking possible.

Moving further up, procurement becomes about **Business Partnership**. Picture a parks department wanting to launch a new program but fearing procurement will slow them down. A transactional response might be to push back on timelines. A strategic, partnership-driven response is to engage early, listen to needs, and co-create a plan. Professionals here are building trust, while leaders should position their teams as advisors who enable, not hinder, progress.

From here, procurement reaches **Value Creation**. This is where professionals and leaders focus on transformation. Take the example of a municipality seeking sustainable energy solutions. A typical RFP might simply ask for “green options.” A value-driven approach would collaborate with suppliers to design innovative solutions, integrate sustainability into evaluation criteria, and adopt digital tools to track impact. Professionals play a role by being curious and forward-thinking; leaders play a role by empowering teams and rewarding creativity.

At the pinnacle sits **Visionary Leadership**. Procurement is no longer just a function — it is a force for societal impact. Agencies at this level don’t simply comply with standards; they set bold goals such as increasing supplier diversity, reducing carbon footprints, or forging regional cooperative agreements. Professionals contribute by mentoring others, sharing knowledge, and thinking about long-term community outcomes. Leaders inspire by connecting procurement to a bigger mission: shaping markets, setting standards, and creating public value.

### Learning from Our Suppliers: The Entrepreneurial Mindset

One lesson that can accelerate our climb up this hierarchy comes from the businesses we source from. Suppliers often bring an entrepreneurial mindset — they anticipate needs, innovate under pressure, and adapt quickly to changing circumstances. Public procurement professionals can benefit from adopting the same outlook. Instead of seeing challenges only as problems, we can view them as opportunities to test new ideas, create efficiencies, and deliver value.

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## Hierarchy of Procurement (continued)

At the staff level, this might mean suggesting process improvements or experimenting with new digital tools. For leaders, it could mean encouraging calculated risk-taking, fostering a culture of innovation, and recognizing staff who think creatively. Just as businesses succeed by constantly evolving, procurement can reach higher levels of leadership maturity by embracing adaptability, curiosity, and an entrepreneurial spirit.

### Why This Matters

The Hierarchy of Procurement Leadership is not just a model for executives — it's a roadmap for everyone. Professionals can see where they are today and what skills will help them grow tomorrow. Leaders can use the model to shape their teams, ensuring every level of the hierarchy is supported.

Everyday challenges — whether it's a rushed purchase order, a compliance requirement, or a new sustainability initiative — offer choices. We can solve them reactively, or we can elevate our response to build trust, create value, and achieve lasting impact.

Procurement is more than purchasing. It is about building credibility, enabling innovation, and ultimately helping communities thrive. By combining professional growth with lessons from our entrepreneurial partners, we can climb the hierarchy with confidence — together, professionals and leaders alike — step by step, toward visionary impact.

### What You Can Do Tomorrow

- **For professionals:** Look at one recurring challenge in your daily work and ask, “How might I solve this differently?” Whether it's suggesting a process tweak or collaborating earlier with a supplier, small steps move you up the hierarchy.
- **For leaders:** Identify one way to give your team more space to think strategically — remove a bottleneck, provide access to better data, or recognize innovative efforts.
- **For everyone:** Adopt the entrepreneurial lens. Ask not only how you can meet today's needs, but how you can create long-term value.

The hierarchy is a shared journey, and every step we take strengthens the profession and the communities we serve.



# Scholarship Stories

Each year, the KAPPP Scholarship Program helps members enhance their professional development by providing financial assistance to attend educational opportunities such as the NIGP Forum. Earlier this year, David Mason from the City of Lawrence was one of our scholarship recipients, using his award to attend the 2025 NIGP Forum in Denver, CO.

David shared his appreciation and reflections on the experience, highlighting how the Forum offered valuable learning, networking, and fresh perspectives to bring back to his work in public procurement.

Below is David's letter of thanks to the KAPPP Board and Scholarship Committee:



## Scholarship Stories (continued)

Megan Wasek from Johnson County was a 2025 KAPPP Scholarship recipient, using her award to attend NIGP's "Using Federal Grant Funds" Specialization Certificate Course virtually in October 2025. She shared that the course provided valuable insights into federal grant procurement, strengthening her ability to ensure compliance, improve internal controls, and support efficient procurement practices within Johnson County.

October 29, 2025

Kansas Association for Public Procurement Professionals Board  
900 SW Jackson Street  
Topeka, KS 66612

Dear Members of the Board,

I would like to extend my sincere appreciation for being selected as a 2025 KAPPP Scholarship recipient, which supported my ongoing professional development in the field of public procurement through attendance at NIGP's "Using Federal Grant Funds" Specialization Certificate Course held on October 21, 2025.

This one-day virtual course provided a comprehensive and practical overview of the complexities involved in expending federal grant funds. The curriculum offered a holistic understanding of each stage of the process: reviewing grant conditions, initiating procurement, conducting solicitations, and managing post-award activities. It detailed areas that procurement professionals may not routinely encounter, such as interpreting grant conditions, understanding that grant funds cannot replace existing funding sources, and distinguishing between direct and indirect cost eligibility.

Gaining a deeper understanding of these facets has strengthened my ability to develop solicitations and contracts that align with federal compliance requirements. This knowledge not only improves the quality and accuracy of my work but also supports Johnson County in maintaining strong internal controls and minimizing audit risk through improved documentation and oversight.

The instructor, Mr. Terry McKee, enhanced the learning experience by presenting real-world examples, interactive exercises, and open discussion opportunities. His practical approach reinforced that while general principles can be applied broadly, each grant often carries unique terms and conditions that must be carefully reviewed.

A few key takeaways from the course included the importance of early communication and collaboration with client departments, particularly in confirming funding sources and obtaining a copy of the grant or funding agreement whenever possible. Such agreements often include critical details—such as required timelines, flow-down provisions (e.g., insurance, wage determinations, or inspection requirements), and other solicitation conditions—that directly impact procurement planning and contract compliance.

Another valuable insight was the clarification of when local rules may still apply even for federally funded projects. Although adherence to 2 CFR 200 is mandatory, the regulation also stipulates that state and local laws must be followed. Therefore, the most restrictive rule governs—an important reminder that compliance must always be viewed through multiple regulatory lenses.

Additionally, the course highlighted the distinction between cooperative procurement (joint procurement) and cooperative purchasing (piggybacking) under federal grant requirements—an area that often causes confusion. Understanding these differences is critical for ensuring proper documentation and eligibility of expenditures under federal funding.

Overall, this course provided valuable knowledge that will directly enhance my role in supporting compliant and efficient procurement practices within my organization, particularly as the primary buyer that oversees our airports, who often utilizes FAA funding. Federal regulations continue to evolve, and this training reinforced the importance of staying current with updates to ensure our procurement processes remain both effective and compliant.

Once again, thank you for the opportunity to participate in this program. The scholarship not only supported my professional growth but also benefits my agency through the application of these best practices.

Respectfully,

*Megan Wasek*

Megan Wasek, CPPB  
Senior Purchasing Administrator  
Johnson County



## Upcoming Events

A new calendar of events and meetings will soon be shared for 2026.

For more information and to register for upcoming events, please log-in to your member account at [KAPPP.org](https://KAPPP.org).



## KAPPP's Membership Meetings

Dates for meetings will soon be shared on [KAPPP.org](https://KAPPP.org). Join us for meetings of the membership to collaborate, share best practices, and address common challenges to our industry.

## NIGP Leadership Summit 2026

Join NIGP in Tucson, Arizona, for an immersive leadership experience set against the breathtaking backdrop of the Sonoran Desert. Through dynamic sessions, fresh perspectives, and meaningful conversations, you'll recharge your energy, reignite your sense of purpose, and strengthen your leadership journey.

This event will be from **February 19 - 21**.



## NIGP Forum 2026

Forum in 2026 will be held from August 23 - 26 in Columbus, Ohio at the Greater Columbus Convention Center and offered as a hybrid (in-person and online) event. **Early Registration scholarships are now available for NIGP members through January 18, 2026.** To apply, visit NIGP's website and visit the Conferences & Events under the Learning tab.

## Kansas City Regional Procurement Expo 2026

Three NIGP chapters will converge for this exciting event. KAPPP will co-host with the Kansas City (MOKAN) and Missouri (MAPP) chapters a three-day event filled with networking, learning, and collaboration. Interested in volunteering? Contact the event committee at [info@kappp.org](mailto:info@kappp.org).

This event's dates and location will be announced soon - stay tuned!

## Interested in Becoming a KAPPP Member?

Join the Kansas Association of Public Purchasing Professionals, an official chapter of NIGP today. Annual member registration is affordable and packed with perks.