



Pi Chi Omega

The Professional Pest Management Fraternity

**Pi Chi Omega
Board of Directors Meeting
Conference Call
September 12, 2017 at 10:00 am**

Members Present: Dale Baker, Judy Black, Brittany Campbell, Andrea Coron, David Fincannon, Kim Kelley-Tunis, Marie Knox, Cassie Krejci, Tom Wright, Gene White, Tom Wright

Guests Present: Kristin Coron, Karen Furgieuele, Stephanie Hill, Dennis Judy, Eric Smith

The meeting was called to order at 10:01 am by Judy Black.

A motion was made by Cassie Krejci (seconded by Dale Baker) to approve the July 13, 2017 Pi Chi Omega Board Meeting minutes as written with one typographical change and one clarifying point added. The motion carried.

President's Report:

Judy shared her gratitude to the Board for their time and commitment to Pi Chi Omega – a lot of good work is being done.

The one activity we had left from our Strategic Planning Session in June was to identify the Core Values of Pi Chi Omega. Prior to the meeting Judy had sent several web links to the board to read about what core values are and how to distill them, and she asked each board member to identify 4 possible core values. Common guidelines are that there should be about 4 core values, that they should be short and memorable, and appealing to outsiders. Several board members shared the core values that they had developed. A list of 25 values was made. We grouped values into like sets to try to narrow down the list. We came up with two groups to consider, but will need to finish this activity at a future time before the 4 can be voted on by the board. Judy will summarize and regroup the items into four sets and will schedule another meeting to complete this task.

Executive Director's Report:

Membership – We printed outstanding invoices and distributed them with the newsletters though the mail.

ACT 17 & 18 – 213

ASC 17 & 18 – 118

STU 17 & 18 – 14

RET 17 & 18 – 34

Total 379



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ACT 16 –15	
ASC 16 – 3	
STU 16 – 1	
Ret 16 – 1	Total 20

Total: 399

Newsletter – Newsletter was completed and distributed electronically and through the mail.

Strategic Planning Ad hoc committee – We participated in each of the meetings of the Strategic Plan Ad-hoc committee and supported the committee through communication with the other committee chairs.

PestWorld 17 – Planned events and have begun promoting them.

Nominations Committee has submitted slate – and we've reached out to get bios from candidates to publish.

Tom Wright asked the Executive Director about the ability to put a membership directory on our website. In the past, there have been members who are specifically against having their contact information distributed and on the website unless we can guarantee the security of that information. The possibility of creating a pdf document of the membership directory and e-mailing it to members was discussed. Dale Baker will research options for ensuring security on the website before the Board decides how to proceed with distribution of a membership directory. Cassie Krejci noted that it is important to give every member the opportunity to opt out of being included in any distributed list of members and their contact information.

Committee Reports

Awards Committee – Karen Furguiele

Outcomes of a recent Awards Committee Meeting:

1. The five awards historically given, were reviewed, the committee attempted to define the purpose/intent of each award and evaluated them for relevancy to the organization today. The five awards were narrowed down to three for the reasoning outlined above.
2. Three awards will be given out moving forward – the Award of Achievement, The Book of Professional Services and the Generosity Award. Each award will not necessarily be awarded on an annual basis, rather they will only be awarded when merited.
3. Types of physical awards to be presented were discussed and recommended (as above). Staff will research cost to include in the Objectives and Action Plan.



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4. A call for nominations will be made annually and the committee will review the nominations and make decisions on awards based on merit. Selection criteria and a timeline for the nomination and selection process will be defined at a future meeting.
5. Staff will create a draft nomination form that outlines the three ongoing awards and prerequisites for a nomination (must be Pi Chi Omega members, nominator must be identified, concrete reasoning/rational for the nomination must be provided, vetting of candidates will be done by committee). The committee would want to clearly communicate that not all awards will be presented annually, only when a vetted candidate has been recommended by the awards committee. All nominations will be reviewed, but will not necessarily be selected to be presented with an award. If appropriate, another type of recognition may be suggested.
6. Once award changes have been approved by the Board and a nomination form has been finalized the committee would like to begin promoting the awards and begin encouraging members to think about nominations for consideration at PestWorld 2018.

In addition, a discussion provided clarification to the committee that the past “Book of Professional Services” award was not given to people who published an industry book.

David Fincannon asked for a copy of the complete Awards Committee meeting minutes.

Bylaws Committee: Eric Smith - No report.

Finance Committee: Tom Wright introduced the work that the staff has been engaged with. Financially we are in a good position, we continue to give out scholarships annually and our investments are in a good position.

Kristin Coron reviewed the Balance Sheet and the Profit and Loss Budget vs. Actual.

Pi Chi Omega taxes for the 2016-2017 fiscal year have been filed.

Balance Sheet: Current total assets stand at \$211,002.02, compared to \$208,877.94 at this same time last year. The Wintrust investment statement for August hadn’t been received in time to enter into the accounting records for this meeting.

Profit & Loss Budget vs. Actual: Since we are only two months into the fiscal year there is not much to report on the P&L Budget vs. Actual. The income over expenses stands at \$156.23 (budgeted -\$9,447.50) Staff will remind the Board that a large portion of dues for the current fiscal year were collected in the last month of last fiscal year – thus the net income is going to look consistently low until the end of the current fiscal year when dues income begins flowing in again in June 2018. We estimate that we will receive approximately \$9,000 in income late in the fiscal year, leaving about \$3,000 to make up in new and/or renewed members. Things could turn around sooner if we collect the \$7,000 in current open invoices (we still have 97 current year-member invoices outstanding and 22 member invoices that are past due for the previous year and this year). The organization will also need to push hard to sell the 50



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Year Books - we need to sell about 55 books to realize the budgeted income. One special note of thanks to four sponsors for the Pi Chi Omega Social and roll-out of the Strategic Plan at Pest World – JT Eaton, Rentokil, Pest Pro Academy and PolyGuard.

A motion was made by Kim Kelley-Tunis (seconded by Cassie Krejci) to approve the financials as presented. The motion carried.

Marketing & Website: Dale Baker - We have updated the website with all of the board meeting minutes and membership meeting minutes from the point we hired our Executive Director team and those we could locate from recent years to bring that to as current as possible.

Membership Committee: Dennis Judy – The Membership Committee met and discussed some changes in dues structure and membership categories. The committee, the bylaws committee, the treasurer and the board will need to work further on this.

The committee also recommended two nominations for membership (Hartzer for Active and Baldwin for Assoc B) to the Board for their approval.

David Fincannon asked for the minutes from the Membership Committee meeting. He voiced his concern that the Strategic Plan Ad-hoc Committee was too involved in committee work and operating outside of its authority because the Board had not voted on a motion to create the committee. Andrea Coron cited Article VII, Section 1a. outlining the President’s duty to “Appoint all committees as near as possible in accordance with the organization plan of the Fraternity.”

David Fincannon cited that Robert’s Rules of Order indicates that a President can appoint a committee, but the Board has to approve the committee.

Andrea Coron cited that The Pi Chi Omega Bylaws, Article VIII, Section 8 stipulates “Roberts’ Rules of Order shall be the parliamentary authority in all matters of procedure not specifically covered by the Constitution and Bylaws of this Fraternity.” Because this matter is covered in the Bylaws, Robert’s Rules of Order does not apply in this situation.

A motion was made by Tom Wright (seconded by Brittany Campbell) in affirmation of the statement that the Pi Chi Omega Bylaws gives the President the authority to create and direct committees and their work; and to move on with the agenda of the meeting. The motion carried with one “No” vote by David Fincannon.

A motion was made by Cassie Krejci (seconded by Kim Kelly-Tunis) to approve the two membership nomination forms as presented by Dennis Judy. The motion carried.

Nominating Committee: Kim Kelly-Tunis reported that the committee had worked hard to find qualified candidates to fill the slate of nominations for the election in October. There are two positions open for



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2-year director positions, and one position open for a 1-year director position. In addition, the positions of President, President-elect, Secretary and Treasurer are open. The committee has presented the following slate of nominations to the Executive Director:

President – Dale Baker

President-elect – Mark “Shep” Sheperdigian

Secretary – Gene White

Treasurer – Cisse Spraggins

Directors – Bennett Jordan for a 1-yr term, Stephanie Hill and Glen Ramsey for a 2-yr term

Kim explained how each candidate was qualified, and what they would bring to the leadership of Pi Chi Omega. The bylaws indicate that the Nominating Committee needs to present the slate to the Executive Director at least 30 days prior to the election.

Scholarship Committee: Stephanie Hill – No report. Kristin did share with the Board that the Scholarship Committee has asked for some expertise in fundraising. The staff will reach out to the membership seeking this help.

Strategic Plan Ad-hoc Committee: Brittany Campbell and Kim Kelly-Tunis shared the work that the committee has been doing, referring to the report that was sent with the Board Packet. In the last couple of months, the newly formed Strategic Planning Committee has been very busy. The committee was tasked with the following objectives:

1. Create Message about the outcome of the strategic planning
2. Plan roll out of Strategic Plan at PestWorld
3. Work with committees to identify their objectives in achieving strategic activities
4. Develop a follow-up and evaluation tool to assess progress of strategic activities

The first three objectives have been worked on in depth. The message and roll-out are ready and will be implemented shortly. Plans for a social event plus a scavenger hunt at Pest World are being finalized.

The committee has engaged with each standing committee of Pi Chi Omega to get their compilation and purpose, as well as helping to identify those items that fall under each committee in support of the Strategic Plan. The committee has been evaluating committee structure with the designation of action plan forms to each committee, with an attempt to implement strategic activities with measurable outcomes and goals.

Old Business

50 Year Book Update – The deadline for edits and revisions has passed – we are on schedule to print in time for PestWorld. The first run of books will be ordered on Sept. 18. We need to have 41 books to



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fulfill our sponsor obligations, and have budgeted to bring in income for 55 more books. The staff will order the appropriate amount to take advantage of the quantity discount thresholds. The staff will also research the shipping costs for initial order as well as follow up orders and share with the Board.

David Fincannon asked that a discount price be established for him to purchase enough books to give to members who have been in the fraternity for 40 years or more.

New Business

Reciprocal membership with UPFDA – Dale Baker shared that UPFDA has offered us a free reciprocal membership in their organization. He would like to put this discussion on hold until more details are received.

Next board meeting – The next Board meeting will be held on October 23, 2018 from 1:00 pm to 5:00 pm in conjunction with Pest World.

Motion to adjourn by Cassie Krejci (seconded by Tom Wright) at 1:02 pm. The motion carried.

Clarification added post-meeting by Judy Black

I miss-spoke when I said I would send out the recent committee reports that we went over yesterday. Those reports were created at the request of the Ad Hoc committee and are part of that committee's charge to gather information for our Strategic Activities. The SA committee is not yet ready to come to the Board with their recommendations, when they are ready, they will come to us with their recommendations. I apologize for the confusion. I should have made clear to the committee chairperson's that the committee reports for this Board meeting should be "normal" committee reports, and a mention that they have submitted info to the SA committee. The whole point of an ad hoc committee is to wade through recommendations and present the best of the best to the Board.