



# Pi Chi Omega

*The Professional Pest Management Fraternity*

Pi Chi Omega  
Board Meeting  
Purdue Pest Management Conference  
January 8, 2018 at 8:00 am

**Members present:** Aaron Ashbrook, Dale Baker, Bennett Jordan, Judy Black, Andrea Coron, Stephanie Hill, Glen Ramsey, Mark Sheperdigian, Cisse Spragins, Eugene White

**Members not present:** Cassie Krejci

**Guests present:** Kristin Coron, Desiree Straubinger, Tom Myers

The meeting was called to order by President Dale Baker at 8:05 am.

Roll was called.

Approval of board meeting minutes.

**A motion was made by Judy Black (seconded by Glen Ramsey) to approve the minutes of the December 20, 2017 Pi Chi Omega Board Meeting. The motion carried.**

**President Welcome and Report** – Dale welcomed everyone back to another year at Purdue. Everyone enjoyed our inaugural Pi Chi Omega Bowling and Billiards event. There were 14 people in attendance and everyone had a great time socializing. Judy commented that it was nice to talk to some members she had never met before, and that each year she could see the event grow.

There are a lot of good things to talk about today. The number of memberships we will present to the membership tomorrow will blow everyone's socks off and hopefully we will get a good handle on how to present the changes to membership dues and categories.

**Executive Director Report** – Andrea Coron

Purdue - Staff has been preparing for our time at Purdue – creating the promo and processing registrations for the Bowling & Billiards Blast and the Membership Dinner. Currently there are 17 people signed up for bowling and 26 signed up for the membership dinner. It is typical to get an influx of people to sign up on site. I'd like to recognize Aaron Ashbrook, our student board member and Gary Bennett for their help with scheduling and promoting the bowling event.

Texas A & M – With the assistance of Cassie and Dale, and in coordination with Bart Foster, we are holding a Raise the Bar with Pi Chi Omega event at the Texas A&M conference on Wed., Jan, 10 at a bar near campus. Staff has worked to promote the event through Mail Chimp and sent supporting materials to Cassie for that event. Cassie will also have a table top display of PCO Information.

Newsletter – the December 2017 issue of the newsletter was published and distributed electronically – it will be available at Purdue and will be mailed to everyone after the conference. The next newsletter will feature research reports from our 4 scholarship recipients from 2017.



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Scholarship – We have been working with Christina VanRyckegham to put in place the Alain VanRyckegham memorial scholarship fund. Insects Limited has committed to match incoming dollars 2 to 1 for funds raised. A memorandum of understanding will be created to govern this process. Mrs. Van Ryckegham hopes to institute this for the 2018 scholarship year. The VanRyckegham scholarship has raised \$565 and the Frishman scholarship is at \$22,400.

After Purdue, the scholarship applications will be distributed to academic institutions on our list, as well as on a larger scale to our members.

Membership – The staff and the membership committee have processed 23 membership nominations since Pest World to be voted on at Purdue. If all are approved this would represent a 5.8% growth in membership in the space of 2 months. Before the strategic planning session, we worked with Tom Wright to run some “what-if” numbers. At that time, an additional 55 members bringing in the current level of membership dues would have created enough income to cover projected expenses, including staff at the time. So, with a sustained effort such as we’ve seen in the last few months, continued membership growth is a real possibility. Special thanks to Dale Baker for nominating 12 people and Marie Knox for 4 applications. Dale picked up most of his applications at the Ohio pest control meeting – if PCO begins having more of a presence at state meetings – we could show rapid growth.

There are currently 396 members, of which 55 have open invoices. Seventeen of that subgroup owe for 2 years. A push will be made to connect with these people and get their invoices paid. For the group that is 2 years in arrears, those that do not pay will be presented to membership at PestWorld for forfeiture.

Dale talked about Ohio membership nominations and the article he wrote for them and he suggests sharing nationally with trade rags. Kim suggested creating a packet similar to PWPIM’s How to create a meet up event and sharing it with members.

Perhaps we can challenge other states to try to meet or beat Ohio’s new members. Dale suggested playing up the competition with MI – their football nemesis. Michigan meeting is February 22 – 23. KKT suggested Minnesota (Kells is president) – 1<sup>st</sup> week of March – check our membership to see if there are any PCO members who can man the event.

## **Committee Reports**

**Awards Committee** – Karen Furguiele – no report

**Bylaws Committee** – Eric Smith – Andrea let the Board know that he has added Greg Baumann and Russ Ives to the committee. They will be doing a comprehensive review of the Bylaws. Dale also talked to Eric about the changes the membership dues increase and restructuring membership will require in the bylaws.

## **Finance Committee – Cisse Spragins**

Cisse presented the financials. Balance Sheet – as of December 31, 2017 Pi Chi Omega assets stood at \$221,358.89, compared to \$208,850.16 on December 31, 2016. Profit & Loss Budget vs. Actual – At the mid-year point of the current fiscal year, Pi Chi Omega’s Income/Expense stands at a positive



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\$3,344.50. We are projected to end the year with a negative \$9,447.50, however the staff and Board work hard each year to outperform this projection. Designated Scholarship Funds – funds that have been designated to be used only for scholarships can be seen under Temp. Restricted Net Assets on the Balance Sheet, and stand at \$146,873.75 (as of November 30, 2017).

**Motion to approve made by Stephanie Hill (seconded by Cisse Spragins) to approve the minutes as presented. The motion carried.**

**Membership Committee** – Dennis Judy – In Dennis' absence the Board was presented with the current 23 nominations. The final batch of twelve nominations need the Board's approval. Those include:

Andrew Alonso ((Associate B), Derreck Case (Associate B), Peter Daniello (Associate A), Carl Hinderer (Active), Heather King (ASCA), Richard Koszlovich (Associate B), Diane Sofranec (Associate A), Todd Sawyer (Associate A), Douglas Ross (Active), Heather Erskine (Active), Janis Reed (Active) and Larry Nouvel (Associate A).

**A motion was made by Cisse (seconded by Shep) to approve the final batch of nominations as recommended by the membership committee. The motion carried.**

The Board reviewed the proposed category structure and discussed the differences between PCO and Allied members. It seemed that the PCO requirement to have 10 years of experience AND hold certification for 5 years was too heavy and excluded members from other countries. Board recommended changing this to 10 years of experience or 5 years of industry certification. Staff will check with Dennis on this before membership meeting.

**Marketing & Website Committee** – Dale Baker – working on website and upgrading to Wordpress or some similar platform. Dale will be making that an action item to get done within the next couple weeks. Discussion about Cisse's research on Stripe, Paypal and Square shows that they are each less expenses in charges than a credit card processing system.

Marketing – we need to ramp up our social media and industry presence between now and PestWorld. Consensus was to hold a virtual membership meeting in June. Jordan joined the call and was asked if Copesan would hold an event at their meeting to introduce Pi Chi Omega to Copesan members who aren't currently members. Andrea will send Bennett the current list of Pi Chi Omega members. The Board discussed creating a mail-able sign that could be changed up easily.

**Nominations Committee – Judy Black** – Judy clarified how many seats will be open to be filled at Pest World. She will reach out to Cassie and Bennett to see if they plan to run for re-election. Judy will also fill out her committee with three members not on the Board. Dennis Judy's name was recommended.

**Scholarship Committee** – Desiree Straubinger – Desiree indicated that she'll be meeting offline with Stephanie to get all of the details of moving forward with chairing this committee.

The Board agreed, and Stephanie confirmed, that the four scholarships awarded annually are as follows:

John Osmun Scholarship: \$3,000

Founders Endowment Scholarship: \$2,000

Dr. Austin Frishman Scholarship: \$2,000

General PCO Scholarship (to become Alain VanRyckeghem): \$2,000



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Ad-hoc Committee – Judy Black indicated that she'd like the president to re-appoint the Strategic Plan ad-hoc committee and task them with flushing out the Core Values, creation of a policy on use of membership list and a policy on board conduct and behavior. Dale Baker appointed Judy as the Chair of the Ad-hoc Committee. She and Kim Kelley-Tunis and Brittany Campbell will work on finalizing these items.

Board also discussed how to get the fourth Strategic Activity of mentoring addressed– Dale will ask Gerry Wegner and Jim Sargent to develop a proposal for what a mentoring program might look like.

## **Old Business**

Judy asked about getting sample documents from one other organization for sharing membership lists and an agreement for serving on the Board. Suggestions were made to ask ESA and RISE.

## **New Business**

Board Goals:

- Develop a Mentoring program.
- Policy Items: Use of Membership List and Board Code of Conduct Agreement.
- Membership Retention: Develop a plan for reducing the loss of members and perhaps conducting an exit interview to determine why we are losing a member.
- The Board will work to build a budget each year that comes close to breaking even on income/expenses, and hopes to meet that goal for the 2018-19 budget through the dues increase. Future boards may consider researching non-dues revenue streams.
- Set regularly scheduled Board meetings – third Friday of every odd-numbered month.

The next board meeting will be March 16, 2018 via Conference Call at 10:00 am.

**A motion was made by Judy Black, seconded by Shep, to adjourn the meeting at 10:40 am.**

Dale reconvened the meeting at 10:43 a.m.

**A motion was made by Gene White, seconded by Cisse Spragins, to recommend Millard and Ada Oldham for honorary membership to the membership to approve at the membership meeting on Jan. 9, 2018. The motion carried.**

**A motion was made to adjourn the meeting by Judy Black (seconded by Cisse Spragins) at 11:45 a.m.**