



A red rectangular banner with the text 'POC Talk' in white. 'POC' is in a bold, sans-serif font, and 'Talk' is in a slightly lighter, sans-serif font.

POC Talk January 2019

In This Edition

- [Board of Directors News](#)
- [Conference News](#)
- [Education News](#)
- [Ethics Corner](#)
- [Finance News](#)
- [Chapter News](#)
- [POC in the Media](#)
- [Social Media](#)

BOARD OF DIRECTORS NEWS

Happy New Year Everyone!

This year POC has two members presenting at the 2019 APDO Conference: Clair Kumar and Alison Lush.

2019 APDO Conference "Learn – Share – Connect – Promote"

Tuesday March 19, 2019 - Wednesday March 20, 2019, London UK

Two days of **learning** new techniques, **sharing** experiences, **connecting** with colleagues from around the world and **promoting** your areas of expertise.

You still have time to register: [APDO Conference](#)

Dennise Conforti

[President](#)

CONFERENCE NEWS

Mark Your Calendars!



POC Conference is set for November 7-9, 2019. We are excited to announce that it will be held at the spectacular Radisson Admiral Hotel Toronto-Harbourfront.

Your National Conference Committee Needs You!

Join the NCC as our Exhibitor/Sponsor Lead and be part of making Conference 2019 amazing!

Benefits to joining:

1. It's super fun!
2. It's a great way to accumulate points towards your Gold Leaf status.
3. It's a wonderful opportunity for learning and to work with a great team.
4. It's a great way to Give back to our fellow members
5. Did we mention it's super fun?

Come join us today!

[Email Donna Shukys](#) if you are interested.

EDUCATION NEWS

It's time to unfold new pages and
start a new chapter in your life because it's a New Year.

HAPPY NEW YEAR



Start the year off right with great courses!

Check out POC's website under Education and Events to see what's being offered.

Tamara Elias Liebmann
[Director of Education](#)

ETHICS CORNER



Happy New Year POC members.

Are you looking for something new, meaningful and thought provoking to do in 2019? The POC Ethics Committee is looking for members who would like to be on our supplementary volunteer list.

What does this mean? When the Ethics Committee receives an ethical complaint, a Compliant Review Committee (CRC) is immediately formed from members of our Standing Ethics Committee. At times, there is a conflict of interest or scheduling conflict, at which point we need to have other members available to fill in. This could be YOU!

If you are interested, please contact the POC Ethics Chair for further information at ethics@organizersincanada.com.

We look forward to welcoming many members to this list.

Let 2019 be YOUR year to help!

Ethics Committee and the Complaint Review Committees

With several ethics' complaints received in 2018, it was a busy year for the Ethics Committee and the Complaint Review Committees. We would like to extend a heartfelt thank you to all the volunteers who gave their time and expertise to ensure the POC Ethics Policy and Procedure was followed carefully and all complaints given due and fair process.

While a document can't be expected to cover every possible scenario or circumstance, it can't also remain static and must be adapted if revisions are required. This is the case with the Ethics Policy and Procedure.

The policy originally allowed only seven days once a complaint was received for a Complaint Review Committee to be struck, determine if the complaint had merit and write a letter to the complainant informing them of this decision. Assessing merit refers to the process of determining whether the complaint falls under the auspices of POC's ethics committee, and whether it contains enough information to proceed with an investigation. This timeline did not consider the availability of volunteers or staff due to illness, prior commitments, weekends, statutory holidays, etc. and proved challenging to meet.

A recommendation to revise the timeline was put forward by a Complaint Review Committee to the Ethics Committee and the Board of Directors and approved. The timeline has subsequently been revised to 30 days, during which time: the complaint will be acknowledged; the Complaint Review Committee struck; committee members will be provided a copy of the complaint for review; a committee meeting will be held, and if required, more information requested; and the complainant will be informed of the determination of merit.

Several other recommended revisions to the policy have also been received by the Ethics Committee and are under review. Members will be informed if any further changes are applied. A current copy can be found on the Members Only side of the website under [Guidelines & Downloads](#). This topic will be addressed at the Chapter Chat on March 27...see Chapter News below and mark your calendars!

Ethics Committee Accomplishments in 2018

- Ethics Committee (EC) had a full complement of 6 members
- Met five times in 2018
- The Chair took the NAPO Ethics Course, and debriefed the EC
- POC Board had a conversation about Ethics, and they are aligned
- Published a case study in POC Talk
- Encouraged chapter meeting discussions on case studies
- Encouraged chapter meeting discussions on Ethics, overall
- More profile in POC Talk
- A new course on Ethics is in the works (to be more interactive, more in depth)
- Continued to store agendas, minutes and updated policies in Google Docs archive, so all members have access, and can read and review on their own time
- Created a standing agenda, that the Chair sends out the week before the meeting
- Created post standing agenda meeting minutes timeline/protocol
- Revised the 7 day policy to strike a Complaint Review Committee to 30 days
- New Board Liaison in November 2018
- Created a "Did You Know" list of nuggets to be published in POC Talk
- Determined that a brainstorming meeting was required to look ahead at 2019 & beyond

Andrew Neary
[Ethics Committee Chair](#)

FINANCE NEWS

I would like to give a reminder to our Chapter Treasurers that the next Financial Reports to the National Board are due January 31, 2019. See the Chapter Handbook, page 37:

Reporting to National: each Chapter must prepare financial statements, consisting of a Profit & Loss statement (also known as Income & Expense statement) and a balance sheet to the Director of Finance twice a year. The first set of statements, for the interim period of July 1 to December 31, must be received by the Director of Finance by January 31. The second set of financial statements for the period July 1 to June 30 must be forwarded to the Director of Finance by July 31 following the end of the fiscal year.

I thank all the chapter treasurers for volunteering for our Professional Association. Your time and effort is an amazing gift to POC members. I look forward to getting to know you better over the next two years. For those that are new in the role, please let me know if you have any questions before Jan 31. I will be sending out new blank forms.

Judy Rickey
[Director of Finance](#)

CHAPTER NEWS

It has been well over two years since I wrote the Trained Professional Organizer (TPO) exam and I have been thinking about doing a course to engage my brain and clear out the cobwebs. The

conference in Kelowna satisfied that itch for a bit but now I am on the hunt again for something intriguing.

I started researching and discovered that POC now offers Continuing Education webinars.

I went in the other day and there are 13 webinars to choose from: a few on Records Management and other diverse topics like 'Organizing a Gluten Free Kitchen', 'Organize a Garage...In No Time!' and more. [Check it out](#) and find something that piques your interest.

Tele-classes are also available to meet all the requirements to write the TPO exam. [See what is available](#) in the next few weeks so you have a good excuse to stay inside during our cold Canadian winter.

Next Monthly Chapter Chat for Chapter Executive Members:

** The Doodle Poll is complete. 31 of 112 executive members voted and the Chapter Chat time will remain at 8pm EST.

Wednesday January 23rd, 2019 at 8pm EST via iMeet

Chapter Executives will receive a link to the chat 2 days prior to the meeting.

Guest Speaker: POC Marketing Company President, Ian Howard of Sociation Marketing

Topic: POC Social Media campaign, the process and the POC Influencer program.

Join us to learn more about the Social Media platforms that POC utilizes in the national campaign and how we as members can benefit from the national level efforts in our own businesses.

All executive members are welcome. Chapter Chairs are kindly requested to ensure that at least one chapter executive representative be available.

2019 Chapter Chat's still to come:

Dates	Topics	Speaker
February 27, 2019	Marketing	Linda Chu, Director of Marketing
March 27, 2019	Ethics	Andrew Neary, Ethics Committee Chair
April 24, 2019	Conference	Members of Conference Committee
May 29, 2019	Chapter Finances	Judy Rickey, Director of Finance
June 26, 2019	TBA	
September 25, 2019	Education	Tamara Liebmann, Director of Education
October 23, 2019	Membership	Donna Shukys, Director of Membership
November 27, 2019	Leadership	Cindy Wezenbeek, Director of Chapters

Cindy Wezenbeek
[Director of Chapters](#)

POC IN THE MEDIA

Durham Chapter member, Catherine Davis of
Organized by Catherine, was featured in the



Winter 2018 edition of Local Biz Magazine. Her article [Taming Toy Mountain](#), provides tips and solutions on how to deal with that mountain of toys in your home.

SOCIAL MEDIA

December showed a lot of great activity on POC's social media platforms (Google +, Facebook, Twitter and Pinterest). Our Facebook posts were liked 1,838 times last month! The top performing post suggested plastic crates as an alternative for laundry room products. We also had some great engagement on Twitter – we had 21 retweets over the course of the month and were 'liked' 46 times! Our most popular tweet asked iStorage & Organize her thoughts on Christmas décor trends and fads. On Pinterest, we had an average monthly view total of almost 25,000! If you aren't following POC on any of our social media platforms, we encourage you to join us and engage with both your association and fellow colleagues. Just click the links below!



Social Media Snapshot

Facebook:

1,838 Likes
3 new likes



Twitter:

2,203 Followers
1 new follower



Pinterest:

265 Followers
5 new followers

16	541	269	95
Boards	Pins	Followers	Following

SOCIATION MARKETING AGENCY SOCIAL MEDIA REPORT



SHOW SOME LOVE ... Follow us at <https://www.pinterest.com/POCCanada/>



POC is a proud affiliate of NAPO, ICD, NASMM and APDO

POC recognizes and thanks all our Associate Members for their ongoing support and partnership.



© Professional Organizers in Canada
468 Queen Street East, LL-02
Toronto, Ontario M5A 1T7
www.organizersincanada.com

To unsubscribe from POC emails, please click/tap the unsubscribe link below