



POC Talk December 2021

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MESSAGE FROM YOUR BOARD OF DIRECTORS

Season's Greetings!

This special time of year is meant to appreciate even more the people who surround us, and the moments spent with them. Your Board of Directors would like to thank you for being our members, and for making POC the vibrant association it is.

May the holiday season fill your home with joy, your heart with love, and your life with laughter.

Our very best wishes to each one of you!

Nathalie Bureau

President, on behalf of the Board of Directors

MESSAGE DE VOTRE CONSEIL D'ADMINISTRATION

Joyeuses fêtes de fin d'année !

Cette période spéciale de l'année nous incite à apprécier encore plus les gens qui nous entourent et les moments passés avec eux. Votre conseil d'administration tient à vous remercier d'être nos membres et de faire des OPC l'association dynamique qu'elle est.

Que la saison des fêtes remplisse votre maison de joie, votre cœur d'amour et votre vie de rires.

Nos meilleurs vœux à chacun et chacune d'entre vous !

Nathalie Bureau

Présidente, au nom du conseil d'administration

VICE PRESIDENT'S MESSAGE

What is New With POC and the Board of Directors...

In October, a new sub-committee was started to review the Silver Leaf and Gold Leaf programs. The aim of the review is to look at what value the current programs have for members and what changes could possibly be made to improve the programs.

Some new initiatives came out of the November board meeting: the policy for contracts and Request for Proposals will be expanded to include parameters and checks for different monetary levels of contracts; the Policy & Procedures and appendices are being reviewed and updated; and a couple of sub-committees will be formed to look at some other areas that need review and updating. More to follow about the sub-committees in the New Year.

POC now has a Jotform account and will be rolling it out to the committees and chapters for their use, hopefully making their volunteer positions that much easier with automation...if you were like me and do not know about Jotform, Google it to find

out more and how it could be useful to you as a POC volunteer.

Heading into 2022, we are already planning for the board of director's big Spring meeting. Some of the things we have on the list are writing POC's strategic plan for the next few years, and inclusion/diversity training and policy development.

Happy Holidays!

Cindy Wezenbeek

[Vice President](#)

DEVELOPMENT NEWS



Serving London, Hamilton and surrounding areas – Load of Rubbish is a family owned company that provides junk removal and estate cleanup services. We partner with great local organizations to recycle or donate as much as possible. We offer up front pricing and same day service.

Nathan Naylor

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ETHICS CORNER



December 2021

FOOD FOR THOUGHT

“Can I pay you in cash?”

Most organizers have encountered clients who have wanted to pay cash for our services in order to avoid paying sales taxes. When business is conducted in cash (not cheque or e-transfer), this creates the possibility of not generating an invoice and thus not charging sales taxes. The client benefits by saving 5 to 15% on sales tax. As a business owner, do you benefit?

If your total income of the last 4 quarters has exceeded \$30,000, you, the organizer, are obligated to charge GST and PST. You have applied for and received GST and PST numbers and you pay to the government every dollar of tax that you have charged to your clients. The whole matter of charging and paying tax is a zero-sum gain for you.

You know that the legal way to conduct business is to report all revenues on your income tax and generate an invoice for every transaction. But you're afraid that if you insist that the client pay sales tax, they will claim that the overall hourly rate has become too expensive and will look for a cheaper organizer. What do you do?

The client understands that they cannot walk into a store and ask for goods without paying the sales tax. They also understand that, as an independent business owner, you have the right and the responsibility to charge tax. If charging taxes is clearly spelled out in your onboarding sequence, then the client is able to budget appropriately. If your customer wants to know the bottom line, you can quote your rate with tax included.

It is wise to be cautious. You may not truly know the client and whether he or she may gain by snaring us in what Revenue Canada calls “failure to report.”

Finally, revenue that you do not claim on your annual income tax is not included in the calculation of your pension, which means that by saving money for your clients, you are short-changing your financial future. It is best to find the clients who allow you to be honest in your reporting.

DID YOU KNOW?

Revenue Canada has over 43,000 staff and a Customer Service line at 1 (800) 959-8281. There is also an automated Tax Information Phone Service (TIPS) at 1 (800) 267-6999.

MEMBERSHIP NEWS

Congratulations to the following member who recently earned her Silver Leaf status!

Sophie Cormier – ImKa Organizing Solutions – Saint-Louis, NB

New Condition for Silver Leaf Members

Starting January 1st, 2022, any new member joining POC will now have to have obtained **35 service points** besides being a POC member in good standing, for a minimum of the previous two years, and having been a professional organizer for at least 5 years to become a Silver Leaf member.

All members who will have joined POC before January 1st, 2022, will not have to comply to this criterion (even though we suggest obtaining service points as well to prepare for your Gold Leaf status!). Points accumulated towards Silver Leaf can also be used towards attaining Gold Leaf.

There are nearly 15 different ways to earn service points. To know how many points are granted for each type of activity, have a look at the Gold Leaf Guidelines and Points Form on the Members only side of our website. (Soon to be added to the Silver Leaf Tab).

Your Board of Directors

EDUCATION NEWS

The Education Committee would like to welcome it's newest member, Elizabeth Alescio. Elizabeth is a Trained Professional Organizer and active POC member since 2013. She is the lead organizer and owner of Mlle Range-Tout, and has served on the Montreal Chapter board for the past 4 years as Membership Coordinator. Elizabeth recently obtained her Silver Leaf Member status and is thrilled to be part of the Education Committee to help update the program and bring French courses to POC.

The Education Committee would like to remind the membership that we will be launching three new video courses in January 2022! We have had course creators, along with countless volunteers working towards updating and reimagining Introduction to Professional Organizing, Ethical Standards for POC Members and Safety Practices for Professional Organizers. These recorded classes will be offered in both French and English and all three will be required for new members to be on the POC Directory. We have several more courses in development and can't wait to present them to all of you.

Allison Weigensberg
[Director of Education](#)

COMMITTEE NEWS

NOMINATING COMMITTEE



The Nominating Committee would like to sincerely thank each and every member who has volunteered their time for the promotion and betterment of Professional Organizers in Canada this past year. We hope the holiday season provides an opportunity for rest and renewal to those who have generously offered their time and energy for the betterment of our profession.

It's time to focus on setting our intentions for the new year both personally and professionally. Please consider carving out some time for volunteering with POC in 2022. Even if you only have a little bit of time to offer, there are several committee roles open that might fit your interests and skillset. **We have openings with the Nominating Committee to help recruit and maintain volunteers and opportunities with the Education Committee.** If you are unable to commit to a position, try putting your name on our short-term volunteer list; small projects often come up that need some immediate, low commitment attention.

If you are interested in a volunteer role, please reach out to me, Lisa Macdonald, Chair Nominating Committee at nominatingchair@organizersincanada.com.

On behalf of Andrew Neary, Marina Bellew, the POC Board of Directors and myself, we wish you and your families all the best this holiday season.

Lisa Macdonald
[Nominating Committee Chair](#)

FINANCE NEWS

The POC board has been pursuing a number of initiatives to improve operations for POC at the national and chapter levels. These include:

New Bookkeeping and Accounting Firm

Following an RFP process, POC engaged a new bookkeeping and accounting firm, Heming and Heming CPA Professional Corporation. This firm will provide bookkeeping services and the financial oversight of a CPA. POC has already seen results in the creation of efficiencies, simplification of financial reporting, and improved oversight.

Quarterly Chapter Split Payments

The accountant confirmed that an error existed in the spreadsheet used to calculate the Chapter Split payments. The problem had been flagged by the Director of Finance and several chapters expressed concern about their inability to reconcile the chapter split payment and the membership numbers.

The error added approximately 25% to the amount paid to Chapters quarterly or \$10,000.00 annually across all Chapters.

Chapters will not be required to reimburse National for the additional funds paid to them in error. This will not affect Chapter budgets.

The new letter accompanying the Chapter Split payment has a table that will show each Chapter the number of members at the beginning of the quarter, the number of new members and the number of lapsed members in the quarter. The Chapter Split payment will now be calculated to the exact day of the month the member paid their dues. For example, if a new member joined on November 4th, the Chapter would receive exactly 57 days of dues (The quarter October, November and December has 92 days in it. If the member joined November 4th, there would be 57 days remaining in the quarter). This new format of reporting should simplify reconciliation of the membership lists and Chapter Split payments.

Banking Changes

POC is moving to paperless electronic banking at the National and Chapter levels. All Chapter bank accounts will be transferred to RBC.

All POC accounts will be using **RBC Express and RBC PayEdge** providing the following improvements and efficiencies at the National and Chapter level:

- Changes in signing authority can be done online, eliminating the need to go into the bank
- Eliminates the need for cheques, and facilitate the payment of invoices through online banking, with online authorization
- Electronic deposit of all Chapter Split payments
- Eliminates cost of cheques, envelopes, couriers, and postage
- Ensures all suppliers are paid on a timely basis

The National bank account has been transitioned. The rollout plan is to transition those Chapters that currently bank with RBC before the end of the calendar year and other chapters will be transitioned early in the new year. POC National will cover all regular monthly bank fees for Chapters under this new model. All accounts remain separate and distinct and will be maintained by the Chapters as they are now. Details and training will be available for Chapter Treasurers and Executive members in the new year.

Edie Michel

[Director of Finance](#)

INTERNATIONAL NEWS



We are excited to announce that Early Bird Registration for the NAPO2022 Annual Conference is now open! POC members may register at the NAPO member rate for the Conference. They will need to enter the discount **AFFMEM22** when they get to the payment page.

The NAPO2022 Annual Conference features an exciting lineup of trending topics relevant to the professional organizing and productivity industry, such as:

- Digital File Organizing Across Mac & PC - Easier Than You Think
- How to Add Home Staging Services to Increase Revenue
- From Clients to Conference Rooms: Adding Business Clients to your Practice
- Emotional Intelligence - Your Essential Super Power
- Moving & Relocation: Get in the Game!
- Unleash Your Niche! Hitting the Bullseye with your Ideal Client (a panel discussion)

Check out the complete NAPO2022 Conference Program by [clicking here!](#)

Message from NAPO Conference Committee:

Early next year, we will communicate our plans for this event related to behaviors and protocol for the COVID-19. As you know, NAPO is committed to providing a safe and healthy environment for all NAPO2022 participants. Our decisions and preventive measures will be guided by the requirements and recommendations of the U.S. Centers for Disease Control (CDC) and federal, state, and local health authorities. We are working with the Renaissance Baltimore Harborplace Hotel on implementing

preventative measures to reduce the potential spread of the COVID-19 virus at our NAPO2022 Annual Conference. Preventive measures will be posted at a future date, based upon the current CDC requirements.

For more information on the NAPO2022 Annual Conference, visit the Conference page on napo.net.

SOCIAL MEDIA NEWS

POC's Social Media Pages



Facebook

The Facebook page was active in November, with conversational posts and comments. There was 7,017 reach, with 12 new likes and an engagement rate of 5.57%.

Twitter

The Twitter audience saw growth again this month with 6 new followers. There were 2,209 impressions, or tweet views.

Pinterest

Pinterest had the stable engagement, as usual. There were 3 new followers and 5,066 impressions, or views.

Instagram

Instagram had consistently excellent growth, with nearly 1,000 followers, and increase of 30 followers. The account is being tagged frequently by other users and we have good interaction and comments on the platform. There were 5,181 impressions and 257 likes.



Social Media Snapshot

Facebook:
2,470 Likes
12 new likes



Twitter:
2,265 Followers
6 new followers



Pinterest:
419 Followers
3 new followers

Metric	Count
Boards	17
Pins	964
Followers	419
Following	99

SOCIATION MARKETING AGENCY SOCIAL MEDIA REPORT



Social Media Snapshot

Instagram:
998 Followers
30 new followers



Metric	Count
Posts	602
Followers	998
Following	109

POC Canada
Nonprofit organization
Professional Organizers in Canada (POC) is the national association that represents professional organizers across the country.
www.organizersincanada.com

SOCIATION MARKETING AGENCY SOCIAL MEDIA REPORT



Missed an issue of POC Talk or want to see a previous issue?

Did you know you can find back issues of POC Talk from April 2016 onwards? [Past issues of POC Talk](#) are available on the website in the Members Only area, on the [POC Talk page](#) (login required).



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.

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