

ANNUAL GENERAL MEETING

Friday November 8, 2024
5:00 PM – 6:00 PM Eastern Time
via Zoom

MEETING MINUTES

1. **Determination of Quorum**

President Cindy Wezenbeek determined that quorum was present to properly conduct the meeting.

2. **Call to Order and Welcome**

President Cindy Wezenbeek called the meeting to order at 5:02 pm ET. She welcomed all members in attendance to the Annual General Meeting.

3. **Introduction of the 2023-2024 Board of Directors**

Members of the 2023-2024 Board of Directors were introduced.

- Stephanie Deakin, Director of Membership
- Allison Weigensberg, Director of Education,
- Adeilah Dahlke, Director of Community and formerly Director of Marketing & Communication
- Julie Witherell, Director of Volunteer Management
- Edie Michel, Director of Finance
- Noreen Music, Vice-President
- Cindy Wezenbeek, President
- as well as Executive Director Airaj Isaacs.

Cindy Wezenbeek informed members that any reports, materials or questions arising from the AGM will be posted to the members only side of the website after the Annual General Meeting.

Cindy Wezenbeek confirmed proper notice for the AGM was given and quorum was met.

4. **Approval of the Minutes of the 2023 Annual General Meeting of October 18, 2023**

Cindy Wezenbeek proposed a motion to approve the Minutes of the Annual General Meeting of October 18, 2023.

Motion: Moved by Hilda Rodgers, seconded by Allison Weigensberg, to accept the minutes of the 2023 Annual General Meeting as presented. **Carried.**

5. POC – A Year In Review

a. **President's Report** - Cindy Wezenbeek presented the following highlights of her report to the membership.

1. Board Vision & Support

- Conducted strategic planning sessions to align goals with members' needs and industry standards, setting clear objectives for growth and member development.
- Engaged members through surveys and focus groups conducted by MCI, shaping next steps to better serve the membership.

2. Board Management & Support

- Refined chapter framework to reduce volunteer workload and empower members, encouraging collaboration in restructuring initiatives.
- Transitioned to a new management company after an extensive RFP process, ensuring future readiness.

3. Corporate Governance

- Updated policies to ensure compliance with legal and ethical standards.
- Implemented transparency initiatives, including publishing strategic reports and inviting member involvement in chapter restructuring.

4. International Relationships

- Expanded global partnerships through IFPOA, connecting with 16 organizing associations worldwide.
- Participated in international conferences to gain industry insights and approach new corporate partners.
- Collaborated on a joint NAICS application with North American affiliates, aiming for a distinct industry code for professional organizers, with results expected in June 2027.

In Conclusion:

- Reflected on the year's accomplishments and expressed pride in the collective efforts. Emphasized commitment to growth and community strengthening. Transitioned leadership role, with Noreen Music stepping in as the new President.

b. POC – Financial Report

Director of Finance, Edie Michel, presented the financial report year ended June 30, 2024.

Assets

As of June 30, 2024, POC held assets totalling \$325,081, a decrease of \$7,677 from the previous year. Assets on that date consisted of a cash balance of \$73,950, short term investments of \$202,447, GST/HST receivables of \$6,155, prepaid expenses of \$6,949 and \$35,580 held in trust for Chapters.

Liabilities

As of June 30, 2024, POC had liabilities of \$139,907. Liabilities include \$47,565 in accounts payable and accrued liabilities, \$56,762 in deferred revenues from TPO courses and membership fees and \$35,580 due to Chapters (NOTE in the current fiscal year beginning July 1st, 2024, this sum will be referred to as Regional Learning & Development).

Revenues

POC's total revenue for the fiscal year was \$217,166, sourced from five areas. This was a decrease of over \$14,800 from the previous year.

Membership revenue was \$132,547, a decrease of about \$6,700 compared to the previous year as the membership numbers declined year over year.

The POC Education Program, which includes TPO credit and non-credit classes and exams, generated \$58,574 in revenue, a decrease of about \$2,800 from the previous fiscal year. Net revenue from the Education portfolio was \$46,604, an increase of \$7,015 compared to last year due in large part to the completion of the course update project.

The virtual summit had gross revenue of \$16,200 which was below budgeted expectations.

The Development Portfolio, which is revenue from POC's corporate partners, produced \$4,200, an increase of \$200 compared to the previous fiscal year.

And lastly, POC's investments produced \$5,645 in interest income, an increase of almost \$2,900 compared to the previous fiscal year benefiting from higher interest rates during the period.

Expenses

POC had total expenses of \$ 267,058 during the 2023-2024 fiscal year.

The Administration category of expenses is the largest expense for POC totaling \$168,498 in the year. This line item includes fees paid to Associations First, MCI our

current management company, the bookkeeper/accountant, legal expenses, general commercial liability insurance, Directors and Officers' liability insurance, and sundry office expenses. – generally, all of the elements required for the day-to-day operation of POC.

Expenses for the Virtual Summit totaled \$19,361.

Membership expenses were \$4,318 down from \$33,129 last year. The significant difference in this expense was due to the change in the chapter funding model whereby chapter expenses were funded by surpluses accumulated in Chapter bank accounts over the years.

Marketing expenses were \$4,114 compared to \$9,797 in the previous year, a large decrease due to the elimination of a marketing company to produce social media content.

Education expenses were \$11,970 representing money paid to course facilitators, delivery of the courses and the development of new courses.

Board expenses were \$29,961, compared to \$5,557 in the previous year. The board met in person in Toronto in April 2024 to meet face to face with MCI, the new management company, to be debriefed on the Design Thinking Process, the Digital Audit, a detailed review of POC's technology stack and work on the Strategic Plan.

Finance expenses are credit card expenses paid as a percentage of membership dues, courses etc. and totaled \$7,650.

Finally, Communications saw a decrease in year over year expenses of approximately \$7000 to \$20,654 mostly due to the new website being fully depreciated.

Excess of Revenues Over Expenses (Year End Deficit)

POC ended the 2023-2024 fiscal year with a deficit of \$49,892 of revenue over expenses compared to a \$5,073 surplus last year.

This concludes the presentation of the 2023-2024 financial position of POC.

Edie Michel made a motion to accept the financial statements for the period ended June 30, 2024.

Motion: Moved by Edie Michel, seconded by Caroline Rochon to approve the financial statements for the fiscal year ended June 30, 2024. **Carried.**

c. Education Report

Director of Education, Allison Weigensberg presented the Education Report which can be found in [Appendix A](#) of the minutes.

d. Marketing, Communication, and Community Report

Marketing & Communications Director/Director of Community, Adeilah Dahlke presented the 2023-2024 Marketing & Communications Report which can be found in [Appendix B](#) of the minutes.

e. Membership Report

Director of Education, Allison Weigensberg on behalf of Director of Membership, Stephanie Deakin, presented the Membership Report and can be found in [Appendix C](#) of the minutes.

f. Volunteer Management Report

Marketing & Communications Director/Director of Community, Adeilah Dahlke on behalf of Director of Volunteer Management, Julie Witherell, presented the Volunteer Management Report which can be found in [Appendix D](#) of the minutes.

g. Vice-President's Report

Vice-President & Incoming President, Noreen Music, presented the Vice-President's report and can be found in [Appendix E](#) of the minutes.

6. Other Business

Board Resolutions - Articles of Amendment required by ONCA

The President, Cindy Wezenbeek, addressed the assembly, highlighting the importance of recent updates and recommendations from legal counsel concerning compliance with the Ontario Not-for-profit Corporations Act (ONCA).

These updates are essential to ensure the organization's operations remain within the legal framework and enhance efficiency. On October 22nd, legal counsel proposed amendments to the Articles and By-Laws to align with ONCA, particularly focusing on quorum adjustments to facilitate smoother meeting operations.

The board convened on November 4th and voted to approve these legal recommendations, deciding to share them with the membership for ratification at the next Annual General Meeting (AGM). The President clarified that these recommendations originated from legal counsel and were not internally requested by POC. Once the amendments are finalized and the necessary Articles of Amendment filed, the membership will be notified.

The President thanked the members for their attention and support, emphasizing the importance of aligning practices with the best standards and legal requirements. This concluded the discussion on legal compliance updates.

Cindy Wezenbeek proposed a motion to approve Board Resolutions - Articles of Amendment, as recommended by Legal Counsel on 22nd October 2024, and required by ONCA.

Motion: Moved by Noreen Music, seconded by Edie Michel, to accept Board Resolutions - Articles of Amendment, as recommended by Legal Counsel on 22nd October 2024, and required by ONCA. **Carried.**

MCI, Management Company Departure Announcement and Future Plans

The President, Cindy Wezenbeek, announced a significant update regarding the management company, MCI. The partnership between MCI Group and POC will conclude on December 31, 2024. MCI has been instrumental in streamlining operations, introducing the community model, delivering the recent virtual conference, and expanding corporate membership. Based on the knowledge gained over the past year, both parties concluded that the association and its members would be better served under a self-managed model.

The decision was made after careful consideration of various factors. The year 2023/2024 was pivotal in addressing ongoing challenges such as declining membership and recreating membership value, as well as managing the financial expenses in the post-pandemic era. It was noted that the decline in membership is not unique to POC but is also experienced by other associations in the IFPOA industry.

The change to MCI as the management company provided clarity on technology, operations, and administration at POC. This change helped in understanding member needs better and benchmarking with other associations to create more value. The expectation was to increase revenue through corporate sponsorships, membership growth, education sales, and additional revenue streams to ensure POC's financial viability. MCI also conducted a comprehensive review of the technology stack, providing valuable information for future improvements.

Through the design thinking process, significant insights were gained regarding member engagement and needs. It was identified that the unique situation of having both full-time and part-time organizers as members contributed to some exiting the profession due to the current economic situation, directly impacting membership and education sales.

The decision to transition to a self-managed model was made to move the association forward, leveraging the knowledge gained over the past year. POC will either contract

services to existing members with the required skills or outsource to independent contractors, maintaining operational excellence. This process will be transparent, following POC's policy of Diversity and Equity.

Job descriptions, application processes, and requests for quotes for services will be shared in November. The leadership expressed confidence that POC will thrive as a self-managed organization with the continued support of volunteers and members.

The President extended sincere thanks to Airaj Isaacs, the Executive Director, and the entire MCI team for their invaluable knowledge and expertise over the past year.

Introduction of the 2024-2025 Board of Directors

Cindy Wezenbeek introduced the 2024-2025 Board of Directors:

- ❖ Allison Weigensberg, Director of Education
- ❖ Adeilah Dahlke, Director of Community
- ❖ Edie Michel, Director of Finance
- ❖ Noreen Music, Incoming President
- ❖ Cindy Wezenbeek, Past President

No additional nominations were received during the election process. Members interested in joining the board are encouraged to contact Caitlin, the Nominating Chair. Cindy Wezenbeek expressed sincere gratitude to Stephanie Deakin and Julie Witherell for their volunteer contributions as Director of Membership and Director of Volunteer Management, respectively. Both Stephanie and Julie remain committed to supporting POC in new roles and are available for any questions or support.

Thank you To Outgoing President & Welcoming Incoming President

Noreen Music expressed her appreciation for Cindy Wezenbeek's contributions to the Board of Directors. She acknowledged the dedication and efforts that Cindy has consistently demonstrated, which have been critical to the organization's achievements.

Noreen emphasized that Cindy's insights and expertise have significantly influenced the strategic direction and ongoing success of the organization, leaving a lasting impact. Noreen conveyed deep gratitude for Cindy's commitment and enthusiasm throughout her tenure on the board. She highlighted how Cindy's generous contribution of time, knowledge, and experience has been instrumental in the organization's accomplishments. As Cindy transitions to the role of Past President, Noreen assured her that her contributions will be remembered and valued. Noreen also expressed her excitement about Cindy's continued guidance and impact in her new capacity and thanked her once more for her exceptional dedication.

Following Noreen's remarks, the floor was given to Cindy Wezenbeek, who expressed her gratitude for Noreen's kind words. Cindy stated that it had been an honor to serve

alongside the board members and that she looked forward to continuing in the role of Past President. Cindy extended heartfelt congratulations to Noreen as she steps into the role of President. She acknowledged Noreen's unwavering support, especially through the past two years of evolution at POC. Cindy praised Noreen's leadership for strengthening the organization and expanding its ability to serve members across Canada.

As the organization moves forward to refine its offerings and value to members, Cindy assured Noreen of her full commitment to supporting her and the continued evolution of POC. Cindy expressed her best wishes and excitement for the future under Noreen's leadership.

Other Business brought to the floor

Hilda Rogers sought a simplified explanation regarding the legal resolutions under discussion. Airaj Isaacs detailed the required legal adjustments for compliance with new legislation, emphasizing that the process would be managed by legal counsel without initial detailed involvement from the board or members. Cindy Wezenbeek elaborated on this process, explaining the legal counsel's role in aligning the association's practices with Ontario's legal standards. Allison Weigensberg further clarified that the legal counsel would make necessary adjustments and subsequently seek final approval from the board and members, aiming to simplify the legal proceedings for better understanding among all members.

Kate Nikalaidis inquired about the possibility of board positions becoming paid roles due to savings from no longer using a management company, and whether the tendered bids for services would also be paid. Cindy Wezenbeek responded, stating there is currently no intention to transition board positions to paid status as they remain volunteer roles, though she did not dismiss the possibility for future consideration. She confirmed that tendered bids would indeed be paid opportunities, emphasizing the plan to leverage the talents within their own membership for these

7. Adjournment

The next Annual General Meeting will be held at a date and time virtually in October or November 2025. There being no further business, the meeting was adjourned at 5:58 PM ET on a motion by Allison Weigensberg.

In Attendance

Adeilah Dahlke
Allie Shaw
Allison Weigensberg
Bev Chandler
Caroline Rochon
Carolyn Caldwell
Christy Cummings
Cindy Wezenbeek
Debby Lea
Dennise Conforti
Dorothy Spotton
Edie Michel
Effy Terry
Elinor Warkentin
Elizabeth Alescio
Filomena Henriques
Georgina Forrest
Heather MacKenzie
Hilda Rodgers
Jacqueline Taylor
Jade Li
Jocelyne Vien
Judy Rickey
Julie Witherell
Kate Nikalaidis
Kristen Story
Malorie Kohos
Mardie Serenity
marie potter
Mylène Houle Morency
Noreen Music
Robynne Potts
Sarah Tudway-Cains
Stephanie Ricketts
Tara Cope
Vanessa Postnikoff
Yifan Zhang

Appendix A - Education Report, Prepared by Allison Weigensberg

This past year the Education Committee continued to expand the list of course offerings. These on-demand courses represent the completion of the Trained Professional Organizer (TPO) core courses, as well as new elective courses. In keeping with the goal of language inclusivity, they were all filmed and released in both French and English:

- Marketing Your Organizing Business
- Productivity & Time Management for Professional Organizers
- Introduction to Virtual Organizing
- Organizing for Families

We continue to offer “Should I Become an Organizer” as a live course in English monthly, and in French, with limited attendance, approximately every other month.

The Education Committee continued its work towards making the learning platform inclusive by prioritizing the simultaneous release of courses in both official languages, incorporating a wide variety of learning styles and adopting gender-neutral terminology whenever possible. When gender neutrality wasn’t feasible, such is often the case in French, we defaulted to the female in order to be more representative of our current organizing population.

The TPO Exam was again revised and updated to accommodate the continued overlap between zoom and on-demand courses and remains an interactive design. This allows participants to choose their language and pool of questions based on the mode in which they took the course. The free live Q&A session was also made available to all exam registrants in order to review the format of the exam and answer any questions they may have leading up to the exam.

In the last fiscal year, the Education Portfolio brought in \$58,574 in revenue, which includes \$46,571 in revenue from the on-demand courses. During this past year 30 participants took part in the TPO exam and 60 potential organizers attended the Should I Become An Organizer class (combined French and English).

Thanks to our dedicated body of volunteers the Education Committee currently has three members: Diane Woodworth, Elizabeth Alescio, and Samantha Stermac. We thank everyone whose hard work allowed for such progress, including members Daina Benson, Collette Oswald, and Jessica Ney who have moved on to new challenges. We are also incredibly grateful to all of the course facilitators and/or course creators, our short-term volunteers, translators and presenters.

An incredibly special thank you is extended to Hilda Rodgers, our dedicated Education Committee Chair, as without her meticulous work and devotion to education, none of the above achievements would be possible.

Appendix B - 2023-2024 Marketing & Communications Report Prepared by Adeilah Dahlke

Marketing is crucial to ensuring that we have a steady flow of new members, and income generating actions that keep us going. Having our membership feel connected and community-centred is a huge part of POC. I have had the pleasure of serving on the Board in roles that focus on both of these aspects, and I am excited about the changes coming to POC.

Marketing & Communications Highlights 2023-2024

- ❖ Steady increase in followers/likes on Facebook and Instagram: Facebook has increased followers by 108 over the year for a total of 3510, and Instagram has increased followers by 435 over the year for a total of 2315 followers (as of Oct 1, 2024)!
- ❖ Worked with board members, chapter chairs, & committees to share information and updates on social media, including info about our 25th Anniversary
- ❖ We had a successful World Organizing Day on May 20, 2024, where members highlighted POC using the hashtag #WorldOrganizingDay – several templates were sent out for members to use with our branding/logo, with areas for them to include their logo, headshot, and their favourite organizing tool/tip!

Community Highlights 2024

- ❖ Starting in June 2024, we did a call out for a Community SubCommittee (CSC) to help form the structure for our new Community Model
- ❖ The CSC was comprised of 11 members from across the country (5 from Ontario, 2 from BC, 1 from AB, 2 from QC, 1 from NT, and 1 from NS) in varying stages of their time with POC
- ❖ The CSC worked throughout the summer to finalize ideas, and recommendations were sent to the Board

Goals for Remainder of the Year

- ❖ The Board will finalize details of the new Community model, based on recommendations from the CSC – these details will be presented to the POC membership on Oct 24th during our Virtual Summit
- ❖ Help facilitate the changes within our Community model, so that all of our membership feel connected and excited to continue their membership in POC

Appendix C - Membership Report, Prepared by Stephanie Deakin

Over the past year we have worked hard on finalizing the new strategic plan. It places a strong focus on both increasing membership and improving the value of membership. We've also worked to familiarize MCI staff with the way POC operates, and what our members want.

We've roughed out some ideas for new membership levels, to include standards for becoming a POC member. We hope to begin introducing these when we have a new director of membership in place.

We looked at what we can offer to our more senior members, and also those who are between Silver Leaf and Gold Leaf. Platinum Leaf digital badges are being created and will be sent to our ten Platinum Leaf (20 years +) members soon.

We initiated a "Did you know..." section of POC Talk, to remind members of the many benefits available. These benefits include:

- being part of a nationwide association with a 25-year history
- conference and education discounts
- use of the POC logo and digital badges for TPO, leaf status, and award winners
- a listing on the "Find an Organizer directory
- special rates from our business insurance provider
- a health insurance program
- special interest groups
- access to hiatus and compassionate leave
- POC Talk
- discounts from corporate partners
- mentorship opportunities in a community of organizers & productivity specialists with 20+ years of experience
- and no-fee access to learning opportunities, networking, and social media groups

The POC board of directors will continue working to improve your membership experience, and to attract new members. If you have ideas or comments, please contact dir-membership@organizersincanada.com

Appendix D - Volunteer Management Report, Prepared by Julie Witherell

Dear Board Members, Volunteers, and Stakeholders,

I am pleased to present the annual report for Volunteer Management for the fiscal year 2023-2024. This year, we have made significant strides in six key areas: Planning, Recruiting, Incentives, Training, Managing, and Evaluating. Additionally, we launched organic online marketing initiatives and enhanced our media outreach.

We have successfully maintained our volunteer database using the shared Google Drive Excel spreadsheet and effectively utilized existing JotForms, which have been adapted to a second language. This ensures better alignment between our volunteers and the association's needs.

We have continued to invest our time and expertise in brainstorming new volunteer positions in response to the evolving needs of the organization.

We continued to recognize our volunteers through online communications and distributed the Proud Volunteer Badge, which has boosted retention and motivation.

Support for informal peer mentoring has remained strong, and we have expanded written onboarding resources and increased the frequency of check-ins.

We also enhanced our POC volunteer social media presence and optimized the POC Volunteer website for improved search engine visibility and user experience.

This year, we issued several press releases to highlight key milestones in our volunteer program. Notably, for National Volunteer Week, we coordinated a media interview showcasing our 25-year history of past and present volunteers, resulting in increased visibility and recognition of our volunteers' contributions on a national scale.

In conclusion, we have made substantial progress in enhancing our volunteer management processes and expanding our outreach. These improvements have significantly increased recruitment, retention, and public engagement. We look forward to building on these successes in the upcoming year.

Thank you for your continued support.

Appendix E – Vice-President Report, Presented by Noreen Music

As the Vice-President, my role is to support the President, the strategic direction of POC and the board of directors. As the incumbent, it is also my role to “learn the ropes” from the President in order to lead the association over the next 2 years. I also sat on the 25th Anniversary Committee, the Awards Committee and the National Conference Committee as the board liaison.

It is my privilege to reflect on the year behind us and share some thoughts as we move forward. POC has accomplished much in the past year, thanks to the dedication and hard work of our volunteers, the active participation of our members and the board.

However, as we celebrate our progress, it is also important to pause and reflect critically on where we stand and where we want to go as an organization.

Strengths: Celebrating Our Wins

POC is a trusted voice in the organizing industry, and we have much to be proud of:

1. Established Reputation and Credibility

- **Industry Authority:** With a long-standing presence, POC is recognized as the leading organization for professional organizers and productivity professionals in Canada. It has built a solid reputation for setting industry standards and fostering professionalism.
- **Trust and Recognition:** The TPO program and member directory is trusted by clients looking for qualified organizers, giving members credibility in the marketplace.

2. Comprehensive Educational Resources

- **Trained Professional Organizer Program:** POC offers high-quality training courses, which help members deepen their expertise, stay up to date with industry trends, and build professional credentials.
- **Ongoing Professional Development:** Through our 25th anniversary webinars, annual virtual conference, and local networking groups, POC provides continuous learning opportunities for its members, ensuring they grow both personally and professionally.

3. National Network and Community

- **Member Networking Opportunities:** With members across Canada, POC provides both in-person and virtual networking platforms for members to connect, collaborate, and share best practices.
- **Supportive Community:** POC fosters a collaborative and supportive environment where members can seek mentorship, advice, and guidance from peers, creating a strong sense of belonging.

4. **Advocacy and Industry Promotion**

- **Raising Public Awareness:** POC plays a pivotal role in promoting the organizing profession through corporate partnerships, media outreach, and educating consumers about the benefits of hiring professional organizers.
- **Voice of the Industry:** POC advocates for the needs of professional organizers, positioning the profession as an essential service that can improve both personal and professional lives.

5. **Accessible Resources and Tools**

- **Member Resources:** POC offers valuable resources like business tools, marketing materials, and templates to help organizers run their businesses more efficiently.
- **Member Discounts and Benefits:** POC members have access to exclusive discounts from corporate partners and professional development resources, which can reduce operating costs.

6. **Professional Standards and Ethics**

- **Code of Ethics:** POC's Code of Ethics helps ensure that members maintain high standards of integrity, professionalism, and trustworthiness in their dealings with clients.
- **Professional Guidelines:** Members benefit from guidance on best practices, ethical business conduct, and industry norms, ensuring their services meet the highest standards.

7. **Leadership Opportunities**

- **Volunteer Leadership Roles:** POC offers numerous leadership opportunities for members to take on regional or national board positions, providing professional growth, visibility within the industry, and the chance to influence the future direction of the organization.

These strengths position us well, but they also remind us of the importance of continuing to deliver value in meaningful ways and remain viable into the future.

Challenges: Recognizing Our Weaknesses

As with any organization, growth and success come with challenges, and it is crucial that we are honest about the areas where we must improve to ensure POC remains viable into the future:

1. **Member Retention and Diversification:** While we've welcomed new members, retaining long-standing members and attracting a range of professionals remains a challenge. We need to find more ways to serve our experienced members while also welcoming new, younger and more diverse professionals into the fold.

2. **Technology and Innovation:** The rapid pace of digital transformation requires us to continually upgrade our systems and platforms. Our current infrastructure for website, member management, learning and communication, while functional, is very outdated. There is an opportunity to make these processes more user-friendly and efficient.
3. **Lack of Member Engagement:** Although some local groups are thriving, others face severe challenges with leadership and engagement. Ensuring consistency in member experience and support for all members regardless of location is crucial to our national unity which is why we are currently transitioning from a chapter model to a community model.

These are not insurmountable obstacles, but they are important indicators that we must do more to evolve with the changing landscape of our industry.

The Need for Reinvention

In light of these challenges, I believe now is the time for POC to reinvent itself in ways that better align with the future of our industry and the evolving needs of our members. To stay relevant, innovative, and sustainable, we must be willing to examine our model, refresh our approach, and reimagine how we serve our members and the organizing profession.

Conclusion

As your incoming President, I see enormous potential for POC to evolve, grow, and continue being the premier association for our industry. ***But reinvention requires all of us—members, leaders, and volunteers—to take part in shaping the future of POC.*** I invite each of you to contribute your thoughts, ideas, and energy as we embark on this journey together.

Thank you for your dedication, your contributions, and your passion for this organization.