

MINUTES

Board of Directors Meeting
North Carolina Pest Control Association
2 p.m., Wednesday, May 30, 2007
North Raleigh Hilton, Raleigh, NC

Present for the meeting:

Brian Windham
Kevin Spillman
Robert Dillingham
Doug Whitley
Josh Harrison
Burns Blackwell
Jon Stewart
Greg Baumann
Scott Canady
Lee Smith
Kristin Dodd
Dana McDuffie
Steve Taylor
Mitch Taylor
Billy Tesh
Randy Piligian
Michael Crowe
Allen Langley
Don Hamby
Mark Harrison
Debbie Logue
Dee Dodd
Chuck Hazelwood

Absent with regrets:

Duane Rose
David Spillman
Walt Cooper
Glenn Jernigan

CALL TO ORDER

President Brian Windham called the meeting to order at 1:57 p.m. and welcomed everyone to the meeting.

Windham asked board members to reaffirm support for the Association's anti-trust policy. The Board renewed its commitment to the policy.

MINUTES OF PREVIOUS MEETING

On a motion by Gregg Baumann and a second by Kristin Dodd, the board approved the minutes of the January 15, 2007, meeting.

FINANCIAL REPORT

Treasurer Robert Dillingham pointed out that the April end-of-month financial report was included in the agenda packet.

Burns Blackwell asked for more detail on how much money was being transferred out of the general fund and into the Education Fund. Dillingham said the report can be made more detailed. Kevin Spillman suggested adding a line that states realized gain from inception and a line that shows what is transferred out of the fund.

Blackwell liked the idea of the full end-of-month financial reports, including balance sheet, income statement, budget comparison and previous year comparison, being distributed at the meeting. This is a decision the financial committee made at their meeting on April 26, 2007.

The \$19,000 expense for Microscopes is only half of the total expense for this equipment. The \$10,000 expense under Foundation Support is a transfer to the Education Foundation.

Steve Taylor expressed concerned about why no income was showing from the summer meeting and asked if the association received money back from NPMA.

Blackwell wanted clarification on restricted funds and also wanted to know why there are no Education Foundation expenses on the financial reports. Spillman and Dee Dodd explained the Education Foundation is a separate entity.

On a motion by Lee Smith and a second by Josh Harrison, the treasurer's report dated May 30, 2007, was approved as presented.

EXECUTIVE DIRECTOR REPORT

Brandi Barnhart reported on the association activity:

Newsletter:

Jan. /Feb. edition (20 pages), 295 copies mailed – Ad Revenue \$647.50, Development & Mailing Expense \$1,138.46= Net Loss (\$490.96).

March/April edition (16 pages), 291 copies mailed – Ad Revenue \$767, Development & Mailing Expense \$1025.82= Net Loss (258.82).

Membership Directory:

330 Directories were mailed. The expense for the membership directory totaled \$1836.56.

MIDATLANTIC SUMMER CONFERENCE

The Hilton Myrtle Beach Resort, Myrtle Beach, SC, July 26-28.

Board Meeting – Thursday, July 26, 3 p.m.

General Membership Meeting – Saturday, July 28, 8:30 a.m.

Hotel: Register by June 25, 8664548309

Group Rate: \$199/night

After June 25 the room rates are subject to availability

Registration: Register by June 25...after June 25, add \$20 to all registration fees

Members

1st attendee - \$165

Additional - \$145

Spouse/Guest - \$90

Kids (under 21) - \$60

Non Members

1st attendee - \$195

Additional - \$175

Spouse/Guest - \$125

Kids (under 21) - \$60

Golf:

Friday – Farmstead Golf Links, \$100

Saturday – Barefoot Golf Resort, \$100

Hamby and Harrison informed everyone that the Hilton is sold out; this includes the additional block of 20 rooms. This has been a problem with National. National does not book enough rooms for the event. The hotel doesn't want to give us the amount of rooms that we need because the conference is held during prime vacation time. There should be rooms available at the Embassy Suites. When making a room reservations please ask for the room price reduction. If there is a problem please contact Hamby or Harrison.

Unpaid Invoices:

Barnhart also attached a list of unpaid invoices. Taylor was concerned about why there were so many invoices past 30 days. Barnhart explained there was some lapse in the transition but the new policy is that the collection process will start in 30 days and will be documented in the database for immediate follow-up after 30 days.

OLD BUSINESS

The Structural Pest Control Meeting will be held at the Governor James Martin Building at the NC State Fairgrounds. This is the first meeting since October. Allen Langley

reported that it would be a long meeting but that there is nothing unusual on the agenda. There are no label changes to report.

NEW BUSINESS

Pestmaster: Chuck Hazelwood stated that in April all of his employees that attended the January 2007 PCT School received a letter from Pestmaster titled, "Be Your Own Boss." Hazelwood discussed the issue with other PCO's and they had the same incident with their employees. Some people contacted were able to intercept the letter and avoid incident but others were not.

Pestmaster is a presenter and an associate member. Hazelwood believes that Pestmaster acted unethically in contacting employees. He stated that in the future he will not send his employees to trade shows or schools where Pestmaster will be presenting. Hazelwood also has a concern that other PCO's will not send their employees to the PCT School if Pestmaster is present. Hazelwood wants the board to take some action on this issue.

Mark Harrison suggested not allowing franchises to present at the school. Don Hamby questioned whether or not this was ethical. Hamby stated that Pestmaster was the only exhibitor that requested a list of attendees and that perhaps the problem could be solved if a list is not provided. Harrison suggested hiring a lawyer that specializes in non-profit to make a by-law change regarding the matter and appoint a committee to assist in solving the problem.

Doug Whitley stated that he called Pestmaster to investigate what the offer entailed and found that there is a \$50K commitment so that it should not be that large of a concern.

Greg Baumann stated that there should be requirements not to solicit. Taylor stated that participants are there to learn not to look for a job and that the association should be able to control who is allowed to be presenting at the school. Currently, the only requirement is to be a member.

It was stated that the rules for presenting should be listed on the registration form. It would be helpful to also consult with an attorney on what verbiage should be used on the form.

Hamby spoke with Tracy at Pestmaster and she said they thought that they made it clear that their purpose at the school was to solicit new business owners. She apologized for the misunderstanding and stated that this would not happen again. Currently, there is nothing stopping Pestmaster from getting a list of attendees at PCT School from the state.

Taylor stated that the winter school committee needs to have a set of guidelines for soliciting and present at the next board meeting. Hamby and Harrison are going to work on the guidelines for presenters at the 2008 PCT School and contact legal council to assist with this matter.

Comment [BW1]: It was my understanding the Don and Mark were going to work on the guidelines for the next PCT school and contact legal council for this matter. The way that it currently reads makes it sound like no direction was going to be taken. I know that a vote was not taken, but the chairs said that they would handle it.

Memorials: Langley suggested that when a board member or spouse of a board member passes away that the association make a \$100 donation in their honor to the Education Foundation. It was agreed that this would be the action the association would take in the future.

Comment [BW2]: Can you add anything to differentiate the topics especially when one topic has multiple paragraphs?

BUDGET

Kevin Spillman presented the proposed 2007-2008 budget to the board.

Hazelwood requested an increase in funding for the Past President's council. The current budget lists \$1,000 for Past Presidents and Hazelwood is requesting \$5,000 but would settle for \$2,500. He would like to do more mailings on behalf of the Past President's council. The Past President's Council has funded many things out of their own pocket in the past. Blackwell said that he thought they should have a list of something on paper to put a real cost to the items he was requesting money for. Hazelwood said he would create a budget to justify the increase. The board agreed to raise the amount in the current budget from \$1,000 to \$2,500.

There was concern that the Leadership Retreat was not showing any income when members were certain that sponsorships were sold. There is a \$4,200 expense showing. Jon Stewart said he knows that he paid for his sponsorship. He is going to fax bills to Barnhart to see if the money was coded incorrectly. Linda Owens and Barnhart said they would look into this issue and provide an explanation.

Blackwell stated that the Food & Beverage line needed to be changed from \$4,500 to \$4,600. The \$2,100 under Insurance needed to be changed to \$1,200 because the PCT School insurance is separate.

Spillman expressed the desire to have Cindy Mannis handle external Public Relations for the association. She has contacts with radio, TV and newspaper and could really seize the opportunity to get the NCPA name out there. As of now we are missing out on chances to be in the newspaper. An outside PR firm can put a program together based on the demographic you want to target and how much money you are willing to spend.

If a PR Firm was hired the budget would be in the negative. If the board decides not to work with NCAR next year there would be an extra \$7,730 in the budget. The association could decide to lessen their role with NCAR if they do not decide to totally do away with it altogether and still save some money.

Josh Harrison was in total agreement with the idea of hiring the firm. Lee Smith agreed as well stating that notoriety is important and this would be money well spent. Hazelwood also believes that this is a great opportunity to market the association and gave it his vote of confidence.

There is a possibility of transferring \$15,000 from the WDIR account. Blackwell was under the impression that the money could only be spent on WDIR but Spillman stated

that the money can be spent on anything that the WDIR committee votes on and approves. A decision was not made.

On a motion by Doug Whitley and a second by Greg Baumann, the budget was approved as amended for presentation to general membership at the July meeting.

EDUCATION FOUNDATION

There were three applicants for the scholarship this year. Applicant #2 was awarded \$6,000, Applicant #3 was awarded \$5,000 and Applicant #1 was awarded \$1,000.

Dee Dodd stated that the general membership has recommended in the future that the scholarship be open to everyone regardless of whether they are currently in the industry. The first requirement was amended to state that the parent or grandparent of the applicant must have three years prior work experience in the pest control industry. The committee decided to do away with the sixth requirement which states the candidate must spend a minimum of three years in the pest control industry after graduation or the money must be repaid.

Dodd reported that the Education Foundation currently has a balance of \$119,736.35. Of this total, \$100,000 is seed money and anything over is funds that can be drawn from scholarships.

Executive Committee:

Windham shared some changes that will take place with regard to communication. A broadcast Email will be sent to the entire membership notifying them of an upcoming board meeting. The board will be notified 10 days before the board meeting of items on the agenda. Board Minutes will be Emailed to the board within 7-10 business days of the board meeting.

Membership Report:

Spillman shared that the current membership total is 281 with 2,848 cardholders represented. The total cardholder number is up and the association is 5 members ahead of where they were last year.

PCT School:

Debbie Logue shared that the speakers for the school have been hired. Jerome Goddard is the keynote speaker. Logue stated it is shaping up to be a great school this year.

Legislative Issue:

Hamby expressed concern over a bill that was in the legislature on which Glenn Jernigan asked for support. Hamby asked Jernigan if the bill directly affected PCO's and Jernigan said they were directly affected. A broadcast Email/fax was sent out to the membership asking for support of the bill. Hamby later found out that the bill did not directly affect PCO's but the Agriculture Alliance. Hamby feels he was intentionally misled because Jernigan knew if he asked for support from the NCPCA he would receive support. It was decided that Jernigan should address the board once a year on what he is doing for NCPCA and what legislation is affecting the pest control industry.

Billy Tesh asked if we should support the Agricultural Alliance as a brotherhood. Hamby thinks absolutely but the issue was that he was misled in order to gain support.

Blackwell stated that we may want to limit our support. There is a lot of bad publicity going around now about True Grain so we may want to separate ourselves from that industry at this time. | |

Comment [BW3]: They are a large farming conglomerate, not lawn control. I am not sure of the best name of a category.

Tesh stated there is concern about the Jordan Lake bill. Any watershed district that drains into Jordan Lake is affected.

Rules & Regulations:

Dodd reported that there were no changes proposed at this time.

Technician of the Year:

Dodd shared the Technician of the Year was chosen from nine applicants. The applications are improving from year to year. It will be announced at the Mid Atlantic Summer Conference. The chosen technician will receive a letter from Spillman at their home and office. The technician will also receive a patch which Dodd has ordered. Harrison suggested having special business cards imprinted with Technician of the Year. Blackwell added that he did this last year for his technician that won the award.

WDIR:

Spillman reported that 500 people completed the WDIR accreditation course. The next class is August 8, 2007. Blackwell offered his facility to house the class but it was decided that the class would be held in a different location that is being researched.

It was stated that Technical Colleges have rooms that are offered free of charge to residents of North Carolina.

Baumann stated that after July 31, 2007 the association will no longer be using Laser Grade testing. Technicians will have to take the test when it is offered. There will be testing on August 8, 2007 and the next date will be the Monday after PCT School in January 2008. Technicians will have to take the course to take the test and the test will have to be paid for before the test is taken.

NPMA:

Baumann stated the Pestworld Convention is October 17-20, 2007 at the Gaylord Palms Resort & Convention Center, Orlando, FL. Mike Rotler will be the new president of NPMA on July 1, 2007.

United We Stand:

Taylor stated that the hotel contract with the Grandover Resort has been signed. The dates for the meeting are November 14-15, 2007. In order to cut costs, there will not be a lunch on the first day and instead of dinner there will be a reception on the first night.

Facilitators are to lead discussion but not present. Topics and facilitators listed as follows:

Renewals	Steve Taylor
Real Estate	Rick Zechini
Advertising/Media	Cindy Mannes
Employment Issues	
Liability	Julianne McNeil
P&L	Dee Dodd
Contracts	Doc Nichols

There will be a board meeting from 9 a.m. to noon on November 14, 2007.

Ethics & Standards Committee:

There was no report.

NEXT MEETING

The next board meeting will be at 3 p.m., Thursday, July 26, 2007 at the Hilton Oceanfront in Myrtle Beach, SC.

ADJOURNMENT

The meeting adjourned at 4:23 p.m.

Brian Windham, President

Brandi Barnhart, Executive Director

