**Transcript**

August 4, 2025, 6:59PM

 **Ferrell, Heather** 0:07  
OK.  
So start it and I can just send it to you.

0:12  
OK.  
OK.

 **Ferrell, Heather** 0:20  
Hey, Lynn.

 **Lynn Richardson** 0:22  
Hey.

 **Mike Truitt** 0:24  
Oh.

 **Lynn Richardson** 0:26  
Yeah.  
I came out of an hour and a half of online training that I was teaching and I got 5 minutes right to get to this one.

 **Ferrell, Heather** 0:40  
That sounds like fun.

 **Lynn Richardson** 0:46  
Yeah.

 **Ferrell, Heather** 0:50  
I know, Keitha.  
Said she's gonna try to join and then uh, Chris is in a meeting with the UL lands.  
He was gonna join as soon as he could after that.

 **Lynn Richardson** 1:43  
Oh.

 **Speaker 1** 1:52  
How's everybody doing?

 **Ferrell, Heather** 1:57  
You know how you may?

 **Mike Truitt** 1:57  
Good.

 **Speaker 1** 1:57  
You're good. Thank you.  
We.  
Oh.

 **Ferrell, Heather** 3:32  
OK, when we get enough to.  
Go right?

 **Lynn Richardson** 3:41  
Do what?

 **Ferrell, Heather** 3:43  
We have enough to to start this meeting, right? OK.

 **Lynn Richardson** 3:44  
Yes, yes.

 **Ferrell, Heather** 3:47  
All right, so.  
Good afternoon, guys. Thank you for joining us. I know Nicole said she's gonna be joining us. I sent her a message to see if she could. She is our new communication social media person, so she'll be handling the portion of it for us. We have to go over today.  
Is.  
The chapter annual planning report and I have to have this put in by August 15th. So we have to come up with some things for the year that we're going to accomplish as a chapter, so we can select one to three goals.  
To focus on.  
And I I want your input. I'm not here to just dictate and tell you what we're going to do. I want you guys to also have a say. Why is this not sharing? Oh, so I'll show you what some of the.  
Options are that they they give some examples of working with our student members. We do have a chapter. I think it the Odessa College.  
Then there's conducted PDC or other training options. So we're not going to do a PDC this year. We're going to wait till October of next year and our terms are from June to June or July to June. So next year we'll do a PDC, but this year we're going to, we're going to hold off because we just didn't have enough time to to put a good one together.  
Recognize members, which I think is a good thing. We haven't done that in a few years.  
Where we can recognize them on social media at in person meetings, websites, whether it's their anniversary with a SSP, they've done something really great in safety.  
So that's that's one. I really like that one because we really haven't touched on that in a couple years. Contact members who are not attending meetings for input.  
They usually would fall in the past. I know it's fall fell on the president and the VP to call members or e-mail them and ask him, hey, you know, is there something that we could do to help?  
You get more involved and come to the meetings or be involved with the charter.  
Then there's the update website and communicate with members. That's a big one because our website has been lacking. I will, I will not lie to you on that one. That's what I would prefer.  
To have to make a goal where monthly we're getting that updated with after the meeting we have pictures we have or before the meeting we have who the speaker's gonna be, what the topic is, it's more update so.  
People don't have social media, they can go to the website and they can see see what's going on with the chapter and then more member involvement is another option. So on of those I've given you what my input would be.  
Do you guys have any others that you would like to do? Are there three here one that you like more than the others?

 **Mike Truitt** 7:16  
I think the two you hit on or great ones to put on there. I think the third one May be that contact members who are not attending just so we can find out if there's something better we can do to bring them more involved into the group.

 **Ferrell, Heather** 7:30  
OK.

 **Ketha Molina** 7:34  
Hey, y'all. Sorry, it's Keitha.

 **Ferrell, Heather** 7:36  
Thank you.

 **Ketha Molina** 7:38  
I made it. I am looking at. Are you referring to the goals for this year? OK.

 **Ferrell, Heather** 7:39  
Hey.  
Yes, yes, ma'am. So is there like the ones I I mentioned that I I kind of like we're updating the website regularly since we really haven't done that a whole lot.

 **Ketha Molina** 7:53  
Yeah.

 **Ferrell, Heather** 7:55  
Recognizing members on social media, website or at meetings and then contacting members who are not attending for feedback.

 **Ketha Molina** 8:07  
I mean, I think those are great, great goals. They're kind of all tied in together. So you might want to, you know, maybe pick one more, whether that's a student Group or maybe that's the PDC that we're planning and we have one planned. So I would add that as well because the other ones kind of run into each other, you know what I mean?

 **Ferrell, Heather** 8:12  
Mhm.  
Mm.

 **Ketha Molina** 8:27  
Um, but I think those are great ones.

 **Ferrell, Heather** 8:28  
I.  
Does it? Does it count if we plan the PDC, but it was not till next year because it wouldn't fall into the same?  
Year, right?

 **Ketha Molina** 8:41  
So it starts from July and then when are we having the PDC?

 **Ferrell, Heather** 8:45  
October.

 **Ketha Molina** 8:48  
I see what you're saying. Um.

 **Ferrell, Heather** 8:51  
What about social events? Can you ask like that more member involvement where OK?

 **Ketha Molina** 8:54  
Oh yeah, yeah. You know, you can put in social events, mixers, socials, any of those. Oh yeah, that'd be, that'd be great.

 **Ferrell, Heather** 9:02  
OK.

 **Lynn Richardson** 9:03  
Do we want to put something in about continuing to work with?  
El Paso to try to get them at least back to where we can have them in a say a section.

 **Ferrell, Heather** 9:25  
I know that's, I mean, we've talked about that. Um.  
I don't know what what that involves exactly.

 **Lynn Richardson** 9:37  
Well, we got a Keith and I have been working on this for what, six years now?

 **Ferrell, Heather** 9:45  
Mhm.

 **Ketha Molina** 9:46  
Mhm.

 **Lynn Richardson** 9:47  
And and the what we got to do is we got to get enough members actually a SSP members in El Paso to get back to where we could have a section.  
Over there. And then once we get a section, we can work on having enough people to, you know, actually get them back to being their own chapter, but.  
You know, they were heavy meetings over there.  
For a long time and they were being well attended, but we only had a handful of members over there and that was our problem. So if we want to work on, you know, moving them back in the right direction, we gotta.

 **Ferrell, Heather** 10:39  
M.

 **Lynn Richardson** 10:47  
Figure out how to try to have a membership drive over there so that we can get more members. Now many you might can have some input on that.  
You know you're over there and and in the middle of it. But I mean what what we need to do is is figure out what we want to do about that because we were getting there and then it just all fell apart when.  
You know, we had the the job change from Amanda.

 **Speaker 1** 11:30  
Yes.  
So right now what I wanted to do this Thursday is kind of have a number of members that are actually members of the ASSP and then kind of get with Susan and Liz, see how we can do a.  
Membership drive. I was going to ask you what has been successful for you in acquiring members or them becoming members and say something of I mean I've talked to a lot of other.  
ASSP groups and they said they do like little raffles or membership incentives. I mean, so they give me a lot of input, but I wanted to say get with you all and tell me what has worked for you.  
To require more members.

 **Ferrell, Heather** 12:24  
I mean, how are you? Um, how? How are you advertising your meetings?

 **Speaker 1** 12:30  
Uh emails through our TEI Um.  
So basically, yeah, just emails for now because I pretty much started it up because what happened when Amanda left, they were saying, hey, we can't stop, we gotta keep going because we need this. So a bunch of the entities here were asking, hey man, you can just keep it going.  
But I did tell him, you know, you need to help out in getting a membership home because that can be a big deal and.

 **Ferrell, Heather** 13:01  
So, So what we can do is I I know in the last couple years we have not advertised when the AS or the El Paso chapter meetings are and that's why I asked you about when yours was coming up, right. So we can start putting those on there.  
We have Nicole start putting it on LinkedIn and Facebook. We can put it on our website of hey, this is when the El Paso chapter meetings are as well. Get that pushed out there to if you can't go to this, this is where you need to go.

 **Speaker 1** 13:26  
OK.

 **Ferrell, Heather** 13:32  
At your meetings, are you talking about how to become a member? Do you, uh, can you show them how to do that? Who? Are they coming from all different backgrounds?

 **Speaker 1** 13:42  
In this truck, yes. So we have a lot of industries here, but pretty much double 10, correct? I think the roster we gave you last time was more than 30 attendees and I know some of them did become members.

 **Ferrell, Heather** 13:46  
OK.

 **Speaker 1** 14:00  
But again, I can't track that. That's what it's gonna say. I'll just turn that money.

 **Ferrell, Heather** 14:03  
I yeah, yeah, I can see that. I can see who becomes a new member. Like there's a whole the website like I I can see that like who is a member who joined last month.

 **Speaker 1** 14:12  
OK.

 **Ferrell, Heather** 14:18  
Um, who's expiring? I can see all the things.

 **Speaker 1** 14:21  
Oh, OK.

 **Ferrell, Heather** 14:24  
So, so you have more like, I'm not, I'm not trying to like.  
I'll just say I'll forward with you. Are these people outside of your company coming to this? How many?

 **Speaker 1** 14:37  
Yes.  
Mm.  
Say about the last cluster only be about over 30 people, almost 40 people.

 **Ferrell, Heather** 14:49  
OK.

 **Ketha Molina** 14:52  
So I think what's happening too, Heather, is that all of us, and I say all of us and that's Manny and me and Chris and we all have a kind of a non-member list, you know, I think we need to.

 **Ferrell, Heather** 15:01  
Mhm.

 **Ketha Molina** 15:05  
Put in um.  
We need to compile all of those. We need to to put those all together and develop one non-member list of people that have visited and and because we are one big chapter, so I think we need to put them all together for one.

 **Ferrell, Heather** 15:21  
Yep.

 **Ketha Molina** 15:24  
And then when we do have invites that we're sending out, whether it's for, you know, Permian Basin or El Paso or if we're going to have one, you know, a meeting anywhere, all of those folks will also get an e-mail. So I think we could start.

 **Ferrell, Heather** 15:39  
Mhm.

 **Ketha Molina** 15:41  
They are there and that's how we do our recruitment campaign basically, you know, offer them, you know, the free lunch, many. I don't know if there's a charge to go to y'all's meetings because technically ASSP, we can charge everybody to come to luncheon.  
We just never did that. I never wanted to do that when I was president. I always wanted to have a free lunch. But there was Once Upon a time where we did charge and I I kind of stopped that. But so there's things that we can do.

 **Speaker 1** 16:04  
Yeah.

 **Ferrell, Heather** 16:06  
Mhm.  
I remember those days.

 **Speaker 1** 16:11  
Yeah, I don't really want to talk.  
Well, I know that one. We did sponsor one one time. I think they were the managers here to see if they want to do that. Then again, it has to be something that's ongoing, correct?

 **Ferrell, Heather** 16:28  
Mhm.

 **Speaker 1** 16:33  
Uh, I think last month we have 25 attendees.

 **Ketha Molina** 16:37  
That's awesome.

 **Ferrell, Heather** 16:39  
No, that's great.

 **Speaker 1** 16:39  
Good.  
So I know that a lot of them came up and says I hope we keep this going for is good networking and we're trying to hit the topics that are relevant to every industry, correct construction, manufacturing and utilities services.  
Helpful. So that's our goal right now with me, Susan and woman.  
But.

 **Ferrell, Heather** 17:07  
I guess my my thing, man, is that if they if you guys have been working on this for six years, we need to figure out what's not working and change that path, go to go a different direction, find something else that maybe can work.

 **Speaker 1** 17:13  
Yeah.  
Oh.

 **Lynn Richardson** 17:22  
And I know.

 **Ferrell, Heather** 17:23  
8.

 **Speaker 1** 17:23  
I know when I in the past I've been when I was president, I mean before Dave, correct? We used to have raffles and stuff.  
But I just don't know how to start that, so I'm just asking for rolls and dice on how to start doing all that stuff.  
There's just a lot of things that we can do in order to increase the membership and even more than the because I mean those I get invites about, I'll send the invites and I'll get about 60 people, but we've been getting like 40 that actually show up.  
I mean, there's a hunger point here.  
Pretty much.

 **Ferrell, Heather** 18:10  
OK. Is I guess have you, have you asked them why they don't join?

 **Speaker 1** 18:15  
Uh, no. I can do that on Thursday.

 **Ferrell, Heather** 18:19  
I mean, that would be like if they're, they're obviously wanting it, right? And they're telling you they want it, but if we keep, if they can't join, can't make it happen.

 **Speaker 1** 18:19  
OK.  
Mm.

 **Ferrell, Heather** 18:28  
So ask like, you know, lay out the benefits of being an ASSP member. Um, show them the website, show them the different.

 **Speaker 1** 18:28  
OK.

 **Ferrell, Heather** 18:37  
Things that that we have as far as continuing education, um.

 **Lynn Richardson** 18:40  
Mm.

 **Ferrell, Heather** 18:43  
Training material like there's different things that they can get out of it, but if we don't share it, they don't know. And if they want to keep coming, that's great. Uh, but.

 **Speaker 1** 18:50  
Yeah.  
Yeah, we're from in the beginning with all the benefits.

 **Ferrell, Heather** 18:54  
Mhm.

 **Speaker 1** 18:56  
I can share that with you all. I can e-mail it and then you can kind of tell me why don't you add some?

 **Ferrell, Heather** 19:03  
OK.

 **Speaker 1** 19:04  
Know what I mean?

 **Ferrell, Heather** 19:05  
Mm-hmm.

 **Speaker 1** 19:08  
Mhm.

 **Lynn Richardson** 19:08  
And and Manny, I know that Gabe wants to be involved with it too because you know he's also trying to set up a safety program at UTL pass up. So I mean he's he's wanting to be involved with this as well.

 **Speaker 1** 19:12  
Yes.  
OK.  
I'll get a I'll get more.  
Yes, Sir.

 **Ketha Molina** 19:40  
Sounds like one of the goals needs to be recruitment, you know?

 **Speaker 1** 19:40  
OK.  
Yes.

 **Ferrell, Heather** 19:51  
Well, I mean, wouldn't that go along with?  
I don't want to have too many is what I'm saying. Like I want to leave it at three. I don't want to have more than that.

 **Ketha Molina** 20:01  
Oh, yeah. Okay.

 **Speaker 1** 20:04  
Well.

 **Ferrell, Heather** 20:10  
Recruitment.

 **Speaker 1** 20:11  
How many numbers?

 **Ferrell, Heather** 20:15  
How many members in the Permian Basin?

 **Speaker 1** 20:15  
No. How many members would be good for the El Paso?  
As far as the number said.  
203040 members.

 **Ferrell, Heather** 20:36  
That's a.

 **Speaker 1** 20:36  
As in for us, correct, just to make it.

 **Ferrell, Heather** 20:38  
That's a Leonard. I I I don't know. I don't know how that.

 **Speaker 1** 20:41  
OK.

 **Lynn Richardson** 20:43  
I'd have to look it back up, but at one point I had looked up how many we had to have to create it a section and I'm thinking we have to have 35. Keitha, is that right? We have to have 35.  
To get them back to full chapter status.

 **Ketha Molina** 21:04  
That's what I'm looking up right now, but that was the first number that popped in my head too. But again, that could be um.

 **Speaker 1** 21:05  
Hello.

 **Ketha Molina** 21:12  
And and maybe that that is the goal to establish sections, you know, and that could cover a lot of different things, a student section, the El Paso section.

 **Speaker 1** 21:22  
OK.

 **Ketha Molina** 21:25  
Yeah, but I I'm with, I'm with Heather. You don't want a lot of, you know, the way I always look at it is things that we know we can accomplish in a year and having a couple that we know that we can move on to the next year. Does that make sense?  
So since Heather, you'll be president now for, is it two years? Is that right? Two years? Three years? OK, so that's some that will carry over.

 **Lynn Richardson** 21:44  
Yeah.

 **Ferrell, Heather** 21:50  
Yes, two years that, yeah.

 **Lynn Richardson** 21:52  
2.

 **Ferrell, Heather** 21:55  
OK.

 **Speaker 1** 21:57  
Is there any way of looking how many members we have here in El Paso?

 **Ketha Molina** 22:03  
They lump them kind of all into one, but we can kind of tell by where they work. Uh

 **Speaker 1** 22:03  
Yeah.

 **Ferrell, Heather** 22:08  
Mhm.

 **Speaker 1** 22:09  
OK.

 **Ferrell, Heather** 22:11  
Yeah, it depends on where they what they put down as like their mailing address. If if they put one in, then I know, Oh yeah, they're that's an El Paso person. If they don't, I mean, we've got members that live all over.

 **Ketha Molina** 22:17  
Right.

 **Speaker 1** 22:18  
Oh.

 **Ketha Molina** 22:28  
Yeah. Oh, yeah. We have a couple that live in Mexico, that live in Mexico, and then we have a couple that live, you know, like in Minnesota or somewhere.

 **Ferrell, Heather** 22:29  
Uh, but.  
Yep.  
Yeah, I have California like, but it's just because they either do. Yeah, he's in Houston. It just depends because they join out here because they either have work that's going on out here or they once were living out here and they haven't changed anything.

 **Speaker 1** 22:37  
Yeah.

 **Ketha Molina** 22:39  
Yeah.

 **Mike Truitt** 22:40  
I'm in Houston.

 **Ferrell, Heather** 22:52  
But if they have accurate information in there, yeah, I can. We can look at that and see how many you have currently. I can do that sometime this week and look.

 **Speaker 1** 22:52  
Yeah.  
OK, yeah, any help you can, you know, I'll just uh.  
I know that before, yeah, they got upset because they took it off and they kept telling me, they said I don't have the time right now. So I so I asked Amanda to tell me you can if you're willing, then she moved on and then now we have the phone call.  
We can't stop this. We can't wait. We're doing so good. And I'm like, all right, I'll, I'll get it started again. But I have to get one on board too.

 **Ferrell, Heather** 23:38  
Mhm.  
And that's The thing is you have so many members, but if you can't get people to join the board either, I think that's part of it.

 **Speaker 1** 23:48  
So I do have Susan and Lily that want to be part of the board so they can help me with all this recruiting and stuff. I don't know that I was. My next question is do I invite them to the next meeting or what do they need to do?

 **Ferrell, Heather** 24:06  
Yeah, yeah, I invite him to the next meeting and show him what it looks like.

 **Speaker 1** 24:12  
OK, I will do.

 **Lynn Richardson** 24:13  
Well, Heather, Heather, I didn't mean to open a Hornet's nest, but I mean, but what I said, you look back, Keith and I started this during my term as president and then.

 **Speaker 1** 24:15  
Yeah.  
OK.

 **Lynn Richardson** 24:29  
When I was the past president for the last six years, it's kind of languished around and so we we've got you as president now and I don't think it's going to languish. And so I I've, you know, I'm not saying we have to.  
Put it in as a goal, but I'm just throwing it out there is something that you know we we have tried to work on Keith and myself and Matt try to work on it, you know and keep it going.  
To get them back to being able to be their own chapter again and and you got to have to crawl before you can walk. That means we have to get them where they're at section and then once we have them there, we can get them back to the point where they can become a chapter again.

 **Ferrell, Heather** 25:10  
M.  
Yes.

 **Lynn Richardson** 25:26  
So.

 **Ketha Molina** 25:27  
But I think too, with all of the change, you know, where our goal is to improve that website, the website, the website calendar, all of those things, you know, getting pictures, all those promotions that you were talking about, Heather, I think that will help with that.

 **Ferrell, Heather** 25:38  
Mhm.  
Yep.

 **Ketha Molina** 25:44  
They're, you know, because they're going to think Midland, Odessa and then El Paso, you know, we're going to be, I hate to use the word advertising, so promoting for both areas and I think you're going to see some change there once we get someone on board that is dynamic and doing those things.  
I think, I think you will see a change then I I really do.

 **Ferrell, Heather** 26:04  
No, and I don't disagree with you. I think that's part of why and that's part of why I want to keep the website updated, because if it's not updated, people don't realize what's going on. And if you don't have social media, like my husband doesn't have social media, so he doesn't think it goes on unless you have a website.

 **Speaker 1** 26:08  
Yes.

 **Ketha Molina** 26:14  
Yeah.  
Agreed.

 **Ferrell, Heather** 26:21  
Or I tell him.

 **Ketha Molina** 26:21  
Right.

 **Ferrell, Heather** 26:24  
So instead of making it like a separate goal, we just kind of put it in there with the website of OK.

 **Ketha Molina** 26:33  
I think so.

 **Ferrell, Heather** 26:36  
That'll work.

 **Ketha Molina** 26:39  
Because we definitely don't want to overwhelm whomever's going to do this. Do we have somebody to do this?

 **Ferrell, Heather** 26:42  
Mhm.  
The website. So Abby sent me some stuff on that. Uh.

 **Ketha Molina** 26:45  
Yeah.

 **Ferrell, Heather** 26:52  
They're kind of really specific about that now. They don't really know. Yeah, because I asked her, I said, hey, I need some help like accessing certain things. And so she sent me a mark.

 **Ketha Molina** 26:55  
They are. I wondered if you had gotten that or not. So OK.

 **Speaker 1** 27:03  
Yes.

 **Ferrell, Heather** 27:08  
He emailed me back and explained how it works. So if we were to do anything to the website, we have to put in this ticket to them. They update the website for us, which isn't hard, right? Like that's pretty easy on our end 'cause we're not having to go in there and and.

 **Ketha Molina** 27:08  
Yes.  
Yes.  
Which is great, yes. On our end, you know, yes.

 **Ferrell, Heather** 27:25  
Yeah, I know it is. Yeah, because I've had to do it before when I was secretary and I was like, Oh my God, this sucks. So it'll be easier. That's why I'm asking. Like, I've got four. I think Nicole's getting her headshots done today. She's going to send those to me whenever she can. I've got Lynn's.  
Mike's and Chris's. I've got mine. I need yours, Keitha, Manny, and then Gabe. I need headshots so I can put those onto the website, explain who our board is so people know who they're looking for when they come to meetings, right?  
And then anything we set today for calendars, I can have all that added to them. I just want to do kind of 1 ticket at once so I don't have to like continuously go through there for the first time. Like I know I'm gonna have to do it monthly or have Nicole do it monthly, but.

 **Ketha Molina** 28:09  
Sure.  
Absolutely.

 **Ferrell, Heather** 28:19  
Just make it easy.  
So, OK, that's one update website. All right, cool. We got that one. That was good.  
And then?  
I mean, you can do a goal of more member involvement and participation instead of, you know, contacting members.

 **Ketha Molina** 28:38  
Or, you know, what you had, the member recognition and all that. Yeah, that could kind of fall under that, yeah.

 **Ferrell, Heather** 28:46  
OK.

 **Speaker 1** 28:46  
Yes.

 **Ferrell, Heather** 28:48  
So I have. OK, so let's do web update website, recognize members, get them involved and then social events.  
Does that sound OK? OK, everybody's good with that.

 **Speaker 1** 29:05  
Awesome.

 **Ferrell, Heather** 29:07  
OK.  
All right. And I don't have Gabe's information, so if somebody has that and they can send it to me, that way I can, uh.

 **Lynn Richardson** 29:16  
I will send it to you.

 **Ferrell, Heather** 29:17  
Add him. OK, I can send him invites on stuff on this next 'cause I am I still sharing my page? I don't know.

 **Ketha Molina** 29:26  
No, you're sharing an e-mail, OK.

 **Ferrell, Heather** 29:27  
Sorry. Yeah, you know, you don't watch my emails. OK, so here.  
I'm guessing these are set like this is an example, right? And I'm pretty sure it's the same with every chapter of how they set these up. So me and Chris pretty much are on every one of these, the financial report. So that's me and Truitt.

 **Ketha Molina** 29:44  
Yes.

 **Ferrell, Heather** 29:54  
Or is that you and me, Keitha?

 **Ketha Molina** 29:57  
So because of my new role, I can be an assistant treasurer. So, so who are we going to put as a treasurer?

 **Ferrell, Heather** 29:58  
But.  
Uh-huh.  
OK.  
Uh.  
OK.  
OK.

 **Ketha Molina** 30:16  
Because this was kind of an emergency thing, the whole special elections and everything. So that that's where that would fall. So I could assist in that and basically I could just send them over so you can put you can put yourself in my any.

 **Ferrell, Heather** 30:20  
Mhm.  
Mhm.

 **Ketha Molina** 30:33  
You can just put, you can leave it the way it is right there and I'll get those to you and we'll walk through.

 **Ferrell, Heather** 30:34  
OK.  
OK.  
OK, so do I need to ask somebody if they want to be a treasurer, like put that out of the meeting or?

 **Ketha Molina** 30:40  
And they're super easy.  
So we're going to get, it's going to get, OK, this is really going to y'all thought y'all opened. Yes. So because secretary and because treasurer are elected positions, we have to have some type of election. What does that mean? That means we can a lot of times to do that within the executive.

 **Ferrell, Heather** 30:51  
I know it gets sticky. I know.

 **Speaker 1** 30:53  
I.

 **Ferrell, Heather** 30:59  
Yep.

 **Ketha Molina** 31:08  
Committee also. So we can't just appoint someone, let's find some of those that are interested. And there was a few people and then let's vet them, you know, and let's see, you know what their plan is. We can have that within within the executive committee because I've had to do that with.

 **Ferrell, Heather** 31:09  
Correct. Yeah, that's what I'm saying.  
Mhm.  
OK.

 **Ketha Molina** 31:27  
Salvaging, I hate to say it that way, but salvaging some chapters, you know, it's basically a it's not really appointed because we were seeking out candidates for it, so.

 **Ferrell, Heather** 31:33  
Yeah.  
I I I guess maybe I worded that wrong, like putting it out in the meeting and then whoever's interested, we bring it back to the board, we look at that and then we determine based the board votes on it like, hey, yes, this person would be great, OK.

 **Speaker 1** 31:40  
Correct.

 **Ketha Molina** 31:46  
Sure.  
Sure, yes.  
Yes.

 **Ferrell, Heather** 31:55  
OK.

 **Lynn Richardson** 31:56  
And as much as I hate to say this, if you need a treasurer, I can do that. I've I've avoided that my whole career, but.

 **Ferrell, Heather** 32:06  
Yumi Boslin.

 **Ketha Molina** 32:10  
And it's so easy. It's cut and paste, y'all. It's just cut and paste.

 **Ferrell, Heather** 32:11  
I know it's not hard I.  
I know it's not hard. It's just something. Uh, I don't deal with the numbers. OK, so those are fine. Um.

 **Speaker 1** 32:23  
To do also, I'm also available. This could be a learning experience for me myself, so I'm willing to do it too.

 **Ferrell, Heather** 32:30  
M.

 **Ketha Molina** 32:31  
Sure.

 **Ferrell, Heather** 32:32  
OK.

 **Ketha Molina** 32:35  
That's awesome.

 **Ferrell, Heather** 32:36  
Um, OK, nomination election committee, I don't.  
Most of this looks like it's VP communications. I've talked to Nicole Keitha. I don't know what the Facebook password is, so I can't add her to it. I don't know if you remember it.

 **Ketha Molina** 32:54  
Yeah.  
Oh, let me get in it right now. Facebook. Let's see. And who are we adding?

 **Ferrell, Heather** 32:58  
Or OK, yeah, so we can get her added, Nicole.

 **Ketha Molina** 33:11  
Is Nicole on the call? No. OK, let me go there and let me see cause if you ask me, I don't remember it at all, but let's go look.

 **Ferrell, Heather** 33:14  
No.  
No, you're fine 'cause I don't remember.  
They have.

 **Lynn Richardson** 33:24  
I sent you this e-mail.

 **Ferrell, Heather** 33:26  
Thank you.

 **Lynn Richardson** 33:29  
Mm.

 **Ketha Molina** 33:35  
Um.

 **Ferrell, Heather** 33:35  
It's Nicole Valenzuela.  
OK, so she.

 **Ketha Molina** 33:46  
OK, I'm in now, so let me see. Surely there's a way I can look at it.  
ASSP. Yeah, I'll go ahead. I'll I'll work on it on this side. Let's see.

 **Ferrell, Heather** 33:59  
OK, so I'll have her. I'll send her that e-mail that from Mark so she can help me with the website. I will also do the newsletter and I'll make sure that gets put on there as well monthly.  
Ensure this team's ability to serve members immediately. So that's on me. I've got all these calendar invites, so you don't have to worry about any of that. Um.  
Offer a minimum of four accessible meetings with at least two face-to-face that have clear educational objectives, evaluated and facilitate members achieving at least two of the following. Take advantage of career personal opportunities, develop leadership skills, obtain certifications and CEUS.

 **Lynn Richardson** 34:33  
Yes.

 **Ferrell, Heather** 34:43  
Uh.  
So we have to have two face to face.  
Meeting like just regular meetings or these are different?

 **Lynn Richardson** 34:58  
If you look, if you look at your county, you'll see we can have up to 12 meetings for the 12 months and get credit for them, but they're saying that.

 **Ketha Molina** 34:58  
Where are you looking?

 **Ferrell, Heather** 35:00  
Huh.

 **Ketha Molina** 35:03  
OK.

 **Ferrell, Heather** 35:08  
Mhm.

 **Lynn Richardson** 35:13  
We have to have a number of them. It's technical meetings to qualify for all our points for technical meetings. So we we can have other kind of meetings as well, but you got to have at least those.  
Um, 4 tech to come meetings in a year.

 **Ferrell, Heather** 35:35  
So what's technical? What is a technical speaker?

 **Lynn Richardson** 35:38  
Like we've been doing all these times, people coming in and speaking and and you know we've been having technical meetings. So all of those, you know where we bring the speakers in and they talk about the different things pertaining to the industry, those are technical meetings.

 **Ferrell, Heather** 35:41  
Oh.  
OK.  
OK, um.  
All right. I know Chris has got I I signed him September to put together October. I'd like to get with the it's a the Dallas chapter. I think is what she is.  
And maybe have them like collaborate with them, do a virtual meeting, virtual and in-person meeting, however you want to do it. And then from November to December, I don't have anything for November. December, we'll just have the holiday party, so we won't have a meeting.  
But I'd like for everybody to have a kind of a input on speakers. If you have somebody you'd like, we can get them in there. Great. Because I'm a person that if I have my calendar and I know every slot's full, that makes us less anxious.  
Like that's anxiety for me.  
To have to worry about finding a speaker because I don't have to wait till the last minute to get somebody out here and do do a presentation. So think about that if you guys have somebody for November that you would like to have come out here that can present.  
That would be awesome. And then we'll start on January after that.  
That work for everybody?

 **Mike Truitt** 37:22  
Works for me.

 **Ketha Molina** 37:25  
Yes.

 **Ferrell, Heather** 37:26  
OK, because I want everybody to be involved in that. I don't want to have to just pick somebody because you might, you guys may come across somebody that's way better than what I I may find so.  
Um.  
Take actions to support our meetings, distribute notifications program, mean to serve geographic interest or industry segments. So like the magnet mail that's I sent out the invite for the meeting, I sent out the newsletter this month.

 **Lynn Richardson** 37:51  
Yeah.

 **Ferrell, Heather** 37:59  
And then um.  
Going forward, I either have Nicole do it, like I'll send it to her and have her send through the magnet, or I can do it since I'm familiar with it, but we are doing those currently already.

 **Lynn Richardson** 38:15  
Thank you for sending out a president's letter.

 **Ferrell, Heather** 38:19  
I can't \*\*\*\*\*\*\* say.  
I liked when we did that and that's why I want to do it, 'cause I want to make sure everybody.  
Sees it right, because that was one of our biggest things the last couple of years. They didn't know when the meetings were, the emails weren't going out like they were they they used to. So I that's one thing for me as a president that I I will keep up with with that's that's important.  
OK, let's see. Update the website. Like I said, we're going to develop leadership skills.  
So providership roles, succession planning, online training, community resources, ASP committees. So has everybody done their training?  
They got that that completed for their.

 **Mike Truitt** 39:10  
Yeah.  
So.

 **Ferrell, Heather** 39:12  
Mike, you sent me an e-mail.  
I didn't see a communications person and neither did Nicole, so I don't know if she has to do a training or do it. Does she need to be assigned at a certain because there's.  
Communications or social media, just like secondary, present, treasurer.

 **Ketha Molina** 39:31  
I.

 **Ferrell, Heather** 39:31  
Thank.

 **Ketha Molina** 39:32  
Regional. In fact, there's one coming up sometime. I'll have to look Kimba training on Kimba and you know, templates that can be used, those type things. So there is a region for retraining.

 **Ferrell, Heather** 39:45  
Mhm.

 **Ketha Molina** 39:48  
So let me get some dates and some links and more than likely, I think we have a meeting today at 4, don't we, presidents? Yeah, I'm sure we're going to talk about it there, so that will help.

 **Ferrell, Heather** 39:52  
OK.  
Yes, we do.  
OK, that'll work. Yeah, 'cause she asked. She's like, I don't have any training. I'm like, really? So I looked. I was like, no, you don't. Never mind.

 **Ketha Molina** 40:07  
But she can take the secretary's training also always encourage and I encourage everybody on here, take the secretary's training and take like the vice president's because they hold a lot of different responsibilities and a lot of different roles that covers a lot of different things.

 **Ferrell, Heather** 40:09  
OK.  
Yes.

 **Ketha Molina** 40:24  
And it's very general. So I mean, I'd encourage her to do that.

 **Ferrell, Heather** 40:29  
OK, I'll tell her. I'll let her know that that's a good one for her to take. Yeah, I I agree. I like the second one. OK, so assist ASSP job board.

 **Ketha Molina** 40:37  
Mhm.

 **Ferrell, Heather** 40:48  
If if anybody does, please get that with me so me or Nicole can have that to the website to keep that updated and and you'll be on the the present.  
The newsletter's.  
Succession planning.  
That's already like in the bibles, right? Like OK.

 **Ketha Molina** 41:09  
Yes.

 **Lynn Richardson** 41:12  
It is any election you need. Your past president is supposed to be the one that runs that election. I sent you an e-mail about that a minute or two ago.  
You know, I'm not sure if Steven is going to want to do that. And so if he does it, then I can do it. It's the most recent past president. But you know you and Chris are are set for the next.

 **Ferrell, Heather** 41:30  
Mhm.  
Yeah.  
OK.

 **Lynn Richardson** 41:48  
The years and then.  
Um, we we go from there.

 **Ferrell, Heather** 41:54  
OK.  
That's what I thought. I mean, it's pretty much cut and dry on that one, I think. Um.  
I know Steven had set up or said something along the lines of if people attend our meetings, they were gonna get like .1 CEU's. I don't know how.

 **Lynn Richardson** 42:13  
Well, we have, we we have to set that up through a SSP. What we have to do is we have to find out the topic. I I do that for the region so I can tell you how it works.

 **Ferrell, Heather** 42:19  
OK.  
OK.

 **Lynn Richardson** 42:30  
So we we need them on the speaker and the topic he's going to present and his main points he's trying to get it out. Then we can send in and get them to give us credit.

 **Ferrell, Heather** 42:41  
OK.

 **Lynn Richardson** 42:46  
For the CEUS, which would be .1 for our meeting for that you know presentation and then the people that attend, we give them a link.  
To go on to their ASSP website and and ask for the credit for the .1 CEU's.  
So I mean, that's how it works.

 **Ferrell, Heather** 43:15  
OK. I mean, that doesn't sound that bad or that hard to do. And I know that could possibly get more people to come.

 **Lynn Richardson** 43:19  
It it is not.  
It's not because they have a fast turn around except right around the national meeting. But other than that we get a very fast turn around from them and I even did for the regional one before the national meeting. I got a three day turn around.

 **Ferrell, Heather** 43:30  
Well, yeah.

 **Lynn Richardson** 43:43  
So I mean it it's.  
Yeah.

 **Ferrell, Heather** 43:46  
No, and that's again.  
On our website that they could potentially have CU's that could get.

 **Lynn Richardson** 44:00  
For any technical meeting we can get see you.

 **Ferrell, Heather** 44:05  
OK, help expand.  
I think you did a local. I mean that's Manny. That's something that you could do is um for for getting your.  
Meetings maybe more people involved to get them to sign up for SSP so you guys can go down that road of becoming your your own chapter again. The members that you do have again have the and talk about what not just you every time.  
It's OK, it's a.

 **Speaker 1** 44:48  
OK.  
A good one.

 **Ferrell, Heather** 44:52  
Other pushes like having virtual meetings.  
I have my own concerns about that.  
When we we did them in the past and I we just didn't get at.  
I think we get an auditor to think of, well, it's just virtual. I don't know if I'll attend this one. And my other thing is I know some people if they come and speak, they have to get approval prior to if it's to be recorded or and or live streamed.

 **Lynn Richardson** 45:32  
In the meantime, we use the virtual meetings with during COVID.  
Once or twice after that and our videographer moved to Houston. So we kind of lost the expertise we had for doing that as well.

 **Ferrell, Heather** 46:05  
K.

 **Lynn Richardson** 46:05  
But I mean that that's really when we used that now you know with our chapter being so wide, you know we had talked about trying to do that so that people in San Angelo and.  
And you know, out towards El Paso and all of that could be part of the meeting, but it just never really got going.

 **Ferrell, Heather** 46:30  
OK. And do we have to use a certain platform for that?

 **Lynn Richardson** 46:35  
Well, we have our Zoom platform that we can use.

 **Ferrell, Heather** 46:39  
OK.

 **Lynn Richardson** 46:42  
That the we can pay for.

 **Ferrell, Heather** 46:46  
OK.  
Maybe we try it like one this next quarter, the in the fourth quarter, but whoever we get to speak, we just got to make sure that they they know that ahead of time, make sure that they don't have to have anything approved to their companies before they.  
Say, yeah, I can speak. And then last minute they're like, Oh yeah, I can't because we can't be recorded or whatever the situation may be. I don't have a problem with it. I don't. I do a whole lot of them, I guess.  
That's I'd rather do it in person.  
That what y'alls feelings are on that.

 **Mike Truitt** 47:28  
I don't disagree with that at all.

 **Ferrell, Heather** 47:31  
OK.

 **Ketha Molina** 47:33  
I'm with you too.

 **Lynn Richardson** 47:34  
Yeah, yeah, but.

 **Ferrell, Heather** 47:35  
OK.

 **Ketha Molina** 47:36  
Yeah.

 **Lynn Richardson** 47:38  
That was my struggle after COVID was trying to people come back to the meetings.

 **Ferrell, Heather** 47:39  
OK.  
I know.  
I know.  
OK. Yeah. And I don't, I I understand what you're saying Lynn, because we do have a vast area and I would like for all of them to get to participate with us. I just, it's hard. I again, I don't mind doing it once a quarter or something like that as long as we preference that to whoever we're going to get.  
To speak so we don't chew ourselves on the foot. Let's.

 **Lynn Richardson** 48:06  
Yeah, every once a quarter and we we have it as a technical meeting, then we can offer the video people as well the CE use.

 **Ferrell, Heather** 48:24  
OK.  
All right. And then the last one on here is provide additional value, surveys, meeting evaluations, welcome members, be informative of meetings and events. I do like the idea of doing a survey every now and then, you know.  
To ask how is the meet? How are the meetings going? What would you like to see different? Are there? Do you have a speaker that you or a topic that you want somebody to come speak on something of that?  
Something like that. Can we do go through like SurveyMonkey or does ASSP have a specific again platform that they like to use for these surveys?  
Or evaluations.

 **Lynn Richardson** 49:05  
I did. I did them through survey Mikey and he had very poor return. I would do them and we would get 10.

 **Ferrell, Heather** 49:10  
OK.

 **Lynn Richardson** 49:18  
Maybe 11 people respond and it was the same 10 or 11.

 **Ferrell, Heather** 49:21  
yeah I wonder

 **Ketha Molina** 49:23  
Yeah. And I think we're, we're at liberty to do either one. I mean, they have an account, but you kind of, it's kind of like their, like their teams account. It's not, it's not a teams, it's a Zoom. You got to kind of wait in line for it, you know what I mean?

 **Ferrell, Heather** 49:35  
Hmm.

 **Ketha Molina** 49:40  
When it's available. So if one of us can sponsor that, you know, like I can always sponsor the teams or any of those meetings, you know that basically you can use mine. So that that sometimes seems to work out better.

 **Ferrell, Heather** 49:40  
Oh.  
Mhm.  
OK, I wonder, you know, I thought about this when I was sending that stuff through Magnet Mail. Magnet Mail the other day was I wonder how many of those people have updated their ASSP accounts.  
To reflect either like say they left a job, have they updated their new e-mail address? Um.

 **Ketha Molina** 50:15  
Yeah.

 **Ferrell, Heather** 50:18  
Or their.

 **Ketha Molina** 50:34  
Absolutely. Social media everywhere, yeah.

 **Ferrell, Heather** 50:37  
Yeah, yeah, OK.

 **Lynn Richardson** 50:38  
Because if they haven't gone on their account in a while, then they're gonna have to do the the new login even to get on it.

 **Ferrell, Heather** 50:48  
Yeah.  
OK.  
OK, I get that. I'll, I'll put something out there just to remind members like, hey, you might want to go in here.  
And I can send an e-mail again, but.  
If they haven't updated, I don't know how much how good that how how good that will do. Much good. OK.  
I think that's all I have on this.  
I've got some dates. I've got to get this put in. I'll type this up. I'll submit it that we've we've completed this portion of it, the planning report. Um.  
Is there anything you guys want to talk about or anything else I may have missed, Lynn or Ketha?

 **Lynn Richardson** 51:40  
I think you did a great job. I think you did a great job with covering.

 **Ketha Molina** 51:40  
No, I think it's a good meeting. Me too.

 **Ferrell, Heather** 51:46  
Well, thanks, Lynn.

 **Ketha Molina** 51:50  
I agree. These meetings are aren't easy and especially when you have to fill out paperwork. So yeah, I think you did great. Thank you for doing this.

 **Ferrell, Heather** 51:58  
OK, good. Yeah, you're welcome, guys. I appreciate it. I appreciate y'all being participating, all of you. Hopefully we can get our other members to join next time. I know it was kind of last minute, but I had to get it done because Abby told me I had to get it done.  
You know, and I forgot about it last week after coming back from the conference and I was kind of busy doing other things. So thank you for taking the time out today to to join and participate. So thank you.

 **Lynn Richardson** 52:28  
Well, we'll see you on the next meeting.

 **Ketha Molina** 52:32  
Yeah.

 **Ferrell, Heather** 52:34  
Yeah, I'll see you at 4. OK. OK. All right. Thanks, Mike. Manny, you guys have anything questions?

 **Lynn Richardson** 52:35  
Yeah, yeah.

 **Speaker 1** 52:35  
Thank you.

 **Ketha Molina** 52:35  
Exactly.

 **Lynn Richardson** 52:38  
But.

 **Ketha Molina** 52:39  
Thanks everybody. Thanks.

 **Speaker 1** 52:40  
The.

 **Mike Truitt** 52:43  
Nope, I'm good.

 **Speaker 1** 52:43  
No, I'm looking good on Thursday after the meeting. I'll send you the roster, then I'll send everybody the roster too, so you can look at how many members we we have and how many attendees. I think I'll start sending everybody the topics for.

 **Ferrell, Heather** 52:48  
OK.  
OK.

 **Speaker 1** 52:59  
The next meeting, yeah.

 **Ferrell, Heather** 53:01  
OK. No, that'll that'll be good. And then I can, I can look up and see like who, how many members you have out there. OK. All right, cool. All right, well, thanks guys.

 **Lynn Richardson** 53:05  
But.

 **Speaker 1** 53:07  
Yes, ma'am. Yes, I appreciate you.

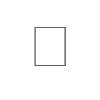
 **Mike Truitt** 53:12  
Thanks.

 **Speaker 1** 53:12  
Bye, bye. You'll be safe.

 **Ferrell, Heather** 53:13  
Uh-huh. You too. Bye.

 **Lynn Richardson** 53:13  
Uh.

 **Ketha Molina** 53:14  
Bye everyone!

 **Ferrell, Heather** stopped transcription